

Company number: 01653388

Charity number: 512992

Father Hudson's Society

Report and financial statements

For the year ended 31 March 2023

Father Hudson's Society

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Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2023

Father Hudson's Care is a working name of Father Hudson's Society.

Company number 01653388
Country of incorporation United Kingdom

Charity number 512992
Country of registration England & Wales

Registered office and operational address St George's House
Gerards Way
Coleshill
BIRMINGHAM
B46 3FG

President Most Rev. Bernard Longley

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Mr Kevin Caffrey MBE	Chair	4
Mrs Anne Plummer	Vice Chair	3, 4
Mrs Gail Brown		1
Mr Brian Basford		1, 4
Mrs Julia Fitzsimons		2,4
Rev. Michael Gamble		2
Rev. Kevin Kavanagh		3
Mr Peter Deeley		1
Ms Jessica Moore		2
Ms Fionnuala Hegarty		3
Mr Brendan Clifford		2
Mr David Craig		1
Sir Peter Fahy		3
Ms Jane Wilton		3
Mrs Julia Greensall	(Appointed 10 November 2022)	2

1. Member of Finance, Land and Support Services sub-committee
2. Member of Adult Care sub-committee
3. Member of Children and Families sub-committee
4. Member of Monitoring and Review sub-committee

Father Hudson's Society

Reference and administrative information

For the year ended 31 March 2023

Key management personnel	Mr Andrew Quinn	Company Secretary/Chief Executive
	Mr Noel Stubbs	Financial Controller
	Mr Kevin Hateley	Fundraising, Communications and Marketing Manager
	Mrs Joanne Walthew	Fostering Service Manager
	Mrs Hardeep Brayna	Human Resources Manager
	Mrs Joanne Watters	Head of Community Projects
	Mr Edward Brown	Head of Adult Care
Bankers	Lloyds Bank plc 3 Maple Walk Chelmsley Wood B37 5TS	
Solicitors	Gateley Legal One Eleven Edmund Street BIRMINGHAM B3 2HJ	
Investment advisors	Evelyn Partners 3 rd Floor, 9 Colmore Row BIRMINGHAM B3 2BJ	
Property advisors	ehB Reeves Somerset House Clarendon Place Leamington Spa CV32 5QN	
	Howkins & Harrison 7 - 11 Albert Street Rugby CV21 2RX	
Auditor	Sayer Vincent LLP Chartered Accountants and Statutory Auditor Invicta House 108-114 Golden Lane LONDON EC1Y 0TL	

The Trustees present their report and financial statements for the year ended 31 March 2023. The Reference and Administrative details on pages 1 and 2 form part of this report.

The statements appear in the format required by the Statement of Recommended Practice, Accounting and Reporting by Charities applicable to charities preparing their accounts in accordance with FRS102. The report and statements also comply with the Companies Act 2006 as Father Hudson's was incorporated by guarantee on 22 July 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. The Trustees' annual report meets the requirements of a directors' report as required by company law.

Review of planned activities and principal achievements for the year

Objectives and activities

Father Hudson's main objectives include: the relief of financial hardship and suffering, relief of sickness and preservation of health, and the advancement and the promotion of the support, relief and care of children and young people without families able to care for them, or who are in trouble or at risk, elderly people and their carers, people with disabilities, and individuals, families, communities and groups who are in need.

The Trustees review the aims, objectives and activities of the charity each year. This report looks at what the charity has achieved and the outcomes of its work within the last twelve months. The Trustees report the success of each key activity and the benefits the charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the charity's aims, objectives and activities remained focused on its stated purposes.

Public benefit

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

The objects are met through a variety of activities which are summarised below. Each activity, the beneficiaries and the public benefit are discussed in greater detail further in the report.

Adult Care

- St Joseph's Home for older people and those with dementia
- St Catherine's Bungalows for adults with multiple disabilities
- St Catherine's Day Services for adults with multiple disabilities
- Domiciliary Care Services and supported living services for adults with learning disabilities

Children and Families

- New Routes – a registered fostering agency
- Family Support projects based in school communities
- Origins – a service to former child residents and adopted adults and birth families (a registered Adoption Support Agency)

Community Projects

Within Father Hudson's Care (FHC)

- Brushstrokes
- Young at Heart project
- Tabor Living
- Fatima House
- Sophia House
- Ukraine Refugees Hosting Project

Supporting other Charities & projects

- Hope Community Project – a registered charity serving the Heath Town area of Wolverhampton
- Maryvale Community Project – a registered charity providing services to older people and adults who have disabilities
- St Chad's Sanctuary – a registered CIO providing support to asylum seekers and refugees in Central Birmingham
- Lead Sponsor for Community Sponsorship – Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham.
- Assisting other projects/charities with management/governance support including registered charity Heart of Tamworth and administration for Caritas AoB.

Objectives and Strategies

Father Hudson's has a three-tier format for setting its objectives and devising the strategies and activities to meet those objectives:

- A long-term vision document of the future of Father Hudson's "From one millennium to another"
- 3-year development plans, the latest being 2020 to 2023, which are reviewed and updated each year
- Annual budgets

The activities of Father Hudson's are undertaken by dedicated full and part-time staff supported by volunteers who selflessly give their time as committee members, advisors, "panel members", project support and fundraisers. To all the staff and volunteers, the Trustees express their deep gratitude and acknowledge the importance of such valuable support.

Adult Care

The Adult Care work of Father Hudson's is focussed on three areas of activity: care for people with complex learning and physical disabilities, care for older people including those with dementia, and care for people with moderate learning disabilities. It supports people to lead lives which are fulfilling and meaningful. Last year the Adult Care department had a turnover in excess of £5.8 million. Care is commissioned and funded by local authorities, CCGs or is privately funded in some instances as at St. Joseph's. The work it does is challenging yet rewarding, the needs it meets diverse.

During the past 12 months the impact of the COVID-19 pandemic has significantly lessened. There has continued to be a period of stability in terms of the operational structure and service delivery. There continues to be a strong leadership structure in place and a continued focus to ensure that there are opportunities for career development within the department. There is a well-established quality framework to ensure high quality care is delivered.

CQC have not yet resumed their usual pattern of inspections but have instead been monitoring services using their monitoring approach, a schedule of themed inspections and inspections based on risk. CQC are introducing a new single assessment framework later in 2023 and have begun to inspect services on a more routine basis.

St Joseph's Care Home is now rated "Good" by CQC following an inspection by CQC in March 2023. In July 2019 St Joseph's was inspected by CQC and received a 'Requires improvement' rating. However, improvement in the quality of care and leadership of the home were noted. The service has continued to improve over the years but with inspection activity suspended the service was still rated as requires improvement. As part of CQC's monitoring approach St Joseph's was reviewed by an inspector virtually in November 2021. The inspector noted a number of areas of good practice and innovation including monitoring audits and strong managerial oversight. A number of improvements were identified by the inspector and these have been actioned. St Joseph's was finally inspected in person by CQC on 7th March 2023. The inspectors recognised the improvements made to the service and that there was evidence that these improvements were now sustained. Therefore, St Joseph's Care Home now has a "Good" rating overall, with all areas inspected being rated as "Good"

In September 2019 St Catherine's was inspected by CQC and received a 'Good' rating improving on the previous year's 'Requires improvement' rating. In January 2022 the CQC carried out a themed inspection in regard to Infection Control. CQC were assured that the service was protecting people by the prevention and control of infection. This inspection does not affect the services rating. There has been no further direct monitoring activity during 2022/23.

In November 2020, the Domiciliary Care service was inspected by CQC and received an overall 'Good' rating. The service was rated Good in all five areas of inspection, another improvement on the previous inspection of 2018. There has been no direct monitoring activity carried out directly with service from CQC during 2022/23.

The Head of Adult Care continues to invest time developing the leadership in the services to ensure positive, person-centred outcomes for those using the services.

During 2022/2023 the COVID-19 pandemic has had a less significant impact on adult care services. However, 2022/23 has been marked by a process of rebuilding and adjusting to life in a post-pandemic environment. This has included continuing to manage incidents of COVID-19 infection whilst adjusting approaches to align with government guidance and best practice.

Having adapted support throughout the pandemic the day service has been able to continue to provide high quality and safe support to people. The service has been able to welcome back external tutors, ease restrictions by ending the use of bubbles and ease the use of PPE, as per government guidance. All these restrictions were eased on a risk-assessed basis and are in line with government guidance. Packages of support continue to be reviewed and the service continues to receive enquiries and referrals for prospective new clients.

Due to the impact of the COVID-19 pandemic St Joseph's had operated three out of four wings over the previous year. However, St Joseph's has been able to fully open again from 4th April 2022. During 2022/23 the service has been steadily building up occupancy. A key to this success has been significant use of respite stays. Restrictions have eased throughout the year. The service is now fully open to relatives and friends of residents, testing is now reduced and the use of PPE has been changed on the basis of risk assessed approach and in line with government guidance, best practice and local advice.

In both residential settings (St Joseph's and St Catherine's) during the pandemic the staff teams have faced significant challenges meeting the needs of residents and have prioritised mental wellbeing of residents throughout. Whilst there is still an increased focus on infection control, other measures have reduced. Testing and the use of PPE is now reduced in line with government guidance, best practice and local advice

In Domiciliary Care and Supported Living services with the lifting of restrictions, the service has successfully supported clients to engage in activities and employment opportunities as pre-pandemic. The mental wellbeing of clients has been and continues to be a focus due to the impact of the pandemic and changes as society emerges from it.

Whilst the challenges posed by the pandemic on the department over the last few years cannot be underestimated the staff have shown remarkable commitment, flexibility and innovation. This means the department has been able to continue to provide high quality, safe and person-centred care and support for all those the department serves as society has emerged from the pandemic. The department has had a year of adjusting and rebuilding well.

St. Joseph's

St. Joseph's is a 59 bed care home, caring for older, frail people the majority of whom have varying degrees and types of dementia. The aim of the home is to provide nurturing, stimulating and compassionate care, through a variety of interventions and activities which aim to encourage people to participate in and enjoy fulfilling, worthwhile activities with friends, companions and their families. St. Joseph's is a home for life and strives to be a place of nurturing, compassion and homeliness.

The home is regulated and inspected by the Care Quality Commission.

St Catherine's Bungalows

16 people live in three bungalows. They each have complex care and support requirements demanding a range of specialist interventions. Those living at the bungalows are encouraged and enabled to join in with as many opportunities as possible. Support staff believe strongly, that a person's disability should not prevent them from living a fulfilling life and the staff team have real commitment to the ethos of supporting residents to live life to its fullest. Ordinarily, all residents enjoy annual holidays, short breaks and active social lives. The work of the bungalows is supported by residents' families who are encouraged to take part in all aspects of care planning where possible.

The bungalows are regulated and inspected by the Care Quality Commission.

St. Catherine's Day Service

22 people attend the day service on a daily basis. They travel from Warwickshire, Birmingham and Solihull to take part in activities aimed at maximising their potential to join in with daily living tasks, to make new friends and have fun. Access to the wider community provides opportunities for people to develop their skills for independence and enjoy being out and about.

It is a service that also provides valuable and much needed respite on a day to day basis for the families and carers.

Domiciliary Care/Supported Living

15 tenants are supported by the Society in housing it owns, additionally one client is supported in his own home. The service is commissioned and funded by the Local Authority or CCGs. Care and support are designed to develop the necessary skills to live as independently as possible. Interventions aim to support tenants in their own flats and in accessing community resources. This involves managing significant risks for some individuals in order for them to further their personal ambitions. Independence develops through greater skill levels, risk management and confidence building.

The service is regulated and inspected by the Care Quality Commission.

The work of the department is built on the dedication, compassion and loyalty of its many carers, support staff and managers. The reputation of the Society relies on them and their devotion to the values and vision it holds. Father Hudson's is grateful to its teams of staff who work conscientiously to support the work it does.

Departmental Aims for Adult Care in 2022/23

- To be compliant with Care Quality Commission's Standards
- To comply with Local Authority Contractual Requirements
- To meet budgetary targets and achieve a balanced budget
- To develop services in line with the needs and aspirations of service users
- To reflect the Catholic ethos of the Society

Children and Families Services

The Children and families service provides three services: Origins, New Routes Fostering and the Family Support School's project.

The Origins Service (including Post Adoption Support) provides care to adults who were cared for by Father Hudson's in the past (as residents in the children's homes; as adoptees; as birth family members of residents and adoptees); and, in its capacity as a registered Adoption Support Agency, the Origins Service focuses mainly on providing care to families which have adopted through Father Hudson's during the years in which it operated an adoption agency.

The Fostering Service provides placements for children and young people aged between 0 –18 years who are unable to live with their birth families due to a variety of reasons and subsequently are referred to this service by Local Authorities for fostering placements.

The Family Support Schools Project provides a holistic service to children, the parents and the school in order to improve the child's attendance, educational success and emotional wellbeing. At the end of the year the service was being provided to 25 schools across the Archdiocese reaching out to faith schools and non-faith schools.

New Routes Fostering

New Routes Fostering was established in 1992. The fostering service is based in Coleshill and is staffed by a Registered Manager, Deputy Manager, two full-time social workers and two fostering administrators.

The service is registered with and inspected by OFSTED. The last Inspection was undertaken in January 2022 and was awarded Good. It continues to operate under the West Midlands Regional Contract which is overseen by Sandwell Children's Trust.

New Routes Fostering provides placements for children and young people on a short-term and long-term basis. There is also scope for young people to remain with their carers under 'stay put' arrangements.

The children and young people we care for are amongst the most vulnerable in society and will have experienced some level of adversity which impacts on their physical and mental health and emotional well-being.

Foster carers provide a positive experience of family life which aims to provide a secure and stable base enabling children and young people to reach their full potential. New Routes Fostering is committed to providing ongoing training and development and regular support and supervision to carers to achieve this; the children and young people being the ultimate beneficiaries of the service. The matching of the carers' skills, knowledge and experience balanced with the needs of the child is vital to ensuring stability, thus minimising the potential of disruptions.

Equality Diversity and Inclusion (EDI) remains at the top of the agency's agenda and the working group continue to meet on a regular basis to explore a wide range of issues at an organisational and departmental level.

