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# A message from the team to celebrate our amazing network



What a year! Looking back, many Open Food Network shopfronts had to grow massively to cope with the challenges of the pandemic lockdowns. Now, they are rapidly adapting again - both as the cost-of-living crisis is resulting in much lower order volumes and with all the challenges of feeding communities living through multiple uncertainties.

It is deeply inspiring for the OFN team to witness the enormous creativity and adaptability of the community food enterprises that make up our Network. They have taken the OFN platform and found ways to make use of its various functionalities, meeting the needs of the eaters and buyers they serve. They have come back to us with some great suggestions for additional functionality so that we can make the platform even more helpful as we all work together to cope with a fast-changing world.

We have also appreciated how many people have joined in our shared learning webinars and round table events; talking about their successes; being open about their failures; and working together to tackle some of the key issues for our society. The power of the collective consciousness of our Network is inspirational.

We regularly compare the OFN to a mycelium and this has been even more evident this year as the size of the Network grows and every new shopfront brings a different perspective on the issues that are facing communities across the UK. When you remember that this amazing process is happening in all 21 countries where OFN is deployed, the learning is exponential!

Thank you to all our members who contribute to this global learning Network.





# Meet the team

We began the year as a team of 12. We said goodbye to Lynne, who has since shifted her focus to the Open Food Network Global community and remains part of the Food Data Collaboration project with Sophie and Garethe. And Fran, who is working hard on her PhD in Agrofood Economics and Policy.

Now, when we're all working, we are a total of 16.



Aaron joined us as the Finance and Admin lead, with experience working in a tech worker cooperative. He is trained as a Cooperative Development Advisor. Outside of work, he provides business support and organisational development to third sector organisations.

Adam (he/him) joined us as Integrations Lead, having previously worked in IT for an archaeological consultancy. He is studying for an MSc in Sustainability and Adaptation Planning and is interested in promoting a local food ecosystem.





Bethan (she/her) provides software support and development to our community. She is passionate about the role of technology in tackling food systems challenges and enacting social change. Outside of OFN, she works at a local community garden and as a foraging guide.

Cobi-Jane helps curate new ways to connect local producers with shoppers in the UK. Outside of work, she spearheads the Aké Collective, a health and wellness company empowered by Nigerian smallholder farmers. Cobi-Jane is also a trustee of Sustain UK.





Djenai (she/her) joined us after graduating from SOAS with an International Politics MSc, focusing on food security. A member of the Communications Circle, she leads on events for the OFN focusing on topics such as food poverty, thriving food hubs and building diversity & inclusion.

Francisco is an Organic Agronomist, currently working on the EDP project. He specialises in food security and child nutrition, with experience in Fairtrade, rural economic and agricultural development projects and microcredit management/development.





Based in Derbyshire, Garethe (per/pers) is the technical lead for the FDC Project. With experience of organic veg growing, per is setting up a veggrowing CSA and is member of a small workers coop offering perennial plants, peat-free compost and permaculture education.

Ines has previously supported Tamar Valley Food Hubs and Stroudco with their digital marketing and recently has been representing us at events and conferences. In her spare time, she likes to read and bake sweet treats!





Jo (she/her) joined us in April 2020 as a volunteer. Now, she helps new enterprises get set up and is leading the RGS project, £1.27m partnership piloting alternative and re-localised food systems in Wales. She lives on the south coast of England with her partner and two children.

Joe works with the Support circle and has been with us for a number of years. He has a Master's in Agroecology and Food Security and has presented papers at academic conferences on urban agroforestry and food poverty.





Kay is a marketing strategist and project lead, experienced in supporting for-good enterprises to engage with their communities. Through her work with us, Kay has acquired an expert understanding of the most effective marketing techniques for community food enterprises.

Since 2021, Liberty (she/her) has been working with us in marketing, design and brand strategy, as well as consulting with food hubs to improve their marketing. She is an MSc Behaviour Change and BSc Psychology graduate and occasionally works as a chef.





With a background in IT account management, Nick (he/him) works with potential new users and funders and helped to set up OFN UK. He is straight cis man, passionate about creating a kinder, more interconnected society through food systems and new ways of working.

Patrick (he/him) has worked in the sustainable food sector for over 18 years, including as a mushroom farming consultant and helped set up Street Goat. Interested in the link between tech and farming, he helps support our community.





