
FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2024



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report &
Financial Statements**
for the year ended 31 March 2024

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TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2024

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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
4. Matt Clack
5. Clifford Atkins: Legal

Senior Staff

Bob Bharij: Chief Executive

Jayne Bullough: Head of Learning & Programme Development

Reference and Administrative Information

The trustees present their annual report and financial statements of the charity for the year ended 31 March 2024. The reference and administrative information set out on page 2 forms part of this report.

The financial statements have been prepared in accordance with the Charities Statement of Recommended Practice (SORP) (FRS 102), applicable accounting standards (FRS 102), and the Charities Act 2011.

As the charity's income exceeded £250,000 during the reporting period, the accounts have been prepared on an accruals basis in accordance with the requirements of the Charities (Accounts and Reports) Regulations 2008. This means that income and expenditure are recognised when they are earned or incurred, not when money is received or paid, in order to give a true and fair view of the charity's financial activities and position.

Structure, Governance and Management

Type of governing document: Constitution dated 14th March 2014

- How the charity is constituted: Charitable Incorporated Organisation

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- 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.

Culture and Protections

We are an equal opportunities organisation and are committed to a working environment that is free from any form of discrimination against any protected characteristic including colour, race, ethnicity, religion, sex, sexual orientation or disability. We will make reasonable adjustments to meet the needs of staff or trainees based on their additional needs.

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

We are pleased to present the Trustee Annual Report for Foundation for Change (FfC) for the year ending March 2024. This report highlights our ongoing efforts, accomplishments, and the positive impact we've made in supporting individuals who are transitioning from drug and alcohol treatment to independent, fulfilling lives. FfC remains committed to helping these individuals reintegrate into society, equipping them with the tools to lead meaningful, active lives beyond recovery.

WHO WE ARE

FfC is an independent London-based charity that focuses on empowering people in recovery from substance use. Our mission is to help individuals not solely maintain their recovery but also explore their true potential and aspirations. Recognising the critical period following the end of formal treatment, we provide targeted support during this transitional time, ensuring a stable foundation for long-term recovery and personal growth.

OUR WORK- HOW WE DELIVER OUR CHARITABLE OBJECTS

At FfC, we engage with individuals from socially and economically disadvantaged communities, acknowledging addiction as a response to trauma rooted in systemic inequalities. We offer participants a unique opportunity to understand how social power dynamics and economic forces have influenced their lives, reframing their substance use as an understandable coping strategy. This perspective fosters healing, self-awareness, and empowerment.

Through our educational programmes, participants embark on a transformative journey of self-discovery within a broader societal context. Our core offerings include Psychology for Change (PfC) and Feminism for Change (FemfC). PfC is an 8-week, mixed-sex course, focusing on personal growth and development, while FemfC, a 6-week course for women, explores the impact of sex inequality on their lives and substance use. These programmes enable participants to reclaim their voice, embrace critical thinking, and rediscover their sense of agency.

MEASURING OUR IMPACT

We measure our impact through a structured data collection process at key stages: course enrolment, completion, and follow-up assessments nine months after graduation. The Short Warwick-Edinburgh Mental Well-being Scale helps us track changes in participants' well-being. Additionally, we monitor sustained abstinence, reduced reliance on public services, participation in volunteering or employment, and engagement in community activities.

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HIGHLIGHTS FROM 2023/24

Some of the highlights from this year include:

1. Delivered three intakes of PfC and two of FemfC, working with a total of 51 unique individuals.
2. The completion rate for both courses combined was 88%, a significant increase from the 72% completion rate in 2022/23.
3. Graduates scored the FfC team 4 or above (a scale of 1-5 where 5 is the highest) on measures related to: creating a learning environment; being authentic and human; embodying what they taught; being trustworthy, and demonstrating taking responsibility.
4. 90% of graduates felt that their relationship to learning had positively changed as a result of doing our courses. 78% felt more capable as a result of participating.
5. At our longitudinal follow ups, 88% felt they were more active members of their communities. Our response rate to the follow ups was 49% during this period.

FINANCIAL OVERVIEW

In the fiscal year ending 2024, FfC's funding sources included individual donations, grants, and corporate partnerships. Our prudent financial management has enabled us to continue delivering our courses. We extend our heartfelt gratitude to all our supporters, partners, and volunteers who continue to contribute to our mission.

LOOKING AHEAD

The year 2024/25 will be the third of our three years focusing on building the infrastructure and strengthening the work of Foundation for Change, with specific focuses on 1) Programme design and delivery; 2) Operations & Leadership; 3) Raising the profile of our approach; and 4) Monitoring, Evaluation & Learning.

