



TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED
31 MARCH 2022





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trustees**

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**A huge thank
you to our
funding
partners**

Report of the trustees

A time of exciting growth

Last year, we saw how Acacia responded to the COVID-19 pandemic with agility and speed. Our amazing staff and volunteers very quickly adapted our existing models to provide online and telephone support. In this way, we provided a vital lifeline for many isolated and vulnerable new parents.

We learnt many lessons from this time and as we have moved through the last 12 months, and we have yet again seen immense change in how we offer support to families. In September 2021, we began the process of re-opening our three centres and face to face services across Birmingham. Drawing on the lessons we learnt from supporting families remotely, we also established a new team of telephone support staff that runs alongside our in-person services. Moving forward, our new mixed model now offers families a variety of flexible ways to access our services as quickly as possible in a way that suits their needs.

The year has also seen Acacia have an impact regionally and nationally. We delivered a national conference and launched six new multi-lingual films, extended our services beyond Birmingham and continued to develop the capacity of our sector across England via the Hearts and Minds Perinatal Mental Health VCS Partnership.

Amidst such change and growth, the heart of who we are remains unshakeable. Our Christian ethos of love, kindness and hope combined with professionalism and lived experience means we are unique. We understand what families are going through and consistently go 'above and beyond' for families. In the year ahead, we look forward to supporting more parents and families and making sure our internal systems and business processes are robust and fit for the future.

Thank you to all those who have engaged, supported, and partnered with us over the last year. We hope you can be part of this continued and exciting journey.

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 post-natal 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.

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.

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.

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.

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.

Strategic aims

- To provide and promote high quality support services to those affected by pre- and post-natal depression and anxiety
- 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.

Acacia's 2 year Strategic plan (2022-2024) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success.



Our model of support



Who accessed our support in 2021-2022?

Last year, the number of service-users referred with severe mental health conditions reached its highest ever levels.



633

**families accessed
our support**

39%

of mums were from
minority ethnic
backgrounds

29

was the average age
of mums entering
the service

28%

of mums
were 25
or under

19%

of mums entered
with severe
depression*

54%

of mums entered
with severe
anxiety*

53%

were self-
referrals, the most
common route

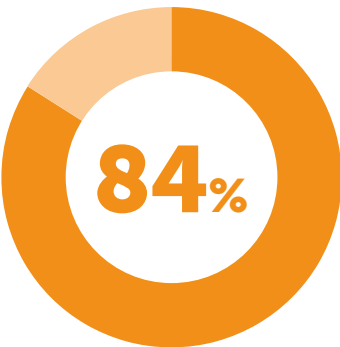
42%

of referrals came
from health
professionals

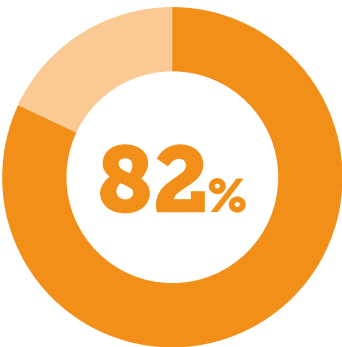
The number of service-users referred with severe mental health conditions is growing and has reached its highest ever levels

*Based on 2 IAPT and NICE recommended clinical tools for measuring depression and anxiety: PHQ-9 and GAD-7 questionnaires

