

**CELEBRATING  
20 YEARS**



# **TRUSTEES' REPORT AND FINANCIAL STATEMENTS**

## **FOR THE YEAR ENDED 31 MARCH 2024**

Acacia Family Support (a company limited by guarantee)  
Registered company number 06217626 / Registered charity number 1122831



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## 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.

# Report of the trustees

## Chair's welcome

**This year marks the 20<sup>th</sup> anniversary of Acacia's commitment to supporting vulnerable families across Birmingham affected by pre and postnatal depression.**

Over the past two decades, we have been a beacon of hope and healing for countless families navigating the mental health challenges of pregnancy and early parenthood. Our mission is deeply rooted in our Christian values of compassion, love, and service, which have shaped every aspect of our work.

Through the tireless efforts of our dedicated staff team and volunteers, we have provided practical and emotional support to thousands of parents and families who often feel isolated and overwhelmed. As a lived experience charity, we offer compassion, hope and encouragement to those who need it most. We understand that postnatal depression affects not just individuals but entire families, which is why our holistic approach focuses on offering support to dads and partners too, making sure the whole family can thrive.

Turning our gaze towards the next 20 years, we know there is so much more to be done. Making sure we develop new services that reach the most disadvantaged and vulnerable families across the city remains our top priority. As leaders in our field, we also acknowledge our responsibility to raise awareness of the issues faced by new parents and support the wider development of our sector.

As we celebrate 20 years of service, we reflect on the countless lives touched by our work and the lasting impact we've made. Our commitment to supporting families in need continues to grow, with every volunteer and supporter playing a vital role in fulfilling our mission. Guided by our Christian ethos, we remain steadfast in our belief that every family deserves love, support, and the opportunity to experience healing and joy. We look forward to continuing this important work for years to come, with faith as our foundation and service as our calling.

**Georgina Dean**

Chair of the board of trustees



# Charitable objectives and activities

The objects of the charity, as amended by special resolution dated 22 June 2023, as set out in the charity's governing document, the Articles and Memorandum of Association, are:

- a. The prevention and relief of poor mental health by the support of mothers and their families affected by pre- and post-natal depression and anxiety or other associated perinatal mental health issues.
- b. The advancement of good mental health by raising awareness of the issues associated with perinatal mental health issues and anxiety among the wider public.

## 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.

**Throughout the year we held a series of celebrations and thanksgiving events to commemorate our 20 years of service to local families.**

- Three 20<sup>th</sup> birthday coffee mornings at each of our centres.
- A thanksgiving Church service at St John's Church, Walmley, where Acacia began 20 years ago.
- A 20<sup>th</sup> birthday AGM that brought together all of our previous Trustees.
- A specially commissioned Birthday logo
- Our largest ever 20<sup>th</sup> birthday fun run event (June 2024).
- A special 20<sup>th</sup> birthday party and fundraiser.



# Our vision, mission and aims

## 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 and anxiety.

## Our strategic aims

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

Acacia's 3-year Strategic plan (2024-2027) develops these aims and identifies specific objectives and time scales for achieving these goals and ensuring Acacia's continued success. A copy of the plan is available on request.

## Why do we exist?

- **One in five mothers** suffer from depression, anxiety, or other serious mental health issues during pregnancy or in the first year after childbirth.
- Single parents, young parents, mothers from **deprived communities and minority ethnic backgrounds** are disproportionately affected by maternal mental health issues.
- **Suicide** is the leading cause of death for mothers in the year after pregnancy (Maternal Mental Health Alliance, 2023)
- With current NHS services being overstretched, current mental health care during and after birth is becoming a **postcode lottery**, detrimental to both parents and their babies (NCT, 2023).
- **Rationing of vital mental health care** will lead to mothers being left in a vulnerable state, children facing lifelong health problems, and poor bonding between mother and baby (Maternal Mental Health Alliance, 2023).

