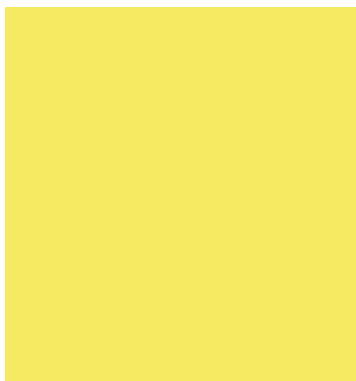




# Growing HOPE<sup>®</sup>

ANNUAL REPORT 2024



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# The Past Year

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## CEO'S LETTER

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



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

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

**Dr Naomi Fox**, Founder and CEO

## CHAIR OF TRUSTEES' LETTER

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



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

**Steve Ford**, Chair of Trustees

## TRUSTEES' REPORT

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

🌿 **Steve Ford (Chair)**

🌿 **Paul Nye**

🌿 **Richard Beasley**

🌿 **Joojo Kyei-Sarpong**

🌿 **Bambi French**

🌿 **Lois Tackie-Oblie**

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

## CONNOR'S STORY

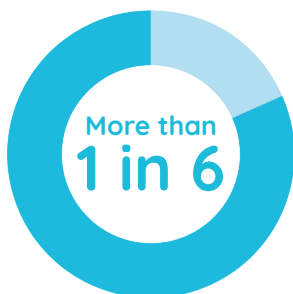
Connor came to Growing Hope High Wycombe for music therapy where he worked so hard towards his goals, finding new ways to express his feelings through music and art and sharing them with his parents so that they can understand and support him more.



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

In 2024...

6



children in England have an additional need<sup>1</sup>



parent carers have to give up employment due to lack of support available<sup>2</sup>



siblings of children with additional needs face difficulties with their own mental health<sup>3</sup>

**454** parents and carers  
supported through training and courses

**321** children  
supported through direct therapy at our clinics

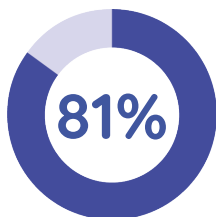
**766** individuals  
received accessibility training

**13** Accessibility Awards  
awarded to churches and schools across the UK



**59** facilitators

trained to run When Dreams Change and Siblings Group courses



of GAS goals achieved by children and young people

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

# Aims and Objectives

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



## **HOPE FOR CHILDREN**

We bring hope to children through offering free therapy services.



## **HOPE FOR FAMILIES**

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



## **HOPE IN JESUS**

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

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

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

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

[Click here to watch The Story of Growing Hope video](#)

# Who's Who

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

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

## SANNA'S STORY

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



- 🌱 We have provided therapy for **321 children and young people** across our clinics.
- 🌱 Our clinics support children and families to work on goals which are meaningful to them and help them to reach their full potential. Examples of goals have been emotional regulation, attention and listening, social skills, toileting dressing and eating.
- 🌱 **86% of therapy goals** have been achieved.
- 🌱 We have continued to support the running of Growing Hope King's Cross, Growing Hope Brockley, Growing Hope High Wycombe and the set-up of Growing Hope Maidstone and Growing Hope Redbridge. We have developed our coaching, training and resources to support our existing clinics and enable further clinics to be set-up. These clinics positively impact the lives of children and young people through free therapy provision.

### GREY'S STORY

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



### Hope for Families

We have run:

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

**WHEN  
DREAMS  
CHANGE**



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

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

86% of goals have been met within our courses.

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

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

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

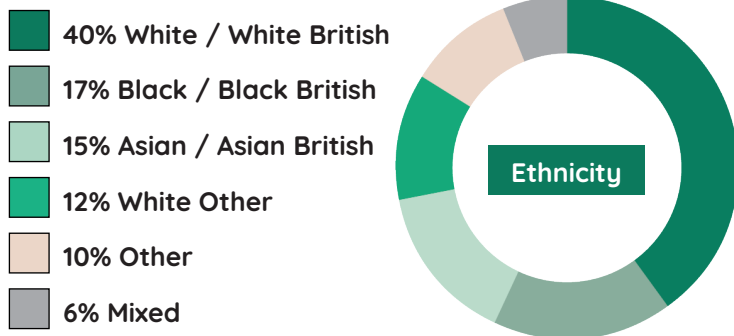
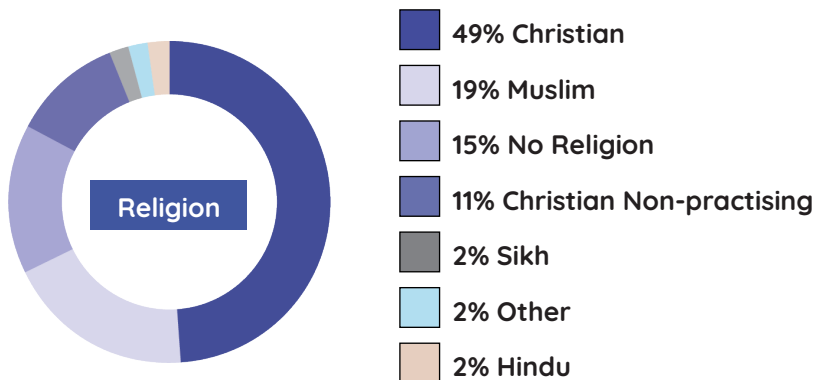


