CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales · Charity number 285337

Details

Status	Registered
Legal form	Charitable company
Company number	01648903
Registered	1982-12-01
Register	View on the Charity Commission register

Contact

Address	Garton House 22 Stanford Avenue Brighton BN1 6AA
Phone	01273832963
Email	admin@familysupportwork.org.uk
Website	www.familysupportwork.org.uk

Activities

Objects: 1) TO SUPPORT FAMILIES INDIVIDUALS AND GROUPS WITHIN THE COMMUNITY WHO ARE IN NEED BY REASON OF FINANCIAL HARDSHIP, ILL HEALTH, DISABILITY OR STRESS 2) TO PROMOTE THE RELIEF AND CARE OF CHILDREN IN NEED 3) TO ADVANCE CHRISTIANITY BY FAMILY SUPPORT WORK AND THE WELFARE OF THE COMMUNITY

Activities: Practical help and advice to families. Providing monetary support for purchase of necessities. Working in partnership with voluntary and statutory organisations. Employing full time and part time support workers to work with families, individually or in groups.

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Disability, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, People With Disabilities

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Geography

- **Area of benefit:** DIOCESE OF CHICHESTER
- Brighton And Hove
- East Sussex
- West Sussex

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£964,795	£1,217,814	£1,569,818	31
2024-03-31	£1,109,618	£1,138,291	£1,803,713	32
2023-03-31	£942,262	£999,956	£1,784,709	29
2022-03-31	£688,638	£825,105	£1,866,342	24
2021-03-31	£998,596	£844,966	£1,981,946	27

Trustees

Name	Role	Appointed
EDWARD RICHARD BICKERSTETH	Chair	2024-07-25
Dr Janet Baah		2023-01-18
Dr Timothy John Charles Fooks		2021-09-30
GILLIAN SIGGS		2023-11-30
Lady Serena Soames		2024-07-25
Lee Clark		2024-07-25
Mary Elizabeth Symes		2024-09-19
Rev David John King		2023-11-30
Rt. Rev Ruth Kathleen Frances Bushyager		2025-09-27

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CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales - Charity number 285337

Accounts

Charity registration number 285337

Company registration number 01648903 (England and Wales)

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

President	The Lord Bishop of Chichester, The Rt Rev'd Dr Martin Warner MA PhD	
Trustees	Mrs S D Phillips	
	Dr T Fooks - Vice Chairman	
	Dr J Baah	
	Mrs G Siggs	
	Rev D J King	
	Mr E R Bickersteth - Chairman	(Appointed 25 July 2024)
	Mr L Clark	(Appointed 25 July 2024)
	Revd Canon A J Woodward	(Appointed 25 July 2024)
	Lady S M Soames	(Appointed 25 July 2024)
	Mrs M E Symes	(Appointed 19 September 2024)
Secretary	Mr M T Auton-Lloyd	
Charity number	285337	
Company number	01648903	
Principal address	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Registered office	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Independent examiner	Carpenter Box Amelia House Crescent Road Worthing West Sussex BN11 1RL	
Bankers	Barclays Bank PLC PO Box 2915 Brighton East Sussex BN1 1SJ	
Solicitors	Dean Wilson LLP Ridgeland House 165 Dyke Road Brighton East Sussex BN3 1TL	

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

CONTENTS

	Page
Trustees' report	1 - 8
Independent examiner's report	9
Statement of financial activities	10
Balance sheet	11
Statement of cash flows	12
Notes to the financial statements	13 - 29

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 March 2025. Included within this report is the trustees' report and directors' report as required by company law.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the association's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The Memorandum of Association sets out our objectives for the public benefit:-

(1) to support families, individuals and groups within the community who are in need by reason of financial hardship, ill health, disability or stress ("Family Support Work").

(2) to promote the relief and care of children in need.

(3) to advance Christianity by family support work and the welfare of the community.

The principal activity of the Association is to support families across the Chichester Diocese who are struggling. This is carried out by a team of professionally qualified Family Support Practitioners (FSP) (Social Workers, Health Visitors, Early Help Workers and Teachers) who offer intensive support to the family, either as a whole or as individuals.

The aim of the support is to enable the family to overcome the challenges they face so that they become stronger both as individuals and as a family unit, helping them to become less chaotic. As the family and the individuals start to contribute to their local community in a positive and proactive way, the benefit of our services starts to impact on the public purse by reducing the need for support from statutory agencies. As the threshold for access to specialist statutory services for families remains high, we continue to see a growth in families with complex needs applying to FSW. FSW's services are free to the family and time-unlimited allowing a family time to grow whilst being supported.

Alongside the work of the FSPs, we offer activities including after school clubs, targeted drop-ins, holiday activities and fun days. These offer families opportunities to find support, develop new friendships with like-minded people with the potential to create informal support networks amongst the families.

FSW runs its own dedicated food bank, which gives practical support to families to help improve diet, finances and cookery skills within the family. FSW also supports families by securing grants for white goods, school uniforms and fuel costs.

Our Ethos

Having been established by members of Chichester Diocese in 1890 we embrace our Christian heritage and adhere to the principles of Christianity to show love, compassion, and support to those who need it most. This is carried out by actions demonstrating the Christian faith whilst proudly offering our services to people of all faiths and none. Whilst we operate under the Christian ethos we do not proselytise.

Public benefit

The Trustees receive reports at each board meeting, which illustrate the positive impact the activities have on both the families and the wider public. The Trustees also review the public benefit of the work of FSW in line with the Charity Commission guidance. The impact FSW's work has with the families has direct, but not always obvious, benefits to the wider public. In the first instance, as we see parents return to work there is a reduction in benefit payments to the family; a child who has additional educational needs may become less disruptive in school because of support received. The FSPs have worked with families and reduced the need for child protection plans or to take children into care, so again the associated costs of either short or long-term care for the children have been avoided giving a saving to the public purse.

Our long-term support, which can be for an unlimited time, is aimed at supporting families with complex needs to be active in their local community and enable them to contribute to the best of their ability.

Historic activities

The Trustees and CEO are aware of the historic work by the Association in the field of adoption and mother and baby homes. When we receive information requests, we support the individuals to the best of our ability. The only help we can give is how to access the correct services for the relevant records as FSW was required to deposit all records relating to this work with the East Sussex County Council adoption team in 1985 when FSW closed the adoption service. The last mother and baby home closed in 1974 when it became a home for homeless mothers and their children.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake.

Achievements and performance

As the challenges facing families and difficulties in gaining support for a family from the statutory agencies continues FSW has seen an even greater demand on our services in this financial year. The increase in the number of families that FSW supports with direct 1-1 help from our professional staff, backed with the work of our volunteer team has grown to 818 families (last year 782) an increase of 5% year on year, although the numbers of adults and children that we have worked with over the year has grown significantly.

Our definition of a family is that it must contain one person over the age of 18 with the legal responsibility for an individual under the age of 18. When families are referred to us our priority is to build a strong relationship between family and Practitioner which develops trust so that we can do work with them so that they build resilience and ultimately can be a strong family unit that is independent of any support.

The range of families that FSW works with is vast and includes single and dual parent households, blended families, families who are refugees here including Syrian, Afghan and Ukrainian, as well as families from other parts of the world including Nigeria and India. Our parents may be birth parents, adoptive parents, grandparents, siblings, aunts, and uncles. We have seen a growth in kinship care families which brings a different set of needs to us.

This increase saw the number of children we support grow from 2,181 in 2023/24 to 3,458 in 2024/25, with an age break down as follows

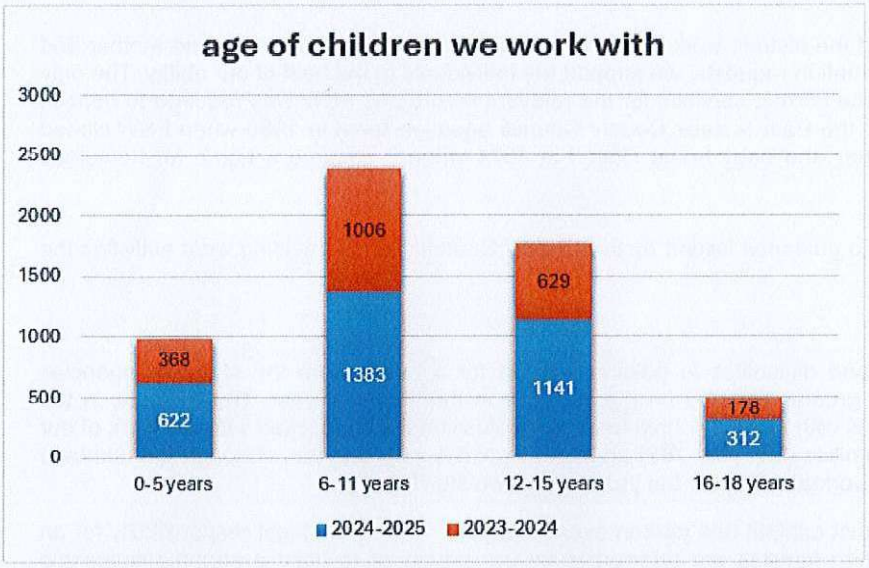
0-5 yrs – 622 (368) children 18%

6-11 yrs – 1383 (1006) children 40%

12-15 yrs – 1141 (629) children 33%

16-18 yrs – 312 (178) children 9%

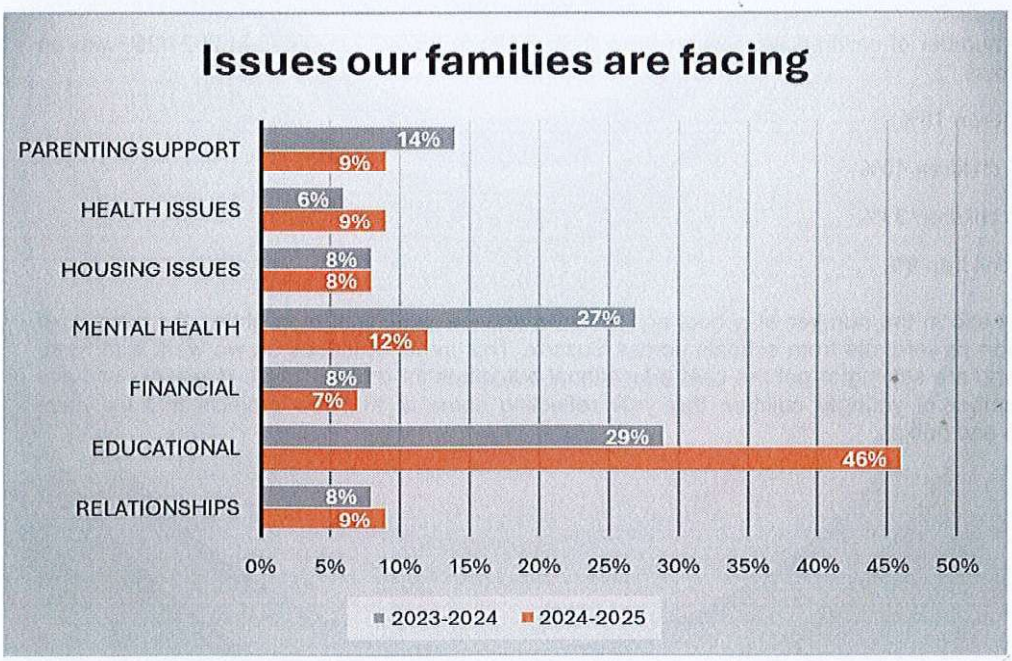
We have seen an increase in the number of school age children that we work with highlighting the number of cases we have taken on as referrals from schools across Sussex. This trend continues as we work with more schools and parents who are striving to get the best educational outcomes for their children. However, we have seen a rise in the number of younger children this year reflecting some of the new projects that we have established with mums and babies.



The referrals that we receive come from a wide range of sources including schools and their SEN Coordinators, social prescribers, GPs, Health Visitors, Social Service teams in both East and West Sussex and the City of Brighton and Hove, other community groups and churches along with self-referral from families.

Issues facing families

To identify the broad headings of issues facing our families we have recorded the amount of time each FSP spends working on specific issues. The breakdown is as follows:



With the comparable figures for the last year included above we can see how the needs that families are facing are changing. With a large increase in the need for support for educational matters, this area of work now takes up to 46% of a practitioner's time with a family which is a growth of over 50% on last year. This demonstrates the need parents have for support to access services for their children with special educational needs. It is our professional opinion that this is happening because the support of Child and Adolescent Mental Health Services (CAMHS) is hard to come by because the service is over-stretched. The difficulty in getting CAMHS support results in fewer children getting an Education, Health and Care Plan (EHCP) ultimately compounding the challenges for child, parent and school. The resulting additional friction in key relationships for families creates difficulties when in reality the professionals in the schools are working to ensure the pupils are supported.

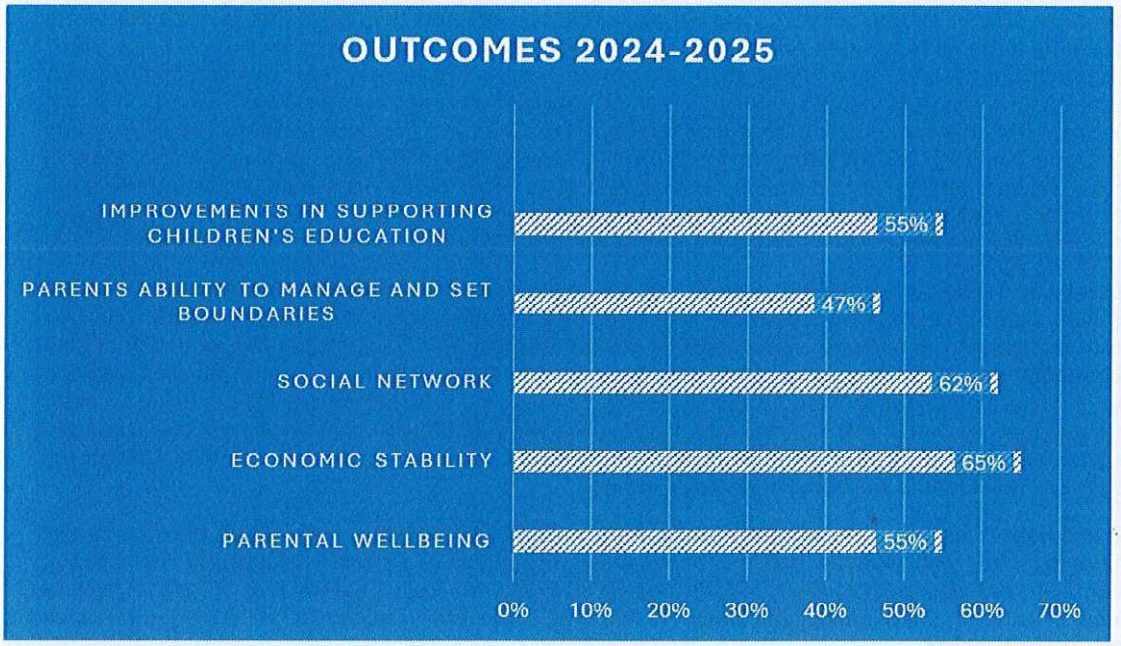
Our work with relationships saw a small increase of just 1% of time spent on this work. The change on mental health issues was significant, showing a reduction, of over 50%, of time spent supporting parents with their mental health in comparison to last year. With many of our families being ongoing cases the reduction in time spent on adult mental health reflects some of the improvements we made with the long-term families over the previous year. Also, the prioritising of the educational needs means there is less time available to focus on other issues. The impact that we make year on year with the families we support with complex needs reinforces the need for the long-term holistic nature of the work we undertake. In some instances there is little change but stability, which is essential for the wellbeing of children.

Both financial and housing issues have remained static. FSW recognises that this in part reflects both the impact of the long-term support, with focused help on budgeting, helping families better manage the income and supporting them with practical help in the guise of food bank deliveries, free activities and access to support funds help in the short term, but ultimately the impact in this area is to enable families to better manage on their own, that is the key to success.

Outcomes

FSW uses the *Family Star* system to monitor the outcomes of our work, family by family. During the last year, we have seen significant increase in the ability of parents to cope with the issues they face. With the five key areas we monitor closely at least 47% of our families report an increase in confidence and ability. At this time of financial uncertainty to see the families themselves, supported by Practitioners, acknowledging a greater sense of stability is a great encouragement. It also demonstrates the combination of practical support coupled with the support of professional staff enables FSW to foster lasting changes to a family. With 55% of parents reporting a positive increase in their sense of wellbeing empowering them to take more control of their lives, which has a lasting benefit for the families. This strengthening of parents leads to a stronger family that becomes more resilient and able to cope with the challenges they face.

Combining the parental wellbeing alongside the growth in families we see a strengthening of social networks underpins the FSW aim to help families become stronger. A healthy social network allows parents to develop their own support network that in turn upholds them when the challenges of family life are high. The improvement of supporting children in education is also a great step forward. The high number of referrals for educational reasons to our service demonstrates that we are a trusted organisation that can have a positive impact with the families. The fact that 55% of our families believe that the educational needs of their children are being addressed once we become involved shows how our support as a third party can make a difference in an educational setting. This last area of our work is one that impacts most on the wider society as we work with parents, schools and children to ensure that their needs are met. To see children achieve the best that they can within an educational setting is not only good for the child and family but also the wider society. As children progress and develop skills that will further support them into adulthood our work has a long-term lasting impact. Our Practitioners work with professionals from many other agencies and services and this joint working has benefits, for not just the families, but the other agencies too, we all play to our strengths with the aim of empowering the families.



Rising need

The waiting lists that FSW holds are growing although we can normally move families on to the relevant Practitioners caseload within four to five months. During the period of waiting, we maintain contact with the families. The waiting list contact is maintained not only to ensure that they are still in need of our support but to enable FSW to sign post to other organisations should the family's situation deteriorate before we can offer direct support. During the year over 280 families spent time on the waiting list and at the 31st of March the number stood at 43, with most families being seen by a Practitioner within three months of being referred to FSW.

Volunteers

The impact of the volunteer coordinators can be seen in the rise of volunteer hours with over 5,450 voluntary hours given during the year, the equivalent of an additional 2.8 full time employees. We have seen a growth in volunteers with 209 individuals volunteering supporting our families at events, with 1-1 support, the food bank as well as fundraising and volunteering in the shop in Eastbourne. In addition to this our network of Deanery Committees and local supporter groups comprise a further 168 individuals who freely give their time.

Staff training

During the year all the practitioners have undergone safeguarding training, in the form of refresher courses looking at the needs of both children and vulnerable adults. Our routine training available to all staff included, food safety and hygiene level 2, emergency first aid at work, diversity training, and effective supervision. The following training was available to The Practitioner team: child neglect, online safety for families, understanding ASD, training to understand & raise awareness of sexual exploitation, anti-bullying training, connective parenting, ADHA awareness & support, Cruise Bereavement counselling, understanding self-harming, sensory storytelling, energy essentials, child against parent aggression, domestic abuse awareness, and the use of voice and tone and its impact on brain development.

Fundraising

The income streams varied over the course of the year with all sources showing growth in the early part of the year.

Our grant funding now stands at the highest level we have ever achieved. This recognises the value other organisations put on our work.

Income from individuals held up at the start of the year but our major campaign combating fuel and childhood poverty was not a success this year. Whilst we know that was a direct result of the change in government policy regarding winter fuel payments and not necessarily the lack of support for FSW we need to identify new ways of engaging people.

Our legacy income, whilst unpredictable was strong in this financial year with a single legacy of £50,000 being received.

Our income from the Churches in the Diocese remain strong against a backdrop of change in the Diocesan Funding both to individual churches and to FSW, with our Diocesan grant being cut by £35,000.

Like all charities we have seen an significant reduction this year on our giving from individuals and are looking at how we sustain our services against the backdrop of harder fiscal times.

Financial review

After several years of strong growth FSW has had a more difficult year in 2024/25. Our income for the first nine months of the year was at a level that indicated we were on track to equal the income of the previous year however in the last three months of the year every income stream except the grants took a downward turn. However, at the end of the year our liquid assets stood at £413,102.

The trustees have already started to address this at the end of the financial year to ensure that the Association remains a viable organisation going into the future.

The budget for the year 2024/25 included the planned spending of some of the restricted funds, except for the Bell Hostel fund, all our restricted fund was given to enable the work and not to generate income.

Currently the Trustees have planned for a deficit budget again in 2025/26 as we have restricted funds available to fully support 6 of our current projects. However, this is the final year in which this can be carried out and from April 2026 balanced budgets will be required.

The trustees were satisfied that there had been little change on the property market in Brighton since the revaluation of Garton House in 2024. The M&G Charifund investment gained £14,000 over the year.

The trustees are satisfied at the end of the year that the Association is a going concern.

Reserves policy

The Association aims to hold six months running costs as its reserve fund, which currently is c£675k.

Total reserves were £1,569,818 split as £406,196 restricted and £1,163,622 unrestricted. Note that total reserves includes land and buildings with a carrying value in the accounts of £1,300,000, therefore leaving liquid reserves of £269,818.

Risk management

The main risk to the association, as with all voluntary funded organisations is, the loss of income. To mitigate this, the Board continues to seek new income streams and develop new strong partnerships with other organisations to support our work. The CEO continues to monitor the income and spending along with the Treasurer. A Financial Sub Committee of the Board adds an additional layer of scrutiny to the financial operations of the Association. Careful monitoring of the process is maintained to ensure compliance.

Working with families has in itself a range of risks. The safeguarding polices of the association were subject to an external examination and minor amendments were made. The Safeguarding Committee review the policies on a regular basis and make recommendations to the Board.

Reputational Risk. As with any service such as that of the association, there is always a risk of reputational damage. We maintain a strong ethos of training for staff working directly with families to ensure that they are working in line with current legislation and the relevant professional standards body's best practice guidance.

Over-subscription to our services is a further reputational risk. The association has always been recognised as a reliable service, however the new need for waiting lists could hamper this. The Director of Services is monitoring this closely, and we will look in the coming year at how we can increase capacity without diluting the professional service.

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

Future plans

The future plans of the Association are under consideration. The current economic and political climate has resulted in FSW reviewing its five-year plan to ensure that it is flexible and can be adapted to respond swiftly to the sudden changes in the voluntary sector. The Trustees had reviewed a plan to look to develop further funding to sustain the current level of work, however this is now under review as the impact of the last three months of the financial year 2024/25 is assessed.

Structure, governance and management

The association is a company limited by guarantee, registered in England and governed by its Memorandum and Articles of Association. The Memorandum and Articles of Associations were amended on 16 July 2015. These came into effect at the 2015 AGM on 3 October 2015.

Company number 01648903 Charity number 285337

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs A Heath - Chairman	(Resigned 25 July 2024)
Mr P Baker - Hon Treasurer	(Resigned 25 July 2024)
Mrs S D Phillips	
Mrs L J Lynn	(Resigned 25 July 2024)
Dr T Fooks - Vice Chairman	
Mrs C F Lucas	(Resigned 12 April 2024)
Dr J Baah	
Mrs G Siggs	
Rev D J King	
Mr E R Bickersteth - Chairman	(Appointed 25 July 2024)
Mr L Clark	(Appointed 25 July 2024)
Revd Canon A J Woodward	(Appointed 25 July 2024)
Lady S M Soames	(Appointed 25 July 2024)
Mrs M E Symes	(Appointed 19 September 2024)

The directors of the charitable company are also the trustees of the charity and are designated "the Board of Trustees". The chairman is nominated by the Right Reverend the Lord Bishop of Chichester, the Chichester Diocesan Fund and Board of Finance (Incorporated) nominates one trustee and a further eight are elected by the Board of Trustees and ratified by the members of the Association present at the AGM.

The Board of Trustees delegates the day-to-day management of the charity to the CEO, Mr M T Auton-Lloyd.

Investments policy

The Trustees of FSW are aware of their long-term responsibilities to maximise income for the benefit of the Association's work with families, whilst protecting the value of the capital for the long-term future of the charity, and without taking undue risks. The Trustees operate an ethical investment policy, which in line with the Diocese of Chichester considers the guidance of the Church of England's Ethical Investment Advisory Group (EIAG), unless there are exceptional reasons for not so doing.

The ethical investment policies recommended by the EIAG are the basis for a distinctly Christian approach to investment. Therefore, the trustees, in line with the guidance, have agreed that funds should not be invested in companies whose major activity or focus (defined as more than 10% of their group revenue) is in the alcohol, gambling, animal testing, tobacco, pornography, human embryonic cloning, high interest rate lending, military supplies, and the sale of non-military fire-arms industries. The trustees have delegated the day to day management of their investment policy to a Finance Sub Committee that receives a broad range of investment advice from their appointed investment managers.

Other policies
The policies of the Charity are reviewed every two years except for the Safeguarding Policy, which is reviewed internally on an annual basis and is inspected by an external individual or organisation every two years. Training in all key areas is carried out on recruitment of a staff member or volunteer and at suitable intervals thereafter.

Recruitment of trustees
The chairman of the Association holds a skill register for the Board of Trustees and when vacancies arise potential candidates are recruited to fill the gaps in the skill base. Trustee vacancies are publicly advertised both locally and nationally when they arise, as well as the use of local and national networks, and are interviewed prior to being nominated. The board recognises that in the coming year their skill base needs increasing in the areas of fundraising and professional skills around supporting families. The skill register is to be updated in 2025/26.

Trustee induction
The induction of new Trustees starts with the attendance at a board meeting prior to their appointment to the board, as an "observer". Once appointed the new Trustee is given the Charity Commission guidance (CC3a) and individual meetings are arranged with the CEO and other key staff to give briefing to the trustee on the overall work of the Association and any areas of direct interest or responsibility as required. Following on from these meetings, any specific training or further briefings that are identified are organised.

Setting pay
Salaries for key senior staff are set in line with equivalent roles within the Social Services Department of East Sussex County Council. Currently salaries are reviewed by a Board Sub Committee for HR who make recommendations to the board.

The trustees' report was approved by the Board of Trustees.

