

2022

Growing Hope's ANNUAL REPORT

Report & Financial Statements
1 January - 31 December 2022



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4 CEO's Letter

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

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



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

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

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

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

Yours sincerely,

Dr Naomi Graham
Founder & CEO of Growing Hope National

Chairman's Letter

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

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

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

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

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

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

Yours sincerely,



Rebecca White
Chair of Trustees

6 Trustees' Report

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

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

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

the charity. On 7th of March 2022 Ishmael Evans was appointed as an additional trustee to support the work of the board.

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

Appointment of Trustees

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

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

Yours sincerely,

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

This year we have:

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



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


- Growing Hope High Wycombe Clinic Parent


Objectives and Values

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

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

 partnering with churches across the UK to set up clinics and health and wellbeing services.

 providing oversight, funding and support for set-up, training, and clinical supervision for locally run clinics and other such activities as the trustees may from time to time think fit.

 raising awareness and providing training for external organisations of how to include and support children with additional needs and their families.

 the advancement of the Christian faith through engaging in discussion about the Christian faith and doctrine and offering prayer and other such activities.



Hope for Children:

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



Hope for Families:

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



Hope in Jesus:

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



Hope



Community




Courage



Innovation



Generosity



16.6%
of children in
England have an
additional need¹

54%
of parents are
experiencing a
delay in accessing
therapy²

46%
of disabled children's
siblings are socially
isolated³

We've provided direct therapy for 213 children.



88% of therapy goals set with children were achieved.



285 parents supported through therapy sessions and courses.



Sofia's Story and Occupational Therapy



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

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

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

Local Clinics

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

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

12 Existing Clinics

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

Growing Hope King's Cross:

- Abi Page continues as full time Clinic Manager of Growing Hope King's Cross as well as providing speech and language therapy. In February 2022 Reb Du Preez joined the team as an additional occupational therapist, alongside Naomi Graham. Growing Hope King's Cross continues to work with freelance therapists offering music therapy and children's counselling.
- Growing Hope King's Cross worked with 128 children and 163 siblings, parents and carers in 2022 and 92 per cent of therapy goals set across all sessions were met.

Growing Hope Brockley:

- Since Growing Hope Brockley launched in September 2021, Clinic Manager Shaaron O'Driscoll has continued to provide occupational therapy alongside overseeing the clinic. In June, the clinic welcomed Anna Frasilho to the team as a volunteer occupational therapist.
- Growing Hope Brockley worked with 127 children, siblings, parents and carers in 2022 and 84 per cent of therapy goals across all sessions and groups were met.

Growing Hope High Wycombe:

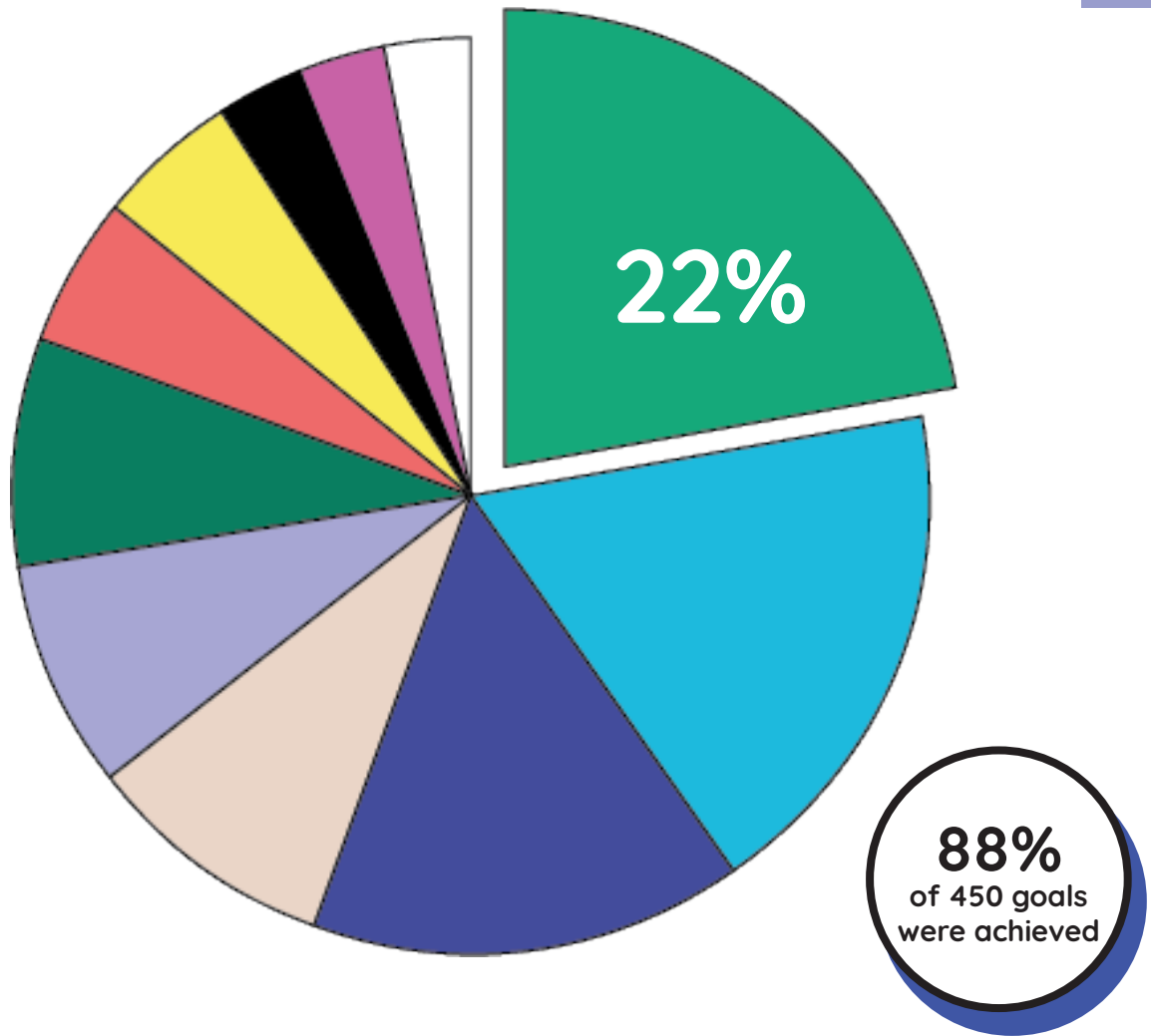
- In February 2022 Growing Hope High Wycombe opened its doors to children and young people in the High Wycombe

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

- The clinic currently offers free music therapy, and will also offer speech and language therapy as of the new year.
- Growing Hope High Wycombe worked with 94 children, siblings, parents and carers in 2022, and 88 per cent of therapy goals across all sessions and groups were met.



Types of goals children worked on in clinic



Emotional Regulation
- 98 goals / 22%

Attention and Listening
- 80 goals / 18%

Social Skills
- 64 goals / 15%

Dressing
- 40 goals / 9%

Speech and Communication
- 36 goals / 8%

Mark Making and Writing
- 34 goals / 8%

Co-ordination, Walking and Strength
- 24 goals / 5%

Self-confidence and Identity
- 21 goals / 5%

Understanding Language
- 15 goals / 3%

Eating
- 14 goals / 3%

Toileting
- 11 goals / 3%

14 Who We Support

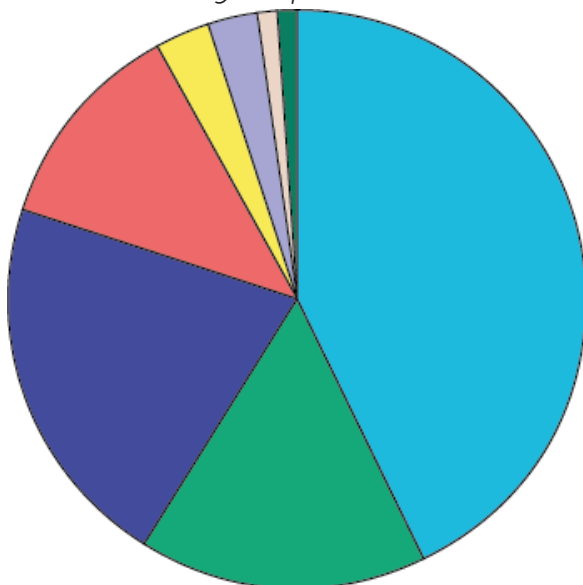
We support children, young people and families from a range of backgrounds and circumstances.

