



Annual Report and Accounts

For year ended 31st March 2017



A home for every child who needs one.

Home for Good

(a company limited by guarantee)

Registered Address:
176 Copenhagen Street, London, N1 0ST

Charity Number (England & Wales):
1158707

Charity Number (Scotland):
SC046972

Company Registration Number (England & Wales):
9060425

From the chief executive

In the autumn of 2016 I phoned someone whose church had just given a donation to Home for Good. What followed was a story that captures exactly what Home for Good is about...

He and his wife heard Krish (Home for Good's founder and director) speak at Momentum in the summer of 2015. They hadn't thought much about adoption before, but after hearing Krish speak, they immediately felt that they should consider adoption. They read the Home for Good book, and as they did they were particularly challenged to discover that some children wait so long to be adopted – especially children of ethnic minorities.

After reading the book, and talking to each other, they contacted the Home for Good enquiry line and were put in touch with Adoption Matters – one of the partner agencies for our pathway to adoption.

When I spoke to them last autumn they had recently welcomed two girls into their home. They will never forget the day they first saw their now daughters, *"Two gorgeous little girls with beautiful hair and beaming smiles. We watched them play and laugh together and were filled with hope. They've been through such a lot prior to coming to us, and these experiences sometimes become evident through their behaviour, but generally they just amaze us with how resilient they are. They are little heroes!"*

Adopting girls with a different ethnicity has brought its challenges, and they know this is something they will have to navigate as they grow up. But their church is full of different cultures and provides a great support network for them – both practically and prayerfully.

They are now looking at what they can do to connect more churches to Home for Good in their area of the country.

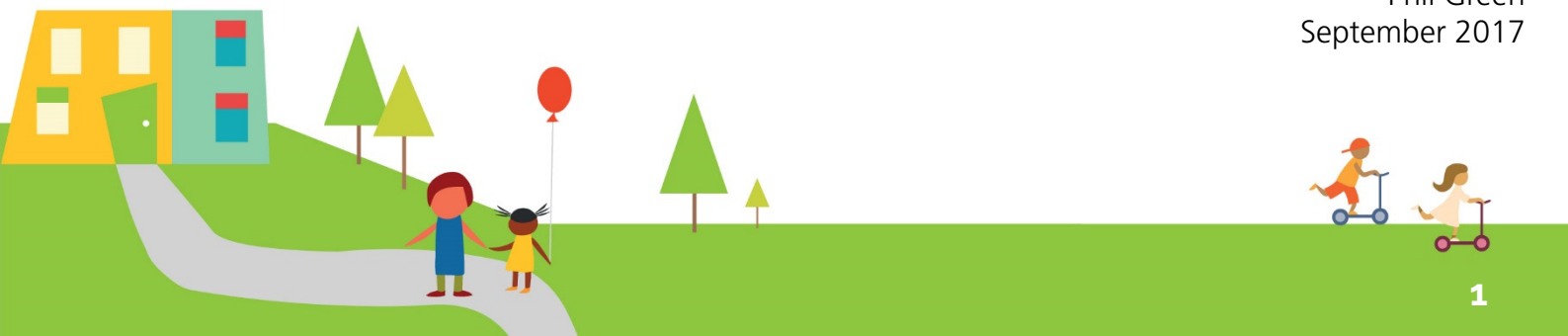
This is one of many stories we have heard this year – encouraging us that Home for Good is increasingly making the impact we are looking to make – a home for every child who needs one. These stories have been supported by a number of surveys we have conducted – with our volunteer champions and people for whom Home for Good has played a part in their journey to becoming a foster carer or adoptive parent. Some of the results from our champion survey are included in this report.

This year was the first year of our new three year strategic framework and our second full year as a charity in our own right. A key positive for this year has been a sense of growing stability, focused direction and the team becoming well-rooted in their roles.

It's also been a year of challenges. Our income was significantly lower than expected during the first half of the year meaning we weren't able to grow as we had hoped, resulting in several programmes being delayed or scaled down. However, we continue to be encouraged by the wide range of individuals, churches, businesses and trusts that do support our work financially, and a strong end to the year means that we are starting the coming year in a strong position. We were also unsuccessful in getting additional government funding – meaning that our plans to expand our pathway to adoption across England and develop our work with black majority churches have been delayed.

All things considered it's been another encouraging year – with the following year looking equally promising. I hope the pages that follow will encourage and inspire you.

Phil Green
September 2017



Objectives

A home for every child who needs one

Our vision is **a home for every child who needs one**. We want every child to have a stable, loving home where they can thrive. We know that for children in care, it's crucial to find the right placement at the right time - whether that's a short-term foster placement in an emergency, a long-term foster placement or a new adoptive family.

Currently, this isn't always possible. In the UK there is an urgent need for more than 9,000 more foster families and there are not enough people coming forward to adopt children who wait the longest for adoption - children over the age of four, with additional needs, from black and minority ethnic communities and who are part of a sibling group. We believe the Church is well-placed to ensure that every child has the home they need, and that families that foster or adopt receive the support that they need.

As we work to make our vision a reality, our four goals point us in the right direction and shape everything we do. We want:

Churches in the UK to understand their mandate to care for vulnerable children, to have a deeper understanding of the theology of adoption, hospitality and caring for the vulnerable, and to take action.

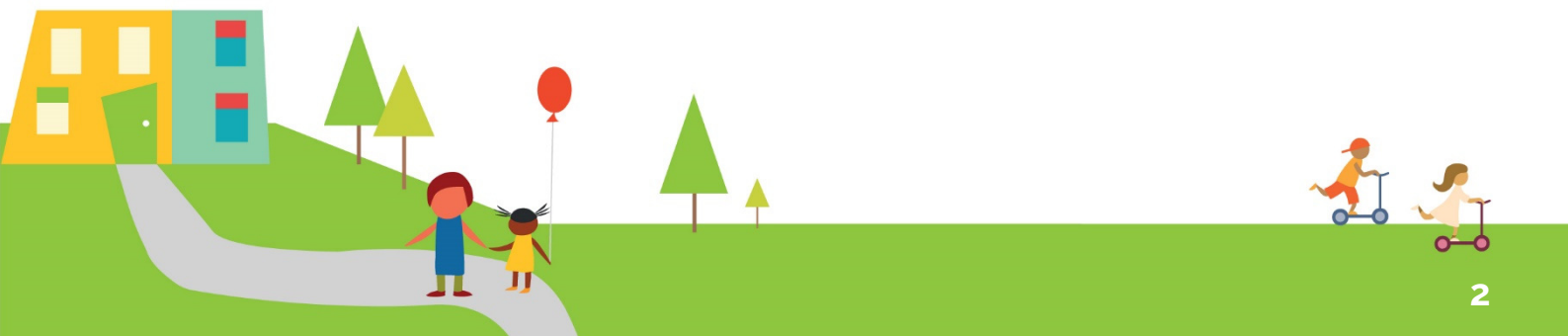
We call this **spiritual pacesetting** and it is at the heart of all we do, because our faith is the foundation for our work. Our role is to be a voice within the UK Church, to ensure that fostering and adoption is on the agenda. This goal makes the other three goals possible: through the increased engagement of the Church we aim to see an increase in finding homes, support for families and involvement in political advocacy.

Christians to step up to become adoptive parents or foster carers – particularly for children who wait the longest for adoption and foster children for whom there is currently the greatest need for foster carers.

Through our work **finding homes** we run campaigns to inspire people to consider fostering and adoption, dispel myths that prevent people from applying, and raise awareness of the specific needs in the UK. We then have a range of services and programmes that help people have a positive journey from the moment of inspiration to the point of placement, and beyond.

Our charity objects

Home for Good's objects are, for the public benefit and in accordance with the Christian principles as set out in the Statement of Beliefs, to relieve the needs of and advance in life children who have been, or may be, adopted, fostered or placed in care including (but not limited to) encouraging Christians to adopt and/or foster vulnerable children and young people, equipping churches to support foster carers and adoptive families and equipping local authorities and fostering/adoption agencies to engage more effectively with Churches and Christians.



A home for every child who needs one (Continued)

All Christian foster carers and adoptive families, along with those thinking about it and in the assessment process, to be able to access the support they need so they can overcome hurdles, be resilient, and thrive.

Supporting families starts with inspiring and equipping churches to provide wrap-around support to those that foster or adopt. Our networks of champions, churches, local movements and online hubs create spaces and opportunities for foster and adoptive families to support one another. As we identify specific needs, we are able to create targeted programmes to enable support.

To be an authoritative voice on looked after children, fostering and adoption in the UK, and influence policy to create better outcomes for adoptive and looked after children and those who care for them.

In our **political advocacy** work we seek to represent Christian foster carers and adopters, to be a voice for vulnerable children, and to champion the role of the Church in society. Our role is to join or spearhead coalitions to tackle issues that we are well-placed to address. We influence change by raising awareness of issues, building relationships, and offering solutions.

