



ANNUAL REPORT 2023



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Mission, Vision & Objectives

The Hebe Foundation is a Christian Youth organisation that works with all young people aged 13-20 years old to help them discover & use their talents. We provide Young People with a safe environment in which to expand their minds, learn new skills and discover their talents in fun creative ways.

We focus on building young people's key life skills, employability skills and ethical values through quality projects London wide, in response to the genuine needs of the young people and their communities. Our projects are positive, productive and serve to show young people in a favourable light.

We share a burning passion to see young people grow in every area, and for us to be able to provide them with the environment and tools for that growth. We create innovative, inspiring, educational and engaging projects for all young people. We believe that no matter a young person's personal circumstances, ethnicity, ability or economic placement, they all deserve an equal chance to discover and use their talents with the support of those equipped to do so.

We work every day towards:

- Identifying, developing and releasing the talents within a young person
- Providing young people with a safe environment in which to expand their minds, learn new skills and discover their talents in an enjoyable creative ways
- Developing confidence, self-exploration & renewal of a young person
- Teaching the young people the merits of good work ethics, hard work, team building, good leadership, wisdom & love
- Helping young people take healthy ownership of the environments they operate within
- Equipping young people with skills that can be applied to all areas of their lives, enabling them to become well rounded members of society that bring about positive change
- Building relationships with the community and local businesses to bridge the generational and social gap, creating community cohesion



Foreword from the Chair

Foreword by the Chair of the Board of Trustees for The Hebe Foundation

Welcome to our annual report for the financial year, 2023. As Chair of the Board of Trustees for The Hebe Foundation I am delighted to be reviewing yet another year of operations and project delivery for our charity and its beneficiaries.

The Hebe Foundation CIO, (registered charity number 1197091, formerly RCN 1139610) is a charitable, not-for-profit organisation working for the benefit of young people and their communities. We exist to provide facilities for educational, recreational, and leisure-time activities with the object of improving their conditions, character and life prospects.

The financial year 2023, saw Hebe continuing to face the uphill funding challenges of the previous 12 months. In the first half of the year Hebe leadership responded through several cost saving measures to the paucity of sufficient grant funding income, caused by the difficult UK economic conditions. Regrettably, Hebe reduced the size of its back-office team and said goodbye to much loved team members.

The demand for our services however, increased as anticipated as more beneficiaries sought out our highly effectual youth projects. The number of affected vulnerable young people reporting mental health issues (e.g. depression, anxiety and stress) remains high with more parents also seeking help and advice on supporting their young people.

Despite the strategic measures, we preserved our delivery team of youth workers, volunteers and project managers to successfully deliver high quality youth projects into the community. As a result, 88% of our income in 2023 was spent directly on charitable activities for young people. We remain a very small team with a deep sense of purpose and healthy ambitions for sustainable growth to serve the increasing needs of our communities. We know that we cannot do this alone. Even with the 28% increase in the level of donations evidenced during 2023, we still rely very much on the support from sponsors, grant makers, funding bodies, friends of Hebe and our fabulous staff and volunteers. This is how we ensure that our projects remain meaningful and impactful.

The opportunity for readers of this report remains the same as stated last year. That by investing in the future of a young person you also invest in the future of the communities that we serve. I hope that inspires you as much as it inspires all those in the Hebe family.



Foreword from the CEO

Amie Buhari -Founder/CEO

It's fair to say 2023 was the worst year for Hebe with redundancies and severe financial difficulties. However, we are so thankful for another year of growth for our young people and us as an organisation. 2023 hasn't gone without its hardships, challenges and changes. In this ever-changing unstable climate, we have learnt to pivot in order to continue to give opportunities and support to the many young people we serve. Despite these setbacks however, we have come through wiser, stronger, and better.

This year was a continued confirmation that young people are in need of a safe space to grow and explore who they are in the world. Through our projects we aim to provide this. In 2023 we were able to introduce 4 new projects -Youth Powerhouse, NHS Research, ABC Apprenticeships and our residential -Crescere. With good success we are opening up new opportunities for our young people through innovative and relevant programmes. You'll read more about these later.

We strengthened our existing partner relationships and created a few more. We were asked to speak across platforms on youth matters, and provide training.

Our young people continue to amaze us with their wonderful minds and talents. Even though the issues they are dealing with are heavy and weighing many of them down; we are able to see and tease out the nuggets of brilliance in them. Mental health, crime, uncertainty of the future, image, and money are a few of the topics young people are grappling with on a daily basis. We've cried many tears with them this year, and although sometimes it seems hope is not there, it is! It's in the smiles, and in the passionate anger, it's in the questions and debates, and in the "I don't know". It's in the exam results and the apprenticeships. It's in the mistakes and regrets, in the tiktok dances and the kicking off. It's there, and we will relentlessly continue to draw hope out of our young people. Amen.

Programs and Impact

888

YOUNG PEOPLE AGED 10-20 YEARS
OLD ENGAGED IN OUR ACTIVITIES

PROGRAMMES OFFERED
TO YOUNG PEOPLE

13

10

SUSTAINING PARTNERSHIPS WITH
CORPORATES *(incl INVESTMENT BANKS,
INSURANCE, LAW FIRMS & MARKETING)*

VOLUNTEERS INVOLVED
ACROSS ALL THE
PROGRAMMES

100

70%

Of our young beneficiaries are from a Black British Caribbean, Black British African or Black British Other ethnic background.

18%

Of our young beneficiaries are from an Asian background.

12%

Of our young beneficiaries are from white, with-mixed and/or other ethnic background.

What our young people said.....

