
FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 MARCH 2025



(Registered Charitable Incorporated Organisation
registration number: 1156575)

**Trustees' Annual Report &
Financial Statements**
for the year ended 31 March 2025

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

CONTENTS

Legal and administrative information	1
Trustees' annual report	3
Independent examiner's report	8
Statement of financial activities (SoFA)	10
Balance Sheet	11
Notes to financial statements	12

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Charity Name: Foundation for Change

Registered Charity Number: 1156575

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

Trustees

1. Matt Clack: Chair
2. Caroline Simmons: Treasurer
3. Caroline East: Secretary
4. Priscilla Tiigah
5. Clifford Atkins: Legal
6. Drew Gladwell

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 2025. 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.

Though the charity's income did not exceed £250,000 during the reporting period, it was decided that the accounts be 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

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

- 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 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.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

TRUSTEES ANNUAL REPORT

INTRODUCTION

We are pleased to present the Trustee Annual Report for Foundation for Change (FfC) for the year ending March 2025. 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 solely achieving abstinence.

WHO WE ARE

Foundation for Change (FfC) is a London-based, pioneering non-profit organisation committed to facilitating social inclusion for individuals from marginalised backgrounds, particularly those recovering from drug and alcohol addiction. Our innovative learning programmes, alongside our FfC community support, help individuals transition permanently from treatment services to full participation in society, breaking cycles of trauma and creating lasting change. The programmes are rooted in psychology, feminist theory, philosophy, and social history to foster the self-awareness, self-esteem and self-reliance individuals need to create change in their lives. Our vision is bold: a future where dignity replaces stigma, opportunity replaces exclusion, and every individual has the chance to reclaim their place in a more compassionate, just, and inclusive world.

OUR WORK

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.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

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 (SWEMWBS) 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

HIGHLIGHTS FROM 2024/25

Some of the highlights from the period April 2024 to March 2025 include:

1. Delivered two intakes of PfC and three of FemfC, working with a total of 34 unique individuals. Female participants can access both courses. As such, the number of unique journeys across both courses was 43.
2. The completion rate for both courses combined was 81%.
3. 100% of 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. 95% scored 4 or above (on a scale of 1-5) on whether they felt more capable as a result of participating on our courses.
5. At our longitudinal follow ups, 86% felt they were more active members of their communities.
6. Our response rate to the follow ups was 56% during this period. Of the 56% that responded, 92% reported maintaining their abstinence at the 9-month mark.

FINANCIAL OVERVIEW

In the fiscal year ending March 2025, 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 2025/26 will see us continuing to focus 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.

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 and outside of the drug and alcohol sector. Our broader aim is to contribute our voice to the growing wave

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

of change that is encouraging a more expansive view of addiction and other responses to social inequality alongside 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. To secure financial sustainability, we will work on both increasing and diversifying 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. In 2025, we will pilot our first ever train the trainer internal tutoring for both our existing team and our new volunteers. This will be a prototype for the training we aim to take outwards as part of our social franchising model.

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 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.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

On behalf of the Trustees and the FfC Team,

A handwritten signature in black ink, consisting of several overlapping loops and a long, sweeping tail that ends in a small dot.

Bob Bharij
CEO and Founder

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT

FOR THE YEAR ENDED 31 March 2025

Financial Review

Review of financial position

In total we secured £242,842 of funding in the year 2024/25, with an expenditure of £286,828. The total funds carried forward was £227,632 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)	DocuSigned by: <i>Matt Clack</i> BD0092BBC54A4BD...	
	Full name(s)	Matt Clack	
	Position (e.g. Secretary, Chair, etc.)	Chair	
	Date	10/10/2025	

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2025

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 2025	Charity no (if any)	1156575
Set out on pages	10 - 13		

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 31/03/2025.

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.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

Signed:

Signed by:
Tuffaha
119507BD8889432...