The key objectives for the Fostering Service:

- **To recruit, assess and approve foster families.** The service currently has 15 approved carer households.
- **To provide well matched placements.** The service currently has 19 children and young people placed with carers. We have 3 sibling groups consisting of 6 children and 13 single placements. 7 are matched long-term.
- **To provide support to foster carers and children and young people.** We continue to work closely with a Psychotherapist who offers group sessions and one to one sessions with both carers and young people.
- **To monitor the progress of each child placed to ensure they are supported, guided and encouraged to reach their full potential in all areas of their life.**

Developments of the Fostering service

New Routes Fostering continues to review, amend and implement changes or developments arising as and when and in accordance with the Fostering Service Regulations, National Minimum Standards 2011 and Safeguarding and Child Protection legislation.

New Routes Fostering panel membership is reviewed regularly and we currently have 9 members on the 'central list'. The breadth of experience and knowledge includes: foster carers, adopters, social worker and teachers with expertise in special education provision. There is a Medical and Legal Advisor.

The Fostering Panel continues to provide invaluable support. The Panel Chair is also involved in a forum which enables good practice to be shared with the agency in order to improve service delivery.

New Routes Fostering remains committed to reviewing and evaluating the service. This includes consulting with the foster carers, staff, children and young people. This takes place in the form of questionnaires, surveys, feedback forms and development days.

Achievements

Therapeutic Input: The Psychotherapist continues to provide training and individual sessions to foster carers as and when needed, the focus being on providing a therapeutic service/therapeutic parenting.

West Midlands Tender: We continue to be part of the West Midlands Framework.

Panel: A hybrid approach has been implemented combining both virtual and face to face panels. Panel continues to work well and a level of continuity has been achieved as the Vice Chair has stepped into the role of Panel Chair.

Training: Carer training is well utilised and attended. Carers have access to the Social Care Training Hub which features an extensive range of courses. Where the need arises, carers will be offered bespoke training to ensure that they are equipped to deal with specific issues.

Children's Activities: A number of activities have taken place throughout the year e.g. Zip wiring, Forest School and a trip to the theatre etc.

Achievements: Children and young people's achievements continue to be captured in the quarterly newsletters.

Recruitment: 3 new carer households were approved during the year and it is hoped that we can capitalise on this going forward.

New Website: The new website was launched in February 2023. A number of enquiries have been made. Funding to carers for assisting with recruitment has also been increased and filming is in progress for a new video of New Routes Fostering which feature our very own carers sharing some real success stories.

Plans for the Fostering service for 2023– 2024

- New Routes will continue to work to its core objectives of placing children and young people with families and provide a positive experience of family life.
- New Routes is committed to the protection and safeguarding of all children within the service.
- New Routes will work to recruit, assess and retain a range of foster carers suitable to care for the range of children and young people in need.
- New Routes will comply with current legislation, regulations and practice guidance and ensure regular review of practice, policy and procedures.
- New Routes will continually review service provision to maintain high quality and cost-effective services.
- New Routes will continue to work within agreed financial parameters.
- New Routes will ensure staff and foster carers are offered ongoing training opportunities supervision and support.
- New Routes will work in partnership with Local Authorities to ensure that the needs of children and young people are met.

- New Routes is committed to quality assurance and ensuring that consultation and participation of children and young people, foster carers, staff and stakeholders is undertaken on a regular basis.
- New Routes will continue to recognise the achievements of the children and young people and foster carers.
- New Routes is committed to EDI and will keep this high on the agenda.

Origins Service

The Origins service provides support after adoption and support after care for those who have been impacted by childhood separation from their family of origin. The separation may have been through adoption or through being in care.

Father Hudson's Care recognises the lifelong impact of being separated from one's family of origin, both for the person concerned and for their relatives. It has a long tradition of childcare and preserves over 40,000 records on children going back to 1902. It believes in the value of treasuring personal histories and understands how looking back into one's past can enhance one's personal identity. It focuses on assisting adults to understand their childhood experiences, and the decisions made for them, and to gain knowledge of their origins. Reconnecting people separated from their family of origin can bring healing and can help people in moving forward. Although Father Hudson's no longer provides residential care for children or arranges adoptions, it remains committed to providing quality services for those with a childhood connection to Father Hudson's.

A fee structure (applicable to some areas of service provision and compliant with regulatory requirements) was implemented with effect from 1 April 2011. This is kept under review. Service users may, in addition, also choose to make a donation.

Origins, in its "support after adoption" services, recognises there can be a lifelong impact for all those connected to an adoption. Adoption laws have changed over the years to reflect the needs of various people connected to adoption. These laws enable them to apply to be put in touch with the relative separated by adoption. After Father Hudson's ceased involvement in 2009 in arranging adoptions, it registered as an Adoption Support Agency in order to continue to work with adults affected by adoption. Therefore, the quality of the work is regularly inspected by Ofsted, who have consistently judged the quality of the adoption support agency to be "outstanding", the highest rating. Through Ofsted inspections, the quality of the "Origins" post adoption work is measured against National Standards.

Support to Father Hudson's adoptive families with adopted children still under 18 is provided under a service level agreement, by another adoption agency that specialises in working with children in adoptive families. This is called Adoption Focus, which formed when Father Hudson's ceased involvement in new adoptions.

The following services are provided for adults:

- Information from the adoption records can be provided to all adults whose adoption was arranged by Father Hudson's. A portfolio is provided of information from the records which is shared by a social worker experienced in adoption.
- Intermediary (tracing & making contact) services provided by the agency are not restricted to adults connected to adoptions arranged by Father Hudson's. Birth relatives as well as adopted adults and their descendants or other relatives can apply for intermediary services under the law in England & Wales.
- If the agency did not arrange the adoption the agency has to try and identify any agency that may still have records of the adoption. However, even if no records are located, relatives can still be successfully traced. Due to the additional work involved in such cases a higher fee is charged.
- Once a relative is traced and contacted, advice and support is offered to both parties, as contact is established and progresses.

Origins, in its "support after care" services understands the importance of being able to find out information about one's origins and about the period of time spent in care, so it provides an Origins Service to those who previously stayed in the various Catholic homes it was connected with, including those connected to former child migration schemes. It also recognises the importance of people's family history and so it can also help with providing family history information from the childcare records when the person formerly in care is deceased.

Sometimes, those formerly in the homes connected with Father Hudson's wish to visit where their former home was, and so those who would like to arrange a visit to our Coleshill base are welcomed. Assistance can also be given in tracing relatives and reconnecting with family members.

The key objectives for Origins

The key objectives for the service are:

- As an Adoption Support Agency, to provide birth records counselling and access to information from adoption records for adults whose adoptions were arranged by Father Hudson's and also to provide intermediary services for anyone connected with an adoption who is legally entitled to such a service. In the last year there were a total of 244 new referrals to this service, in addition to ongoing work from the previous year. Of the new referrals, 117 were made by the adopted person, 46 were made by the adopted person's immediate family and 81 were made by birth relatives of the adopted person. Ofsted has rated the adoption support agency as outstanding in its last inspection.
- To commission the provision of post adoption support to families and young people where the adopted person is under 18 and whose adopted family adopted through Father Hudson's prior to 2009. However, the numbers of those still under 18 are dwindling and in the last year, there were no requests for this service. The service level agreement between both agencies is reviewed annually and Ofsted regulates the agency providing the service, which has also been rated outstanding in its last inspection.

- To provide services mainly in relation to accessing information from our records of those formerly in children's homes connected to Father Hudson's or those whose migration records we held. In the last year there were a total of 64 new referrals to this service. Of the new referrals, 27 were made by those formerly in the children's homes, 32 made by relatives and 5 made by non-related persons.

Achievements

- The Origins Service was commissioned again by Minnow Films for tracing and intermediary services for its TV series DNA Family Secrets, series 3, expected to be screened by BBC2 in late 2023. This followed our input in series 2 which aired in May/June 2022.
- Origins has continued to be represented at national forums during the year, such as the Consortium of Adoption Support Agencies (CASA) and South East Post Adoption Network (SEPAN)

Plans for Origins in 2023–2024

- The Origins Service will continue to offer a professional service for adults previously in Father Hudson's Children's Homes, and for adults adopted via Father Hudson's Society, their birth families and immediate families.
- The Origins Service will continue to be extended to people without a former connection with Father Hudson's Society, in line with the service's expertise and regulatory remit, and subject to the fee structure.
- The Origins Service will continue to regularly review the Service Level Agreement with Adoption Focus to ensure the continued and appropriate provision of services aimed to support adoptive families with children under the age of 18 years, in cases where Father Hudson's adoption agency had approved and supported the adopters, and Local Authorities arranged the placements.
- The Origins Service will continue to comply with current legislation, regulations and practice guidance, and ensure that any amendments and new guidelines are incorporated into practice, policy and procedures.
- The Origins Service will continue to work within agreed financial parameters.
- The Origins Service will continue to monitor and evaluate the service to ensure quality standards are maintained.
- The Origins Service will continue to ensure members of staff are offered training opportunities and support, in line with Service development requirements.
- The Origins Service will continue to co-operate fully with any safeguarding matters whether recent or non-recent.

Schools Family Support Project

The schools' family support service was established in 2006 to provide early intervention and prevention support to vulnerable children and their families. The service is embedded in Catholic schools in Birmingham, Newcastle-under-Lyme, Stoke and Banbury. The benefits to schools are enormous and the service addresses wide ranging concerns and adversity such as parental neglect and abuse, domestic abuse, poverty, poor housing and poor parental mental health. The impact of these negative factors on children presents in their poor mental health, low self-esteem and confidence, challenging behaviour, poor attendance, self-harm and poor educational achievement. Schools recognise the importance of addressing these harmful factors to improve the life chances for children. Support to children is through child centred interventions that encourage positive growth and build resilience. Parents are supported to address concerns and build positive parenting skills for a healthy and stable home environment. Family support workers are a bridge between home and school and promote parents to better engage with school and their children's educational attainment.

Safeguarding children is at the heart of the service and close working with schools' Designated Safeguarding Leads ensures that early signs and risks are identified and addressed. This prevents escalation to more serious concerns. Through the Early Help process family support workers are able to co-ordinate support from a team of professionals around the family to manage complex concerns.

The team consists of a project manager, an assistant team manager, a senior family support worker, a data officer and 4 family support workers. We currently operate in 19 schools securing new contracts in 1 school within this year. The schools involved have expressed a high level of satisfaction regarding the services provided. A number of schools have expressed a wish that Father Hudson's Care could provide supervision and training for their own pastoral staff.

Intervention and Support Needs April 2022 –March 2023

Services are returning to normal following covid-19 and the easing of lockdowns and restrictions.

Most of the work with children and parents is delivered via drop ins and casework and length of involvement is determined by the level of need and support is provided until objectives are achieved. This flexibility enables workers to build positive relationships that promote longer and sustained change.

Family support workers aim to empower parents to better support their children and become solution focused to resolve issues and concerns. We recognise the importance of building strength in families so that when intervention ceases, families are better able to deal with life challenges.

Direct one to one work with children has included: raising low self-esteem and confidence, reducing anxiety, building resilience factors and raising aspirations so that children can feel happier and safer and have improved life chances.

Casework figures

- 2023 – casework was undertaken with 187 children from 161 families, with 5 children being re-referred within the year.
- 63 closed, 23 were over a year (36%) and 40 were open under a year (64%). Average length of engagement is just under 11 months.
- 36% casework was undertaken with secondary aged school children and 64% with primary aged school children.
- We worked with 63 complex cases that required the support of a team of professionals. These include: 37 Early Help, 11 Children in Need, 8 Child Protection, 7 Looked after Children. 13 social care referral / assessment / section 47, 38% of all cases
- 33 of the complex cases had or were currently experiencing domestic abuse.
- In addition to the 168 children supported, 143 siblings of those children in the family would have benefitted from support to parent.
- 13 children had unknown/not stated ethnicities. Out of 155 children whose ethnicities were known 56% (87) were White British and 44% (68) were from a Black, Asian, Mixed/multiple ethnicity or other ethnic background.

Presenting concerns and support needs for children:

- 76 children (40%) needed support to manage behaviour.
- 60 (38%) had difficulty with the child-parent relationship.
- 34 families and 40 children were currently experiencing domestic abuse or had in the past
- 49 children living in single parent households (26%)
- 49 children with parents separating (44 families – 31%)
- 51 parents had depression or other mental health concerns.
- Number of children presenting with anxiety =79 (42%) low self- esteem =53 (28 %) and attachment issues = 21 (11%) 21, 11%

Group work

Children

1 transition group with 3 year 6 children to support transition from primary to secondary school.

Friendship group – 1 session with up 3 children

Drawing and talking – 3 young people

Parents

Parenting course 1:1 with grandparent – 4 sessions, 1 grandparent attending

Stay and Play – up to 4 parents and children attending sessions

2 SENCo Coffee mornings/meetings to introduce family support – 14 parents attending

Parents

Routines and behaviour workshops – up to 30 parents attending

Family Links parenting course– 2 parents

2 Coffee mornings to introduce family support – up to 20 parents attending

Promote the service and increase school contracts

Discussions on the take up of family support by Catholic MAC's has been limited.

Development of our first family support video which highlights the impact we have had on a KS4 young person.

To continue to offer a professional service to schools.

Improve knowledge, skills and practice for best practice.

Face to face, online courses and webinars were encouraged. This enabled family support workers and admin staff to individually complete a wide range of training listed below.

- Safeguarding (New staff and Admin)
- Domestic Abuse.
- Sand Therapy.
- Promotional software courses.
- Mental Health First Aiders.
- Housing advice.
- Benefits advice
- Trauma informed practice.

A training program to pastoral school staff is being developed and it is hoped that this will be ready to be rolled out in the forthcoming months.

Improve data collation to evidence impact and outcomes.

Increase the completion of feedback forms from children and parents.

Key objectives for 2023-2024

- To promote the service and increase school contracts.
- To cease providing ½ day service contracts to schools from 1 September 2023.
- To create additional promotional videos covering children and young people from early years through KS1, KS2 and KS3.
- To continue to offer a first class professional service to schools.
- Continuous professional development of staff.
- To continue with evidencing impact and outcomes.

