



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 01/04/22 Period start date To 31/03/23 Period end date

Charity name: You Can Flourish

Charity registration number: 1166721

Our objectives and activities

	SORP reference	
	Chair's Introduction	Chair's Introduction The well-being of young girls has always been important, but with impacts such as the growth in social media and Covid-19 in recent years, the need for support for this demographic has become bigger than ever. We continue to see unprecedented demand for Flourish Mentoring, including an increase in younger girls and those with more complex needs who are struggling to access statutory support through CAMHS or school. At Flourish, we've put all our efforts into exploring how we can be more, do more, and provide more for the young girls that need us. We've seen already, and expect the demand for our services to continue to grow. The past year has seen us really build on the work we've done in the previous years, establishing our foundation, clarifying our positioning and messaging and in turn, seeing the results come into fruition from our efforts. <i>"I feel that I have calmed down, been given genuine coping methods, learned new strategies and improved my positivity and self worth" (Mentee, 2023)</i>

		flourish Outputs 2022/23 182 Girls supported 99 Attended courses 83 1-1 mentoring (618 hours) 30 Volunteers 70 Donors 6 Staff 125% Increased referrals flourish Impact 2022/23 88% Girls reported improved mental wellbeing 78% Girls reported improved self-esteem 100% Girls would recommend to a friend 52% Girls felt more aspirational 49% Girls felt happier at school 49% Girls felt happier in their friendships 100% Workshop parents/carers felt better equipped to support their young people In 22-23 we've learned so much. From how to drive the biggest change to where we can make the biggest impact – hearing much of this from the people whose lives we've touched. We've invested in fundraising, secured new multi-year grants, and increased donors across all income strands. We've also worked hard to define and bring consistency to our marketing approach. The year ahead must be about applying our learnings and striving to improve the impact that Flourish can have, now and in the future. We're creating a generation of girls who are resilient, confident, better able to advocate for themselves and with emotional tools for life. Improving lives through care, connection and courage. <i>"I have learnt to believe in myself more and that I am not my mistakes. I have learned that I am worthy and loved by others."</i> (Mentee, 2023)
Summary of the purposes of the charity as set out in its governing document	Para 1.17	Our objectives To promote and protect the good health and wellbeing of young women and girls in particular, but not exclusively, in Warwickshire and the surrounding areas. This is done through the provision of guidance, support, education and other such services as the trustees shall determine with a view to improving the girls' self-esteem, relationships,

		and resilience; and increasing their active participation in their communities. To advance the Christian faith in accordance with the statement of faith.
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.		Our vision To support this generation of girls and young women to flourish and live to their full potential. Our mission What we do: We help 11-18 year old girls improve the way they think, feel and live. How we do it: By providing mentoring, resources, programmes and tools that help young girls feel heard, known, seen, and supported. Why we do it: We believe that every girl has immeasurable value and the potential to lead a full and happy life; to flourish. Our strategy We are women supporting girls, to improve their confidence, aspirations, self-worth, friendships, and emotions. Our strategic plan is for Flourish to become a sustainable centre of excellence and the first port of call when it comes to supporting girls in Warwickshire and beyond. We recognise that to support this, we need to grow both operational reach and income. We deliver three core programmes that encapsulate our objectives, help us to achieve our vision, and carry out our mission. Our programmes 1. The Flourish Course An early intervention group course for schools and communities The course empowers girls with the tools to build resilience, tackle common issues surrounding body image, friendships, emotions, self-worth, and future aspirations - helping them to really flourish.