“I feel like more confident and a more of an A team player like I listen to everyone's ideas and I'm quite helpful(...) Teamwork is a good life skill to learn for your future and when you get an actual job in the outside world and it could be very useful and you can get employed if you have good values”, J. Junior Apprentice participant

“Confidence cause I remember the beginning when I first came on the first day we had like fill in this survey of like how confident we are and my number like really low numbers cause I don't realise like am this confident cause I saw myself being less like more like shy. I have now discovered myself a bit more confident person like my opinions are really strong and I feel like it really helped me a lot.” S., Junior Apprentice participant

“Yes, my self-confidence and self-esteem have changed as a result of the project” A., Crescere participant

“I see an improvement in my peer leadership skills” B., Crescere participant

“It's a fun and eye opening experience and you learn a lot more.” L., London's Next Top Role Model participant

“I really enjoyed it and it helped me start to take baby steps to improve my confidence healthily” M., London's Next Top Role

“A friend used to get stopped and searched prettymuch every morning.”

Supportive Connections

The Hebe Foundation (THF) Supportive Connections project focused on young people aged 13 – 25, adults, parents and carers, and local faith communities on Clapham Baptist Church and New Park Road Baptist Church. The core elements involved a targeted approach to engage the specific groups. We aimed for our Supportive Connections project to engage 320 participants over the 13-week period in the Clapham Town Centre area.

The same project format was applied to the North Lambeth Town Centre area where THF worked in collaboration and partnership with local service providers.



The video is a compilation of views from individuals and stakeholders in the community - including the police. A range of topics were covered: police and community relations, housing, community safety, and community action. Overall, there were insightful indicators relating to how Supportive Connections can be developed in local neighbourhoods.

Click on the video to watch it

Parents/Carers Workshops

The Parent workshops were designed to give space to parents and carers to candidly discuss and explore justice, youth violence and safety on Lambeth streets. We looked at the current landscape through the lenses of safety, justice and violence.

Participants voiced their often-desperate concerns to the safety of their young people. Approximately 40% of those in attendance had young people who already had encounters with street violence or the police.

Date	Number of hours	Attendees			
		Age	Ethnicity	Post Code	Gender
9th Jan	2h30min	39	Black	CR3 7EE	Female
		34	Black	SW15 2HW	Female
		37	Black	N9 9YT	Male
		44		RM8 3BJ	Female
		44	Black	SE15 6QZ	Female
		62	Black	SW2 2UN	Female
		49	Black	SW2 3DB	Female
		---	Asian	SE5 9ED	Female
		46	White	SW8 1PP	Female
		---	Black	SW9	Female
		---	Black	SW16	Female
		---	Black	SW2	Female

Issues raised by parents/carers during the sessions:

- Parents/Carers struggle to ‘compete’ against ‘street life’ for the attention of their young people.
- Parents/Carers feel the council does not care of do enough to combat street violence.
- Concern for young girls’ safety on the streets around recent attacks.
- Lack of knowledge participants had on the rights of individuals regarding police stop and search.
- Official statistics on stop and search and arrests of young people.
- What police initiatives for youth provision and community engagement are on offer.
- How the police are responding to institutional racism and regaining the trust of the community.

Urban Debaters

Urban Debaters is a structured six session programme of carefully curated debates. Delivered in partnership with Evershed-Sutherland law graduates, and in collaboration with 2 Lambeth schools – Lilian Baylis and St Francis Xavier. Topics were wide ranging and included: is AI the greatest threat to humanity; conflict in the middle east, global climate change, impact of social media and technology on young people; dangerous dogs, and GOAT – Cristiano or Messi? The sessions also included debating games, lawyer -vs- student quiz, and debating motions for and against in preparation for the offsite finale event.

School	Date s	Hours	Nr of young people
Urban Debaters Lilian Baylis	2nd Oct	1h20	32
	11th Oct	6h30	
	16th Oct	1h20	
	6th Nov	1h20	
	20th Nov	1h20	
	4th Dec	2hrs	
Urban Debaters Saint Francis Xavier	3rd Oct	1h20	11
	10th Oct	1h20	
	17th Oct	1h20	
	31st Oct	1h20	
	7th Oct	1h20	
	14th Oct	1h20	
	21st Oct	1h20	
	28th Oct	1h20	
	4th Dec	2hrs	
Total number of hours		26h40	
Total number of beneficiaries			43



Junior Apprentice

Launched in 2008, Junior Apprentice is the flagship programme of the Hebe Foundation, a London-based Christian youth organisation. Over a two-and-a-half-week summer period young people take on a series of Apprentice-style challenges, working in teams and competing for the ultimate accolade of being named Junior Apprentice of the Year. Through business involvement and community projects they get a taste of the business environment, future career possibilities and the power of social action. This extract from the Junior Apprentice theory of change sets out the thinking behind the programme.

The theme for Junior Apprentice 2023 was ‘Business of Change’ The programme began with a training day for young people on 27th July, when business partners helped deliver workshops on marketing, presentation skills, finance and business planning, and culminated in a Grand Finale on 11th and 12th August.

Challenges set for teams over the course of the programme included:

- A **‘Double Your Money’** exercise, where teams were given £20 and tasked with at least doubling that sum by selling a legal product or service.
- **Campaigning for Change:** Deciding on a cause to support then creating a slogan, T shirt design and two-minute video to promote it.
- **Metropolitan Police Recruitment Drive:** creating an advertisement, marketing and business plan aimed at increasing the numbers of underrepresented groups applying to the Metropolitan Police, then presenting ideas to members of the Force.
- **Blind Analysis:** proposals of changes Hebe could make to be more appealing to its target audience (judged by site co-ordinator(s) without knowing the authorship of each presentation).
- **Find the Items:** securing a list of items with a maximum £10 budget.
- **Social Action – Book Collection.** Collecting books for donation and sale via a Book App.
- **Mission Im(possible):** a series of creative and problem-solving tasks, based on which young people were awarded AQA certificates.
- **Our Ideal Borough:** crating a physical or 3D model for a ‘new and improved version of your borough...that benefits everyone in the community’ with a presentation and business plan to back up the changes suggested.



