

**STAY UP LATE**  
**FINANCIAL STATEMENTS**  
**31 MARCH 2016**



**Charity Number 1145040**

**PARTNERS IN ENTERPRISE LIMITED**

Accountants & Taxation Advisors

Old Steyne House

21 - 22 Old Steine

Brighton

East Sussex

BN1 1EL

**STAY UP LATE**  
**FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2016**

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**STAY UP LATE**  
**TRUSTEES ANNUAL REPORT**  
**YEAR ENDED 31 MARCH 2016**

The trustees, who are also directors for the purposes of company law, present their report and the unaudited financial statements of the company for the year ended 31 March 2016.

**REFERENCE AND ADMINISTRATIVE DETAILS**

**Registered charity name** Stay Up Late

**Charity registration number** 1145040

**Company registration number** 07374739

**Principal office**

**Registered office** 9 Russell Place  
Brighton  
East Sussex  
BN1 2RG

**The trustees**

The trustees who served the company during the period were as follows:

Alice Fox  
Tony Bamforth  
Daniel Sawyer  
Gus Garside  
Jerry Rothwell  
Max St John  
Neil Holmes  
Phil Perkins  
Simon Hughes  
Tina Poyzer  
Mr D Randall-Nason  
Ms J Roberts

Mr D Randall-Nason was appointed as a trustee on 6 July 2015.

Alice Fox retired as a trustee on 25 September 2015.

**Secretary** Tina Poyzer

**STRUCTURE, GOVERNANCE AND MANAGEMENT**

Memorandum and Articles Incorporated 14th September 2010. New Articles adopted by special resolution dated 15th November 2011.

# STAY UP LATE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2016

#### OBJECTIVES AND ACTIVITIES

Our charity's purposes as set out in the objects contained in the company's memorandum of association are: To promote social inclusion for the public benefit by preventing people with a physical or learning disability from becoming socially excluded, relieving the needs of those people who are socially excluded due to such a disability and assisting them to integrate into society.

The activities of the charity fall in to three main areas:

- Running our volunteer befriending scheme Gig Buddies
- Supporting other organisations to adopt Gig Buddies as a social franchise; 'Gig Buddies in a Box'. - Changing cultures in social care through campaigning and awareness raising.

The charity also engages in some creative activities related to its objectives where we are able to incorporate the arts in to our work as a way of enabling expression as well as reaching wider audiences, and changing society's perceptions about the role people with learning disabilities and/or autism can play, given the opportunity.

#### ACHIEVEMENTS AND PERFORMANCE

It's been another extremely positive year of developments for the charity:

##### Funding

Generally it was a good year for us funding wise. We were successful in applying for a grant from American Express which enabled us to develop a potential partnership with them to work with their staff as volunteers. Our friends Aideen and Denis very generously ran an open garden event and raised £700 for us. The big success of the year was being awarded £202,000 by the Big Lottery and this made up for the otherwise potentially disastrous news that East Sussex County Council had cut their funding for the project completely due to pressures on their budgets. This had little impact on the charity as it meant that we could re-open our waiting lists in Brighton and Hove but does give us less capacity to work with people in East Sussex. After our AGM we held our now notorious 20 mile night walk with participants, volunteers and the team walking across the Downs in the dark. A momentous event! It was also lovely to have small, and uninvited fundraisers take place, such as The John Harvey Tavern in Lewes running a pub quiz for us. We're also grateful to everyone who has supported our work through funding and in-kind support over the past year: - Stick Mike's Frog Bar - One Inch Badge

- The Brighton Centre
- Brighton Dome
- Culture Shift
- Big Lottery
- East Sussex County Council
- West Sussex County Council
- Wealden District Council
- The Foreshore Trust
- The Henry Smith Charity
- The Esme Fairbairn Foundation
- The Sussex Community Foundation
- American Express
- Partners in Enterprise

# STAY UP LATE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2016

#### Gig Buddies

The Gig Buddies has grown from strength to strength with around 80 pairs of buddies now actively going out to gigs and events across Sussex. What has also been lovely to see is how buddies have been taking part in, and sometimes organising, a diverse range of social opportunities so the community of buddies can share time together. These have included a trip to the Elvis exhibition at the o2, the much loved annual Lady Boys of Bangkok trip, The English Disco Lovers, a Eurovision night at The Rock House night, The Songhoy Blues and the Hastings Beer and Music Festival. At other socials we held screenings of the Heavy Load movie, with Q&A with band members, a Beatles Tribute night, a 'happiness walk' along Brighton seafront, and various other socials in pubs across different towns. This has become a key development for us as we seek to find ways to engage people who are on our ever growing waiting list. Other buddies went to the Poetry Challenge in London to perform their work. It was lovely to see participants like Emilia from Eastbourne use her card making skills to run socials around Christmas and our Gig Buddies 3rd birthday party.

