

# ANNUAL REPORT

2020/2021



Registered Charity Number 1151472



# CONTENT

4 – Overview

5 – Mission and Vision

6 – Board Review

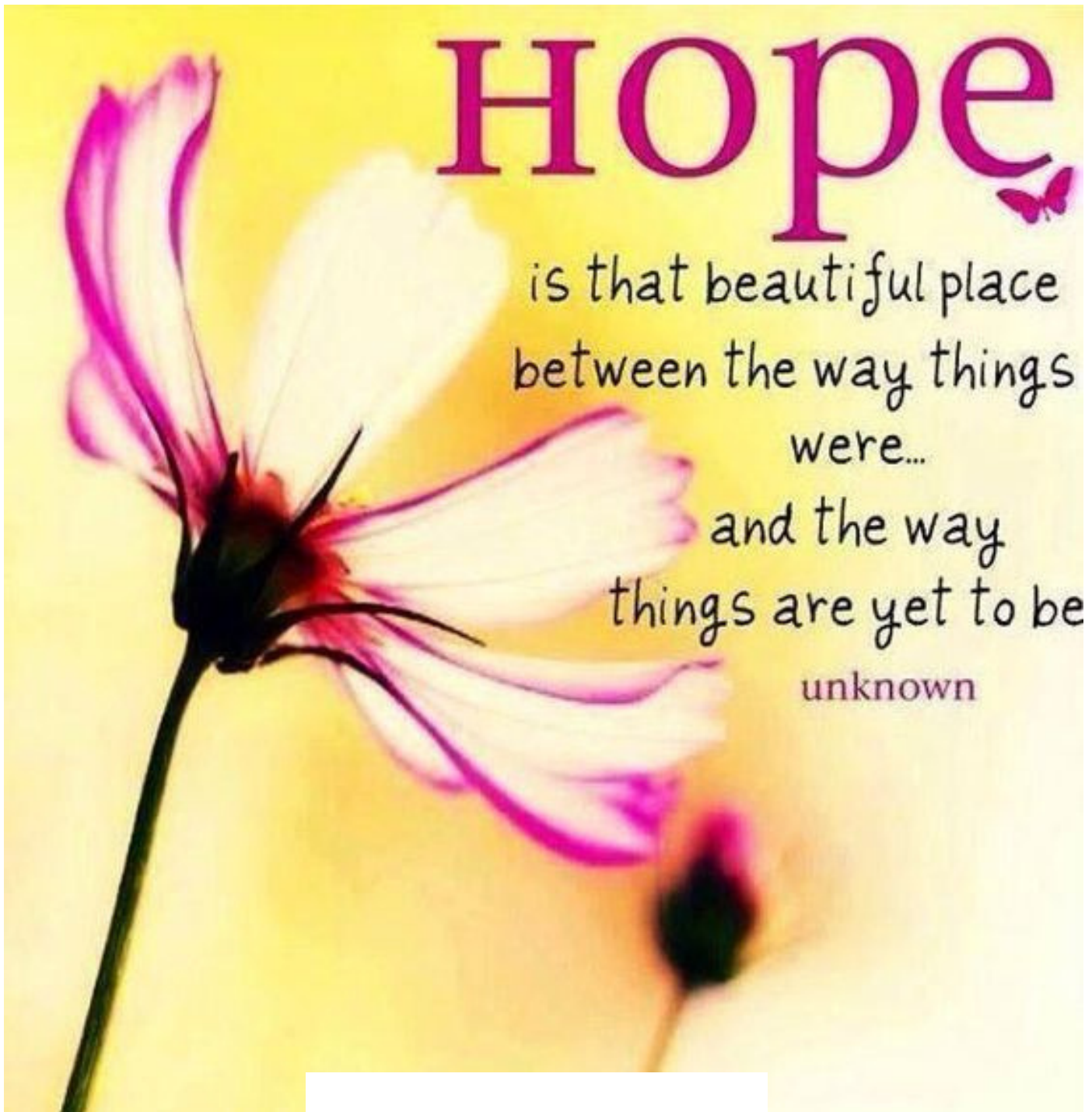
7 – CEO Review

8 – Our performance

9 – The impact

11 – Annual Accounts and  
Audit report







# OVERVIEW

Formed in 2010 by three like minded parents and registered as a charity in 2013. Empathy for special children provides supported social opportunities, bespoke support, a community and social support network for those growing up with a Hidden Disability and those that care for them. across Shropshire and the surrounding area. Enabling and Empowering them Enjoy, Embrace a fun and filled childhood and live their best lives, lifelong

