REGISTERED COMPANY NUMBER: 03343059 (England and Wales)
REGISTERED CHARITY NUMBER: 1063289

REPORT OF THE TRUSTEES AND

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2026

FOR

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

Xeinadin Audit Limited
Statutory Auditors and Chartered Accountants
24 Lammas Street
Carmarthen
Carmarthenshire
SA31 3AL

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

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PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

REFERENCE AND ADMINISTRATIVE DETAILS FOR THE YEAR ENDED 31 MARCH 2026

TRUSTEES	H D Murray (resigned 26.5.25) A E Sangster C F Incledon J D M Tucker (resigned 13.11.25) H V McLeod-Baikie (resigned 23.2.26) A J Mander (appointed 16.4.25) A J Phelan E S Bingham (appointed 13.11.25) T A Padel (appointed 13.11.25) R Thomas-Easton (appointed 19.1.26)
COMPANY SECRETARY	J C Bickerton
REGISTERED OFFICE	36-38 High Street Haverfordwest Pembrokeshire SA61 2DA
REGISTERED COMPANY NUMBER	03343059 (England and Wales)
REGISTERED CHARITY NUMBER	1063289
AUDITORS	Xeinadin Audit Limited Statutory Auditors and Chartered Accountants 24 Lammas Street Carmarthen Carmarthenshire SA31 3AL
BANKERS	Unity Bank Unity Trust Bank plc Four Brindleyplace Brimingham B1 2JB
SOLICITORS	Hains & Lewis Penffynnon Hawthorn Rise Haverfordwest Pembrokeshire SA61 2BQ

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2026

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2026. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

The County Voluntary Council for Pembrokeshire

Pembrokeshire Association of Voluntary Services is committed to the communities of Pembrokeshire. We have a strong reputation for working with the vibrant community and voluntary sector across the county, delivering vital services and support to those in need. We encourage and support volunteers, help third sector organisations fulfil their potential and catalyse community action through grant funding. We are a trusted voice, engaging on policies and initiatives with local and national government, the health board, statutory partners and the business sector.

The Pembrokeshire Community Hub continues to position itself as the starting point for community services for residents, visitors to the county and professionals. During this period, the Hub handled over 6,000 enquiries spanning food, finance, community activities and social connections, benefits, debt advice, care and support, and digital connectivity.

Our team of eight Community Connectors brings a preventative, community-based and citizen-centred approach to improving health and wellbeing in Pembrokeshire. The service begins with a 'What Matters' conversation and often involves social prescribing linked to the Five Ways to Wellbeing. This place-based and person-centred approach, delivered as part of multidisciplinary teams around GP surgeries, handled over 1,350 referrals from health, social care and voluntary sector organisations, as well as self-referrals. The Community Connectors worked with individuals and their families to co-create strengths-based wellbeing plans, leading to over 2,600 introductions to appropriate community activities, groups and services.

From the many voluntary groups that draw on PAVS' support in setting up and running their organisations, we hear wonderful feedback:

-Very helpful, much appreciated (PAVS to the rescue again)
- Many thanks for your advice once again. It is much appreciated
- I really appreciate your help with all of this. You have been such a great help throughout and taken such a weight off our shoulders

Our work to promote volunteering, through outreach across the community and working alongside volunteer-involving organisations, has led to innumerable examples of how this enriches individuals and their communities.

Feedback, consultation, collaboration and co-production are embedded in how PAVS works with individuals, voluntary/community organisations and stakeholders from public/statutory and private sector organisations. Our work in partnership with our local authority and health board brings PAVS' advice, expertise and insight in shaping policy and the delivery of public services. We convene many networks and forums with community and voluntary organisations, both on a geographic and thematic basis, to share best practice, forge connections and strengthen the delivery of services. With the wider network of Third Sector Support Wales and counterparts across the third sector, we contribute to the development of policy at a regional and national level.

Our 28 staff bring a wealth of experience and expertise. They are passionate about our work and strive for excellence in everything we do. Our annual turnover, slightly under £1.7m, is largely derived from grant funding that we administer on behalf of public and private sector organisations. Notwithstanding constrained public sector funding, challenges relating to poverty and wellbeing, the declining number of volunteers and growing pressures on the third sector, there is more we can do to build and strengthen community organisations.

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 MARCH 2026

OBJECTIVES AND ACTIVITIES

Strategic Aims and Objectives

The Association was established in 1997 as the County Voluntary Council for Pembrokeshire. It promotes any charitable purpose for the public benefit of the community, and particularly the advancement of education, the protection of health and the relief of poverty, distress and sickness. Its membership is made up of voluntary and community groups and social enterprises (collectively known as "the third sector") operating in Pembrokeshire. In its work the Association promotes and organises co-operation in the achievement of these aims and, to that end, brings together representatives of third sector organisations and statutory authorities within Pembrokeshire

.

During the year, the Board has overseen delivery of the third year of the Association's 5-year strategic plan. Outputs, outcomes, and annual targets have been agreed for each of the strategic priorities, together with a delivery plan for 2025-26. Performance reports have been presented quarterly at Board meetings. Further information is provided in the following sections.

The PAVS Strategic Plan 2023-2028 sets out the following vision, mission, strategic commitments, values, and strategic priorities. An overview of progress made during the year under review is shown for each strategic priority. We also set out key aspects of our work as part of our partnership with Third Sector Support Wales (TSSW is the national network of 19 County Voluntary Councils (CVCs) and the Wales Council for Voluntary Action (WCVA) that provides support, funding guidance, volunteering resources, and information services for voluntary and community organisations across Wales).

Our Impact Report summarises key activities for the period.

These activities have contributed to PAVS' mission and strategic aims as determined by the Board of Trustees, delivered public benefit, and contributed to the national Well-being Goals as set out in the Well-being of Future Generations (Wales) Act 2015 and overseen locally by the Pembrokeshire Public Services Board.

PAVS Vision: Sustainable voluntary groups and active volunteers, creating thriving, inclusive and connected communities across Pembrokeshire.

Mission: To deliver excellent services that connect, enable, inspire and advocate for communities, groups, volunteers and individuals.

In delivering its Vision and Mission, PAVS commits to:
- Working with other organisations - building relationships, collaborating, co-producing solutions to difficult issues
- Facilitating and enabling the third sector to do what they aspire to do
- Understanding and championing volunteering to enhance community life
- Developing a positive and constructive relationship with the private sector
- Broadening our membership base and strengthening the voice of the sector
- Working in a sustainable way that protects the environment for future generations
- Being fair, inclusive, and accessible in all that we do.

We adhere to the following values:
- Excellence: We will commit to ongoing professional development, ensure accountability and transparency, and do our very best at all times
- Inclusiveness: We will adhere to best practice equality, diversity, and inclusion standards, ensuring that our work is fully accessible and open to all
- Enthusiasm: We will actively encourage and enable the people and groups who come to us for support to achieve their ambitions, goals, and dreams
- Innovation: We will embrace new technology and initiatives, encourage out-of-the-box thinking, and proactively seek out ways to change and improve our practice
- Collaboration: We will work together as a staff team and with partners in the third, public, and private sectors to co-produce new ideas, influence policy and practice, and deliver high-quality services

- Kindness: We will always be prepared to listen and will behave towards each other and everyone we work with in a way that is considerate, non-judgmental, compassionate, and caring.

PAVS Strategic Priorities
Strategic Priority 1: Engagement and Influencing

Our objectives are to:
- Be visible leaders in co-produced solutions to challenging issues - poverty, housing, care and support, climate change, etc
- Build a strong narrative based on community research, evidence drawn from our members, and learning from people with lived experience
- Be an advocate for the sector using our networks locally, regionally, and nationally to influence policy and practice
- Champion equality, diversity, inclusivity. and fairness to ensure everyone's voice is heard.

Overview of progress 2025-26
A strong ethos of partnership working between PAVS, the Local Authority, Hywel Dda UHB, Public Health Wales, PLANED, Citizens Advice Pembrokeshire and other organisations continues through the Healthier Pembrokeshire and Strengthening Communities Strategic and Operational Groups.

PAVS' Strengthening Communities' Programme continues to deliver through partnership and collaborative working across PAVS, voluntary and statutory sectors, alongside its proactive, community-led offer for the whole population with no eligibility criteria or thresholds. The model has been recognised as good practice by Social Care Wales, Building Communities Trust, Audit Wales and New Local.

The programme has continued to demonstrate clear alignment with national, regional and local strategies and plans. Although activity reaches all population groups, significant work has focused on older people, unpaid carers, people living with dementia, children and families. The programme also contributes to key enablers identified in the plans for the Regional Integration Fund, Integrated Community Care System and related strategic documents, including collaboration, integrated working, systems, technology and digital inclusion, the social value sector and community hubs.

Engagement and Co-production

PAVS continues to deliver the **Carers Support West Wales** project, which is in its third year. A steering group facilitated by PAVS undertakes a regular review of the content to ensure that the one-stop shop website for unpaid carers is up-to-date and continues to be promoted and used by unpaid carers of all ages. The website is part of the West Wales strategic priority to support Carers to become digitally included.

This year PAVS continued to play a key role with partners in tackling poverty in Pembrokeshire. This included continuing to play an active role on the Public Service Board's Poverty Officer Working Group, supporting the distribution of funding for warm welcome community spaces, the Pembrokeshire Food Poverty Support grant and the Welsh Churches Act fund, plus working with PSB partners to organise the 3rd Pembrokeshire Tackling Poverty Summit.

PAVS also continued to take a lead role on Keep Warm, Keep Well in Pembrokeshire, chairing the Steering Group for a third year and coordinating activity across the sectors to support people through cost-of-living challenges, particularly through the colder months, with the Pembrokeshire Community Hub continuing to provide a single point of contact for this community-based support.

Several pieces of community engagement work have been undertaken during the period, aiming to involve the voice of people with lived experience in the development of health and care support services in Pembrokeshire. T his has included engaging with the community in Southeast Pembrokeshire on the future use of Tenby Cottage Hospital and the development of a Care Campus in the area, whilst another project set out to engage with girls and families in deprived areas in Pembrokeshire to identify and tackle barriers to engagement in sport.

Working in Partnership

PAVS has continued to work with Pembrokeshire County Council and Hywel Dda University Health Board to develop 'The Pembrokeshire Way', a collaborative strengths-based approach developing integrated and innovative ways of working to support the people of Pembrokeshire. This has included staff completing Strengths-Based Collaborative Communication training and managers completing Agile Master in Public Services training. Strengths-based practice in health and social care is an approach that focuses on identifying and building upon the strengths, resources, abilities, and potential of individuals, families, and communities, rather than solely addressing their problems, deficits, or needs. It emphasises collaboration, empowerment, and a positive outlook on people's capacity to overcome challenges and achieve their goals. This practice supports a more positive, empowering, and effective approach to care, benefiting both the service users and the professionals involved. This programme is part of our Pembrokeshire partnership's commitment to transforming practice and supporting the skills and judgement of staff. We were able to extend this training to 39 colleagues from 21 voluntary sector organisations in Pembrokeshire this year and received positive feedback.

