

2021

# Growing Hope's ANNUAL REPORT

Report & Financial Statements  
1 January - 31 December 2021

Growing  
HOPE



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## 4 CEO's Letter

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**“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.

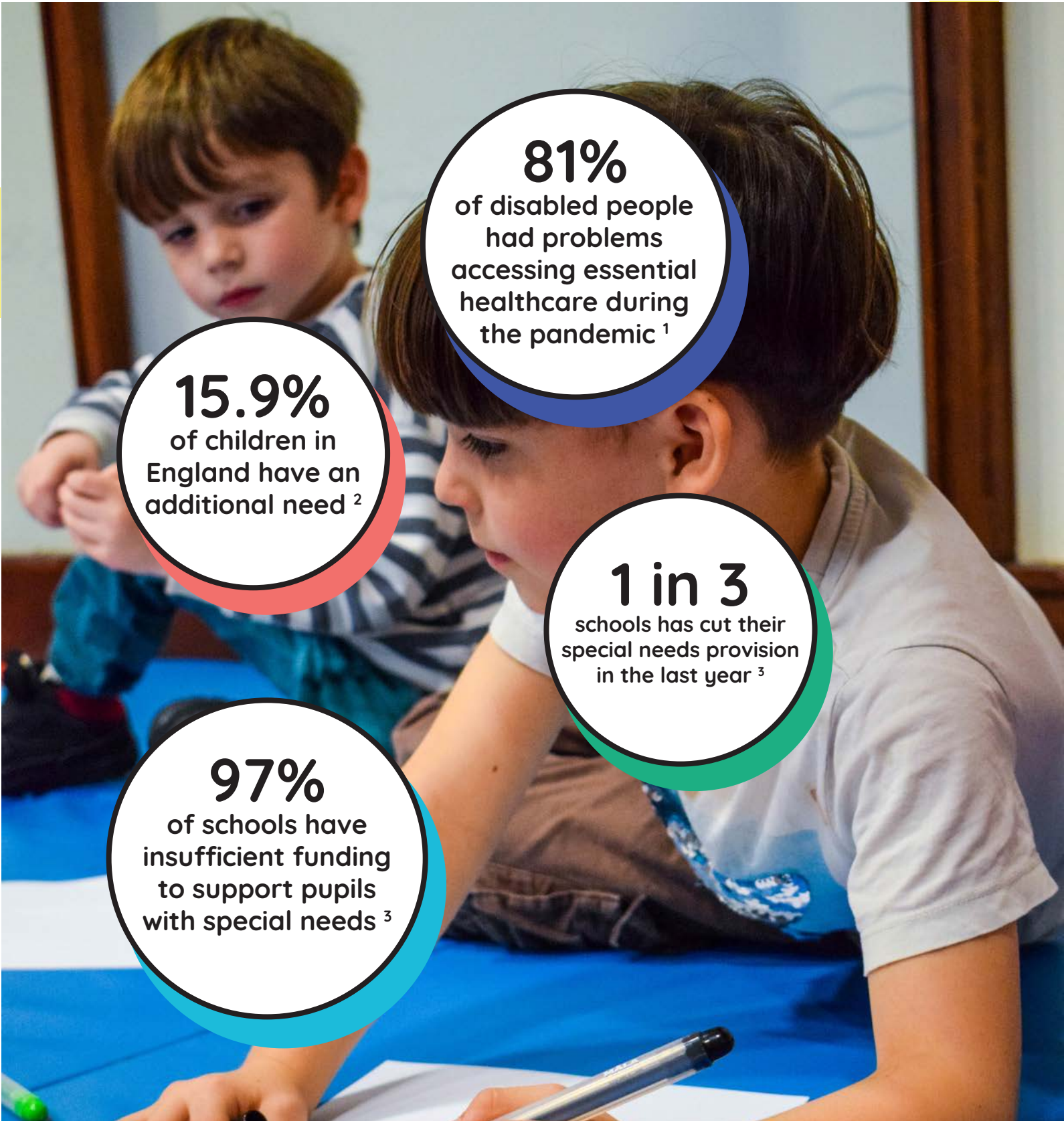
Yours sincerely,



Dr Naomi Graham  
*Founder & CEO of Growing Hope*







**81%**

of disabled people  
had problems  
accessing essential  
healthcare during  
the pandemic <sup>1</sup>

**15.9%**

of children in  
England have an  
additional need <sup>2</sup>

**1 in 3**

schools has cut their  
special needs provision  
in the last year <sup>3</sup>

**97%**

of schools have  
insufficient funding  
to support pupils  
with special needs <sup>3</sup>

We've provided direct therapy for 146 children.