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

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

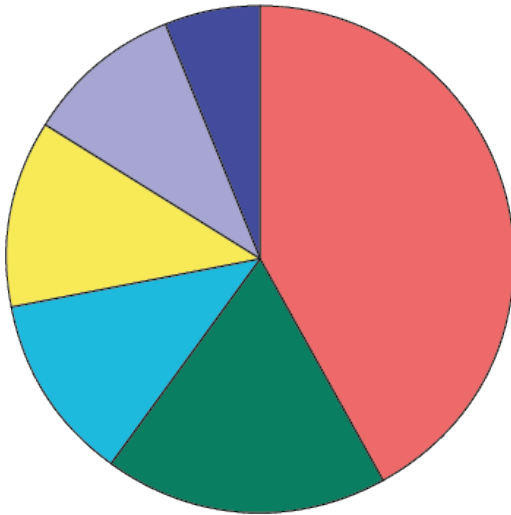


Religion of Families Attending Growing Hope Clinics

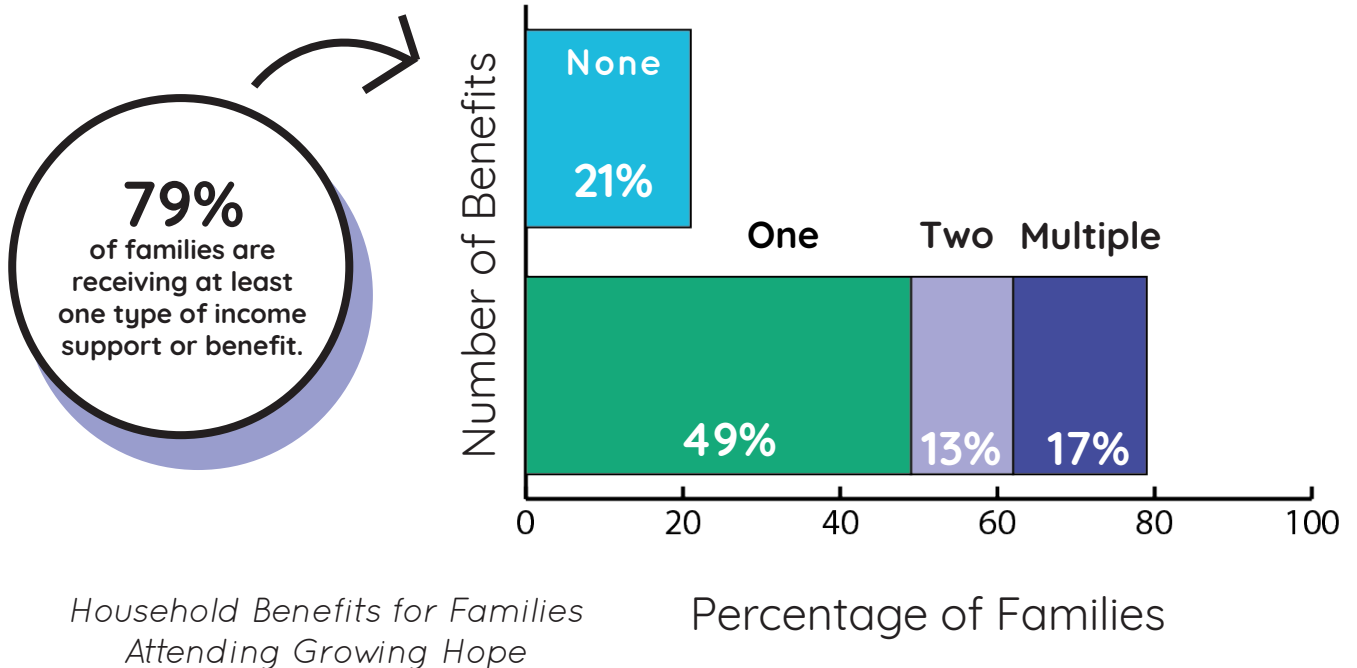
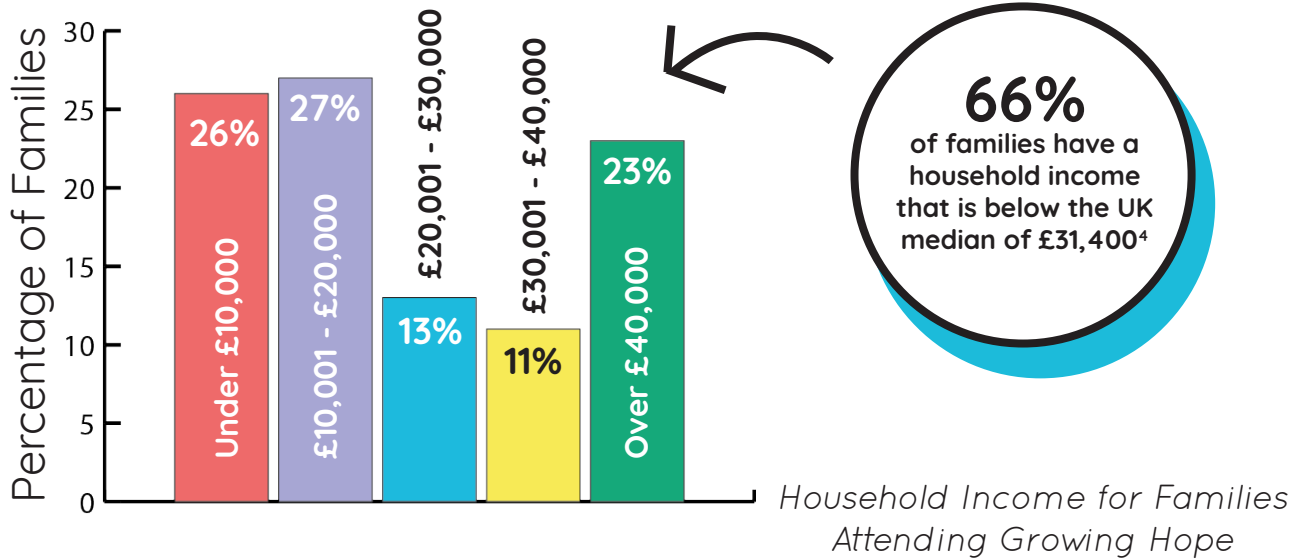