For the Grand Finale each site was required to present and introduce a 4-minute video or play showcasing a cause that young people stood for as a site and highlighting changes needed to improve the situation. The possibility of gaining points through sale of raffle tickets and/or losing points through poor timekeeping added an extra element of jeopardy.



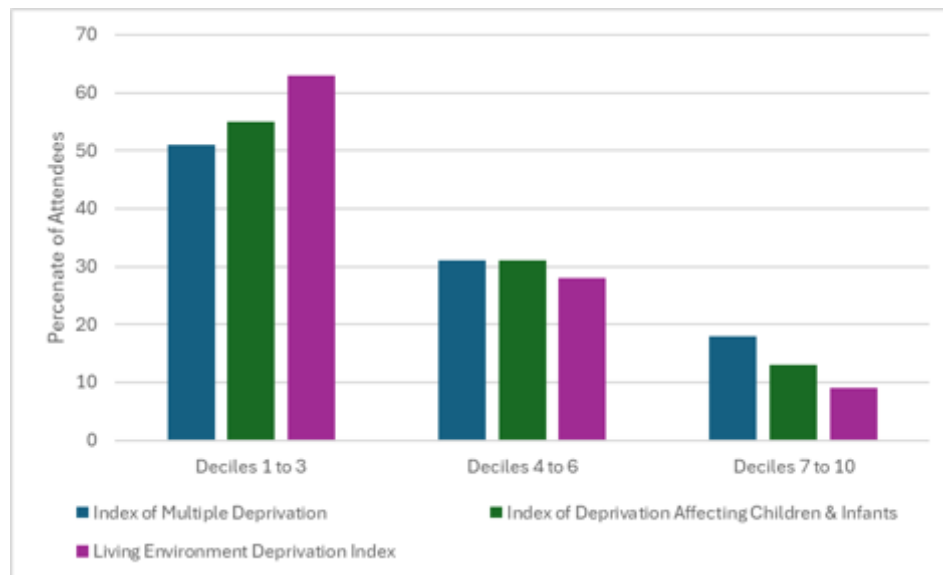
Photography of Junior Apprentice's participants during the task Dragons' Den with the Met Police 2023



Site	Specified age range	Actual age range *	Participant sign-ups	No. attending
Clapham	13+	13-17	38	38
Croydon	13+	11-16	34	29
Lewisham	8-16	7-16	39	40
Peckham	8-14	7-14	35	27
Tottenham	13+	13-16	33	19
West Norwood	13+	12-19	31	21
Total			210	174

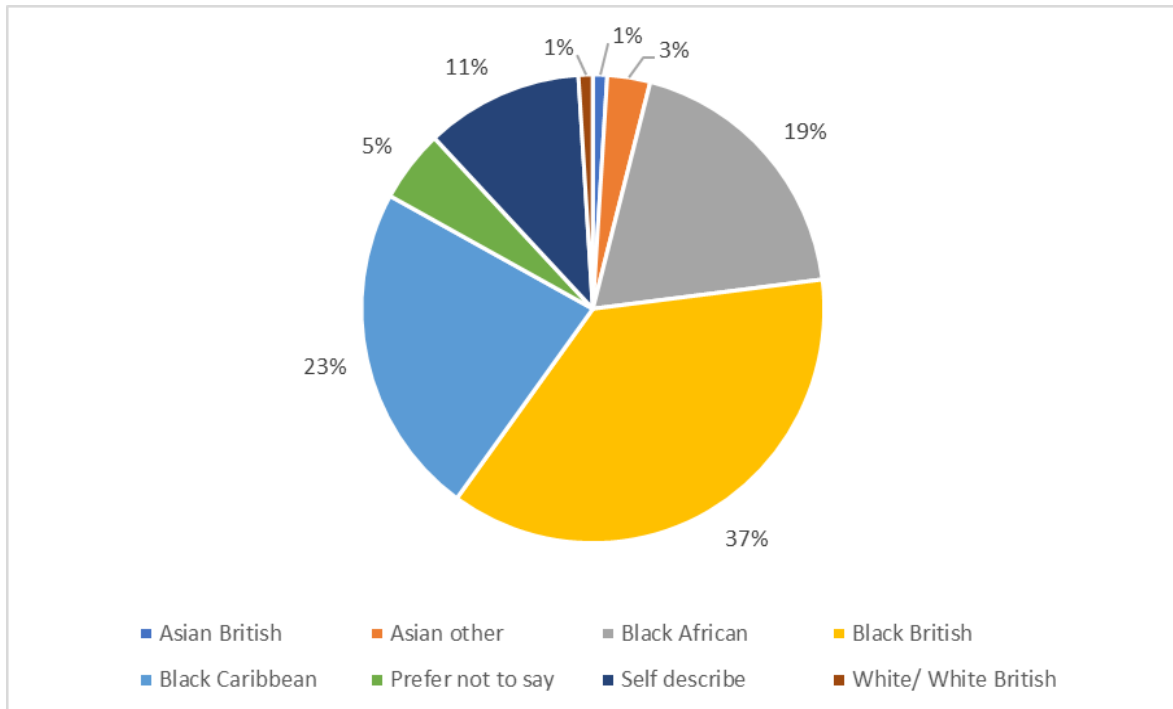
*Based on ages known (88% of young people taking part)

% of young people taking part in Junior Apprentice coming from deprived and less deprived neighbourhoods.