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Mr E R Bickersteth - Chairman
Trustee
Dated: 31/7/25

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

I report to the trustees on my examination of the financial statements of Chichester Diocesan Association for Family Support Work (the association) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the association (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the association are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the association's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the association's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 association as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Robin Evans

Robin Evans BA FCA CTA DChA

Carpenter Box
Amelia House
Crescent Road
Worthing
West Sussex
BN11 1RL

Dated: 11/08/2025

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Donations and legacies	3	374,817	264,037	638,854	278,867	495,757	774,624
Charitable activities	4	-	164,314	164,314	-	173,503	173,503
Other trading activities	5	87,139	-	87,139	86,498	-	86,498
Investments	6	74,488	-	74,488	74,993	-	74,993
Total income		536,444	428,351	964,795	440,358	669,260	1,109,618
Expenditure on:							
Raising funds	7	205,462	-	205,462	189,424	-	189,424
Charitable activities	8	255,773	756,579	1,012,352	225,877	722,990	948,867
Total resources expended		461,235	756,579	1,217,814	415,301	722,990	1,138,291
Net gains/(losses) on investments	12	19,124	-	19,124	47,677	-	47,677
Net incoming/ (outgoing) resources before transfers		94,333	(328,228)	(233,895)	72,734	(53,730)	19,004
Gross transfers between funds		(231,157)	231,157	-	(239,058)	239,058	-
Net movement in funds		(136,824)	(97,071)	(233,895)	(166,324)	185,328	19,004
Fund balances at 1 April 2024		1,300,446	503,267	1,803,713	1,466,770	317,939	1,784,709
Fund balances at 31 March 2025		1,163,622	406,196	1,569,818	1,300,446	503,267	1,803,713

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible assets	14		290,498		294,133
Investment properties	15		1,020,000		1,020,000
Investments	16		398,180		514,057
			1,708,678		1,828,190
Current assets					
Debtors	17	10,875		23,627	
Cash at bank and in hand		14,922		107,805	
		25,797		131,432	
Creditors: amounts falling due within one year	18	(164,657)		(155,909)	
Net current liabilities			(138,860)		(24,477)
Total assets less current liabilities			1,569,818		1,803,713
Income funds					
Restricted funds	19		406,196		503,267
Unrestricted funds					
Designated funds	20	1,098,514		1,098,514	
General unrestricted funds		65,108		201,932	
			1,163,622		1,300,446
			1,569,818		1,803,713

The charitable company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The financial statements were approved by the Trustees on 31st July 2025

ERBickersteth

Mr E R Bickersteth - Chairman
Trustee

Company Registration No. 01648903

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	24		(300,354)		15,510
Investing activities					
Purchase of tangible fixed assets		(2,017)		(2,102)	
Purchase of investments		-		(189,812)	
Proceeds from disposal of investments		135,000		39,122	
Investment income received		74,488		74,993	
Net cash generated from/(used in) investing activities			207,471		(77,799)
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(92,883)		(62,289)
Cash and cash equivalents at beginning of year			107,805		170,094
Cash and cash equivalents at end of year			14,922		107,805

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies

Charity information

Chichester Diocesan Association for Family Support Work is a private company limited by guarantee incorporated in England and Wales. The registered office is Garton House, 22 Stanford Avenue, Brighton, BN1 6AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the association's governing document, the Companies Act 2006 and "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)". The association is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the association. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget and the impact of subsequent events in making their assessment. The balance sheet shows a net current liability position of £139k. However, the trustees closely monitor cash flow and, should the need arise, are able to draw from their investment portfolio to support working capital requirements.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the association is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Cash donations are recognised on receipt. Other donations are recognised once the association has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid are recognised at the time of the donation. Donated goods are recognised when the item is sold.

1 Accounting policies **(Continued)**

Legacies are recognised on receipt or otherwise if the association has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is recognised when receivable and the amount can be measured reliably.

1.5 Expenditure

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.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Governance costs include staff costs incurred to support governance and legal and professional fees. The bases on which support costs have been allocated are set out in note 9.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Freehold properties are subsequently carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. The carrying value of freehold properties that would have been recognised had the assets been carried under the cost model would be £nil (2024 - £nil). Freehold properties are not depreciated in the financial statements as it is the association's policy to maintain these assets in a continual state of sound repair. The useful economical life of Garton House is so long and the residual value so high that any depreciation would not be material.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Not depreciated
Fixtures and fittings	25% diminishing balance basis
Office equipment & computers	33.33% straight line basis
Motor vehicles	25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

1 Accounting policies **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The association has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the association's balance sheet when the association becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the association's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the association is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Church Workers Pension Fund (CWPF)

The charity participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2025: £33,636, 2024: £38,151).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2022. For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Chichester Diocesan Association for Family Support Work could become responsible for paying a share of that employer's pension liabilities.

Aviva Stakeholder Pension Fund

The Aviva Stakeholder Scheme was in place prior to April 2014. At that date existing members were given the option of remaining or transferring to the CWPF scheme and two members remained. Aviva is a defined contribution scheme. Chichester Diocesan Association for Family Support Work contributes 7% and employees can contribute between 3% and 7% of salaries. The pensions costs charged to the SoFA in the year are contributions payable (2025: £7,876, 2024: £1,073).

2 Critical accounting estimates and judgements

In the application of the association's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

Investment property

The trustees believe that the fair value of the investment property in the financial statements is £1,020,000. With a professional valuation being performed in 2024, they believe that the fair value represents an accurate reflection of property values in the local area.

3 Donations and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	215,154	50,453	265,607	202,467	249,434	451,901
Legacies receivable	64,000	-	64,000	2,504	-	2,504
Grant receivable	95,663	87,403	183,066	73,896	130,994	204,890
Deanery contributions	-	126,181	126,181	-	115,329	115,329
	374,817	264,037	638,854	278,867	495,757	774,624

4 Income from charitable activities

	Restricted funds 2025	Restricted funds 2024
	£	£
Deanery workers		
Income within charitable activities	133,889	125,773
Grants for families		
Income within charitable activities	30,425	47,730
	164,314	173,503

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

5 Income from other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Eastbourne charity shop	77,876	75,234
Fundraising	9,263	11,264
	87,139	86,498

6 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Rental income	53,535	50,924
Income from listed investments	20,953	24,069
	74,488	74,993

7 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Other fundraising costs	7,777	6,809
Staff costs	120,903	108,377
Support costs	-	745
	128,680	115,931
Trading costs		
Eastbourne charity shop	33,446	33,194
Staff costs	43,336	38,808
Support costs	-	1,491
	76,782	73,493
Total expenditure on raising funds	205,462	189,424

8 **Expenditure on charitable activities**

	Deanery workers 2025 £	Playwork 2025 £	Garton House 2025 £	Total 2025 £	Deanery workers 2024 £	Playwork 2024 £	Garton House 2024 £	Total 2024 £
Direct costs								
Staff costs	609,330	14,082	-	623,412	586,085	11,962	-	598,047
Travel expenses	28,240	-	-	28,240	28,703	-	-	28,703
Activity costs & equipment	48,179	-	-	48,179	40,535	-	-	40,535
Children's holidays	6,181	-	-	6,181	9,466	-	-	9,466
Office costs & sundry expenses	10,471	-	-	10,471	12,782	-	-	12,782
Maintenance & running costs	-	-	27,123	27,123	-	-	21,669	21,669
Staff training	1,349	-	-	1,349	4,277	-	-	4,277
	703,750	14,082	27,123	744,955	681,848	11,962	21,669	715,479
Share of support and governance costs (see note 9)								
Support	242,016	-	-	242,016	203,000	-	-	203,000
Governance	16,443	-	8,938	25,381	23,695	-	6,693	30,388
	962,209	14,082	36,061	1,012,352	908,543	11,962	28,362	948,867
Analysis by fund								
Unrestricted funds	219,712	-	36,061	255,773	197,515	-	28,362	225,877
Restricted funds	742,497	14,082	-	756,579	711,028	11,962	-	722,990
	962,209	14,082	36,061	1,012,352	908,543	11,962	28,362	948,867

9 **Support costs**

	Support costs	Governance costs	2025	Support costs	Governance costs	2024	Basis of allocation
	£	£	£	£	£	£	
Staff costs	158,695	-	158,695	124,582	-	124,582	Time spent on activity
Depreciation	3,636	-	3,636	3,485	-	3,485	Direct
Admin office costs	79,685	-	79,685	77,169	-	77,169	Direct
Audit fees	-	-	-	-	11,100	11,100	Governance
Legal and professional	-	12,277	12,277	-	8,431	8,431	Governance
Other governance costs	-	13,104	13,104	-	10,857	10,857	Governance
	242,016	25,381	267,397	205,236	30,388	235,624	
Analysed between							
Fundraising	-	-	-	745	-	745	
Trading	-	-	-	1,491	-	1,491	
Charitable activities	242,016	25,381	267,397	203,000	30,388	233,388	
	242,016	25,381	267,397	205,236	30,388	235,624	

Included within governance costs is £nil (2024: £11,100) of fees payable to the charity's auditor for the audit of the financial statements, as well as £1,475 (2024: £nil) of fees payable to the charity's independent examiner for the independent examination of the financial statements.

Also included in governance costs is £2,635 (2024: £2,450) relating to the preparation of the financial statements.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the association during the year.

11 Employees

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Employees	31	32

Employment costs	2025 £	2024 £
Wages and salaries	833,769	773,140
Social security costs	71,065	57,450
Other pension costs	41,512	39,224
	946,346	869,814

There were no employees whose annual remuneration was £60,000 or more.

12 Gains and losses on investments

Gains/(losses) arising on:	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Revaluation of investments	19,124	(2,323)
Revaluation of investment properties	-	50,000
	19,124	47,677

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Office equipment & computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2024	280,000	26,995	41,764	18,007	366,766
Additions	-	-	2,017	-	2,017
Disposals	-	-	(963)	-	(963)
At 31 March 2025	280,000	26,995	42,818	18,007	367,820
Depreciation and impairment					
At 1 April 2024	-	25,709	28,917	18,007	72,633
Depreciation charged in the year	-	321	5,331	-	5,652
Eliminated in respect of disposals	-	-	(963)	-	(963)
At 31 March 2025	-	26,030	33,285	18,007	77,322
Carrying amount					
At 31 March 2025	280,000	965	9,533	-	290,498
At 31 March 2024	280,000	1,286	12,847	-	294,133

15 Investment property

	2025
	£
Fair value	
At 1 April 2024 and 31 March 2025	1,020,000

Investment property comprises residential units within the association's freehold property, with the element of the property used for the association's offices included within tangible fixed assets. The fair value of the investment property has been arrived at on the basis of a valuation carried out at the year end by the trustees. The trustees have based their valuation on a valuation carried out by a professional surveyor, Eightfold Professional Limited, on 15 March 2024 in 2024.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2024	514,057
Valuation changes	19,123
Disposals	(135,000)
At 31 March 2025	398,180
Carrying amount	
At 31 March 2025	398,180
At 31 March 2024	514,057

17 Debtors

	2025 £	2024 £
Amounts falling due within one year:		
Other debtors	5,000	17,750
Prepayments and accrued income	5,875	5,877
	10,875	23,627

18 Creditors: amounts falling due within one year

	Notes	2025 £	2024 £
Other taxation and social security		16,492	
Deferred income		124,500	123,334
Other creditors		6,777	6,246
Accruals		16,888	26,329
		164,657	155,909

Deferred income is made up of £124,500 of donations and grants to cover salary costs in the following years (2024: £123,334).

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds				Movement in funds				
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2025
	£	£	£	£	£	£	£	£	£	£	£
Children's Holiday Funds	-	4,500	(10,013)	5,513	-	-	-	(6,569)	6,569	-	-
Jill Marchant Legacy	121,991	-	-	(9,625)	-	112,366	-	-	(10,242)	-	102,124
Arthur Whyman Legacy	24,459	-	-	(10,819)	-	13,640	-	-	(13,640)	-	-
Brighton Deanery	-	12,746	(27,351)	14,605	-	-	3,240	(20,635)	17,395	-	-
Bell Hostel Trust	-	201,486	-	-	-	201,486	-	-	(20,037)	-	181,449
Deanery Workers:											
Arundel / Rustington	-	8,105	(30,074)	21,969	-	-	5,824	(34,088)	28,264	-	-
Battle & Bexhill	-	14,542	(22,415)	7,873	-	-	6,209	(24,383)	18,174	-	-
Bognor	2,766	29,472	(42,817)	10,579	-	-	19,571	(51,107)	31,536	-	-
Crawley	-	28,919	(53,672)	24,753	-	-	53,358	(56,992)	3,634	-	-
Cuckfield	23,365	23,809	(28,657)	-	-	18,517	15,829	(33,072)	-	-	1,274
Dallington	29,632	12,852	(39,098)	-	-	3,386	15,690	(44,607)	25,531	-	-
East Grinstead	-	16,480	(30,830)	14,350	-	-	9,754	(30,106)	20,352	-	-
Eastbourne	-	19,222	(30,041)	10,819	-	-	22,830	(52,046)	29,216	-	-
Hastings & Rye	-	27,604	(62,613)	35,009	-	-	22,354	(33,176)	10,822	-	-
Horsham	54,830	84,327	(47,383)	-	-	91,774	48,468	(44,924)	-	-	95,318
Hove	8,277	1,909	-	-	-	10,186	1,018	-	-	-	11,204
Hurst	33,139	19,019	(31,808)	-	-	20,350	13,912	(38,723)	4,461	-	-
Lewes & Seaford	3,362	20,732	(50,701)	26,607	-	-	14,752	(55,991)	41,239	-	-

19 **Restricted funds** **(Continued)**

Midhurst	1,452	9,923	(21,000)	9,625	-	-	41,406	(41,153)	-	-	253
Petworth	-	11,500	(23,486)	11,986	-	-	31,425	(41,667)	10,242	-	-
Rotherfield & Uckfield	-	24,342	(66,443)	42,101	-	-	19,893	(39,130)	19,237	-	-
Storrington	-	28,343	(27,626)	-	-	717	28,737	(28,950)	-	-	504
Westbourne	3,830	1,291	-	-	-	5,121	1,217	-	-	-	6,338
Worthing	-	12,775	(36,488)	23,713	-	-	21,147	(26,423)	5,276	-	-
Children & Young People Coordinator	-	5,697	(1,405)	-	-	4,292	3,500	(3,089)	-	-	4,703
Vounteer Leader	3,029	-	-	-	-	3,029	-	-	-	-	3,029
Welfare	7,807	49,665	(39,069)	-	-	18,403	28,217	(49,748)	3,128	-	-
	317,939	669,260	(722,990)	239,058	-	503,267	428,351	(756,579)	231,157	-	406,196

19 **Restricted funds** **(Continued)**

The Children's Holiday Fund provides holidays for children who otherwise would not have one due to lack of resources.

The Jill Marchant Legacy was a legacy from the late Jill Marchant and is restricted to the salary of workers for the Midhurst and Petworth Deaneries.

The Arthur Whyman Legacy was a legacy from the late Arthur Whyman for the work in Eastbourne Deanery.

Brighton Deanery Fund: The capital from The Cross Roads Hostel Trust, which merged into the association in February 2020. This is restricted to work in Brighton Deanery. The funds from the Trust have been spent out and this fund was renamed from The Cross Roads Hostel Fund to Brighton Deanery in line with the other funds for practitioners during the year.

The Bell Hostel Trust is the value of the investments transferred from the Bell Hostel Trust to FSW. The funds are to provide in the first instance an income to support the work of FSW in Eastbourne. The trustees of FSW may use the capital, at their discretion, to fund Eastbourne projects.

The Deanery Workers Funds represent income given specifically to meet the running costs of family support in the deanery specified.

The Children & Young People Coordinator fund is for a project run on behalf of the Brighton Deanery. This project has now come to an end.

The Volunteer Leader Fund is used to employ a volunteer coordinator for the association.

The Welfare fund are funds used to support practical help such as the purchase of white goods, replenishing and running the food bank.

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2024	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2025
	£	£	£	£	£	£
Garton House Property Fund	1,098,514	-	-	-	-	1,098,514
General funds	201,932	536,444	(461,235)	(231,157)	19,124	65,108
	1,300,446	536,444	(461,235)	(231,157)	19,124	1,163,622

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
Mary McPherson Fund	21,112	-	-	(21,112)	-	-
Deanery Workers	4,471	-	-	(4,471)	-	-
Garton House Property Fund	1,250,000	-	-	(201,486)	50,000	1,098,514
General funds	191,187	440,358	(415,301)	(11,989)	(2,323)	201,932
	1,466,770	440,358	(415,301)	(239,058)	47,677	1,300,446

The Mary McPherson fund: This represented the cost of the work in the Lewes and Seaford Deanery.

Deanery Workers Fund: This represents donations given to support workers in all of the association's deaneries.

Garton House Property Fund: This fund was set up to show the value of the freehold property, Garton House, 22 Stanford Avenue, Brighton BN1 6AA. This property is a historical asset which houses the offices and food bank for the association and also has four residential units that are let on AST with the income as benefit to the charitable activities of the association. The fund increased by £50,000 in the prior year following a professional revaluation of the property. In addition the sum of £201,486 was transferred from designated funds to general unrestricted funds following an undertaking from the trustees to invest the value of funds received from the Bell Hostel Trust in the property fund, so releasing this value to the general fund.

21 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
Fund balances at 31 March 2025 are represented by:			
Tangible assets	290,498	-	290,498
Investment properties	1,020,000	-	1,020,000
Investments	398,180	-	398,180
Current assets/(liabilities)	(545,056)	406,196	(138,860)
	1,163,622	406,196	1,569,818

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2024 are represented by:			
Tangible assets	294,133	-	294,133
Investment properties	1,020,000	-	1,020,000
Investments	514,057	-	514,057
Current assets/(liabilities)	(527,744)	503,267	(24,477)
	1,300,446	503,267	1,803,713

22 Operating lease commitments

At the reporting end date the association had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	24,429	24,043
Between two and five years	-	24,429
	24,429	48,472

During the year £24,043 (2024 - £24,043) of lease payments were recognised as an expenses.

23 Related party transactions

Remuneration of key management personnel

The trustees deem key management personnel to be:

Mr M Auton-Lloyd	- CEO
Ms Elaine Waight	- Director of services
Ms Nikki Kerr	- Director of fundraising and marketing

The remuneration of key management personnel is as follows:

	2025	2024
	£	£
Aggregate compensation (including employer's NIC and pension)	187,889	171,063

Transactions with related parties

During the year the association entered into the following transactions with related parties:

Mrs L Lynn is a representative on the board of trustees from the Chichester DBF. The DBF made a grant to the charity of £13,299 (2024: £33,500).

Mr E Bickersteth is a trustee of Ashburnham Thanksgiving Trust, which made a donation to the charity of £1,100 (2024: £1,000).

Mr M Auton-Lloyd is a trustee of the Bell Hostel Trust, which made a donation to the charity of £nil (2024: £201,383).

Aggregate donations received from the trustees amounted to £4,345 (2024: £1,490).

24 Cash generated from operations

	2025	2024
	£	£
(Deficit)/surpus for the year	(233,895)	19,004
Adjustments for:		
Investment income recognised in statement of financial activities	(74,488)	(74,993)
Fair value gains and losses on investment properties	-	(50,000)
Fair value gains and losses on investments	(19,124)	2,323
Depreciation and impairment of tangible fixed assets	5,653	3,484
Movements in working capital:		
Decrease/(increase) in debtors	12,752	(17,978)
Increase in creditors	7,582	10,336
Increase in deferred income	1,166	123,334
Cash (absorbed by)/generated from operations	(300,354)	15,510

25 Analysis of changes in net funds

The association had no debt during the current or comparative period.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales - Charity number 285337

Accounts

Charity registration number 285337

Company registration number 01648903 (England and Wales)

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2024

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

President	The Lord Bishop of Chichester, The Rt Rev'd Dr Martin Warner MA PhD
Trustees	Mrs A Heath - Chairman Mr P Baker - Hon Treasurer Mrs S D Phillips Mrs L Lynn Dr T Fooks - Vice Chairman Dr J Baah Mrs G Siggs (Appointed 30 November 2023) Rev D J King (Appointed 30 November 2023)
Secretary	Mr M T Auton-Lloyd
Charity number	285337
Company number	01648903
Principal address	Garton House 22 Stanford Avenue Brighton BN1 6AA
Registered office	Garton House 22 Stanford Avenue Brighton BN1 6AA
Auditor	Sumer Audit Amelia House Crescent Road Worthing West Sussex BN11 1RL
Bankers	Barclays Bank PLC PO Box 2915 Brighton East Sussex BN1 1SJ
Solicitors	Dean Wilson LLP Ridgeland House 165 Dyke Road Brighton East Sussex BN3 1TL

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

CONTENTS

	Page
Trustees' report	1 - 7
Statement of trustees' responsibilities	8
Independent auditor's report	9 - 11
Statement of financial activities	12 - 13
Balance sheet	14
Statement of cash flows	15
Notes to the financial statements	16 - 32

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 March 2024.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the association's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The Memorandum of Association sets out our objectives for the public benefit:-

(1) to support families, individuals and groups within the community who are in need by reason of financial hardship, ill health, disability or stress ('Family Support Work').

(2) to promote the relief and care of children in need.

(3) to advance Christianity by family support work and the welfare of the community.

The principal activity of the Association is to support families across the Chichester Diocese who are struggling. This is carried out by a team of professionally qualified Family Support Practitioners ("FSPs") (Social Workers, Health Visitors, Early Help Workers and Teachers) who offer intensive support to the family, either as a whole or as individuals.

The aim of the support is to enable the family to overcome the challenges they face so that they become stronger both as individuals and as a family unit, helping them to become less chaotic. As the family and the individuals start to contribute to their local community in a positive and proactive way, the benefit of our services starts to impact on the public purse by reducing the need for support from statutory agencies.

Alongside the work of the FSPs, we offer activities including after school clubs, targeted drop-ins, holiday activities and fun days. These offer families opportunities to find support, develop new friendships with likeminded people and the potential to create informal support networks amongst the families.

FSW runs its own dedicated food bank, which gives practical support to families to help improve diet, finances and cookery skills within the family. FSW also supports families by securing grants for white goods, school uniforms and fuel costs.

Our Ethos

Having been established by members of Chichester Diocese in 1890 we embrace our Christian heritage and adhere to the principles of Christianity to show love, compassion, and support to those who need it most. This is carried out by actions demonstrating the Christian ethos whilst proudly offering our services to people of all faiths and none. Whilst we operate under the Christian ethos we do not evangelise.

Public benefit

The trustees receive reports at each board meeting, which illustrate the positive impact the activities have on both the families and the wider public. The trustees also review the public benefit of the work of the association in line with the Charity Commission guidance. The impact of the associations work with the families has direct, but not always obvious, benefits to the wider public. In the first instance, as we see parents return to work there is a reduction in benefit payments to the family; a child who has additional educational needs may become less disruptive in school because of support received. The FSPs have worked with families and reduced the need to take children into care, so again the associated costs of either short or long term care for the children have been avoided giving a saving to the public purse.

Our long-term support, which can be for an unlimited time, is aimed at supporting families with complex needs to be active in their local community and enable them to contribute to the best of their ability.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake.

Achievements and performance

Over the last year FSW has seen another increase in the number of families that FSW supports with direct 1-1 help from our professional staff, backed with the work of our volunteer team. In the year FSW supported 782 families (2023: 606), an increase of 29% year on year. Our definition of a family is that it must contain one person over the age of 18 with the legal responsibility for an individual under the age of 18. When families are referred to us our priority is to help them to develop strong and lasting relationships so that they build resilience.

The range of families that FSW works with is vast and includes single and dual parent households; blended families; families who are refugees here including Syrian, Afghan and Ukrainian, as well as families from other parts of the world including Nigeria and India. Our parents may be birth parents, adoptive parents, grandparents, siblings, aunts, and uncles. We have seen a growth in kinship care families which brings a different set of needs to us.

This increase saw the number of children we support grow to 2,181 (2023 – 1,905), with an age breakdown as follows:

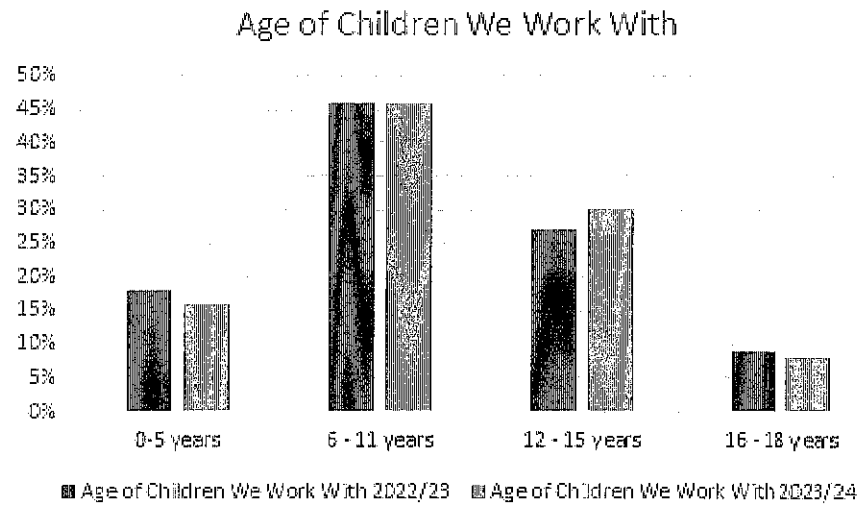
368 0-5s (2023: 353)

1,006 6-11s (2023: 876)

629 12-15s (2023: 505)

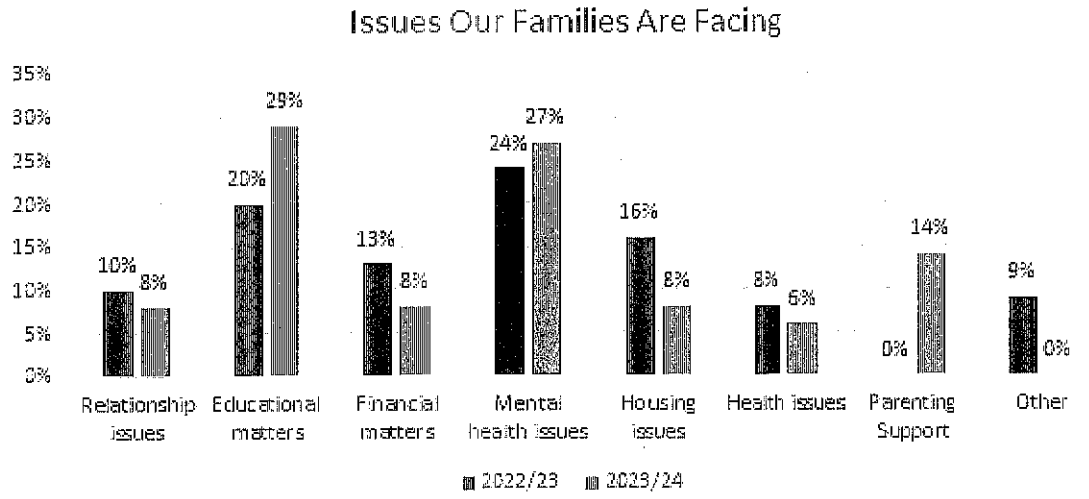
178 16-18s (2023: 171)

We have seen an increase in the number of school age children that we work with, highlighting the number of cases we have taken on as referrals from schools across Sussex. This reflects the ever-increasing need for support with children with special educational needs that we are experiencing.



