

MEETING 31/01/2020

Ref: 15540

ASSESSMENT CATEGORY: Bridging Divides - Connecting the Capital

Tempo Time Credits Ltd

Adv: Jenny Field

Amount requested: £202,225

Base: Tower Hamlets

Benefit: London-wide

Amount recommended: £202,000

The Applicant

Tempo Time Credits Ltd (Tempo) was founded in 2008 in Wales with the name, 'Spice Innovations', as a volunteer development agency. It was re-branded as Tempo in 2018.

You have supported, as a Strategic Initiative (SI), the development of Spice/Tempo in London with grants totalling £714,000 over four years commencing in May 2011. The last SI ended in March 2017, and this is the organisation's first application to the Trust in its own right.

During this time, it has developed an innovative approach to the time banking model of volunteering (whereby participants 'deposit' their time in the bank through volunteering and then 'withdraw' their time when they themselves need help with something). With this model, volunteers use their time credits as 'currency' in exchange for wide range of activities which are donated by Tempo's 'spend partners' (these are a wide range of organisations, including leisure centres, museums, galleries, theatres, cinemas and even Thames Clippers).

The Application

A tapered grant is requested over 4 years in order to establish Time Credits networks initially in Islington and Camden and then within other boroughs across London. It is proposed to move away from its existing funding model which relies on grants and commissioning, to a subscription model, whereby volunteer-involving organisations can purchase units of time credits with which to reward their volunteers, thereby making the networks more sustainable. It is anticipated that the project will be self-financing by Year 5.

The Recommendation

The model has proven effective in encouraging more people to volunteer, especially those who might not otherwise. As well as voluntary organisations, the model has been adopted by local authorities, CCGs, as well as housing, health and social care providers. The benefits of volunteering to the individual are well-documented – improved health and well-being, improved employment prospects etc. But it has also benefited adopters of the model through better designed public services, for example, and better outcomes through social prescribing. Whilst the boroughs of Camden and Islington have been identified from the first year of the project, the remaining boroughs have not yet been finalised. It is therefore recommended that any grant should be conditional on a workplan for each year being provided.

£202,000 over four years (£65,000; £60,500; £47,500; £29,000) towards the development of Time Credits networks in London, funding in each year conditional on a workplan being provided.

Funding History

Meeting Date	Decision
May 2011	£163,980 towards a pilot of a new model of volunteering. (<i>Strategic Initiative</i>)
October 2012	£164,500 towards a second year of the pilot. (<i>Strategic Initiative</i>)
February 2014	£385,200 over three years to continue the development of this model of volunteering. (<i>Strategic Initiative</i>)

Background and detail of proposal

Your previous support has enabled Tempo to develop in several London boroughs, including Westminster, Haringey, Bexley, Lewisham, Hackney and the City of London, as well as to develop an exciting spend offer. To date, this has been funded through a mix of grants and commissions and fundraising on an ongoing basis is becoming increasingly challenging. It was always the intention of Tempo to make the model sustainable and less grant reliant.

Tempo has undertaken a mini-pilot of the proposed new model during the past year which has helped shape the proposal before you. The units of time credits available for purchase begin at 250 units which cost the purchasing organisation £400, rising incrementally to 1,500 units which cost £1,500. Tempo has identified Camden and Islington as boroughs to begin this project as they are already well-connected locally and in Camden, one charity has already purchased a subscription. It is proposed to work to a reference group in each of the boroughs.

It is proposed to recruit and train at least 15 new groups in London each year, using the subscription model to increase the organisation's capacity to recruit and retain volunteers and to deliver more effective services. Tempo expect to provide at least 8 training sessions/workshops annually. It is also planned to recruit and train at least 6 new spend partners.

Financial Information

At the end of 2019-20, Tempo plans to invest £150,000 from free reserves into a digital transformation project for the organisation, in order to increase their efficiency. However, this is not reflected in their most recent budgets and forecast.

The increase of £1 million in income forecast for 2020-21 is due to an anticipated (but unconfirmed) grant of £400,000 from the Social Business Trust plus an application of £600,000 that is being made towards Tempo's digital development. If funds are not secured, there will be no corresponding expenditure.

Year end as at	2019	2020	2021
	Signed Accounts	Draft Accounts	Forecast
	£	£	£
Income & expenditure:			
Income	2,020,140	2,043,000	3,080,000
- % of Income confirmed as at 10/12/2019	N/A	N/A	51%
Expenditure	(2,102,708)	(1,992,000)	(2,950,000)
Total surplus/(deficit)	(82,568)	51,000	130,000
Split between:			
- Restricted surplus/(deficit)	(89,675)	0	0
- Unrestricted surplus/(deficit)	7,107	51,000	130,000
	(82,568)	51,000	130,000
Operating Expenditure (unrestricted)	1,505,859	1,388,000	1,850,000
Free unrestricted reserves:			
Free unrestricted reserves held at year end	452,148	503,148	633,148
No of months of operating expenditure	3.6	4.3	4.1
Reserves policy target	314,000	314,000	314,000
No of months of operating expenditure	2.5	2.7	2.0
Free reserves over/(under) target	138,148	189,148	319,148