



Registered company
number 06217626
Registered charity
number 1122831

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021



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Report of the trustees

Reflection on the year

2020/21 has been extremely busy and challenging for us at Acacia as we navigated delivery of services against a backdrop of COVID and multiple lockdowns and social restrictions. Our amazing staff and volunteers very quickly adapted our services to ensure we could continue to support families; their resilience and creativity was inspiring.

It meant that we were still able to support over 500 families at a very difficult time. This report shows how we have succeeded in continuing to make a difference and deliver fantastic outcomes for our families. What makes Acacia special is the ethos of kindness, combined with a professionalism that has enabled us to develop a reputation as specialists in the field both locally and nationally.

As we moved all of our services online and to telephone support, this ethos of kindness and love was never lost. In fact, it only got stronger. Going the extra mile time and time again for pregnant mothers and new parents with mental health issues, our team offered the hand of friendship, love and kindness at a time when it was never more needed. We have learnt so much from the previous 12 months.

We work with inspirational families, whose lived experiences and stories of courage and hope inspire us to do more and be the very best that we can be. I am so proud of what the team have achieved this year and I thank you for your support. We look forward to helping more families flourish over the next 12 months.

Georgina Dean

Chair of the board of trustees

Charitable objectives and activities

The objects of the charity as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The preservation and protection of good health by the support of mothers and their families affected by symptoms associated with pre and postnatal depression
- b. To enhance the development and education of children primarily under statutory school age by encouraging parents to understand and provide for the needs of their children through community groups.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning future activities.

Why do we exist?

During the year and after consultation with key stakeholders our vision, mission and strategic objectives were agreed as:

Our vision

Acacia seeks a world where every family affected by pre- or post-natal mental illness receives timely and effective support close to home.

Our mission

To improve the lives of mothers and families affected by pre and postnatal depression (PND) and anxiety.

Acacia is a volunteer led, user-led Christian charity and our work is underpinned by the Christian faith.

Our services are free and open to families of all faiths or none. We welcome contributions from those with differing faiths, abilities and backgrounds in working and volunteering for Acacia.

During the year, staff and trustees contributed to the development of our five-year strategic plan (2017-2022). The plan is built around three themes:

- The further establishment of Acacia's existing work and reputation
- The diversification of funding
- The growth/development of new services for mothers and other family members.

From these themes we have developed the following strategic aims.

- To provide and promote high quality support services to those affected by Pre- and Post-natal depression and
- To equip communities with the skills to deliver support services to families
- To raise awareness of pre- and post-natal depression and anxiety
- To further establish Acacia as the leader in its field.

The plan develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success.

Our Christian values and what they mean to us

Acacia is built on a strong Christian foundation. We enable people to flourish by experiencing and responding to the love of God which inspires and challenges us to trust steadily, hope unswervingly and love unconditionally. We place equal value on every individual; welcoming people of all faiths and of none. We aim to create supportive, inclusive and energising communities where parents and families can belong, be valued, contribute and thrive.



The pandemic has worsened perinatal mental health for pregnant women and new parents

Up to 20% of women develop a mental health condition at some point during pregnancy or in the first year following birth.

The pandemic has made this worse. For pregnant mothers and new parents, national lockdowns and social distancing means supportive friends, family and parent-baby groups disappeared and intensified feelings of stress, anxiety, loneliness and isolation. Research by University College London suggests that rates of postnatal depression almost doubled during the first lockdown to 47.5% of those with a baby aged six months or younger.

“ Not a lot of people saw me pregnant. My partner was not able to go to scans, I felt for him that he was missing out. I ended up having to stay in hospital for a few days and everything happened very quickly and my partner wasn't there for a lot of it. When I was getting certain bits of news, it was difficult to digest that and hear that on my own. ”

“ As well as feeling like you're now a prisoner in your own home, I definitely felt more trapped than ever, it was suffocating. ”

“ I was expecting to be able to take her out and do social things, and have support from family and friends. It was that thing of being on your own at home. I felt very alone. Because I was expecting to be able to go to coffee mornings and baby classes. And then when we were allowed to go out, I didn't know what I was doing. I didn't have any confidence in safely taking a child out for the day. ”

Adapting our services during the Covid-19 pandemic

All of our face-to-face services, centres and home-visiting services had to be immediately closed when UK lockdown was first announced in March 2020. We are extremely proud of the way our volunteers, staff and trustees worked together to quickly adapt our services and move to online and telephone support.



Who accessed our support in 2020-2021?