From Uganda, Kizito Sadati is a farmer and business entrepreneur. He helps improve and maintain our software, including running integration summaries. He is thankful for his work opportunities and loves working with us.

Sophie is a coordinator of the FDC project. She has experience of project management, communications and facilitation across a variety of settings. Outside of work Sophie enjoys music making and planning towards a future straw-bale self-build project in Devon.





When Lynne Davis stepped down from her role as CEO, we needed to change our leadership and organisational model. So, during the summer of 2022, we adopted a new "sociocratic" structure and ways of working.

The aim was to adopt an approach that was in line with our organisational values and that could also be a model for the food enterprises we serve.

Sociocracy is a nonhierarchical governance system that places inclusivity, autonomy, transparency and equality at its heart.



We were looking for real sharing of power and responsibility, more voices being heard, and the flexibility to grow sustainably.

In essence, Sociocracy is a way of distributing the power, or decision making, to smaller groups who are doing the work e.g. marketing or support. These groups are known as "circles". Each circle has a clear aim and domain (set of responsibilities), membership and meeting rhythm.

Circles make decisions by consent, a simple process based on a series of "rounds" (each person given the chance to speak in turn), which are as follows:



**Clarifying questions** - to ensure everyone understands the proposal





**Quick reactions** - to allow everyone to say how they feel about the proposal



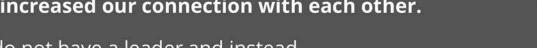
**Test for consent** - to see if anyone has any critical concerns with the proposal



If anyone says **No**, then the circle works together to integrate the concerns i.e. make the proposal "good enough for now, safe enough to try."



This new way of working has increased the understanding and visibility of the team's work and increased our connection with each other.



We do not have a leader and instead we are all leading in our different areas, and we are all accountable to each other for the success of the Open Food Network.

"I like how different people take leadership in different areas depending on their interests and their passions." - Nick

"That we are all committed to creating an equal and psychologically safe space for one another - and this being an explicit commitment - has really helped me to share my best work, effort, and real self." - Kay

"Working as a sociocracy has meant all voices are heard, which really helps us listen to everyone and move forwards together. I feel we are creating a safer, more considerate and more diverse working environment." - Jo





## Circles

Following our restructuring, we have formed into 7 circles. Each of which has the autonomy to make decisions that affect their circle, and has at least two team members.

OFN UK Board

Stewardship

Support

People & Finance Coordination Circle

Community Building

Projects Delivery

Communications

- Coordination Circle is the umbrella circle for all members of the team to come together on a weekly basis to checkin, share current operations, discuss challenges and bring specific proposals to the team for decision making.
- Community Building Circle aims to grow the OFN UK outwards building our network and generating revenue.
- Communications Circle communicates the OFN UK's work through online and traditional marketing methods and strategises communications methods. Also runs events and operates as a marketing consultancy for food hubs, internal projects and compatible external projects.
- **Support Circle** supports new and existing customers to use the platform using a mix of email, video and telephone guidance, as well as maintaining the user guide, notifying users of software updates, and developing integrations to streamline customer processes.
- Stewardship Circle aims to develop the culture and the long term viability of the Open Food Network UK. Also liaises with OFN Global and the UK Board to bring a clear governance overview.
- People & Finance Circle fosters a supportive, kind and joyful environment for the OFN UK team and a healthy understanding of the finances.
- Projects Delivery Circle is an umbrella circle for those involved in specific projects to come together to discuss challenges and best practice as and when necessary.

# Our vision and mission

With a brand new structure and numerous new team members, 2022 called for revisiting our previous vision and mission. Our collaborative work has resulted in the following:

Vision



Mission

Healthy and connected communities collaborating with solidarity to co-create more resilient, diverse and secure food systems that nourish everybody and regenerate the planet.

It's our mission to enable food enterprises, producers and communities to build fairer food systems and thrive online supported by our commons of software, resources and community-learning networks.





- some of us!) at our away weekend.
- Joining the team was a highlight for some. For others, it was supporting each other and working together harmoniously.
  - Personal development, including learning skills and personal growth.
  - Introducing and refining sociocratic ways of working.



