GROWING HOPE

England & Wales · Charity number 1176358

Details

Status	Registered
Legal form	CIO
Registered	2017-12-19
Register	View on the Charity Commission register

Contact

Address	Growing Hope All Saints Church Hall Carnegie Street London N1 9QW
Phone	07519 965200
Email	info@growinghope.org.uk
Website	www.growinghope.org.uk

Activities

Objects: THE ADVANCEMENT OF HEALTH AND WELLBEING FOR THE PUBLIC BENEFIT THROUGH SUPPORT FOR THERAPY CLINICS RUN IN ACCORDANCE WITH CHRISTIAN PRINCIPLES FOR CHILDREN AND YOUNG PEOPLE [0-18] WITH ADDITIONAL NEEDS AND THEIR FAMILIES THROUGH LOCAL CHURCHES ACROSS THE UK. IN PARTICULAR, BUT NOT EXCLUSIVELY, BYA) PARTNERING WITH CHURCHES ACROSS THE UK TO SET UP CLINICS AND HEALTH AND WELLBEING SERVICES. B) PROVIDING OVERSIGHT, FUNDING AND SUPPORT FOR SET UP, TRAINING, AND CLINICAL SUPERVISION FOR LOCALLY RUN CLINICS AND OTHER SUCH ACTIVITIES AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT.C) RAISING AWARENESS AND PROVIDING TRAINING FOR EXTERNAL ORGANISATIONS OF HOW TO INCLUDE AND SUPPORT CHILDREN WITH ADDITIONAL NEEDS AND THEIR FAMILIES D) THE ADVANCEMENT OF THE CHRISTIAN FAITH THROUGH ENGAGING IN DISCUSSION ABOUT CHRISTIAN FAITH AND DOCTRINE AND OFFERING PRAYER AND OTHER SUCH ACTIVITIES AS THE TRUSTEES MAY FROM TIME TO TIME THINK FIT.

Activities: Growing Hope champions accessibility and works in collaboration with therapy clinics across the UK which offer free therapy for children and young people with additional needs and their families to support them in achieving their potential and to help improve their health and wellbeing. The charity aims to help anyone regardless of their religious beliefs.

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Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** The Advancement Of Health Or Saving Of Lives, Disability, Religious Activities
- **Who:** Children/young People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£520,217	£513,341	£140,584	13
2023-12-31	£402,335	£348,929	-	-
2022-12-31	£241,710	£239,928	-	-
2021-12-31	£174,132	£129,491	-	-
2020-12-31	£49,381	£32,197	-	-

Trustees

Name	Role	Appointed
STEVE FORD	Chair	2024-04-30
Bambi French		2021-08-16
Bethan Palmer		2025-11-05
KWADWO KYEI-SARPONG		2021-11-24
PAUL RICHARD NYE		2018-11-04
Rebecca MacDonald		2025-09-15
Richard Beasley		2024-04-30

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GROWING HOPE

England & Wales - Charity number 1176358

Accounts

Growing HOPE®

ANNUAL REPORT 2024

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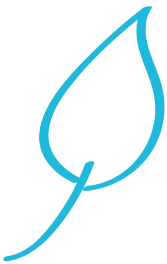


The Past Year

CEO'S LETTER

2024 has been a year of tremendous growth for Growing Hope and it brings me such joy to see our impact in the lives of so many children with additional needs and their families. Our national team has expanded to 13 members, and I'm deeply inspired by the team and by the way that God has brought everyone together. And I'm so proud of the therapists, whose hard work, care and passion bring hope to families through our free services.

In June we launched our accessibility award for schools, which champions schools to create communities of welcome where all students can thrive. We're delighted to have opened Growing Hope Maidstone in November and look forward to launching our next clinics in Redbridge, Solent, York and Farnham in 2025.

We have seen another year of miraculous provision and incredible generosity from our supporters and donors. I want to extend our heartfelt thanks to all those who have given their time, talents and finances, which makes it possible for us to continue our mission of setting up 20 clinics by 2030, so more families can access free, life-changing therapy across the UK.

Dr Naomi Fox, Founder and CEO

CHAIR OF TRUSTEES' LETTER

I was delighted to join the board of trustees in April 2024. I had met Naomi in my role as CEO of the Royal College of Occupational Therapists and was inspired by the fantastic work of Growing Hope, so it is a real privilege to become more involved.

We know that 1 in 6 children in the UK have special needs and I have experience of this in my own family. I'm proud to see how in 2024 we are making a difference in the lives of 321 children and their families who we supported in our clinics. But with so much need there is a much bigger role that we can play. That is why it's been encouraging to see the growth of the charity over the last few months. We're in a good position to expand the number of local partnerships and provide more support to families. Thank you to everyone who is involved in supporting Growing Hope, through volunteering, praying and giving. The board of trustees is so grateful for everyone's contribution to our vital mission and we look forward to an exciting future together.

Steve Ford, Chair of Trustees

TRUSTEES' REPORT

The Board of Trustees presents its report and financial statements for the year 1 January 2024 - 31 December 2024 together with the Independent Examiner's Report. Growing Hope was registered with the charity commission as a CIO on 19 December 2017, charity number 1176358; 2024 was the seventh financial period of the charity. Free unrestricted funds as of 31st of December 2024 were £127,345. In April, Steve Ford was appointed as the Chair of Trustees, and Richard Beasley was appointed as an additional trustee. Francesca Robertson and Ishmael Evans stepped down as trustees in July and December respectively. We would like to thank Francesca and Ishmael for their service and dedication to Growing Hope. Our trustee board continues to govern the charity. Our current trustees are:

- **Steve Ford (Chair)**
- **Richard Beasley**
- **Bambi French**
- **Paul Nye**
- **Joojo Kyei-Sarpong**
- **Lois Tackie-Oblie**

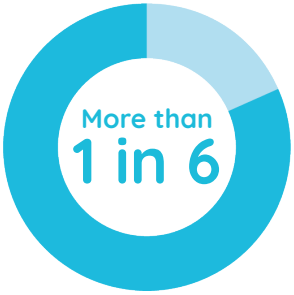
As trustees we are confident that we have followed our charitable objectives this year and have seen change for the public benefit. We have referred to the Charity Commission's guidance on reporting on public benefit when preparing this annual report. We have continued our focus on developing our model, policies and procedures alongside the national team in order that we can meet the vision to set up 20 clinics across the UK by 2030.

CONNOR'S STORY

Connor came to Growing Hope High Wycombe for music therapy where he worked so hard towards his goals, finding new ways to express his feelings through music and art and sharing them with his parents so that they can understand and support him more.

Connor's mum said, "Our therapy sessions have been life changing for our family. The work that Connor has done with the therapist has enabled him to understand that his big feelings are okay and have given us strategies to support him. The time he has had at Growing Hope has seen him flourish in confidence with an adult outside of our family unit."

In 2024...



children in England have an additional need[1]

3/4
parent carers have to give up employment due to lack of support available[2]

2/5
siblings of children with additional needs face difficulties with their own mental health[3]

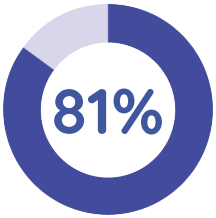
454 parents and carers
supported through training and courses

321 children
supported through direct therapy at our clinics

766 individuals
received accessibility training

13 Accessibility Awards
awarded to churches and schools across the UK

59 facilitators
trained to run When Dreams Change and Siblings Group courses



of GAS goals achieved by children and young people

We use a combination of non-standardised feedback forms and a standardised measure, the Goal Attainment Scale (GAS). GAS is an outcome measure that is commonly used in research to show the effectiveness of therapy services. GAS enabled us to set three goals for each child and young person in a conversation between themselves, their parents and the therapist.

7 Aims and Objectives

We are Growing Hope. We champion accessibility and provide free therapy for children and young people with additional needs in partnership with local churches.

HOPE FOR CHILDREN
We bring hope to children through offering free therapy services.

HOPE FOR FAMILIES
We grow hope for families where hope has been lost due to isolation or rejection.

HOPE IN JESUS
We share hope in Jesus because He brings hope even in the most difficult situations.

In accordance with its charity constitution, Growing Hope has sought to achieve the following aims and objectives in the year dated 1 January 2024 to 31 December 2024.

The advancement of health and wellbeing for the public benefit through support for therapy clinics run in accordance with Christian principles for children and young people (0-18) with additional needs and their families through local churches across the UK. In particular, but not exclusively by:

1. partnering with churches across the UK to set up clinics and health and wellbeing services.
2. providing oversight, funding and support for set-up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.
3. raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.
4. the advancement of the Christian faith through engaging in discussion about Christian faith and doctrine and offering prayer and other such activities as the trustees may from time to time think fit.

Click here to watch The Story of Growing Hope video

Who's Who

This year the Growing Hope team has grown to 13 staff members, and across the year we have been joined by 9 volunteers who have supported our work through administrative tasks, events, fundraising activity and technology development.

- **Dr Naomi Fox,** Founder and CEO
- **Vicki Smith,** Executive Director of Services
- **Andrea Marshall,** Director of Operations
- **Andy Stevens,** Director of Growth
- **Lucy Stevens,** Executive Assistant
- **Jennie Prentice,** Network Development Manager
- **Becki Hurdle,** Fundraising Manager
- **Naz Wilde,** Communications Officer
- **Anna Brown,** Design and Campaigns Officer
- **Cordelia Providence,** Supporter Engagement Officer
- **Sara Nabatanzi,** Senior Finance Officer
- **Karen Powell,** Training and Development Officer
- **Emily Rogers,** Operations Officer

SANNA'S STORY

Sanna came to Growing Hope King's Cross for occupational therapy. Her mum was delighted to share some videos with us of her amazing progress. She has learnt to feed herself using a spoon, is no longer scared of the movement apparatus in the park and is even practicing using her hands together to cut tomatoes - using a special children's knife that her mum bought for her. The more Sanna moves, the more her brain is able to coordinate the left and right sides of her body, making daily activities like eating, food preparation, and playing in the park, a lot easier.

9 Hope for Children

- We have provided therapy for **321 children and young people** across our clinics.

- Our clinics support children and families to work on goals which are meaningful to them and help them to reach their full potential. Examples of goals have been emotional regulation, attention and listening, social skills, toileting dressing and eating.

- **86% of therapy goals** have been achieved.

- We have continued to support the running of Growing Hope King's Cross, Growing Hope Brockley, Growing Hope High Wycombe and the set-up of Growing Hope Maidstone and Growing Hope Redbridge. We have developed our coaching, training and resources to support our existing clinics and enable further clinics to be set-up. These clinics positively impact the lives of children and young people through free therapy provision.

GREY'S STORY

Grey came to Growing Hope Brockley for occupational therapy and he loved his sessions. Grey practiced using a knife and spoon by feeding his doll some Play-Doh and by the end of the sessions he began using his cutlery at home to eat. Grey and his mother also learnt some fun games to play at home to help his overall gross and fine motor development.

Hope for Families

- **We have run:**
  8 When Dreams Change facilitator training sessions where we have trained 41 new facilitators. Our facilitators have run 20 When Dreams Change courses across the country, a four-week course that aims to help parents and carers reflect on their experience of having a child with additional needs, and to become more of the person they have been created to be.

WHEN DREAMS CHANGE

- **3 Siblings Group facilitator training sessions**, where we have trained **18 new facilitators.** Our facilitators have run two Siblings Group courses across the country, a seven-week course that aims to enable brothers and sisters of children with additional needs to share their experiences of being a sibling and connect with other children with similar experiences.

- **27 fortnightly training sessions for parents and carers** on a variety of topics, hosted by our therapists, **375 parents and carers** have signed up to these training sessions.

- **86% of goals have been met** within our courses.

- **775 families have been supported** through therapy, training and courses across all of our clinics.

- **10 Accessibility Awards** awarded to churches and Christian organisations across the UK, enabling them to becomes places where individuals of all needs can be seen, heard, and able to belong.

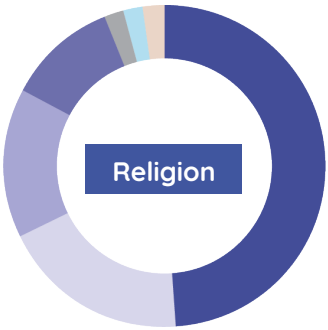
- **3 Accessibility Awards** awarded to schools across the UK, championing schools to create communities of welcome where all students can thrive.

Hope in Jesus

We believe Jesus brings hope even in the most difficult situations. We always offer to pray for families at the end of each therapy session, several families have taken up this offer and it has been a privilege to see answers to prayer. Our Clinic Managers also work on Sundays to support families to access church with the help of Growing Hope champions. This year we have had 18 Growing Hope champions serving alongside children and youth ministry to help families feel welcome across our clinics.

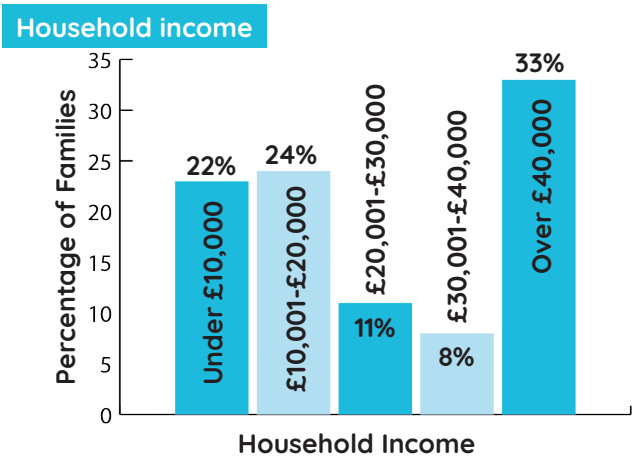
Across our clinics, we have seen families that have previously found it difficult to attend church and have reported feeling isolated, come along and find a supportive community. Growing Hope is open to individuals of all faiths and backgrounds and there is no pressure to participate in the faith aspects of our service.

11 Demographics*



- 49% Christian
- 19% Muslim
- 15% No Religion
- 11% Christian Non-practising
- 2% Sikh
- 2% Other
- 2% Hindu

- 40% White / White British
- 17% Black / Black British
- 15% Asian / Asian British
- 12% White Other
- 10% Other
- 6% Mixed



*Demographic data for individuals referred to our services, from anonymous forms completed by parents and carers. Some parents/carers may have completed more than one form if they have attended multiple events.

Financial Review

We are very grateful for the work of Sarah Nabatanzi, our Senior Finance Officer. We continue to employ the services of payroll provider, D & A Hill. We are grateful to Emma Bird, who continues to run our Gift Aid claims as a volunteer. The trustees present an overview of the charity's finances for the period 1 January 2024 to 31 December 2024. Growing Hope currently runs with both restricted and unrestricted funding. Funds left in reserve at the end of the financial period: £140,585, of which £131,900 are considered free reserves.

Income and Expenditure

We received an income of £520,217

- £28,903 from regular giving
- £5,227 from one-off gifts
- £21,633 from Gift Aid
- £11,604 from donations from other organisations
- £291,663 from grants
- £114,881 from fundraising
- £30,822 from training, consultancy and other services
- £12,891 Growing Hope training courses
- £2,593 from bank interest

We had an expenditure of £513,341

- £23,664 on fundraising costs
- £46,487 on office and admin costs
- £23,507 on other expenses
- £399,938 on salaries and HR
- £19,746 on grants to new Growing Hope clinics

Management of Financial Risk

We aim to hold at least three months of our outgoings in reserve, plus an additional £5,000 which can be used as emergency funding for clinics if needed. We raise our income through giving, training and consultancy, fundraising events, and grants. We aim to sustain our income through training and consultancy and giving from local Growing Hope clinics who give £500 a month after they have been running for a year. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102. The full financial statements are found at the end of this report (p.14).

13 Supporter Engagement and Fundraising

We raise money at key points in the year through the Big Give Christmas Challenge, community fundraising, fundraising dinners and grants. We're grateful for all the support we have received from our generous supporters. More details are in the accounts.

GRANTS RECEIVED

- £2,500, The MAPP Charitable Foundation
- £3,000, The Souter Charitable Trust
- £30,000, Anonymous
- £100,000, Anonymous
- £40,000, Garfield Weston Foundation
- £15,000, The Hinchley Charitable Trust
- £10,000, Pilansberg Foundation
- £20,000, 54:2 Foundation
- £1,000, Christian Funders Forum
- £4,500, Champion matched funding from The Together Fund for the Big Give Christmas Challenge 2024

THE MAPP CHARITABLE FOUNDATION

Garfield Weston FOUNDATION

54:2 FOUNDATION

THE TOGETHER FUND

Souter CHARITABLE TRUST

Hinchley Charitable Trust

Christian Funders' Forum

BigGive

We were also thrilled to have been a finalist at the Occupational Therapy Excellence Awards, where we received an Award of Merit within the Excellence in the Charity Sector category.

Occupational Therapy Excellence Awards Finalist 2024

This year we attended the House of Lords for the Christian Funders Forum's Showcase 2024, where we were awarded the Youth Impact Award for our work supporting young people across the UK. We are very grateful to Benefact Trust and the Christian Funders Forum for this recognition and for the way they support pioneering Christian charities.

Structure and Governance

Growing Hope is a registered Charitable Incorporated Organisation (CIO) in England and Wales and is run in accordance with its charity constitution. Growing Hope works in collaboration with the local Growing Hope charities which also have CIO status. As a CIO, if Growing Hope is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustees Indemnity Insurance of £100,000 for Executive Risks (policy number CC009582).

Naomi Fox, CEO and Founder, and Vicki Smith, Executive Director of Services attend the trustee meetings. They are not party to any decisions regarding their salaries or employment.

Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes.

The Year Ahead

In 2025, we look forward to launching three new clinics and partnering with new churches, to extend our impact for children with additional needs and their families across the UK. We also look forward to equipping more churches and organisations to become places for welcome for everyone through our accessibility awards and training.

Risk Management

The trustees take risk management seriously and have identified the following risks and put in place processes to mitigate them. We have policies in place to mitigate any risks in the following areas; financial risk, IT security and protection, safeguarding, health and safety and comprising Christian identity and values. All of these can be accessed on our website.

References

1. Gov.UK. 2024. Special educational needs in England. [Online]. [30 January 2025]. Available from: https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england
2. Learning Hub, *Failed and Forgotten*, 2023, Disabled Children's Partnership. Available at: https://disabledchildrenspartnership.org.uk/wp-content/uploads/2023/03/Failed-and-Forgotten-DCP-report-2023.pdf
3. *Raising Kids Research*, 2022, Family Fund, Available at: https://www.familyfund.org.uk/impact/research-reports/raising-kids/

15 Financial Report

Growing Hope
Reference and Administrative Details
For the year 1 January 2024 – 31 December 2024

Trustees:

Steve Ford (Chair), appointed 30 April 2024
Paul Nye appointed 4 November 2018
Bambi French appointed 16 August 2021
Joojo Kyei-Sarpong 24 November 2021
Richard Beasley appointed 30 April 2024
Ishmael Evans appointed 07 March 2022, resigned 30 December 2024
Francesca Robertson appointed 28 June 2019, resigned 2 July 2024

Key Management Personnel:

Dr Naomi Fox (née Graham), Founder & CEO
Victoria Smith, Executive Director of Services
Andrea Marshall, Director of Operations
Andy Stevens, Director of Growth

Registered Principal office:

390 Caledonian Road, London, N1 1DN

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Independent Examiner:

Frank Harper, ACMA

Growing Hope
Independent Examiner's Report to the Trustees
For the year 1 January 2024 to 31 December 2024

I report to the charity trustees on my examination of the accounts of the charity for the period 1 January 2024 to 31 December 2024 which are set out on pages 16-30.

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 charity's accounts carried out under section 145 of the 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

Since the charity's income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ACMA, which is one of the listed bodies. 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 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, 2 APR 2025

Frank Harper, ACMA
Falmoor,
29 Meriden Road,
Hampton in Arden,
B92 0BS

Growing Hope
Statement of Financial Activity
For the year ended 31 December 2024

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
			2024		2023
		£	£	£	£
INCOME FROM:					
Voluntary Income		62,187	0	**67,368**	**130,715**
Grant Income		266,672	24,991	**291,663**	**182,558**
Activities for Generating funds		114,881	0	**114,881**	**63,746**
Other sourced income and Interest		46,305	0	**46,305**	**25,316**
TOTAL INCOME:	**2**	**495,226**	**24,991**	**520,217**	**402,335**
EXPENDITURE ON:					
Raising Funds		12,509	11,155	23,664	19,625
Charitable Activities		390,645	99,033	489,678	329,304
	3	**403,153**	**110,188**	**513,341**	**348,929**
NET INCOME / (EXPENDITURE) BEFORE TRANSFER OF FUNDS		**92,072**	**(85,197)**	**6,876**	**53,405**
NET MOVEMENT IN FUNDS		**92,072**	**(85,197)**	**6,876**	**53,405**
Balances brought forward at 1 January 2024		43,511	90,197	133,708	80,303
BALANCES CARRIED FORWARD AT 31 DECEMBER 2024		**135,584**	**5,000**	**140,584**	**133,708**

Balance Sheet as at 31st December 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Clinic and IT Equipment		3,685	1,605
	4	**3,685**	**1605**
CURRENT ASSETS			
Bank Account		152,326	131,629
Other Debtors & Stock	**5**	5,788	654
		158,115	**132,283**
LIABILITIES - Creditors due within one year			
Other Creditors	**6**	(21,215)	(180)
Total Creditors due within one year		**(21,215)**	**(180)**
NET CURRENT ASSETS		136,900	132,103
NET ASSETS	**9**	**140,584**	**133,707**
RESERVES			
Surplus for the year		6,876	53,405
Brought Forward Balance		133,708	80,303
		140,584	**133,708**
FUNDS			
Unrestricted		135,584	43,511
Restricted	**11**	5,000	90,197
		140,584	**133,708**

Balance Sheet as at 31st December 2024 (Continued)

The financial statements were approved by the board of Trustees on:
18 March 2025
Approved by and signed on its behalf by:

Steve Ford
Chair of Trustees

Paul Nye
Finance Trustee

The notes on pages 19 to 30 form part of these financial statements

Growing Hope
Notes to the Financial Statements
For the year 1 January 2024 to 31 December 2024

1. Accounting Policies

Incorporation

Growing Hope was registered in England and Wales with the Charity Commission as a CIO Foundation on 19 December 2017. These financial statements are for the period 1 January 2024 to 31 December 2024.

Basis of Preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), published on 16 July 2014. The Charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 Charities SORP) and the Charities Act 2011 as amended for accounting periods beginning after 1 January 2019.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements are prepared under the historical cost convention.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Going Concern Basis

The trustees have assessed whether the use of going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressure on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operations existence for the foreseeable future. The charity

therefore continues to adopt the going concern basis in preparing financial statements.

Income
Income is recognised in the period which it was receivable. Also included is the estimated value of gifts in kind and goods or services donated to the charity where the amounts are material, readily quantifiable and measurable. Such estimates are based on the market price the charity would otherwise have paid.

For multi-year income, incoming resources are recognised in the Statement of Financial Activities (SoFA) when the charity becomes unconditionally entitled to the income. Where incoming resources for multi-year grants are conditional, each year's conditional income will be recorded within the SoFA in the year it is awarded.

Expenditure
Direct charitable expenditure comprises all expenditure relating to the activities carried out to achieve the objectives.

Expenditure is allocated directly to the expenditure headings as far as practically possible to reflect the activities of the charity.

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Fund accounting
Restricted funds are subject to restrictions imposed by the donor. These are accounted for separately from unrestricted funds. The movements in restricted funds are shown in Note 11 to the accounts.

Unrestricted funds are those which are not subject to restrictions, and any surpluses may be applied in furtherance of any of the charity's objectives.

Cash and Cash Equivalents
Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

Debtors and Creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Tangible Fixed Assets and Depreciation
Tangible fixed assets costing less than £500 are not capitalised and are written off in the year of purchase. Depreciation is provided so as to write off the cost of the fixed assets over their estimated useful lives. A full year's depreciation is charged in the year of purchase. Depreciation is charged at the following annual rates:

Computer and Office Equipment:	4 Years straight line

Pension
The charity operates a defined contribution stakeholder pension scheme. The assets of the scheme are held separately from the charity.

Critical Accounting Estimates and Areas of Judgement
The annual depreciation charge for property, plant and equipment is sensitive to change in useful economic life and residual values of assets. These are reassessed annually.

In the view of the trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Income

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2024			2023		
	£	£	£	£	£	£
Voluntary Income	**67,368**	**0**	**67,368**	**130,715**	**0**	**130,715**
Regular giving	28,903		28,903	21,284	0	21,284
One off giving	5,227		5,227	82,887	0	82,887
Gift Aid	21,633		21,633	25,201	0	25,201
Donations from other Organisations	11,604		11,604	1,343	0	1,343
Grants	**266,237**	**24,991**	**291,663**	**56,558**	**126,000**	**182,558**
Grants	266,237	24,991	291,663	56,558	126,000	182,558
Fundraising Income	**114,881**	**0**	**114,881**	**63,746**	**0**	**63,746**
Growing Hope Gala Dinner	39,919	0	39,919	49,234	0	49,234
Other Fundraising Income	74,962	0	74,962	14,512	0	14,512
Services and Sales	**43,712**	**0**	**43,712**	**24,384**	**0**	**24,384**
Courses	12,891	0	12,891	4,607	0	4,607

Training & consultancy	21,277	0	21,277	18,071	0	18,071
Clinical Supervision/ coaching	356	0	356	975	0	975
Sales	9,189	0	9,189	730	0	730
Investment Income	**2,593**	**0**	**2,593**	**99**	**833**	**932**
Bank Interest	2,593	0	2,593	99	833	932
Total Income	**495,226**	**24,991**	**520,217**	**275,502**	**126,833**	**402,335**

Growing Hope
Annual accounts 1 Jan 2024 - 31 Dec 2024

3. Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2024			2023	
	£	£	£	£	£	£
Office and Administration Costs	**42,824**	**3,663**	**46,487**	**25,078**	**331**	**25,409**
Advertising & promotion	6,470		6,470	5,324		5,324
Depreciation	1,296	0	1,296	582	151	733
Office and general admin	10,673	3,663	14,337	4,650		4,650
Travel expenses	1,824		1,824	178		178
Phone cost	1,218	-	1,218	424	180	604
Equipment	1,677		1,677	172		172
Meeting expenses	249		249	-		-
Rent	14,132		14,132	12,000		12,000
Professional fees	5,286		5,286	1,748		1,748

3. Expenditure (Continued)

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2024			2023	
	£	£	£	£	£	£
Expenses	**23,507**	**0**	**23,507**	**24,419**	**0**	**24,419**
Insurance	5,793		5,793	4,789		4,789
DBS	1,190		1,190	61		61
Volunteer hospitality	432		432	1,347		1,347
Networking & Conferences	8,885	0	8,885	11,826		11,826
Consulting cost	3,145		3,145	2,078		2,078
Sibling Group & When Dreams Change Costs	1,528		1,528	4,257		4,257
Other Expenses	2,534		2,534	60		60
Fundraising Costs	**12,509**	**11,155**	**23,664**	**19,625**	**0**	**19,625**
Cost of sales	179	0	179	316	0	316
Cost of fundraising	12,330	11,155	23,485	19,309	0	19,309

Growing Hope
Annual accounts 1 Jan 2024 - 31 Dec 2024

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2024			2023	
	£	£	£	£	£	£
Grants to new Growing Hopes	**13,196**	**6,550**	**19,746**	**6,500**	**0**	**6,500**
Note 7	13,196	6,550	19,746	6,500	0	6,500
Salaries and HR	**311,119**	**88,820**	**399,938**	**188,521**	**84,456**	**272,976**
Wages and salaries	252,937	78,357	331,294	157,738	65,760	223,498
Employer NI	21,986	4,816	26,802	10,294	5,832	16,126
Employer Pension	13,011	3,461	16,472	7,898	3,288	11,186
Finance and HR & Professional fees	3,326	2,119	5,445	1,100		1,100
Freelance	11,778	-	11,778	3,512	9,575	13,087
Staff training	8,080	67	8,147	7,979		7,979
Total Expenditure	**403,153**	**110,188**	**513,341**	**264,142**	**84,787**	**348,929**

4. Fixed Assets

		Clinic and IT Equipment	
		2024	2023
		£	£
Actual cost	At 1 January 2024/3	2,932	2,277
	Additions	3,376	1,160
	Disposal	0	(505)
	At 31 December 2024/3	6,308	**2,932**
Depreciation	At 1 January 2024/3	(1,327)	(720)
	Charge for the year	(1,296)	(733)
	Disposal	0	126
	At 31 December 2024/3	(2,623)	**(1,327)**
Net Book Value	At 1 January 2024/3	1,605	1,557
	At 31 December 2024/3	3,685	**1,605**

5. Debtors & Stock	2024	2023
Other debtors	5,581	494
Book Stock	207	160
Total	**5,788**	**654**

6. Creditors (amounts falling due less than one year)	2024	2023
Other creditors	21,215	180
Total Current Liabilities	**21,215**	**180**

7. Grants to institutions	2024	2023
Growing Hope Gateshead	19,746	6,500
	19,746	**6,500**

8. Related parties

Dr Naomi Fox, the CEO of Growing Hope, is the child of Heather Graham, a trustee at Growing Hope High Wycombe. Growing Hope provides support services to Growing Hope High Wycombe including organisational policies, book-keeping, governance support, training, recruitment support. Growing Hope does not have any voting rights in Growing Hope High Wycombe. Paul Nye who is a trustee of Growing Hope was also a warden of St James Downey where there is a Growing Hope clinic. He stood down as warden in February 2024.

Growing Hope received a total of £4,000 unrestricted donations from its trustees in 2024 (2023 =£0.00)

9. Analysis of assets by fund

	Unrestricted Funds	Restricted Funds	Total Funds
		2024	
	£	£	£
Cash and Deposit Balances	147,326	5,000	152,326
Other Assets	9,473	0	9,473
Total Assets	156,800	5,000	161,800
Current Liabilities	(21,215)	0	(21,215)
	135,585	**5,000**	**140,585**

10. Average employees during period	**2024**	**2023**
	8	8

11. Restricted funds

Funder	Item Funded	Balance as at 01 Jan 2024	Income	Expenditure	Balance as at 31 December 2024
Mercers Company	Maidstone Setup costs	0	9,991	9,991	-
Benefact Trust	Core Costs	50,197	-	50,197	-
Garfield Weston Foundation	Core Costs	40,000	-	40,000	-
The Pilanesburg Foundation	South Fundraising Dinner	0	10,000	10,000	-
Fifty Four Two (54:2)	School Awards	0	5,000	-	5,000
Total		**90,197**	**24,991**	**110,188**	**5,000**

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Trustee Expenses

No expenses were paid to trustees during the year

No trustees received any remuneration

14. Key Management Personnel	**Total**	**Total**
	2024	2023
	£	£
Salaries and Wages	114,992	84,331
Employer's NI	12,626	9,127
Employer's Pension contributions	5,750	4,217
	133,368	**97,674**

No employee received remuneration above £60,000

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Registered charity number 1176358 (England & Wales)

growinghope.org.uk

Growing Hope, 390 Caledonian Road, London, N1 1DN

Email: info@growinghope.org.uk
Phone: 07519 965200

Photographs: Naomi Wilde

GROWING HOPE

England & Wales - Charity number 1176358

Accounts

Growing HOPE

ANNUAL REPORT 2023

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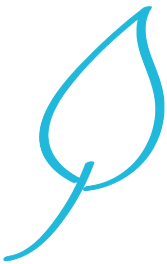
13 Structure and Governance
14 Financial Report



The Past Year

Dr Naomi Graham, Founder and CEO

This year we celebrated Growing Hope turning five years old and as I reflect back on the past five years, I'm so encouraged by the growth we have seen and the ways in which our clinics and therapists have made a difference in the lives of so many families.

