



# development**plus**<sup>TM</sup>

development**plus** is a key development organisation in Lincolnshire. We are well established, working across the County since 1997. We want to work with a wide range of partners, supporting them with our innovative ideas and abundant skills.



# Chairperson's Statement



In last year's report I talked about how half way through 2011, the Trustees and Staff of development**plus** decided that despite the impact on Voluntary Sector funding of the economic cycle, we were going to take a more proactive attitude to promoting the activities and benefits on our work. We reported last year that the work had been identified under 4 clear strands.

2012 was very much about taking this strategy forward, and while the economic climate has not improved, I am pleased to say that funding partners have continued to see the benefits of the approach community development brings to dealing with a wide range of issues. While we lost some contracts, others were renewed with enthusiasm from the funding partners.

This continued funding led the Trustees and Staff to ask what are the next steps we should take in ensuring the continued viability and drive of development**plus**. To this end we realised that in the current economic climate our decision making processes needed to be reviewed and developed. To this end we welcome a number of new Trustees, but also a new Board structure. While we still have regular Board meetings, much of the practical work is now undertaken by four sub committees, one for Business Planning, one for Finance, one for Governance and one for HR and employment issues. The benefits of this way of working has already ensured that we are flexible enough to respond, or not, to opportunities that are presented. After 16 years of operation this has been a courageous step, as so many organisations often continue with old models that in reality do not serve the needs of the charity, and result in stagnation. Our hope is that the new Board structure, will enable development**plus** to continue to support communities as they strive to fulfil their hopes and aspirations.

**Andrew Vaughan**

# Our Aims & Objectives

## developmentplus' vision is:

*"To work alongside people of all backgrounds in their communities and with the organisations that affect their lives"*

*"development**plus** is a key development agency within the County, establishing partnership projects that link those who make decisions and those whose lives are shaped by them. It creates opportunities for local people to improve their quality of life socially, economically and environmentally."*

## In order to achieve this, developmentplus will:

- Encourage the development of community groups and facilities
- Build self-esteem, confidence and a sense of mutual responsibility
- Promote education and training opportunities for individuals and groups with the aim of improving the local economy

## Our objectives are:

- Sharing power, knowledge and skills to enable local people to make their own choices and decisions
- Being a support mechanism for underrepresented groups in the City
- Adding value to strategic work in the City
- Facilitating local people to speak for themselves
- Fostering a sense of mutuality and support
- Perceiving possibilities and identifying opportunities

# Our Values & Principles

Over the years development**plus** as an organisation has adopted the values and principles of FCDL (*Federation of Community Development Learning*), which reflect the link of our work to the National Occupational Standards for Community Development. Over the coming year we will also be reviewing our mission, vision and objectives.

## Our Values and Principles are:

- Social Justice
- Sustainable Communities
- Self- determination
- Participation
- Working together and Learning
- Reflective Practice

## Celebrating Diversity

Celebrating Diversity is central to the way we work. It means that we believe everybody has a contribution to make because we are all different, for example; our experiences; values; abilities. We feel we must celebrate diversity in all forms because we are committed to inclusion and social justice.

## Diversity Action Plan 2013

Each year development**plus** considers their commitment to Equality and Diversity by reviewing their policies and ensuring they are in line with the Equality Act 2010. We endeavour to uphold and achieve our Action Plan across all strands of our work in the community, with our partners and with our own staff team.

Action	Timescale
We will promote community cohesion within the communities we work, whilst respecting and valuing diversity and difference.	Ongoing
We will promote a strong sense of social justice across all our work and we will develop and offer training appropriate to specific needs.	Ongoing
We will endeavour to recruit staff and Directors which represent a broad cross section of the community we serve.	Ongoing
We will listen to the views of the communities and respond to their needs and involve them in the planning of our project work.	Ongoing
We will produce courses and materials which reflect cultural difference and will break down barriers.	Ongoing

# development**plus** operates across four key areas of work:

## Developing Communities

We work alongside people of all backgrounds in their communities and with the organisations that affect their lives. By doing this we:

- Improve quality of life and pride in communities.
- Promote equality, inclusion and community cohesion.
- Empower local people to take control and play an active part in the decision making process.
- Develop effective and sustainable multi-agency networks.
- Work alongside people to address local issues.

