



Unaudited financial  
statements and trustees'  
report for the year ending

31st March 2025

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**TIME NORFOLK**  
**(A company limited by guarantee)**

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**TIME NORFOLK**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE COMPANY, ITS TRUSTEES AND ADVISERS  
FOR THE YEAR ENDED 31 MARCH 2025**

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<b>Trustees</b>	Mr M Spaul Mrs J Ford Mrs S Watts Ms M Snell Ms M-L Numuhoza
<b>Company registered number</b>	07656339
<b>Charity registered number</b>	1157905
<b>Registered office</b>	8 Chalk Hill House 19 Rosary Road Norwich Norfolk NR1 1SZ
<b>Accountants</b>	Larking Gowen LLP Chartered Accountants 1 st Floor Prospect House Rouen Road Norwich NR1 1RE



# Trustees' report



The trustees, who are directors for the purposes of company law, present their annual report together with the financial statements of the Company for the year 1st April 2024 to 31 March 2025. The Annual report serves the purposes of both a Trustees' report and a directors' report under company law. The Trustees confirm that the Annual Report and Financial Statements of the charitable company comply with the current statutory requirements, the requirements of the charitable company's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS102)

## **Vision**

For wellbeing support to be available to anyone in Norfolk and Waveney who experiences mental health challenges due to pregnancy loss at any stage, baby loss or pregnancy choices.

## **Mission**

- To create safe spaces where people are welcomed to come as they are, with their grief, concerns, hopes and fears.
- To provide opportunities to remember and to grieve.
- To provide training to counsellors, wellbeing, health and bereavement professionals.
- To ensure that experiences are heard and valued and can influence support in the future.

## **Values**

- Hope: is the catalyst for change.
- Community: that no one should feel alone.
- Stories: that every voice deserves to be heard.
- Inclusion: support is for everyone.
- Time: time to listen, time to grieve, time to heal.

# 2

## Objectives and activities



The charity's object is to preserve and protect women's health and the health of their partners and families and to advance the education of the public. This is achieved through the following objectives:

**1** Offering impartial and confidential counselling and holistic support for the wellbeing of anyone in distress as a result of, and to promote understanding of the issues surrounding:-

- Pregnancy
- Birth
- Pregnancy loss (miscarriage, termination, ectopic pregnancy, molar pregnancy)
- Stillbirth and neonatal death up to 12 months
- Infertility and secondary infertility

**2** Supporting pregnant women and their partners to make an informed choice regarding their options: termination, adoption, or parenting, with referral to appropriate agencies; and

**3** By such other means as the trustees may in their absolute discretion determine may further the above objects.

The charity has delivered public benefit which is demonstrated in Section 8.

### Aims

Providing information, training, and support to professionals working in bereavement and healthcare. Supporting the choices of clients and their partners in matters relating to pregnancy, birth, pregnancy loss at any stage, infertility, and related issues. Fostering a sense of community through outreach and engagement activities to create a supportive network for individuals and families experiencing pregnancy-related challenges.

# 3

## Chair report



Dear Supporters and Friends,

As Chair of TimeNorfolk's Board of Trustees, I am pleased to share with you our progress over the past year. In this, TimeNorfolk's 11th year, it remains an honour to reflect on a cause so close to my heart. Our vision - to provide support to those who have experienced pregnancy or baby loss, or who are facing difficult pregnancy choices - is one that I am deeply passionate about.

This past year has brought challenges, particularly with the loss of Family Hubs funding, prompting us to explore more sustainable income streams for the future. These circumstances have highlighted the dedication, skill, and passion shared by our trustees, staff, and volunteers, all of whom are committed to doing everything possible to support those in need.

I am especially proud of our team, who have shown remarkable dedication and commitment in the face of the past year's challenges. Thanks to the funding we have received, we have been able to take time to look ahead and explore every opportunity to create a more sustainable future.

Looking forward, as I prepare to step down as Chair in November 2025 and make way for new leadership, I feel confident in the direction we are heading. Our strategic business plan - developed collaboratively with our CEO, trustees, staff, volunteers, and clients - provides a clear roadmap for our future. One of our key focus areas is recruiting and encouraging new trustees to join our board, strengthening our collective skill set and knowledge base.