"Quite empowering in how important it is in how you choose to communicate with a person and the effect this can have on their outcome."
"You have provided practical measures and tools that will improve my impact professionally and personally."
"Thank you for the lovely two days approaching the topic with great knowledge and sensitivity."

Third Sector Networks
PAVS continues to facilitate a number of thematic networks and forums to encourage greater collaboration, shared learning and partnership working. These networks involve hundreds of third sector organisations that focus on unpaid carers, older people, bereavement, day opportunities, children and families, and women's health. The forums bring together third sector organisations, statutory services and community voices, enabling early intervention, peer support and non-clinical pathways for individuals with complex needs. This helps to facilitate co-production opportunities with the Local Authority and Health Board, particularly in areas such as the redesign of day opportunities, women's health and bereavement support.

These collaborations help to shape services that are more responsive, inclusive and community-led, reducing reliance on statutory systems. Focused work has also been undertaken with unpaid carers, neurodivergent individuals, people with learning disabilities and women experiencing health inequalities. These groups can fall through gaps in statutory provision, and the project created alternative pathways through community networks and tailored resources.

Collaborative events like Dying Matters, Keep Well, and Carers Week were co-organised by PAVS with partners such as Paul Sartori, PCC, and Pure West Radio. These events raised awareness and connected people to non-statutory support options. Creation of Padlets, Easy Read materials, and information bulletins helped disseminate accessible information across sectors. These tools supported self-navigation and community-led access to services. There has been active participation in groups like Carers Strategy Partnership Board, Mental Health Action Wales and Healthier Pembrokeshire Operational Forum, in turn helping to ensure that community pathways are embedded in broader health and social care strategies.

The Pembrokeshire Women's Health & Wellbeing Network, launched in 2024, continues to grow and develop and is influencing developments in this area locally and nationally, including through its involvement in the co-production of the new Women's Health Website for Wales.

"Thank you so much for your input! Your ideas and your comments have helped shape the final result. As you take a look around the website, you'll see things that reflect what you and others have said - for example the postcode finder on the Hubs page, the type of information on the health topic pages, the layout on the homepage, etc. The team has worked very hard and acted on as much feedback as possible in the time we had available."

Working with the existing Bereavement Forum, this year PAVS started to support the establishment of a Bereavement Partnership of social enterprises to explore a 'one stop shop' for bereavement service offerings in Pembrokeshire. "Strong bereavement support is built on partnerships; no single service can meet the complex needs of grieving people alone and our bereavement network shows that when organisations work together, compassion, continuity and timely support become possible." Hywel Dda UHB - Care after Death/Bereavement Manager

During the year, 589 individuals from health, the Local Authority and the third sector attended network meetings. PAVS is represented on several strategic partnership boards covering areas such as support for unpaid carers, older people and people with learning disabilities, and has facilitated a number of discussions about gaps in support.

Strategic Priority 2: A Thriving Voluntary and Community Sector

Our objectives are to:
- Support charities, social enterprises, voluntary and community groups to grow and flourish through advice, training and funding support
- Play our part in delivering 'A Volunteering Strategy for Pembrokeshire' with a step change in the number of registered volunteers and organisations with employer supported volunteering
- Ensure community buildings and assets serve their communities as welcome, warm, sustainable and well-run places.

Overview of Progress 2025-26

PAVS continues to promote volunteering and encourage individuals to offer their time and talents through a comprehensive volunteering information and guidance service (often referred to as 'brokerage' or 'matching'). Delivered by Volunteering for Pembrokeshire (VfP) - our local volunteer centre based in PAVS - the team also provides best practice guidance and support to volunteer involving organisations. The matching service provided by the Volunteer Centre supports individuals to find a role that interests them and supports the organisations looking for volunteers. The team also provides guidance to businesses looking for team volunteering, or to implement an Employer Supported Volunteering (ESV) scheme.

During the period, 24 individuals were placed in volunteering roles and over 100 were supported to explore volunteering opportunities. On the Volunteering Wales website, 117 people registered an interest in volunteering in Pembrokeshire, enabling them to identify suitable opportunities independently. Regular volunteering outreach sessions were held in Fishguard in conjunction with Futureworks, alongside a programme of events at leisure centres, libraries and supermarkets and with Jobcentre Plus, including an event for people aged 50 and over. The second annual youth volunteering fair was held at Pembrokeshire College in October.

Significant support was provided to the Pembrokeshire Volunteer Organisers Network (PVON) members and volunteering projects throughout the year. This included the development of a toolkit/guide (to support the recruitment of informal volunteers), significant work with the Community Gardens/ growing network and 1-2-1 project support.

The Volunteering for Pembrokeshire recognition scheme captured 16,000+ hours of volunteer time which equates to an estimated value of £240,000. Some 104 certificates were issued in recognition of the contribution made by volunteers.

14 volunteers accessed free training with Learning Pembrokeshire via the Volunteering for Pembrokeshire bursary and popular courses included First Aid and Food Safety.
The Volunteering Strategy for Pembrokeshire was launched with a conference in the Queen's Hall in June 2025. Topics covered on the day included Youth Volunteering, Making Volunteering more accessible, discussions on a volunteer training 'passport' for Pembrokeshire, and the launch of the Volunteering for Pembrokeshire Strategy with guest speaker, Rob Jackson.

During the period we also refreshed our own Employer Supported Volunteering policy, enabling staff to take up to five days paid volunteering leave per year. Across our teams, staff have used this time to support a range of organisations throughout the county undertaking a variety of activities including supporting groups of young people on a residential activity, environmental projects and inclusive sporting opportunities. Additionally, during one of our monthly whole staff meetings, we took part in a team volunteering activity which included assisting with the building of a polycrub, sowing vegetable seeds and repairing bicycles for donation to families in need.

Successful Pembrokeshire Volunteering Awards (November 2025),

One of the highlights of the year is the annual Volunteering Awards Ceremony. We received a very high number of nominations, including in the new 'open' category. With support from South Hook LNG, we hosted over 140 volunteers, guests, and presenters at a heart warming and celebratory event.

Claire Francis ('Commended' in Trustees Category)

"Please accept the heartfelt thanks of appreciation from all The Pater Hall Trustees. The 2025 awards ceremony in The Queens Hall was engaging, informative and deeply humbling. To see so many volunteers, in one room whilst their 'work' was shared was fascinating. One can get tied up in one's own 'passion' so it's always good to look around and have the belief others are out there in the volunteer world, and then some, confirmed. What a room of wondrous people!
Congratulations on making not only the evening's event occur, no mean feat; but to consistently remain the everyday conduit of community conscience to flow through Pembrokeshire. Please pass our appreciation onto the PAVS Board and also our deep thanks to all of the PAVS family assisting the night to run so professionally. Thank You, diolch yn fawr iawn."

Adrian Cook, South Hook (Sponsor of event)

"Just a quick note to thank you and the PAVS team for organising such a fantastic Pembrokeshire Volunteering Awards evening last night. It was, once again, a great event that ran smoothly and had a lovely atmosphere. We know that these events don't happen by themselves and that a great deal of work went on behind the scenes by you and the team in the months leading up to it.
Hearing the stories and biographies of the nominees was very moving and a good reminder of the amazing work volunteers do across Pembrokeshire.
Thank you again for all your hard work in making the event such a success, and please pass on our thanks to Jess and the rest of the team."

Support for Social Enterprises

Teulu Wellbeing & Child Therapy CIC
A group of children's play therapists approached PAVS for support to establish a CIC that could make play therapy more accessible to families unable to afford private support, while also generating income through paid clients. PAVS supported the group with business planning, start-up funding and links to commissioners. Since then, the CIC has incorporated, secured more than £30,000 in funding and developed a mixed-income model offering free and sliding-scale therapy, alongside private sessions.

PAVS also supported work on a funding bid exploring a partnership with other children and family organisations to jointly purchase a property and create a shared base. Although this has not yet come to fruition, it is a strong example of organisations being willing to collaborate around a shared asset. The CIC now operates from new rented premises at The Hive in Haverfordwest. They have also linked with Pembrokeshire County Council's Children's Commissioning team on a pilot supporting families at risk of needing greater statutory intervention.

Instagram post from the group:

"Firstly, we'd like to thank Steff from @pembspavs, or as we like to call him, our PAVS Dad! Wherever we go networking, Steff is always there cheering us on from the sidelines, encouraging us and believing in what we're trying to achieve. Steff, your support and guidance have meant so much to us. Without you, we don't think we'd have opened our therapy hub quite so quickly. Thank you. And thank you for doing us the honour of cutting the ribbon today, it means a great deal."

Support for a Charitable Trust

Tenby & County Trust
PAVS provided support to establish a new charitable trust whose purpose was to support young people in Pembrokeshire. Extensive support was provided with legal structures and charity registration.

David Blackmore - Trustee
"The process is not easy to do on your own and the support of PAVS was invaluable and necessary. Without the support of PAVS I would have had difficulty in establishing the Trust as I didn't have the required expertise."

Strategic Priority 3: Community Wellbeing

Our objectives are to:
- Support individuals and community groups to be well connected, resourceful and resilient through social prescribing and catalysing connections
- Maintain and develop further the role of the Community Hub and Community Connectors, in delivering a Social Model of Health and Wellbeing, through a strong partnership with our statutory and voluntary sector partners
- Deliver initiatives that make a difference to communities e.g. Living Well, Keep Warm Keep Well and to galvanise groups to collaborate and share best practice through our networks and communities of practice.

Overview of Progress 2025 - 26

The Pembrokeshire Community Hub continues to position itself as the starting point for community services for residents, visitors to the county and professionals. During the period, the Hub received a record number of enquiries, reflecting growing community engagement and confidence in the programme's ability to help. The Hub continues to be promoted as a single point of contact for community support in Pembrokeshire, while the Community Connectors maintain a visible presence in communities and networks. During the year, the Hub handled just over 6,000 telephone and email enquiries covering food, finance, community activities and social connections, benefits, debt advice, care and support, and digital connectivity. This represents a 25% increase on the previous year. The most common reasons for referral to the Pembrokeshire Community Hub and Community Connectors remained 'groups & activities', 'living independently at home' and 'social connections'. Enquiries relating to 'food support' also increased substantially during the period.

Anyone can refer to the service. Most introductions come from health, adult social care, other statutory services and third sector organisations, demonstrating collaborative working and the service's integration within the community and services landscape. The Community Connectors work closely with the Pembrokeshire Community Hub, whose staff upload all introductions to the Elemental system and record the relevant information. The system enables introductions and outcomes to be tracked, helping to ensure that timely and appropriate support is delivered.