		What it involves: 8 sessions for up to 8 girls Each session is led by 1 staff member and 1-2 volunteers It addresses the core issues that have been identified through our research and field expertise. The nature of the group session provides a safe space for girls to explore and embody our specially curated coping tools and strategies. We know through research that group environments can reduce social isolation and improve social skills. The group dynamic of our Flourish course provides a supportive and uplifting environment in which our girls can learn and grow. In the main, it's delivered to groups of girls from within the same school. Staff can refer girls onto the course if they display signs of any of the highlighted issues or present with low self-esteem. Girls that appear to be struggling with their wellbeing are also encouraged to attend. Girls from other community settings can also attend our courses (e.g., from a particular youth club or church), and they are usually referred by caregivers (i.e., parents or guardians). How the work is working <i>"Can I say thank you to Flourish for all the wonderful work you do. My family has personally benefited, and I think it's a fantastic organisation. Talking in the group really helped my daughter and then she came home and talked to us, which helped us all."</i> (Parent of a 14-year-old Flourish Course participant) 2. The Rebuild programme A group mentoring course providing more targeted support on understanding emotions and building emotional resilience. Rebuild provides a safe space for girls to explore and identify emotions together. Using our thoughts-feelings-actions framework which is based on CBT principles, girls begin to understand themselves better and build skills in emotional regulation. All participants create a physical and mental 'toolbox' of coping mechanisms and strategies to help them thrive long after the course has ended.
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		What it involves: 7 sessions for up to 7 girls Rebuild is explicitly designed to provide individual support whilst honouring the benefits of a group setting. This gives girls the advantage of receiving attention that would be typical in 1:1 mentoring, but within the structure of a group dynamic, making it ideal for those who want to improve their people skills and social connections. By using a group setting, the programme helps girls establish social connections organically, which then positively impacts their confidence in community settings and in turn, their general wellbeing. The lived effects of rebuilding <i>“It’s given me more understanding about my emotions, I’ve met more people that may be struggling like me, it makes me feel less alone.”</i> (Participant M) <i>“I have learned how to deal with situations in friendships. It was helpful to talk about different emotions that I feel and how to react to them.”</i> (Participant S) 3. 1:1 Mentoring A referral-based mentoring programme 1:1 mentoring provides girls with tailored support in the pursuit of their goals and in overcoming personal challenges. Ultimately guiding them to lead a full and happy life – to flourish. Girls are referred onto the mentoring programme by school staff, caregivers, or other adult professionals based on either self or professional recommendation. After assessing the individual needs of each girl, we match them with an appropriate mentor. These mentors come either from our staff or our dedicated volunteer pool. What it involves: Mentoring sessions are typically up to 1 hour long and take place once a week. Each girl receives a total of 12 sessions.
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		The sessions are hosted in schools or appropriate community settings, making them as accessible as possible for the girls we are supporting. Although each mentoring programme is tailor-made, they are all built from our carefully curated creative strategies. They are also all led by women, giving girls the benefits of representation. There are also 4 foundational guidelines we follow to make sure each girl is receiving regulated guidance and can be safeguarded during their time with us: 1. Mentoring should be established as a safe practice: Girls feel empowered to overcome sensitive issues with the support of a mentor they can trust and confide in. 2. Mentoring should strive to improve self-esteem: We found that low self-esteem is often a root cause of many challenges this demographic of girls face. As their self-esteem improves, we find they are able to take more empowered action, so we make this a focal point. 3. Mentoring should equip the girl with tools and strategies that can be implemented in their daily life: Practical tools (e.g. breathing techniques, journaling, communication strategies) are a key component in helping girls flourish and in Flourish's practice. 4. Mentoring should produce evident improvement in aspirations: Strategies to help girls plan for their future and achieve their goals through realistic interventions is crucial for fostering positivity and outcome-based action in personal development. Amie's Story Amie began her 1:1 mentoring sessions with very low confidence and was insecure about what others thought of her. Amie was anxious and thought she wasn't good enough to participate in activities with her peers. Together, Amie and her mentor worked on challenging her thoughts of insecurity and building her self-esteem. Amie's mentor introduced her to Flourish's thoughts-feelings-actions framework and 'comfort zone' resource.