I am excited about TimeNorfolk's future as we continue working together to make a positive impact in our community. I am deeply grateful for the ongoing and vital support of our donors, partners, and stakeholders - without whom TimeNorfolk could not continue its essential work.

Together, we are united in our mission to ensure that no one faces pregnancy loss, baby loss, or a pregnancy choice without access to genuine, compassionate, professional, and client-centred support. I am hopeful that the year ahead will be filled with continued growth and purpose for us as an organisation and as individuals.

With warmest regards.

A handwritten signature in black ink, appearing to read 'M Spaul', with a stylized flourish at the end.

Martin Spaul  
**Chair of Trustees**

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## CEO report



This year has been a time of transition for TimeNorfolk. Our work continues to evolve as the financial landscape presents ongoing challenges for the VCSE sector, significantly impacting TimeNorfolk. Through it all, our vision remains our constant anchor: to provide wellbeing support for anyone in Norfolk and Waveney who experiences pregnancy loss at any stage, baby loss, or pregnancy choices.

Throughout the year, our commissioned Family Hubs project has continued to be a key focus. Our Training Lead and a Counsellor for Children and Young People has enabled us to expand our mission, offering counselling to more individuals and couples.

The Training Lead role gave us the opportunity to develop in-house training, equipping a new cohort of counsellors. Additionally, we planned and facilitated research-based training for healthcare professionals and wellbeing practitioners across Norfolk and Waveney. This vital training equipped professionals with the knowledge and understanding needed to identify early intervention needs following pregnancy loss, so that wider family needs could be supported, including parent-infant bonding.

As we reflect on this past year, I am incredibly proud of how TimeNorfolk has continued to evolve. Our monthly donors and fundraisers are more important than ever. Every regular gift, and every act of generosity, makes a difference.

You help us to journey alongside individuals and families, with compassion, during the hardest moments of their lives.

A handwritten signature in black ink that reads "F. Gosden". The signature is stylized and cursive.

Fiona Gosden  
**CEO**

# 5

## Our work

### Counselling

We offer one-to-one counselling sessions as well as counselling for couples and groups. We have a team of 18 volunteer counsellors. Our counsellors undergo TimeNorfolk training to understand the issues that face our clients. This year, we have recruited and trained 5 new volunteer counsellors enabling us to support between 40-60 clients a week across Norfolk and Waveney. We are proud to support 207 referrals this year.

“

from my first initial appointment I was made to feel at ease and that I could discuss anything without fear of being judged

”

### Advocacy

We're dedicated to ensuring that experiences are heard and valued. We believe that client voice can influence and develop the support provided by the NHS. This year, through social media and our network of supporters, we have participated in events and awareness days to extend our reach, including Mental Health Awareness Week, Baby Loss Awareness Week and Black Maternal Mental Health Week.

We are a proactive voice within the Maternal Voices Partnerships. These are NHS working groups at our referral hospitals, bringing together service users, staff and other stakeholders to improve maternity and neonatal care. We are also part of the Norfolk and Waveney Bereavement Forum, where multi-agency collaboration and inter-agency referrals are discussed, alongside the implementation of new policies, guidance, and national standards. Importantly, we bring the voice of our clients into these conversations, ensuring that their lived experiences and feedback help shape more responsive and compassionate bereavement support across the region.



## Education

Our training events this year have proved very popular as we have worked alongside Family Hubs to deliver several events throughout the year. We have worked alongside Family Hubs to develop inclusive material that can be used going forward, such as videos for webinars, to be rolled-out across Norfolk.

A total of 106 attendees participated in Family Hubs training, facilitated by TimeNorfolk's training lead.

*"The training on miscarriage counselling was both impactful and informative, with a valuable focus on the wellbeing of healthcare staff as well as patients."*

- Bereavement Gynae Nurse, NNUH Hospital.

We also ran in-house professional development days, and these helped to develop our own counselling team, counsellors from across from the VCSE sector, and NHS professionals. For example, we hosted an insightful training day focused on support and care following termination of pregnancy, with valued input from Antenatal Results and Choices and the British Pregnancy Advisory Service (BPAS).



