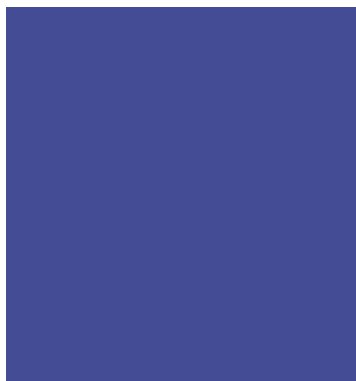


Growing HOPE

ANNUAL REPORT 2023



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The Past Year

3

Dr Naomi Graham, Founder and CEO

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



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

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

Bambi French, Interim Chair of Trustees

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



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

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

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Trustees' Report

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



Bambi French (Interim Chair)



Francesca Fauvet



Paul Nye



Lois Tackie-Oblie



Joojo Kyei-Sarpong



Ishmael Evans

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

Community Champion



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

- Maddy

In 2023...



children in England have an additional need¹

8/10 parent carers have poor mental wellbeing²



5/10 siblings of children with additional needs are socially isolated³



97 parents, carers and siblings

supported through training and courses

324 children

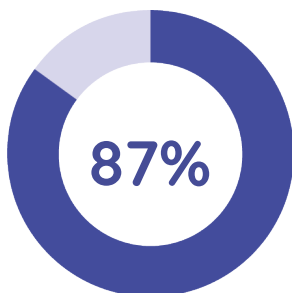
supported through direct therapy at our clinics

12 Accessibility Awards

awarded to churches across the UK

1,148 individuals

received accessibility training



of GAS goals achieved by children and young people

52 facilitators

trained to run When Dreams Change and Siblings Group support courses

224 parents and carers

supported through online training

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

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

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

Who's Who

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

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

Paityn's Story

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

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



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

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

85% of therapy goals have been achieved.

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

Hope for Families

We have run:

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

**WHEN
DREAMS
CHANGE**

**SIBLINGS
GROUP**

- 🌿 **Four Siblings Group facilitator training sessions, where we have trained 21 new facilitators.** Our facilitators have run four Siblings Group courses across the country, a seven-week course that aims to enable brothers and sisters of children with additional needs to share their experiences of being a sibling and connect with other children with similar experiences.
- 🌿 **21 training sessions for parents and carers,** fortnightly sessions on a variety of topics, hosted by our therapists, **224 parents/carers** have signed up to these training sessions.

Feedback has been that **87% of goals have been met** within our courses.

421 families have been supported through therapy and courses across all of our clinics.

12 Accessibility Awards awarded to churches across the UK, enabling churches to become places where individuals of all needs can be seen, heard, and able to belong.



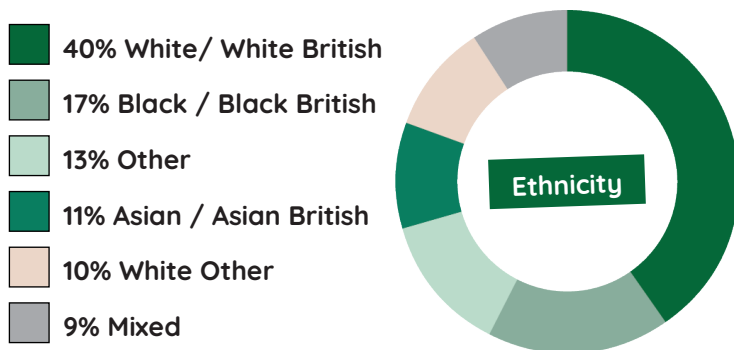
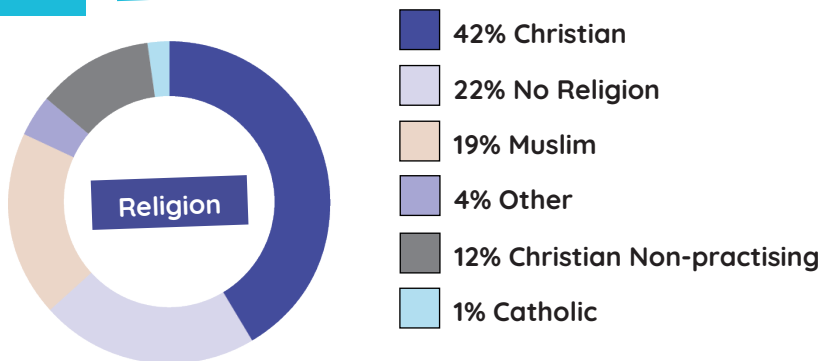
Hope in Jesus