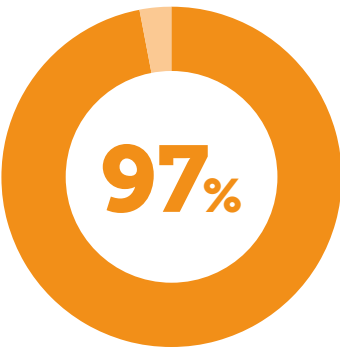
Our impact



**of women had
reduced depression**



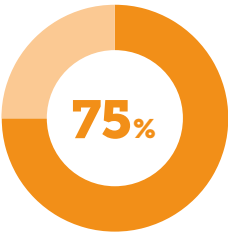
**had
reduced anxiety**



**felt more
optimistic and hopeful**



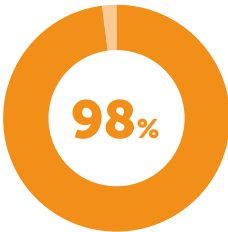
**felt better
able to cope**



**had reduced
depression
and anxiety**



**felt more
supported**



**would
recommend
Acacia to friends
and family**



**rated Acacia's
services are
good, very good
or excellent**

7½
**months was the
average length
of service**

53%
**of client contact
was via
telephone**

353
**gifts and care
packages were
delivered**

“

“I opened the post and it was a card from Acacia and I just cried as I thought it was ... such a beautiful touch. Thank you so much to everyone at Acacia, I know my journey is only just beginning ... but I just wanted to say a thank you for bringing happiness and a sense of feeling that everything will be OK with something so sweet and small with a card.”

“

“My befriender listened and really understood where I was coming from and went above and beyond to help me feel safe and reassured. I always received such a warm welcome from yourself and all of the team at Crossway. The little touches really made a big difference.”

Reaching further

Our wider impact

Acacia's impact extends beyond Birmingham and our grassroots service delivery. We believe all families should have access to the help they deserve. During the year we have delivered the following projects that 'go further' and reach parents who are most in need of support but are least likely to find help.

Raising awareness and supporting parents from minority ethnic communities

This year we launched six new multilingual films – Punjabi, Mirpuri, Dari, Gujarati, Slovakian and Urdu – aiming to raise awareness of perinatal mental health issues in a culturally appropriate way. The films are distributed via social media and are freely available for communities and services throughout the UK.

We employ an NHS funded BAME Peer Support worker who offered telephone listening and befriending, home visits, walk and talks, peer-led group work and stay and plays.

We became a founding partner in Birmingham's Parent and Carer Race and Equality Framework (PCREF). Birmingham is one of NHS England's three pilot sites for the implementation of the PCREF initiative across the country.



We have delivered over five cultural awareness training workshops for specialist perinatal mental health teams.

We provide free interpretation services for any referrals who struggle with the English language and for whom English isn't their first language.

Supporting dads and partners

During the year, we employed a full time Dads and Partners worker and developed free and comprehensive online and printed resources which are tailored to their diverse needs. We have also developed resources aim at LGBTQ+ families.

Beyond Birmingham: Acacia in Bedford, Luton and Milton Keynes

During the year, we have continued to run a new project to support young people, BAME communities and dads/partners across this area.

Hearts & Minds Partnership

As a well-established leader in the field of third sector perinatal mental health care, Acacia believes that good quality, local, grassroots perinatal mental health services should be available to everyone.

Along with our partners Bluebell (covering the south west) and Smile Group (covering the north west), Acacia helped to establish a national partnership of grassroots perinatal mental health VCS organisations goes from strength to strength: Hearts & Minds Partnership.

Highlights include:

- 70 local services are now featured on our online digital map of safe, good quality grassroots services across England
- 63 VCS organisations have taken part in our monthly Conversation Space online meet ups
- We are working hard to develop our online training programme for new and emerging VCS organisations to be launched by the end of 2022.



Volunteers are the heart of our service

As we emerge from Covid, we have felt a strong sense of family, community and connection amongst our volunteers. They care and support and encourage each other, which inspires us daily. We cannot thank you enough.

Our volunteer survey results...



We asked volunteers what they enjoyed most about working with Acacia. The main themes that emerged were:



“

“After Acacia, I went onto study social work at university. This role was key in securing my place and I am currently employed as a social worker and working with people with mental health difficulties everyday.”

“

“Volunteering as a befriender helped me to have the confidence to go to university as a mature student and then get a job in mental health. None of this would have been possible without Acacia.”

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 are committed to promoting equality and diversity and fostering a culture that actively values difference and recognises that people from different backgrounds and experiences bring valuable insights to the workplace to enhance the way we work.