Father Hudson's Care – Community Projects

Father Hudson's Care works in collaboration with partners and local communities to reach out and support those in need, some are delivered directly under our charity and others are delivered by smaller charities and groups whom we support. Each partnership community project has its own local focus, identity and governance structure, projects are responsive to local need. We support those in poverty through the provision of food and practical items, those who are experiencing homelessness through accommodation, those who are lonely through social activities and empower people through support, information, advice, learning and skills to improve their lives. We prioritise services for the most vulnerable, specialising in support for refugees, asylum seekers and migrants, individuals experiencing homelessness, vulnerable women, older people and deprived communities. Our Catholic ethos is at the core of this work – ensuring human dignity, helping the poor and standing in solidarity with others.

During 2022/23, six community projects were delivered directly by Father Hudson's Care (Brushstrokes, Tabor Living, Young at Heart, Sophia House, Fatima House and Ukraine refugees hosting project). With 54 employed staff (at end of March 2023) and 179 active volunteers reaching out and supporting over 3770 individuals in need, including providing direct accommodation to 38 individuals and supporting hosts who have welcomed 47 households. Volunteering and the involvement of local communities and partners continues to be the essential part of all of our projects. This year we have expanded our work through increasing services at Brushstrokes, a large capital renovation for Tabor Living doubling our existing accommodation provision and delivering a new project supporting hosting for Ukraine Refugees working with the Archdiocese.

During 2022/23 we have continued to support local groups including more intense support to three independent local charities (Hope Community, St Chad's Sanctuary, Maryvale Community Project), providing support with employment, payroll, HR, management, governance, funding, finance and policy support. During 2022/23 two of these charities have provided FHC with some financial contribution towards this support. We have employed 9 members of staff on their behalf over the year. These three charities have supported a further 3458 individuals in need and have 98 volunteers. We also continued to be a key partner for the local charity Anawim, Caritas AOB and Heart of Tamworth. This year we have continued to be lead sponsor for four refugee Community Sponsorship Groups (Rugeley, Derby, Birmingham and Warwick), each group has between 5–20 volunteers.

Supporting Refugees, Asylum Seekers and Migrants in the community

During 2022/23 one of our priority areas has continued to be providing support in the community for refugees, asylum seekers and migrants. The majority of this provision is through Brushstrokes, our largest community project. Two of the charities we support also prioritise this work, St Chads Sanctuary and Hope Community. We promote the ethos of 'Welcome the Stranger', helping those in crisis as well as supporting and empowering for the long-term.

Brushstrokes Community Project is delivered by Father Hudson's Care and is a partnership with the Infant Jesus Sisters, the parish of St Philip Neri and the sisters of Our Lady of Charity of the Good Shepherd. Based in Smethwick and covering Sandwell, West Birmingham and surrounding areas. With

the ethos of welcome at its core the project provides a holistic service to asylum seekers, refugees and migrants through outreach and advice including specialist welfare benefits, health and housing advice, OISC accredited immigration advice, asylum support; provision of practical resources including food, clothing, household goods, baby equipment and the 'Brushspokes' bike project ; education and employment support including accredited ESOL, IELTS and OET and digital skills support; social and wellbeing activities including the community café, welcome Wednesdays, a men's and women's group film nights and football ; increasing understanding and access to health services including health screening, pop up vaccination clinics and on site health sessions. The project is funded from a wide range of sources including Sandwell Council, the NHS, Home Office and charitable trusts.

With continued expansion this year, 42 staff and 74 active volunteers (32 new this year), Brushstrokes has provided support to 3398 individuals (5711 overall beneficiaries, 1378 families) from 122 nationalities and 61 languages. 23% of our service users this year were EU nationals linked to the ongoing work on the EU Settlement Scheme Brushstrokes delivers, restricted access to benefits and presentations of homelessness. Those seeking asylum made up 23% of our service users including individuals in hotels and our expanded work in Birmingham. Afghanistan, Iran and India represented the largest groups of service users this year, with Romanians still approaching the service for assistance in large numbers.

Brushstrokes Key achievements in 2022/23 include:

- 193 students engaged in ESOL this year across 25 classes a week; 72 migrant health professionals engaged in our IELTS and OET classes; 2830 new advice cases opening this year with immigration, welfare benefits, housing and employment all significantly increasing.
- Through a weekly food session at our centre in Smethwick and home deliveries we have distributed 10398 provisions of food over the year
- Brushstrokes service user panel has continued to grow, playing an active role in the governance and direction of the project, engaging with commissioners, service providers and elected members and contributing to the commission for the integration of Refugees.
- Our volunteer numbers have exceeded pre-pandemic levels with over a third of all new volunteers having lived experience of migration.
- New outreach advice sessions have been established in West Bromwich, Wednesbury, Halesowen, Winston Green and St Chads Sanctuary.
- Brushstroke employment team has been established and is growing, supporting 53 individuals to gain employment this year.
- Brushstrokes has developed a consistent model of refugee integration which is working across our refugee transitions outcome framework, Afghan resettlement project and helped us to be part of the delivery for the Homes for Ukraine Scheme in Sandwell. Over 100 refugees have been supported via the RTOF project, 30 Ukrainian households and 82 Afghans in Hotel accommodation and 13 households in the community.
- Brushstrokes has secured new funding to develop and deliver health inequalities work in Sandwell and West Birmingham, develop new immigration services and provide wrap around support for Ukrainian nationals and asylum seekers in hotel accommodation.

- Our inclusion health model has increased awareness and uptake of health services for those seeking asylum and other new arrivals in Sandwell and Birmingham, provided pop up vaccination and screening clinics and improved mental health and wellbeing for those using our service.
 - We have continued to develop new partnerships and projects with Sandwell Consortium, the Refugee and Migrant Centre, ST Chads Sanctuary and West Birmingham ICB, establishing new services in West Birmingham and Dudley this year.
 - Brushstrokes team have and continue to play a pivotal role in work to secure sanctuary status for Sandwell and part of the City of Sanctuary movement.
- Research and social policy work included responding to the Commission for the Integration of Refugees, responding to the Illegal Migration Bill, joint delivery on a community research practitioner programme and research on migrant women's experience of maternity, delivering the UK element of a transnational research project on migrant women's experience of housing and overseeing masters research into the approach to housing with the RTOF programme.

Brushstrokes Objectives for 2023- 24:

- Develop a new strategy to plan direction for the next 3 years.
- Secure additional funding for core Brushstrokes services and posts.
- Respond to the impact of poverty and cost of living crisis through early action, increased outreach, the provision of targeted employment and digital skills support, budgeting and benefits advice and the provision of practical support.
- Sustain and develop an integrated service that informs and empowers individuals to prevent them falling into crisis as a result of insecure immigration status, unemployment, destitution and homelessness.
- Embed an inclusion health approach into our work, ensuring individuals understand and access the health and wellbeing services and preventative care they require.
- Deliver a consistent approach to refugee integration, which places service users at the centre and ensures refugees feel safe, settle into accommodation, education and employment and build stronger connections to their neighbourhood / Sandwell.
- Support, promote and enable those with lived experience of migration to engage with and inform those responsible for the development of local, regional and national policy and service delivery of their aspirations and needs in ways that are meaningful and lead to long term change.
- Promote and play an active role in partnerships responses to migration, poverty, No Recourse to Public Funds, homelessness and social exclusion at a local and regional level through the sharing of resources, best practice, co-location and the active inclusion of those with lived experience in service development.

Social support for Older People in the community

Father Hudson's Care community projects target those who are most vulnerable, marginalised and in need, this includes support for older people. Whilst our direct community projects for this group focuses on the North Staffordshire area, we also support further services for older people through our work with independent local charities including with Hope Community and Maryvale Community Project.

Young at Heart in North Staffordshire is a project delivered directly by Father Hudson's Care. It reaches out and supports isolated older people, providing friendship and lunch groups, a music group, telephone befriending and a community gardening project. Through 71 volunteers the project supported 372 older people over the year. Many of these had been increasingly lonely and isolated due to the effects and lasting impact of the pandemic. Through the befriending service, volunteers call older people weekly for a friendly chat as older people's frailty, mobility and mental health has been increasingly impacted. The befriending service has seen an increase in numbers of older people seeking both face to face and telephone befriending support, however we are experiencing a shortage of befriending volunteers and funding for this work, therefore new referrals are currently on hold. Mid-February we successfully recruited a new Community Project Coordinator, however one worker post remained vacant. Young at Heart has further developed partnership work this year by bringing a new partner, The Beth Johnson Foundation, alongside The Methodist Homes Association to deliver these activities through a National Lottery funded project.

Young at Heart 2022/23 achievements:

- a team of 71 volunteers still supported 372 older people over the year (349 of these were through group activities and 23 through telephone befriending).
- Sustaining the 8 existing regular friendship and lunch groups and the befriending service.
- Supporting and capacity building for the volunteer teams for each group, including peer support meetings for lead volunteers, improving sustainability and introducing constitutions and bank accounts where this is not in place.
- Recruitment of a full time Coordinator for the project February 2023. Having a dedicated resource for the project means the project can continue to develop and grow into 2023.
- Securing longer-term funding for the project through the National Lottery Generous Leadership funding.
- Securing additional funding from two grants to purchase and distribute items which aided older people to stay warm as well as providing funding to accommodate warm spaces whilst the country experienced the effects of the cost-of-living crisis.
- Developing the community garden. This has included intergenerational work by inviting a group of volunteers from N.C.S. (National Citizen Service) which is a voluntary personal and social development programmer for 15-17-year-olds to assist with funding and the development of the gardens. The group of 12 volunteers raised money to buy equipment needed to make a hot drink whilst on site as there is no electricity running to the gardens. The group also worked hard within the garden to clear debris, weed, plant seeds, and to pick and store produce. The Lead volunteers worked with a Lunch club to produce and sell preserves to raise funds.
- Working with the staff and student of the digital, technologies and arts departments at Staffordshire University to enable the creation and decoration of the talking bench, and to design a decorative Muriel to enhance the experience when visiting the garden. YaH have also been working with the local school, St John Fisher to engage their student volunteers within the older person social groups and lunch club. The first initiative will be for Proclaim (school choir) to visit the groups' individual Christmas parties to sing Christmas Carols.

Young at Heart 23/24 Objectives

- Recruit additional volunteers to support the friendship and lunch groups.
- Increase activities and groups as part of the Even better Together project, working with local communities on where the needs are.
- Develop local statutory partnerships including recognition and support for the impact the project has for older people's wellbeing in North Staffordshire.
- Develop the garden project including a listening bench and linking in additional local partners.
- Explore increasing need for befriending and funding for this service.

Accommodation and shelter for the vulnerable

Through three community accommodation projects in Birmingham, Tabor Living, Fatima House and Sophia House, we have provided safe shelter to 38 individuals who would have otherwise been homeless during 2022/23.

Tabor Living is delivered under Father Hudson's Care and is a partnership led by a local management committee comprising of Caritas AoB, the local parish, Companions of Malta, business people from the construction and building industry, a signs company and a PR company. With 8 core staff, a team of bank staff and a team of 25 dedicated volunteers, the project provides accommodation and support to those experiencing or at risk of homelessness.

The project specialises in engaging with rough sleepers and uses a strengths-based approach to move people forward with their lives. In the last year, 23 individuals were provided with a safe place to stay and welcome from our staff and volunteers. Support provided included access to a bank account, EU Settled status and appropriate documentation, healthcare, linking with other agencies, securing welfare benefits, housing, employment, training and volunteering opportunities. Guests are also offered the support of a community support volunteer to help with move on and to reconnect with the local community. Outcomes for guests include securing employment and housing, support for repatriation and making family reconnections – over 65% of our guests have had a positive move on. The project has been particularly effective at welcoming EEA migrants with restricted eligibility to public funds.

In November 2022 capital works to renovate the St Catherine of Siena site in central Birmingham began. This has been funded entirely through securing additional grants, trusts, religious order, individual and corporate donations, and through the in-kind support of the contractor who carried out the extensive renovations. The local authority, WMCA and government have been supportive of the developments. Tabor Living will be relocating from their Digbeth base in April 2023 and the new site will increase accommodation from 8 pods at Tabor House and 3 bedrooms at Tabor Cottage, to 9 emergency rooms and 10 next steps ensuite rooms at the new site, with additional community rooms and development of further community areas in the church. Tabor Cottage will continue to be used as a move on facility.

2022/23 Tabor Living key achievements:

- Accommodated and supported 23 individuals experiencing homelessness. Whilst in transition to move from November 2022 the project continued to be able to accommodate guests.
- Continued to have an excellent track record of positive move on and outcomes for guests.
- The project became an accredited provider with Housing Justice and received excellent feedback during the audit.
- Securing over £450,000 in capital funding for the renovation of the St Catherine of Siena site in central Birmingham, including securing capital and revenue funding from the Department for Levelling Up. Completing the renovation works in March 2023, doubling accommodation and developing new community areas.
- Developing support with the corporate sector including donations and in-kind support from Friel Construction, School Signs, Lambe Construction and being the charity of the year for CECA.
- Increasing the staff team by creating the additional roles to facilitate the new site and increasing volunteer support provision.
- Continued to develop positive relationships with the statutory and commissioned sector; securing additional funding support from the West Midlands Combined Authority and having access to the local authority RSI meetings and training.

Tabor Living objectives for 2023/24:

- Officially open the new St Catherine of Siena site. Over the first 6 months to welcome new referrals to the accommodation, develop new community activities with partners and the local parish.
- Increase corporate sponsorship, support and volunteering opportunities at the new site including with CECA, construction and other sectors.
- Continue to develop relationships and funding opportunities with statutory partners DLUHC, WMCA and Birmingham City Council.
- Further develop the volunteer-supported model including recruiting additional volunteers and further expanding the community support project.
- Further develop Father Hudson's Care community accommodation model including providing affordable rooms to those who are vulnerable through short-term assured tenancies and licences and further exploring exempt provision.
- Increase partnership working and networks with local voluntary groups, local authority and commissioned homelessness services to benefit Tabor Living and its guests.

Fatima House in central Birmingham operates as part of Father Hudson's Care and is a collaborative project with the Columban Missionaries, a local parish, Caritas Archdiocese of Birmingham, The St Vincent de Paul Society and the Archdiocese of Birmingham. The Columban Missionaries lead on the day-to-day operations of the project including supporting the women at the house and volunteers. FHC support with governance, building and financial management, policy and fundraising.