# Project updates

## **Diversity, Equity & Inclusion**

projects Following background research on diversity in 2022 in the food systems sector, team members working on this project are now in a position to consider where best to focus our efforts and how to fund any initiatives, as currently the project is unfunded. Wé are committing our current resources to address the lack of diversity on the platform / workforce and are considering the most effective and impactful uses of our time and how we fund this. We would welcome any input from other organisations, groups or interested individuals in this sector at this visioning stage.

ongoing

#### DIVINFOOD

DIVINFOOD is an EU funded project which aims to increase the value of neglected and under-utilised crops e.g. einkorn, cowpeas and rivet wheat. These crops are resilient to extreme conditions and so are an important approach in climate change adaptation and to ensuring food security. The Communications Circle have been working as a marketing consultancy for this project - funded by the project. We launched four social media accounts and took the reins in running them for 4 months. We have begun social media training with the DIVINFOOD team, in order to hand over the running of the accounts, and will continue to support with social media strategy and design.

## Enterprise Development Programme

EDP helps charities and social enterprises that are active in the environment sector to become more sustainable. The funding will help us set up all the systems we need to work together effectively whilst working remotely. And will help us build our network of producers and community food enterprises in London.

#### **Food Data Collaboration**

The Food Data Collaboration is six months into a two year funded period with The National Lottery Community Fund,



bringing Open Food Network together with other technical platforms - including Ooooby, Big Barn and more - to build data interoperability for sustainable food systems.

Under the oversight of a governance group including sector experts and food producers and building upon the experience of the Data Food Consortium in France, the project aims to create and develop a new commons, enabling actors across the agroecological supply chain to more easily share data that will help them to coordinate sales, and in future, delivery logistics for their produce.

We are currently at the beginning of development work across 2 platforms. Our Governance group has met and begun to explore our Commons, in particular focusing on defining the boundaries. The Governance circle are on track to ensure we have a working commons governance framework that will persist beyond the end of the funded period.



## **Resilient Green Spaces**

Resilient Green Spaces is a £1.27m partnership project being led by Social Farms & Gardens to pilot alternative re-localised food systems using communities and their green spaces as the driving force for change across Wales until June 2023. This project has received funding through the Welsh Government Rural Communities – Rural Development Programme 2014-2020, which is funded by the European Agricultural Fund for Rural Development and the Welsh Government.

Six collaborative work streams delivered by partners, are testing what communities can achieve, given the right support, access to land and freedom to do what they do best. We are working on Workstream 2 - Innovative Food Hubs.

Together with Development Trust Association Wales and The Landworkers' Alliance, we have joined forces to establish 5 enterprising and sustainable food hubs in communities across Wales to provide food that is good for people, for the environment and for local business by promoting short supply chains.





## **Thriving Food Hubs**

Thriving Food Hubs aims to produce support services which enable food enterprises to thrive. This phase of the project ran from September '21 to August '22, with the goal to provide four local food enterprises with hands-on digital marketing services.

Funded by the UK Government's Kickstarter scheme, we hired three new employees, who collectively worked with Stroudco, Cultivate Oxford, Tamar Valley Food Hubs and Helston Local Food Hub, providing marketing services for 4-5 months. The services included optimising the hubs' shopfronts, websites, social media and email marketing, as well as training so that the hubs could sustain these optimisations.

After the initial success of the first 6 months, Cultivate Oxford continued with the services on a paid basis. We provided the paid services for an additional 3 months. This included marketing training to ensure that Cultivate Oxford could continue effective marketing, without relying on our work.



# Software updates

## This year we implented some major updates to our software platform, including:

- Reports can now be downloaded in PDF, CSV, Excel and OpenOffice formats. This suits enterprises' varying needs, from accounting, to picking lists and record keeping.
- Reporting options have also been updated, with more filtering options and greater flexibility in customisation. And we've improved the formatting of printed reports so that they are easier to read and use. Before this, reports were cluttered with irrelevant information.
- We've updated the order cycle creation process, too. Before, if enterprises could not offer a particular shipping method during a given week, they would have to delete and re-add the method each week. Now, enterprises can easily select / deselect bespoke shipping methods for each individual order cycle with just a click of a mouse.
- A new feature to bulk cancel orders has been implemented. This will save time and money for enterprises and makes the overall user experience much smoother for them.
- Our Ukrainian translation of the website is now live! This makes both our software and locally produced food more accessible to refugees fleeing the war in Ukraine.
- Enterprises can now add notes to orders, e.g. delivery info. Plus, relevant order info is now accessible to all enterprise team members, helping to alleviate mistakes. And, if desired, these order notes can now be shown on invoices.
- Previously, enterprises were required to include a company number in their invoices to shoppers, which has now been removed. This requirement was developed by instances in France and Australia, where it's a legally necessary. As this isn't the case for the UK, enterprises now have the option to display it only if needed.
- We introduced a new split page checkout feature, bringing our software in line with EU regulations for European instances. This also makes the experience much clearer for our enterprises.