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		As a result, Amie joined the after-school sports club that she previously felt unable to participate in. Amie is now thriving and enjoying being a part of something alongside others, without the barriers of negative thoughts and low self-esteem. Complementary resources and services The Flourish Advisory Board (FAB) FAB consists of dedicated girls and young women who have previously experienced the benefits of our services and remained inspired. These girls and young women offer their time and lived experience to enrich the work we do. As we grow, FAB grows. The board is a cornerstone of our on-going development and a key connection to the community. By incorporating FAB into our development strategies, we ensure that our work remains youth-led and relevant. This year, feedback from FAB has led to positive changes in our approach. One of which was to completely rewrite our body image session and resources within our mentoring programmes. This was successfully piloted in a targeted session and is now an integral resource. Flourish Resource Hub The resource hub is our online store that has video tutorials, audio files, and interactive creative-based activities. The Hub has dedicated resources for girls <i>and</i> for caregivers and professionals. The resources for girls equip them with support for before and after participating in our programmes and courses. Professionals and caregivers can access resources to equip them with the necessary tools that will help the girls they are supporting to flourish, long after they have left our care. A little goes a long way <i>“You don’t know how ace your resources are. We [NHS mental health nurses] don’t have anything like this.”</i> (Volunteer feedback)
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		Flourish Workshops This year we successfully developed and trialled workshops that focused on self-esteem, teenage cognition, and communication strategies between adults and young people. We also incorporated tools and activities in these workshops that are available on the Resource Hub, establishing links between our services. Flourish Workshops were offered in response to feedback from our network of participants who were keen to access more learning opportunities for caregivers and adult professionals. These workshops offer a great way to increase the holistic nature and reach of the additional support we can offer the local community. Over the next year, we aim to integrate our workshops as an exciting new addition to our core services. As our girls flourish, so can we. Together we grow. A glowing review <i>“[The Flourish team] delivered it amazingly, they were so open and supportive towards the parents. Parents I feel left feeling more empowered to support their daughters and happy with the tools given!”</i> (Inclusion manager at a partner school.) Our amazing volunteers Volunteers are essential workers here at Flourish. We could not support the rapidly growing number of girls seeking our services without them. Our volunteers are a significant proportion of our workforce, making up to 65% of our human resources. They help us to flourish as a force in our community. Also, as we source most of our volunteers locally, this enables us to maintain strong connections within our community. Aside from their invaluable contributions to our programmes and courses, our volunteers make sure we are following best-practice, by providing us with continual feedback. The volunteers who act as mentors form their own focus groups with the aim of providing feedback on our resources, courses, and the mentoring impact.
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		This year's feedback led us to seek training for our staff so that we can provide the necessary support for girls with autism. This feedback helped <i>us</i> to flourish. We place great emphasis on having a variety of women volunteer with us. It is paramount that girls have a relatable role model. Representation matters. As Marian Wright Elderman said, 'you can't be who you can't see.' By providing girls with mentors, facilitators, and leaders who look like them, share their values, or who are living their dreams, girls are given the opportunity to see that the life they desire is possible, that they too can flourish. We are proud to share that due to our careful matching process and successful recruitment, onboarding and training strategies, we match our mentors with girls with a 93% success rate. In their own words <i>"I can't tell you how much I love doing this - I think it's one of the most rewarding things I have done in my life."</i> (Volunteer, 2022)
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	In planning the activities and services offered by Flourish, the Trustees have given consideration to the guidance on public benefit issued by the Charity Commission, last updated September 2014.

