



Annual Report

1 July 2024 to 30 June 2025

Michelle Tucker, Founder and CEO

Annual Report 1 July 2024 to 30 June 2025

1.0 Reference and Administrative Information

1.1 Charity Information

Charity Name	Families Thriving Together
Charity Registration Number	1199406
Registered Office	23 Crescent Road, Shepperton, TW16
Bank name and address	CAF Bank 25 Kings Hill Avenue, Kings Hill, West Malling ME19 4JQ
Solicitors used to set up the Charity	Wrigleys Solicitors, www.wrigleys.co.uk

1.2 Charity Members: In the reporting period there were eight people who worked together to manage the Charity. The names of these people together with their roles, term of office (where applicable) and date their involvement commenced with the Charity are set out in Table 1 below.

Table 1: Charity Members

Roles	Term of Office *	Start Date	Renewal Date
Michelle Tucker Founder and CEO	N/A	22.06.2021	N/A
Alison Benincasa Trustee and Chair	4 years	21.02.2022	Not due
Donna Brazier Trustee and Vice Chair Administrator Safeguarding	3 Years	30.12.2022	9.07.2025
James Egan Trustee and Finance (authorised signatory)	3 Years	01.10.2023	Not due
John Haagensen Trustee and Events Planner		01.12.2024	Not due
Carey Harrison Trustee	3 Years	03.01.2022	9.07.2025
Will Keen Trustee	3 Years	06.01.2022	9.07.2025
Thelma Lewis Trustee and Education Coordinator	3 Years	04.12.2023	Not due

* Term of office as per the Constitution

1.3 Trustee resignations: No Trustees resigned from their Terms of Office within the reporting period. The following Trustees were voted in for a further 3-year term of office in line with the principles set out in the Constitution:

- Donna Brazier
- Carey Harrison
- Will Keen

2.0 Report of the Trustees

2.1 Context

In line with Charity guidelines the Trustees are required to provide an annual report detailing the activities, governance and financial position of Families Thriving Together (The Charity).

This is the third annual Trustees report for The Charity covering the reporting period 1 July 2024 to 30 June 2025.

2.2 Background

The Charity was founded on 22 June 2022 by Michelle Tucker in response to a reduction of support to families following the closure of Surestart Children's Centres.

Michelle Tucker personally funded all **legal fees and set-up costs to the value of £7,854.60**. The Trustees have agreed to repay this legacy debt as soon as practically possible with the funds available and have set an ambition to clear the legacy debt in the next reporting period.

The work of the Charity is underpinned by The Centre for Emotional Health, The Nurturing Programme (The Parenting Puzzle) which provides adults and children with the understanding, skills and ability to lead emotionally healthy lives, build resilience, empathy, self-esteem and support positive relationships.

The Nurturing Programme was developed by the American child psychologist Dr Stephen J. Bavolek [Assessing Parenting - Dr. Stephen J. Bavolek](#) and uses the following four constructs as the building blocks for emotionally healthy relationships:

- Self-awareness
- Appropriate expectations
- Empathy
- Positive discipline

Although the four constructs were originally developed within the context of parenting, they are the recognised building blocks for all emotionally healthy relationships, including those between the parent and child, the teacher and pupil, and the manager and employee.

2.3 Our Aims

The Charity aims to:

- Provide free of charge and inclusive access to parenting support for all (mothers, fathers, grandparents, uncles, aunties, foster parents) by ensuring no barriers to participants
- Normalise parenting support by reducing any potential stigma for attendees
- Boost the health, well-being and confidence of families by nurturing and supporting those that are parenting
- Encourage peer-to-peer support by establishing ongoing networks
- Encourage communities to come together by embracing parenting as common ground.

2.4 Our Services and activities

The services and activities outlined below are provided under contract by the Founder and CEO. The contract sets out the terms of engagement including payment. Where the demand for services exceeds the individual capacity of the Founder and CEO, additional support for service provision is commissioned at the cost of the Founder and CEO.