This year saw some particularly exciting growth within our national team which is enabling us to reach and support more families of children with additional needs across the UK. We launched our accessibility award which enables churches to receive an audit and a bronze, silver or gold award for their provision for individuals with a wide range of additional needs. We also have seen our fourth clinic set up in Gateshead and look forward to seeing this open in 2024.

I'm so encouraged by the many conversations we are having with churches nationwide, around forming partnerships and setting up clinics within the coming years. I'm delighted that we're collaborating with All Saints Woodford Wells to set up our next clinic in Redbridge next year. I am so proud of all of the hard work of the Growing Hope team as we continue to grow hope across the UK and draw nearer to our vision of 20 clinics by 2030.

Bambi French, Interim Chair of Trustees

2023 has been another year of steady growth for Growing Hope and we are so thankful to God for his continued provision throughout. I'm delighted that we've launched our first clinic in the North East - Growing Hope Gateshead. As trustees we are thrilled to see the journey continue to reaching our vision, and to see hope shared with families in desperate need all across the UK.

I'd like to thank our Board of Trustees who have all so wholeheartedly supported Growing Hope throughout 2023, and I'd like to particularly thank our former Chair of Trustees Rebecca White for serving the charity so faithfully over the past four years.

Lastly, on behalf of Growing Hope, I would also like to thank all those who have supported us this year, whether through prayer for our clinics and families, through giving financially, or through volunteering their time and skills with us; it makes an enormous difference in enabling us to continue to serve families in need around our clinics.

4

Trustees' Report

The Board of Trustees presents its report and financial statements for the year 1 January 2023 - 31 December 2023 together with the Independent Examiner's Report. Growing Hope was registered with the charity commission as a CIO on 19 December 2017, charity number 1176358; 2023 was the sixth financial period of the charity. Free unrestricted funds as of 31st of December 2023 were £76,171. In September, Rebecca White stepped down as the chair of trustees, we would like to thank Rebecca for her service and dedication to Growing Hope. Our trustee board continues to govern the charity. Our current trustees are:

- **Bambi French (Interim Chair)**
- **Francesca Fauvet**
- **Paul Nye**
- **Lois Tackie-Oblie**
- **Joojo Kyei-Sarpong**
- **Ishmael Evans**

As trustees we are confident that we have followed our charitable objectives this year and have seen change for the public benefit. We have referred to the Charity Commission's guidance on reporting on public benefit when preparing this annual report. We have continued our focus on developing our model, policies and procedures alongside the national team in order that we can meet the vision to set up 20 clinics across the UK by 2030.

Community Champion

"Volunteering on the stall with Growing Hope at New Wine United 2023 was such an exciting experience! I had really powerful conversations with church leaders who were really passionate about supporting their community and getting involved with Growing Hope! It was a very joyful week!"

- *Maddy*

In 2023...

children in England have an additional need[1]

8/10 parent carers have poor mental wellbeing[2]

5/10 siblings of children with additional needs are socially isolated[3]

97 parents, carers and siblings

supported through training and courses

324 children

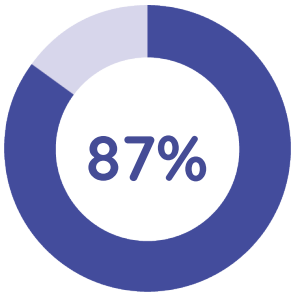
supported through direct therapy at our clinics

12 Accessibility Awards

awarded to churches across the UK

1,148 individuals

received accessibility training



of GAS goals achieved by children and young people

52 facilitators

trained to run When Dreams Change and Siblings Group support courses

224 parents and carers

supported through online training

6 Aims and Objectives

- We bring hope to children through free therapy services.
- We grow hope for families where hope has been lost due to isolation or rejection.
- We share hope in Jesus because he brings hope even in the most difficult situations

In accordance with its charity constitution, Growing Hope has sought to achieve the following aims and objectives in the year dated 1 January 2023 to 31 December 2023.

The advancement of health and wellbeing for the public benefit through support for therapy clinics run in accordance with Christian principles for children and young people (0-18) with additional needs and their families through local churches across the UK. In particular, but not exlusively by:

- partnering with churches across the UK to set up clinics and health and wellbeing services.
- providing oversight, funding and support for set-up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.
- raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.
- the advancement of the Christian faith through engaging in discussion about the Christian faith and doctrine and offering prayer and other such activities.

Who's Who

This year the Growing Hope National team has grown to seven staff members, and across the year we have been joined by 11 volunteers who have supported our work through administrative tasks, fundraising activity and technology development.

- **Dr Naomi Graham,** Founder and CEO
- **Vicki Smith,** Director of Training and Development
- **Jade Green,** EA to Founder and CEO Dr Naomi Graham
- **Jennie Prentice,** Network Development Manager
- **Tina Okoro,** Finance Officer
- **Naz Wilde,** Communications Officer
- **Anna Brown,** Design and Campaigns Officer

Paityn's Story

Paityn and her mum came to Growing Hope for occupational therapy sessions. The sessions focussed on helping Paityn to have more strategies that help her body feel alert and to develop a plan for when she is feeling worried.

They looked together at how to contain worrying thoughts by having a specific time and place to talk about these. In sessions we looked at all of the things Paityn is good at, helping her to focus on these instead of her worries.

Hope for Children

We have provided therapy for **324 children and young people** across our clinics.

Examples of goals have been emotional regulation, attention and listening, social skills, toileting dressing and eating.

85% of therapy goals have been achieved.

We have continued to support the running of Growing Hope King's Cross, Growing Hope Brockley, Growing Hope High Wycombe and the set-up of Growing Hope Gateshead. We have developed our coaching, training and resources to support our existing clinics and enable further clinics to be set-up. These clinics positively impact the lives of children and young people through free therapy provision.

Hope for Families

We have run:

- **Five When Dreams Change facilitator training sessions where we have trained 31 new facilitators.** Our facilitators have run twelve When Dreams Change courses across the country, a four-week course that aims to help parents and carers reflect on their experience of having a child with additional needs, and to become more of the person they have been created to be. We also had our first course run outside of the UK, in Armenia.

WHEN DREAMS CHANGE

SIBLINGS GROUP

- **Four Siblings Group facilitator training sessions, where we have trained 21 new facilitators.** Our facilitators have run four Siblings Group courses across the country. a seven-week course that aims to enable brothers and sisters of children with additional needs to share their experiences of being a sibling and connect with other children with similar experiences.

- **21 training sessions for parents and carers**, fortnightly sessions on a variety of topics, hosted by our therapists, **224 parents/carers** have signed up to these training sessions.

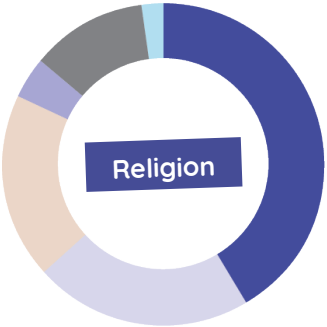
- Feedback has been that **87% of goals have been met** within our courses.
- **421 families have been supported** through therapy and courses across all of our clinics.
- **12 Accessibility Awards** awarded to churches across the UK, enabling churches to becomes places where individuals of all needs can be seen, heard, and able to belong.

Hope in Jesus

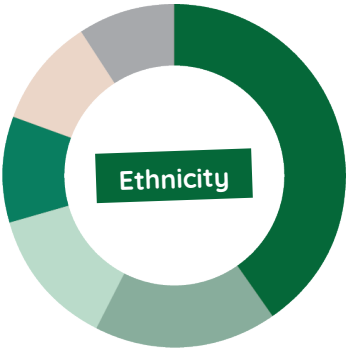
We believe Jesus brings hope even in the most difficult situations. We always offer to pray for families at the end of each therapy session, several families have taken up this offer and it has been a privilege to see answers to prayer. Our Clinic Managers also work on Sundays to support families to access church with the help of Growing Hope champions. This year we have had 20 Growing Hope champions serving alongside children and youth ministry to help families feel welcome across our clinics.

This year, one family who had reported feeling isolated from the wider community and were struggling to find childcare support for their child, were able to attend the church and connect with families there. Growing Hope therapists offered to pray for the family and share the childcare request with the church community. The family were able to come along to church on a Sunday, attend a meal for newcomers, and the child was supported to attend the kids' group. The following week, someone within the church community agreed to support the family with childcare. Growing Hope is open to individuals of all faiths and backgrounds and there is no pressure to participate in the faith aspects of our service.

10 Demographics*

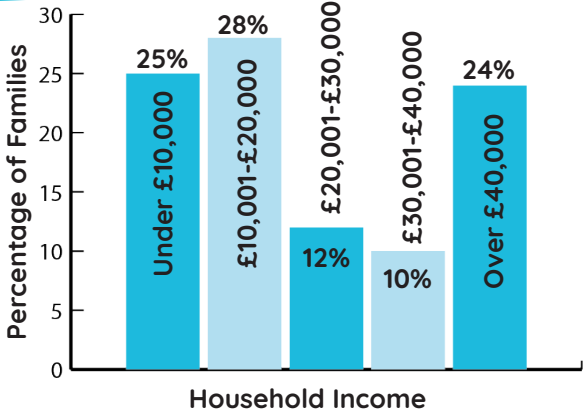


- 42% Christian
- 22% No Religion
- 19% Muslim
- 4% Other
- 12% Christian Non-practising
- 1% Catholic



- 40% White/ White British
- 17% Black / Black British
- 13% Other
- 11% Asian / Asian British
- 10% White Other
- 9% Mixed

Household income



*Demographic data for individuals referred to our services, from anonymous forms completed by parents and carers. Some parents/carers may have completed more than one form if they have attended multiple events.

Financial Review

We are very grateful for the work of Christina Okoro, our Finance Officer. We continue to employ the services of payroll provider, D & A Hill. We are grateful to Emma Bird, who continues to run our Gift Aid claims as a volunteer. The trustees present an overview of the charity's finances for the period 1 January 2023 to 31 December 2023. Growing Hope currently runs with both restricted and unrestricted funding. Funds left in reserve at the end of the financial period: £133,708, of which £41,906 are considered free reserves.

We received an income of £402,335

- £21,284 from regular giving
- £82,887 from one-off gifts
- £25,201 from Gift Aid
- £1,343 from donations from other organisations
- £182,558 from grants
- £63,746 from fundraising
- £19,777 from training, consultancy and other services
- £4,607 Growing Hope training courses

We had an expenditure of £348,929

- £19,625 on fundraising costs
- £25,409 on office and admin costs
- £24,419 on other expenses
- £272,976 on salaries and HR
- £6,500 on grants to new Growing Hope clinics

Management of Financial Risk

We aim to hold at least three months of our outgoings in reserve, plus an additional £5,000 which can be used as emergency funding for clinics if needed. We raise our income through giving, training and consultancy, fundraising events, and grants. We aim to sustain our income through training and consultancy and giving from local Growing Hope clinics who give £500 a month after they have been running for a year. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102. The full financial statements are found at the end of this report (p.14).

12 Supporter Engagement and Fundraising

We raise money at key points in the year through a summer campaign, Big Give, community fundraising, fundraising dinner and grants. We're grateful for all the support we have received from our generous supporters. More details are in the accounts.

Fundraising Champion

"I ran 10km for Growing Hope because my son benefitted from some OT sessions with the King's Cross team. It helped him enormously with skills he needed at school and enabled us to get him extra support. He really loved his sessions and as parents we saw him flourish. I wanted to raise money for Growing Hope and help give other children this opportunity, which was very motivating on race day! The team were really supportive and it was nice to be part of a group and to be cheered on by them."

- Lucy, Fundraising Champion and Parent

Grants received:

- £86,000, Benefact Trust
- £26,600, Anonymous Trust
- £2,500, The MAPP Charitable Foundation
- £14,600, Stewardship
- £40,000 Garfield Weston Foundation
- £4,500 Champion matched funding from The Reed Foundation for the Big Give Christmas Challenge 2023
- £8,358 from other small grants and organisational gifts

BENEFACT TRUST

Garfield Weston FOUNDATION

THE MAPP CHARITABLE FOUNDATION

BigGive

Reed Foundation

Risk Management

The trustees take risk management seriously and have identified the following risks and put in place processes to mitigate them. We have policies in place to mitigate any risks in the following areas; financial risk, IT security and protection, safeguarding, health and safety and comprising Christian identity and values. All of these can be accessed on our website.

Structure and Governance

Growing Hope is a registered Charitable Incorporated Organisation (CIO) in England and Wales and is run in accordance with its charity constitution. Growing Hope works in collaboration with the local Growing Hope charities which also have CIO status. As a CIO, if Growing Hope is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustees Indemnity Insurance of £100,000 for Executive Risks (policy number CC009582).

Naomi Graham attends the trustee meetings as CEO of Growing Hope. She is not party to any decisions regarding her salary or employment.

Trustees
Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes.

Elijah's Story

Elijah is diagnosed with autism and hyperactive behaviour, and mum Odelia had shared that she had been feeling stressed and that she didn't know how to support Elijah. After coming along to a local church, Odelia heard about Growing Hope and our therapists were able to support both Elijah and Odelia through music therapy and sharing strategies for Odelia to support Elijah at home. Elijah loves the guitar and playing the drums!

The Year Ahead

We're delighted to share all of the progress and growth that the charity has experienced over the past year. We are looking forward to continuing to provide support for children, young people and their families, and to extending our impact across the UK through partnering with three new churches in 2024 to set up Growing Hope clinics.

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1. Gov.UK. 2023. Special educational needs in England. [Online]. [22 June 2023]. Available from: https://explore-education-statistics.service.gov. uk/find-statistics/special-educational-needs-in-england
2. Lunt, *Left Behind – Six Months On*, 2022, Disabled Children's Partnership. Available at: https://disabledchildrenspartnership.org.uk/left-behind-six-months-on/
3. Lunt, *Left Behind – Six Months On*, 2022, Disabled Children's Partnership

14 Financial Report

Growing Hope
Reference and Administrative Details
For the year 1 January 2023 – 31 December 2023

Trustees:

Francesca Robertson appointed 28 June 2019
Lois Tackie-Oblie appointed 1 December 2019
Rebecca White appointed 28 June 2019, resigned 30 September 2023
Paul Nye appointed 4 November 2018
Bambi French (Chair) appointed 16 August 2021
Joojo Kyei-Sarpong 24 November 2021
Ishmael Evans appointed 07 March 2022

Key Management Personnel:

Dr Naomi Graham, Founder & CEO
Victoria Smith, Director of Training and Development

Registered Principal office:

390 Caledonian Road, London N1 1DN

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Independent Examiner:

Nick Corden ACA

Growing Hope
Independent Examiner's Report to the Trustees
For the year 1 January 2023 to 31 December 2023

I report to the charity trustees on my examination of the accounts of the charity for the period 1 January 2023 to 31 December 2023 which are set out on pages 16-31.

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 charity's accounts carried out under section 145 of the 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

Since the charity's income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies. 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 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

09 May 2024

Nick Corden ACA
Summers Morgan,
Sheraton House
Chorleywood, Herts,
WD3 5LH

Growing Hope
Statement of Financial Activity
For the year ended 31 December 2023

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
			2023		2022
		£	£	£	£
INCOME FROM:					
Voluntary Income		130,715	0	**130,715**	**45,627**
Organisational Giving		56,558	126,000	**182,558**	**144,790**
Activities for Generating funds		63,746	0	**63,746**	**37,360**
Other sourced income and Interest		24,483	833	**25,316**	**13,933**
TOTAL INCOME:	**2**	**275,502**	**126,833**	**402,335**	**241,710**
EXPENDITURE ON:					
Raising Funds		19,625	0	19,625	5,213
Charitable Activities		244,518	84,787	329,304	234,715
	3	**264,143**	**84,787**	**348,929**	**239,928**
NET INCOME / (EXPENDITURE) BEFORE TRANSFER OF FUNDS		**11,359**	**42,046**	**53,405**	**1,783**
NET MOVEMENT IN FUNDS		**11,359**	**42,046**	**53,405**	**1,783**

Growing Hope
Statement of Financial Activity (Continued)
For the year ended 31 December 2023

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
			2023		2022
		£	£	£	£
Balances brought forward at 1 January 2023		32,152	48,151	80,303	78,520
BALANCES CARRIED FORWARD AT 31 DECEMBER 2023		**43,511**	**90,197**	**133,708**	**80,303**

Balance Sheet as at 31st December 2023

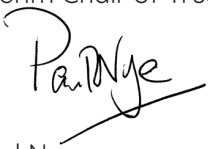
	Note	2023 £	2022 £
FIXED ASSETS			
Clinic and IT Equipment		1,605	1,557
	4	**1605**	**1557**
CURRENT ASSETS			
Bank Account		131,629	80,929
Other Debtors & Stock	**5**	654	296
		132,283	**81,225**
LIABILITIES - Creditors due within one year			
Other Creditors	**6**	(180)	(2,478)
Total Creditors due within one year		**(180)**	**(2,478)**
NET CURRENT ASSETS		132,103	78,747
NET ASSETS	**9**	**133,708**	**80,303**
RESERVES			
Surplus for the year		53,405	1,783
Brought Forward Balance		80,303	78,520
		133,708	**80,303**
FUNDS			
Unrestricted		43,511	32,152
Restricted	**11**	90,197	48,151
		133,708	**80,303**

Balance Sheet as at 31st December 2023
(Continued)

The financial statements were approved by the board of Trustees on:
05 May 2024

Approved by and signed on its behalf by:

Bambi French
Interim Chair of Trustees



Paul Nye
Finance Trustee

The notes on pages 20 to 31 form part of these financial statements

Growing Hope
Notes to the Financial Statements
For the year 1 January 2023 to 31 December 2023

1. Accounting Policies

Incorporation

Growing Hope was registered in England and Wales with the Charity Commission as a CIO Foundation on 19 December 2017. These financial statements are for the period 1 January 2023 to 31 December 2023.

Basis of Preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), published on 16 July 2014. The Charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 Charities SORP) and the Charities Act 2011 as amended for accounting periods beginning after 1 January 2019.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements are prepared under the historical cost convention.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Going Concern Basis

The trustees have assessed whether the use of going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressure on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to

continue in operations existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing financial statements.

Income
Income is recognised in the period in which it was receivable. Also included is the estimated value of gifts in kind and goods or services donated to the charity where the amounts are material, readily quantifiable and measurable. Such estimates are based on the market price the charity would otherwise have paid.

For multi-year income, incoming resources are recognised in the Statement of Financial Activities (SoFA) when the charity becomes unconditionally entitled to the income. Where incoming resources for multi-year grants are conditional, each year's conditional income will be recorded within the SoFA in the year it is awarded.

Expenditure
Direct charitable expenditure comprises all expenditure relating to the activities carried out to achieve the objectives.

Expenditure is allocated directly to the expenditure headings as far as practically possible to reflect the activities of the charity. Support costs have been allocated to the activities based on employee time spent on that activity.

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Fund accounting
Restricted funds are subject to restrictions imposed by the donor. These are accounted for separately from unrestricted funds. The movements in restricted funds are shown in Note 11 to the accounts.

Unrestricted funds are those which are not subject to restrictions, and any surpluses may be applied in furtherance of any of the charity's objectives.

Cash and Cash Equivlents
Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

Debtors and Creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Tangible Fixed Assets and Depreciation
Tangible fixed assets costing less than £500 are not capitalised and are written off in the year of purchase. Depreciation is provided so as to write off the cost of the fixed assets over their estimated useful lives. A full year's depreciation is charged in the year of purchase. Depreciation is charged at the following annual rates:

Computer and Office Equipment: 4 Years straight line

Pension
The charity operates a defined contribution stakeholder pension scheme. The assets of the scheme are held separately from the charity.

Critical Accounting Estimates and Areas of Judgement
The annual depreciation charge for property, plant and equipment is sensitive to change in useful economic life and residual values of assets. These are reassessed annually.

In the view of the trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Income

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2023			2022		
	£	£	£	£	£	£
Voluntary Income	**130,715**	**0**	**130,715**	**45,627**	**0**	**45,627**
Regular giving	21,284		21,284	12,827	0	12,827
One off giving	82,887		82,887	15,405	0	15,405
Gift Aid	25,201		25,201	7,591	0	7,591
Donations from other Organisations	1,343		1,343	9,804	0	9,804
Grants	**56,558**	**126,000**	**182,558**	**30,790**	**114,000**	**144,790**
Grants	56,558	126,000	182,558	30,790	114,000	144,790
Fundraising Income	**63,746**	**0**	**63,746**	**37,360**	**0**	**37,360**
Growing Hope Gala Dinner	49,234	0	49,234	23,494	0	23,494
Other Fundraising Income	14,512	0	14,512	13,866	0	13,866

2. Income (Continued)

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2023			2022		
	£	£	£	£	£	£
Services and Sales	**24,384**	**0**	**24,384**	**13,817**	**0**	**13,817**
Courses	4,607	0	4,607	3,337	0	3,337
Training & consultancy	18,071	0	18,071	9,440	0	9,440
Clinical Supervision/coaching	975	0	975	638	0	638
Sales	730	0	730	402	0	402
Investment Income	**99**	**833**	**932**	**116**	**0**	**116**
Bank Interest	99	833	932	116	0	116
Total Income	**275,502**	**126,833**	**402,335**	**127,710**	**114,000**	**241,710**

3. Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2023			2022	
	£	£	£	£	£	£
Office and Administration Costs	**25,078**	**331**	**25,409**	**23,754**	**1,942**	**25,696**
Advertising & promotion	5,324		5,324	3,712	-	3,712
Depreciation	582	151	733	569	0	569
Office and general admin	4,650		4,650	3,567	-	3,567
Travel expenses	178		178	376	0	376
Phone cost	**424**	**180**	**604**	**280**	**192**	**472**
Equipment	172		172	2,088	1,750	3,838
Meeting expenses	**-**		**-**	**97**	**0**	**97**
Rent	12,000		12,000	12,000	0	12,000
Professional fees	1,748		1,748	1,065	0	1,065

3. Expenditure (Continued)

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2023			2022		
	£	£	£	£	£	£
Expenses	**24,419**	**0**	**24,419**	**16,015**	**3,606**	**19,621**
Insurance	4,789		4,789	2,942	0	2,942
DBS	61		61	316	0	316
Volunteer hospitality	1,347		1,347	707	0	707
Networking & Conferences	11,826		11,826	10,663	0	10,663
Consulting cost	2,078		2,078	1,176	0	1,176
Sibling Group & When Dreams Change Costs	4,257		4,257	0	3,606	3,606
Other Expenses	60		60	211	0	211
Fundraising Costs	**19,625**	**0**	**19,625**	**5,213**	**0**	**5,213**
Cost of sales	316	0	316	174	0	174
Cost of fundraising	19,309	0	19,309	5,039	0	5,039

Grants to new Growing Hopes	**6,500**	**0**	**6,500**	**0**	**0**	**0**
Note 7	6,500	0	6,500	0	0	0
Salaries and HR	**188,521**	**84,456**	**272,976**	**82,789**	**106,609**	**189,398**
Wages and salaries	157,738	65,760	223,498	67,940	84,599	152,539
Employer NI	10,294	5,832	16,126	4,334	5,397	9,731
Employer Pension	7,898	3,288	11,186	3,397	4,230	7,627
Finance and HR & Professional fees	1,100		1,100	1,114	0	1,114
Freelance	3,512	9,575	13,087	438	11,313	11,750
Staff training	7,979		7,979	5,566	1,071	6,637
Total Expenditure	**264,143**	**84,787**	**348,929**	**127,770**	**112,157**	**239,928**

4. Fixed Assets		Clinic and IT Equipment
		£
Actual cost	**At 1 January 2023**	2,277
	Additions	1,160
	Disposal	(505)
	At 31 December 2023	**2,932**
Depreciation	**At 1 January 2023**	(720)
	Charge for the year	(733)
	Disposal	126
	At 31 December 2023	**(1,327)**
Net Book Value	**At 1 January 2023**	1,557
	At 31 December 2023	**1,605**

5. Debtors & Stock	2023	2022
Other debtors	494	0
Book Stock	160	296
Total	**654**	**296**

6. Creditors (amounts falling due less than one year)	2023	2022
Other creditors	180	2,478
Total Current Liabilities	**180**	**2,478**

7. Grants to institutions	2023	2022
Growing Hope Gateshead	6,500	0
	6,500	**0**

8. Related parties

Dr Naomi Graham, the CEO of Growing Hope, is the child of Heather Graham, a trustee at Growing Hope High Wycombe. Growing Hope provides support services to Growing Hope High Wycombe including organisational policies, book-keeping, governance support, training, recruitment support. Growing Hope does not have any voting rights in Growing Hope High Wycombe. Paul Nye who is a trustee of Growing Hope is also a warden at St James Downley, where there is a Growing Hope Clinic

Growing Hope received a total of £500 unrestricted donations from its trustees in 2023 (2022 =£0)

9. Analysis of assets by fund

	Unrestricted Funds	Restricted Funds	Total Funds
		2023	
	£	£	£
Cash and Deposit Balances	41,432	90,197	131,629
Other Assets	2,259	0	2,259
Total Assets	43,691	90,197	133,888
Current Liabilities	(180)	0	(180)
	43,511	**90,197**	**133,708**

10. Average employees during period

2023	2022
8	6

11. Restricted funds

Funder	Item Funded	Balance as at 01 Jan 2023	Income	Expenditure	Balance as at 31 December 2023
		£	£	£	£
Benefact Trust	Core Costs	48,151	86,570	84,456	50,265
Garfield Weston Foundation	Core Costs	0	40,000	0	40,000

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Trustee Expenses

No expenses were paid to trustees during the year

No trustees received any renumeration

14. Key Management Personnel	**Total**	**Total**
	2023	2022
	£	£
Salaries and Wages	84,331	84,163
Employer's NI	9,127	9,428
Employer's Pension contributions	4,217	4,208
	97,674	**97,799**

No employee received remuneration above £60,000

15. Stock valuation

Stock of books is valued at cost and valued at £160 on 31 December 2023

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Registered charity number 1176358 (England & Wales)

growinghope.org.uk

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Photographs: Naomi Wilde Photography and Benji Peter Jackson

GROWING HOPE

England & Wales - Charity number 1176358

Accounts

2022

Growing Hope's

ANNUAL REPORT

Report & Financial Statements
1 January - 31 December 2022

Growing HOPE

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4 CEO's Letter

> **"I'm filled with joy reflecting on the impact we've had for families this year and I'm excited for our continued growth in the year ahead."**

We have seen another year of encouraging growth at Growing Hope this year. I had the privilege recently to talk about all that we've been doing with His Majesty King Charles III, the Archbishop of Canterbury Justin Welby and The Rt Revd and Rt Hon Dame Sarah Mullally DBE, Bishop of London, at a community reception at King's Cross Church. It was great to celebrate Growing Hope King's Cross and all that we've seen happen across the charity nationally.

Over this year we have continued to work with many more children, young people and families who have additional needs. A couple of weeks ago I was in clinic with a family who have seen amazing breakthrough with their ten-year-old son who, through occupational therapy, is now able to sleep in his own bed on his own at night. Having sleep is making a big difference to the whole family and it's encouraging to see similar stories repeated across our clinics. We have excitingly applied for charity status for our next Growing Hope clinic in Gateshead and we hope to open this early in the new year. We are also in a number of encouraging conversations with churches across the country who may set up a Growing Hope clinic in 2023.

I am so encouraged by God's faithfulness to Growing Hope and the provision for each of the local clinics. Over the course of this year we have excitingly added five new individuals to our Growing Hope national team and it is brilliant to have Vicki, Jade, Naz, Anna and Jennie on board. The increased capacity at a national level means that we can better support and grow our local Growing Hope clinics.

We have also taken big steps nationally in the development of resources which support children and young people with additional needs and their families across the UK. We have been rolling out our When Dreams Change course for parents and carers of children with additional needs and our Siblings Group courses. We have also launched our accessibility award for churches to receive a kitemark about their accessibility. We are looking forward to continuing to impact families through partnering with local churches, communities and schools alongside our Growing Hope clinics.

I'm filled with joy reflecting on the impact we've had for families this year and I'm excited for our continued growth in the year ahead.

Yours sincerely,

Dr Naomi Graham
Founder & CEO of Growing Hope National

Chairman's Letter

This year we've seen Growing Hope continue to expand and impact the lives of so many. With our charity status application in for our latest clinic in Gateshead in partnership with Alive Church, 2023 is also set to continue this trajectory.

"On behalf of Growing Hope National I would like to thank all those who have given and prayed for us this year."

During 2022, we've seen both team change and growth. We've welcomed over five new staff members, bolstering our national footprint to ensure continued support and help to local clinics; we now have three Growing Hope local charities, King's Cross, Brockley and High Wycombe and seven national staff. In addition, our national trustee board has welcomed one new member and we're so thankful for the expertise and wisdom they bring. In the last year through our clinics, we have worked with 512 children, young people and their families, and 2,322 people have directly engaged with our resources, podcasts or training.

On behalf of Growing Hope National I would like to thank all those who have given and prayed for us this year. In particular, a special thank you to Gary Grant, who kindly supported our major fundraising drive with a dinner at Fortnum and Mason seeing us raise over £86,856. We would not be able to do anything without the incredible generosity of our supporters and grant providers and I take my hat off to anyone who ran a full or half marathon for us – thank you! We're thrilled that individual giving has significantly increased following our national Fundraising Dinner by 94% in 2022. We continue to anticipate a need for expansion in our fundraising in order to resource our vision of setting up twenty clinics by 2030.

A huge thank you to our national team of trustees, staff, therapists and volunteers across all our clinics, for their time, skills and tireless efforts to provide the very best care for those our services support. Naomi continues to surprise and amaze me with her steadfast drive to ensure Growing Hope goes from strength to strength and has driven our profile and visibility with key interviews and podcasts this year, including Facing the Canon with J. John.

Please join me in continuing to pray for our team and God's provision as we enter a new year with conversations well underway exploring potential future partnerships with churches across the UK. We will continue to offer accessibility auditing for churches and we're excited to launch our Accessibility Award in early 2023. In another challenging year, our entire team has continued to meet a very real, and increasing, need for our services and we're so grateful to God for his remarkable move in our midst.

Yours sincerely,

Rebecca White
Chair of Trustees

6 Trustees' Report

The Board of Trustees presents its report and financial statements for the year 1 January 2022 - 31 December 2022 together with the Independent Examiner's Report. Growing Hope was registered with the charity commission as a CIO on 19 December 2017, charity number 1176358; 2022 was the fifth financial period of the charity. Free unrestricted funds as of 31st of December 2022 were £30,596. Our current trustees are Rebecca White, Ishmael Evans, Francesca Fauvet, Paul Nye, Lois Tackie-Oblie, Bambi French and Joojo Kyei-Sarpong.