## Success Training

Our training provides opportunities for learning, personal development and supporting people to take the path towards their own goals. We work with you to make positive and lasting change with individuals, groups and organisations.

## Health & Happiness

Health and happiness are key to wellbeing. If our communities are well, they are confident, competent and resilient.

Local people feel in control and have the ability to deal with the pressures of everyday life.

## Research & Consultation

We have carried out consultation and research for Local Authorities and communities for the last 15 years. We brought Placecheck to Lincolnshire through a National Pilot in 2000 and provided research evidence for strategic documents for the City of Lincoln Council such as the First Community Plan, Local Development Framework and Open Space Audit.

# Chief Executive's Statement



Our first year as development**plus** has been rewarding and full of change – yet again! We have had changes to key members of staff and long standing members of our Board of Directors.

Firstly, we have had success with funding bids this year – Tudor Trust and Lloyds TSB, which in the present climate is very positive and shows how our work is valued. Tudor Trust re-funded our work in Sincil Bank working with Lincoln City Football Club and the Supporters Trust to develop a community facility at the Football Stadium. The Tudor Trust informed us that this is a unique project for them to fund and they are very interested in how it goes. Lloyds TSB have funded A Step in the Right Direction, they appreciate the benefit of one to one coaching and mentoring to support individuals to

identify how they can move on in life, make better decisions and improve their lives.

We also tendered to deliver Community Development Training to Lincolnshire County Council part time Youth Workers as their role was changing from being centre based to a more generic work in the community. This proved to be very successful and feedback from participants confirmed it was relevant and very useful to them.

We continued to develop work through the Transition Funding we received in 2011. We commissioned LCDA (Lincolnshire Co-operative Development Agency) to carry out market research into developing and manufacturing Bra's and Pants to complement our Boob's and Ball's campaign. Based on the research we felt that this was not feasible at this time, but we do have a business plan for the future. Our Big Idea trailer had its first outings to events this year and it certainly draws a crowd!

We said a sad goodbye to 4 members of staff this year. Jo Devlin our Finance Manager who joined us in 2000; Laura Faria and Vicky Cooper, who worked as Parent Involvement Workers with Sure Start Lincoln Central, Laura having joined us in 2004; and James Hall, administrator who joined us in 2006. We thank them for their commitment to development**plus** and wish them all the best in the future.

Our long standing Treasurer Mike Tait also moved away from the area this year. He always gave us sound advice on the strategic financial management of our organisation and we wish him well for the future.

We also greeted four new members to our Board of Directors, Inga Pundure our new Treasurer; John Mendy from the University of Lincoln with expertise in HR; Nev Jackson brings years of experience in Local Government and employment issues; and we welcome back to our Board Debbie Jolliffe who is a solicitor with the Lincolnshire Co-operative Society. Debbie was initially a member of our Board in 1996 and played a key role in setting up the Charity and in the early years of the organisation.

We also welcome Richard Leedham-Green as our new Finance Administrator, who brings many skills and fantastic financial experience.

Thank you to all our dedicated and committed staff and Board. We look forward to the coming year and to new challenges.

**Jeanne Bain**

# Developing Communities

## **Abbey Ward / Shuttleworth House Resident Group Development .**

The beginning of 2012 began again with some uncertainty with the Migration Impact Fund money due to finish at the end of March. With the Shuttleworth House Resident Group coming along in leaps and bounds it was agreed that both the Lincolnshire Police and City of Lincoln Housing Department would fund the project for a further nine months. This extension allowed the development worker to continue supporting the SHRG Group, preparing them to become self-sufficient. By the end of 2012 they were running their group themselves, redecoration of the flats was completed and a new letting policy was near completion for new tenants about to move into Shuttleworth House. Shuttleworth House now looks amazing and work continues to take place in ensuring that it continues to be a safe and happy environment for residents.