The Charity services and activities comprise:

- 2.4.1 8-week Welcome to the World programme for parents:** The focus is on emotional health of the parents and baby, and the relationships between the; and emphasises the importance of supportive, positive facilitation from the practitioner
- 2.4.2 The Nurturing Programme:** The Parenting Puzzle is a supportive, non-judgemental programme consisting of 10 two-hour sessions for parents and carers of children of any age. It is packed with a variety of activities and strategies designed to boost parents' confidence. The use of peer-to-peer support means parents and carers work together to support each other and their children. It provides participants with techniques to manage challenging behaviour and improve communication, enabling them to tackle difficult issues with their children
- 2.4.3 Talking Teens:** Talking Teens is a supportive, non-judgemental programme consisting of 4 two-hour sessions for parents and carers of pre-teen and teen aged children and is specifically tailored to them. It helps families to understand why their children behave as they do and to recognise the feelings behind their behaviour. It enables participants to explore different approaches to discipline and find ways to develop co-operation and self-discipline in children. It is devised from the parenting puzzle and uses many similar approaches
- 2.4.4 Keeping Your Child in Mind (Adults Working Together):** This programme supports the importance of positive relationships within families. Its helps in the understanding of the key elements that support effective parenting for parents and carers to aid their understanding of the impact of their interpersonal relationships on children and young people. It also promotes positive approaches to reducing parental conflict and tension.
- 2.4.5 One to one or whole family parenting and family mediation:** This

programme is tailored to the needs of the family. It is based on the above programmes and can be delivered in ways that suit the needs of the family.

2.5 How our services and activities deliver public benefit

The Charity services are provided free of charge, as equal access to our services is one of the five aims of the Charity as set out in section 2.3.

The Charity monitors access to the services by gender, disability and sexual orientation.

In 2023 a baseline study was undertaken by one of our young volunteers to identify the ethnicity profiles of local boroughs. We continue to actively promote our services to these local boroughs to ensure that Black and Minority Ethnic communities are encouraged and supported in accessing our services and activities.

In the reporting period the Charity has provided the services and activities outlined in section 2.2 as dictated by the source of charitable funding, for example to those families and people resident in the boroughs of Runnymede, Spelthorne and Elmbridge.

2.5.1 Funders

The Charity was successful in raising funds from 11 bids to the following parties:

- The Walton Charity
- Elmbridge Borough Council
- Lottery Awards for All
- South West Surrey Adolescent Service
- Spelthorne Borough Council
- Achieving for Children Richmond and Kingston
- Tesco
- Co-op
- Maureen Attewell, Surrey County Councillor
- The Albert Trust
- Kingston Community Grant

We are very grateful to our funders; without their generous support we would not be able to deliver our services.

2.5.2 Our supporters and partners

We are very lucky to have a wide range of supporters and partners who have helped us to shape our services. They have also provided support and guidance to extend our reach and be fit for the future, for which we are very grateful.

Organisation / Business	Brief summary of support / guidance
The Royal Holloway University Surrey	Volunteer Hub helps secure volunteers. This directly supports us with a range of activities (for example social media) but also supports the volunteers with their university placements.
The Centre for Emotional Health	Provides research, training and up to date resources that accompany the programmes we deliver to ensure they remain evidence based and up to date.
Third Sector Safeguarding Network	Provides Safeguarding updates and news to ensure our practice keeps safeguarding in mind at all times.
Surrey County Council	Partners who value and use our services for their service users.
Spelthorne Borough Council	Funding, Mayors Charity and networking.
Elmbridge Borough Council	Funding and networking.
Surrey Adolescent Services	Partners who value and use our services for their service users.
Surrey Family Centres	Partners who value and use our services for their service users.
Spurgeons Charity	Partners who value and use our services for their service users
Voluntary Support North Surrey	Networking, training and general charity compliance guidance.
Central Surrey Voluntary Support	Networking, training and general charity compliance guidance.
Ellis-Gray Productions	Gifted us a full day of videography to promote our services via our website.
Total Project Integration	Donated to us, social media support and fundraising opportunities.
Elmbridge CAN	Partners who value and use our services for their service users.
Mayor of Spelthorne	Selected to be 1 of 4 Mayoral Charities for 2025-26.
Brave Starts	Platform to showcase our services and activities and gain skilled volunteers.
4 Thurlstone Restaurant	Provided venue and subsidised dining for a fund-raising event.
Squared Up	Provision of 1 laptop and 2 screens and qualified accountant to sign off accounts.

2.5.3 Services provided by the Charity by Borough and Location

As demonstrated in Table 2 below, in this reporting period the Charity has provided services and activities to 120 individual parents and carers. This compares with 274 in 2022/23 and 201 in 2023/24.

Table 2: Total attendees per service

Service / activity	Total number attending	Borough: Location
Nurturing Programme (10- weeks)	41	Elmbridge: online
Keeping Your Child in Mind (4-weeks)	10	Elmbridge: face to face
Talking Teens (4-weeks)	53	Elmbridge: online
Talking Teens (4-weeks)	16	Elmbridge: online
TOTAL	120	

2.6 Our Plans for 2024 / 2025 and how did we do

This reporting period we delivered objective 1 and partially delivered objective 2 as set out below.