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including programme	Para 1.38	

related investment		
Contribution made by volunteers	Para 1.38	This year we had 22 local volunteers who supported us. We had 2 administrative assistants working for us weekly, and 1 who provided graphic design support. 19 volunteers helped us deliver our Mentoring, Rebuild programme, Flourish course, and Flourish workshops. As our 1:1 mentoring programme is designed to be relevant at an individual level, we rely on rotating volunteers to make sure this service remains sustainable. Over the year, the number of volunteer hours provided was 2,890.
Other		

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	1 April 2022 – 31 March 2023 It's our privilege to empower girls between the ages of 11-18 in Warwickshire with the skills and strategies to improve their self-esteem and wellbeing, to flourish. Over the last 12 months, we've been motivated by the real-life effects our services have had on local girls. We continue to go from strength-to strength, with a rapidly growing reputation as a trusted local charity. Our positive position in the local community means we're now able to extend our support-base to adults, via our new Flourish parent workshops. Our Flourish course and Rebuild programme are now as popular as the 1:1 Mentoring we offer. Aside from our trusted reputation, we believe the success of this is down to our acceptance of participants from a growing network of referrals. Additionally, we offer bursary places for our mentoring service, making it accessible to girls whose referrers are unable to contribute to the foundational costs of these specific programmes. Our growth over the last year has increased our staffing demands, producing a need for more operational and fundraising

		support. By employing more people, Flourish has been better equipped to meet our current demands and projected growth. This growth also enables Flourish to be an important source of employment and purpose-driven work within the community. Although Warwickshire is Flourish's focal community, we are also excited about the wider impact of our work. From networking and the knock-on and widespread benefit of education, to the far-reaching rewards of shared living testimony. This year we undertook our biggest Flourish Advisory Board (FAB) project to date, partnering with manor house/art gallery Compton Verney and a local artist to offer girls the chance to experience nature-based creative projects. This engaging partnership enabled Flourish to explore the many benefits that this kind of approach can have on mental wellbeing. Over the last 12 months we worked with FAB to evaluate and document feedback on our resources and services, capturing stories and testimonies in written and video form. Evaluating this feedback led us to adding another session to our Rebuild course, which focuses on facilitating effective dialogue on mental health and wellbeing between girls and their schools. FAB feedback also contributed to the creation of course material for our workshops. This year we attracted four additional compassionate volunteers and benefitted from in-house skills development. We also provided our own mentoring training to an admin volunteer and new staff team member. We are optimistic about and encouraged by the benefits and growth our services continue to receive from FAB and from our steadily growing number of volunteers. Our highlights in numbers 182 girls flourished under our care between April 2022 and March 2023 83 girls received 1:1 mentoring, raising the bar by 24% on last year's reach We gave a total of 623 mentoring sessions, climbing 34% on top of our previous year's success
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		We ran 9 Rebuild programmes. These programmes helped 37 girls build their emotional resilience and social skills 8 Flourish Courses were experienced by 62 girls 4 new volunteers invested themselves in us We nurtured relationships with 10 secondary and 3 primary schools 31 girls contributed to this year's FAB projects 40 girls supported Flourish's entry to the Leamington Spa Christmas Tree festival 13 group and 7 individual workshops were delivered to caregivers and professionals, meaning a total of 20 workshops were hosted successfully in their premier year The risks and issues faced by girls and young women this past year: 76% reported struggling with low self-esteem 39% had inflicted self-harm 42% struggled with anxiety 34% were experiencing friendship problems 22% had experienced suicidal thoughts 22% suffered with low-level depression or low moods 23% experienced some form of social isolation 5% were trying to cope with loss or bereavement 7% struggled with disordered eating and their relationship with food 5% of girls reported having anger or aggression issues 5% were impacted by domestic abuse 10% had an assigned social worker 17% were receiving Early Help intervention
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	24% of girls were in receipt of pupil premium 22% reported having special educational needs A little bit more about our referrals: Over the past year, we had 74 referrals experience 1:1 mentoring. We were fortunate enough to match and mentor 55 girls across the year and delivered sessions to on average 25 girls a month. The proportion of referrals received from caregivers (i.e., direct referrals from a parent or guardian) has increased significantly over this past year. We take this as an encouraging sign that the work we do speaks for itself and of our growing reputation within our community. On reviewing the data collected over this past year, we saw that the most pressing reasons for referrals were low self-esteem, anxiety, self-harm, and friendship problems. Another significant discovery we noted is the percentage of girls who received a pupil premium. This number increased by 28% from last year. This may be due to the cost-of-living crisis, which we anticipate will continue to have knock-on effects over the next year on mental health and general wellbeing. We at Flourish remain mindful of this environmental factor as we prepare to best serve our girls over the coming months and years. We continue to collect and review data through in-house research in order to ensure that our services are reaching girls who are socially and economically vulnerable. From analysing our data this year, we saw that 22% of the girls we worked with had special educational needs, 8% were looked-after-children, 10% had social worker involvement, and 17% received early help intervention. It is vital to us that the support we provide is accessible to <i>all girls</i> in our community. We remain proactive in our responsibility to make sure this can happen. Results show, we're making an impact! Using the <i>Rosenberg Self-Esteem Scale</i> and the <i>Warwick-Edinburgh Mental Wellbeing Scale</i>, we were able to measure the progress of the girls we work with, and see exactly how much they have flourished over the past year. Along with
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these scientifically validated scales, we also asked girls to use a 10-point self-report scale to assess their personal satisfaction.