# Our model of support

Acacia Family Support is a Christian charity, which, for two decades has been offering specialist support for families living with pre and postnatal depression and anxiety in Birmingham, in community settings. Services are based on a model of lived experience and peer support, within a central ethos of 'love and kindness'.

**We are a lived experience charity** with 30 paid staff (18.4 FTE) and 50+ regular volunteers. 91% of staff and 61 % of volunteers have lived experience of perinatal/mental health issues.

**“Acacia literally saved my life and my family. Without them, I don't know where I would be today.”**

*Service user*





# Bav's story

## How I felt before Acacia's help

I was trapped in a box where I couldn't breathe. I always felt something bad was going to happen to my boys. I would just cry when I looked at them. My husband kept saying I needed to see someone to talk to, but I kept refusing. Then, finally, in the middle of the night, I just woke up crying and said: "Yes, okay, I'll see someone and talk."

## My experience of Acacia's service

At first, I just sat and listened. I remember asking one question and that was, "How is this going to help me?" The answer I got just amazed me and then I cried, opened up and talked my heart out, which helped me and I felt lighter. I would cry till I had no tears left and no one judged me. The talks helped me a lot. The advice I was given, I took it all and I felt like a greatest mum in the world!

## How I'm feeling now

I feel more comfortable and confident talking and not keeping it all in. I came out as a new person. If I can do it, anyone can: you're not alone.

## My hopes for the future

I hope to help other families as much as I can, especially new mums and single parents. I'll do my level best to raise money for Acacia.

**"I feel more comfortable and confident talking and not keeping it all in. I came out as a new person."**

*Service user*



# Who accessed our support in 2023-2024?

# 605

families accessed  
our support

## Severity

# 44%

of mums entered with  
**severe anxiety\***

# 40%

of mums entered the service  
with **severe/moderately  
severe depression\***

## Background

The families we support  
experience higher than  
average levels of disadvantage  
and deprivation. We continue  
to expand the number of  
mothers we support from  
**BAME communities.**

# 39%

of our clients live in the **10%**  
**most deprived** areas of England

## Age

# 30

was the **average age** of all  
mums, dads and partners  
entering the service

# 20%

of mums were aged  
**24 years or under**

# 48%

of mums were of **BAME** origin

## Referrals

# 46%

were **self referrals**,  
the most common route

# 30%

came from **health  
visitors** and **midwives**

# 24%

came from other  
**health professionals**  
or **agencies**

# 24%

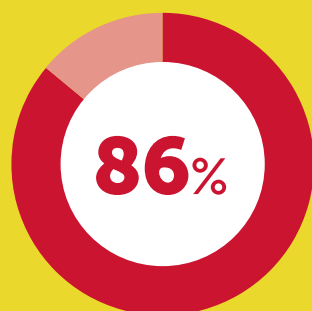
of mums referred  
were **pregnant**

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

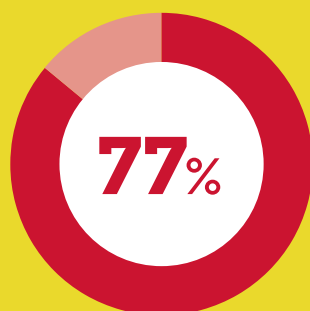


# Our impact

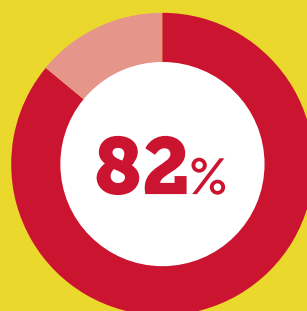
**Our services significantly improve parents' mental health.**