| | |
|----------------------------|-------|
| Christian | - 43% |
| Christian (non-practising) | - 16% |
| No Religion | - 21% |
| Muslim | - 12% |
| Catholic | - 3% |
| Other | - 3% |
| Sikh | - 1% |
| Buddhist | - 1% |

Ethnicity of Families Attending Growing Hope Clinics



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



16 New Clinics

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

Growing Hope Gateshead:

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



Alistair Bassett (Chair)



Nathanael Ogborn



Sarah Bhatoe



Lucy Gibbs



Clare Talbot-Jones



Alive Church, St George's, Gateshead

Liz Lewis-Barned

”

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

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

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

Policy and Guidance

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

Clinical Supervision

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

Training

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

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

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

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

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

Future Growing Hope Clinics

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





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

- Growing Hope Brockley Clinic Parent

20 National Impact

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

Training and Courses

- During 2022 we ran our When Dreams Change Facilitator training twice. Since launching this training in 2020, we have trained 38 Facilitators from across the UK. When Dreams Change is a course that enables parents and carers of children with additional needs to process their experiences.
- Since launching our Facilitator Training for our Siblings Groups in October 2021, we have run five training courses, including the addition of our co-facilitator training enabling a more cost-effective and accessible option. To date we have trained 20 people across the UK. This course enables individuals within community settings to run our groups for primary school age siblings of children with additional needs. We received a Tesco Community Grant at the start of 2022 to fund the purchase of equipment and materials needed to run Siblings Groups as well as the design and printing of facilitator training handbooks.

Accessibility Consultancy

- We have continued to offer our accessibility auditing for churches. A main focus for this year has been developing the Accessibility Award to be launched early 2023.
- We have also provided accessibility training workshops for churches and their staff and volunteer teams.