The referrals that we receive come from a wide range of sources including schools and their SEN Coordinators, social prescribers, GPs, Health Visitors, Social Service teams in both East and West Sussex and the City of Brighton and Hove, other community groups and churches along with self-referral from families.

Issues facing families
To identify the broad headings of issues facing our families we have recorded the amount of time each FSP spends working on specific issues. The breakdown is as follows:

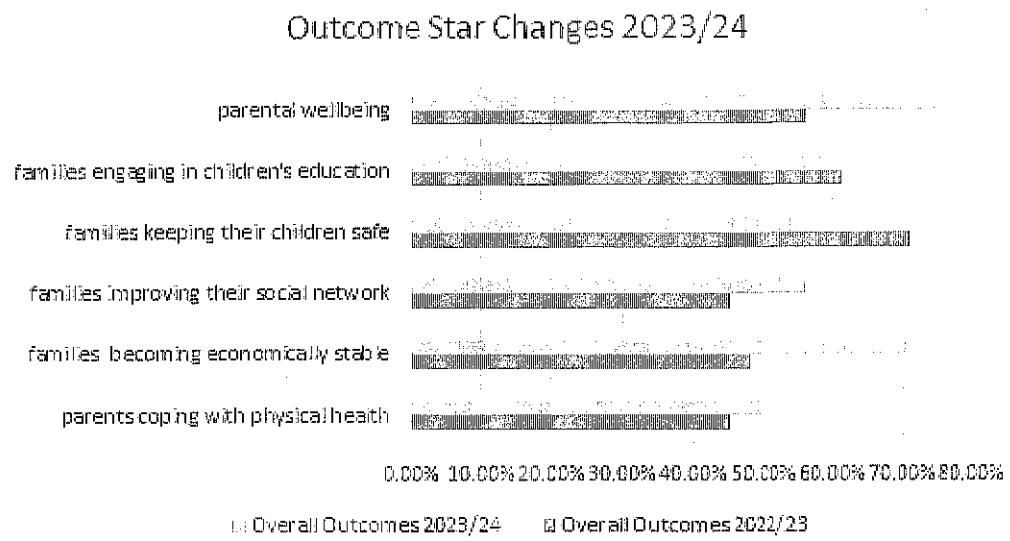


With the comparable figures for the last year included above we can see how the needs that families are facing are changing. The large increase in the need for support for educational matters includes the need to support families as they are processed through the system. The key element of this work is to ensure the correct level of support for the child is put in place. We are finding that the support we give in this area is increasing across a wide range of families and across all income brackets, not just on families with hardship needs. The long waiting lists for statutory services to be able to assess and support children with educational help plans are the driver behind this increase in our workload.

There are small increases in work around relationship issues and mental health issues, but with many of our families being ongoing cases the speed of growth has slowed in these areas. This reflects some of the improvements we made with the long-term families over the previous year. The impact that we make year on year with the families we support with complex needs reinforces the need for the long-term holistic nature of the work we undertake. In some instances, there is little change but stability, which is essential for the wellbeing of children.

The decline in both financial and housing issues reflects the impact of the long-term support. With focused help on budgeting the families better manage their finances. Support with practical help, in the guise of food bank deliveries, free activities and access to support funds help in the short term. Ultimately the impact in this area is to enable families to better manage on their own. It has proven hard to bring pressure on landlords to make the required improvements to substandard properties that some of our families are forced to live in.

Outcomes
FSW uses the Family Star system to monitor the outcomes family by family of our work. During the last year, we have seen significant increase in the ability of parents to cope with the issues they face. The two areas which have shown the biggest positive change for our families are parental wellbeing and families becoming economically stable. This strengthening of parents leads to a stronger family that becomes more resilient and able to cope with the challenges they face. As the family star measures improvements and declines in the actions of the families, we are not overly concerned by the reduction in the percentage of families keeping their children safe. This figure started at a higher level of child safety in April 23 than we did in April 22 so the decline in this area reflects the higher standard.



Rising need
The waiting lists that FSW holds are growing, although we can normally move families on to the relevant Practitioner's caseload within four to five months. During the period of waiting, we maintain contact with the families. The waiting list contact is maintained not only to ensure that they are still in need of our support, but to enable FSW to signpost to other organisations should the family's situation deteriorate before we can offer direct support.

Volunteers
In the summer of 2023 FSW appointed two new staff members as Volunteer and Community Engagement Officers: one for East Sussex and one for West Sussex. During the time they have been in post they have reviewed the volunteer handbook, recruitment process and training plan. This strengthening of the work enables FSW to recruit more volunteers as a means of increasing capacity. We have seen an up take in volunteer activities in both counties with an additional 45 volunteers in post now. As we move forward this team will work with the CEO and Director of Fundraising to increase our support in all areas of the local community where we work.

Staff training
During the year all the practitioners have undergone safeguarding training, in the form of refresher courses. They all took part in the following training: "Yada" & Esther project preventing sexual exploitation; Pop up parenting; Harmful Sexual Behaviours; Anti Bullying; Christians Against Poverty; Food & Hygiene; Safeguarding Children refresher; and Adults at Risk refresher.

The trustees undertook the NSPCC Safeguarding Your Organisation training in March 2024.

Fundraising
In the last twelve months we have seen our income grow in several key areas of fundraising. All our voluntary income saw increases, but we note that there were two exceptional amounts of income this year - the grant from the Bell Hostel Trust as they closed and an individual who donated £114,000 for work in a specific geographical area. This latter income will be recognised in future financial periods, in line with required accounting standards. Even with the exceptional income items removed, the results from a small but highly professional and dedicated fundraising team show remarkable results in the current climate.

The trading income from the shop has grown by 9.5% over the year but this growth was offset by the increase in utility and salary increases reflecting the cost-of-living crisis.

During the year we employed a digital marketing apprentice to increase our on-line presence and to help FSW reach new audiences. To maintain the growth in income we need to sustain the current workload and strengthen our team to ensure that we meet the ever-rising demand.

Historic activities
The trustees are aware of the association's historic work in the field of adoption. When we receive information requests, we support the families of these children as best we can. The only help we can give is how to access the correct services for the relevant records as the association was required to deposit all records relating to this work with the East Sussex County Council adoption team in 1985 when we ceased the work.

Financial review
The finances of FSW appear to be bucking the trend of other comparable charities at this time. We are mindful that we have had two exceptional pieces of income but with those removed, our year-on-year income was down by £32,672 on 2022/23. We recognise that this is unusual in the current climate, and whilst we have healthy restricted funds to carry our work forward, we are monitoring trends closely to ensure that the trustees do not become complacent. This healthy position means that we can confirm that the charity is both liquid and solvent and considered a going concern with liquid assets of £621,862.

The planned deficit was turned into a surplus for the year but again we are mindful that in the current climate this is unlikely to be repeated in 2024/25. It is far more likely that some of the restricted funds will be depleted next year.

The ongoing volatility of the financial markets resulted in a reduction in value of our Charifund holding, but this is expected to return to its 2021/22 value over the year ahead.

We have planned for a small deficit budget again in 2024/25 as we have restricted funds available to fully support 7 of our current projects.

The reserves include the freehold of Garton House which was revalued during the year. Whilst the investment element saw an increase in value the offices, the asset for own use saw no increase. Overall, the property increased in value by £50,000. This reflects the increase in residential properties in Brighton and Hove whilst at the same time demonstrates the flat market for office space.

The trustees of the Bell Hostel Trust transferred their holdings to FSW in December 2024, with the following resolution: *The Trustees of the Bell Hostel Trust resolve to wind up the Trust and transfer the funds to the Chichester Diocesan Association for Family Support Work for them to hold to fund the work carried out by the Association in the Deanery of Eastbourne. The Trustees of CDAFSW, at their discretion may draw on the capital to support the work in Eastbourne Deanery, should the income from the investment fail to support the ongoing work.* CDAFSW undertook in 2022 to invest the funds in the property fund Garton House and to use twenty percent of the net rents received from the flats in Garton House for the work in Eastbourne.

Reserves policy
The association aims to hold six months' running costs as its reserve fund, which is currently £570k (2023: £499k).

Total reserves were £1,803,713 (2023: £1,784,709), split as £503,267 restricted funds (2023: £317,939) and £1,300,446 unrestricted funds (2023: £1,466,770).

Of the unrestricted funds, £1,098,514 (2023: £1,265,515) can only be realised by disposing of functional fixed assets, which are essential to providing the association's objectives.

The amount of free reserves the charity holds after taking account for restricted and designated funds and functional fixed assets are £201,932 (2023: £191,187).

Other policies
The policies of the association are reviewed every two years except for the Safeguarding Policy, which is reviewed internally on an annual basis and is inspected by an external individual or organisation every two years. Training in all key areas is carried out on recruitment of a staff member or volunteer and at suitable intervals thereafter.

Risk management
The main risk to the association, as with all voluntary funded organisations is, the loss of income. To mitigate this, the Board continues to seek new income streams and develop new strong partnerships with other organisations to support our work. The CEO continues to monitor the income and spending along with the Treasurer. A Financial Sub Committee of the Board adds an additional layer of scrutiny to the financial operations of the Association. Careful monitoring of the process is maintained to ensure compliance.

Working with families has in itself a range of risks. The safeguarding polices of the association were subject to an external examination and minor amendments were made. The Safeguarding Committee review the policies on a regular basis and make recommendations to the Board.

Reputational Risk. As with any service such as that of the association, there is always a risk of reputational damage. We maintain a strong ethos of training for staff working directly with families to ensure that they are working in line with current legislation and the relevant professional standards body's best practice guidance.

Over-subscription to our services is a further reputational rusk. The association has always been recognised as a reliable service, however the new need for waiting lists could hamper this. The Director of Services is monitoring this closely, and we will look in the coming year how we can increase capacity without diluting the professional service.

Future plans
The future plans of the association are under discussion currently. The association is working on a new five-year vision that will enable us to increase capacity. The plans will be drawn with input from the families (current and past), staff, volunteers, and trustees as well as listening to partners about what they see as the needs families have that are not met by current statutory and voluntary sector provision.

Structure, governance and management
The association is a company limited by guarantee, registered in England and governed by its Memorandum and Articles of Association. The Memorandum and Articles of Associations were amended on the 16th of July 2015. These came into effect at the 2015 AGM on the 3rd of October 2015.

Company number 1648903 Charity number 285337

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs A Heath - Chairman	
Mr P Baker - Hon Treasurer	
Mrs S D Phillips	
Rev P R Seaman	(Resigned 30 November 2023)
Mrs L Lynn	
Rev A G Birks	(Resigned 30 November 2023)
Ms A Daguerre	(Resigned 30 November 2023)
Dr T Fooks - Vice Chairman	
Mrs C F Lucas	(Resigned 12 April 2024)
Dr J Baah	
Mrs G Siggs	(Appointed 30 November 2023)
Rev D J King	(Appointed 30 November 2023)

The directors of the charitable company are also the trustees of the charity and are designated "the Board of Trustees". The chairman is nominated by the Right Reverend the Lord Bishop of Chichester, the Chichester Diocesan Fund and Board of Finance (Incorporated) nominates one trustee and a further eight are elected by the Board of Trustees and ratified by the members of the Association present at the AGM.

The Board of Trustees delegates the day-to-day management of the charity to the CEO, Mr M T Auton-Lloyd.

Investment policy
The trustees are aware of their long-term responsibilities to maximise income for the benefit of the association's work with families, whilst protecting the value of the capital for the long-term future of the association, and without taking undue risks. The trustees operate an ethical investment policy, which in line with the Diocese of Chichester considers the guidance of the Church of England's Ethical Investment Advisory Group (EIAG), unless there are exceptional reasons for not so doing.

The ethical investment policies recommended by the EIAG are the basis for a distinctly Christian approach to investment. Therefore, the trustees, in line with the guidance, have agreed that funds should not be invested in companies whose major activity or focus (defined as more than 10% of their group revenue) is in the alcohol, gambling, animal testing, tobacco, pornography, human embryonic cloning, high interest rate lending, military supplies, and the sale of non-military fire- arms industries. The trustees have delegated the day to day management of their investment policy to a Finance Sub Committee that receives a broad range of investment advice from their appointed investment managers.

Recruitment of trustees
The chairman of the association holds a skill register for the Board of Trustees and when vacancies arise potential candidates are recruited to fill the gaps in the skill base. Trustee vacancies are publically advertised both locally and nationally when they arise, as well as the use of local and national networks and are interviewed prior to being nominated. The board recognises that in the coming year their skill base needs increasing in the areas of fundraising and professional skills around supporting families.

Trustee induction
The induction of new trustees starts with the attendance at a board meeting prior to their appointment to the board. Once appointed the new trustee is given the Charity Commission's guidance (CC3a) and individual meetings are arranged with the CEO and other key staff to give briefing to the trustee on the overall work of the association and any areas of direct interest or responsibility as required. Following on from these meetings, any specific training or further briefings that are identified are organised.

Volunteers
The association has three key sets of volunteers. Firstly, 176 people volunteer as members of the Deanery Support Committees. We also have 67 volunteers who work solely on supporting families through direct work supporting the Practitioners and Playwork Team. In the Family Contact Centre in Eastbourne, we currently have 11 volunteers. We also have nine volunteers who support the association by working in the shop. In order to grow the volunteer team and ensure they are well supported, the association will look to recruit volunteer coordinators for both East and West Sussex in the next financial year.

Setting pay
Salaries for key senior staff are set in line with equivalent roles within the Social Services Department of East Sussex County Council. Currently salaries are reviewed by a Board Sub Committee for HR who make recommendations to the board.

Auditor
In accordance with the company's articles, a resolution proposing that Sumer Audit be reappointed as auditor of the company will be put at a General Meeting.

The trustees' report was approved by the Board of Trustees.

A Heath

Mrs A Heath - Chairman
Trustee
Dated: 16/7/24

Mr P Baker - Hon Treasurer
Trustee
Dated: 16-7-24

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 MARCH 2024

The trustees, who are also the directors of Chichester Diocesan Association for Family Support Work for the purpose of company law, are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the association and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;

- observe the methods and principles in the Charities SORP;

- make judgements and estimates that are reasonable and prudent;

- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and

- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the association will continue in operation.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the association and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the association and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

INDEPENDENT AUDITOR'S REPORT

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

Opinion

We have audited the financial statements of Chichester Diocesan Association for Family Support Work (the 'association') for the year ended 31 March 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the association in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the association's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the association for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

In addition to the above, our procedures to respond to risks identified included the following:

- Making enquiries of management, about any known or suspected instances of non-compliance with laws and regulations and fraud;
- Reviewing minutes of meetings of the board and senior management;
- Reading correspondence with regulators;
- Challenging assumptions and judgements made by management in their significant accounting estimates, including defined benefit pension scheme valuations; and
- Auditing the risk of management override of controls, including through testing journal entries and other adjustments for appropriateness.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- Obtaining an understanding of the legal and regulatory framework that the trust operates in, focusing on those laws and regulations that had a direct effect on the financial statements and operations;
- Obtaining an understanding of the trust's policies and procedures on fraud risks, including knowledge of any actual, suspected or alleged fraud; and
- Discussing among the engagement team how and where fraud might occur in the financial statements and any potential indicators of fraud through our knowledge and understanding of the company and our sector-specific experience.

As a result of these procedures, we considered the opportunities and incentives that may exist within the trust for fraud. We are also required to perform specific procedures to respond to the risk of management override. As a result of performing the above, we identified the following areas as those most likely to have an impact on the financial statements: health & safety, employment law and compliance with the UK Companies Act and the Charities SORP (FRS 102).

INDEPENDENT AUDITOR'S REPORT (CONTINUED)

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

Due to the inherent limitations of an audit, there is an unavoidable risk that some material misstatements in the financial statements may not be detected, even though the audit is properly planned and performed in accordance with the ISAs (UK). For instance, the further removed non-compliance is from the events and transactions reflected in the financial statements, the less likely the auditor is to become aware of it or to recognise the non-compliance.

A further description of our responsibilities is available on the Financial Reporting Council's website at: https://www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Other matters

The financial statements of Chichester Diocesan Association for Family Support for the year ended 31 March 2023 were unaudited.

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sumer Audit

Robin Evans BA FCA CTA (Senior Statutory Auditor)
for and on behalf of Sumer Audit
Chartered Accountants
Statutory Auditor
Worthing

17/07/2024

Sumer Audit is the trading name of Sumer Auditco Limited

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Donations and legacies	3	278,867	495,757	774,624	324,100	322,773	646,873
Charitable activities	4	-	173,503	173,503	-	144,721	144,721
Other trading activities	5	86,498	-	86,498	80,764	-	80,764
Investments	6	74,993	-	74,993	69,404	-	69,404
Total income		440,358	669,260	1,109,618	474,268	467,494	941,762
Expenditure on:							
Raising funds							
Fundraising and publicity	7	115,931	-	115,931	98,394	-	98,394
Trading costs	7	73,493	-	73,493	69,061	-	69,061
		189,424	-	189,424	167,455	-	167,455
Charitable activities							
Deanery workers	8	197,515	711,028	908,543	152,854	646,791	799,645
Playwork	8	-	11,962	11,962	-	18,856	18,856
Garton House	8	28,362	-	28,362	14,000	-	14,000
Total charitable expenditure		225,877	722,990	948,867	166,854	665,647	832,501
Total resources expended		415,301	722,990	1,138,291	334,309	665,647	999,956
Net gains/(losses) on investments	12	47,677	-	47,677	(23,439)	-	(23,439)
Net incoming/(outgoing) resources before transfers		72,734	(53,730)	19,004	116,520	(198,153)	(81,633)
Gross transfers between funds		(239,058)	239,058	-	(189,339)	189,339	-
Net movement in funds		(166,324)	185,328	19,004	(72,819)	(8,814)	(81,633)
Fund balances at 1 April 2023		1,466,770	317,939	1,784,709	1,539,589	326,753	1,866,342
Fund balances at 31 March 2024		1,300,446	503,267	1,803,713	1,466,770	317,939	1,784,709

The statement of financial activities includes all gains and losses recognised in the year.

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

BALANCE SHEET

AS AT 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Fixed assets					
Tangible assets	**14**		294,133		295,515
Investment properties	**15**		1,020,000		970,000
Investments	**16**		514,057		365,690
			1,828,190		1,631,205
Current assets					
Debtors	**17**	23,627		5,649	
Cash at bank and in hand		107,805		170,094	
		131,432		175,743	
Creditors: amounts falling due within one year	**18**	(155,909)		(22,239)	
Net current (liabilities)/assets			(24,477)		153,504
Total assets less current liabilities			1,803,713		1,784,709
Income funds					
Restricted funds	**19**		503,267		317,939
Unrestricted funds					
Designated funds	**20**	1,300,000		1,275,583	
General unrestricted funds		446		191,187	
			1,300,446		1,466,770
			1,803,713		1,784,709

The financial statements were approved by the Trustees on 16/7/24

Mrs A Heath - Chairman
Trustee

Mr P Baker - Hon Treasurer
Trustee

Company Registration No. 01648903

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	24		15,510		(115,065)
Investing activities					
Purchase of tangible fixed assets		(2,102)		-	
Purchase of investments		(189,812)		(8,594)	
Proceeds from disposal of investments		39,122		-	
Investment income received		74,993		69,404	
Net cash (used in)/generated from investing activities			(77,799)		60,810
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(62,289)		(54,255)
Cash and cash equivalents at beginning of year			170,094		224,349
Cash and cash equivalents at end of year			107,805		170,094

1 Accounting policies

Charity information

Chichester Diocesan Association for Family Support Work is a private company limited by guarantee incorporated in England and Wales. The registered office is Garton House, 22 Stanford Avenue, Brighton, BN1 6AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the association's governing document, the Companies Act 2006 and "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)". The association is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the association. Monetary amounts in these financial statements are rounded to the nearest £1.

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget and the impact of subsequent events in making their assessment.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the association is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Cash donations are recognised on receipt. Other donations are recognised once the association has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid are recognised at the time of the donation. Donated goods are recognised when the item is sold.

1 **Accounting policies** **(Continued)**

Legacies are recognised on receipt or otherwise if the association has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is recognised when receivable and the amount can be measured reliably.

1.5 Expenditure

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.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

Governance costs include staff costs incurred to support governance and legal and professional fees. The bases on which support costs have been allocated are set out in note 9.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Freehold properties are subsequently carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. The carrying value of freehold properties that would have been recognised had the assets been carried under the cost model would be £nil (2023 - £nil). Freehold properties are not depreciated in the financial statements as it is the association's policy to maintain these assets in a continual state of sound repair. The useful economical life of Garton House is so long and the residual value so high that any depreciation would not be material.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	Not depreciated
Fixtures and fittings	25% diminishing balance basis
Office equipment & computers	33.33% straight line basis
Motor vehicles	25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1 **Accounting policies** **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The association has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the association's balance sheet when the association becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the association's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the association is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Church Workers Pension Fund (CWPF)

The charity participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2024: £38,151, 2023: £29,850).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2022. For the Pension Builder Classic section, the valuation revealed a surplus of £34.8m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Chichester Diocesan Association for Family Support Work could become responsible for paying a share of that employer's pension liabilities.

Aviva Stakeholder Pension Fund

The Aviva Stakeholder Scheme was in place prior to April 2014. At that date existing members were given the option of remaining or transferring to the CWPF scheme and two members remained. Aviva is a defined contribution scheme. Chichester Diocesan Association for Family Support Work contributes 7% and employees can contribute between 3% and 7% of salaries. The pensions costs charged to the SoFA in the year are contributions payable (2024: £1,073, 2023: £536).

2 Critical accounting estimates and judgements

In the application of the association's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

Key sources of estimation uncertainty

Investment property
The trustees believe that the fair value of the investment property in the financial statements is £1,020,000. With a professional valuation being performed in 2024, they believe that the fair value represents an accurate reflection of property values in the local area.

3 Donations and legacies

	Unrestricted funds 2024	**Restricted funds 2024**	**Total 2024**	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	**£**	**£**	£	£	£
Donations and gifts	202,467	249,434	451,901	229,701	55,809	285,510
Legacies receivable	2,504	-	2,504	19,446	30,000	49,446
Grant receivable	73,896	130,994	204,890	74,953	111,842	186,795
Deanery contributions	-	115,329	115,329	-	125,122	125,122
	278,867	495,757	774,624	324,100	322,773	646,873

4 Income from charitable activities

	Restricted funds 2024	**Restricted funds 2023**
	£	**£**
Deanery workers		
Income within charitable activities	125,773	113,494
Grants for families		
Income within charitable activities	47,730	31,227
	173,503	144,721

5 Income from other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Eastbourne charity shop	75,234	67,271
Fundraising	11,264	13,493
Other trading activities	86,498	80,764

6 Income from investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Rental income	50,924	48,294
Income from listed investments	24,069	21,110
	74,993	69,404

7 Expenditure on raising funds

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising and publicity		
Other fundraising costs	6,809	8,881
Staff costs	108,377	88,606
Support costs	745	907
	115,931	98,394
Trading costs		
Eastbourne charity shop	33,194	31,804
Staff costs	38,808	35,444
Support costs	1,491	1,813
	73,493	69,061
Total costs	189,424	167,455

8 Expenditure on charitable activities

	Deanery workers 2024 £	Playwork 2024 £	Garton House 2024 £	Total 2024 £	Deanery workers 2023 £	Playwork 2023 £	Garton House 2023 £	Total 2023 £
Direct costs								
Staff costs	586,085	11,962	-	598,047	544,709	18,270	-	562,979
Travel expenses	28,703	-	-	28,703	23,260	453	-	23,713
Activity costs & equipment	40,535	-	-	40,535	29,419	-	-	29,419
Children's holidays	9,466	-	-	9,466	6,545	-	-	6,545
Office costs & sundry expenses	12,782	-	-	12,782	12,320	133	-	12,453
Maintenance & running costs	-	-	21,669	21,669	-	-	9,497	9,497
Staff training	4,277	-	-	4,277	1,975	-	-	1,975
Other costs	-	-	-	-	3,640	-	-	3,640
	681,848	11,962	21,669	715,479	621,868	18,856	9,497	650,221
Share of support and governance costs (see note 9)								
Support	203,000	-	-	203,000	166,500	-	-	166,500
Governance	23,695	-	6,693	30,388	11,277	-	4,503	15,780
	908,543	11,962	28,362	948,867	799,645	18,856	14,000	832,501
Analysis by fund								
Unrestricted funds	197,515	-	28,362	225,877	152,854	-	14,000	166,854
Restricted funds	711,028	11,962	-	722,990	646,791	18,856	-	665,647
	908,543	11,962	28,362	948,867	799,645	18,856	14,000	832,501

9 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023	Basis of allocation
	£	£	£	£	£	£	
Staff costs	124,582	-	124,582	95,435	-	95,435	Time spent on activity
Depreciation	3,485	-	3,485	4,753	-	4,753	
Admin office costs	77,169	-	77,169	69,032	-	69,032	
Audit fees	-	11,100	11,100	-	-	-	Governance
Legal and professional	-	8,431	8,431	-	5,176	5,176	Governance
Other governance costs	-	10,857	10,857	-	10,604	10,604	Governance
	205,236	30,388	235,624	169,220	15,780	185,000	
Analysed between							
Fundraising	745	-	745	907	-	907	
Trading	1,491	-	1,491	1,813	-	1,813	
Charitable activities	203,000	30,388	233,388	166,500	15,780	182,280	
	205,236	30,388	235,624	169,220	15,780	185,000	

Included within governance costs is £11,100 (2023: £nil) of fees payable to the charity's auditor for the audit of the financial statements, as well as £nil (2023: £1,250) of fees payable to the charity's independent examiner for the independent examination of the financial statements.

Also included in governance costs is £2,450 (2023: £2,310) relating to the preparation of the financial statements.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the association during the year.

11 Employees

The average monthly number of employees during the year was:

	2024 Number	2023 Number
Employees	32	29

Employment costs	**2024 £**	**2023 £**
Wages and salaries	773,140	695,289
Social security costs	57,450	57,316
Other pension costs	39,224	29,850
	869,814	782,455

There were no employees whose annual remuneration was £60,000 or more.