EMPLOYING 1 PART TIME SENIOR MANAGER  
12 / 15 SESSIONAL STAFF





## THE VISION

*A resilient, truly inclusive  
Neuro-diverse society.*

*Where all are enabled to  
achieve their potential with  
the acceptance, timely  
support and opportunity  
they need to be recognized  
and celebrated for who  
they are.*

## THE MISSION

*To champion Neurodiversity in the  
wider population and be the  
foundation of an inclusive  
community; A family that nurtures  
and empowers all with the  
support and opportunity they  
need to feel safe, accepted and  
valued. Enabling those with a  
Hidden Difference, and all those  
that care for them, with the skills,  
confidence and resilience live  
their best lives, lifelong.*





# BOARD REVIEW

*It is hard to believe a year has gone by since the last annual review. So much has changed, so much has happened.*

*This year has been incredibly difficult for many families and Empathy has gone above and beyond to support many families to the best of their ability under extreme circumstances*

*As a charity have risen to the challenge of an ever-changing year of COVID restrictions and planning the reopening of face-to-face programs in a COVID safe way.*

*I would like to take this opportunity to thank Sam and the team for all they have done over the last 12 months. You are all amazing, we are forever grateful.*

*I am incredibly proud of all that the Empathy team has achieved and support we have maintained to some of the most vulnerable in our society, in exceptional circumstances, over the last year.*

*As we look forward with hope, that the worse days of the pandemic are behind us, we must now face the mountain we must climb to rebuild. In March 2020, the relatively new board had a clear plan, the pandemic put that on hold for what has now been 15 months and we are emerging into a world with both the same and different problems. The decision to move the accounting year; to align more readily with our major funding streams, has given the board a little space to catch its breath and take stock but as we begin the last year of our CIN funding, we must now begin to thrive not survive once more.*

*Over the last 15 months, Empathy has proved it worth. We have proved that a tiny organisation with limited resource can make a big impact directly to those that need it most, when they need it, in a way that is meaningful to them.*

*As we step out into this new but still uncertain world, Empathy is needed more now than ever before and we, the board, are committed to following the team's lead and doing whatever it takes to ensure Empathy not only survives but thrives.*

CHERIDA HUGHES

Chair of Trustees



# CEO REVIEW



*It has actually been 15 months since I last sat down to write for the annual review. At the time of last writing, ( March 2020 ) we had no idea what we were about to face; Globally, as Nation, a Community, as Team, as an Organisation.*

*The photo below was taken on March 7th 2020 at what, we then didn't know, would be the last group face to face session until 5th July 2020. Four months is a long time in child's life, particularly when you are already isolated and the world is already a confusing and scary place.*

*There was never any question that we should close. The team were resolute from day one that we must find a way and we did, not once but twice. So much will stay with me forever; the helplessness, the need, the desire to more, the challenges of reaching the unreachable but also the dedication, commitment and resilience of such a young team who day after day, week after week never gave up. The bravery and tenacity of the children, young people and families and the unwavering support of the board, our funders and supporters in allowing and enabling us to do what needed to be done.*

*Thank You will never be enough.*

*Opening up has not been without it's challenges but we must look forward and look forward with hope and positivity. Hope that never again will we have to dig so deep, for so long and the positivity to allow us to acknowledge that the road ahead is still rocky and steep and that once again we must once again find a way. As we hurtle towards our 12th birthday in Oct 2022 I have asked many times myself can we really make it this time ? but Empathy has never let a little thing like a mountain stand in its way, because the view from the top is always worth the climb.*

*The board and I are committed to not only applying the lessons we have learned over the past 15 months and looking outward to ensure what we think is needed, still is in this new normal but also looking inwards to ensure we are equipped to rise to this next challenge to ensure that Empathy can continue to change lives in the long term.*

SAM GODDARD

CEO and Founding Member





OUR

PERFORMANCE

2020 / 2021

MORE THAN 300  
ONLINE SESSION  
DELIVERING OVER 700  
HRS OF SUPPORT

**189 AT HOME  
PACKS  
TO  
96 INDIVIDUAL  
CHILDREN/  
YOUNG  
PEOPLE**

Provided 8  
families with  
1:1  
emergency  
support or  
respite

61 COVID SECURE  
GROUP  
AND  
FAMILY SESSIONS

HOSTED AN  
AMAZING  
ONLINE  
FESTIVAL  
RAISING  
£1800







NOTHING MEASURE THE  
IMPACT OF WHAT WE DO  
BETER THAN THE SMILES  
ON FACES  
FOLLOW THE LINK TO VIEW HOME  
BUT NEVER ALONE