## Community

We believe that community support is essential to wellbeing, which is why we strive to increase our presence outside of our Hub walls. Community is important to our clients, volunteers and staff.

For our counsellors, we developed our online noticeboard, which serves as a way of creating unity and sharing supportive resources. The Doorway Of Hope service at Norwich Cathedral during Baby Loss Awareness Week was a deeply moving and well-attended service. The space invites a comforting community to honour memories. We also hosted our first memorial event in Hemsby, in partnership with local community and business.

# 6

## Financial review

TimeNorfolk aims to maintain unrestricted Financial Reserves equal to six months of unrestricted expenditure. This would provide sufficient funds to cover all the costs of the charity which may arise, including potential winding-up costs.

As of 31 March 2025, Total reserves: £122,419

Unrestricted reserves: £76,518 (2024: £40,811)

Of which free reserves: £75,896 (excluding fixed asset reserve)

Restricted reserves: £45,901

Of these, £nil (2024, £nil) has been designated for specific purposes by the Trustees.

# 7

## Future plans

- Diversify our income streams for sustainability.
- Develop diverse client voices to strengthen our strategic decision making framework.
- Enhance board diversity and governance by recruiting trustees with the skills and lived experience needed to keep our vision and mission relevant in Norfolk and Waveney.

# 8

## Public benefit

The trustees have complied with their duty to have due regard to the guidance on public benefit by the Charity Commission in exercising their powers or duties.

*Refer to section 10 - Impact.*

### **Volunteers and Student Counsellor volunteers**

TimeNorfolk's work is mainly carried out by 18 committed volunteers who are responsible for delivering the aims of the charity alongside the 6 staff members. The charity would not be able to continue as it does without the support of its volunteers and we are hugely grateful for their dedication.

### **Going concern**

TimeNorfolk continues to be impacted by the cost living crisis which has affected how funding bodies award grants. Unfortunately, we were notified in late 2024 that we would not continue to receive funding by Norfolk County Council as a part of the Family Hubs project after June 2025. We continue to receive support from the Norfolk Community Foundation alongside other grant providers, donations and fundraising activities.

The charity is diversifying the income streams, and with this in mind and after making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for at least the next 12 months from the date of approval of the accounts. For this reason, the Trustees continue to adopt the ongoing concern basis in preparing the financial statements.



# Structure, governance and management



Nature of governing document: The company is registered as a charitable company limited by guarantee and was set up by a Memorandum of Association. The company is constituted under a Memorandum of Association and is a registered charity number 1157905. The trustees confirm that they have complied with the requirements of section 17 of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission for England and Wales.