Demand has steadily increased from 2023 through to 2025, which was anticipated given that the Hub was launched in 2022 and has become a more recognised source of information and support over time.

The **Community Connector** team continues to support people in their communities through social prescribing and community-building activities. The service begins with a personalised 'What Matters' conversation, often leading to social prescribing linked to the Five Ways to Wellbeing. approach connects people with community and third sector support rather than defaulting to statutory services. People are introduced to the service when they face challenges such as social isolation, mental health concerns, transport, housing, bereavement and financial difficulties, many of which can be addressed outside statutory systems. This range of needs demonstrates how the service responds before needs escalate into statutory demand. Connectors undertake home visits and 'What Matters' conversations, ensuring that individuals are heard and supported. They continue to work closely with GP surgeries in their localities, Adult Social Care and Hywel Dda University Health Board, often taking a collaborative approach to introducing community-based options. Many people s eek to maintain their independence at home and within their communities for as long as possible.

During the year, the Community Connector service received over 1,350 introductions from health, social care and voluntary sector organisations, as well as self-referrals. The Community Connectors worked with individuals and their families to co-create strengths-based wellbeing plans, leading to over 2,600 introductions to appropriate community activities, groups and services. People were supported to access other services providing befriending, income maximisation and energy advice In total, 91% of people reported achieving their personal outcome as a result of working with a Community Connector. The team also supported 174 people to become digitally included. The Community Connector Speed Network meetings continued to be popular and well attended, both in person and online, with over 40 practitioners from across the sectors regularly attending to connect, share information, learn and explore opportunities for collaboration.

Referrals totalled 1,033 in 2023 and had risen to 1,350 by 2025, representing a 23% increase in demand. The service also reported an increase in the level of need presented, requiring greater support and expertise from the team. During the year, additional funding was secured from the Welsh Government, via the Local Authority, for a second Community Connector for Children, Young People and Families, increasing capacity to support more families.

The Strengthening Communities programme team have continued to collect Most Significant Change stories with leaders also attending panels. Some stories included the impact that the Community Connector service has had on the storyteller.

"I am a single dad to a 3-year-old girl with additional needs…The most significant change came about by talking to S, and her 'nagging' me and saying 'make sure you go' to ASD Family Help. Then deciding I would and walking in the door to a whole new community of people I didn't know existed. I'm glad I did! I have a new found sense of optimism and can now look forward."

The **Age Friendly and Dementia Supportive Communities** programme has continued to bring meaningful change to individuals, unpaid carers and local groups across Pembrokeshire. Through community-led initiatives such as warm rooms, Dementia awareness training sessions and collaboration, people have experienced not only practical support but emotional reassurance, renewed confidence and social re-connection. 25 people received Dementia Friends training this year from the Supportive Communities Development Officer at PAVS. By the end of the year there were 85 groups offering dementia and age-friendly activities on our weekly What's On guide which was sent to an average mailing list of 170 people. Increased community awareness and earlier recognition of dementia signs and symptoms have supported earlier intervention and signposting to appropriate services working alongside the Community Connector team.

"Thank you for making the dementia session happen. My Dad has dementia and my daughter has always had a really lovely relationship with him so this will help her understand what's happening" Feedback from an adult attendee of Dementia awareness training delivered by PAVS to a Pembrokeshire Brownies pack.

Digital Inclusion - As part of the Pembrokeshire Digital Connections programme, in partnership with the Local Authority, the Connect IT digital tablet loan scheme continues to be an integral part of the Strengthening Communities programme, facilitated by the Community Connectors and the 'Digi Coach'. This includes tablets for unpaid Carers, working closely with Carers Support West Wales - our bilingual, regional one stop shop for online information and support for unpaid Carers.

Community Connectors and the Digi Coach delivered a series of digital drop-ins in warm welcome community spaces this year to give digital advice and support and sign people up to the loan scheme where needed. One team member continues to train as a 'Digital Learning Practitioner' Apprenticeship Level 3, to train to teach individuals and groups how to use technology. This will be an asset to our community preventions programme in Pembrokeshire.

Strategic Priority 4: Sustainable Funding

Our objectives are to:
- Provide training, masterclasses and conferences, and effective fund management on behalf of private and public sector funders which will generate a revenue stream
- Expand the number of third sector organisations that are members of PAVS and invite the business community to become affiliates
- Advocate for and spearhead initiatives to enable sustainable funding for the voluntary and community sector, for example through establishing a Pembrokeshire Community Fund.

Overview of Progress 2025 - 26
PAVS continues to provide strong management and administration of funds for third sector organisations, on behalf of statutory and private sector partners. Our strong partnerships with Bluestone National Park Resort, South Hook LNG and Port of Milford Haven continue, through our administration of their community funds and the wider opportunities that these enable for community groups. These established partnerships offer exemplar templates for potential emerging relationships with others, which continue to be actively explored by PAVS. We also administered funding for Warm Spaces and Carers Support on behalf of the local authority and health board.

Third Sector Infrastructure Partnership Agreement
PAVS is a delivery partner within Third Sector Support Wales (TSSW), which comprises 19 County Voluntary Councils (CVCs) and Wales Council for Voluntary Action (WCVA). TSSW delivers the Third Sector Infrastructure Partnership Agreement on behalf of Welsh Government and assists the Welsh Government in the delivery of its long-term aim to build a Wales that is prosperous and secure; healthy and active; ambitious and learning, and united and connected. The Partnership Agreement for 2025-26 includes four pillars of activity: Volunteering, Sustainable Funding, Good Governance, and Engagement and Influencing.

Given some of these pillars mirror PAVS Strategic Objectives and progress has been reported above, the following sections provide information on Third Sector Support activity and Business Services.

In common with other CVCs, PAVS reports on a quarterly basis to TSSW with qualitative and quantitative data collected on a bespoke Customer Relationship Management System and case studies. In addition, regular monitoring meetings are held with the Welsh Government Third Sector Support Unit and PAVS provides monitoring and performance reports to project steering groups established to oversee delivery of specific funded programmes of work that contribute to the achievement of the outcomes set out in the Core Services Framework of the Partnership Agreement.

PAVS has performed well against the KPIs and made a strong contribution to the overall performance of the TSSW partnership in Wales during 2025-26 despite the ongoing challenges presented by the cost-of-living crisis and strained public finances.

Third Sector Team Support
During 2025-26 the Third Sector Support Team provided support to **201 different organisations** .

Sustainable Funding: This area of work covered the distribution of grants and the delivery of information, training, development and support services to help voluntary and community groups and social enterprises in Pembrokeshire explore and secure the fundraising and funding required for long-term sustainability. During the reporting period, PAVS managed the award and distribution of **£418,099.12** to local and regional voluntary and community groups, third sector organisations and social enterprises. This encompassed a significant number of funding opportunities managed by PAVS across thirteen funding rounds, with three funds h aving more than one deadline.

The fund distribution is as follows:
-**£405,716.64** in small grants allocated to 144 applicants, through PAVS managed funds including funds awarded by Bluestone Foundation, the Port of Milford Haven, Time out for Carers Fund and Supporting Community Action Fund
- **£12,382.48** distributed by the Hakin and Hubberston Community Forum through the Building Communities Trust project, with PAVS as fund holder
- In addition to the funds reported above, PAVS supported the South Hook LNG Community Fund to award **36 grants** to local groups

The reshaped Port of Milford Haven Community Fund, through the partnership between PAVS & the Port of Milford Haven established in June 2024, completed its first full year of fund delivery. PAVS received Expressions of Interest to the second year of the Bluestone Community Events opportunity, enabling groups to raise unrestricted funds by hosting a Blue Lagoon Waterpark session. Six groups hosted highly popular sessions raising a total of just over **£20,000.**

Two private sector fund partners committed additional funding to their annual funding pots, growing their commitment to both the sector and the successful partnership fund model of delivery with PAVS.

It should be noted that funding rounds were significantly oversubscribed with **406** applications received, compared with **324** in 2024 - 2025 and funding requests received totalled **£937,071.01** compared with £838,150.70 previously. The high volume of funding submissions represented significant work for PAVS in processing applications ready for the assessment panel. PAVS completed eligibility checks on all applicati ons to ensure fund requirements were met; addressing information and governance gaps to support groups to be more robust for future opportunities. PAVS holds a strong position as both a funder and a development support provider. On occasion the information requested as part of these checks offered a catalyst for group development.

The high need and competition for funding opportunities continued to give a clear mandate for PAVS to identify and enable investments in the third sector.

Grantmaking
PAVS does not provide grants directly from its own funds but acts as sponsor for various grant schemes. Grant making policy is therefore determined by the terms and conditions laid down by the funders of the individual schemes, which are incorporated into the rules for applications to each grant fund.

In addition to fund management, staff responded to **184 enquiries** relating to sustainable funding advice and support. Staff organised, facilitated and contributed to local and regional events, including information sessions on specific grants, Funding Wales and updates on a range of topics relating to sustainable funding, including grant applications, fundraising and the development of chargeable services.

The **PAVS AGM & Pembrokeshire Funding Fair 2025** was a very popular day for groups in the county, **128 participants** joined the event, with excellent feedback from both attendees and funders taking part in the Funding Exhibition.

"It was an excellent event - the organisation, the welcome, the networking opportunities, and the refreshments. Really appreciated."
National Funder Feedback

"Extremely well laid out. Lots of useful information available. Very useful advice. An excellent networking venue."
Participant Feedback

Y Filltir Sgwar and development of a sustainable financial model;
Through regular mentoring and guidance, PAVS support increased the confidence and skills of this independent community centre, offering day care style care, in funding applications, financial planning and organisational sustainability.

PAVS supported the Community Interest Company to access Regional Partnership Board funding, providing early resources to establish and develop the organisation. Links were facilitated with Cwmpas to develop financial forecasts, business plans and pricing structures, helping demonstrate viability and identify sustainable income streams.

In addition, the group applied for the PAVS Time Out for Carers Fund and a grant was secured in 2025/26. This successful funded project supported over 140 short-break sessions for unpaid carers, delivering direct community benefits whilst strengthening the organisation's track record in securing external funding.
PAVS support helped Y Filltir Sgwar move from a newly formed community enterprise to a more financially resilient organisation with a clearer understanding of income generation, grant funding and long-term sustainability.