84% of therapy goals set with children were achieved.



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*

*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

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## 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.



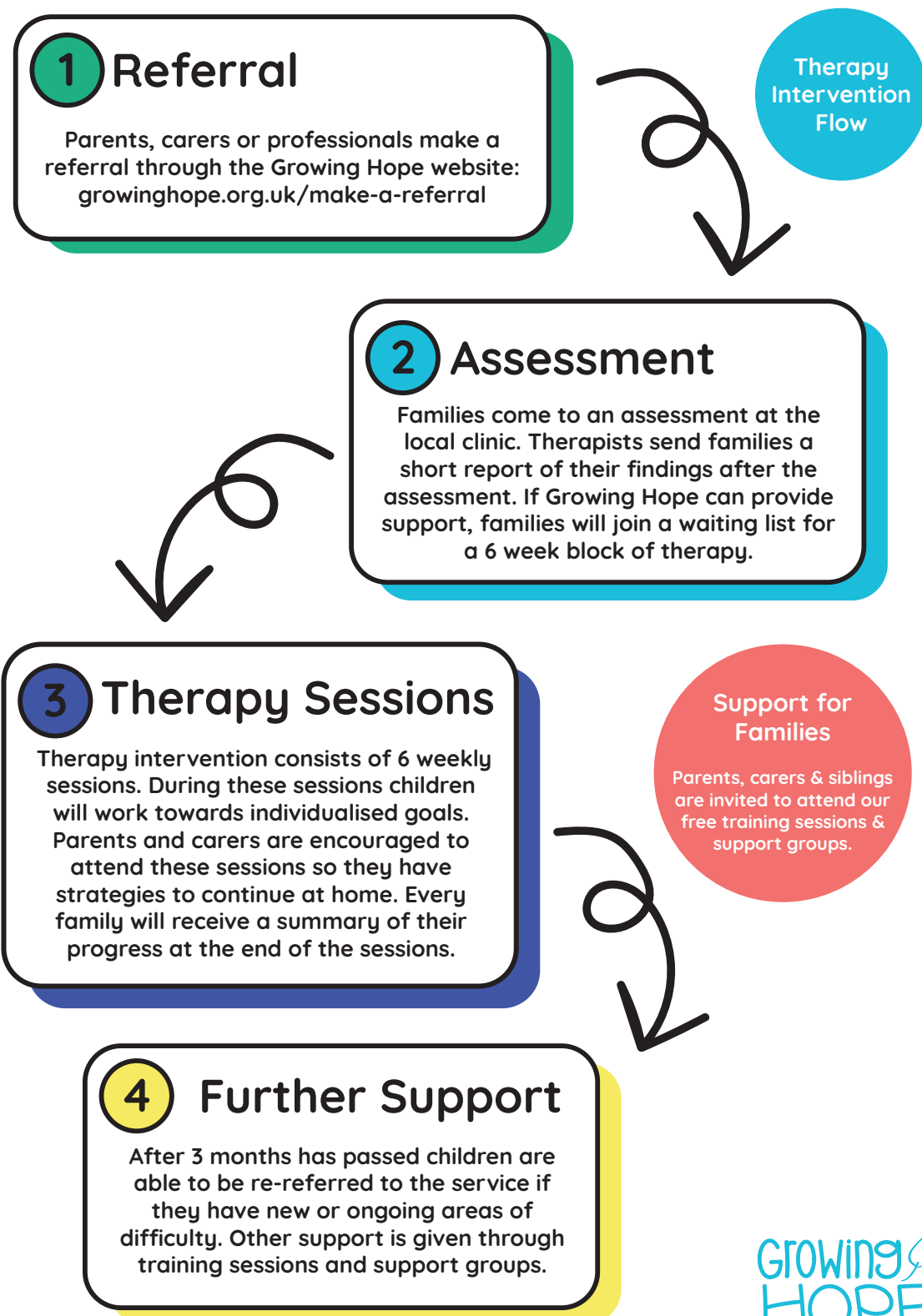
## Generosity

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:

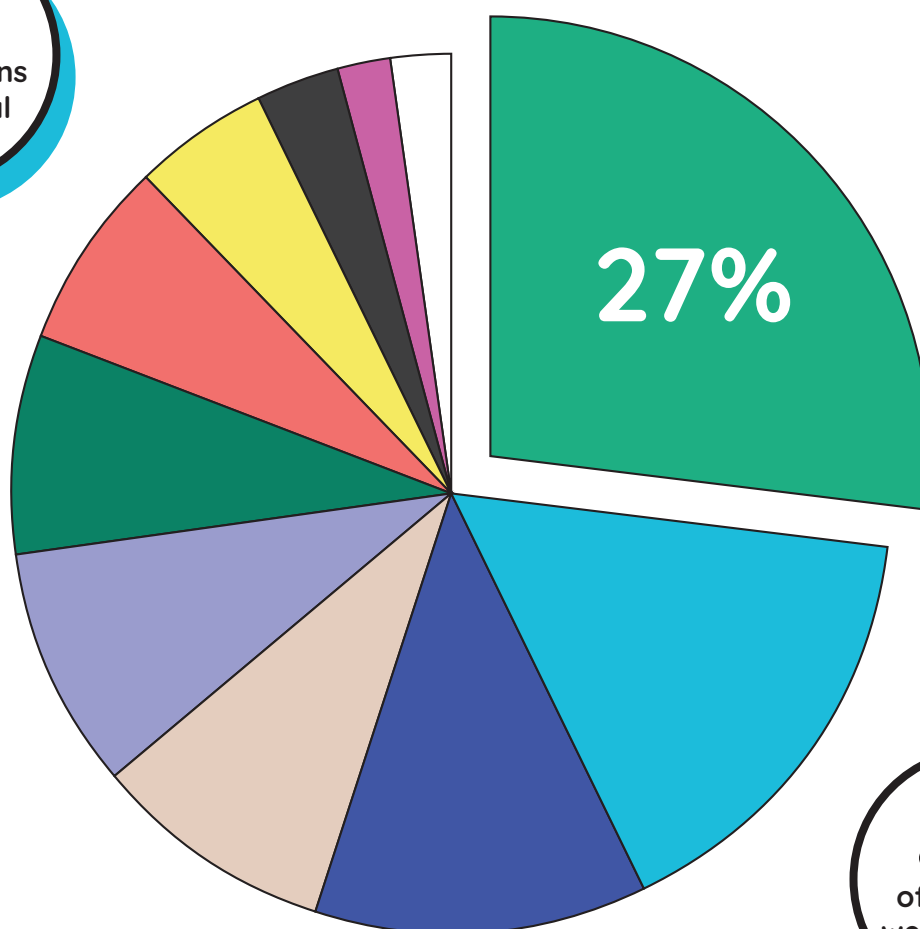
- Lead Therapist and Clinic Manager Shaaron Powell has continued to provide occupational therapy. In September 2021, Shaaron increased her time with the clinic from three days to four days. The clinic also welcomed a volunteer therapist to the team this year. Aislinn Jeffers has been providing integrative 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 achieved

**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%

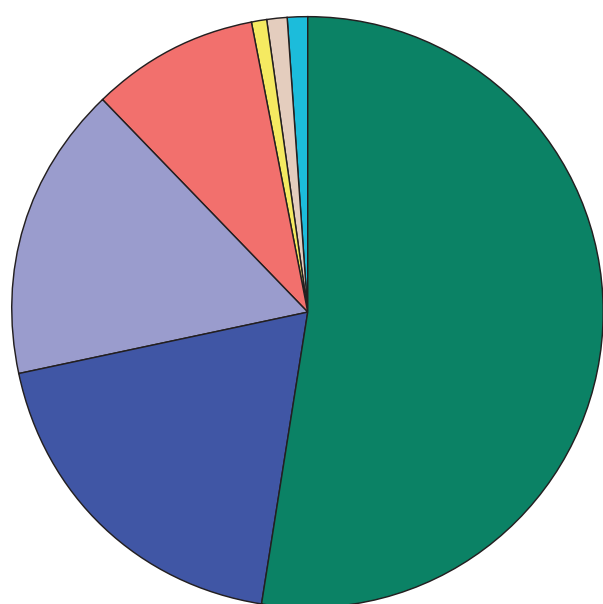
# 16 Who We Support

*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.