We started a great partnership with the Brighton Centre and we also started a partnership with Culture Shift CIC who support the band Delta 7. Several of the members of Delta 7 are also participants and this project enabled us to support their artistic development through attending other gigs (such as Chas n Dave). Other ways the project developed was us linking up with charity Attitude is Everything to enable two of our buddies to mystery shop The Great Escape Festival.

Following feedback that a lot of our publicity material was a "a bit punky" we had a refresh of the volunteer leaflets to appeal to a wider demographic. At the same time we re-launched the Gig Buddies website with a more accessible and lively look to it. We ran a 'Buskathon Take-over' where participants and the team performed on the streets of Hastings to raise awareness and sign up new volunteers.

We continued to look for ways to reach out to more potential volunteers running recruitment stands at PIL and Sauna Youth gigs, both to great effect.

Other opportunities were being asked to speak at the National Council for Disabled Children and being invited to be part of the West Sussex Local Offer.

Our birthday party to celebrate 3 years of Gig Buddies at Sticky Mike's Frog Bar was a great night, and the overall feedback was just how lovely and 'normal' a night it was. Beer, pizza, dancing and computer games. A natural night of fun, conversation and staying up late! We also had a lovely information event at the Synergy Centre in Brighton with a lovely acoustic set from participant Ryan O'Donovan.

# STAY UP LATE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2016

#### Campaigning

Thanks to our funding from the Esmee Fairbairn Foundation we've been able to really develop our campaigning work and have run sessions in Sutton, with Mencap's Beacon Gateway Network, West Sussex County Council, Croydon Borough Council, ARC's conference in Wolverhampton, Portsmouth City Council. We also had a presence at the Learning Disability Today conference in Olympia running a campaigning stall. Andrew, one of our participants, was invited to give a lecture to Occupational Therapy students at Brighton University. Tom, a participant, worked with us to interview GettaLife in Coventry to find out how they can provide such great support. We turned these in to short films.

We also ran our annual session at Somerhill Junior School enabling the children to really engage with issues around disability hate crime and equality in a fun and accessible way. It was our first year at Glastonbury Festival running our 'Punk and Funk' make-over stall, which went down really well and enabled us to engage with festival goers in serious conversations about equality whilst caking them in glitter and facepaints. Other buddies work at the festival as access stewards. We also ran stalls at The Godney Gathering and Together The People Festivals, and Paul was a human book in the Human Library at WOMAD, talking about our work.

#### Gig Buddies in a Box

Our project to share Gig Buddies with other organisations started to take shape and following the successful launch of the Sydney branch in Feb '15 we were delighted to work with Thera Scotland to launch the Edinburgh branch. Paul was invited to attend the New Ideals conference in Brussels as a 'radical' to talk to other social entrepreneurs about their work. We were delighted to host visitors from both Sydney and Edinburgh and give them an immersive look at the project and work through any issues or ideas they had.

#### Structural charity areas

We were able to achieve our ambition of creating funded posts for two of our participants. Unfortunately this was for a limited period due to the funding stream but we have been working on making this a longer-term feature of our work, and have also created various volunteering roles in the office for participants as well as occasional paid work for delivering external training sessions. We moved in to our new office and got used to working in much tighter conditions. We also said hello to Monica and Jade, two student interns from Sussex University who did some valuable work for us over the summer. We ran a team away day to concentrate on well-being in the work place. We also ran our second 'Punk AGM' with over 40 people attending and helping us to come up with ideas for future work. We were delighted to welcome participant Daniel Randall-Nason as a trustee, providing even stronger links between our governance and our user-led advisory group, The Storm and Thunder Team. Daniel also started volunteering regularly in the office using his great skills to organise socials and generate general excitement around our work. Paul also started to work full-time for the charity.