Three year strategic framework, one year plan

This year has been the first year of our current three year strategic framework. The pages that follow, provide an overview of activities we have undertaken, relating to each of our four strategic themes, along with a summary of our headline activities for the year ahead.

Our history

In 2011 as the extent of the crisis facing the care system in the UK was making headline news, a group of Christian leaders were talking to one another when they realised they were all foster carers and adoptive parents and worked for organisations that were connected to 1000s of churches. They realised that if one additional family from each of those churches were to foster or adopt that every child who needed a home would have one. But not only that, other people within the church could wrap around and support families that did foster or adopt.

After a year of consultation (2012), in 2013 Care for the Family, Evangelical Alliance and the Churches' Child Protection Advisory Service launched 'Home for Good' as a campaign. It attracted a significant amount of attention from Christian foster carers, adoptive parents, churches, local authorities, and fostering and adoption agencies, so in September 2014 Home for Good was launched as a charity in its own right.



Spiritual pacesetting

We make sure that looked after children, fostering and adoption are on the agenda of the Church in the UK.

A review of 2016 – 2017

Placing spiritual pacesetting at the heart of all we do has resulted in the prioritisation of **developing the theology of our work** – that is a focal point of team meetings, trustee meetings, volunteer gatherings and our annual summit.

Our founder and director, Krish Kandiah, continues to be invited to speak extensively at churches, conferences and festivals. This year has seen some notably **new opportunities opening up** for him - for example, One Event, Focus, Vineyard Leadership Conference and New Wine. Other staff and volunteers have had some good opportunities, however, more needs to be done to encourage churches to invite other Home for Good speakers. A staffing gap has been the main reason for not developing our network of Home for Good speakers quicker.

We have made considerable **progress working with larger churches and networks of churches**, notably Hillsong and the HTB network.

Approximately 300 churches took part in Adoption Sunday which was disappointing – as was only 24 churches becoming a 'Home for Good Church' during the year. Fewer regional staff is a key factor behind this. 50 churches have been involved in our children's and youth leaders training - **evidencing that churches are putting looked after and adopted children on their agenda.**

We continue to find that our work finding foster carers for **unaccompanied asylum seeking children is an effective way to engage with churches** for the first time – and put fostering and adoption more broadly onto their agenda. This year, 486 church leaders signed a statement regarding the closure of the Dubs route for unaccompanied asylum seeking children.

From our three year strategic plan:

The Church in the UK understands its mandate to care for vulnerable children, has a deeper theological understanding surrounding adoption, hospitality and caring for the vulnerable, and for this increased understanding to result in action.

1) Theological **FOUNDATIONS** underpinning all of Home for Good's work.

2) Greater **BREADTH** as more and more churches engage.

3) Greater **DEPTH** of understanding and engagement.

In three years time, there will be evidence showing that Home for Good has significantly contributed to putting adoption and fostering on the Church's agenda – this would be demonstrated by an increase in churches finding homes, supporting families and engaging in political advocacy.

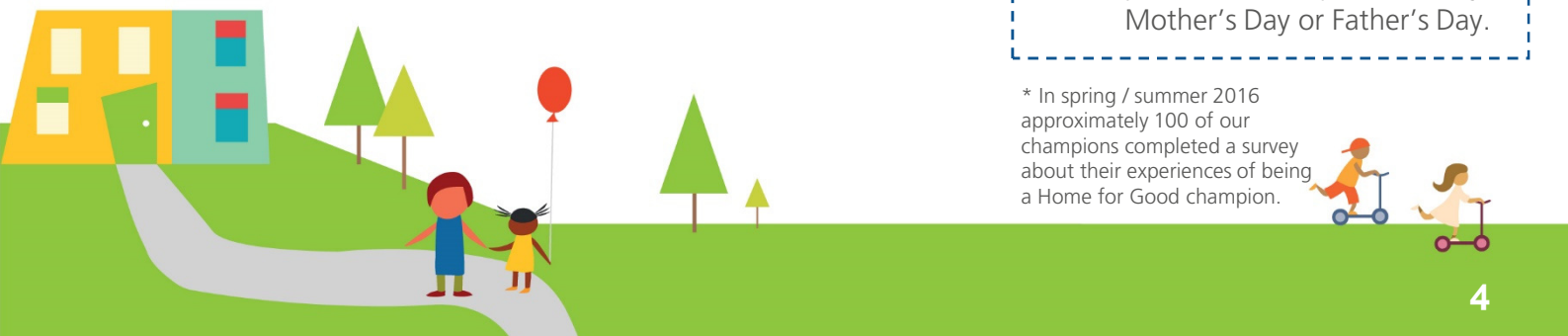
CHAMPIONS

When surveyed*, **8 out of 10** of our volunteer champions said that fostering and adoption has a higher profile in their church as a result of Home for Good.

7 out of 10 said their church has a better understanding of the theology of adoption and God's heart for vulnerable children.

8 out of 10 have seen fostering and adoption profiled on Adoption Sunday, Mother's Day or Father's Day.

* In spring / summer 2016 approximately 100 of our champions completed a survey about their experiences of being a Home for Good champion.



Spiritual pacesetting

We make sure that looked after children, fostering and adoption are on the agenda of the Church in the UK.

Key activities for 2017 – 2018

God is Stranger, Krish's new book outlines the theology that underpins our work and will give us opportunities to connect with new audiences. It will also enable us to develop an approach to ensure his speaking engagements are as effective as possible.

This year's **Adoption Sunday** will link into the themes of *God is Stranger*. We hope that an increased number of 'on the ground' staff and encouraging denominations and networks to get behind it will see an increase in the number of participating churches.

In Kent, we are working with the fostering and adoption agency, Diagrama and the Diocese of Rochester to pilot a model of working intensively with one Church of England Diocese. This pilot will benefit from everything we have learnt about **church engagement** so far, and will help us hone our approach going forward.

We will maximise the opportunities that **conferences and festivals** give us, while planning for a future where we have the capacity to engage with more festivals in a more significant way.

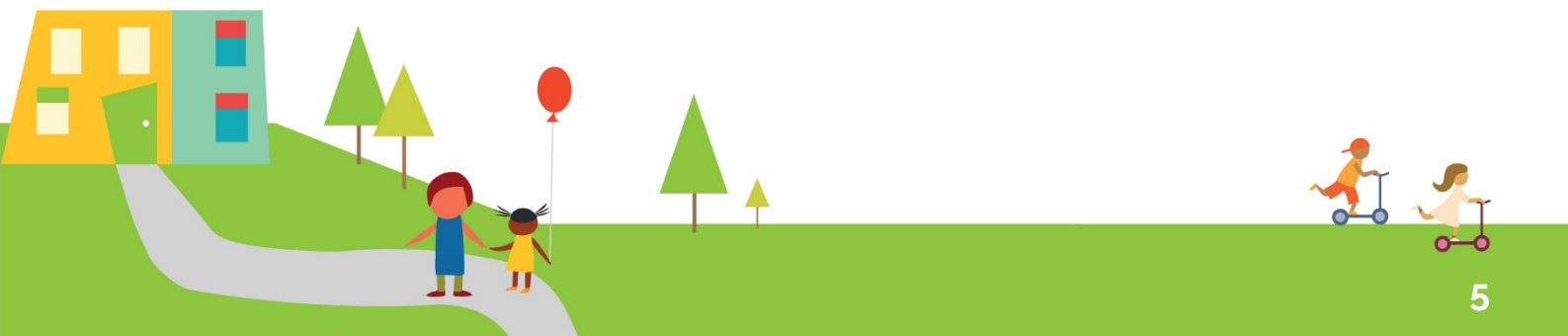
We continue to **embed theology into everything we do** as a movement. As well as *God is Stranger* providing us with more theological understanding to underpin our work, we are seeking to ensure that we are both a child-focused and faith-rooted organisation (two of our values) – combining these, we are looking a lot this year at what a 'theology of childhood' looks like.

Since becoming a Home for Good church in 2015, All Saints Worcester have used our resources to mark Mother's Day, Father's Day and Adoption Sunday each year, making sure vulnerable children are high on their agenda. The church is passionate about fostering and adoption and used their annual church party to thank foster and adoptive families, publicly acknowledging their contribution to the Kingdom through their heart for children.

Foster carer Joy explains, 'It is so powerful to know we are not doing this alone. Our church cares deeply for vulnerable children and recognises our role as a response to this.'

Chloe's Story

'We went to a Home for Good seminar at New Wine and were challenged by the statistics and the need for adoptive families. Recognising our call to 'look after orphans in their distress' (James 1.27), we began to explore adoption and Home for Good's resources were really useful to help prepare our church. Our two wonderful adopted children are now home for good, and our church have been amazing.'



Finding homes

We create pathways that help people make the journey from inspiration to placement.

A review of 2016 – 2017

As we hear **more and more stories of people being inspired and motivated to foster or adopt as a result of Home for Good** we are focusing our attention on how we can journey with people who would like to foster or adopt.

