



## Annual Report and Accounts 2023 - 2024

Contents	Page
Chair's Introduction	2
Reference and Administrative Details	4
Governance and Management	4
Objectives and Activities	5
Achievements and Performance	6
Public Benefit Statement	10
Financial Review	11
Independent examiner's report on the accounts	13
Statement of Financial Activities and Notes to the Accounts	14

## **Chair's Introduction**

*[1st April 2023 - 31st March 2024]*

Over the last year We Are Family (WAF) has continued to provide increasingly varied and regular opportunities for peer connection for adoptive families and prospective adopters. Our delivery of in-person services has grown to include the South East of England (as well as London), and we have increasing digital engagement across the UK, with growing numbers of members in around 110 local authorities, due to the accessibility of our online support provision. Our members, partners and their children add up to a reach of approximately 3500 people. Through building solidarity and connection for adopters, we have contributed to improved wellbeing, improved understanding of how to respond to the potential challenges adopters face, improved strength and resilience in the family. Throughout the year we have advocated for access to the right services at the right time.

It has been over 10 years since we began as a grassroots adoption support community, and only 5 years since we took on our first staff member. We now have the privilege of having 5 members of staff, including dedicated personnel to develop our peer support groups and digital content. We have focussed attention on expanding our volunteer base and ensuring they are well supported through facilitating a volunteer forum and lounge, peer support training, and supervision sessions with a psychotherapist to discuss the joys and challenges stemming from their peer supporter roles. We now have over 50 volunteers supporting the work of WAF in various ways. WAF would not exist without the extraordinary commitment of our volunteers and I must extend the greatest of thanks to them for continuing to keep peer support going for so many families.

I am delighted to share some of the following highlights from this year:

- Members self-reported improvement in confidence, resilience and wellbeing in our annual survey
- Our groups delivered over 100 face-to-face events across 14 physical locations
- We offered over 50 online meeting opportunities
- We ensured user-led services were maintained, that information was regularly sent to volunteers and that the volunteer strategy and programme delivery continued to be developed through co-production
- We delivered 2 x 12 hour bespoke peer facilitator training courses to volunteers
- We secured new multi-year grant/s and diversified our funding base
- WAF grew the staff team and secured an annual paid internship programme in partnership with the University of Reading
- We successfully piloted 'pay what you can' WAF Talks webinars
- A selection of adoption stage relevant content was developed
- We leveraged our partnerships to raise the profile of member issues and influence policy development, particularly through appointment to sit on the Adopter Reference Group at the Department for Education.

In the coming months, we will be releasing our new "Events" feature in our database which will continue to ease administrative pressures from our volunteers who run support groups, will enable us to more effectively promote groups and will greatly improve the accuracy of our attendance data. We are also in the process of developing an app interface to enable our membership to access the Hub from their mobile devices.

Later this year, we are going to focus our content development on the topic of education, which we know provides challenges for all of our members at some point in their adoption journey. We also plan to develop our cultural and sporting connections offer.

Alongside these specific projects we are also hoping to continue to expand the number of in-person peer support groups available to our membership through exploring new and existing relationships with RAAs and VAAs across the country.

Ultimately, we have ambition to create large-scale improvement to the well-being of adoptive parents and their children, improved understanding of how to respond to the challenges they face and improved strength and resilience in the family. These outcomes reduce the need for families to resort to professional support, reducing pressure on local authorities and generating positive narratives about adoption. Thank you for being part of our incredible support community as we continue this journey.

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

A handwritten signature in black ink, appearing to read 'M. Hoult-Allen', is centered within a faint, light-grey circular watermark. The watermark features a stylized illustration of a family (two adults and a child) holding hands in a circle.