12 Gains and losses on investments

Gains/(losses) arising on:	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Revaluation of investments	(2,323)	(23,439)
Revaluation of investment properties	50,000	-
	47,677	(23,439)

13 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

14 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Office equipment & computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2023	280,000	26,995	57,277	18,007	382,279
Additions	-	-	2,102	-	2,102
Disposals	-	-	(17,615)	-	(17,615)
At 31 March 2024	280,000	26,995	41,764	18,007	366,766
Depreciation and impairment					
At 1 April 2023	-	25,281	43,476	18,007	86,764
Depreciation charged in the year	-	428	3,056	-	3,484
Eliminated in respect of disposals	-	-	(17,615)	-	(17,615)
At 31 March 2024	-	25,709	28,917	18,007	72,633
Carrying amount					
At 31 March 2024	280,000	1,286	12,847	-	294,133
At 31 March 2023	280,000	1,714	13,801	-	295,515

15 Investment property

	2024
	£
Fair value	
At 1 April 2023	970,000
Net gains or losses through fair value adjustments	50,000
At 31 March 2024	1,020,000

Investment property comprises residential units within the association's freehold property, with the element of the property used for the association's offices included within tangible fixed assets. The fair value of the investment property has been arrived at on the basis of a valuation carried out at the year end by the trustees. The trustees have based their valuation on a valuation carried out by a professional surveyor in 2024.

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2023	365,690
Additions	189,812
Valuation changes	(2,323)
Disposals	(39,122)
At 31 March 2024	514,057
Carrying amount	
At 31 March 2024	514,057
At 31 March 2023	365,690

17 Debtors

Amounts falling due within one year:	2024 £	2023 £
Other debtors	17,750	5,000
Prepayments and accrued income	5,877	649
	23,627	5,649

18 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		-	140
Deferred income		123,334	-
Other creditors		6,246	6,720
Accruals and deferred income		26,329	15,379
		155,909	22,239

Deferred income is made up of £123,334 donation and grant to cover salary costs in the following years (2023: £nil).

19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

		Movement in funds				Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£	£	£
Children's Holiday Funds	2,416	2,000	(6,884)	2,468	-	-	4,500	(10,013)	5,513	-	-
Jill Marchant Legacy	121,991	-	-	-	-	121,991	-	-	(9,625)	-	112,366
Arthur Whyman Legacy	28,320	-	-	(3,861)	-	24,459	-	-	(10,819)	-	13,640
Cross Roads Hostel	-	4,137	(27,864)	23,727	-	-	12,746	(27,351)	14,605	-	-
Bell Hostel Trust	-	-	-	-	-	-	201,486	-	-	-	201,486
Deanery Workers:											
Arundel / Rustington	-	7,914	(27,392)	19,478	-	-	8,105	(30,074)	21,969	-	-
Battle & Bexhill	-	8,444	(19,301)	10,857	-	-	14,542	(22,415)	7,873	-	-
Bognor	306	30,544	(28,084)	-	-	2,766	29,472	(42,817)	10,579	-	-
Crawley	-	19,113	(51,230)	32,117	-	-	28,919	(53,672)	24,753	-	-
Cuckfield	-	49,301	(25,936)	-	-	23,365	23,809	(28,657)	-	-	18,517
Dallington	49,539	12,807	(32,714)	-	-	29,632	12,852	(39,098)	-	-	3,386
East Grinstead	-	22,266	(27,429)	5,163	-	-	16,480	(30,830)	14,350	-	-
Eastbourne	-	25,236	(29,097)	3,861	-	-	19,222	(30,041)	10,819	-	-
Hastings & Rye	16,334	43,863	(70,086)	9,889	-	-	27,604	(62,613)	35,009	-	-
Horsham	30,619	63,857	(39,646)	-	-	54,830	84,327	(47,383)	-	-	91,774
Hove	7,230	1,047	-	-	-	8,277	1,909	-	-	-	10,186
Hurst	32,510	20,923	(20,294)	-	-	33,139	19,019	(31,808)	-	-	20,350

19 Restricted funds **(Continued)**

Lewes & Seaford	-	48,558	(45,196)	-	-	3,362	20,732	(50,701)	26,607	-	-
Midhurst	1,655	16,695	(16,898)	-	-	1,452	9,923	(21,000)	9,625	-	-
Petworth	10,135	5,336	(18,018)	2,547	-	-	11,500	(23,486)	11,986	-	-
Rotherfield & Uckfield	7,725	16,916	(62,346)	37,705	-	-	24,342	(66,443)	42,101	-	-
Storrington	-	18,320	(40,698)	22,378	-	-	28,343	(27,626)	-	-	717
Westbourne	2,900	930	-	-	-	3,830	1,291	-	-	-	5,121
Worthing	-	14,291	(33,583)	19,292	-	-	12,775	(36,488)	23,713	-	-
Children & Young People Coordinator	-	4,424	(8,142)	3,718	-	-	5,697	(1,405)	-	-	4,292
Vounteer Leader	3,029	-	-	-	-	3,029	-	-	-	-	3,029
Welfare	12,044	30,572	(34,809)	-	-	7,807	49,665	(39,069)	-	-	18,403
	326,753	467,494	(665,647)	189,339	-	317,939	669,260	(722,990)	239,058	-	503,267

19 Restricted funds **(Continued)**

The Children's Holiday Fund provides holidays for children who otherwise would not have one due to lack of resources.

The Jill Marchent Legacy was a legacy from the late Jill Marchant and is restricted to the salary of workers for the Midhurst and Petworth Deaneries.

The Arthur Whyman Legacy: A legacy from the late Arthur Whyman for the work in Eastbourne Deanery.

The Cross Roads Hostel Fund: The capital from The Cross Roads Hostel Trust, which merged into the association in February 2020. This is restricted to work in Brighton Deanery. The funds from the Cross Roads Trust have been spent out and this fund will be renamed Brighton Deanery in line with the other funds for practitioners in 2024/25.

The Bell Hostel Trust is the value of the investments transferred from the Bell Hostel Trust to FSW. The funds are to provide in the first instance an income to support the work of FSW in Eastbourne. The trustees of FSW may use the capital at, their discretion, to fund Eastbourne projects.

The Deanery Workers Funds represent income given specifically to meet the running costs of family support in the deanery specified.

The Children & Young People Coordinator fund is for a project run on behalf of the Brighton Deanery. This project has now come to an end.

The Volunteer Leader Fund is used to employ a volunteer coordinator for the association.

The Welfare fund are funds used to support practical help such as the purchase of white goods, replenishing and running the food bank.

20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	At 1 April 2023	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2024
	£	£	£	£	£	£
Mary McPherson Fund	21,112	-	-	(21,112)	-	-
Deanery Workers	4,471	-	-	(4,471)	-	-
Garton House Property Fund	1,250,000	-	-	(201,486)	50,000	1,098,514
General funds	191,187	440,358	(415,301)	(11,989)	(2,323)	201,932
	1,466,770	440,358	(415,301)	(239,058)	47,677	1,300,446

Previous year:	At 1 April 2022	Incoming resources	Resources expended	Transfers	Gains and losses	At 31 March 2023
	£	£	£	£	£	£
Mary McPherson Fund	21,112	-	-	-	-	21,112
Deanery Workers	4,471	-	-	-	-	4,471
Garton House Property Fund	1,250,000	-	-	-	-	1,250,000
General funds	264,006	474,268	(334,309)	(189,339)	(23,439)	191,187
	1,539,589	474,268	(334,309)	(189,339)	(23,439)	1,466,770

The Mary McPherson fund has reduced by £21,112 (2023: £nil) during the year. This represents the cost of the work in the Lewes and Seaford Deanery.

Deanery Workers Fund: This represents donations given to support workers in all of the association's deaneries.

Garton House Property Fund: This fund was set up to show the value of the freehold property, Garton House, 22 Stanford Avenue, Brighton BN1 6AA. This property is a historical asset which houses the offices and food bank for the association and also has four residential units that are let on AST with the income as benefit to the charitable activities of the association. The fund has increased by £50,000 (2023: £nil) during the year, following a professional revaluation of the property. In addition the sum of £201,486 has been transferred from designated funds to general unrestricted funds following an undertaking from the trustees to invest the value of funds received from the Bell Hostel Trust in the property fund, so releasing this value to the general fund.

21 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Fund balances at 31 March 2024 are represented by:			
Tangible assets	294,133	-	294,133
Investment properties	1,020,000	-	1,020,000
Investments	514,057	-	514,057
Current assets/(liabilities)	(527,744)	503,267	(24,477)
	1,300,446	503,267	1,803,713

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 March 2023 are represented by:			
Tangible assets	295,515	-	295,515
Investment properties	970,000	-	970,000
Investments	365,690	-	365,690
Current assets/(liabilities)	(164,435)	317,939	153,504
	1,466,770	317,939	1,784,709

22 Operating lease commitments

At the reporting end date the association had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024 £	2023 £
Within one year	24,043	24,043
Between two and five years	24,429	48,472
	48,472	72,515

During the year £24,043 (2023 - £24,043) of lease payments were recognised as an expenses.

23 Related party transactions

Remuneration of key management personnel
The trustees deem key management personnel to be:

Mr M Auton-Lloyd	- CEO
Ms Elaine Waight	- Director of services
Ms Nikki Kerr	- Director of fundraising and marketing

The remuneration of key management personnel is as follows:

	2024	2023
	£	£
Aggregate compensation	171,063	180,626

Transactions with related parties
During the year the association entered into the following transactions with related parties:

Mrs L Lynn is a representative on the board of trustees from the Chichester DBF. The DBF made a grant to the charity of £33,500 (2023: £36,000).

Mr M Auton-Lloyd is a trustee of the Bell Hostel Trust, which made a donation to the charity of £201,383 (2023: £5,000).

Aggregate donations received from the trustees amounted to £1,490 (2023: £1,550).

24 Cash generated from operations

	2024	2023
	£	£
Surplus/(deficit) for the year	19,004	(81,633)
Adjustments for:		
Investment income recognised in statement of financial activities	(74,993)	(69,404)
Fair value gains and losses on investment properties	(50,000)	-
Fair value gains and losses on investments	2,323	23,439
Depreciation and impairment of tangible fixed assets	3,484	4,753
Movements in working capital:		
(Increase)/decrease in debtors	(17,978)	15,213
Increase/(decrease) in creditors	10,336	(7,433)
Increase in deferred income	123,334	-
Cash generated from/(absorbed by) operations	15,510	(115,065)

25 Analysis of changes in net funds

The association had no debt during the current or comparative period.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales - Charity number 285337

Accounts

Charity Registration No. 285337

Company Registration No. 01648903 (England and Wales)

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs A Heath	
	Mr P G Baker	
	Mrs S D Phillips	
	Rev P R Seaman	
	Mrs L Lynn	
	Rev A G Birks	
	Ms A Daguerre	
	Dr T J Fooks	
	Mrs C F Lucas	(Appointed 1 October 2022)
	Dr J Baah	(Appointed 18 January 2023)
Secretary	Mr M T Auton-Lloyd	
Charity number	285337	
Company number	01648903	
Principal address	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Registered office	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Independent examiner	Carpenter Box Amelia House Crescent Road Worthing West Sussex BN11 1RL	
Bankers	Barclays Bank PLC PO Box 2915 Brighton East Sussex BN1 1SJ	
Solicitors	Dean Wilson LLP Ridgeland House 165 Dyke Road Brighton East Sussex BN3 1TL	
Associated Charities	The Chichester Diocesan Association for Family Support Work (East Grinstead Deanery) Ridgeland House 165 Dyke Road Brighton BN3 1TL	

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

CONTENTS

	Page
Trustees' report	1 - 8
Independent examiner's report	9
Statement of financial activities	10 - 11
Balance sheet	12
Statement of cash flows	13
Notes to the financial statements	14 - 32

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2023

The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the period ended 31 March 2023.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the association's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The Memorandum of Association sets out our objectives for the public benefit:-

(1) to support families, individuals and groups within the community who are in need by reason of financial hardship, ill health, disability or stress ('Family Support Work').

(2) to promote the relief and care of children in need.

(3) to advance Christianity by Family Support Work and the welfare of the community.

The principal activity of the association is to support families across the Chichester Diocese who are struggling. This is carried out by a team of professionally qualified Family Support Practitioners ("FSPs") (Social Workers, Health Visitors, Early Help Workers and Teachers) who offer intensive support to the family, either as a whole or as individuals.

The aim of the support is to enable the family to overcome the challenges they face so that they become stronger both as individuals and as a family unit, helping them to become less chaotic. As the family and the individuals start to contribute to their local community in a positive and proactive way, the benefit of our services starts to impact on the public purse by reducing the need for support from Statutory Agencies.

Alongside the work of the FSPs, we offer activities including after school clubs, targeted drop-ins, holiday activities and fun days. These offer families opportunities to find support, develop new friendships with likeminded people and the potential to create informal support networks amongst the families.

The association runs its own dedicated food bank, which gives practical support to families to help improve, diet, finances and cookery skills within the family.

The trustees receive reports at each board meeting, which illustrate the positive impact the activities have on both the families and the wider public. The trustees also review the public benefit of the work of the association in line with the Charity Commission guidance. The impact of the association's work with the families has direct, but not always obvious, benefits to the wider public. In the first instance, as we see parents return to work there is a reduction in benefit payments to the family; a child who has additional educational needs may become less disruptive in school because of support received. The FSPs have worked with families and reduced the need to take children into care, so again the associated costs of either short or long term care for the children have been avoided giving a saving to the public purse.

Our long-term support, which can be for an unlimited time, is aimed at supporting families with complex needs to be active in their local community and enable them to contribute to the best of their ability.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake.

Achievements and performance

The year started with the appointment of seven new Family Support Practitioners (two full time and five part time) increasing the team to 20 FSPs covering 90% of Sussex. This is the highest level of coverage the association has ever achieved. With the new team members starting in May 2022, we have seen the number of families supported in the year increased from 401 to 606, an increase of 51%.

In the 606 families receiving intensive 1-1 family support, there were 1,905 children (2022: 1,302) and the age breakdown was:

353 0-5s (18.5%, 2022: 19%)

876 6-11s (46%, 2022: 52%)

505 12-15s (26.5%, 2022: 20%)

171 16-18s (9%, 2022: 9%)

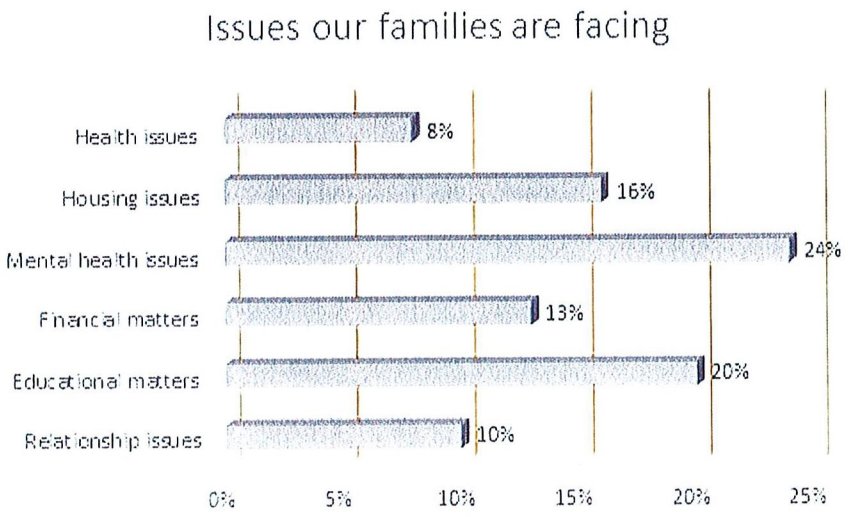
An additional 1,880 individuals (adults and children combined) attended the drop-ins, after-school clubs, family days and other activities that the association runs to support families in Sussex.

At the end of the year, we had over 25 families on waiting lists to access the 1-1 support services that we offer.

The makeup of the families varies from area to area. For instance, our Worthing Practitioner works with many Afghan, Syrian and Ukrainian families whilst the worker in Crawley has a number of Muslim families on her case load. The families may be lone parent, but we also have a number of kinship carer families and a large number of blended families on the caseload. There has also been a notable increase in couples seeking our support post Covid. Our definition of a family is an individual over the age of 18 who has care for an individual under the age of 18. The combination of this, along with the practice that we work with anyone regardless of faith, enables us to support those who need our help freely. Our service is there for everyone.

The referrals that we receive come from a wide range of sources including schools and their SEN Coordinators, social prescribers, GPs, Health Visitors, Social Service teams in both East and West Sussex and the City of Brighton and Hove, other community groups and churches along with self-referral from families.

Issues facing families
To identify the broad headings of issues facing our families we have recorded the amount of time each FSP spends working on specific issues. The breakdown is as follows:



24% of our working time with families focuses on mental health issues. Anxiety and depression are both amongst the most common issues that families report they are facing. This area of concern has increased considerably since 2020/21 and is compounded by the current cost of living crisis. The pressure that is being brought to bear on families who once were just about managing ("JAM"s) is tremendous, with many of the JAMs now facing the extreme choices of eating or heating their homes.

20% of our working time with families is spent on educational matters. One of the major concerns is the long wait for assessments and additional support from specialist services, with some children now waiting for up to 36

months for assessment. The knock-on effect of this is the reduction of education a child receives. This is often the case when behavioural problems result in temporary or permanent exclusions from schools because the education provider does not have the resources to manage the child's needs. There is a need for greater support to be made available to schools to be able to fully support these children.

16% of our working time with families on housing issues. Work in this area is varied, with some families needing support because of poor states of repair of the property they live in. Others need support because of rent arrears and other financial concerns. Many of the challenges come from inadequate housing stock available to families at affordable rents in Sussex.

13% of our working time with families on financial matters. Although a shorter length of time is spent working on financial matters it is still one of the areas that has the hardest impact. We work with families to reduce debt, improve fuel usage to reduce costs and we use our own food bank to support families as they work to improve their financial situation. For many of our families, the simple fact is that even when working, the cost of living in Sussex is far higher than the minimum wage that may of our parents earn. The impact of financial struggles will often lead to other issues such as depression or anxiety in mental health terms, falling into arrears with rental or mortgage payments and putting the family home at risk. In rural communities the impact of low wages is further antagonised by the need to run a car to access supermarkets, schools, and work.

Whilst we have neatly identified areas of work, our experience shows that for many of the families that we are working with they are impacted by multiple issues. This complexity creates a greater demand on our services and in some cases our success isn't necessarily that the families make a rapid change to their lives but that the keep their heads above water and remain together as a family.

In monitoring our families' progress, we use the Family Outcome star. This is a tool that measures the professional's opinion and the family's opinion together to create a picture of how the family is at first coping and then working to improve their life. To create an accurate picture of what is happening within the families, the process is carried out every three to four months and measures ten broad areas of family life. The direct impact of our work measured by the star system shows the following results for the year:

45% positive increase in families coping with physical health

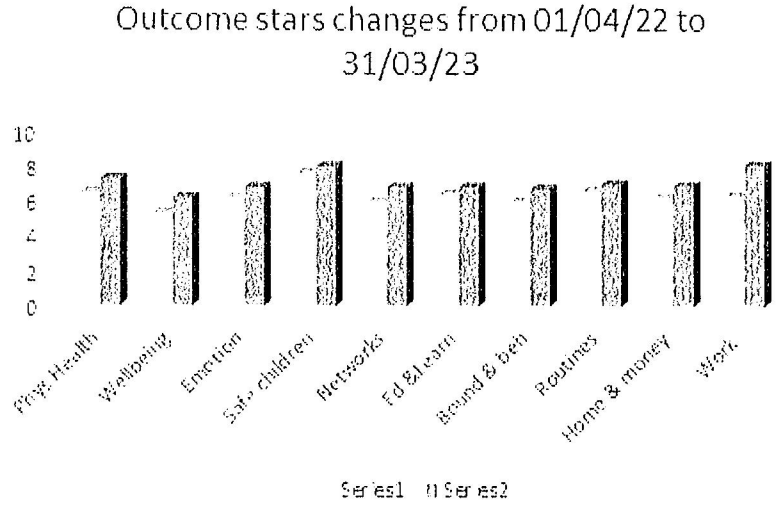
47% positive increase in parents meeting the well being of their children

47% positive increase in setting boundaries and supporting children's behaviour

56% positive increase in overall well being of parents

48% positive increase in families providing economic stability within the home and their financial situation

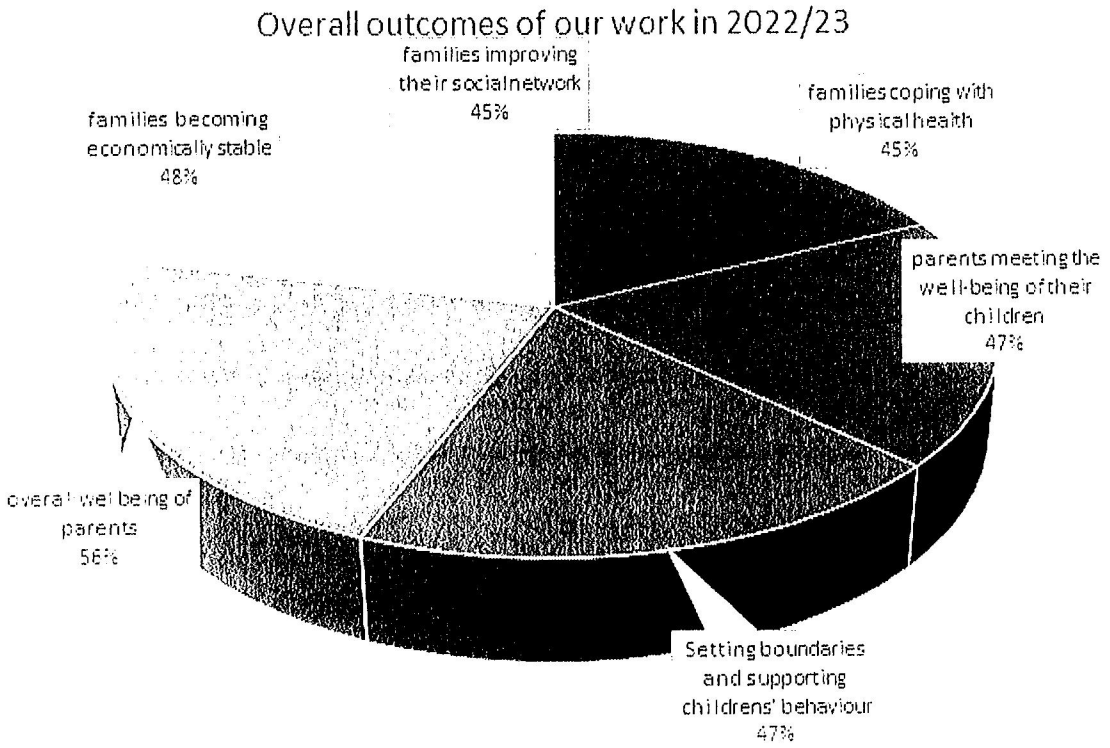
45% increase in families improving their social network



Series one in the table is the average score out of ten for each area at the start of the year and then series two is the average score for the families at the end of the year. With growth in every area, it highlights the success of the work and the willingness of families to engage in the work that we do.

The benefit of the association's services being voluntary allows a different relationship to form between the family and the professional. The openness that this brings enables the FSP to support and encourage a family, but this only works whilst the association can maintain its open-ended time approach. Working at the speed of the family, enabling rather than compelling them to make changes in their lives, does give lasting results but we recognise that it is a luxury to be able to work in this way. It is a way of working that will make lasting changes.

We also recognise that whilst families will make improvements in their lives as they work with us, there are some families who can only make small steps at any one time. We also know from experience that what most families would see as a minor blip in life can be a major issue for some of the more vulnerable families that we work with. So the Family Star process shows how for some the small blip becomes a major setback and regression to negative behaviours for a period of time. Again, this is why for many of our cases our long-term support is necessary. The security of knowing that help and support are at hand enables them to recover from the minor blip in life more quickly. Without the long term support, they can quickly spiral downward after such an event.



We are very fortunate that we can offer our own practical help and during the year from our donated food and welfare funds we have been able to deliver over 3,200 (2022: 3,957) food parcels directly to the family home. In addition in partnership with Fairshare, UK Harvest, various supermarkets and churches we also organise the distribution of smaller food bags, this year in the region of 5,500 bags.

At Christmas we delivered over 200 Christmas hampers and 80 fresh turkeys. All our FSPs were able to select gifts for children and adults alike for Christmas and every child whose family receives a food bank delivery receives a birthday present from the association. We endeavour to give a book for world book day to all our children and like wise every Mum gets a Mothering Sunday gift via the food bank.

With fuel costs we have been able, with the support of some of our funders, to replace outdated and expensive to run heating and cooking equipment with new more economical alternatives as well as making payments on behalf of the some of the families who were in greatest need.

As always the association was fortunate to be supported by the Chichester Diocesan Mothers Union and especially with the use of their caravans. Families stayed in the caravan between them for 119 nights. This support for our families is invaluable as without the caravans none of them would get holidays. We were also pleased to be at Dalesdown at Dial Post in West Sussex for two residential weekends during the year.

The Eastbourne Family Contact Centre is up and running fully, offering contact on the first and third Saturday mornings every month. The Centre supported 17 families during the year

Our activity days continue with routine events during the year in the form of drop-ins and after-school activities. With all of these we have a policy on no unaccompanied children. The purpose of this is to encourage positive relationships within the family, with siblings and adults spending time together outside the home. We had over 90 families at our two major activity days held at Warnham Park and Ashburnham in the summer. As well as the usual activities we were able to run archery sessions at these events which the families were all willing to try. The opportunity to experience something new is a major principle of what we try to achieve with our events.

At the final Board meeting of the year the trustees agreed that the Association was a viable going concern that had the potential for growth and the capacity to increase its impact across the Diocese of Chichester.

Rising need
Looking forward the biggest challenge that the association faces is meeting the demands now being made on our services. For the first time in our recent history all of our FSPs had a waiting list for families needing to access the services.

The knock-on effect from the difficulties families are now facing in trying to access many services, especially Child and Adolescent Mental Health Services ("CAMHS"), means that many cases we hold that would have been short term pieces of work are now long term cases as we endeavour to hold the family together during challenging times.

Staff training
The association recognises the need to provide regular training to our staff especially the FSPs. During the year the practitioners have undertaken training in the following areas: First Aid at work Level 3, effective supervision for practitioners and volunteers, suicide prevention, parenting, Connective Parenting, mental health, special educational needs.

Safeguarding updates included understanding child neglect and Digital Resilience training- safeguarding children and parents in a digital world.

For personal development the following course were made available Bullet Journaling workload management and presentational skills.

The whole staff team took part in diversity and inclusion training.

Fundraising
The fundraising team is made up of three people. The primary focus of the team is to develop sustainable income streams in the forms of grants and individual donations.

This is supported by the network of local Deanery and area committees and support groups who contribute to the fundraising by running local events and encouraging support from local groups, most notably the churches in Sussex.

The team is looking to increase online engagement and increase our social media presence in the next financial year.