Beyond this period, we will focus on

Reaching more people: We work with around 50 people per year, working in-depth rather than breadth. From 2025 to 2027, we want to increase the number of individuals we work with, reaching 200 people over the three-year period. In order to reach this number of individuals, we will be increasing the number of intakes we are able to offer each year. We plan to diversify our demographics, particularly around race and sexuality, increasing the accessibility of our work to specific populations. We will develop the 'facilitator pathway' – a structured and comprehensive programme to train volunteers and staff members to deliver our courses. This pathway will be used when we replicate our approach in future. Part of this area of our work will focus on continuing to strengthen how we measure our impact, amplifying our research base to support our plans for replication.

Expanding our services: Alongside our work focusing on individual impact, we also want to further our systemic impact, expanding the FfC Approach and philosophy into a wider range of settings. We will do this by providing paid professional training, offering consultancy work and selling learning resources both within

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and outside of the drug and alcohol sector. Our broader aim is to contribute our voice to the growing wave of change that is encouraging a more expansive view of addiction and other responses to social inequality and a growing recognition of the trauma that lies at the root of these.

Ongoing support for trainees: We will continue to build the FfC Community – the growing network our trainees have access to on graduating from our courses. Through events, outings in spaces deliberately intended to support our trainees to explore cultures outside the recovery community, and optional monthly check-ins, the FfC Community both brings people together and encourages the continuation of people bringing their learning to life. Building our community in this way ensures our impact is long-lasting and connects to the broader vision of our work: empowering people to be a part of society rather than excluded from it.

Continued strengthening of our infrastructure: We will focus on strengthening our internal infrastructure to ensure long-term sustainability and growth. We will prioritise enhancing governance by expanding and diversifying our board in line with our plans for growth, while investing in leadership development and strategic planning for the organisation. To secure financial sustainability, we will work on increasing our income streams, building fundraising capacity, and improving our financial management systems. At the same time, we will enhance our human resources by offering professional development to staff, expanding our volunteer programme, and continuing to cultivate the FfC culture built around our Values, Qualities and Ways of Being. Strengthening our operational efficiency will also be key, with a focus on continuing to streamline internal processes, updating policies, and investing in the systems we need to support our growing team.

Our work will also focus on improving our programme delivery and demonstrating the impact of our approach. We will continue to strengthen the monitoring and evaluating of our courses to better track outcomes and report on the successes of our participants. In addition, we aim to expand our communications efforts to raise awareness of our work and shift public perceptions around the links between trauma and social inequality. By strengthening our brand presence and building more of a public platform to raise our profile, we can reach a wider audience and attract new supporters. Finally, we will work to build strategic partnerships and collaborations within the sector, increasing our influence and expanding the reach of our unique approach to recovery and personal growth.

Social franchise model: During the next three years, we will continue to develop our plans for replicating our work through a social franchise model. In 2024, we formally documented the FfC Approach, the first step towards strengthening how we both train trainers internally and externally as part of the social franchising. We will continue packaging our work, developing comprehensive facilitator manuals to accompany the delivery of our courses, as well as assessing the appetite for the implementation of our approach in different sectors through research. The period 2025-27 will be a development phase for this strand of our work, which we will build more strongly on from 2028 onwards.

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,

Eleanor Besley-Gould
Chair



Matt Clack
Trustee



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Financial Review

Review of financial position

In total we secured £287,102 of funding in the year 2023/24, with an expenditure of £284,267. The total funds carried forward was £92,939, which is above our reserves requirement.

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):



Name(s):

Eleanor Besley-Gould

Matt Clack

Position(s):

Chair

Trustee

Date:

17/10/24

17/10/24

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CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Foundation for Change

On accounts for the year ended

31 March 2024

Charity no (if any)

1156575

Set out on pages

ii,iii,iv,v

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 31/03/2024.

As the charity's trustees, 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 all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accountants in England and Wales.

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:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

I have no concerns and have come across no other 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.

