



Spurgeons Annual Report 2021-22

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Welcome

Spurgeons Children's Charity was founded over 150 years ago as an orphanage by the great Baptist preacher, Charles Haddon Spurgeon. His desire was to provide a secure and loving environment so that disadvantaged children had the benefit of a home background where they would be able to flourish as they grew into adulthood.

That orphanage has now grown into a successful transformative charity, and even in a year when our work was significantly impacted by the Covid-19 pandemic, we still worked intensively with more than 5,000 children and young people, and our services touched the lives of more than 20,000 people. Our work covers children's centres, schools' counselling, assisting victims of domestic abuse and dads in prisons, and supporting young carers and children at risk of being involved with gangs.

In July 2021 we acquired Fegans, a Christian charity with a similar heritage and outlook to ourselves. Fegans' work includes counselling more than 1,000 children each year, intervention-based parenting, running two preschools in areas of high deprivation and a sophisticated online offering including DAD.info, Europe's largest website and forum for fathers. Integration is proceeding well, and teams successfully collaborating, for example with Fegans counsellors engaging with Spurgeons young carers.

Our acquisition of Fegans allows us to diversify both our income and how we deliver our services, which will make us more strategically robust for the complex period our nation is entering into and put us in a position to offer more to our service users at a time when many public services are over-stretched and under-resourced. In addition, Ali Collins and David Buchan joined the Spurgeons Board of Trustees from Fegans to strengthen the board as we look to a new era.

Since January 2022 I have picked up the mantle of interim Chair from Andrew Caplan and having been a trustee of Spurgeons for five years and as a full time foster carer, I am excited about the new strategy and the possibilities that lie before us, as we aim to reach even more vulnerable children, young people and families.

We are also delighted to welcome Ian Soars as our new Chief Executive, following Ross Hendry's departure at the end of 2021. Ian is tasked with delivering the new strategy, growing our reach and visibility, and our impact on the lives of those who are most at need. Ian will lead the government's Family Hub strategy in our children's centres, schools, preschools, partner churches and prisons.

The increased focus on partnering with churches also reflects the work we have undertaken as we refreshed our values to better align with our strategy, and our increased focus on our identity as a Christian charity undertaking complex work with vulnerable families in the local and central government space.

Throughout all our work there are constants. First, the overwhelming passion of both our staff and trustees to make a difference in the lives of children, young people and families experiencing disadvantage. Second, the profound Christian faith of our founder continually encourages us to seek to make a difference in today's world.

As I now step down from my role as interim Chair of the Board, I want to not only welcome Mike Rebeiro as our new permanent Chair of the Board, but also to give thanks for all the work that this report reflects and to say how grateful we are for the staff, volunteers, supporters and partners, that have helped us and who hold our belief and hope in the change we can all bring when we work together.

God bless

Sarah Powley

Sarah Powley, Interim Chair of Spurgeons Board of Trustees

Strategic report

Our mission

Inspired by the Christian faith, Spurgeons' vision is to see all children equipped, empowered and inspired in ways that enable them to realise the fullness of their potential.

This vision is rooted in the Christian faith which, in turn, shapes our mission to provide support for children, young people and families who are experiencing difficulties or challenges, so that they can have a better present and a hopeful future. This has been integral to our work since we were founded in 1867 by Charles Haddon Spurgeon, with the support of Ann Hillyard and many others who were motivated by their faith to help children and young people who could not live with their families.

The trustees confirm that they have referred to the Charity Commission public benefit guidance in compiling this report, and that what Spurgeons does contributes to its charitable objects in this regard.

Spurgeons in a snapshot

Spurgeons seeks to equip, empower and inspire:

- Families who are disadvantaged or struggling to cope with their difficulties,
- Children who carry emotional burdens and heavy responsibility, and/or
- Young people who have been, or are, at significant risk of being harmed or exploited.

Spurgeons supports and empowers vulnerable children and young people through running projects that deliver support directly to them, to their families and to professionals who are also able to help address the challenges and disadvantages they face.

As a Christian children's charity we work with all our heart and expertise, because we are driven by sense of mission and of living our values.

Introducing Fegans

On 1st July 2021 Spurgeons acquired Fegans, a Christian children's charity with a similar heritage to ours and which shared the same desire to work with children and families with often complex needs. Fegans has four core services: qualified children's counselling, parenting, preschools and a rapidly increasing digital offering. These are outlined on page 12.

Our projects and services

We ran 50 projects in England over the year. These included:

- Visitor and family support services within 11 prisons.
- Delivering Cafcass' Separated Parents Information Programme.
- Young carers' services and support in Birmingham and Wolverhampton.
- Specialist services tackling issues including domestic violence and abuse and girls in gangs.

During the pandemic we adapted how we worked in order to maintain contact with the children and families who needed us most and remain contract-compliant.

- We had contact with more than 32,000 children and adults through our commissioned and grant-funded services.
- We worked intensively with 4,400 children, young people and families with complex or high support needs.
- We identified 452 children in safeguarding incidents.
- 98% of our service users said we treated them well (sample of 1,724 service users), and we received five complaints over the course of the year.
- Over the year we ran between 150 and 300 strands of work (service delivery interventions and programmes).
- We met 80% of our practice goals when working with children and families who needed support.
- 92% of children whose outcomes we measured with an evidence-based measuring tool called Outcome Family Star showed positive progress.
- What we achieve is based on the dedication, expertise and passion of our entire team at Spurgeons. We are made up of 442 staff (including 48 secondees), 199 volunteers (different individuals who volunteered at some point over the 12 months) and thousands of faithful supporters.

Most of our work is carried out within provisions set out by contracts we have with public sector commissioners. Some specialist services are supported through raising voluntary income, from the income we generate from the assets we hold and, if necessary, from reserves.

Our central support teams are based in our central office in Rushden, Northamptonshire, although these offices have been used flexibly throughout 2021-22 to accommodate the need for both remote family-friendly working and office-based core operational functions.

Where we seek to raise issues in the public sphere this is to amplify the voice and experience of the families we work with and members of the Spurgeons team who work with them.

Our people

What we have achieved is based on the dedication, expertise and passion of our entire team, made up of staff, volunteers and thousands of faithful supporters.

A breakdown in numbers

- On 31st March 2022 Spurgeons employed a total of 442 employees, plus 48 colleagues on secondment from the Birmingham Community Healthcare Trust. This includes 93 employees from Fegans.
- The nature of our work and the sector we work in, as well as our colleagues' personal circumstances, means that many of these colleagues work part-time (30%) or term time only (largely Fegans, 19%). A further 8% of the workforce are on casual contracts.
- This means that less than half of our workforce (43%) work full-time.
- 92.5% of our workforce stated their gender as female and 70% declared their ethnicity as 'white'.

A small number of paid roles in Spurgeons – fewer than 20 (including previous Fegans staff transferred in) – have an occupational requirement to be a Christian. They are currently limited to the Senior Leadership Team, the Head of Digital and Communications, two roles in the fundraising team who support our donor base, and one of our Together for Families workers who works closely with churches.

Volunteers

Volunteers are an essential and important part of our workforce, but we have seen a decline in support since Covid-19. As of 31st March 2022 we had 136 volunteers across our services supporting our work with children, families and vulnerable adults. As we come out of Covid we aim to rebuild our volunteer base to help reach more children and young people.

Central office chaplain

This was the second full year that our Rushden central office has had a volunteer chaplain. Their purpose is to support employees' and volunteers' pastoral needs and their role is consistent with Spurgeons' statement of faith and organisational values. At times the chaplain fulfils a wider role in meetings and settings including our weekly bible reflections and Monday morning prayer meeting. These are open to everyone in Spurgeons who would like to attend and are led by a member of staff, trustee, chaplain, or local church leader.

Our values, equal opportunities and employee engagement

During 2021 we undertook significant work to refresh our organisational values as we brought two organisations together, staying true to our Christian ethos but ensuring that our values are universal to all. Our refreshed values are now Compassionate, Fair and Committed.

This has been a very inclusive approach and included holding virtual workshops with all colleagues and asking everyone to contribute to the behaviours that would underpin living these values in practice. We have been rolling out the new behaviours throughout the year.

The value of Fair builds on our previous value of Inclusive and means that we aim to respect and value every individual, and to listen to understand, without judging. We express this through our values and behaviours and through our equality and diversity policy. This policy is reported to the Board and available to employees and volunteers through our intranet and wider public through our website.

Following on from the Equality, Diversity and Inclusion (EDI) report undertaken, the Board met to discuss the report in workshops, and enhanced training is planned for next year. We recognise that as an organisation, we need to endeavour to be inclusive and positively look to how we can become more

diverse at all levels across the organisation. We seek to enhance our ability to meet the needs of those we serve through diversity.

Ensuring our workforce is kept up to date with developments and provided information in an appropriate and timely way is an important element of engaging our employees. One of our key channels for ensuring this is our monthly newsletter called Essential Brief that goes out to all employees and contains information, reminders, requests and good new stories. This often includes a direct message from the CEO which is also supplemented by CEO emails and video updates. Since January 2022, we have launched a CEO face-to-face live update every other month via Microsoft Teams that is also recorded and attended by other senior managers. Messages that are relevant only to particular teams or individuals are managed through different channels.

Our services

We continue to 'be there' on the issues that matter, including Covid-19 recovery and the cost of living crisis. We have built on last year and continued to adapt our services to make sure that we have provided a warm and accessible welcome to all, that we work *with* families (not *do to* them) and where their feedback informs what we do.

We have delivered a range of evidence-based services and interventions and worked with other partners to provide the support needed. At the heart of this sit our high standards for quality-assured practice, underpinned by a desire to give our best and to continue to learn and develop in what is a rapidly changing world.

Practice development

Over the last year we have continued to focus on developing quality of practice with a formative mindset, building on strengths and empowering staff members and teams. We have continued to monitor and accurately evaluate the effectiveness of our services and to act on findings using our own Monitoring & Evaluation Cycle. This has encompassed task-and-finish support across all services, to including case file audits, practice workshops, learning, reflections and actions.

We have continued to develop our Team Around the Child/Resident and Family (TAC/TARF) audit. This is a collaborative 'live audit' that includes all members of teams who have worked with the child(ren)/family/resident and those who have had management oversight of the case. These audits have been incredibly valuable for opening up reflections and discussions on practice.

In addition, as part of developing a learning culture of reflective practice, we have introduced Communities of Practice on areas including domestic abuse, mental health/inclusive practice, the child's voice/lived experience, and administration.

Communities of Practice enable practitioners in all roles and from across the organisation to take collective responsibility for managing the knowledge they need, recognising that given the right framework, they are in the best position to do this. Members have a responsibility to bring their experience, research, and areas of focus to each session and to drive any learning back into their areas of work to ensure that the cycle of learning continues.

Our impact

One of the ways we measure our effectiveness and impact is through asking service users whether they would recommend us to a trusted family member or friend. They give us a score between one and ten. A score of six or lower is considered to mean the respondent is a detractor, and a score of nine or ten means they are a promoter. This is a widely used standard measurement tool that produces a Net Promoter Score. An organisation's score can be between -100 and +100.

In 2021-22 Spurgeons received a Net Promoter Score of +92.

This score reflects the great work of our service-based team. It is also made possible by the support they receive from our central support teams.

Success stories

Birmingham Forward Steps

Our work with Birmingham City Healthcare Trust and Birmingham Forward Steps is our biggest health and wellbeing service for children from newborn to five years old and families.

As part of the integrated offer with health visitors, 16 of our early years outreach workers were trained to complete the two-year-old mandated assessment review. On average 1,000 reviews are completed each month in our four districts.

There was a particularly increased demand for communication and language support from the Age and Stage Questionnaire assessment. This means our main areas of focus have been developing our Communication and Language and Special Educational Needs and Disabilities (SEND) services. We appointed key staff who shared their knowledge and skills on these services across our workforce and collaboratively developed a new Stepping Stones service model and expanded our Language Through Play offer.

As part of our Covid-19 recovery, an ongoing review of services resulted in 'Five Ways to Well Being'. This program, offering a range of practical help and interventions for newborns to 19 year-olds, helps refugee families placed in Birmingham, as well as families placed in temporary accommodation. The service also focus on supporting access to education, as well as community outreach and working with foodbanks.

Birmingham Early Help

As the voluntary sector lead for the Perry Barr and Sutton Locality we helped establish the Early Help Programme alongside a team from the Birmingham Children's Trust. This has already helped thousands of families who can now access a range of practical tools and interventions to support their needs and prevent escalation into more specialist services. It has also supported local families with targeted interventions following an Early Help Assessment (EHA) and Plan.

Over the year Perry Barr received 3,294 family connections for individuals and Sutton saw 1,000. These involved lead workers coordinating plans and carrying out one-to-one and group interventions with the family. They gave advice and guidance including links to food banks, connecting families to professionals who can support them and to the local community resources to help them be more resilient.

A steering group has now been established in each locality, each including representatives from education, health, social care, department of work and pensions, youth and police, and local organisations. Each group is now devising action plans for particular areas of need.

Wiltshire Children's Centres

We manage six Children's Centres in East, South and West Wiltshire, offering support to families with under five-year-olds. Parent and child wellbeing was a focus throughout the pandemic at these centres.

Interest in the Five to Thrive programme, where we share ideas to develop positive connections between parents and children, continued to be high, with more than 100 adults and 120 children attending most quarters. The Little Learners programme, which contains elements of self-care for parents, was also popular.

We continued our one-to-one support from our family support workers, as well as the Mum2mum support through online groups and 'drop ins'.

We ran Buggy Walks to encourage parents to get active and use the outside spaces around them, both for the physical and mental health benefits. To support healthy eating we also ran the ABC Cook online cooking classes, which are based around the ingredients commonly found in food boxes.

As well as encouraging healthy lifestyles through our services, we also covered home safety, and promoted child safety through our monthly newsletters and online courses. Domestic Abuse remains the highest safeguarding concern reported, and to support this we offered the Freedom Programme, Freedom for Children and You and Me, Mum, a restorative course for mothers and children living away from perpetrators of abuse.

Finally, we held Book Start and Early Words Together sessions online and face to face, delivering resources to the most vulnerable families so they could take part and to ensure that their children have access to a richer reading and learning home environment. For the most vulnerable families we also offered Being a Parent courses and Filial Play Therapy.

As a part of Spurgeons' preparatory horizon scanning of Family Hubs, the service has also started to offer some specific sessions to parents of older children.

Elmbridge Family Centres

Our three Family Centre sites in Elmbridge in Surrey support families with children aged from 0 to 11 and work alongside the targeted youth provision and local authority family support team.

A Together for Families (T4F) worker joined the team and is making good connections with local faith groups. Group and family support included a 10-week Parenting Puzzle course, a 10-week Freedom Programme Course and a 12-week #BE OK course and follow-on sessions for 8-to-12-year-olds with anxiety. In addition, the Club 4 Holiday service was attended each day by an average of 40 children.

Domestic abuse, parental mental health and children's mental health remained the highest reported concerns. The team all undertook Five to Thrive training in order to offer trauma-informed support and promote co-regulation and resilience in families. We ran the You and Me, Mum restorative course for mothers and children, and an Independent Domestic Violence Advisor (IDVA) was appointed to support families experiencing domestic abuse.

Together for Families

Our Together for Families group work has been with smaller groups in churches and community venues – partly due to Covid-19 restrictions, but also because of the high levels of anxiety of parents and very young children who haven't spent time with anyone outside their family, often since their baby was born.

But small groups means more time available for each child and family, and that has been a real benefit. For many families we see, ours are the only groups or activity they come to and they are sure of a warm welcome, safe space and good support from our workers and other help we can signpost to.

In January, we appointed a Together for Families (TfF) worker to our Family Centre team in Elmbridge, which means that all of our work in Children's and Family Centres now incorporates this approach.

Birmingham Perinatal Mental Health Project 'Ehsaas'

In April 2021 we were awarded two-years' grant funding from the Starting Well Fund to launch a new Perinatal Mental Health Project on behalf of Birmingham Forward Steps to help improve the perinatal and mental health of Pakistani mothers. There is substantial evidence that BAME women, especially those who are relatively new to the country, are hard to engage in maternity services and support, with language needs being the most significant barrier.

A group of Pakistani mothers named the project 'Ehsaas', which means 'feeling, sense and aura' in Urdu. The aim was to send the message of 'We value, we feel, we hear you, with real listening and real care'. From June 2021 to March 2022 we reached 204 individuals, holding one-to-one and group sessions in partnership with Approachable Parenting.

We recruited 15 volunteers to support the project. Workers and volunteers speak a variety of languages in order to engage mothers to discuss their mental health, motherhood journey and self care, and to break down barriers so they can access support such as the 'Five Ways to Well Being' tool.

One mother said: 'After speaking to Jamilia in my own language I felt a lot better. Speaking with someone from the same culture was much more helpful as they understood me and my family much better. I didn't feel judged or ashamed to speak openly. Not being able to speak English had been an issue and sharing how I was feeling in my own language really helped.'

Young carers, Wolverhampton and Birmingham

We continued to support more than 120 young carers up to the age of 18 in Wolverhampton and more than 600 in Birmingham.

In Birmingham this included counselling support and also, thanks to additional funding, specific bereavement counselling for those young carers looking after a family member with a life-limiting illness.

An increasing number of young carers in both Birmingham and Wolverhampton were grappling with identity issues, and staff received training around this so they could respond and support in the most helpful way. We also saw a continued increase in the number of young carers suffering from poor mental health, particularly anxiety and stress, and offered them a package of one-to-one support.

Face-to-face groups and activities were re-introduced to give young carers a break, but many remained anxious about returning to face-to-face contact due to vulnerabilities within their families, so we have had to manage this transition carefully.

Our teams are actively involved in the National Young Carers Voice and the newly launched Young Carers Alliance. These bring young carers services across the country together to share good practice, raise awareness and to campaign for more support and resources to be provided by local authorities and the government.

In November 2021, a number of young carers from our groups met with the Children's Commissioner Rachel de Souza to share their view about how support could be improved. This led to young carers being specifically mentioned in the Children's Commissioner's report, The Voices of England's Missing Children (Voices of England's Missing Children, childrenscommissioner.gov.uk).

Norwich Connect

Norwich Connect, an innovative pilot project launched in 2018, came to an end in June 2021. Spurgeons funded the service for an additional six months to December 2021 to avoid a gap in service before a new Norfolk wide domestic abuse service started.

Norwich Connect was based on a whole-family approach to domestic abuse, commissioned by Safe Lives and supported by local funding partners. The project supported not only victims, but also perpetrators of abuse who were motivated to change, as well as children and young people affected by abuse. The project also supported families experiencing adolescent-to-parent violence, offered recovery groups and support, trained parents to be peer-to-peer supporters and offered a wide range of training for professionals.

The Impact Report for Norwich Connect showed that the service received more than 670 referrals and supported more than 880 individuals, 305 of whom were children and young people. After receiving support, 85% of victims said they felt safer, there was a 93% improvement in children and young people's safety, 97% of children and young people said their understanding of how to maintain their own safety had improved, and some 93% of children and young people with mental health needs had improved wellbeing after mental health support. In addition, there was an 87% reduction in children and young people witnessing abuse from intake to exit and a 58% reduction in perpetrators using multiple types of abuse.

The service trained over 2,000 professionals in why engaging perpetrators increases safety and also in trauma informed approaches. We also trained 22 survivors to become peer mentors, supporting victims.

Norwich Connect received national "Highly Commended" recognition at the 2020-21 Children and Young People Now award ceremony.

BeLeave

BeLeave was a highly innovative service, funded by Comic Relief and the Rayne Foundation as part of an international project called 'I define me'. Aimed at supporting young women at risk of gang-related harm and child criminal exploitation, the project ran in Birmingham from June 2017 and ended in September 2021.

Traditionally young women affected by these issues are overlooked in service provision and response. BeLeave was one of a group of Comic Relief-funded projects that would not only provide a service, but also the opportunity for women to learn from and share their experiences.

Many of the young women we supported had experienced social and economic disadvantage, marginalisation, exclusion or stigmatisation. Many had direct experiences of violence, abuse, neglect or exploitation and some affected by intergenerational trauma and vulnerability. The majority had faced complex, interlocking challenges and had usually been let down by the social care system in multiple ways.

As part of our learning and reflection, a three-year evaluation of the service was undertaken by the Institute for Public Safety, Crime and Justice at the University of Northampton which demonstrates the impact of the service. Some 144 young women were supported by the service, with an average of 18 weeks of support. The average age of the young women at the start of the work was 14, but it ranged from between 9 and 18.

The service resulted in 83% of young woman saying their risk of exposure to gangs had reduced or their awareness of personal risk from gangs had improved. Some 72% said their confidence and self-esteem increased, 67% saw an increase in the extent to which they felt change was possible and 45% said they felt more able to express their feelings. In addition, 47% reported an improvement in family resilience, 55% said family cohesion had improved and 51% said there was less family conflict.

Services for children and families affected by imprisonment

Over the year the family service teams supported the prison sites to move away from Covid-19 restricted operations to a more family-friendly service, reinstating parenting group facilitation, workshops, family visits and storybook dads.

A number of successful initiatives took place, including Cuddle Buddies, Golden Thread videos, creative workshops and 'The Art of being Dad' project, as well as Boys to Men, a pilot home-grown intervention.

A number of practitioners across the service accessed the three day ACEs (Adverse Childhood Experiences) training, enabling them to support the dads they are working with.

In November 2021 our prison work received three nominations for the Children and Young People Now awards. The Sheppey cluster were given a Highly Commended award for their family support and community work.

In March 2022 the Sheppey cluster organised and hosted an 'Orange Tie' event to celebrate their work, raise the charity's profile and fundraise for activities for dads and children. The Invisible Walls team also celebrated their 10th birthday at HMP Winchester at the end of 2021.

Fegans (as part of Spurgeons)

On 1st July 2021 Spurgeons acquired Fegans, a Christian children's charity with a similar heritage and which shared the same desire to work with children and families with often complex needs.

Fegans has four core services: qualified children's counselling, parenting, preschools and a rapidly increasing digital offering.

These services are outlined below, along with a summary of their impact data. Fegans' data has been collated from 1st July 2021 to 31st March 2022, which is a short year and therefore the numbers have been pro-rated up to a full academic year for ease of data comparison.

Qualified children's one-to-one counselling

All Fegans counsellors are fully qualified and members of the British Association of Counselling and Psychotherapy (BACP). We see children face to face in schools, in our own offices, in churches and children's centres and, in response to lockdown, we also started seeing teenage clients by Zoom. These children are referred to us by schools, GPs, child and adolescent mental health services, Early Help teams and parents.

We are delighted that the rate of seeing children has increased during this year, although we note that the numbers below are based on four school terms, not the full six terms. We have therefore provided the actual numbers seen in the four terms and then given a pro-rated comparator in blue to give a year-on-year comparison. In the period between 1st July 2021 and 31st March 2022 we saw a total of 816 clients (equivalent to 1,224 for a full academic year; 2021: 1,105) and offered 8,684 counselling sessions (assuming 13,026 for a full academic year; 2021: 11,305). Of the total number of 8,684 sessions, 6,465 were attended, 1,587 were cancelled and 632 were not attended.

The methodologies we use to monitor and evaluate the impact of our counselling service are wellbeing scales WEMWBS (the Warwick-Edinburgh Mental Wellbeing Scale for those aged 13 and over) and Stirling (for those aged 12 and under).

Our outcomes continue to be exemplary, with 64% of primary-aged children showing an increase in their overall Emotional and Psychological Wellbeing score.

The WEMWBS scale (aimed at those in secondary schools) showed stunning changes in children's outlooks. Before counselling, 53% of children referred to us described themselves as having low wellbeing. After counselling this reversed, with 80% of children saying they had moderate or high wellbeing.

We continue to work in the Weald, the North Kent cluster, Horsham and Lewes, and as part of our strategy to increase the number of clusters we work with, we successfully opened the new Ramsgate cluster, and will be opening the Whitstable cluster in September 2022.

Supporting parents

The Fegans Parenting team mainly saw parents via Zoom in this financial year. As a result, our geographic reach has begun to spread further than our traditional southern England base, and we are excited to see how this might grow.

While many Christian organisations offer parent support, Fegans' parenting work is unique for three reasons:

1. We work with both the state and the church
2. We do high-end intervention work, as well as parenting courses
3. We equip our volunteers to carry out their complex work in a safe and professional way

Our work is aimed at families who are often already known to children's social care services or Early Help teams. These families may be at breaking point over the behaviour of a child, emotional challenges faced by the parent, or a lack of parenting skills that have begun to impact the children's lives adversely. Most of the work is paid for by the referring body, through grants or on an hourly rate basis.

Over the financial year, the parent support team completed their work with 96 families and are in the process of working with a further 29, giving a total of 125 families (2021: 106). In addition, 30 families (2021: 21) have completed the National Autistic Society's (NAS) EarlyBird Plus course, aimed at those with children living with autistic spectrum condition. Our parenting lead has also worked with nine families on a pilot project with Kent Community Health NHS Foundation Trust. The team received a total of 356 referrals overall.

Outcomes for generalised parent support were measured using Fegans' Family Support Impact Measure (FSIM) and revealed a 42% improvement in children's emotional health, a 56% improvement in children's behaviour, a 48% improvement in children respecting boundaries, and a 45% improvement in parents' emotional health.

Parent support workers lead courses, workshops, interventions and drop-ins, but also work with families whose children have additional needs, specifically autistic spectrum condition, for families of newly diagnosed primary-age children. This is a 10-week group programme that can be delivered by Zoom or in person.

We completed two full Zoom courses of the NAS EarlyBird Plus course and although the data sample is smaller than the other parenting interventions we are proud of the impact this work has had.

Some 82% of parents strongly agreed that their understanding of autistic spectrum condition had improved since attending EarlyBird Plus. In addition, 91% of parents strongly agreed that EarlyBird Plus had a positive influence on family/school life and also that their ability to meet their child's needs had improved since attending EarlyBird Plus.

Buttons preschools

Spurgeons' investment in preschools demonstrates the adage that 'prevention is better than cure'. Most of the children who attend our two Buttons preschools are from families who are known to children's social care services or even referred by them.

We work closely with specialist teachers, social workers and health visitors to make sure the children and families who attend are given the best possible support to enable them to flourish. Parent support is freely available to the families of children who attend the Buttons preschools, meaning that as we see children begin to struggle, we can work with their parents in an informal but deeply impactful way.

Jane Williams, Head of Early Years, says: "We have helped children get fed, protected mothers whose partners have become abusive, provided counselling when parents feel overwhelmed, delivered food parcels to self-isolating families, delivered medication for physically vulnerable children, and constantly gone the extra mile when caring for the families who entrust their children to us. And, as Christians, we believe we have a loving God who loves these children too."

Digital resources

Fegans has increasingly invested time in developing digital resources to expand our reach and support to families. In 2018, Fegans bought DAD.info, Europe's largest website and forum for fathers. Thanks to generous funding from The Jerusalem Trust, we publish a steady stream of content using our in-house therapeutic expertise to inspire fathers to be the very best they can.

Our specialist moderators and volunteers support 45,000 parents (41,000 in 2021) as members of our very active DAD.info forum, answering questions on more than 18,600 different topics. We have also recently added an 'Ask Debbie' feature to this site, where parents can submit a question about children's mental health and one of our qualified counsellors will publish a public answer with advice.

In part due to Covid-19 and lockdown restrictions, mums, dads, carers, school staff and community leaders are turning to online help more and more. Fegans has adapted to this by developing engaging and accessible animated videos to share our mental health and parenting expertise.

Thanks to generous funding and effective partnerships, Fegans is able to offer a wide range of digital resources free of charge, including:

- Parenting in a Pandemic videos and a six-month email series which has been accessed by over 1,200 families to date.
- A Guide to Children's Mental Health video series for school staff in partnership with Schudio, a nationwide schools training organisation.
- A Parenting After Separation animated video course, which has not only been helpful for families directly, but has also been shared and promoted via legal and mediation professionals across the UK.

Thanks to generous funding from Stewardship, we have also developed a 'train the trainer' course to equip churches and other community leaders to run Real Parenting groups, using a wide range of resources such as videos, handbooks and a private peer support forum.

The next project we are planning to develop is specialist digital resources to help parents whose children are on the autistic conditions spectrum. We are seeing an increasing need for this support and are keen to share our expertise with more families.

Our future plans

Family Hubs are the centrepiece of Spurgeons' current and future strategy. The suffering of children in the UK has greatly increased over the last five years whilst at the same time the capacity of central or local government to respond is restricted by funding pressures.

Spurgeons' future plans therefore focus on reaching as many children as fast as we can, but also, crucially, making our expertise digitally available to community groups, particularly churches, so that more support is available to more children. We do this so that Spurgeons' ability to respond isn't limited to the tens of thousands of children we see at present, but can grow to the hundreds of thousands in partnerships with churches, schools, local authorities and funders.

Our hope is that the Spurgeons Family Hub strategy, integrated with both state and church, becomes a core part of caring for more children, making the church a centre point of care and expertise in the community, and fills in the shortfall left by the economic storm clouds behind and ahead of us.

Central government strategy, led by the Anna Freud Centre, is focused on local authorities evolving their Children Centre provision (catering for families with children up to the age of five), to Family Hubs (focused on families with children up to age 18 and 25 for those with special educational needs). Spurgeons already runs Family Centres in Surrey and is in the process of transitioning many of our Children's Centres into Family Hubs as fast as we can, within the restrictions of contractual commitments.

We believe in and endorse this strategy and will do everything we can to win contracts in this space to support the work of local authorities with vulnerable families.

However, the concept of Family Hubs predates this strategy and has been interpreted in many local communities in a variety of ways. For example, Spurgeons has partnered with churches, preschools, schools and school clusters to provide a variety of services to local communities that the statutory services, hard pressed as they are, can no longer provide. Spurgeons provides early interventions for families, mental health support for parents and teenagers, domestic violence recovery groups, additional needs therapy and parenting training through local community settings. And we intend to grow these.

Our strategy is to raise funds through highlighting the suffering that families are going through every day and then directing those funds into establishing more and more family hubs throughout the UK.

How we'll get there

To meet this demand we have reconfigured our senior team to reflect our future direction. Our Director of Commissioned Services is joined by a Director of Church and School Family Hubs and a Director of Fundraising and Transformation.

We have been invited to join the Cinnamon Network Incubator program to help us refine and grow our model, and we are partnering with church networks and conferences to reach more churches eager to step into the centre of their community. We are partnering with other charities with expertise outside of ours who see the need for and want to deliver this vision.

Alongside this we have previously committed to opening our own children's homes. While we are refining our model in light of current market conditions, Spurgeon children's homes could also be a form of Family Hub as we care for the children inside the home, but also deploy our services to support their parents, working towards a future where perhaps one day the child can return home into an environment where they can flourish.

We believe that the above strategy delivers on the commitments we gave in last years' annual report, which were:

1. Work on transforming Spurgeons into an organisation where the Christian faith is relevant both to our mission and to the projects and activities we undertake.
2. Operationalising a medium-term business model that provides greater focus and a clearer definition over Spurgeons work with children who are at risk because of their families' circumstances and mission to give them a home life that is loving, peaceful and safe so that they can flourish.
3. Investing in the long-term diversification of our income base, raising our voluntary income and reducing our reliance on contracts won through competitive tender.

Over the coming year we will build on these commitments in the following ways:

1. We will continue to relaunch all our services under the banner of Family Hubs, and increase the number of Family Hubs to 40 by the publication of the next annual report.
2. We will rebrand under this strategy and launch services so that any church anywhere in the UK can launch their own Spurgeons Community Family Hub.
3. We commit to digitise as many of our resources as we can to make them free at point of use for any organisation that wants to undertake care for families in their community.

This is taking a great deal of focus and time from the senior team and cannot be delivered easily or without financial, governmental and church support. But we do believe that it takes us back to the roots of our inception under Charles Spurgeon to care for the poorest, the most vulnerable, the hurt, the lost and the abused, in the name of Jesus and for the Father's Glory.

Our financials

An overview of our financial performance

Despite significant challenge and disruption, our core charitable activities, largely government-funded children's services contracts remained stable, as the vulnerable children, young people and families we work with continued to rely on our critical support through a difficult time.

We managed our expenditure throughout the year to ensure we remained financially stable. Our reserves and cash balance both ended the year 2021-22 in a much better position than anticipated, testament to the hard work of colleagues going above and beyond to continue to deliver for our beneficiaries.

The public-sector funding environment remains challenging, and the impact of Covid-19 and macro-economic factors will affect us in the short term. We will continue to monitor these to ensure we are agile in our responses so we can maintain our vital services.

Results for the year 2021-22

The consolidated results for 2021-22 are shown in the Statement of Financial Activities (SOFA) and include the results of Fegans and DL Moody Trust, which Spurgeons acquired on 30th June 2021 (see Note 18 in the financial statements below).

Our results for 2021-22 show a strong performance. We saw an overall net surplus (after unrealised gains on investments and a gain on the revaluation of a fixed asset) of £2.5m (*£2.4m surplus in 2021*). Unrestricted funds increased by £1.8m (*£1.8m in 2021*), and restricted funds increased by £0.8m (*£0.7m in 2021*).

Much of the year-end operating surplus in restricted funds is due to timing differences on public-sector contracts and is carried forward in restricted reserves (see Note 13).

During the year the asset value of the investment portfolio increased by £0.1m, and property values were reassessed, resulting in an increase of £0.9m, and therefore a total net impact on unrealised gains for the year of £1m (*£1.8m in 2021*).

The total net assets at year-end are £22.9m (*£20.3m in 2021*), providing a strong financial base to launch the new Spurgeons strategy.

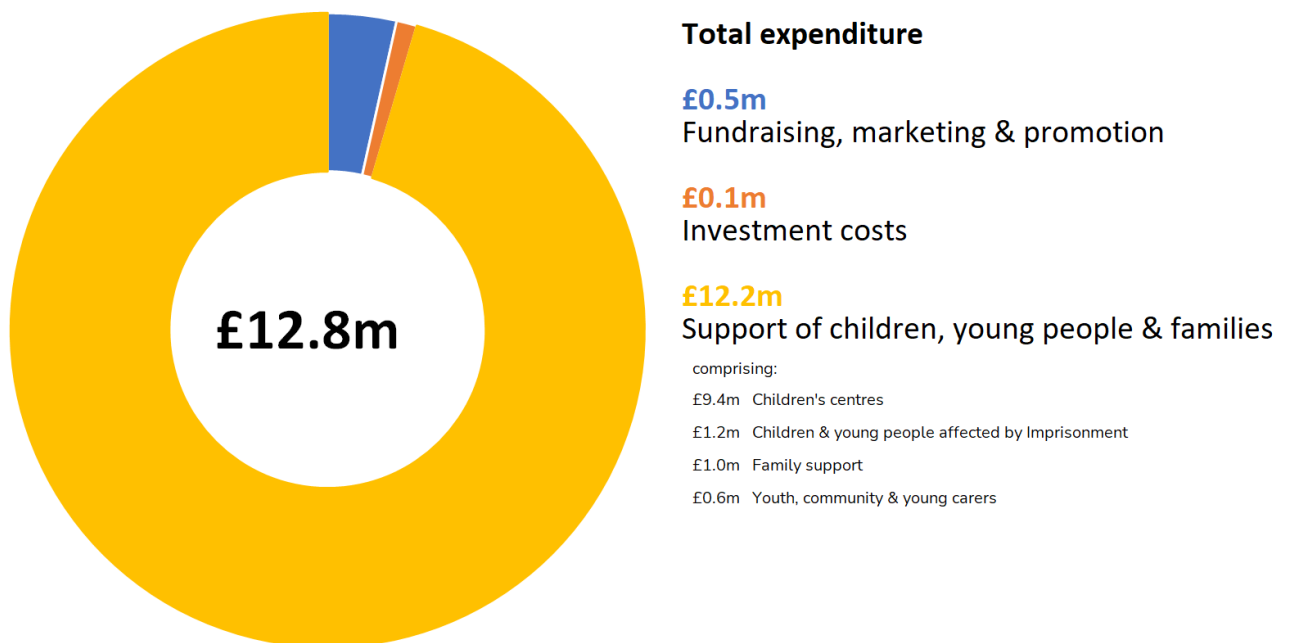
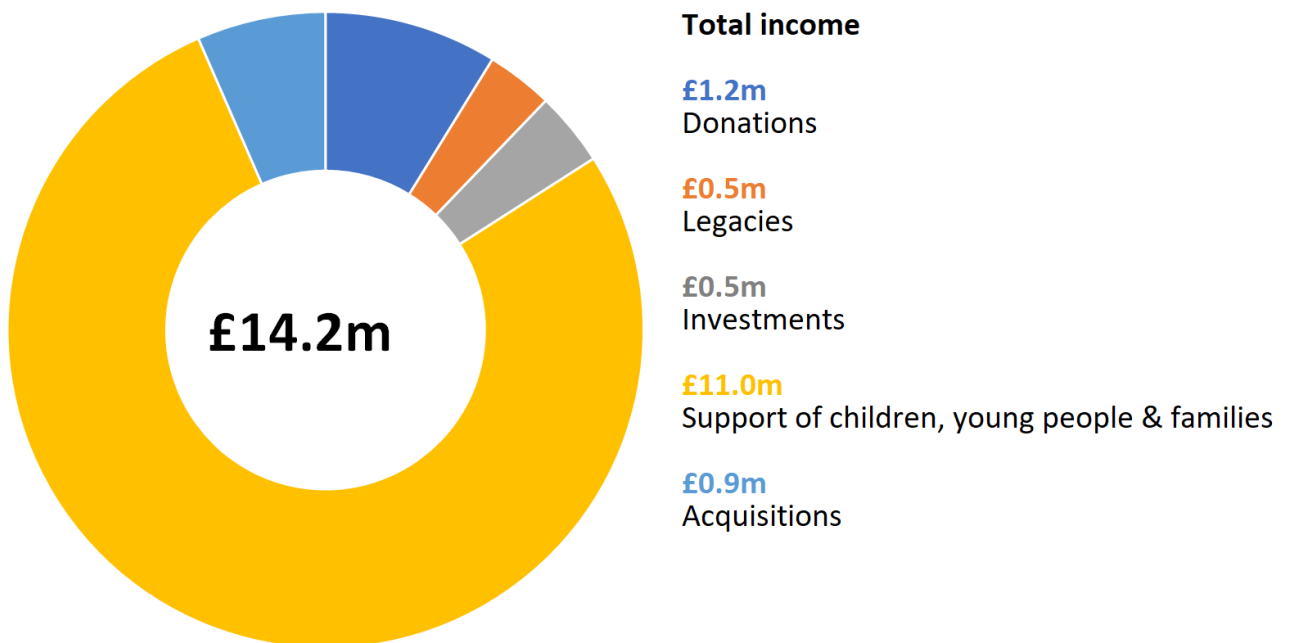
Our income

Total consolidated income

Overall consolidated total income received in 2021-22 was £14.2m (*£13.1m in 2021*). Of the increase of £1.1m year on year, £0.9m relates to the transfer of reserves on the acquisition of Fegans and DL Moody on 1st July 2021 (see Note 18 for details).

Donations of £1.2m (*£1.3m in 2020-21*) and legacies of £0.5m (*£0.3m in 2020-21*) provided much welcome unrestricted funding in the year, which is being used to develop future services.

77% of our income – £11m (*£11.2m (85%) in 2020-21*), came from contracts for the provision of support for children, young people and families, mainly from local authorities and particularly relating to the early help and children's centres services we manage. Within this we received 6% of our income – £0.9m (*£0.9m in 2021*), from contracts with His Majesty's Prison and Probation Service to provide family support services within prisons.



Our expenditure

Total consolidated expenditure

Overall total consolidated expenditure in 2021-22 was £12.8m (£12.5m in 2020-21). The 2021-22 figure includes £0.9m expenditure on Fegans post acquisition from 1st July 2021. Of the total expenditure, 95% (£12.2m) was incurred in direct support of our work with children, young people and families.

Our Children's Centres work accounts for 73% of total spend at £9.4m (£9.4m in 2020-21), our family support work is 8% of total spend at £1m (£0.9m in 2020-21), our work with children and young people affected by imprisonment accounts for 9% of our total spend at £1.2m (£1.1m in 2020-21) and our youth, community and young carers work accounts for 5% of the total spend at £0.6m (£0.6m in 2020-21).

Employment costs remained by far the highest single item, totalling £9.9m (£8.6m in 2021) equating to

78% of our total expenditure (78% in 2021), the vast majority of this being direct services support personnel.

Our reserves

Total consolidated funds

At the year-end, total consolidated funds were £22.9m (£20.3m in 2020-21). Of our total funds, £9.2m (£8.5m in 2020-21) were restricted and endowed— such funding can only be spent on the specific purpose for which the funding has been given.

The permanently endowed funds, which are vested in the freehold property of Spurgeons' central office in Rushden, continued to depreciate to a year-end book value of £88,000 (£92,000 at 31st March 2021). In addition, the DL Moody Trust permanent endowment was transferred into Spurgeons at a value of £418,000 on 30th June 2021.

The designated funds of £8.5m (£8.1m at 31st March 2021) are those set aside by the trustees for a particular purpose and comprise the Central Office Development Fund £2.6m (£2.6m at 31st March 2021) the Service Development Fund £3.7m (£3.7m at 31st March 2021) and the Property Investment Fund £2.2m (£1.8m at 31st March 2021).

General, unrestricted, funds were £4.8m (£3.8m in 2021) including £377,000 from the acquisition of Fegans on 1st July 2021.

The balance sheet and liquidity of the charity at year-end remain strong. We are mindful that some grants have ended during 2021-22, but the trustees have analysed a rolling two-year cashflow and scenarios in balance with the investment required to implement our long-term plans for diversification. As a result of our work and the strength of our reserves and value of our assets, we confidently assert that we are in a good financial position and that the charity's accounts can be prepared on the going concern basis.

Annual net assets

The value of net assets in future years is projected to reduce in the light of budgeted deficits and investment in the new strategy. However, Spurgeons remains strong as a 'going concern'.

Funds held as custodian trustee

These are funds held as custodian trustee on behalf of others. Included in the restricted and endowment funds are those of the DL Moody Trust, which is independently registered with the Charity Commission (registration number 284547). Fegans was the former Custodian of the DL Moody Trust (in accordance with the Scheme of the Charity Commissioners dated 27th August 1980).

The capital of the trust is held in a non-expendable endowment fund. The objects are closely aligned to those of Spurgeons, so in accordance with the Charities SORP (FRS 102), as custodian trustees, and with Charity Commission consent, the DL Moody Trust was transferred on 30th June 2021 and has been included within the consolidated restricted funds of Spurgeons.

Investment management

Spurgeons seeks to steward its assets well and applies the ethical standards that are based on our Christian faith in the context of our responsibility to manage investments in line with the Trustee Act 2000. Income from investments is an important part of our funding and how we balance good returns with an ethical investment policy can be found on our website (www.spurgeons.org).

Trustees review our investment policy annually, and investment performance every quarter. Non-property

investments at 31st March 2022 were held in Common Investment Funds under the management of Epworth Investment Management Ltd for Spurgeons and Brewin Dolphin Ltd for the DL Moody Trust.

The trustees of Spurgeons have tendered the investment portfolio in 2021-22 and appointed Rathbone Greenbank Investments for the future management of the investment portfolios for both Spurgeons and DL Moody from 30st March 2022. The trustees also employed Crowe Financial Planning UK Ltd to provide us with investment advice through the tender process and on an ongoing basis.

Our approach to managing our investments is to take a moderate (low to medium) approach to risk. In the year to the end of March 2022 our investments with Epworths realised a return of 4% (against industry benchmark of 7.1% and ethical industry benchmark of 4.5%), which reflects the uncertainty in the markets from global events and the economic impact, particularly in the first quarter of 2022.

The charity's non-property investments generated an unrealised gain of £0.2m on year-end valuation.

On 31st March 2022 the total increase in the valuation of all investments (Note 9) included in these accounts is a sum of £1m (*£1.8m in 2021*).

The greater part of our investment value is held in a property portfolio, which is represented by assets that have been gifted to us over many years. The property values are considered annually by our trustees. An updated valuation of the investment property portfolio was carried out in the past year and as a result the value of our properties has increased by £0.9m to £9.5m.

The trustees continue to monitor the balance of the portfolio and how the assets can be best used in the interests of our charitable purposes.

During 2022 two properties were marketed and sold. As such, they have been reclassified in the accounts as Current Assets Held For Sale.

Reserves policy

Like many other charities, Spurgeons relies on a small number of income sources. It is important that, however unlikely it may be that these sources all suddenly cease, we plan to hold sufficient reserves to meet our obligations and needs. In this respect Spurgeons reserves are strong and healthy.

Our reserves policy is reviewed annually by the Finance Committee and approved by the Board of Trustees. The trustees have carefully considered the requirement for us to maintain an appropriate level of free reserves, being those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

During the year ending 31st March 2014, a designated fund was set up for central office development from the profit and revaluation of investment properties. As of 31st March 2022 the value of the Central Office Development Fund was £2.6m. We are looking at new ways of working in light of the Covid-19 pandemic, which we will plan and implement over the next year, releasing any unused funds.

Our intention remains to establish plans for a new office and new ways of working in light of the Covid-19 pandemic and to consult and plan implementation over the next year.

We also had a designated Property Investment Fund that was established in 2016 to use the sums invested in property to provide income for charitable purposes. This fund was increased in 2020-21 to £1.7m and as of 31st March 2022 has a value of £2.2m, reflecting the unrealised gain on the underlying assets.

At the end of 2017, the trustees agreed that a Service Development Fund of £1.5m of reserves should be designated to directly develop and enhance our work with vulnerable children and families over the next

three years. In the year to 31st March 2021 a further transfer of funds from the Property Investment Fund increased the balance of the Service Development Fund to £3.7m and it is our intention to use these funds over the next few years to support vulnerable children and families, in line with our new strategy.

The trustees have taken into account the level of free reserves necessary to cover the following risks:

- Loss of restricted income as a result of the closure of major pieces of work or failure to retain commissioned work on re-tender.
- Working capital requirements.
- Potential redundancy and other costs associated with the closure of a significant part of the organisation.
- Failure to hit fundraising targets.
- Volatility and uncertainty in the investment markets.
- An event having a major negative reputational effect on the charity.

Based on the above assessment, the trustees have estimated that the level of free reserves required to mitigate against the identifiable risks is approximately £1.8m (*£1.3m as of 31st March 2021*).

With the approval of the new strategy that will begin to be implemented in 2022-23, trustees estimate that unrestricted deficits in the region of £3.1m are likely to be incurred over the next three years as we invest in the new strategy and establish new strands of work to support vulnerable children and families.

This gives an estimated total requirement for free reserves of £4.9m.

The level of free reserves is represented by the General Fund which, at year-end, totalled £4.6m (*£3.8m at 31st March 2021*), representing approximately 14 weeks (*16 weeks in 2021*) of planned operating expenditure. Given the above factors, the trustees anticipate that the current level of free reserves will be sufficient to cover the identifiable risks and expected future deficits.

Going concern

Covid-19 had a big impact on many charities' viability in terms of sustainable finances, delivering services and meeting their charitable objects.

Spurgeons, however, is not one of those charities. Our finances are strong, and we have adapted our delivery to the constraints within which we work.

Our income over the past year has proved resilient. Our fundraising income has been impacted by churches being closed and not able to meet in person. However, this makes up a small part of our overall income, and contract income has been maintained.

Colleagues responsible for catering in prisons were placed on furlough and so while our catering income declined significantly this was mitigated in part by the government Covid-19-related funding. Some colleagues in our central office were also placed on furlough; these colleagues were based in our Business Development, Grants and Trusts, Engagement, Finance and Corporate Services, and People teams.

The trustees have analysed a rolling three-year cashflow and scenarios in balance with the investment required to implement our long-term plans for diversification. Because of our work and the strength of our reserves and value of our assets, we confidently assert that we are in a good financial position and that the charity's accounts can be prepared on the going concern basis.

Fundraising and income generation

Most of our income comes from contracts with the public sector. Funding from local government remains our main source of funding, followed by the prison sector. We see every contract as a privilege and an invitation to work with a range of partners, communities and families.

Voluntary income is vital to our identity as the UK's leading family charity supporting anyone at all who needs our help, regardless of background or situation. Partnering with supporters and local communities is extremely important to us and we seek to grow in this area. Despite there being no further 'lockdowns' due to the Covid-19 pandemic, 2021-22 has been a challenging year for donation income.

Spurgeons and Fegans fundraising activities

We maintained unique fundraising activities for Spurgeons and Fegans throughout 2021-22, to engage appropriately with our distinct supporter bases and present a calendar of opportunities to respond with support.

An exception to this was the 2021 Christmas Appeal which was an integrated campaign with one theme to begin to expose Fegans' donors to the Spurgeons brand. It was well received and close to £100,000 was received from our supporters.

There is exciting work to be done in the next year to blend the two supporter bases and press forward with an integrated fundraising strategy.

Appeals

Direct mail continues to be our main income generation activity and we were encouraged to receive support from a wide range of supporters over the course of the year.

A notable success was our Young Carers Appeal in February 2022 to raise funds to support young people with a caring responsibility at home in Birmingham and Wolverhampton. Response to this appeal was

humbling – almost £25,000 was raised enabling 37 young people aged between 11 and 16 to attend the 2022 Young Carers Festival.

It was a wonderful, life-affirming experience for these young people, many of whom had not had the chance to take a holiday very often, or come together with peers who live a similar life to them. This was a life changing experience for many which they will not likely forget, growing in confidence and making friends for life.

Fundraising regulator

Spurgeons is registered with the fundraising regulator. All our fundraising policies and procedures are informed by the Code of Fundraising Practice. In everything we do, we are committed to ensuring best practice and excellent donor care. We review this on a regular basis and our Donations Policy and Fundraising Promise are published on our website.

The Complaints Policy is also set out on our website. We received no complaints in relation to our fundraising activity in the year to March 2022.

We are committed to ensuring that all personal data is kept safe and used in a way that individuals are aware of and would reasonably expect. We aim to be clear about how we use all personal data and to give individuals a choice of what they would like to receive from us, which channels they receive this through and how often. We always seek to provide clear and easy ways for people to stop receiving communications from us.

Our GDPR Policy, available on our website, is to ensure all personal data is secure, in line with industry standards and regulations.

Risk management

Identifying and actively managing risk is an important part of ensuring that Spurgeons remains a healthy and impactful charity and ensures that trustees remain focused on the appropriate issues as they lead the organisation. This continues to be done at a Board and senior staff level by maintaining a Risk Register that identifies the key organisational risks.

The Risk Register is co-owned by our Board of Trustees and the Chief Executive. It follows the good practice format set out by the Charity Commission, which includes clarity regarding current mitigations, key actions, who these actions are assigned to, and a risk score that is related to a RAG-rating (Red, Amber, Green). Each of our Board's sub-committees has responsibility for monitoring how we are managing risks relevant to their remit. Their consideration is then reported to the full Board.

Summary of key risks for the charity are:

Risk	Mitigations
Failure to implement and roll out our new strategy	Develop a clear strategic road map Design an organisational scorecard of key targets Align the organisational structure to support the strategy Prepare a financial budget and forecast to support the strategy Set aside designated reserves and assets ready to fund the strategy
Inability to deliver key services due to retention of staff challenges driven by Cost of Living crisis	Ongoing pay and rewards reviews to ensure pay and rewards are competitive Implement staff development programmes with internal promotion opportunities and enhanced training opportunities Develop contingency plans for business continuity Review flexible working opportunities and staff well being packages
A breach of our safeguarding procedures and	Rigorous safeguarding policies and practice in place across the whole charity including essential training for all staff on safeguarding vulnerable adults and children

standards, putting the children we work with at risk	Standards and Outcomes Committee to review safeguarding performance every quarter Peer review of safeguarding incidents and learning reviews where appropriate Practice Improvement Manager who supports safeguarding good practice across projects and services
A failure to maintain the highest standards of Health & Safety across all our sites and new strategic Family Hubs	Hold regular Health & Safety Panels to review controls and standards Work with a Health & Safety external consultant to improve our procedures and policies Ensure all new areas of work and new sites meet the required Health & Safety standards
Failure to diversify and grow our different sources of income due to competition and barriers in the market	Look for opportunities to diversify our income Develop partnerships and networks that align to our strategy Build our bid team and review our approach to winning new bids Review service delivery model to ensure cost effectiveness, efficiency and impact Strengthen relationships with commissioners and explore business development opportunities Develop a strong Family Hub model
Our new fundraising strategy fails to raise sufficient funds in a saturated market	Launch a new brand strategy with a clear USP Recruit a new Fundraising Director to drive a new strategy Invest in a clear fundraising strategy with a clear and compelling ask Review our CRM System and supporter engagement and retention approach Develop clear fundraising KPIs.
Not demonstrating sufficient impact in our work to win further funding	Develop new systems to capture relevant data and impact Build a new team to focus on impact Issue an impact report Develop impact targets as part of our organisational scorecard
Failure to meet our obligations in respect of compliance, regulatory requirements, or good governance	Governance review to be implemented, including reviewing Board Terms of Reference, Trustee skills and roles and sub-committee structure Regulatory requirements built into and regularly reviewed in all our services and new Family Hubs Mandatory GDPR and data protection training
Threat of rising cyber attacks and risk to data integrity	Hold Cyber Essentials Accreditation Regular training for staff Regular review of IT systems, controls and firewalls Annual review of cyber insurance

Our commitment to good governance

Spurgeons is a registered charity, (registered number 1081182), and a company limited by guarantee registered in England (registered number 3990460), that is governed by a Board of Trustees who are also appointed as company members for their term of office. The board has a maximum of 12 members who must all profess a Christian faith as set out in Spurgeons statement of faith.

Our Articles of Association, last reviewed and updated in 2017, set out how we are governed. We are committed to meeting the standards set out in the Charity Governance Code as part of our commitment to maintaining high standards of leadership and work.

Trustees are appointed for a three-year term of office and can be re-elected for one further three-year term. Recruitment of trustees follows our Safer Recruitment Policy and our Equality and Diversity Policy, and, where appropriate, we are clear about any specialist skills or experience we are seeking to fill.

New trustees receive an induction that includes an overview of Spurgeons' work and activities. All trustees receive ongoing training to enable them to fulfill their role, including an obligation to undertake five essential training modules on an annual basis.

The Board of Trustees meets four times a year based on a quarterly cycle, including one two-day residential meeting towards the end of the calendar year. Additional meetings of the trustees can occur when there is a need to consider a specific item of business that has arisen between meetings. Trustees

will also receive regular updates from the Chief Executive and are sent key documents that may not be included in board meetings but may contain helpful or important for information that allows them to carry out their work effectively.

The Board has established three sub-committees, each with specific terms of reference. These are:

- **Finance Committee** – oversees all financial aspects, including setting and managing the internal financial controls, budget setting, management against budget, and investment policy appraisal.
- **Remuneration and Trustee Recruitment Committee** – reviews the remuneration package of the Chief Executive and Senior Executives and is responsible for trustee recruitment.
- **Standards & Outcomes Committee** – examining and reviewing all systems and methods of: Safeguarding, Knowledge and Skills (training), and Health and Safety management and for ensuring the charity is complying with all aspects of the law, relevant regulations and good practice in relation to service beneficiaries.

The Chief Executive acts as the Company Secretary.

Spurgeons prioritises the safety of its staff and clients - we have a Health and Safety panel and a Safeguarding panel which meet every three months with all senior operational leaders, and their outcomes and actions are reviewed by the Standards and Outcomes Committee.

Governance and decision-making

The Board is responsible for Spurgeons' governance and it shapes and agrees our vision, mission, values and strategy. Trustees are encouraged to pray and reflect deeply on the spiritual as well as social and economic aspects of their work.

The Board have committed to benchmarking their own performance against the Charity Governance Code that is widely recognised as the sector best practice standard. External reviews of our Governance arrangements and practice are carried out at regular intervals, the last being in November and December 2020.

Day-to-day management of the charity is delegated to the Chief Executive, who in turn delegates management of specific projects to members of the Senior Leadership Team (SLT) and their line reports who head different departments (Heads Group). Strategy is drafted by the Chief Executive with the extended leadership team, after consultation and research with specific stakeholders including Spurgeons Heads Group and the trustees. The Board approve the strategy and delegate responsibility for implementing it to the Chief Executive and his team.

Each year the Board review and approve a Delegated Authority Framework that sets out key areas of decision making and where accountability and responsibility for rests. This is set within a biblical framework of principles about how and why we delegate (or why we do not, in some cases) authority and responsibility to different grades within our staffing structures.

Key management personnel and Remuneration Policy

During the year membership of the Senior Executive Team (SET) consisted of the Chief Executive, Deputy CEO, COO and from 1st July 2021 (following acquisition of Fegans) the Managing Director of Fegans Services, and a Director of Commissioned Services in October 2021. Following the appointment of a new CEO from 1st January a restructure saw a new SLT formed to align to the new strategic priorities with a Director of Commissioned Services, a Director of Non-Commissioned Services, a Director of Finance, IT and Corporate Services and a Director of Fundraising and an extended SLT team to include the roles of Head of People and Culture, Head of Communications and Digital, and Head of Strategic Programmes

and Governance.

Members of the SET (now SLT) have their remuneration reviewed annually by the Remuneration Committee who make a pay recommendation to the Board for approval. Salaries of all other staff are subject to an annual incremental increase up to the top of a salary band for each role, and an additional discretionary cost of living increase based on the local government National Joint Council (NJC) pay award that requires Board approval.

Our Remuneration Policy is published on our website. It includes a target that no employee is paid less than the real living wage and the principle that the Chief Executive's salary is no more than five times the median full-time equivalent within the charity. The Remuneration Policy is published alongside our annual Gender Pay Gap Report.

Trustees do not receive any remuneration for their service but are compensated for any expenses incurred in undertaking Spurgeons' business.

Spurgeons provides insurance to its trustees against liability in respect of actions brought by third parties, subject to the conditions set out in the Companies Act 2006. Such qualifying third-party indemnity insurance remains in force as at the date of approving the Trustee's Annual Report.

Carbon reporting

Consistent with our desire to comply with legislation and to be faithful to our Christian ethos we are committed to being as energy efficient as possible and minimising our impact on the environment. This commitment is realised through our day-to-day choices in how we choose to run our services, from installing low energy lighting to using fair trade products.

Our sites include Children's Centres, Young Carers Services and our head office in Rushden. Perhaps inevitably it is large Children Centres open every day with high footfall that consume the most energy. Our head office is a relatively modest user of energy, especially with more hybrid working arrangements in the year. We have published our Carbon Report on our website.

Statement of trustees' responsibilities

Spurgeons is governed by a Board of Trustees who are also directors of the charity for the purposes of company law. The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (UK Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that 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.
- State whether applicable UK accounting standards, subject to any material departures. disclosed and explained in the financial statements, have been followed.

- Prepare the financial statements on the going concern basis unless it's inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping proper accounting records that disclose, with reasonable accuracy at any time, the financial position of the charitable company and to enable them to ensure 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.

So far as each of the trustees is aware at the time the report is approved:

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

The trustees have considered the Charity Commission guidance on public benefit in deciding what activities to undertake. This report contains an explanation of the significant activities undertaken during the year to carry out the Charity's aims for the public benefit, and also the achievements measured against the objectives set by the trustees.

Auditors

Haysmacintyre was re-appointed as auditors during the year and has expressed its willingness to continue in office as auditor.

The Trustees' Annual Report, including the Strategic Report, has been signed on behalf of the Board of Trustees by Sarah Powley on 7 November 2022:

Sarah Powley

Sarah Powley
Trustee

Independent auditor's report

Opinion

We have audited the financial statements of Spurgeons for the year ended 31 March 2022 which comprise the Statement of Financial Activities, Balance Sheet, Statement of Cash Flows 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, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (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 2022 and of the charitable company's net movement in funds, including the 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity 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 Trustees' Annual Report and the Chair's statement. 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 there is a material misstatement in the financial statements or a material misstatement of the other

information. 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 Trustees' Annual Report (which includes the strategic report and the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' Annual Report have 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 Trustees' Annual Report (which incorporates the strategic report and the directors' report).

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

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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.

Responsibilities of trustees for the financial statements

As explained more fully in the trustees' responsibilities statement set out on page 26, 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.

Auditor's 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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to charity and company law applicable in England and Wales, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls) and determined that the principal risks were related to revenue recognition, in particular in relation to the risk of improper journals being posted to revenue, and management override of controls. Audit procedures performed by the engagement team included:

Inspecting correspondence with regulators;

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Reviewing the controls and procedures of the charity relevant to the preparation of the financial statements;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions, and
- Challenging assumptions and judgements made by management in their critical accounting estimates.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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 auditor's report.

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 Auditor's 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.

Steven Harper (Senior Statutory Auditor)

For and on behalf of:
Haysmacintyre LLP, Statutory Auditors
10 Queen Street Place,
London
EC4R 1AG

Date:

CONSOLIDATED AND CHARITY
STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022			2021		
		Unrestricted Funds £000s	Restricted Funds £000s	Total Funds £000s	Unrestricted Funds £000s	Restricted Funds £000s	Total Funds £000s
Income from:							
Donations & legacies							
Donations		266	979	1,245	195	1,128	1,323
Legacies		479	-	479	251	-	251
Investments:							
Rental income		149	130	279	147	116	263
Interest		2	9	11	5	7	12
Dividends		243	-	243	120	-	120
Charitable activities:							
Amounts received towards the support of children, young people & families	3	2,305	8,668	10,973	1,952	9,207	11,159
Other income							
Funds received on Acquisition of Fegans	18a	478	24	502	-	-	-
Funds received on Acquisition of DL Moody Trust	18b	-	425	425	-	-	-
Other income		2	-	2	-	-	-
Total income		3,924	10,235	14,159	2,670	10,458	13,128
Expenditure on:							
Raising funds:							
Fundraising, marketing & promotion		448	-	448	352	-	352
Investment property costs		87	47	134	150	14	164
Charitable activities							
Support of children, young people & families	4	2,946	9,267	12,213	2,363	9,626	11,989
Total expenditure	5	3,481	9,314	12,795	2,865	9,640	12,505
Net income/ (expenditure) before net gains / (loss) on investments		443	921	1,364	(195)	818	623
Net gains / (loss) on investments	9	983	(7)	976	1,970	(150)	1,820
Net income after net gains / (losses) on investments		1,426	914	2,340	1,775	668	2,443
Transfers between funds		147	(147)	-	(2)	2	-
Gains on revaluation of fixed assets		203	-	203	-	-	-
Net movement in funds		1,776	767	2,543	1,773	670	2,443
Total funds brought forward at 1st April	13	11,837	8,479	20,316	10,064	7,809	17,873
Total funds carried forward at 31st March	13	13,613	9,246	22,859	11,837	8,479	20,316

All of the above results relate to continuing activities. Included within the restricted funds column are endowment funds with a balance as at 31st March 2022 of £511,000 (2021: £92,000). Movements on endowment funds are shown in Note 13.

The notes on pages 34 to 52 form part of these financial statements.

CONSOLIDATED AND CHARITY
BALANCE SHEET
AS AT 31 MARCH 2022

Company Number 3990460

	Notes	2022 £000's	2021 £000's
FIXED ASSETS			
Tangible fixed assets	7	393	102
Intangible fixed assets	8	39	41
Investments	9	13,811	15,538
Total fixed assets		14,243	15,681
CURRENT ASSETS			
Stock		7	1
Debtors	10	1,043	799
Investments	12	2,550	-
Cash at bank and in hand		5,921	4,944
Total current assets		9,521	5,744
LIABILITIES			
Creditors: Amounts falling due within one year	11	(905)	(1,109)
Net current assets		8,616	4,635
TOTAL NET ASSETS		22,859	20,316
THE FUNDS OF THE CHARITY			
Endowment funds	13(a)	511	92
Restricted funds	13(a)		
- D.J. Thomas fund *		4,735	4,727
- UK projects fund		4,000	3,660
Total restricted funds		9,246	8,479
- Designated funds **	13(a)	8,494	8,084
- General funds ***	13(a)	5,119	3,753
Total unrestricted funds		13,613	11,837
TOTAL FUNDS		22,859	20,316

* The D.J. Thomas fund includes a revaluation reserve of £2,648,000 (2021: £2,648,000).

** Designated funds include a revaluation reserve of £4,195,000 (2021: £3,785,000).

*** General funds include a revaluation reserve for investment property of £2,263,000 (2021: £1,788,000) and a revaluation reserve of £202,781 from the revaluation of the Fegans Freehold Property at 31st March 2022 (see Note 18).

As explained in Note 1e, on 30th June 2021, the assets, liabilities and activities of Fegans and DL Moody were transferred to Spurgeons. Since the transfer of activities, there has been no activity within Fegans and DL Moody as all activities are now undertaken by Spurgeons. On this basis, there is no difference between the charity-only (Spurgeons) figures and the consolidated figures included within the accounts.

Approved by the Board of Trustees and authorised for issue on 7 November 2022 and signed on its behalf by:

Sarah Powley

Sarah Powley

Trustee

CONSOLIDATED AND CHARITY
CASH FLOW STATEMENT
AS AT 31 MARCH 2022

	Notes	2022 £000's	2021 £000's
Cash flows from operating activities:			
Net cash (used in) / provided by operating activities	(Note a)	(96)	(37)
Cash flows from investing activities:			
Rental Income		279	263
Interest and dividends		254	132
(Purchase)/disposal of capital equipment		(21)	1
Additions at cost: common investment funds		(976)	(298)
Disposal proceeds: common investment funds		1,540	285
Cash used / (retained) in common funds		(3)	13
Cash reclassified as fixed asset investments		-	(7)
Net cash provided by investing activities		1,073	389
Change in cash and cash equivalents in the year		977	352
Cash and cash equivalents at beginning of year		4,944	4,592
Cash and cash equivalents at the end of the year	(Note b)	5,921	4,944

a) Cash flows from operating activities:		2022	2021
Net cash (used in) provided by operating activities		£000's	£000's
Net income		437	623
Income from acquisition of Fegans	18	502	-
Income from acquisition of DL Moody	18	425	-
Adjustments for:			
Investments transferred to Spurgeons		(408)	-
Fixed assets transferred to Spurgeons	18	(97)	-
Depreciation charges		32	54
Dividends, interest & rents from investments		(533)	(395)
(Increase)/decrease in stock		(6)	11
(Increase)/decrease in debtors		(244)	(64)
(Decrease)/increase in creditors		(204)	(271)
Decrease in pension bonds		-	5
Net cash (used in) / provided by operating activities		(96)	(37)

b) ANALYSIS OF CHANGES IN NET FUNDS

	At 1 April 2021 £000's	Cashflow £000's	Non-cash changes £000's	At 1 April 2022 £000's
Cash at bank and in hand	3,819	977	-	4,796
Notice deposits (less than 3 months)	1,125	-	-	1,125
	4,944	977	-	5,921

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2022

1 ACCOUNTING POLICIES

a. General information

Spurgeons is a charitable company limited by guarantee incorporated in England and Wales (Company number 3990460) and registered with the Charity Commission (Charity Registration number 1081182). The charity's registered office address is 74 Wellingborough Road, Rushden, Northamptonshire NN10 9TY.

b. Basis of preparation

The financial statements have been prepared under the historical cost convention, as modified by the revaluation of fixed asset investments which are carried at fair value, and in accordance with the Statement of Recommended Practice for Charities (SORP – Second Edition effective 1st January 2019), applicable accounting standards (FRS 102) and the Companies Act 2006.

The charitable company meets the definition of a public benefit entity under FRS102.

c. Going concern

The trustees consider that there are no material uncertainties regarding the charitable company's ability to continue as a going concern. In making this assessment, the trustees have also considered the impact of their plans and the impact of the acquisition of Fegans and DL Moody on 30th June 2021.

Taking each of these factors into account the trustees consider that there are sufficient funds and clarity to our mission to ensure that we will remain a going concern for at least 12 months from the date of approving these financial statements.

d. Parent charity disclosure exemptions

In preparing the separate financial statements of the parent charity, advantage has been taken of the following disclosure exemptions available in FRS102:

The statement of financial activities and cash flow of the charity have not been presented, as disclosure has been provided in respect of the group as a whole; and

No disclosure has been given for the aggregate remuneration of the key management personnel of the parent charity as their remuneration is included in the totals for the group.

e. Basis of consolidation

The consolidated accounts of the group incorporate the accounts of the charity and its subsidiary undertakings, all of which were prepared to 31st March 2022. The subsidiaries Fegans, and DL Moody are consolidated from the date when control passed which was 30th June 2021. The detail of the acquisition is shown in Note 18. The results of the subsidiary undertakings are consolidated on a line-by-line basis within the consolidated statement of financial activities (SOFA).

Intercompany transactions and balances between group companies are therefore eliminated in full. A separate SOFA for the charity is not presented as permitted by the SORP and the Companies Act 2006.

At the date control was passed to Spurgeons (30th June 2021) all assets, liabilities and activities transferred to Spurgeons. Therefore, neither Fegans or DL Moody has had any activity from 1st July 2021. On this basis there is no difference between the consolidated and charity figures included within the accounts.

f. Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received, and the amount can be measured reliably.

Dividends, collections and appeals are credited to the Statement of Financial Activities as received.

Interest, rents and amounts receivable from local authorities towards the support of the children, young people and families are credited to the Statement of Financial Activities on an accruals basis.

For legacies, entitlement is taken as the earlier of the date of notification that a distribution will be made and when a distribution is received from an estate.

Goods and services donated for the charity’s own use are recognised in the Statement of Financial Activities at the value to the charity as both income and expenditure.

g. Expenditure

Expenditure is accounted for on an accruals basis. Irrecoverable VAT is included within the expense items to which it relates.

Direct expenditure on charitable activities includes all costs directly relating to delivering the charity’s principal activities in supporting children, young people and families.

Support costs consist of central management, administration and governance costs and are allocated entirely to expenditure on charitable activities as detailed in Note 5 to the accounts. Governance costs represent direct and indirect costs incurred in relation to strategic management and compliance with constitutional and statutory requirements.

h. Tangible fixed assets

Tangible fixed assets are stated at cost (or deemed cost) less accumulated depreciation and accumulated impairment losses. The minimum amount for the capitalisation of assets is £2,000. Assets purchased for projects funded by the local authorities are expensed upon purchase rather than depreciating over the life of the project. Depreciation is provided on all tangible assets, other than freehold land, to write off the cost, less estimated residual value of each asset over its expected useful life on a straight-line basis. The estimated useful lives are as follows:

Freehold buildings	- 2% per annum on cost *
Fixtures and fittings	- 12.5% per annum on cost
Computer equipment	- 33⅓ % per annum on cost

*Depreciation had not previously been provided on the Fegans freehold building in Tunbridge Wells, which is used for charitable purposes. Note 18 shows that at the acquisition date of 30th June 2021 this building was included at cost £97,219 in accordance with the accounting policy adopted before transfer to Spurgeons. The Freehold Property has been revalued to fair value on acquisition of £300,000 at 1st July

2021. Depreciation will be applied to this from 1st April 2022 in line with the Spurgeons policy and the trustees are satisfied that the impact of non-depreciation for the period to 31st March 2022 is immaterial.

i. Intangible fixed assets

Intangible assets are held at cost less accumulated amortisation and accumulated impairment losses. Amortisation is calculated on a straight-line basis to write off the cost over their expected useful economic lives being five years.

j. Fixed asset investments

Quoted investments are valued at market price at the balance sheet date. Investment properties whose fair value can be measured reliably are measured at fair value. The surplus or deficit on revaluation is recognised in the Statement of Financial Activities.

The marketing and sale of two residential properties was concluded in July and August 2022 respectively.

Pension bonds are amounts required to be set aside under contractual arrangements in respect of local government pension schemes and are measured at cost.

Gains and losses on disposal and revaluation of investments are charged or credited to the Statement of Financial Activities

k. Current asset investments

The marketing and sale of two residential properties is under way and expected to be concluded and the proceeds reflected in the 2022-2023 Annual Accounting Period. The trustees have taken the decision to reclassify these properties to Current Assets Held for Sale in the Annual Accounts to 31st March 2022, further disclosure is provided in Note 12.

l. Stocks

Stocks consist of goods held for resale, valued at the lower of cost and net realisable value.

m. Financial instruments – assets and liabilities

Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at banks, other short-term highly liquid investments with original maturities of three months or less and bank overdrafts. Bank overdrafts, when applicable, are shown within current liabilities.

Debtors and creditors

Debtors and creditors with no stated interest rates are recorded at transaction price and subsequently measured at amortised cost. Any losses arising from impairment are recognised in the Statement of Financial Activities.

n. Employee benefits

The charity provides a range of benefits to employees including paid holiday arrangements and defined benefit and defined contribution pension plans.

Short-term benefits

Short-term benefits, including holidays and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

Defined contribution pension plans

The charity contributes to a Group Personal Pension Plan for employees. The employer contributions range between 5% and 7% of gross pay depending upon the level of employee contribution. Contributions are further enhanced by a salary sacrifice arrangement through which the employer pays into the employee's pension fund 10% of the 13.8% employer's NI saving on the salary sacrificed.

In compliance with the auto enrolment requirements the charity contributes to a separate section of the Group Personal Pension Plan for those employees not wishing to join the enhanced scheme, at an additional rate of 1%. No salary sacrifice option is available.

The contributions are recognised as an expense when they fall due. The assets of the pension plans are held separately from the charity in independently administered funds. The charity's total Group Personal Pension Plan contribution for the year was £386,034 (£321,000 in 2021). The comparative for Fegans was £23,109 (2021: £24,290).

Local Government Pension Schemes (LGPS)

The charity also has some staff who have been transferred into the organisation via TUPE transfer and are members of local government pension schemes. Under the terms of the associated contract arrangements the charity is responsible for making good any pension deficits that arise during the period of the contracts. As the contributions payable are estimated on a fully funded basis, contributions to the schemes are included within the Statement of Financial Activities on an accruals basis as incurred.

o. Funds

Fund balances are split between unrestricted (general and designated), restricted and endowment funds.

- **Permanent Endowment Funds**, being composed of a fund which is treated as being permanently endowed in accordance with an agreement with the Charity Commission.
- **Restricted Funds** are to be used for specified purposes as laid down by the donor.
- **Unrestricted General Funds** are funds which can be used in accordance with the charitable objects of the charity at the discretion of the trustees.
- **Unrestricted Designated Funds** are funds which have been set aside for a purpose specified by the trustees as explained in Note 13 to the financial statements.

p. Operating leases

Rentals incurred under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

2 CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In preparing these financial statements, management has made judgements, estimates and assumptions that affect the application of the charity's accounting policies and the reported assets, liabilities, income and expenditure and the disclosures made in the financial statements. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Key areas subject to judgement and estimation are as follows:

Donations, grants and legacies

Donations and grants are recognised when the charity has confirmation of both the amount and settlement date. In the event of donations pledged but not received, the amount is accrued for where the receipt is considered probable. Where the donation or grant is subject to conditions that require a level of performance before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that those conditions will be fulfilled in the reporting period.

Legacies are included in the Statement of Financial Activities when probate is granted, the charity is entitled to the legacy and the executors have established there are surplus assets in the estate to pay the legacy, and any conditions attached to the legacy are within the control of the charity.

Local authority funding

Local authority funding is recognised in accordance with the invoicing schedule, specified in the contract between Spurgeons and the local authority.

Investment property

The charity measures its investment properties at fair value in accordance with FRS 102. A full professional valuation of the investment property portfolio was commissioned in the year, resulting in an overall increase of the overall property valuations of £885,000.

Provisions for dilapidation works to leased properties

Management review and provide for potential dilapidations in respect of properties where the lease includes an obligation to restore the premises to the condition they were in when the lease was entered into. Management reviews such provisions on an annual basis and update them in accordance with historical experience and events that might materially impact on the potential costs to the charity. At the balance sheet date, the total amounts accrued within creditors was £87,164 (2021: £75,000).

Investment income

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due.

In accordance with the Charities SORP FRS 102 volunteer time is not recognised.

Note 3. ANALYSIS OF AMOUNTS RECEIVED TOWARDS THE SUPPORT OF CHILDREN & YOUNG PEOPLE & FAMILIES YEAR ENDED 31 MARCH 2022

	Unrestricted Funds £000's	Restricted Funds £000's	2022 Total £000's	2021 Total £000's
Fees and other project income	301	258	559	341
Churches and other partners	-	-	-	-
Catering	93	-	93	67
Statutory sector				
Local authorities	1,756	7,703	9,459	9,912
NOMS	155	707	862	839
Total	2,305	8,668	10,973	11,159

ANALYSIS OF AMOUNTS RECEIVED TOWARDS THE SUPPORT OF CHILDREN & YOUNG PEOPLE & FAMILIES YEAR ENDED 31 MARCH 2021

	Unrestricted Funds £000's	Restricted Funds £000's	2021 Total £000's	2020 Total £000's
Fees and other project income	199	142	341	352
Churches and other partners	-	-	-	-
Catering	67	-	67	203
Statutory sector				
Local authorities	1,531	8,381	9,912	10,157
NOMS	155	684	839	848
Total	1,952	9,207	11,159	11,560

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 4. ANALYSIS OF AMOUNTS EXPENDED IN THE SUPPORT OF CHILDREN, YOUNG PEOPLE AND FAMILIES YEAR ENDED 31 MARCH 2022

	Unrestricted Funds £000's	Restricted Funds £000's	2022 Total £000's	2021 Total £000's
Type of project				
Children's centres	2,087	7,336	9,423	9,433
Children & young people affected by imprisonment	237	962	1,199	1,085
Family support	505	491	996	873
Youth, community & young carers	117	478	595	598
Other	-	-	-	-
	2,946	9,267	12,213	11,989

ANALYSIS OF AMOUNTS EXPENDED IN THE SUPPORT OF CHILDREN, YOUNG PEOPLE AND FAMILIES YEAR ENDED 31 MARCH 2021

	Unrestricted Funds £000's	Restricted Funds £000's	2021 Total £000's	2020 Total £000's
Type of project				
Children's centres	1,859	7,574	9,433	9,275
Children & young people affected by imprisonment	214	871	1,085	1,256
Family support	172	701	873	1,070
Youth, community & young carers	118	480	598	770
Other	-	-	-	3
	2,363	9,626	11,989	12,374

Note 5. TOTAL EXPENDITURE YEAR ENDED 31 MARCH 2022

	Staff Costs (Note 6) £000's	Depreciation £000's	Other Costs £000's	2022 Total £000's
Expenditure on raising funds				
- Fundraising, marketing & promotion	290	-	158	448
- Investment property costs	-	-	134	134
Charitable expenditure				
- Project costs	9,640	9	2,565	12,214
	9,930	9	2,857	12,796

TOTAL EXPENDITURE YEAR ENDED 31 MARCH 2021

	Staff Costs (Note 6) £000's	Depreciation £000's	Other Costs £000's	2021 Total £000's
Expenditure on raising funds				
- Fundraising, marketing & promotion	202	-	150	352
- Investment property costs	-	-	164	164
Charitable expenditure				
- Project costs	8,445	31	3,513	11,989
	8,647	31	3,827	12,505

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 5 (cont.) NET MOVEMENT IN FUNDS

	2022 £000's	2021 £000's
The net movement in funds is stated after charging:		
Depreciation	32	54
Operating lease rentals - buildings	98	118
Operating lease rentals - other	43	39
Auditor's remuneration (including VAT) - audit	21	17

SUPPORT COSTS

Operational management	529	840
Business development	120	232
Finance, IT & corporate services	670	702
Human resources & people development	288	294
Governance	63	74
Other central support and administration	51	56
	<u>1,721</u>	<u>2,198</u>

Organisational support costs are charged in line with contract agreement and deliverables. Both recovered and unrecovered support costs are included entirely within the analysis of amounts expended in the support of children, young people and families detailed in Note 4 above.

GOVERNANCE COSTS

	2022 £000's	2021 £000's
Audit	21	17
Trustees' expenses	1	1
Other costs	34	50
Professional indemnity insurance	7	6
	<u>63</u>	<u>74</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 6. STAFF COSTS

	2022 £000's	2021 £000's
Wages and salaries	8,727	7,634
Social security costs	690	636
Pension costs	513	377
	<u>9,930</u>	<u>8,647</u>

Employee emoluments over £60,000

	2022 Number	2021 Number
Employees continuing in service:		
£60,001 to £70,000	3	1
£70,001 to £80,000	-	-
£80,001 to £90,000	-	1
£90,001 to £100,000	1	1

All of the above employees belonged to the charity's group personal pension plan throughout the year. Employer contributions in accordance with Note 1. to the accounts for the above employees were £34,095 (2021: £34,235).

The key management personnel for the organisation consists of the trustees and three members of the Senior Leadership Team. The total emoluments in the year, including gross salary, employers pension contribution and benefits in kind, were £252,177 (2021: £304,038).

The average number of employees (including casual workers) in the year was 337 (2021: 357).

The average number of full time equivalent employees (including casual workers) in the year was 267 (2021: 277).

The charity paid £29,109 in redundancy and termination payments during the year (2021: £2,650).

Analysis of full time equivalent employees

	2022 FTE	2021 FTE
Central departments and regional offices	37	41
Projects and services	269	236
	<u>306</u>	<u>277</u>
Average salary cost	£28,520	£27,580

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 7. TANGIBLE FIXED ASSETS

	Computer Equipment Fixtures & Fittings £000's	Permanemt Endowment Freehold Property £000's	Freehold Property £000's	Total £000's
Cost/valuation				
At 1 April 2021	180	185	-	365
Additions	-	-	-	-
Additions from Acquisition of Fegans	10	-	97	107
Disposals	(3)	-	-	(3)
Revaluations	-	-	203	203
As at 31 March 2022	187	185	300	672
Accumulated depreciation				
At 1 April 2021	170	93	-	263
Charge for the year	5	4	-	9
Additions from Acquisition of Fegans	10	-	-	10
Disposals	(3)	-	-	(3)
As at 31 March 2022	182	97		279
Net book value				
As at 31 March 2022	5	88	300	393
At 1 April 2021	10	92	-	102

The carrying value of freehold property is deemed cost as previously adopted under UK GAAP.
All tangible fixed assets are used for charitable purposes.

Note 8. INTANGIBLE FIXED ASSETS

	Computer Software £000's
Cost	
At 1 April 2021	114
Additions	21
Disposals	-
As at 31 March 2022	135
Accumulated depreciation	
At 1 April 2021	73
Charge for the year	23
Disposals	-
As at 31 March 2022	96
Net book value	
At 31 March 2021	39
At 1 April 2021	41

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 9. FIXED ASSET INVESTMENTS

	2022 £000's	2021 £000's
a) Analysis of investments by class		
UK Common investment funds	5,203	5,265
** Investment properties	6,945	8,610
Notice deposits (less than 3 months)	1,663	1,663
Total investments - charity	13,811	15,538
Pension bonds (see note 1.j)	-	-
Total investments	13,811	15,538
b) Movement in market value of investments		
Market value as at 1 April	15,538	13,716
Additions at cost: Common investment funds	976	298
Additions from the acquisition of DL Moody Trust	408	-
Disposal proceeds: Common investment funds	(1,540)	(285)
Cash used / retained in Common funds	3	(13)
Acquisitions at cost: Notice deposits	-	7
** Reclassification to Current Asset Investments	(2,550)	-
Disposal at cost : Pension bonds	-	(5)
* Revaluation investment property	885	1,023
Revaluation common investment funds	91	797
Market value as at 31 March	13,811	15,538
Historic cost of common investment funds	3,539	3,539
Historic cost of investment properties	389	389

Valuations were carried out by Paul Goodsir, BSc (Hons) MRICS as at 31st March 2022.

* Includes revaluation loss of £150,000 in 2021 on DJ Thomas investment property.

** The marketing and sale of two residential properties is underway but had not reached exchange of contracts by 31st March 2022. Accordingly the proceeds will be reflected in future periods.
The trustees have taken the decision to reclassify these properties to Current Assets Held For Sale in the Annual Accounts to 31st March 2022. Further details are disclosed in Note 12 Current Asset Investments.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 10. DEBTORS: Amounts falling due within one year

	2022 £000's	2021 £000's
Trade debtors	222	116
Prepayments & accrued income	817	671
Other debtors	4	12
	<u>1,043</u>	<u>799</u>

Note 11. CREDITORS: Amounts falling due within one year

	2022 £000's	2021 £000's
Trade creditors	16	152
Accruals & deferred income	505	638
Taxation & social security	149	158
Pension contributions	217	150
Other creditors	18	11
	<u>905</u>	<u>1,109</u>

Note 12. INVESTMENTS: Held for sale

	2022 £000's	2021 £000's
Investment property	2,550	-
	<u>2,550</u>	<u>-</u>

The trustees have taken the decision to reclassify two properties to Current Assets Held For Sale in the Annual Accounts to 31st March 2022. In the year ended 31/3/2021 both properties were included within Fixed Asset Investments. The properties are shown at fair value. Valuations were carried out by Paul Goodsir, BSc (Hons) MRICS as at 31st March 2022.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 13. Funds

a) MOVEMENT IN FUNDS FOR THE YEAR ENDED 31 MARCH 2022

	Balance at 1 April 2021 £000's	Income £000's	Expenditure £000's	Investment Gains/ (losses) £000's	Transfers £000's	Acquisitions £000's	Balance at 31 March 2022 £000's
RESTRICTED FUNDS							
(i) Foundation trust -							
Permanent endowment	92	-	(4)	-	-	-	88
(ii) * Acquisition of DL Moody permanent endowment	-	8	(3)	(7)	-	425	423
(iii) UK projects	3,660	9,423	(8,967)	-	(147)	-	3,969
(iv) D. J. Thomas	4,727	132	(124)	-	-	-	4,735
* Acquisition of Fegans	-	223	(216)	-	-	24	31
TOTAL RESTRICTED	8,479	9,786	(9,314)	(7)	(147)	449	9,246
UNRESTRICTED FUNDS							
Designated funds							
(v) Central office development fund	2,614	-	-	-	-	-	2,614
(vi) Property investment fund	1,770	-	-	410	-	-	2,180
(vii) Service development fund	3,700	-	-	-	-	-	3,700
General funds							
(viii) General funds	3,753	2,788	(2,722)	573	147	-	4,539
* Acquisition of Fegans	-	658	(759)	-	-	478	377
* Revaluation Reserve	-	-	-	-	-	203	203
TOTAL UNRESTRICTED	11,837	3,446	(3,481)	983	147	681	13,613
TOTAL FUNDS	20,316	13,232	(12,795)	976		1,130	22,859

* See Note 18 for full disclosure of the acquisition of Fegans and DL Moody

b) MOVEMENT IN FUNDS FOR THE YEAR ENDED 31 MARCH 2021

	Balance at 1 April 2020 £000's	Income £000's	Expenditure £000's	Investment Gains/ (losses) £000's	Transfers £000's	Balance at 31 March 2021 £000's
RESTRICTED FUNDS						
(i) Foundation trust -						
Permanent endowment	95	-	(3)	-	-	92
(iii) UK projects	2,867	10,334	(9,543)	-	2	3,660
(iv) D. J. Thomas	4,847	124	(94)	(150)	-	4,727
TOTAL RESTRICTED	7,809	10,458	(9,640)	(150)	2	8,479
UNRESTRICTED FUNDS						
Designated funds						
(v) Central office development fund	2,614	-	-	-	-	2,614
(vi) Property investment fund	3,160	-	-	810	(2,200)	1,770
(vii) Service development fund	1,500	-	-	-	2,200	3,700
General funds						
(viii) General funds	2,790	2,670	(2,865)	1,160	(2)	3,753
TOTAL UNRESTRICTED	10,064	2,670	(2,865)	1,970	(2)	11,837
TOTAL FUNDS	17,873	13,128	(12,505)	1,820	-	20,316

Note 13. Funds (Continued)

- (i) The foundation trust is a permanent endowment vested in the charity's registered office freehold property in Rushden, which is held in the unincorporated charity, Spurgeons Child Care. A uniting direction approved by the Charity Commission in 2005 led to Spurgeons Child Care being incorporated into Spurgeons.
- (ii) The charity, known as the D L Moody Trust, was administered by the trustee, Fegans, in accordance with the Scheme of the Charity Commissioners dated 27 August 1980. The trustee, Fegans, was acquired by Spurgeons Children's Charity on the 30 June 2021. As part of the acquisition, and under guidance set out by the Charity Commission, Spurgeons has now become the trustee of the charity known as the DL Moody Trust. The capital of the trust is held in a permanent endowment fund. The trustee can apply the clear income of the Trust for either or both of the following purposes amongst the inhabitants of the London Boroughs of Croydon, Lambeth, Merton, Sutton and Wandsworth:
- (a) For the advancement of the Christian faith
- (b) For the advancement of education
- (iii) UK Projects Funding has been given for a particular project, and any related expenditure, has been recorded in restricted funds in the year. Transfers in the year represent the following:
1. The meeting of net deficits from general funds on restricted funded projects which are not recoverable from future funding.
 2. The movement of restricted funded project surpluses to general funds where either the projects have ended or no further contractual liabilities exist.
- (iv) The assets of the D.J. Thomas Fund can be used in accordance with the objects of the charity, to provide and facilitate the provision of the education, maintenance and support of children and young adults, who have not attained the age of 25 years and who, in the opinion of the trustees, are in need of financial assistance.
- (v) The central office development fund was designated by the trustees in 2014-15 for the provision of the appropriate infrastructure for the long term purposes of the charity; to provide for the future office needs of the organisation. The current fund value of £2,614,000 is being held in place whilst decisions are made post Covid.
- (vi) The property investment fund was designated for the provision of income for the long-term benefit of children and young people from sums invested in property. In light of the plans to invest to deliver the new strategy to support vulnerable children and families over the coming years, the balance of this fund has been transferred to the service development fund (see below).
- (vii) The service development fund is designated for the provision of work that is new to Spurgeons that complements existing projects or develops partnerships in new areas of work. Funds from the property investment fund (above) have been transferred into this fund with the intention of using these funds over the next few years to deliver the new strategy to support vulnerable children and families.
- (viii) General funds represent the free funds of the Charity which are not designated for particular purposes.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022 (Continued)

Note 13. Funds (Continued)

c) ANALYSIS OF ASSETS BETWEEN FUNDS AS 31 MARCH 2022

	Tangible Fixed Assets £000's	Intangible Fixed Assets £000's	Investments £000's	Net current Assets £000's	Total £000's
Unrestricted funds	5	39	11,493	1,496	13,033
* Unrestricted funds from acquisition of Fegans	97	-	-	280	377
* Revaluation of fixed asset	203	-	-	-	203
Restricted funds - UK projects	-	-	-	3,969	3,969
Restricted funds - D. J. Thomas	-	-	4,470	265	4,735
* Restricted funds from Acquisition of Fegans	-	-	-	31	31
	305	39	15,963	6,041	22,348
Foundation trust -					
Permanent endowment	88	-	-	-	88
* Permanent endowment DL Moody	-	-	398	25	423
Total	393	39	16,361	6,066	22,859

* Note 18 for full disclosure of the acquisition of Fegans and DL Moody

d) ANALYSIS OF ASSETS BETWEEN FUNDS AS 31 MARCH 2021

	Tangible Fixed Assets £000's	Intangible Fixed Assets £000's	Investments £000's	Net current Assets £000's	Total £000's
Unrestricted funds - General	10	41	11,103	683	11,837
Restricted funds - UK projects	-	-	-	3,660	3,660
Restricted funds - D. J. Thomas	-	-	4,435	292	4,727
	10	41	15,538	4,635	20,224
Foundation trust -					
Permanent endowment	92	-	-	-	92
Total	102	41	15,538	4,635	20,316

Note 14. TRANSACTIONS WITH TRUSTEES

During the year the Charity reimbursed expenses of £1,267 (2021: £982) incurred by five trustees (2021: six trustees) in travelling to meetings and visiting projects.

None of the trustees have been paid any remuneration or received any other benefits from employment with the charity or a related entity.

Note 15. RELATED PARTY TRANSACTIONS

There were no related party transactions in the current or previous year.

Note 16. TAXATION

Spurgeons is exempt from income tax and corporation tax on income and gains derived from its charitable activities as these activities fall within various exemptions available to registered charities.

Note 17. OPERATING LEASES COMMITMENTS

At the balance sheet date the charity had the following future minimum rentals payable in respect of non- cancellable operating leases:

	2022 Property £000's	2022 Equipment £000's	2021 Property £000's	2021 Equipment £000's
Minimum rentals falling due:				
Not later than one year	10	14	40	22
Later than one year, not later than 5 years	104	18	106	18
Later than 5 years	-	-	-	-
	<u>114</u>	<u>32</u>	<u>146</u>	<u>40</u>

At the balance sheet date the charity had the following operating lease rentals receivable:

	2022 Commercial (Lease) £000's	2022 Residential (Tenancy) £000's	2021 Commercial (Lease) £000's	2021 Residential (Tenancy) £000's
Minimum rentals receivable within:				
Not later than one year	105	108	78	105
Later than one year, not later than 5 years	322	281	30	70
Later than 5 years	-	-	-	-
	<u>427</u>	<u>389</u>	<u>108</u>	<u>175</u>

Note 18. Acquisition of Fegans and DL Moody Trust at 30th June 2021

Note 18a. Acquisition of Fegans

At Midnight on 30th June 2021, the activities and assets of Fegans. Registered Charity No. 209930, were transferred to Spurgeons. From this date Fegans has no activity and is now dormant.

The following assets and liabilities were transferred to Spurgeons and are shown as other income in the Statement of Financial Activities, and within each asset class in the Spurgeons Balance Sheet as at 30th March 2022.

	Balance at 30-Jun 2021 £000's
Fixed assets	
Tangible fixed assets	97
Current assets	
Debtors	98
Deposits and cash in hand	479
	<hr/> 577
Creditors amount falling due within one year	(172)
Net current assets	405
Total net assets	<hr/> <hr/> 502
The funds of the Charity:	
Funds and reserves	
Unrestricted funds	
General funds	242
Designated funds	236
Restricted funds	24
Total funds	<hr/> 502

On acquisition Spurgeons has revalued the tangible fixed asset. a freehold building in Tunbridge Wells used for charitable purposes, to its fair value at that date of £300,000. Depreciation will be charged from 1st April 2022.

The unrealised gain of £202,781 is shown within the Statement of Financial Activities as gains/(losses) on revaluation of fixed assets, and as a separate line within fixed assets in Note 7 Tangible Fixed Assets.

Note 18b. Acquisition of DL Moody Trust

The Charity, known as the DL Moody Trust, was administered by the trustee, Fegans, in accordance with the scheme of the Charity Commissioners dated 27th August 1980. The capital of the trust is held in a non-expendable endowment fund.

At midnight on 30th June 2021, the activities and all asset and liabilities of DL Moody trust, Registered Charity No 284547, were transferred to Spurgeons and from this date DL Moody became a subsidiary of Spurgeons.

The following assets and liabilities were transferred to Spurgeons and are shown as other income in the Statement of Financial Activities, and within each asset class in the Spurgeons Balance Sheet as at 30th March 2022.

	Balance at 30-Jun 2021 £000's
Fixed assets	
Listed investments	408
Current assets	
Cash held by investment manager	9
Cash at bank and in hand	10
	<hr/> 19
Creditors amount falling due within one year	(2)
Net current assets	17
Total net assets	<hr/> 425 <hr/>
The funds of the Charity:	
Funds and reserves	
Endowment funds	<hr/> 425 <hr/>

Specific acknowledgements

Certain funders require a specific acknowledgement of their grant. The following grants and their related expenditure are shown under Restricted Funds in the Statement of Financial Activities.

- The National Lottery Community Fund, Reaching Communities – Grant received for our Invisible Walls project: £140,775 (*£164,616 in 2021*).
- Comic Relief (KFC) – Grant received for our BeLeave project: £0 (*£55,000 in 2021*). The BeLeave project ended in September 2021.
- The Rayne Foundation – Grant received for our BeLeave Project: £0 (*£20,000 in 2021*). The project closed in September 2021.
- SafeLives – Grant received for our Norwich Connect Project: £0 (*£484,669 in 2021*) of which all was spent in the year, with the project ending in December 2022.
- The Maurice and Hilda Charitable Trust – Grant received for our Invisible Walls project: £10,000 (*£10,000 in 2021*) of which £10,000 received in the year will carry forward to 2022-2023.
- Department of Health and Social Care; VCSE Health and Wellbeing Fund – Grant received for our Birmingham Forward Steps Perinatal Mental Health Project: £83,813 of which £7,476 was carried forward from 2020-21 (*£16,059 in 2021*). The balance of £8,141 will carry forward to 2022-23 or if required be returned to the funder.

Reference and administrative details

Trustees and directors

Michelle Brissett (1)

David Buchan (1) (Appointed 14 July 2021)

Andrew Caplen (1, 2, 3) (Chair of Trustees) (Resigned effective 31 January 2022)

Ali Collins (Appointed 14 July 2021)

Jennifer Emery (3) (Vice-Chair from 10 February 2022)

Philip Green (2) (Vice-Chair from 10 February 2022)

Chris James (2, 3) (Appointed 23 April 2020)

Sarah Powley (1, 2, 3) (Interim Chair of Trustees from 10 February 2022)

Nicky Rayner (2)

Safron Rose (Resigned effective 6 October 2022)

Nigel Wildish (1, 3) (Resigned effective 25 September 2021)

Sian Wrangles

Timothy Elwell-Sutton (2) (Appointed 6 October 2022)

Linda Emery (3) (Appointed 6 October 2022)

Elijah Kirby (Appointed 6 October 2022)

Michael Rebeiro (Chair of Trustees appointed 6 October 2022)

(1: Member of the Finance Committee; 2: Member of the Standards and Outcomes Committee; 3: Member of the Remuneration and Trustee Recruitment Committee)

Senior officers

Ross Hendry – Chief Executive (until 13 October 2021)

Paul Ringer – Deputy Chief Executive (until 20 April 2022)

Sue Gillespie – Chief Operating Officer (until 31 March 2022)

Ian Soars – Chief Executive (from 1 January 2022), previously Managing Director of Fegans Services and Special Projects (until 31 December 2021)

Lorraine White – Director of Commissioned Services (from 11 October 2021)

Annelize Mynhardt - Director of Finance, IT and Corporate Services (from 11 July 2022)

Caroline Greer - Director of Fundraising and Transformation (from 25 July 2022)

Don Esson – Director of Church and Family Hubs (from 31 October 2022)

Registration details

Registered Office

Spurgeons
74 Wellingborough Road
Rushden
Northamptonshire, NN10 9TY

Registered Charity Number: 1081182 Company Number: 3990460

Professional advisors for the year ended 31st March 2022

Investment managers

Epworth Investment Management Ltd
9 Bonhill Street,
London EC2A 4PE

Brewin Dolphin Ltd
12 Smithfield Street,
London EC1A 9BD

Financial advisers

Crowe Financial Planning UK Limited
55 Ludgate Hill,
London. EC4M 7JW

Bankers

Barclays Bank PLC
4 Waterside Way, Bedford Road,
Northamptonshire, NN4 7XD

Lloyds Bank PLC
82 Mount Pleasant Road,
Tunbridge Wells TN1 1RP

Property managers

Goodsir Commercial
9-10 Domingo Street,
London, EC1Y 0TA

Solicitors

Anthony Collins Solicitors LLP
134 Edmund Street,
Birmingham, B3 2ES

Wilson Browne
Kettering Parkway South,
Kettering, NN15 6WN

Independent auditor

Haysmacintyre LLP
10 Queen Street Place,
London, EC4R 1AG