During the year, we have had no complaints raised against the association regarding fundraising activities.

Historic activities
The trustees are aware of the association's historic work in the field of adoption. When we receive information requests, we support the families of these children as best we can. The only help we can give is how to access the correct services for the relevant records as the association was required to deposit all records relating to this work with the East Sussex County Council adoption team in 1985 when we ceased the work.

Financial review

The finances of the association remain in a healthy position and we can confirm that the charity is both liquid and solvent and considered a going concern with cash reserves of £170,094 (2022: £224,349) meeting the reserves policy.

The deficit of £81,633 (2022: £115,604) was smaller than the agreed budget, and was planned to use some of the liquid reserves previously held.

The ongoing volatility of the financial markets resulted in a reduction in value of our Charifund holding but this is expected to return to its 2021/22 value over the year.

We have planned for a small deficit budget again in 2023/24 as we have restricted funds of £317,939 (2022: £326,753) available to support our current projects.

The reserves include the freehold of Garton House which we intend to revalue during the next year.

Reserves policy

The association aims to hold six months' running costs as its reserve fund, which is currently £499,478 (2022: £412,553).

Total reserves were £1,784,709 (2022: £1,866,342), split as £317,939 restricted funds (2022: £326,753) and £1,466,770 unrestricted funds (2022: £1,539,589).

Of the unrestricted funds, £1,265,515 (2022: £1,270,568) can only be realised by disposing of functional fixed assets, which are essential to providing the association's objectives.

The amount of free reserves the charity holds after taking account for restricted and designated funds and functional fixed assets are £191,187 (2022: £264,006).

Other policies

The policies of the association are reviewed every two years except for the Safeguarding Policy, which is reviewed internally on an annual basis and is inspected by an external individual or organisation every two years. Training in all key areas is carried out on recruitment of a staff member or volunteer and at suitable intervals thereafter.

Risk management

The main risk to the association, as with all voluntary funded organisations is, the loss of income. To mitigate this, the Board continues to seek new income streams and develop new strong partnerships with other organisations to support our work. The CEO continues to monitor the income and spending along with the Treasurer. A Financial Sub Committee of the Board adds an additional layer of scrutiny to the financial operations of the Association. Careful monitoring of the process is maintained to ensure compliance.

Working with families has in itself a range of risks. The safeguarding polices of the Association were subject to an external examination and minor amendments were made. The Safeguarding Committee review the policies on a regular basis and make recommendations to the Board.

Reputational Risk. As with any service such as that of the association, there is always a risk of reputational damage. We maintain a strong ethos of training for staff working directly with families to ensure that they are working in line with current legislation and the relevant professional standards body's best practice guidance.

Over-subscription to our services is a further reputational rusk. The association has always been recognised as a reliable service, however the new need for waiting lists could hamper this. The Director of Services is monitoring this closely, and we will look in the coming year how we can increase capacity without diluting the professional service.

Future plans

The future plans of the association are under discussion currently. The association is working on a new five-year vision that will enable us to increase capacity. The plans will be drawn with input from the families (current and past), staff, volunteers, and trustees as well as listening to partners about what they see as the needs families have that are not met by current statutory and voluntary sector provision.

Structure, governance and management
The association is a company limited by guarantee, registered in England and governed by its Memorandum and Articles of Association. The Memorandum and Articles of Associations were amended on the 16th of July 2015. These came into effect at the 2015 AGM on the 3rd of October 2015.

Company number 1648903 Charity number 285337

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs A Heath	
Mr P G Baker	
Mr D J P Fish	(Resigned 1 October 2022)
Mrs S D Phillips	
Rev P R Seaman	
Mrs L Lynn	
Ms L P Watkins	(Resigned 1 October 2022)
Rev A G Birks	
Ms A Daguerre	
Dr T J Fooks	
Mrs C F Lucas	(Appointed 1 October 2022)
Dr J Baah	(Appointed 18 January 2023)

The directors of the charitable company are also the trustees of the charity and are designated "the Board of Trustees". The chairman is nominated by the Right Reverend the Lord Bishop of Chichester, the Chichester Diocesan Fund and Board of Finance (Incorporated) nominates one trustee and a further eight are elected by the Board of Trustees and ratified by the members of the Association present at the AGM.

The Board of Trustees delegates the day-to-day management of the charity to the CEO, Mr M T Auton-Lloyd.

Recruitment of trustees
The chairman of the association holds a skill register for the Board of Trustees and when vacancies arise potential candidates are recruited to fill the gaps in the skill base. Trustee vacancies are publically advertised both locally and nationally when they arise, as well as the use of local and national networks and are interviewed prior to being nominated. The board recognises that in the coming year their skill base needs increasing in the areas of fundraising and charity law.

Trustee induction
The induction of new trustees starts with the attendance at a board meeting prior to their appointment to the board. Once appointed the new trustee is given the Charity Commission's guidance (CC3a) and individual meetings are arranged with the CEO and other key staff to give briefing to the trustee on the overall work of the association and any areas of direct interest or responsibility as required. Following on from these meetings, any specific training or further briefings that are identified are organised.

Volunteers
The association has three key sets of volunteers. Firstly, 176 people volunteer as members of the Deanery Support Committees. We also have 67 volunteers who work solely on supporting families through direct work supporting the Practitioners and Playwork Team. In the Family Contact Centre in Eastbourne, we currently have 11 volunteers. We also have nine volunteers who support the association by working in the shop. In order to grow the volunteer team and ensure they are well supported, the association will look to recruit volunteer coordinators for both East and West Sussex in the next financial year.

Setting pay
Salaries for key senior staff are set in line with equivalent roles within the Social Services Department of East Sussex County Council. Currently salaries are reviewed by a Board Sub Committee for HR who make recommendations to the board.

Investment policy

The trustees are aware of their long-term responsibilities to maximise income for the benefit of the association's work with families, whilst protecting the value of the capital for the long-term future of the association, and without taking undue risks. The trustees operate an ethical investment policy, which in line with the Diocese of Chichester considers the guidance of the Church of England's Ethical Investment Advisory Group (EIAG), unless there are exceptional reasons for not so doing.

The ethical investment policies recommended by the EIAG are the basis for a distinctly Christian approach to investment. Therefore, the trustees, in line with the guidance, have agreed that funds should not be invested in companies whose major activity or focus (defined as more than 10% of their group revenue) is in the alcohol, gambling, animal testing, tobacco, pornography, human embryonic cloning, high interest rate lending, military supplies, and the sale of non-military fire- arms industries. The trustees have delegated the day to day management of their investment policy to a Finance Sub Committee that receives a broad range of investment advice from their appointed investment managers.

The trustees' report was approved by the Board of Trustees.

.....

Mrs A Heath
Trustee
Dated: 29/6/23

.....

Mr P G Baker
Trustee
Dated: 29/6/23

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

I report to the trustees on my examination of the financial statements of Chichester Diocesan Association for Family Support Work (the association) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the association (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the association are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the association's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the association's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 association as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Robin Evans

Amelia House
Crescent Road
Worthing
West Sussex
BN11 1RL

Dated: 3/7/2023

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Donations and legacies	3	324,100	322,773	646,873	267,448	179,901	447,349
Charitable activities	4	-	144,721	144,721	-	108,391	108,391
Other trading activities	5	80,764	-	80,764	70,591	-	70,591
Investments	6	69,404	-	69,404	62,307	-	62,307
Total income		474,268	467,494	941,762	400,346	288,292	688,638
Expenditure on:							
Raising funds							
Fundraising and publicity	7	98,394	-	98,394	92,039	-	92,039
Trading costs	7	69,061	-	69,061	64,546	-	64,546
		167,455	-	167,455	156,585	-	156,585
Charitable activities							
Deanery workers	8	152,854	646,791	799,645	148,078	458,224	606,302
Playwork	8	-	18,856	18,856	43,168	16,201	59,369
Garton House	8	14,000	-	14,000	2,849	-	2,849
Total charitable expenditure		166,854	665,647	832,501	194,095	474,425	668,520
Total resources expended		334,309	665,647	999,956	350,680	474,425	825,105
Net gains/(losses) on investments	12	(23,439)	-	(23,439)	20,863	-	20,863
Net incoming/ (outgoing) resources before transfers		116,520	(198,153)	(81,633)	70,529	(186,133)	(115,604)
Gross transfers between funds		(189,339)	189,339	-	(164,997)	164,997	-
Net movement in funds		(72,819)	(8,814)	(81,633)	(94,468)	(21,136)	(115,604)
Fund balances at 1 April 2022		1,539,589	326,753	1,866,342	1,634,057	347,889	1,981,946
Fund balances at 31 March 2023		1,466,770	317,939	1,784,709	1,539,589	326,753	1,866,342

The statement of financial activities includes all gains and losses recognised in the year.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Fixed assets					
Tangible assets	13		295,515		300,268
Investment properties	14		970,000		970,000
Investments	15		365,690		380,535
			1,631,205		1,650,803
Current assets					
Debtors	17	5,649		20,862	
Cash at bank and in hand		170,094		224,349	
		175,743		245,211	
Creditors: amounts falling due within one year	18	(22,239)		(29,672)	
Net current assets			153,504		215,539
Total assets less current liabilities			1,784,709		1,866,342
Income funds					
Restricted funds	19		317,939		326,753
Unrestricted funds					
Designated funds	20	1,275,583		1,275,583	
General unrestricted funds		191,187		264,006	
			1,466,770		1,539,589
			1,784,709		1,866,342

The charitable company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The financial statements were approved by the Trustees on 29/6/2023

.....
Mrs A Heath
Trustee

.....
Mr P G Baker
Trustee

Company Registration No. 01648903

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities					
Cash absorbed by operations	24		(115,065)		(196,250)
Investing activities					
Purchase of tangible fixed assets		-		(6,611)	
Purchase of investments		(8,594)		-	
Investment income received		69,404		62,307	
Net cash generated from investing activities			60,810		55,696
Net cash used in financing activities			-		-
Net decrease in cash and cash equivalents			(54,255)		(140,554)
Cash and cash equivalents at beginning of year			224,349		364,903
Cash and cash equivalents at end of year			170,094		224,349

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

Chichester Diocesan Association for Family Support Work is a private company limited by guarantee incorporated in England and Wales. The registered office is Garton House, 22 Stanford Avenue, Brighton, BN1 6AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the association's governing document, the Companies Act 2006 and "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)". The association is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget and the impact of subsequent events in making their assessment.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the association is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Cash donations are recognised on receipt. Other donations are recognised once the association has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid are recognised at the time of the donation. Donated goods are recognised when the item is sold.

1 Accounting policies **(Continued)**

Legacies are recognised on receipt or otherwise if the association has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is recognised when receivable and the amount can be measured reliably.

1.5 Expenditure

Expenditure relating to charitable activities is included in the Statement of Financial Activities on an accruals basis.

Support costs include amounts incurred in respect of the running of the charity as an organisation, including general management, administration and the finance function. The bases on which support costs have been allocated are set out in note 9.

Governance costs include staff costs incurred to support governance and legal and professional fees. The bases on which support costs have been allocated are set out in note 9.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Freehold properties are subsequently carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. The carrying value of freehold properties that would have been recognised had the assets been carried under the cost model would be £nil (2022 - £nil).

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold properties are not depreciated in the financial statements as it is the association's policy to maintain these assets in a continual state of sound repair. The useful economical life of Garton House is so long and the residual value so high that any depreciation would not be material. An annual impairment review is undertaken, and where this indicates that there is a permanent diminution in the value, provision will be made to reduce the value in the books of account.

Freehold land and buildings	Not depreciated
Fixtures and fittings	25% diminishing balance basis
Office equipment & computers	33.33% straight line basis
Motor vehicles	25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1 Accounting policies **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The association has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the association's balance sheet when the association becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the association's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the association is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Church Workers Pension Fund (CWPF)

The charity participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2023: £29,850, 2022: £20,890).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2016. For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Chichester Diocesan Association for Family Support Work could become responsible for paying a share of that employer's pension liabilities.

Aviva Stakeholder Pension Fund

The Aviva Stakeholder Scheme was in place prior to April 2014. At that date existing members were given the option of remaining or transferring to the CWPF scheme and two members remained. Aviva is a defined contribution scheme. Chichester Diocesan Association for Family Support Work contributes 7% and employees can contribute between 3% and 7% of salaries. The pensions costs charged to the SoFA in the year are contributions payable (2023: £536, 2022: £6,118).

2 Critical accounting estimates and judgements

In the application of the association's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Donations and gifts	229,701	55,809	285,510	186,705	33,908	220,613
Legacies receivable	19,446	30,000	49,446	6,511	-	6,511
Grant receivable	74,953	111,842	186,795	74,232	53,461	127,693
Deanery contributions	-	125,122	125,122	-	92,532	92,532
	324,100	322,773	646,873	267,448	179,901	447,349

4 Charitable activities

	Deanery workers 2023	Grants for families 2023	Total 2023	Deanery workers 2022	Grants for families 2022	Total 2022
	£	£	£	£	£	£
Income within charitable activities	113,494	31,227	144,721	91,391	17,000	108,391

5 Other trading activities

	Unrestricted funds 2023	Unrestricted funds 2022
	£	£
Eastbourne charity shop	67,271	60,096
Fundraising	13,493	10,495
Other trading activities	80,764	70,591

6 Investments

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Rental income	48,294	44,714
Income from listed investments	21,110	17,593
	69,404	62,307

7 Raising funds

	Unrestricted funds	Unrestricted funds
	2023	2022
	£	£
Fundraising and publicity		
Other fundraising costs	8,881	7,500
Staff costs	88,606	83,843
Support costs	907	696
Fundraising and publicity	98,394	92,039
Trading costs		
Eastbourne charity shop	67,248	63,155
Support costs	1,813	1,391
Trading costs	69,061	64,546
	167,455	156,585

8 **Charitable activities**

	Deanery workers 2023	Playwork 2023	Garton House 2023	Total 2023	Deanery workers 2022	Playwork 2022	Garton House 2022	Total 2022
	£	£	£	£	£	£	£	£
Staff costs	544,709	18,270	-	562,979	352,269	15,317	-	367,586
Travel expenses	23,260	453	-	23,713	10,521	740	-	11,261
Activity costs & equipment	29,419	-	-	29,419	24,403	-	-	24,403
Children's holidays	6,545	-	-	6,545	4,564	-	-	4,564
Office costs & sundry expenses	12,320	133	-	12,453	8,702	144	-	8,846
Maintenance & running costs	-	-	9,497	9,497	-	-	90	90
Staff training	1,975	-	-	1,975	514	-	-	514
Other costs	3,640	-	-	3,640	(1,687)	-	-	(1,687)
	621,868	18,856	9,497	650,221	399,286	16,201	90	415,577
Share of support costs (see note 9)	166,500	-	-	166,500	198,365	43,168	-	241,533
Share of governance costs (see note 9)	11,277	-	4,503	15,780	8,651	-	2,759	11,410
	799,645	18,856	14,000	832,501	606,302	59,369	2,849	668,520
Analysis by fund								
Unrestricted funds	152,854	-	14,000	166,854	148,078	43,168	2,849	194,095
Restricted funds	646,791	18,856	-	665,647	458,224	16,201	-	474,425
	799,645	18,856	14,000	832,501	606,302	59,369	2,849	668,520

9 **Support costs**

	Support costs	Governance costs	2023	Support costs	Governance costs	2022	Basis of allocation
	£	£	£	£	£	£	
Staff costs	95,435	-	95,435	155,464	-	155,464	Time spent on activity
Depreciation	4,753	-	4,753	8,701	-	8,701	
Admin office costs	69,032	-	69,032	79,455	-	79,455	
Accounts and independent examiner fees	-	10,604	10,604	-	5,336	5,336	Governance
Legal and professional	-	5,176	5,176	-	6,074	6,074	Governance
	169,220	15,780	185,000	243,620	11,410	255,030	
Analysed between							
Fundraising	907	-	907	696	-	696	
Trading	1,813	-	1,813	1,391	-	1,391	
Charitable activities	166,500	15,780	182,280	241,533	11,410	252,943	
	169,220	15,780	185,000	243,620	11,410	255,030	

Included within governance costs is £1,250 (2022: £1,160) of fees payable to the charity's independent examiner. Also included in governance costs is £2,310 (2022: £2,150) relating to the preparation of the financial statements.

10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the association during the year.

11 Employees

The average monthly number of employees during the year was:

	2023 Number	2022 Number
Employees	29	24

Employment costs	2023 £	2022 £
Wages and salaries	695,289	535,133
Social security costs	57,326	42,865
Other pension costs	29,850	28,895
	782,465	606,893

There were no employees whose annual remuneration was £60,000 or more.

12 Net gains/(losses) on investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Revaluation of investments	(23,439)	20,863

13 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Office equipment & computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2022	280,000	26,995	57,277	18,007	382,279
At 31 March 2023	280,000	26,995	57,277	18,007	382,279
Depreciation and impairment					
At 1 April 2022	-	24,710	40,419	16,882	82,011
Depreciation charged in the year	-	571	3,057	1,125	4,753
At 31 March 2023	-	25,281	43,476	18,007	86,764
Carrying amount					
At 31 March 2023	280,000	1,714	13,801	-	295,515
At 31 March 2022	280,000	2,285	16,858	1,125	300,268

14 Investment property

	2023
	£
Fair value	
At 1 April 2022 and 31 March 2023	970,000

Investment property comprises residential units within the association's freehold property, with the element of the property used for the association's offices included within tangible fixed assets. The fair value of the investment property has been arrived at on the basis of a valuation carried out at the year end by the trustees. The trustees have based their valuation on a valuation carried out by a professional surveyor in 2019.

15 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2022	380,535
Additions	8,594
Valuation changes	(23,439)
At 31 March 2023	365,690
Carrying amount	
At 31 March 2023	365,690
At 31 March 2022	380,535

16 Financial instruments

	2023 £	2022 £
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	365,690	380,535

17 Debtors

	2023 £	2022 £
Amounts falling due within one year:		
Other debtors	5,000	5,000
Prepayments and accrued income	649	15,862
	5,649	20,862

18 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	140	140
Other creditors	6,720	9,868
Accruals and deferred income	15,379	19,664
	22,239	29,672

19 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds						Movement in funds				
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2023
	£	£	£	£	£	£	£	£	£	£	£
Children's Holiday Funds	-	6,980	(4,564)	-	-	2,416	2,000	(6,884)	2,468	-	-
Jill Marchant Legacy	126,674	-	-	(4,683)	-	121,991	-	-	-	-	121,991
Arthur Whyman Legacy	40,900	-	-	(12,580)	-	28,320	-	-	(3,861)	-	24,459
Cross Roads Hostel	17,304	5,995	(23,563)	264	-	-	4,137	(27,864)	23,727	-	-
Deanery Workers:						-					-
Arundel / Rustington	-	7,603	(23,314)	15,711	-	-	7,914	(27,392)	19,478	-	-
Battle & Bexhill	2,032	1,133	(15,861)	12,696	-	-	8,444	(19,301)	10,857	-	-
Bognor	-	26,480	(26,174)	-	-	306	30,544	(28,084)	-	-	2,766
Crawley	-	14,157	(42,705)	28,548	-	-	19,113	(51,230)	32,117	-	-
Cuckfield	-	23,136	(24,380)	1,244	-	-	49,301	(25,936)	-	-	23,365
Dallington	25,836	23,703	-	-	-	49,539	12,807	(32,714)	-	-	29,632
East Grinstead	-	9,014	(24,964)	15,950	-	-	22,266	(27,429)	5,163	-	-
Eastbourne	-	14,632	(27,212)	12,580	-	-	25,236	(29,097)	3,861	-	-
Hastings & Rye	23,914	26,240	(61,308)	27,488	-	16,334	43,863	(70,086)	9,889	-	-
Horsham	23,753	6,866	-	-	-	30,619	63,857	(39,646)	-	-	54,830
Hove	5,260	1,970	-	-	-	7,230	1,047	-	-	-	8,277
Hurst	24,754	7,756	-	-	-	32,510	20,923	(20,294)	-	-	33,139
Lewes & Seaford	-	17,863	(37,424)	19,561	-	-	48,558	(45,196)	-	-	3,362

19 Restricted funds **(Continued)**

Midhurst	2,580	5,565	(11,173)	4,683	-	1,655	16,695	(16,898)	-	-	1,452
Petworth	13,730	7,400	(10,995)	-	-	10,135	5,336	(18,018)	2,547	-	-
Rotherfield & Uckfield	-	39,255	(31,530)	-	-	7,725	16,916	(62,346)	37,705	-	-
Storrington	14,484	11,426	(28,668)	2,758	-	-	18,320	(40,698)	22,378	-	-
Westbourne	2,350	550	-	-	-	2,900	930	-	-	-	3,830
Worthing	-	4,301	(29,362)	25,061	-	-	14,291	(33,583)	19,292		-
						-					-
Children & Young People Coordinator	-	-	(7,120)	7,120	-	-	4,424	(8,142)	3,718	-	-
Vounteer Leader	1,268	2,520	(759)	-	-	3,029	-	-	-	-	3,029
Welfare	23,050	23,747	(43,349)	8,596	-	12,044	30,572	(34,809)	-	-	7,807
	347,889	288,292	(474,425)	164,997	-	326,753	467,494	(665,647)	189,339	-	317,939

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

19 Restricted funds **(Continued)**

The Children's Holiday Fund provides holidays for children who otherwise would not have one due to lack of resources.

The Jill Marchent Legacy was a legacy from the late Jill Marchant and is restricted to the salary of workers for the Midhurst and Petworth Deaneries.

The Arthur Whyman Legacy: A legacy from the late Arthur Whyman for the work in Eastbourne Deanery.

The Cross Roads Hostel Fund: The capital from The Cross Roads Hostel Trust, which merged into the association in February 2020. This is restricted to work in Brighton Deanery.

The Deanery Workers Funds represent income given specifically to meet the running costs of family support in the deanery specified.

The Children & Young People Coordinator fund is for a project run on behalf of the Brighton Deanery.

The Volunteer Leader Fund is used to employ a volunteer coordinator for the association.

The Food Bank fund are funds used specifically to replenish food in the food bank.

20 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

				Movement in funds	
	Balance at 1 April 2021	Transfers	Balance at 1 April 2022	Incoming resources	Balance at 31 March 2023
	£	£	£	£	£
Mary McPherson Fund	40,673	(19,561)	21,112	-	21,112
Deanery Workers	4,471	-	4,471	-	4,471
Knowles Tooth Designated Fund	102,535	(102,535)	-	-	-
Garton House Property Fund	1,250,000	-	1,250,000	-	1,250,000
	1,397,679	(122,096)	1,275,583	-	1,275,583

The Mary McPherson fund has reduced by £nil (2022: £19,561) during the year. This represents the cost of the work in the Lewes and Seaford Deanery. This designated fund will continue to support the work in this area.

Deanery Workers Fund: This represents donations given to support workers in all of the association's deaneries.

Knowles Tooth Designated Fund: This fund was set up following the disposal of Knowles Tooth, and was intended to assist in in the development of the association in the coming years. The Trustees elected to transfer the balance of the fund to general unrestricted funds during the prior year.

Garton House Property Fund: This fund was set up to show the value of the freehold property, Garton House, 22 Stanford Avenue, Brighton BN1 6AA. This property is a historical asset which houses the offices and food bank for the association and also has four residential units that are let on AST with the income as benefit to the charitable activities of the association.

21 Analysis of net assets between funds

	Unrestricted funds 2023	Restricted funds 2023	Total 2023	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	£	£	£	£
Fund balances at 31 March 2023 are represented by:						
Tangible assets	295,515	-	295,515	300,268	-	300,268
Investment properties	970,000	-	970,000	970,000	-	970,000
Investments	365,690	-	365,690	380,535	-	380,535
Current assets/(liabilities)	153,504	-	153,504	(111,214)	326,753	215,539
	1,784,709	-	1,784,709	1,539,589	326,753	1,866,342

22 Operating lease commitments

At the reporting end date the association had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023	2022
	£	£
Within one year	24,043	24,043
Between two and five years	48,472	72,515
	72,515	96,558

During the year £24,043 (2022: £24,079) of lease payments were recognised as an expenses.

23 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2023	2022
	£	£
Aggregate compensation	180,626	161,692

The trustees deem key management personnel to be:

Mr M Auton-Lloyd	- CEO
Ms Elaine Waight	- Director of services
Ms Nikki Kerr	- Director of fundraising and marketing

Mrs L Lynn is a representative on the board of trustees from the Chichester DBF. The DBF made a grant to the charity in the year of £36,000 (2022: £36,000).

Mr M Auton-Lloyd is Lay Chair of the Brighton Deanery Synod. The Brighton Deanery Synod made payments to the charity in the year totalling £nil (2022: £5,949).

Mr M Auton-Lloyd is also a trustee of the Bell Hostel Trust, which made a grant to the charity in the year of £5,000 (2022: £5,000), and of the Parochial Church Council of the Ecclesiastical Parish of St Nicholas of Myra, Brighton, which made a grant to the charity of £nil (2022: £900).

Aggregate donations received from the trustees amounted to £350 in the year (2022: £1,375).

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2023

24	**Cash generated from operations**	**2023**	**2022**
		£	£
	Deficit for the year	(81,633)	(115,604)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(69,404)	(62,307)
	Fair value gains and losses on investments	23,439	(20,863)
	Depreciation and impairment of tangible fixed assets	4,753	8,701
	Movements in working capital:		
	Decrease/(increase) in debtors	15,213	(9,935)
	(Decrease)/increase in creditors	(7,433)	3,758
	Cash absorbed by operations	(115,065)	(196,250)

25 Analysis of changes in net funds

The association had no debt during the current or comparative period.