The project provides accommodation for up to 9 female asylum seekers who are destitute and in the process of appealing asylum decisions. During 2022/23 Fatima House supported 11 women with a

safe place to stay, supported by 8 active volunteers who are present on site during each day. As well as accommodation, residents can access wellbeing activities, reviews of their immigration cases and access to large communal areas and an IT suite. Residents and volunteers have worked together to develop a thriving garden area.

Fatima House objectives for 2023/24:

- Continue developing the garden with additional social activities for residents.
- Working with Refugee Action, develop 'experts by experience' approach using the experiences of residents to influence, inform and support.
- Explore the expansion of level 1 immigration advice and legal capacity of the project.
- Sharing experiences from the project with others in the migration field, issues such as Home Office decision making time, immigration issues the women have faced etc. Feeding into national and local campaigns on refugees' rights and impacts of changes in law on those we support.
- Work in partnership with the Archdiocese and parish to ensure the building is in good repair and sustainable including roof, heating and utilities.

Sophia House is delivered directly by Father Hudson's Care and is a partnership with the Sisters of Our Lady of Charity of the Good Shepherd and St Brigid's Parish. Sophia House provides safe and supportive accommodation in South Birmingham for up to 3 female refugees or migrants. Over the year the project has housed 3 women and a young baby, with one resulting in a positive move-on to an independent private tenancy.

During 2022/23 we were successful in funding and recruiting a part time Support Worker for Sophia House. The house remains a secure place of safety for the tenants, with support for them to move their lives forward including one woman who is now in her second year at university and working in the care sector and one woman securing part time work in the hospitality sector. One volunteer befriender continues to provide support and all tenants receive regular support sessions from the Support Worker.

Sophia House objectives for 2023/24:

- Exploring sustainability options
- Explore house improvements re interior décor and furnishings.

Ukraine refugees hosting project. Over the last year this new project has been created and developed as a direct response to the war in Ukraine and as the response of the Diocese. This has shown excellent partnership working with the Birmingham Catholic Archdiocese, funding through donations collecting in parishes and through their online fundraising. Through the project we have promoted parishioners to take actions to support refugees and welcoming the stranger. The project has also created and strengthened links with the Ukraine community groups in Coventry and Wolverhampton.

FHC registered as one of the first strategic partners with Citizens UK who are registered to deliver the Homes for Ukraine Scheme with the Home Office. We employed a Ukraine Refugee Project Coordinator

to coordinate matches, provide 1-1 support for hosts and refugees including organising various workshops, ESOL and online meetings, as well as dealing with external enquiries.

Achievements 22/23:

- 46 active hosts have been supported; all have welcomed individuals or families into their homes. 28 of these hosts were matched through Citizens UK and 17 elsewhere. 1 host welcomed 2 families.
- Hosts and refugees were provided with regular online workshops, meetings, information via Padlet, calls from the coordinator. They also attended a large get-together event we organised in Tamworth.
- 10 Ukrainian families (14 adults + 10 children) have now moved on to the rental accommodation or other hosts/families.
- As of March 2023 we are continuing to work with 20 active hosts, All current hosts have agreed to continue hosting their guests at least until the end of school year.

During 23/24 the project will continue to support the remaining hosts, all future new referrals will be diverted to the national St John of God Homes for Ukraine scheme, who are members of CSAN (Catholic Social Action network).

Support and capacity building for local charities and volunteer groups

One of the ways Father Hudson's Care demonstrates the Catholic Social Teaching principle of Subsidiarity is by providing support to other charities and groups in the Diocese. We support three local independent charities, Hope Community, Maryvale Community Project and St Chad's Sanctuary providing employment, payroll, HR and support/guidance with management, governance, funding, planning, finance, policy and procedures. Two of these charities make financial contributions towards this support.

Hope Community Project, Wolverhampton is a registered charity and a partnership with FHC, the Infant Jesus Sisters and St Patricks' Parish. Running for over 30 years, the project aims to seek out, reach and support the most isolated, vulnerable and disadvantaged people in the community of Heath Town. Based on the estate, Hope Community services include: basic English and ESOL lessons delivered with Adult Education, a women's chatter group, Stay and Play, Community café, the food pantry which has been in very high demand during the cost-of living crisis, IT classes, holiday activities for young people, after school homework club, a munch club for primary aged children to learn to prepare and cook food with their parents, and this year they also distributed £90k support grants to local people on behalf of the local council. The project supported 1500 people during 2022/23, many of which were new to the area. The project secured National Lottery Reaching Communities funding which has enabled the project to grow adding a further 3 staff members we employed on their behalf.

Maryvale Community Project in Kingstanding, Birmingham is a registered charity and a parish partnership project with Father Hudson's Care. They provide social activities for older people and adults with learning disabilities. FHC have been working with the Maryvale trustees to provide

support with management, fundraising and financial procedures. One part time staff member, with the support of 8 dedicated volunteers, have supported 90 people over the last year through a weekly Tuesday lunch club for older people, a weekly evening Sunshine Club and a weekly in and out club – both for adults with learning disabilities. Activities at the groups include celebration events, dancing, exercise, cooking, life skills and singing. For those unable to get to the groups due to frailty or ill health they are supported through the telephone befriending service.

St Chad's Sanctuary, Birmingham is a registered CIO and a partnership with FHC, the Infant Jesus Sisters, the Salvation Army and the Archdiocese of Birmingham. The charity is a place of welcome for asylum seekers and refugees which aims to relieve poverty and improve their lives. They target support to asylum seekers in temporary asylum accommodation/hotels in Birmingham, the need for this has grown hugely over the last year with a huge increase in the number of hotels across the city and surrounds. They have supported 1878 individuals (who made 4.456 visits) during 2022/23 through provision of practical items such as clothing, toiletries, food and books, English lessons for adults and family learning for children who do not yet have a school place or are at pre-school. They also provide social support, welcoming new asylum seekers, registering families with children for school places and signposting. They have 60 active volunteers and in March 2023 we employed 4 staff on behalf of the charity.

Refugee Community Sponsorship – Father Hudson's Care are the lead sponsor with the Home Office for Community Sponsorship Refugee Resettlement Schemes in Warwick, Rugeley, Derby and Birmingham. We have supported these four volunteer-led groups to register with the Home Office and to welcome a refugee family into their community. All four groups have now welcomed families who are settling into life in the UK. Since arriving parents have been attending ESOL, one of the refugees has passed their driving test, 10 children are now in school or pre-school and a baby has been born. The groups will be supporting the families for their first 2 years here initially.

Father Hudson's Care are executive committee members of Caritas Archdiocese of Birmingham and carry out the administration and marketing functions for this network.

Father Hudson's Care also provides ongoing governance support for the charity Anawim in Birmingham and the charity Heart of Tamworth in Tamworth.

Fundraising, Communications and Marketing

Regular Giving

We are a few months into a review of our regular donors, checking contact details, gift aid declarations and looking at how we best manage their donor journey. This has highlighted several 'Major Donors', which will be handled slightly differently. The review has also confirmed again that work needs to be done to introduce a younger demographic to this group of supporters.

As at the end of March we had 115 regular monthly donors, 12 Quarterly donors and 26 who give annually.

This area of fundraising raised £23.5k during the year.

Corporate

Progress has been made in this area because of a more pro-active approach, something that will become more evident as we move forward. We have been successful in securing long term partnerships particularly in support of Tabor Living and our Disability Day Centre. We have a target list of individual corporates as well as targeted business types.

During the last year we have also grown the number of corporates who have been supporting our various appeals for food, hampers, clothing and toiletries, which has proven to be invaluable as the urgent need for these items have grown over the past year.

During the year we joined our Chamber of Commerce, which can only help the work that needs to be done in this area.

We have begun to attend various business networking events, as we look to raise awareness of our charity across the corporate sector.

Parishes

As a consequence of the successful 'Being a Welcoming Church' campaign, we have put a huge effort into reaching out to Parishes, to seek their support in promoting these virtual events.

Feedback has been positive, but it has also underlined the need for us to take the lead. The Archdiocese has been hugely supportive of the above campaign, resulting in His Grace Archbishop Bernard, introducing each workshop.

We are in the early stages of planning a follow up event to the four workshops, to be held in Birmingham in the Autumn.

The annual parish collection proved to be very successful with more than £39k being raised.

Schools

Our work with schools is so important. Not only in terms of fundraising but raising awareness generally.

The 2022 Good Shepherd Appeal raised an encouraging £41k, a significant increase on the previous year. Moving forward we have included another significant increase for 2023.

As at the end of March we had delivered 41 primary school assemblies during Lent, mainly in Birmingham and the south of the Archdiocese. This will increase considerably next year as we plan to recruit a School & Parish Engagement Officer to cover the more northern area.

With more schools becoming part of multi academy trusts (MATs) we are focusing on ensuring our database reflects these changes in order that we work collaboratively with these MAT's.

We have also begun to engage with more senior schools, again with the aim of raising awareness, which in time should produce more regular supporters. We have plans to introduce a targeted fundraising campaign to these senior schools in the Autumn and have also been into 4 local schools delivering presentations, supporting them at careers events and encouraging work experience placements.

This work will involve widening our reach to non-Catholic schools and colleges.

A short film has been produced promoting the work of our Family Support department, whilst we also have plans to organise a virtual event aimed at Headteachers.

Trust and Statutory Fundraising

In November we employed a full-time Trusts and Grants fundraising officer. This person has made a positive start and has begun to bring in significant funding.

She works very closely with our Projects, most noticeably with Brushstrokes, with the need to support certain key roles.

There are potential donor pipelines in place. These are reviewed regularly.

In addition to the work with projects, we are supporting our Family Support department in their effort to reach out to more schools.

Communications and Marketing.

This area has seen a lot of change during the year. As a result, we have seen significant progress in not only our social media channels, but the growth in the production of some excellent short films, promoting and supporting different areas of the organisation.

The department works well with our services and projects and regularly runs targeted campaigns, for Fostering, Tabor Living, Recruitment and events.

Our Annual Review will again demonstrate the work of Father Hudson's Care and demonstrate the excellent collaboration that exists across our organisation.

Financial review

Financial Results for the year are shown in the Statement of Financial Activities (SoFA).

The SOFA shows that a high proportion of the Society's income is in the form of fees towards the cost of services. Such fees are charged for provision of residential and day care and fostering services. They are paid by local and health authorities and in the case of residential care may be partially or fully paid by private individuals. The fees received for such services do not cover the full cost of provision of the services. The shortfall is met from voluntary income and reserves.

Projects (Origins service and Community based projects) which attract no fee income are supported from the Society's fundraising efforts and investment income.

Staff costs are by far the biggest item of expenditure for the Society. Father Hudson's strives to give residents, clients and service users the highest standard of service and care and relies on the hard work and dedication of its staff for that. It operates in a very competitive environment for staff and therefore offers staff competitive rates of pay and fair leave and sickness benefits. Father Hudson's also offers all staff membership of a pension scheme. All staff undergo a formal induction programme, have regular supervision and staff meetings, and receive staff newsletters.

Inflation is an issue for Father Hudson's with major costs on gas, electricity, water and food continuing to increase. Local Authorities, which are under financial constraints are not generally offering increases in fees in line with headline inflation, and certainly not in line with the specific inflation incurred with social care projects. Whilst Father Hudson's has made some considerable progress in reducing operating deficits, the present economic climate makes further progress difficult without impacting quality of service which is not acceptable to Father Hudson's.

Father Hudson's has centralised administration functions covering accounting and cash and investments, personnel management, fundraising and estates management.

The SOFA shows net expenditure of £11,047 (2022: net expenditure £322,199) before net losses on investments of £417,780 (2022: gain £358,642). The Society's quoted investments are shown at their market value on 31 March 2023 and are held for the long term to generate income to support the mission of the Society and it is not the intention of Father Hudson's to liquidate them to any significant extent in the short term. Note 18 gives full details of the movements in the assets and liabilities of the Society's pension scheme, in accordance with the disclosure requirements of FRS102. The nature of the assets held by the scheme and the liabilities of the scheme can lead to volatile results. The Scheme closed to future accrual on 31 July 2017. After taking account of actuarial gains of £1,703,000 (2022: actuarial gains £834,000) the SOFA shows a net increase in funds of £1,274,173 (2022: net increase £870,443).

F.H.S. Projects Ltd, a wholly owned subsidiary company, formed to undertake building development and trading activities, was dormant throughout the year. It has no employees, and the directors receive no remuneration. Its existence continues to be kept under review.

Reserves and Reserves Policy

The Trustees of Father Hudson's have established a reserves policy which reflects the long-term nature of much of the work of the Society. Father Hudson's provides residential care to vulnerable adults, most of whom would expect to stay in the Society's care for the rest of their lives. Additionally, Father Hudson's has a long history of residential care to children and young adults, and of adoption services. This history carries with it an obligation, both legal and moral, to assist those who were in our care, or were adopted, their birth families and adopters to explore their past, learn reasons why decisions were made and increasingly bring parted relatives together. Adoption records must now be kept for a minimum of 100 years and there is an obligation on Father Hudson's to offer a post adoption service to those involved in the adoption process throughout their lives.

The reserves of Father Hudson's are made up of five types of funds:

- Expendable endowment funds.
- Restricted Funds.
- Designated Funds.
- Free reserves.
- Pension Reserve/(Deficit)

The total reserves as at 31 March 2023 were £11,865,824, of which £2,025,309 were restricted and not available for general purposes and £2,324,739 were designated.

Expendable Endowment

Expendable endowment funds comprise the value of lands in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. Expendable endowment funds are held as capital

funds but may be expended at the discretion of the Trustees. The income from the endowments is used to support and develop the activities of the Society.

Restricted Funds

Restricted funds comprise grants or donations made to Father Hudson's for specific purposes. Such funds usually have to be accounted for in detail to the funder and are not available to be spent on anything other than the donor's intention. Restricted funds include donations towards the capital cost of certain assets purchased by the Society. Such funds are transferred to free funds at the same rate as the depreciation on the associated asset.