As Growing Hope we continue to provide free therapy for children and young people with additional needs in partnership with local churches across the UK. We have seen this happen through our clinics which have worked with 512 children, young people and their families in 2022. This year we have seen all three of our clinics, Growing Hope King's Cross, Growing Hope Brockley and Growing Hope High Wycombe expand their provision. We are also preparing to open our fourth clinic - Growing Hope Gateshead in the new year. Thanks to a very generous grant from Benefact Trust, our national team has also grown. We have welcomed Vicki Smith as Head of Training and Development, Jade Green as PA to Naomi, Anna Brown as Design and Campaigns Officer, Naz James as Communications Officer, and Jennie Prentice as Network Development Manager.

As trustees we are confident that we have followed our charitable objectives this year and have seen change for the public benefit. We have referred to the Charity Commission's guidance on reporting on public benefit when preparing this annual report. We have continued our focus on developing our model, policies and procedures alongside the national team in order that we can meet the vision to set up 20 clinics across the UK by 2030. Our trustee board continues to govern the charity. On 7th of March 2022 Ishmael Evans was appointed as an additional trustee to support the work of the board.

We would like to extend our thanks to all who enable Growing Hope to continue to grow and be successful. We are also thankful for the time, energy and effort that many volunteers have contributed over 2022. We are looking forward to the future of Growing Hope, and remain confident we can continue to positively impact and support families with additional needs in the years ahead.

Appointment of Trustees

The Board of Trustees consists of up to twelve members who are appointed on the basis of an open recruitment exercise. The Board undertakes a regular skills audit for existing trustees and matches that against the desired skills and experience before undertaking any new recruitment, in order to ensure that the Board remains well equipped to meet its governance function. Trustees are recruited through current trustee and staff networks with an open advertisement and direct invitations to individuals with particular skills of benefit to the board. Interested parties are required to provide a statement of interest and skills, and appointment is subject to two character references, a clear DBS check and a signed volunteer agreement. There is

an occupational requirement that all trustees are able to uphold the Growing Hope vision and values and are therefore practising Christians.

Yours sincerely,

Rebecca White, Ishmael Evans, Francesca Roberson, Paul Nye, Lois Tackie-Oblie, Bambi French and Joojo Kyei-Sarpong

This year we have:

- supported 512 children, siblings, parents and carers through our clinics.
- raised £241,710 to grow hope in the lives of families across the UK.
- increased our national team to 7 members in order that we can be more equipped to support accessibility across the UK.

"What Growing Hope is doing for families is truly amazing. We have learnt so much in the last month. So much progress has been made."

- Growing Hope High Wycombe Clinic Parent

8 Objectives and Values

In accordance with its charity constitution, Growing Hope has sought to achieve the following aims and objectives in the year dated 1 January 2022 to 31 December 2022.

The advancement of health and wellbeing for the public benefit through support for therapy clinics run in accordance with Christian principles for children and young people [0-18] with additional needs and their families through local churches across the UK. In particular, but not exclusively, by:

- partnering with churches across the UK to set up clinics and health and wellbeing services.
- providing oversight, funding and support for set-up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.
- raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.
- the advancement of the Christian faith through engaging in discussion about the Christian faith and doctrine and offering prayer and other such activities.

Hope for Children:
We have continued to support the running of Growing Hope King's Cross, Growing Hope Brockley, Growing Hope High Wycombe and the set-up of Growing Hope Gateshead. We have developed our coaching, training and resources to support our existing clinics and enable further clinics to be set-up. These clinics positively impact the lives of children and young people through free therapy provision.

Hope for Families:
This year families of children with additional needs have experienced increased pressure and challenges due to the cost of living crisis. To support families we have continued to share resources such as our podcast. We have provided training and consultancy which has positively impacted children and young people with additional needs and their families.

Hope in Jesus:
Throughout our training sessions we are open about our Christian roots as a charity. We have provided training to several Christian organisations on how to enable accessibility in church for children and young people with additional needs. We continue to partner with King's Cross Church, St Peter's Brockley and St James' Church Downley, and look forward to partnering with Alive Church Gateshead. We have also been exploring potential future partnerships with churches across the UK.

We've provided direct therapy for 213 children.

88% of therapy goals set with children were achieved.

285 parents supported through therapy sessions and courses.

Sofia's Story and Occupational Therapy

Sofia was referred to Growing Hope because of difficulties with her emotional regulation, her time management and planning, her fine motor skills, her sleep and her range of diet. She attended an occupational therapy group with her Mum Francesca and through the group was able to practise thinking about her emotional regulation and levels of attention. Sofia and Francesca were able to use new language about her body feeling 'too fast' or 'too slow' and to think about helpful movement activities which would enable her to start to feel 'just right'. This helped with some of the everyday tasks Sofia was finding difficult. Alongside this, we practised activities to help develop her motor skills. Francesca has also been able to attend a parent course with Growing Hope and Sofia is starting to access other therapies to continue to process her emotions.

"Through Growing Hope I've found I have more awareness and knowledge about neurodiversity and how to support my child and look after myself. I have more confidence in asking for support at school despite times I feel they disagree with my concerns. I've noticed a reduction of barriers between me and my child. After many years of dysfunctional intervention of all sorts and various attempts to be helped I've finally felt acknowledged." - **Francesca**

"I've loved the trampoline, hanging upside down from the trapeze, the therapy ball, receiving pressure on my body with the therapy ball and the theraputty." - **Sofia**

Local Clinics

Our vision is to see 20 clinics set-up across the UK by 2030. As a national charity we have developed a model which provides coaching, support and resources for local churches to set up Growing Hope clinics. These clinics are then able to provide free therapy for children and young people with a range of additional needs and their families.

Growing Hope National Charity	Local Church Partner	Growing Hope Local Charity
Coaching and support for set-up. Model and step by step process for how to run a Growing Hope.	Joint appointment of the Clinic Manager as part of the staff team.	Joint appointment of the Clinic Manager (who runs the therapy clinic). Governance and oversight of this individual and local clinic decisions.
All policy, procedures, strategy and insurance.	Office and clinic space and day to day facilities needed.	Direction to the Growing Hope (national) policy and governance to make sure this is adhered to.
A national vision and support for what accessibility can look like in local churches.	Open arms to exploring how to enable a greater accessibility within church and releasing of the Clinic Manager as part of the church staff team to do this - often initially in partnership with kids' church.	Encouraging and enabling the Clinic Manager in their work on a Sunday to enable a greater level of accessibility within church.
Provision of £6,000 to help start the new charity.	£7,500 of support a year to contribute to running of the local charity.	Local fundraising which enables the rest of the money to be raised for the clinic to run. This involves running events, asking individuals to give regularly and applying for grants.

12 Existing Clinics

In 2017 we launched our first clinic, Growing Hope King's Cross, in partnership with KXC. Our second clinic Growing Hope Brockley, launched in 2020 in partnership with St Peter's Brockley, and our third clinic Growing Hope High Wycombe opened in February this year. Since their launch, all three clinics have continued to grow and thrive. Here is what they have been up to this year:

Growing Hope King's Cross:

- Abi Page continues as full time Clinic Manager of Growing Hope King's Cross as well as providing speech and language therapy. In February 2022 Reb Du Preez joined the team as an additional occupational therapist, alongside Naomi Graham. Growing Hope King's Cross continues to work with freelance therapists offering music therapy and children's counselling.

- Growing Hope King's Cross worked with 128 children and 163 siblings, parents and carers in 2022 and 92 per cent of therapy goals set across all sessions were met.

Growing Hope Brockley:

- Since Growing Hope Brockley launched in September 2021, Clinic Manager Shaaron O'Driscoll has continued to provide occupational therapy alongside overseeing the clinic. In June, the clinic welcomed Anna Frasquilho to the team as a volunteer occupational therapist.

- Growing Hope Brockley worked with 127 children, siblings, parents and carers in 2022 and 84 per cent of therapy goals across all sessions and groups were met.

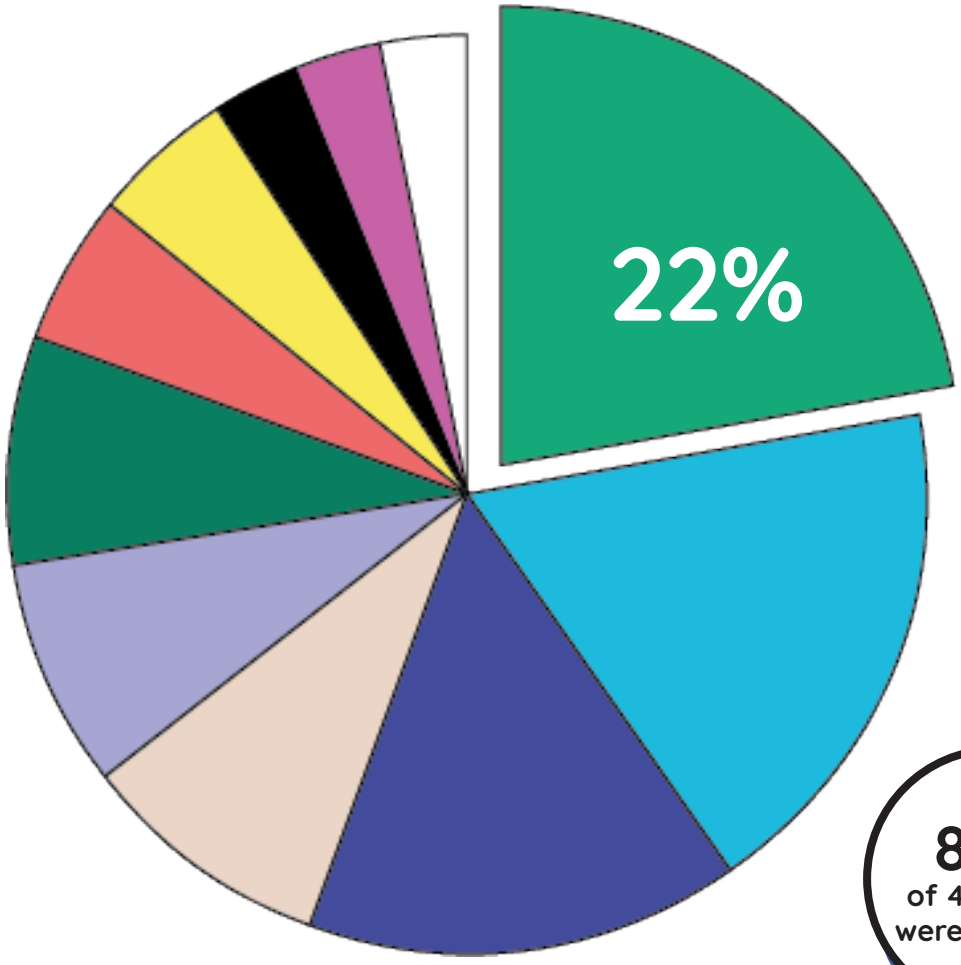
Growing Hope High Wycombe:

- In February 2022 Growing Hope High Wycombe opened its doors to children and young people in the High Wycombe area. Estelle Van der Linde was appointed as the Clinic Manager and provided occupational therapy alongside Sanna Brown. In September, we said goodbye to Estelle as she moved back to South Africa to be closer to family. In October, we welcomed Louise Stone as a one-day-a-week music therapist. We are delighted to have appointed a new Clinic Manager, Rosalyn Baskett, who will be joining Growing Hope High Wycombe in the new year.

- The clinic currently offers free music therapy, and will also offer speech and language therapy as of the new year.

- Growing Hope High Wycombe worked with 94 children, siblings, parents and carers in 2022, and 88 per cent of therapy goals across all sessions and groups were met.

Types of goals children worked on in clinic



88%
of 450 goals were achieved

- **Emotional Regulation** - 98 goals / 22%
- **Attention and Listening** - 80 goals / 18%
- **Social Skills** - 64 goals / 15%
- **Dressing** - 40 goals / 9%
- **Speech and Communication** - 36 goals / 8%
- **Mark Making and Writing** - 34 goals / 8%
- **Co-ordination, Walking and Strength** - 24 goals / 5%
- **Self-confidence and Identity** - 21 goals / 5%
- **Understanding Language** - 15 goals / 3%
- **Eating** - 14 goals / 3%
- **Toileting** - 11 goals / 3%

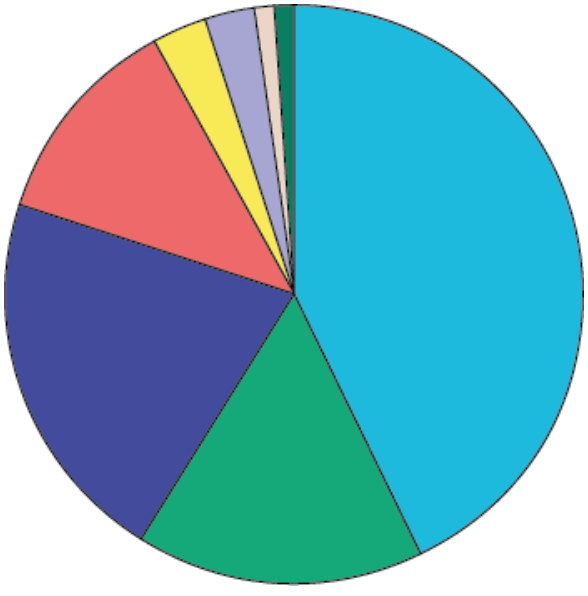
14 Who We Support

We support children, young people and families from a range of backgrounds and circumstances.

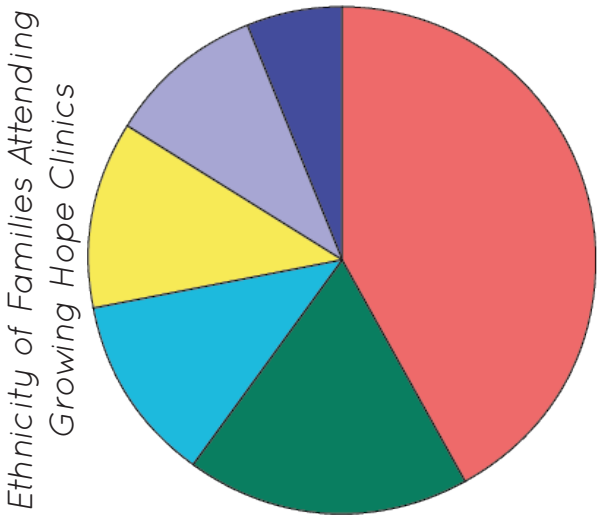
26% of families receiving our services had an income under £10,000; 66% had an income under £30,000; 30% of families received multiple benefits and income support. At Growing Hope we endeavour to offer a service that is open to all individuals irrespective of their background, and reach those who are experiencing the most pressing challenges and the absence of support. We feel these demographics demonstrate that over the last year we have been helping to assist those in critical need of support. As Growing Hope we value community, we are accepting of all and want everyone to know they are seen, heard and belong.

Parents and carers are given the opportunity to complete demographic information to help us to understand more about individuals who are using our services. The below infographics demonstrate the characteristics that individuals have ticked when completing the forms.

Religion of Families Attending Growing Hope Clinics

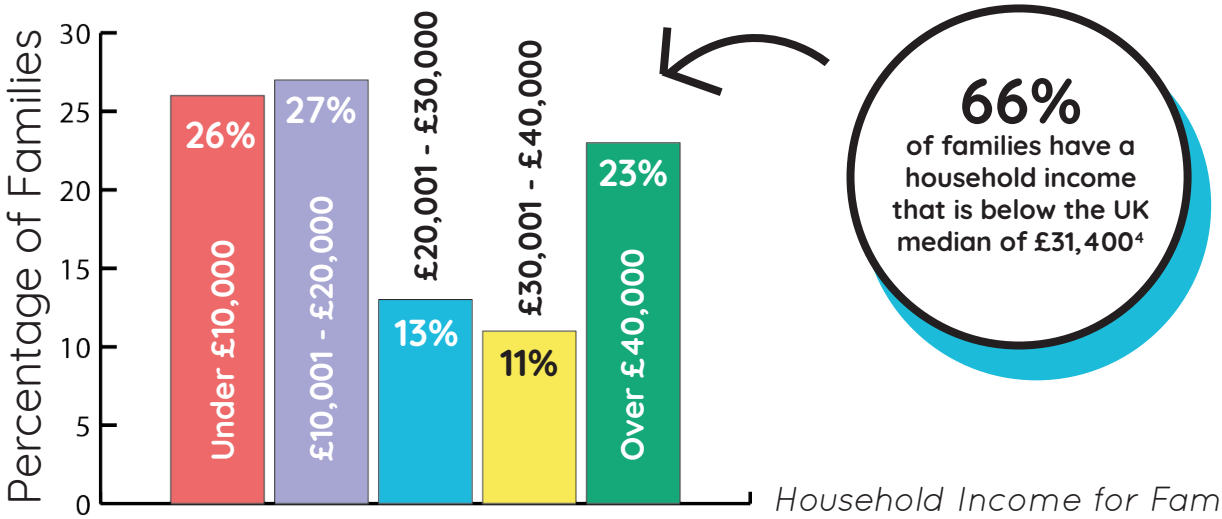


- **Christian - 43%**
- **Christian (non-practising) - 16%**
- **No Religion - 21%**
- **Muslim - 12%**
- **Catholic - 3%**
- **Other - 3%**
- **Sikh - 1%**
- **Buddhist - 1%**

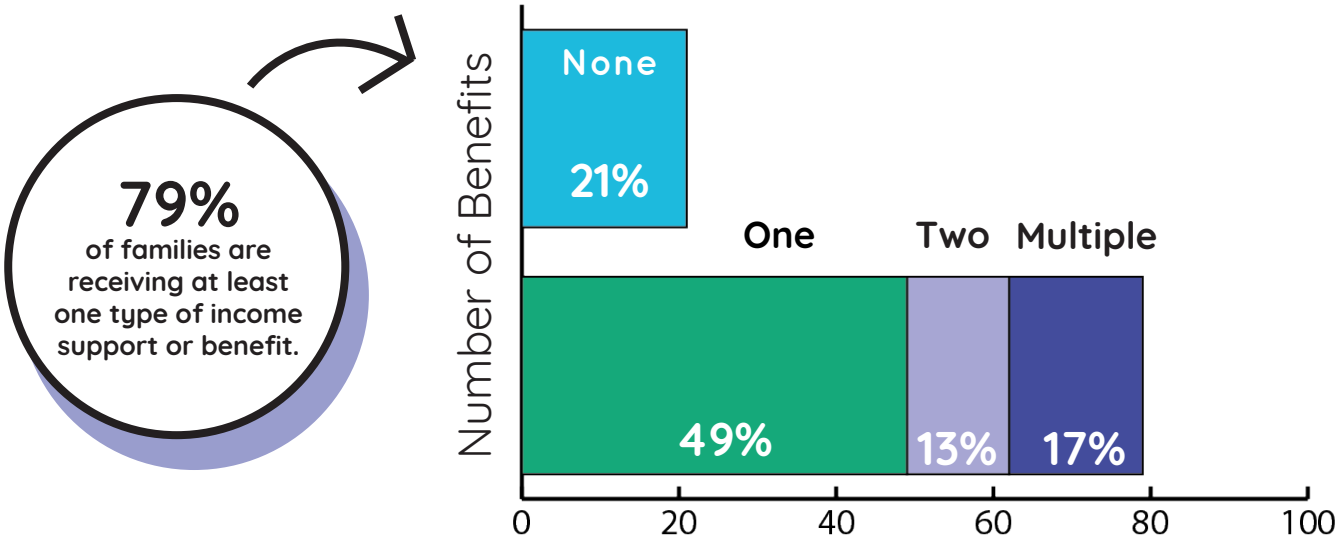


Ethnicity of Families Attending Growing Hope Clinics

- White / White British - 42%
- Black / Black British - 18%
- White Other - 12%
- Mixed - 12%
- Mixed - 10%
- Asian / Asian British - 6%



Household Income for Families Attending Growing Hope



Household Benefits for Families Attending Growing Hope

16 New Clinics

We are on a mission to open 20 clinics across the UK by 2030. In February 2022 our third clinic Growing Hope High Wycombe opened its doors, and we are looking forward to launching our newest clinic, Growing Hope Gateshead, in the new year, which will be open to children and families in the Gateshead area.

Growing Hope Gateshead:

- We are partnering with Alive Church, Gateshead to run Growing Hope Gateshead. The trustees to the right came together from churches across Gateshead to set-up the charity.
- Our team will provide coaching and support for the set-up process in order that the charity can successfully launch.
- The Growing Hope Gateshead trustees have run several successful fundraising and vision events with the support of the national team. The Lead Pastor of Alive Church, Rich Grant, raised over £2,000 by running the Virtual London Marathon, and their Christmas Wreath Making Workshop and Charity Christmas card sales raised further funds to support the set-up of the clinic.

Alistair Bassett (Chair)

Nathanael Ogborn

Sarah Bhatoe

Lucy Gibbs

Clare Talbot-Jones

Liz Lewis-Barned

Alive Church, St George's, Gateshead

“We’re really excited to be partnering with Growing Hope to set up a clinic which will provide the necessary therapy to the community of Gateshead. We’re particularly excited to provide the wrap-around care to the siblings and the families, not just in our church, but to our local schools and streets around us. We feel that Growing Hope Gateshead will give us an opportunity to see transformation in our community because of the hope that Jesus brings.”

Alistair Bassett, Kids Team Ministry Assistant at Alive Church, Gateshead, and Chair of Trustees for Growing Hope Gateshead.

18 Policy and Guidance

As a national organisation, we provide training, policy and guidance for our local clinics. This enables them to focus on providing therapy for local communities.

Policy and Guidance

We have continued to review and develop our policies and procedures in order to create a sustainable model which will enable other clinics in the UK to flourish. As the national team has grown in 2022 and with new clinics on the horizon, we continue to be committed to being innovative and efficient in our approach to internal processes and procedures.

Clinical Supervision

In order to ensure high standards of therapy practice, each of the contracted Growing Hope clinicians receive regular clinical supervision and have access to funding for training. We have five registered therapists who are our clinical supervisors this year.

Training

We regularly run training sessions for staff and volunteers of the national and local charities.

We hold three Clinic Manager days across the year, in which all clinic managers meet with Naomi Graham and Vicki Smith to complete regular and relevant training.

We also hold an annual team day for all staff in the national team and all Growing Hope clinic staff.

In 2022, the Growing Hope national team and the Clinic Managers carried out Mental Health Awareness training.

We also hold monthly in-service training for all staff which covers a variety of topics. In 2022, these topics included trauma, Enneagram, play therapy and social stories.

Future Growing Hope Clinics

To continue our networking with potential partnership churches, our CEO and Founder Dr Naomi Graham went on a church tour in the summer where she met with churches and spoke about what a church partnership might look like.

"We have massively been blessed by the intervention as my child can now confidently complete tasks he used to find very challenging"

- Growing Hope Brockley Clinic Parent

20 National Impact

One of our aims is to improve accessibility for people with additional needs. In the last year we have provided accessibility consultancy and various courses in order to achieve this aim. This year 2,322 people have directly engaged with our resources, podcasts or have attended our training for churches and organisations.

Training and Courses

- During 2022 we ran our When Dreams Change Facilitator training twice. Since launching this training in 2020, we have trained 38 Facilitators from across the UK. When Dreams Change is a course that enables parents and carers of children with additional needs to process their experiences.

- Since launching our Facilitator Training for our Siblings Groups in October 2021, we have run five training courses, including the addition of our co-facilitator training enabling a more cost-effective and accessible option. To date we have trained 20 people across the UK. This course enables individuals within community settings to run our groups for primary school age siblings of children with additional needs. We received a Tesco Community Grant at the start of 2022 to fund the purchase of equipment and materials needed to run Siblings Groups as well as the design and printing of facilitator training handbooks.

Accessibility Consultancy

- We have continued to offer our accessibility auditing for churches. A main focus for this year has been developing the Accessibility Award to be launched early 2023.

- We have also provided accessibility training workshops for churches and their staff and volunteer teams.

- Throughout the year Naomi has continued to work closely with 3Generate, the Methodist Youth & Children's conference, to ensure their main event is accessible for all people.

- This year we have continued to use the press and media to increase awareness of our work and our supporter base. In August 2022, Naomi was interviewed on Facing the Canon by J.John. The interview generated significant traction. Naomi also spoke on the Church and Accessibility in an interview with Paul and Becky Harcourt, on an episode of TBNUK's series Fit For Purpose.

- Our relationship with Premier NexGen (formerly YCW Magazine) has continued, and we have continued to have a wide readership of these articles.

- We have continued to provide online workshops in partnership with PACT, on topics such as supporting children with writing and play, and adapting your home for children with additional needs.

- We've continued to partner with New Wine and are a New Wine annual partner for 2022-23. During the United summer conference we were able to talk to several individuals about the work of Growing Hope.

Supporter Engagement and Fundraising

This year we have received a total of £241,710 from generous individuals and organisations to help us open more clinics across the UK.

We would not be able to do anything without the incredible generosity of our supporters. This is particularly due to some large grants that we've received in order to build our supporter engagement capacity and move towards long-term sustainability. Throughout the year, our subcommittee brings together staff, trustees and volunteers to deliver grant applications and plan our fundraising activities. We have been particularly thrilled to see our individual giving increase through our Fundraising Dinner and we're grateful for the support of several new donors this year. We are anticipating a continued need for growth in our fundraising over the coming years in order to resource our ambitious vision of setting up 20 clinics by 2030.

Campaigns and Events

In May we hosted our fundraising dinner at Fortnum and Mason, where we raised £23,494 on the night plus other regular giving, thanks to our generous guests and supporters. We would like to thank Gary Grant for supporting the event. We would also like to say a huge thank you to Simon Brown for raising over £500 by running the London Big Half Marathon in September 2022.

Big Give

We were able to raise significant funds through our Big Give campaign which we ran in partnership with Growing Hope High Wycombe. We received several generous donations from individuals who have committed to pray and support Growing Hope - you know who you are and we are so grateful for your gifts which enable us to set up further clinics and support children and young people and their families.

"I feel excited to start running the When Dreams Change course and see the impact it will have on parents: I think it will be really powerful"

- When Dreams Change Facilitator

22 Income Generation

We continue to use a variety of methods to generate income which will enable us to be sustainable in the long-term. This year we have continued to develop our grant and training income. During the year we have developed activities which generate income such as running the Siblings Group Facilitator courses.

Grant Income

This year has been successful in enabling us to increase our grant income. We are grateful to all of the individuals who have submitted grant applications and supported us in the process of applying. We would also like to extend our gratitude to the grant providers, who enable us to continue to support children and young people with additional needs and their families. We would like to continue our thanks to the Benefact Trust staff and trustees for their extremely generous donation of £258,000 (£86,000 a year for 3 years) which has had a transformational impact on our organisation. It has enabled us to employ 3 new staff members and we look forward to working with the Benefact Trust team in the years ahead.

Supporting Growing Hope Clinics

As a national charity, an important aspect of supporter engagement is building our network across the charity and helping our local Growing Hope Clinics to also engage with their supporters. This year through the Hosting for Hope and Big Give campaigns, we have produced resources and social media content that local trustees and volunteers could use as part of their fundraising. We have promoted events and activities of local clinics as well as the national charity.

Grant Provider	Amount Received
Benefact Trust	£86,000
Garfield Weston Foundation	£15,000
Groundwork London	£1,500
Joseph Rank Trust	£10,000
Edgar E Lawley	£1,500
Seedfield Trust	£2,000
The Grant Foundation	£1,800
Tesco Groundwork	£1,500

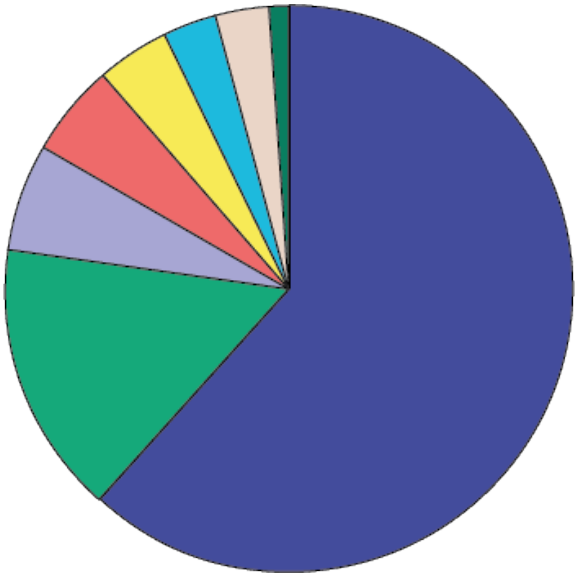
BENEFACT TRUST

GROUNDWORK CHANGING PLACES CHANGING LIVES

SUPPORTED BY MAYOR OF LONDON

Garfield Weston FOUNDATION

TESCO



Types of income received by Growing Hope National

- **Grants - 60%**
- **Fundraising - 15%**
- **One-off gifts - 6%**
- **Regular giving - 5%**
- **Training, consultancy and other services - 4%**
- **Donations from other organisations - 3%**
- **Gift aid - 3%**
- **Growing Hope training courses - 1%**

24 Employees and Volunteers

This has been a huge year of growth for our national team thanks to a large grant from Benefact Trust (formerly AllChurches Trust). We look forward to seeing what we can achieve in 2023 with the support of a bigger team.

Staff

This year we have expanded the team as we welcomed five new members: Vicki Smith as Head of Training and Development, Jade Green as PA to Naomi, Anna Brown as Design and Campaigns Officer, Naz James as Communications Officer, and Jennie Prentice as Network Development Manager. The new team is already having a significant impact on our growth as an organisation. We are extremely grateful for their support and look forward to working with them on even bigger projects in 2023. This year we also said goodbye to Rachel Orphan, Rich Di Castiglione and Adeola Aremu as they moved on to new roles elsewhere. We are grateful for all the hard work that they put into their roles and the part they played in the Growing Hope story.

Freelancers and Volunteers

We are extremely grateful to those who regularly volunteer time to support our work as a charity. We'd like to thank all of the clinicians who have provided supervision this year - Janine Naude (OT) who has been volunteering, and freelancers Ruth Stephens (OT) and Debbie Hughes (SLT), Jill Moass (Music Therapy) and Lizzie Johnson (Physiotherapy).

We'd like to thank Pat Finlow for her support in continuing to develop our supporter database, Sophie Nye and India Taylor who have volunteered time to help with general administration, Fari Shakourizadeh for support with financial administration, Natalie De Laune who has volunteered to take our minutes at trustee meetings, and Andy Graham for the generous support with our clinical administration software. We would also like to thank Patrick Elshen and James Ridge who have supported us with software development on a freelance basis.

Lucas's Story and Occupational Therapy

It is always a brilliant feeling when families return to Growing Hope for further support or as the needs of their child change. Lucas had been previously seen by the Growing Hope team when he was younger. His family still use many of the strategies that they learnt in sessions such as explaining to Lucas what we are doing now and what we will do next. They use the gym ball to provide the sensory input that Lucas seeks.

One of Lucas's goals was to identify suitable things for him to chew that won't give him ulcers as he had been overusing his chewy toy, especially while at school. His family and OT explored alternative strategies that would provide the oral motor input Lucas seeks. During sessions we played table football where you blow a bead and try and get it in between goals. This game brought about a lot of laughter which is in itself therapy and a good outlet for parents who have many challenges such as trying to negotiate the level of support their child receives within school.