Date:

10/10/2025

Name:

M.H Tuffaha AFA

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

Institute of Financial Accountants

Address:

3rd Floor, 86-90 Paul Street, London, EC2A 4NE

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2025

**FOUNDATION FOR CHANGE
STATEMENT OF FINANCIAL ACTIVITIES
YEAR ENDED 31 MARCH 2025**

		Year ended 31 March 2025			Year ended 31 March 2024
	Note	Unrestricted Funds £	Restricted Funds £	Total Funds £	Total Funds £
INCOME	2				
Donations and Legacies		242,842		242,842	286,828
Investment Income		387		387	274
				-	
		243,229		243,229	287,102
EXPENDITURE	3				
Raising Funds		37,214		37,214	44,485
Charitable Activities		191,748	4,669	196,417	239,782
		228,962	4,669	233,631	284,267
NET INCOME/(EXPENDITURE)		14,267	(4,669)	9,598	2,835
FUNDS brought forward	4	86,963	5,976	92,939	90,104
FUNDS carried forward		101,230	1,307	102,537	92,939

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 March 2025

2

FOUNDATION FOR CHANGE
BALANCE SHEET
AT 31 MARCH 2025

	31 March 2025	31 March 2024
CURRENT ASSETS		
Bank and Cash Balances	227,892	114,233
Debtors and Prepayments	5,000	32,467
	<u>232,892</u>	<u>146,700</u>
CURRENT LIABILITIES		
Creditors and Accruals	<u>130,355</u>	<u>53,761</u>
NET ASSETS	<u>102,537</u>	<u>92,939</u>
THE FUNDS OF THE CHARITY		
Restricted Income Funds	1,307	5,976
Unrestricted Funds	101,230	86,963
	<u>102,537</u>	<u>92,939</u>

The financial Statements were approved by the board of trustees and signed on its behalf by

Name: Matt Clack

Position: Chair

Date: 10/10/2025

Signature :

DocuSigned by:

BD0092BBC54A4BD...

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

FOUNDATION FOR CHANGE

NOTES TO THE FINANCIAL STATEMENTS (1)

YEAR ENDED 31 MARCH 2025

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 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.

c 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.

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

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

			Year ended 31 March 2025 £	Year ended 31 March 2024 £	
2 ANALYSIS OF INCOME					
2a Donations & Legacies					
	Grants from Trusts and Foundations		216,542	243,870	
	Corporate Donations		22,850	15,700	
	Other Donations		3,450	25,683	
	Gift Aid			1,575	
			<u>242,842</u>	<u>286,828</u>	
2b Investment Income					
	Bank Interest Received		<u>387</u>	<u>274</u>	
3 ANALYSIS OF EXPENDITURE					
	Charitable Activities £	Raising Funds £	Year ended 31 March 2025 £	Year ended 31 March 2024 £	
Employment					
	Salaries	155,798	30,804	186,602	229,058
	Staff development & training	4,327		4,327	6,890
	Staff expenses	1,774		1,774	3,271
	Consultants	720		720	11,132
Office Running Costs & Miscellaneous					
	Rent	22,000		22,000	22,000
	Insurance	461		461	462
	Communications	5,057	2,770	7,827	6,934
	Printing & Stationery	1,034		1,034	867
	Licences & Subscriptions	488		488	525
	Trainee and Volunteer expenses	3,151		3,151	-
	Sundry Expenses	1,026		1,026	397
Other					
	Bank Charges	60		60	60
	Events		3,640	3,640	1,131
Governance					
	Trustees	71		71	540
	Annual Report and Review	450		450	1,000
		<u>196,417</u>	<u>37,214</u>	<u>233,631</u>	<u>284,267</u>

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

4 RESTRICTED FUND MOVEMENTS

Restricted Funds			
Proccessi Initiative - Wellbeing			
At 1 April 2024		5,976	-
Received		-	10,000
Expenditure		<u>(4,669)</u>	<u>(4,024)</u>
At 31 March 2025		<u>1,307</u>	<u>5,976</u>

FOUNDATION FOR CHANGE

(Registered Charitable Incorporated Organisation No. 1156575)

TRUSTEES ANNUAL REPORT AND ACCOUNTS

FOR THE YEAR ENDED 31 March 2025

Related Party Transactions

None

Trustees Remunerations and Benefits

None