A number of Community Events took place over the year including arts week, an incredibly successful Summer Event and the annual Carols in the Park. All three were incredibly successful with the Summer Event bringing in over 600 visitors, representing the broad cultural diversity in the area. The year also welcomed a new partnership with Green Synergy, a gardening project which is utilising our garden – a much under used resource, to offer gardening sessions to the residents of Shuttleworth House and Cannon Street, this has proved to be incredibly successful.



## Lincoln City FC Supporters Trust Community Development Project

The Lincoln City Supporters Trust Community Development Project is funded by Tudor Trust and managed by development**plus** in partnership with Lincoln City Supporter's Trust.

In July 2012 we supported Lincoln City Supporters Trust to successfully secure a further 2 years funding to continue to employ our development worker to manage the project until July 2014, enabling us to continue to support Lincoln City FC to build positive links with the local community and to develop areas of the Stadium site into a focal point for community activity.

In the first 2 years of the project the Development Worker engaged and consulted with a wide cross section of the Sincil Community about their aspirations for their community.

Throughout 2012 the Development Worker successfully secured several pots of funding including grants from the City of Lincoln Council Park Ward Budget, Awards for All, and Community First, as well as having received donations from Lincoln City FC and the Lincoln City Supporters Trust all of which financed the ongoing development and delivery of community based activities and sessions throughout 2012. The Sincil Youth Club and Youth Football Factory provide positive activities for children and young people in the area, and the Over 50's Gym and Fitness Sessions enable older residents to socialise with their neighbours as well as supporting them to keep active. The One Stop Shop Community Coffee Mornings provide opportunities for local residents of all ages and backgrounds to come together socially as well as to access a range of support and information services on their door step, and the Sincil Holiday Club provides activities for children and young people during the school holiday periods. All initiatives are delivered with the support of partners including local schools, the Neighbourhood policing team, Off the Bench Youth Services, City of Lincoln Council's Sincil Neighbourhood Team and local volunteers, as well as University Students seeking work experience.

Thanks to funding secured from City of Lincoln Council's Park Ward budget, several volunteers also accessed various training courses, and some have now secured work at Lincoln City FC as a result of their volunteering with the Community Project.

Throughout 2012 the Sincil Community Forum consisting of local residents, community groups and volunteers continued to influence the development of the Community Project. They produce a regular community newsletter and continue to sit on various panels such as the Sincil Neighbourhood Board and Community First funding Panel representing their community.

The Development Worker supported Lincoln City FC to plan and host their Annual Community Day and Fireworks events and is currently supporting them to organise the events in 2013.

Excellent progress has been made throughout 2012 with several new initiatives planned for 2013 including the development of a community hall in the Stadium's Red Imp Bar area.



Lynsey  
Collinson



Gemma  
McFaul

# Success Training

## **Community Development Training**

Our knowledge and expertise in working with the community developing skills and confidence led to a large piece of contracted work with Lincolnshire County Council, Children's Services.

This included an initial 2 day community work skills training event for managers. After which, each one of the following six three hour workshops :- Engaging with the community, Setting up a group - Recruiting & retaining volunteers, Setting up a group - Governance roles & responsibilities, Writing better funding applications, Skills for representing your community, What is community development work? - were delivered to over 40 Youth and Community Development Assistants in venues within the following areas across the county, Horncastle, North Hykeham, Spalding and Bourne.

Delivery took place either on an evening or on a Saturday and began in February and ended in May.

It was a huge task which could not have been achieved without the support and flexibility of colleagues and a big thank you must be noted for all concerned.

We received positive and enthusiastic feedback from the training both from the workers, their managers and those responsible for commissioning the work. So much so that we were asked to organise a follow up event in July which brought together workers from across the county, giving an opportunity to meet, learn and share experiences together.



## **A Step in the right Direction**

Work began to support Moorland residents in November 2011 and continued to be funded through Neighbourhood Working until March 2012.

New funding for Steps was secured through Lloyds TSB for 2 years (commencing September 2012) with the new geographical areas of Park and Bracebridge wards in which to work.