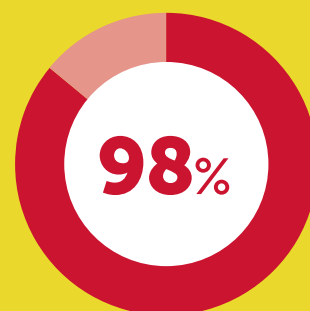
of women had **reduced depression and anxiety**



had **reduced anxiety**



had **reduced depression**



felt **more optimistic and hopeful**



felt better **able to cope**



felt more **supported**



would **recommend Acacia to friends and family**



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

## Supporting professionals

**15**

**awareness raising workshops**

*were delivered to*

**296**

**health professionals and members of local community groups**

**“I came to you at the most vulnerable and frightening time of my life – you have all offered nothing but love and strength.”**

*Service user*

# In 2023-2024, we significantly grew our Dads' and Partners project...

**Our holistic approach supports the whole family, and we are passionate about supporting dads and partners. In 23/24, there has been some exciting developments across our Dads Project including:**

- The **highest number of referrals** to the Dads' Project since the project began with **51** over the year.
- A dedicated full time **Dads Peer Support Worker** supporting Dads and Partners face to face and on the phone.
- Our beautiful little film '**Dads Struggle Too**' won Silver at the Smiley Charity Film Awards.

- In June 2024, we hosted a **national webinar** with **100 delegates** about supporting the PNMH of dads and partners. The webinar was aimed at service providers, VCS, health professionals, commissioners and those working across the pathway.
- A brand-new partnership between Acacia Family Support and **Dads Club UK** to offer support and mental health awareness for dads and partners across Birmingham.



# Rob's story



## How I felt before Acacia's help

In my head, it had always been the narrative for me that I had to be a hero, to feel ashamed of asking for help. However, for me to be able to support my wife with her mental health, I had to be able to focus on my own. Especially when I was feeling tired, I was getting more stressed and more anxious.

## My experience of Acacia's service

My wife was assigned to the perinatal mental health team. Whilst talking to them, they suggested that Acacia would be able to support me and help me in supporting her.

Being able to speak to Ben (the peer support worker for dads and partners), I was able to verbalise some of my thoughts and experiences. This also gave my wife peace, because she could see I was getting help, and that made our relationship stronger as well.

## How I'm feeling now

Since feeling much better and being discharged from Acacia, I have gone on to found 'Dad's Club', which is a monthly stay and play session for dads and their young children, where they can socialise and support each other. I honestly wouldn't have been able to do this without the support I received from Acacia.

## My hopes for the future

I hope that other mums and dads are able to reach out for support from Acacia.



**Dad's Club was set up in March 2024 by Rob Smart and his wife Rosie. Rob is a previous user of Acacia's Dads' Support Service and together they wanted to create a space for dads, partners and their children to spend time, connect and support each other.**

Working together, Dads' Club and Acacia:

- Run monthly Dads' Stay and Play sessions in South Birmingham.
- Organise social nights out for dads.
- Offer ad hoc individual meet-ups, coffee and walk and talks.
- Organise community events that raises awareness of the unique mental health challenges faced by dads.



# Our wider impact: The Hearts and Minds National Partnership

**Growing and empowering a more inclusive perinatal mental health community across England**

**Acacia is a founding partner of The Hearts and Minds National Partnership – an England-wide partnership of grassroots perinatal mental health VCS organisations that aims to connect, support and celebrate the VCSE community in perinatal mental health across England.**

Over the past 12 months, the partnership has:

- Developed a **new website** for parents and professionals to access information about the Partnership and perinatal mental health VCSE support, including our England-wide interactive map of services.
- Grown a **social network of more than 5,300 people** who are engaging with our content.

- Featured **91 services** on our England-wide digital map.
- Hosted **9 Conversation Space sessions** – our free, online chats.
- Created **'Smart Space' our free online training resource** for emerging and established VCSE groups, with 209 individuals signed up.
- **Represented our sector** at multiple, strategic perinatal mental health forums and networks such as the NHS England Perinatal Mental Health Clinical Network meeting.
- Worked to **embed EDI** into the heart of the partnership via the new Root makers programme.