Mark Hoult-Allen  
Chair

*The trustees of We Are Family CIO present their ninth annual report, covering the twelve months ended 31 March 2024 ('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 26<sup>th</sup> 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
Amy Burns-Thomson	01.06.23	
Esi Cathline	01.03.22	
Mike Clarke	01.03.22	
Liz Davenport (previously Hocter)	08.02.21	
Anita Goveas	01.06.23	
Mark Hoult-Allen	18.11.19	
Diane McGrath	14.09.20	
Stuart Meek	08.02.21	07.02.24
Sophie Miller	01.09.23	
Sobia Shamim	08.02.21	
Anne-Marie Strong	01.07.23	07.02.24
Andrew Taylor-Dawson	08.06.20	
David Tickner	01.06.23	16.10.23
Anna Willow	01.03.22	
Stephanie Wong	08.02.21	07.02.24

## 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 five trustees. The trustees wish to thank Stuart Meek, Sobia Shamim, Anne-Marie Strong, David Tickner and Stephanie Wong, 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 and reviewing policies and 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 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:

- Connection & Relationship - Creating opportunities for connection between adopters
- Information & Inspiration - An extension of direct peer support, gathering member recommendations and experience
- Amplifying voices - Using the voice of the community to support calls for improved support for adoptive parents/families

Our strategic plan for 2023-26 are shown below in Figure 1.

*Figure 1*

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"

## Achievements and Performance

### Infrastructure and Governance

**Staffing** - We had been operating a flat staffing structure until 2023, with the oversight conducted by the Chair and Board of Trustees which was not sustainable in the longer term for the charity's growth. A restructuring process took place, with the internal appointment of a Director, promotion of the Operations Manager to the Head of Operations and all other staff roles managed by the Head of Operations. We appointed an Operations Assistant to support cover for the parental leave of the Head of Operations in 2024.

**System upgrades** - We further developed our Member Hub to improve feedback mechanisms, promote events and reduce the admin burden on staff and volunteers, which was growing as the organisation's activities grew.

**Scaling model development** - We have used the work we did with a Regional Adoption Agency in the South East as a pilot to develop a framework through which we can develop more partnerships and funding relationships, which has made commencing partnership conversations much clearer.

**Volunteers** - With the growth of We Are Family, has come the need to scale our volunteer base and resources accordingly. Given the challenging landscape for adopters - their children have experienced early childhood trauma and are likely to have some form of Special Educational Needs (SEN) - adoptive parents experience higher than average pressure on their families, meaning their capacity to volunteer can be challenging. In response, we have continued to develop a quality package of support for our volunteers, including regular supervision with our Community Engagement and Development Manager (CDEM).

### 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:

#### Peer Support Opportunities & Family Friendly Events

Adopters/prospective adopters connect across various groups. We train and supervise our Peer Support Group Facilitators via our bespoke programme, and they go on to offer parent meet-ups, playgroups, walking groups, creative workshops, park meetups, picnics, and more. This year we have delivered:

- 14 adopter led peer support groups across London & the South East
- 3-4 additional groups in early development
- Over 100 Face to face groups across 14 physical locations
- Over 50 online meeting opportunities offered annually
- Ensured user-led services were maintained, information was regularly sent to volunteers and that the volunteer strategy and programme delivery continues to be developed through co-production
- 2 x 12 hour bespoke peer facilitator training courses for volunteers. Feedback included:

*"Simply the act of taking part in a series of sessions has provided me with a sense of momentum for starting a peer support group from scratch – I couldn't visualise it before the training."*

*"I have always found it hard to make time for self-care, and it dawned on me that the [peer support training] course wasn't so much about running a group, or even about self-care, but that the course was self-care." WAF Peer Support Attendee*

### Digital WAF Talks programme and The Member Hub

We offer regular webinars, workshops hosted by expert speakers, member resource recommendations and articles.

- 90 WAF Talks available 'on-demand' in the Hub
- Over 6500 views of Talks live and on-demand since we began
- Over 900 members engaging with the Hub each quarter

**'Adoption Shared' Podcast** - engaging the extended adoption community with personal stories of adoption that inform, support and amplify the 'adopter voice'.

- 11,380 downloads to 31st March 2024
- 24 episodes released, with most recent 'Season 4: Adopting Children with Additional Needs'

**An inspiring and informative blog**, regularly written by adoptive parents.

**Influencing and promotion of adopter voices** through our relationships with service providers on key issues such as the lack of trauma-informed training in schools, the complexity of the adoption process and the particular systemic disadvantages for black children in care and the issues facing Black adopters. We also have a seat on the Adopter Reference Group at the Department for Education where we share the experiences of our members to directly influence policy development.