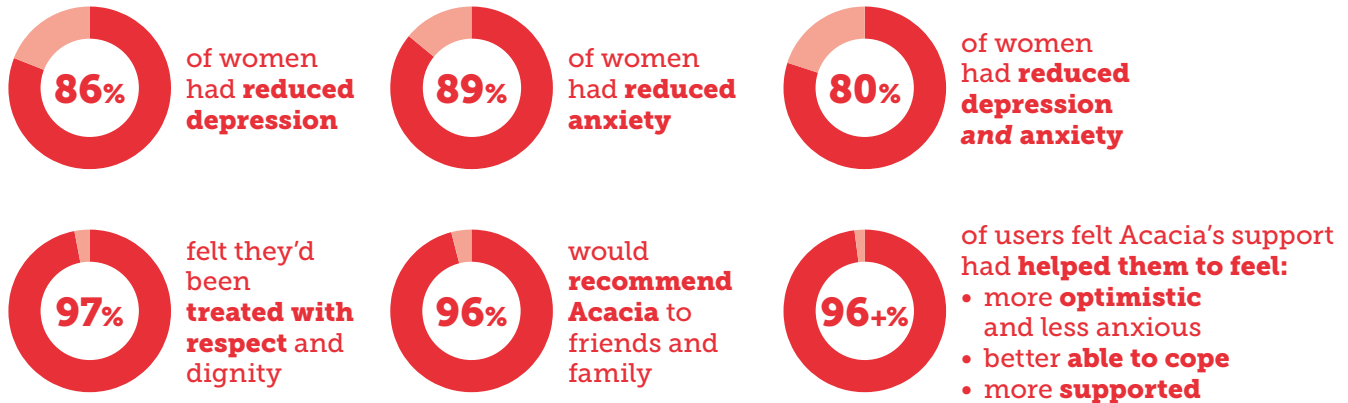
1. Health visitors, midwives and GPs / 2. Family support workers, Forward Thinking Birmingham, specialist perinatal mental health teams

3. The largest minority ethnic groups were Pakistani and Caribbean / 4. Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires

“ It’s holistic support, which makes people feel loved and valued, delivered by a friend, someone that cares about them. ”

“ It’s the listening, it’s someone who sits down and gives you their undivided attention without any judgement and they just listen, empathise and encourage. ”

Last year we saw the highest rates of recovery for families accessing our support



Our impact is in line with the expected standard of recovery for NHS statutory mental health services.

Acacia is a voluntary sector organisation, relying heavily on a volunteer workforce. Staff and volunteers are not clinically trained, nor are they delivering a clinical service. Yet, Acacia's services are having an impact which is equivalent to the national standard for recovery set by the NHS IAPT (Improving Access to Psychological Therapies) service. This demonstrates the quality of support, as well as the value for money provided by Acacia.

In more detail...

- The average **length of time** in service rose to **6 months**
- Each beneficiary received an average of **8 telephone support** sessions
- We delivered **86 CBT based group support sessions** online
- Our **Young Parents** group met **18 times** online or face-to-face
- **37 volunteers** hand delivered **238 lockdown care packages** to our families
- We arranged **24 walk and talks and doorstep chats** with mums.

Four key messages were identified from interviews with service users. Mums said they:

- Felt listened to and understood
- Were not the only one in their situation
- Were able to learn new coping skills
- Felt Acacia staff and volunteers were willing to go the extra mile.

New developments during the year

As a well-established leader in the field of third sector perinatal mental health care, we believe good quality, local, grassroots perinatal mental health services should be available to everyone. During the year, our work towards achieving this vision included:

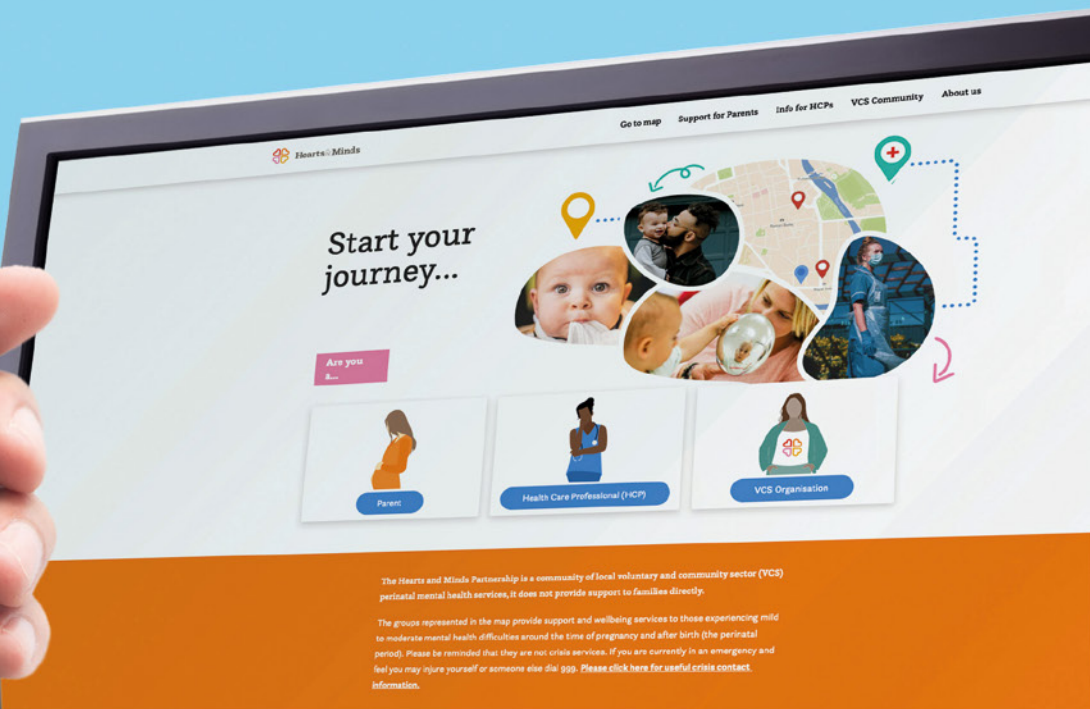
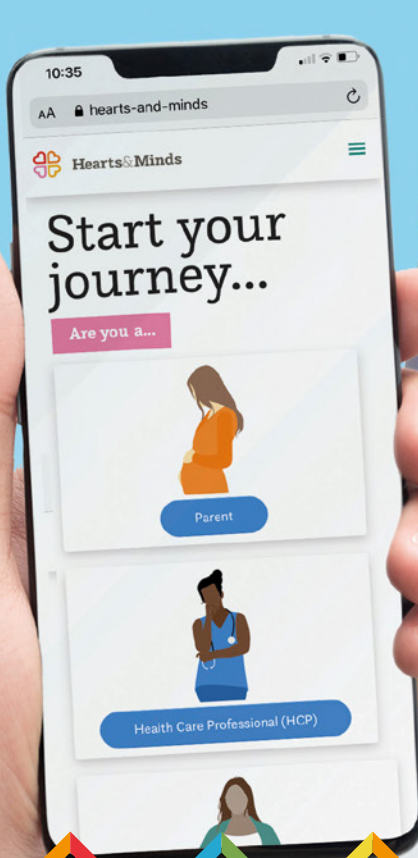
Working alongside two other perinatal mental health charities, **Bluebell** (South West) and **Smile** (North West), we have developed a national partnership that aims to connect and support community-led perinatal mental health services across England. We have created an online digital map of safe, good quality grassroots services across England.

- Extending our provision beyond Birmingham, we have developed a new project to support young people, BAME communities and dads/partners across Bedford, Luton and Milton Keynes
- Working in partnership with Birmingham's NHS specialist perinatal mental health teams to develop a BAME and Dads'/Partners' Peer Support Worker project
- Increasing and improving our online information and resources for dads/partners
- Delivering cultural awareness training workshops for specialist perinatal mental health teams.



Hearts&Minds

www.heartsandmindspartnership.org



Our services are delivered by an incredible team of over 50 volunteers

During the year, due to Covid-19, our volunteering programme looked very different, however we worked very hard to develop new volunteering opportunities, keep volunteers connected to each other, offer training opportunities and show volunteers how valued they are.

Our 2020 volunteer survey showed that during the pandemic:

- **93%** said volunteering at Acacia was **good/excellent**
- **100%** felt **valued**
- **97%** had an increased **ability to support families** affected by perinatal mental health issues
- **93%** felt very **connected to each other/part of the team**
- **86%** said our volunteer **training** was **good/excellent**
- **97%** had an increase in their own **self confidence**.

In 2020, our volunteers received recognition for their work by receiving a **Queen's Award for Voluntary Service**. This award is the MBE for voluntary groups.



The Queen's Award
for Voluntary Service

“Due to Covid restrictions, and the nature of my role within Acacia (crèche work), I have been unable to do much. However, the Acacia team have continued to make me feel involved and part of the team.”

Acacia volunteer

How do we make sure that our services are open to all people?

Equality of opportunity and the promotion of diversity are central to Acacia's mission. We were established to help redress the stigma and discrimination that mothers and fathers with mental health problems face. Our commitment to this guides our whole organisation: from our board, through our policies, staff and volunteers, into our services and providing equal access for our beneficiaries. We want our projects to be open to as wide a range of people as possible and as such, we have deliberately tried to help the most marginalised parents overcome the extra challenges they face in the following ways:

- We have expanded into areas of deprivation: half of our beneficiaries come from the top 25% most deprived wards or worse in the country.
- Teenage mothers are 3 times more likely to experience postnatal depression. In response to this and working in partnership with Forward Thinking Birmingham, we have set up a new project dedicated to providing one to one home-based support to supporting young mothers.
- One third of the mothers we support are from minority ethnic backgrounds. We recognise that BAME mothers may face specific cultural barriers to accessing support. In response to this, for the past 4 years, we have been running a BAME perinatal mental health awareness raising project.

How do we ensure our services are safe?