Good Governance: this area of work covers capacity building and development support services provided to voluntary and community groups and social enterprises across the County to ensure that third sector personnel, volunteers, managers, and trustees have the knowledge and skills they need to operate sustainably, fairly, legally and safely. Highlights include:
- **204 interactions** providing direct advice, information and support across a wide range of governance issues, including legal structures; all stages of organisational development, from set-up through to dissolution; trusteeship; health and safety; HR; finance; property; asset transfers; the Welsh language; safeguarding; and policy development. Support was provided to a number of charities that restructured as Charitable Incorporated Organisations (CIOs) during the year. This conversion offers enhanced liability protection for trustees and reduces their regulatory burdens.
- Delivery of an open programme of **16 training and information sessions**, attended by **176 participants** and delivered both online and face to face by PAVS staff and partner organisations. Topics included safeguarding, the roles and responsibilities of trustees, the Social Value Engine, collaborative commissioning, employment and Speak Suicide prevention.
- Coordination of the Pembrokeshire Community Buildings Forum, which has **283 members.** During the year, **two face-to-face meetings** were organised, covering topics such as funding and finance options, licensing, energy, hall updates, community gardens and food, and volunteering. In addition, **eight community building email bulletins** were circulated to the Forum.
- Delivery of social enterprise support to the care and wellbeing sector through the Catalyst for Care project. During the year, **80 enterprises** received support with governance, financial planning and the measurement of Social Return on Investment. The Pembrokeshire Social Enterprise Network now has **270 members**, with **four network events** organised and approximately **40 organisations attending** each. Work has continued to highlight the social value of enterprises, and **17 Social Value reports** have been produced. Work is currently under way to offer this service to private and statutory partners. PAVS has supported the development of **six alliances** across the sector and created the Collaborative Commissioning Toolkit, which has been shared with WCVA and the Welsh Government.

Feedback from PAVS Training:
"Really informative, with a knowledgeable trainer -would like to attend more courses".
"It's given the trustees a better understanding of their responsibilities".

Through a number of workstreams, PAVS supports and enables voluntary sector and community organisations to thrive. Many of these organisations are PAVS members. During the year, membership increased from 124 to 170, with the refreshed membership offer contributing significantly to this growth.

Raising the profile of the third sector and communicating the transformative impact that volunteers and voluntary/community organisations make, helps to build and support the sector and encourage funding. As part of its communications plan, PAVS has continued to develop its website, Padlets, social media platforms, newsletters and offline/media, linking with national, regional and local campaigns. We continue to grow our following across all media streams.

Business Services
The PAVS Business Services team provides financial, HR, health and safety, IT, governance, premises and administrative support, with specialist HR and IT support commissioned from external providers.

PAVS has an office base on the High Street in Haverfordwest. The fully accessible ground floor houses the Pembrokeshire Community Hub, offices and meeting rooms used by Citizens Advice Pembrokeshire, together with flexible hot desk space, a reception area, and a meeting room that can be used by third sector organisations. During the year, four third sector organisations were co-located with PAVS - Citizens Advice Pembrokeshire, Advocacy West Wales, Volunteering Matters and The Wallich with other organisations making regular use of the ground floor space on a chargeable basis.

PAVS continues to work with partners around place-based models of working across six localities in Pembrokeshire. The lease on the PAVS building expires in August 2027 and there is interest in looking at the potential to create shared spaces across the County, as well as maintaining a presence in Haverfordwest, co-located with third sector counterparts and key statutory partners.

PAVS remains committed to working in an equitable and inclusive manner with all stakeholders, groups, and communities. Staff have undertaken accessibility awareness and EDI training. Work has been completed to update policies and enhance workforce development in this area. PAVS is a dementia friendly organisation and teams have achieved Investors in Carers awards for their work.

The PAVS Business Services team ensures that health and safety requirements are met and that the standards required under the Green Dragon Environmental Management Scheme are maintained. are in place to support remote working, and during the year PAVS staff continued to work on a hybrid basis in the office, in the community and at home. Monthly in-person staff development sessions took place during the year under review to maintain a whole-team ethos and approach across the Association.

Funding for the Business Services team primarily comes from core funding provided by the Welsh Government and Pembrokeshire County Council, together with unrestricted income earned through project management, membership, training and fundholder work. Regular newsletters and networking events keep members and stakeholders informed about PAVS' work and opportunities

FINANCIAL REVIEW
Financial position
Total funding received decreased by £412,604 or 19.75%. Expenditure during the year amounted to £1,741,396, a decrease of £261,343 or 15.24% over the previous year.

Total reserves at the year end were £957,620, of which £411,857 related to restricted funds earmarked for specific projects.. This leaves £545,763 in unrestricted funds, all of which are available as free reserves.

FINANCIAL REVIEW

Reserves policy

The Reserves Policy was reviewed and agreed by the Board in June 2025. The policy provides a framework for a proactive and dynamic approach to building and utilising reserves in order to achieve the Association's strategic objectives, based on a robust analysis of opportunities, threats, assets and liabilities and an assessment of working capital requirements based on projected income and outgoing resources.

Given ongoing financial challenges presented by short-term funding, the Board continues to recognise the need to build adequate free reserves for the Association realised through sound management of available resources, making sensible provision for the future and to cover any deficit in funds for activities for which future funding may not be secured.

The reserves target is set on the basis of the reserves policy and takes into account:
- redundancy payments for eligible staff
- pension strain liability payments for redundant staff aged over 55 years
- salary in lieu of notice
- three months' overheads/running costs
- potential deficit in resources for restricted projects
- core activity that may not be funded in future
- potential risk of funding being reclaimed
- repair or replacement of assets

When setting the required minimum level of reserves for 2025-2026, the Board takes into account the likelihood of the liabilities becoming due based on financial projections, cashflow forecasts, security of funding, and risk assessments. The Board also considers the need to build and/or designate reserves to:
- deliver the Association's strategic objectives
- provide sufficient working capital to manage retrospective payments
- expand service delivery to meet the needs of third sector organisations
- invest in new income generating opportunities
- achieve externally accredited quality and environmental standards

Taking these items into account on a managed risk basis, the Association's target level of free reserves in 2025-2026 is set at £281,000.

Total reserves at year end were £957,620, of which £411,857 related to restricted funds which are earmarked for specific projects (see note 20). This leaves £545,763 in unrestricted funds and as free reserves.

This exceeds the target of free reserves of £281,000 by £264,763. The trustees consider that in the prevailing climate of economic and political uncertainty which has triggered the current cost of living crisis, it is appropriate to hold reserves in excess of the target at this time. The Trustees will also consider releasing free reserves to help the Association achieve its strategic objectives.

The Association participates in the Local Government Pension Scheme (LGPS), a defined benefit pension scheme administered by the relevant local authority. Employer contribution rates are determined by the Fund Actuary following triennial actuarial valuations and form part of the Association's financial planning and budgeting process.

The LGPS has been closed to new entrants for a number of years. Eligible employees recruited since its closure have been enrolled into the National Employment Savings Trust (NEST), a defined contribution pension scheme, to which the Association contributes at a rate of 5% of qualifying earnings.

The Trustees continue to monitor the financial risks associated with participation in the LGPS. Although the funding position of the scheme has improved significantly, the Association remains exposed to potential future costs, including pension strain liabilities that may arise in respect of certain early retirements or redundancies. The financial implications of membership of the scheme are considered regularly as part of the Association's risk management framework.

FINANCIAL REVIEW

The Trustees recognise their obligations under pension auto-enrolment legislation and have complied with the requirements of The Pensions Regulator.

At 31 March 2026, the Association's share of the LGPS, as reported by the Scheme Actuary for accounting purposes, was in surplus. However, under FRS 102, a pension scheme surplus may only be recognised as an asset to the extent that it is recoverable through refunds from the scheme or reductions in future contributions. Following consideration of the actuarial assessment and the requirements of FRS 102, the Trustees concluded that no economic benefit is currently available to the Association from the reported surplus. Consequently, no pension asset has been recognised in the Balance Sheet at 31 March 2026.

Further details of the Association's participation in the LGPS and the related pension disclosures are provided in Note 19 to the financial statements.

FINANCIAL REVIEW

Going concern

The Trustees are of the view that the actions being implemented and those that are planned to be taken are sufficient to secure the future of the Association in the longer term. Many funders still remain unable or unwilling to commit to funding agreements of more than one year in duration and this makes it difficult to plan for the future.

However, it is pleasing to report that our relationship with Welsh Government through the Third Sector Support Wales partnership agreement remains strong and a new multi-year agreement came into place from 2025-2028, representing a 7% increase. Although public sector funding is under pressure, Welsh Government remains committed to the third sector and it is likely that core funding for Third Sector Support Wales will continue in the coming years. Trustees continue to keep this under review acknowledging potential changes that may occur following the Senedd Elections in early 2026.

The Welsh Government Regional Integration Fund (RIF) offers funding on a multi-year basis - 2 years for new projects (under the Accelerated Fund) and 3 years for existing programmes (under the Embedded Fund). PAVS has secured RIF funding for a programme of work entitled Strengthening Communities, which includes a number of projects led by PAVS. For the period 2024-2025, the value of the programme increased by 4%. Work is being undertaken with the Regional Partnership Board to plan future funding for the successor programme to RIF.

The Shared Prosperity Fund is being replaced by a Local Growth Fund and Pride in Place Fund. Regrettably there are very limited opportunities for PAVS and third sector organisations to access these funds.

Over the years, PAVS has developed a positive and constructive working relationship with statutory partners. This relationship will stand the Association in good stead in terms of securing ongoing funding for elements of work funded from statutory grants. Funding for our current restricted projects has been confirmed for 2026-2027. PAVS has earned an excellent reputation for grant administration, managing funds, and taking the lead on third sector collaborative delivery partnerships. This provides a solid foundation for future income generation.

PAVS strategic plan includes a key objective around developing stronger relationships with the private sector with a view to earning unrestricted income through offering a range of chargeable services including grant administration, support for employer-supported volunteering, delivering corporate social responsibility, and community engagement.

The strategic plan also includes an objective to increase membership and potentially create a range of chargeable services available to members at a discounted rate. A revised membership offer was launched in early 2025, with the aim of increasing membership to 450 over the five-year period of the strategy.

The Board receives financial updates at each of its meetings including quarterly management accounts, reports on progress towards achieving a balanced budget at year end, and plans for securing future funding. Actions taken include making funding bids; securing contracts; increasing income generation and controlling operating costs.

Risks are identified and raised in Board papers for discussion and agreement on appropriate mitigation or avoidance measures to be taken. The Association continues to work extremely closely with its funding partners, members and stakeholders at a local, regional and national level to sustain and, where possible, increase current funding levels.

PAVS has prepared detailed financial projections for the 3-year period from 1st April 2025 - 31st March 2028. On this basis, the assessment of the Trustees is that the Charity remains a going concern.

FUTURE PLANS

PAVS remains committed to securing sufficient resources to continue delivering the full range of volunteering, funding, development, representation and engagement services required to meet the needs of voluntary and community groups, social enterprises and volunteers in Pembrokeshire. The Association is also committed to further developing the Pembrokeshire Community Hub and the Community Connector service to improve individual and community wellbeing.

