

Annual Report and Accounts 2022 - 2023

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Chair's Introduction

[1st April 2022 - 31st March 2023]

Incredibly, it has been almost 10 years since We Are Family began as a grassroots adoption support community, and just four years since we took on our first staff member. So much of our work and rapid growth in this time has been possible because of the generosity and commitment of our incredible volunteers. I want to take this opportunity to thank them all for their resilience and commitment to supporting other adopters, through running events and activities in person and online and fostering and nurturing crucial friendships. So much of their work goes unseen but it is the lifeblood of We Are Family - thank you.

Offering free parent-led support, connection and community remains at the heart of We Are Family. We are proud that through volunteer input and staff time we have also been able to grow our work in the digital space to offer multifaceted support to our membership and beyond. This includes our ever-popular and topical WAF Talks webinar series and the Adoption Shared podcast which now has over 8,500 downloads!

This year, 57% of our members (2022 member survey) attended peer support groups, citing highlights as the ability to share openly about challenges (73%) and the opportunity to meet / connect with other adopters (71%). 44% attended parent socials, citing highlights as the ability to share openly about challenges (61%) and the opportunity to meet / connect with other adopters (85%) and 45% attended family friendly events, citing highlights as the opportunity to meet / connect with other adopters (76%) and likewise for their children (82%).

As well as delivering the services we have outlined above, through our volunteers and local groups, we have continued to grow in other areas. We have:

- Grown our membership, including expanding into the South East
- Built significant partnerships and collaborations with statutory bodies to deliver adoption support e.g. Adopt London, APSE
- Seen team growth from 3 to 4 staff members (as of June/July 23) plus continuation of our paid internship programme. This development includes the appointment of a Director for the first time, along with our Head of Operations, Programme and Content Manager and Community Development & Engagement Manager.
- Developed a more robust and diverse funding base, with repeat funders (Tudor Trust, Adopt London)
- Embedded a strong operations systems ready for scale - new database, restructured membership programme, solid governance structure, with a trustee recruitment campaign in spring 2023.
- Proved our ability to respond to changing member needs e.g. developing quality online services during Covid in direct response to member feedback

As a membership organisation, We Are Family have also contributed to a number of research initiatives over the past year, including a study into the experiences of adoptive parents with birth children led by the Rees Centre, Department of Education, University of Oxford. We established a working group to focus on the needs of adoptive families within the education system, and we continue to work closely with Adopt London to support the Black Adoption Project to better understand and evolve the experiences of Black adopters.

We have dreams of becoming a household name in the homes of adoptive families. We want to be somewhere they know they can go to make connections, receive important support and information and also add their voice to the issues adopters are experiencing.

We have reached a pivotal point in our evolution as we begin the early stages of planning to scale from a primarily London-based membership supporting around 1,250 members (though we know our reach and impact is closer to 3,100 once you factor in partners and children), to a UK-wide support network and platform, aiming to reach thousands¹ of adopters and their families within the next few years.

Our peer support provision has always been a cornerstone of We Are Family, however what has become increasingly clear over the last decade is that what truly unites our members, is the desire for connection. Delivering connection opportunities is critical. Sometimes our members connect to work through challenges, concerns and fatigue; and sometimes to share joy. They celebrate the milestones that non-adopters may not appreciate; laugh about the good (and the hard!); and have fun as an integrated family whether that be through picnics, park meetups, football clubs, trips to the theatre / museums and so much more. We are working hard to enable more of this, for more adopters and their families, for years to come.

Thank you for being part of our incredible support community.

You can read more details about many of these points in the following formal trustees' report.



Mark Hoult-Allen
Chair

¹ 2870 children were adopted in 2021. [Children looked after in England including adoptions, Reporting Year 2021](#)

The trustees of We Are Family CIO present their eighth annual report, covering the twelve months ended 31 March 2023 ('the year').

Reference and Administrative Details

The charity, We Are Family, is a charitable incorporated organisation which was registered with the Charity Commission of England and Wales on 26th August 2015. The charity's registration number is 1163318. The charity does not have any offices or other premises; its registered address is 27 Old Gloucester Street, London WC1N 3AX.