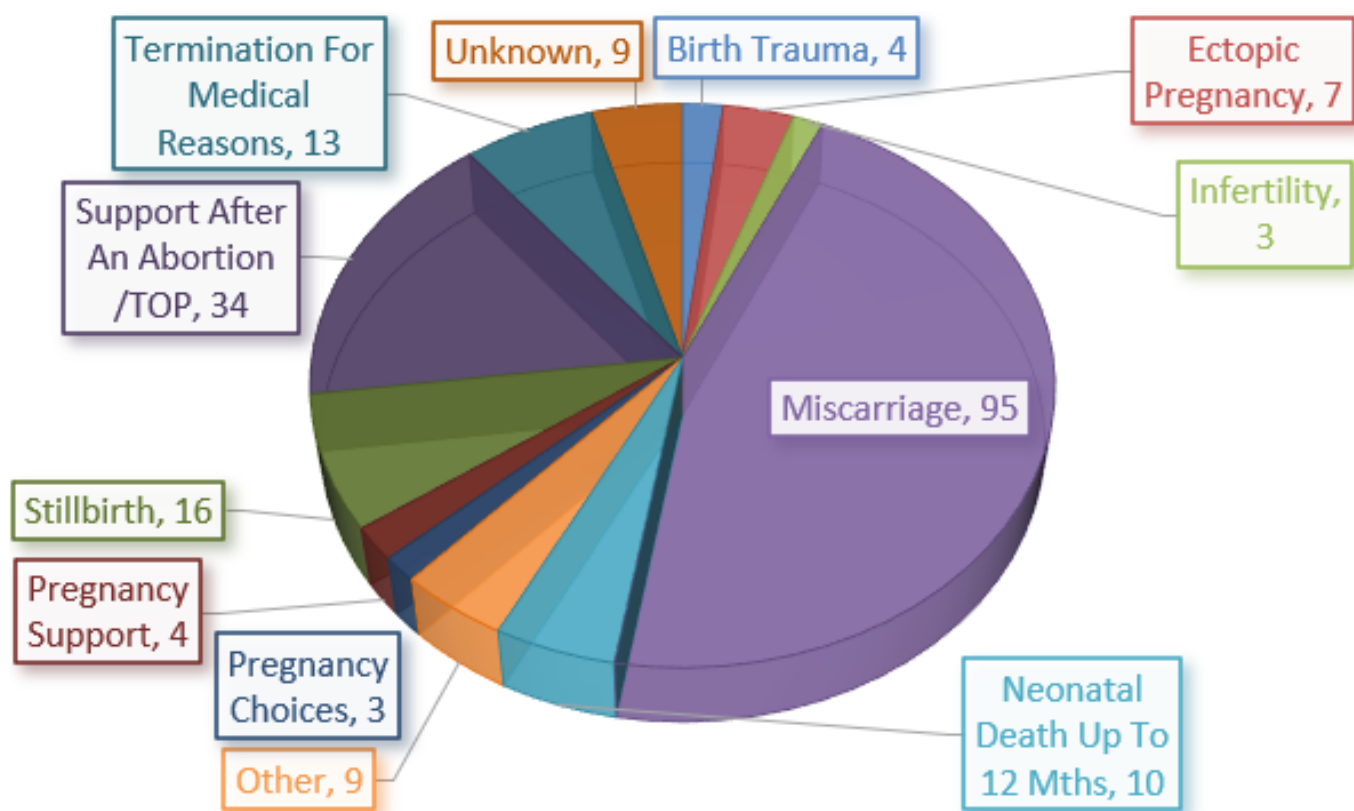
Recruitment and appointment of trustees:

1. When someone has expressed an interest in becoming a trustee, and they have been identified as having the necessary skills, they are asked to attend two Trustee Meetings.
2. After the second meeting the Trustees decide whether to invite them to become a trustee. If they accept, they are then given the appropriate paperwork.

# 10 Impact



**Types of Referrals Received by TimeNorfolk**



## Statistics

The above chart provides an insight into how the charity has grown and developed over the 2024/2025 Financial Year and has been put together from statistical information from TimeNorfolk's Client Management System.

This data offers a snapshot of the types of referrals we receive. It does not fully capture the complexity of each client's journey. Some clients may move between categories - for example, someone who has self-referred for infertility support, may later experience a miscarriage. Our counselling support is flexible and responsive to caring for complex and evolving needs.



# Concluding Statements



The Trustees (who are also the Directors of TimeNorfolk for the purposes of company law) are responsible for preparing the Trustees' Report and the Financial Statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations. Company law requires the Trustees to prepare Financial Statements for each Financial Year. Under company law, the Trustees must not approve the Financial Statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period.

In preparing these Financial Statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities' SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the Financial Statements; and
- prepare the Financial Statements on the going-concern basis, unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are also responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy, at any time, the financial position of the Company and enable them to ensure that the Financial Statements comply with the Companies' Act 2006. They are also responsible for safeguarding the assets of the Company and hence taking reasonable steps for the prevention and detection of fraud and other Irregularities.

Prepared and approved by order of the members of the Board of Trustees and signed on their behalf by:

Mr Martin Spaul  
**Chair of Trustees.**

**Date:** 27 Jun 2025

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**TIME NORFOLK**  
**(A company limited by guarantee)**

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**INDEPENDENT EXAMINER'S REPORT  
FOR THE YEAR ENDED 31 MARCH 2025**

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**Independent examiner's report to the Trustees of Time Norfolk ('the Company')**

I report to the charity Trustees on my examination of the accounts of the Company for the year ended 31 March 2025.

**Responsibilities and basis of report**

As the Trustees of the Company (and 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 the Company's accounts 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**

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 (FRS 102).

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.