Specific plans for the future include:

- Continuing to deliver the PAVS 5-year strategy with a particular focus on strengthening relationships with the private sector and enhancing PAVS membership base

- Building effective relationships with an increased number of private sector organisations, statutory partners and funders for the benefit of the Pembrokeshire third sector

- Continuing to work with partners to embed the Pembrokeshire Community Hub within the third sector, with a planned programme of outreach provision as well as closer working with adult social care to ensure effective handling of enquiries

- Encouraging and supporting more people to volunteer - both formally and informally

- Contributing to the development of social enterprises and third-sector led services that improve individual and community well-being

- Working with partners to measure social value and the outcomes and impact of community-led action, and build an evidence base for investment in preventative community action.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Companies Act 2006.

The organisation is a registered charity, registered on 5 July 1997, and also a company limited by guarantee, incorporated on 1 April 1997. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. In the event of the company being wound up, members are required to contribute an amount not exceeding £10.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Recruitment and appointment of new trustees

The Board of Trustees governs the Association. A Pembrokeshire County Council nominated representative sits as an adviser to the Board. The full Board meets at least quarterly with additional meetings scheduled as required.

The Trustees constitute Directors of the charity for the purposes of the Companies Act 2006 and Trustees of the charity for the purposes of the Charities Act 2011, and under the Company's Articles are known as members of the Board of Trustees. Trustees are elected at the Annual General Meeting of the Association or appointed soon after by the Board. The number of Trustees for the Association may not be less than three and shall not be more than ten. Seven Trustees are nominated and elected by the membership of the Association for a three-year term - each member organisation having a named representative, allowing one vote per full member organisation. Three Trustees are appointed by the Board, also for a three-year term, through an open and competitive recruitment process to the posts of Chair, Vice-Chair and Trustee with Special Responsibility (TSR) for Finance. Trustees can serve for a maximum of three terms.

One third of elected and appointed Trustees will retire from office at each Annual General Meeting, with retirement by rotation according to length of office. Where Trustees were elected at the same time, retirement may be determined amongst them, or by lot. If vacancies created by retiring Trustees cannot be filled, those Trustees may, if willing, be deemed to have been re-appointed, unless the meeting resolves not to fill the vacancy, or unless a resolution for the reappointment of the Trustee is put to the meeting and lost. Trustees also have the power to appoint further members to the Board of Trustees during the year provided that the total number of trustees does not exceed ten.

Tomos Padel and Emma Bingham were elected to the Board at the 2025 AGM, and Angela Mander, who had been co-opted to the Board during the year, was also elected at the AGM. Jayne Tucker, Trustee with Special Responsibility for Finance, stood down at the 2025 AGM. Helen Mcleod-Baikie resigned from the Board on 23 February 2026. Rosie Thomas-Easton was appointed by the Board as Vice-Chair on 19 January 2026. PAVS is extremely grateful to all Board members for their hard work and commitment to the Association during the year under review.

Induction and training of new trustees

New Trustees undergo an induction session to brief them on their legal obligations under charity and company law; the content of the Memorandum and Articles of Association; the Board and decision-making processes; the business plan and recent financial performance of the charity. During the induction process new Trustees meet key employees and other trustees. Trustees are encouraged to attend appropriate training events where these will facilitate their role.

Appointment of key management personnel

A Chief Officer is appointed by the Trustees to manage the day-to-day operations of the charity. To facilitate effective operations, the Chief Officer has delegated authority, within terms of delegation approved by the Trustees, for operational matters including finance, employment, and contractual agreements with funders.

A Business Operations Manager is appointed by the Board and Chief Officer to provide senior management support to the Chief Officer and to act as Governance Officer to the Board.

In 2023-2024, the Board took the decision to move away from National Joint Committee (NJC) pay scales due to funding pressures and the need to maintain control of salary decisions. The Board decided to award a 3% increase to PAVS staff in the year 2025-2026. This increase has been built into the budget and, where necessary, agreements have been reached with funders to cover the increased salary costs on restricted projects.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Related parties

The Association has a close relationship with its members. This relationship is not exclusive, and non-member organisations of the voluntary sector are able to access PAVS' services.

In addition, there is a strong relationship with Pembrokeshire County Council (PCC) and Hywel Dda University Health Board (HDUHB), together with other statutory agencies, in order to further the interests of the third sector, and to ensure that opportunities for joint working and collaborative ventures are maximised.

The Welsh Government (WG); Third Sector Support Wales (Wales Council for Voluntary Action and County Voluntary Councils in Wales); West Wales Regional Partnership Board; PLANED (Pembrokeshire Local Action Network for Enterprise and Development); Public Health Wales; South Hook LNG; Bluestone Community Foundation and Building Communities Trust are also significant partners in PAVS' work, with increasing emphasis on a regional and collaborative approach to the provision of services to the sector.

PAVS has an established working relationship with the County Voluntary Councils (CVCs) in Ceredigion (CAVO) and Carmarthenshire (CAVS). CVC staff work collaboratively to ensure there is third sector representation on regional partnerships including health, social care and well-being; safeguarding; learning and skills; economic development and community safety.

Risk management

The trustees have a duty to identify and review the risks to which the charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. The major risks to which the charity is exposed, as identified by the Trustees, are monitored closely by the Board who identify and agree mitigating actions.

PAVS risk register contains strategic risks which are monitored by the Board and operational risks which are monitored by the Senior Management Team. Categories of risk include cyber, governance, financial, external, compliance, and operational with likelihood and impact being used as the bases for assessing the severity of the risk. The register also includes mitigation actions and control measures together with an assessment of residual risk.

The main risks identified by the Board include public sector budget cuts potentially affecting funding for PAVS, premises management and location once the lease comes to an end in 18 months' time, public profile/reputational risk, and business contingency planning. Risk mitigation actions have been agreed in each case, and these will be monitored by the Board.

PAVS continues to make every effort to secure additional funding, generate income and reduce overhead costs in order to provide enhanced volunteering support and maintain/expand delivery of funding, governance, organisational development, engagement, and connected communities services. Actions include making appropriate funding applications; bidding for contracts where these do not conflict with member interests; renting out meeting rooms and office space within the PAVS building; offering chargeable services; providing project management for third sector consortia; and continually reviewing contracts to ensure best value is achieved.

The Association has a comprehensive set of Financial Regulations which include the Finance Policy; Financial Management Controls and Procedures; Schedule of Delegated Financial Authority; Reserves Policy; Procurement Policy and Bribery and Fraud Policy.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Pembrokeshire Association of Voluntary Services for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

STATEMENT OF TRUSTEES' RESPONSIBILITIES - continued

Company law requires the trustees to prepare financial statements for each financial year. Under that law, the trustees have elected to prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law).

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

AUDITORS

The auditors, Xeinadin Audit Limited, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Approved by order of the board of trustees on ..... and signed on its behalf by:

.....
J C Bickerton - Secretary

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

Opinion
We have audited the financial statements of Pembrokeshire Association of Voluntary Services (the 'charitable company') for the year ended 31 March 2026 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:
- give a true and fair view of the state of the charitable company's affairs as at 31 March 2026 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information
The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:
- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to take advantage of the small companies exemption from the requirement to prepare a Strategic Report or in preparing the Report of the Trustees.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Extent to which the audit was considered capable of detecting irregularities, including fraud
We identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and then design and perform audit procedures responsive to those risks, including obtaining audit evidence that is sufficient and appropriate to provide a basis for our opinion.

Identifying and assessing potential risks related to irregularities
In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following:

- the nature of the industry and sector, control environment and business performance including the design of the Charity's remuneration policies and performance targets;
- results of our enquiries of management about their own identification and assessment of the risks of irregularities
- any matters we identified having obtained and reviewed the Charity's documentation of their policies and procedures relating to:
    - identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of noncompliance;
    - detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
    - the internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- the matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organisation for fraud and identified the greatest potential for fraud in relation to revenue recognition. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the Charity operates in, focusing on provisions of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the Charities Act 2011 and Companies Act 2006.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the Charity's ability to operate or to avoid a material penalty. These included compliance with Health and Safety legislation, Employment legislation and Data protection laws (including General Data Protection Regulation (GDPR)).

Audit response to risks identified
As a result of performing the above, we identified revenue recognition as a key audit matter related to the potential risk of fraud.

Our procedures to respond to risks identified included the following:
- reviewing the financial statement disclosures and testing to supporting documentation to assess compliance with provisions of relevant laws and regulations described as having a direct effect on the financial statements;
- carrying out walkthrough, transaction testing or proof in total on all material income and expenditure streams;
- enquiring of management concerning actual and potential litigation and claims;

performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- reading minutes of meetings of those charged with governance and the senior management team;
- In addressing the risk of fraud through management override of controls, testing the appropriateness of journal entries and other adjustments; assessing whether the judgements made in making accounting estimates are indicative of a potential bias; and evaluating the business rationale of any significant transactions that are unusual or outside the normal course of business.

We also communicated relevant identified laws, regulations, and potential fraud risks to all engagement team members and remained alert to any indications of fraud or noncompliance with laws and regulations throughout the audit

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.

Use of our report
This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Mark Jones BSc FCA (Senior Statutory Auditor)
for and on behalf of Xeinadin Audit Limited
Statutory Auditors and Chartered Accountants
24 Lammas Street
Carmarthen
Carmarthenshire
SA31 3AL

Date: .....

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2026

	Notes	Unrestricted funds £	Restricted funds £	31.3.26 Total funds £	31.3.25 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	1,392	-	1,392	1,100
Charitable activities	5				
Third Sector Support		234,192	118,361	352,553	547,212
Connected Communities		-	570,395	570,395	561,100
Policy & Engagement		-	177,219	177,219	287,557
Grants for Distribution		-	490,846	490,846	582,614
Other trading activities	3	54,071	6,440	60,511	63,923
Investment income	4	24,221	-	24,221	46,235
Total		313,876	1,363,261	1,677,137	2,089,741
EXPENDITURE ON					
Charitable activities	6				
Third Sector Support		251,423	161,451	412,874	491,289
Connected Communities		117,394	572,485	689,879	625,964
Policy & Engagement		34,053	144,669	178,722	342,262
Grants for Distribution		-	432,921	432,921	516,224
Core		-	-	-	-
Total		402,870	1,311,526	1,714,396	1,975,739
NET INCOME/(EXPENDITURE)		(88,994)	51,735	(37,259)	114,002
Transfers between funds	18	117,571	(117,571)	-	-
Net movement in funds		28,577	(65,836)	(37,259)	114,002
RECONCILIATION OF FUNDS					
Total funds brought forward		517,186	477,693	994,879	880,877
TOTAL FUNDS CARRIED FORWARD		545,763	411,857	957,620	994,879

The notes form part of these financial statements

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

BALANCE SHEET
31 MARCH 2026

	Notes	Unrestricted funds £	Restricted funds £	31.3.26 Total funds £	31.3.25 Total funds £
CURRENT ASSETS					
Stocks	14	243	-	243	252
Debtors	15	12,897	174,403	187,300	262,487
Cash at bank and in hand		613,152	237,454	850,606	818,759
		626,292	411,857	1,038,149	1,081,498
CREDITORS					
Amounts falling due within one year	16	(80,529)	-	(80,529)	(86,619)
NET CURRENT ASSETS		545,763	411,857	957,620	994,879
TOTAL ASSETS LESS CURRENT LIABILITIES		545,763	411,857	957,620	994,879
NET ASSETS		545,763	411,857	957,620	994,879
FUNDS	18				
Unrestricted funds				545,763	517,186
Restricted funds				411,857	477,693
TOTAL FUNDS				957,620	994,879

These financial statements have been prepared in accordance with the provisions applicable to charitable companies subject to the small companies regime.