The names of all those who served as the charity's trustees during the year, and subsequently, are given below (in alphabetical order by surname), with the start and end dates of the term of office of each given, where relevant:

Name	Start	End
Esi Cathline	01.03.22	
Mike Clarke	01.03.22	
Liz Hocter	08.02.21	
Mark Houlton-Allen	18.11.19	
Diane McGrath	14.09.20	
Stuart Meek	08.02.21	
Sobia Shamim	08.02.21	
Andrew Taylor-Dawson	08.06.20	
Jody Tranter	20.03.18	31.12.22
Anna Willow	01.03.22	
Stephanie Wong	08.02.21	

Governance and Management

We Are Family existed as an unincorporated organisation before its registration as a charitable incorporated organisation in August 2015. It was originally founded in 2013 by a small group of adoptive parents to provide locally based peer-to-peer support for adoptive parents. From one group in Hackney and Islington, the organisation grew to seven groups in just over two years. Registration as an incorporated charity was sought to support the organisation's growth, facilitate future fundraising and consolidate its existing reputation within the adoption field.

The charity's constitution provides for the appointment of trustees by the board of trustees, having regard to the skills, knowledge and experience needed for the effective administration of the charity. The charity's trustees from time to time are its only legal members (to be distinguished from adopters and prospective adopters who have joined one of the charity's groups and who are referred to elsewhere in this report as 'members').

During the year, the board maintained an ongoing trustee recruitment process with the appointment of one trustee. The trustees wish to thank Jody Tranter, who left the board during the year.

The board has four regular board meetings a year whilst also constituting two Away Days each year as board meetings, which means the board meets formally at least six times a year. Meetings during the year continued to be focussed on overseeing the strategy and operations of the charity and the provision of services to members, setting up systems for running the charity; and securing funding to ensure the sustainability of the charity.

The work of the board is supported by two standing committees, the Finance, Fundraising and Resources Committee and the Programmes and Strategy Committee.

Objectives and Activities

We Are Family's objects are to promote the health and wellbeing of prospective adopters and adopters. This covers the predictable stresses, strain and sense of isolation that comes with being an adoptive parent and in parenting traumatised children. There is a lack of targeted and tailored peer support for adoptive parents during the adoption journey and so We Are Family's key objective is the improved wellbeing of adopters through regular peer support opportunities both online and in person.

The charity's vision, which was refined and agreed by the board in 2021, is: "We want to see a world in which adoptive parents and prospective adopters feel connected, benefit from peer support and are part of a community which enables them to thrive." Its mission is to work "to ensure that adoptive parents and prospective adopters are part of a community, offering each other support, from a place of lived experience, through the highs and lows of parenting".

The activities of We Are Family fall into the following areas:

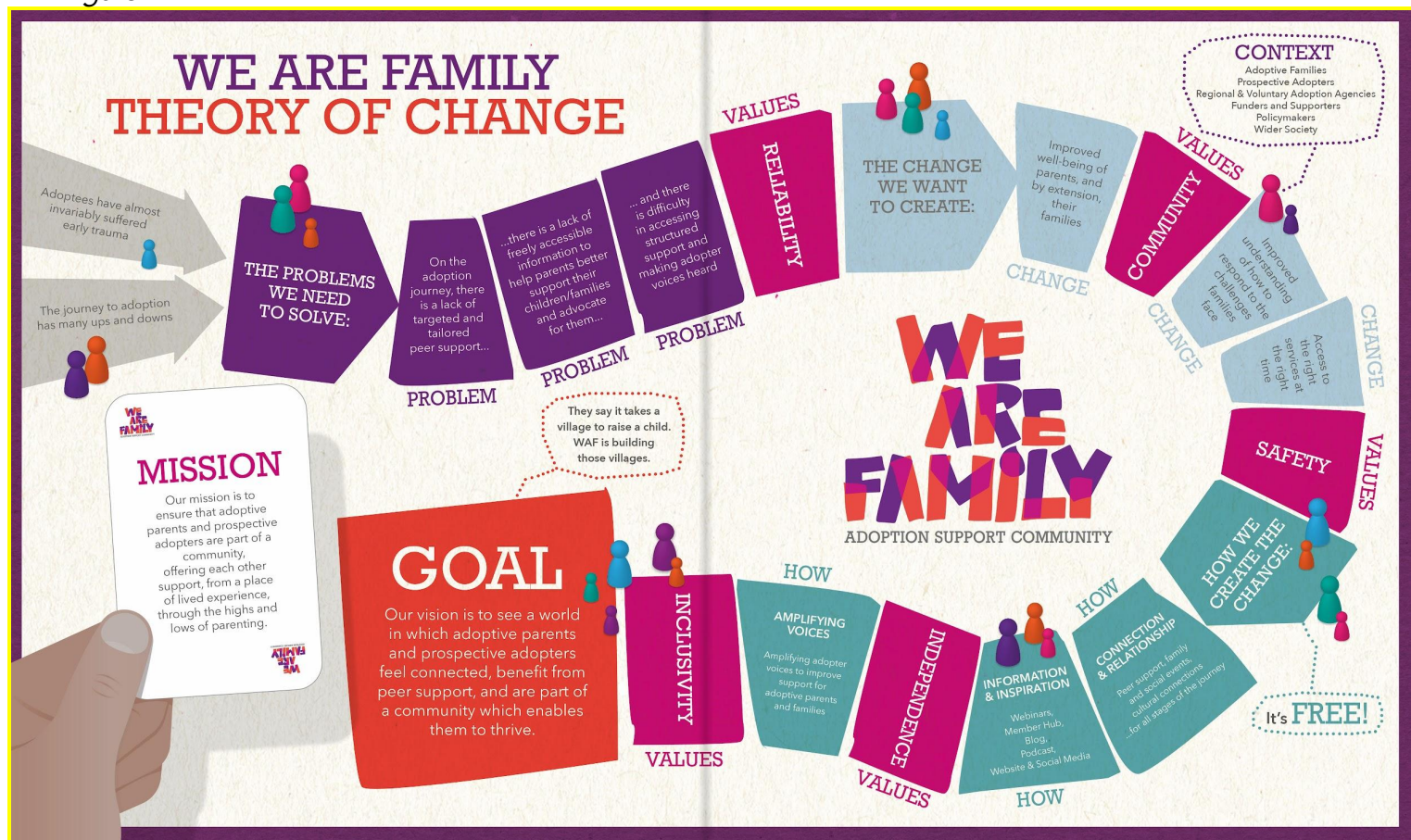
<p>Connection & Relationship Creating opportunities for connection between adopters.</p> <ul style="list-style-type: none"> • Local groups (face-to-face activities and online meetings) • Online groups • Thematic Groups (face-to-face and online meet ups) • Specific status groups (Single/Prospective) 	<p>Information & Inspiration An extension of direct peer support, gathering member recommendations and experience.</p> <ul style="list-style-type: none"> • WAF Talks • Adoption Shared podcast series • Member Resources Platform • Website & social media • Blog
<p>Amplifying voices Using the voice of the community to support calls for improved support for adoptive parents/families.</p> <ul style="list-style-type: none"> • Collating views of the We Are Family members through our own surveys • Providing opportunities for the We Are Family membership to contribute to research initiatives • Using We Are Family membership's views to inform policy influencing 	<p>Structured support</p> <ul style="list-style-type: none"> • Peer Support Training • Signposting to other services

Achievements and Performance

Infrastructure and Governance

- Creation of our new 3-year strategy (2023-26), solidifying our ambitious plan to expand both our services and our reach, and to update our volunteering programme and mechanisms for connection.
- Alongside this, further development of our impact framework plus a visual representation of our Theory of Change (figure 1).

Figure 1



- The first in a series of in-person co-production workshops with our volunteers; exploring experiences of adoption so far and how we can develop our volunteer strategy as part of our 3-year plans, as above.
- Ongoing enhancement of our online Member Hub to share more member resource recommendations and webinar recordings. There are currently over 1,200 resources and over 90 hours of webinar recordings on the Member Hub.
- Building out our membership offer to those at Stage 1 of the assessment process as part of our commitment to share with our members 'the right information at the right point in their adoption journey'. For Stage 1 members, this currently includes quarterly newsletters with bespoke content and quarterly digital 'member events' connecting fellow members and our team and trustees.

- Recruitment and ongoing engagement of trustees in 2022/23, to replace those retiring by rotation, 75% with experience across social care, and / or with lived experience of adoption. The current board stands at 10 trustees. This leaves us with up to six Trustees spaces which we plan to fill in 2023.
- Continued employment of a part-time Operations Manager who joined in 2021 as temporary parental leave cover; and our original Operations Manager who returned in the part-time role of Partnerships & Development Manager; plus continued employment of a part-time Community Development Manager; this configuration remained in place from Aug 22 - April 23. We also hosted our first paid intern via the University of Reading for a two-month part-time role focused on supporting our marketing and communications efforts.