The programme retained its strong appeal for young people of Black or Black-British heritage. A substantial majority (79%) of participants described themselves as Black African, Black Caribbean or Black British, with a further 15% preferring not to say or opting to self-describe.

Ethnicity of young people taking part in Junior Apprentice 2023



Photography of Junior Apprentice's participants at the Grand Finale event 2023

Digital Disruptors

Delivered in collaboration with corporate partners with a focus on social media, marketing strategies, and PR, ask the expert sessions, and insights to digital career pathways. This project activity culminated in a presentation slot at the prestigious annual PI Live Event.

Dates	Hours	Nr of young people
21st – 23rd August	21	30
26th September	3h	4
29th September	4h30	9
23rd October	4h	2
Total number of hours	30h30	
Number of unique beneficiaries		29



Click on the video to watch



Demography

Gender:

- 43% of the participants were boys.
- 57% of the participants were females.

Age groups:

- 40% of the participants were aged between 11-14 years old.
- 60% of the participants were aged between 15-19 years old.

Ethnicity:

- 37% of the participants were coming from Black communities.
- 53% of the participants preferred not to say their ethnicity.
- 10% came from white, Arab, or other ethnic backgrounds.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 3 participants reported to have SEND/additional needs (10% of the total number of participants).

London's Next Top Role Model

Young people take part in a series of interactive workshops which challenge perceptions and assumptions about the people, values, and behaviours which influence them. This project enables young people to think critically about the attitudes and actions they can adopt to become a role model in their family, within their schools, and in their local communities.

The aim is to help young people explore the concepts of Role Models, Identity & Culture, Image, and Self Awareness. The young people will seek and develop what they think are characteristics of a role model and the qualities they need to succeed and give back to their community and beyond. All this is explored through the lens of photography, modelling, and design.



Photography taken by one of the teams of young people who participated in the project LNTRM 2023



Click on the video to watch

Dates	Hours	Nr of young people
13th – 17th Feb	24h	18
24th – 27th Oct	24h	10
Total number of hours	30h30	
Number of unique beneficiaries		28



Youth PowerHouse

The Youth PowerHouse initiative centres around confidently addressing societal issues that impact young people. Through the exploration and creation of podcasts as a means of communication; we aim to unearth wisdom and ensure that voices are not only heard but also valued. We work with community radio stations to teach and broadcast the young people's work.

Explore identity, culture and the qualities of being a role model; all through the lens of photography and design. Culminating in an exhibition of the young people's work.

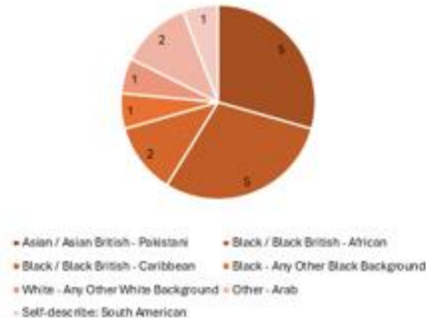
Attendee Demographics

Age of Attendees



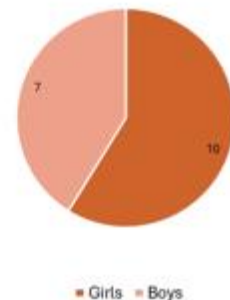
The mode age of this project was 14, however there was a good 6-year age range across the project.

Ethnicity of Attendees



There was a great mix of ethnicities across this project, with Asian – Pakistani and Black – African having equal majorities.

Gender of Attendees



The gender split of this project was fairly equal, which is nice change from a female majority.



Post Survey Feedback

What was the best moment of Youth Powerhouse for you?

The majority stated that the recording process, was the best moment for them. Which can be seen by 63% stating that day 3 (recording day) was their favourite day of the project! While others mentioned, the planning process, working with new people/gaining experience and even playing football with the project manager, Ana!

What was the most difficult/challenging moment of Youth Powerhouse for you?

The most common reported challenge was figuring out what to say on their podcasts, with others mentioning talking in an engaging way without visuals, public speaking, and the rap workshop with Tneek.

Potential Improvements

We were given two improvements, the first to 'invite more people' and the second being, to have 'more activities about learning about the equipment needed for a podcast and hands on experience with filming ourselves and creating our own material'.

NHS – CRN – Discovering Research in Public Health

This new project is a result of a partnership between the Hebe Foundation and the CRN and during 2023 we have implemented 2 activities together:

- The Research Café Networking and
- Discovering Research in the NHS



The Kings College Hospital Research Café on 30/05/23 was highly successful. 20 young attendees gained valuable insights from diverse professionals, including doctors discussing research's impact on their work, research nurses, and analysts. The event fostered significant engagement between young participants and researchers, inspiring career exploration in research among the youth and informing researchers about young people's perspectives on research.



On the 24th of August the NIHR Clinical Research Network South London & The Hebe Foundation organized a discovery research session at Kings College Hospital for young participants. The event offered a rich array of information and experiences, including hands-on activities such as learning to take blood pressure and



exploring research methodologies. Participants gained insights into midwifery and research opportunities and received a detailed tour of the hospital's research department.

Feedback from Post-Surveys



In your opinion what is healthcare research?

Determines the safety of medication
Research done to develop the healthcare system



In your opinion why is healthcare research important?