As we have grown, we have kept the voices and needs of our most vulnerable clients at the heart of our decisions. The pandemic has re-emphasised to us the vital importance of accessibility for parents with PND. This more than anything has driven us to diversify our services to enable mums to find the help that they need through a wider range of accessible and inclusive services.

By continually developing specialist services for parents whose voices are seldom heard, we have worked hard to ensure that we are breaking down barriers, eliminating discrimination and ensuring equal opportunities and access for all parents.

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

Finance and fundraising

We are extremely grateful to all our funders who continued to support us during the year.

Investing in our future and a more flexible model of support

2021 and 2022 has been a period of huge learning and growth at Acacia. The lessons we learnt from offering online and telephone support during Covid suggest that we can and should offer families better flexibility when accessing our support. As a result, we have committed to a future where we offer our families both the option of telephone support and/or face to face support.

We have also invested in important back-office business systems and staff that will help us perform better and be a healthy, resilient charity fit for the future.

Our growth in 2021/22:

- Developed a new team of three telephone support practitioners
- Recruited a full-time dads and partners peer support worker
- Recruited a young parents group work practitioner
- Invested in five new staff roles across community fundraising, payroll/HR, management support and senior administration.

We have seen a 42% growth in expenditure from 2021-2022 and expect to see a further growth of 24% as we move into 2023-2024. The biggest areas of increased income have been via emergency Covid-19 funds (22% in 2020/21), NHS contracts (37% in 2020/21 and 46% in 2021/22), and trusts and foundations (35% in 2020/21 and 40% in 21/22).



Fundraising

Acacia's fundraising is overseen by the Business Director with support from a community fundraising manager and two fundraising assistants. All staff are part time. Our fundraising objectives for 2022-2024 are to:

- Continue to diversify funding base and attract more core/unrestricted, multi-year funding
- Fundraise for larger, longer new grants to fund existing projects and services and recent, rapid expansion
- Maximise income opportunities presented by the NHS change from CCG to ICS structure and increased funding commitments to the voluntary sector
- Renegotiate and increase NHS contract values
- Increase the level of income from community fundraising and corporate support
- Maintain current relations with existing funders.

A full version of our fundraising strategy is contained in our 2022-24 Strategic Plan.

Reserves policy

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 £349,908 and from this Trustees have designated £81,041 to cover the following costs:

Redundancy costs	£57,291
Dilapidation costs	£3,000
Rental commitments	£2,250
Designated project costs*	£18,500 (Becky Plummer Fund)
Total	£81,041

* Designated towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

Taking off our Fixed Assets of £17,035 means that Acacia's non-designated free reserves are therefore £251,832 for the year being reported representing approximately five months budgeted 'core activity' running costs. 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.

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.

Future plans

During the year, staff and trustees worked together to produce a two year (2022-2024) Strategic Plan. The key themes of 'restoration' and 'reflection' aim to ensure that we are able to embed the new way of working (offering both face to face services and telephone support via our new virtual services team) and improve and develop our internal business systems and processes. A copy is available on request.

Organisational structure

Acacia's Business Director has responsibility for the governance and administrative side of the organisation, as well as ensuring there are sufficient funds for the organisation to operate its programmes of support. Together with the Operations Director, they are Acacia's Executive Team. Acacia also has an operational management team of 6 staff. Our safeguarding lead and our four deputy safeguarding leads sit on the team. In total we employ 33 paid staff (X FTE) and work with over 50 regular volunteers.

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 (resigned November 2021)
Mr D Spooner
Mr D Knott
Ms H Bowen

Charity number

1122831

Company number

06217626

Registered office

5A Coleshill Street
Sutton Coldfield
West Midlands B72 1SD

Independent examiner

Karen Hanlan Independent Examiner Limited
1 Saracen Close
Ettington CV37 7SZ

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 23 November 2022

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 to the Trustees of Acacia Family Support ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022 which are set out on pages 19-32.