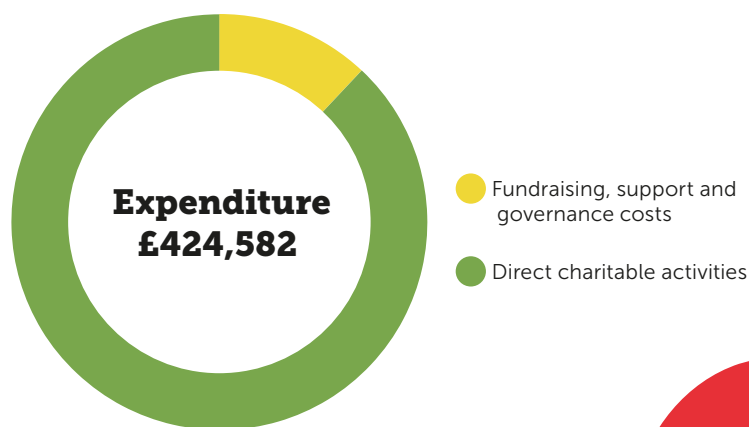
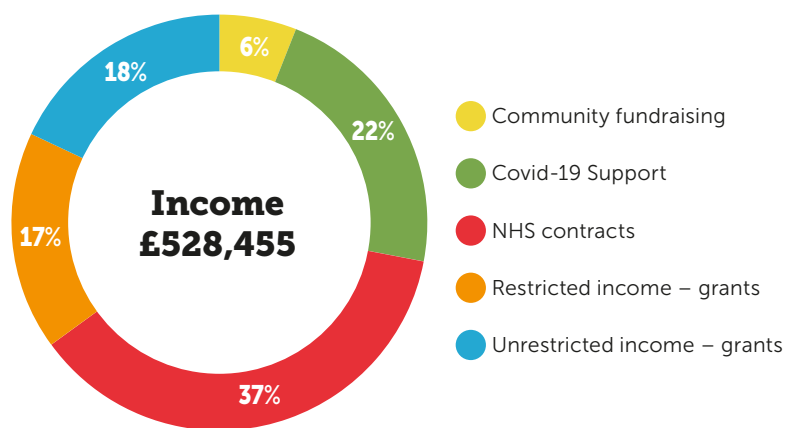
Acacia has a strong clinical governance structure to ensure effective quality and risk management and facilitating safe practice. At its core is a quality management system which incorporates comprehensive policies, processes, document control and incident reporting. Our service development and delivery is overseen by an Operational Management Team made up of our two Directors and our senior clinical staff (Locality Managers). Our Locality Managers all receive ongoing external clinical supervision, both individual and group supervision, including case review. In turn our Locality Managers provide supervision to their staff and volunteers. Our Operational Management Team also forms, together with the Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy's for their locality reporting to the Ops Director as safeguarding lead.

Together with our robust DBS procedure for all staff and volunteers, our clinical governance system ensures that we deliver safe, outcomes driven services which are of consistently high quality, manage risk effectively, and reflect best practice.

Funding and fundraising

We are extremely grateful to all our funders who continued to support us during this most challenging of years. Our very small fundraising team worked tirelessly to ensure that despite the pandemic and the changes to charitable giving and donations, we were able to successfully raise funds from a variety of existing and new funding streams. During the year, one of our longest and largest grants (The Community Fund's Reaching Communities Grant) ended however we were able to access a significant percentage (22%) of funds from emergency Covid-19 grants.

Financial summary



“Those sort of little personal thoughts, at a time when people were being extremely cautious, to have someone come out and actually bother and come and give you a little gift, was quite phenomenal really.”

“And then when I left I got an angel, which I have upstairs next to my mirror, and I do look at that and it makes me think about my befriender ... that reminder to take a step back, take a breath and think ... they are perpetual mementos of the support and care, and that message of hope, and opportunity, and sunshine, they make you feel positive.”

Future plans

In many ways, the pandemic has presented an opportunity for Acacia to show what we do best, keeping families' needs at the centre of our focus, leading us to explore new service models and the constant development and expansion of our repertoire to meet the needs head on. As a well-established leader in the field of third sector mental health perinatal care, we are also marking out a national presence and have much to offer in terms of supporting smaller grassroots organisations, extending our service delivery beyond Birmingham. This includes a stronger focus on our web presence. We have significantly expanded our provision of website based information and resources, not only for Birmingham residents but for families who are struggling across the country. The pressure on all charities in the coming year will be even greater as competition for funding from all sources is greater than we have ever experienced. Despite this, we move forward confidently and with your help and support we can together achieve our vision of "a world where every family affected by pre or postnatal mental illness receives timely and effective support close to home."



Reserves policy 2021

The calculation of the required level of reserves is an integral part of Acacia's planning, budget and forecast cycle. It considers:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Future funding requirements

During the year, the Trustees have reviewed their reserves policy as follows:

- **Reserves are maintained at a level which ensures that at least 3-6 months of the organisation's core activity could continue during a period of unforeseen difficulty.**

This policy will be reviewed annually or more frequently if necessary.