To help those affect poorly affected by research
To understand the impact in the accessibility of healthcare and develop new technologies to advance the way in which Healthcare is received at the point of use by both doctors and patients



What aspect of the session did you find most interesting?

Being in different groups and explaining their perspectives on the topics
Surgical techniques used in theatre

Which aspects of the session did you find most interesting and beneficial?

The vital signs practice

The tour of the clinical trial lab and the vitals session

I found the first talk to most interesting because it related a lot to my other subjects, and I learnt a lot of new information that could help me in pursuing a medical career.

The tour and understanding what research Kings does





Crescere

The aim of our residential “Crescere” lies in the definition of the word, meaning “growth” in latin. In this residential we aim to take away young people from the many voices and busyness of London and provide them with the safe space to reflect about questions like “who am I?”, “what am I here for?” and “what am I good at?”.

In this residential we supported young people growing in purpose by raising their awareness of the talents that they have that may be hidden, repressed or repurposed.

Crescere 2023 took place at Wey Island Trust -Outdoor Pursuits & Residential Centre, Weybridge, Surrey

Date s	Hours	Nr of young people
23 rd Oct – 26 th Oct	32h	14
Total number of hours		
Number of unique beneficiaries		14

Demography

Gender:

- 57% of the participants were boys.
- 43 % of the participants were girls.

Age groups:

- 57% of the participants were aged 11 – 14 years old.
- 43% of the participants were aged 15 – 18 years old.

Ethnicity:

- 64% of the participants identified as Black Caribbean.
- 22% of the participants identified as Black African.
- 14% of the participants identified as mixed.

NEET Status:

- 100% of the participants reported to be in Unemployed - in Education.

SEND | Additional Needs:

- 14% (2 young people) of the participants reported to have SEND/additional needs

HEBE EMPLOYMENT LEARNING PROGRAMME (H.E.L.P.)

In-depth career advice and employment readiness to increase knowledge of the skills employers are looking for, encouraging participants to discover and explore their gifts and talents. The HELP elements provided a safe space for young people to recognise their full potential and how this could apply in a work environment. This edition of the HELP programme entailed:

- **1-1 sessions:** Designed specifically for young individuals, offering personalized guidance and support in relation to their educational choices and career pathways.
- **ABC 'Excite':** In collaboration with our corporate partner Aviation Business Continuity (ABC), our taster days were tailored for young people, offering a comprehensive overview of airport operations to inspire an interest in pursuing a career at the airport. This culminated in the opportunity for 2 participants to engage in an apprenticeship with ABC.
- **Research Project Master Class:** Exploring health related research by engaging with professional researchers working on public health research. This initiative provided young people with opportunities to delve into the world of research, fostering their interest and increasing their understanding in this field of work.

Dates	Hours	No of young people
24th July (<i>1-1 sessions</i>)	3	1
26th July (<i>1-1 sessions</i>)	3	1
14th Aug (<i>1-1 sessions</i>)	3	1
21st Aug (<i>Research project</i>)	8	1
21st August (<i>ABC 'Excite'</i>)	8	15
23rd August (<i>ABC 'Excite'</i>)	8	15
28th August (<i>Research sessions</i>)	2	5
11th Sept – 18th Sept (<i>Interviews & CV feedback</i>)	19	18
Total number of hours	54	
Number of unique beneficiaries		57

Demography

Gender:

- 67% of the participants were girls.
- 32% of the participants were boys.
- 1 young person self-described as gender/queer.

Age groups:

- 76% of the participants were aged 15 – 17 years old.
- 24% of the participants were aged 18 – 23 years old.

Ethnicity:

- 65% (25 young people) of the participants identified themselves as either: Black (8%), Black/Black British – Caribbean (24%), Black/Black British Caribbean (10%), Black British (16%), Black/English Mixed (5%) and Mixed – Black African and White (2%).
- 18% (6 young people) of the participants identified themselves as Asian or Asian/Asian British – Any Other.
- 1 young person (3%) identified as Other – Arab.
- 1 young person as White /White British Latinx (3%) and 1 participant as White British (3%).
- 1 young person (3%) chose “prefer not to say”.
- We couldn’t collect data for this question from 2 young people (5%).

NEET Status:

- 29% of the participants (11 young people) reported to be Unemployed in Education.
- We couldn’t collect data for this question from 71% of the participants (27 young people).

SEND | Additional Needs:

- 8% (3 young people) of the participants reported to have SEND/Additional Needs.
- 45% (17 young people) reported not have send/additional needs.



Photography of participants at the ABC
'Excite' taster days 2023

Moreh Mentoring

We maintained a small number of mentoring relationships this year. We are currently experiencing a shortage of mentors, so the focus for next year is to recruit again hoping people are more willing to commit.

Transition

The project Transition implemented by The Hebe Foundation in partnership with Clarion Futures focus on supporting year 6 students at primary school, who will be transitioning into year 7 students at secondary school. The project focuses on supporting young people as they make the transition from child to teenager; learning about changes in relation to their learning environment, relationships, societal issues and daily routines, etc.

In the project we also targeted parents/carers, so they build their confidence and competencies to support their children to thrive in this transition and enhance their relationship and trust with their children and school.

Church work

This year we trained and consulted churches on youth work development. Supported churches in face to face youth provision. We represented the Baptist Union on various CYF (children, youth & families) roundtables, and delivered workshops.

- Supported 15 churches across London
- Worked with over 50 young people
- Delivered 12 speaking engagements
- Served on 3 Roundtables/advisory boards

Finance

As mentioned, financially this has been our toughest year to date. Lack of core funding meant we had to make drastic financial cuts to stay afloat. This involved making redundancies and postponing projects. Despite this we managed to deliver to the same high quality we have, and by the end of the year put ourselves in a decent starting position for 2024.