With Denise currently at the helm the focus of the project remains as always with the best interests and aspirations of the people who we work with at its heart. Due to Denise's hard work and commitment to the project we have an ever growing network of people who are aware of and refer people to the project and who provide valuable support in the way of free meeting space and the all-important teas and coffees. These include:

Siann and Dave Wade at Bridge community Venue

Angela Porter at Revival

Paul Jones at the Priory Centre

Bishop King School

Bracebridge School

The progression of people who have or who are currently receiving support includes their moving into, training, volunteering and work, as well as accessing appropriate support to help with health, finance and relationships.

## **A4E (Action for Employment)**

Due to the low number of clients being referred to us from A4E, we decided to withdraw from the contract in June 2012.



Tracey  
Smith

Denise  
Benetello

# Health & Happiness

## EPOC Annual Report

Our main focus over the last year has been:

**The creation and launch of our latest campaign “use the C word- talk about Cancer”** – following on from previously successful campaigns we are using this challenging message to encourage people to talk about cancer as easily as they talk about their favourite TV soap.

**Developing partnerships with the Clinical Commissioning Groups (CCG’s)**- ensuring that each GP will receive one of the Cancer Diagnostic Toolkits created in collaboration with Macmillan and looking at ways of working in partnership to promote the benefit of the development worker role in delivering health messages directly to the heart of the community.

**The creation and distribution of our Patient Leaflets**- devised as an aide to communication between patient and their GP the Patient leaflet was created in response to the issue raised time and again by many of the people we meet while out and about that they “don’t know what to say” to their GP about their symptoms and the possibility that it could be cancer.

**Volunteer recruitment**- each development worker has volunteers that support the work in various ways. In some areas they continue to have a Lead Volunteer who actively promotes EPOC to the wider community and in other areas small groups of volunteers are attached to each project within the programme and they promote EPOC within their own community, this includes schools, colleges and prisons.

We have continued to have a presence at events throughout the year including a very successful Lincolnshire Show. We have talked about Boobs and Balls on BBC Radio Lincolnshire, though we remain unsure as to how comfortable the DJ was during that interview!! Age UK Lincoln Quarterly Magazine has had an EPOC article in each edition to date and we will continue to work with them to promote our service.....the list is long and below each development worker provides a brief overview of specific work in their own area.

### Mablethorpe and Skegness

This area has progressed in numbers of volunteers and every day activity. Volunteers are now taking on individual roles within the community to spread cancer awareness - in particular within their own community groups. They are member of groups such as Alford book club and Mablethorpe Ladies Group and regularly hold coffee mornings and meetings with updated information from Epoc. In both areas epoc have started to attend colleges on a weekly basis, running an 8 week course in the run up to Christmas. After this they will be running a marketing project with the students for them to design and produce their own campaign. Partnership organisations have been involved in the short course, including Phoenix, sexual health and the health trainers, all combining to promote the same message about cancer awareness and healthy lifestyles.

### Lincoln and Gainsborough

In 2012 the Lead Volunteers role lifted off the ground, this was put into place to help with the sustainability process. Our Lead Volunteer is Sue Ormston and along with her husband Ron she has been involved and supporting us since the very first EPOC meeting in Gainsborough, which was almost 5 years ago. The volunteers are doing more events without my help as the programme develops. They work hard at the Indoor Market on the first Friday of every month at LCFC Coffee Mornings and at the information stands in Asda. They are a very dedicated bunch.

At events we click to count how many people we have spoken to and we were all hands on deck giving information and signing up people, a colleague came into Lincoln that day and reported that when you walked up the high street that day you could see masses of Boobs & Balls t-shirts. We counted 161 people that day! It was the same at the University Fresher's Fare and Riverside Festival in Gainsborough.

### **Boston**

As part of the programmes ongoing partnership with Public Health we delivered a presentation to the Boston group of GP's from the Lincolnshire East CCG. Initially the aim was to introduce them to the Diagnostic Toolkits as part of the rollout across all areas and raise awareness of the EPOC Programme. It was at this meeting that we got the opportunity to promote the value of development work as a means of delivering health based messages directly into the community. As a result we were offered support by Dr S. Lowe from the Westside Practice. He actively worked alongside us in the design and content of the Patient Leaflet, bringing his expertise, experience and perspective to the process.