“Hearts and Minds is a partnership between Smile Group and Acacia, set up to connect, support and celebrate the incredible England-wide VCSE community in perinatal mental health. Fostering a spirit of collaboration and shared learning, we have created a suite of assets; our online map of services, digital training programme and living library of resources.”

*Natalie Nuttall, Lead Co-ordinator,  
Hearts & Minds Partnership*



**Hearts&Minds**





## Building a diverse, inclusive, and equitable organisation

**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.**

We are committed to providing inclusive services which embrace diversity and promote equality and inclusion, so we treat our families, employees, volunteers and all stakeholders with dignity and respect, embracing our individual and collective diversity.

We aim to build a more inclusive, diverse and equitable organisation where our team members and the children and families we work with can thrive. Over the past 12 months, we have committed to the following actions in our new 2024-2027 Strategic Plan:

- Ensure an equal spread of locations/ services across the city by planning a new service that targets families in areas of high deprivation and need.
- Increase our focus on EDI initiatives including the development of our Experts by Experience group.
- Active recruitment of staff and volunteers from diverse backgrounds that reflect the communities we serve.
- Prioritise initiatives that focus on increasing the health, resilience and wellbeing of our team.
- Produce additional resources for families that ensure we offer flexible and accessible support and information.



# How 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.

## Safeguarding

Our Operational Management Team forms, together with the Assistant Operations Director, our Safeguarding Team. All the Locality Managers are Safeguarding Deputy Coordinators for their locality, reporting to the Assistant Ops Director as Safeguarding Coordinator and are trained up to Level 3 for Adult and Child safeguarding. The Safeguarding Coordinator is trained to Level 4: Supervision in Safeguarding.

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.

# Financial review and fundraising

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

2023-24 has been a strong and successful year of fundraising as we have seen similar levels of both income and expenditure to the previous 22/23 year, with all projects and services maintained and/or expanded.

We have purposely developed a diverse funding portfolio to reduce financial risk and support Acacia's long-term stability. Over the next 3 years, we plan to grow this portfolio, building on our excellent relationship with statutory funders, trusts/foundations, and individual donations.

Current funding sources that we expect to continue include:

## Long-term NHS contracts

- An annual contract from NHS Birmingham & Solihull ICB to deliver pre and postnatal support across Birmingham (in place since 2009).
- A three-year contract from Birmingham Women's & Children's NHS Foundation Trust to run a young parents mental health support service across Birmingham (in place since 2017).
- An annual contract from NHS Birmingham and Solihull Mental Health Fdn Trust to deliver peer support workers for dads and mothers from minority ethnic backgrounds (in place from 2020).



## A thriving trusts and foundations programme

We have built good relationships with local and national trusts and foundations and receive regular funding from many for unrestricted and restricted funding.

Notable partnerships include:

- Henry Smith Charity (£180,000 over three years)
- John Armitage Foundation (£30,000)
- The Postcode Local Trust (£25,000)
- Zurich CT (£23,333)
- Job Ladder (£20,000)
- Eveson CT (£15,000)
- Sutton Coldfield Charitable Trust (£15,000)
- Sutton Coldfield Town Council (£10,000)
- The Leathersellers (£10,000)
- Cornerstone Quest (£10,000)
- Benefact Trust (£6,250 over two years)
- Turner Trust (£3,000)

... as well as various smaller annual donations of between £500 and £3,000.

## A growth in community fundraising and monthly donations

Over the past two years, the number of our monthly donors has increased by 40%, to 51 monthly 'Acacia Angel' donors. In addition, we run an exciting community fundraising programme including multiple annual events such as a quiz night, skydive, wing walk, abseil and a raffle.