In sessions we got Lucas to blow bubbles, to blow through straws and to eat crunchy foods such as whole apples and pears. The process of blowing and chewing provided the oral input Lucas needed and helped Lucas to feel regulated in his body as these strategies are also calming. By the end of our sessions, Lucas no longer had mouth ulcers and his family now have a few more strategies to further support him with.

We look forward to watching Lucas grow and develop and it's a privilege to be able to support him and his family.

26 Financial Review

We are very grateful for the work of Christina Okoro, our Finance Officer. We continue to employ the services of payroll provider, D & A Hill. We are grateful to Emma Bird, who continues to run our gift aid claims as a volunteer. The trustees present an overview of the charity's finances for the period 1 January 2022 to 31 December 2022. Growing Hope currently runs with both restricted and unrestricted funding. Funds left in reserve at the end of the financial period: £80,304.

We received an income of £241,710:

- £12,827 regular giving
- £15,405 one-off gifts
- £7,951 gift aid
- £9,804 donations from other organisations
- £144,790 grants
- £37,360 fundraising
- £10,480 training, consultancy and other services
- £3,337 Growing Hope training courses

We had an expenditure of £239,928:

- £5,213 fundraising costs
- £25,696 office and admin costs
- £19,621 other expenses
- £189,398 salaries and HR

We have successfully increased our grant income this year and are exploring several opportunities for income generation in 2023. We received the third and final instalment of a £10,000 grant that we have received across three years. We also received the second instalment of an £86,000 a year grant, and the second and final instalment of a £15,000 a year grant. The Big Give campaign was successful and we are likely to repeat this next year. The Trustees are confident that there is a going concern and the charity has adequate resources to continue its operations for the foreseeable future.

Management of Financial Risk

We aim to hold at least three months of our outgoings in reserve, plus an additional £5,000 which can be used as emergency funding for clinics if needed. We raise our income through giving, training and consultancy, fundraising events, and grants. We aim to sustain our income through training and consultancy and giving from local Growing Hope clinics who give £500 a month after they have been running for a year. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102. The full financial statements are found at the end of this report (p.39).

Risk Management

The trustees take risk management seriously and have identified the following risks and put in place processes to mitigate them.

Financial Risk:

- Hold three months' finances in reserves.
- Organise monthly fundraising meetings and plans.
- Regular finance updates for local clinics prepared by our Finance Officer.
- Follow policies and procedures outlined by Growing Hope National charity.

IT Security and Protection:

- Follow data protection policy provided by Growing Hope National charity.
- Files accessed on a needs basis within Google Drive.
- Encrypted clinic software (Canopy) for all clinical notes.
- All computers password protected.
- All reports and appointment letters sent to families are password protected.

Safeguarding:

- All trustees have an up-to-date DBS.
- Any volunteers and/or staff and freelancers are recruited via safer recruitment and have undergone referencing and DBS checks.
- All volunteers and staff are aware of safeguarding policy and procedures.

Health and Safety:

- Follow health and safety policy outlined by Growing Hope National charity.
- Public liability insurance is in place.
- Day-to-day risk assessments are carried out by all staff and volunteers within their roles.

Compromising Christian Identity and Values:

- Hope in Jesus continues to be core to the charity's messaging.
- Everyone is welcome regardless of their background.
- Each family who attends the clinic has the opportunity to choose to participate in prayer.

Structure, Governance and Management

Growing Hope is a registered Charitable Incorporated Organisation (CIO) in England and Wales and is run in accordance with its charity constitution. Growing Hope works in partnership with the local Growing Hope charities which also have CIO status. As a CIO, if Growing Hope is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustees Indemnity Insurance of £100,000 for Executive Risks (policy number CC009582).

Naomi Graham attends the trustee meetings as CEO of Growing Hope. She is not party to any decisions regarding her salary or employment.

Trustees

Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes. Our current trustees are on the right.

Roles and Subcommittees

The trustees take the following roles: Rebecca White, chairman; Francesca Fauvet, supporter engagement; Paul Nye, finance; Bambi French, education; Lois Tackie-Oblie, law; Joojo Keiyo, healthcare; Ishmael Evans, communications.

Rebecca White (Chair)

Francesca Fauvet

Lois Tackie-Oblie

Paul Nye

Bambi French

Joojo Kyei

Ishmael Evans

The Year Ahead

We are delighted with how the charity has continued to grow and reach more children and families in 2022. We are looking forward to continuing to grow our services and see the positive impact of our work on the lives of children, young people and their families.

A key aim of the trustees is to maintain our fundraising income through grant applications, events and campaigns. We also endeavour to keep our current staff in position.

For the next year we have set ourselves these goals:

HOPE FOR CHILDREN We hope to launch at least two further clinics and continue to develop our partnership with local churches in order that we can provide free therapy for children and families in their local area.

HOPE FOR FAMILIES We will run nine facilitator training courses for When Dreams Change, and six courses for Siblings Group. This will enable the support groups to be run in multiple locations across the UK, giving parents and siblings the opportunity to emotionally process and reflect on their experience of being in a family with a child with additional needs.

HOPE IN JESUS We will continue to partner with churches to improve accessibility and to enable more people to be seen, heard, and belong. We aim to have two further partnership churches secured to set-up clinics in 2024.

Annual Report References:

1. Gov.UK. 2022. Special educational needs in England. [Online]. [16 June 2022]. Available from: https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england

2. Disabled Children's Partnership, 2022. *Left Behind – Six Months On*. [Online] Available at: https://disabledchildrenspartnership.org.uk/wp-content/uploads/2022/03/Left-Behind-6-months-on-DCP-Report-2022.pdf [Accessed 11 Jan 2023]

3. Disabled Children's Partnership, 2022. *Left Behind – Six Months On*. [Online] Available at: https://disabledchildrenspartnership.org.uk/wp-content/uploads/2022/03/Left-Behind-6-months-on-DCP-Report-2022.pdf [Accessed 11 Jan 2023]

4. ONS., 2021. Average household income, UK: financial year 2021. [Online]. [28 March 2022]. Available from: https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/householddisposableincomeandinequality/financialyearending2021

Growing Hope
Reference and administrative details
For the year 1 January 2022 – 31 December 2022

Trustees:

Rebecca White (Chair) appointed 28 June 2019
Francesca Robertson appointed 28 June 2019
Carol Page appointed 28 June 2019, resigned on 16 August 2021
Lois Tackie-Oblie appointed 1 December 2019
Paul Nye appointed 4 November 2018
Bambi French appointed 16 August 2021
Joojo Kyei-Sarpong 24 November 2021
Ishmael Evans appointed 07 March 2022

Key Management Personnel:

Dr Naomi Graham, Founder & CEO
Victoria Smith, Head of Training and Development

Registered Principal office:

390 Caledonian Road, London N1 1DN

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Growing Hope Independent Examiner's Report to the Trustees

For the year 1 January 2022 to 31 December 2022

I report to the charity trustees on my examination of the accounts of the charity for the period 1 January 2022 to 31 December 2022 which are set out on pages 32-40.

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 charity's accounts carried out under section 145 of the 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 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

Nick Corden ACA
Summers Morgan,
Sheraton House
Chorleywood,
Herts,
WD3 5LH

27 Feb 2023

Growing Hope
Statement of Financial Activity
For the year ended 31 December 2022

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
			2022		2021
		£	£	£	£
INCOME FROM:					
Voluntary Income		45,627	0	**45,627**	**35,589**
Grant Income		30,790	114,000	**144,790**	**123,100**
Activites for Generating funds		37,360	0	**37,360**	**7,930**
Other sourced income and Interest		13,933	0	**13,933**	**7,513**
TOTAL INCOME	**2**	**127,710**	**114,000**	**241,710**	**174,132**
EXPENDITURE ON:					
Raising Funds		5,213	0	**5,213**	**3,477**
Charitable Activities		122,558	112,157	**234,715**	**126,014**
	3	**127,771**	**112,157**	**239,928**	**129,491**
NET INCOME/(EXPENDITURE) BEFORE TRANSFER OF FUNDS		**(61)**	**1,843**	**1,783**	**44,641**
NET MOVEMENT IN FUNDS		**(61)**	**1,843**	**1,783**	**44,641**
Balances brought forward at 1 January 2022		32,212	46,308	**78,520**	**0**
BALANCES CARRIED FORWARD AT 31 DECEMBER 2022		**32,152**	**48,151**	**80,303**	**78,520**

FIXED ASSETS			
Clinic and IT Equipment		0	453
	4	**0**	**453**
CURRENT ASSETS			
Bank Account		80,929	80,017
Other Debtors & Stock	**5**	296	2,354
		81,225	**82,371**
LIABILITIES - Creditors due within one year			
Other Creditors	**6**	(2,478)	(4,304)
Total Creditors due within one year		**(2,478)**	**(4,304)**
NET CURRENT ASSETS		78,747	78,067
NET ASSETS		**78,747**	**78,520**
RESERVES			
Surplus for the year		1,783	44,641
Brought Forward Balance		78,520	33,878
		80,303	**78,520**
FUNDS			
Unrestricted		32,152	32,212
Restricted		48,151	46,308
	9	**80,303**	**78,520**

The financial statements were approved by the Board of Trustees on: 16 February 2023

Approved by and signed on its behalf by:

Rebecca White
Chair of Trustees

Paul Nye
Finance Trustee

Growing Hope
Notes to the Financial Statements
For the year 1 January 2022 to 31 December 2022

1. Accounting policies

Incorporation

Growing Hope was registered in England and Wales with the Charity Commission as a CIO Foundation on 19 December 2017. These financial statements are for the period 1 January 2022 to 31 December 2022.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), published on 16 July 2014. The Charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements are prepared under the historical cost convention.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Going concern basis

The trustees have assessed whether the use of going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressure on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operations existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing financial statements.

Income
Income is recognised in the period which it was receivable. Also included is the estimated value of gifts in kind and goods or services donated to the charity where the amounts are material, readily quantifiable and measurable. Such estimates are based on the market price the charity would otherwise have paid.

For multi-year income, incoming resources are recognised in the Statement of Financial Activities (SoFA) when the charity becomes unconditionally entitled to the income. Where incoming resources for multi-year grants are conditional, each year's conditional income will be recorded within the SoFA in the year it is awarded.

Expenditure
Direct charitable expenditure comprises all expenditure relating to the activities carried out to achieve the objectives.

Expenditure is allocated directly to the expenditure headings as far as practically possible to reflect the activities of the charity. Support costs have been allocated to the activities based on employee time spent on that activity.

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Fund accounting
Restricted funds are subject to restrictions imposed by the donor. These are accounted for separately from unrestricted funds. The movements in restricted funds are shown in Note 11 to the accounts.

Unrestricted funds are those which are not subject to restrictions, and any surpluses may be applied in furtherance of any of the charity's objectives.

Cash and cash equivalents
Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

Debtors and creditors
Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Tangible fixed assets and depreciation
Tangible fixed assets costing less than £500 are not capitalised and are written off in the year of purchase. Depreciation is provided so as to write off the cost of the fixed assets over their estimated useful lives. A full year's depreciation is charged in the year of purchase. Depreciation is charged at the following annual rates:

Computer and Office Equipment: 4 Years straight line

Pension
The charity operates a defined contribution stakeholder pension scheme. The assets of the scheme are held separately from the charity.

Critical accounting estimates and areas of judgement
The annual depreciation charge for property, plant and equipment is sensitive to change in useful economic life and residual values of assets. These are reassessed annually.

In the view of the trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Income

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2022			2021		
	£	£	£	£	£	£
Voluntary Income	**45,627**	**0**	**45,627**	**35,589**	**0**	**35,589**
Regular Giving	12,827	0	12,827	12,310	0	12,310
One Off Giving	15,405	0	15,405	12,074	0	12,074
Gift Aid	7,591	0	7,591	4,735	0	4,735
Donations from other Organizations	9,804	0	9,804	6,470	0	6,470
Grants	**30,790**	**114,000**	**144,790**	**2,700**	**120,400**	**123,100**
Grants	30,790	114,000	144,790	2,700	120,400	123,100
Fundraising Income	**37,360**	**0**	**37,360**	**7,930**	**0**	**7,930**
Growing Hope Gala Dinner	23,494	0	23,494	0	0	0
Other Fundraising Income	13,866	0	13,866	7,930	0	7,930
Services and Sales	**13,817**	**0**	**13,817**	**7,513**	**0**	**7,513**
Courses	3,337	0	3,337	2,335	0	2,335
Training & consultancy	9,440	0	9,440	4,268	0	4,268
Clinical Supervision/coaching	638	0	638	900	0	900
Sales	402	0	402	10	0	10
Investment Income	**116**	0	**116**	0	0	0
Bank Interest	116	0	116	0	0	0
Total Income	**127,710**	**114,000**	**241,710**	**53,732**	**120,400**	**174,132**

3. Expenditure

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2022			2021		
	£	£	£	£	£	£
Office and Administration Costs	**23,754**	**1,942**	**25,696**	**10,091**	**3,855**	**13,946**
Advertising & promotion	3,712	0	3,712	1,679	1,938	3,617
Depreciation	569	0	569	151	0	151
Office and general admin	3,567	0	3,567	1,873	177	2,050
Travel expenses	376	0	376	145	0	145
Phone cost	280	192	472	195	126	321
Equipment	2,088	1,750	3,838	288	1,614	1,902
Meeting expenses	97	0	97	10	0	10
Rent	12,000	0	12,000	5,750	0	5,750
Professional fees	1,065	0	1,065	0	0	0
Expenses	**16,015**	**3,606**	**19,621**	**2,972**	**0**	**2,972**
Insurance	2,942	0	2,942	2,274	0	2,274
DBS	316	0	316	290	0	290
Volunteer hospitality	707	0	707	320	0	320
Networking & conferences	10,663	0	10,663	0	0	0
Consulting Cost	1,176	0	1,176	0	0	0
Sibling group & When Dreams Change Costs	0	3,606	3,606	0	0	0
Other Expenses	211	0	211	88	0	88
Fundraising Costs	**5,213**	**0**	**5,213**	**2,157**	**1,320**	**3,477**
Cost of Sales	174	0	174	3	0	3
Cost of fundraising	5,039	0	5,039	2,154	1,320	3,474
Grants to new Growing Hopes	**0**	**0**	**0**	**9,000**	**2,500**	**11,500**
Note 7	0	0	0	9,000	2,500	11,500
Salaries and HR	**82,789**	**106,609**	**189,398**	**31,179**	**66,417**	**97,596**
Wages and salaries	67,940	84,599	152,539	16,546	63,825	80,371
Employer NI	4,334	5,397	9,731	1,269	0	1,269
Employer Pension	3,397	4,230	7,627	2,284	1,735	4,019
Finance and HR & Professional fees	1,114	0	1,114	4,497	0	4,497
Freelance	438	11,313	11,750	1,630	0	1,630
Staff training	5,566	1,071	6,637	4,953	857	5,810
Total Expenditure	**127,771**	**112,157**	**239,928**	**55,398**	**74,092**	**129,491**

Growing Hope Annual Accounts 1 Jan 2022-31 Dec 2022 Notes to the Accounts

4. Fixed Assets		Clinic and IT Equipment
		£
Actual cost	**At 1 January 2022**	604
	Additions	1,673
	At 31 December 2022	**2,277**
Depreciation	**At 1 January 2022**	(151)
	Charge for the year	(569)
	At 31 December 2022	**(720)**
Net Book Value	**At 1 January 2022**	453
	At 31 December 2022	**1,557**

5. Debtors & Stock	2022	2021
Other debtors	0	2,200
Book Stock	296	154
Total	**296**	**2,354**

6. Creditors (amounts falling due less than one year)

	2022	2021
Other creditors	2,478	4,304
Total Current Liabilities	**2,478**	**4,304**

7. Grants to institutions	2022	2021
Growing Hope High Wycombe	0	6,500
Growing Hope Brockley	0	5,000
	0	**11,500**

8. Related parties

Dr Naomi Graham, the CEO of Growing Hope, is the child of Heather Graham, a trustee at Growing Hope High Wycombe. Growing Hope provides support services to Growing Hope High Wycombe including organisational policies, book-keeping, governance support, training, recruitment support. Growing Hope does not have any voting rights in Growing Hope High Wycombe. Paul Nye who is a trustee of Growing Hope is also a warden at St James Downley, where there is a Growing Hope Clinic

9. Analysis of assets by fund	Unrestricted Funds 2022	Restricted Funds	TOTAL FUNDS
Cash & deposit balances	32,778	48,151	80,929
Other assets	296	0	296
Total assets	33,074	48,151	81,225
Current liabilities	(2,478)	0	(2,478)
	30,595	48,151	78,746

	2022	2021
10. Average employees during the period	6	4

11. Restricted funds

Funder	Item Funded	Balance as at 1 January 2022	Income	Expenditure	Balance as at 31 December 22
		£	£	£	£
Joseph Rank Trust	Core Costs	0	10,000	10,000	0
Garfield Weston	Core Costs	0	15,000	15,000	0
Benefact (AllChurches) Trust	Core Costs	44,308	86,000	82,157	48,151
Community-Led Recovery Groundwork	Project cost	0	1,500	1,500	0
Tesco Groundwork	Project cost	0	1,500	1,500	0
Seedfield Trust	Project cost	0	2,000	2,000	0

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Trustee Expenses

The following expenses were paid to trustees during the year

Nature of expense	Trustees claiming expenses	Total expenses
Travel costs	1	£461

No trustee received any remuneration

14. Key Management Personnel	Total 2022	Total 2021
	£	£
Salaries and Wages	84,163	45,071
Employer's NI	9,428	4,391
Employer's Pension contributions	4,208	2,254
	97,799	51,716

No employee received remuneration above £60,000

15. Stock valuation

Stock of books is valued at cost and valued at £296 at 31 December 2022

Growing HOPE

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Registered charity number 1176358 (England & Wales)

growinghope.org.uk

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GROWING HOPE

England & Wales - Charity number 1176358

Accounts

2021

Growing Hope's

ANNUAL REPORT

Report & Financial Statements
1 January - 31 December 2021

Growing HOPE

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4 CEO's Letter

"I am proud of all our staff and volunteers and the time, energy and effort they have put into supporting families."

We have experienced significant expansion within Growing Hope in 2021. This year we have set up our third Growing Hope charity in High Wycombe which will open its doors for families to receive speech and language therapy in early 2022. Despite the challenges of coronavirus, we have been able to continue to provide support for children, young people and families in our clinics.

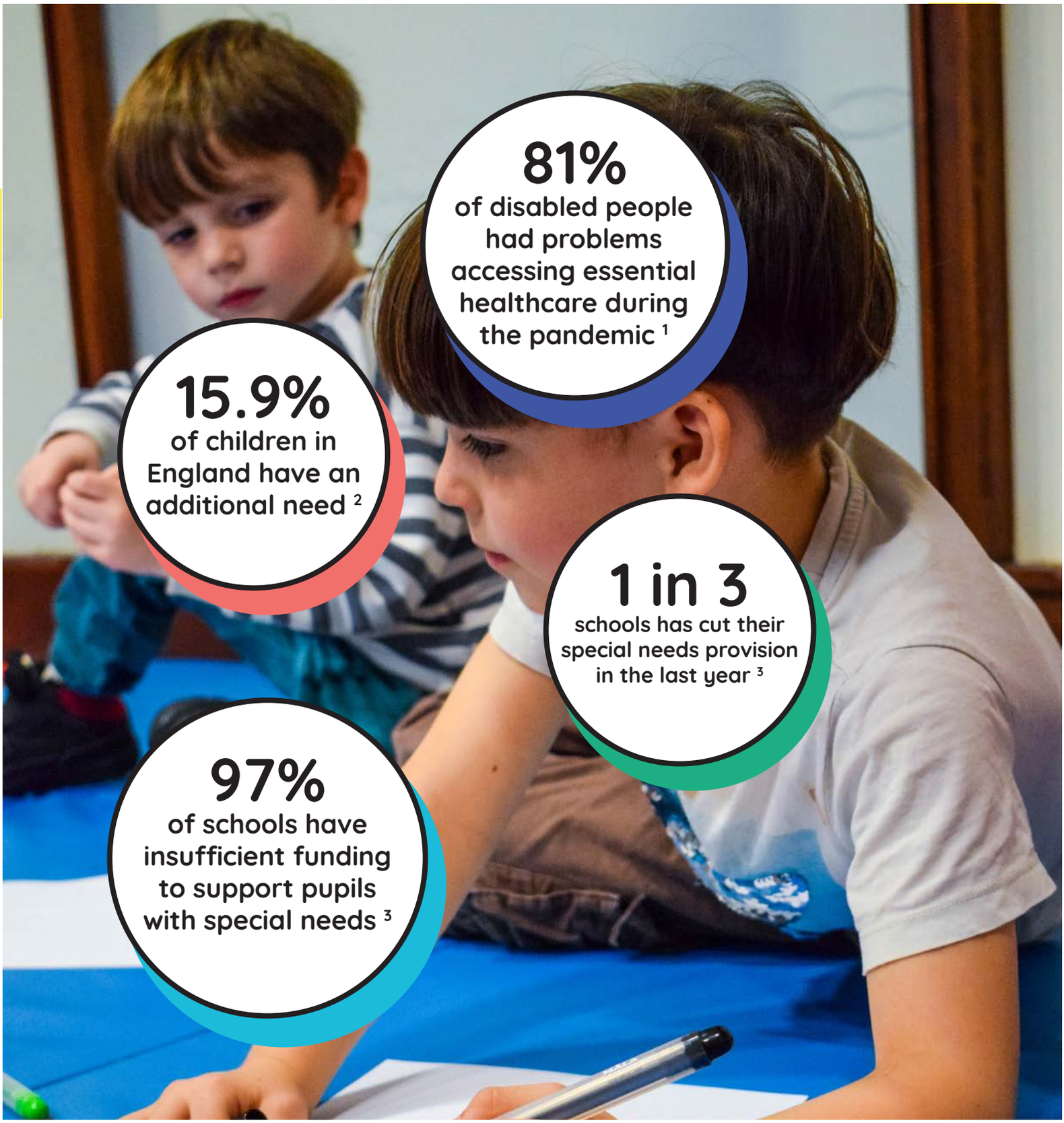
This year has been particularly significant thanks to a generous grant from Allchurches Trust who have enabled us to grow our national team to five individuals. This has helped us to continue to support families of children with additional needs on a national level. The team have delivered our Growing Hope Conversations podcast, our 'When Dreams Change' course for parents and carers, and our Siblings Group for brothers and sisters of children with additional needs.

I am proud of all our staff and volunteers and the time, energy and effort they have put into supporting families. Collectively, we have worked with 372 children, young people, parents, carers and siblings in 2021. It is a joy to be able to see and hear so many positive stories of change which you will read within this report.

I'm so grateful to God for his provision for us as a charity and for the families that we work with. I'm excited by the opportunities for growth next year, particularly as we pursue our vision to set up twenty clinics across the country by 2030, and continue conversations with potential partners in the north and east of the UK. I look forward to seeing all that 2022 holds as we continue to grow hope for children, hope for families and hope in Jesus.

Yours sincerely,

Dr Naomi Graham
Founder & CEO of Growing Hope



We've provided direct therapy for 146 children.

84% of therapy goals set with children were acheived.

231 parents supported through therapy sessions & courses.

6 Chairman's Letter

Growing Hope was founded in 2017 with a vision to see all families receive the healthcare support they need, bridging the gap between the evident need for care and its provision.

"I'm delighted that we've now opened our third Growing Hope clinic- Growing Hope High Wycombe, based at St James Church, Downley."

This year has seen us experience significant national growth and I must open with a huge thank you to the generous support of the Allchurches Trust, whose grant has allowed us to make some strategic appointments in our central team, expanding our staff to five. This in turn is enabling us to support our local clinics; we now have three Growing Hope local charities, King's Cross, Brockley, and High Wycombe.

To give you a snapshot of how God's been moving this year, Growing Hope King's Cross have welcomed a new Lead Therapist and Clinic Manager who will take over from Naomi Graham. As Founder and CEO, Naomi will be devoting much more of her time to our national work and expansion, as we continue towards our vision of twenty clinics by 2030. Naomi will still provide her clinical expertise and skills with Occupational Therapy on a weekly basis in King's Cross. Naomi is a remarkable visionary and practical leader, with more of her time dedicated to our national efforts, our ability to expand, care and grow hope for families will only increase. Thank you, Naomi, for all you do.

This year also saw Growing Hope Brockley celebrate its first birthday. With changes this year to Brockley's board of Trustees – we'd like to thank those moving on, and welcome in those newly appointed as they progress efforts, in partnership with St Peter's, to succeed in supporting as many young people and families as possible.

I'm delighted that we've now opened our third Growing Hope clinic- Growing Hope High Wycombe, based at St James' Church, Downley. Growing Hope High Wycombe will open their clinic in 2022 and start providing free speech and language therapy. Although based at St James' Church, we're seeing a huge community emerge here, with their Trustee board representing three local churches, alongside their network of 'champions' from twelve churches in Wycombe supporting local fundraising efforts – it's wonderful to see this community rally together.

On a national basis, we've also said goodbye to one of our Trustees, who we thank for their long-standing service and support, and welcomed two new Trustees to our board.

On behalf of Growing Hope Umbrella, I would like to thank all those who have given and prayed for us this year. In another challenging year, our entire team has continued to navigate COVID-19 to continue to meet a very real need for our services.

A special thank you to our national team of trustees, staff, therapists, and volunteers from right across all three of our clinics, for their time, energy, and precious expertise. A particular mention also to those who generously donated and sponsored our London Marathon runners, and to those who gathered people once more round their tables in Hosting for Hope.

Please join me in praying for our continued journey and for the provision needed to allow us to help many more families in 2022 and beyond.

Yours sincerely,

Rebecca White
Chair of Trustees

Can you tell us the difference Growing Hope has made to your life?

"Massive difference. I have learnt how to help my child try different food, develop his tripod grip. Naomi gave us so many strategies to help my child regulate himself. I am really grateful."

- Growing Hope King's Cross Parent

8 Trustees Report

The Board of Trustees presents its report and financial statements for the year 1 January 2021 - 31 December 2021 together with the Independent Examiner's Report. Growing Hope was registered with the charity commission as a CIO on 19 December 2017, charity number 1176358; 2021 was the fourth financial period of the charity. Free unrestricted funds as of 31st of December 2021 were £31,759. Our current trustees are Rebecca White, Francesca Fauvet, Paul Nye, Lois Tackie-Oblie, Bambi French and Joojo Kyei-Sarpong.

As Growing Hope we continue to provide free therapy for children and young people with additional needs in partnership with local churches across the UK. We have seen this happen through our clinics which have worked with 372 children, young people and their families in 2021. This year we celebrated our 3rd birthday online and despite the ongoing challenges of the pandemic, have seen both our clinics, Growing Hope King's Cross and Growing Hope Brockley, expand their provision. We are also preparing to open our third clinic - Growing Hope High Wycombe in the new year. Thanks to a very generous grant from Allchurches Trust, our national team has also grown. We have welcomed Rich di Castiglione as Head of Supporter Engagement, Christina Okoro as Finance Officer and Adeola Aremu as Administrator.

As trustees we are confident that we have followed our charitable objectives this year and have seen change for the public benefit. We have referred to the Charity Commission's guidance on reporting on public benefit when preparing this annual report. We have continued our focus on developing our model, policies and procedures alongside the national team in order that we can meet the vision to set up 20 clinics across the UK by 2030. Our trustee board continues to govern the charity. On 16th August 2021 Carol Page stepped down as a trustee and Bambi French was appointed as her replacement. On 24th of November 2021 Joojo Kyei-Sarpong was appointed as an additional trustee to support the work of the board. We would like to thank Carol for her service and dedication to Growing Hope and welcome Bambi and Joojo to the team.

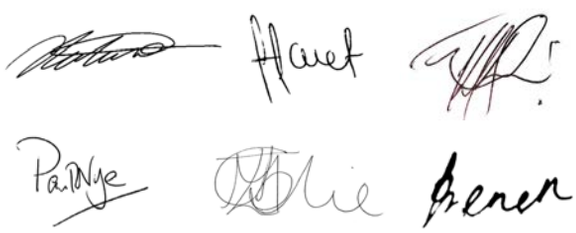
We would like to extend our thanks to all who enable Growing Hope to continue to grow and be successful. We are also thankful for the time, energy and effort that many volunteers have contributed over 2021. We are looking forward to the future of Growing Hope, and remain confident we can continue to positively impact and support families with additional needs in the years ahead.

Appointment of Trustees

The Board of Trustees consists of up to twelve members who are appointed on the basis of an open recruitment exercise. The Board undertakes a regular skills audit for existing trustees and matches that against the desired skills and experience before undertaking any new recruitment, in order to ensure that the Board remains well equipped to meet its governance function. Trustees are recruited through current trustee and staff networks with an open advertisement and direct invitations to individuals with

particular skills of benefit to the board. Interested parties are required to provide a statement of interest and skills, and appointment is subject to two character references, a clear DBS check and a signed volunteer agreement. There is an occupational requirement that all trustees are able to uphold the Growing Hope vision and values and are therefore practising Christians.

Yours sincerely,



Rebecca White, Francesca Roberson, Paul Nye, Lois Tackie-Oblie, Bambi French and Joojo Kyei-Sarpong

This year we have:

- Supported 377 children, siblings, parents and carers through our clinics.
- Increased our income by 253% in a large part thanks to a generous grant from Allchurches Trust.
- Raised £174,132 to grow hope in the lives of families across the UK.

"Every meal time is a very stressful time for me and my son; thanks to this session I learned about a lot of different techniques that I can try to make it better. Very helpful, thank you."

Parent attending training session on Selective Eating

10 Objectives

In accordance with its charity constitution, Growing Hope has sought to achieve the following aims and objectives in the year dated 1 January 2021 to 31 December 2021.

The advancement of health and wellbeing for the public benefit through support for therapy clinics run in accordance with Christian principles for children and young people [0-18] with additional needs and their families through local churches across the UK. In particular, but not exclusively, by:

- Partnering with churches across the UK to set up clinics and health and wellbeing services.
- Providing oversight, funding and support for set-up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.
- Raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.
- The advancement of the Christian faith through engaging in discussion about the Christian faith and doctrine and offering prayer and other such activities.

Hope for Children:
We have continued to support the running of Growing Hope King's Cross, Growing Hope Brockley and the set-up of Growing Hope High Wycombe. We have developed our coaching, training and resources to support our existing clinics and enable further clinics to be set-up. These clinics positively impact the lives of children and young people through free therapy provision.

Hope for Families:
This year families of children with additional needs have continued to face ongoing challenges of the coronavirus pandemic and society's recovery from it. To support families we have continued to produce resources such as our podcast and have also developed our Siblings Group Facilitator programme. We have provided training and consultancy which has positively impacted children and young people with additional needs and their families.

Hope in Jesus:
Throughout our training sessions we are open about our Christian roots as a charity. We have provided training to several Christian organisations on how to enable accessibility in church for children and young people with additional needs. We continue to partner with King's Cross Church, St Peter's Brockley and more recently St James' Church Downley. We have also been exploring potential future partnerships with churches across the UK.