Signed:

J. Massey

Date:

17 October 2024

Name:

Jacqueline Massey

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

FCA

Address:

7 Chemin de la Chapelle, 32230 Marciac, France

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FOUNDATION FOR CHANGE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2024

		Year ended 31 March 2024			Year ended 31 March 2023
	Note	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
INCOME	2				
Donations and Legacies		276,828	10,000	286,828	147,616
Investment Income		274		274	210
		<u>277,102</u>	<u>10,000</u>	<u>287,102</u>	<u>147,826</u>
EXPENDITURE	3				
Raising Funds		44,485		44,485	43,000
Charitable Activities		235,758	4,024	239,782	224,317
		<u>280,243</u>	<u>4,024</u>	<u>284,267</u>	<u>267,317</u>
NET INCOME/(EXPENDITURE)		(3,141)	5,976	2,835	(119,491)
FUNDS brought forward	4	90,104	-	90,104	209,595
FUNDS carried forward		<u>86,963</u>	<u>5,976</u>	<u>92,939</u>	<u>90,104</u>

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FOUNDATION FOR CHANGE
BALANCE SHEET
AT 31 MARCH 2024

	31 March 2024		31 March 2023	
	£	£	£	£
CURRENT ASSETS				
Bank and Cash Balances	114,233		109,292	
Debtors and Prepayments	32,467		32,870	
	<u>146,700</u>		<u>142,162</u>	
Current Liabilities				
Creditors and Accruals	53,761		52,058	
				<u>90,104</u>
NET ASSETS		<u>92,939</u>		<u>90,104</u>
The Funds of The Charity				
Restricted Income Funds	5,976		-	
Unrestricted Funds	86,963		90,104	
		<u>92,939</u>		<u>90,104</u>

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FOUNDATION FOR CHANGE
NOTES TO THE FINANCIAL STATEMENTS (1)
YEAR ENDED 31 MARCH 2024

1 ACCOUNTING POLICIES

a Basis of Preparation

Foundation for Change is a charity which operates for the public benefit.
The financial statements have been prepared under the historical cost convention, on a going concern basis, in accordance with the Statement of Recommended Practice (SORP) in accounting and reporting by charities,

b Change in accounting policy

The SORP has been adopted following an increase in income for the year ended 31 March 2024.
As the accounts for the year ended 31 March 2023 were prepared on a receipts and payments basis, they have been recalculated to adjust for accrued income and expenditure.

	£
Additional debtors and prepayments	32,870
Additional creditors and accruals	(52,058)
Net reduction in unrestricted fund at 31 March 2023	<u>(19,188)</u>

c Income

Income from grants is included when there is reasonable certainty of entitlement.
In respect of time related unrestricted grants, income which has been received in advance is deferred.
This has been calculated on a time apportionment basis for the current year and restated for the previous year.
The amount deferred amounted to £45,000 at 31 March 2024 and £45,000 at 31 March 2023.

d Gift Aid

Gift Aid is claimed on donations received, accounted for when the amount can be calculated with a reasonable degree of certainty, normally at the earliest of the date received or claim being made.

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NOTES TO THE FINANCIAL STATEMENTS page 2
YEAR ENDED 31 MARCH 2024

			Year ended 31 March 2024 £	Year ended 31 March 2023 £
2 ANALYSIS OF INCOME				
2a Donations & Legacies				
Grants from Trusts and Foundations			243,870	113,727
Corporate Donations			15,700	20,678
Other Donations			25,683	11,711
Gift Aid			1,575	1,500
			<u>286,828</u>	<u>147,616</u>
2b Investment Income				
Bank Interest Received			274	210
3 ANALYSIS OF EXPENDITURE				
	Charitable Activities £	Raising Funds £	Year ended 31 March 2024 £	Year ended 31 March 2023 £
Employment				
Salaries	187,588	41,470	229,058	226,705
Staff development & training	6,890		6,890	6,468
Staff expenses	3,271		3,271	398
Consultants	11,132		11,132	1,200
Office Running Costs & Miscellaneous				
Rent	22,000		22,000	22,000
Insurance	462		462	623
Communications	4,484	2,450	6,934	5,623
Printing & Stationery	867		867	1,237
Licences & Subscriptions	525		525	1,921
Sundry Expenses	397		397	651
Other				
Bank Charges	60		60	78
Events	566	565	1,131	-
Governance				
Trustees	540		540	-
Annual Report and Review	1,000		1,000	413
	<u>239,782</u>	<u>44,485</u>	<u>284,267</u>	<u>267,317</u>

Costs on raising funds have been allocated from support costs using an estimated apportionment of staff time.

	B/F £	In £	Out £	Year ended 31 March 2024 C/F £	Year ended 31 March 2023 C/F £
4 RESTRICTED FUND MOVEMENTS					
Restricted Funds					
Wellbeing Fund	-	10,000	(4,024)	5,976	Nil