### **Sleaford**

During 2012, the Sleaford area expanded to and including Grantham and we now have a small group of dedicated volunteers who all have great skills and experiences that they bring with them to EPOC. They promote EPOC in their own community groups and workplaces as well as taking part in walkabouts to promote National Cancer Campaigns and helping out at Age UK and Children's Centres events.

The Lincolnshire Schools Football Association EPOC Ambassadors continue to give out male cancer information packs to opposing teams at country wide football matches whilst wearing their EPOC sweatshirts or Balls t-shirts. The project now has 28 ambassadors and some of them were picked to be ball boys at a recent England v Wales international final and proudly wore their EPOC 'How's Your Tackle?' training tops.

We have had regular health stands at Grantham College and have supplied students and the college Health Team with information and resources to plan their own regular cancer campaigns.

Carre's Community Fitness Suite has grown rapidly and now has over 100 members, many of whom have been referred by their GP or Health Trainer. The first 100 members were supplied with EPOC sports bags that contained male or female cancer information, healthy lifestyles information, a t-shirt, sweat towel, water bottle, stress ball and EPOC wrist bands.

We carried out workplace health events at Moy Park and North Kesteven District Council. Moy Park have 2000 employees with many of them speaking Lithuanian, Russian, Portuguese or Polish and EPOC was able to supply them with cancer, healthy lifestyles and screening information in their own language. At North Kesteven District Council we delivered breast health, screening and cancer prevention workshops as part of the Healthy Lifestyles course for staff.

We continue to work in partnership with Macmillan and regularly spend time on the 'Information Bus' when it is in Lincolnshire to give out preventative messages to members of the public. EPOC had articles about the GP tools and EPOC Programme published in the national cancer professionals publication MacVoice.



Kasia  
Pisarska



Bonney  
Cottrell



Karen  
Parkinson



Louise  
Irving

# Health & Happiness

## Sure Start Lincoln Central

### Parent Involvement Work

From January to April our Parent Involvement work with Sure Start Lincoln Central continued as normal, providing an invaluable service to parents who wanted to take a full and active part in the running of their own groups and in the Centre. The workers also facilitated and organised training appropriate to the needs of parents. Sadly development**plus** lost the Parent Involvement Contract in April 12, Laura and Vicky were TUPE'd across to the new contract holder.

### Bilingual Work

The Bilingual Support Project offers support to families with English as an additional language that require some support to access the Children's Centre. The groups at the Centres are created to support parents for whom English is an additional language.

The groups are helping parents to create network of friends, exchange experiences and support each other. That also gives them the opportunity to engage with our services. Parents can also access information about services in their language, access training and when it's needed signposted to other services.

One of the biggest successes last year was engaging mums with English as an additional language with midwife services. We had 7 mums who were seeing midwives in Central Children's Centre on regular basis. The accessibility of the service was highly appreciated as ladies could see the midwife during or after International Parents Group and at this same time have support with the language. That resulted in many hospital referrals, hospital and home visits, and referrals to other services. The ladies were also provided with additional information and the most important for expectant mums- freedom to ask questions.

Another big achievement was International Parents taking the initiative to arrange a Christmas Celebration in Lincoln Central Children's Centre. The idea of that came from parents and they organised everything by themselves. Parents prepared posters about Christmas celebration in Poland and they also put together a buffet for children and parents. Parents also prepared some games and activities for children of all ages. That was a big step for this community as it was the first time when they took the initiative and the ownership of the group and it shows how comfortable they feel in the centre.



Krystyna  
Golebiowska

# Research & Consultation

## Big Idea Trailer

We have used the Big Idea Trailer at two events over the summer, the Sincil Community Fun Day and Fun in the Sun event in the Arboretum. We took the opportunity to consult with local people on what would make a difference to them in relation to what we can offer – training and community development support. These two events proved to be very successful and we talked to a large number of people. The findings will support our funding bids in the future.