# STAY UP LATE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2016

#### Other opportunities

Our work was featured in the book 'Inclusive Arts Research and Practice' by Alice Fox. We completed the ART-is project with an amazing weekend of collaborative working in Malta. An unexpected extra activity of this trip was launching our Magna Carta for people with learning disabilities with the British High Commissioner for Malta, in his garden at a drinks reception. This has proved a really useful extra bonus linking in with our campaigning work and continue to develop the idea of our 'Magna Carta'. We were delighted that the North Laine Pub brewed a limited edition 'Buddies IPA' to mark our AGM. We entertained visitors from Japan to look at our social care system leading up to Kate's visit to see how things worked there. A couple of really nice creative workshop opportunities came our way to: - Participants and the team jamming with the master Musicians of Benares from India, exchanging songs and musical ideas. - An experimental music workshop with Argentinian guitarist Alan Courtis. We started a partnership with Independent Venue Week and plan to develop this over the coming years, as Gig Buddies in a Box grows as we'll be able to offer more opportunities to people across the UK through this link.

#### FINANCIAL REVIEW

Our financial position has this year again been robust with the charity growing from a turnover of £84,561 to £150,268 this financial year. We maintain a focused eye on our core running costs. Alongside grant funding we will also continue developing other ways to generate income with the development of Gig Buddies in a Box as a social franchise and also increasing our revenue through areas such as training and consultancy. Along with other fundraising opportunities this will ensure that we secure enough unrestricted funds to allow us to finance our basic operational costs, and we will include an allocation of 'core running cost' in to any future funding bids we apply for to grant making bodies. We are in the process of producing a 3 year Funding Strategy this year and also looking at ways in which we may be able to restructure our staff team to provide more resources to enable their work to develop even more. Looking ahead into this current financial year 2016-17, we are also looking at applying for grants to aid our research work. This would not only bring more stability to the charity but also be an extremely meaningful way for us to develop our work and increase our impact as a charity.

#### Reserves policy

It is the policy of the Trustees that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to three months expenditure. The trustees consider that, in the event of a significant drop in funding, that they will be able to continue the charity's activities while consideration is given to ways in which additional funding can be raised. This level of reserves has been maintained during the year.

# STAY UP LATE

## TRUSTEES ANNUAL REPORT *(continued)*

### YEAR ENDED 31 MARCH 2016

#### PLANS FOR FUTURE PERIODS

We have some specific areas that we want to develop in over the next year:- Have over 10,000 people on our mailing list and a much stronger representation of grassroots support staff (an ambitious target!) - Publish our research and evaluation tool (being created with help from Research in Practice for Adults) - An active network of campaigners across the UK - To have developed an online resource to support local campaigners - Actively selling our training courses, and employing people with learning disabilities to co-deliver these - To have secured some corporate support- Video blogs become our standard way of sharing our updates and opinions- Have 10 Gig Buddies in a Box partners up and running

- All our policies are written in an easier to read format

- To develop research as a third stream to our work, we are developing a relationship with Brighton University to facilitate this.

#### INDEPENDENT EXAMINER

Partners In Enterprise Ltd has been re-appointed as independent examiner for the ensuing year.

Registered office:  
9 Russell Place  
Brighton  
East Sussex  
BN1 2RG

Signed by order of the trustees

Tina Poyzer  
Company Secretary

22 December 2016

**STAY UP LATE**  
**INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF STAY**  
**UP LATE**  
**YEAR ENDED 31 MARCH 2016**

I report on the accounts of the company for the year ended 31 March 2016 which are set out on pages 9 to 14.

**RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND EXAMINER**

The trustees (who are also the directors of Stay Up Late for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- 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 Commission. An examination includes a review of the accounting records kept by the company 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

**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:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities

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.

# STAY UP LATE

## INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF STAY UP LATE *(continued)*

YEAR ENDED 31 MARCH 2016

Partners In Enterprise Ltd  
Independent examiner

Old Steyne House  
21 - 22 Old Steine  
Brighton  
East Sussex  
BN1 1EL

A handwritten signature in black ink, appearing to be 'All', followed by a long, horizontal, looping flourish that extends to the right.