Designated Funds

Designated funds are funds set aside by the Trustees for specific purposes, or because such funds are unrealised or not capable of being realised in the short term. The property fund is the capital value of property and fixtures held for charitable use by Father Hudson's outside of the endowment fund, and as such is not available for general use. The fair value reserve represents the unrealised revaluation gains on the Society's investments and being unrealised is unavailable for general use.

Free Reserves

Free Reserves are those funds available to meet the day to day needs of the Society's work. The Trustees have decided that given the long-term commitments in the Society's work, the fragility of external funding for some of its projects and the uncertainty of voluntary income and legacies, free reserves should be held for not less than 3 and not more than 6 months expenditure. At the balance sheet date free reserves amounted to £611,090, equivalent to 1.0 months unrestricted expenditure. The trustees have adopted a strategic recovery plan to achieve a balanced budget within the period ending 31 March 2024. The focus of the plan is increasing fee income in the St Joseph's care home following the reopening of the fourth wing and increasing St Catherine's bungalows income through renegotiation of client fees. However unencumbered reserves, for this purpose defined as the sum of the expendable endowment and free reserves amount to £6,554,948 which equates to 10.0 months unrestricted expenditure.

Pension Reserve

The pension reserve/(deficit) represents the surplus/(shortfall) in funding of the Society's Pension Scheme as calculated annually by the scheme actuary in line with the requirements of Reporting Standard FRS102. The valuation is a snapshot on a particular day and can vary significantly from year to year and is sensitive to relatively small changes in interest and discount rates.

Going Concern

After reviewing the Society's budgets and projections, the Trustees have a reasonable expectation that Father Hudson's has adequate resources to continue in operational existence for the foreseeable future. Father Hudson's therefore continues to adopt the going concern basis in preparing the financial statements.

Investments

Father Hudson's has an investment portfolio, the income from which is used to support the work and the administration of the Society. The fund is invested in quoted shares, fixed interest gilts and bonds rated A or higher, property funds and cash. The investment objectives are for a secure level of income together with some capital appreciation in order to maintain the real value of the fund. Evelyn Partners Investment Management LLP manage the portfolio on a discretionary basis. The Trustees have developed a social, environmental and ethical policy for the portfolio. Any investments which do not comply with the policy are divested as market conditions allow. The portfolio is held for the long term, and the Trustees believe that the structure of the portfolio is broadly in balance with its objectives for the long term.

The investment managers use the MSCI WMA Balanced Index as a guideline against which to assess the performance of the portfolio although they are not required to rigidly adhere to the Index. During the year ended 31 March 2023 the portfolio total return (loss) was 4.40% and the Index total return (loss) was 3.20%. In line with the continuing volatility in global markets during the year, the portfolio returned realised and unrealised losses of £417,780 of which £126,093 were endowment funds and £291,687 were attributable to general funds.

Objectives 2023/24

- To work with the investment managers to minimise the capital risk within the investment portfolio, whilst maximising the income and growth potential.
- To continue the review of internal controls and governance to ensure application of best practice.
- To continue the review of the cost base of Father Hudson's to ensure optimum efficiency in the use of Society funds.

Structure, Governance and Management

Constitution & Governing Document

Father Hudson's is a charitable company limited by guarantee, incorporated on 22 July 1982 and registered as a charity on 15 September 1982, to continue the work started by Father Hudson at the beginning of the 20th Century. It was established under a memorandum of association which established the objects and powers of the organisation and is governed under its articles of association. Members of the charity guarantee to contribute an amount not exceeding £1 to the assets of the charity in the event of winding up. The total number of such guarantees at 31 March 2023 was 15 (2022: 14).

The directors at the date of this report are set out on page 1.

Recruitment, Appointment and Training of Trustees

Nominations for Trustees have been made by existing Trustees and other supporters of the Society. Father Hudson's has also successfully advertised for Trustees to replace retiring Trustees. Appointments are made by the Board with the approval of the President in line with identified skills gaps in the existing Board or through retirement. New Trustees undergo a formal induction, managed by the Chief Executive, into their responsibilities, the varied activities and the ethos of the Society. Professional advice is made available to the Trustees at all times and appropriate trustee training is provided.

Organisational Structure

The Board of Trustees has established sub-committees to examine areas of work in more detail and to advise the executive and report to the full Board. Occasionally the Board delegates specific issues and decisions to sub-committees when deemed appropriate. The Board of Trustees sets the strategic direction of Father Hudson's and approves annual budgets. Implementation and day to day management is delegated to the Chief Executive and through him to the senior management team. The Board constantly reviews its governance structure to ensure that it complies with best practice and is committed to achieving compliance with the Good Governance Code.

Employee Involvement and Employing People with Disabilities

After two years of consultation it was a great joy to be able to launch, with involvement of staff from the many different services, the new 'Values' statement, which is both an expression of the values that are currently practised and a call for all services to embody them in daily action.

The Equality, Diversity and Inclusion group continued to meet every three months, facilitated by the Head of the Children and Families' department; membership of the group was widely publicised and was not by appointment; one of the Trustee EDI representatives is invited to these meetings. Important areas covered included the International Day against homophobia, transphobia and biphobia, LGBTQ+ challenges for young people in schools, and how to ensure recruitment of a diverse workforce, appealing to all people. This led to inviting an external facilitator for their final session in the year on LGBTQ+ matters. They have been building on the organisation's EDI statement and strategic EDI action plan which was completed and approved by the Trustees in March 2022. Their work and the work of the HR department continues to influence the review and development of several policies, including this year: the Sickness policy, Learning and development policy, and the Parental bereavement policy. The Carers' policy and Employee hardship support policy are currently being reviewed.

Implementation of the EDI strategic action plan has led to greater focus on employee and service user voice, with a requirement for Heads of Department /service managers' reports to Trustees' subcommittees to include specific sections on this during 2022/23. Consulting service users has benefited the revision of the Complaints policy as well as service development.

The HR team has led on developing a set of surveys that explore why staff choose to work for FHC or any of its associated charities, and why they choose to leave. A great deal of work has also gone into developing a staff engagement survey, the design of which was completed by the beginning of the new financial year, and will now be implemented in 2023/24. The same team has industriously sought to improve our collection of EDI staff data using both electronic and paper means. This has been a challenge, and some staff have taken the decision not to complete some of the data collection that would enable the organisation to analyse staff diversity in its many forms. Their decision has been respected ; the provision of this data is voluntary for existing staff .

This data and its analysis helps the organisation and the HR Department to address EDI issues in connection with recruitment and retention. HR also led on the new staff Wellbeing policy during the year (completed in May 2023).

The Intranet is available to all staff, and this includes a staff suggestion and recommendation form which is being used; any staff suggestions made have been responded to. However, we are seeking more ways of encouraging greater use of this.

Two of the key support functions are directly accessible to staff and regularly used by staff. Staff know that they can contact HR directly and HR know that they have a mediating role within the organisation. Staff use this option. The new PeopleHR software which has replaced the previous mainly paper-based system has had an immediate benefit for staff for a number of reasons, including booking of annual leave in a timely and effective way and immediate and easy access to all policies. Every staff member in the organisation was provided with a work email address. The appointment of the part-time IT support officer continues to be critical to the success of all these changes.

The Finance team is regularly contacted directly by staff who know that they are approachable, and that the organisation operates with the limited bureaucracy that is necessary. In an organisation that has so many services and is so geographically dispersed the team operates great flexibility in order to be supportive and responsive to staff , whilst at the same time having to follow strict financial procedures .They have taken a lead in introducing more IT-based communication and payroll activities.

The organisation has improved the coordination of training– a challenging task in terms of the very different needs of the many services. The HR manager leads on the Training coordination across the organisation. The most notable achievement in the last year has been the way members of the many different services have started to collate and share their training resources. There is now one database of training sessions arranged, trainers and external training agencies that any service can access. This unlocking of the rich resource that was there but not easily accessible has been a great benefit. Each department has also given greater emphasis to determining what training for staff in each service is essential and what is more optional. This was the year when there was a successful identification and rollout of appropriate and accessible EDI training available to all staff. Ensuring this online training is used has been a challenge, but one that managers have addressed.

The quarterly Managers' meeting has created a greater understanding of each of the services and the small group work in particular has enhanced the sharing of learning and expertise on common issues. These have also contributed to a deeper understanding of the mission of the organisation and governance of the Charity. EDI has featured very strongly in these meetings. As well as a half-year review of the EDI action plan in December, other areas covered in the small group discussions were: communication in the organisation (twice), safeguarding (twice), elements of good supervision, managing difficult conversations, values, and the staff engagement survey.

The decision which was taken at the beginning of the pandemic was renewed and maintained throughout the cycles of lockdown and easing of lockdown in 2021-22 to ensure that no staff member came to work for fear of not being paid and having to rely on statutory sick pay. The contractual obligations were overridden by an organisational determination to ensure that staff, if they suspected or had confirmed COVID, did not feel a financial need to attend work. This practice has been reviewed regularly and continues to be in place for 2022/23 and for the new financial year 2023/24 on a review basis.

The Charity does not discriminate against a person with a disability for a reason that relates to their disability or treat them less favourably than a non-disabled person. The Charity remains committed to conducting individual risk assessments for every employee with a disability in order to identify any reasonable adjustments it needs to make in the workplace, or job, in order for the person to contribute fully to the work of the charity.

Relationships with related parties and other charities

Father Hudson's owns 100% of the issued share capital of F.H.S. Projects Ltd, a company registered in England and Wales no. 3720516, whose main activity is the development of property for use by the Society. All profits within F.H.S. Projects Ltd are donated to Father Hudson's under Gift Aid. The company is currently dormant and so consolidated financial statements have not been prepared.

In 2009 the Trustees transferred adoption work to a new independent non-denominational Charity, Family Society - Adoption Focus. This is a completely independent and separate charity. Family Society - Adoption Focus undertakes some adoption support work on behalf of Father Hudson's Society. Father Hudson's provides certain administrative support. All such arrangements are undertaken for fees agreed on an arm's length basis.

Father Hudson's has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arm's length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2023 fees amounting to £1,800 had been paid or accrued to NFP.

Father Hudson's has close relationships with a number of other religious charities with whom it collaborates in the delivery of services in Community based projects. In each case there is a written collaboration agreement.

Governance and Internal Controls

The Trustees are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of Father Hudson's and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of Father Hudson's and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The systems of internal control are designed to provide reasonable, but not absolute, assurance against material misstatement or loss.

They include:

- A strategic plan and an annual budget approved by the Trustees.
- Regular consideration by the Trustees of the financial results, variances from budgets, non-financial performance indicators and benchmarking reviews.
- Delegation of authority, segregation of duties and formal supervision structures.

Review of Strategic Management 2022/23

Risk assessment review 2022 – 2023 and Management of risk 2023–2024

Introduction

In 2022/23 the Trustees budgeted for a significant operational loss, using its unrestricted assets, rather than endanger the quality and safety of any service, at a time when key Adult care services were recovering from the impact of the pandemic, when the need to challenge underfunding Local authority fees especially in the area of disability became even more important. The charity has also been driven by the mission of Father Hudson's to respond to the impact of increasing poverty on older people and children and families, and support for those on the margins particularly those who are homeless and refugees and asylum seekers. Nevertheless, the Trustees demanded careful budgetary control in all areas, and especially more work regarding the fees at St Joseph's and LA underfunding of St Catherine's bungalows disability service. Excellent management by Heads of Department service managers has again resulted in significantly lower operational loss than budgeted for. The Trustees were also determined to respond early rather than later to the very high inflationary impact on the cost of living by offering better staff remuneration.

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
<p>Safeguarding children, young people and vulnerable adults The Trustees and SMT Safeguarding Leads monitoring and review group, produced their second annual safeguarding report with an improved structure and recommendations for the summer Board meeting.</p> <p>The links with the Diocesan safeguarding officers remained strong ,though there has been a change of senior personnel at the Diocese.</p> <p>The risk has been left at low /moderate, because FHC runs 18 different services for very vulnerable client groups, provided by a large staff team and volunteer team and therefore has to be constantly alert. This applies to both inspected and non- inspected services. The need to provide 'safe' services is greater the more vulnerable the groups supported are.</p> <p>The four Community Sponsorship schemes had excellent support from the children's safeguarding SMT Lead supporting the safeguarding Lead volunteers in the schemes and the scheme Coordinators.</p> <p>She has also provided training sessions for the hosts and guests for the new Ukraine scheme. This was important due to the unique nature of hosting and refugee families sharing the same accommodation, and the different approaches to safeguarding in the two countries/cultures.</p> <p>The Chair and other members of the C,F & C subcommittee have devoted substantial time to support the Registered manager for New Routes to construct and implement a detailed response to the previous Ofsted inspection's recommendations. This has been rigorous and successful.</p>	Low/Moderate	Low/Moderate
<p>Financial management –income generation and expenditure control</p>		
<p>St Joseph's –The fourth wing reopened in April 2022 and the challenge was to recruit sufficient experienced staff for this, and to increase the occupancy . A very successful recruitment campaign has meant that very little agency</p>	Moderate /High	Moderate/High

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
<p>staffing has been required. This achievement is remarkable in the light of the well–documented recruitment issues experienced throughout the Adult care sector this year. Increased occupancy from a low of 37 to an average of 52/53 at the end of the year is testimony to the reputation of St Joseph’s in the local area and beyond, the skill of the Manager and Deputy manager, the leadership of their Head of Department, and the effective marketing. However, the risk, whilst improved, remains Moderate/High because the occupancy needs to continue to increase during the spring and summer months of 2023. With the very high inflationary pressures experienced during the year, and continuing, it became necessary to review the fees and increase these significantly. Whilst the fees remain very competitive it is acknowledged that they can be a challenge for families. Certainly, Local authorities appear to be insufficiently funded to cover the actual cost of care. St Joseph’s has had to make it very clear to LAs that it can only accept sustainable fees.</p> <p>The Adult care subcommittee monitors St Joseph’s carefully. It was hoped that the CQC inspection in March 2023 would result in a better rating. The existing rating was given before COVID and the time gap between that inspection and the latest one has been too great. The CQC report published in April 2023 awarded St Joseph’s ‘Good’ overall and ‘Good’ in all areas inspected. The average occupancy in April and May 2023 continued to increase.</p>		
<p>Day service –following on the temporary closures during some of the COVID period and the development of the tailored outreach ,this service has had a remarkable year . Families and Local authorities appear to have become more convinced of the need for such a service and therefore the take up has been good. The expenditure in previous years on improving the quality of the building and its facilities, as well as having a well–managed staff team have borne fruit. Several new young clients have chosen to use this service. The risk has therefore been lowered–at the same time we remain aware that Local Authorities continue to review the model of Day opportunities.</p>	Moderate	Low