Service Delivery

From in-person and online peer support groups, to playgroups, picnics and our developing programme of creative sessions; providing opportunities for our members to connect and forge friendship and community remains at the heart of We Are Family. We are proud of the following achievements this year:

- Further nurtured our 9 established groups (seven geographical groups and two thematic; single and prospectives) and laid the foundations for three new groups across Bexley, Kent and Medway, following our collaboration with Adoption Partnership South East. The groups continue to be the cornerstone of delivering face to face support, and offer a huge array of opportunities for connection, designed and delivered by adopters.
- Laid the foundations for scaling geographically, through the success of our ongoing collaboration with our first Regional Adoption Agency outside of London, Adoption Partnership South East. At the end of March 2023, we had onboarded over 150 APSE adopters and piloted peer support sessions via family friendly-meet ups and parent coffee mornings. With more promising connections with RAAs, VAAs and other organisations on the horizon, We Are Family are set to widen our reach across the UK in the coming years.
- Following the success of our pilot in 2021, this year we delivered a further round of Peer Support training alongside ongoing bi-monthly group supervision. Our bespoke Peer Support training programme, led by a consultant Social Worker and Psychotherapist, ensures that our volunteers are equipped to create a safe and welcoming space for members to share and support one another. As at March 2023, we had delivered 24 hours of peer support training and 12 hours of group peer supervision to 10 volunteers.
- We still have plans to deliver online Thematic Support Groups, including being in the early stages of establishing support for parents of tweens and teens alongside Adopt London; and creating an Education group. However, limited resources have meant we haven't been able to advance these further; we have used our resources to focus on growing our Black adoption working group (see below).
- We Are Family have contributed to The Independent Care Review and established a working group to focus on the needs of adoptive families within the education system. We continue to work closely with Adopt London to support the Black Adoption Project to better understand and evolve the experiences of Black adopters. Most immediately, this will involve the ongoing development of a Theory of Change for the project, co-created via a series of workshops; one with community leaders with no background in adoption work, one with adopted young people, and one with WAF steering committee members.

- Following the launch in 2021, this year we produced and released two additional podcast seasons of Adoption Shared, resulting in a total of 17 episodes. In each episode, our host Eddie Elliott meets adopters and professionals who share their insight and experiences of the adoption journey from a variety of different perspectives. As of March 2022, Adoption Shared has achieved over 6,000 downloads with its top episodes including: 'Five Questions [a compilation episode of adoptive parents answer what they would do differently]', 'Family Dynamics - adopting with a birth child', 'Contact with your adopted child's birth family'.
- Our digital Member Hub now holds over 60 recorded WAF Talks (over 90 hours of content) offering information and support across a vast range of subjects; alongside articles, books, training opportunities and much more. We continue to offer inspiration within our member-generated Blog featuring candid, hopeful and authentic accounts of adoption and related subjects; and also via our podcast, Adoption Shared (as above).

Membership

- Grown the membership

In both 2019 (original database launch) and 2021 (database v2 launch) there were big system changes which meant that member totals dropped down and then up again, as some current members did not rejoin the new system but new people joined. We have also periodically cleaned up data, removed accounts, and fixed bugs so our membership totals go up and down, rather than just up. However, our growth is clearly shown in the table below (Figure 2).

Figure 2

Year Ended	Membership Numbers
31st Dec 2019	449
31st Dec 2020	735
31st Dec 2021	637
31st Dec 2022	1054
To 31st July 2023	1252

As at the end of July 2023, We Are Family had 1252 fully validated members (1067 fully validated members at end of March 2022). We also acknowledge that although we encourage individual applications - i.e. for those in a couple each join as individual members - we are aware that this does not happen consistently; therefore the actual number of membership beneficiaries, including adopted children is likely to be closer to 3,100. Future work with our IT consultants will see us introducing a 'partner linking' mechanism to allow validated members to most efficiently invite their counterparts to become members.

We ran a survey in September 2022, to gather member feedback across our services, communications and to help shape the next season of programmes and support.