This report is made solely to the Company's Trustees, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the Company's Trustees those matters I am required to state to them in an Independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the Company and the Company's Trustees as a body, for my work or for this report.

Signed: *G. Kerkham*

Dated: 30 Jun 2025

Giles Kerkham FCA DChA

**Larking Gowen LLP**

Chartered Accountants  
1 st Floor Prospect House  
Rouen Road  
Norwich  
NR1 1RE



**TIME NORFOLK**  
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**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>Income from:</b>					
Donations and grants	3	80,251	137,350	217,601	125,578
Events and room hire	4	8,346	-	8,346	12,069
Investments	5	591	-	591	333
<b>Total income</b>		<b>89,188</b>	<b>137,350</b>	<b>226,538</b>	<b>137,980</b>
<b>Expenditure on:</b>					
Raising funds	6	17,052	-	17,052	20,791
Charitable activities		36,429	139,407	175,836	168,638
<b>Total expenditure</b>		<b>53,481</b>	<b>139,407</b>	<b>192,888</b>	<b>189,429</b>
<b>Net movement in funds</b>		<b>35,707</b>	<b>(2,057)</b>	<b>33,650</b>	<b>(51,449)</b>
<b>Reconciliation of funds:</b>					
Total funds brought forward		40,811	47,958	88,769	140,218
Net movement in funds		35,707	(2,057)	33,650	(51,449)
<b>Total funds carried forward</b>		<b>76,518</b>	<b>45,901</b>	<b>122,419</b>	<b>88,769</b>

The Statement of financial activities includes all gains and losses recognised in the year.

The notes on pages 16 to 29 form part of these financial statements.



**TIME NORFOLK**  
**(A company limited by guarantee)**  
**REGISTERED NUMBER: 07656339**

**BALANCE SHEET**  
**AS AT 31 MARCH 2025**

	Note	2025 £	2024 £
<b>Fixed assets</b>			
Tangible assets	12	3,156	4,236
		<u>3,156</u>	<u>4,236</u>
<b>Current assets</b>			
Debtors	13	7,250	9,225
Cash at bank and in hand		117,327	80,562
		<u>124,577</u>	<u>89,787</u>
Creditors: amounts falling due within one year	14	(5,314)	(5,254)
<b>Net current assets</b>		<u>119,263</u>	<u>84,533</u>
<b>Total net assets</b>		<u><u>122,419</u></u>	<u><u>88,769</u></u>
<b>Charity funds</b>			
Restricted funds	15	45,901	47,958
Unrestricted funds	15	76,518	40,811
<b>Total funds</b>		<u><u>122,419</u></u>	<u><u>88,769</u></u>

The Company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the company to obtain an audit for the year in question in accordance with section 476 of Companies Act 2006.

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

.....*Martin Spaul*.....

**Mr M Spaul**  
 (Chair of Trustees)

Date: 27 Jun 2025

The notes on pages 16 to 29 form part of these financial statements.

Company registered number: 07656339

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**TIME NORFOLK**  
**(A company limited by guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**1. General information**

The charity is limited by guarantee, incorporated in England and Wales, and consequently does not have share capital. Each of the trustees is liable to contribute an amount not exceeding £10 towards the assets of the charity in the event of liquidation. The Registered Office address is 8 Chalk Hill House, 19 Rosary Road, Norwich, NR1 1SZ.

**2. Accounting policies**

**2.1 Basis of preparation of financial statements**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Time Norfolk meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 Going concern**

The charity continues to be hit hard this year by the cost living crisis which has affected how funding bodies award grants. Unfortunately we were notified in late 2024 that we would not continue to receive funding by Norfolk County Council as a part of the Family Hubs project after June 2025. We continue to receive support from the Norfolk Community Foundation alongside other grant providers, donations and fundraising activities. The charity is diversifying the income streams and with this in mind and after making appropriate enquiries, the Trustees have a reasonable expectation that the company has adequate resources to continue in operational existence for at least the next 12 months from the date of approval of the accounts. For this reason, the Trustees continue to adopt the ongoing concern basis in preparing the financial statements.

**2.3 Income**

All income is recognised once the Company has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Income tax recoverable in relation to investment income is recognised at the time the investment income is receivable.