These measures collectively allowed us to see that what we do really does work.

Here are some of our notable results:

Outcomes *across all services	This year	Last year
Increase in self-esteem	88%	83%
Improved mental wellbeing	78%	75%
Satisfaction with appearance	61%	58%
Friendship satisfaction	48%	41%
Making safer choices	29%	38%
Raised aspirations	52%	67%
Happy at school	49%	59%
Academic achievements	43%	78%

What these numbers mean

It's encouraging to see an increase in the proportion of girls who have improved on their self-esteem, mental wellbeing, self-satisfaction, and their friendships. These numbers mean that our girls are flourishing, and so are we.

At the same time, we recognise that happiness at school and perceived academic achievement results have reduced from last year. After reviewing relevant national studies, we believe these outcomes to be a reflection of accelerating pressure related to exams, a rising amount of EBSA (emotional-based school avoidance) and more recently, disruption caused by the industrial action of teachers.

We at Flourish plan to use this knowledge to enrich our services over the next year. By staying aware of the external pressures that might be affecting girls and their wellbeing at school, we'll be able to bolster our techniques and tools to better equip each girl who comes to us, to deal with these challenges. One way we plan to do this is by growing our community-based support for girls and their parents. We will do this by working closely with community partners who can refer girls and their caregivers into

		our services including the Flourish course and parent workshops, which we plan to run more of in trusted and accessible local venues. Mentee F (aged 14) 1:1 mentoring <i>"Mentoring has helped me grow and become happier. I have learnt that it's OK to take my time and decide what I want. I have become less anxious about going out and this has helped me be happier and accept myself more. I have become less self-conscious."</i> Our partnerships We are proud to have nurtured existing partnerships over the past year and have had the privilege of forming new relationships too. The generous contributions we receive from our partnerships continues to make our meaningful work possible. <i>Rosalind Franklin Lab, UK Sedation, MP Lewis Estates, and Bravissimo</i> have helped us with fundraising and sponsorships. <i>The Wellbeing Focus</i> provided us with coaching and matched our Directors with other local business owners. They also provided ongoing membership to the Female Founders business community giving access to training monthly. Since 2022, <i>Can I Have A Word</i> has been supporting us with brand and content related services. <i>Akanbi Consulting</i> delivered enriching team development sessions. <i>Make Good Grow</i> matched us with professional services. Thanks to their <i>Pledge Marketplace</i>, we were selected by the local conference venue <i>Ashorne Hill</i> to receive a fully funded dinner event which took place in March. <i>Forrest Cafe</i> in Kenilworth generously supported us with a venue space and refreshments for our girls. We were grateful to receive office equipment from <i>NFU mutual</i>. We are supported by numerous local churches in Leamington, Warwick, Kenilworth, and surrounding villages. These churches have provided us with venues, prayer support, volunteers, and monetary donations.
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		We are fortunate to continue to receive referrals for our services through <i>Early Help</i> support, schools, parents, GPs, and social and youth workers. We continue to be affiliated with <i>Thirtyone:eight</i> who provide us with invaluable safeguarding resources and DBS processing. Fundraising Flourish has invested significantly in fundraising opportunities over the past year in order to develop income streams. A freelance fundraising consultant was enlisted to help us develop a strong pipeline of donors, a three-year fundraising strategy, and a whole-team approach to income generation. We have also invested in ourselves by participating in various training programmes and have a plan to introduce our first CRM system. Flourish ran a prosperous fundraising campaign over the Christmas period, where we debuted our first major event: Christmas wreath-making as well as Christmas pudding evenings where attendees could enter a raffle. Other fundraising