26 Grants receivable

	Restricted funds 2023 £		Restricted funds 2023 £
ACTS 435	405	Hays Travel Foundaton	3,200
Anchor Foundation	5,000	Haywards Heath Town Council	500
Asda Foundation	2,080	Homity Trust	1,000
Arnold Clark	1,000	House Centre Project	1,897
Artswork	170	Ian Askew Charitable Trust	500
Barkshire Charitable Trust	1,000	Isabel Blackman Foundation	5,000
Battle Town Council	500	J C Robinson Trust No 3	500
Bell Hostel Trust	5,000	John Jackson Charitable Trust	1,200
Betty Martin Charity	315	Ladbrokes Coral Trust	1,000
Big Lottery Fund Awards for All	10,000	Little Cheyne Court Windfarm Community Trust	5,000
Bognor Regis Town Council	1,300	Littlehampton District Lions Club	870
Boltini Trust	10,000	Littlehampton Grant Aid	1,200
Budding Foundation	4,964	Littlestone Charitable Trust	175
CAFCASS	2,500	Magdalen & Lasher Charity	1,500
Charlotte Marshall Charitable Trust	453	Making a Difference Locally	500
Chichester Mothers' Union	5,000	Masonic Charitable Foundation	10,000
Childhelp Hassocks	1,007	Meads Fund	10,000
Church Urban Fund	1,589	Mrs A Lacy Tate Trust	500
Co-op Local Community Fund	2,614	Newhaven Town Council	1,000
Crawley Borough Council	500	Peacehaven Town Council	907
Cuckfield Parish Council	200	Pebble Trust	3,000
East Grinstead Common Good Trust	2,000	Petworth Town Council Grant	564
East Grinstead Memorial Estate	2,500	Reaching Communities National Lottery	41,088
East Grinstead Town Council	500	Rotary Club of Crawley	230
Ernest Kleinwort Charitable Trust	2,500	Rotary Club of Cuckfield, Lindfield and Haywards Heath	250
Evans Trust	500	Rotary Club of East Grinstead Meridian	175
Focus Foundation	2,512	Rotary Club of Heathfield	1,500
Fonthill Foundation	3,000	Rotary Club of Peacehaven, Newhaven and Telscombe	300
Anonymous	7,000	Rotary Club of Storrington and Pulborough	1,000
Happy Days Charity	4,090	Rotherfield Parish Council	300

26 **Grants receivable** **(Continued)**

	Restricted funds 2023 £
Rustington Parish Council	431
Rye Fund	2,000
Rye Masonic Charity	350
Rye Town Council	500
Schroder Charitable Trust	4,000
Shanly Foundation	2,000
Snudden Charitable Trust	2,000
Souter Charitable Trust	3,000
Springwater Trust	400
St Bernard's Charity	3,507
Storrington and Sullington Parish Council	500
Sussex Community Foundation	5,000
Tallulah Lews Foundation Ltd	2,700
Tesco Bags of Help Scheme	5,125
The 29th May 1961 Charity	3,000
The Cherry Family St George's Trust	2,000
The St Christophers Trust	25,000
Three Oaks trust	10,810
Trusthouse Charitable Foundation	15,000
Yorkshire Building Society Charitable Foundation	500

	Unrestricted funds 2023 £
Boltini Trust	10,000
Borrows Charitable Trust	1,000
Diocesan Board of Finance	36,000
Julia and Hans Rausing Trust	4,075
The Joseph Rank Trust	15,000
Spencer Wills Trust	5,000
Sussex Community Foundation	10,000

The association records with gratitude grants received from the grantors appearing above.

Some of these grants were paid for more than one financial year so the total shown here is not equal to the grants figure shown in the Statement of Financial Activities.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales - Charity number 285337

Accounts

Charity Registration No. 285337

Company Registration No. 01648903 (England and Wales)

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2022

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs A Heath Mr P G Baker Mr D J P Fish Mrs S D Phillips Rev P R Seaman Mrs L Lynn Ms L P Watkins Rev A G Birks Ms A Daguerre Dr T J Fooks (Appointed 30 September 2021)
Secretary	Mr M T Auton-Lloyd
Charity number	285337
Company number	01648903
Principal address	Garton House 22 Stanford Avenue Brighton BN1 6AA
Registered office	Garton House 22 Stanford Avenue Brighton BN1 6AA
Independent examiner	Carpenter Box Amelia House Crescent Road Worthing West Sussex BN11 1RL
Bankers	Barclays Bank PLC PO Box 2915 Brighton East Sussex BN1 1SJ
Solicitors	Dean Wilson LLP Ridgeland House 165 Dyke Road Brighton East Sussex BN3 1TL
Associated Charities	The Chichester Diocesan Association for Family Support Work (East Grinstead Deanery) Ridgeland House 165 Dyke Road Brighton BN3 1TL

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

CONTENTS

	Page
Trustees' report	1 - 6
Independent examiner's report	7
Statement of financial activities	8 - 9
Balance sheet	10
Statement of cash flows	11
Notes to the financial statements	12 - 30

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2022

The trustees present their report and financial statements for the year ended 31 March 2022.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the association's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The Memorandum of Association sets out our objectives for the public benefit:-

(1) to support families, individuals and groups within the community who are in need by reason of financial hardship, ill health, disability or stress ('Family Support Work').

(2) to promote the relief and care of children in need.

(3) to advance Christianity by Family Support Work and the welfare of the community.

The principal activity of the association is to support families across the Chichester Diocese who are struggling. This is carried out by a team of professionally qualified Family Support Practitioners (FSP) (Social Workers, Health Visitors, Early Help Workers and Teachers) who offer intensive support to the family, either as a whole or as individuals.

The aim of the support is to enable the family to overcome the challenges they face so that they become stronger both as individuals and as a family unit, helping them to become less chaotic. As the family and the individuals start to contribute to their local community in a positive and proactive way, the benefit of our services starts to impact on the public purse by reducing the need for support from Statutory Agencies.

Alongside the work of the FSPs, we offer activities including after school clubs, targeted drop-ins, holiday activities and fun days. These offer families opportunities to find support, develop new friendships with likeminded people and the potential to create informal support networks amongst the families.

The association runs its own dedicated food bank, which gives practical support to families to help improve, diet, finances and cookery skills within the family.

The Trustees receive reports at each board meeting, which illustrate the positive impact the activities have on both the families and the wider public. The Trustees also review the public benefit of the work of the association in line with the Charity Commission guidance. The impact of the association's work with the families has direct, but not always obvious, benefits to the wider public. In the first instance, as we see parents retum to work there is a reduction in benefit payments to the family; a child who has additional educational needs may become less disruptive in school because of support received. The FSPs have worked with families and reduced the need to take children into care, so again the associated costs of either short or long term care for the children have been avoided giving a saving to the public purse. In 2021/22 our long-term presence enabled the association to support the families as we returned to a more normal life, especially giving reassurance to those who struggled with anxiety around Covid infection. The increase in the number of families that we work with is a strong indicator that the association is delivering a more focused service in line with our main objective of supporting families in need across the Diocese.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake.

Achievements and performance

The demand for services grew throughout 2021/22 with more families seeking support, many because of the lockdowns. The far greater demand across statutory services has resulted in our Practitioners dealing with cases that are much more complex and are very often in the level three category on the spectrum of needs. The complexity of the cases does affect the quantity of work that we can undertake but wherever possible we refuse to turn away a family and if we do, we try to signpost to other agencies.

We were very pleased to be able to appoint four new Practitioners covering Midhurst and Petworth, Storrington and Rye Deaneries, and Bexhill and Sidley. The increased number of Practitioners was possible because of legacies and the surplus funds generated in 2020/21, maintain the commitment of the trustees to reduce the level of funds held in a managed way to enable the increased impact.

Specific challenges faced by the families we worked with during the year are broken down by percentage as follows, with the 2020/21 figures in brackets.

- 83% (88%) of the families had mental health issues
- 73% (43%) of the families had at least one child with special educational needs
- 25% (27%) were lone parent families
- 32% (43%) received help and support around employment and benefit issues
- 25% (21%) of families were going through family breakdown or divorce
- 41% (43%) of families were in financial difficulty (debt or difficulty paying bills)
- 16% (21%) of parents were ill or disabled
- 28% (31%) of families had experienced domestic abuse in the last year

Over the year, the association encountered 1,302 (1,210) children. The breakdown of ages was:

- 19% (17%) of children were aged 0-5
- 52% (43%) of children were aged 6-11
- 20% (25%) of children were aged 12-15
- 9% (15%) of children were aged 16-18

The Practitioner team continued their core work of 1-1 meetings with families throughout the year. The following figures relate to the number of meetings and calls made across the year. The contact with individual families varied depending on the level of need that they had

- 2,762 face to face meetings with families
- 3,160 support telephone calls made to families
- 283 supported meetings attended (meetings with other agencies and the families)

During the year, the total caseload was 434 with an average of 240 open at any one time.

The makeup of the families varies from area to area. For instance, our Worthing Practitioner works with a large number of Afghan, Syrian and Ukrainian families whilst the worker in Crawley has a number of Muslim families on her case load. The families may be lone parent but we also have a number of kinship carer families and a large number of blended families on the caseload. Our definition of a family is an individual over the age of 18 has care for an individual under the age of 18. The combination of this, along with the practice that we work with anyone regardless of faith enables us to support those who need our help freely. Our service is there for everyone.

The referrals that we receive come from a wide range of sources including schools and their SEN Coordinators, social prescribers, GPs, Health Visitors, Social Service teams in both East and West Sussex and the City of Brighton and Hove, other community groups and Churches along with self-referral from families.

The constantly changing situation around Covid resulted in fewer activity days in 2021/22 than we would normally wish to see. We reduced the outdoor events in the summer, as it was unwise to transport large numbers of children around Sussex. Instead, the Practitioners and Playwork Coordinator ran other more localised activities including picnics in local parks, treasure hunts around the local town and in Partnership with UK Harvest a Ready Steady Cook day – run online.

As the year progressed, we focused on restarting the local support groups and after school clubs alongside the daytime drop-ins. The programme of activities was set up so that they could be moved outdoors in the case of an increase in local Covid cases or indoors for those who wanted them. The only casualty at the end of the year was the Christmas Party programme, which we cancelled to safeguard against the increased infections caused by the Omicron variant.

The volunteer food bank team continues to support our families with regular deliveries of food during the course of the year. In 2021/22, we delivered in the region of 3,957 (2020/21 - 3,400) food boxes. At Christmas this year we delivered 90 free-range turkeys all donated by Bridger's Farm Hurstpierpoint. The team also sent out 179 Christmas hampers and over 900 children received direct support in December, in addition to the support directly to the families.

As always, the association was fortunate to be supported by the Chichester Diocesan Mothers Union and especially with the use of their caravans. 13 families stayed in the caravan between them for 87 nights. This support for our families is invaluable as without the caravans none of them would get holidays. We were also pleased to be back at Dalesdown at Dial Post in West Sussex for two weekends. Families from across Sussex came to stay and the High Sheriff of West Sussex visited on the second weekend.

The Eastbourne Family Contact Centre ('EFCC') is up and running fully, offering contact on the first and third Saturday mornings every month. The Centre supported 14 families during the year. The Coordinator has completed the training to enable EFCC to take supervised cases and we look to expand the work in the coming months.

The association made an increased number of grants to families across the year. There was an increase in the number of fuel support payments made. Thanks to the support from various grant making bodies we were able to help with the purchase of winter coats, school uniforms, white goods and many other essentials to enable families to cope.

The investment part of Garton House continues to pay a good return with all four flats occupied for the whole of the year. This generates an income of around £48,000 over the year with a net return of £33,000. The other benefit is that we still can maintain our office and food bank in the building which is a cost saving of approximately £75,000 pa in rent.

Our principal partner is the Diocese of Chichester and work was undertaken during the year to ensure that this link is strengthened. During the year, the association engaged with many of the Churches in the Diocese through the network of Deanery Committees that we have.

We continue to seek new partners to work with. During the course of 2021/22 the association has entered into agreements with three groups of schools to strengthen the links between us. This model of working we hope will enable the association to create a stronger partnership with the school and a greater understanding of the issues specific to the local areas the schools serve.

The association started to look at replacing the lost administration support in the central office and in July 2021, we appointed two new part time administrators, one for the practitioner team and one for fundraising. The association also engages Croner as a HR support service to cover some of the administration for HR.

At the final Board meeting of the year the Trustees agreed that the association was a viable going concern that had the potential for growth and the capacity to increase its impact across the Diocese of Chichester.

Historic activities

The Trustees are aware of the association's historic work in the field of adoption. When we receive information requests, we support the families of these children as best we can. The only help we can give is how to access the correct services for the relevant records as the association was required to deposit all records relating to this work with the East Sussex County Council adoption team in 1985 when we ceased the work.

Financial review

The figures for 2021/22 show that the association is in good health with a strong mix of restricted and free funds. The asset base is primarily Garton House that provides the association with both income and low cost offices and food bank premises.

In reviewing the finances the Trustees have looked at the period of the pandemic as a whole and recognise that the large support grants that we received in the 2020/21 enabled the association to pass through 2021/22 without drawing on our resources. This enabled the association to look forward with confidence as we drew up the plans for the coming year. As the year ended the events in Ukraine raised concerns about our predicted income for 2022/23 however, the Trustees are confident that the funds in hand will cover any possible short fall.

Over the last five years, there has been a deliberate policy of building restricted funds to enable expansion of the work. As we look to the next two years, we recognise that these funds reduce as we increase the work. This is a deliberate policy decision to enable the growth of the organisation.

The investment income and rental income from the investment portion of Garton House remains at the same level and the valuation of the liquid investments has increased by approximately £20,000, putting them back to the pre-pandemic level. The income helps to fund the core costs of the association. The liquidity of the CCLA and M&G investments enables the association to manage cash flow.

The shop income has grown from the last full trading year of 2018/19. This is expected to continue in the coming year, as people turn to good quality charity shops as the spending power of their incomes reduces.

The Fundraising Team have focused on securing multiple year funding for projects and this work has been beneficial as we end the year with pledges of £140,000 of income for the coming year.

Whilst the association manages its expenditure well, it is very difficult to make any short-term savings with over 75% of spending being salaries. The trustees recognise this challenge but as the central activity to our work is the provision of FSPs, there is little that can be done to reduce the salary bill.

Reserves policy
The association aims to hold six months running costs as its reserve fund, which currently is £412,553.

Total reserves were £1,866,342 (2021: £1,981,946) split as £326,753 restricted (2021: £347,889) and £1,539,589 unrestricted (2021: £1,634,057).

Of the unrestricted funds, £1,270,268 (2021: £1,272,358) can only be realised by disposing of functional fixed assets, which are essential to providing the charities objectives.

The amount of free reserves the charity holds after taking account for restricted, designated and functional fixed assets are £264,006 (2021: £236,378).

Risk management
The main risk to the association, as with all voluntary funded organisations is, the loss of income. To mitigate this, the Board continues to seek new income streams and develop new strong partnerships with other organisations to support our work. The CEO continues to monitor the income and spending along with the Treasurer. A Financial Sub Committee of the Board adds an additional layer of scrutiny to the financial operations of the Association. Careful monitoring of the process is maintained to ensure compliance.

Working with families has in itself a range of risks. The safeguarding polices of the Association were subject to an external examination in April 2019 and minor amendments were made. The Safeguarding Committee review the policies on a regular basis and make recommendations to the Board.

Reputational Risk. As with any service such as the association's, there is always a risk of reputational damage. We maintain a strong ethos of training for staff working directly with families to ensure that they are working in line with current legislation and the relevant professional standards body's best practice guidance.

Future plans
Following the launch of our vision document in 2018, the association has achieved the primary aim of a Practitioner for 15 of the Deaneries in the Diocese. At the end of the year, 2021/22 there was a recruitment process on going which will enable the association to cover 19 of the 21 Deaneries. Please were in place to recruit Practitioners for Dallington, Battle and Bexhill, Rotherfield, Horsham, Hurst and Cuckfield. On the completion of this recruitment process the association will then look to strengthen the support functions for the work that we undertake. This will be done firstly by focussing on securing additional funding for our service. Followed by the strengthening of administration to ensure that we support the Practitioners in the field. We also want to increase our monitoring and evaluation processes so that we can better demonstrate our impact. We will also look to use the data and information we gather from our work to call for changes to the current structures in society that fail the families we work with.

Structure, governance and management
The association is a company limited by guarantee, registered in England and governed by its Memorandum and Articles of Association. The Memorandum and Articles of Associations were amended on the 16th of July 2015. These came into effect at the 2015 AGM on the 3rd of October 2015.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs A Heath
Mr P G Baker
Mr D J P Fish
Ms P A Fowler (Resigned 30 September 2021)
Mrs S D Phillips
Rev P R Seaman
Mrs L Lynn
Ms L P Watkins
Rev A G Birks
Ms A Daguerre
Dr T J Fooks (Appointed 30 September 2021)

The directors of the charitable company are also the trustees of the charity and are designated "the Board of Trustees". The chairman is nominated by the Right Reverend the Lord Bishop of Chichester, the Chichester Diocesan Fund and Board of Finance (Incorporated) nominates one trustee and a further eight are elected by the Board of Trustees and ratified by the members of the Association present at the AGM.

The Board of Trustees delegates the day-to-day management of the charity to the CEO, Mr M T Auton-Lloyd.

Recruitment of trustees
The Chairman of the Association holds a skill register for the Board of Trustees and when vacancies arise potential candidates are recruited to fill the gaps in the skill base. Trustee vacancies are publically advertised both locally and nationally when they arise, as well as the use of local and national networks and are interviewed prior to being nominated. The board recognises that in the coming year their skill base needs increasing in the areas of fundraising and charity law.

Trustee induction
The induction of new Trustees starts with the attendance at a board meeting prior to their appointment to the board. Once appointed the new Trustee is given the Charity Commissions guidance (CC3a) and individual meetings are arranged with the CEO and other key staff to give briefing to the trustee on the overall work of the Association and any areas of direct interest or responsibility as required. Following on from these meetings, any specific training or further briefings that are identified are organised.

Volunteers
The association has three key sets of volunteers. Firstly, 170 people volunteer as members of the Deanery Support Committees. We also have 67 volunteers who work solely on supporting families through direct work supporting the Practitioners and Playwork Team. We also have nine volunteers who support the association by working in the shop.

Setting pay
Salaries for key senior staff are set in line with equivalent roles within the Social Services Department of East Sussex County Council. Currently salaries are reviewed by a Board Sub Committee for HR who make recommendations to the board.

Investment policy
The Trustees are aware of their long-term responsibilities to maximise income for the benefit of the Association's work with families, whilst protecting the value of the capital for the long-term future of the charity, and without taking undue risks. The Trustees operate an ethical investment policy, which in line with the Diocese of Chichester considers the guidance of the Church of England's Ethical Investment Advisory Group (EIAG), unless there are exceptional reasons for not so doing.

The ethical investment policies recommended by the EIAG are the basis for a distinctly Christian approach to investment. Therefore, the trustees, in line with the guidance, have agreed that funds should not be invested in companies whose major activity or focus (defined as more than 10% of their group revenue) is in the alcohol, gambling, animal testing, tobacco, pornography, human embryonic cloning, high interest rate lending, military supplies, and the sale of non-military fire- arms industries. The trustees have delegated the day to day management of their investment policy to a Finance Sub Committee that receives a broad range of investment advice from their appointed investment managers.

The trustees' report was approved by the Board of Trustees.

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Mrs A Heath
Trustee
Dated: 1/9/22

.....

Mr P G Baker
Trustee
Dated: 1/9/22

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

I report to the trustees on my examination of the financial statements of Chichester Diocesan Association for Family Support Work (the association) for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the association (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the association are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the association's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the association's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 association as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

26/09/2022

Robin Evans

Amelia House
Crescent Road
Worthing
West Sussex
BN11 1RL

Dated: .....

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Donations and legacies	3	267,448	179,901	447,349	616,547	179,319	795,866
Charitable activities	4	-	108,391	108,391	-	103,882	103,882
Other trading activities	5	70,591	-	70,591	38,656	-	38,656
Investments	6	62,307	-	62,307	60,062	-	60,062
Other income	7	-	-	-	130	-	130
Total income		400,346	288,292	688,638	715,395	283,201	998,596
Expenditure on:							
Raising funds							
Fundraising and publicity	8	92,039	-	92,039	115,346	-	115,346
Trading costs	8	64,546	-	64,546	58,202	-	58,202
		156,585	-	156,585	173,548	-	173,548
Charitable activities							
Deanery workers	9	148,078	458,224	606,302	214,260	373,664	587,924
Playwork	9	43,168	16,201	59,369	56,769	21,028	77,797
Garton House	9	2,849	-	2,849	5,697	-	5,697
Total charitable expenditure		194,095	474,425	668,520	276,726	394,692	671,418
Total resources expended		350,680	474,425	825,105	450,274	394,692	844,966
Net gains/(losses) on investments	13	20,863	-	20,863	60,372	-	60,372
Net incoming/ (outgoing) resources before transfers		70,529	(186,133)	(115,604)	325,493	(111,491)	214,002
Gross transfers between funds		(164,997)	164,997	-	(165,353)	165,353	-
Net movement in funds		(94,468)	(21,136)	(115,604)	160,140	53,862	214,002
Fund balances at 1 April 2021		1,634,057	347,889	1,981,946	1,473,917	294,027	1,767,944
Fund balances at 31 March 2022		1,539,589	326,753	1,866,342	1,634,057	347,889	1,981,946

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2022

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

BALANCE SHEET

AS AT 31 MARCH 2022

	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**14**		300,268		302,358
Investment properties	**15**		970,000		970,000
Investments	**16**		380,535		359,672
			1,650,803		1,632,030
Current assets					
Debtors	**18**	20,862		10,927	
Cash at bank and in hand		224,349		364,903	
		245,211		375,830	
Creditors: amounts falling due within one year	**19**	(29,672)		(25,914)	
Net current assets			215,539		349,916
Total assets less current liabilities			1,866,342		1,981,946
Income funds					
Restricted funds	**20**		326,753		347,889
Unrestricted funds					
Designated funds	**21**	1,275,583		1,397,679	
General unrestricted funds		264,006		236,378	
			1,539,589		1,634,057
			1,866,342		1,981,946

The charitable company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The financial statements were approved by the Trustees on 1/9/22

A Heath

Mrs A Heath
Trustee

Mr P G Baker
Trustee

Company Registration No. 01648903

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2022

	Notes	2022 £	£	2021 £	£
Cash flows from operating activities					
Cash (absorbed by)/generated from operations	25		(196,250)		100,672
Investing activities					
Purchase of tangible fixed assets		(6,611)		(13,021)	
Investment income received		62,307		60,062	
Net cash generated from investing activities			55,696		47,041
Net cash used in financing activities			-		-
Net (decrease)/increase in cash and cash equivalents			(140,554)		147,713
Cash and cash equivalents at beginning of year			364,903		217,190
Cash and cash equivalents at end of year			224,349		364,903

1 Accounting policies

Charity information

Chichester Diocesan Association for Family Support Work is a private company limited by guarantee incorporated in England and Wales. The registered office is Garton House, 22 Stanford Avenue, Brighton, BN1 6AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the association's governing document, the Companies Act 2006 and "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)". The association is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget and the impact of subsequent events in making their assessment. In response to the COVID-19 pandemic, the trustees have performed a robust review of the associations operation and have taken action where necessary.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the association is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Cash donations are recognised on receipt. Other donations are recognised once the association has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid are recognised at the time of the donation. Donated goods are recognised when the item is sold.

1 Accounting policies **(Continued)**

Legacies are recognised on receipt or otherwise if the association has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is recognised when receivable and the amount can be measured reliably.

1.5 Expenditure

Expenditure relating to charitable activities is included in the Statement of Financial Activities on an accruals basis.

Support costs include amounts incurred in respect of the running of the charity as an organisation, including general management, administration and the finance function. The bases on which support costs have been allocated are set out in note 10.

Governance costs include staff costs incurred to support governance and legal and professional fees. The bases on which support costs have been allocated are set out in note 10.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Freehold properties are subsequently carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period. The carrying value of freehold properties that would have been recognised had the assets been carried under the cost model would be £nil (2021- £nil).

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold properties are not depreciated in the financial statements as it is the association's policy to maintain these assets in a continual state of sound repair. The useful economical life of Garton House is so long and the residual value so high that any depreciation would not be material. An annual impairment review is undertaken, and where this indicates that there is a permanent diminution in the value, provision will be made to reduce the value in the books of account.

Freehold land and buildings	Not depreciated
Fixtures and fittings	25% diminishing balance basis
Office equipment & computers	33.33% straight line basis
Motor vehicles	25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1 Accounting policies **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The association has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the association's balance sheet when the association becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the association's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the association is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Church Workers Pension Fund (CWPF)

The charity participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2022: £20,890, 2021: £22,556).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2016. For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Chichester Diocesan Association for Family Support Work could become responsible for paying a share of that employer's pension liabilities.

Aviva Stakeholder Pension Fund

The Aviva Stakeholder Scheme was in place prior to April 2014. At that date existing members were given the option of remaining or transferring to the CWPF scheme and two members remained. Aviva is a defined contribution scheme. Chichester Diocesan Association for Family Support Work contributes 7% and employees can contribute between 3% and 7% of salaries. The pensions costs charged to the SoFA in the year are contributions payable (2022: £6,118, 2021: £3,218).

2 Critical accounting estimates and judgements

In the application of the association's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2022	**Restricted funds 2022**	**Total 2022**	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	**£**	**£**	£	£	£
Donations and gifts	186,705	33,908	220,613	239,725	24,115	263,840
Legacies receivable	6,511	-	6,511	17,383	-	17,383
Grant receivable	74,232	53,461	127,693	359,439	59,069	418,508
Deanery contributions	-	92,532	92,532	-	96,135	96,135
	267,448	179,901	447,349	616,547	179,319	795,866

4 Charitable activities

	Deanery workers 2022	**Grants for families 2022**	**Total 2022**	**Deanery workers 2021**	**Grants for families 2021**	**Total 2021**
	£	**£**	**£**	**£**	**£**	**£**
Income within charitable activities	91,391	17,000	108,391	67,346	36,536	103,882

5 Other trading activities

	Unrestricted funds 2022	Unrestricted funds 2021
	£	£
Eastbourne charity shop	60,096	22,107
Fundraising	10,495	16,549
Other trading activities	70,591	38,656

6 Investments

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Rental income	44,714	44,178
Income from listed investments	17,593	15,884
	62,307	60,062

7 Other income

	Total	Unrestricted funds
	2022	2021
	£	£
Other income	-	130

8 Raising funds

	Unrestricted funds	Unrestricted funds
	2022	2021
	£	£
Fundraising and publicity		
Other fundraising costs	7,500	12,455
Staff costs	83,843	102,295
Support costs	696	596
Fundraising and publicity	92,039	115,346
Trading costs		
Eastbourne charity shop	63,155	57,010
Support costs	1,391	1,192
Trading costs	64,546	58,202
	156,585	173,548

9 Charitable activities

	Deanery workers 2022	Playwork 2022	Garton House 2022	Total 2022	Deanery workers 2021	Playwork 2021	Garton House 2021	Total 2021
	£	£	£	£	£	£	£	£
Staff costs	352,269	15,317	-	367,586	277,280	19,635	-	296,915
Travel expenses	10,521	740	-	11,261	4,439	146	-	4,585
Activity costs & equipment	24,403	-	-	24,403	30,892	144	-	31,036
Children's holidays	4,564	-	-	4,564	1,540	-	-	1,540
Office costs & sundry expenses	8,702	144	-	8,846	5,888	1,103	-	6,991
Maintenance & running costs	-	-	90	90	-	-	3,400	3,400
Staff training	514	-	-	514	-	-	-	-
Other costs	(1,687)	-	-	(1,687)	18,750	-	-	18,750
	399,286	16,201	90	415,577	338,789	21,028	3,400	363,217
Share of support costs (see note 10)	198,365	43,168	-	241,533	236,065	56,769	-	292,834
Share of governance costs (see note 10)	8,651	-	2,759	11,410	13,070	-	2,297	15,367
	606,302	59,369	2,849	668,520	587,924	77,797	5,697	671,418
Analysis by fund								
Unrestricted funds	148,078	43,168	2,849	194,095	214,260	56,769	5,697	276,726
Restricted funds	458,224	16,201	-	474,425	373,664	21,028	-	394,692
	606,302	59,369	2,849	668,520	587,924	77,797	5,697	671,418

10 Support costs

	Support costs	Governance costs	2022	Support costs	Governance costs	2021	Basis of allocation
	£	£	£	£	£	£	
Staff costs	155,464	-	155,464	234,478	-	234,478	Time spent on activity
Depreciation	8,701	-	8,701	7,344	-	7,344	
Admin office costs	79,455	-	79,455	52,800	-	52,800	
Accounts and independent examiner fees	-	5,336	5,336	-	3,962	3,962	Governance
Legal and professional	-	6,074	6,074	-	11,392	11,392	Governance
Other governance costs	-	-	-	-	13	13	Governance
	243,620	11,410	255,030	294,622	15,367	309,989	
Analysed between							
Fundraising	696	-	696	596	-	596	
Trading	1,391	-	1,391	1,192	-	1,192	
Charitable activities	241,533	11,410	252,943	292,834	15,367	308,201	
	243,620	11,410	255,030	294,622	15,367	309,989	

Included within governance costs is £1,160 (2021: £1,350) of fees payable to the charity's independent examiner. Also included in governance costs is £2,150 (2021: £2,000) relating to the preparation of the financial statements.