With reference to objective 2 we continued to engage with community partners, but formal referral pathways and/or signposting have not been established. On reflection, we recognise that given the Charity is a relatively young and small charity, this objective is too ambitious at this time and will be revisited again at a future point.

1. Achieve successful funding bids to deliver more services and activities when compared with the previous reporting period
2. Continue the work commenced in 2023 to develop official signposting and/or referral pathways from primary care, local police force and other appropriate public sector services

2.6.1 Our activities and successes

Focus Group: In October 2024 we held our first focus group with parents and carers with lived experience. This session helped us to gather invaluable insight and feedback from our services users.

Charity for the year: We are exceptionally proud to have been selected as the Charity for

the year for the following, where all funds raised through planned events will be donated to us:

- The Mayor of Spelthorne
- Squires Garden Centre, Shepperton.

London Marathon: We have secured 4 places in the London Marathon for 2026. This arrangement could extend up to and including 2030. There is an annual cost to the charity of £2,000 (£500 per place) with the expectation that each runner raises a minimum of £2,500 for the Charity. Therefore, for a £2,000 investment the Charity will receive a return of £8,000. In February 2025, we celebrated this success at a fundraising 'Runners Reveal Event' hosted by 4-Thurlstone where Trustees and supporters had the opportunity to meet our marathon fundraisers, Rachel, Mark, Beth and John.

Facilitators Training Day: In February 2025 we also provided a Facilitators Training Day led by our Founder and CEO.

Promotional Videography: In May 2025 we partnered with Ellis Gray Productions for Videography. Participants on the day included the Founder and CEO, our Trustees and parents and carers who had participated in our services. The outputs will be available in the next reporting period to raise awareness of the Charity on social media and for promotional use on the Charity website.

Partnering with Barnardo's: We have partnered with Barnardo's for the provision of 3 programmes for 2025. We anticipate this exciting partnership developing further in 2025-26.

2.7 Our plans for 2025/26

We are aware that we need to continue to focus our attention on achieving successful bids for funding. We have therefore set the following objectives which will be reported on in the fourth Annual Report:

2.7.1 Invest in a specialist bid-writer to:

- Increase the level of funding to deliver more services and activities when compared with the previous reporting period. This will be measured by an increase in the total numbers of attendees.
- Create a pipeline/schedule for large fund bids (£20,000 and above).

2.7.2 Establish sufficient funds and/or a recurrent funding streams to:

- Clear the legacy debt.
- Provide an annual salary to the CEO and Founder for all work undertaken in connection with the Charity.
- Build sufficient financial reserves (circa. £10,000) to support large fund bids.

2.7.3 Create an expanded pool of trusted facilitators to delivery programme activities.

3.0 Financial Review

3.1 Principal Funding Sources – See Financial Report

The principal funding sources for the Charity were funding from charitable bodies. This funding was supplemented by individual and company donations.

With reference to the financial report the Charity had **£6,089** in the bank on 30 June 2025.

The Charity spent £37,606 in the year to 30 June 2025. This includes £1,360 repayment of legacy debt and £31,455 paid to the service providers for the delivery of programme activities.

The remaining amount of legacy debt owed as of 30 June 2025 was £5,358.

The accounts have been independently verified by Kirstie Walker, Finance Director from Squared Up who has donated her valuable time and expertise, for which we are very grateful.

3.2 Financial Plan for Future Periods

The Charity plans to continue the programme activities outlined in section 2.4 above in the forthcoming years subject to satisfactory funding arrangements. The annual objectives set out in section 2.7 describe the financial plan for 2025/26.

4.0 Governance

The Charity is registered with the Charity Commission as a Charitable Incorporated Organisation (CIO). A CIO is a legal structure regulated by the Charity Commission that was introduced to help simplify the process for setting up a Charity. A CIO is governed by Charity Law (not Company Law) and Trustees have limited or no liability for CIO debts or liabilities.

The CEO and Founder of the Charity requested the named Trustees to become a Trustee of the Charity. They were requested on the basis of their skills and knowledge, which are recognised as wide-ranging and covering such elements as health and social welfare, administration, project management, financial management, governance and compliance. The Trustees give their time voluntarily.

The Trustees meet four times a year. The Trustee meetings are supported by terms of reference. The CEO agrees the agenda in advance of the meeting with the Chair. 'Any other business' is a standing item on the agenda to ensure all Trustees have a voice in the meeting. The agenda and supporting papers are sent via email to the Trustees at least 48 hours before the meeting.

The governing document for the Charity is called The Constitution of Families Thriving Together and is dated 22 June 2022.

