

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.

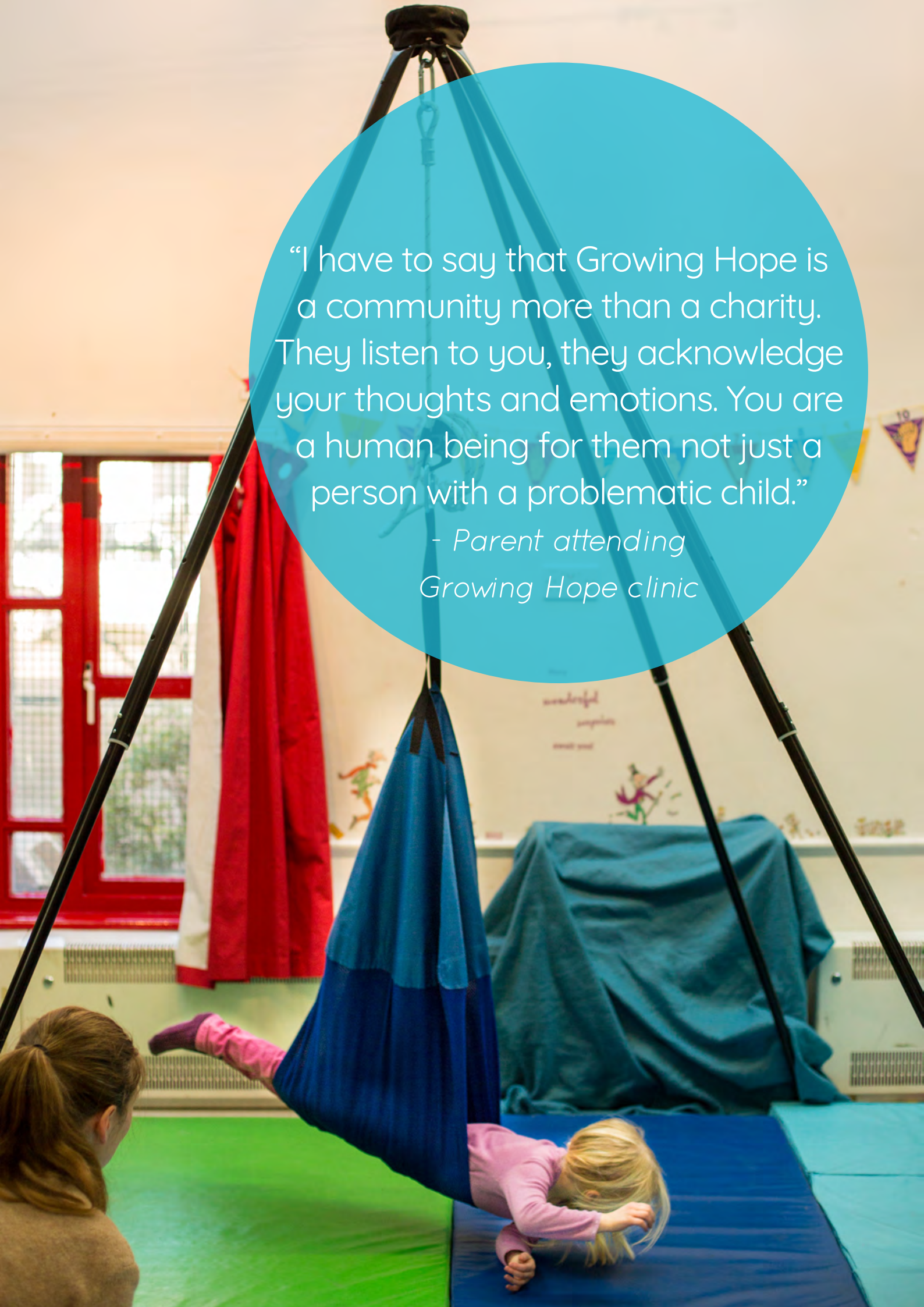
Growing Hope has a bold vision to set up twenty new clinics by 2030, and despite the global outlook, this year we have expanded with our second clinic Growing Hope Brockley officially launching. We've welcomed new team members, and watched Growing Hope Kings Cross go from strength to strength, now in 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

A photograph of a child in a blue hammock, suspended from a black tripod stand. The child is wearing a pink long-sleeved shirt and pink socks, and is lying on their back with their head down. A woman with brown hair tied in a ponytail is sitting on the floor in the foreground, looking towards the child. The room has a red-framed window on the left, a red curtain, and a blue mat on the floor. A blue cloth is draped over a table in the background. A large blue circle is overlaid on the image, containing text.

“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.”

Car Page

Rebecca White

Paul Nye

Francesca Roberson

Lois Tackie-Oblie

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

- 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 than 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.