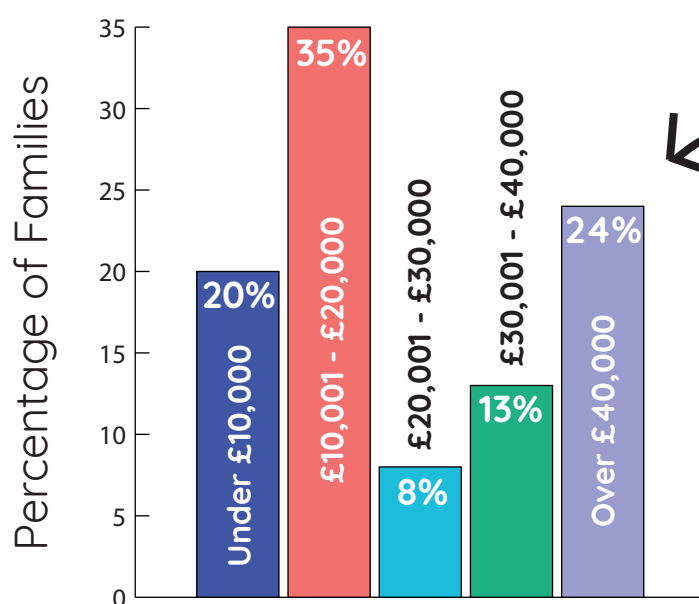
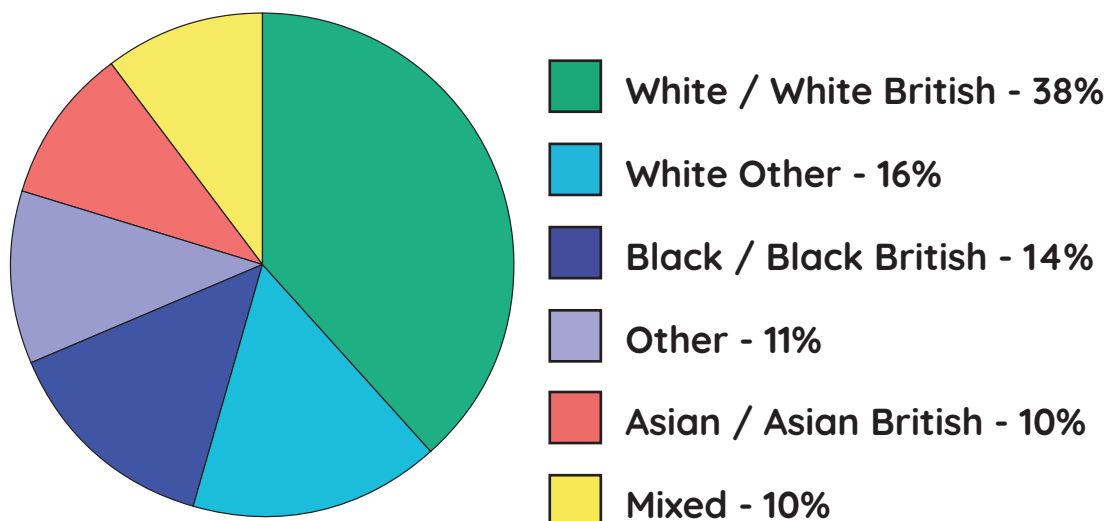


*Religion of Families Attending Growing Hope Clinics*

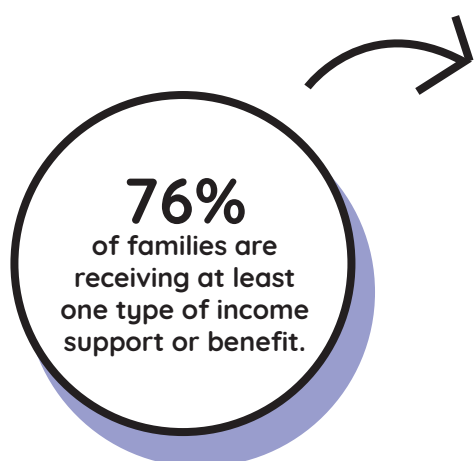


Christian	- 52%
No Religion	- 19%
Muslim	- 16%
Other	- 9%
Jewish	- 1%
Sikh	- 1%
Buddhist	- 1%