The Founder and CEO and the Trustees have dedicated email addresses:
name@families thriving together.org.uk

The Founder and CEO and Trustees have access to all Charity policies and all Charity documentation via a shared folder located on Google Drive. The Founder and CEO has given access to all Trustees via their FTT emails since Autumn 2022.

Our current policies in place cover:

- Safeguarding Policy
- Finance Policy
- Health and Safety Policy
- GDPR, Privacy and Data Policy
- Equality Policy
- Risk Management Policy
- Whistleblowing Policy
- Complaints Policy
- Conflict of Interest Policy
- Volunteering Policy
- Code of Conduct
- Fundraising and Donation Acceptance Policy
- Social Media Policy
- Grievance Policy
- Disciplinary Policy
- Board of Trustees Governance
- Programme Evaluation

In addition, the Charity utilises the following Health and Safety Checklists, developed by the Health and Safety Executive in consultation with Local Government, to assist compliance with Health and Safety law:

- Health and Safety Checklist for venues
- Health and Safety Checklist for village and community halls

4.0 Voluntary and community support to the Charity

The Charity received additional voluntary support this reporting period as follows:

Name	Source	Voluntary support provided
Adrian Tucker	Word of mouth	Registration with HMRC for tax purposes. Accountancy, book- keeping and tax return filing.
Molly Bowness	Voluntary Support	Marketing and Social Media until May 2025
Ruby Sharkie	Royal Holloway	Marketing and Social Media
Anisha Vinayak	Voluntary Support	Marketing and Social Media
Elenoah Saqanavere	Royal Holloway	Funding (Placement hours April 2025)

Telemen Batbayer	Royal Holloway	Funding (Placement hours April 2025)
Lyndsey Haymen	Parenting Programme	Funding
Caz Frankin	Word of mouth	Administration

The Trustees would like to sincerely thank all of the above for their support this year.

5.0 Declarations

The Trustees declare that they have approved the Annual Report

Signed on behalf of the Charity and Trustees

Name: Michelle Tucker
Founder and CEO
Signature



Michelle Tucker
 2 November 2025

Name: Alison Benincasa
Chair of Trustees
Signature



Alison Benincasa
 2 November 2025



Receipts and payments accounts

CC16a

For the period
from

01/07/2024

To

30/06/2025

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Charitable activities	-	4,100	-	4,100	8,852
Donations	7,545	19,638	-	27,184	35,532
Fundraising events	1,259	-	-	1,259	-
Gift Aid	1,651	-	-	1,651	-
Other Income	18	-	-	18	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	10,473	23,738	-	34,212	44,384
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	10,473	23,738	-	34,212	44,384
A3 Payments					
Charitable Activities	1,986	29,459	-	31,445	39,812
Insurance	773	-	-	773	782
Training	375	-	-	375	-
London Marathon	1,920	-	-	1,920	-
Fundraising events	870	-	-	870	-
Cost of raising Funds	243	-	-	243	-
Other costs	620	-	-	620	957
Legacy debt - set up costs	960	400	-	1,360	475
	-	-	-	-	-
Sub total	7,747	29,859	-	37,606	42,027
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	7,747	29,859	-	37,606	42,027
Net of receipts/(payments)	2,726	- 6,121	-	- 3,394	2,357
A5 Transfers between funds	902	- 902	-	-	-
A6 Cash funds last year end	311	9,173	-	9,483	7,127
Cash funds this year end	3,939	2,150	-	6,089	9,483

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds				
	Bank account	3,939	2,150	-
		-	-	-
		-	-	-
CCXX R1 accounts (SS)	1			22/10/2025

Total cash funds	3,939	2,150	-
(agree balances with receipts and payments account(s))	OK	OK	OK
	Unrestricted funds	Restricted funds	Endowment funds

B2 Other monetary assets

Details	to nearest £	to nearest £	to nearest £
Debtors	-	640	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

B3 Investment assets

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-

B4 Assets retained for the charity's own use

Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-
		-	-

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
Legacy debt - Set up costs	Unrestricted	5,358	
Creditors	Restricted	2,740	
Creditors	Unrestricted	227	
		-	
		-	

Signed by one or two trustees on behalf of all the trustees

Signature	Print Name	Date of approval
<i>A. Benincasa</i>	Alison Benincasa	22/10/2025



Independent Examiner's Report

Report to the trustees/
members of

Families Thriving Together

On accounts for the year
ended

30 June 2025

Charity no
(if any)

1199406

Set out on pages

1 & 2

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 30 June 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 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

Signed: *Kirstie Walker*

Date: 27th October 2025

Name: Kirstie Walker

Relevant professional
qualification(s) or body
(if any):

Global Management Accountant

Address:

7 Litton Gardens

Oakley

RG23 7JS