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**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**2. Accounting policies (continued)**

**2.4 Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Company to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Company's objectives, as well as any associated support costs.

All expenditure is inclusive of irrecoverable VAT.

**2.5 Interest receivable**

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Company; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

**2.6 Tangible fixed assets and depreciation**

Tangible fixed assets costing £100 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following basis:

Fixtures and fittings	-	33% straight line
Office equipment	-	33% straight line

**2.7 Debtors**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

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**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**2. Accounting policies (continued)**

**2.8 Cash at bank and in hand**

Cash at bank and 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.

**2.9 Liabilities and provisions**

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Company anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

**2.10 Financial instruments**

The Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2.11 Fund accounting**

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Company and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the Company for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**3. Income from donations and grants**

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Donations	49,451	-	<b>49,451</b>	26,482
Grants	30,800	137,350	<b>168,150</b>	99,096
	<u>80,251</u>	<u>137,350</u>	<u><b>217,601</b></u>	<u>125,578</u>
<i>Total 2024</i>	<u><u>30,482</u></u>	<u><u>95,096</u></u>	<u><u>125,578</u></u>	

**4. Income from events and room hire**

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Pregnancy Choices	<u>8,346</u>	<u><b>8,346</b></u>	<u>12,069</u>
<i>Total 2024</i>	<u><u>12,069</u></u>	<u><u>12,069</u></u>	

**5. Investment income**

	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
Interest receivable on bank deposits	<u>591</u>	<u><b>591</b></u>	<u>333</u>
<i>Total 2024</i>	<u><u>333</u></u>	<u><u>333</u></u>	

**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**6. Expenditure on raising funds**

**Costs of raising voluntary income**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Costs of generating donations and grants	17,052	<b>17,052</b>	20,791
	<u>17,052</u>	<u>17,052</u>	<u>20,791</u>
<i>Total 2024</i>	<u>20,791</u>	<u>20,791</u>	

**7. Analysis of expenditure by activities**

	<b>Activities undertaken directly 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>	<i>Total funds 2024 £</i>
Pregnancy and birth, Parenting Support	1,904	5,179	<b>7,083</b>	8,689
Pregnancy Loss	51,550	62,148	<b>113,698</b>	101,110
Provision of training	-	20,716	<b>20,716</b>	22,064
Infertility	631	5,179	<b>5,810</b>	6,507
Promoting awareness	18,171	10,358	<b>28,529</b>	30,268
	<u>72,256</u>	<u>103,580</u>	<u><b>175,836</b></u>	<u>168,638</u>
<i>Total 2024</i>	<u>58,316</u>	<u>110,322</u>	<u>168,638</u>	

**TIME NORFOLK**  
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**8. Support costs**

	<b>2025</b> £	<b>2024</b> £
Staff and volunteer training	2,376	2,148
Staff costs	53,768	53,927
Rent	16,487	16,136
Service delivery support costs	8,115	5,196
Management and office costs	8,843	16,004
Insurance	963	972
Professional fees and subscriptions	5,207	8,097
Depreciation	1,503	1,401
Other costs	6,318	6,441
	<u>103,580</u>	<u>110,322</u>

**9. Independent examiner's remuneration**

	<b>2025</b> £	<b>2024</b> £
Fees payable to the Company's independent examiner for the independent examination of the Company's annual accounts	<u>3,168</u>	<u>2,880</u>

**10. Staff costs**

	<b>2025</b> £	<b>2024</b> £
Wages and salaries	135,542	125,861
Social security costs	1,791	2,530
Pension costs	2,431	2,251
	<u>139,764</u>	<u>130,642</u>

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**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**10. Staff costs (continued)**

The average number of persons employed by the Company during the year was as follows:

	<b>2025</b>	<i>2024</i>
	<b>No.</b>	<i>No.</i>
Average number	<b>9</b>	<i>10</i>

The role and contribution of volunteers and student counsellor volunteers are described in the Trustees' report.

No employee received remuneration amounting to more than £60,000 in either year.

The total employee benefits of the key management personnel of the charity were £69,935 (2024: £71,505).

**11. Trustees' remuneration and expenses**

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, no Trustee expenses have been incurred (2024 - £NIL).