22 December 2016

## STAY UP LATE

### STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2016

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
<b>INCOMING RESOURCES</b>					
Incoming resources from generating funds:					
Voluntary income	2	9,632	133,006	142,638	83,708
Investment income	3	96	–	96	54
Incoming resources from charitable activities	4	<u>1,020</u>	<u>374</u>	<u>1,394</u>	<u>799</u>
<b>TOTAL INCOMING RESOURCES</b>		<u>10,748</u>	<u>133,380</u>	<u>144,128</u>	<u>84,561</u>
<b>RESOURCES EXPENDED</b>					
Charitable activities	5/6	<u>(5,878)</u>	<u>(116,829)</u>	<u>(122,707)</u>	<u>(76,881)</u>
<b>TOTAL RESOURCES EXPENDED</b>		<u>(5,878)</u>	<u>(116,829)</u>	<u>(122,707)</u>	<u>(76,881)</u>
<b>NET INCOMING RESOURCES FOR THE YEAR/NET INCOME FOR THE YEAR</b>					
	7	4,870	16,551	21,421	7,680
<b>RECONCILIATION OF FUNDS</b>					
Total funds brought forward		<u>10,900</u>	<u>57,396</u>	<u>68,296</u>	<u>60,614</u>
<b>TOTAL FUNDS CARRIED FORWARD</b>		<u>15,770</u>	<u>73,947</u>	<u>89,717</u>	<u>68,294</u>

The Statement of Financial Activities includes all gains and losses in the year and therefore a statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

The notes on pages 11 to 14 form part of these financial statements.

**STAY UP LATE**  
**BALANCE SHEET**  
**31 MARCH 2016**

	Note	2016 £	£	2015 £
<b>FIXED ASSETS</b>				
Tangible assets	9		1,538	4,817
<b>CURRENT ASSETS</b>				
Debtors	10	293		–
Cash at bank and in hand		88,186		65,449
		<u>88,479</u>		<u>65,449</u>
<b>CREDITORS: Amounts falling due within one year</b>	11	<u>(300)</u>		<u>(1,970)</u>
<b>NET CURRENT ASSETS</b>			<b>88,179</b>	63,479
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			<u><b>89,717</b></u>	<u>68,296</u>
<b>NET ASSETS</b>			<u><b>89,717</b></u>	<u>68,296</u>
<b>FUNDS</b>				
Restricted income funds	12		73,946	57,396
Unrestricted income funds	13		15,771	10,900
<b>TOTAL FUNDS</b>			<u><b>89,717</b></u>	<u>68,296</u>

For the year ended 31 March 2016 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Trustees' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476; and
- The trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These financial statements were approved by the members of the committee and authorised for issue on the 22 December 2016 and are signed on their behalf by:

Neil Holmes  
Chairman

Daniel Sawyer  
Trustee

Company Registration Number: 07374739

The notes on pages 11 to 14 form part of these financial statements.



**STAY UP LATE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2016**

**5. COSTS OF CHARITABLE ACTIVITIES BY FUND TYPE**

	Unrestricted Funds £	Restricted Funds £	Total Funds 2016 £	Total Funds 2015 £
Support costs	<u>5,878</u>	<u>116,829</u>	<u>122,707</u>	<u>76,881</u>

**6. COSTS OF CHARITABLE ACTIVITIES BY ACTIVITY TYPE**

	Support costs £	Total Funds 2016 £	Total Funds 2015 £
Cost of providing charitable services	<u>122,707</u>	<u>122,707</u>	<u>76,881</u>

**7. NET INCOMING RESOURCES FOR THE YEAR**

This is stated after charging:

	2016 £	2015 £
Depreciation	<u>2,981</u>	<u>2,910</u>

**8. STAFF COSTS AND EMOLUMENTS**

**Total staff costs were as follows:**

	2016 £	2015 £
Wages and salaries	77,111	36,310
Social security costs	—	—
	<u>77,111</u>	<u>36,310</u>

**Particulars of employees:**

The average number of employees during the year, calculated on the basis of full-time equivalents, was as follows:

	2016 No	2015 No
Number of administrative staff	<u>1</u>	<u>1</u>

No employee received remuneration of more than £60,000 during the year (2015 - Nil).

**STAY UP LATE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2016**

**9. TANGIBLE FIXED ASSETS**

	<b>Equipment</b> £
<b>COST</b>	
At 1 April 2015	9,814
Disposals	(299)
<b>At 31 March 2016</b>	<u>9,515</u>
 <b>DEPRECIATION</b>	
At 1 April 2015	4,997
Charge for the year	2,980
<b>At 31 March 2016</b>	<u>7,977</u>
 <b>NET BOOK VALUE</b>	
<b>At 31 March 2016</b>	<u>1,538</u>
At 31 March 2015	<u>4,817</u>