Key learnings from this survey include -

In relation to in-person support:

- 57% have attended PEER SUPPORT GROUPS, citing highlights as the ability to share openly about challenges (73%) and the opportunity to meet / connect with other adopters (71%). The majority of those that have yet to, report lack of time / lack of childcare / clash with bedtimes as the reason.
- 44% have attended PARENT SOCIALS, citing highlights as the ability to share openly about challenges (61%) and the opportunity to meet / connect with other adopters (85%). The majority of those that have yet to, report lack of time as the reason.
- 45% have attended FAMILY FRIENDLY EVENTS, citing highlights as the opportunity to meet / connect with other adopters (76%) and likewise for their children (82%). The majority of those that have yet to, report lack of time and this not matching their stage of journey.

In terms of our outcomes and impact in this area,

- 82% of members agree or strongly agree that since joining WAF, they have opportunities to engage with a variety of experience on adoption.
- 56% of members agree or strongly agree that since joining WAF, they have increased their networks of contact and / or friends within the adoption community.
- 58% of members agree or strongly agree that since joining WAF, they feel supported and more confident in their parenting abilities.

In relation to our digital support:

- 89% have watched a WAF TALK, citing highlights as the information / support provided (82%) and it feeling like parent self care. The majority of those that have yet to, report lack of time / tech fatigue.
- 40% have listened to a PODCAST EPISODE citing highlights as being able to listen on-the-go (79%) and the opportunity to hear about a range of personal adoption experiences (71%). The majority of those that have yet to, report lack of time (50%) and not knowing about the podcast series (35%).
- 72% have read a BLOG POST citing highlights as the opportunity to hear about a range of personal adoption experiences (80%) and the information / support provided (48%). The majority of those that have yet to, report lack of time (50%).
- 37% engage with the MEMBER HUB occasionally (every few months) and 19% engage regularly (monthly+). citing highlights as the resources shared(68%) and the ability to catch up with WAF Talks (64%). The majority of those that have yet to, report lack of time (52%) and tech fatigue (33%).

The impact of these programmes has been that 83% of members agree or strongly agree that since joining WAF, they have access to more resources, information and support to manage the challenges of adoptive parenting.

We also used this opportunity to ask members about the messages they would like to communicate to the relevant authorities on the challenges they experience:

- 64% of members disagree or strongly disagree that the government [and adoption agencies] understand the potential challenges of adoption and provide appropriate levels of resource. 0% of members agree or strongly agree with the reverse.
- When given the opportunity to complete the following statements, members responses broadly fell into the following categories:
 - ❖ 'The key message that I would like to send to the government and / or adoption agencies is...' More / Improved Post-adoption support (32.7%)
Education settings (12%) Faster / more accessible interventions (10.3%)
jointly with Sector / care system limitations (10.3%)

- ❖ *'My biggest challenge in terms of my adoption journey currently is...' (Lack of) support networks (13.8%) Education (13.8%) Parent self care / wellbeing (12%).*

Testimonials include:

"WAF is a great support for me. I have met lovely parents who understand my situation and children without judgement."

- WAF Member, Sep 2022

"I love WAF and what it does for adopters."

- WAF Member, Sep 2022

"[Although] I haven't engaged much with WAF yet - we had our child placed in February and life has been busy - we see it as a resource that is likely to be useful in the future as we encounter different issues in our adoption journey. It is good to know support and advice is out there if we need it."

- WAF Member, Sep 2022

"The peer support training has been amazing."

- WAF Member and attendee of Peer Support Training, Sep 2022

"I have gained so much from being a We Are Family volunteer. As well as making new contacts and meeting people from different walks of life, I get the chance to use my professional skills from my previous working life in education to run activities."

- WAF Volunteer, 2022

"This was such a rich session as it offered multiple perspectives. I will definitely listen to the recording later as a refresher of all the great tips offered."

- WAF Member and WAF Talks viewer, 2022

"I found it to be the most lovely process, connecting me into WAF with the kind, supportive and inspirational Jay and Eddie. It offered me quality time to share, process, digest and reflect on my own story."

- WAF Member and Podcast guest, 2022

Fundraising and Partnerships

We Are Family is very grateful to various trusts and foundations, organisations and individuals who provided funds to support the continued development of the charity.