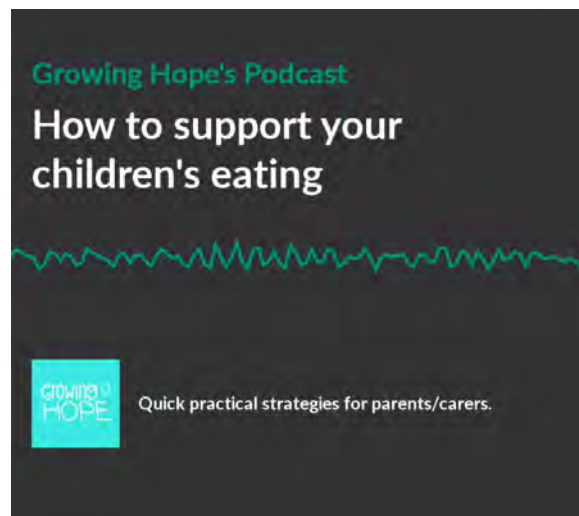


CORONAVIRUS RESPONSE

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.



BECOME A FACILITATOR!!

WHEN DREAMS CHANGE

“I think one of the most important things of going on the When Dreams Change course for me was just acknowledging that **I'm a person who can have dreams.** It dared me to dream about things not just for my child who has additional needs but for myself as well.”

WHEN DREAMS CHANGE

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

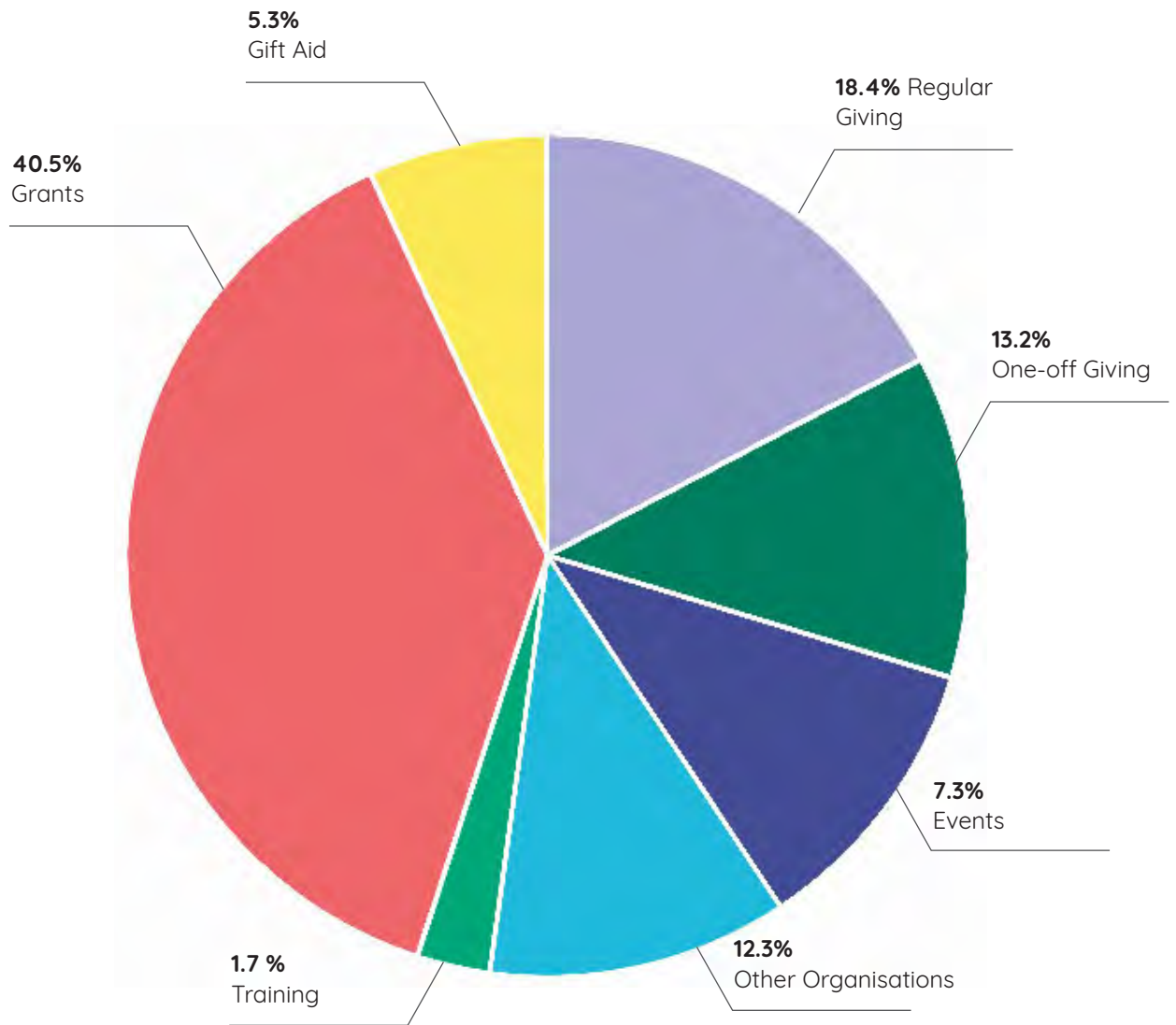
This year has been successful in enabling us to increase our grant income. We are grateful to all of the individuals who have submitted grant applications and supported us in the process of applying. We would also like to extend our gratitude to the grant providers, who enable us to continue to support 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 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; Laurretta 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