During the year, 25,451 people visited our 'thinking about adoption/fostering' landing pages on our website. **Our enquiry team have supported 1,367 people** – via phone, email or online chat – who were considering fostering or adopting. 8% went on to receive an information pack. The development of our new CRM system is enabling us to journey with these enquiries in a much more intentional manner.

Disappointingly we were unable to expand our **Pathway to Adoption** programme in England as we did not receive the Government grant we hoped to. The number of families adopting with our agency in the Midlands was disappointing, but our work with Adoption Matters and PACT is showing strong progress – with 39 children placed over the past two years.

We have had six '**church engagement programmes**' with **Local Authorities** this year to encourage people to consider fostering. Two are ongoing. We are proud to say that we have delivered all activities we committed to within all six programmes. However, for a range of reasons we are moving away from this model (see page 19).

As a result of our campaign to find **foster carers for unaccompanied minors** we have Pathways to fostering in place with 20 local authorities and four fostering agencies. We have directed 474 people to these local authorities and agencies. Ascertaining how many people have fostered as a result of this campaign, but before these pathways were established, remains a challenge.

From our three year strategic plan:

Christians step-up to become adoptive parents or foster carers – particularly for children who wait the longest for adoption and foster children for whom there is currently the greatest need for foster carers.

- 1) **INSPIRE** Christians through raising awareness and dispelling myths.
- 2) Create a positive **JOURNEY** for potential adoptive parents and foster carers.
- 3) Develop programmes to **RESPOND** to specific needs.

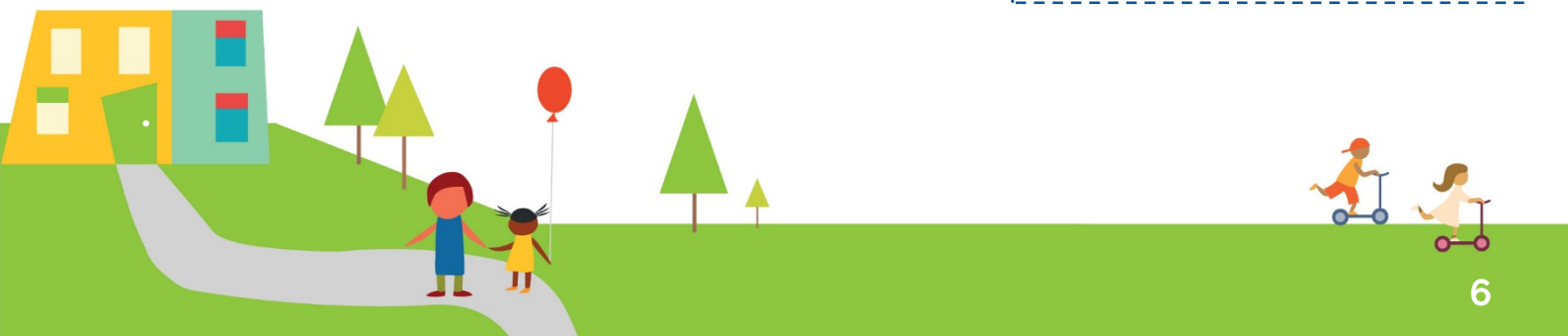
In three years time, it will be widely recognised throughout the sector that there has been a significant rise in the number of Christians being approved as foster carers and adopters. Local Authorities, Government and the media will recognise Home for Good's contribution in bringing this about.

CHAMPIONS

When surveyed, **95%** of our volunteer champions said they had encouraged people to consider fostering and adoption.

65% have had a coffee with people thinking about fostering or adopting (a further 25% said they'd like to).

52% know someone who has stepped forward to foster or adopt who were inspired, at least in part, by Home for Good.



Finding homes

We create pathways that help people make the journey from inspiration to placement.

Key activities for 2017 – 2018

By the end of the year **pathways for fostering** will exist throughout England and through much of Scotland, Northern Ireland and Wales. These will provide those thinking about fostering, as a result of our campaigns, a clear route. It will enable us to provide training, assess quality, connect people to peer-to-peer support and have a better idea how many people are becoming foster carers as a result of our work.

Without Government funding, developing **pathways for adoption** will be more complicated, but we will continue to develop an effective way of working with the agencies we are already connected to – including starting to work with three agencies in Scotland. The priority of our pathways to adoption is to find homes for children who wait the longest for adoption and ensure that adoptive parents receive the best possible service – both before, during and after the assessment, training and placement process. Meanwhile, we will continue conversations with other agencies in England – we are confident that the growing evidence base developing around our work with Adoption Matters and PACT will encourage other agencies to be involved. However, developing a model that works financially will remain challenging.

A key development area for our **enquiry line** will be to train our volunteer champions to be involved, which will enable us to increase capacity and improve user experience.

Following Adoption Sunday, churches, champions and local movements will be encouraged to host **meals for people to find out more** about fostering and adoption. We will also be launching a six-week small group **introductory course for people exploring whether fostering or adoption** is for them. This will be based on the Home for Good book.

We will continue to provide **faith literacy training** to local authorities and agencies we are working with. While this will continue on an ad-hoc basis, we also hope to develop a sustainable model for the training programme going forward.

Finding a home for Kamal

It took Kamal seven months to reach Calais after he had to leave his home in Sudan. Crossing through Libya, and managing to board a boat that thankfully made it to Italy, Kamal was just fourteen years old.

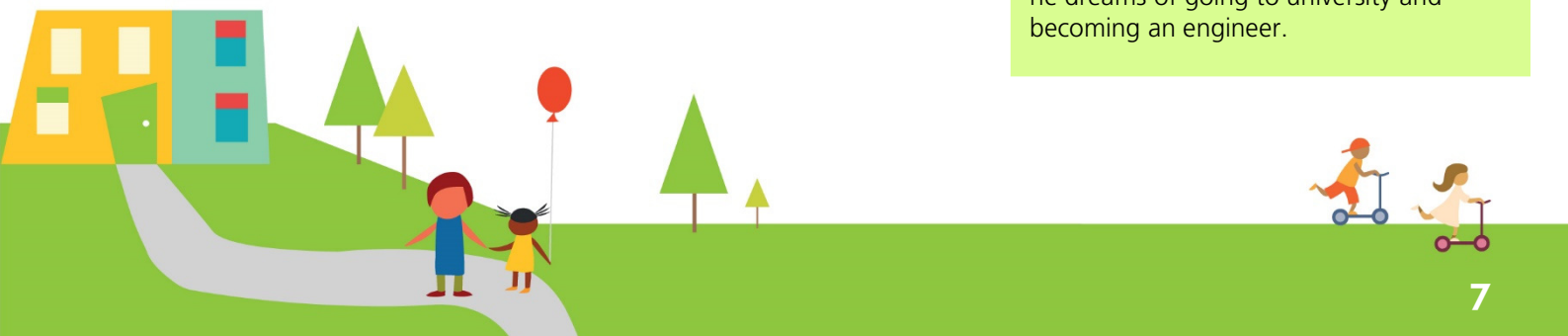
On arrival in England following such a harrowing experience, he was eventually placed with Laura, her husband, and their children.

Laura explains, “We saw the Home for Good film about the refugee crisis and it really struck a chord. We signed up that very day for more information, and went through the fostering assessment as soon as we were able. Kamal came to us a couple of weeks after our approval, and he has been such a blessing to our family.

In the early days we relied heavily on a translation app from his native Arabic, which wasn’t always successful, but he is passionate about learning English and is doing amazingly well.

Our children have welcomed him with open arms and love playing football with him – they usually argue over who gets to sit next to him at mealtimes. Given that Kamal is Muslim, we have ensured that he is able to practice his religion, and we respect one another’s beliefs. He is also a great cook and we have loved trying his food and learning about his culture. Having Kamal in our home has enriched our lives greatly.”

As Kamal continues to thrive in his new home, his application for asylum is ongoing and the outcome will have a huge effect on his future. But he is desperate to get a good education, and he dreams of going to university and becoming an engineer.



Supporting families

We inspire and equip churches to support families that foster and adopt, and are a catalyst for establishing peer-to-peer support groups.

A review of 2016 – 2017

As long as Home for Good has existed as an idea, supporting families has sat alongside finding homes. However, for a range of reasons, the perception has often been that finding homes is our main focus. This year, we have made major strides in rectifying this! Significantly this has been a result of **supporting families being firmly rooted in our strategic framework**, the appointment of a support manager, some significant support related programmes (see below) and creating more inclusive language to engage as many people as possible in taking the needs of vulnerable children seriously – not just those who foster or adopt.

This year we piloted our **training course for children's and youth leaders**. If we are successful, there will be an increase in the number of looked after and adopted children in children's and youth groups in churches – therefore we want to make sure the leaders of those groups are well prepared. The pilot consisted of nine sessions with 229 participants from 69 churches. Our evaluation survey revealed that:

- 59% strongly agreeing that the objectives were achieved and a further 34% agreeing.
- 99% thought the training was well organised (73% agreeing strongly).
- 100% thought the presenters were well prepared (80% agreeing strongly).
- 100% would recommend the training session.