## Membership & Impact

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
To 31st May 2024	1479

We ran a survey in September 2023, 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:

### Connection & Relationship

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.

- 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%).

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.

We regularly receive feedback such as this from our members:

*"It's given me deep and lasting friendship, a sense of belonging, a place to go. I don't know where I would be without it."*

### Information & Inspiration

Our digital Member Hub now holds over 93 recorded WAF Talks 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 the new addition of our podcast, Adoption Shared (23 podcast episodes, over 12.5k downloads).

- 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.

*"I felt very alone dealing with the challenges of adopting children that experienced so much trauma, meeting experienced adopters gave me more confidence and helped me feel I was not a rubbish parent. The support provided by other adopters was inspiring." WAF member*



*"I've been lucky enough to hear from some hugely knowledgeable people who have given me a lot of resources and insight for my parenting journey." Podcast Listener*

## Amplifying Voices

WAF sits on the Adopter Reference Group (ARG) at the Department for Education. It's a direct route for providing adopter feedback to policy makers. WAF has also contributed to a number of research initiatives over the past few years, including a study into the experiences of adoptive parents with birth children led by the Rees Centre, Department of Education, University of Oxford. We have also 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 their *Black Adoption Project* to better understand and evolve the experiences of Black adopters.

We know our members have messages they would like to communicate the the relevant authorities on the issues 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%).

*"I've grown in confidence, as a parent and as an adoption/education advocate. Through WAF links we've managed to get real change and training going at our school." WAF member*

## Fundraising and Partnerships

We acknowledge that one organisation alone cannot change adoption support, advocate and inform. We believe a whole system approach is needed. We are committed to sharing knowledge, learning and lessons beyond our own context. To this end, we work to build strategic partnerships with key stakeholders, including Regional Adoption Agencies (RAAs), Voluntary Adoption Agencies (VAAs), other charities in the sector and policy decision-makers, to share our members' voices and promote the critical importance of peer connections.

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

- Adopt London (RAA) continued to fund peer support group and digital resource development in 2023/24. A new partnership agreement for 2024-27 has been confirmed.
- Adoption Partnership South East funded a second year of peer support groups development in 23/24 across the region of Bexley, Kent and Medway.
- A partnership with Yorkshire Adoption Agency (VAA) was agreed in 2024. We hope to grow the membership in the Yorkshire area as a result of this partnership
- A partnership is emerging with adopter groups in the South West of England.. We will be working on a roadmap for this across the summer of 2024.
- Partnership discussions continue with various other charities, Regional Adoption Agencies and Voluntary Adoption Agencies.

- A 3-year grant with City Bridge Trust was secured to support our work with adoptive families (2023-26)
- The Tudor Trust supported us with the final year of our two year continuation grant. Tudor Trust also indicated a final continuation grant for 24/25 would be available.
- The Tudor Trust also supported the latest phase of our database development with a separate Development Grant.
- We were delighted to receive further grants from the Pear Foundation and The Forrester Family Trust
- Our third crowdfunding effort via the Big Give Christmas Challenge saw us raise just over £5500.
- Finally, we raised funds through selling a copy of our database codebase to another charity.

## 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 2024 We Are Family raised £125,438 (prior year: £99,294) and spent £114,557 (prior year: £103,107).

### Sources of income

£47,000 of restricted funding was received from the Adopt London consortium of regional adoption agencies, £12,000 from City Bridge Trust, £8,375 from Adoption Partnership South East and £5,365 from Tudor Trust amongst other restricted grants and donations.

£17,000 of unrestricted income was received from The Tudor Trust, £5000 from the Pears Foundation and other smaller amounts were raised through The Big Give and Magic Little Grants, amongst other sources, including individual giving.

£18,000 was raised through the sale of our digital Hub codebase.

### Unrestricted funds

£47,010 (prior year: £39,189) of unrestricted funding was raised during the year. Expenditure was £33,676 (prior year: £43,042). Total unrestricted reserves at the year-end were £39,433 (prior year: £26,098).

### Restricted funds

£78,428 (£60,105) of restricted funding was raised during the year. Expenditure of £80,881 (£60,065) was offset against this leaving a deficit of -£2,454. Total restricted reserves at the year-end were £39,096 (£41,550).