Growing Hope's Values

Hope

We believe Jesus brings hope to children, young people and families, even in the most difficult situations, and that underpins everything we do.

Community

We are accepting of all and want everyone to know they are seen, heard and belong.

Courage

We are brave, choosing honesty over comfort, and tackling problems because we want to change lives.

Innovation

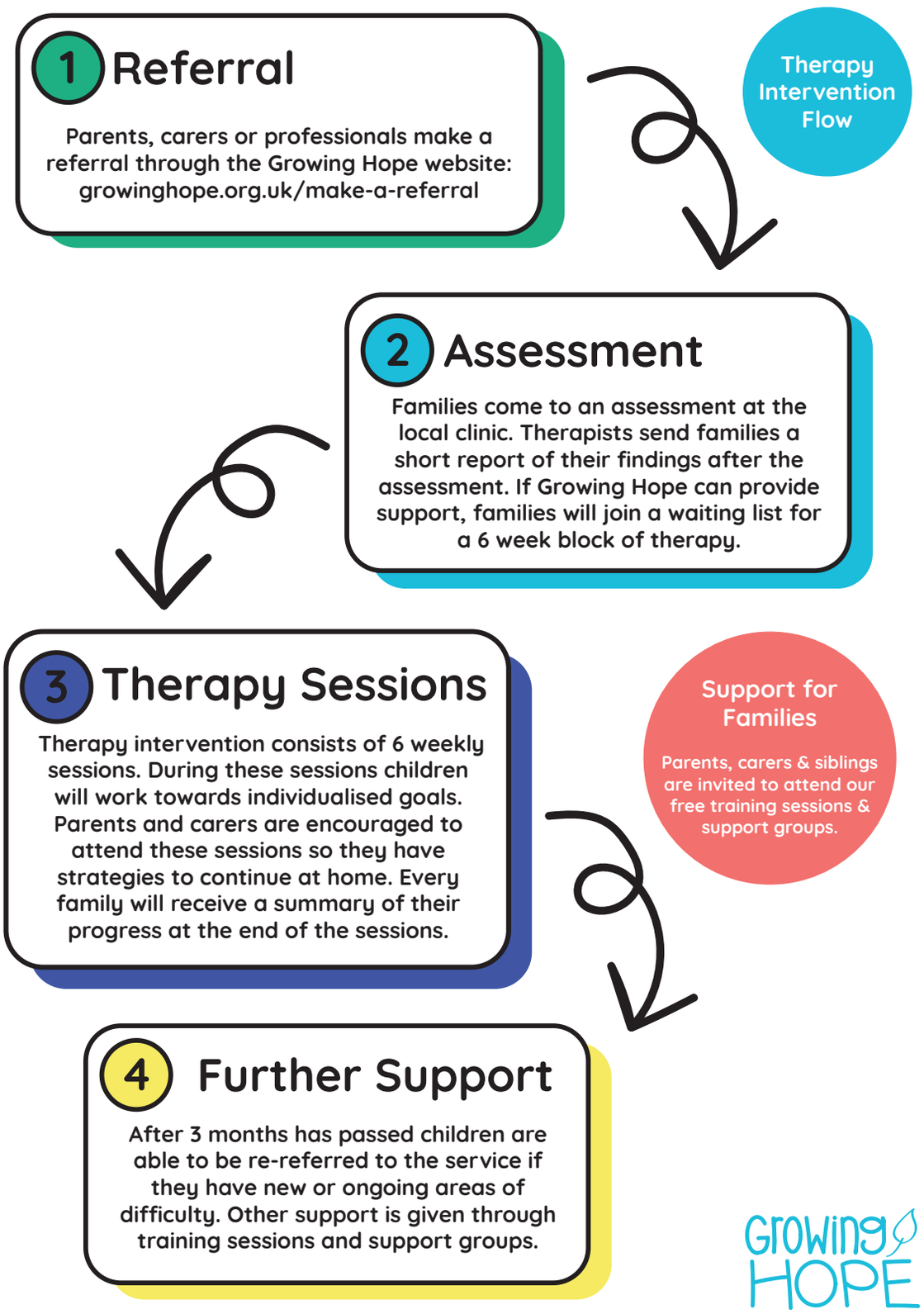
We are innovative, flexible and creative in our approach, always aiming for excellence.

Generosity

We look out for others and share our time, encouragement, finances and skills.

12 Referrals Process

Parents, carers and professionals can make referrals for the therapy we offer. Children are then assessed at our local clinics before being offered a block of therapy if we can provide support.



Local Clinics

Our vision is to see 20 clinics set-up across the UK by 2030. As a national charity we have developed a model which provides coaching, support and resources for local churches to set up Growing Hope clinics. These clinics are then able to provide free therapy for children and young people with a range of additional needs and their families.

Growing Hope National Charity	**Local Church Partner**	**Growing Hope Local Charity**
Coaching & support for set-up. Model and step by step process for how to run a Growing Hope.	Joint appointment of the Lead Therapist and Clinic Manager as part of the staff team.	Joint appointment of the Lead Therapist and Clinic Manager (who runs the therapy clinic). Governance and oversight of this individual & local clinic decisions.
All policy, procedures, strategy and insurance.	Office and clinic space and day to day facilities needed.	Direction to the Growing Hope (national) policy and governance to make sure this is adhered to.
A national vision and support for what accessibility can look like in local churches.	Open arms to exploring how to enable a greater accessibility within church & releasing of the Lead Therapist/Clinic Manager as part of the church staff team to do this - often initially in partnership with kid's church.	Encouraging and enabling the Lead Therapist and Clinic Manager in their work on a Sunday to enable a greater level of accessibility within church.
Provision of £6,000 to help start the new charity.	Either £5,000 (3 day Lead Therapist) or £10,000 (4-5 day Lead Therapist) of support a year to contribute to running of the local charity.	Local fundraising which enables the rest of the money to be raised for the clinic to run. This involves running events, asking individuals to give regularly and applying for grants.

14 Existing Clinics

In 2017 we launched our first clinic, Growing Hope King's Cross, in partnership with KXC. Despite the challenges of the pandemic, we launched our second clinic in 2020, Growing Hope Brockley, in partnership with St Peter's Brockley. Since their launch, both clinics have continued to grow and thrive. Here is what they have been up to this year:

Growing Hope King's Cross:

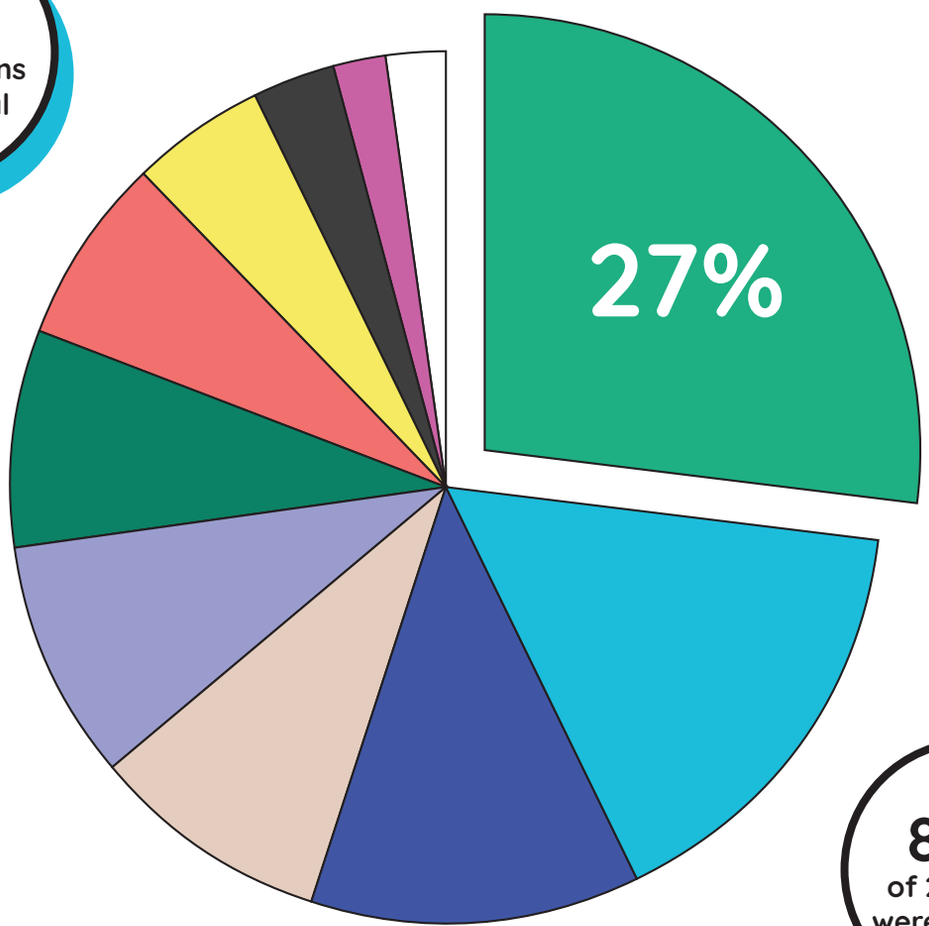
- In September 2021 Abi Page was appointed as the new full-time Lead Therapist and Clinic Manager after Naomi Graham stepped down in September 2021 to focus more on her role as CEO of Growing Hope Umbrella. During 2021, Growing Hope King's Cross expanded the therapy team to include an additional freelancer - art therapist, Alley Akoh. The therapy team is now made up of 3 members of staff and 3 freelancers.
- The clinic now provides occupational therapy, physiotherapy, music therapy, speech and language therapy, art therapy, and children's counselling.
- Growing Hope King's Cross worked with 107 children and 159 siblings, parents and carers in 2021 and 83 per cent of therapy goals set across all sessions were met.

Growing Hope Brockley:

- Lead Therapist and Clinic Manager Shaaron Powell has continued to provide occupational therapy. In September 2021, Shaaron increased her time with the clinic from three days to four days. The clinic also welcomed a volunteer therapist to the team this year. Aislinn Jeffers has been providing integrative therapy and the clinic is preparing to welcome a volunteer music therapist in 2022.
- The clinic now offers free occupational therapy and integrative therapy for families in Lewisham and Southwark.
- Growing Hope Brockley worked with 111 children, siblings, parents and carers in 2021 and 87 per cent of therapy goals across all sessions and groups were met.

Types of goals children worked on in clinic

40%
of 511 sessions were virtual



84%
of 287 goals were acheived

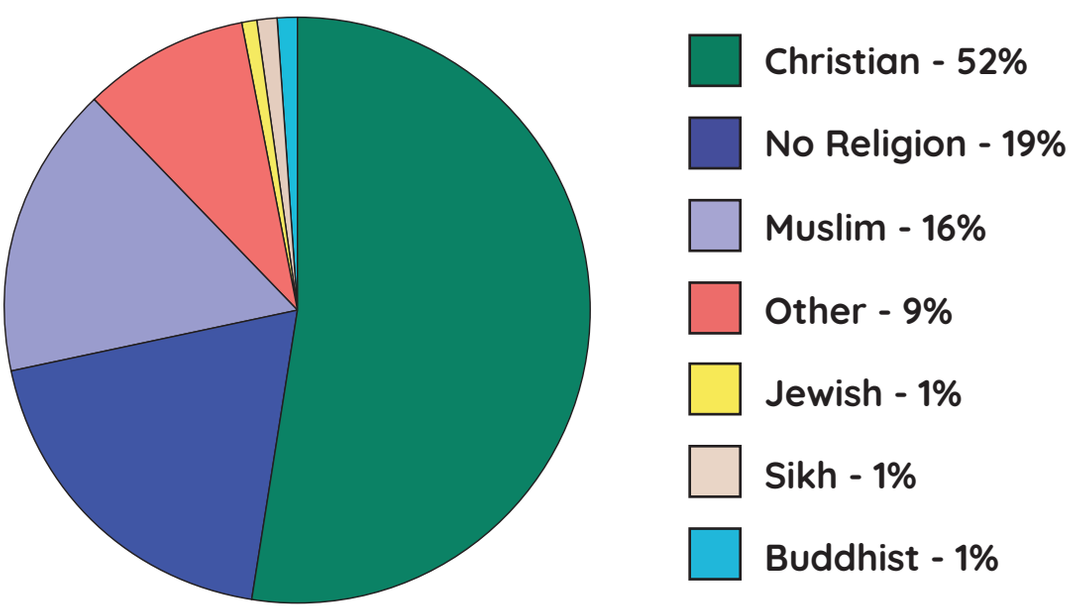
- **Attention & Listening** - 71 goals / 27%
- **Social Skills** - 43 goals / 16%
- **Co-ordination, Walking & Strength** - 32 goals / 12%
- **Mark Making & Writing** - 24 goals / 9%
- **Dressing** - 23 goals / 9%
- **Eating** - 21 goals / 8%
- **Emotional Regulation** - 18 goals / 7%
- **Speech & Communication** - 12 goals / 5%
- **Understanding Language** - 7 goals / 3%
- **Toileting** - 6 goals / 2%
- **Self-confidence & Identity** - 4 goals / 2%

16 Who We Support

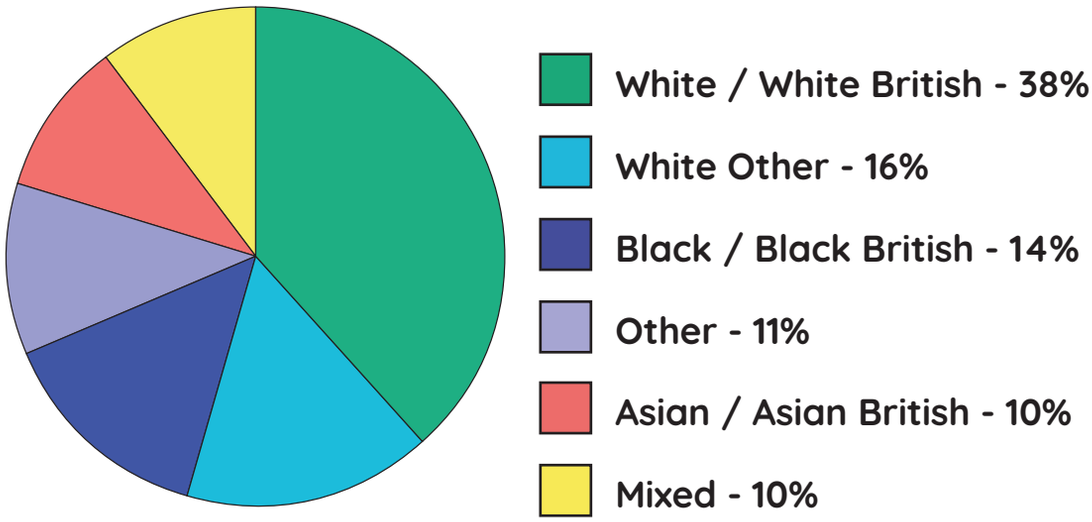
We support children, young people and families from a range of backgrounds and circumstances.

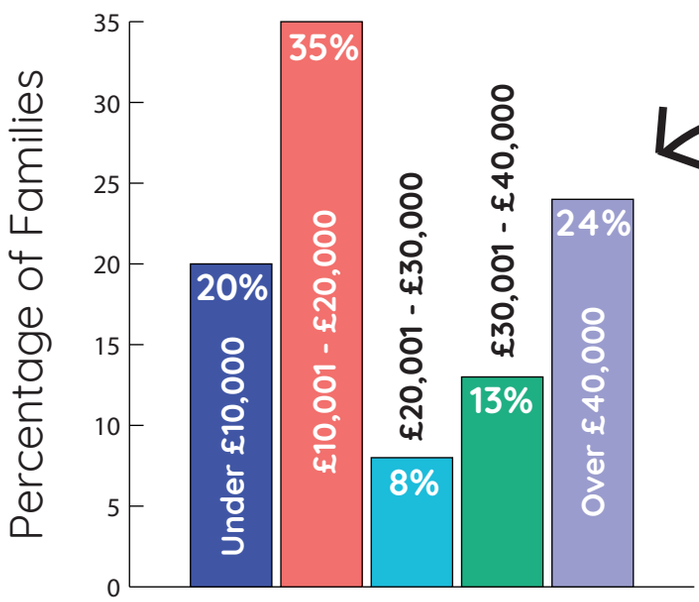
20% of families receiving our services had an income under £10,000; 63% had an income under £30,000; 28% of families received multiple benefits and income support. At Growing Hope we endeavour to offer a service that is open to all individuals irrespective of their background, and reach those who are experiencing the most pressing challenges and the absence of support. We feel these demographics demonstrate that over the last year we have been helping to assist those in critical need of support. As Growing Hope we value community, we are accepting of all and want everyone to know they are seen, heard and belong.

Religion of Families Attending Growing Hope Clinics



Ethnicity of Families Attending Growing Hope Clinics



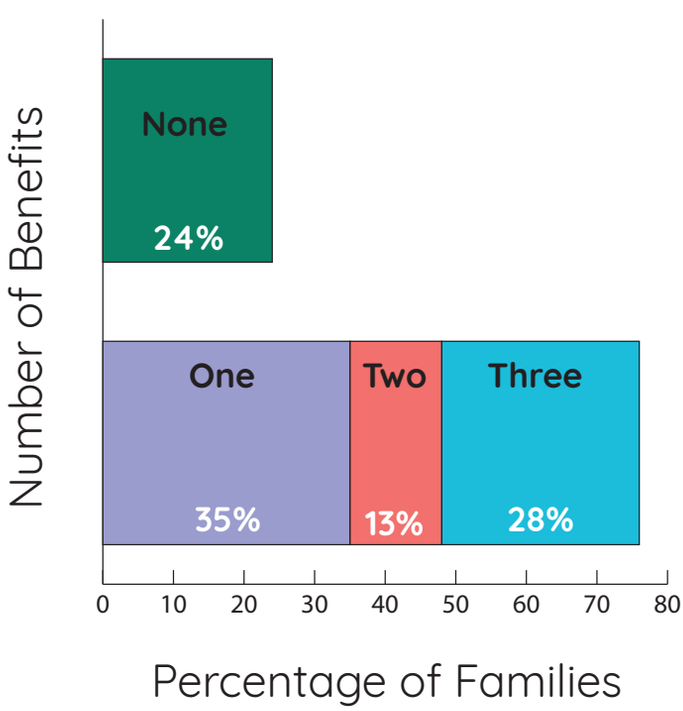


63%
of families have a household income that is below the UK median of £29,900 [4]

Household Income for Families Attending Growing Hope

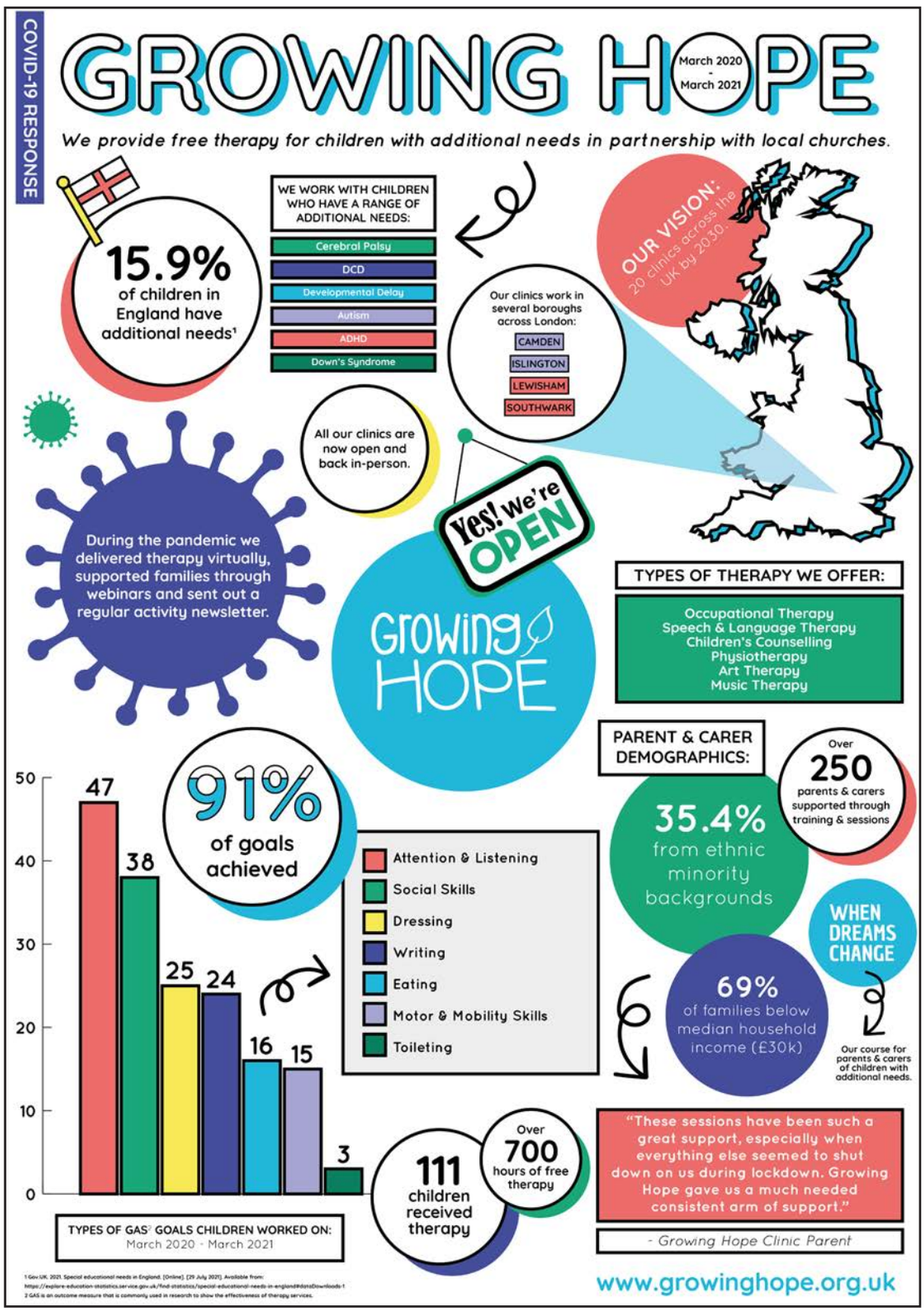
76%
of families are receiving at least one type of income support or benefit.

Household Benefits for Families Attending Growing Hope



18 Our Response to COVID-19

Earlier this year we took part in a Mayor of London project called 'London Community Story'. As part of this project, this infographic was created to illustrate our response to the COVID-19 pandemic and the impact it had on the families we worked with from March 2020 - March 2021.



Noah's Story & Occupational Therapy

Noah's Mum, Sara*, had been finding it increasingly difficult to take Noah out in public because of his challenging behaviour and lack of awareness of danger. As he often would run away or struggle to stay with his Mum in busy roads and carparks she could not take him out. Sara asked for Growing Hope to help write her a supporting letter for a blue badge application which she'd been trying to get for 18 months. After receiving the supporting letter the council issued Noah with a blue badge. Sara was so relieved that she now had a way of driving with Noah and supporting him to access activities in the community.

When Noah* first came for an occupational therapy assessment he spent a lot of time running around the room and refusing to participate in activities. Noah has autism and limited language and finds it difficult to focus on tasks. However, through his sessions Noah has been able to learn how to follow a visual schedule, he has sat and participated in activities at the table and overcome tasks he finds challenging. Noah has been able to touch foods he's not sure about and has been able to engage in play activities with his Mum.

*pseudonym

20 New Clinics

We are on a mission to open 20 clinics across the UK by 2030. On 26th July 2021 our third clinic Growing Hope High Wycombe was registered with the Charity Commission. This clinic will open its doors to the public at the beginning of 2022.

Growing Hope High Wycombe:

- We are partnering with St James' Church Downley to run Growing Hope High Wycombe. The trustees to the right came together from churches across High Wycombe to set-up the charity.
- Our team provided coaching and support for the set-up process in order that the charity could successfully launch.
- Our CEO Naomi was part of the interview panel to appoint the new Lead Therapist and Clinic Manager Estelle Van Der Linde who will be providing speech and language therapy when the clinic opens to the public.
- The Growing Hope High Wycombe trustees have run several successful fundraising and vision events with the support of the national team. They raised over £2,000 by taking part in the Hosting for Hope campaign to support the set-up of the clinic.

St James' Church Downley

Jan Fishwick (Chair)

Elizabeth Evans

Angela McInerney

Heather Morley

Lydia Cook

Heather Graham

“I am very excited about setting up Growing Hope High Wycombe. It will be great to be involved in something that so tangibly meets the needs of many children and young people in our community. We have met with the headteachers from the local primary schools who are so excited to have this free therapy on their doorstep. They could immediately think of so many children in their schools that would benefit from Growing Hope High Wycombe.

Although this clinic will be based at St James' Church, the aim is that churches across High Wycombe will get involved and support its work. We already have three different churches represented in our trustees and champions from 12 churches in Wycombe who will promote Growing Hope and help us with our fundraising.

It has been great to see how everything has come together for setting up this third Growing Hope Clinic. Our charity registration came through within a week of submitting it! Having the support of Growing Hope umbrella, both in terms of policies and paperwork, but also staff on the end of the telephone means that we as new trustees have found it much less daunting to set-up, and it is great knowing that support will continue as we move into employing our first staff.

We have recently run the When Dreams Change course. Having all the resources available via the Growing Hope website made it really easy to facilitate. The parents connected with the material and with each other from the start and found the course so helpful.

It is wonderful to be a part of the Growing Hope vision of opening 20 clinics across the UK by 2030.”

Reverend Heather Graham - Vicar of St James’ Church Downley and Growing Hope High Wycombe Trustee

22 Policy & Guidance

As a national organisation, we provide training, policy and guidance for our local clinics. This enables them to focus on providing therapy for local communities.

Policy & Guidance

We have continued to review and develop our policies and procedures in order to create a sustainable model which will enable other clinics in the UK to flourish. We have responded rapidly to the ongoing coronavirus pandemic and have adapted our policy as the situation has changed. This year, the Senior Leadership Team has focused on developing our internal processes and procedures, to ensure they are robust as we continue to open more clinics and expand our national team.

Clinical Supervision

In order to ensure high standards of therapy practice each of the contracted Growing Hope clinicians receive regular clinical supervision and have access to funding for training. We have four registered therapists who are our clinical supervisors this year.

Training

We regularly run training sessions for staff and volunteers of the national and local charities. This year many of our sessions focused on supporter engagement and fundraising. In March 2021 we held an initial Fundraising & Supporter Engagement workshop for all national and local staff, trustees and volunteers. We are grateful for Emma Ullman from Moore Kingston Smith who ran this training and covered topics such as engaging supporters, sharing Growing Hope's vision and networking. A further session was run by Emma for the national team in July 2021 and covered corporate fundraising and fundraising strategy. Also, in October 2021 Rich, Head of Supporter Engagement, Naomi, CEO, and Christina, Finance Officer, ran a Trustee Training session in High Wycombe. This session covered and answered queries around finances, budgeting and fundraising strategy.

Future Growing Hope Clinics

This year as well as supporting the set-up of Growing Hope High Wycombe, we also ran a successful Set-Up Stories event in November 2021. This event was attended by representatives from several churches across the UK who are interested in setting up a Growing Hope clinic. In the new year we will be inviting these churches to apply to be our next clinic.

“Growing Hope sessions are really amazing! I am now able to easily do things I used to find difficult.”

Child attending sessions at Growing Hope Brockley

24 National Impact

One of our aims is to improve accessibility for people with additional needs. In the last year we have relaunched our podcast, provided accessibillity consultancy and various courses in order to acheive this aim. This year 6,613 people have directly engaged with our resources, podcasts or have attended our training for churches and organisations.

Training & Courses

- During 2021 we ran our When Dreams Change Facilitator training twice - once online and then in-person in October. Since launching this training last year, we have trained over 20 Facilitators from across the UK. When Dreams Change is a course that enables parents and carers of children with additional needs to process their experiences.

- In October 2021 we launched our Facilitator Training for our Siblings Groups. This will enable teaching professionals and other organisations to run our groups for primary school age siblings of children with additional needs. We received funding from the Virgin Media & O2 Together Fund and other grant providers to develop our Siblings Group Facilitator Training and hope to run it twice in 2022.

Accessibility Consultancy

- In October 2021 Naomi and Rachel attended the 'Further Up and Further In: Going Deeper' conference for Christian educators. Naomi hosted a seminar called 'Growing Hope' for those with SEND'. and we engaged with attendees via a virtual stand.

- Throughout the year Naomi has continued to work closely with 3Generate, the Methodist Youth & Children's conference, to ensure their main event is accessible for all people.

This year she also hosted a seminar for young people on setting up a charity and Growing Hope King's Cross' art therapist Alley Akoh ran a popular art workshop. There is more information in the table below.

- This year we have been able to use the press and media to increase awareness of our work and our supporter base. In April 2021, after a press release about our Allchurches Trust grant, Naomi was interviewed on UCB1 by Paul Hammond. The story was also widely circulated by the Christian press including The Church Times and the National Churches Trust.

- Our relationship with YCW Magazine has continued. The readership of our articles can be viewed in the table on page 26. In February 2021 Naomi was also a guest on Premier's podcast: The Leadership Show with Andy Peck.

- We have also had successful features in SEND and Christian magazines. Most significantly, in July 2021 Naomi was interviewed by The Church Times. The newspaper has a weekly distribution of 20,000, while the website attracts over 26,000 unique visitors every week.

- This year we have also had the opportunity to develop our Accessibility Auditing for churches. Growing Hope is now able to provide certification and awards to churches who are accessible for people with additional needs.

WHEN DREAMS CHANGE

Locations of When Dreams Change Facilitators

Feedback from parents & carers attending the course:

> **"The course had a positive impact on my mental attitude & what I think about myself as a parent".**

> **"This course made me realise I have to help myself more to help my son"**

Overview of the impact of our accessibility work

Date	Organisation	Session Title/Topic	Attendees/ Readership
Feb 2021	3Generate, Methodist church national children's and youth team	Tuning into God with my senses, workshop for 8-11 year olds	26
Feb 2021	3Generate	Tuning into God with my senses, workshop for 12-18 year olds	20
Feb 2021	Premier's YCW Magazine	Supporting children and young people with their mental health	1100
March 2021	3Generate	Leaders training on supporting children and young people to listen to God	32
May 2021	3Generate	Accessibility workshop for team leaders in preparation for November event	16
May 2021	Crux (delivered training to Growing Hope parents)	Managing difficult conversations with schools	8
May 2021	PACT	Zoom workshop to support parents with their children's attention and concentration	177
June 2021	Premier's YCW Magazine	Article about sex, sexuality & gender identity	4300
July 2021	PACT	Online workshop on supporting children with toilet training	100
July 2021	PACT	Online workshop on supporting children with dressing	25
Oct 2021	Gateshead	In-person training on supporting accessibility within church	15
Oct 2021	3Generate	Supported accessibility across the event, training staff and volunteers and supporting children and young people with access requirements	100
Oct 2021	Christian Schools Trust online conference	Supporting and engaging families who have Special Educational Needs and Disabilities in a Christian context	81

6,613 people have directly engaged with our training and resources.