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
<p>St Catherine's—as noted previously, the Trustees recognized the high level of underpaying Local Authorities. The Head of Department has continued to work closely with the legal charity ASC , the Service manager, Finance manager, CEO and others to renegotiate acceptable fees, successfully .Whilst it would be reasonable to therefore lower the risk assessment from moderate to moderate/low it has to be acknowledged that recruitment of staff remains a major challenge in the Disability sector . Therefore, it remains at moderate.</p>	Moderate	Moderate
<p>New Routes – even though the service has had another successful year financially (compared to the budget) the risk remains as moderate. Three new Foster carer households have been recruited, as well as an experienced social worker (no mean challenge) , an existing social worker returned from maternity leave, and the previous year's restructuring of the team has created a simpler structure. This has helped with the stability of the team, but more recruitment of new Foster carers is essential.</p>	Moderate	Moderate
<p>Family Support in Schools' Service – the service continues to be well valued by the schools who use it. The short-term nature of the contracts with schools makes retaining the excellent staff a real challenge, however with the Team manager's endeavor and extra funding from Father Hudson's a strong staff team is in place. The service does require significant FHC subsidy from unrestricted funds, and increasingly so in the next year's budget, which is a challenge. However, the Trustees continue to value the high number of children, young people and families who are supported across the Archdiocese through the service and the effective impact it has. It has been decided to retain the level of risk as moderate/high. The aim is to achieve better contracting with schools to take into account the very high inflationary pressures and to secure some limited external Trust funding.</p>	Moderate/High	Moderate/high

Father Hudson’s Society

Trustees’ annual report

For the year ended 31 March 2023

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
<p>Tabor Living – whilst this has been a remarkable year for Tabor House , securing nearly half a million pounds of external funding for the refurbishment of the new site, a strengthening of the Management committee and some new partnerships, a strong relationship with the parish of St Catherine’s and with the Diocese, risk management has been at the forefront of everything. The ambition to expand the service in response to need carried substantial risk–not only the refurbishment and all the planning that went into this without extra human resources, and the forming of strong partner relationships, and the transition from one site to another, and the impact of capital fundraising on revenue fundraising have all been a challenge for the Head of Department and Project manager and their team. Identifying and commissioning a professional and supportive contractor enabled high quality work and capital expenditure control. The Head of Department and the Chair of Caritas AOB have been instrumental in the risk management connected to fundraising. Any significant growth and the transition to a new site always carries risk, therefore this has been heightened to ‘Moderate’. Thanks to generous benefactors, and the support of FHC, it has not been increased to ‘High’.</p>	Low /Moderate	Moderate
<p>Staff recruitment and retention The Trustees of Father Hudson’s and associated charities (where FHC employs the staff) have demonstrated foresight in anticipating necessary increased remuneration. Whilst this is unlikely to be equal to the commercial or statutory sector there is a recognition at governance level that what can be done has to be done in a timely way, proactively not reactively. Every effort is made to retain excellent staff. The HR Department in particular has developed new ways of identifying staff views on why they choose this employment, why they remain in it and why on occasion they leave. They have also worked very well interdepartmentally to develop more ways of recruiting, including recruitment fairs, and value–based recruitment.</p>	Moderate/High	Moderate

Risk Review 2022–2023	Risk at the start of year	Risk at the end of year
<p>Pension Fund liability—movement within the markets has reduced some of the pressure connected with the liabilities and the scale of the requirement of FHC to contribute to the Pension fund. Therefore the risk level has been reduced.</p>	Moderate	Moderate/low
<p>Data security, including cyber attacks As noted previously, FHC for some years has taken the decision to invest in data security provided via its IT partner, TSG. The risk remains, but the risk level has been reduced to take account of the absence of any successful cyber attacks or any data breaches this year.</p>	Moderate /High	Moderate
<p>Health and safety Staff changes, and an ongoing vacancy, in the Estates team and a greater reliance on external subcontractors, and the renewed focus by the Trustees on this area has resulted in the introduction of this new heading. Whilst there have been no reportable issues under any of the legislation or guidance, the Trustees, the Finance director and the CEO concluded that the recruitment and appointment of a new estates manager should include a greater emphasis on health and safety. The Trustees also decided that it was safer for the organisation to employ a second member of staff in the Estates team, alongside the involvement of subcontractors. A successful appointment of the manager was made and even in their first month clear benefits in terms of risk management procedures have been evident.</p>	(new heading)	Moderate

Strategic Risk management 2023/2024

The following management actions are in place:

Safeguarding

The Trustees and SMT Leads' group, has embedded safeguarding as a separate section in each subcommittee meeting and in all Heads of Department reporting. It has also improved the format and requirements for the third annual report due in the summer of 2023.

St Joseph's—the spring and summer of 2023 is seen as critical to ensuring the occupancy averages at least 55. The contracts have been rewritten to permit six monthly increasing of fees if necessary. Tight control of expenditure on building maintenance will be in place, after a number of years of necessary high expenditure to ensure the building is maintained to a high standard. Greater analysis of enquiries data is being used to guide targeted marketing.

St Catherine's – Local Authorities will continue to be challenged with the help of ASC (legal advice support Charity) working with FHC staff and client families to achieve fair fee income.

This is the second of two years dedicated to resolving the challenge of staff recruitment – progress must be made this year.

Family Support in Schools' Service – as noted above, the Family support service will focus on building on those areas where it is strongest, in Birmingham and North Staffordshire in particular, and North Oxfordshire (more limited), rather than the manager seeking out commissioning from MACs , which can absorb considerable time with little response. It was agreed that the CEO and the Marketing and Comms manager would assist with contacting MACs and raising the profile of the service, particularly creating and sharing new short films about the service. Better contracting with existing schools to take account of the very high inflation during this last year, and some external trust fundraising will be in place.

Brushstrokes

This community project is now a substantial service with multiple funding streams, a staff team of nearly 40 members and an even larger team of volunteers, with responsibility for a large Centre. Its annual budget, in terms of income and expenditure, places it now between St Catherine's disability service, and the Dayservice, New Routes fostering and Supported living. The FHC Trustees have increased the governance links to the Management committee . Greater financial accounting and forecasting support is being provided by the Finance team . The newly reformed Fundraising ,Comms and Marketing team will be more involved. A member of the HR team has been specially assigned to Brushstrokes .All of this will be to aid the revenue fundraising needed for the coming financial year and staff stability.

Property Management – the building of the new Community room at St Vincent's will be completed and continuing fundraising activity, with the use of FHC assets, will enable this.

Fundraising – the Fundraising team is complete for the moment and very focused on greater income generation, which has been carefully detailed by the new Fundraising, Comms and Marketing manager. During the year he will replace the existing one-year strategy, which he put in place immediately, with a three year strategy.

Associated charities – It remains the case that the Charities supported by Father Hudson's, which rely upon external funding themselves, are exposed to risk. Whilst the risk is managed by these Charities, and therefore they do not expose Father Hudson's to unknown or unlimited liabilities, Father Hudson's does all it can to support these much-needed charities.

The Archdiocese and Father Hudson's – there is a commitment in this collaboration to have a much clearer and better resourced relationship. It is expected that by the summer of 2023 both Boards will have agreed a clear arrangement and have made decisions on any necessary resources needed to develop the work.

Key Management Personnel Remuneration

The Trustees consider the Senior Management Team, comprising the Principal Staff listed on page 1, as being the key management personnel of Father Hudson's in charge of running and operating the charity on a day-to-day basis. All Trustees give of their time freely and no Trustees' remuneration was paid in the year. Details of Trustees' reimbursed expenses and related party transactions are disclosed in notes 9 and 11 to the financial statements.

Trustees are required to disclose all relevant interests and register them in accordance with the Society's policy and highlight them during discussions where a conflict of interest arises.

The pay of the charity's management team is reviewed annually. The remuneration is benchmarked with other charities of a similar size and activity in the West Midlands area to ensure that the remuneration is fair and not out of line with that paid for similar roles.

Statement of responsibilities of the Trustees

The Trustees (who are also directors of Father Hudson's for the purposes of company law) are responsible for preparing the report of the Trustees' and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Father Hudson's Society

Trustees' annual report

For the year ended 31 March 2023

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 charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. 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 and statements of recommended practice 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 charity 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 charitable company and enable them to ensure that the financial statements comply with the Companies Act. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditor

Sayer Vincent LLP was re-appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The Trustees' annual report which includes the strategic report has been approved by the Trustees on 13th June 2023 and signed on their behalf by

Fionnuala Hegarty
Trustee

Independent auditor's report

To the members of

Father Hudson's Society

Opinion

We have audited the financial statements of Father Hudson's Society (the 'charitable company') for the year ended 31 March 2023 which comprise the statement of financial activities, balance sheet, 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 FRS 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 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- 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 charitable company 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 Father Hudson's Society'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.

Independent auditor's report

To the members of

Father Hudson's Society

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic 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, except to the extent otherwise explicitly stated in our report, 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.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report including the strategic report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being

Independent auditor's report

To the members of

Father Hudson's Society

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 charitable company'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

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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.

Independent auditor's report

To the members of

Father Hudson's Society

- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members 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 charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Fleur Holden (Senior statutory auditor)

16 June 2023

for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Father Hudson's Society

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 March 2023

	Note	Endowment £	Restricted £	Unrestricted £	2023 Total £	Endowment £	Restricted £	Unrestricted £	2022 Total £
Income from:									
Donations and legacies	2	-	398,141	356,953	755,094	-	299,549	231,180	530,729
Charitable activities									
Adult Care	3	-	6,591	5,808,416	5,815,007	-	-	5,021,385	5,021,385
Family Placement	3	-	-	805,813	805,813	-	-	740,599	740,599
Community projects	3	-	1,710,112	199,485	1,909,597	-	929,452	189,316	1,118,768
Other activities	4	-	-	14,306	14,306	-	-	39,704	39,704
Investments	5	69,148	-	205,004	274,152	61,838	-	186,665	248,503
Total income		69,148	2,114,844	7,389,977	9,573,969	61,838	1,229,001	6,408,849	7,699,688
Expenditure on:									
Raising funds	6	-	-	214,378	214,378	-	-	228,765	228,765
Charitable activities									
Adult Care	6	-	69,750	6,179,722	6,249,472	-	61,488	5,053,279	5,114,767
Family Placement	6	-	457	979,866	980,323	-	210	942,095	942,305
Community Projects	6	-	1,622,188	518,655	2,140,843	-	1,258,779	477,271	1,736,050
Total expenditure		-	1,692,395	7,892,621	9,585,016	-	1,320,477	6,701,410	8,021,887
Net income /(expenditure) before net gains/(losses) on investments		69,148	422,449	(502,644)	(11,047)	61,838	(91,476)	(292,561)	(322,199)
Net gains on investment properties	14	-	-	-	-	-	-	-	-
Net gains/(losses) on investments	15	(126,093)	-	(291,687)	(417,780)	214,022	-	144,620	358,642
Net income/(expenditure) for the year	8	(56,945)	422,449	(794,331)	(428,827)	275,860	(91,476)	(147,941)	36,443
Transfers between funds	21a	(69,148)	-	69,148	-	(61,838)	-	61,838	-
Net income/(expenditure) before other recognised gains and losses		(126,093)	422,449	(725,183)	(428,827)	214,022	(91,476)	(86,103)	36,443
Actuarial gains (losses) on defined benefit pension schemes	18	-	-	1,703,000	1,703,000	-	-	834,000	834,000
Net movement in funds		(126,093)	422,449	977,817	1,274,173	214,022	(91,476)	747,897	870,443
Reconciliation of funds:									
Total funds brought forward		6,069,951	1,602,860	2,918,840	10,591,651	5,855,929	1,694,336	2,170,943	9,721,208
Total funds carried forward		5,943,858	2,025,309	3,896,657	11,865,824	6,069,951	1,602,860	2,918,840	10,591,651

There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 21 to the financial statements.