The £39,096 left in restricted reserves at the end of the year is due to be spent on staff and project costs in the 2024/25 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 2024 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 £39,433 of which £13,100 has been earmarked in accordance with the reserves policy, leaving £26,333 in general unrestricted reserves which is due to be spent on core and project costs in 2024/25.

## Funding received since the year end

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

- Adopt London | £40,750
- Tudor Trust | £29,150
- Garfield Weston Foundation | £20,000
- City Bridge Foundation | £6,000
- Adoption Partnership South East | £1,500
- Beacon Lodge | £5,000
- 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 31<sup>st</sup> March 2024

### 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: 9<sup>th</sup> September 2024

## Statement of Financial Activities

### For the Year Ended 31 March 2024

£	Notes	Unrestricted Funds	Restricted Funds	2024	2023
Income from Endowments					
From:					
Donations and Legacies		47,010	78,428	125,438	99,294
Fundraising Events		-	-	-	-
Trading Income		-	-	-	-
Interest Received		-	-	-	-
Total		47,010	78,428	125,438	99,294
Expenditure On:					
Raising Funds		-	-	-	-
Charitable Activities		33,676	80,881	114,557	103,107
Total		33,676	80,881	114,557	103,107
Net Income / Expenditure	3, 4	13,335	(2,454)	10,881	(3,813)
Transfer Between Funds		-	-	-	-
Reconciliation of Funds					
Total Funds Brought Forward		26,098	41,550	67,647	71,461
Total Funds Carried Forward		39,433	39,096	78,529	67,647

## Statement of Financial Position

### For the Year Ended 31 March 2024

£	Notes	2024	2023
Tangible Assets – Member Hub Software & Website	2	23,858	22,393
Cash at bank and in hand		61,658	47,864
Other debtors		-	727
Prepayments and accrued income		-	-
Creditors: Amounts Falling Due Within One Year		(6,987)	(3,336)
Net Current Assets (Liabilities)		54,671	45,254
Total Assets less Current Liabilities		78,529	67,647
Accruals and deferred income		-	-
Net assets		<u>78,529</u>	<u>67,647</u>
The Funds of the Charity			
Restricted Income Funds		39,096	41,550
Unrestricted Income Funds		<u>39,433</u>	<u>26,098</u>
Total Funds		<u>78,529</u>	<u>67,647</u>

## Notes to the Financial Statements

### For the Year Ended 31 March 2024

#### 1.Accounting Policies

##### Basis of Accounting

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.

We Are Family CIO 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 note(s).

##### Tangible assets and depreciation

Tangible assets are included at cost less depreciation and impairment. Depreciation has been provided at the following rates in order to write off the assets over their estimated useful lives:

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
---------------------	-------------------



## 2.Tangible Assets

	Software & Websites	Total
Cost or Valuation	At cost	At cost
At 1 April 2023	27,991	27,991
Additions	4,738	4,738
At 31 March 2024	32,729	32,729
Depreciation		
At 1 April 2023	5,598	5,598
Charge for the period	2,799	3,273
At 31 March 2024	8,871	8,871
Net book value		
At 1 April 2023	22,393	22,393
At 31 March 2024	23,858	23,858

## 3. Income and allocated expenditure by donor/fund

	BROUGHT FORWARD 22/23	Income in 23/24	Spent in 23/24	CARRIED FORWARD 24/25
<b>Restricted</b>				
Adopt London Core	341	30,500	19,460	11,381
Adopt London Hub Access	(70)	-	(735)	665
Adopt London Picnics	1,190	-	763	427
Adopt London Podcast	744	4,500	3,485	1,759
Adopt London Talks	5,816	12,000	10,978	6,838
<i>Adopt London - Sub Total</i>	<i>8,021</i>	<i>47,000</i>	<i>33,950</i>	<i>21,071</i>
Adoption Partnership South East	2,568	8,375	8,727	2,216
Alex Timpson Foundation	2,000	-	152	1,848
City Bridge Trust		12,000	11,383	617
Magic Little Grants		500	639	(139)
Prior Year Operating Balance	28,693	-	15,281	13,412
Tudor Trust Wellbeing Fund	268	3,000	3,581	(313)
Tudor Trust Development Fund		5,365	5,308	56
University of Reading	-	2,188	1,860	328
<b>Total Restricted</b>	<b>41,550</b>	<b>78,428</b>	<b>80,881</b>	<b>39,096</b>
<b>Unrestricted</b>				
Barnardo's		18,000	-	18,000
Big Give	2,670	3,952	6,249	373
Forrester Family Trust	5,000	-	4,429	571
Garfield Weston Foundation	3,882	-	3,503	379
Individual Giving	940	1,357	2	2,294
Other	(6,663)	701	7	(5,969)
Pears Foundation		5,000	4,429	571
Prior Year Operating Balance	20,269			20,269
Tudor Trust		17,000	15,057	1,943
Woodward Trust		1,000	-	1,000
<b>Total Unrestricted</b>	<b>26,098</b>	<b>47,010</b>	<b>33,676</b>	<b>39,433</b>