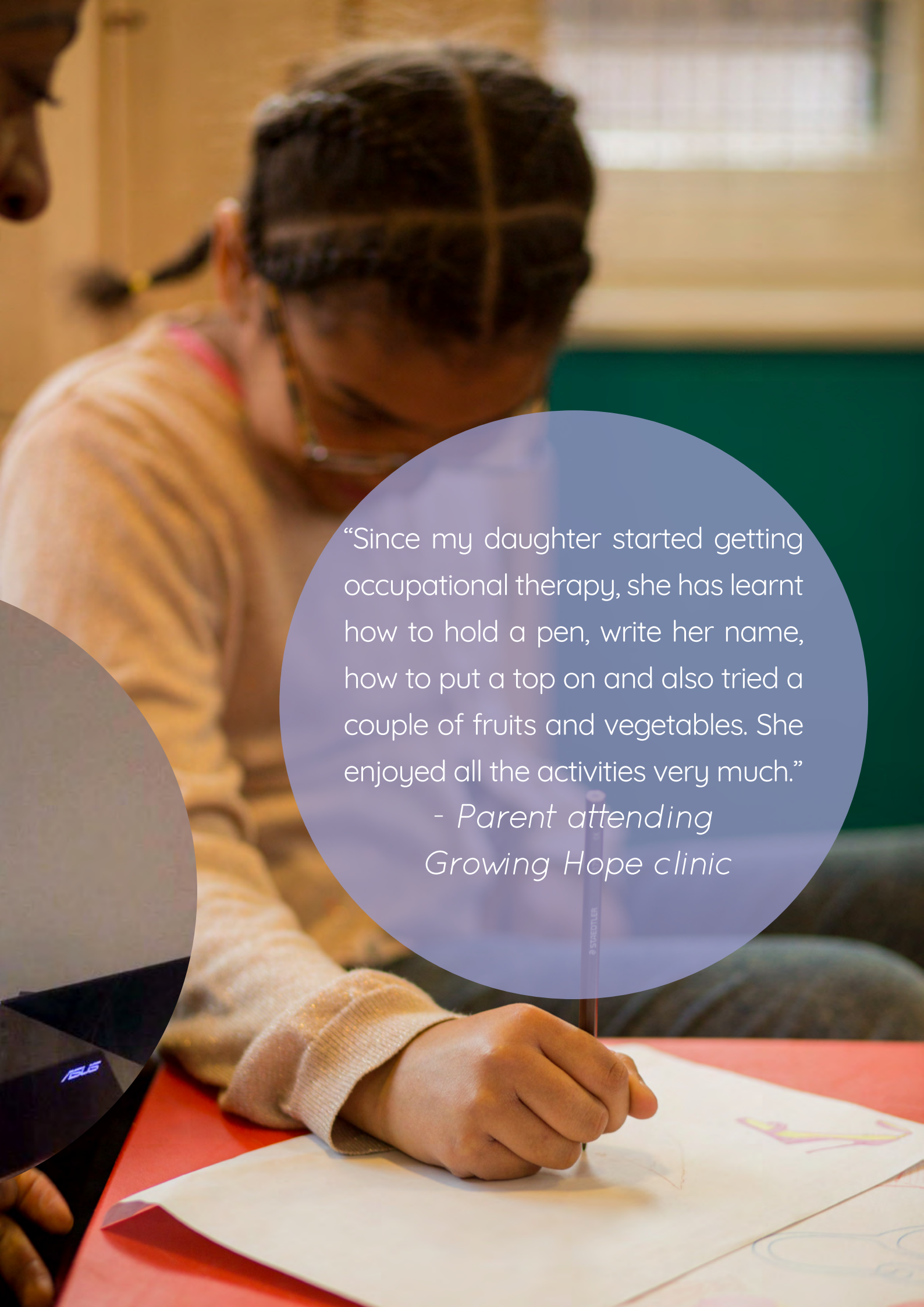
Growing Hope trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope, ensuring it is meeting its charitable purposes.

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>

*pseudonyms 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:

Rebecca 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.

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	2020		2019	2019	
		£	£	£	£	£	£
INCOME FROM:							
Voluntary Income		24,272	-	24,272	14,061	-	8,561
Grant Income		10,009	10,000	20,009	-	-	5,500
Activities 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

Growing Hope Annual Accounts

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 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 2020	Total Funds	Unrestricted Funds	Restricted Funds 2019	Total Funds
	£	£	£	£	£	£
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 Fundraising 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 2020	Total Funds	Unrestricted Funds	Restricted Funds 2019	Total Funds
	£	£	£	£	£	£
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

Growing Hope

Notes to the Financial Statements

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 Theapist 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 remuneration 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. Restrtried funds

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

Growing HOPE

growinghope.org.uk

Registered charity number 1176358 (England & Wales)

Growing Hope, KXC, 237 Pentonville Road, London N1 9NG

Email: info@growinghope.org.uk

Phone: 07496528506

Photographs: Rodycloud Photography and Rachel Orphan