Since Home for Good began as a campaign in 2013 we have heard of several **peer-to-peer support groups** starting around the country. We have provided guides to help people set up such groups. A priority this year was to enable these groups to more 'formally' connect with Home for Good. This will enable us to better support them and also mean that when a foster carer or adoptive parent contacts us wanting support, we can hopefully connect them to a group that meets in their area. We now have 38 peer-to-peer support groups connected to Home for Good.

From our three year strategic plan:

All Christian foster carers and adoptive families, along with those thinking about it and in the assessment process, can access the support they need so they can overcome hurdles, be resilient and thrive.

- 1) **SHARE** stories of good practice that enable support.
- 2) **CREATE** resources and programmes that enable support.
- 3) **CONNECT** Christian foster carers and adopters to enable support.

In three years time, 2,000 Christian foster carers and adoptive parents in the UK will be connected to a Home for Good linked support hub and we will have research showing that these groups – along with other Home for Good support programmes – have provided foster carers and adoptive families with the support they need.

CHAMPIONS

When surveyed, **8 out of 10** of our volunteer champions said they are helping their church to support families that foster or adopt.

5 out of 10 say that Home for Good inspired them to set up a support group in their church / area.

7 out of 10 say foster carers and adopters feel less isolated as a result of Home for Good.

6 out of 10 say that as a result of Home for Good their church is doing more to support people who foster or adopt.

4 out of 10 say that as a result of Home for Good their church services and activities are more suitable for looked after and adopted children.



Supporting families

We inspire and equip churches to support families that foster and adopt, and are a catalyst for establishing peer-to-peer support groups.

Key activities for 2017 – 2018

Inspiring and equipping churches and local movements to establish **support groups** and 'registering' a network of Home for Good support groups will remain a priority. The year will begin by providing clarity on what it means to be a 'Home for Good connected group', then the focus will turn to being a catalyst to see new groups launching – including providing training and resources.

We will evaluate our **children's and youth leaders training course** before we produce course materials and begin to roll-out the training programmes.

Writing articles and telling stories of what churches are doing well will remain a central activity to **inspire and equip churches to support families that foster or adopt**. We will begin to explore what other content we should create and the best method of dissemination.

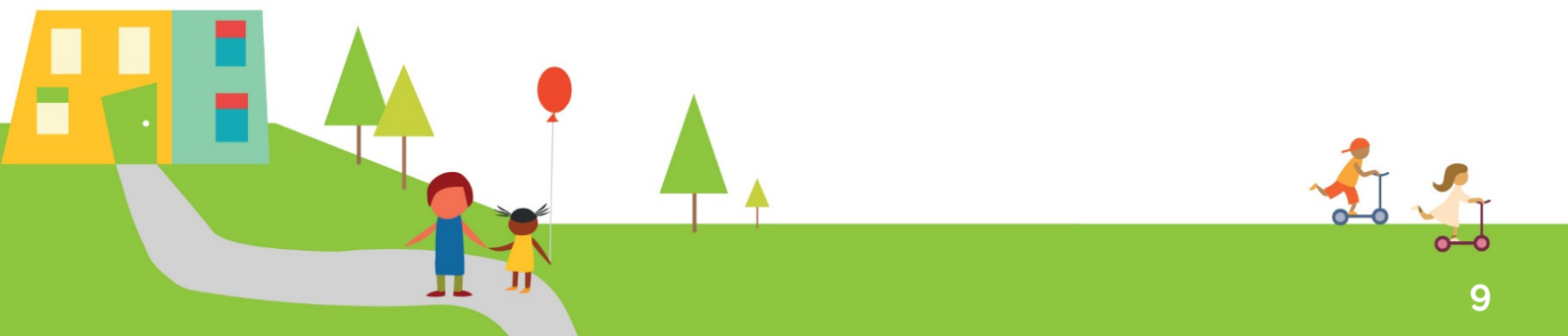
Our enquiry line was primarily set up to provide guidance to those thinking about fostering or adopting. However, we are noticing an increase in the number of existing foster carers and adoptive parents who contact us wanting to access support services. While considering what this means for us in the long-term we want to be able to **better signpost foster carers and adoptive parents when they need support**.

"There are many ways that our church has shown that they are with us and for us as we have started fostering. We received so much encouragement and prayer as we started the process, and one church member babysat our birth children every week so we could attend the eight preparation workshops.

We asked a few individuals and families to join our 'official' support network, and they have all been DBS checked so they can offer practical help with placements – as well as emotional support for us. We were delighted that others heard about this group and asked to join! We've had meals provided and the loan of clothes and toys as children have come into our home.

We have been so touched by the way so many in our church have been sensitive to our change in lifestyle, and we feel very strengthened by the shared heart and vision of others. It really does make a big difference to know others are standing with us who understand what we are doing and why!"

Stu and Livy, foster carers in London



political advocacy

We make a positive difference to policies that impact looked after and adopted children and those who care for them.

A review of 2016 – 2017

Due to lower than hoped for income during the first six-months of the year we were unable to employ a Political Advocacy Manager. However, in January we redirected some staff time to develop our political advocacy strategy (see next page). However, there have been plenty of opportunities for political advocacy during the past year.

As a result of our work to find foster carers for unaccompanied minors we have had numerous **opportunities to engage with 10 Downing Street, the Department for Education and the Home Office**. These opportunities often begin with issues related to unaccompanied minors and then broaden to be about fostering and adoption more generally.

In October, our founder and director had a meeting at Number 10 with a senior advisor to the Prime Minister. **We did a survey among foster cares in our network to find out what they would like him to talk about.** Three issues rose to the top:

- The need for more support – for both children and carers.
- Lack of consistency – primarily for the child as a result of changing social workers, so many different professions, different advice and plans changing all the time.
- How foster carers are treated – lack of respect for what they do (from professionals) and the desire to be treated as professional – including appropriate funding – including for support.

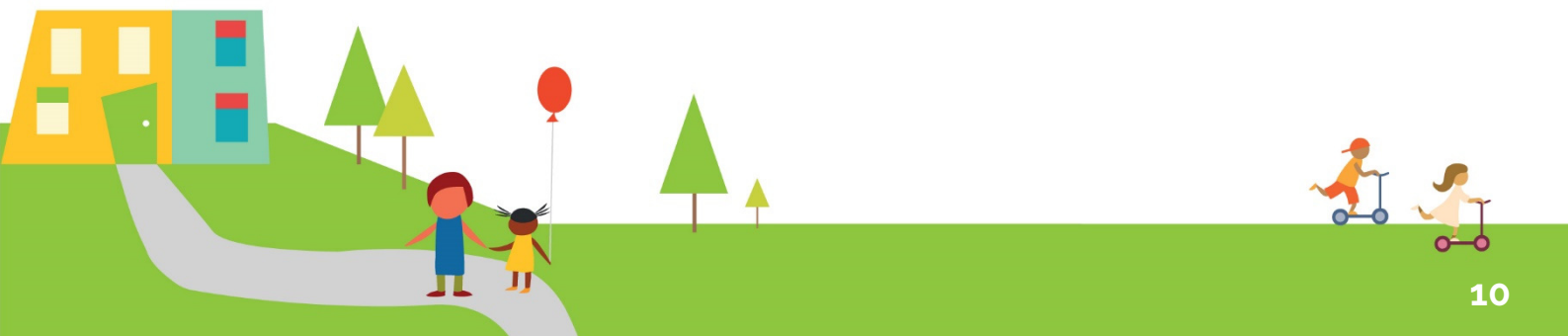
In February, when the Government announced the imminent closure of the Dubs transfer scheme (which had made provision for unaccompanied asylum seeking children who are in transit in Europe to be brought into the UK), we got **486 church leaders to sign a statement calling on the Government to open the door again to refugee children** and offering to assist the Government in making use of civil society's willingness to help local authorities provide care for these children.

From our three year strategic plan:

Be an authoritative voice on looked after children, fostering and adoption in the UK and influence policy to create better outcomes for adopted and looked after children and those who care for them.

- 1) **DEFINE** what our unique political advocacy contribution should be.
- 2) **ACT** regularly on issues judged to be within our remit.
- 3) **REPRESENT** Christian foster carers and adopters.

In three years time, Home for Good will have established itself as a credible voice within the political arena and as a result will be attracting hundreds more Christian foster carers and adoptive parents into our network who want their voice heard. We will have seen an appropriate level of impact in two or more advocacy projects that we have been involved with.



political advocacy

We make a positive difference to policies that impact looked after and adopted children and those who care for them.

Key activities for 2017 - 2018

Having developed our approach to political advocacy we will look to put it into practice. In our political advocacy work we are looking to develop our knowledge and build a network of influence so we can effectively campaign for change on particular issues.