Growing Hope Conversations

In September 2021 we launched a new version of our podcast called 'Growing Hope Conversations'. With the financial support of the Jerusalem Trust, we recorded 12 interviews with people who have experience of additional needs. Our aim was to share stories of those living with additional needs to tackle barriers of accessibility. We believe real change in society starts with honest conversations. The podcast was hugely successful. We received over 600 downloads and some very encouraging feedback. We would like to thank Mark Arnold, Additional Needs Ministry Director for Urban Saints, who was Naomi's co-host for this season. We look forward to recording a second season with more exciting guests.

"Such a brilliant episode. It had so much solid gold for anyone and everyone. I was inspired by their leading through challenges. Have listened to it twice already."

Claire listening to 'Paul & Becky Harcourt - Disability & Leadership'

"This was so good, thank you for sharing! As parents of a child with a disability & as church leaders, this was so helpful. Thank you for sharing your wisdom & your journey."

Sarah listening to 'Paul & Becky Harcourt - Disability & Leadership'

"I'm really enjoying this podcast but this is my favourite so far. Listened on my run this morning & smiled a lot as I listened, much to the confusion of other runners!"

Jess listening to 'Emily Thompson - My Life with Down's Syndrome'

28 Supporter Engagement & Fundraising

This year we have received a total of £174,132 from generous indivduals and organisations to help us open more clinics across the UK.

We would not be able to do anything without the incredible generosity of our supporters. Despite the coronavirus pandemic, we've seen remarkable three-fold growth in fundraising over the course of 2021. This is particularly due to some large grants that we've received in order to build our supporter engagement capacity and move towards long-term sustainability. Throughout the year, our subcommittee brings together staff, trustees and volunteers to deliver grant applications and plan our fundraising activities. We have been particularly thrilled to see how individual giving has also grown by 66% over the course of the year. We are anticipating a continued need for growth in our fundraising over the coming years in order to resource our ambitious vision of setting up 20 clinics by 2030.

Campaigns & Events

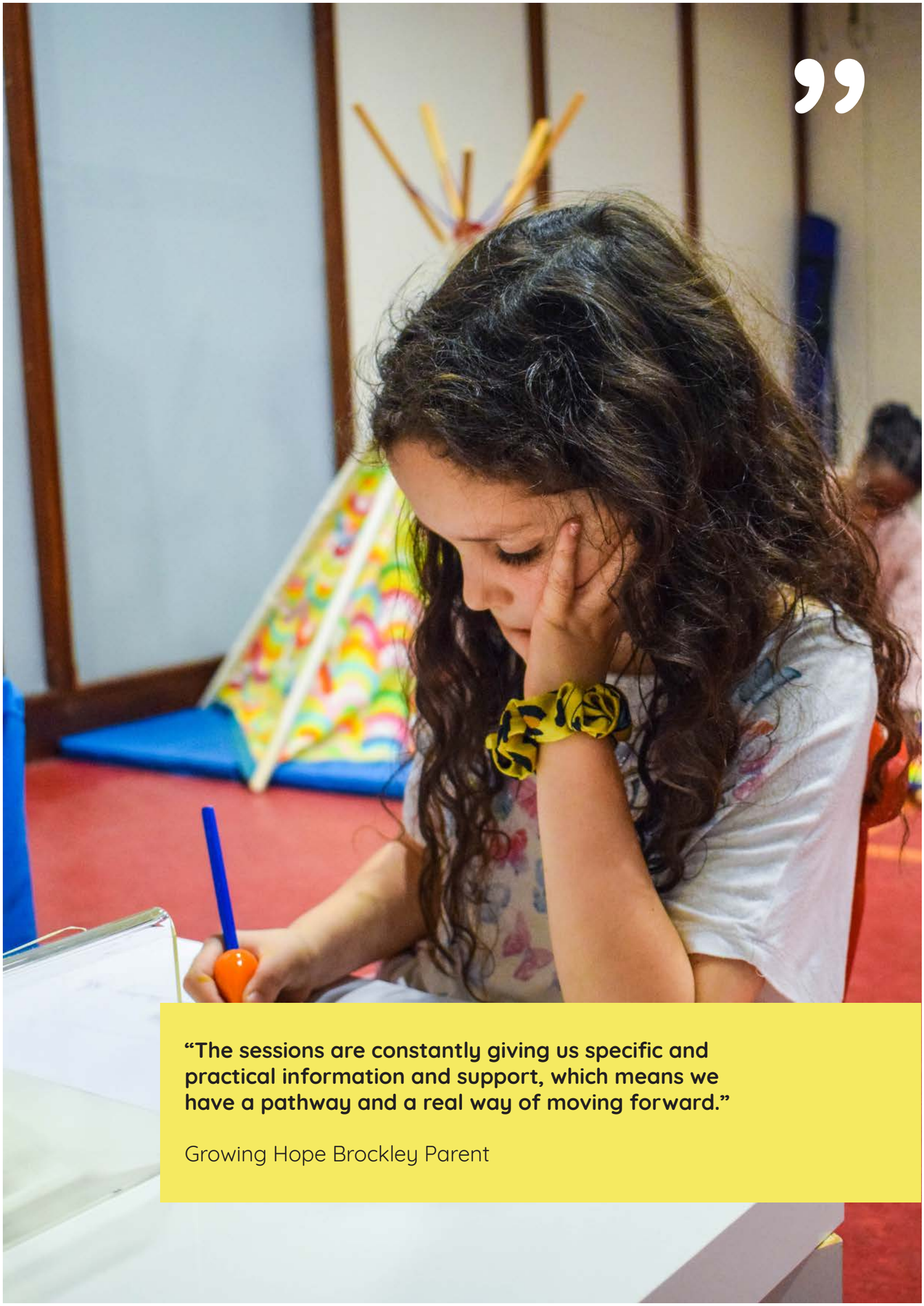
Due to the ongoing pandemic and resulting lockdowns, we were unable to hold any large scale in-person fundraising events in 2021. We are looking forward to our next in-person event in May 2022. However, we would like to say a huge thank you to Tim for raising nearly £1,000 by running the London Marathon in October 2021.

Hosting for Hope

Alongside our local clinics, we were still able to successfully run a Hosting for Hope campaign when lockdowns were lifted in the Summer of 2021. During a Hosting For Hope meal, hosts invite friends and provide the food. Instead of bringing drinks or dessert, guests are invited to donate towards the work of Growing Hope (suggested minimum donation of £10). Over 60 individuals registered their interest in taking part in this campaign for our national charity or one of our local clinics. As a national charity we raised £628.75 and in total the campaign raised nearly £5,000 for our national charity and local clinics. We plan to keep this campaign running for people to take part in throughout the year.

Big Give

We were also still able to raise over £25,000 through our Big Give campaign which we ran in partnership with Growing Hope Brockley. We received several generous donations from individuals who have committed to pray and support Growing Hope - you know who you are and we are so grateful for your gifts which enable us to set up further clinics and support children and young people and their families. As part of this campaign we created new social media content including videos to explore the theme of 'What Does Hope Look Like' from the perspective of a child, parent and church working in a local community. This was also successful and has generated further conversation and interest in Growing Hope. The campaign increased our social media following by 5% and reached around 20,000 people.



“The sessions are constantly giving us specific and practical information and support, which means we have a pathway and a real way of moving forward.”

Growing Hope Brockley Parent

30 Income Generation

We continue to use a variety of methods to generate income which will enable us to be sustainable in the long-term. This year we have continued to develop our grant and training income. During the year we have developed activities which generate income such as running the Siblings Group Facilitator courses.

We received an income of £174,132:

- £12,310 regular giving
- £12,074 one-off gifts
- £4,735 gift aid
- £6,470 donations from other organisations
- £123,100 grants
- £7,930 fundraising
- £5,178 training, consultancy & other services
- £2,335 Growing Hope training courses

Grant Income

This year has been successful in enabling us to increase our grant income. We are grateful to all of the individuals who have submitted grant applications and supported us in the process of applying. We would also like to extend our gratitude to the grant providers, who enable us to continue to support children and young people with additional needs and their families. We would like to particularly thank the Allchurches Trust staff and trustees for their extremely generous donation of £258,000 (£86,000 a year for 3 years) which has had a transformational impact on our organisation. It has enabled us to employ 3 new staff members and we look forward to working with the Allchurches Trust team over the next few years.

Grant Provider	Amount Received
Allchurches Trust	£86,000
Arnold Clark Community Fund	£1,000
Broadmead Trust	£500
Garfield Weston Foundation	£15,000
Groundwork London	£1,700
Joseph Rank Trust	£10,000
Neighbourly Community Fund	£400
Seedfield Trust	£2,000
The Grant Foundation	£2,500
The Jerusalem Trust	£2,000
Virgin Media & O2	£1,000

ALLCHURCHES TRUST LIMITED ®
OWNERS OF ECCLESIASTICAL INSURANCE GROUP

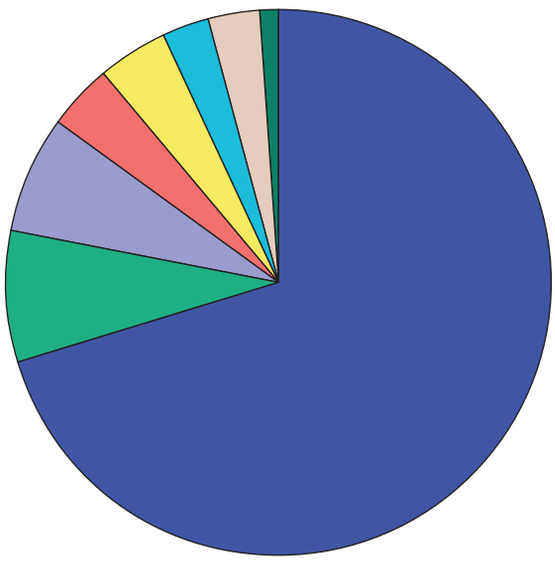
The Jerusalem Trust

neighbourly COMMUNITY FUND

Supporting Growing Hope Clinics

As a national charity, an important aspect of supporter engagement is building our network across the charity and helping our local Growing Hope Clinics to also engage with their supporters. This year through the Hosting for Hope and Big Give campaigns we have produced resources and social media content that local trustees and volunteers could use as part of their fundraising. We have promoted events and activities of local clinics as well as the national charity.

Hosting for Hope Meal in Summer of 2021



Types of income received by Growing Hope Umbrella

- **Grants - 71%**
- **One-off gifts - 7%**
- **Regular giving - 7%**
- **Fundraising - 5%**
- **Donations from other organisations - 4%**
- **Training, consultancy & other services - 3%**
- **Gift aid - 3%**
- **Growing Hope training courses - 1%**

32 Employees & Volunteers

This has been a huge year of growth for our national team thanks to a large grant from Allchurches Trust. We look forward to seeing what we can achieve in 2022 with the support of a bigger team.

Staff

We extended Naomi Graham's employment as CEO to three days a week (0.6FTE) in October 2021. In September 2021 we also extended Rachel Orphan's contract and she has taken on a new role as our Digital Communications Officer. In July 2021 we welcomed Rich di Castiglione as Head of Supporter Engagement, Christina Okoro as Finance Officer and Adeola Aremu as Administrator. Rich, Tina and Adeola have already had a huge impact on our growth as an organisation. We are extremely grateful for their support and look forward to working with them on even bigger projects in 2022.

Freelancers & Volunteers

In July 2021 Esther Elshen took a step back from her role as a regular communications freelancer. We would like to thank Esther for her dedication and expertise in nurturing and growing our digital audience. We are also extremely grateful to those who regularly volunteer time to support our work as a charity. We'd like to thank all of the clinicians who have provided supervision this year - Elizabeth Johnson (Physio) who has been volunteering, and freelancers Ruth Stephens (OT) and Debbie Hughes (SLT). We'd also like to thank Emma Bird for her continued support with our gift aid; Esther and Patrick Elshen for all the work they have put into the development of our supporter database; Wendy Orphan, Cerys Orphan, and Chelson Thilak Jeev for their support as part of our fundraising subcommittee.

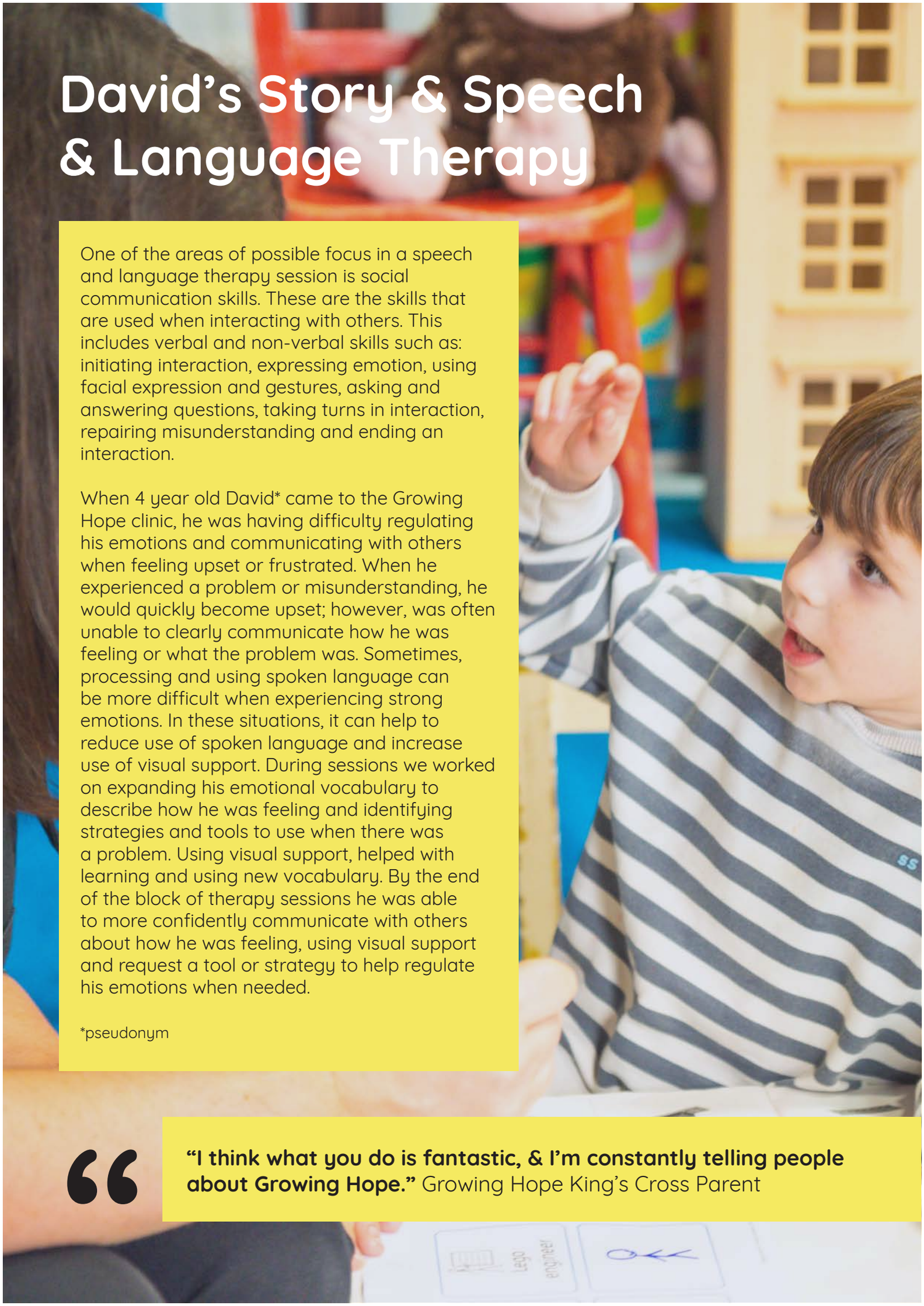
We'd also like to thank Natalie De Laune who has volunteered time and administrative support to minute meetings and help with general administration.

David's Story & Speech & Language Therapy

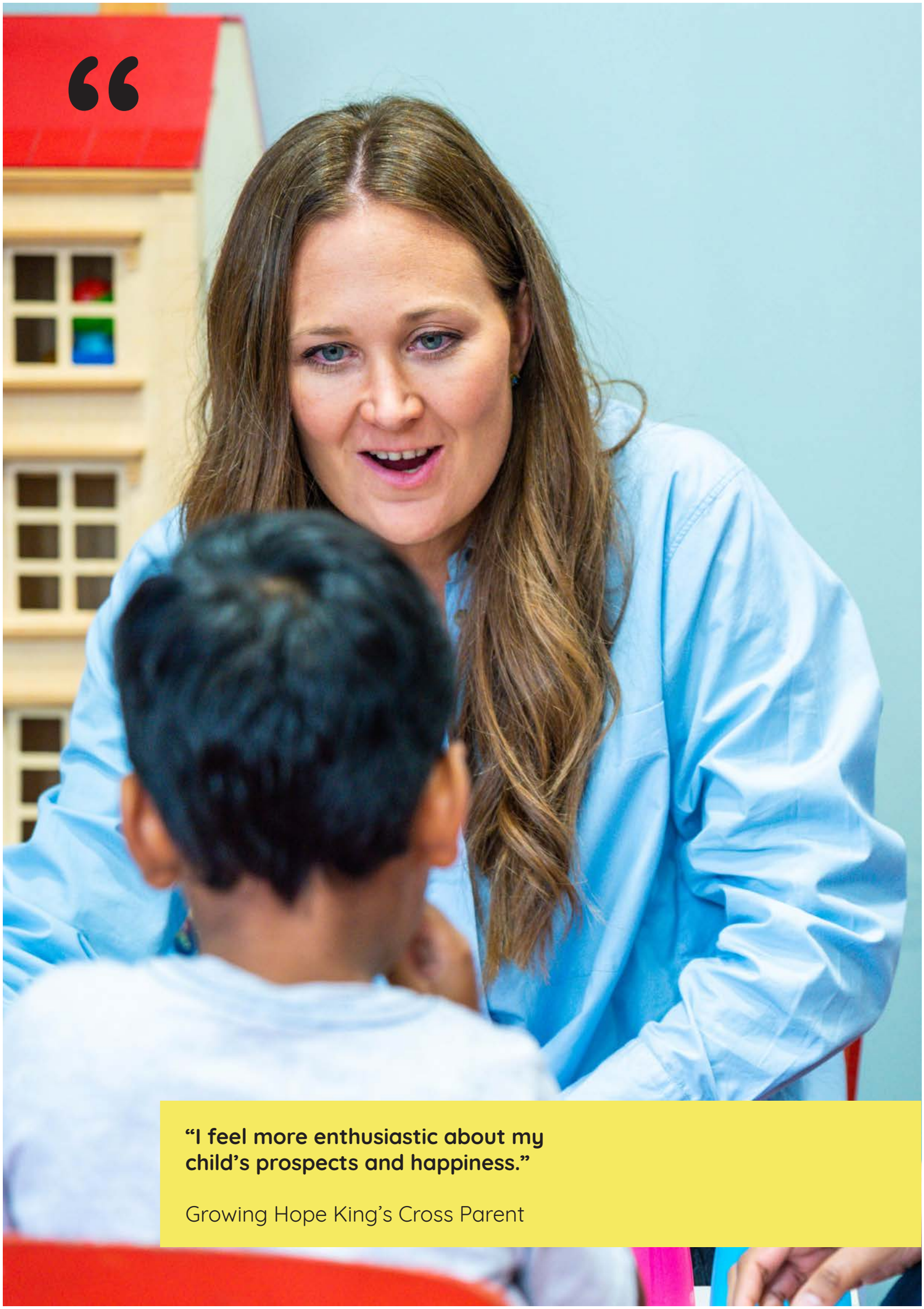
One of the areas of possible focus in a speech and language therapy session is social communication skills. These are the skills that are used when interacting with others. This includes verbal and non-verbal skills such as: initiating interaction, expressing emotion, using facial expression and gestures, asking and answering questions, taking turns in interaction, repairing misunderstanding and ending an interaction.

When 4 year old David* came to the Growing Hope clinic, he was having difficulty regulating his emotions and communicating with others when feeling upset or frustrated. When he experienced a problem or misunderstanding, he would quickly become upset; however, was often unable to clearly communicate how he was feeling or what the problem was. Sometimes, processing and using spoken language can be more difficult when experiencing strong emotions. In these situations, it can help to reduce use of spoken language and increase use of visual support. During sessions we worked on expanding his emotional vocabulary to describe how he was feeling and identifying strategies and tools to use when there was a problem. Using visual support, helped with learning and using new vocabulary. By the end of the block of therapy sessions he was able to more confidently communicate with others about how he was feeling, using visual support and request a tool or strategy to help regulate his emotions when needed.

*pseudonym



"I think what you do is fantastic, & I'm constantly telling people about Growing Hope." Growing Hope King's Cross Parent



“I feel more enthusiastic about my child’s prospects and happiness.”

Growing Hope King’s Cross Parent

Financial Review

We are very grateful for the support of Aaron Rodewald (freelance bookkeeper) for Growing Hope which has come to an end after handing over to Christina Okoro, newly appointed Finance Officer in July 2021. We continue to employ the services of payroll provider, D & A Hill . We are grateful to Emma Bird, who continues to run our gift aid claims as a volunteer. The trustees present an overview of the charity's finances for the period 1 January 2021 to 31 December 2021. Growing Hope currently runs with both restricted and unrestricted funding. Funds left in reserve at the end of the financial period: £78,520

We received an income of £174,132:

- £12,310 regular giving
- £12,074 one-off gifts
- £4,735 gift aid
- £6,470 donations from other organisations
- £123,100 grants
- £7,930 fundraising
- £5,178 training, consultancy & other services
- £2,335 Growing Hope training courses

We had an expenditure of £129,491:

- £11,500 grants for new clinics
- £3,477 fundraising costs
- £13,946 office & admin costs
- £2,972 other expenses
- £97,596 salaries and HR

We have successfully increased our grant income this year and are exploring several opportunities for income generation in 2022. We received the second installment of a £10,000 grant that we will receive across three years. We also received the first installment of an £86,000 and £15,000 a year grant. The Big Give campaign was successful and we are likely to repeat this next year. The Trustees are confident that there is going concern and the charity has adequate resources to continue its operations for the foreseeable future.

Management of Financial Risk

We aim to hold at least three months of our outgoings in reserve. We raise our income through giving, training & consultancy, fundraising events, and grants. We aim to sustain our income through training and consultancy and giving from local Growing Hope clinics who give £500 a month after they have been running for a year. The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102. The full financial statements are found at the end of this report (p.39).

Impact of Coronavirus

We have not been able to organise in-person events, particularly on a large scale because of government restrictions during the pandemic. We have mitigated the shortfall of fundraising income through the generosity of our donors and grant foundations. We hope to resume in-person fundraising events in 2022.

36 Risk Management

The trustees take risk management seriously and have identified the following risks and put in place processes to mitigate them.

Financial Risk:

- Hold three months' finances in reserves.
- Organise monthly fundraising meetings and plans.
- Regular finance updates for local clinics prepared by our Finance Officer.
- Follow policies and procedures outlined by Growing Hope umbrella charity.

IT Security & Protection:

- Follow data protection policy provided by Growing Hope umbrella charity.
- Files accessed on a needs basis within Google Drive.
- Encrypted clinic software (Canopy) for all clinical notes.
- All computers password protected.
- All reports and appointment letters sent to families are password protected.

Safeguarding:

- All trustees have an up-to-date DBS.
- Any volunteers and/ or staff and freelancers are recruited via safer recruitment and have undergone referencing and DBS checks.
- All volunteers and staff are aware of safeguarding policy and procedures.

Health & Safety:

- Follow health and safety policy outlined by Growing Hope umbrella charity.
- Public liability insurance is in place.
- Day-to-day risk assessments are carried out by all staff and volunteers within their roles.

Compromising Christian Identity & Values:

- Hope in Jesus continues to be core to the charity's messaging.
- Everyone is welcome regardless of their background.
- Each family who attends the clinic has the opportunity to choose to participate in prayer.

Structure, Governance and Management

Growing Hope is a registered Charitable Incorporated Organisation (CIO) in England and Wales and is run in accordance with its charity constitution. Growing Hope works in partnership with the local Growing Hope charities which also have CIO status. As a CIO, if Growing Hope is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustees Indemnity Insurance of £100,000 for Executive Risks (CaSE combined policy 013633/03/21).

Naomi Graham attends the trustee meetings as CEO of Growing Hope. She is not party to any decisions regarding her salary or employment.

Trustees

Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes. Our current trustees are on the right.

Roles & Subcommittees

The trustees take the following roles: Rebecca White, chairman; Francesca Fauvet, supporter engagement; Paul Nye, finance; Bambi French, education; Lois Tackie-Oblie, law; Joojo Keiyo, healthcare. Growing Hope has one regular sub-committee: a fundraising committee, consisting of Rich Dicastiglione, Rachel Orphan and Francesca Fauvet. Further temporary ad-hoc committees have been created to run fundraising events.

Rebecca White (Chair)

Francesca Fauvet

Lois Tackie-Oblie

Paul Nye

Bambi French

Joojo Kyei

38 The Year Ahead

We loved seeing the charity continue to grow and reach children and families in 2021 despite the ongoing coronavirus pandemic. We are looking forward to continuing to grow our services and see the positive impact of our work on the lives of children, young people and their families.

A key aim of the trustees is to maintain our fundraising income through grant applications, events and campaigns. We also endeavor to keep our current staff in position.

For the next year we have set ourselves these goals:

- **HOPE FOR CHILDREN** We hope to launch at least two further clinics and continue to develop our partnership with local churches in order that we can provide free therapy for children and families in their local area.

- **HOPE FOR FAMILIES** We will run the When Dreams Change and Siblings Group facilitator courses at least twice in the year. This will enable the support groups to be run in multiple locations across the UK, giving parents and siblings the opportunity to emotionally process and reflect on their experience of being in a family with a child with additional needs.

- **HOPE IN JESUS** We will continue to partner with churches to set-up Growing Hope clinics and aim to have two further partnership churches secured to set-up clinics in 2022.

Annual Report References:

1. Inclusion London, 2021. Locked Down and Abandoned: Disabled People's Experiences of COVID-19. [online] London. Available at: https://www.inclusionlondon.org.uk/wp-content/uploads/2021/02/FINAL-Locked-Down-and-Abandoned-report-PDF.pdf [Accessed 24 February 2021]

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4. ONS., 2020. Average household income, UK: financial year 2020. [Online]. [21 January 2022]. Available from: https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/householddisposableincomeandinequality/financialyear2020

Growing Hope
Reference and administrative details
For the year 1 January 2021 – 31 December 2021

Trustees:

Rebecca White (Chair) appointed 28 June 2019,
Francesca Robertson appointed 28 June 2019,
Carol Page appointed 28 June 2019, resigned on 16 August 2021.
Lois Tackie-Oblie appointed 1 December 2019,
Paul Nye appointed 4 November 2018
Bambi French appointed 16 August 2021
Joojo Kyei-Sarpong 24 November 2021

Key Management Personnel:

Dr Naomi Graham, Founder & CEO

Rich Di Castiglione, Head of Supporter Engagement

Registered Principal office:

KXC Offices, 237 Pentonville Road, London N1 9NG

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Growing Hope Independent Examiner's Report to the Trustees

For the year period 1 January 2021 to 31 December 2021

I report to the charity trustees on my examination of the accounts of the charity for the period 1 January 2021 to 31 December 2021 which are set out on pages 41-48.

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 charity's accounts carried out under section 145 of the 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 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

Nick Corden ACA

21 March 2022

Summers Morgan,
Sheraton House,
Chorleywood,
Herts,
WD3 5LH

Growing Hope
Annual accounts 1 Jan 2021- 31 Dec 2021

Statement of Financial Activity
For the year ended 31 December 2021

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	Unrestricted Funds	Restricted Funds	TOTAL FUNDS
			2021			2020	
		£	£	£	£	£	£
INCOME FROM:							
Voluntary Income		35,589	0	**35,589**	24,272	0	**24,272**
Grant Income		2,700	120,400	**123,100**	10,009	10,000	**20,009**
Activites for Generating funds		7,930	0	**7,930**	3,608	0	**3,608**
Other sourced income		7,513	0	**7,513**	1,492	0	**1,492**
TOTAL INCOME	**2**	**53,732**	**120,400**	**174,132**	**39,381**	**10,000**	**49,381**
EXPENDITURE ON:							
Raising Funds		2,157	1,320	**3,477**	336	0	**336**
Charitable Activities		53,242	72,772	**126,014**	21,860	10,000	**31,860**
	3	**55,398**	**74,092**	**129,491**	**22,196**	**10,000**	**32,196**
NET INCOME/(EXPENDITURE) BEFORE TRANSFER OF FUNDS		**(1,666)**	**46,308**	**44,641**	**17,185**	**0**	**17,185**
Gross transfer in funds out		0	0	0	0	0	0
Gross transfer in funds in		0	0	0	0	0	0
NET MOVEMENT IN FUNDS		**(1,666)**	**46,308**	**44,641**	**17,185**	**0**	**17,185**
Balances brought forward at 1 January 2021		33,878	0	**33,878**	16,769	0	**16,769**
BALANCES CARRIED FORWARD AT 31 DECEMBER 2021		**32,212**	**46,308**	**78,520**	**33,954**	**0**	**33,954**

Growing Hope
Annual accounts 1 Jan 2021- 31 Dec 2021

Balance Sheet as at 31st December 2021

	Note	2021 £	2020 £
FIXED ASSETS			
Clinic and IT Equipment		453	**0**
	4	**453**	**0**
CURRENT ASSETS			
Bank Account		80,017	37,705
Stock Asset		154	0
Other Debtors	**5**	2,200	2,771
		82,371	**40,476**
LIABILITIES - Creditors due within one year			
Other Creditors		(4,304)	(6,000)
Payroll		0	(523)
Total Creditors due within one year	**6**	**(4,304)**	**(6,523)**
NET CURRENT ASSETS		78,067	33,954
NET ASSETS		**78,520**	**33,954**
RESERVES			
Surplus for the year		44,641	17,185
Brought Forward Balance		33,878	16,769
		78,520	**33,954**
FUNDS			
Unrestricted		32,212	33,954
Restricted		46,308	0
	13	**78,520**	**33,954**

The financial statements were approved by the board of Trustees on: 20 January 2022

Approved by the and signed on its behalf by:

Rebecca White
Chair of Trustees

Paul Nye
Finance Trustee

Growing Hope
Notes to the Financial Statements
For the year period 1 January 2021 to 31 December 2021

Accounting policies

Incorporation

Growing Hope was registered in England and Wales with the Charity Commission as a CIO Foundation on 19 December 2017. These financial statements are for the period 1 January 2021 to 31 December 2021.

Basis of preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), published on 16 July 2014. The Charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements are prepared under the historical cost convention.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Going concern basis

The trustees have assessed whether the use of going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressure on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operations existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing financial statements.

Income

Income is recognised in the period which it was receivable. Also included is the estimated value of gifts in kind and goods or services donated to the charity where the amounts are material, readily quantifiable and measurable. Such estimates are based on the market price the charity would otherwise have paid.

For multi-year income, incoming resources are recognised in the Statement of Financial Activities (SoFA) when the charity becomes

unconditionally entitled to the income. Where incoming resources for multi-year grants are conditional, each years conditional income will be recorded within the SoFA in the year it is awarded.

Expenditure

Direct charitable expenditure comprises all expenditure relating to the activities carried out to achieve the objectives.

Expenditure is allocated directly to the expenditure headings as far as practically possible to reflect the activities of the charity. Support costs have been allocated to the activities based on employee time spent on that activity.