Continuing our work from 2022, we're planning to overhaul our reporting options, including a merging of several similar reports to simplify the report outputs.

We are also looking at the UX/UI of our reports in relation to some of the dropdowns to make them clearer and more user friendly.

As with every business, time is money, so we are looking to try to allow users to save their preferred reporting rendering options in their account which will mean they can access the same data without having to define it everytime they want a report.

Having appropriate invoicing directly from the platform for users has always been a feature that we want to offer. Since invoice formatting is country specific, this is a complex challenge for our internationally-used software. That said, we hope to make our invoicing feature completely compliant for each OFN instance.

We have plans to overhaul the back office of the platform and give a UI uplift to the space. This will look at the styling of the backend as well as adding these features/changes:

The ability to duplicate variants. Currently, only products can be duplicated.

Updating product variants so that when there's only one variant left, it can't be deleted. In this case, only products can be deleted currently.

We will introduce an autosave feature.

We will introduce a new tax reporting feature to the platform, including the following:

A new report for Tax Totals including tax rates.

The ability to view this report arranged by order or producer.

The ability to show or hide totals rows in the report.

The ability to download the report as a CSV.

Figures will be rounded to 2 decimal places for ease of calculating financially.

The ability to filter the results based on a range of inputs.

The software enables the different eaters of a given territory or community, to connect and build initiatives together. This virtual highway is a common resource, using the potential of digital media to connect these communities of eaters and farmers – working together for food sovereignty."

- Olivier de Schutter





11:11



**3 .11** 88%

For our digital marketing activities, 2022 was a success.

10k people were reached on Facebook. 1.5k people visited our Facebook page. 200 people liked our Facebook page, taking our total up to over 2.5k likes.

Our Instagram page went from zero to 420+ followers.

Between October and December, we reached 400 people on Instagram.

100+ new followers on Twitter. 20k people visited our Twitter profile. We were tagged in 100+ Twitter posts. Our tweets were viewed 100+ times.

Our newsletters were read a total of 2k times throughout the year. Our total subscribers rose to 800+. In July, we introduced a new biweekly bulletin to give our community live software updates.

mailchimp

rollow res

# Events

With COVID-19 restrictions fully lifted, the second half of 2022 was a whirlwind of in-person and online events that we had the pleasure of hosting and participating in.



**ORFC 2022** 

Local Food Networks –
Making Them Real
Nick joined Dominic
Acland to discuss a
model of food
distribution networks
which improves food
system resilience and
benefits food producers
and the planet.

#### <u>Linking Short Supply Chains</u> With Data

Sophie and Lynne joined Rachel Arnould, Duncan Catchpole and Kath Dalmeny to discuss issues with data in short food supply chains and how the Food Data Collaboration project will help.



## January

This month marked the beginning of a new series of online webinars, starting with Getting prepared to trade: the best marketing practices for food hubs - hosted by Kay. Then, Liberty and Djenai hosted Content creation for food enterprises: Canva for beginners.

Online webinars series begins!



Our webinar series continued into August with a discussion on the impact of the cost of living crisis on food enterprises' sales; followed by a workshop on social media copywriting, especially tailored to food enterprises.



## August

#### Shambala Festival

We ran The Community Garden at Shambala Festival, where we hosted 9 mini-events - including open table discussions about what community means, what our place in nature is, and how we can heal the divide. Our most successful events were our workshops - on the transformative power of non-hierarchical working. Click here to read about our events.



## September

Ines manned our stall at the Landworkers Alliance Building Better Food Systems Conference - where actors from across the sector work to develop action plans to address relevant opportunities and challenges.

Garethe manned a stall at the Organic Matters Horticulture Conference.

Working in collaboration with the Urban Agriculture Consortium, Nick and Cobi ran a session all about setting up and running a food hub drawing on experiences of food hubs part within the OFN UK community.

Djenai and Kay ran a community roundtable taddressing food equity. And we ran a webinar on non-hierarchical working and sociocractic principles.