Our individual donors list grew a little, as did our corporate funding. Funding from trusts and funds kept us afloat.

You'll find our independently examined accounts for 2023 at the end of this report.

Thank you to our funders and donors

Hebe works in collaboration with other organisations/companies. We know that working in this way is crucial to delivering the best service for our young people. It is our aim to continue to strengthen and develop our collaborations.

Our partners include churches, youth clubs, schools, charities, Universities, local councils and corporates. All our projects have partners working with us to deliver our work.

This year we managed to sustain our partnerships and count on them in one of the most difficult years of our life as a charity.

We would like to acknowledge the valuable partners we worked with in 2023, all of which are Hebe Champions. They take time and resources to help our young people and without them we would not be able to do what we do.



The Hebe Foundation Staff & Trustees

This year we had to reduce our team to meet our financial challenges. Our core team reduced from 7 to 3 people. As mentioned, this was a very sad time for us all at Hebe. It also meant that the remaining team had a heavier workload. We utilised our 15+ sessional youth worker pool throughout the year, and as always invested in training up previous participants as mentee youth workers.

As with previous years, volunteering has dropped within the charity sector. Post pandemic: many people are assessing life and dealing with the cost-of-living crisis, to the extent that they are not finding time to volunteer. Most of our volunteers now come from the corporate sector as part of their CSR.

The trustees focus this year was to deal with the financial crisis. They worked tirelessly to ensure Hebe didn't close and stay solvent.

Looking forward

The Hebe Foundation has been working in an environment that is difficult to navigate. Working with young people and their families has shown to be tough, requiring investment and integrated work from charities, corporates and local authorities. Young people are full of potential, but similarly they are exposed to so many risks, changes related to their bodies, minds and the social, economic and political context around themselves. Young people deserve all our eyes on them, as they navigate this current climate. We are continuously in a place of learning from their resilience, wisdom, and courage.

We remain committed to reinforcing local solutions to ending street crime, bullying, racism and building a peaceful, thriving future for generations to come. In the coming year, The Hebe Foundation will launch new initiatives to support youth-led initiatives.

We have accomplished so much together over the past year. With your continued support and with the wisdom and dedication of our staff and local partners; we know that having young people at the centre of our work and hearts, will continue to make a change in their lives and beyond.

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Tel: 07807222010

info@thehebefoundation.org.uk

www.thehebefoundation.org.uk

Charity Number 1197091

(Formerly The Hebe Foundation - South London 1139610)

REGISTERED CHARITY NUMBER: 1197091

**REPORT OF THE TRUSTEES AND
UNAUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023
FOR
THE HEBE FOUNDATION**

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

THE HEBE FOUNDATION

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THE HEBE FOUNDATION
REPORT OF THE TRUSTEES
For The Year Ended 31 December 2023

The trustees present their report with the financial statements of the charity for the year ended 31 December 2023. The trustees have adopted the provisions of Accounting and Reporting by Charities: 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) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity The Hebe Foundation (South London) the registration number of which was 1139610.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1197091

Principal address

823-825 Wandsworth Road
London
SW8 3JL

Trustees

E Thompson
A Oludemi
N Skinner
O Lewis
A Garner
T Oyelade

Independent Examiner

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

01-07-2024

Approved by order of the board of trustees on and signed on its behalf by:

DocuSigned by:


.....10C29143571141A.....
E Thompson - Trustee

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE HEBE FOUNDATION

Independent examiner's report to the trustees of The Hebe Foundation

I report to the charity trustees on my examination of the accounts of The Hebe Foundation (the Trust) for the year ended 31 December 2023.

Responsibilities and basis of report

As the charity trustees of the Trust 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 Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all 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 Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do 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.

Redfin Management provides book-keeping services to The Hebe Foundation, but is not involved in any other operational activity of the charity. The FRC's Revised Ethical Standard has been applied.

DocuSigned by:

89A709711F1449E...

Julian Davies ACA

Redfin Management Limited
111 Charterhouse Street
Farringdon
London
EC1M 6AW

27-06-2024
Date:

THE HEBE FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES

For The Year Ended 31 December 2023

		Unrestricted fund	Restricted fund	2023 Total funds	2022 Total funds as restated
	Notes	£	£	£	£
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	111,448	120,267	231,715	180,905
Investment income	4	<u>1,011</u>	<u>-</u>	<u>1,011</u>	<u>180</u>
Total		<u>112,459</u>	<u>120,267</u>	<u>232,726</u>	<u>181,085</u>
EXPENDITURE ON					
Charitable activities	5				
Working with Young People		<u>100,106</u>	<u>103,437</u>	<u>203,543</u>	<u>223,367</u>
NET INCOME/(EXPENDITURE)		12,353	16,830	29,183	(42,282)
Transfers between funds	14	<u>20,723</u>	<u>(20,723)</u>	<u>-</u>	<u>-</u>
Net movement in funds		33,076	(3,893)	29,183	(42,282)
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>44,504</u>	<u>42,224</u>	<u>86,728</u>	<u>129,010</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>77,580</u></u>	<u><u>38,331</u></u>	<u><u>115,911</u></u>	<u><u>86,728</u></u>