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Fund accounting

Restricted funds are subject to restrictions imposed by the donor. These are accounted for separately from unrestricted funds. The movements in restricted funds are shown in Note 10 to the accounts.

Unrestricted funds are those which are not subject to restrictions, and any surpluses may be applied in furtherance of any of the charity's objectives.

Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Tangible fixed assets and depreciation

Tangible fixed assets costing less than £500 are not capitalised and are written off in the year of purchase. Depreciation is provided so as to write off the cost of the fixed assets over their estimated useful lives. A full year's depreciation is charged in the year of purchase. Depreciation is charged at the following annual rates:

Computer and Office Equipment: 4 Years straight line

Pension

The charity operates a defined contribution stakeholder pension scheme. The assets of the scheme are held separately from the charity.

Critical accounting estimates and areas of judgement

The annual depreciation charge for property, plant and equipment is

sensitive to change in useful economic life and residual values of assets. These are reassessed annually.

In the view of the trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Growing Hope
Annual accounts 1 Jan 2021- 31 Dec2021
Notes to the Accounts

2. Income

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2021			2020	
	£	£	£	£	£	£
Voluntary Income	**35,589**	**-**	**35,589**	**24,272**	**-**	**24,272**
Regular Giving	12,310	-	12,310	9,074	-	9,074
One Off Giving	12,074	-	12,074	6,521	-	6,521
Gift Aid	4,735	-	4,735	2,627	-	2,627
Donations from other Organizations	6,470	-	6,470	6,050	-	6,050
Grants	**2,700**	**120,400**	**123,100**	**10,009**	**10,000**	**20,009**
Grants	2,700	120,400	123,100	10,009	10,000	20,009
Fundraising Income	**7,930**	**-**	**7,930**	**3,608**	**-**	**3,608**
Growing Hope Gala Dinner	-	-	-	373	-	373
Other Fundraing Income	7,930	-	7,930	3,235	-	3,235
Services and Sales	**7,513**	**-**	**7,513**	**1,492**	**-**	**1,492**
Courses	2,335	-	2,335	644	-	644
Training & consultancy	4,268	-	4,268	849	-	849
Clinical Supervision/coaching	900	-	900			
Sales	10		10			
TOTAL INCOME	**53,732**	**120,400**	**174,132**	**39,381**	**10,000**	**49,381**

3. EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2021			2020	
	£	£	£	£	£	£
Office and Administration Costs	**10,091**	**3,855**	**13,946**	**3,036**	**0**	**3,036**
Advertising & promotion	1,679	1,938	3,617	1,768	-	1,768
Depreciation	151	-	151	-	-	-
Office and general admin	1,873	177	2,050	834	-	834
Travel expenses	145	-	145	19	-	19
Phone cost	195	126	321			
Equipment	288	1,614	1,902	354	-	354
Meeting expenses	10		10	61	-	61
Rent	5,750		5,750			
Expenses	**2,972**	**-**	**2,972**	**1,841**	**-**	**1,841**
Insurance	2,274	-	2,274	1,385	-	1,385
DBS	290	-	290	291	-	291
Volunteer hospitality	320	-	320	121	-	121
Other Expenses	88	-	88	44	-	44
Fundraising Costs	**2,157**	**1,320**	**3,477**	**336**	**-**	**336**
Cost of Sales	3	-	3		-	-
Cost of fundraising	2,154	1,320	3,474	336	-	336
Grants to new Growing Hopes	**9,000**	**2,500**	**11,500**	**6,578**	**-**	**6,578**
Note 7	9,000	2,500	11,500	6,578	-	6,578
Salaries and HR	**31,179**	**66,417**	**97,596**	**10,407**	**10,000**	**20,407**
Wages and salaries	16,546	63,825	80,371	6,771	10,000	16,771
Employer NI	1,269	-	1,269	746	-	746
Employer Pension	2,284	1,735	4,019	966	-	966
Finance and HR & Professional fees	4,497	-	4,497	1,369	-	1,369
Freelance	1,630	-	1,630	270	-	270
Staff training	4,953	857	5,810	285	-	285
Total Expenditure	**55,398**	**74,092**	**129,491**	**22,197**	**10,000**	**32,197**

Growing Hope
Annual accounts 1 Jan 2021- 31 Dec 2021
Notes to the Accounts

4. Fixed Assets		**Clinic and IT Equipment**
		£
Actual cost	**At 1 January 2021**	0
	Additions	604
	At 31 December 2021	**604**
Depreciation	**At 1 January 2021**	0
	Charge for the year	(151)
	At 31 December 2021	**(151)**
Net Book Value	**At 1 January 2021**	0
	At 31 December 2021	**453**

5. Debtors	**2021**	**2020**
Other debtors	2,220	2,771
Total	**2,220**	**2,771**

6. Creditors (amounts falling due less than one year)

	2021	**2020**
Other creditors	4,304	6,000
Payroll liability	0	523
Total Current Liabilities	**4,304**	**6,523**

7. Grants to institutions	**2021**	**2020**
Growing Hope High Wycombe	6,500	0
Growing Hope Brockley	5,000	6,578
	11,500	**6,578**

8. Related organisations

Dr. Naomi Graham Founder & CEO of Growing Hope was also a Trustee of Growing Hope King's Cross and worked as Lead Therapist and Clinic Manager up to 4 September 2021. The CIO accounts of Growing Hope King's Cross are submitted separately. Dr. Naomi Graham does not take part in any discussions or decisions relating to her salary and pension as Founder & CEO. No other Trustees received any remuneration or expenses in the year.

9. Analysis of assets by fund	**Unrestricted Funds 2021**	**Restricted Funds**	**TOTAL FUNDS**
Cash & deposit balances	33,709	46,308	80,017
Other assets	2,807	0	2,807
Total assets	36,516	46,308	82,824
Current liabilities	(4,304)	0	(4,304)
	32,212	46,308	78,520

10. Staff remuneration and numbers

No employee was paid at the rate of more than £60,000

Growing Hope
Annual accounts 1 Jan 2021- 31 Dec 2021
Notes to the Accounts

	2021	2020
Average employees during the period	4.0	1.0

11. Restricted funds

Funder	Item Funded	Balance as at 1 January 2021	Income	Expenditure	Balance as at 31 December 21
		£	£	£	£
Joseph Rank Trust	Core Costs	0	10,000	10,000	0
Garfield Weston	Core Costs	0	15,000	15,000	0
All Churches Trust	Core Costs	0	86,000	41,692	44,308
Groundwork	Project cost	0	1,500	1,500	0
Neighbourly Fund (Including Virgin Media & O2 grant £1,000.00)	Project cost	0	1,400	1,400	0
Jerusalem Trust	Project cost	0	2,000	2,000	0
The Grant Foundation	Set up Clinic	0	2,500	2,500	0
Seedfield Trust	Project cost	0	2,000	0	2,000

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Reserves

Our current policy is to have 3 months of expenditure in Reserves at any given time. As at December 2021 this would be £44,700. The additional reserves are due to the fact that £46,308 of Restricted Reserves are planned to be spent from January to June 2022 as agreed with the funder

14. Trustee Expenses

None of the Trustees of the charity received any remuneration during the current or prior year

No travel and subsistence expenses were incurred by trustees in the course of carrying out their duties, and so no reimbursements were made in year

15. Senior Management Staff remuneration

	FTE salary for post	Actual salary paid	Employer's NI paid	Employer's pension paid	Total Remuneration 2021	Total Remuneration 2020
	£	£	£	£	£	£
Chief Executive Officer	50,499	23,033	1,960	1,152	**26,145**	10,948
Head of Supporter Engagement (from July 2021)	45,000	22,038	2,431	1,102	**25,571**	0

Growing HOPE

growinghope.org.uk

Registered charity number 1176358 (England & Wales)

Growing Hope, 390 Caledonian Rd, London N1 1DN
Email: info@growinghope.org.uk
Phone: 07519965585

Photographs: Richard Cozby and Rachel Orphan

GROWING HOPE

England & Wales - Charity number 1176358

Accounts

ANNUAL REPORT

Growing HOPE

2020

Report and Financial Statements
1 January 2020 - 31 December 2020

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"It is a relief to have kind, compassionate support and it is invaluable to have strategies taught in person rather than through a book."

- Parent attending Growing Hope clinic

CEO'S LETTER

It has been a privilege to see the way that Growing Hope has been able to continue to grow hope for children, hope for families and hope in Jesus throughout 2020. Despite a turbulent year we have much to celebrate - we have seen a new Growing Hope clinic launched, fundraising targets met, and have had several new staff members join our team.

I am incredibly proud of the momentous amounts of work that our trustees, volunteers and staff have put in across 2020. Without these dedicated individuals Growing Hope would not be where it is today.

This year we launched Growing Hope Brockley, our second local clinic, in partnership with St Peter's Brockley. It has been a joy to welcome Shaaron Powell to the Growing Hope team as Lead Therapist and Clinic Manager providing occupational therapy services to children in Lewisham and Southwark. The launch of a second clinic has been an encouraging step towards our long-term vision to set up twenty clinics across the UK by 2030.

We expanded our therapy team in the Growing Hope King's Cross clinic welcoming Abi Page (speech and language therapist) and Judith Hart (physiotherapist) to the team, both in two day a week roles. The King's Cross clinic also continues to provide occupational therapy, music therapy and children's counselling and has directly worked with over 120 individuals in 2020.

We also grew our national team and in September welcomed Rachel Orphan as Fundraising & Communications Officer. Rachel has been an incredible asset to the team and it is brilliant having her on board.

"I am incredibly proud of the momentous amounts of work that our trustees, volunteers and staff have put in across 2020."

Coronavirus has had a significant impact on the children, young people and families that we worked with this year. Several families have experienced increased stress and difficulties with their children's behaviour, some families have lost loved ones. As a small organisation, we have been able to respond quickly in the face of different government measures to slow the spread of the virus. Our coronavirus policy has evolved with the changing situation. During the first lockdown, individual's self-isolation periods, and tier 4, we have worked with families virtually. For approximately three months of 2020, we were able to open our clinics again in-person and see families face-to-face with health and safety measures in place. Throughout virtual and in-person support, we have seen our services have a positive impact on the health and wellbeing of families. As a charity, we have endeavoured to go the extra mile and ran a virtual parent support group, a podcast, and a weekly activity idea newsletter for families. We have supported several families with challenging transitions back to school throughout the period. We continue to believe that Jesus brings hope even in the most challenging situations and continue to pray that God brings a quick end to coronavirus.

This year we have developed our values as an organisation- hope, community, courage, innovation and generosity. I have seen these reflected in many of the staff, families, volunteers and supporters I have encountered in the previous year. In particular, I'd like to extend my gratitude to the supporters who have shared their time, encouragement, finances and skills which have enabled Growing Hope to thrive.

As Founder & CEO of Growing Hope I am so grateful for God's faithfulness over the last three years since the charity launched. We have all learnt a lot in the process, and I am excited for this next phase of development as the team continues to expand and we continue to grow hope in the lives of children and young people with additional needs and their families across the UK.

Yours truly,

Dr Naomi Graham
Founder & CEO

Dr Naomi Graham
Founder & CEO

VALUES

Hope

We believe Jesus brings hope to children, young people and families, even in the most difficult situations, and that underpins everything we do.

Community

We are accepting of all and want everyone to know they are seen, heard and belong.

Courage

We are brave, choosing honesty over comfort, and tackling problems because we want to change lives.

Innovation

We are innovative, flexible and creative in our approach, always aiming for excellence.

Generosity

We look out for others and share our time, encouragement, finances and skills.

‘It has made a difference in the way I organise my feelings and understand how my child will organise their feelings. I think I am a calmer parent as I try to take a few seconds before I respond to a situation and think about how to handle it instead of reacting.’

- Parent attending Circle of Security course

CHAIRMAN'S LETTER

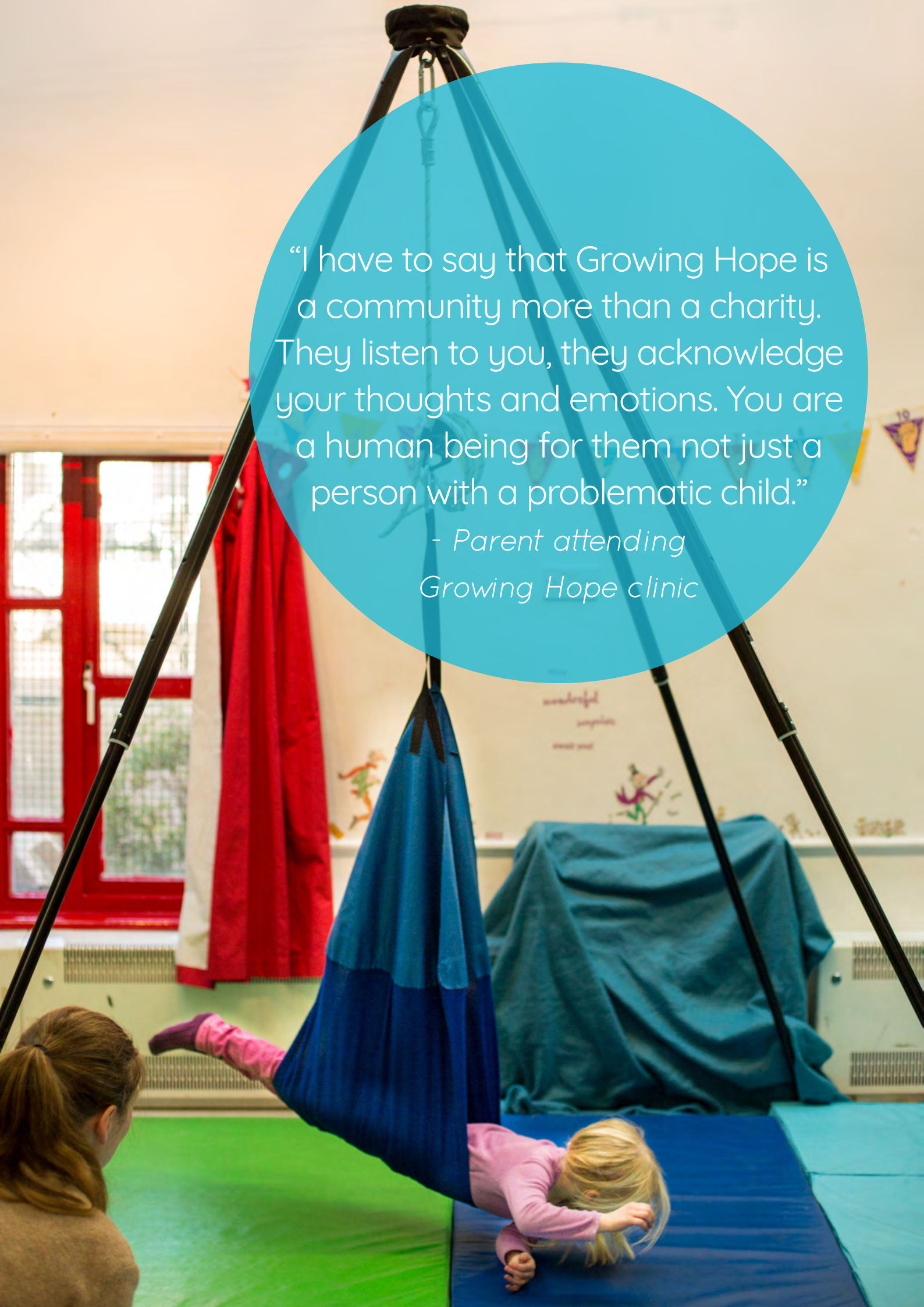
Growing Hope was founded in September 2017 with a vision to see all families receive the healthcare support they need. Aiming to bridge the gap between the evident need for care and its provision by offering free therapy services to children and young people with additional needs. In 2020, a year that has brought so many challenges and changes, Growing Hope has remained steadfast in bridging this gap.

Coronavirus is having a far reaching impact on so many corners of our daily lives, and on the children, young people and families we work with. Like so many, they too have experienced increased trials and loss this year. The frontline in this pandemic extends so far, and it's been my privilege to see Naomi and her team rally to respond in the face of differing government guidelines, adapting our provision to still meet a very real and growing need for care.

Growing Hope has a bold vision to set up twenty new clinics by 2030, and despite the global outlook, this year we have expanded with our second clinic Growing Hope Brockley officially launching. We've welcomed new team members, and watched Growing Hope Kings Cross go from strength to strength, now in its third year of operations. With growth also comes a focus on what matters most to us, and what we stand for, and with that we've evolved our values as an organisation. We have always stood for Hope - hope for children, hope for families and hope in Jesus. Community has never been more important and it remains our beating heart. Courage is seen daily in the steps of our staff and families as they continue to operate under the most trying of circumstances. Innovation has sprung up with new resources for our families; virtual support groups, weekly activity ideas, and our podcast. Finally generosity has been felt with our supporters and donors continuing to back us and our vision - we thank you.

Naomi is a remarkable visionary, whose commitment and determination continues to propel us forwards. I'd like to say a huge thank you to our fellow trustees for their time and dedication this year - although we've not met in person, it seems we've achieved a lot. God is on the move and we're so blessed by his faithfulness. Growing Hope continues to expand and will support many more children and their families in order that they might live life in all its fullness. Please join me in praying for our continued journey.

Rebecca White
Chair of Trustees



"I have to say that Growing Hope is a community more than a charity. They listen to you, they acknowledge your thoughts and emotions. You are a human being for them not just a person with a problematic child."

- Parent attending Growing Hope clinic

TRUSTEES REPORT

As Growing Hope we continue to provide free therapy for children and young people with additional needs in partnership with local churches across the UK.

This year we have seen Growing Hope King's Cross expand having had an open clinic for almost three years, and we have launched a second clinic - Growing Hope Brockley. We have also welcomed Rachel Orphan, Fundraising and Communications officer onto the Growing Hope national team.

As a charity we aim to grow hope for children, hope for families and hope in Jesus. We have seen this happen through our clinics which have worked with 130 children, young people and their families in 2020.

As trustees we are confident that we have followed our charitable objectives this year and have seen change for the public benefit. We have continued our focus on developing our model, policies and procedures alongside the national team in order that we can meet the vision to set up 20 clinics across the UK by 2030. Our trustee board continues to govern the charity. There have been no changes to the trustee board in 2020 and all the trustees continue to serve within the charity.

We would like to extend our thanks to all who enable Growing Hope to continue to grow and be successful. We have several dedicated supporters who give financially in order that we can set up new clinics across the country. We are also thankful for the time, energy and effort that many volunteers have contributed over 2020 despite it being such a turbulent year. We are looking forward to the future of Growing Hope, and remain confident we can continue to positively impact and support families with additional needs in the years ahead.

"We would like to extend our thanks to all who enable Growing Hope to continue to grow and be successful."

GHU Trustees

Rebecca White
Francesca Roberson
Paul Nye
Carol Page
Lois Tackie-Oblie

"These sessions have been such a great support, especially when everything else seemed to shut down on us during lockdown. Growing Hope gave us a much needed consistent arm of support. The way our son responded during the sessions was a joy to see and so encouraging. He greatly needs this support and we wish you could be in his life every day, as we can see the difference it makes, the progress he is making in the milestones he is achieving and accomplishing in front of our very eyes during the sessions.

Our son is still pre-verbal but we can see he is happy to attend the Growing Hope sessions and happily says 'Dr Naomi!' In addition to this, thank you for your constant support and help out of the sessions, it is so reassuring to us, as a family, to know we have this support."

- Growing Hope King's Cross Clinic Parent

15.5% of children in the UK have additional needs [1]

9 in 10 autistic people worried about their mental health during lockdown [2]

A 2020 Ofsted report found a loss of learning and social skills in children following lockdown [3]

OBJECTIVES

In accordance with its charity constitution, Growing Hope has sought to achieve the following aims and objectives in the year dated 1/1/2020-31/12/2020

The advancement of health and wellbeing for the public benefit through support for therapy clinics run in accordance with Christian principles for children and young people [0-18] with additional needs and their families through local churches across the UK. In particular, but not exclusively, by:

- partnering with churches across the UK to set up clinics and health and wellbeing services.
- providing oversight, funding and support for set up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.
- raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.
- the advancement of the Christian faith through engaging in discussion about the Christian faith and doctrine and offering prayer and other such activities.

Hope for children - We have continued to support the running of Growing Hope King's Cross, and Growing Hope Brockley. We have developed our policy, procedure and governance structures in order that further clinics can be set up. These clinics positively impact the lives of children and young people through free therapy provision.

Hope for families - At a time where families of children with additional needs have faced several challenges due to the coronavirus pandemic, we have been able to produce resources such as a parent newsletter, podcast resources and a virtual parent support group. We have also provided training and consultancy which has positively impacted children and young people with additional needs and their families.

Hope in Jesus - Throughout our training sessions we are open about our Christian roots as a charity. We have provided training to several Christian organisations on how to enable accessibility in church for children and young people with additional needs. We continue to partner with King's Cross Church and St Peter's Brockley and have also been exploring other potential future partnerships with other churches across the UK.

As a charity we have carried out several activities which have enabled us to meet our charitable objectives this year. This includes setting up Growing Hope Brockley, supporting families of children with additional needs across the country and engaging our supporters and raising funds for our work across the UK.

GROWING HOPE LOCAL CLINICS

Our vision is to see 20 clinics set up across the UK by 2030. As a national charity we have developed a model which provides coaching, support and resources for local churches to set up Growing Hope clinics. These clinics are then able to provide free therapy for children and young people with a range of additional needs and their families.

We believe the local church has resources which can positively impact the lives of families who often do not get the level of support that they need. The model works with each local clinic (which is its own charity) being a partnership between itself, Growing Hope (national charity), and the local church. Here are the different responsibilities of each partner:

GROWING HOPE NATIONAL CHARITY	LOCAL CHURCH	GROWING HOPE LOCAL CHARITY
Coaching and support for set up. Model and step by step process for how to run a local Growing Hope.	Joint appointment of the Lead Therapist and Clinic Manager as part of the staff team.	Joint appointment of the Lead Therapist and Clinic Manager (who runs the therapy clinic). Governance and oversight of this individual & local clinic decisions.
All policy, procedures, strategy and insurance.	Office and clinic space and day to day facilities needed.	Direction to the Growing Hope (national) policy and governance to make sure this is adhered to.
A national vision and support for what accessibility can look like in local churches.	Open arms to exploring how to enable a greater accessibility within church and releasing of the Lead Therapist/Clinic manager as part of the church staff team to do this - often initially in partnership with kids church.	Encouraging and enabling the Lead Therapist and Clinic Manager in their work on a Sunday to enable a greater level of accessibility within church.
Provision of the first three months of funding to help start the new charity.	Either £5,000 or £10,000 of support a year depending on the number of days the Lead Therapist and Clinic Manager works.	Local fundraising which enables the rest of the money to be raised for the clinic to run. This involves running events, asking individuals to give regularly and applying for grants.

Growing Hope Brockley Clinic and Shaaron Powell - Lead Therapist

GROWING HOPE BROCKLEY

- We were able to work alongside St Peter's Brockley and the trustees of Growing Hope Brockley from spring 2020 to set up and launch Growing Hope Brockley.
- We provided coaching and support for the set up process in order that the charity could successfully launch.
- Our CEO Naomi was part of the interview panel to appoint the new Lead Therapist and Clinic Manager Shaaron Powell who was able to launch the clinic in September.
- The occupational therapy clinic has grown rapidly with one child completing a full block of therapy in 2020, several children being assessed and in the middle of a block of sessions and several children on the waiting list.

GROWING HOPE KING'S CROSS

- During 2020 Growing Hope King's Cross employed two further staff who are working two days a week- Abi Page, Speech and Language therapist and Judith Hart, physiotherapist.
- The clinic now provides occupational therapy, physiotherapy, music therapy, speech and language therapy and children's counselling.
- Growing Hope King's Cross worked with 134 children, siblings, parents and carers in 2020 and 94 per cent of therapy goals set across all sessions and groups were met.

MAYA'S STORY

Maya is a six year old who carried such joy and was a delight at every encounter. Maya was referred to the Growing Hope Brockley Clinic by her great aunt due to difficulties with everyday activities such as using a knife and fork, doing up buttons, tying shoelaces, handwriting, and washing. Following occupational therapy assessment three goals were chosen:

- To independently tie her school shoelaces by the end of the therapy block.
- To hold her pencil with just enough pressure to write or colour effectively by the end of the therapy block.
- To maintain an upright sitting posture for a 10 minute writing task without verbal prompts by the end of the therapy block.

Maya was the first child to complete a block of six sessions at the Growing Hope Brockley Clinic. Her great aunt continued practising the strategies at home on a daily basis which resulted in her achieving all of her goals. By the end of the block Maya was more confident and would attempt tasks rather than her immediate response of 'I can't'.

"The sessions Maya had were a massive help to us both, she has gained so much more confidence and now able to support herself a lot more thank you."

- Maya's Great Aunt

“The sessions Maya had were a massive help to us both, she has gained so much more confidence.”

'Growing Hope is an incredible charity. Since talking to Naomi about setting up a clinic in Brockley, I've been blown away by her professionalism, commitment to the vision and love for the families she seeks to give hope to. Our clinic started just one month ago and was full within 2 weeks of opening. The families it serves have genuinely fallen between the cracks of the care system and have been overwhelmed by the quality and the kindness of the care they've been given by Growing Hope. As a church leader, I am particularly encouraged by the link our therapist provides between the families in our local community and our Sunday worship services and the fact that Growing Hope offers prayer in way that is appropriate but incredibly effective. We already have families who wouldn't normally go to church returning to sessions with stories of the difference prayer has made to their child's week. Despite only starting the clinic a month ago, we are already looking at ways we can offer more sessions in the week given the overwhelming need in our area and the power of offering hope in Jesus as part of our care and love for families with children with additional needs. My prayer is that many more churches partner with Growing Hope so that they exceed their vision to see twenty more clinics by 2030 and I will be encouraging every church in our network to meet with Naomi so that other localities can benefit from Growing Hope's replicable model themselves.'

Ben Jones, Vicar, St Peter's Church Brockley – second Growing Hope partnership church

ST PETER'S
BROCKLEY

POLICY AND GUIDANCE

POLICY AND GUIDANCE

We have continued to expand and develop our policies and procedures in order to create a sustainable model which will enable other clinics in the UK to flourish. We have responded rapidly to the coronavirus situation and have adapted our policy as the situation has changed. We also developed our values as an organisation this year. Naomi Graham, CEO, ran five values workshops with trustees and volunteers before the final values were approved and published at the end of the year - hope, community, courage, innovation, generosity (see page 6).

CLINICAL SUPERVISION AND TRAINING

In order to ensure high standards of therapy practice each of the contracted Growing Hope clinicians receive regular clinical supervision and have access to funding for training. We have four registered therapists who have volunteered their time as clinical supervisors this year. With three new therapy staff joining the team we had the opportunity to develop our training policy and induction process for new staff members.

FUTURE GROWING HOPE LOCAL CLINICS

With the global impact of coronavirus we saw a decrease in churches' capacity to sign up to setting up a Growing Hope clinic. Despite this, we had several encouraging conversations with three churches and one individual who may be able to set up Growing Hope clinics in the future. Two churches in cities outside of London are seriously considering setting up a clinic in 2021 and we look forward to having further conversations with them early in the new year.

NATIONAL ADDITIONAL NEEDS SUPPORT

TRAINING

We were able to train 202 professionals and parents of children and young people with additional needs and their families across 2 training sessions. Training was positively received and has led to future additional bookings. Training courses were in less demand this year due to the coronavirus pandemic. Naomi Graham carries out this training as CEO and with her professional skills as an occupational therapist. Training topics included supporting children with eating and mealtimes, and fine motor skill development.

Our eating and mealtimes training was delivered to adoptive parents through PACT via a webinar. This was viewed live by 38 individuals and after the session by 154 individuals.

CONSULTANCY & ADDITIONAL NEEDS ADVICE

As a charity we aim to support children and young people with additional needs and their families to access public spaces, events and services across the UK. During 2020 we provided consultancy for the Methodist Church youth conference in order to help train their staff and volunteers. Naomi Graham, CEO, also wrote an article for Premier Youth & Children's Work magazine on welcoming families of children with additional needs into church. This has a wide readership and will have helped church leaders across the UK to consider their welcome of families with additional needs.

CORONAVIRUS RESPONSE

During the coronavirus pandemic we witnessed the impact that isolation and restrictions had on families of children with additional needs. Families often experienced increased levels of stress due to having to support their children at home. As a national charity we decided to support families through a weekly newsletter for parents and carers which ran from March to July. This reached 85 parents each week and was well received.

We also developed a podcast and have delivered two podcast series which have given practical tips for parents and carers and have also given information about the different therapy services that we provide. Our podcasts have had 287 listens over the period of coronavirus and are having a positive impact on the families of children who have listened to them.

In order to tackle the difficulties that parents were experiencing we ran a drop-in parent support group on Zoom in order that parents and carers could connect with each other and ask for therapeutic support and advice.

ATTENDEE COMMENTS

'Thank you for sharing the many valuable tips and also sharing the theory in relation to the topic. I will do more reading and build on my understanding of this everyday issue. The webinar provided insight and confidence into the issue. Thank you.'

'The virtual parent support group helped me a lot, I was stuck in a stressful situation at that time. That moment saved my life. It was a one hour healing therapy session for me. It helped me to realise I am not alone. The tips I was getting from Naomi as to how to help my son's stress are always in mind. I want to say a massive thanks to Growing Hope and for Naomi and Abi!'

'The parent support group during the March lockdown couldn't be offered in a better time. Disabled children are one of the most affected people during the restrictions because of the disruption to their routines. A sudden stop like this has for them, as well as for their families, a massive impact which leads to high levels of stress at home. The parent support group really helped me and my family know that we are not alone and there are others in the same situation. Naomi always gave very good advice, tips and especially listened to all the concerns we had in the moment. She made all the families in the group feel connected and understood. My family and I cannot thank Growing Hope enough for all the help and support.'

‘Webinar was great, presenter was really knowledgeable and approached questions really well. Thank you’

WHEN DREAMS CHANGE FACILITATOR TRAINING

During 2020 we developed and ran the When Dreams Change facilitator course to train individuals across the country to provide support for parents and carers of children and young people with additional needs. This was developed and produced as a video based course thanks to a grant from Edleman. It was recorded during lockdown by Heather and Naomi Graham and was produced by Bruce Webb. The design and documentation to support the course were completed by Phillipa Nash. We would like to extend our thanks to Bruce and Phillipa for the work they put in to helping us to produce a professional course.

The first training course ran via Zoom in November 2020 and was positively received. We had 8 attendees on the course, four Growing Hope therapists and four external participants. Each of these individuals is now equipped to run the course as many times as they would like to support parents and carers as they process their experience of having a child with additional needs. We anticipate that this will impact at least 50 parents and carers in the year ahead. We also anticipate that this course will enable us to raise further income for Growing Hope in the future and hope to run it twice in 2021.

ATTENDEE COMMENTS

'A great course - delivered in a lovely relaxed style. The content is excellent and there is a good balance of listening and watching and interactive and reflective activities. I think it works well encouraging facilitators to complete each of the course activities and reflect on how that might work for participants. It was also good to have an activity to complete away from the screen.'