## An emerging corporate fundraising programme

We have been steadily increasing our involvement in local businesses through regularly attending Chamber of Commerce events and being active participants in a local Business Networking Club. Both initiatives have enabled us to forge corporate

**“As a long-term funder of Acacia’s services, we have been impressed by their professionalism and passion to improve the lives of mothers and families affected by maternal mental health issues.”**

*Clare Haines, Grants Manager,  
Sutton Coldfield Charitable Trust*

support. For example, through becoming charity partners, charity of the year, and having fundraising support from 10+ local Birmingham businesses.

A full version of our fundraising strategy is contained in our 2024-2027 Strategic Plan.

## Future plans: our new Strategic Plan for 2024-2027

**We have launched our 2024-2027 Strategic Plan which sets out our vision for the next three years.**



# 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 £348,002 and from this Trustees have designated £108,691 to cover the following costs:

Redundancy costs	£84,191
Dilapidation costs	£3,000
Rental commitments	£3,000
Designated project costs*	£18,500 (Becky Plummer Fund)
<b>Total</b>	<b>£108,691</b>

**This means that Acacia's non-designated free reserves are therefore £230,890 for the year being reported representing approximately 5 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.

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

# 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 and 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 centres 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 H Simnet
Mr D Knott	Ms H Bowen
M Clare (Dr)	D Spooner

### 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**

[DATE]



# 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 2024 which are set out on pages 20-35.

## 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

[DATE]

# Statement of financial activities

(including an income and expenditure account)

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
<b>Income</b>					
Donations and legacies	1	291,149	51,532	<b>342,681</b>	282,794
Charitable activities	2	247,071	131,008	<b>378,079</b>	461,700
Investment Income – Bank interest		3,558	-	<b>3,558</b>	485
<b>Total income</b>		<b>541,778</b>	<b>182,540</b>	<b>724,318</b>	<b>744,979</b>
<b>Expenditure</b>					
Raising funds	3	45,891	-	<b>45,891</b>	52,159
Charitable activities	3	484,821	187,127	<b>671,948</b>	711,682
<b>Total expenditure</b>		<b>530,712</b>	<b>187,127</b>	<b>717,839</b>	<b>763,841</b>
<b>Net (expenditure)/income and net movement in funds for year</b>		11,066	(4,587)	<b>6,479</b>	<b>(18,862)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		336,936	18,074	<b>355,010</b>	373,872
<b>Total funds carried forward</b>		<b>348,002</b>	<b>13,487</b>	<b>361,489</b>	<b>355,010</b>

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	2024 £	2023 £
<b>Fixed assets</b>			
Tangible assets	5	<b>8,421</b>	16,791
<b>Current assets</b>			
Debtors and prepayments	6	<b>37,021</b>	34,900
Cash at bank and in hand		<b>405,870</b>	411,251
		<b>442,891</b>	446,151
<b>Current liabilities</b>			
Creditors: amounts falling due within one year	7	<b>(89,823)</b>	(107,932)
<b>Net current assets</b>		<b>353,068</b>	338,219
<b>Net assets</b>		<b>361,489</b>	355,010
<b>Funds of the charity:</b>			
Restricted funds	8	<b>13,487</b>	18,074
Unrestricted funds			
General reserves		<b>239,311</b>	242,670
Designated reserves	9	<b>108,691</b>	94,266
<b>Total charity funds</b>		<b>361,489</b>	355,010

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

For the year ended 31 March 2024 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 19.
- 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**

[DATE]

## Statement of cash flows

	2024 £	2023 £
<b>Cash flows from operating activities:</b>		
Cash absorbed by operating activities (see below)	<b>(8,939)</b>	(81,745)
<b>Cash flows from investing activities:</b>		
Purchase of tangible fixed assets	-	(9,354)
Interest received	<b>3,558</b>	485
Net cash generated/ (used by) investing activities	<b>3,558</b>	(8,869)
<b>Change in cash and cash equivalents in the year</b>	<b>5,381</b>	(90,614)
Cash and cash equivalents at beginning of the year	411,251	501,865
<b>Cash and cash equivalents at end of the year</b>	<b>405,870</b>	411,251