activities throughout the year included a quiz and challenge event. We also increased the amount of grant applications we sent out, and as a result, are thrilled to share that we were successful in securing a significant multi-year grant, along with a number of awards that will help us meet our core costs. Finally, we invested in more effective stewardship for all our supporters and have begun to reap the benefits, which we believe will only continue to flourish. Some more feedback and lived testimony! Mentee B (aged 16) 1:1 mentoring <i>"The best thing about mentoring has been having someone to talk to and help understand why certain things are how they are and how to change negatives into positives. I have learnt to overcome my fears by using healthy ways and it has helped me improve my stability for lots of things like socialising and looking for positives in negative situations."</i>
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		Mentee E (aged 16) 1:1 mentoring <i>"It's helped me respect myself and take care of myself. To ask for help when I need it. I have learnt there are lots of people around me who I can reach out to for help."</i> Mentee K (aged 13) 1:1 mentoring <i>"I have learnt to keep my emotions under control and I now have better friendships and relationships with family. Mentoring has helped with my schoolwork and reduced my drama/anger. I found mentoring calming, it helps and I would recommend it to a friend."</i> Mentee T (aged 14) 1:1 mentoring <i>"The best thing about mentoring has been being able to speak to someone without feeling judged... I would recommend Flourish mentoring to others so that they know they are not alone."</i> Mentee J (aged 11) 1:1 mentoring <i>"Before I did Flourish I was a really shy person and I struggled a lot at school with friendships and my emotions. A lot has changed since the start and I look at myself in a more positive way now! I have definitely become more confident and I'm happy with the choices I'm making. Flourish has definitely helped me so much and it's such a fun thing to do!"</i> Parent of Mentee B (aged 13) 1:1 mentoring <i>"...a huge thank you to you and [the mentor] for the work that you did.... She really enjoyed the sessions and I think she really benefited from them, particularly helping with her confidence. [She] is definitely using some of the strategies that you have taught her to communicate how she feels which is great."</i> Parent of Mentee E (aged 12) 1:1 mentoring <i>"I was very impressed with the work that was done and really appreciated the support and mentorship that [the mentor] has</i>
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		<i>given... It has made things a lot easier for us all as a family and helped [her] enormously at school."</i> Parents of Mentees, on the necessity of Flourish support: <i>"I only wish it was on the curriculum for all young girls. As I hear a lot of her friends' trials and tribulations."</i> <i>"I will continue to signpost your support to other girls and their families"</i> From participants of the Rebuild programme and Flourish course: <i>"The best thing about doing the course was having someone I could trust with personal things. It boosted my self-esteem in a big way. I found it particularly helpful to be able to talk through strategies to deal with difficult emotions. The course helped me to think more positively and how to deal with situations. It stopped me from feeling overloaded with stress and emotion. I would recommend the course to a friend."</i> <i>"Through the course I have learnt to be more confident and to be kind to myself. It has helped me to build my friendships."</i> <i>"I've enjoyed the course, since I've been doing it, I have noticed a change in my behaviour. I enjoyed the crafts as they were a good way to express my feelings without having to talk about it. It has definitely helped me a lot."</i> From our volunteer mentors: <i>"All went really well... Surprised how emotional it was... I'm sad I won't be seeing her again. Loving mentoring though."</i>
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	We have measured outcomes over the year in order to objectively report on the impact our services have on our beneficiaries. We used the <i>Rosenberg Self-Esteem Scale</i> and the <i>Warwick-Edinburgh Mental Wellbeing Scale</i> .
Performance of fundraising activities against objectives set	Para 1.41	

Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	Total receipts for the year were £121,301 £24,980 (21% of income) was gratefully received from the following trusts and foundations in restricted grants: £3,960 The Newfield Trust £7,000 The Anchor Foundation £1,200 Kenilworth Round Table £3,000 Souter Trust £100 The Blakemore Foundation £2,120 Michael Marsh Charitable Foundation £7,600 Benefact Trust Similar to the previous year where we received £6084, this year, we received £6,674 in donations from local churches and organisations. Flourish also gained £6,239 through fundraising this year which is 5 times the amount raised last year. £59,733 (49% of our income) came in through generous individual one-off or regular gifts, donations and unrestricted grants from trusts and foundations. The split was as follows: £12,500 The Trusted Executive £10,000 Society for the Holy Child Jesus £4,000 Albert Hunt Trust £1,500 Edgar E. Lawley Foundation £3,000 Warwickshire Police Community Fund £2,500 Warwickshire Public Health £500 WA Cadbury This total has more than doubled versus last year.
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		We received £17,933 (15% of income) in service charges and contributions from schools/agencies and caregivers. This is up £6,502 (5% of income) from last year. This is a result of increasing our delivery capacity, especially with one-to-one mentoring, and developing partnerships with new schools. Flourish has expended £122,527 this year. The costs of salaries and resources to run our programmes made up the majority of our expenditure, as well as investment in fundraising this year. We have been fortunate to have low overhead costs this year, due in part to a favourable rental agreement with our landlords.
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Reserves Policy It is the policy of Flourish to maintain a balance of funds which equates to at least four months of normal operational costs. The balance held at the end of the year exceeds this (£86,042)
Amount of reserves held	Para 1.22	£86,042
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	Grants and donations are currently our main source of funds.
Investment policy and objectives including	Para 1.46	

any social investment policy adopted		
A description of the principal risks facing the charity	Para 1.46	The Trustees and Directors have reviewed the risks to which a small charity operating with a few employees and a larger volunteer base is exposed. Appropriate general and public liability insurance has been obtained. Operational risks associated with activities have been reviewed and appropriate guidelines and policies agreed to ensure that any risk is minimised. The biggest risks we review on a regular basis and what we do to prepare for them: The risk of Flourish becoming insolvent due to funding shortages - We have a reserves policy and a funding strategy in place to find funds from a range of sources. The negatives associated with lone working, for staff and volunteers - We have a lone working policy and procedures volunteers are trained to follow. Data and information leaks - We have reviewed the way we process, manage and store confidential data. Unprofessional and/or unsafe behaviour from staff and volunteers - We have a safer recruitment policy and procedures, a disciplinary policy, and a code of conduct that we expect all staff and volunteers to adhere to. Full training and supervision support are provided and all risks considered as part of this.

Structure, Governance and Management

Description of charity's trusts:		
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Type of governing document (trust deed, royal charter)	Para 1.25	Constitution last amended 22/04/2016.
How is the charity constituted? (e.g unincorporated association, CIO)	Para 1.25	You Can Flourish is a Charitable Incorporated Organisation (CIO).
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	New Trustees are identified through connections made with individuals in the course of Flourish's activities. Exploratory conversations occur and if the time/skills of the individual and the needs of the Board align, the person is invited to submit a Trustee application form. If this is successful, the person is invited to an interview with two Flourish trustees, including the Chairperson, where they have the opportunity to ask further questions and introduce themselves. If there is a clear synergy, the person is invited to become a trustee based on the votes of existing trustees.

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	We are members of <i>Thirtyone: eight</i> who we use for resources and consultancy on safeguarding matters and for our DBS processing.
Relationship with any related parties	Para 1.51	
Other		

Reference and Administrative details

Charity name	You Can Flourish
Other name the charity uses	Flourish
Registered charity number	1166721
Charity's principal address	Flourish, 2 Radford Road, Leamington Spa, CV31 2SN

Names of the charity trustees who manage the charity

	Trustee Name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Miss Kate Munday	Chair	Resigned December 22	
2	Mrs Rachel King		Resigned November 22	
3	Mr Phil Swards			
4	Mrs Charlotte Lockyer			
5	Mr Chris Rogers		Resigned February 23	
6	Mrs Jen Stewart		Appointed May 22	
7	Mrs Lucy Clarke		Appointed May 22	
8	Mrs Johanna Faherty		Appointed May 22	