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**NOTES TO THE FINANCIAL STATEMENTS  
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**12. Tangible fixed assets**

	<b>Fixtures and fittings £</b>
<b>Cost or valuation</b>	
At 1 April 2024	<b>9,350</b>
Additions	<b>423</b>
	<hr/>
At 31 March 2025	<b>9,773</b>
	<hr/>
<b>Depreciation</b>	
At 1 April 2024	<b>5,114</b>
Charge for the year	<b>1,503</b>
	<hr/>
At 31 March 2025	<b>6,617</b>
	<hr/>
<b>Net book value</b>	
At 31 March 2025	<b>3,156</b>
	<hr/> <hr/>
<i>At 31 March 2024</i>	<b>4,236</b>
	<hr/> <hr/>

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**TIME NORFOLK**  
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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

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**13. Debtors**

	<b>2025</b> £	<b>2024</b> £
<b>Due within one year</b>		
Prepayments and accrued income	<b>7,250</b>	9,225
	<u><b>7,250</b></u>	<u>9,225</u>

**14. Creditors: Amounts falling due within one year**

	<b>2025</b> £	<b>2024</b> £
Other taxation and social security	<b>1,517</b>	1,873
Other creditors	-	501
Accruals and deferred income	<b>3,797</b>	2,880
	<u><b>5,314</b></u>	<u>5,254</u>

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**15. Statement of funds**

**Statement of funds - current year**

	Balance at 1 April 2024 £	Income £	Expenditure £	Balance at 31 March 2025 £
<b>Unrestricted funds</b>				
General Funds	40,811	89,188	(53,481)	76,518
<b>Restricted funds</b>				
Fixed Asset Funds	3,782	-	(1,248)	2,534
Geoffrey Watling Charity	-	5,000	(544)	4,456
Albert Hunt	1,258	4,000	(5,258)	-
NHS Norfolk & Waveney ICB	8,792	-	(8,792)	-
Norwich Freeman's Charity (Noriwch Charitable Trusts)	1,447	-	(1,447)	-
Alan Boswell Group Charitable Trust	2,717	-	(2,717)	-
Norfolk Community Foundation	2,239	5,000	(2,389)	4,850
East of England Co op	184	-	(184)	-
Florence Clark Charitable Trust	196	-	(196)	-
Lottery fund - Awards for All	-	19,810	(11,915)	7,895
The Mrs Smith and Mount Trust	1,048	-	(1,048)	-
Other grants	981	-	(981)	-
Mr & Mrs Phillip Rackham Trust	-	500	(500)	-
Goodman Trust	1,204	-	(1,204)	-
Anne French Memorial Trust	157	-	(157)	-
Charles Littlewood Hill Trust	341	1,000	(341)	1,000
Lady Hind Trust	-	1,000	(1,000)	-
Norfolk County Council	23,062	101,040	(98,936)	25,166
Broadcare Gardens	550	-	(550)	-
	47,958	137,350	(139,407)	45,901
<b>Total of funds</b>	88,769	226,538	(192,888)	122,419

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**15. Statement of funds (continued)**

**Restricted Funds:**

Fixed Asset Fund - held to fund capital expenditure.

Geoffrey Watling Charity - funding towards the project for free wellbeing support for under 25s who had baby or pregnancy loss.

Albert Hunt Fund - held to provide support services for young people.

Norfolk Community Foundation - (Family Flux Fund): Love Norfolk, Denbury Charitable Fund and GT Yarmouth & Waveney Maternity Care Fund - held to deliver specialist support for the wellbeing of clients affected by pregnancy loss and other pregnancy related issues in King's Lyn, Gt Yarmouth & Waveney.

Lottery Funds - Awards for All - fund to support those facing mental health challenges after pregnancy or baby loss, including birth trauma. This project will provide trauma- informed 1-2-1 and peer support, amplify under-represented voices, and raise awareness of best practices in bereavement care.

Charles Littlewood Hill Trust - fund to support the Charity's events during Baby Loss Awareness Week (October 2025) for those who have experienced baby loss at any stage of pregnancy, birth or infancy.