Father Hudson's Society

Balance sheet

Company no. 01653388

As at 31 March 2023

	Note	£	2023 £	£	2022 £
Fixed assets:					
Tangible assets	13		4,978,738		4,767,986
Investment properties	14		779,000		779,000
Investments	15		5,288,955		5,728,097
			<u>11,046,693</u>		<u>11,275,083</u>
Current assets:					
Debtors	16	716,249		728,552	
Cash at bank and in hand		797,287		1,022,183	
		<u>1,513,536</u>		<u>1,750,735</u>	
Liabilities:					
Creditors: amounts falling due within one year	17	(637,905)		(650,167)	
			<u>875,631</u>		<u>1,100,568</u>
Net current assets					
			<u>11,922,324</u>		<u>12,375,651</u>
Net assets excluding pension liability					
Defined benefit pension scheme liability	18		(56,500)		(1,784,000)
Total net assets			<u><u>11,865,824</u></u>		<u><u>10,591,651</u></u>
The funds of the charity:					
Expendable Endowment	21		5,943,858		6,069,951
Restricted funds			2,025,309		1,602,860
Unrestricted income funds:					
Designated funds		2,324,739		2,538,890	
Fair value reserve		321,552		629,428	
Revaluation reserve		695,776		695,776	
General funds		611,090		838,746	
Pension reserve		(56,500)		(1,784,000)	
			<u>3,896,657</u>		<u>2,918,840</u>
Total unrestricted funds					
			<u><u>11,865,824</u></u>		<u><u>10,591,651</u></u>

Approved by the trustees on 13th June 2023 and signed on their behalf by

Fionnuala Hegarty
Trustee

Father Hudson's Society

Statement of cash flows

For the year ended 31 March 2023

Reconciliation of net income / (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income for the reporting period (as per the statement of financial activities)	1,274,173	870,443
Dividends, interest and rent from investments	(274,152)	(248,503)
Depreciation charges	370,383	359,352
Losses/(Gains) on investments	417,780	(358,642)
(Profit) on the disposal of fixed assets	–	(50)
FRS102 Pension adjustments (non cash)	48,000	54,000
Actuarial (gains)/losses on investments	(1,703,000)	(834,000)
Pension scheme deficit payments	(72,500)	(145,000)
Decrease/(Increase) in debtors	12,303	(136,928)
(Decrease)/Increase in creditors	(12,262)	181,474
Net cash used in operating activities	60,725	(257,854)

	Note	2023 £	2022 £
Cash flows from operating activities			
Net cash used in operating activities		60,725	(257,854)
Cash flows from investing activities:			
Dividends, interest and rents from investments	322,152	302,503	
Proceeds from the sale of fixed assets	–	50	
Purchase of fixed assets	(581,135)	(190,048)	
Proceeds from sale of investments	329,822	652,082	
Purchase of investments	(497,367)	(450,512)	
Decrease/(increase) in cash held in listed investments portfolio	188,907	(186,371)	
Net return on pension scheme	(48,000)	(54,000)	
Net cash provided by investing activities		(285,621)	73,704
Change in cash and cash equivalents in the year		(224,896)	(184,150)
Cash and cash equivalents at the beginning of the year		1,022,183	1,206,333
Cash and cash equivalents at the end of the year		797,287	1,022,183

Analysis of cash and cash equivalents

	At 1 April 2022 £	Cash flows £	Other changes £	At 31 March 2023 £
Cash at bank and in hand	1,022,183	(224,896)	–	797,287
Total cash and cash equivalents	1,022,183	(224,896)	–	797,287

1 Accounting policies

a) Statutory information

Father Hudson's Society is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address and principal place of business is St George's House, Gerards Way, Coleshill, Birmingham B46 3FG.

b) Basis of preparation

The financial statements have been prepared in accordance with 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) (Charities SORP FRS 102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

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.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

1 Accounting Policies (continued)

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Expendable endowment funds are funds realised from the disposal of assets purchased for the Society by its founder Mgr George Hudson from funds raised by public subscription.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

1 Accounting Policies (continued)

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff time, of the amount attributable to each activity

● Adult Care	55%
● Family Placement	16%
● Community Projects	16%
● Costs of generating voluntary income	4%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

l) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

● Land (no depreciation)	
● Buildings	3%
● Leasehold improvements	6.67%
● Motor Vehicles	12.5 – 25%
● Computers	20%
● Fixtures, Fittings and Equipment	10 – 25%

n) Investment properties

Investment properties are measured initially at cost and subsequently included in the balance sheet at fair value. Investment properties are not depreciated. Any change in fair value is recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a revaluation reserve in the balance sheet. The valuation method used to determine fair value will be stated in the notes to the accounts.

1 Accounting Policies (continued)

o) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities and any excess of fair value over the historic cost of the investments will be shown as a fair value reserve in the balance sheet. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading 'Net gains/(losses) on investments' in the statement of financial activities. The charity does not acquire put options, derivatives or other complex financial instruments.

p) Investments in subsidiaries

Investments in subsidiaries are at cost. FHS Projects Limited, a wholly owned subsidiary was dormant for the year and so consolidated accounts were not needed.

q) Debtors

Trade and other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

r) Cash at bank and in hand

Cash at bank and cash in hand includes cash. Cash balances exclude any funds held on behalf of service users.

s) Creditors and provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

t) Financial instruments

With the exception of the defined benefit pension liability, the charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities. Full details of the non-basic financial instruments are given in the financial instruments note.

u) Pensions

The society operates a defined benefit pension scheme. The cost of providing pension and related benefits is charged to the SOFA over the employees' service lives on the basis of a constant percentage of earnings which is an estimate of the regular cost. Variations from regular cost, arising from periodic actuarial valuations are allocated over the expected remaining service lives of current employees on the basis of a constant percentage of current and estimated future earnings. Any difference between the charge to the SOFA and the contributions payable to the scheme is shown as an asset or liability in the balance sheet.

Contributions payable on behalf of employees to money purchase pension schemes are charged to the Statement of Financial Activities as they become payable.

2 Income from donations and legacies

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Restricted donations	392,451	-	392,451	274,549	-	274,549
Legacies	-	43,818	43,818	25,000	22,000	47,000
Schools	-	42,755	42,755	-	29,079	29,079
Parishes	-	39,573	39,573	-	23,392	23,392
Other Donations	-	218,895	218,895	-	144,623	144,623
Coronavirus Job Retention Scheme	-	-	-	-	-	-
Tax Recoverable	5,690	11,912	17,602	-	12,086	12,086
	398,141	356,953	755,094	299,549	231,180	530,729

3 Income from charitable activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Local Authority	-	3,972,745	3,972,745	-	3,414,424	3,414,424
Adult Social Care Workforce Capacity Fund Grant	-	-	-	-	188,892	188,892
Private	6,591	1,835,671	1,842,262	-	1,418,069	1,418,069
Sub-total for Adult Care	6,591	5,808,416	5,815,007	-	5,021,385	5,021,385
Local Authority	-	805,813	805,813	-	740,599	740,599
Sub-total for Family Placement	-	805,813	805,813	-	740,599	740,599
Other Charities	188,868	25,000	213,868	226,386	-	226,386
Grants	1,521,244	-	1,521,244	703,066	-	703,066
Schools	-	174,485	174,485	-	189,316	189,316
Sub-total for Community Based Projects	1,710,112	199,485	1,909,597	929,452	189,316	1,118,768
Total income from charitable activities	1,716,703	6,813,714	8,530,417	929,452	5,951,300	6,880,752

4 Income from other activities

	Restricted £	Unrestricted £	2023 Total £	Restricted £	Unrestricted £	2022 Total £
Administration Charges	-	14,306	14,306	-	39,654	39,654
Profit on Disposal of Fixed Assets	-	-	-	-	50	50
Total income from other activities	-	14,306	14,306	-	39,704	39,704

5 Income from investments

	Endowment £	Unrestricted £	2023 Total £	Endowment £	Unrestricted £	2022 Total £
Income from UK listed Investments	69,148	122,003	191,151	61,838	111,593	173,431
Interest receivable	-	2,216	2,216	-	112	112
Net return on pension scheme	-	(48,000)	(48,000)	-	(54,000)	(54,000)
Rental Income	-	128,785	128,785	-	128,960	128,960
Total income from investments	69,148	205,004	274,152	61,838	186,665	248,503

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2023

6a Analysis of expenditure (current year)

	Charitable activities						2023 Total £	2022 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £		
Staff costs (Note 9)	103,582	3,715,040	260,535	1,428,797	560,659	-	6,068,613	5,225,837
Client Costs	142	281,205	439,463	146,237	3,468	-	870,515	724,646
Property Costs	27,428	669,350	33,026	175,629	167,289	-	1,072,722	854,964
Publicity Costs	13,435	3,454	299	250	-	-	17,438	14,853
Agency Costs	-	437,772	11,202	4,175	1,911	-	455,060	279,470
Travel Costs	2,281	43,534	9,660	20,211	9,399	-	85,085	66,922
Professional Fees	30	33,437	5,426	72,697	62,550	21,433	195,573	138,110
Other Direct Costs	13,556	164,960	32,478	100,793	116,556	6,785	435,128	345,058
Depreciation	-	319,019	4,894	-	46,469	-	370,382	359,352
Audit Fee	-	-	-	-	-	14,500	14,500	12,675
	160,454	5,667,771	796,983	1,948,789	968,301	42,718	9,585,016	8,021,887
Support costs	46,479	512,231	159,770	168,484	(968,301)	81,337	-	-
Governance costs	7,445	69,470	23,570	23,570	-	(124,055)	-	-
Total expenditure 2023	214,378	6,249,472	980,323	2,140,843	-	-	9,585,016	-
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	-	-	8,021,887	

Father Hudson's Society

Notes to the financial statements

For the year ended 31 March 2023

6b Analysis of expenditure (prior year)

	Charitable activities						2022 Total £
	Cost of raising funds £	Adult Care £	Family Placement £	Community Based Projects £	Support Costs £	Governance Costs £	
Staff costs (Note 9)	130,298	3,130,203	274,899	1,163,891	526,546	-	5,225,837
Client Costs	-	206,420	410,980	102,647	4,599	-	724,646
Property Costs	24,831	474,835	30,015	191,532	133,751	-	854,964
Publicity Costs	10,304	4,475	-	74	-	-	14,853
Agency Costs	-	274,727	1,732	-	3,011	-	279,470
Travel Costs	766	34,254	10,344	13,599	7,959	-	66,922
Professional Fees	50	39,685	3,095	16,850	59,276	19,154	138,110
Other Direct Costs	10,521	135,194	31,118	62,202	99,238	6,785	345,058
Depreciation	-	253,827	3,297	-	102,228	-	359,352
Audit Fee	-	-	-	-	-	12,675	12,675
	176,770	4,553,620	765,480	1,550,795	936,608	38,614	8,021,887
Support costs	44,957	495,466	154,540	162,970	(936,608)	78,675	-
Governance costs	7,038	65,681	22,285	22,285	-	(117,289)	-
Total expenditure 2022	228,765	5,114,767	942,305	1,736,050	-	-	8,021,887

7a Grant making and support for other charities (current year)

	Support costs £	2023 £
Cost		
Hope Community Project	27,594	27,594
Sanctuary	15,954	15,954
Maryvale	17,997	17,997
Total gift in kind in the year	<u>61,545</u>	<u>61,545</u>

£nil cash grants were made in the year (2022: £nil). The gift in kind comprises allocated support costs.

7b Grant making and support for other charities (prior year)

	Support costs £	2022 £
Cost		
Hope Community Project	29,772	29,772
Sanctuary	36,258	36,258
Maryvale	16,585	16,585
Total gift in kind in the year	<u>82,615</u>	<u>82,615</u>

8 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	2023 £	2022 £
Depreciation	370,383	359,352
Profit on disposal of fixed assets	-	(50)
Operating lease rentals:		
• Property	46,666	38,333
• Other	96,380	56,879
Auditor's remuneration (excluding VAT):		
• Audit	<u>14,500</u>	<u>12,675</u>

9 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2023	2022
	£	£
Salaries and wages	5,404,173	4,637,209
Redundancy and termination costs	–	16,035
Social security costs	407,009	338,708
Employer's contribution to defined contribution pension scheme	257,431	233,885
	6,068,613	5,225,837

No redundancy and termination costs were paid and settled in the year. The redundancy and termination costs accrued at the balance sheet date were £nil (2022: £nil).

The following number of employees received employee benefits (excluding employer's national insurance and employer pension costs) during the year between:

	2023	2022
	No.	No.
£70,000 – £79,999	1	1

The total employee benefits including employer's national insurance and pension contributions of the key management personnel were £431,595 (2022: £402,432).

The charity trustees were not paid nor received any other benefits from employment with the charity in the year (2022: £nil). No charity trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £nil (2022: £nil).

10 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023	2022
	No.	No.
Raising funds	4	6
Adult Care	209	233
Family Placement	7	9
Community projects including schools	70	72
Support	17	15
Governance	2	2
	309	337

11 Related party transactions

There are related party transactions to disclose for 2022/23 as detailed below.

Aggregate donations from related parties were £70,429 all of which was received from Birmingham Diocesan Trust (2022: £25,000). The Trust also gave a capital grant of £50,000 in support of the Tabor Living 2 project.

The Society has employed the services of NFP Wealth Management Ltd (NFP) in the design and implementation of a Group Personal Pension Scheme. One of the directors of NFP is related to a trustee of the Society. Fees to NFP have been agreed on an arms length basis and the trustee took no part in the decision to use NFP nor in the fee negotiations. At 31 March 2023 fees amounting to £1,800 (2022: £1,800) had been paid to NFP.

The President of the Society, the Most Rev. Bernard Longley, is a trustee of Birmingham Diocesan Trust (registered charity number 234216). During the year, the Trust paid for residential care for sick and retired priests in St Joseph's Care Home amounting to £110,660 (2022: £59,853). The balance at the year end was £nil (2022: £nil) due to the Society.

Mrs Jo Watters, Head of Community Projects, is a trustee of Hope Community Project (registered charity number 1139362). During the year the Society made a donation of £nil (2022: £nil) to the Project and provided support services in kind to the value of £29,594 (2022: £29,772) for which payment of £2,000 was received (2022: £5,000). The balance at the year end was £8,726 (2022: £nil).

The Society is a corporate trustee of Maryvale Community Project (registered charity number 1147691). During the year the Society provided support services in kind to the Project to the value of £17,997 (2022: £16,572). The balance at the year end was £nil (2022: £nil).

12 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

13 Tangible fixed assets

	Freehold property £	Leasehold property £	Leasehold improvements £	Fixtures and Fittings £	Computer equipment £	Motor vehicles £	Total £
Cost							
At the start of the year	7,066,464	151,716	-	1,064,330	118,077	232,370	8,632,957
Additions in year	-	-	487,366	24,629		69,140	581,135
Disposals in year	-	-	-	(12,468)	(6,300)	(7,250)	(26,018)
At the end of the year	<u>7,066,464</u>	<u>151,716</u>	<u>487,366</u>	<u>1,076,491</u>	<u>111,777</u>	<u>294,260</u>	9,188,074
Depreciation							
At the start of the year	3,220,448	11,000	-	455,943	54,716	122,864	3,864,971
Charge for the year	209,264	4,552	-	105,340	22,308	28,919	370,383
Eliminated on disposal	-	-	-	(12,468)	(6,300)	(7,250)	(26,018)
At the end of the year	<u>3,429,712</u>	<u>15,552</u>	<u>-</u>	<u>548,815</u>	<u>70,724</u>	<u>144,533</u>	4,209,336
Net book value							
At the end of the year	<u>3,636,752</u>	<u>136,164</u>	<u>487,366</u>	<u>527,676</u>	<u>41,053</u>	<u>149,727</u>	4,978,738
At the start of the year	<u>3,846,016</u>	<u>140,716</u>	<u>-</u>	<u>608,387</u>	<u>63,361</u>	<u>109,506</u>	4,767,986

Land with a value of £31,000 (2022: £31,000) is included within freehold property and not depreciated.