## Big Local – Birchwood and Hartsholme

The National Lottery have identified a number of areas across the Country to benefit from £1 million. Lincoln was identified as an area of need and several discrete neighbourhoods we identified and promoted to the Lotteries, they then decided which area would receive this funding. Their choice was Birchwood and Hartsholme or parts of it. The basis of which this is awarded is, local people are engaged and are completely involved in the process of deciding what this money will be allocated to. It can be put towards anything local people want, but it has to be self-sustaining and it can be used over a period of 10 years. A number of organisations came together to support this work, Birchwood Access and Training Centre was identified as the Trusted Local Organisation and will hold the £20k start up grant. developmentplus was identified as the best organisation to carry out the community engagement and consultation. This began in the summer and will continue well into 2013.

## Community Health Champions

In November Lincolnshire Primary Care Trust Public Health commissioned developmentplus to carry out a series of focus groups to determine what sort of health focused volunteering was happening across the County. We deliver the EPOC programme which recruits local people to pass on the early presentation message right in the heart of the community. A number of other organisations use similar messages for example, Health Trainers. Public Health wanted us to contact managers, front line workers and volunteers to identify what works well and what good practice is out there. We carried out structured telephone interviews with managers of services, and then ran focus groups across the County with front line workers and volunteers. We worked with the University of Lincoln and Leeds Metropolitan University who will be carrying out the analysis of the findings. This work will carry on into 2013.



Jeanne  
Bain



Richard  
Leedham-Green

# New work for 2013

## **Developing Communities**

We have been awarded a Big Lottery Reaching Communities grant to develop work in Abbey Ward. Over the past few years our work has been focused on specific areas, such as Tower Estate, Shuttleworth House and Cannon Street. This funding will allow us to work across the whole ward – which is a substantial area, and the key focus is bringing the ward together. We look forward to developing this programme with local people.

## **Health & Happiness**

Early in 2013 we were recommissioned by Lincolnshire County Council Public Health, to deliver the Early Presentation of Cancer (EPOC) programme for further year.

EPOC development workers will be taking a much more strategic direction working closely with Clinical Commissioning Groups (CCGs) to target specific communities where cancer levels are high and take up of screening is low.

## **Success Training**

As part of the Big Lottery funding for Abbey Ward we have linked into this an element of one to one coaching and mentoring to support the community development work with individuals.

We will be delivering National Open College Network accredited personal development courses in Moorland and Abbey wards. This training will help individuals with decision making and goal setting for their future.

## **Research and Consultation**

We will be continuing the work with Lincolnshire County Council Public Health to look at good practice across the County relating to a Community Health Champion model of volunteering work. This links with EPOC, working with volunteers to get across a health message in lay terms. The finding from a series of focus groups will be analysed by Leeds Metropolitan University to support a business case for this model of working.

Birchwood and Hartsholme Big Local will continue into this year with the consultation and engagement of local people to find out their priorities for making Birchwood and Hartsholme a better place to live. The Lotteries have committed £1 million, what this money is spent on HAS to be decided by the local people and we will work with them and in partnership with other agencies, to find out how this is to be done.



# development**plus** staff 2012

Staff who worked at development**plus** during 2012

Jeanne Bain	Chief Executive
Jo Devlin	Finance Manager
Richard Leedham-Green	Finance Administrator
James Hall	Administrator
Tracey Smith	Lead Development Worker
Lynsey Collinson	Abbey Ward Development Worker
Gemma McFaul	Sincil Area Development Worker
Denise Benetello	Development Worker
Bonney Cottrell	EPOC Development Worker
Kasia Pisarska	EPOC Development Worker
Karen Parkinson	EPOC Development Worker
Louise Irving	EPOC Development Worker
Laura Faria	SureStart Community Participation Worker
Vicky Cooper	SureStart Community Participation Worker
Krystyna Golebiowska	SureStart Bilingual Worker