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, 1 Saracen Close, Ettington, Warwickshire CV37 7SZ

Wednesday 23 November 2022

Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income					
Donations and legacies	1	153,611	45,730	199,341	174,810
Charitable activities	2	244,369	119,719	364,088	353,234
Investment Income – Bank interest		1,416	-	1,416	411
Total income		399,396	165,449	564,845	528,455
Expenditure					
Raising funds	3	44,529	-	44,529	31,779
Charitable activities	3	369,583	189,167	558,750	392,803
Total expenditure		414,112	189,167	603,279	424,582
Net (expenditure)/income and net movement in funds for year before transfers		(14,716)	(23,718)	(38,434)	103,873
Transfers		(4,151)	4,151	-	-
Net (expenditure)/income and net movement in funds for year after transfers		(18,867)	(19,567)	(38,434)	103,873
Reconciliation of funds:					
Total funds brought forward		368,775	43,531	412,306	308,433
Total funds carried forward		349,908	23,964	373,872	412,306

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	2022 £	2021 £
Fixed assets			
Tangible assets	5	17,035	19,160
Current assets			
Debtors and prepayments	6	9,513	10,619
Cash at bank and in hand		501,865	510,064
		511,378	520,683
Current liabilities			
Creditors: amounts falling due within one year	7	(154,541)	(127,537)
Net current assets		356,837	393,146
Net assets		373,872	412,306
Funds of the charity:			
Restricted funds	8	23,964	43,531
Unrestricted funds			
General reserves		268,867	216,738
Designated reserves	9	81,041	152,037
Total charity funds		373,872	412,306

The accompanying accounting policies and notes form part of these financial statements.
Registered Company number: 06217626.

For the year ended 31 March 2022 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 23 November 2022

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

	2022 £	2021 £
Subscriptions and donations	60,958	30,089
Unrestricted grants	92,653	96,021
	153,611	126,110
Restricted grants:		
Sutton Coldfield Municipal Charities	15,000	13,300
Emma's Fund	-	200
Young People's Project – various trusts	20,230	26,500
South Birmingham Centre – various trusts	5,500	7,700
Henry James Sayer – training	-	500
Volunteering programme – various trusts	5,000	500
	45,730	48,700
Total	199,341	174,810

2. Charitable activities

	2022 £	2021 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	92,416	92,901
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME Awareness projects	65,418	10,800
Birmingham Women & Children's NHS Foundation Trust – YPP	50,000	-
Central & NW London NHS Foundation Trust – Bedford, Luton & Milton Keynes project	36,535	-
	244,369	103,701
Restricted:		
Big Lottery Community Fund – project support 2021 to 2024	61,945	-
Big Lottery Fund – project support 2017 to 2020	-	12,765
Big Lottery Fund – COVID 19 emergency funding	24,980	49,960
Big Lottery Fund – Coronavirus Community Support Fund	-	64,942
Forward Thinking Birmingham	-	50,000
The Active Wellbeing Society	-	2,500
Hearts & Minds Partnership	32,794	28,072
Birmingham & Solihull Mental Health Foundation Trust	-	41,294
	119,719	249,533
	364,088	353,234

3. Expenditure

Expenditure on charitable activities comprises:	Restricted project costs £	Direct charitable activity £	Support and governance costs £	2022 £
Salary costs	155,614	268,873	20,726	445,213
Freelance fees	-	5,619	-	5,619
Project running costs	10,847	18,170	-	29,017
Printing & publicity	-	-	1,785	1,785
Staff travel	-	-	155	155
Depreciation	618	688	7,045	8,351
Office costs	4,125	-	20,176	24,301
Premises costs	10,000	-	9,042	19,042
Insurance	-	-	3,073	3,073
Finance costs	-	-	10,966	10,966
Overhead recovery	2,643	-	-	2,643
Staff/trustee training	-	-	1,497	1,497
Volunteer costs	5,320	392	-	5,712
Independent examiner's fee	-	-	1,250	1,250
Legal & professional fees	-	-	126	126
Total	189,167	293,742	75,841	558,750

3. Expenditure (continued)

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)	(19,023)	8,756
Staff/trustee training	500	1,532	391	2,423
Volunteer costs	267	3,568	-	3,835
Independent examiner's fee	-	-	1,250	1,250
Total	272,597	100,588	19,618	392,803