October



## Our away weekend!



On their beautiful Welsh land, <u>Goytree</u> <u>Glamping</u> hosted our team for a weekend getting to know each other better. <u>Click here</u> to read about our time together.

We ran a workshop on non-hierarchical working and sociocractic principles.

## November

#### **WRFFC**

Bethan and Jo represented us at the Welsh Real Food and Farming Conference. Jo chaired a panel titled "Community food: health, equality and celebration in difficult times" - a discussion on nutrition and the need for a healthy, locally sourced diet for our communities.

To finalise the 2022 webinars series, Aaron gave a presentation on sociocracy and we ran a collaborative event with Better

Traders.

## December

December saw our Christmas party and prep for ORFC 2023!

# Partner work

For us, choosing to work collaboratively rather than competitively is a no brainer. There is great strength in working together and this is evident in our collaborations with partnering organisations.

- With the Biodynamic Association, we are working to create a group of Demeter certified producers which allows shoppers and buyers to connect with amazing biodynamic farmers and growers.
- We are part of the **Urban Agriculture Consortium** which brings people together to co-create the conditions for urban and peri-urban agroecology to thrive, as part of an integrated, resilient, and just food system for the UK.
- We have been working with **Better Food Traders** to bring both of our communities together through online webinars and other forms of digital communication.
- Cobi and Nick continue to be trustees of Sustain: the alliance for better food and farming.
- Partnering with **Social Farms & Gardens**, we are delivering food hub and public procurement projects in Wales.
- We are working with Sustain, Landworkers Alliance, Shillingford Organics, Better Food Traders, Ooooby, Big Barn CIC and the Apricot Centre in the epic Food Data Collaboration project.



# An acknowledgement of the year's crises

Throughout 2022, we had an increasing number of conversations with our members and people on the ground in the local food community about the cost of living crisis in the UK. Community food enterprises across the country have been adapting quickly in response to the crisis and we are seeing great creativity and care in the way they support people in their communities. Slow Food Birmingham, for example, are looking into extra food hubs for areas that have been traditionally underserved.

We are considering how the crisis is affecting our existing hubs, many of whom report they are losing customers because of it. And we have been talking to our food hub managers about how OFN technology can be used to help tackle food insecurity.

Cwm Food Hub wanted to find a way for people who were struggling to pay full price for local food to be offered lower prices - without them having to ask for 'charity'. They are working on a solution to set up a bespoke landing page on their OFN shopfront where new shoppers could choose between paying regular prices or receiving help paying for their order. Shoppers would then be automatically tagged such that they see different prices depending on their selection. The entire process for ordering would be the same for all shoppers and automatic tagging would mean no need to ask for a discount. Food dignity in action!

Many of our food hubs have already been using a "pay it forward" approach, where customers who can afford more for their food do so. This creates a pot that can be used to fund food for those who can't afford it. Plus Healthy Start vouchers are supported by many of our hubs.

We acknowledge that this is a difficult time of crisis and recognise that our community is working hard to alleviate the difficulties many are facing. We are proud to support our community in doing their incredible work and we are inspired, energised and motivated to continue working hard ourselves.





# Looking ahead

"I want us to become an obvious, first choice for community food enterprises to get online."

"I want to help make local and ethically produced food more accessible to customers with lower incomes." "I want our work to enable more and more food enterprises to become financially sustainable."

"I want us to inspire other organisations to become a sociocracy too."

"I want us to be seen as a great case study and a beacon of hope for how people can collectively work together towards a shared goal."

"I want us to be recognised for our work culture."

"I want to see more diverse food enterprises using our platform."

"I'd love to have more OFN gatherings."

"I want us to be a UK-wide model of public-private collaboration for local food"

"I want the supportive, honest, open, respectful way we work together to continue." "I want our platform and community to get the publicity and recognition we deserve."

"More OFN members!"

"I want us to make great contribution to food justice"

- The Open Food Network UK Team

# **OFN Global**



Open Food Network UK is part of the <u>Open Food Network</u> - an international not-for-profit network working to transform the food system by catalysing and supporting short, transparent food supply chains. Whereas we focus on food systems in the UK, the OFN is a global network of people and organisations working together to build new food systems globally. Not just a software platform, together we develop a shared commons of resources to enable people around the world to access tools and knowledge required to develop resilient local food systems for their community.