The notes form part of these financial statements

THE HEBE FOUNDATION

BALANCE SHEET
31 December 2023

		Unrestricted fund	Restricted fund	2023 Total funds	2022 Total funds as restated
	Notes	£	£	£	£
FIXED ASSETS					
Tangible assets	11	12	-	12	389
CURRENT ASSETS					
Debtors	12	695	-	695	906
Cash in hand		<u>81,442</u>	<u>38,331</u>	<u>119,773</u>	<u>91,641</u>
		82,137	38,331	120,468	92,547
CREDITORS					
Amounts falling due within one year	13	(4,569)	-	(4,569)	(6,208)
NET CURRENT ASSETS		<u>77,568</u>	<u>38,331</u>	<u>115,899</u>	<u>86,339</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>77,580</u>	<u>38,331</u>	<u>115,911</u>	<u>86,728</u>
NET ASSETS		<u>77,580</u>	<u>38,331</u>	<u>115,911</u>	<u>86,728</u>
FUNDS	14				
Unrestricted funds				77,580	44,504
Restricted funds				<u>38,331</u>	<u>42,224</u>
TOTAL FUNDS				<u>115,911</u>	<u>86,728</u>

The financial statements were approved by the Board of Trustees and authorised for issue on
01-07-2024 and were signed on its behalf by:

DocuSigned by:

Erol Thompson

40G25143574141A

E Thompson - Trustee

The notes form part of these financial statements

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS For The Year Ended 31 December 2023

1. GOVERNANCE AND CONSTITUTION

The charity is controlled by its governing document, a deed of trust and is set up as a charitable incorporated organisation (CIO).

The CIO was registered with the Charity Commission on 13 December 2021 under registration number 1197091 replacing the previous unincorporated entity THe Hebe Foundation (South London) the registration number of which was 1139610.

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Plant and machinery - 50% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2023

2. ACCOUNTING POLICIES - continued

Donated goods

Goods donated to the charity are recognised as income at their fair value once the charity has entitlement to the economic benefits associated with the donated items and it is probable that the economic benefits associated with the donated items will flow to the charity.

3. DONATIONS AND LEGACIES

	2023	2022 as restated
	£	£
Donations	85,923	57,391
Gift aid	-	2,747
Grants	<u>145,792</u>	<u>120,767</u>
	<u>231,715</u>	<u>180,905</u>

Of the donations received in the year £49,459 (2022: £36,343) were restricted.

Of the grants received in the year £70,808 (2022: £67,299) were restricted.

Grants received, included in the above, are as follows:

	2023	2022 as restated
	£	£
Other grants	<u>145,792</u>	<u>120,767</u>

4. INVESTMENT INCOME

	2023	2022 as restated
	£	£
Deposit account interest	<u>1,011</u>	<u>180</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2023

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Working with Young People	<u>187,009</u>	<u>16,534</u>	<u>203,543</u>

6. SUPPORT COSTS

	Finance £	Governance costs £	Totals £
Working with Young People	<u>586</u>	<u>15,948</u>	<u>16,534</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2023 nor for the year ended 31 December 2022.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 December 2023 nor for the year ended 31 December 2022.

8. STAFF COSTS

	31.12.23 £	31.12.22 £
Wages and salaries	98,580	106,220
Social security costs	4,571	5,412
Other pension costs	<u>1,365</u>	<u>1,525</u>
	<u>104,516</u>	<u>113,157</u>

The average monthly number of employees during the year was as follows:

	2023	2022 as restated
Project Management	<u>3</u>	<u>3</u>

No employees received emoluments in excess of £60,000.

Total staff costs for the year ended 31 December 2023 were £104,516 (2022: £113,157). This is reflected within project expenditure "Working with Young People".

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2023

9. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted fund	Restricted fund	Total funds as restated
	£	£	£
INCOME AND ENDOWMENTS FROM			
Donations and legacies	77,263	103,642	180,905
Investment income	<u>180</u>	<u>-</u>	<u>180</u>
Total	<u>77,443</u>	<u>103,642</u>	<u>181,085</u>
 EXPENDITURE ON			
Charitable activities			
Working with Young People	<u>148,229</u>	<u>75,138</u>	<u>223,367</u>
 NET INCOME/(EXPENDITURE)			
Transfers between funds	<u>(70,786)</u> <u>31,714</u>	<u>28,504</u> <u>(31,714)</u>	<u>(42,282)</u> <u>-</u>
Net movement in funds	<u>(39,072)</u>	<u>(3,210)</u>	<u>(42,282)</u>
 RECONCILIATION OF FUNDS			
Total funds brought forward	<u>83,576</u>	<u>45,434</u>	<u>129,010</u>
 TOTAL FUNDS CARRIED FORWARD	<u>44,504</u>	<u>42,224</u>	<u>86,728</u>

10. PRIOR YEAR ADJUSTMENT

The comparative has been restated to reflect the transfer between reserves at the end of 2022.

11. TANGIBLE FIXED ASSETS

	Plant and machinery £
COST	
At 1 January 2023 and 31 December 2023	<u>3,767</u>
 DEPRECIATION	
At 1 January 2023	3,378
Charge for year	<u>377</u>
At 31 December 2023	<u>3,755</u>
 NET BOOK VALUE	
At 31 December 2023	<u>12</u>
At 31 December 2022	<u>389</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2023

12. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022 as restated
	£	£
Other debtors	<u>695</u>	<u>906</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022 as restated
	£	£
Trade creditors	1,769	722
Taxation and social security	1,086	3,866
Other creditors	<u>1,714</u>	<u>1,620</u>
	<u>4,569</u>	<u>6,208</u>