The financial statements were approved by the Board of Trustees and authorised for issue on ..... and were signed on its behalf by:

.....
C F Incledon - Trustee

The notes form part of these financial statements

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

CASH FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2026

	Notes	31.3.26 £	31.3.25 £
Cash flows from operating activities			
Cash generated from operations	1	7,626	(22,734)
Net cash provided by/(used in) operating activities		7,626	(22,734)
Cash flows from investing activities			
Interest received		24,221	46,235
Net cash provided by investing activities		24,221	46,235
Change in cash and cash equivalents in the reporting period		31,847	23,501
Cash and cash equivalents at the beginning of the reporting period		818,759	795,258
Cash and cash equivalents at the end of the reporting period		850,606	818,759

The notes form part of these financial statements

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

NOTES TO THE CASH FLOW STATEMENT FOR THE YEAR ENDED 31 MARCH 2026

1. RECONCILIATION OF NET (EXPENDITURE)/INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.26 £	31.3.25 £
Net (expenditure)/income for the reporting period (as per the Statement of Financial Activities)	(37,259)	114,002
Adjustments for:		
Interest received	(24,221)	(46,235)
Decrease/(increase) in stocks	9	(27)
Decrease in debtors	75,187	78,441
Decrease in creditors	(6,090)	(168,915)
Net cash provided by/(used in) operations	7,626	(22,734)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 1.4.25 £	Cash flow £	At 31.3.26 £
Net cash			
Cash at bank and in hand	818,759	31,847	850,606
	818,759	31,847	850,606
Total	818,759	31,847	850,606

The notes form part of these financial statements

1. ACCOUNTING POLICIES

BASIS OF PREPARING THE FINANCIAL STATEMENTS

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Pembrokeshire Association of Voluntary Services meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction values unless otherwise stated in the relevant accounting policy note(s).

INCOME

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

EXPENDITURE

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

ALLOCATION AND APPORTIONMENT OF COSTS

The Association used a flat-rate methodology to calculate apportionment of indirect costs to funds. At the start of each financial year, the Association agrees a fair rate for premises and overheads per full-time equivalent post (37 hours per week). This rate is then consistently applied across the activities delivered by the Association, with costs being calculated on a pro-rata basis for part-time employees.
All other support costs have been allocated to activities in proportion to the direct gross salary costs incurred for staff working on those activities.

TANGIBLE FIXED ASSETS

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

Fixtures and fittings	-	15% on cost
Computer equipment	-	33.33% on cost and 25% on cost

The classification of fixed asset is determined by the value of the purchase. Any item of equipment with a value greater than £1,500 is capitalised. Impairment reviews are carried out when necessary.

STOCKS

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

1. ACCOUNTING POLICIES - continued

TAXATION
The charity is exempt from corporation tax on its charitable activities.

FUND ACCOUNTING
Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

PENSION COSTS AND OTHER POST-RETIREMENT BENEFITS
The charity operates a defined benefit scheme for its eligible employees as part of the Dyfed Local Authority Pension Fund. The assets of the scheme are held separately from those of the charity. Pension costs are assessed in accordance with actuarial advice and based on the most recent actuaries valuation of the scheme, which was last carried out on 31 March 2025. These costs are accounted for on the basis of charging the cost of providing pensions over the period during which the charity benefits from employee's services.

The pension cost for the year ended 31 March 2026 is based on the result of the actuarial valuation of the scheme as at 31 March 2025 using the assumptions as per note 19.

The charity has opened a defined contribution scheme for new employees. The assets of the scheme are held in a NEST independently managed scheme. Contributions payable to the NEST scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	31.3.26	31.3.25
	£	£
Donations	1,392	1,100

3. OTHER TRADING ACTIVITIES

	31.3.26	31.3.25
	£	£
Membership income	81	15
Office services	6,451	-
Service contracts and training	17,311	22,593
Premises room hire	31,588	37,470
County show income	5,080	3,845
	60,511	63,923

4. INVESTMENT INCOME

	31.3.26	31.3.25
	£	£
Deposit account interest	24,221	46,235

5. GRANTS RECEIVED

	Activity	31.3.26	31.3.25
		£	£
Grants	Third Sector Support	218,012	410,417
SLA income	Third Sector Support	134,541	110,461
Carers online platform	Third Sector Support	-	26,334
Grants	Connected Communities	8,644	28,299
SLA income	Connected Communities	561,751	532,801
Grants	Policy & Engagement	55,184	202,545
SLA income	Policy & Engagement	122,035	85,012
Grants for distribution	Grants for Distribution	490,846	582,614
		1,591,013	1,978,483

Grants received, included in the above, are as follows:

	31.3.26	31.3.25
	£	£
Core support (PCC)	16,245	16,245
Core Support (WCVA)	214,437	237,664
Community Connector - Housing (PCC)	-	24,256
Other Project Funds	11,960	-
SHLNG Sponsorship - Volunteering Events	3,000	3,300
UKSPF	-	143,208
Enhancing Pembrokeshire Grant (PCC)	(24,146)	-
Keep Warm Keep Well (PCC)	3,000	2,500
Ukrainian Refugees	-	1,043
Digicoach Healthier Pembs	-	500
IRCF Fishguard Engagement	-	10,000
Invest Local (BCT) Big Lottery Funding	2,160	-
Children & Families Connector	-	40,887
Live Well for Less	-	161,658
Carers Online Portal	24,034	-
South East Pembs Engagement	15,000	-
Women and Girls in Sport	14,150	-
Tackling Poverty (WCVA)	2,000	-
	281,840	641,261

* (£24,146) Enhancing Pembrokeshire Grant (PCC) is a prior year adjustment to 2021/22 financial statements

Grants/funds for distribution:

	2026	2025
	£	£
PIVOT Service (WG RIF)	-	110,752

5. GRANTS RECEIVED - continued

GwirVol Youth Led Grants (WCVA)	7,000	11,650
Hubberston & Hakin Invest Local (National Lottery/BCT)	57,135	24,230
SCAF Grant Funding (WG RIF)	27,740	71,000
SCAF Grants (PCC)	78,484	56,587
SCAF Carers (PCC)	17,500	17,500
Port of Milford Haven Community Fund	89,579	63,875
SPF ACE Doing the Small Things (WG)	-	71,828
Food Support Grants (PCC)	100,647	-
Outdoor Connections Capital Grant (WG DCP capital)	(831)	61,246
Community Fund (Bluestone Foundation)	66,092	46,446
Time out for Carers	47,500	47,500
	490,846	582,614

Key:

BCT	Building Communities Trust
HDUHB	Hywel Dda University Health Board
ICF	Integrated Care Fund
LD	Learning Disabilities
PCC	Pembrokeshire County Council
RIF	Regional Integration Fund
WG	Welsh Government
WWCP	West Wales Care Partnership

6. CHARITABLE ACTIVITIES COSTS

	Direct Costs	Grant funding of activities (see note 7)	Support costs (see note 8)	Totals
	£	£	£	£
Third Sector Support	257,303	46,687	108,884	412,874
Connected Communities	558,433	-	131,446	689,879
Policy & Engagement	136,592	-	42,130	178,722
Grants for Distribution	32,159	400,762	-	432,921
	984,487	447,449	282,460	1,714,396

7. GRANTS PAYABLE

	31.3.26	31.3.25
	£	£
Third Sector Support	46,687	33,569
Connected Communities	-	22,748
Policy & Engagement	-	112,402
Grants for Distribution	400,762	502,600
	447,449	671,319

Please see note 22 for full details of the grants awarded in the year.

8. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Third Sector Support	78,656	30,228	108,884
Connected Communities	111,448	19,998	131,446
Policy & Engagement	32,432	9,698	42,130
	222,536	59,924	282,460

Support costs have been allocated to activities firstly in line with the flat-rate calculation agreed with funders. Any remaining support costs are allocated to activities in proportion to the direct gross salary costs incurred for staff working on those activities.

9. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	31.3.26	31.3.25
	£	£
Auditors' remuneration	12,600	11,845

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2026 nor for the year ended 31 March 2025.

TRUSTEES' EXPENSES

There were no trustees' expenses paid for the year ended 31 March 2026 nor for the year ended 31 March 2025.

11. STAFF COSTS

	31.3.26	31.3.25
	£	£
Wages and salaries	742,609	758,672
Social security costs	92,127	69,334
Other pension costs	70,598	74,400
	905,334	902,406

The total key management personnel remuneration benefits paid during the year were £68,064 this includes gross salaries, employers national insurance and employer pension contributions.

The average monthly number of employees during the year was as follows:

	31.3.26	31.3.25
Third Sector Support	8	8
Policy & Engagement	4	3
Connected Communities	12	12
Business Services	4	5
	28	28

No employees received emoluments in excess of £60,000.