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 31 March 2023

14 Investment properties

	2023 £	2022 £
Fair value at the start of the year	779,000	779,000
Revaluation during the year	-	-
Fair value at the end of the year	<u>779,000</u>	<u>779,000</u>

The investment properties were last valued on an open market (assuming vacant possession) or investment basis by ehBReeves Chartered Surveyors as at 31 March 2021. The trustees have reviewed the ehBReeves valuation and are of the opinion that this represents fair value as at 31 March 2023.

15 Listed investments

	2023 £	2022 £
Fair value at the start of the year	5,407,403	5,250,331
Additions at cost	497,367	450,512
Disposal proceeds	(329,822)	(652,082)
Net gain / (loss) on change in fair value	<u>(417,780)</u>	<u>358,642</u>
	5,157,168	5,407,403
Cash held by investment broker pending reinvestment	<u>131,785</u>	<u>320,692</u>
Fair value at the end of the year	<u>5,288,953</u>	<u>5,728,095</u>

Investments comprise:

	2023 £	2022 £
UK Collective Funds	1,624,227	1,920,731
Shares listed on the London Stock Exchange	2,366,230	2,472,001
Fixed Interest	407,259	463,451
Property Funds	216,252	251,395
Overseas equities	543,200	299,825
Cash	<u>131,785</u>	<u>320,692</u>
	<u>5,288,953</u>	<u>5,728,095</u>

Shares in group undertaking

	2023 £	2022 £
Cost at 1 April 2022 and 31 March 2023	<u>2</u>	<u>2</u>

The Society owns 100% of the issued share capital of F.H.S. Projects Limited. The company was dormant during the current and previous financial years.

16 Debtors

	2023 £	2022 £
Trade debtors	370,924	409,351
Accrued income	228,936	300,206
Prepayments	<u>116,389</u>	<u>18,995</u>
	<u>716,249</u>	<u>728,552</u>

17 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	212,330	324,716
Taxation and social security	97,208	88,396
Accruals	328,367	237,055
	637,905	650,167

18 Pension Scheme

The charity operates a defined benefit scheme in the UK which closed to future accrual on 31st July 2017. The assets are held separately from those of the group, being invested in managed funds with insurance companies. Contributions to the scheme are charged to the statement of financial activities so as to spread the cost of pensions over employees' working lives with the company. The contributions are determined by a qualified Actuary on the basis of triennial valuations using the projected unit method.

The most recent full actuarial valuation was carried out at 1 August 2022 by a qualified independent actuary. The actuarial value (using the Statutory Funding Objective) amounted to £6,227,000 at that date. Scheme assets were 90% of that figure. The Scheme trustees and the Society have agreed a Recovery Plan which targets the funding shortfall at its date of signing, 25 May 2023. At this date the Scheme's funding position had improved and the deficit had reduced to £69,000. The Recovery Plan aims to clear the deficit with a single payment of £69,000 by 30 June 2023.

Until 31st July 2017 contributions were paid at 13.4% of pensionable pay and employee members contributed 8% of pensionable pay. The charity continues to pay all costs of running the Scheme.

The assumptions which have the most significant effect on the results of the valuation are those relating to the rate of return on investments and the rate of increase in salaries and pensions. It was assumed that:

- The rate of return on the Scheme's assets will be 4.70% (4.90%) p.a.
- The rate of return appropriate for determining the cost of pensions once in payment will be 2.85% (1.10%) p.a.
- The rate of future pensionable salary increases (both from inflation and promotion) will be 3.1% (2.8%) p.a.
- Mortality will be in line with appropriate mortality tables. There will be no withdrawals of membership in service.
- Limited Price Indexation (LPI) in payment subject to a minimum of 3% p.a. will average 3.10% (3.00%) p.a.
- Members will commute 25% (25%) of their pension at retirement.

The employer's contribution for the period was £117,545 (including deficit contributions of £72,500 (2022: £194,605 including deficit contributions £145,000)).

The employee benefit obligations recognised in the balance sheet are as follows:

	2023 £'000	2022 £'000
Present value of funded obligations	(5,252)	(7,658)
Fair value of plan assets	5,195	5,874
	(57)	(1,784)

18 Pension Scheme (continued)

Amounts in the balance sheet

	2023 £'000	2022 £'000
Liabilities	(5,252)	(7,658)
Assets	5,195	5,874
Net Liability	<u>(57)</u>	<u>(1,784)</u>

Amounts recognised in net income\ (expenditure) are as follows:

	2023 £'000	2022 £'000
Current service cost	-	-
Interest on obligation	(209)	(166)
Expected return on plan assets	161	112
Total	<u>(48)</u>	<u>(54)</u>
Actual return on plan assets	<u>(607)</u>	<u>420</u>

Changes in the present value of the defined benefit obligation are as follows:

	2023 £'000	2022 £'000
Opening defined benefit obligation	7,658	8,212
Interest cost	209	166
Actuarial gains	(2,471)	(526)
Benefits paid	(144)	(194)
Closing defined benefit obligation	<u>5,252</u>	<u>7,658</u>

Changes in the fair value of plan assets are as follows:

	2023 £'000	2022 £'000
Opening fair value of plan assets	5,874	5,503
Expected return	161	112
Actuarial gains	(768)	308
Employer contributions	72	145
Benefits paid	(144)	(194)
	<u>5,195</u>	<u>5,874</u>

The major categories of plan assets as a percentage of total plan assets are as follows:

	2023 %	2022 %
Equities	51	63
Bonds	44	21
Property	4	12
Cash	<u>1</u>	<u>4</u>

18 Pension Scheme (continued)

Principal actuarial assumptions at the balance sheet date (expressed as weighted averages):

	2023	2022
Discount rate at the end of the year	4.75%	2.75%
Expected return on plan assets at the end of the year	4.90%	4.90%
Future salary increases	0.00%	0.00%
Future pension increases	3.35%	3.75%

Amounts for the current and previous four periods are as follows:

	2023 £'000	2022 £'000	2021 £'000	2020 £'000	2019 £'000
Defined benefit obligation	(5,252)	(7,658)	(8,212)	(6,872)	(7,284)
Plan assets	5,195	5,874	5,503	4,573	5,192
Deficit	(57)	(1,784)	(2,709)	–	–
Experience adjustments on plan liabilities	210	(69)	39	33	(3)
Experience adjustments on plan assets	(768)	308	899	(682)	76

19 Financial instruments

	2023 £	2022 £
Financial assets measured at fair value through profit and loss		
Investments	5,157,168	5,407,403
Financial liabilities measured at fair value through profit or loss		
Defined pension scheme liability	56,500	1,784,000

20a Analysis of net assets between funds (current year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,665	1,175,742	181,331	4,978,738
Investment properties	-	-	779,000	779,000
Investments	2,322,193	-	2,966,762	5,288,955
Net current assets	-	849,567	26,064	875,631
Defined benefit pension liability	-	-	(56,500)	(56,500)
Net assets at 31 March 2023	5,943,858	2,025,309	3,896,657	11,865,824

20b Analysis of net assets between funds (prior year)

	Endowment funds £	Restricted funds £	Unrestricted funds £	Total funds £
Tangible fixed assets	3,621,900	745,700	400,386	4,767,986
Investment properties	-	-	779,000	779,000
Investments	2,448,051	-	3,280,046	5,728,097
Net current assets	-	857,160	243,408	1,100,568
Defined benefit pension liability	-	-	(1,784,000)	(1,784,000)
Net assets at 31 March 2022	6,069,951	1,602,860	2,918,840	10,591,651

21a Movements in funds (current year)

	At the start of the year £	Income and gains £	Expenditure and losses £	Transfers £	At the end of the year £
Expendable Endowment	6,069,951	69,148	(126,093)	(69,148)	5,943,858
Restricted funds:					
Capital					
St Joseph's Care Home	745,700	-	(57,324)	-	688,376
Ishelter/ Tabor 2	-	487,366	-	-	487,366
Income					
Hope Community project	-	85,735	(85,735)	-	-
Brushstrokes	487,741	945,546	(925,041)	-	508,246
Brushstrokes – Lottery	56,899	124,806	(124,821)	-	56,884
Day Service	17,988	-	(3,150)	-	14,838
Fatima House	48,009	18,877	(39,871)	-	27,015
Tabor House	57,991	192,575	(230,526)	-	20,040
North Staffs YAH	79,811	101,037	(65,373)	-	115,475
Ukraine	9,661	41,343	(25,581)	-	25,423
The Sanctuary	-	92,272	(92,272)	-	-
Maryvale	-	18,276	(18,276)	-	-
Other	99,060	7,011	(24,425)	-	81,646
Total restricted funds	1,602,860	2,114,845	(1,692,395)	-	2,025,309
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,386,283	-	-	(163,728)	2,222,555
Income Funds					
Helena Woolley Fund	152,607	-	(50,423)	-	102,184
Total designated funds	2,538,890	-	(50,423)	(163,728)	2,324,739
Fair value reserve	629,428	-	-	(307,876)	321,552
Revaluation reserve	695,776	-	-	-	695,776
General funds	838,746	7,389,977	(8,085,885)	468,252	611,090
Total unrestricted funds	4,702,840	7,389,977	(8,136,308)	160,376	3,953,157
Pension reserve	(1,784,000)	1,703,000	(48,000)	72,500	(56,500)
Total funds including pension fund	10,591,651	11,276,970	(10,002,797)	-	11,865,824

Transfers

Expendable Endowment

The transfer of £69,148 (2022: £61,838) to general funds comprises income arising on Expendable Endowment listed investments.

Property Fund

The transfer (out of) into the fund is the amount required so that the balance equals the net book value of adult care freehold and leasehold buildings and fixtures and fittings less the St Joseph's Care home capital fund.

Fair Value Reserve

The transfer (out of)/ into the fund is the amount required so that the balance at the end of the year equals the value of unrealised gains in the portfolio of listed investments.

Pension Reserve

The transfer of £72,500 (2022: £145,000) represents deficit payments made in the year.

21b Movements in funds (prior year)

	At the start of the year £	Income & gains £	Expenditure & losses £	Transfers £	At the end of the year £
Expendable Endowment	5,855,929	275,860	-	(61,838)	6,069,951
Restricted funds:					
Capital					
St Joseph's Care Home	803,024	-	(57,324)	-	745,700
Income					
Hope Community project	-	91,668	(91,668)	-	-
Brushstrokes	509,200	618,507	(639,966)	-	487,741
Brushstrokes – Lottery	9,836	120,636	(73,573)	-	56,899
Ishelter/ Tabor 2	-	-	-	-	-
Day Service	21,518	-	(3,150)	-	18,368
Fatima House	65,795	256	(18,042)	-	48,009
Tabor House	122,664	141,043	(205,716)	-	57,991
North Staffs YAH	91,492	77,461	(89,142)	-	79,811
Other	70,807	179,430	(141,896)	-	108,341
Total restricted funds	1,694,336	1,229,001	(1,320,477)	-	1,602,860
Unrestricted funds:					
Designated funds					
Capital Funds					
Property Fund	2,197,015	-	-	189,268	2,386,283
Income Funds					
Post Adoption Support Fund	264,609	-	-	(264,609)	-
Emrys John Ellis Fund	13,001	-	(19,008)	6,007	-
Helena Woolley Fund	190,155	-	(31,541)	(6,007)	152,607
Total designated funds	2,664,780	-	(50,549)	(75,341)	2,538,890
Fair value reserve	565,411	-	-	64,017	629,428
Revaluation reserve	695,776	-	-	-	695,776
General funds	953,976	6,607,469	(6,650,861)	(71,838)	838,746
Total unrestricted funds	4,879,943	6,607,469	(6,701,410)	61,838	4,702,840
Pension reserve	(2,709,000)	780,000	-	145,000	(1,784,000)
Total funds including pension fund	9,721,208	8,892,330	(8,021,887)	145,000	10,591,651

Purposes of expendable endowment

Expendable endowment funds comprise the value of land in Birmingham and Coleshill purchased by Father Hudson for the charitable objects of the Society. When such lands are disposed of, the net proceeds are also held in expendable endowment. The funds are held as capital funds but may be expended at the discretion of the trustees. The income from the fund is used to support and develop the activities of the Society.

21b Movements in funds (continued)

Purposes of restricted funds

Capital Funds

Capital funds comprise grants/donations towards the costs of fixed assets to be used by the Society for its charitable purposes. Such income may not be treated as a deduction from the capital cost, therefore the depreciation on the underlying asset is treated as restricted expenditure.

St Josephs Care Home

This fund represents grants and donations towards the building of St Joseph's Care Home for older people and people with dementia. At 31 March 2023 costs of £3,318,826 (2022: £3,318,826) have been incurred and capitalised.

IShelter / Tabor 2

This fund represents grants and donations towards the costs of converting St Catherine's of Sienna Church for the Tabor Living 2 project. At 31 March 2023 costs of £487,366 (2022: £nil) have been incurred and capitalised.

Income Funds

These funds are in receipt of grants to assist in the development of these projects.

Purposes of designated funds

Capital Funds

The Property Fund represents the book value of land, buildings and fixtures (less any associated restricted funds) currently held or in construction for charity use. The funds are therefore unavailable for other use.

Revaluation Reserve

The unrealised revaluation gains on investment properties represent the difference in valuation and book cost and being unrealised are not available for use.

Fair Value Reserve

The unrealised gains on investments fund represent the gains in value of investments over book cost, which being unrealised are not available for use.

The

Income Funds

Helena Woolley Fund – this fund is used to support service development and business sustainability initiatives.

The pension reserve represents the deficit as calculated under FRS102.

22 Operating lease commitments

The charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods:

	Property 2023 £	2022 £	Equipment 2023 £	2022 £
Less than one year	46,667	36,666	98,683	45,435
One to six years	41,667	88,334	98,683	86,252
	88,334	125,000	197,366	131,687

The charity has signed Heads of Terms for the lease of premises for a term of 15 years from 01 January 2023 at a rent of £12,000 per annum. The Terms include a rent review every 5 years based on increase in the Retail Price Index.

23 Capital commitments

At 31 March 2023, approved and contracted capital commitments amounted to £100,000 (2022: £nil) which will be funded from a combination of restricted and general funds

24 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.