## Reconciliation of net income to net cash flow from operating activities

	2024 £	2023 £
<b>Net income/(expenditure) for the year (as per the Statement of Financial Activities)</b>	<b>6,479</b>	(18,862)
<b>Adjustments for:</b>		
Depreciation charges	<b>8,370</b>	9,598
Interest received	<b>(3,558)</b>	(485)
Increase in debtors	<b>(2,121)</b>	(25,387)
Decrease in creditors	<b>(18,109)</b>	(46,609)
<b>Net cash used by operating activities</b>	<b>(8,939)</b>	(81,745)

# 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 cost exceeds £500.

## **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

	2024 £	2023 £
Subscriptions and donations	59,830	63,593
Unrestricted grants	231,319	127,083
	291,149	190,676
Restricted grants:		
Sutton Coldfield Charitable Trust	15,000	15,000
Sutton Coldfield Town Council	10,000	10,000
Leathersellers' Company Charitable Fund	-	15,000
Young People's Project – various trusts	16,500	29,000
South Birmingham Centre – various trusts	4,500	500
Volunteering programme – various trusts	1,750	6,750
Other grants under £5,000	3,782	15,868
	51,532	92,118
<b>Total</b>	<b>342,681</b>	<b>282,794</b>

## 2. Charitable activities

	2024 £	2023 £
Unrestricted:		
NHS Birmingham Cross City Clinical Commissioning Group	<b>95,831</b>	95,788
Birmingham & Solihull Mental Health Foundation Trust – Dads/BAME awareness projects	<b>101,240</b>	127,242
Birmingham Women & Children's NHS Foundation Trust– YPP	<b>50,000</b>	50,690
Central & NW London NHS Foundation Trust – Bedford, Luton & Milton Keynes project	-	48,465
Birmingham & Solihull Mental Health Foundation Trust –Patient Carers Race Equalities Framework Funding	-	19,548
	<b>247,071</b>	341,733
Restricted:		
Big Lottery Community Fund – project support 2021 to 2024	<b>94,440</b>	76,294
Hearts & Minds Partnership	<b>36,568</b>	43,673
	<b>131,008</b>	119,967
	<b>378,079</b>	461,700



### 3. Expenditure

<b>Expenditure on charitable activities comprises:</b>	<b>Restricted project costs £</b>	<b>Direct charitable activity £</b>	<b>Support and governance costs £</b>	<b>2024 £</b>
Salary costs	156,367	313,480	77,751	<b>547,598</b>
Freelance fees	1,495	265	4,586	<b>6,346</b>
Project running costs	7,942	1,300	-	<b>9,242</b>
Evaluation and impact	11,475	-	-	<b>11,475</b>
Printing and publicity	-	102	1,479	<b>1,581</b>
Staff travel	34	1,180	463	<b>1,677</b>
Depreciation	274	8,096	-	<b>8,370</b>
Office costs	4,398	1,956	28,548	<b>34,902</b>
Premises costs	3,380	496	21,802	<b>25,678</b>
Insurance	-	-	3,949	<b>3,949</b>
Finance costs	-	-	9,597	<b>9,597</b>
Staff/trustee training	-	1,521	1,765	<b>3,286</b>
Volunteer costs	1,762	4,409	37	<b>6,208</b>
Independent Examiners fee	-	-	1,600	<b>1,600</b>
Legal and professional fees	-	-	17	<b>17</b>
Trustee expenses and meetings	-	142	280	<b>422</b>
<b>Total</b>	<b>187,127</b>	<b>332,947</b>	<b>151,874</b>	<b>671,948</b>