<https://1drv.ms/v/s!Avw4MS-6SjSmiLEemrndRRbUICuQHQ>







At Home But  
Never Alone

Empathy does  
Lockdown 2020



# ACCOUNTS

## 01/04/20 - 30/06/21

empathy accounts for the period 01/04/20 to 30/06/21

### Income and expenditure account

<b>Income</b>		
shropshire council short break grant	£	14,400.00
parents contributions to short breaks	£	2,167.09
children in need grant	£	46,467.60
covid 19 grant	£	9,390.00
community foundation grant	£	3,620.00
sporting england grant	£	3,825.00
membership fees	£	5,071.00
donations	£	2,894.06
outreach	£	1,378.00
other income	£	2,174.08
<b>total income</b>	<b>£</b>	<b>91,386.83</b>

<b>Expenditure</b>		
employees		
mngt costs	£	10,500.00
play leader short breaks	£	7,717.07
play leader/team c.i.n.	£	34,801.94
play leader outreach	£	1,403.00
training	£	2,876.68
	£	57,298.69
administration costs		
travel	£	1,986.00
insurance	£	1,408.14
tel/zoom/room hire etc	£	1,938.01
crb checks	£	381.60
independent examination	£	75.00
payroll processing	£	718.80
	£	6,507.55
equipment		
clothing	£	1,437.00
laptop/software	£	4,944.78
sports kit	£	500.00
	£	6,881.78
activities		
hall hire	£	2,260.40
short breaks	£	8,068.26
children in need	£	5,282.60
	£	15,611.26
miscellaneous		
refunds	£	133.35
blue fest	£	200.00
	£	333.35

<b>Expenditure</b>	<b>£</b>	<b>86,632.63</b>
<b>surplus for the period</b>	<b>£</b>	<b>4,754.20</b>

### Blue fest account

<b>Income</b>		
interest	£	2.58
facebook		100.64
		103.22
<b>expenditure</b>		0
<b>surplus for the period</b>		103.22

balance sheet as at 30th june 2021

<b>Assets</b>		
current account	£	22,977.94
soldo	£	1,955.96

<b>total current assets</b>	<b>£</b>	<b>24,933.90</b>
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### Funded by

b. Fwd		
children in need	£	14,378.72
short breaks	£	107.86
general fund	£	5,683.12
	£	20,169.70
previous year adjustment	£	10.00
add surplus for the year	£	4,754.20

<b>c. Fwd</b>	<b>£</b>	<b>24,933.90</b>
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### breakdown of funds carried forward

children in need	£	12,024.19
short breaks	£	1,472.33
general fund	£	11,437.38
	£	24,933.90

### blue fest

<b>savings account</b>	<b>£</b>	<b>7,525.64</b>
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funded by		
blue fest bfwd	£	7,422.42
surplus	£	103.22

	<b>£</b>	<b>7,525.64</b>
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## **Independent Examiners Report to The Trustees of Empathy – for special children**

I report on the accounts for the period ended 30<sup>th</sup> june 2021 that are set out on the attached pages.

### **Respective responsibilities of trustees and examiner.**

As the charity's trustees you are responsible for the preparation of the accounts in accordance with The Charities (Accounts and Reports) Regulations 2008.

The gross income of the trust is such that the accounts can be subject to independent examination and need not be subject to audit.

It is the responsibility of the independent examiner to state, on the basis of procedures specified in the General directions given by the Charity Commissioners whether particular matters have come to my attention.

### **Basis of independent examiners' report.**

My examination was carried out in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and comparison of the account presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit , and consequently I do not express an audit opinion on the view given by the accounts.

### **Independent Examiners' statement.**

In my opinion the accounts present a true and accurate record for the period ended 30<sup>th</sup> june 2021

#### **Points to note**

1. The Soldo credit card system is used for purchases which is much more convenient for the staff than the previous method of claiming back expenditure incurred, however, The credit card statements only show the payee, amount and balance on the card they do not show what has been bought.

#### **Recomendation:-**

The card users should obtain a receipt for goods/services purchased with the cards and send those receipts or a digital photo of those receipts to the treasurer so that purchases can be identified.



2. The total balances and income and expenditure have been verified , however the allocation of that income and expenditure to various funds is based upon the judgement of the charity and as such is not subject to verification.

A handwritten signature in black ink, appearing to read 'K L Adams', written over a horizontal line.

Date 16<sup>th</sup> September 2021

Kevin L Adams Bsc  
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Shropshire.  
SY8 4JT