- **Knowledge:** We want to know what we are talking about. We would like to be able to collate knowledge created by others, conduct research within our network and commission academic research.
- **Influence:** We want to continue to build relationships with all levels of Government – ministers, MPs, devolved parliament members, civil servants, local councillors. As well as Home for Good staff developing these relationships, we would like to equip our volunteer champions and local groups to do so to. Writing briefing papers will be part of how we serve MPs.
- **Campaigns:** We will focus on a small number of issues to campaign for change on. See side columns for more details about issues that are on our agenda at the moment.

Our attitude toward the Government

Our response to the refugee crisis illustrates our desired attitude toward the Government in our political advocacy work. Firstly, we didn't just call on the Government to do more to support unaccompanied minors, we stepped up and offered to be part of the solution. Secondly, we built relationships with those in positions of influence and sought to support them in their roles. In addition, our collaborative approach to working enabled us to bring a range of organisations to the table. Thirdly, we enabled change to happen by engaging with public support – in this case, 750 people wrote to the Prime Minister saying they had a spare room and were willing to foster, and urged him to commit to welcoming 3,000 unaccompanied minors into the UK.

Issues to address

We plan to be proactive and reactive in our approach to political engagement. Here are four issues that are on our agenda this year.

Fostering reform

We are delighted that the Government is currently reviewing foster care. We want to contribute to this conversation to ensure that children come first, carers get a fair deal, and social workers receive the resources they need. We then want to ensure that the outcomes of any review are properly funded.

Child-centred permanence

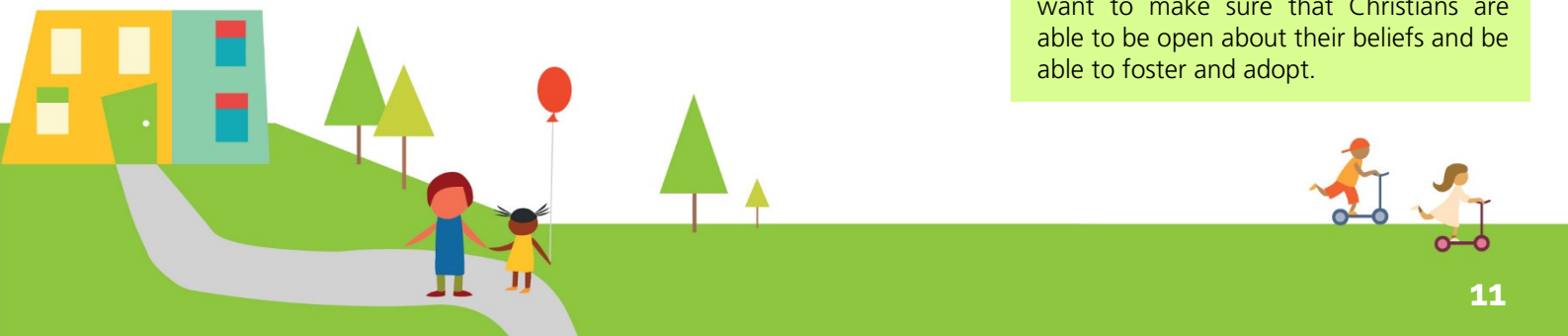
There is growing debate around whether adoption still has a place in the care of vulnerable children. We believe it does, but always want to make sure that the permanence option chosen – be it adoption or long-term fostering – is the best possible option for the child.

Unaccompanied minors

We know the current Government are unlikely to invite more unaccompanied minors into the UK, but we will continue to work to ensure that those that do arrive in the UK are placed in the homes they need and receive the support they need to rebuild their lives.

Attitudes toward faith

Recent research we conducted found that 63 per cent of Christian adopters thought their assessing social worker saw their faith as a positive attribute, and a further 34 per cent said it was seen neither as a positive or negative. However, we are picking up some concerning trends in the minority of cases – both through the faith literacy training we do with social workers and from Christians who have been prevented from fostering or adopting as a result of their beliefs. We want to make sure that Christians are able to be open about their beliefs and be able to foster and adopt.



other notable activities

During the past year it also worth drawing your attention to the following:

Two summits – Doncaster and Oxford

This year we held two summits – day long conferences that aimed to inspire, equip and connect Christians passionate about adoption and fostering. In total, 310 adults, 83 children, 27 toddlers and 38 team members were at the summits. 96% of attendees felt blessed, encouraged and inspired by the day with 85% feeling better equipped and supported to play their part in caring for vulnerable children.

Establishing ourselves in Northern Ireland

The Northern Ireland Lead role was established in June 2016 and has enabled us to further develop our engagement with churches and equipping our growing network of champions. Steps have been taken to establish relationships with the Trusts (who are responsible for looked after children in Northern Ireland) but a model to how we work with them has not yet emerged. There are a number of churches that are involved in initiatives that could be models of good practice going forward.

Establishing ourselves in Scotland

During the year, our Chief Executive spent considerable time in Scotland as we prepared to employ someone to lead Home for Good in Scotland. We have established relationships with adoption and fostering agencies, were introduced to several local authorities, had the opportunity to meet with the President of COSLA (Convention of Scottish Local Authorities) and highlight our work finding fostering carers for unaccompanied minors, and met with a wide range of church and organisation leaders. During the year, we exhibited at the children's work conference Seen and Heard and co-hosted an event with Tearfund, 24-7 Prayer and IJM, attended by 65 church leaders, about how the Church can engage with justice. On 1 February we reached an important milestone as Lucy Smith, our Scotland lead, took up her post.

Measuring impact

We have been working with an organisation called The Transformational Index to develop an approach to measuring our impact. At a workshop in March we honed our impact framework – based around the below six words – authenticity, collaboration, inspiration, empowerment, service and systemic change. During the coming year we will be working with The Transformational Index to embed impact measurement throughout the organisation.



Reference and administrative details

Trustees

Alan Charter (chair)
George Stylianides (treasurer)
Sue Colman
Laura Eades
Rachel Gardner
Krish Kandiah
Dominic Llewellyn
Eddie Lyle

Founding Director Chief Executive

Krish Kandiah
Phil Green

Banks

CAF Bank
25 Kings Hill Ave, West Malling, ME19 4JQ

NatWest
40 Whitgift Centre, Croydon, CR0 1UQ

Nationwide
Nationwide House, Pipers Way, Swindon, SN38 1NW

Accountants

JS2 Limited
1 Crown Square, Church Street East, Woking, GU21 6HR

Solicitor (Charity)

Anthony Collins Solicitors LLP
134 Edmund Street, Birmingham, B3 2ES

Solicitor (Employment Law)

Paul Roberts – Keelys LLP
28 Dam Street, Lichfield, Staffordshire, WS13 6AA

Independent Examiner

Ruth Smith CA – Stewardship
1 Lamb's Passage, London, EC1Y 8AB

Registered Charity Number (England & Wales):

1158707

Registered Charity Number (Scotland):

SC046972

Company Registration Number (England & Wales):

9060425

Registered Address:

176 Copenhagen Street,
London, N1 0ST



Structure, governance and management

Trustees

The trustees are responsible for Home for Good. As stated by the Charity Commission their responsibilities are to; ensure the charity is carrying out its purposes for the public benefit, comply with the charity's governing documents and the law, act in the charity's best interests, manage the charity's resources responsibly, act with reasonable care and skill, and ensure the charity is accountable. The trustees agreed a three-year strategic framework in May 2016, and agree an outline plan and budget annually.

The governing documents of Home for Good are Memorandum and Articles of Association dated 28th May 2014 and the charity is constituted as a company limited by guarantee.

Trustees are appointed by existing trustees. The induction and training of trustees includes:

- A meeting with Chief Executive to discuss the vision, strategy and approach of Home for Good.
- Reading the memorandum and articles of association, with the 'Trustee Responsibility' section highlighted, and the Charity Commission's 'The essential trustee: what you need to know'

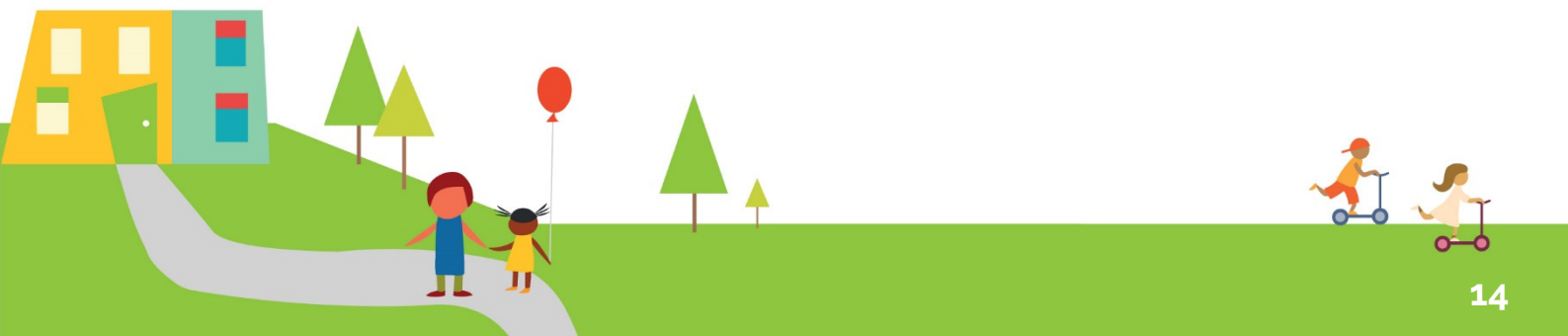
In planning the activities the trustees have had regard to the guidance on public benefit issued by the Charity Commission.