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

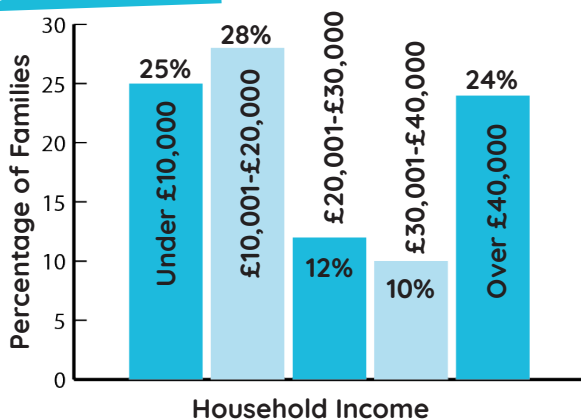
This year, one family who had reported feeling isolated from the wider community and were struggling to find childcare support for their child, were able to attend the church and connect with families there. Growing Hope therapists offered to pray for the family and share the childcare request with the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



Demographics*



Household income



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

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

We received an income of £402,335

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

We had an expenditure of £348,929

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

Management of Financial Risk

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

Supporter Engagement and Fundraising

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

Fundraising Champion



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

- Lucy, Fundraising Champion and Parent

Grants received:

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



BENEFACT
TRUST



Garfield Weston
FOUNDATION

THE MAPP
CHARITABLE
FOUNDATION



Reed Foundation

Risk Management

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

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

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

The Year Ahead

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

Trustees

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

Elijah's Story

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



References

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

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

Trustees:

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

Key Management Personnel:

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

Registered Principal office:

390 Caledonian Road, London N1 1DN

Charitable Incorporated Organisation (CIO) number:

1176358

Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

Independent Examiner:

Nick Corden ACA

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

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

Responsibilities and Basis of Report

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

Independent Examiner's Statement

Since the charity's income exceeded £250,000, your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies. I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

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

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

Signed



09 May 2024

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

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

Note	Unrestricted Funds	Restricted Funds	TOTAL FUNDS	TOTAL FUNDS
		2023		2022
	£	£	£	£

INCOME FROM:

Voluntary Income		130,715	0	130,715	45,627
Organisational Giving		56,558	126,000	182,558	144,790
Activities for Generating funds		63,746	0	63,746	37,360
Other sourced income and Interest		24,483	833	25,316	13,933
TOTAL INCOME:	2	275,502	126,833	402,335	241,710

EXPENDITURE ON:

Raising Funds		19,625	0	19,625	5,213
Charitable Activities		244,518	84,787	329,304	234,715
	3	264,143	84,787	348,929	239,928

NET INCOME / (EXPENDITURE) BEFORE TRANSFER OF FUNDS		11,359	42,046	53,405	1,783
NET MOVEMENT IN FUNDS		11,359	42,046	53,405	1,783

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

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

Balance Sheet as at 31st December 2023

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

Balance Sheet as at 31st December 2023
(Continued)

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

Approved by and signed on its behalf by:



Bambi French
Interim Chair of Trustees



Paul Nye
Finance Trustee

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

1. Accounting Policies

Incorporation

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

Basis of Preparation

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

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

The financial statements are prepared under the historical cost convention.

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

Going Concern Basis

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

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

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

Income

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

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

Expenditure

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

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

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

Fund accounting

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

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

Cash and Cash 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 2023- 31 Dec 2023

2. Income

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

Growing Hope
Annual accounts 1 Jan 2023- 31 Dec 2023

2. Income (Continued)

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

3. Expenditure

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

3. Expenditure (Continued)

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

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

4. Fixed Assets

Clinic and IT Equipment £

Actual cost	At 1 January 2023	2,277
	Additions	1,160
	Disposal	(505)
	At 31 December 2023	2,932
Depreciation	At 1 January 2023	(720)
	Charge for the year	(733)
	Disposal	126
	At 31 December 2023	(1,327)
Net Book Value	At 1 January 2023	1,557
	At 31 December 2023	1,605

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

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

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

8. Related parties

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

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

9. Analysis of assets by fund



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

10. Average employees during period

2023	2022
8	6

11. Restricted funds

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

12. Fees payable to Independent Examiner

The independent examiner did not charge for their services

13. Trustee Expenses

No expenses were paid to trustees during the year

No trustees received any remuneration

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

No employee received remuneration above £60,000

15. Stock valuation

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



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