- Throughout the year Naomi has continued to work closely with 3Generate, the Methodist Youth & Children's conference, to ensure their main event is accessible for all people.
- This year we have continued to use the press and media to increase awareness of our work and our supporter base. In August 2022, Naomi was interviewed on Facing the Canon by J. John. The interview generated significant traction. Naomi also spoke on the Church and Accessibility in an interview with Paul and Becky Harcourt, on an episode of TBN UK's series Fit For Purpose.
- Our relationship with Premier NexGen (formerly YCW Magazine) has continued, and we have continued to have a wide readership of these articles.
- We have continued to provide online workshops in partnership with PACT, on topics such as supporting children with writing and play, and adapting your home for children with additional needs.
- We've continued to partner with New Wine and are a New Wine annual partner for 2022-23. During the United summer conference we were able to talk to several individuals about the work of Growing Hope.

Supporter Engagement and Fundraising

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

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

Campaigns and Events

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



Big Give

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



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

- When Dreams Change Facilitator

22 Income Generation

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

Grant Income

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

Supporting Growing Hope Clinics

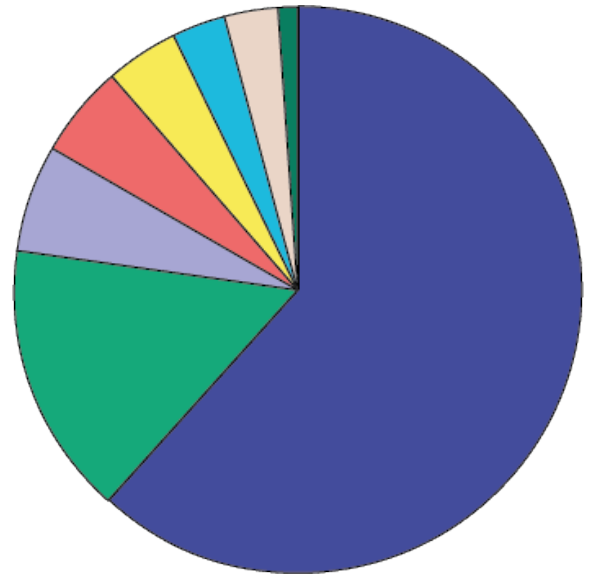
As a national charity, an important aspect of supporter engagement is building our network across the charity and helping our local Growing Hope Clinics to also engage with their supporters. This year through the Hosting for Hope and Big Give campaigns, we have produced resources and social media content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

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



SUPPORTED BY
MAYOR OF LONDON





Types of income received by Growing Hope National



24 Employees and Volunteers

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

Staff

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

Freelancers and Volunteers

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

We'd like to thank Pat Finlow for her support in continuing to develop our supporter database, Sophie Nye and India Taylor who have volunteered time to help with general administration, Fari Shakourizadeh for support with financial

administration, Natalie De Laune who has volunteered to take our minutes at trustee meetings, and Andy Graham for the generous support with our clinical administration software. We would also like to thank Patrick Elshen and James Ridge who have supported us with software development on a freelance basis.



Lucas's Story and Occupational Therapy

A photograph of a man with a beard and a young boy sitting on a large purple exercise ball. The man is wearing a white shirt and the boy is wearing a tan t-shirt. They are both smiling and looking down at the ball. The background is a bright, indoor space with wooden railings, suggesting a gym or therapy room.

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

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

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

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

26 Financial Review

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

We received an income of £241,710:

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

We had an expenditure of £239,928:

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

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

Management of Financial Risk

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



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

Financial Risk:

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

IT Security and Protection:

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

Safeguarding:

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

Health and Safety:

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

Compromising Christian Identity and Values:

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

Structure, Governance and Management

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

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

Trustees

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

Roles and Subcommittees

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



Rebecca White (Chair)



Francesca Fauvet



Lois Tackie-Oblie



Paul Nye



Bambi French



Joojo Kyei




Ishmael Evans


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

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

For the next year we have set ourselves these goals:

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

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

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



Annual Report References:

1. Gov.UK. 2022. Special educational needs in England. [Online]. [16 June 2022]. Available from: <https://explore-education-statistics.service.gov.uk/find-statistics/special-educational-needs-in-england>
2. Disabled Children's Partnership, 2022. *Left Behind – Six Months On*. [Online] Available at: <https://disabledchildrenspartnership.org.uk/wp-content/uploads/2022/03/Left-Behind-6-months-on-DCP-Report-2022.pdf> [Accessed 11 Jan 2023]
3. Disabled Children's Partnership, 2022. *Left Behind – Six Months On*. [Online] Available at: <https://disabledchildrenspartnership.org.uk/wp-content/uploads/2022/03/Left-Behind-6-months-on-DCP-Report-2022.pdf> [Accessed 11 Jan 2023]
4. ONS., 2021. Average household income, UK: financial year 2021. [Online]. [28 March 2022]. Available from: <https://www.ons.gov.uk/peoplepopulationandcommunity/personalandhouseholdfinances/incomeandwealth/bulletins/householddisposableincomeandinequality/financialyearending2021>

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

Trustees:

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

Key Management Personnel:

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

Registered Principal office:

390 Caledonian Road, London N1 1DN

Charitable Incorporated Organisation (CIO) number:
1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Growing Hope Independent Examiner's Report to the Trustees

For the year 1 January 2022 to 31 December 2022

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

Responsibilities and Basis of Report

As the charity's trustees you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act'). I report in respect of my examination of the charity's accounts carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's statement

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

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

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

Signed



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

27 Feb 2023

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

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

FIXED ASSETS

Clinic and IT Equipment

| | | |
|----------|----------|------------|
| | 0 | 453 |
| 4 | 0 | 453 |

CURRENT ASSETS

Bank Account

Other Debtors & Stock

| | | |
|----------|---------------|---------------|
| | 80,929 | 80,017 |
| 5 | 296 | 2,354 |
| | 81,225 | 82,371 |

LIABILITIES - Creditors due within one year

Other Creditors

Total Creditors due within one year

| | | |
|----------|----------------|----------------|
| 6 | (2,478) | (4,304) |
| | (2,478) | (4,304) |

NET CURRENT ASSETS

| | | |
|--|--------|--------|
| | 78,747 | 78,067 |
|--|--------|--------|

NET ASSETS

| | | |
|--|---------------|---------------|
| | 78,747 | 78,520 |
|--|---------------|---------------|

RESERVES

Surplus for the year

Brought Forward Balance

| | | |
|--|---------------|---------------|
| | 1,783 | 44,641 |
| | 78,520 | 33,878 |
| | 80,303 | 78,520 |

FUNDS

Unrestricted

Restricted

| | | |
|----------|---------------|---------------|
| | 32,152 | 32,212 |
| | 48,151 | 46,308 |
| 9 | 80,303 | 78,520 |

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

Approved by and signed on its behalf by:

Rebecca White
Chair of Trustees



Paul Nye
Finance Trustee



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

1. Accounting policies

Incorporation

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

Basis of preparation

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

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

The financial statements are prepared under the historical cost convention.

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

Going concern basis

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

Income

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

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

Expenditure

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

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

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

Fund accounting

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

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

Cash and cash equivalents

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

Debtors and creditors

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

Tangible fixed assets and depreciation

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

Computer and Office Equipment: 4 Years straight line

Pension

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

Critical accounting estimates and areas of judgement

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

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

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

2. Income

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

3. Expenditure

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

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

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

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

| 6. Creditors (amounts falling due less than one year) | 2022 | 2021 |
|---|--------------|--------------|
| Other creditors | 2,478 | 4,304 |
| Total Current Liabilities | 2,478 | 4,304 |

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

8. Related parties

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

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

2022 **2021**

10. Average employees during the period

6 4

11. Restricted funds

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

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Trustee Expenses

The following expenses were paid to trustees during the year

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

No trustee received any remuneration

14. Key Management Personnel

| | Total 2022 | Total 2021 |
|----------------------------------|---------------|---------------|
| | £ | £ |
| Salaries and Wages | 84,163 | 45,071 |
| Employer's NI | 9,428 | 4,391 |
| Employer's Pension contributions | 4,208 | 2,254 |
| | <u>97,799</u> | <u>51,716</u> |

No employee received remuneration above £60,000

15. Stock valuation

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

Growing HOPE

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Registered charity number 1176358 (England & Wales)

growinghope.org.uk

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

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