Acacia's un-restricted reserves at the end of the year amount to £368,775 and from this Trustees have designated £152,037 to cover the following costs:

Redundancy costs	£46,787
Dilapidation costs	£3,000
Rental commitments	£2,250
Designated project costs*	£100,000
Total	£152,037

Taking off our Fixed Assets of £19,160 means that Acacia's non-designated free reserves are therefore £197,578 for the year being reported representing approximately 7.6 months budgeted 'core activity' running costs for 2021/22. Trustees recognise that a continuous process of fundraising is required to ensure that reserves can be maintained at a level that is in line with the reserves policy and reflects the organisations continued desire to increase service delivery and activity. They regularly informally review the level of reserves during the year and feel it prudent to maintain at a slightly higher level at present given the current economic climate, increased competition for funding and continued high demand for our services.

Risk assessment

The Trustees are constantly aware of risk and are fully aware of their responsibilities. The ongoing expansion of the charitable company's work, proposed major developments and continuing developments with government initiatives, all contribute to the need to be vigilant in identifying and managing risk. The trustees are committed to working with the senior leadership team in reviewing and updating all written policies and procedures on a regular basis. Risks associated with mental health and child protection are closely monitored and procedures are in place should these arise. All employees, voluntary workers and trustees have a DBS check in line with our DBS policy.

* Designated to cover the running costs associated with projects currently funded by Bham and Solihull CCG when current contract expires in March 2022 and due to recent rapid growth of the organisation, investment in our business practices and core infrastructure, including IT and potentially an office move, over the next couple of years.

Structure, governance and management

Governing document

Acacia Family Support Limited is a company limited by guarantee (No. 06217626) and a registered charity (No. 1122831) governed by its Memorandum and Articles of Association.

Appointment of trustees, induction & training

New Trustees are appointed by invitation to join the Board given that they have the necessary skills and experience to contribute to the charitable company's activities and to be able to discharge their obligations as Trustees. The chair and another trustee meet with new trustees to discuss their skills and experience and the contribution they can make to the charitable company. Induction for all new trustees includes meeting senior members of staff and discussing with them their respective roles in the organisation and meeting local members of support staff. Arrangements are made for trustees to visit the local operational centers and meet and talk with volunteers and service users if appropriate. Training days for trustees are held at least annually together with individual trustee training as requested or appropriate. The Company secretary is charged with keeping Trustees up to date with the requirements needed to fulfil their responsibilities.

Reference and administrative information

Trustees

Ms G Dean – Chair
Ms R Gregory – Vice-Chair
Mr D Spooner
Mr D Knott
Ms H Bowen
Ms V Isley – resigned March 2021

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street
Sutton Coldfield
West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited
12 Waterloo Close
Wellesbourne CV35 9JG

Bankers

Unity Trust Bank plc
Nine Brindley Place
Birmingham B1 2HB

Approved by the Board and signed on its behalf by:

Georgina Dean, Chair of Trustees

Wednesday 24 November 2021

Statement of trustees' responsibilities

The trustees are required to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charitable company and of the surplus or deficit incurred by the charitable company for that year. In preparing those financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Make judgments and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to exist.

The trustees have overall responsibility for ensuring that the charitable company has an appropriate system of controls, financial and otherwise.

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 Charities Act 2011.

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 and to provide reasonable assurance that:

- The charitable company is operating efficiently and effectively
- Its assets are safeguarded against unauthorised use or disposition
- Proper records are maintained and financial information used within the charity or for publication is reliable
- The charitable company complies with relevant laws and regulations.

Independent examiner's report

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2021 which are set out on pages 19-33.

Responsibilities and basis of report

As the charity trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. Accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. The accounts do not accord with those records; or
3. The accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. The accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

I have no concerns and have come across no matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Karen Hanlan, ACA

Member of Institute of Chartered Accountants England & Wales

Karen Hanlan Independent Examiner Ltd, 12 Waterloo Close, Wellesbourne, Warwickshire CV35 9JG

Wednesday 24 November 2021

Statement of financial activities (including an income and expenditure account)

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income					
Donations and legacies	1	126,110	48,700	174,810	176,860
Charitable activities	2	103,701	249,533	353,234	310,493
Investment Income – Bank interest		411	-	411	990
Total income		230,222	298,233	528,455	488,343
Expenditure					
Raising funds	3	24,926	6,853	31,779	30,080
Charitable activities	3	120,206	272,597	392,803	390,081
Total expenditure		145,132	279,450	424,582	420,161
Net income and net movement in funds for year before transfers		85,090	18,783	103,873	68,182
Transfers		(6,029)	6,029	-	-
Net income and net movement in funds for year after transfers		79,061	24,812	103,873	68,182
Reconciliation of funds:					
Total funds brought forward		289,714	18,719	308,433	240,251
Total funds carried forward		368,775	43,531	412,306	308,433

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derives from continuing activities.