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the association during the year.

12 Employees

The average monthly number of employees during the year was:

	2022 Number	2021 Number
Employees	24	27

Employment costs	2022 £	2021 £
Wages and salaries	535,133	557,694
Social security costs	42,865	48,514
Other pension costs	28,895	27,480
	606,893	633,688

There were no employees whose annual remuneration was £60,000 or more.

13 Net gains/(losses) on investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Revaluation of investments	20,863	60,372

14 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Office equipment & computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2021	280,000	26,995	50,666	18,007	375,668
Additions	-	-	6,611	-	6,611
At 31 March 2022	280,000	26,995	57,277	18,007	382,279
Depreciation and impairment					
At 1 April 2021	-	23,567	37,363	12,380	73,310
Depreciation charged in the year	-	1,143	3,056	4,502	8,701
At 31 March 2022	-	24,710	40,419	16,882	82,011
Carrying amount					
At 31 March 2022	280,000	2,285	16,858	1,125	300,268
At 31 March 2021	280,000	3,428	13,303	5,627	302,358

15 Investment property

	2022
	£
Fair value	
At 1 April 2021 and 31 March 2022	970,000

Investment property comprises residential units within the association's freehold property, with the element of the property used for the association's offices included within tangible fixed assets. The fair value of the investment property has been arrived at on the basis of a valuation carried out at the year end by the trustees. The trustees have based their valuation on a valuation carried out by a professional surveyor in 2019.

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2021	359,672
Valuation changes	20,863
At 31 March 2022	380,535
Carrying amount	
At 31 March 2022	380,535
At 31 March 2021	359,672

17 Financial instruments

	2022 £	2021 £
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	380,535	359,672

18 Debtors

	2022 £	2021 £
Amounts falling due within one year:		
Other debtors	5,000	5,000
Prepayments and accrued income	15,862	5,927
	20,862	10,927

19 Creditors: amounts falling due within one year

	2022 £	2021 £
Other taxation and social security	140	-
Other creditors	9,868	4,763
Accruals and deferred income	19,664	21,151
	29,672	25,914

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds						Movement in funds				
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£	£	£
Children's Holiday Funds	825	-	(1,540)	715	-	-	6,980	(4,564)	-	-	2,416
Jill Marchant Legacy	126,674	-	-	-	-	126,674	-	-	(4,683)	-	121,991
Arthur Whyman Legacy	50,988	-	-	(10,088)	-	40,900	-	-	(12,580)	-	28,320
Cross Roads Hostel	33,764	3,123	(19,583)	-	-	17,304	5,995	(23,563)	264	-	-
Deanery Workers:											
Arundel / Rustington	-	5,122	(19,850)	14,728	-	-	7,603	(23,314)	15,711	-	-
Battle & Bexhill	674	1,358	-	-	-	2,032	1,133	(15,861)	12,696	-	-
Bognor	-	19,267	(20,497)	1,230	-	-	26,480	(26,174)	-	-	306
Crawley	-	20,082	(38,031)	17,949	-	-	14,157	(42,705)	28,548	-	-
Cuckfield	-	24,126	(39,211)	15,085	-	-	23,136	(24,380)	1,244	-	-
Dallington	15,333	10,503	-	-	-	25,836	23,703	-	-	-	49,539
East Grinstead	-	1,337	(23,189)	21,852	-	-	9,014	(24,964)	15,950	-	-
Eastbourne	1,168	13,750	(25,006)	10,088	-	-	14,632	(27,212)	12,580	-	-
Hastings & Rye	-	49,406	(42,642)	17,150	-	23,914	26,240	(61,308)	27,488	-	16,334
Horsham	18,636	5,117	-	-	-	23,753	6,866	-	-	-	30,619
Hove	3,392	1,868	-	-	-	5,260	1,970	-	-	-	7,230
Hurst	18,190	6,564	-	-	-	24,754	7,756	-	-	-	32,510
Lewes & Seaford	-	3,672	(33,720)	30,048	-	-	17,863	(37,424)	19,561	-	-

20 Restricted funds **(Continued)**

Midhurst	1,655	925	-	-	-	2,580	5,565	(11,173)	4,683	-	1,655
Petworth	7,465	6,265	-	-	-	13,730	7,400	(10,995)	-	-	10,135
Rotherfield & Uckfield	-	25,444	(39,698)	14,254	-	-	39,255	(31,530)	-	-	7,725
Storrington	7,433	18,672	(11,621)	-	-	14,484	11,426	(28,668)	2,758	-	-
Westbourne	1,700	650	-	-	-	2,350	550	-	-	-	2,900
Worthing	-	6,336	(24,445)	18,109	-	-	4,301	(29,362)	25,061		-
Children & Young People Coordinator	-	6,619	(20,852)	14,233		-	-	(7,120)	7,120	-	-
Vounteer Leader	760	774	(266)	-	-	1,268	2,520	(759)	-	-	3,029
Welfare	5,370	52,221	(34,541)	-	-	23,050	23,747	(43,349)	8,596	-	12,044
	294,027	283,201	(394,692)	165,353	-	347,889	288,292	(474,425)	164,997	-	326,753

20 Restricted funds **(Continued)**

The Children's Holiday Fund provides holidays for children who otherwise would not have one due to lack of resources.

The Jill Marchent Legacy was a legacy from the late Jill Marchant and is restricted to the salary of workers for the Midhurst and Petworth Deaneries.

The Arthur Whyman Legacy: A legacy from the late Arthur Whyman for the work in Eastbourne Deanery.

The Cross Roads Hostel Fund: The capital from The Cross Roads Hostel Trust, which merged into the association in February 2020. This is restricted to work in Brighton Deanery.

The Deanery Workers Funds represent income given specifically to meet the running costs of family support in the deanery specified.

The Children & Young People Coordinator fund is for a project run on behalf of the Brighton Deanery.

The Volunteer Leader Fund is used to employ a volunteer coordinator for the association.

The Food Bank fund are funds used specifically to replenish food in the food bank.

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2020	Transfers	Balance at 1 April 2021	Transfers	Balance at 31 March 2022
	£	£	£	£	£
Mary McPherson Fund	70,721	(30,048)	40,673	(19,561)	21,112
Deanery Workers	4,471	-	4,471	-	4,471
Knowles Tooth Designated Fund	102,535	-	102,535	(102,535)	-
Garton House Property Fund	1,250,000	-	1,250,000	-	1,250,000
	1,427,727	(30,048)	1,397,679	(122,096)	1,275,583

The Mary McPherson fund has reduced by £19,561 (2021: £30,048) during the year. This represents the cost of the work in the Lewes and Seaford Deanery. This designated fund will continue to support the work in this area.

Deanery Workers Fund: This represents donations given to support workers in all of the association's deaneries.

Knowles Tooth Designated Fund: This fund was set up following the disposal of Knowles Tooth, and is intended to assist in the development of the association in the coming years. The Trustees have elected to transfer the balance of the fund to general unrestricted funds during the year.

Garton House Property Fund: This fund was set up to show the value of the freehold property, Garton House, 22 Stanford Avenue, Brighton BN1 6AA. This property is a historical asset which houses the offices and food bank for the association and also has four residential units that are let on AST with the income as benefit to the charitable activities of the association.

22 Analysis of net assets between funds

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fund balances at 31 March 2022 are represented by:						
Tangible assets	300,268	-	300,268	302,358	-	302,358
Investment properties	970,000	-	970,000	970,000	-	970,000
Investments	380,535	-	380,535	359,672	-	359,672
Current assets/(liabilities)	(111,214)	326,753	215,539	63,711	286,205	349,916
	1,539,589	326,753	1,866,342	1,695,741	286,205	1,981,946

23 Operating lease commitments

At the reporting end date the association had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022	2021
	£	£
Within one year	24,043	22,922
Between two and five years	72,515	90,000
	96,558	112,922

During the year £24,079 (2021: £23,312) of lease payments were recognised as an expenses.

24 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2022	2021
	£	£
Aggregate compensation	161,692	151,815

The trustees deem key management personnel to be:

Mr M Auton-Lloyd	- CEO
Ms Elaine Waight	- Director of services
Ms Nikki Kerr	- Director of fundraising and marketing

Mrs L Lynn is a representative on the board of trustees from the Chichester DBF. The DBF made a grant to the charity for £36,000 in the year (2021: £36,000).

Mr M Auton-Lloyd is Lay Chair of the Brighton Deanery Synod. The Brighton Deanery Synod made payments totalling £5,949 (2021: £16,575) in the year to employ a Children and Young People Coordinator.

Mr M Auton-Lloyd is also a trustee of the Bell Hostel Trust, which made a grant to the charity for £5,000 (2021: £5,000) in the year, and of the Parochial Church Council of the Ecclesiastical Parish of St Nicholas of Myra, Brighton, which made a grant to the charity of £900 (2021: £nil).

Aggregate donations received from the trustees amounted to £1,375 in the year (2021: £1,108).

25	**Cash generated from operations**	**2022** £	**2021** £
	(Deficit)/surpus for the year	(115,604)	214,002
	Adjustments for:		
	Investment income recognised in statement of financial activities	(62,307)	(60,062)
	Fair value gains and losses on investments	(20,863)	(60,372)
	Depreciation and impairment of tangible fixed assets	8,701	7,345
	Movements in working capital:		
	(Increase)/decrease in debtors	(9,935)	1,982
	Increase/(decrease) in creditors	3,758	(2,223)
	Cash (absorbed by)/generated from operations	(196,250)	100,672

26 **Analysis of changes in net funds**

The association had no debt during the current or comparative period.

27 Grants receivable

	Restricted funds 2022 £
ACTS 435	500
Asda Foundation	800
Arnold Clark	1,000
Bell Hostel Trust	5,000
Budding Foundation	5,668
CAFCASS	2,500
Charlotte Marshall Charitable Trust	411
Chichester Mothers Union	4,147
Childhelp Hassocks	1,556
Clarion Futures	1,250
East Grinstead Common Good Trust	4,000
East Grinstead Memorial Estate	1,000
Ernest Kleinwort Charitable Trust	4,000
Friarsgate Trust	1,000
Garfield Weston Foundation	2,500
Gatwick Airport Community trust	2,000
Happy Days Charity	2,500
Homity trust	1,000
Horsham District Council	500
Ian Askew Charitable Trust	500
Isabel Blackman Foundation	5,000
Jempsons Foundation	250
John Jackson	1,500
Laing Family Trust	5,000
Little Cheyne Court Windfarm Community Trust	5,000
National Lottery	10,194
Newhaven Town Council	800
Magdalen and Lasher Charity	1,000
Masonic Charitable Foundation	10,000
Morrisons Foundation	4,480
Peacehaven Town Council	1,100
Pebble Trust	3,000
Peter Harrison Foundation	4,000
Rye Fund	1,000
Rye Town Council	500
Rotary Club Of Cuckfield & Lindfield	500
Rotary Club of East Grinstead Meridian	200
Rotary Club of Heathfield	1,750
Rotary club of Peacehaven, Newhaven and Telscombe	200
Rotary Club of Storrington and Pulborough	950
St Bernards Charity	1,000
Sussex Crisis Fund	9,460
Sussex Community Foundation	7,500
Tallulah Lewis Foundation Ltd	2,500
Tesco Bags Of Help Scheme	4,000
The 29th May 1961 Charity	3,000
Three Oaks Trust	714
Three Oaks Trust	10,000
Trusthouse	15,000
Uckfield Town Council	2,000
Wealdon District Council	2,000

27 Grants receivable **(Continued)**

	Unrestricted funds 2022
	£
Bassil Shippam & Alsford Trust	500
Barkshire Charitable Trust	1,000
Borrows Charitable Trust	1,000
Chalk Cliff Trust	5,000
Co-op Local Community Fund	3,072
Diocesan Board of Finance	36,000
Francis and Eric Ford Charity Trust	1,000
J C Robinson Trust no 3	500
Masonic Charitable Foundation	400
Roy Hudson	1,000
Sussex Community Foundation	10,000

The association records with gratitude grants received from the grantors appearing above.

Some of these grants were paid for more than one financial year so the total shown here is not equal to the grants figure shown in the Statement of Financial Activities.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

England & Wales - Charity number 285337

Accounts

Charity Registration No. 285337

Company Registration No. 01648903 (England and Wales)

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2021

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Mrs A Heath	
	Mr P G Baker	
	Mr D J P Fish	
	Ms P A Fowler	
	Mrs S D Phillips	
	Rev P R Seaman	
	Mrs L Lynn	
	Ms L P Watkins	
	Rev A G Birks	(Appointed 22 October 2020)
	Ms A Daguerre	(Appointed 25 February 2021)
Secretary	Mr M T Auton-Lloyd	
Charity number	285337	
Company number	01648903	
Principal address	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Registered office	Garton House 22 Stanford Avenue Brighton BN1 6AA	
Independent examiner	Carpenter Box Amelia House Crescent Road Worthing West Sussex BN11 1RL	
Bankers	Barclays Bank PLC PO Box 2915 Brighton East Sussex BN1 1SJ	
Solicitors	Dean Wilson LLP Ridgeland House 165 Dyke Road Brighton East Sussex BN3 1TL	

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

LEGAL AND ADMINISTRATIVE INFORMATION

Associated Charities

The Chichester Diocesan Association for Family Support Work
(East Grinstead Deanery)
Ridgeland House
165 Dyke Road
Brighton
BN3 1TL

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

CONTENTS

	Page
Trustees' report	1 - 6
Independent examiner's report	7
Statement of financial activities	8 - 9
Balance sheet	10
Statement of cash flows	11
Notes to the financial statements	12 - 33

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 MARCH 2021

The trustees present their report and financial statements for the year ended 31 March 2021.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the association's governing document, the Companies Act 2006 and "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)".

Objectives and activities

The Memorandum of Association sets out our objectives for the public benefit:-

(1) to support families, individuals and groups within the community who are in need by reason of financial hardship, ill health, disability or stress ('Family Support Work').

(2) to promote the relief and care of children in need.

(3) to advance Christianity by Family Support Work and the welfare of the community.

The principal activity of the association is to support families across the Chichester Diocese who are struggling. This is carried out by a team of professionally qualified Family Support Practitioners (Social Workers, Health Visitors and Teachers) who offer intensive support to the family, either as a whole or as individuals.

The aim of the support is to enable the family to overcome the challenges they face so that they become stronger both as individuals and as a family unit, helping them to become less chaotic. As the family and the individuals start to contribute to their local community in a positive and proactive way, the benefit of our services starts to impact on the public.

Alongside the Support Practitioners we offer various playwork activities and days. During 2020/21 much of the face-to-face work was suspended because of the restrictions in place and currently the team is only one person. Some of the activities were transferred on line, supported with the delivery to homes of materials to participate with the online session. Our Bognor Practitioner partnered with local and national businesses to deliver some of these online sessions. It is envisaged that as we move through 2021/22 we will rebuild this team to be a better fit with our core work. This will include the development of new partnerships with other organisations.

Our practical support carried on throughout the year with food deliveries directly to the families throughout the lockdowns. We continue to make grants to families towards winter fuel costs and have access to emergency funds for the provision of essential white goods.

The trustees receive reports at each board meeting, which illustrate the positive impact the activities have on both the families and the wider public. The trustees also review the public benefit of the work of Family Support work ('FSW') in line with the Charity Commission guidance. The impact FSW's work has with the families has direct, but not always obvious, benefits to the wider public. In the first instance, as we see parents return to work there is a reduction in benefit payments to the family; a child who has additional educational needs may become less disruptive in school because of support received. In 2020/21 the long-term support of our families meant that through the pandemic the Practitioners were in a position to recognise warning signs of stress and conflict within families and were able to support families to prevent a major breakdown. The Support Practitioners have worked with families and reduced the need to take children into care, so again the associated costs of either short or long term care for the children have been avoided giving a saving to the public purse. The increase in the number of families that we work with is a strong indicator that FSW is delivering a more focused service in line with our main objective of supporting families in need across the Diocese.

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the association should undertake.

Achievements and performance

For any organisation 2020/21 will always be a year where we think the greatest achievement is coming through the year intact. We have during the course of the year seen an amazing response to our request for support, from funders, supporters, donors, churches, and the general public.

In 2020/21 the Practitioners supported 382 families. The families are made up of 1,179 adults and 1,210 children. This number is not at the same level as the previous year in part because FSW has not increased the number of Practitioners in 2020/21, but also reflects that many of the organisations that refer to the association were not in a position to do so. We have seen an increase in the size of waiting lists in the final quarter of the year. The complexity of the families' needs we are supporting means that the families remain active cases for longer periods. The trustees wish to record their gratitude to the team for achieving such a big increase in their workload.

For the families that FSW worked with, the following is a breakdown by percentage of families that experienced specific challenge over the year.

- 88% of the families had mental health issues
- 43% of the families had at least one child with special educational needs
- 27% were lone parent families
- 43% received help and support around employment and benefit issues
- 21% of families were going through family breakdown or divorce
- 43% of families were in financial difficulty (debt or difficulty paying bills)
- 21% of parents were ill or disabled
- 31% of families had experienced domestic abuse in the last year

Over the year, FSW encountered 1,210 children. The breakdown of ages was:

- 17% of children were aged 0-5
- 43% of children were aged 6-11
- 25% of children were aged 12-15
- 15% of children were aged 16-18

The in person activities that FSW carry out were not possible in the last year. Many of the combination of complex rules for mixing multi-generational groups coupled with so many of the regular venues being closed made us focus on alternative provision rather than trying to second guess what would happen.

Practitioners opened up to using various social media outlets to provide activities for the families, with sessions being run on Zoom and Facebook Live. In addition, we increased the provisions of materials to support activities at home providing kits for activities that the families could engage with at home. We were also involved in sourcing additional IT equipment and helping with WiFi costs to enable children to continue with learning remotely.

The volunteer food bank team continues to support our families with regular deliveries of food during the course of the year. In 2020/21, we delivered in the region of 3,400 food boxes. At Christmas this year we delivered 84 free-range turkeys all donated by Bridgers Farm Hurstpierpoint. The team also sent out 186 Christmas hampers and over 800 children received direct support in December. In addition to the support directly to the families we supplied several schools with food so that they could support those who were in need but not on the FSW client list.

Residential holidays this year were much harder to organize for the families but the Chichester Diocesan Mothers' Union caravans offered breaks for individual families. The restrictions meant that we could not have the multi-family group holidays this year. Plans are in place for holidays in 2021/22.

In the final quarter of the year FSW entered into a partnership with the Chichester Diocesan Mothers' Union to jointly manage the Eastbourne Family Contact Centre. This project is a service to offer supported visits between the non-residential parent and their children. A registered member of National Association for Children's Contact Centre (NACCC) this is a new venture for FSW however the Mothers' Union has been running this for over 14 years. Currently the Centre offers supported visits but in due course we hope to increase the capacity and be able to offer the supervised visit service.

For many of the families FSW supports, the low pay economy of Sussex was adversely hit with high numbers of working parents being furloughed resulting in lower incomes. This led to a much higher level of support with food and fuel costs for FSW. We are especially aware of how this has hit the mental wellbeing of some of the parents.

We continue to benefit from the work carried out at Garton House. Three of the flats were occupied for the whole of the year with one being empty for 6 weeks. The building provides FSW with low cost offices and food bank premises enabling the Association to benefit from holding the building as a long term functioning asset.

We maintained strong links with churches where possible during the last year but lockdowns and additional pressures on the clergy meant that we did not have the regular meetings and opportunities to speak as we would in a normal year. The work to maintain and strengthen the link between FSW and the Diocese of Chichester continues.

Our work developing new and strengthening existing partnerships with other organisations in Sussex was held back during the year but as the lockdown ended FSW started to revisit this work, recognising that both formal and informal partnerships are beneficial to our work and the families we support.

During the course of the year, as a cost saving exercise we closed two of our offices, Hastings and Uckfield. In both places we rented office space which as working patterns changed, were no longer needed. The Practitioners still continue to run their projects in these areas but now work remotely. Over the summer we reviewed the structure of the administration team at Garton House and reluctantly took the decision to restructure the team. The Finance function was outsourced to Carpenter Box and further administration cuts were made creating a new role of Garton House Administrator. The changes resulted in five members of the team being made redundant.

The organisation took advantage of the Coronavirus Job Retention Scheme for part of the administration team prior to the review but following the review recognised that it would be wrong to continue making claims when the posts were redundant. In addition, we received Government grants to support the closed Charity Shop in Eastbourne.

At the final board meeting of the year the trustees agreed that the association was a viable going concern that had the potential for growth and the capacity to increase its impact across the Diocese of Chichester. At this meeting the trustees put on record their thanks to Martin Auton Lloyd, CEO for the incredible job he has done in leading the organisation during these difficult times.

Financial review

The accounts show the snap shot of the associations financial health at a moment in time and following this year present a healthy picture. FSW has been successful in fundraising during the year and made full use of the Government Aid that has been available during the pandemic.

The trustees have committed to use this funding to increase the ability to support families during the recovery. This includes the recruitment of four new social workers. However there is a level of caution in the budgeting for the coming year when we expect to see a reduction of 25% of income due to increased competition from other charitable organisations.

The shop was closed for 7 months during the financial year because of the pandemic but again use was made of both the small business disruption grants and the Coronavirus Job Retention Scheme to allow FSW to continue with the shop. Trading during the months that the shop was open, was a lower level that the previous year but appears to be growing.

Fundraising at all levels saw strong growth throughout the year, although it is recognised that the nature of FSW's work was a constant in the news and people's minds. We do not expect to see increases in income in 2021/22 in any of the current income streams. Event income was reduced considerably during the year with only a handful of events taking place.

Investments
The M&G Chari fund investment regained some of the losses sustained at the end of the last financial year but are still below the purchase value of 2019.

Reserves policy
The association aims to hold six months running costs as its reserve fund, which currently is £422,658.

Total reserves were £1,981,947 (2020: £1,767,944) split as £347,889 (2020: £294,027) restricted and £1,634,058 (2020: £1,473,917) unrestricted. Of the unrestricted funds, £1,250,000 (2020: £1,250,000) can only be realised by disposing of functional fixed assets, which are essential to providing the charities objectives.

The amount of free reserves the charity holds after taking account for restricted, designated and functional fixed assets totalling £1,745,568 are £236,379.

Risk management
The main risk to FSW, as with all voluntary funded organisations is the loss of income. To mitigate this, the Trustees continue to seek new income streams and develop new strong partnerships with other organisations to support our work. The CEO continues to monitor the income and spending along with the Treasurer. A Financial Sub Committee of the Board adds an additional layer of scrutiny to the financial operations of the Association. Careful monitoring of the process is maintained to ensure compliance.

Working with families has in itself a range of risks. The safeguarding polices of the Association were subject to an external examination in April 2019 and minor amendments were made. The Safeguarding Committee review the policies on a regular basis and make recommendations to the Board.

Reputational Risk. As with any service such as FSW's there is always a risk of reputational damage, we maintain a strong ethos of training for the staff working directly with families to ensure that they are working in line with current legislation and the relevant professional standards body's best practice guidance.

Future plans
The Association's future plans are still on course to see FSW deliver its vision of Support Practitioners in all of the Deaneries in the Diocese. With funding received during 20/21 and restricted funds in hand, at the end of this period we were able to start the recruitment process for four new Family Support Practitioners to cover between them the following Deaneries: Rye, Midhurst, Petworth, Storrington and Battle & Bexhill. We are looking to increase the hours of other Practitioners in the coming months to enable them to increase their caseloads and cover additional areas. Subject to income it is envisaged that by the end of 2021/22 FSW will have a Practitioner available in 19 of the 21 Deaneries in the Diocese.

Structure, governance and management
The association is a company limited by guarantee, registered in England and governed by its Memorandum and Articles of Association. The Memorandum and Articles of Associations were amended on the 16th of July 2015. These came into effect at the 2015 AGM on the 3rd of October 2015.

Company number 1648903 Charity number 285337

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Mrs A Heath
Mr P G Baker
Mr D J P Fish

Ms P A Fowler	
Mrs S D Phillips	
Rev P R Seaman	
Rev S J Doick	(Resigned 22 October 2020)
Mrs L Lynn	
Ms L P Watkins	
Rev A G Birks	(Appointed 22 October 2020)
Ms A Daguerre	(Appointed 25 February 2021)

The directors of the charitable company are also the trustees of the charity and are designated "the Board of Trustees". The Chairman is nominated by the Right Reverend the Bishop of Chichester, the Chichester Diocesan Fund and Board of Finance (Incorporated) nominates one Trustee and a further eight are elected by the board of Trustees and ratified by the members of the Association present at the AGM.

The Board of Trustees delegates the day-to-day management of the charity to the CEO.