**10. DEBTORS**

	2016 £	2015 £
Other debtors	<u>293</u>	<u>–</u>

**11. CREDITORS: Amounts falling due within one year**

	2016 £	2015 £
Accruals	<u>300</u>	<u>1,970</u>

**12. RESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2015 £	Incoming resources £	Outgoing resources £	Balance at 31 Mar 2016 £
GIG Buddies	47,876	106,457	(88,321)	66,012
Kiss my Disco	(1,588)	–	(101)	(1,689)
Culture Shift	–	450	(204)	246
Gig Buddies in a Box	–	–	(1,151)	(1,151)
Sussex University	–	6,200	(4,611)	1,589
ART-IS	8,442	3,533	(4,825)	7,150
Esmee Fairbairn	(2,114)	15,610	(14,361)	(865)
ESF	4,780	1,130	(3,256)	2,654
	<u>57,396</u>	<u>133,380</u>	<u>(116,830)</u>	<u>73,946</u>

**STAY UP LATE**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**YEAR ENDED 31 MARCH 2016**

**13. UNRESTRICTED INCOME FUNDS**

	Balance at 1 Apr 2015 £	Incoming resources £	Outgoing resources £	Balance at 31 Mar 2016 £
General Funds	<u>10,900</u>	<u>10,774</u>	<u>(5,903)</u>	<u>15,771</u>

**14. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

	Net current assets/ (liabilities) £	Total £
<b>Restricted Income Funds:</b>		
GIG Buddies	66,012	66,012
Kiss my Disco	(1,689)	(1,689)
Culture Shift	246	246
Gig Buddies in a Box	(1,151)	(1,151)
Sussex University	1,589	1,589
ART-IS	7,150	7,150
Esmee Fairbairn	(865)	(865)
ESF	<u>2,654</u>	<u>2,654</u>
	<u>73,946</u>	<u>73,946</u>
<b>Unrestricted Income Funds</b>	<u>15,771</u>	<u>15,771</u>
<b>Total Funds</b>	<u>89,717</u>	<u>89,717</u>

**STAY UP LATE**  
**MANAGEMENT INFORMATION**  
**YEAR ENDED 31 MARCH 2016**

**The following pages do not form part of the statutory financial statements which are the subject of the independent examiner's report on pages 7 to 8.**

**STAY UP LATE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2016**

	<b>2016</b>		<b>2015</b>
	£	£	£
<b>INCOMING RESOURCES</b>			
<b>VOLUNTARY INCOME</b>			
Donations	9,122		83,708
Grants receivable type 1	133,516		–
	<u>142,638</u>		<u>83,708</u>
<b>INVESTMENT INCOME</b>			
Bank interest receivable	96		54
	<u>          </u>		<u>          </u>
<b>INCOMING RESOURCES FROM CHARITABLE ACTIVITIES</b>			
Other income from charitable activities	1,394		799
	<u>          </u>		<u>          </u>
<b>TOTAL INCOMING RESOURCES</b>	<u>144,128</u>		<u>84,561</u>
<b>RESOURCES EXPENDED</b>			
<b>CHARITABLE ACTIVITIES</b>			
Staff costs - Wages & Salaries	77,111		36,310
Establishment - Rent	5,680		592
Establishment - Insurance	1,426		1,192
Motor and travel costs - Other	8,064		6,472
Professional - Accountancy fees	1,765		1,544
Office expenses - Telephone	1,550		1,382
Office expenses - Other	2,164		1,745
Depreciation	2,981		2,910
Equipment	875		775
IT costs	1,692		6,282
Marketing and advertising	9,360		3,827
Other expenses	5,038		6,969
Volunteer expenses	4,092		2,818
Training	909		4,063
	<u>122,707</u>		<u>76,881</u>
<b>TOTAL RESOURCES EXPENDED</b>	<u>122,707</u>		<u>76,881</u>
<b>NET INCOMING RESOURCES FOR THE YEAR</b>	<u>21,421</u>		<u>7,680</u>

**STAY UP LATE**  
**DETAILED STATEMENT OF FINANCIAL ACTIVITIES**  
**YEAR ENDED 31 MARCH 2016**

	2016	2015
	£	£
<b>CHARITABLE ACTIVITIES</b>		
<b>Cost of providing charitable services</b>		
<i>Support costs</i>		
Staff costs - Wages & Salaries	77,111	36,310
Establishment - Rent	5,680	592
Establishment - Insurance	1,426	1,192
Motor and travel costs - Other	8,064	6,472
Professional - Accountancy fees	1,765	1,544
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IT costs	1,692	6,282
Marketing and advertising	9,360	3,827
Other expenses	5,038	6,969
Volunteer expenses	4,092	2,818
Training	909	4,063
	<u>122,707</u>	<u>76,881</u>