Balance sheet

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	5	19,160	4,849
Current assets			
Debtors and prepayments	6	10,619	5,605
Cash at bank and in hand		510,064	343,667
		520,683	349,272
Current liabilities			
Creditors: amounts falling due within one year	7	(127,537)	(45,688)
Net current assets		393,146	303,584
Net assets		412,306	308,433
Funds of the charity:			
Restricted funds	8	43,531	18,719
Unrestricted funds			
General reserves		216,738	153,536
Designated reserves	9	152,037	136,178
Total charity funds		412,306	308,433

The accompanying accounting policies and notes form part of these financial statements.

Registered Company number: 06217626

For the year ended 31 March 2021 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Responsibilities of directors/trustees:

- The members have not required the charitable company to obtain an audit of its financial statements for the year in question in accordance with section 476 of the Companies Act 2006 – however, in accordance with section 145 of the Charities Act 2011 the financial statements have been examined by an independent examiner whose report appears on page 18.
- The directors/trustees acknowledge their responsibility for complying with the requirements of the Companies Act with respect to accounting records and the preparation of accounts.

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

Approved by the trustees and signed on their behalf by:

Georgina Dean, Chair of Trustees

Wednesday 24 November 2021

Principal accounting policies

Status of the company

The charitable company is limited by guarantee and does not have share capital.
The liability of members is limited to £1 per member.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

The financial statements have been prepared in accordance with 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 (FRS102)(updated 1 January 2019) – (Charities SORP (FRS102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006.

Acacia Family Support meets the definition of a public benefit entity under FRS102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

Going concern statement

The financial statements have been prepared on a going concern basis which assumes that the Company will continue to operate. The validity of this assumption is dependent upon the continuance of support from the Company's key grant funders and in response to the progress made by the Company in pursuing a viable budget including the obtaining of further grants and other funds. The Company's current business plan shows that the Company will be able to operate in the foreseeable future. Based on this understanding, the directors believe that it remains appropriate to prepare the financial statements on a going concern basis. The financial statements do not include any adjustments, which would result from the basis of preparation being inappropriate.

Funds

General accumulated funds are unrestricted funds available for general purposes and include funds designated for a particular purpose; the use of such funds remains at the discretion of the trustees.

Restricted funds are funds subject to conditions imposed by the donor or by specific terms of the appeal under which the funds are raised. The restrictive conditions are binding upon the Charitable Company.

Income

Items of income are recognised and included in the accounts when all of the following criteria are met:

- The charity has entitlement to the funds
- Any performance conditions attached to the item(s) of income have been met or are fully within the control of the charity
- There is sufficient certainty that receipt of the income is considered probable
- The amount can be measured reliably.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds comprise staff costs, fundraising consultants fees other direct costs and an allocation of other staff involved in the raising of funds for the charity
- Expenditure on charitable activities includes the direct costs of projects and activities undertaken to further the purposes of the charity and their associated support and governance costs.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

Tangible fixed assets

Depreciation is provided at a rate calculated to write off the cost on a straight line basis over a period of less than the estimated useful life of the assets as follows:

Fixtures, fittings and equipment	5-10 years
Computer equipment	3 years

Fixed assets are capitalised when their costs exceeds £250.

Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

Deferred income

Income is deferred when monies are received in advance relating to projects commencing after the financial year where the contract period is specified by the funder.

Taxation

As a registered charity no provision is considered necessary for taxation.

Pensions

The charity contributes into a Group Personal Pension Plan for employees. This pension plan is defined contribution in nature and as required under FRS102 the annual cost is recognised as incurred and included in the Statement of Financial Activities.

Notes to the financial statements

1. Donations and legacies

	2021 £	2020 £
Subscriptions and donations	30,089	29,905
Unrestricted grants	96,021	91,333
	126,110	121,238
Restricted grants:		
Sutton Coldfield Municipal Charities	13,300	13,300
Emma's Fund	200	3,722
Young People's Project – various trusts	26,500	26,600
South Birmingham Centre – various trusts	7,700	1,500
Sutton Coldfield Town Council	-	10,000
Henry James Sayer – training	500	-
Richard Kilcuppe's Charity – volunteering programme	500	500
	48,700	55,622
Total	174,810	176,860

2. Charitable activities

	2021 £	2020 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	92,901	91,021
NHS England – BAME Awareness	10,800	-
Miscellaneous income	-	247
	103,701	91,268
Restricted:		
Big Lottery Fund – project support 2017 to 2020	12,765	152,055
Big Lottery Fund – COVID 19 emergency funding	49,960	-
Big Lottery Fund – Coronavirus Community Support Fund	64,942	-
Forward Thinking Birmingham	50,000	50,000
The Active Well-Being Society	2,500	-
Hearts & Minds Partnership	28,072	-
Birmingham & Solihull Mental Health Foundation Trust	41,294	17,170
	249,533	219,225
	353,234	310,493