Norfolk County Council/ICB include:

Norfolk Family Hubs project - employment and support of 3 counselling/lead/training posts project length 21 months starting 6th Sept 2023.

Father's support work project - increase male referrals, share experience on supporting fathers with SEND through family hubs., link directly with Men's Shed, March of the day dads in Great Yarmouth & Norwich counselling & supervision for men.

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**15. Statement of funds (continued)**

**Statement of funds - prior year**

	<i>Balance at 1 April 2023 £</i>	<i>Income £</i>	<i>Expenditure £</i>	<i>Transfers in/out £</i>	<i>Balance at 31 March 2024 £</i>
<b>Unrestricted funds</b>					
General Funds - all funds	66,106	42,884	(68,174)	(5)	40,811
<b>Restricted funds</b>					
Fixed Asset Funds	2,763	-	(1,204)	2,223	3,782
Geoffrey Watling Charity	2,000	-	(2,000)	-	-
Albert Hunt	2,000	-	(742)	-	1,258
NHS Norfolk & Waveney ICB	24,062	-	(14,399)	(871)	8,792
Norwich Freeman's Charity (Norwich Charitable Trusts)	6,915	-	(5,468)	-	1,447
Alan Boswell Group Charitable Trust	-	5,000	(2,283)	-	2,717
Norfolk Community Foundation	12,590	3,438	(13,789)	-	2,239
East of England Co op	-	1,114	(930)	-	184
Florence Clark Charitable Trust	289	-	(93)	-	196
Lottery fund - Awards for All	2,000	-	(2,000)	-	-
The Mrs Smith and Mount Trust	3,500	-	(2,452)	-	1,048
Other grants	5,267	1,000	(5,286)	-	981
Mr & Mrs Phillip Rackham Trust	12,726	-	(12,726)	-	-
Goodman Trust	-	1,500	(296)	-	1,204
Anne French Memorial Trust	-	1,000	(843)	-	157
Charles Littlewood Hill Trust	-	1,000	(659)	-	341
Lady Hind Trust	-	1,850	(994)	(856)	-
Norfolk County Council	-	78,644	(55,091)	(491)	23,062
Broadcare Gardens	-	550	-	-	550
	74,112	95,096	(121,255)	5	47,958

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**

**15. Statement of funds (continued)**

<b>Total of funds</b>	<u>140,218</u>	<u>137,980</u>	<u>(189,429)</u>	<u>-</u>	<u>88,769</u>
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**16. Analysis of net assets between funds**

**Analysis of net assets between funds - current year**

	<b>Unrestricted funds 2025 £</b>	<b>Restricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Tangible fixed assets	622	2,534	<b>3,156</b>
Current assets	81,210	43,367	<b>124,577</b>
Creditors due within one year	(5,314)	-	<b>(5,314)</b>
<b>Total</b>	<u>76,518</u>	<u>45,901</u>	<u><b>122,419</b></u>

**Analysis of net assets between funds - prior year**

	<i>Unrestricted funds 2024 £</i>	<i>Restricted funds 2024 £</i>	<i>Total funds 2024 £</i>
Tangible fixed assets	454	3,782	4,236
Current assets	45,611	44,176	89,787
Creditors due within one year	(5,254)	-	(5,254)
<b>Total</b>	<u>40,811</u>	<u>47,958</u>	<u>88,769</u>

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**NOTES TO THE FINANCIAL STATEMENTS**  
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**17. Operating lease commitments**

At 31 March 2025 the Company had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	<b>2025</b> £	<i>2024</i> £
Not later than 1 year	<b>12,500</b>	<i>12,500</i>
Later than 1 year and not later than 5 years	<b>12,500</b>	<i>25,000</i>
	<hr/> <b>25,000</b> <hr/>	<hr/> <i>37,500</i> <hr/>

The commitment is stated for the full lease period, not up to the 3-year break clause. This is because it is expected the Charity will be in occupation for the full lease period.

**18. Related party transactions**

The Company has not entered into any related party transaction during the year, nor are there any outstanding balances owing between related parties and the Company at 31 March 2025.

## Document

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## Signers

**`martinspaul@timenorfolk.org.uk`**

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**Giles Kerkham**

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Signed	<b>30 June 2025 14:29:31 UTC</b>
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