### 3. Expenditure (continued)

<b>Expenditure on charitable activities comprises:</b>	<b>Restricted project costs £</b>	<b>Direct charitable activity £</b>	<b>Support and governance costs £</b>	<b>2023 £</b>
Salary costs	147,155	326,808	64,069	<b>538,032</b>
Freelance fees	3,795	2,505	1,485	<b>7,785</b>
Project running costs	11,095	25,319	367	<b>36,781</b>
Evaluation and impact	10,900	4,325	-	<b>15,225</b>
Printing and publicity	9	2,701	962	<b>3,672</b>
Staff travel	468	79	248	<b>795</b>
Depreciation	525	9,033	40	<b>9,598</b>
Office costs	3,140	6,092	27,130	<b>36,362</b>
Premises costs	12,299	-	12,948	<b>25,247</b>
Insurance	-	-	3,138	<b>3,138</b>
Finance costs	-	-	8,832	<b>8,832</b>
Staff/trustee training	1,973	2,316	737	<b>5,026</b>
Volunteer costs	17,263	1,927	-	<b>19,190</b>
Independent examiners fee	-	-	1,700	<b>1,700</b>
Trustee expenses and meetings	-	-	299	<b>299</b>
<b>Total</b>	<b>208,622</b>	<b>381,105</b>	<b>121,955</b>	<b>711,682</b>

<b>Costs of raising funds comprise:</b>	<b>2024 £</b>	<b>2023 £</b>
Salary costs	<b>40,322</b>	37,612
Fundraising consultant fees	-	4,625
Fundraising activity costs and platform fees	<b>5,569</b>	9,922
<b>Total</b>	<b>45,891</b>	52,159

## 4. Analysis of staff costs, trustee remuneration and expenses

	2024 £	2023 £
Salaries	534,812	524,303
National Insurance	32,296	31,595
Pension costs	20,812	19,746
<b>Total</b>	<b>587,920</b>	<b>575,644</b>

The Charitable Company employed the full-time equivalent of 18 (2023: 18) staff during the year.

No employees had benefits in excess of £60,000 (2023: 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 £70,501 (2023: £67,299).

## 5. Tangible fixed assets

	Fixture, fittings and equipment £
<b>Cost</b>	
At beginning of year	62,857
Additions	-
At end of year	62,857
<b>Depreciation</b>	
At beginning of year	46,066
Charge for the year	8,370
At end of year	54,436
<b>Net book value</b>	
<b>At 31 March 2024</b>	<b>8,421</b>
At 31 March 2023	16,791



## 6. Debtors

	2024 £	2023 £
Prepayments	6,646	6,296
Grants and donations receivable	30,375	28,604
	<b>37,021</b>	34,900

## 7. Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	17,867	18,449
Accruals	1,708	2,852
Deferred income	70,248	86,631
	<b>89,823</b>	107,932

Movements in deferred income are as follows:

	£
At beginning of year	86,631
Released to income in year	(86,631)
Deferred in year	70,248
At end of year	<b>70,248</b>

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 £
<b>2024</b>					
Big Lottery Community Fund 2020-2025	(2,742)	94,440	(91,457)	-	241
Emma's Fund	8,387	-	(6,192)	-	2,195
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Hearts & Minds Partnership	6,287	36,568	(37,931)	-	4,924
South Birmingham Centre Funding	-	4,500	(4,500)	-	-
Young People's Project	5,368	16,500	(17,297)	-	4,571
Capital appeal	774	782	-	-	1,556
Volunteering Project	-	1,750	(1,750)	-	-
Helping Hands Salary contribution	-	3,000	(3,000)	-	-
<b>Total</b>	18,074	182,540	(187,127)	-	13,487

### 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 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 have developed Emma's Gift, an Acacia project that funds small gifts and essential items for families, service providers to offer practical support in families' homes and emergency items.

### Sutton Coldfield Charitable

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.

**Sutton Coldfield Town Council**

Grant towards running costs of our Sutton Coldfield project.

**Leathersellers' Company Charitable Fund**

Grant towards the costs of training videos for volunteers.

**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.

**Capital appeal**

Grants towards new laptops and screens.

**Volunteering project**

Funding towards the volunteering programme.