Leadership

The leadership team is led by Phil Green (chief executive) and consists of Krish Kandiah (founder and director) and all team leaders: Kirsty McIntyre (head of engagement), James Rose (head of operations) and Jennifer Yates (head of regional development). This year, an 'extended leadership team' was introduced which includes the new 'national leads' – Malini Colville (Northern Ireland) and Lucy Smith (Scotland). The leadership team are responsible for delivering the three-year strategic plan, as agreed by the trustees, and are responsible for the month-to-month decision making for the charity. This includes appointing staff and decisions regarding expenditure, as long as staff appointments and expenditure are in-line with strategy, budget, and delegated authority agreed by trustees. For the purpose of these accounts, this team is defined as key management personnel.

Council of Reference and Advisory Boards

The Council of Reference is an advisory group of experts with no governance or executive responsibility. They advise staff and trustees on both the long-term strategy of Home for Good and how best to achieve our objective through our activities. During this year we created an Advisory Board in Northern Ireland to help steer the direction of Home for Good in Northern Ireland.



Structure, governance & management (Continued)

Risk management

The trustees and leadership team consider the risks to Home for Good on a regular basis and systems are in place to mitigate risk – using a risk register as a dashboard. Assessing risk is also built into the development and ongoing monitoring of each programme.

The areas of risk outlined in the risk register are:

Financial resilience

As a new charity our income is still unpredictable as we establish patterns. Regular donations only account for 10% of our income. We have a detailed fundraising plan, with income coming from a range of sources, strong reserve levels, and are committed to growing at a steady rate while funding sources become more stable.

Information & data security

We collect, hold and use personal data for our charitable purposes – some of which is considered to be sensitive personal data. The introduction of a new CRM system during this year is enabling us to manage data in a highly controlled environment.

Failure to deliver contracts / partnership programmes

Each year we learn more making it possible to establish increasingly realistic expectations. We only take on new working arrangements if we know we have the capacity and competence to deliver and set KPIs that are in our control alongside indicators we have less control over. We seek to build long-term relationships with partners where we are innovating together.

Overreaching

There are a huge number of opportunities where we could make a positive impact in the lives of vulnerable children, foster carers, and adoptive families. Therefore we have to be careful about what we do and don't do – our three year strategic framework, and annual plans establish clarity, priorities and boundaries across the organisation.

External factors

Our work is impacted by the continually changing fostering and adopting landscape in the UK - as a result of legal precedence, government policy, legislative change and social work practice. We make sure we stay on top of the landscape and are creating an organisation that while having a clear direction, remains agile so we can effectively respond to changes. Our broad funding base is a vital factor in ensuring our resilience in an ever-changing landscape.

Governance and compliance

Home for Good is committed not only to meet all the requirements of the Charity Commission, Companies House and other relevant regulatory bodies, but to be a model of good practice. We ensure we are aware of the impact of changes to legislation and guidelines, and as our activities develop we are checking whether that introduces the need for us to comply with additional legislation or guidelines.

Brand and reputation

We are aware that our brand is a significant asset to us and makes the majority of our work possible – therefore protecting it is a priority. We produce guidelines for staff, partners and volunteers, hold training sessions and continual review activities and communications across the Home for Good network.

Losing director, chief executive or other key staff

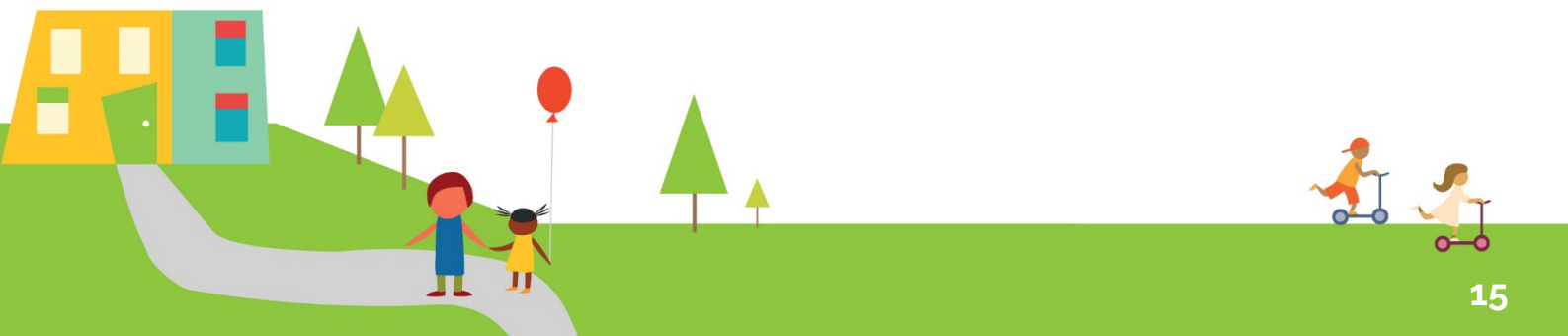
Alongside being proactive to make sure that our staff retention is good, we are building in processes to ensure that we can effectively hand over work if staff leave (with warning) and can pick up urgent tasks if staff are suddenly out-of-action. As a new organisation, we have identified areas where we are particularly vulnerable.

Health, safety and environment

We have identified four particular areas of risk – working hours and workload, working environment, travel and manual handling. We are seeking to mitigate these risks through policies and guidelines, training, good line-management and peer-to-peer accountability.

Safeguarding

We have a safeguarding policy that is approved by the Churches' Child Protection Advisory Service, is reviewed regularly, is part of the induction process, and there is annual refresher awareness training. All Local Movements must have appropriate safeguarding policies in place.



Relationship with other organisations

Home for Good is committed to working collaboratively to achieve our charitable objectives.

Pathway to Adoption

The aim of our 'Pathway to Adoption' is to find homes for families for children who wait the longest for adoption and ensure that adoptive families receive the support they need. Following a year of being primarily funded through a Department for Education grant, four out of the five agencies remained part of the programme, contributing funds themselves as they recognised the value of working with Home for Good to find adoptive families from churches. The four agencies were:

- > Adoption Matters
- > Families for Children
- > Family Care
- > Parents and Children Together

We have seen the best results in our work with Adoption Matters and Parents and Children Together – who we have been working with since 2014. Since then 39 children have been placed in adoptive families via this pathway to adoption.

Pathways to Fostering

Initially launched off the back of our campaign to find foster carers for unaccompanied minors, our 'pathways to fostering' enable us to connect people who are thinking about fostering with a local authority or agency we are working with in their area.

- Achieving for Children (Royal Borough of Kingston upon Thames and London Borough of Richmond upon Thames)
- Action for Children
- Bath and North East Somerset Council
- Birmingham City Council
- Bristol City Council
- Derbyshire County Council
- Fairways
- Foster Care Cooperative
- Royal Borough of Greenwich
- Leicester City Council
- Liverpool City Council
- North Somerset Council
- Nottingham City Council
- Oxfordshire County Council
- Reading Council
- Slough Children's Service's Trust
- TACT
- London Borough of Tower Hamlets
- Triborough – Royal Borough of Kensington and Chelsea, City of Westminster and London Borough of Hammersmith and Fulham
- West Berkshire Council
- Wirral Council

Our campaign to find foster carers of unaccompanied asylum seeking children has seen a total of 14,201 people express an interest – with around 3,000 in this financial year. As of 31st March 2017, 9,024 people had been invited to complete an online survey to establish if they are 'eligible' to enter our 'UASC pathway'. From that, 474 people have been passed to a local authority or fostering agency.



Relationship with other organisations (continued)

Church engagement programmes

We work with Local Authorities to enable them to connect with churches in their area to find more foster carers. During the course of this year we have worked with the following Local Authorities:

- Achieving for Children
- London Borough of Tower Hamlets
- Oxfordshire County Council
- Slough Children's Services Trust

During our eight months of work in Slough we spoke at seven churches. Six 'registrations of interest' from potential foster carers were made with Home for Good were passed to SCST. A further six were not ready to progress but remain linked to Home for Good.

Local Movements

We have developed a 'franchise model' that enables churches in a specific geographic area to come together and adopt the Home for Good identity in their area in order to deliver programmes locally. In the year 2016 – 2017 we had working arrangements with the following organisations:

- | | |
|-----------------------------------|----------------------------------|
| ➤ Home for Good: Bath area | Genesis Trust |
| ➤ Home for Good: Bolton | Urban Outreach |
| ➤ Home for Good: Bracknell Forest | Kerith Community Church |
| ➤ Home for Good: Derbyshire | Community Transformation |
| ➤ Home for Good: Leicester | Knighton Church, Leicester |
| ➤ Home for Good: Reading | Wycliffe Baptist Church, Reading |
| ➤ Home for Good: Southampton | Life Church, Southampton |
| ➤ Home for Good: Suffolk | Transforming Futures – Suffolk |
| ➤ Home for Good: Wokingham | Wycliffe Baptist Church, Reading |
| ➤ Home for Good: Worcester | City Church, Worcester |

Three local movements launched this year - in Bolton, Leicester and Worcester.