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Mrs Charlotte Bevan and Mrs Jenny Dean

Exemptions from disclosure

Reason for non-disclosure of key personnel details

Other optional information

Receipts and payments accounts

For the period from

01/04/2022 To

31/03/2023

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Donations from Churches/Organisations (260)	6,674	-	-	6,674	6,084
Individual Donations (261)	16,651	-	-	16,651	17,321
Regular Donations (260)	9,082	-	-	9,082	8,768
Restricted Grants (250)	-	24,980	-	24,980	57,311
Services Courses (201)	11,050	-	-	11,050	2,250
Services Mentoring (200)	6,883	-	-	6,883	4,252
SMP Reclaim (290)	-	-	-	-	-
Unrestricted Grants (251)	34,000	-	-	34,000	24,700
Fund raising	6,239	-	-	6,239	1,178
GAD Reclaim	5,741	-	-	5,741	6,165
Sub total(Gross income for AR)	96,321	24,980	-	121,301	128,029
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	96,321	24,980	-	121,301	128,029
Total receipts	96,321	24,980	-	121,301	128,029
A3 Payments					
Telephone & Internet (489)	1,315	-	-	1,315	518
Mileage (493)	239	133	-	372	402
Staff Development (480)	-	-	-	-	1,007
Volunteer Costs (464)	18	567	-	585	554
Advertising & Marketing (400)	1,963	130	-	2,093	991
Fundraiser Fee (412)	12,022	-	-	12,022	-
Other Admin (425)	1,109	-	-	1,109	519
Insurance (433)	840	-	-	840	531
Stationery/Equipment (461)	545	581	-	1,126	2,494
IT Software and Consumables (463)	903	1,695	-	2,598	480
Material Costs (462)	962	1,787	-	2,749	2,474
NI/Pensions/Payroll (482)	6,125	-	-	6,125	7,971
SMP Salary (476)	-	-	-	-	151
Office Overheads (469)	8,250	600	-	8,850	4,542
Salaries (477)	50,638	29,673	-	80,311	58,424
Refunds (495)	-	-	-	-	-
Charity Development (496)	256	-	-	256	897
Training & Development (481)	2,176	-	-	2,176	205
	-	-	-	-	-
	-	-	-	-	-
Sub total	87,361	35,166	-	122,527	82,159
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	87,361	35,166	-	122,527	82,159
Net of receipts/(payments)	8,959	-10,186	-	-1,226	45,870
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	55,604	31,664	-	87,268	41,398
Cash funds this year end	64,563	21,479	-	86,042	87,268

Section B Statement of assets and liabilities at the end of the period

Categories

Details

Unrestricted funds
to nearest £

Restricted funds
to nearest £

Endowment funds
to nearest £

B1 Cash funds

64,563
64,563

21,479
21,479

Total cash funds

balances with receipts and payments account(s))

Agreed total OK

Restricted funds
to nearest £

Endowment funds
to nearest £

B2 Other monetary assets

Details

-

-

B3 Investment assets

Details

Cost (optional) Current value (optional)

-

-

B4 Assets retained for the charity's own

Details

Cost (optional)

Current value (optional)

-

-

B5 Liabilities

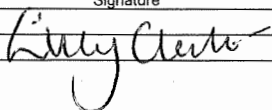
Details

-

Signed by one or two trustees on behalf of

Signature

Date of approval



26-9-2023



Section A

Independent Examiner's Report

Report to the trustees

Charity Name
You Can Flourish

On accounts for the year
ended

31st March 2023

Charity no
(if any)

1166721

Set out on pages

1-2

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/03/2023**.

Responsibilities and
basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

J Gates

Date:

10/08/2023

Name:

Jennifer Gates

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

ACA; ICAEW

Address:

9 Lakin Drive, Bishop's Itchington

CV47 2TE

Section B**Disclosure**

Only complete if the examiner needs to highlight material matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.