14. MOVEMENT IN FUNDS

	At 1.1.23 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	44,504	12,353	20,723	77,580
Restricted funds				
Restricted fund	42,224	16,830	(20,723)	38,331
	<u> </u>	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>86,728</u>	<u>29,183</u>	<u>-</u>	<u>115,911</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	112,459	(100,106)	12,353
Restricted funds			
Restricted fund	120,267	(103,437)	16,830
	<u> </u>	<u> </u>	<u> </u>
TOTAL FUNDS	<u>232,726</u>	<u>(203,543)</u>	<u>29,183</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued
For The Year Ended 31 December 2023

14. MOVEMENT IN FUNDS - continued

Comparatives for movement in funds

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.22 £
Unrestricted funds				
General fund	83,576	(70,786)	31,714	44,504
Restricted funds				
Restricted fund	45,434	28,504	(31,714)	42,224
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>129,010</u>	<u>(42,282)</u>	<u>-</u>	<u>86,728</u>

Comparative net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	77,443	(148,229)	(70,786)
Restricted funds			
Restricted fund	103,642	(75,138)	28,504
	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>181,085</u>	<u>(223,367)</u>	<u>(42,282)</u>

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.1.22 £	Net movement in funds £	Transfers between funds £	At 31.12.23 £
Unrestricted funds				
General fund	83,576	(58,433)	52,437	77,580
Restricted funds				
Restricted fund	45,434	45,334	(52,437)	38,331
	<hr/>	<hr/>	<hr/>	<hr/>
TOTAL FUNDS	<u>129,010</u>	<u>(13,099)</u>	<u>-</u>	<u>115,911</u>

THE HEBE FOUNDATION

NOTES TO THE FINANCIAL STATEMENTS - continued For The Year Ended 31 December 2023

14. MOVEMENT IN FUNDS - continued

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	189,902	(248,335)	(58,433)
Restricted funds			
Restricted fund	223,909	(178,575)	45,334
TOTAL FUNDS	<u>413,811</u>	<u>(426,910)</u>	<u>(13,099)</u>

15. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2023.

16. RESTRICTED FUNDS

Restricted funds are monetary funds that are awarded for a specific use within the organisation. Most commonly it is restricted to a particular project. The funds cannot be used for anything else other than what was agreed upon by the organisation and funder. It may be as specific as "refreshments" or as broad as "core costs".

The movement on the restricted balances in the year to 31 December 2023 is as follows:

	B/f £	Movement £	Transfers £	C/f £
Junior Apprentice	10,000	1,090	(5,000)	6,090
LNTRM	7,000	(2,842)	(3,500)	658
Church Youth Work	2,000	5,461	(1,000)	6,461
Moreh Mentoring	1,000	-	(1,000)	-
Urban Debaters	2,000	719	(1,000)	1,719
Ease	-	8,652	-	8,652
Supportive				
Connections	20,000	(12,610)	(10,000)	(2,610)
NHS Young People Research	-	10,007	-	10,007
VRU Clapham				
Consortium	1,000	4,121	-	5,121
Other	(776)	2,231	777	2,232
Total	42,224	16,830	(20,723)	38,331

THE HEBE FOUNDATION**Detailed Statement of Financial Activities**
for the Year Ended 31 December 2023

	31.12.23	31.12.22
	£	£
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations		
Fonds De Dotation	7,000	-
Foursails Partners	12,762	-
Guys and St Thomas NHS Foundation Trust	13,024	-
Chatsworth Baptist Church	2,016	-
Co-op	1,756	-
Other Organisations	2,890	-
Individual Donors	9,039	3,828
Online Giving Platforms	7,243	6,321
Other donations	83	15,030
Eversheds Sutherland	3,750	11,250
Corporate Donors	1,200	9,864
Clapham Baptist Church	5,953	4,624
Community Fundraising	9,207	1,474
Aviation Business Continuity	10,000	5,000
	<hr/>	<hr/>
	85,923	57,391
Grants		
Garfield Weston	20,000	20,000
London Baptist Association	10,100	9,000
Tudor Trust	30,000	30,000
Clapham Park Consortium	-	7,887
Clarion Futures	2,584	411
Local Authority	19,677	53,469
Children in Need	15,000	-
Groundwork UK	500	-
Rank Foundation	2,000	-
Joseph Rank Trust	10,000	-
Wesleyan Assurance	13,076	-
Charities Trust	3,633	-
St James Place	2,500	-
The Hale Trust	750	-
The Woodward Trust	1,000	-
The Knights Youth Centre	14,972	-
	<hr/>	<hr/>
	145,792	120,767
 Gift Aid	 -	 2,747
	<hr/>	<hr/>
	231,715	180,905

Other trading activities

Fundraising events	-	-
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Other Income

Interest income	1,011	180
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Total incoming resources	232,726	181,085
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EXPENDITURE**Charitable activities**

Project & Location Costs	59,562	60,391
Staff costs - wages & salaries	98,580	106,220
Staff costs - social security costs	4,571	5,412
Staff costs - pensions	1,365	1,525
Space & Hall Hire	-	-
Advertising/Promotional	2	967
Professional fees	-	-
Refreshments & Foods	1,974	284
Telephone and Internet	1,490	1,484
Travel: Staff	251	466
Equipment rental	3,909	1,328
Fees and Subscriptions	2,942	2,431
Consultancy	10,722	25,362
PPS	1,581	737
Training	60	637
	187,009	207,244

Supprt costs**Management**

Management Fees	-	-
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Finance

Plant and machinery depreciation	377	1,872
Bank Fees & Charges	209	81
	586	1,953

Governance costs

Insurance	792	897
Accountancy Fees	14,496	12,613
Independent Examiner's Fees	660	660
Office Expenses and Other Overheads	-	-
	15,948	14,170

Total resources expended	203,543	223,367
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Net Income	29,183	(42,282)
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