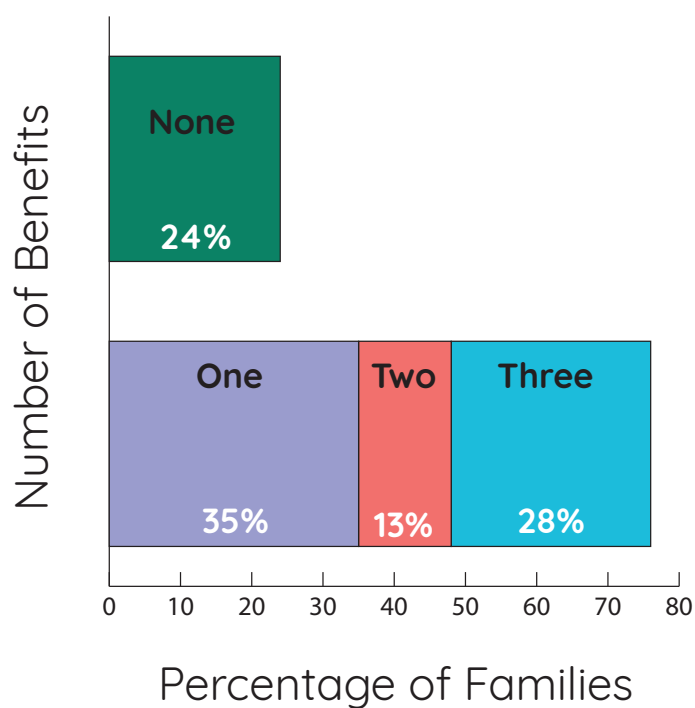
Ethnicity of Families Attending  
Growing Hope Clinics



Household Income for Families  
Attending Growing Hope



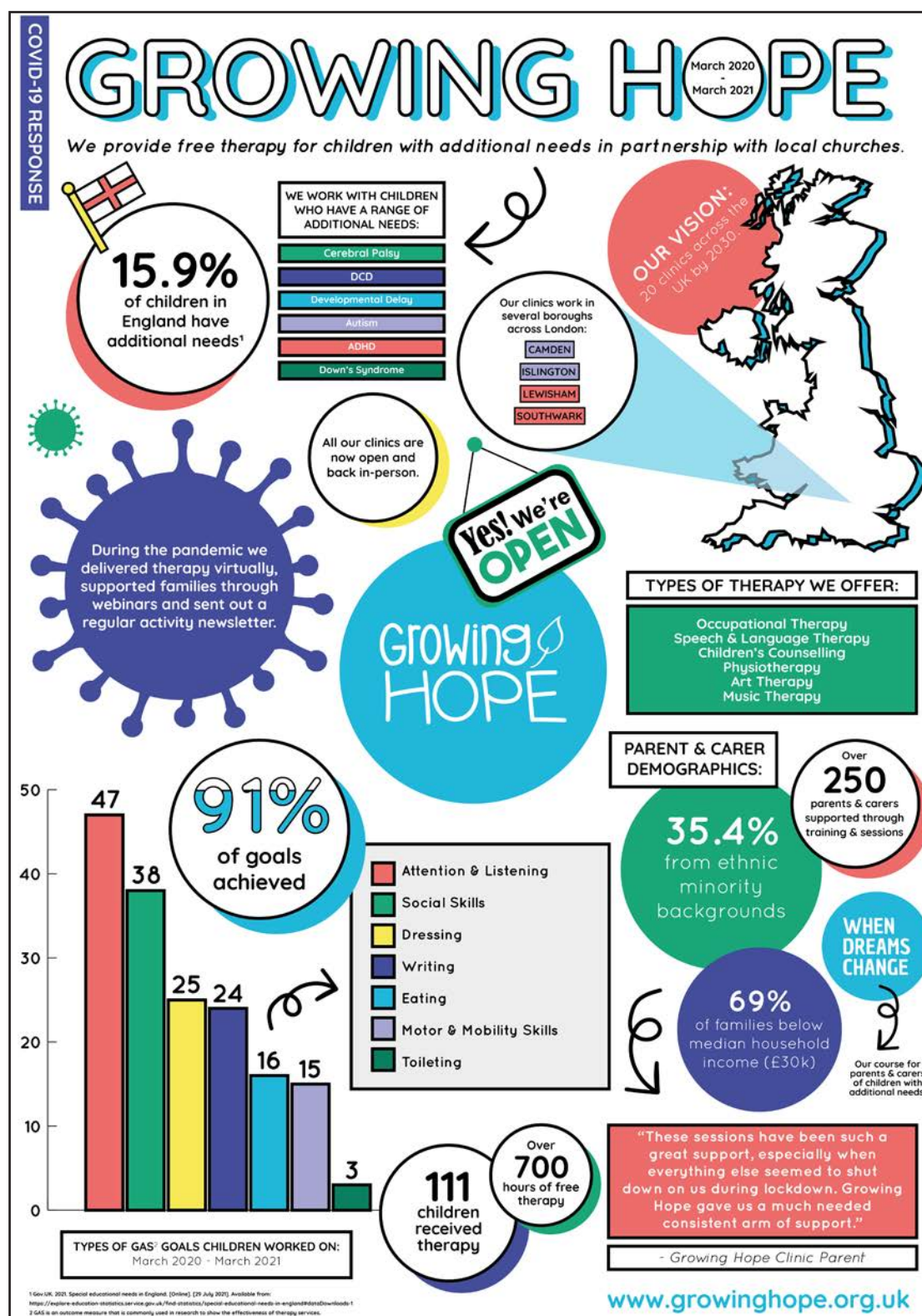
Household Benefits for Families  
Attending Growing Hope