Recruitment of trustees
The Chairman of the Association holds a skill register for the Board of Trustees and when vacancies arise potential candidates are recruited to fill the gaps in the skill base. Trustee vacancies are publically advertised both locally and nationally when they arise, as well as the use of local and national networks and are interviewed prior to being nominated. The board recognises that in the coming year their skill base needs increasing in the areas of fundraising and charity law.

Trustee induction
The induction of new Trustees starts with the attendance at a board meeting prior to their appointment to the board. Once appointed the new Trustee is given the Charity Commissions guidance (CC3a) and individual meetings are arranged with the CEO and other key staff to give briefing to the trustee on the overall work of the Association and any areas of direct interest or responsibility as required. Following on from these meetings, any specific training or further briefings that are identified are organised.

Volunteers
FSW has three key sets of volunteers firstly, 173 people volunteer as members of the Deanery Support Committees. We also have 86 volunteers who work solely on supporting families through work with the families supporting the Practitioners and Playwork Team. We also have 16 volunteers who support FSW by working in the shop.

Setting pay
Salaries for key senior staff are set in line with equivalent roles within the Social Services Department of East Sussex County Council. Currently salaries are reviewed by a Board Sub Committee for HR who make recommendations to the Board.

Investment policy

The Trustees of FSW are aware of their long-term responsibilities to maximise income for the benefit of the Association's work with families, whilst protecting the value of the capital for the long-term future of the charity, and without taking undue risks. The Trustees operate an ethical investment policy, which in line with the Diocese of Chichester considers the guidance of the Church of England's Ethical Investment Advisory Group (EIAG), unless there are exceptional reasons for not so doing.

The ethical investment policies recommended by the EIAG are the basis for a distinctly Christian approach to investment therefore the Trustees, in line with the guidance, have agreed that funds should not be invested in companies whose major activity or focus (defined as more than 10% of their group revenue)is in the alcohol, gambling, animal testing, tobacco, pornography, human embryonic cloning, high interest rate lending, military supplies, and the sale of non-military fire- arms industries. The Trustees have delegated the day to day management of their investment policy to a Finance Sub Committee that receives a broad range of investment advice from their appointed investment managers.

The trustees' report was approved by the Board of Trustees.

A Heath
.....

Mrs A Heath
Trustee
Dated: 26/9/21

.....

Mr P G Baker
Trustee
Dated: 26/8/21

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

I report to the trustees on my examination of the financial statements of Chichester Diocesan Association for Family Support Work (the association) for the year ended 31 March 2021.

Responsibilities and basis of report

As the trustees of the association (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the association are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the association's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the association's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no 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 association as required by section 386 of the 2006 Act; or
2 the financial statements do not accord with those records; or
3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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 financial statements to be reached.

Robin Evans

Amelia House
Crescent Road
Worthing
West Sussex
BN11 1RL

Dated: 26/08/2021

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:							
Donations and legacies	3	616,547	179,319	795,866	146,960	372,066	519,026
Charitable activities	4	-	103,882	103,882	8,572	114,725	123,297
Other trading activities	5	38,656	-	38,656	80,618	-	80,618
Investments	6	60,062	-	60,062	56,876	2,057	58,933
Other income	7	130	-	130	-	-	-
Total income		715,395	283,201	998,596	293,026	488,848	781,874
Expenditure on:							
Raising funds							
Fundraising and publicity	8	115,346	-	115,346	124,847	-	124,847
Trading costs	8	58,202	-	58,202	59,589	-	59,589
		173,548	-	173,548	184,436	-	184,436
Charitable activities							
Deanery workers	9	214,260	373,664	587,924	206,428	404,770	611,198
Playwork	9	56,769	21,028	77,797	78,727	18,209	96,936
Garton House	9	5,697	-	5,697	5,227	-	5,227
Total charitable expenditure		276,726	394,692	671,418	290,382	422,979	713,361
Total resources expended		450,274	394,692	844,966	474,818	422,979	897,797
Net gains/(losses) on investments	13	60,372	-	60,372	(88,907)	-	(88,907)
Net incoming/ (outgoing) resources before transfers		325,493	(111,491)	214,002	(270,699)	65,869	(204,830)
Gross transfers between funds		(165,353)	165,353	-	(161,958)	161,958	-
Net movement in funds		160,140	53,862	214,002	(432,657)	227,827	(204,830)
Fund balances at 1 April 2020		1,473,917	294,027	1,767,944	1,906,574	66,200	1,972,774
Fund balances at 31 March 2021		1,634,057	347,889	1,981,946	1,473,917	294,027	1,767,944

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF FINANCIAL ACTIVITIES (CONTINUED) INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2021

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

BALANCE SHEET

AS AT 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	**14**		302,358		296,682
Investment properties	**15**		970,000		970,000
Investments	**16**		359,672		299,300
			1,632,030		1,565,982
Current assets					
Debtors	**18**	10,927		12,909	
Cash at bank and in hand		364,903		217,190	
		375,830		230,099	
Creditors: amounts falling due within one year	**19**	(25,914)		(28,137)	
Net current assets			349,916		201,962
Total assets less current liabilities			1,981,946		1,767,944
Income funds					
Restricted funds	**20**		347,889		294,027
Unrestricted funds					
Designated funds	**21**	1,397,679		1,427,727	
General unrestricted funds		236,378		46,190	
			1,634,057		1,473,917
			1,981,946		1,767,944

The charitable company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021. These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The trustees acknowledge their responsibilities for ensuring that the charity keeps accounting records which comply with section 386 of the Act and for preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its incoming resources and application of resources, including its income and expenditure, for the financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

The financial statements were approved by the Trustees on 26/8/21

A Heath

Mrs A Heath
Trustee

Mr P G Baker
Trustee

Company Registration No. 01648903

CHICHESTER DIOCESAN ASSOCIATION FOR FAMILY SUPPORT WORK

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	25		100,671		(213,495)
Investing activities					
Purchase of tangible fixed assets		(13,021)		-	
Purchase of investments		-		(388,207)	
Investment income received		60,063		58,934	
Net cash generated from/(used in) investing activities			47,042		(329,273)
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			147,713		(542,768)
Cash and cash equivalents at beginning of year			217,190		759,958
Cash and cash equivalents at end of year			364,903		217,190

1 Accounting policies

Charity information

Chichester Diocesan Association for Family Support Work is a private company limited by guarantee incorporated in England and Wales. The registered office is Garton House, 22 Stanford Avenue, Brighton, BN1 6AA.

1.1 Accounting convention

The financial statements have been prepared in accordance with the association's governing document, the Companies Act 2006 and "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)". The association is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value. The principal accounting policies adopted are set out below.

1.2 Going concern

The financial statements have been prepared on a going concern basis. The trustees have considered relevant information, including the annual budget and the impact of subsequent events in making their assessment. In response to the COVID-19 pandemic, the trustees have performed a robust review of the associations operation and have taken action where necessary.

Based on these assessments and having regard to the resources available to the entity, the trustees have concluded that there is no material uncertainty in relation to the appropriateness of continuing to adopt the going concern basis in preparing the annual report and accounts.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Designated funds comprise funds which have been set aside at the discretion of the trustees for specific purposes. The purposes and uses of the designated funds are set out in the notes to the financial statements.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the association is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

1 Accounting policies **(Continued)**

Cash donations are recognised on receipt. Other donations are recognised once the association has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid are recognised at the time of the donation. Donated goods are recognised when the item is sold.

Legacies are recognised on receipt or otherwise if the association has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Interest on funds held on deposit is recognised when receivable and the amount can be measured reliably.

1.5 Expenditure

Expenditure relating to charitable activities is included in the Statement of Financial Activities on an accruals basis.

Support costs include amounts incurred in respect of the running of the charity as an organisation, including general management, administration and the finance function. The bases on which support costs have been allocated are set out in note 10.

Governance costs include staff costs incurred to support governance and legal and professional fees. The bases on which support costs have been allocated are set out in note 10.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Freehold properties are subsequently carried at a revalued amount, being the fair value at the date of valuation less any subsequent accumulated depreciation and subsequent accumulated impairment losses. Revaluations are made with sufficient regularity to ensure that the carrying amount does not differ materially from that which would be determined using fair value at the end of the reporting period.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold properties are not depreciated in the financial statements as it is the association's policy to maintain these assets in a continual state of sound repair. The useful economical life of Garton House is so long and the residual value so high that any depreciation would not be material. An annual impairment review is undertaken, and where this indicates that there is a permanent diminution in the value, provision will be made to reduce the value in the books of account.

Freehold land and buildings	0% depreciation
Fixtures and fittings	25% reducing balance basis
Office equipment & computers	33.33% straight line basis
Motor vehicles	25% straight line basis

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in net income/(expenditure) for the year.

1.7 Investment properties

Investment property, which is property held to earn rentals and/or for capital appreciation, is initially recognised at cost, which includes the purchase cost and any directly attributable expenditure. Subsequently it is measured at fair value at the reporting end date. The surplus or deficit on revaluation is recognised in profit or loss.

1 **Accounting policies** **(Continued)**

1.8 Fixed asset investments

Fixed asset investments are initially measured at transaction price excluding transaction costs, and are subsequently measured at fair value at each reporting date. Changes in fair value are recognised in net income/(expenditure) for the year. Transaction costs are expensed as incurred.

1.9 Impairment of fixed assets

At each reporting end date, the association reviews the carrying amounts of its tangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.10 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.11 Financial instruments

The association has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the association's balance sheet when the association becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the association's contractual obligations expire or are discharged or cancelled.

1 Accounting policies **(Continued)**

1.12 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the association is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

1.13 Retirement benefits

Church Workers Pension Fund (CWPF)

The charity participates in the Pension Builder Scheme section of CWPF for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes.

Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (2021: £5,936, 2020: £22,760).

A valuation of the scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2016. For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Chichester Diocesan Association for Family Support Work could become responsible for paying a share of that employer's pension liabilities.

1 Accounting policies **(Continued)**

1.14 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

2 Critical accounting estimates and judgements

In the application of the association's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3 Donations and legacies

	Unrestricted funds 2021	**Restricted funds 2021**	**Total 2021**	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	£	**£**	**£**	£	£	£
Donations and gifts	239,725	24,115	263,840	106,044	62,893	168,937
Legacies receivable	17,383	-	17,383	796	177,662	178,458
Grant receivable	359,439	59,069	418,508	40,120	14,029	54,149
Deanery contributions	-	96,135	96,135	-	117,482	117,482
	616,547	179,319	795,866	146,960	372,066	519,026

4 Charitable activities

	Deanery workers 2021	Grants for families 2021	Total 2021	Deanery workers 2020	Play workers 2020	Grants for families 2020	Total 2020
	£	£	£	£	£	£	£
Income within charitable activities	67,346	36,536	103,882	97,415	8,572	17,310	123,297
Analysis by fund							
Unrestricted funds	-	-	-	-	8,572	-	8,572
Restricted funds	67,346	36,536	103,882	97,415	-	17,310	114,725

5 Other trading activities

	Unrestricted funds	Unrestricted funds
	2021	2020
	£	£
Eastbourne charity shop	22,107	58,870
Fundraising	16,549	21,748
Other trading activities	38,656	80,618

6 Investments

	Unrestricted funds	Unrestricted funds	Restricted funds	Total
	2021	2020	2020	2020
	£	£	£	£
Rental income	44,178	45,214	-	45,214
Income from listed investments	15,884	11,662	-	11,662
Interest receivable	-	-	2,057	2,057
	60,062	56,876	2,057	58,933

7 Other income

	Unrestricted funds	Total
	2021	2020
	£	£
Other income	130	-

8 Raising funds

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Fundraising and publicity		
Other fundraising costs	12,455	29,339
Staff costs	102,295	95,508
Support costs	596	-
Fundraising and publicity	115,346	124,847
Trading costs		
Eastbourne charity shop	57,010	59,589
Support costs	1,192	-
Trading costs	58,202	59,589
	173,548	184,436

9 Charitable activities

	Deanery workers 2021	Playwork 2021	Garton House 2021	Total 2021	Deanery workers 2020	Playwork 2020	Garton House 2020	Total 2020
	£	£	£	£	£	£	£	£
Staff costs	277,280	19,635	-	296,915	283,263	28,968	-	312,231
Travel expenses	4,439	146	-	4,585	20,989	3,133	-	24,122
Activity costs & equipment	30,892	144	-	31,036	31,630	764	-	32,394
Children's holidays	1,540	-	-	1,540	9,549	-	-	9,549
Office costs & sundry expenses	5,888	1,103	-	6,991	17,389	1,976	-	19,365
Maintenance & running costs	-	-	3,400	3,400	-	-	5,227	5,227
Other costs	18,750	-	-	18,750	-	-	-	-
	338,789	21,028	3,400	363,217	362,820	34,841	5,227	402,888
Share of support costs (see note 10)	236,065	56,769	-	292,834	245,394	61,349	-	306,743
Share of governance costs (see note 10)	13,070	-	2,297	15,367	2,984	746	-	3,730
	587,924	77,797	5,697	671,418	611,198	96,936	5,227	713,361
Analysis by fund								
Unrestricted funds	214,260	56,769	5,697	276,726	206,428	78,727	5,227	290,382
Restricted funds	373,664	21,028	-	394,692	404,770	18,209	-	422,979
	587,924	77,797	5,697	671,418	611,198	96,936	5,227	713,361

10 Support costs

	Support costs	Governance costs	2021	Support costs	Governance costs	2020	Basis of allocation
	£	£	£	£	£	£	
Staff costs	234,478	-	234,478	228,312	-	228,312	Time spent on activity
Depreciation	7,344	-	7,344	11,396	-	11,396	
Admin office costs	52,800	-	52,800	67,035	-	67,035	
Accounts and independent examiner fees	-	3,962	3,962	-	1,350	1,350	Governance
Legal and professional	-	11,392	11,392	-	1,857	1,857	Governance
Other governance costs	-	13	13	-	523	523	Governance
	294,622	15,367	309,989	306,743	3,730	310,473	
Analysed between							
Fundraising	596	-	596	-	-	-	
Trading	1,192	-	1,192	-	-	-	
Charitable activities	292,834	15,367	308,201	306,743	3,730	310,473	
	294,622	15,367	309,989	306,743	3,730	310,473	

Included within governance costs is £1,350 (2020: £1,350) of fees payable to the charity's independent examiner. Also included in governance costs is £2,000 (2020: £nil) relating to the preparation of the financial statements.

11 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the association during the year.

12 Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
Employees	27	26

Employment costs	**2021 £**	**2020 £**
Wages and salaries	557,694	562,727
Social security costs	48,514	47,205
Other pension costs	27,480	26,119
	633,688	636,051

There were no employees whose annual remuneration was £60,000 or more.

13 Net gains/(losses) on investments

	Unrestricted funds	Unrestricted funds
	2021 £	2020 £
Revaluation of investments	60,372	(88,907)

14 Tangible fixed assets

	Freehold land and buildings	Fixtures and fittings	Office equipment & computers	Motor vehicles	Total
	£	£	£	£	£
Cost					
At 1 April 2020	280,000	26,995	37,645	18,007	362,647
Additions	-	-	13,021	-	13,021
At 31 March 2021	280,000	26,995	50,666	18,007	375,668
Depreciation and impairment					
At 1 April 2020	-	22,424	35,663	7,878	65,965
Depreciation charged in the year	-	1,143	1,700	4,502	7,345
At 31 March 2021	-	23,567	37,363	12,380	73,310
Carrying amount					
At 31 March 2021	280,000	3,428	13,303	5,627	302,358
At 31 March 2020	280,000	4,571	1,982	10,129	296,682

15 Investment property

	2021
	£
Fair value	
At 1 April 2020 and 31 March 2021	970,000

Investment property comprises residential units. The fair value of the investment property has been arrived at on the basis of a valuation carried out at the year end by the trustees. The trustees have based their valuation on a valuation carried out by a professional surveyor in 2019.

16 Fixed asset investments

	Listed investments £
Cost or valuation	
At 1 April 2020	299,300
Valuation changes	60,372
At 31 March 2021	359,672
Carrying amount	
At 31 March 2021	359,672
At 31 March 2020	299,300

17 Financial instruments

	2021 £	2020 £
Carrying amount of financial assets		
Instruments measured at fair value through profit or loss	359,672	299,300

18 Debtors

	2021 £	2020 £
Amounts falling due within one year:		
Other debtors	5,000	5,000
Prepayments and accrued income	5,927	7,909
	10,927	12,909

19 Creditors: amounts falling due within one year

	2021 £	2020 £
Other taxation and social security	-	13,297
Other creditors	4,763	249
Accruals and deferred income	21,151	14,591
	25,914	28,137

20 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds				
	Balance at 1 April 2019	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Revaluations, gains and losses	Balance at 31 March 2021
	£	£	£	£	£	£	£	£	£	£	£
Children's Holiday Funds	-	10,374	(9,549)	-	-	825	-	(1,540)	715	-	-
Jill Marchant Legacy	-	126,674	-	-	-	126,674	-	-	-	-	126,674
Arthur Whyman Legacy	-	50,988	-	-	-	50,988	-	-	(10,088)	-	40,900
Cross Roads Hostel	-	45,434	(19,882)	8,212	-	33,764	3,123	(19,583)	-	-	17,304
Deanery Workers:											
Arundel / Rustington	-	16,604	(23,160)	6,556	-	-	5,122	(19,850)	14,728	-	-
Battle & Bexhill	-	674	-	-	-	674	1,358	-	-	-	2,032
Bognor	-	20,843	(22,124)	1,281	-	-	19,267	(20,497)	1,230	-	-
Crawley	26,930	4,126	(43,010)	11,954	-	-	20,082	(38,031)	17,949	-	-
Cuckfield	-	25,883	(50,041)	24,158	-	-	24,126	(39,211)	15,085	-	-
Dallington	7,028	8,305	-	-	-	15,333	10,503	-	-	-	25,836
East Grinstead	-	9,677	(25,223)	15,546	-	-	1,337	(23,189)	21,852	-	-
Eastbourne	-	27,291	(26,123)	-	-	1,168	13,750	(25,006)	10,088	-	-
Hastings & Rye	-	33,882	(51,904)	18,022	-	-	49,406	(42,642)	17,150	-	23,914
Horsham	9,493	9,143	-	-	-	18,636	5,117	-	-	-	23,753
Hove	929	2,463	-	-	-	3,392	1,868	-	-	-	5,260
Hurst	9,321	8,869	-	-	-	18,190	6,564	-	-	-	24,754
Lewes & Seaford	-	14,032	(42,782)	28,750	-	-	3,672	(33,720)	30,048	-	-

20 Restricted funds **(Continued)**

Midhurst	805	850	-	-	-	1,655	925	-	-	-	2,580
Petworth	154	7,311	-	-	-	7,465	6,265	-	-	-	13,730
Rotherfield & Uckfield	-	17,698	(50,117)	32,419	-	-	25,444	(39,698)	14,254		-
Storrington	-	27,830	(20,397)	-	-	7,433	18,672	(11,621)	-		14,484
Westbourne	-	1,700	-	-	-	1,700	650				2,350
Worthing	-	8,011	(26,534)	18,523	-	-	6,336	(24,445)	18,109		-
Children & Young People Coordinator	3,463	-	-	(3,463)		-	6,619	(20,852)	14,233		-
Vounteer Leader	8,077	-	(7,317)	-	-	760	774	(266)			1,268
Food Bank		10,185	(4,815)	-	-	5,370	15,685	(5,606)			15,449
Family Grants	-	-	-	-	-	-	36,536	(28,935)			7,601
	66,200	488,847	(422,978)	161,958	-	294,027	283,201	(394,692)	165,353	-	347,889

20 Restricted funds **(Continued)**

The Children's Holiday Fund provides holidays for children who otherwise would not have one due to lack of resources.

The Jill Marchent Legacy was a legacy from the late Jill Marchant and is restricted to the salary of workers for the Midhurst and Petworth Deaneries.

The Arthur Whymam Legacy: A legacy from the late Arthur Whyman for the work in Eastbourne Deanery.

The Cross Roads Hostel Fund: The capital from The Cross Roads Hostel Trust which merged into FSW in Febrauary 2020 this is restricted to work in Brighton Deanery.

The Deanery Workers Funds represent income given specifically to meet the running costs of family support in the deanery specified.

The Children & Young People Coordinator fund is for a project run on behalf of the Brighton Deanery.

The Volunteer Leader Fund is used to employ a volunteer coordinator for the association.

The Food Bank fund are funds used specifically to replenish food in the food bank.

The Family Grant funds are used to support families with activities, white goods, schools uniforms etc.

21 Designated funds

The income funds of the charity include the following designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes:

	Balance at 1 April 2019	Transfers	Revaluations, gains and losses	Balance at 1 April 2020	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£
Mary McPherson Fund	99,471	(28,750)	-	70,721	(30,048)	40,673
Deanery Workers	34,218	(29,747)	-	4,471	-	4,471
Fundraising Development Fund	81,325	(81,325)	-	-	-	-
Knowles Tooth Designated Fund	400,000	(210,000)	(87,465)	102,535	-	102,535
Garton House Property Fund	1,250,000	-	-	1,250,000	-	1,250,000
	1,865,014	(349,822)	(87,465)	1,427,727	(30,048)	1,397,679

The Mary McPherson fund has reduced by £30,048 (2020: £28,750) during the year. This represents the cost of the work in the Lewes and Seaford Deanery. This designated fund will continue to support the work in this area.

Deanery Workers Fund: This represents donations given to support workers in all of our deaneries.

Fundraising Development Fund: This fund was set up to increase capacity for fundraising following the Action Planning review which led to the Vision Document.

Knowles Tooth Designated Fund: This fund was set up following the disposal of Knowles Tooth. This fund is intended to assist in the development of the Association in coming years.

Garton House Property Fund: This fund was set up to show the value of the freehold property, Garton House, 22 Stanford Avenue, Brighton BN1 6AA. This property is a historical asset which houses the offices and food bank for the Association and also has four residential units that are let on AST with the income as benefit to the Charitable Activities of the Association.

22 Analysis of net assets between funds

	Unrestricted funds 2021	**Restricted funds 2021**	**Total 2021**	Unrestricted funds 2020	Restricted funds 2020	Total 2020
	£	**£**	**£**	£	£	£
Fund balances at 31 March 2021 are represented by:						
Tangible assets	302,358	-	302,358	296,682	-	296,682
Investment properties	970,000	-	970,000	970,000	-	970,000
Investments	359,672	-	359,672	299,300	-	299,300
Current assets/ (liabilities)	63,711	286,205	349,916	(92,065)	294,027	201,962
	1,695,741	286,205	1,981,946	1,473,917	294,027	1,767,944

23 Operating lease commitments

At the reporting end date the association had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021	2020
	£	£
Within one year	22,922	23,312
Between two and five years	90,000	90,422
In over five years	-	22,500
	112,922	136,234

During the year £23,312 (2020: £21,542) of lease payments were recognised as an expenses.

24 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2021	2020
	£	£
Aggregate compensation	151,815	151,246

The trustees deem key management personnel to be:

Mr M Auton-Lloyd	- CEO
Ms Elaine Waight	- Director of services
Ms Nikki Kerr	- Director of fundraising and marketing

Mrs L Lynn is a representative on the board of trustees from the Chichester DBF. The DBF made a grant to the charity for £36,000 in the year (2020: £36,000).

Mr M Auton-Lloyd is Lay Chair of the Brighton Deanery Synod. The Brighton Deanery Synod made payments totalling £16,575 (2020: £34,695) in the year to employ a Children and Young People Coordinator.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2021

25	**Cash generated from operations**	**2021**	**2020**
		£	**£**
	Surplus/(deficit) for the year	214,002	(204,830)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(60,062)	(58,933)
	Fair value gains and losses on investments	(60,372)	88,907
	Depreciation and impairment of tangible fixed assets	7,344	11,396
	Movements in working capital:		
	Decrease in debtors	1,982	14,169
	(Decrease) in creditors	(2,223)	(64,204)
	Cash generated from/(absorbed by) operations	100,671	(213,495)

26 **Analysis of changes in net funds**

The association had no debt during the current or comparative period.

27 Grants receivable

	Restricted funds 2021 £		Unrestricted funds 2021 £
Allchurches Trust Limited	9,950	Barkshire Charitable Trust	1,000
Bassil Shippam & Alsford Trust	250	Borrows Charitable Trust	1,000
Bell Hostel Trust	5,000	Budding Foundation	2,500
Big Lottery Fund Awards For All	9,744	CAF Coronavirus Emergency Fund	3,952
Bognor Regis Lions Club	500	CAF Resilience Fund	35,250
Budding Foundation	2,383	Chalk Cliff Trust	5,000
Childhelp Hassocks	610	Co-op Local Community Fund	1,853
Church Welfare Association	1,000	Diocesan Board of Finance	36,000
Clarion Futures	4,300	Garfield Weston Foundation	25,000
Diocesan Mission Fund	15,000	H A Holliday Charitable Settlement	17,000
D'oyly Carte Charitable Trust	4,000	John Lewis Partnership Community Team	2,000
East Grinstead Common Good Trust	4,000	Julia and Hans Rausing Trust	50,000
Ernest Kleinwort Charitable Trust	5,000	Laing Family Trusts	10,000
Fonthill Foundation	3,000	Martin Lewis Coronavirus Emergency Fund	5,000
Foreshore Trust	400	National Lottery Community Fund	60,000
Francis and Eric Ford Charity Trust	500	Sussex Community Foundation	8,000
Gatwick Airport Community Trust	1,000	Sussex Crisis Fund	15,000
Goodnews Evangelical Mission	5,000	Tesco Bags Of Help Scheme	1,500
Gwyneth Forrester Trust	15,000	The Cherry Family St George's Trust	1,000
H A Holliday Charitable Settlement	500	The Emily Mills Trust	200
Hon W K Gibson's Charity Trust	1,000	The Leathersellers' Company Charitable Fund	1,000
Ian Askew Charitable Trust	500		
Isabel Blackman Foundation	4,000		
John Jackson Charitable Trust	1,000		
Little Cheyne Court Windfarm Community Trust	5,000		
Magdalen & Lasher Charity	750		
Mid Sussex District Council	770		
Peacehaven Town Council	750		

27 Grants receivable **(Continued)**

Pebble Trust	2,000
Rotary Club Of Cuckfield & Lindfield	1,000
Rye Fund	500
St Bernard's Charity	5,416
Tesco Bags Of Help Scheme	2,166
The 29th May 1961 Charity	3,000
The Ironmongers Company	4,000
Mr Tim Thomson	300
Three Oaks Trust	9,854
Trusthouse Charitable Foundation	15,000
Uckfield Town Council	1,500
Worshipful Company of Makers of Playing Cards	1,000

The association records with gratitude grants received from the grantors appearing above.

Some of these grants were paid for more than one financial year so the total shown here is not equal to the grants figure shown in the Statement of Financial Activities.