The movement in Bolton run a bimonthly support group – it's usually attended by around 40 foster carers and adoptive parents. While they chat or listen to guest speakers, Bolton Wanderers run a programme for the children.

The movement in Leicester is currently focussing on church engagement, with a paid staff member working one-day a week doing this.

The movement in Worcester have journeyed from providing practical support to carers and adopters in the City to hosting termly parties, smaller lunch groups, and a small prayer support group. They are currently looking at whether they replicate the Bolton support group in Worcester.

Unaccompanied Asylum Seeking Children

Our work to raise awareness, in churches, of the needs of unaccompanied minors when they arrive in the UK, to find homes for these children, and efforts to ensure that they, and those that care for them, receive the support they need has seen us connect informally to a wide range of organisations and formally with:

- The Children's Society and Mothers Union on their Hat-te-bah training programmes that aim to equip churches to be able to support young refugees.



Financial review

Reserves Policy

Our reserve policy is to ensure that Home for Good has sufficient funds to meet its financial commitments, to demonstrate that we are sustainable into the future, to ensure that we are able to manage future unforeseen financial difficulties and to ensure that excessive funds are not held without any identifiable reason or for any identifiable purpose.

It is the Trustees’ general view that the desirable level of unrestricted reserves is three month’s operating cost, which in the 2016 – 2017 year was approximately £160,000. The year was marked by financial uncertainty – in terms of income, which saw us re-forecast our income budget from £724,000 at the beginning of the year to £543,000 at our end of third quarter forecast. We were therefore planning our end of year reserve levels to be in the region of £160,000. However, a strong final month saw our annual income increase to £635,996 resulting in a deficit budget of £11,412 rather than the expected £92,000 and ending the year with £244,892 of unrestricted reserves. This will enable us to have a strong start to the 2017 – 2018 year, not least because increasingly our data is showing that we receive the majority of our income during the second half of the year.

Funding Sources

Our income this year was £635,996 (unrestricted and restricted) and was received from the following sources. This was £88,000 lower than our original income budget.

Individuals (including Gift Aid & sponsored events)	42%
Trusts and foundations	15%
Businesses	15%
Churches	10%
Granted related to the Pathway to Adoption	9%
Work with Local Authorities and Fostering Agencies	8%
Other	1%

Expenditure

Our expenditure this year was £647,408. 93% of expenditure was on charitable activities.

A success and a challenge

This year, our top fundraising priority was to increase individual regular donations. We began the year with 115 regular donors and finished with 204! Increasing our annualised regular donations (excluding Gift Aid) from £35K to £65K.

The significant area where we were ‘off-target’ was our work with Local Authorities. As a result of (a) local authorities being under budgetary pressure and (b) the time frame over which local authorities expect results (six months – one year) versus the reality of church engagement and the journey from inspiration to assessment for most potential foster carers (one - three years) we have had to move away from this approach – increasingly introducing a ‘payment by results’ method instead.



Directors' Responsibilities

Charity law requires us as Directors to prepare financial statements for each accounting year which give a true and fair view of the state of the charity and its income and expenditure for the year.

- 1) Select suitable accounting policies and apply them consistently.
- 2) Make judgements and estimates that are reasonable and prudent.
- 3) State whether the applicable accounting standards have been followed, subject to any material departures disclosed and explained the accounts.
- 4) Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

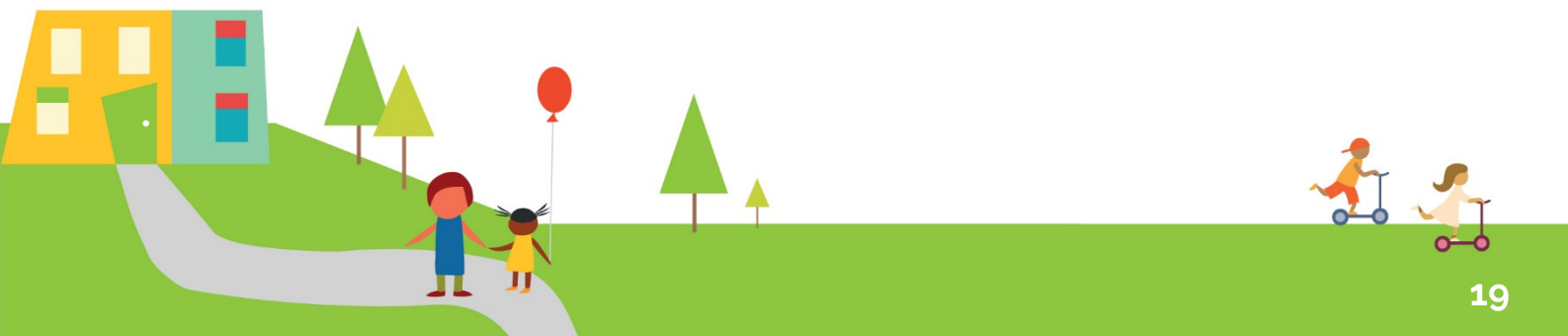
We are responsible for keeping adequate accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable us to ensure that the financial statements comply with the Companies Act 2006.

We also have a responsibility to safeguard the assets of the charity and to take reasonable steps to prevent fraud or any other irregularities.

This report was approved by directors on 20th September 2017 and signed on their behalf:

A. CHARTER

Alan Charter (chair of trustees)



Independent Examiners Report

I have examined the accounts for the year ended 31 March 2017 on pages 17 to 26 following which have been prepared on the basis of the accounting policies set out on page 20.

Respective Responsibilities of Directors/Trustees and Examiner

The directors/trustees of the company are responsible for the preparation of accounts; they consider that the audit requirements under section 144 of the Charities Act 2011 do not apply but that an independent examination is needed. I have been appointed to conduct an Independent Examination required by section 145 of the Charities Act 2011 and to report in accordance with the regulations made under section 145 of that Act. It is my responsibility to examine the accounts, without performing an audit, and to report to the trustees.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- (1) examine the accounts under section 145 of the Charities Act 2011;
- (2) follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011;
- (3) state whether particular matters have come to my attention.

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination

Basis of Examiner's Statement

This report is in respect of an examination carried out under section 145 of the Charities Act 2011, and in accordance with the general directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity, and a comparison of the accounts presented with those records. It also includes a review of the accounts and making such enquiries as are necessary for the purpose of this report. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Examiner's Statement

Based on my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect, accounting records have not been kept in accordance with section 386 of the Companies Act 2006, or that the accounts presented do not accord with those records, or comply with the accounting requirements of section 396 of the Companies Act 2006. No matter has come to my notice in connection with my examination to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts.

R. SMITH

10th October 2017

Ruth Smith CA
For and on behalf of:
Stewardship, 1 Lamb's Passage,
London, EC1Y 8AB

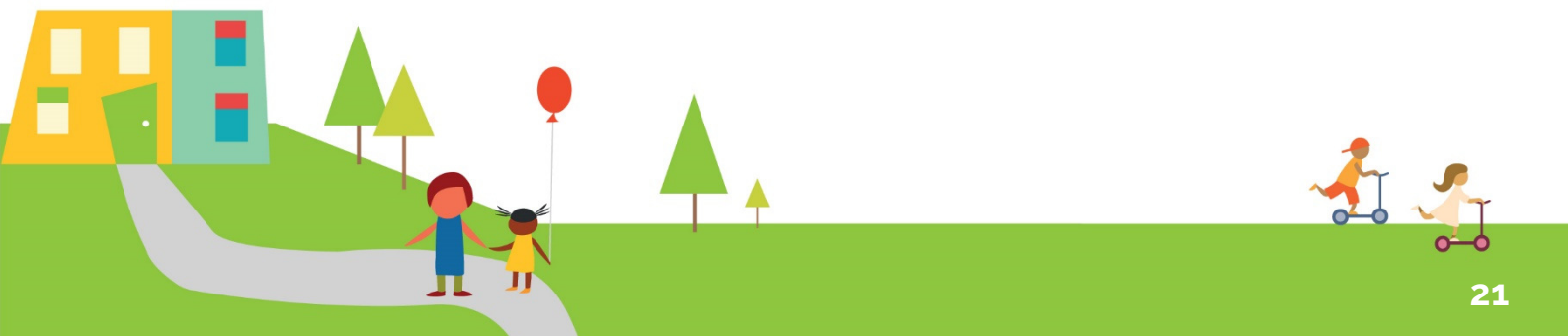


Statement of Financial Activities

	Notes	Unrestricted Funds £	Restricted Funds £	2017 Total £	2016 Total £
Income from:					
Donations and legacies		501,576	18,040	519,616	462,755
Charitable activities	1.2	71,125	43,755	114,880	190,021
Other trading activities		928	-	928	488
Investments		572	-	572	5
Total income		574,201	61,795	635,996	653,269
Expenditure on:					
Raising funds	2	44,286	-	44,286	29,523
Charitable Activities	3	520,834	77,627	603,122	457,566
Total expenditure		569,791	77,627	647,408	487,089
Net expenditure/income for the year		4,420	(15,832)	(11,412)	166,180
Total funds brought forward		240,472	23,879	264,351	98,171
Total funds carried forward	13	244,892	8,047	252,939	264,351

Income and expenditure all relate to continuing operations.