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2021 £
Salary costs	212,480	96,190	9,955	318,625
Freelance fees	-	275	501	776
Project running costs	12,356	746	-	13,102
Printing & publicity	-	-	572	572
Staff travel	-	-	160	160
Depreciation	578	-	2,901	3,479
Office costs	977	737	11,205	12,919
Premises costs	10,000	-	6,124	16,124
Insurance	2,460	-	-	2,460
Finance costs	2,740	-	5,582	8,322
Overhead recovery	30,239	(2,460)	(19,024)	8,756
Staff/Trustee training	500	1,532	391	2,423
Volunteer costs	267	3,568	-	3,835
Independent Examiners fee	-	-	1,250	1,250
Trustee meetings & expenses	-	-	-	
Total	272,597	100,588	19,618	392,803

3. Expenditure (continued)

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2020 £
Salary costs	225,224	51,912	22,958	300,094
Freelance fees	11,024	-	100	11,124
Project running costs	11,735	871	-	12,606
BLF Conference	2,419	-	-	2,419
Printing & publicity	-	-	762	762
Staff travel	475	-	176	651
Depreciation	-	-	2,041	2,041
Office costs	3,532	-	16,582	20,114
Premises costs	15,275	480	2,940	18,695
Insurance	-	-	2,692	2,692
Finance costs	-	-	8,220	8,220
Staff/Trustee training	2,100	-	3,201	5,301
Volunteer costs	1,190	2,778	-	3,968
Independent Examiners fee	-	-	1,050	1,050
Trustee meetings & expenses	-	-	344	344
Total	272,974	56,041	61,066	390,081

Costs of raising funds comprise:	2021 £	2020 £
Salary costs	17,159	16,203
Fundraising consultant fees	12,853	11,075
Printing, publicity & fundraising activities	1,767	2,802
Total	31,779	30,080

4. Analysis of staff costs, trustee remuneration and expenses

	2021 £	2020 £
Salaries	310,430	291,083
National Insurance	13,587	13,739
Pension costs	11,767	11,475
Total	335,784	316,297

The Charitable Company employed the full-time equivalent of 12.67 (2020: 11.71) staff during the year.

No employees had benefits in excess of £60,000 (2020: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year. 2020 £271 was reimbursed to one Trustee for travel costs incurred in carrying out their duty as Trustee.

Trustee Indemnity Insurance is paid for by the Charity as part of its overall insurance cover.

The key management personnel of the charity comprise the trustees, the Operations Director and the Business Support Director. Trustees receive no remuneration or other benefits from the charity. The remuneration, including pension contributions, of key management personnel for the year was £59,493 (2020:£56,751).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	29,486
Additions	17,791
At end of year	47,277
Depreciation	
At beginning of year	24,637
Charge for the year	3,480
At end of year	28,117
Net book value	
At 31 March 2021	19,160
At 31 March 2020	4,849

6. Debtors

	2021 £	2020 £
Prepayments	6,964	4,943
Grants and donations receivable	3,655	662
	10,619	5,605

7. Creditors: amounts falling due within one year

	2021 £	2020 £
Trade creditors	7,803	6,208
Accruals	1,591	2,781
Deferred income	118,143	36,699
	127,537	45,688

Movements in deferred income are as follows:

	£
At beginning of year	36,699
Released to income in year	(36,699)
Deferred in year	<u>118,143</u>
At end of year	<u>118,143</u>

Deferred income relates to funding received in advance for the forthcoming financial year.

8. Restricted funds

The income funds of the charity include restricted funds comprising the following amounts which have been applied for specific purposes:

2021	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Fund 2018 -2020	(6,668)	12,765	(10,650)	4,553	-
Big Lottery Fund COVID 19	-	49,960	(49,146)	-	814
Big Lottery Fund CCSF	-	64,942	(65,007)	65	-
Emma's Fund	18,778	200	(3,475)	-	15,503
Sutton Coldfield Municipal Charities	-	13,300	(13,300)	-	-
Forward Thinking Birmingham	1,654	50,000	(52,994)	1,340	-
The Active Well-Being Society	-	2,500	(2,570)	70	-
Hearts & Minds Partnership	-	28,072	(23,319)	-	4,753
South Birmingham Centre Funding	-	7,700	(7,700)	-	-
Young People's Project	-	26,500	(13,635)	-	12,865
Sutton Coldfield Town Council	2,500	-	(2,500)	-	-
Birmingham & Solihull Mental Health Foundation Trust	2,455	41,294	(34,495)	-	9,254
Henry J Sayer – Training	-	500	(500)	-	-
Richard Kilcuppe's Charity – Volunteering	-	500	(159)	-	341
Total	18,719	298,233	(279,450)	6,029	43,531

Transfers relate to expenditure on capital equipment.