**Helping Hands salary contribution**

Grant towards the salary costs of the Helping Hands team.

**Acacia Family Support**

Trustees' Report and Financial Statements for the year ended 31 March 2024



<b>2023</b>	Balance at beginning of year £	Income £	Expenditure £	Transfers £	Balance at end of year £
Big Lottery Community Fund 2020-2025	-	76,294	(79,036)	-	(2,742)
Emma's Fund	14,554	-	(6,167)	-	8,387
Sutton Coldfield Charitable Trust	-	15,000	(15,000)	-	-
Sutton Coldfield Town Council	-	10,000	(10,000)	-	-
Leathersellers' Company Charitable Fund	-	15,000	(15,000)	-	-
Hearts & Minds Partnership	4,037	43,673	(41,423)	-	6,287
South Birmingham Centre Funding	-	500	(500)	-	-
Young People's Project	5,373	29,000	(29,005)	-	5,368
Capital appeal	-	10,468	(341)	(9,353)	774
Volunteering Project	-	6,750	(6,750)	-	-
Virtual Services Team	-	5,400	(5,400)	-	-
<b>Total</b>	23,964	212,085	(208,622)	(9,353)	18,074

## 9. Designated funds

Funds have been designated by the Trustees to cover costs of redundancy (£84,191), dilapidations (£3,000) and rental commitments (£3,000) 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 £	2024 total £
Fixed assets	-	8,421	<b>8,421</b>
Current assets	49,736	393,155	<b>442,891</b>
Current liabilities	(36,249)	(53,574)	<b>(89,823)</b>
<b>Total funds</b>	13,487	348,002	<b>361,489</b>

	Restricted funds £	Unrestricted funds £	2023 total £
Fixed assets	-	16,791	<b>16,791</b>
Current assets	45,705	400,446	<b>446,151</b>
Current liabilities	(27,631)	(80,301)	<b>(107,932)</b>
<b>Total funds</b>	<b>18,074</b>	<b>336,936</b>	<b>355,010</b>

## 11. Operating lease commitments

Expiring:	2024 £	2023 £
Within one year	-	-
Between two and five years	<b>3,000</b>	3,000

## 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 2024

	Unrestricted funds £	Restricted funds £	Total £
<b>Income</b>			
Donations and legacies	190,676	92,118	<b>282,794</b>
Charitable activities	341,733	119,967	<b>461,700</b>
Investment income – bank interest	485	-	<b>485</b>
<b>Total income</b>	<b>532,894</b>	<b>212,085</b>	<b>744,979</b>
<b>Expenditure</b>			
Raising funds	52,159	-	<b>52,159</b>
Charitable activities	503,060	208,622	<b>711,682</b>
<b>Total expenditure</b>	<b>555,219</b>	<b>208,622</b>	<b>763,841</b>
<b>Net (expenditure)/income and net movement in funds for year before transfers</b>	<b>(22,325)</b>	<b>3,463</b>	<b>(18,862)</b>
Transfers	9,353	(9,353)	<b>-</b>
Net expenditure and net movement in funds for year after transfers	(12,972)	(5,890)	<b>(18,862)</b>
<b>Reconciliation of funds:</b>			
Total funds brought forward	349,908	23,964	<b>373,872</b>
<b>Total funds carried forward</b>	<b>336,936</b>	<b>18,074</b>	<b>355,010</b>



## A huge thank you to all of our funding partners

Thanks go to all the trusts, foundations and NHS teams who supported us through the financial year. We are hugely grateful for the support we continue to receive from so many. We couldn't do it without you. Thank you.



**NHS**  
Birmingham and Solihull  
Mental Health  
NHS Foundation Trust

**NHS**  
Birmingham and Solihull  
Clinical Commissioning Group

**NHS**  
Birmingham Women's  
and Children's  
NHS Foundation Trust



The **Eveson**  
Charitable Trust



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