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.

The Prior Year Opening Balance represents in part brought forward funds We Are Family has accrued before this tracking was established. This balance should gradually diminish as future income and expenditure is recorded against the appropriate donors going forward.

## 4.Detail of income and expenditure

£	Unrestricted	Restricted	2024	2023
Restricted grants	-	78,428	78,428	60,105
Other revenue	18,000	-	18,000	-
Unrestricted donations	6,010	-	6,010	9,189
Unrestricted grants	23,000	-	23,000	30,000
<b>Donations and Legacies</b>	<b>47,010</b>	<b>78,428</b>	<b>125,438</b>	<b>99,294</b>
Fundraising Costs	-	-	-	-
<b>Fundraising Activities</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
Advertising & Marketing	(186)	(860)	(1,046)	(998)
Audit & Accountancy fees	(2,316)	-	(2,316)	(2,139)
Bank Fees	(2)	(46)	(49)	(44)
Childcare Costs - Parent Reimbursement	-	(54)	(54)	(100)
Consulting	-	(6,283)	(6,283)	(7,188)
Depreciation Expense	(1,151)	(2,122)	(3,273)	(2,799)
Direct Expenses	-	(178)	(178)	-
Employers National Insurance	(212)	(337)	(549)	-
Event Entertainment	-	(270)	(270)	(976)
General Expenses	-	(546)	(546)	(131)
Guest Speaker Fees	-	(4,451)	(4,451)	(6,375)
Insurance	-	(826)	(826)	(789)
IT Consultancy	-	(4,822)	(4,822)	(8,905)
IT Equipment Expense	-	(571)	(571)	(49)
IT Software and Consumables	-	(4,057)	(4,057)	(177)
Member Resources (inc Zoom)	-	-	-	(2,463)
Other Event Expenses	-	(491)	(491)	(150)
Pensions Costs	(563)	(896)	(1,459)	(1,319)
Postage, Freight & Courier	-	(25)	(25)	(70)
Printing & Stationery	-	(7)	(7)	(134)
Recruitment Fees	-	(787)	(787)	-
Refreshments	-	(510)	(510)	-
Rent	-	-	-	(272)
Salaries	(28,774)	(45,795)	(74,569)	(63,382)
Small Gifts	-	(241)	(241)	(75)
Staff Training	-	(325)	(325)	(389)
Staff WFM Expense	(472)	(750)	(1,222)	-
Strategy and Training Days	-	(235)	(235)	-
Subscriptions	-	(160)	(160)	(167)
Telephone & Internet	-	(96)	(96)	(96)
Travel - National	-	(1,462)	(1,462)	(355)
Venue Hire	-	(2,492)	(2,492)	(1,418)
Volunteers	-	(841)	(841)	(583)
Website costs	-	(344)	(344)	(1,564)
<b>Charitable Activities</b>	<b>(33,676)</b>	<b>(80,881)</b>	<b>(114,557)</b>	<b>(103,107)</b>
<b>Net Income / Expenditure</b>	<b>13,335</b>	<b>(2,454)</b>	<b>10,881</b>	<b>(3,813)</b>

## 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
Average number of staff employed in the year	4	3

## 5d Contributions to Pension Scheme

*Contributions made to a defined contributions scheme all relating to the Unrestricted Fund activities*

	This Year	Last Year
£	1459	1319

## 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 26.09.2024



Mark Hoult-Allen, Chair