Costs of raising funds comprise:	2022 £	2021 £
Salary costs	30,099	17,159
Fundraising consultant fees	14,430	12,853
Printing, publicity & fundraising activities	-	1,767
Total	44,529	31,779

4. Analysis of staff costs, trustee remuneration and expenses

	2022 £	2021 £
Salaries	441,570	310,430
National Insurance	18,393	13,587
Pension costs	15,349	11,767
Total	475,312	335,784

The Charitable Company employed the full-time equivalent of 16.64 (2021: 12.67) staff during the year.

No employees had benefits in excess of £60,000 (2021: nil). Pension costs are allocated to activities in proportion to the related staffing costs incurred.

No expenses were reimbursed to Trustees during the year.

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 £71,797 (2021: £59,493).

5. Tangible fixed assets

	Fixture, fittings and equipment £
Cost	
At beginning of year	47,277
Additions	6,226
At end of year	53,503
Depreciation	
At beginning of year	28,117
Charge for the year	8,351
At end of year	36,468
Net book value	
At 31 March 2022	17,035
At 31 March 2021	19,160

6. Debtors

	2022 £	2021 £
Prepayments	5,663	6,964
Grants and donations receivable	3,850	3,655
	9,513	10,619

7. Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	17,364	7,803
Accruals	1,681	1,591
Deferred income	135,496	118,143
	154,541	127,537

Movements in deferred income are as follows:

	£
At beginning of year	118,143
Released to income in year	(118,143)
Deferred in year	135,496
At end of year	135,496

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:

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2022					
Big Lottery Fund COVID 19	814	24,980	(25,308)	(486)	-
Big Lottery Community Fund 2020-2025	-	61,945	(66,603)	4,658	-
Emma's Fund	15,503	-	(949)	-	14,554
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,753	32,794	(33,510)	-	4,037
South Birmingham Centre funding	-	5,500	(5,500)	-	-
Young People's Project	12,865	20,230	(27,723)	-	5,373
Birmingham & Solihull Mental Health Foundation Trust	9,254	-	(9,254)	-	-
Volunteering Project	342	5,000	(5,320)	(21)	-
Total	43,531	165,449	(189,167)	4,151	23,964

Transfers relate to expenditure on capital equipment.

Big Lottery Funds

Project funding by the BIG Lottery to 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 and volunteer programme.

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 Charitable Trust

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

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 run Acacia's services across South Birmingham

Young People's Project

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

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.

Volunteering project

Funding towards the volunteering programme.

	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
2021					
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 Wellbeing 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	(158)	-	342
Total	18,719	298,233	(279,450)	6,029	43,531

9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£57,291), 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 £18,500 has also been set aside this year towards activities in memory of Becky Plummer in conjunction with the agreed wishes of the Plummer family.

10. Analysis of net assets between funds

	Restricted funds £	Unrestricted funds £	2022 total £
Fixed assets	-	17,035	17,035
Current assets	59,258	452,120	511,378
Current liabilities	(35,294)	(119,247)	(154,541)
Total funds	23,964	349,908	373,872

	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

11. Operating lease commitments

Expiring:	2022 £	2021 £
Within one year	-	-
Between two and five years	-	-

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 2021

	Unrestricted funds £	Restricted funds £	Total £
Income			
Donations and legacies	126,110	48,700	174,810
Charitable activities	103,701	249,533	353,234
Investment income – bank interest	411	-	411
Total income	230,222	298,233	528,455
Expenditure			
Costs of raising funds	24,926	6,853	31,779
Charitable activities	120,206	272,597	392,803
Total expenditure	145,132	279,450	424,582
Net income/(expenditure) and net movement in funds for year before transfers	85,090	18,783	103,873
Transfers	(6,029)	6,029	-
Net income and net movement in funds for year after transfers	79,061	24,812	103,873
Reconciliation of funds:			
Total funds brought forward	289,714	18,719	308,433
Total funds carried forward	368,775	43,531	412,306



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.



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