# 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 car parks 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.

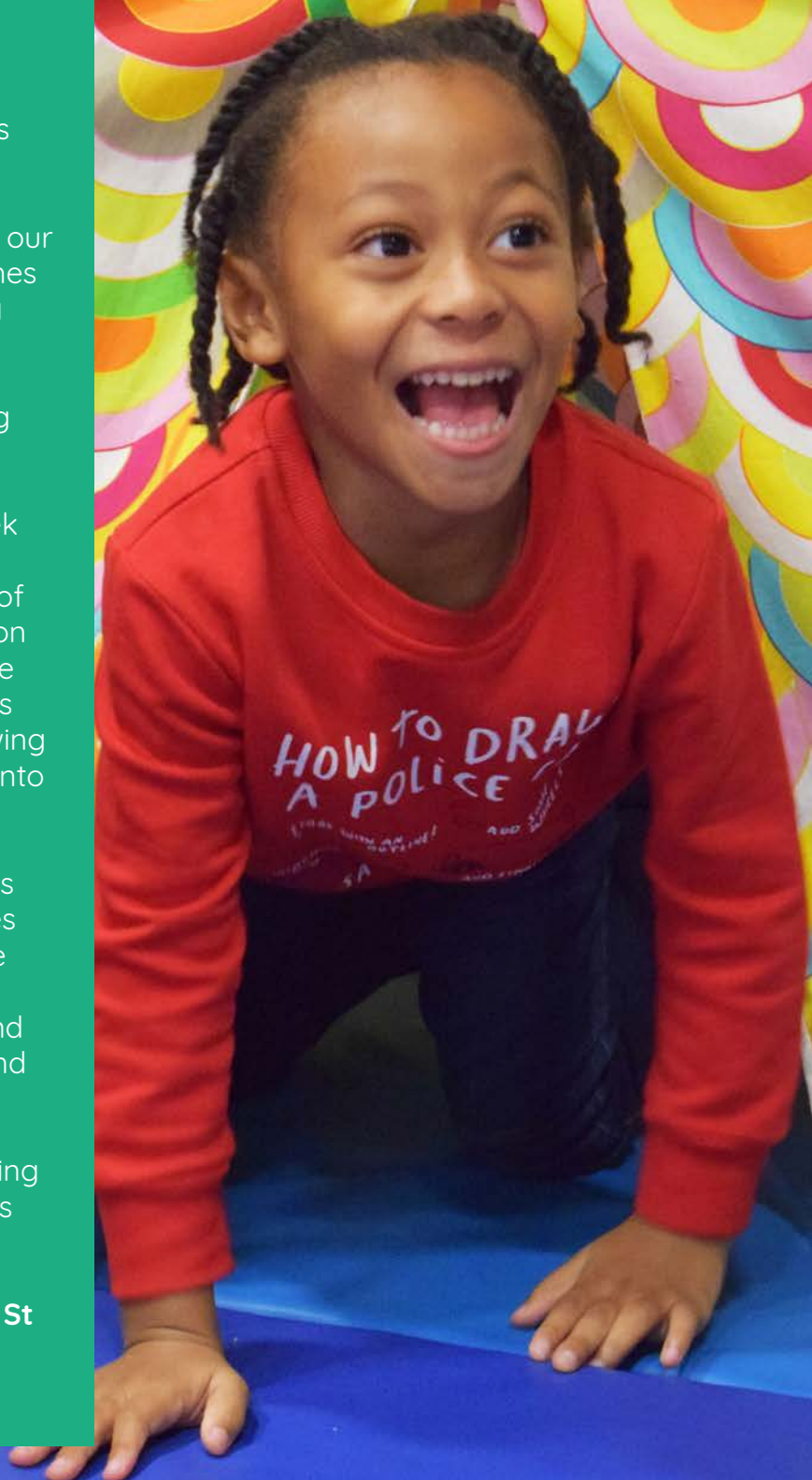
Although this clinic will be based at St James’ Church, the aim is that churches across High Wycombe will get involved and support its work. We already have three different churches represented in our trustees and champions from 12 churches in Wycombe who will promote Growing Hope and help us with our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