# developmentplus Board of Directors

## Chair

Andrew Vaughan

## Vice Chair

Martha Vahl

## Treasurer

Inga Pundure

## City of Lincoln Council Representative

Councillor Brent Charlesworth

## Board Members

John Mendy	Lincoln University
Councillor Nev Jackson	Lincolnshire County Council
Andrew Brooks	Lincolnshire County Council
Rebecca Herron	University of Lincoln CORU
Debbie Jolliff	Lincolnshire Cooperative
Councillor David Jackson	Park Ward Community Representative
Stacey Gillott	Pelican Trust
Karen Duncombe	NHS Lincolnshire

As at 31 December 2012

# Summarised Annual Accounts

Income	2012	2011
Abbey Development	28,481	-
CDF Sincil Events	1,800	-
Excellent Ageing	5,000	-
STEPS Training	9,141	17,035
Training	-	234
A4E	850	-
ESF	-	-
Single Programme	-	50,374
SureStart	32,657	43,922
Awards for All	9,520	-
NHS Lincolnshire Primary Care Trust	-	173,979
NHS EPOC Project	137,499	86,249
NHS MacMillan Project	31,319	6,823
Youth Service Training	25,924	-
Youth Service Conference	8,200	-
LCC Neighbourhood Working	-	45,695
Tudor Trust	12,500	28,000
Church in Society	500	1,470
Migration Impact Fund	-	37,449
Big Lottery Transitions Fund	-	115,000
Lincoln City FC	-	1,200
LCFC Supporters Trust	-	1,000
Miscellaneous Income	1,865	288
Rent Received	153	213
COIF Interest	1,863	1,152
	<u>307,272</u>	<u>610,083</u>
<b>Expenditure</b>		
Employment Costs	297,219	414,383
Running Costs	121,836	128,369
Other Costs	9,552	11,837
	<u>428,607</u>	<u>554,589</u>
<b>Operating surplus/(deficit) for the year</b>	<b>(121,335)</b>	<b>55,494</b>
<b>Balance Sheet</b>		
<b>as at 31 December 2012</b>		
<b>Fixed assets</b>		<b>2011</b>
Tangible assets	382,847	384,603
<b>Current assets</b>		
Debtors	38,958	60,002
Cash at bank and in hand	<u>334,280</u>	<u>408,080</u>
	373,238	468,082
<b>Creditors: amounts falling due within one year</b>	<u>34,244</u>	<u>9,509</u>
<b>Net current assets</b>	<u>338,994</u>	<u>458,573</u>
<b>Total assets less current liabilities</b>	<u>721,841</u>	<u>843,176</u>
<b>Net assets</b>	<u>721,841</u>	<u>843,176</u>
<b>Funds</b>		
Unrestricted funds	313,658	319,823
Restricted funds	<u>408,183</u>	<u>523,353</u>
	<u>721,841</u>	<u>843,176</u>

## Reporting on summarised financial statements

The information on this page is extracted from the full Trustees' report and financial statements, which have been independently examined by darbys limited who gave an unqualified opinion on 14 May 2013. The auditors have confirmed to the Trustees that the summarised financial statements are consistent with the full financial statements for the year ended 31 December 2012. The Trustees' report and financial statements were approved by the Trustees and signed on their behalf on 14 May 2013. They will subsequently be submitted to the Charity Commission and the Registrar of Companies. These summarised financial statements may not contain sufficient information to gain a complete understanding of the financial affairs of the charity. The full Trustees' report, audit report and financial statements may be obtained from the development**plus** office.

# Funders

development**plus** is supported by:

City of Lincoln Council

Lincolnshire County Council

NHS Lincolnshire

Lincolnshire Police

MacMillan Cancer Support

Big Lottery Fund (Awards for All)

Tudor Trust



CITY OF  
*Lincoln*  
COUNCIL

Lincolnshire  
COUNTY COUNCIL



Lincolnshire  
Police

the  
Tudortrust

WE ARE  
MACMILLAN.  
CANCER SUPPORT

NHS  
*Lincolnshire*



LOTTERY FUNDED