- Adopt London awarded a grant of £40,000 per year (2022-25); this figure includes annual support towards the WAF Talks programme.
- Adopt London continue to also fund us for discreet projects including £6,000 for the Podcast pilot (two seasons); £900 for our annual Summer family picnics).
- Adoption Partnership South East (APSE) committed £13,500+ across 2022-2024 to co-develop peer support groups across the region of Bexley, Kent and Medway.
- APSE have also invested in team licences to access our Member Hub, providing us with a further £875 annually.
- Our second crowdfunding effort via the Big Give Christmas Challenge saw us raise just under £1850 to support the creation of the next series of the Adoption Shared podcast.

The charity also further developed partnerships with external organisations to the benefit of the membership. This included:

- Sitting on the London Adoption and Special Guardianship Board to represent the needs of prospective adopters and adopters around support services.
- Fortnightly meetings with the Adopt London key contacts, quarterly meetings with the Adopt London Heads of Service, twice-yearly meetings with the Adopt London Practice Leads.

Plans for 2023/24: Planning and Transforming

We have an ambitious plan to expand both our services and our reach. We also want to update our volunteering programme and mechanisms for connection.

Our peer support provision has always been a cornerstone of We Are Family, however what has become increasingly clear over the last decade is that what truly unites our members, is the desire for connection. Delivering connection opportunities is critical. Sometimes our members connect to work through challenges, concerns and fatigue; and sometimes to share joy. They celebrate the milestones that non-adopters may not appreciate; laugh about the good (and the hard!); and have fun as an integrated family whether that be through picnics, park meetups, football clubs, trips to the theatre / museums and so much more. We want to enable more of this.

Our strategic plan for 2023-26 are shown below in Figure 3.

Figure 3

SA1: Build & maintain strong foundations "A strong organisation"
SA2: Deepen & expand reach and engagement "More members who are engaged and co-producing"
SA3: Grow targeted service offer "Getting more stuff relevant to them"
SA4: Become a known voice on adopter issues "Sharing their experiences to effect change"

Public Benefit Statement

The Trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties and in offering peer-to-peer adopter-led support, through its local and cross-London groups and online service provision.

We Are Family supports the well-being of both adoptive parents and prospective adopters. This is of benefit to both individual adopters, in reducing the stresses and strains of adopting, and their families. Membership of We Are Family, and access to its support network and other services, is offered on an open basis, the only requirement being verification of adopter status by a social worker (at Stage 2 of the adoption process or further).

The charity offers its services free and arranges activities so that they can be accessible to as many parents as possible, and to those with children of a variety of ages. We Are Family strives to be open to all sections of the community and sees developing this as a key aspect of its work. We Are Family continued to reimburse parents attending the single parent support groups for childcare costs, so that those members could more easily attend. The charity also continues to explore how to meet the needs of specific communities, such as BAME and trans-racial adopters.

Financial Review

Summary

During the year ended 31 March 2023 We Are Family raised £99,294 (prior year: £100,290) and spent £103,107 (prior year: £76,062).

Substantial grants from the Tudor Trust, Adopt London and APSE have enabled WAF to expand the support we offer to adopters, offer more online services to help adopters manage the impact of the pandemic and perhaps most significantly, grow our membership throughout the year despite the impact of the pandemic on the operation of face-to-face support groups.

Sources of income

£46,900 of restricted funding was received from the Adopt London consortium of regional adoption agencies, £6875 from Adoption Partnership South East, £3000 from Tudor Trust and £2,000 from the Alex Timpson Trust amongst other restricted grants and donations.

£30,000 of unrestricted income was received from The Tudor Trust, £5000 from the Forrester Family Trust and other smaller amounts were raised through The Big Give and Magic Little Grants, amongst other sources, including individual giving.

Unrestricted funds

£39,189 (prior year: £46,179) of unrestricted funding was raised during the year. Expenditure of £43,042 (prior year: £35,825) was offset against this leaving a small deficit of £3,853 which was covered from brought forward unrestricted reserves. Total unrestricted reserves at the year-end were £26,098 (prior year: £29,951) of which approx. £13,100 was earmarked in accordance with our reserves policy (see further details below).

The bulk of unrestricted funding came from the Tudor Trust (£30,000) and was used to fund our Operations Manager costs.

Restricted funds

£60,105 (£54,111) of restricted funding was raised during the year. Expenditure of £60,065 (£40,236) was offset against this leaving a surplus of £40. Total restricted reserves at the year-end were £41,550 (£41,510).