'I loved that it was run by a mother and daughter - felt really special and personable. I feel that it has taught life skills for communication and discussion rather than just applicable to When Dreams Change and work. Really insightful.'

'Excellent course, it was really inspiring'

SUPPORTER ENGAGEMENT AND FUNDRAISING

As well as connecting with our supporters through our networks and at events we provide lots of information about what we're doing via social media and our newsletters. This year we have focused on increasing our social media content and trying to ensure that our newsletter generates engaging content. Thank you to Esther Elshen, freelancer who oversees our newsletter and content and Rachel Orphan, Fundraising & Communications officer for the design and input since September.

CAMPAIGNS & EVENTS

In light of the coronavirus pandemic we were unable to run any in-person events this year. However, we were able to run two social media campaigns and a virtual auction. #homecutsforhope gave the opportunity for individuals to donate after cutting their hair at home. Our virtual auction for De Gea signed goalie gloves and a three-night getaway in the Cotswolds was also successful.

Our larger scale campaign this year was #giveback2020 which ran in December and we'd like to thank Rachel Orphan, Fundraising & Communications officer for all the hard work that went into this. The campaign spanned all the Growing Hope charities with the option to give to each charity. As Growing Hope we ran our campaign through Aviva Community Fund. This was extremely successful and we were able to raise over £3,000 towards setting up new clinics in the year ahead. As part of the campaign Zara James (@zaratextiles) designed a tote bag for us which we sent to all supporters who gave over £20. This was also successful and has generated further conversation and interest in Growing Hope.

The following targets of the #giveback2020 campaign were met:

- Raise £30,000 across our charities during our 2020 December Campaign.
- Receive repeat support from ten 2019 donors
- Recruit 20 new donors who gave £25 or more
- Increase our supporter base both in terms of social media followers and newsletter subscribers.

The campaign led to a significant increase in supporter engagement. We have grown our newsletter to 557 subscribers. We now have a total audience of approximately 878 individuals on our social channels (Instagram, Facebook, Twitter and LinkedIn). This is over double the number of followers at the end of 2019.

Here are some comments from supporters of the campaign from Aviva's website:

- *'Thank you for helping people who are less privileged in life and require help. It brings me great joy that there are organisations like yourself helping people especially being a Catholic myself. God bless you.'*
- *'I came across Growing Hope through watching KXC online and I'm so impressed by what you do. Happy to support such a brilliant cause! Well done everyone!'*
- *'Wonderful cause and fully behind you in support of this!'*
- *'What a great charity. Keep up the good work!'*
- *'This service is so vital in supporting the lives of the generation and bringing hope to their families.'*

TOM AND ROSE'S STORY

"'Growing Hope is such a fantastic idea, and so impressively executed. There's a focus on the whole family and the child as a human being, rather than a diagnosis or set of targets, which I found really refreshing. I have seen real progress in my son's handwriting, which is a first, and definite improvement in his willingness to talk about toileting. These are hugely positive for both him and us. My son really loved the sessions, which isn't the case with most therapy. He told me 'I'm so excited about going to Growing Hope!'"

INCOME GENERATION

We continue to use a variety of methods to generate income which will enable us to be sustainable in the long term. Each local clinic continues to give £500 a month after they have been set up for a year - this giving helps us to set up new clinics and support more families of children with additional needs. We also continue to develop our regular giving and grant income. During the year we have started to plan and develop activities which generate income such as running the When Dreams Change facilitator course.

We received an income of £49,381

- £9,074 regular giving
- £6,521 one-off gifts
- £2,627 gift aid
- £6,050 donations from other organisations
- £20,009 grants
- £3,608 fundraising
- £849 training & consultancy for other organisations
- £644 Growing Hope training courses

GRANT INCOME

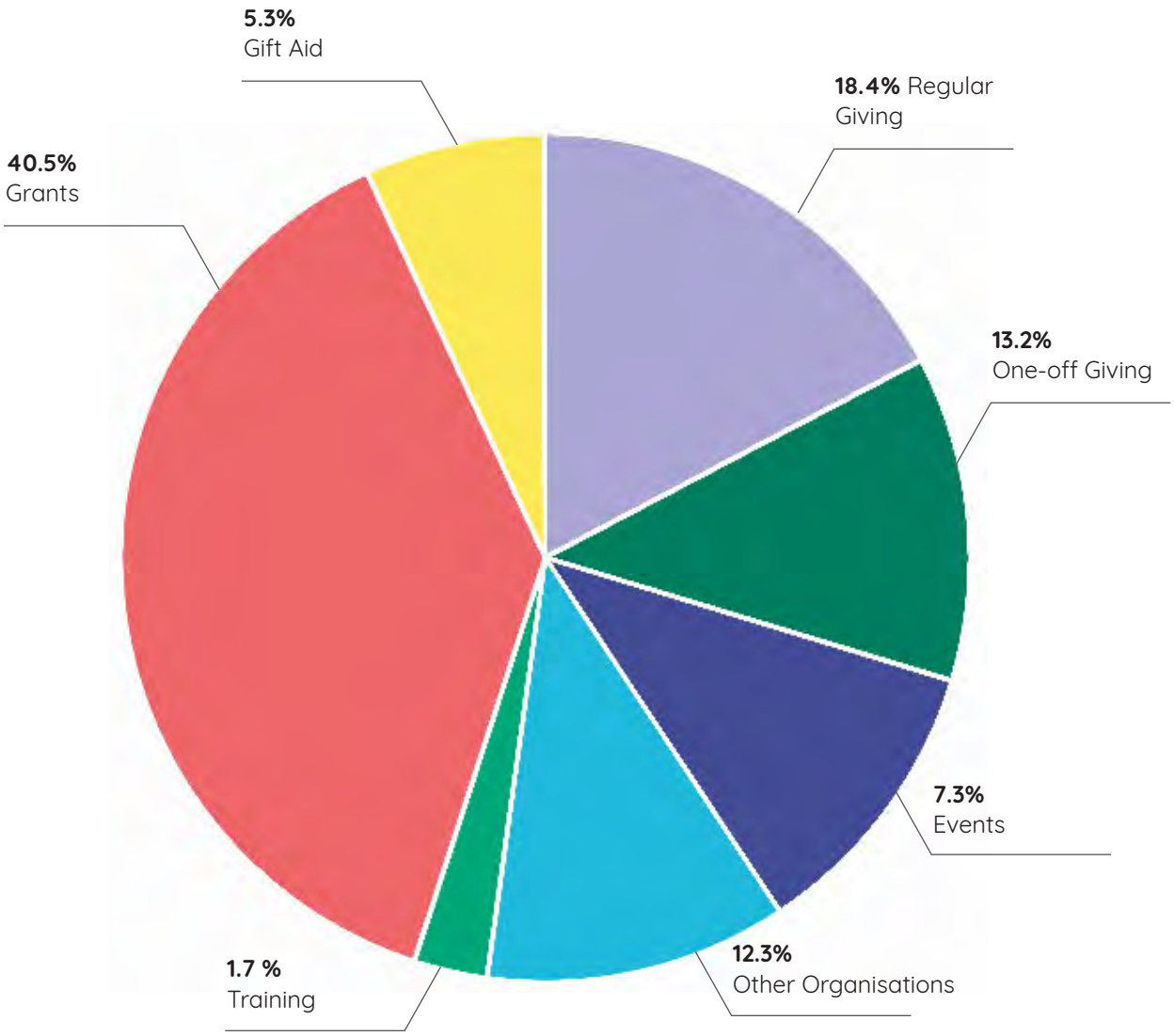
This year has been successful in enabling us to increase our grant income. We are grateful to all of the individuals who have submitted grant applications and supported us in the process of applying. We would also like to extend our gratitude to the grant providers, who enable us to continue to support children and young people with additional needs and their families.

This year we have received the following grants:

- Edelman £759 (to set up our When Dreams Change Facilitator Training)
- Grace Trust £750
- Joseph Rank Trust £10,000 (this grant is £10,000 per year for three years)
- Broadmead Trust £500
- Grant Foundation £4,000 (this was deferred income that went towards the set up of Growing Hope Brockley)
- Anonymous Grant provider £4,000

SUPPORTING GROWING HOPE CLINICS

As a national charity an important aspect of supporter engagement is building our network across the charity and helping our local Growing Hope Clinics to also engage with their supporters. This year through the #giveback2020 campaign we produced resources and social media posts that local trustees and volunteers could use as part of their fundraising. We have promoted events and activities of local clinics as well as the national charity. We continue to develop fundraising processes and now have a fundraising pack with top tips and the evidence base that underpins what we do which can be used by local fundraising sub-committees. We are also working on a Salesforce database with the incredible support of Esther and Patrick Elshen who are volunteering their time to help us set this up. By developing our supporter database we hope to be able to track and process our supporter engagement more easily.



The GRACE TRUST

AVIVA Insurance
Aviva Community Fund
Supporting what's important to you

the Joseph Rank trust

ZACK'S STORY

Judith Hart joined our Growing Hope King's Cross Clinic in 2020 as a physiotherapist. All the children she has worked with this year have met their goals including Zack.

When Judith assessed Zack he demonstrated limited movement and a reluctance to move between positions. He had just started sitting independently but was unable to transition from lying to sitting or from sitting to another position. Zack was relying on his Mum to move him around. Zack completed his block of physiotherapy sessions with Judith Hart. Some of the sessions took place online which enabled Judith to see him in his settled home environment and get a true picture of his ability.

With lots of practice through play at home, Zack has developed the movement patterns and, although slowly and cautiously, he is now able to move from lying to sitting, into a crawling position, and can pull himself up to kneel at the side of the sofa without support. He loves his flashing bear toy and a piano that sings to him. These toys have been used to encourage his movement. It has been a pleasure to watch Zack develop these independent skills as well as watch his Mum's constant encouragement to reach his end goal.

EMPLOYEES AND VOLUNTEERS

We extended Naomi Graham's employment as CEO to two days a week (0.4FTE) in October 2020. We also employed Rachel Orphan, Fundraising & Communications officer in September 2020 and it has been brilliant to have her as part of the team. Esther Elshen continues to write our newsletter and oversee our social media copy as a freelancer each month.

We are extremely grateful to those who regularly volunteer time to support our work as a charity. We'd like to thank all of the clinicians who have provided volunteer time for clinical supervision this year - Catherine Carter, occupational therapist; Lois Thomson, speech and language therapist; Elizabeth Johnson, physiotherapist. We'd also like to thank Emma Bird for her continued support with our gift aid; Esther and Patrick Elshen for all the work they have put into the development of our supporter database; Lauretta Garrad and Cerys Orphan for their support as part of our fundraising subcommittee. We'd also like to thank Natalie De Laune who has volunteered time and administrative support to minute meetings and help with general administration.

FINANCIAL REVIEW

In 2020 we have continued to employ a freelance bookkeeper (Aaron Rodwald) and a payroll provider (D & A Hill) . We are grateful to Emma Bird, who continues to run our gift aid claims as a volunteer. The trustees present an overview of the charity's finances for the period 1 January 2020 to 31 January 2020. Growing Hope currently runs with one unrestricted fund and does not have any restricted funds. Funds left in reserve at the end of the financial period: £33,954

We received an income of £49,381

- £9,074 regular giving
- £6,521 one-off gifts
- £2,627 gift aid
- £6,050 donations from other organisations
- £20,009 grants
- £3,608 events
- £849 training & consultancy for other organisations
- £644 Growing Hope training courses

We had an expenditure of £32,197

- £6,578 grants for new clinics
- £336 fundraising costs
- £3,036 office costs
- £1,841 other expenses
- £20,407 salaries and HR

This is in line with expectations for the end of our financial year, and is enough funding to continue to run sustainably. We have successfully increased our grant income this year and are exploring several opportunities for income generation in 2021. We received the first installment of a £10,000 grant that we will receive across three years. The Aviva Community Fund campaign was successful and we are likely to repeat this next year. The Trustees are confident that the use of the going concern basis is appropriate and that the charity has adequate resources to continue its operations for the foreseeable future.

MANAGEMENT OF FINANCIAL RISK

We aim to hold at least three months of our outgoings in reserve. We raise our income through giving, training & consultancy, fundraising events, and grants. We aim to sustain our income through training and consultancy and giving from local Growing Hope clinics who give £500 a month after they have been running for a year. In 2020 we have seen a steady increase in our reserves which has enabled us to employ an additional staff member and we continued to have a healthy level of reserves throughout the year.

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, the Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with FRS 102. The full financial statements are found at the end of this report.

"It's actually been better than the private therapy we've had in the past, and the spiritual element is very healing and uplifting. When your child has SEN it's easy to become overly focused on action and intervention but Growing Hope combines these with love and optimism."

- Parent attending Growing Hope clinic

RISK MANAGEMENT

The trustee's take risk management seriously and have identified the following risks and put in place processes to mitigate them.

FINANCIAL RISK

Hold the equivalent of three months regular expenditure in reserves.

Organise monthly fundraising meetings and plans.

Send regular finance updates to Growing Hope umbrella charity.

Follow policies and procedures outlined by Growing Hope umbrella charity.

IT SECURITY AND DATA PROTECTION

Follow data protection policy provided by Growing Hope umbrella charity.

Files accessed on a needs basis within Google Drive.

Encrypted clinic software (Canopy) for all clinical notes .

All computers password protected.

All reports and appointment letters sent to families password protected.

SAFEGUARDING

All trustees have undergone reference and DBS checks.

Any volunteers or staff working with children have undergone referencing and DBS checks.

All volunteers and staff are aware of safeguarding policy and procedures

HEALTH AND SAFETY

Follow risk management policy outlined by Growing Hope umbrella charity which includes health and safety guidelines.

Public liability insurance is in place.

Day-to-day risk assessments are carried out by all staff and volunteers within their roles.

COMPROMISING CHRISTIAN IDENTITY AND VALUES

Hope in Jesus continues to be core to the charity's messaging.

Everyone is welcome regardless of their background.

Each family who attends the clinic has the opportunity to choose to participate in prayer.

"The course made me more aware of my personal upbringing and the effects of it. My personal habits and reflexes based on my own parents and their actions towards me. I feel more confident in being confident, which I think is really important."

- Parent attending parenting course

STRUCTURE, GOVERNANCE AND MANAGEMENT

Growing Hope is a registered Charitable Incorporated Organisation (CIO) in England and Wales, and is run in accordance with its charity constitution. Growing Hope works in partnership with the local Growing Hope charities which also have CIO status. As a CIO, if Growing Hope is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustee Indemnity insurance of £100,000 for Executive Risks (CaSE combined policy 013633/03/19).

Naomi attends the trustee meetings as CEO of Growing Hope. She is not party to any decisions regarding her salary or employment.

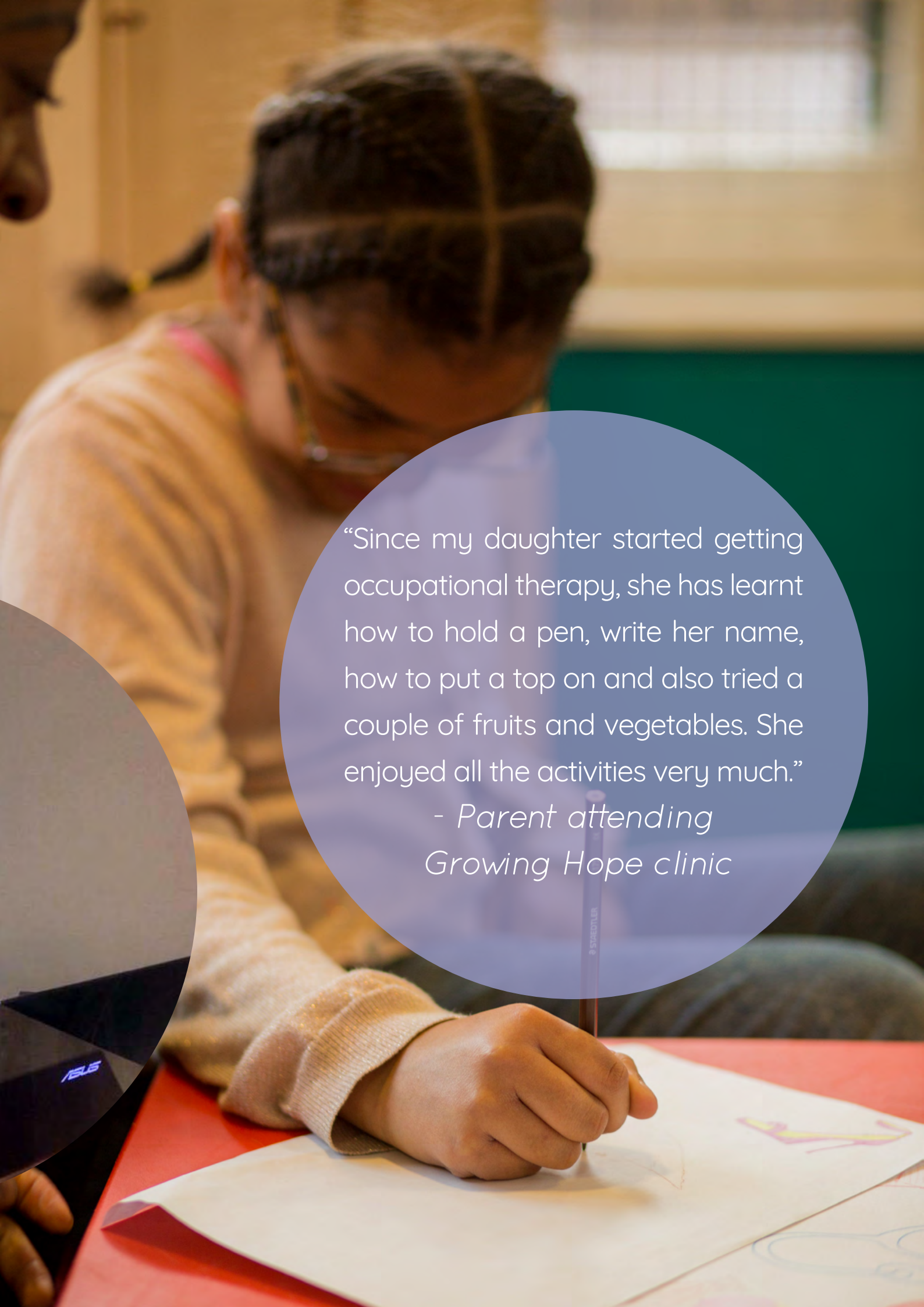
TRUSTEES

Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes.

ROLES & SUB-COMMITTEES

The trustees take the following roles: Rebecca White, chairman; Francesca Robertson, supporter engagement; Paul Nye, finance; Carol Page, healthcare; Lois Tackie-Oblie, law.

Growing Hope has one regular sub-committee: a fundraising committee, consisting of Rachel Orphan, Naomi Graham, Francesca Robertson, Cerys Orphan and Lauretta Garrad. Further temporary ad-hoc committees have been created to run fundraising events.



"Since my daughter started getting occupational therapy, she has learnt how to hold a pen, write her name, how to put a top on and also tried a couple of fruits and vegetables. She enjoyed all the activities very much."

- Parent attending Growing Hope clinic

THE YEAR AHEAD

We loved seeing the charity continue to grow and reach children and families in 2020 despite the coronavirus pandemic. Heading into 2021 we know that virtual clinic will be a significant feature, particularly at the start of the year. However, we remain confident that we will be able to positively impact the lives of children, young people and their families and grow our services.

A key aim of the trustees is to maintain our fundraising income through grant applications, events and campaigns. We also endeavor to keep our current staff in position and Growing Hope King's Cross will employ a new Lead Therapist and Clinic manager in September 2021 when Naomi drops to two days a week in order that she can focus on her role as CEO.

For the next year we have set ourselves these goals:

HOPE FOR CHILDREN

We hope to launch at least one further clinic and continue to develop our partnership with local churches in order that we can provide free therapy for children and families in their local area.

HOPE FOR FAMILIES

We will run the When Dreams Change facilitator course at least twice in the year. This will enable the course to be run in multiple locations across the UK, giving parents the opportunity to emotionally process and reflect on their experience of having a child with additional needs.

HOPE IN JESUS

We will continue to partner with churches to set up Growing Hope clinics and aim to have two further partnership churches secured to set up clinics in 2022.

We are looking to receive large grant income in order that as the charity continues to grow we can increase our volunteers and employees, so as to successfully resource the organisation.

References

1. Gov.UK. 2020. Special Educational Needs in England. [Online]. [14 January 2021]. Available from: https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england

2. National Autistic Society. 2020. Left stranded: The impact of coronavirus on autistic people and their families in the UK. [Online] . [29 September 2020]. Available from: https://s4.chorus-mk.thirdlight.com/file/1573224908/63117952292/width=-1/height=-1/format=-1/fit=scale/t=444295/e=never/k=da5c189a/LeftStranded%20Report.pdf

3. Ofstead. 2020. Children hardest hit by COVID-19 pandemic are regressing in basic skills and learning. [Online]. [13 January 2021]. Available from: https://www.gov.uk/government/news/ofsted-children-hardest-hit-by-covid-19-pandemic-are-regressing-in-basic-skills-and-learning

*pseudoymns have been used throughout this report for some of the children and parents/carers.

"Thank you for your endless support, encouragement and bringing hope to special needs children and their families. My son was very happy to be at the Growing Hope Clinic, he enjoyed being around the staff and in the therapy environment."

- Parent attending Growing Hope clinic

Growing Hope
Reference and Administrative Details
For the year 1 January 2020 – 31 December 2020

Trustees:

Rebbecca White (Chair) appointed 28 June 2019,
Francesca Robertson appointed 28 June 2019,
Carol Page appointed 28 June 2019,
Lois Tackie-Oblie appointed 1 December 2019,
Paul Nye appointed 4 November 2018

Key Management Personnel:

Dr Naomi Graham, Founder & CEO

Registered Principal office:

KXC Offices, 237 Pentonville Road, London N1 9NG

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Growing Hope Independent Examiner's Report to the Trustees

For the year period 1 January 2020 to 31 December 2020

I report to the charity trustees on my examination of the accounts of the charity for the period 1 January 2020 to 31 December 2020 which are set out on pages 42-49.

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 charity's accounts carried out under section 145 of the 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 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

Nick Corden ACA 8 February 2021

Summers Morgan

Sheraton House, Chorleywood, Herts.

Growing Hope
Annual accounts 1 Jan 2019- 31 Dec2019

For the year ended 31 December 2020 **Statement of Financial Activity**

	Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	Unrestricted Funds	Restricted Funds	TOTAL FUNDS
		2020			2019		
		£	£	£	£	£	£
INCOME FROM:							
Voluntary Income		24,272	-	**24,272**	14,061	-	**8,561**
Grant Income		10,009	10,000	**20,009**	-	-	**5,500**
Activites for Generating funds		3,608	-	**3,608**	4,037	-	**4,037**
Other sourced income		1,492	-	**1,492**	3,056	-	**3,056**
TOTAL INCOME	**2**	**39,381**	**10,000**	**49,381**	**21,154**	**0**	**21,154**
EXPENDITURE ON:							
Raising Funds		336	-	**336**	3,132	-	**3,132**
Charitable Activities		21,860	10,000	**31,860**	6,503	-	**6,503**
TOTAL EXPENDITURE	**3**	**22,196**	**10,000**	**32,196**	**9,635**	**0**	**9,635**
NET INCOME/(EXPENDITURE) BEFORE TRANSFER OF FUNDS		**17,185**	**0**	**17,185**	**11,519**	**0**	**11,519**
Gross transfer in funds out		-	-	-	-	-	-
Gross transfer in funds in		-	-	-	-	-	-
NET MOVEMENT IN FUNDS		**17,185**	**0**	**17,185**	**11,519**	**0**	**11,519**
Balances brought forward at 1 January 2020		16,769	0	**16,769**	5,249	0	**5,249**
BALANCES CARRIED FORWARD AT 31 DECEMBER 2020		**33,954**	**0**	**33,954**	**16,769**	**0**	**16,768**

Balance Sheet as at 31st December 2020

	Note	2020 £	2019 £
CURRENT ASSETS			
Bank Account		37,705	20,769
Other Debtors	4	2,771	-
		40,476	**20,769**
LIABILITIES - Creditors due within one year			
Other Creditors		6000	-
Payroll		523	-
Deferred income		-	4,000
Total Creditors due within one year	5	**(6,523)**	**(4,000)**
NET CURRENT ASSETS		33,954	16,769
NET ASSETS		33,954	16,769
RESERVES			
Surplus for the year		17,185	16,769
Brought Forward Balance		16,769	5,249
		33,954	**22,018**
FUNDS			
Unrestricted		33,954	22,018
Restricted		0	0
		33,954	**22,018**

The financial statements were approved by the board of Trustees on 31 Jan 2021

Approved by and signed on its behalf by:

Rebecca White
Chair of Trustees

Naomi Graham
Founder & CEO

Growing Hope
Notes to the Financial Statements
For the year period 1 January 2020 to 31 December 2020

Accounting Policies

Incorporation

Growing Hope was registered in England and Wales with the Charity Commission as a CIO Foundation on 19 December 2017. These financial statements are for the period 1 January 2020 to 31 December 2020.

Basis of Preparation

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), published on 16 July 2014. The Charity is a public benefit entity for the purposes of FRS 102 and therefore the charity also prepared its financial statements in accordance with the 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 Charities SORP) and the Charities Act 2011.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements are prepared under the historical cost convention.

The principal accounting policies adopted in the preparation of the financial statements are set out below.

Going Concern Basis

The trustees have assessed whether the use of going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of these financial statements. In particular, the trustees have considered the charity's forecasts and projections and have taken account of pressure on income. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operations existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing financial statements.

Income

Income is recognised in the period which it was receivable. Also included is the estimated value of gifts in kind and goods or services donated to the charity where the amounts are material, readily quantifiable and measurable. Such estimates are based on the market price the charity would otherwise have paid.

Expenditure

Direct charitable expenditure comprises all expenditure relating to the activities carried out to achieve the objectives.

Expenditure is allocated directly to the expenditure headings as far as practically possible to reflect the activities of the charity. Support costs have been allocated to the activities based on employee time spent on that activity.

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered. Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably.

Fund accounting

Restricted funds are subject to restrictions imposed by the donor. These are accounted for separately from unrestricted funds. There were no movements on restricted funds in the period 1 January 2020 to 31 December 2020.

Unrestricted funds are those which are not subject to restrictions, and any surpluses may be applied in furtherance of any of the charity's objectives.

Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short-term deposits with a maturity date of three months or less.

Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Tangible Fixed Assets and Depreciation

Tangible fixed assets costing less than £500 are not capitalised and are written off in the year of purchase. Depreciation is provided so as to write off the cost of the fixed assets over their estimated useful lives. A full year's depreciation is charged in the year of purchase. Depreciation is charged at the following annual rates:

Computer and Office Equipment: 4 Years straight line

Pension

The charity operates a defined contribution stakeholder pension scheme. The assets of the scheme are held separately from the charity.

Critical accounting estimates and areas of judgement

The annual depreciation charge for property, plant and equipment is sensitive to change in useful economic life and residual values of assets. These are reassessed annually.

In the view of the trustees in applying the accounting policies adopted, no other judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Notes to the financial Statement
For the year ended 31 December 2020 **Statement of Financial Activities**

2. Income

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2020			2019	
	£	£	£	£	£	£
Voluntary Income	**24,272**	**-**	**24,272**	**14,061**	**-**	**14,061**
Regular Giving	9,074	-	9,074	5,292	-	5,292
One Off Giving	6,521	-	6,521	1,977	-	1,977
Gift Aid	2,627	-	2,627	1,292	-	1,292
Donations from other Organizations	6,050	-	6,050	5,500	-	5,500
Grant	**10,009**	**10,000**	**20,009**	**-**	**-**	**-**
Grants	10,009	10,000	20,009	-	-	-
Fundraising Income	**3,608**	**-**	**3,608**	**4,037**	**-**	**4,037**
Growing Hope Gala Dinner	373	-	373	4,037	-	4,037
Other Funderaising Income	3,235	-	3,235	-	-	-
Services and Sales	**1,492**	**-**	**1,492**	**3,056**	**-**	**3,056**
Courses	644	-	644	-	-	-
Training & consultancy	849	-	849	1,334	-	1,334
Accessibility audits	-	-	-	1,722	-	1,722
TOTAL INCOME	**39,381**	**10,000**	**49,381**	**21,155**	**-**	**21,155**

3. EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
		2020			2019	
	£	£	£	£	£	£
Office and Administration Costs	**3,036**	**-**	**3,036**	**1,081**	**-**	**1,081**
Advertising & promotion	1,768	-	1,768	796	-	796
Office and general admin	834	-	834	211	-	211
Travel expenses	19	-	19	5	-	5
Equipment	354	-	354			
Meeting expenses	61	-	61	70	-	70
Expenses	**1,841**	**-**	**1,841**	**1,662**	**-**	**1,662**
Insurance	1,385	-	1,385	1,248	-	1,248
DBS	291	-	291	23	-	23
Volunteer hospitality	121	-	121	390	-	390
Other Expenses	44	-	44	-	-	-
Fundraising Costs	**336**	**-**	**336**	**3,132**	**-**	**3,132**
Ball expenses		-	-	3,132	-	3,132
Cost of fundraising	336	-	336	-	-	-
Grants to new Growing Hopes	**6,578**	**-**	**6,578**	**-**	**-**	**-**
	6,578	-	6,578	-	-	-
Salaries and HR	**10,407**	**10,000**	**20,407**	**3,760**	**-**	**3,760**
Wages and salaries	6,771	10,000	16,771	2,324	-	2,324
Employer NI	746	-	746	-	-	-
Employer Pension	966	-	966	116	-	116
Finance and HR	1,369	-	1,369	360	-	360
Freelance	270	-	270	-	-	-
Staff training	285	-	285	960	-	960
Total Expenditure	**22,197**	**10,000**	**32,197**	**9,635**	**-**	**9,635**

4. Debtors

	2020	2019
Other debtors	2,771	-
Total	**2,771**	**0**

5. Creditors (amounts falling due less than one year)

	2020	2019
Other creditors	6,000	-
Payroll liability	523	-
Grant income deferred for clinic set up in 2020		4,000
Total Current Liabilities	**6,523**	**4,000**

6. Donations to other charities

	2020	2019
Growing Hope Brockley	6,578	**0**

7. Additional Notes – Related Organisations

Dr. Naomi Graham Founder & CEO of Growing Hope is also a Trustee of Growing Hope King's Cross and works as Lead Thearpist and Clinic Manager. The CIO accounts of Growing Hope King's Cross are submitted seperately.
Dr. Naomi Graham does not take part in any discussions or decisions relating to her salary and pension as Founder & CEO.

No other Trustees received any renumeration or expenses in the year.

8. Analysis of assets by fund

	Unrestricted Funds	TOTAL FUNDS
Cash & deposit balances	37,705	37,705
Other assets	2,771	2,771
Total assets	40,476	40,476
Current liabilities	- 6,523	- 6,523
	33,953	33,953

9. Staff

No employee was paid at the rate of more than £60,000

	2020	2019
Average employees during the period	**1.4**	0.2

10. Restrited funds

Funder	Item Funded	Jan-20	Income	Expenditure	31st Dec 2020
Joseph Rank Trust	Core Costs	0	10,000	10,000	0

growinghope.org.uk

Registered charity number 1176358 (England & Wales)

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