Big Lottery Funds including Covid-19 and Coronavirus Community Support Fund (CCSF)

Project funding by the BIG Lottery to develop and run activities linked to Acacia's support services in South Birmingham, funding Acacia's group work project, Helping Hands at Home project, work with Fathers, BAME perinatal mental health project, group work, volunteer programme plus replacement of laptops and printers to help staff work from home.

Emma's Fund

Donations received from friends and family of Emma Borg, founder of Acacia, after her death in September 2018. With support from Emma's family, the charity are developing Emma's Gift – a new project at Acacia that will offer welcome cards and practical packs of support to all new parents referred for support.

Sutton Coldfield Municipal Charities

Grant towards the rental costs of the Charitable Company's head office in Sutton Coldfield and towards the salary of the Centre Manager in Walmley.

Forward Thinking Birmingham

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression and anxiety support project.

The Active Well-Being Society

Funding towards 238 care packages delivered to Acacia families during the year.

Hearts & Minds Partnership

Funding from the Community Fund's England-wide Partnerships Fund to develop a grassroots partnership of perinatal mental health VCS organisations.

South Birmingham Centre

Project funding to running Acacia's services across South Birmingham.

Young Parents Project

Project funding towards the development and running of a specialist young parents (school age to 21) pre and postnatal depression support project.

Sutton Coldfield Town Council

Funding towards Acacia's support services with the Borough of Sutton Coldfield.

Birmingham & Solihull Mental Health Foundation Trust

Funding towards the delivery of BAME peer support services to women referred to Birmingham's NHS specialist perinatal mental health teams.

Henry J Sayer

Supports our volunteer costs.

Richard Kilcuppe's Charity

Funding towards the volunteering programme.

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2020					
Big Lottery Fund	(4,623)	152,055	(154,100)	-	(6,668)
Emma's Fund	17,997	3,722	(2,941)	-	18,778
Sutton Coldfield Municipal Charities	-	13,300	(13,300)	-	-
Forward Thinking Birmingham	498	50,000	(48,844)	-	1,654
Young People's Project	-	26,600	(29,574)	2,974	-
Sutton Coldfield Town Council	-	10,000	(7,500)	-	2,500
Birmingham & Solihull Mental Health Foundation Trust	-	17,170	(14,715)	-	2,455
Albrights Charity	-	500	(500)	-	-
Richard Kilcuppe's Charity	-	500	(500)	-	-
Brian Shaw Memorial Trust	-	500	(500)	-	-
Joseph Hopkins Trust	-	500	(500)	-	-
Total	13,872	274,847	272,974	2,974	18,719

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£46,787), dilapidations (£3,000) and rental commitments (£2,250) that would all fall due in the event of a winding up of operations. A further fund of £100,000 has also been set aside this year to build up a reserves for the running costs associated with projects currently funded by Bham and Solihull CCG when the current contract expires in March 2022. As noted above, the designated fund will also enable vital investment in the infrastructure of the organisation required due to its rapid growth over the last 2-3 years.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2021 total £
Fixed assets	-	19,160	19,160
Current assets	130,341	390,342	520,683
Current liabilities	(86,810)	(40,727)	(127,537)
Total funds	43,531	368,775	412,306

	Restricted funds £	Unrestricted funds £	2020 total £
Fixed assets	-	4,849	4,849
Current assets	40,418	308,854	349,272
Current liabilities	(21,699)	(23,989)	(45,688)
Total funds	18,719	289,714	308,433

11. Operating lease commitments

Expiring:	2021 £	2020 £
Within one year	-	10,000
Between two and five years	-	346

12. Controlling Interests

The charity is controlled by the trustees.

13. Related party transactions

There were no transactions with related parties in the year.

14. Comparative statement of financial activities for 2020

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	121,238	55,622	176,860
Charitable activities	91,268	219,225	310,493
Investment income – bank interest	990	-	990
Total income	213,496	274,847	488,343
Expenditure			
Costs of raising funds	30,080	-	30,080
Charitable activities	117,107	272,974	390,081
Total expenditure	147,187	272,974	420,161
Net income/(expenditure) and net movement in funds for year before transfers	66,309	1,873	68,182
Transfers	(2,974)	2,974	-
Net income and net movement in funds for year after transfers	63,335	4,847	68,182
Reconciliation of funds:			
Total funds brought forward	226,379	13,872	240,251
Total funds carried forward	289,714	18,719	308,433



A huge thank you to all of our funding partners

Thanks go to all the Trusts and Foundations and NHS teams who have supported us through the financial year. With so many sources of income being negatively impacted by the pandemic, we are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



The Pilgrim Trust



The Eveson Charitable Trust



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