Expenditure against restricted funds predominantly related to staff and project costs (continuing work on our member platform, WAF Talks and the Adoption Shared Podcast).

The £41,550 left in restricted reserves at the end of the year is due to be spent on staff and project costs in the 2023/24 financial year.

Basis of Preparation

The accounts for the year are drawn up on an accruals basis. Further details are noted in the accounting policies note (1) appended to the accounts.

No funds were or are held as a custodian on behalf of others.

Independent Review

The accounts for the year ended 31 March 2023 have been independently reviewed with the independent examiner confirming that accounting records have been adequately kept, the submitted accounts correspond with those accounting records and that there are no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts.

Reserves Policy

The Board of Trustees has agreed an increased reserves policy whereby the unrestricted funds not committed should provide sufficient funding for an orderly wind down of the charity if necessary at some future date. The policy aims to keep reserves equivalent to three months of general operating expenses plus one to two months' worth of staff costs, currently calculated in total at £13,100.

Total unrestricted reserves at the end of the year were £26,098 of which £13,100 has been earmarked in accordance with the reserves policy, leaving £12,998 in general unrestricted reserves.

Funding received since the year end

Since the year end the following significant funding has been gratefully received by We Are Family:

- Adopt London | £40,000
- Tudor Trust | £20,000
- Barnardos - Sale of Member Hub Code | £18,000
- Adoption Partnership South East | £7,500
- University of Reading | £2,188.20
- The Woodward Trust | £1,000
- Magic Little Grants | £500

Independent Examiner's Report

Independent examiner's report to the trustees of We Are Family

I report to the trustees on my examination of the accounts of the We are Family (the Charity) for the year ended 31st March 2023

Responsibilities and basis of report

As the charity trustees of the Charity, 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 Charity'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

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

1. accounting records were not kept in respect of the Charity as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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: 

Name: Tracey Skates

Fellow Chartered & Certified Accountant

Address: 15 Menmarsh Road, Worminghall, HP18 9JT

Date: 19/12/2023

Statement of Financial Activities**For the Year Ended 31 March 2023**

£	Notes	Unrestricted Funds	Restricted Funds	2023	2022
Income from Endowments					
From:					
Donations and Legacies		39,189	60,105	99,294	100,290
Fundraising Events		-	-	-	-
Trading Income		-	-	-	-
Interest Received		-	-	-	-
Total		39,189	60,105	99,294	100,290
Expenditure On:					
Raising Funds		-	-	-	2,100
Charitable Activities		43,042	60,065	103,107	73,962
Total		43,042	60,065	103,107	76,062
Net Income / Expenditure	3, 4	(3,853)	40	(3,813)	24,228
Transfer Between Funds		-	-	-	-
Reconciliation of Funds					
Total Funds Brought Forward		29,951	41,510	71,461	47,233
Total Funds Carried Forward		26,098	41,550	67,647	71,461

Statement of Financial Position**As At 31 March 2023**

£	Notes	2023	2022
Tangible Assets – Member Hub Software & Website	2	22,393	25,192
Cash at bank and in hand		47,864	41,367
Other debtors		727	727
Prepayments and accrued income		-	5,698
Creditors: Amounts Falling Due Within One Year		(3,336)	(226)
Net Current Assets (Liabilities)		45,254	47,566
Total Assets less Current Liabilities		67,647	72,758
Accruals and deferred income		-	1,296
Net assets		67,647	71,461
The Funds of the Charity			
Restricted Income Funds		41,550	41,510
Unrestricted Income Funds		26,098	29,951
Total Funds		67,647	71,461

1. Accounting Policies

The financial statements have been prepared under the historical cost convention, except for investments which are included at market value and the revaluation of certain fixed assets and 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 2015)'. Financial reporting Standard 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), and the Charities Act 2011.

Tangible assets and depreciation

We Are Family made a significant investment towards the construction of a database and a website, both of which are expected to have a useful economic life of 10 years.

