
FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2023



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report and Unaudited
Receipts and Payments Accounts**
for the year ended 31 March 2023

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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

Principal address: 119 Shoreditch High Street, London, E1 6JN

Trustees

1. Eleanor Besley-Gould: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
5. Clifford Atkins: Legal
6. Matt Clack: Public Health

Senior Staff

Bob Bharij: Chief Executive

Jayne Bullough: Head of Learning & Programme Development

Amberlee Green: Head of Impact & Communications

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2023. The reference and administrative information set out on page 2 forms part of this report.

The Trustees have taken advantage of the smaller charities exemption under Section 133 of the Charities Act 2011, and have prepared these accounts on a Receipts and Payments basis. Consequently, the charities reporting guidance and requirements under "Accounting and reporting by charities: Statement of Recommended Practice (SORP)" do not apply to these accounts.

Structure, Governance and Management

- Type of governing document: Constitution dated 14th March 2014
- How the charity is constituted: Charitable Incorporated Organisation
- Trustee selection methods: Only the board has the power to appoint new trustees. Proposals will be made to the Chair of the Board and the directors. Candidates must submit an expression of interest which is reviewed by the Chair and directors who then interview the candidate. The chair and the directors make their recommendations to the rest of the board to approve the candidate's appointment.

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Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination on the grounds of colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees who are or become disabled.

Public Benefit

In setting our objectives and planning our activities, our trustees have given careful consideration to the charity commission's guidance on public benefit.

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TRUSTEES ANNUAL REPORT

INTRODUCTION

It is with pleasure that we present the Trustee Annual Report for the Foundation for Change (FfC) for the year ending 2023. This report encapsulates our organisation's efforts, achievements, and impact as we continue our mission to support individuals who are nearing the end of or have completed their treatment for drug and alcohol addiction. FfC is dedicated to facilitating their transition from treatment services to becoming active members of society and leading meaningful lives.

WHO WE ARE

Foundation for Change (FfC) is an independent charity headquartered in London. Our focus lies in empowering individuals who are in recovery from drug and alcohol addiction, enabling them to not only sustain their recovery but also discover their authentic selves and aspirations. We understand that the period following the conclusion of treatment for substance use is pivotal, and we provide intensive support during this time to establish a strong foundation for sustainable recovery.

OUR WORK

At FfC, we work with people from communities that are socially and economically marginalized. We view addiction as a response to trauma linked to societal inequalities. By engaging with us, individuals gain insights into how power imbalances and socio-economic forces have shaped their lives. This broader perspective helps them reframe their substance use as a rational coping mechanism, promoting healing and self-empowerment.

Through our courses, participants embark on a transformative educational journey that enables them to understand their lives within a systemic context. Our courses include Psychology for Change (PfC) and Feminism for Change (FemfC). PfC, an 8-week mixed-sex program, focuses on personal development and growth, while FemfC, a 6-week women-only program, explores how gender dynamics impact lives and substance use. These courses empower participants to reconnect with their voices and critical thinking abilities.

MEASURING OUR IMPACT

FfC's impact is measured through data collected at various stages of engagement, including course enrolment, completion, and a follow-up assessment nine months post-graduation. We employ the Warwick-Edinburgh Mental Well-being Scale to assess changes in participants' well-being. Furthermore, we track sustained abstinence, reduced use of public services, engagement in volunteering or employment, and community involvement. Since inception, we have offered 720 course placements and worked with 426

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individuals, achieving a consistent completion rate of 80%. This accomplishment is significant considering the historical non-completion rates experienced by many participants.

HIGHLIGHTS FROM 2022/23

The last year has seen a significant shift in delivery and impact at FfC as we've made a return to in-person training and focused on streamlining delivery and evaluating impact – building for longer term outcome analysis. Some of the highlights from this year include:

1. Delivered four intakes of PfC and one of FemfC, totalling 49 individual user journeys.
2. The completion rate for both courses combined was 71.5%.
3. Participants on our last PfC of the year exceeded our well-being improvement target. There was an average improvement of 64% from the start to the end of the course (our target being 45%).
4. We increased the length of FemfC from 5 to 6 weeks; the attendance rate was a record 100% throughout the six weeks.
5. Staff were scored 5 out of 5 across all facilitator-related evaluation scales on our first FemfC course of the year. The measures related to staff experienced by our participants as being authentic & human, trustworthy, and embodying what they taught.
6. We launched our FfC Community, intended to cultivate and sustain the personal growth, social connections and accessibility of opportunities for graduates of our courses.
7. We have begun collecting our first sets of longitudinal data via reunions for graduates that occur 9 months after graduation. We send out surveys for anyone unable to make the reunions as a means to still capture this valuable data. There have been three reunions so far with a data response rate of 59%.