## Hope in Jesus

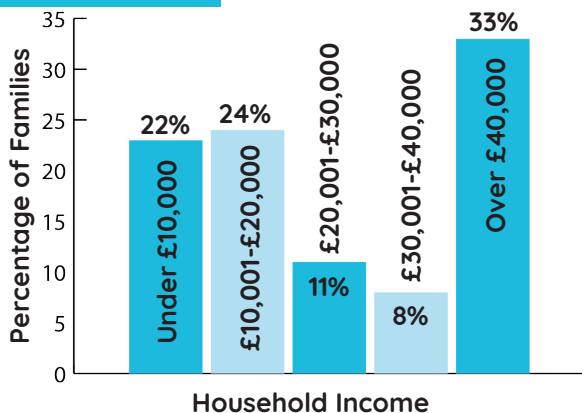
We believe Jesus brings hope even in the most difficult situations. We always offer to pray for families at the end of each therapy session, several families have taken up this offer and it has been a privilege to see answers to prayer. Our Clinic Managers also work on Sundays to support families to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

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

# 11 Demographics\*



## Household income



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

# Financial Review

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

## Income and Expenditure

### We received an income of £520,217

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

### We had an expenditure of £513,341

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

## Management of Financial Risk

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

# 13 Supporter Engagement and Fundraising

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

## GRANTS RECEIVED

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

**THE MAPP  
CHARITABLE  
FOUNDATION**

**Souter**  
CHARITABLE TRUST

**W**  
Garfield Weston  
FOUNDATION



Hinchley Charitable Trust

**54:2 FOUNDATION**

**Christian  
Funders'  
Forum**



**THE TOGETHER FUND**



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

Occupational  
Therapy  
Excellence  
Awards

**Finalist  
2024**



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

# Structure and Governance

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

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

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

## The Year Ahead

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

## Risk Management

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

### References

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

# 15 Financial Report

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

### Trustees:

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

### Key Management Personnel:

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

### Registered Principal office:

390 Caledonian Road, London, N1 1DN

Charitable Incorporated Organisation (CIO) number:  
1176358

### Bankers:

NatWest 135 Bishopsgate London EC2M 3UR

### Independent Examiner:

Frank Harper, ACMA

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

16

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

**Responsibilities and Basis of Report**

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

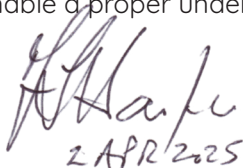
**Independent Examiner's Statement**

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

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

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

Signed,



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

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

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



## Balance Sheet as at 31st December 2024

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

## Balance Sheet as at 31st December 2024 (Continued)

The financial statements were approved by the board of Trustees on:  
18 March 2025

Approved by and signed on its behalf by:



Steve Ford  
Chair of Trustees



Paul Nye  
Finance Trustee

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

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

## **1. Accounting Policies**

### **Incorporation**

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

### **Basis of Preparation**

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

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

The financial statements are prepared under the historical cost convention.

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

### **Going Concern Basis**

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

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

### **Income**

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

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

### **Expenditure**

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

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

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

### **Fund accounting**

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

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

### **Cash and Cash Equivalents**

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

### **Debtors and Creditors**

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

### **Tangible Fixed Assets and Depreciation**

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

Computer and Office Equipment: 4 Years straight line

### **Pension**

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

### **Critical Accounting Estimates and Areas of Judgement**

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

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

## 2. Income

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

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

## Growing Hope Annual accounts 1 Jan 2024 - 31 Dec 2024

### 3. Expenditure

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



**Growing Hope**  
**Annual accounts 1 Jan 2024 - 31 Dec 2024**

**3. Expenditure (Continued)**

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

**Growing Hope**  
**Annual accounts 1 Jan 2024 - 31 Dec 2024**

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

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

## Growing Hope

### Annual accounts 1 Jan 2024 - 31 Dec 2024

5. Debtors & Stock	2024	2023
Other debtors	5,581	494
Book Stock	207	160
<b>Total</b>	<b>5,788</b>	<b>654</b>

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

7. Grants to institutions	2024	2023
Growing Hope Gateshead	19,746	6,500
	<b>19,746</b>	<b>6,500</b>

## 8. Related parties

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

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

9. Analysis of assets by fund

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

10. Average employees during period	2024	2023
	8	8

11. Restricted funds

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

## **12. Fees payable to Independent Examiner**

The independent examiner did not charge for their services

## **13. Trustee Expenses**

No expenses were paid to trustees during the year

No trustees received any remuneration

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

No employee received remuneration above £60,000



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