Software & Websites	10% straight line
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2. Tangible Assets

18

3. Income and allocated expenditure by activity

£	BROUGHT FORWARD 21/22	Income in 22/23	Spent in 22/23	CARRIED FORWARD 23/24
Restricted				
Adopt London - Core	4,525	28,000	32,184	341
Adopt London - Member Hub Access	4,620	-	4,690	-70
Adopt London - Picnics	680	900	390	1190
Adopt London - Podcast	-941	6000	4315	744
Adopt London - Talks	4,646	12,000	10,830	5,816
<i>Adopt London - Sub Total</i>	<i>13,530</i>	<i>46,900</i>	<i>52,409</i>	<i>8,021</i>
Alex Timpson	-	2000	-	2000
APSE	75	6875	4382	2568
Tudor Trust Wellbeing Grant	-788	3000	1944	268
University of Reading	-	1330	1330	-
Total Restricted	12,817	60,105	60,065	12,857
Unrestricted				
The Big Give	1,058	1,850	238	2,670
Forrester Family Trust	-	5000	-	5000
Individual Giving	-	940	-	940
Garfield Weston	9,891	-	6,009	3,882
Magic Little Grants	-	500	417	83
OTHER	-5,964	899	1,598	-6,663
Tudor Trust	6,427	30,000	34,779	1,648
Total Unrestricted	11,412	39,189	43,042	7,559

From 1 April 2021, We Are Family moved from receipts and payments accounting to accruals accounting, where additional tracking was established. Detailed tracking on activity by donor has been established from this date on, explaining the discrepancy in brought forward reserves versus the balance sheet.

4. Detail of income and expenditure

£	Unrestricted	Restricted	2023	2022
Restricted grants	-	60,105	60,105	54,111
Unrestricted donations	9,189	-	9,189	1,179
Unrestricted grants	30,000	-	30,000	45,000
Donations and Legacies	39,189	60,105	99,294	100,290
Fundraising Costs	-	-	-	-2,100
Fundraising Activities	-	-	-	-2,100
Advertising & Marketing	-	-998	-998	-524
Audit & Accountancy fees	1,296	-3,435	-2,139	-1,440
Bank Fees	-	-44	-44	-17
Charitable and Political Donations	-	-	-	-5
Childcare Costs - Parent Reimbursement	-	-100	-100	-40
Consulting	-3,706	-3,482	-7,188	-7,770
Depreciation	-2,799	-	-2,799	-2,799
Employers National Insurance	-238	-	-	-90
Event Entertainment	-279	-697	-976	-287
General Expenses	-	-131	-131	-450
Guest Speaker Fees	-	-6,375	-6,375	-5,520
Insurance	-	-789	-789	-781
IT Consultancy	-	-8,905	-8,905	-126
IT Equipment Expense	-	-49	-49	-475
IT Software and Consumables	-	-177	-177	-875
Legal Expenses - Support	-	-	-	-420
Member Resources (incl Zoom)	-2,303	-160	-2,463	-2,822
Other Event Expenses	-	-150	-150	-100
Pensions Costs	-712	-607	-1,319	-1,081
Postage, Freight & Courier	-	-70	-70	-237
Printing & Stationery	-	-134	-134	-
Rent	-	-272	-272	-
Salaries	-34,068	-29,076	-63,382	-45,035

Small Gifts	-	-75	-75	-748
Staff Training	-	-389	-389	-38
Subscriptions	-	-166	-167	-150
Telephone & Internet	-	-96	-96	-80
Travel - National	-	-355	-355	-20
Venue Hire	-	-1,418	-1,418	-34
Volunteer Training	-233	-350	-583	-1,400
Website costs	-	-1,564	-1,564	-600
Charitable Activities	-43,042	-60,065	-103,107	-73,964
Net Income / Expenditure	-3,853	40	-3,813	24,226

5a Fees for the Examination of the Accounts

The Accountancy fees include the cost for the independent examination of the charities accounts.

5b Staff Costs

No employees received employee benefits (excluding employer pension costs) for the year of more than £60,000

5c Average Staff Headcount

This Year	Last Year
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Average number of staff employed in the year	3	3
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5d Contributions to Pension Scheme

This Year	Last Year
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Contributions made to a defined contributions scheme all relating to the Unrestricted Fund activities

£	1319	1081
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Basis of Accounting

The accounts were prepared on an accruals basis.

The accounts were prepared on a going concern basis.

This report was signed on behalf of the Trustees of We Are Family CIO on 16th October 2023

A handwritten signature in black ink, appearing to read 'M. Houlton-Allen', is centered within a faint, light-grey circular stamp. The stamp has a decorative, slightly textured border.

Mark Houlton-Allen, Chair