Home for Good has no recognised gains or losses other than shown above.



Balance Sheet

	Notes	2017 £	2017 £	2016 £	2016 £
FIXED ASSETS					
Tangible Assets	8		1,547		4,912
CURRENT ASSETS					
Debtors	9	86,606		36,723	
Cash at Bank and in Hand		202,609		254,460	
		289,215		291,183	
Creditors: Amounts falling due within one year	10	37,824		31,744	
Net Current Assets			251,391		259,439
Total Assets less Current Liabilities			252,938		264,351
FUNDS					
Restricted Funds			8,047		23,879
Unrestricted Funds :			244,892		240,472
	12		252,938		264,351

Approved by the Directors on 20th September 2017 and signed on their behalf:

A. CHARTER

Alan Charter, Chairperson

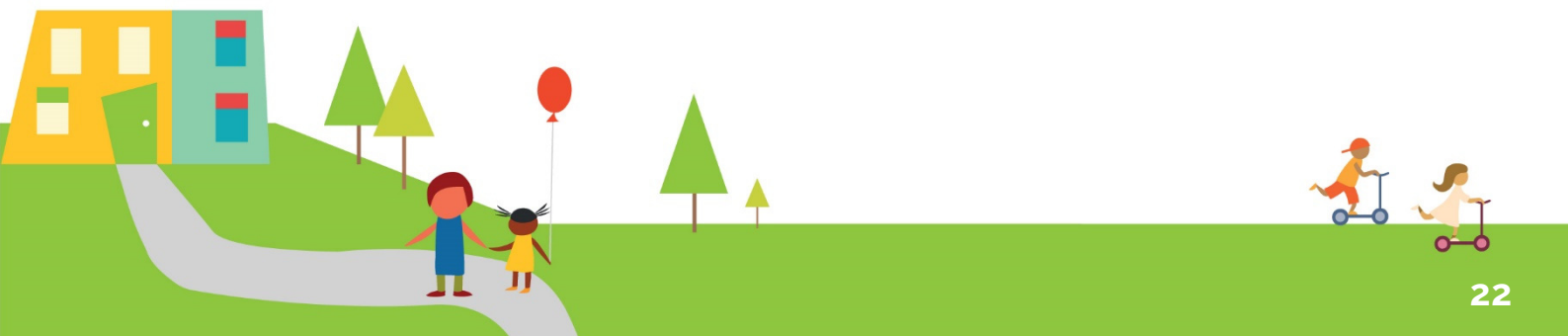
Registered Company Number: 9060425

For the year ended 31 March 2017, the company was entitled to the exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

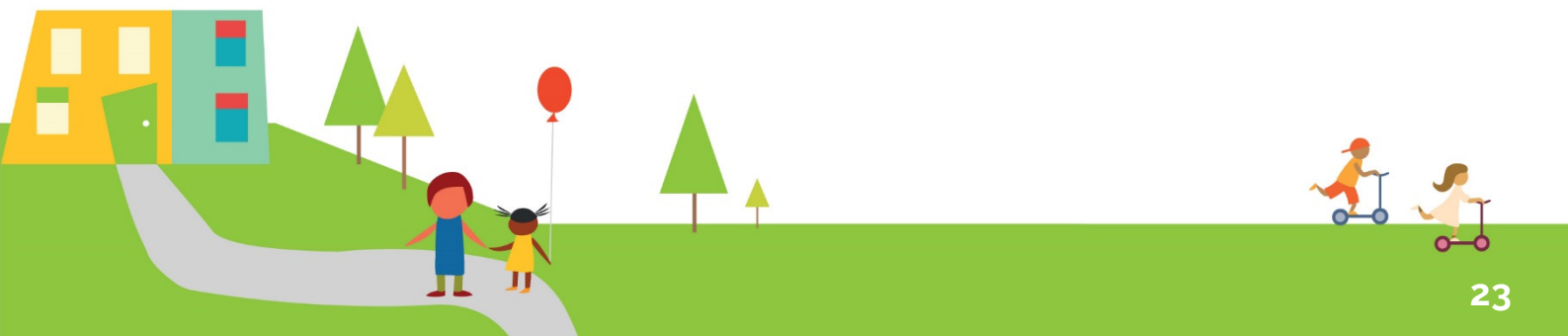
The directors/trustees acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.



Statement of cash flows

	2017 £	2017 £	2016 £	2016 £
Cash flows from operating activities				
Net income for the year	(11,412)		166,180	
Adjustments for:				
Depreciation charges	3,366		3,366	
Interest	(572)		(5)	
Decrease/(Increase) in debtors	(49,883)		4,274	
(Decrease)/Increase in creditors	6,078		(590)	
Net cash provided by operating activities		(52,425)		173,225
Cash flows from investing activities				
Interest	572		5	
Purchase of tangible fixed assets	-		(4,641)	
		572		(4,636)
Change in cash and cash equivalents in the year		(51,853)		168,589
Cash and cash equivalents at the beginning of the year :		254,460		85,871
		202,609		254,460



Notes to the financial statements

1) Accounting policies

1.1 Basis of preparation

These financial statements have been prepared under the historical cost convention and in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The charity and its subsidiary are a public benefit group for the purposes of FRS 102 and therefore have also prepared the financial statements in accordance with the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (The FRS 102 Charities SORP) and the Charities Act 2011.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

In preparing the accounts, the trustees have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No restatements were required.

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

1.2 Income and Expenditure

Income is included in the Statement of Financial Activities when the charitable company is legally entitled to the income, receipt is probable and the amount can be quantified with reasonable accuracy.

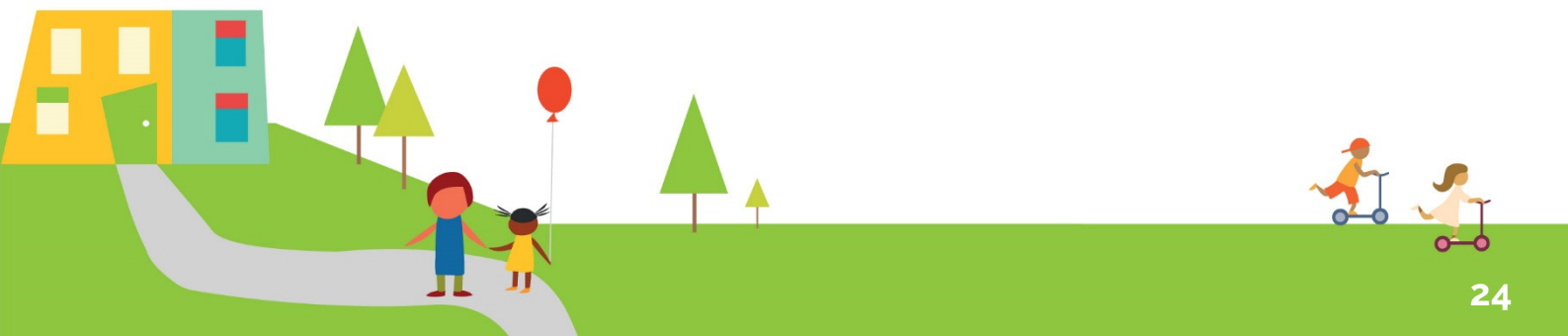
Expenditure is recognised in the period in which it is incurred and includes attributable VAT which cannot be recovered.

Expenditure is allocated to charitable activity where the cost relates directly to that activity. However, the cost of overall direction and administration activity, comprising the salary and other support costs, is apportioned based on an estimate of staff attributable.

1.3 Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less depreciation. Items over £500 are capitalised. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

- Computer equipment, 33.3% straight line



Notes to the financial statements

1.4 Operating Leases

Rentals payable under operating leases are charged on a straight line basis over the term of the lease.

1.5 Pension Costs

The company makes defined contributions to personal private pension plans for certain employees.

1.6 Fund Accounting

Funds held by the charitable company are either:

- Unrestricted general funds – these are funds which can be used in accordance with the company's charitable objects at the discretion of the trustees
- Restricted funds – these are funds that can only be used for particular restricted purposes within the objects of the charitable company. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

2) Expenditure of raising funds

	Total 2017 £	Total 2016 £
Direct Staff Costs	23,052	16,373
Other Direct Costs	11,700	8,106
Support Costs (Note 4)	9,543	5,044
	44,286	29,523

3) