

REGISTERED COMPANY NUMBER: 04327851 (England and Wales)
REGISTERED CHARITY NUMBER: 1089877

Report of the Trustees and
Financial Statements for the Year Ended 30 November 2020
for
Families For Individual Needs And
Dignity

Rusling & Co, Statutory Auditor
F6 The Bloc
Anlaby
East Yorkshire
HU10 6RJ

**Families For Individual Needs And
Dignity**

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for the year ended 30 November 2020**

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Families For Individual Needs And Dignity

Report of the Trustees for the year ended 30 November 2020

The trustees who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 30 November 2020. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

Objectives and aims

The aims of the charity are to provide services which enable people with severe learning disabilities and autism to:

- Improve the quality of life
- Achieve a greater level of independence
- Maximise their personal, social and communication skills
- Engage in lifelong learning through individual programmes to meet their needs
- Engage in stimulating activities to improve their skills
- Learn to manage and improve their emotional health and well-being
- Engage in their community and access community resources

The Trustees regularly review the charities activities to ensure these objectives are being met (see achievements and performance below).

Significant activities

The objectives of the charity are met by offering day services and activities to the students throughout the year.

FiND2

This service, which commenced in May 2010, is based at the 8 New Village Road, Cottingham. It is a year-round service providing lifelong learning and skills development to assist adults with severe learning disabilities achieve optimum independence, based on their individual needs. The running costs of this service are met by the students who pay using their personal budgets/direct payments.

FiND3

This service opened its doors in September 2011 and is based at Miriam House in Hessle. It offers a service for adults aged 16+ with autistic spectrum condition and learning disabilities. Find3 provides an autism friendly environment where individualised social and communication programmes promote self-esteem and inclusion through home management and skills training. As with FiND2 the running costs of this service are met by the students using their personalised budgets/direct payments to fund this.

FiNDERS

This service is a social club open to all FiND students and now extends to include people with learning disabilities and autism from the wider community. Established in January 2013, this club operates on Wednesday nights at FiND3 in Hessle each week and has been a great success with 12-14 students attending each week. The club is supported by around 10 regular volunteers working alongside two paid staff.

Activities include playing pool, drumming, arts and crafts, listening to music, and playing computer games and various themed evenings throughout the year. The Finders service was suspended in March 2020 as a result of the Covid-19 pandemic and is yet to restart due to covid safety reasons.

Families For Individual Needs And Dignity

Report of the Trustees for the year ended 30 November 2020

OBJECTIVES AND ACTIVITIES

Public benefit

With regard to the charity's activities and achievements during the year, the directors/Trustees are of the opinion that it has fulfilled its charitable purposes of the provision of day/respite care, education and training of young people with severe and profound disabilities. Due to the local nature of the charity the beneficiaries are from the local area, although no geographical restriction is imposed on beneficiaries.

FiND is meeting a very important local need for day time support and has been particularly important for those individuals and families which have struggled to access other services due to their level of disability.

FiND operates two day services in Cottingham and Hessle. Any surplus made from the operation of these services is reinvested to improve services, improve premises and accommodating future demand whilst maintaining our reserves policy.

The setting up of the FiND services has greatly increased the choice of activities available in the community for people with severe learning disabilities and autism.

The Trustees are therefore of the opinion that they have complied with the duty in Section 17(5) of the Charities Act, 2011 with regard to public benefit guidance published by the Charity Commission.

STRATEGIC REPORT

Achievement and performance

Charitable activities

The charities income from students has reduced this year due to the pandemic, however overall income has been about the same as the previous year as a result of grants from the government furlough scheme and from the East Riding of Yorkshire Council. Incoming resources for the year were £1,064,134.

FiND believes that its core strength lies in the provision of personalised day activities for people with severe learning disabilities and autism. It remains committed to growing capacity so that it can offer its services to the next generation of potential service users. In addition the charity recognises the need for a flexible approach to delivery of services and so is looking at all options in order to meet the changing needs of our students and their families.

Our staff are at the core of our service delivery and Trustees are enormously proud of the dedication, hard work and professionalism of our staff team. The charity encourages and supports the ongoing personal development of its staff.

Financial review

Financial performance

Income in the year was £1,064,134 compared to £1,069,856 in 2019.

The Statement of Financial Activities shows net income for the year of £298,285 (2019: £115,413), which, given the circumstances, Trustees consider to be a satisfactory result.

Overall donations and legacies declined slightly to £40,936 (2019: £48,765). The largest proportion of this figure was grants/donations for refurbishment of the new premises and gardens in Cottingham.

Income from the government furlough scheme, and Covid-19 related grants from East Riding of Yorkshire Council totalling £320,689 supplemented continued income from students.

Reserves policy

The policy on unrestricted reserves is to maintain those reserves above £100,000. Unrestricted cash reserves at the end of the financial year stood at £628,810 which the Trustees felt were satisfactory.

Families For Individual Needs And Dignity

Report of the Trustees for the year ended 30 November 2020

STRATEGIC REPORT

Financial review

Fund raising

In order to continue its services or to develop new services, the charity needs to continually raise funds. In order to assist with this it has established a fund raising subcommittee of the main Trustee board, whose role is to help raise the significant sums required.

The Trustees of FiND are very grateful for all donations, large and small, received during the year. This generosity makes a huge difference to the people who use our services.

COVID-19 Impact

The trustees have given careful consideration to the impact of the COVID-19 pandemic.

On 23rd March 2020 the day services operated by the charity had to close due to lockdown. In the period following lockdown the charity was a beneficiary of the government Job Retention Scheme and grants from East Riding of Yorkshire Council.

After the initial period of lockdown, demand for service users led the charity to set up an outreach service whereby support workers supported students in the community. This service has now been extended to some 50% of service users based on need. Whilst the outreach service was not a direct equivalent of the experience in the day services, it nevertheless provided meaningful activity, social contact and support from families at this difficult time.

Since January 2021 the charity has been allowed to accept a small number of students back into our buildings, supplementing our community based services. At the time of writing, these numbers are increasing gradually and the charity hopes to return to normal services over the next few months. Strict risk assessment and COVID safe practices are operated at all times.

Financially the charity has benefitted both from ongoing payments from many families using their personal budgets, and from the governments Job Retention Scheme together with Covid-19 grants from East Riding of Yorkshire Council. During the period to date there has not been a material decline in the charities reserves as a result of the pandemic. This has been achieved through significant reductions in the charities cost base.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Families for Individual Needs and Dignity (FiND) is a company limited by guarantee which is governed by its Memorandum and Articles of Association dated 23rd November 2001. It is a charity registered with the Charities Commission.

Recruitment and appointment of new trustees

As per the Articles of Association, one third of Trustees will automatically retire at the annual general meeting and can be reappointed. As required new Trustees can be invited to join the board during the course of the year. This may be to add skills to the Trustee board or to fill vacancies due to resignation or retirement. The charity seeks parents of young people with disabilities to become Trustees, however if a particular skill set is required then these may be sought from people who are not parents of disabled young people. New Trustees will be formally elected at the annual general meeting.

Families For Individual Needs And Dignity

Report of the Trustees for the year ended 30 November 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

Organisational structure

The Trustee board meets at least four times per year to review the on-going performance of the charity, its financial position, and how it is meeting its objectives. Strategy and future developments are regularly discussed.

The Trustee board operates subcommittees as required and at the present time has a subcommittee for fund raising and service development.

The day-to-day running of the charity, and the implementation of the Trustees' policies and objectives, is delegated to the Director of Services and the management team. The key role of this team is the effective running of services and it operates under guidelines set out by the Trustees.

Induction and training of new trustees

Potential new Trustees will be invited to a Trustees meeting, and to visit the charities services in order to understand how the charity operates. If they then wish to join they will be given an induction pack which includes all recent Trustee meeting minutes and other appropriate literature, which includes a resume of the role and responsibilities of Trustees. Further training is encouraged for all Trustees on an on-going basis.

Wider network

The charity always welcomes close links with other organisations working in the same field, and has worked closely with a range of providers in recent years.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Company number

04327851 (England and Wales)

Registered Charity number

1089877

Registered office

8 New Village Road
Cottingham
East Yorkshire
HU16 4LT

Trustees

Ms L M Anstess	
Ms P J Harris	(resigned 27/11/2020)
Mrs S P Hart	
C P Hodgson - Chair	
Ms L Nicholson	
Mrs A F Heddle	(resigned 27/11/2020)

Company Secretary

C P Hodgson

Auditors

Rusling & Co, Statutory Auditor
F6 The Bloc
Anlaby
East Yorkshire
HU10 6RJ

**Families For Individual Needs And
Dignity**

**Report of the Trustees
for the year ended 30 November 2020**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The trustees (who are also the directors of Families For Individual Needs And Dignity for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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 Charity SORP;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

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

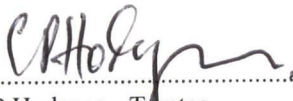
In so far as the trustees are aware:

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

AUDITORS

The auditors, Rusling & Co, Statutory Auditor, will be proposed for re-appointment at the forthcoming Annual General Meeting.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on 27 August 2021 and signed on the board's behalf by:



.....
C P Hodgson - Trustee

Report of the Independent Auditors to the Members of Families For Individual Needs And Dignity

Opinion

We have audited the financial statements of Families For Individual Needs And Dignity (the 'charitable company') for the year ended 30 November 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 30 November 2020 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

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

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

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether 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 Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

**Report of the Independent Auditors to the Members of
Families For Individual Needs And
Dignity**

Matters on which we are required to report by exception

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

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

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

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

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

Our responsibilities for the audit of the financial statements

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

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

Use of our report

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



Andrew Rusling FCA (Senior Statutory Auditor)
for and on behalf of Rusling & Co, Statutory Auditor
F6 The Bloc
Anlaby
East Yorkshire
HU10 6RJ

Date: 27/08/2021

**Families For Individual Needs And
Dignity**

**Statement of Financial Activities
for the year ended 30 November 2020**

		Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
	Notes				
INCOME AND ENDOWMENTS FROM					
Donations and legacies	2	40,936	-	40,936	48,765
Charitable activities	5				
Charitable Activities		699,906	-	699,906	1,002,434
Other trading activities	3	2,520	-	2,520	5,780
Investment income	4	83	-	83	142
Other income		320,689	-	320,689	12,735
Total		<u>1,064,134</u>	<u>-</u>	<u>1,064,134</u>	<u>1,069,856</u>
EXPENDITURE ON					
Raising funds	6	-	-	-	19,393
Charitable activities	7				
Charitable Activities		765,849	-	765,849	935,050
Total		<u>765,849</u>	<u>-</u>	<u>765,849</u>	<u>954,443</u>
NET INCOME		<u>298,285</u>	<u>-</u>	<u>298,285</u>	<u>115,413</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		330,525	-	330,525	215,112
TOTAL FUNDS CARRIED FORWARD		<u><u>628,810</u></u>	<u><u>-</u></u>	<u><u>628,810</u></u>	<u><u>330,525</u></u>

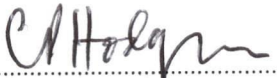
The notes form part of these financial statements

**Families For Individual Needs And
Dignity**

**Balance Sheet
30 November 2020**

	Notes	Unrestricted funds £	Restricted funds £	2020 Total funds £	2019 Total funds £
FIXED ASSETS					
Tangible assets	13	584,614	-	584,614	348,621
CURRENT ASSETS					
Debtors	14	88,445	-	88,445	72,261
Cash at bank and in hand		196,192	-	196,192	233,843
		<u>284,637</u>	<u>-</u>	<u>284,637</u>	<u>306,104</u>
CREDITORS					
Amounts falling due within one year	15	(55,443)	-	(55,443)	(128,134)
NET CURRENT ASSETS		<u>229,194</u>	<u>-</u>	<u>229,194</u>	<u>177,970</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		813,808	-	813,808	526,591
CREDITORS					
Amounts falling due after more than one year	16	(184,998)	-	(184,998)	(196,066)
NET ASSETS		<u>628,810</u>	<u>-</u>	<u>628,810</u>	<u>330,525</u>
FUNDS	18				
Unrestricted funds				628,810	330,525
TOTAL FUNDS				<u>628,810</u>	<u>330,525</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
 27 August 2021 and were signed on its behalf by:


 C P Hodgson - Trustee

The notes form part of these financial statements

**Families For Individual Needs And
Dignity**

**Cash Flow Statement
for the year ended 30 November 2020**

	Notes	2020 £	2019 £
Cash flows from operating activities			
Cash generated from operations	1	217,050	126,051
Interest paid		(7,713)	(3,093)
Net cash provided by operating activities		<u>209,337</u>	<u>122,958</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		(241,657)	(345,656)
Interest received		83	142
Net cash used in investing activities		<u>(241,574)</u>	<u>(345,514)</u>
Cash flows from financing activities			
New loans in year		-	210,000
Loan repayments in year		(5,414)	(3,617)
Net cash (used in)/provided by financing activities		<u>(5,414)</u>	<u>206,383</u>
Change in cash and cash equivalents in the reporting period		<u>(37,651)</u>	<u>(16,173)</u>
Cash and cash equivalents at the beginning of the reporting period		<u>233,843</u>	<u>250,016</u>
Cash and cash equivalents at the end of the reporting period		<u><u>196,192</u></u>	<u><u>233,843</u></u>

The notes form part of these financial statements

**Families For Individual Needs And
Dignity**

**Notes to the Cash Flow Statement
for the year ended 30 November 2020**

1. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2020 £	2019 £
Net income for the reporting period (as per the Statement of Financial Activities)	298,285	115,413
Adjustments for:		
Depreciation charges	5,664	5,512
Interest received	(83)	(142)
Interest paid	7,713	3,093
Increase in debtors	(16,184)	(14,350)
(Decrease)/increase in creditors	(78,345)	16,525
Net cash provided by operations	<u>217,050</u>	<u>126,051</u>

2. ANALYSIS OF CHANGES IN NET FUNDS/(DEBT)

	At 1/12/19 £	Cash flow £	At 30/11/20 £
Net cash			
Cash at bank and in hand	233,843	(37,651)	196,192
	<u>233,843</u>	<u>(37,651)</u>	<u>196,192</u>
Debt			
Debts falling due within 1 year	(10,317)	(5,654)	(15,971)
Debts falling due after 1 year	(196,066)	11,068	(184,998)
	<u>(206,383)</u>	<u>5,414</u>	<u>(200,969)</u>
Total	<u>27,460</u>	<u>(32,237)</u>	<u>(4,777)</u>

The notes form part of these financial statements

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Tangible fixed assets

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

Improvements to property	- in accordance with the property
Fixtures and fittings	- 20% on cost
Motor vehicles	- 25% on reducing balance

Taxation

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

Fund accounting

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

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

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

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

**Families For Individual Needs And
Dignity**

**Notes to the Financial Statements - continued
for the year ended 30 November 2020**

2. DONATIONS AND LEGACIES

	2020	2019
	£	£
Donations from Organisations	2,353	39,000
Donations from Individuals	38,583	9,723
	<u>40,936</u>	<u>48,723</u>

3. OTHER TRADING ACTIVITIES

	2020	2019
	£	£
Fundraising events	<u>2,520</u>	<u>5,780</u>

4. INVESTMENT INCOME

	2020	2019
	£	£
Deposit account interest	<u>83</u>	<u>142</u>

5. INCOME FROM CHARITABLE ACTIVITIES

	2020	2019
	£	£
Services Provided	<u>699,906</u>	<u>1,002,434</u>
	<u>699,906</u>	<u>1,002,434</u>

**Families For Individual Needs And
Dignity**

**Notes to the Financial Statements - continued
for the year ended 30 November 2020**

6. RAISING FUNDS

Other trading activities

	2020	2019
	£	£
Bad debts	-	19,393
	<u> </u>	<u> </u>

7. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 8) £	Totals £
Charitable Activities	647,417	118,432	765,849
	<u> </u>	<u> </u>	<u> </u>

8. SUPPORT COSTS

	Management £	Finance £	Other 2 £	Totals £
Charitable Activities	102,908	60	15,464	118,432
	<u> </u>	<u> </u>	<u> </u>	<u> </u>

9. NET INCOME/(EXPENDITURE)

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

	2020	2019
	£	£
Depreciation - owned assets	5,664	5,512
	<u> </u>	<u> </u>

10. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 30 November 2020 nor for the year ended 30 November 2019.

Trustees' expenses

There were no trustees' expenses paid for the year ended 30 November 2020 nor for the year ended 30 November 2019.

**Families For Individual Needs And
Dignity**

**Notes to the Financial Statements - continued
for the year ended 30 November 2020**

11. STAFF COSTS

	2020 £	2019 £
Wages and salaries	610,813	755,456
Other pension costs	8,427	9,414
	<u>619,240</u>	<u>764,870</u>

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

	2020	2019
FiND 2 & 3	50	54
Administration	4	2
	<u>54</u>	<u>56</u>

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

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted funds £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM			
Donations and legacies	48,765	-	48,765
Charitable activities			
Charitable Activities	1,002,434	-	1,002,434
Other trading activities	5,780	-	5,780
Investment income	142	-	142
Other income	12,735	-	12,735
Total	<u>1,069,856</u>	<u>-</u>	<u>1,069,856</u>
EXPENDITURE ON			
Raising funds	19,393	-	19,393
Charitable activities			
Charitable Activities	935,050	-	935,050
Total	<u>954,443</u>	<u>-</u>	<u>954,443</u>
NET INCOME	<u>115,413</u>	<u>-</u>	<u>115,413</u>
RECONCILIATION OF FUNDS			
Total funds brought forward	215,112	-	215,112

**Families For Individual Needs And
Dignity**

**Notes to the Financial Statements - continued
for the year ended 30 November 2020**

12. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES - continued

	Unrestricted funds £	Restricted funds £	Total funds £
TOTAL FUNDS CARRIED FORWARD	<u>330,525</u>	<u>-</u>	<u>330,525</u>

13. TANGIBLE FIXED ASSETS

	Freehold property £	Improvements to property £	Fixtures and fittings £	Motor vehicles £	Totals £
COST					
At 1 December 2019	335,769	141,084	150,897	34,665	662,415
Additions	<u>232,484</u>	<u>-</u>	<u>9,173</u>	<u>-</u>	<u>241,657</u>
At 30 November 2020	<u>568,253</u>	<u>141,084</u>	<u>160,070</u>	<u>34,665</u>	<u>904,072</u>
DEPRECIATION					
At 1 December 2019	-	141,084	138,045	34,665	313,794
Charge for year	<u>-</u>	<u>-</u>	<u>5,664</u>	<u>-</u>	<u>5,664</u>
At 30 November 2020	<u>-</u>	<u>141,084</u>	<u>143,709</u>	<u>34,665</u>	<u>319,458</u>
NET BOOK VALUE					
At 30 November 2020	<u>568,253</u>	<u>-</u>	<u>16,361</u>	<u>-</u>	<u>584,614</u>
At 30 November 2019	<u>335,769</u>	<u>-</u>	<u>12,852</u>	<u>-</u>	<u>348,621</u>

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020 £	2019 £
Trade debtors	67,617	62,719
Other debtors	27	369
Prepayments and accrued income	<u>20,801</u>	<u>9,173</u>
	<u>88,445</u>	<u>72,261</u>

**Families For Individual Needs And
Dignity**

**Notes to the Financial Statements - continued
for the year ended 30 November 2020**

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2020	2019
	£	£
Bank loans and overdrafts (see note 17)	15,971	10,317
Trade creditors	8,243	12,856
Social security and other taxes	3,539	8,572
Other creditors	13,149	12,301
Accruals and deferred income	14,541	84,088
	<u>55,443</u>	<u>128,134</u>

16. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2020	2019
	£	£
Bank loans (see note 17)	<u>184,998</u>	<u>196,066</u>

17. LOANS

An analysis of the maturity of loans is given below:

	2020	2019
	£	£
Amounts falling due within one year on demand:		
Bank loans	<u>15,971</u>	<u>10,317</u>
Amounts falling between one and two years:		
Bank loans - 1-2 years	<u>15,971</u>	<u>10,741</u>
Amounts falling due between two and five years:		
Bank loans - 2-5 years	<u>47,913</u>	<u>16,941</u>
Amounts falling due in more than five years:		
Repayable by instalments:		
Bank loans more 5 yr by instal	121,114	168,384

18. MOVEMENT IN FUNDS

	At 1/12/19 £	Net movement in funds £	At 30/11/20 £
Unrestricted funds			
General fund	330,525	298,285	628,810
	<u>330,525</u>	<u>298,285</u>	<u>628,810</u>
TOTAL FUNDS	<u>330,525</u>	<u>298,285</u>	<u>628,810</u>

18. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,064,134	(765,849)	298,285
TOTAL FUNDS	<u>1,064,134</u>	<u>(765,849)</u>	<u>298,285</u>

Comparatives for movement in funds

	At 1/12/18 £	Net movement in funds £	At 30/11/19 £
Unrestricted funds			
General fund	215,112	115,413	330,525
TOTAL FUNDS	<u>215,112</u>	<u>115,413</u>	<u>330,525</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,069,856	(954,443)	115,413
TOTAL FUNDS	<u>1,069,856</u>	<u>(954,443)</u>	<u>115,413</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1/12/18 £	Net movement in funds £	At 30/11/20 £
Unrestricted funds			
General fund	215,112	413,698	628,810
TOTAL FUNDS	<u>215,112</u>	<u>413,698</u>	<u>628,810</u>

18. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	2,133,990	(1,720,292)	413,698
TOTAL FUNDS	<u>2,133,990</u>	<u>(1,720,292)</u>	<u>413,698</u>

19. RELATED PARTY DISCLOSURES

The company rented premises from Hodgson Sealants (Holdings) Limited, a company in which the Director C Hodgson is a director and shareholder. During the period under review rents paid amounted to £16,000 (2019 - £16,000).

20. COMPANY LIMITED BY GUARANTEE

The company is limited by guarantee. The liability of the members to contribute in the event if the company being wound up is limited to £1 per member. The trustee group comprise the members and are automatically elected to membership upon appointment as a trustee. Upon resignation or retirement they are deemed to have resigned as a member.