In 2022, we welcomed OFN Switzerland to our global community. The global community participated in Urgenci's 'The Social Economy, the Future of Europe' conference in Strasbourg. Also, The European Initiative of Open Food Network (which emerged during the summer months of 2021) continued to develop throughout the year. The aim is to enhance coordination between instances, plus collaboration on projects directly or

indirectly relevant to our shared mission and vision.

19 developing instances in total

interested countries

# Accounts

## Financial activities: January - December 2022

		Total
Fixed Asset		
Non-Current Assets		
Development costs		0.00
Development costs - accumulated amortisation	8.	0.00
Total Non-Current Assets	£	0.00
Total Fixed Asset	£	0.00
Cash at bank and in hand		
CaxtonFX USD (deleted)		5.24
Transferwise EUR		332.80
Transferwise GBP		1,917.45
Transferwise USD		1,882.26
Unity Trust Bank		251,177.18
Wise clearing from GBP		-67.58
Wise EUR Open Food Network U.k. Community Interest Company		12,641.92
Wise GBP Open Food Network U.k. Community Interest Company		5,376.27
Wise USD null		1,917.72
Total Cash at bank and in hand	£	275,183.26
Debtors		
Accounts Receivable		0.00
Debtors		-10,592.52
Debtors - EUR		3,384.70
Debtors - USD		-0.71
Total Debtors	-£	7,208.53
Current Assets		
Prepaid Expenses		0.00
Undeposited Funds		0.00
Total Current Assets	£	0.00
Net current assets	£	267,974.73
Creditors: amounts falling due within one year		

Trade Creditors		
Accounts Payable		-936.66
Creditors - EUR		0.00
Creditors - INR		-868.81
Creditors - NPR		-623.14
Creditors - USD		-1,117.52
Total Trade Creditors	-£	3,546.13
Current Liabilities		
Accruals		0.00
Benefactor funding brought fwd		0.00
Current Tax Liability		-2,614.17
Esmee grant unspent		0.00
HMRC VAT Suspense		0.00
Lush grant unspent		0.00
Payroll Liabilities		-837.67
HMRC		-2,654.65
Pension		183.29
Total Payroll Liabilities	-£	3,309.03
Unearned or Deferred Revenue		0.00
VAT Liability		-2,793.59
VAT Liability		809.43
Total VAT Liability	-£	1,984.16
Total Current Liabilities	-£	7,907.36
Total Creditors: amounts falling due within one year	-£	11,453.49
Net current assets (liabilities)	£	279,428.22
Total assets less current liabilities	£	279,428.22
Creditors: amounts falling due after more than one year		
Other Liabilities		1,499.57
Total Creditors: amounts falling due after more than one year	£	1,499.57
Accruals and deferred income		0.00
Total net assets (liabilities)	£	277,928.65
Capital and Reserves		
Retained Earnings		-6,650.94
Share Capital Account		11,348.99
Profit for the year		273,230.62
Total Capital and Reserves	£	277,928.67

## Balance sheet: as of 31st December 2022

	47.	Total	
Income			
Miscellaneous Income		91.55	
Gifts and Donations		83.33	
Total Miscellaneous Income	£	174.88	
OFN Plans			
Basic Plan		3.19	
Scale Plan		10,728.14	
Starter Plan		7,028.30	
Total OFN Plans	£	17,759.63	
Services		11,537.21	
Consultancy		3,158.34	
Integrations		100.00	
Support Packages		200.00	
Total Services	£	14,995.55	
Total Income	£	32,930.06	
Cost of Sales			
Bank charges		163.15	
GoCardless Fees		190.92	
Transferwise Fees		151.93	
Total Cost of Sales	£	506.00	
Gross Profit	£	32,424.06	
Expenses			
Accountancy		2,772.15	
Dues and Subscriptions		112.00	
Insurance Expense		84.75	
Legal and professional fees		-675.00	
Meetings and Events		3,300.82	
Miscellaneous Expense		1,284.16	
Office/General Administrative Expenditures		555.20	
OFN Subcontractor costs			

£	102,238.67
£	381,170.38
-£	39.23
	-39.23
	0.00
£	381,131.15
	18,044.30
	363,086.85
-£	278,931.71
£	311,355.77
	51.63
	4,231.45
	71,812.85
	9,570.31
	13.06
£	76,635.83
	73,755.28
	1,250.47
	1,630.08
£	141,606.56
	14,967.50
	60,545.76
	12,850.00
	11,650.00
	10,792.80
	1,935.00
	£ -£ _£