A number of staff work on a part-time basis, the full-time equivalent is 23.6 i.e. Third Sector Support 5.86, Policy & Engagement 7.24, Connected Communities 7.08 and Business Services 3.41(2025: 24.2 i.e. Third Sector Support 5.4, Policy & Engagement 2.8, Connected Communities 11.6 and Business Services 4.4)

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds	Restricted funds	Total funds
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	-	1,100	1,100
Charitable activities			
Third Sector Support	253,909	293,303	547,212
Connected Communities	-	561,100	561,100
Policy & Engagement	-	287,557	287,557
Grants for Distribution	-	582,614	582,614
Other trading activities	60,078	3,845	63,923
Investment income	46,235	-	46,235
Total	360,222	1,729,519	2,089,741
EXPENDITURE ON			
Charitable activities			
Third Sector Support	268,091	223,198	491,289
Connected Communities	118,845	507,119	625,964

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
Policy & Engagement	60,977	281,285	342,262
Grants for Distribution	-	516,224	516,224
Core	-	-	-
Total	447,913	1,527,826	1,975,739
NET INCOME/(EXPENDITURE)	(87,691)	201,693	114,002
Transfers between funds	182,453	(182,453)	-
Net movement in funds	94,762	19,240	114,002
RECONCILIATION OF FUNDS			
Total funds brought forward	422,422	458,455	880,877
TOTAL FUNDS CARRIED FORWARD	517,184	477,695	994,879

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 April 2025 and 31 March 2026	28,074	42,046	70,120
DEPRECIATION			
At 1 April 2025 and 31 March 2026	28,074	42,046	70,120
NET BOOK VALUE			
At 31 March 2026	-	-	-
At 31 March 2025	-	-	-

14. STOCKS

	31.3.26	31.3.25
	£	£
Stocks	243	252

15. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.26	31.3.25
	£	£
Trade debtors	5,874	6,768
Grant debtors	167,412	248,413
Accrued income	7,009	-
Prepayments	7,005	7,306
	187,300	262,487

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.26	31.3.25
	£	£
Trade creditors	4,880	11,146
Other creditors	1,315	1,315
Accrued expenses	74,334	74,158
	80,529	86,619

17. LEASING AGREEMENTS

Minimum lease payments under non-cancellable operating leases fall due as follows:

	31.3.26	31.3.25
	£	£
Within one year	34,010	34,828
Between one and five years	11,337	45,347
	45,347	80,175

£45,347 of the above commitment relate to a property lease.

18. MOVEMENT IN FUNDS

	At 1.4.25 £	Net movement in funds £	Transfers between funds £	At 31.3.26 £
Unrestricted funds				
General fund	517,186	(88,994)	117,571	545,763
Restricted funds				
Other Project Funds	16,570	(4,044)	2,698	15,224
Catalysts for Care	12,631	8,835	(7,536)	13,930
Community Connectors	91,681	(24,443)	(21,911)	45,327
Health and Well-being Facilitator	2,267	4,643	(4,643)	2,267
Connect Pembrokeshire	37,409	5,136	(5,136)	37,409
Children & Families Connector	2,406	8,722	(5,180)	5,948
Invest Local Hubberston & Hakin	81,175	44,752	(23,957)	101,970
Community Volunteering Development Officer	-	4,392	(4,392)	-
Community Connector Housing	-	5,279	(5,279)	-
Dementia Supportive Communities	35,454	4,022	(4,022)	35,454
PIVOT/preventions	84,434	-	-	84,434
Grants/funds for Distribution	-	9,477	(9,477)	-
BFCF Events	5,210	656	-	5,866
Hubberston & Hakin Development Officer	-	(19,965)	19,965	-
Regional LD Innovation Fund	6,318	(5,686)	(632)	-
Carers Online Portal	10,243	197	(2,403)	8,037
Digicoach (Healthier Pembrokeshire)	1,574	-	-	1,574
Connect IT	762	-	-	762
Supporting Community Action Fund	18,249	(2,906)	(14,343)	1,000
Investors in Carers promotion	2,804	-	-	2,804
Caring Communities Capital Funds	16,145	(831)	-	15,314
Volunteering for Pembrokeshire	20,248	(3,592)	-	16,656
Community Hub	24,664	(15,480)	(7,153)	2,031
Resourceful Communities Partnership - Social Care Wales	4,240	-	-	4,240
Timeout for Carers	-	4,750	(4,750)	-
Community Hub Officer	-	7,062	(7,062)	-
Port of Milford Haven Community Fund	530	7,711	(8,241)	-
Ukraine	1,364	(1,313)	(51)	-
Saundersfoot CC - Skate Park	1,315	-	-	1,315
C & F Connector	-	2,511	(1,016)	1,495
P & E Restricted	-	1,500	(1,500)	-
Other P & E Restricted	-	10,350	(1,550)	8,800
	477,693	51,735	(117,571)	411,857
TOTAL FUNDS	994,879	(37,259)	-	957,620

18. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	313,876	(402,870)	(88,994)
Restricted funds			
Other Project Funds	16,572	(20,616)	(4,044)
Catalysts for Care	96,840	(88,005)	8,835
Community Connectors	309,833	(334,276)	(24,443)
Health and Well-being Facilitator	36,503	(31,860)	4,643
Connect Pembrokeshire	40,694	(35,558)	5,136
Children & Families Connector	46,801	(38,079)	8,722
Invest Local Hubberston & Hakin	57,134	(12,382)	44,752
Community Volunteering Development Officer	37,701	(33,309)	4,392
Community Connector Housing	43,896	(38,617)	5,279
Dementia Supportive Communities	30,975	(26,953)	4,022
Grants/funds for Distribution	107,647	(98,170)	9,477
BFCF Events	66,092	(65,436)	656
Hubberston & Hakin Development Officer	-	(19,965)	(19,965)
Regional LD Innovation Fund	-	(5,686)	(5,686)
Carers Online Portal	24,034	(23,837)	197
Digicoach (Healthier Pembrokeshire)	5,644	(5,644)	-
Supporting Community Action Fund	123,724	(126,630)	(2,906)
Caring Communities Capital Funds	-	(831)	(831)
Volunteering for Pembrokeshire	-	(3,592)	(3,592)
Community Hub	76,805	(92,285)	(15,480)
Timeout for Carers	47,500	(42,750)	4,750
Community Hub Officer	56,051	(48,989)	7,062
Community Hub Marketing	10,328	(10,328)	-
Port of Milford Haven Community Fund	89,578	(81,867)	7,711
Ukraine	-	(1,313)	(1,313)
C & F Connector	7,759	(5,248)	2,511
P & E Restricted	15,000	(13,500)	1,500
Other P & E Restricted	16,150	(5,800)	10,350
	1,363,261	(1,311,526)	51,735
TOTAL FUNDS	1,677,137	(1,714,396)	(37,259)

18. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.4.24 £	Net movement in funds £	Transfers between funds £	At 31.3.25 £
Unrestricted funds				
General fund	422,422	(87,689)	182,453	517,186
Restricted funds				
Other Project Funds	15,078	1,550	(58)	16,570
Catalysts for Care	12,632	309	(310)	12,631
Community Connectors	45,326	71,570	(25,215)	91,681
Health and Well-being Facilitator	2,267	5,589	(5,589)	2,267
Connect Pembrokeshire	37,409	4,598	(4,598)	37,409
Children & Families Connector	2,406	4,938	(4,938)	2,406
Invest Local Hubberston & Hakin	101,571	(217)	(20,179)	81,175
Community Connector Housing	-	3,043	(3,043)	-
Dementia Supportive Communities	35,454	4	(4)	35,454
PIVOT/preventions	84,434	3,334	(3,334)	84,434
GwirVol Youth Led Grant	-	560	(560)	-
RIF Slippage	-	504	(504)	-
BFCF Events	1,295	3,915	-	5,210
Hubberston & Hakin Development Officer	-	(17,259)	17,259	-
Regional LD Innovation Fund	6,318	-	-	6,318
Carers Online Portal	13,355	(479)	(2,633)	10,243
Digicoach (Healthier Pembrokeshire)	6,673	(5,099)	-	1,574
Connect IT	762	-	-	762
Supporting Community Action Fund	-	32,758	(14,509)	18,249
Investors in Carers promotion	2,804	-	-	2,804
Caring Communities Capital Funds	17,249	(1,035)	(69)	16,145
Volunteering for Pembrokeshire	20,248	-	-	20,248
Community Hub	28,099	8,395	(11,830)	24,664
Outdoor Connections Fund	-	8,433	(8,433)	-
National Lottery Fund - Preseli Cares	(30)	1,196	(1,166)	-
Active Citizenship & Engagement - UK SPF	(145)	58,654	(58,509)	-
Resourceful Communities Partnership - Social Care Wales	25,250	(21,010)	-	4,240
Timeout for Carers	-	4,750	(4,750)	-
Live Well for Less - UK SPF	-	20,530	(20,530)	-
Community Hub Officer	-	(4,440)	4,440	-
Community Hub Marketing	-	431	(431)	-
Port of Milford Haven Community Fund	-	6,663	(6,133)	530
UKSPF ACE DTST Grants	-	6,195	(6,195)	-
Ukraine	-	(1,966)	3,330	1,364
IRCF Fishguard Engagement	-	100	(100)	-
CVDO	-	5,177	(5,177)	-
Saundersfoot CC - Skate Park	-	-	1,315	1,315
	458,455	201,691	(182,453)	477,693

18. MOVEMENT IN FUNDS - continued

TOTAL FUNDS	880,877	114,002	-	994,879

18. MOVEMENT IN FUNDS - continued

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	360,222	(447,911)	(87,689)
Restricted funds			
Other Project Funds	9,645	(8,095)	1,550
Catalysts for Care	71,973	(71,664)	309
Community Connectors	340,491	(268,921)	71,570
Health and Well-being Facilitator	39,991	(34,402)	5,589
Connect Pembrokeshire	41,812	(37,214)	4,598
Children & Families Connector	40,888	(35,950)	4,938
Invest Local Hubberston & Hakin	24,230	(24,447)	(217)
Community Connector Housing	24,256	(21,213)	3,043
Dementia Supportive Communities	37,960	(37,956)	4
PIVOT/preventions	110,752	(107,418)	3,334
GwirVol Youth Led Grant	11,650	(11,090)	560
RIF Slippage	7,200	(6,696)	504
BFCF Events	17,539	(13,624)	3,915
Hubberston & Hakin Development Officer	(2)	(17,257)	(17,259)
Carers Online Portal	26,333	(26,812)	(479)
Digicoach (Healthier Pembrokeshire)	500	(5,599)	(5,099)
Supporting Community Action Fund	145,087	(112,329)	32,758
Caring Communities Capital Funds	-	(1,035)	(1,035)
Community Hub	90,333	(81,938)	8,395
Outdoor Connections Fund	61,246	(52,813)	8,433
National Lottery Fund - Preseli Cares	7,163	(5,967)	1,196
Active Citizenship & Engagement - UK SPF	143,208	(84,554)	58,654
Resourceful Communities Partnership - Social Care Wales	-	(21,010)	(21,010)
Timeout for Carers	47,500	(42,750)	4,750
Live Well for Less - UK SPF	161,658	(141,128)	20,530
Community Hub Officer	36,966	(41,406)	(4,440)
Community Hub Marketing	16,000	(15,569)	431
BFCF - Grants	28,907	(28,907)	-
Port of Milford Haven Community Fund	63,875	(57,212)	6,663
UKSPF ACE DTST Grants	71,828	(65,633)	6,195
Ukraine	1,043	(3,009)	(1,966)
IRCF Fishguard Engagement	10,000	(9,900)	100
CVDO	39,487	(34,310)	5,177
	1,729,519	(1,527,828)	201,691
TOTAL FUNDS	2,089,741	(1,975,739)	114,002

18. MOVEMENT IN FUNDS - continued

RESERVES	2025	Movement	2026
Restricted funds	477,693	(65,836)	411,857
General fund	517,186	28,577	545,763
Total reserves	994,879	(37,265)	957,620

Material funds

Community Connectors / Connect Pembrokeshire - this funding will be carried forward and used to further develop and strengthen the social prescribing and information/support service delivered by the PAVS Community Connector team.