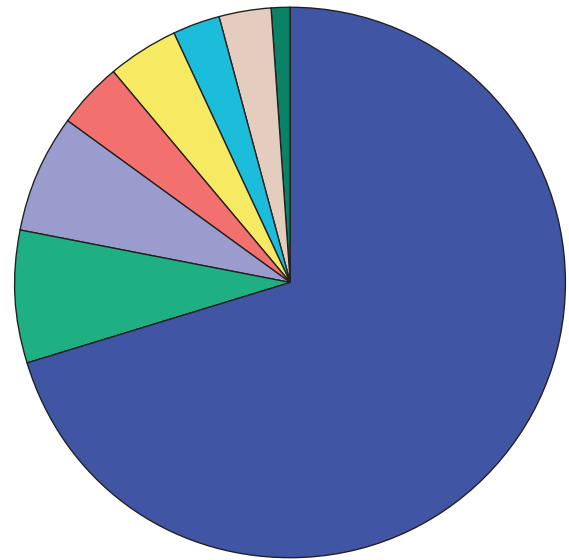
## Supporting Growing Hope Clinics

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.

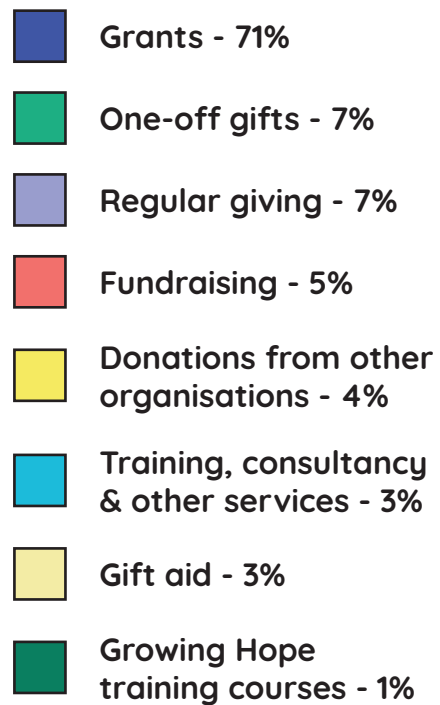
## HOSTING FOR HOPE



Hosting for Hope Meal in Summer of 2021



*Types of income received by Growing Hope Umbrella*



# 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]
2. Gov.UK. 2021. Special educational needs in England. [Online]. [29 July 2021]. Available from: <https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england#dataDownloads-1>
3. The National Association of Head Teachers, 2021. A FAILURE TO INVEST: The state of school funding in 2021. [online] Available at: <[https://www.naht.org.uk/Portals/0/PDF's/Funding/NAHT%20Funding%20report%20\(A%20Failure%20to%20Invest\)\\_WEB.pdf?ver=2021-09-07-173735-743](https://www.naht.org.uk/Portals/0/PDF's/Funding/NAHT%20Funding%20report%20(A%20Failure%20to%20Invest)_WEB.pdf?ver=2021-09-07-173735-743)> [Accessed 9 September 2021].
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		2020		
	£	£	£	£	£	£
<b>INCOME FROM:</b>						
Voluntary Income	35,589	0	<b>35,589</b>	24,272	0	<b>24,272</b>
Grant Income	2,700	120,400	<b>123,100</b>	10,009	10,000	<b>20,009</b>
Activities for Generating funds	7,930	0	<b>7,930</b>	3,608	0	<b>3,608</b>
Other sourced income	7,513	0	<b>7,513</b>	1,492	0	<b>1,492</b>
<b>TOTAL INCOME</b>	<b>53,732</b>	<b>120,400</b>	<b>174,132</b>	<b>39,381</b>	<b>10,000</b>	<b>49,381</b>
<b>EXPENDITURE ON:</b>						
Raising Funds	2,157	1,320	<b>3,477</b>	336	0	<b>336</b>
Charitable Activities	53,242	72,772	<b>126,014</b>	21,860	10,000	<b>31,860</b>
<b>TOTAL EXPENDITURE</b>	<b>55,398</b>	<b>74,092</b>	<b>129,491</b>	<b>22,196</b>	<b>10,000</b>	<b>32,196</b>
<b>NET INCOME/(EXPENDITURE) BEFORE</b>						
<b>TRANSFER OF FUNDS</b>	<b>(1,666)</b>	<b>46,308</b>	<b>44,641</b>	<b>17,185</b>	<b>0</b>	<b>17,185</b>
Gross transfer in funds out	0	0	0	0	0	0
Gross transfer in funds in	0	0	0	0	0	0
<b>NET MOVEMENT IN FUNDS</b>	<b>(1,666)</b>	<b>46,308</b>	<b>44,641</b>	<b>17,185</b>	<b>0</b>	<b>17,185</b>
Balances brought forward at 1 January 2021	33,878	0	<b>33,878</b>	16,769	0	<b>16,769</b>
<b>BALANCES CARRIED FORWARD AT 31 DECEMBER 2021</b>	<b>32,212</b>	<b>46,308</b>	<b>78,520</b>	<b>33,954</b>	<b>0</b>	<b>33,954</b>