FINANCIAL OVERVIEW

In the fiscal year ending 2023, FfC's funding sources included individual donations, grants, and corporate partnerships. Our prudent financial management enabled us to expand our offerings and accommodate the growing demand for our courses. We extend our heartfelt gratitude to all our supporters, partners, and volunteers who continue to contribute to our mission.

LOOKING AHEAD

As we look to the future, Foundation for Change remains committed to nurturing a society where individuals in recovery not only move forwards from their experiences of addiction but also thrive in all aspects of their lives. We will continue to refine and expand our programs, adapt to emerging needs, and foster a community where individuals can flourish.

CONCLUSION

In conclusion, we extend our deep appreciation to our trustees, staff, partners, and supporters who have made our work at Foundation for Change possible. Together, we are making a lasting impact on the lives of

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those recovering from addiction and striving for positive change. We invite you to join us in our ongoing journey to transform lives and create a more inclusive and equitable society.

On behalf of the Trustees and the FfC Team,

A handwritten signature in black ink, appearing to be 'Bob Bharij', with a small dash at the end.

Bob Bharij
CEO and Founder

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Financial Review

Review of financial position

We began the 2022/23 financial year with funds of **£209,595** carried over from the previous year. In total we secured £160,358 of funding in the year 2022/23, ending the year with a total of £109,159, which is above our reserves requirement. Of the total funds at year end, £99,159 was unrestricted and £10,000 was restricted.

Reserves and reserves policy

As a sign of our continuing financial robustness, the trustees follow the reserves policy that was set in place in November 2017 and reviewed in 2021. The Chief Executive meets the treasurer bimonthly to assess the level of reserves as well as income and expenditure, cash flow, forecasting, and fundraising activities. The policy requires that unrestricted reserves are set as being two months' expenditure (rather than a fixed amount), based on costs relating to the previous two months at any given time. This allows for flexibility for fluctuating running costs.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

Declarations

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Ellie Besley-Gould	
Position (e.g. Secretary, Chair, etc.)	Chair	
Date	15 June 2023	

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Independent examiner's report on the accounts



CHARITY COMMISSION
FOR ENGLAND AND WALES

Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name

Foundation for Change

**On accounts for the year
ended**

31 March 2023

**Charity no
(if any)**

1156575

Set out on pages

9 - 10

**Responsibilities and basis of
report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31/03/2023

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's
statement**

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

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Signed:

J S Massey

Date:

18 November 2023

Name:

Jacqueline Massey

Relevant professional
qualification(s) or body (if
any):

ICAEW

Address:

Castillon, 32340 Plieux, France

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CHARITY COMMISSION
FOR ENGLAND AND WALES

Foundation for Change

1156575

Receipts and payments accounts

CC16a

For the period from	Period start date	To	Period end date
	01-Apr-22		31-Mar-23

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Grants and Donations	-	-	-	-	-
CSR	20,678	-	-	20,678	12,729
Individual	1,659	-	-	1,659	1,473
Major Donors -Private	6,000	-	-	6,000	22,397
Trusts & Foundations	116,179	10,080	-	126,259	176,168
Other	-	-	-	-	-
Gift Aid	1,500	-	-	1,500	5,626
Services	3,600	-	-	3,600	250
Miscellaneous	662	-	-	662	242
Sub total (Gross income for AR)	150,278	10,080	-	160,358	218,885
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	150,278	10,080	-	160,358	218,885

A3 Payments					
Staff Salaries & NI	199,085	10,080	-	209,165	134,843
Staff Pensions	10,895	-	-	10,895	6,147
Staff Development & Training	2,628	-	-	2,628	1,092
Staff Refreshments	374	-	-	374	146
Staff Travel	24	-	-	24	120
Trainee Expenses	2,618	-	-	2,618	-
Open College Network Fees	1,222	-	-	1,222	840
Supervision	600	-	-	600	609
Recruitment	-	-	-	-	889
Consultants	600	-	-	600	123
Insurance	623	-	-	623	572
Rent	22,000	-	-	22,000	21,997
Cleaning & Refuse Disposal	345	-	-	345	82
Renovations	-	-	-	-	4,063
Communications	552	-	-	552	829
Website	4,228	-	-	4,228	11
Office Equipment Repairs & Maintenance	843	-	-	843	428
Stationery & Postage	1,237	-	-	1,237	343
Licenses & Subscriptions	2,324	-	-	2,324	490
Sundry Expenses	305	-	-	305	47
Bank Charges	78	-	-	78	108
	-	-	-	-	-
Sub total	250,581	10,080	-	260,661	173,779

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A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	250,581	10,080	-	260,661	173,779
Net of receipts/(payments)	- 100,303	-	-	- 100,303	45,106
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	209,595	-	-	209,595	164,489
Cash funds this year end	109,292	-	-	109,292	209,595

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	CAF Bank Balance	109,159	-	-
	Petty Cash	133	-	-
		-	-	-
	Total cash funds	109,292	-	-