Invest Local - Hubberston & Hakin - this funding is held on behalf of the Hubberston & Hakin Invest Local Community Forum. The original spend profile has not been achieved, primarily due to a delay in securing an asset transfer of Gelliswick Bay. The funds will be carried forward and spent in accordance with the current Driving Change Plan, which is due to be completed in March 2028.

Dementia Supportive Communities - this funding will be carried forward and used to provide information, advice and practical support to people living with dementia and their unpaid carers through the work of the Supportive Communities Development Officer

TRANSFERS BETWEEN FUNDS

During the year ended 31 March 2026 the following transfers were made from restricted funds to the general fund as a contribution towards overhead costs:

	£
Other Project Funds	(2,698)
Catalysts for Care	7,536
Community Connectors	21,911
Health and Well-being Facilitator	4,643
Connect Pembrokeshire	5,136
Children & Families Connector	5,180
Invest Local Hubberston & Hakin	23,957
Community Volunteering Development Officer	4,392
Community Connector Housing	5,279
Dementia Supportive Communities	4,022
Food Poverty	9,150
Gwirvol	327
Hubberston & Hakin Development Officer	(19,965)
Regional LD Innovation Fund	632
Supporting Community Action Fund	14,343
Community Hub	7,153
Timeout for Carers	4,750
Carers Online Portal	2,403
Community Hub Officer	7,062
Port of Milford Haven Community Fund	8,241
Ukraine	51

continued...

18. MOVEMENT IN FUNDS - continued

TRANSFERS BETWEEN FUNDS - continued

C & F Connector	1,016
P & E Restricted	1,500
Other P & E Restricted	1,550
Total	117,571

19. EMPLOYEE BENEFIT OBLIGATIONS

Defined benefit scheme

Whilst a Defined Pension Scheme deficit is usually recognised in full, a surplus can be recognised as an asset on the balance sheet to the extent that an organisation is able to recover the surplus either through reduced contributions in the future or refunds from the scheme.

As Pembrokeshire Association of Voluntary Services (PAVS) does not receive any benefit from the Pension surplus a decision was taken by the Board to not include this in the Financial Statements as it was not a statutory requirement and therefore the financial position was shown excluding this amount and the surplus did not distort the organisations overall financial position.

The Association contributes to the Dyfed Local Government Pension Fund at the rates set by the scheme Actuary and advised to the Scheme Administrator. The scheme is multi-employer defined benefit pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund. The most recent completed triennial actuarial valuation was performed by an independent actuary for the trustees of the scheme and was carried out on 31 March 2025.

The main assumptions used in the actuarial valuations are as follows:

	2026	**2025**
Rate of CPI inflation	2.90%	2.60%
Rate of increase in salaries	4.40%	4.10%
Rate of increase in pensions	3.00%	2.70%
Discount rate	6.20%	5.80%

The major categories of scheme assets are as follows:

	2026	**2025**
	£	£
Other	3,730000	3,655,000
	3,730000	3,655,000

19. EMPLOYEE BENEFIT OBLIGATIONS - continued

The movement in surplus during the year is as follows:

	2026	2025
	£	£
Total present value of benefit obligations	2,662,000	2,617,000
Fair value of plan assets	(3,730,000)	(3,655,000)
(Surplus)	(1,068,000)	(1,038,000)

A decision was taken by the Board to not include this in the Financial Statements as it was not a statutory requirement and therefore the financial position was shown excluding this amount and the surplus did not distort the organisations overall financial position.

The change in benefit obligation during period the year is as follows:

	2026	2025
	£	£
Benefit obligation at the beginning of the year	2,617,000	3,011,000
Current service costs	31,000	46,000
Interest on pension liabilities	149,000	144,000
Members contributions	11,000	13,000
Past service costs (gain)	-	-
Actuarial (gains)/losses on liabilities	(29,000)	(419,000)
Curtailments	-	-
Settlements	-	-
Benefits/transfers paid	(117,000)	(178,000)
Business combinations	-	-
Benefit obligation at end of period	2,662,000	2,617,000

The change in the plan assets during the year is as follows:

	2026	2025
	£	£
Fair value of plan assets at the beginning of the year	3,655,000	3,685,000
Interest on plan assets	210,000	178,000
Actuarial gains/(losses) on assets	(74,000)	(91,000)
Administration expenses	(1,000)	(1,000)
Business combinations	-	-
Settlements	-	-
Employer contributions	46,000	49,000
Member contributions	11,000	13,000
Benefits/transfers paid	(117,000)	(178,000)

continued...

19. EMPLOYEE BENEFIT OBLIGATIONS - continued

Fair value of plan assets at end of period	3,730,000	3,655,000

Actual Return on plan assets = £87,000
Experience loss - pension increases = £0
Experience gain - Other = £0

Analysis of amounts recognised in the Statement of Financial Activities:

	2026	**2025**
	£	£
Current service costs	31,000	46,000
Past service costs	-	-
Administration expenses	1,000	1,000
Net finance (interest)/costs	(61,000)	(34,000)
Interest on asset ceiling	60,000	33,000
Total costs recognised in SOFA	31,000	46,000

Statement of actuarial gains and losses:

	2026	**2025**
	£	£
Actuarial gains/(losses) on liabilities	29,000	419,000
Actuarial gains/(losses) on assets	(74,000)	(91,000)
Effect of asset ceiling	(30,000)	-
Total actuarial gain/(losses) on defined benefit scheme	15,000	328,000

At 31 March 2026 £nil (2025: £nil) was outstanding in respect of contributions relating to current service obligations.

Defined contribution scheme
The Charity also operate a defined contribution pension scheme for new employees. During the year ended 31 March 2026 £25,422 was paid into the scheme, at the year end there was a creditor of £nil (2025: £nil).

20. RELATED PARTY DISCLOSURES

During the year ended 31 March 2026 transactions took place with the following related parties:

Citizens Advice Pembrokeshire (CAP) is a related party due to having a trustee in common. CAP rent office space from PAVS. During the period that it was a related party, rent of £16,251 (2025: £15,500) was charged to CAP. At 31 March 2026 a balance was not owed by the related party. CAP also paid PAVS a contribution of £5,620 toward their HUB reception team.

PAVS is the local fund holder for Hubberston & Hakin Invest Local Community Fund. During the year, £23,009 (2025: £19,748) was awarded to PAVS from the fund to fund a Community Development Officer post this post became redundant on 31.03.26. The decision was made by the Hubberston & Hakin Community Forum. PAVS does not have a voting right on the forum.

21. MEMBERS' GUARANTEE

The charity is a private limited company by guarantee and consequently does not have any share capital. The liability of members in the event of liquidation is limited to £10 per member.

22. GRANT ADMINISTRATION

In the year end 31 March 2026, PAVS administered a number of grant schemes on behalf of a range of public and private sector funders, these are as follows:

Supporting Community Action Fund (SCAF) - a consolidated grant scheme bringing together funding from Pembrokeshire County Council (KWKW, Loneliness & Social Isolation, Small Grants for Carers Support Groups) and the Regional Integration Fund (RIF) to offer small grants to community groups under key themes of addressing poverty, isolation, unpaid carers, wellbeing, etc.

GwirVol Youth-led Grants - disbursed by Pembrokeshire Youth Bank and funded by Welsh Government via Wales Council for Voluntary Action

Time Out for Carers - funded by Pembrokeshire County Council to provide community-based and innovative respite options for unpaid carers

PIVOT - an intermediate care service delivered by third sector organisations, funded by RIF and Hywel Dda University Health Board

Invest Local programme - delivered by the Hubberston & Hakin Community Forum, funded by the National Lottery Community Fund via Building Communities Trust

Port of Milford Haven Community Fund - funded by the Port of Milford Haven to support projects meeting the theme/s of Sustainable environment, Safe, inclusive & enjoyable Milford Haven Waterway and Vibrant & prosperous community

Bluestone Foundation Community Fund - funded by Bluestone Foundation to support environmental projects and social projects with an emphasis on youth

Food Poverty Grant - Funded by Pembrokeshire County Council to support projects addressing food poverty, through support of food provision, access to nutritious food and building community resilience

Fund management and grant administration represents a significant element of PAVS' annual budget, and for this reason, it has been agreed to show Grant/Funds distributed as a discrete element of the accounts.

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2026

	31.3.26 £	31.3.25 £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations	1,392	1,100
Other trading activities		
Membership income	81	15
Office services	6,451	-
Service contracts and training	17,311	22,593
Premises room hire	31,588	37,470
County show income	5,080	3,845
	60,511	63,923
Investment income		
Deposit account interest	24,221	46,235
Charitable activities		
Grants	281,840	641,261
SLA income	818,327	728,274
Grants for distribution	490,846	582,614
Carers online platform	-	26,334
	1,591,013	1,978,483
Total incoming resources	1,677,137	2,089,741
EXPENDITURE		
Charitable activities		
Wages	611,892	641,658
Social security	74,168	53,761
Pensions	53,810	53,010
Telephone	6,526	7,531
Postage and stationery	1,881	2,746
Advertising	20,963	44,213
Sundries	251	-
Staff travel and subsistence	7,176	7,231
Recruitment/redundancy/ training	3,467	-
Other project expenses	96,375	65,472
Computers and software	98,569	18,354
Professional fees	3,065	102,622
Training	6,344	3,788
Carried forward	984,487	1,000,386

PEMBROKESHIRE ASSOCIATION OF VOLUNTARY SERVICES

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2026

	31.3.26 £	31.3.25 £
Charitable activities		
Brought forward	984,487	1,000,386
Trainers fees and sessional workers	-	9,282
Grants to institutions	447,449	671,319
	1,431,936	1,680,987
Support costs		
Management		
Wages	84,400	68,984
Social security	17,959	15,573
Pensions	16,788	21,390
Premises costs	34,552	34,384
Insurance	6,498	7,958
Light and heat	14,000	11,815
Telephone	4,160	4,700
Postage and stationery	1,761	1,773
Advertising	475	1,783
Sundries	648	1,297
Repairs and renewals	9,072	15,258
Cleaning and maintenance	5,937	5,883
Professional fees	10,517	12,935
Computer expenses	7,493	22,212
Travel and subsistence	1,381	561
Training	646	2,811
Subscriptions	160	18
Project costs	6,089	5,010
	222,536	234,345
Governance costs		
Wages	46,317	48,030
Auditors' remuneration	12,600	11,845
Sundries	1,007	532
	59,924	60,407
Total resources expended	1,714,396	1,975,739
Net (expenditure)/income	(37,259)	114,002