Growing Hope  
Annual accounts 1 Jan 2021- 31 Dec 2021

**Balance Sheet as at 31st December 2021**

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

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 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 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 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		
	£	£	£	£	£	£
<b>Voluntary Income</b>	<b>35,589</b>	-	<b>35,589</b>	<b>24,272</b>	-	<b>24,272</b>
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
<b>Grants</b>	<b>2,700</b>	<b>120,400</b>	<b>123,100</b>	<b>10,009</b>	<b>10,000</b>	<b>20,009</b>
Grants	2,700	120,400	123,100	10,009	10,000	20,009
<b>Fundraising Income</b>	<b>7,930</b>	-	<b>7,930</b>	<b>3,608</b>	-	<b>3,608</b>
Growing Hope Gala Dinner	-	-	-	373	-	373
Other Fundraising Income	7,930	-	7,930	3,235	-	3,235
<b>Services and Sales</b>	<b>7,513</b>	-	<b>7,513</b>	<b>1,492</b>	-	<b>1,492</b>
Courses	2,335	-	2,335	644	-	644
Training & consultancy	4,268	-	4,268	849	-	849
Clinical Supervision/coaching	900	-	900			
Sales	10	-	10			
<b>TOTAL INCOME</b>	<b>53,732</b>	<b>120,400</b>	<b>174,132</b>	<b>39,381</b>	<b>10,000</b>	<b>49,381</b>

## 3. EXPENDITURE

	Unrestricted Funds	Restricted Funds	Total Funds	Unrestricted Funds	Restricted Funds	Total Funds
	2021			2020		
	£	£	£	£	£	£
<b>Office and Administration Costs</b>	<b>10,091</b>	<b>3,855</b>	<b>13,946</b>	<b>3,036</b>	<b>0</b>	<b>3,036</b>
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			
<b>Expenses</b>	<b>2,972</b>	-	<b>2,972</b>	<b>1,841</b>	-	<b>1,841</b>
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
<b>Fundraising Costs</b>	<b>2,157</b>	<b>1,320</b>	<b>3,477</b>	<b>336</b>	-	<b>336</b>
Cost of Sales	3	-	3			
Cost of fundraising	2,154	1,320	3,474	336	-	336
<b>Grants to new Growing Hopes</b>	<b>9,000</b>	<b>2,500</b>	<b>11,500</b>	<b>6,578</b>	-	<b>6,578</b>
Note 7	9,000	2,500	11,500	6,578	-	6,578
<b>Salaries and HR</b>	<b>31,179</b>	<b>66,417</b>	<b>97,596</b>	<b>10,407</b>	<b>10,000</b>	<b>20,407</b>
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
<b>Total Expenditure</b>	<b>55,398</b>	<b>74,092</b>	<b>129,491</b>	<b>22,197</b>	<b>10,000</b>	<b>32,197</b>

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

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

	2021	2020
<b>5. Debtors</b>		
Other debtors	2,220	2,771
<b>Total</b>	<b>2,220</b>	<b>2,771</b>

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

	2021	2020
Other creditors	4,304	6,000
Payroll liability	0	523
<b>Total Current Liabilities</b>	<b>4,304</b>	<b>6,523</b>

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

**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.

	Unrestricted Funds	Restricted Funds	TOTAL FUNDS
<b>9. Analysis of assets by fund</b>			
	<b>2021</b>		
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)
	<b>32,212</b>	<b>46,308</b>	<b>78,520</b>

**10. Staff remuneration and numbers**

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

	<u>2021</u>	<u>2020</u>
Average employees during the period	4.0	1.0

#### 11. Restricted funds

Funder	Item Funded	Balance as at 1 January 2021		Balance as at 31 December 21	
		Income	Expenditure		
		£	£	£	£
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](http://growinghope.org.uk)

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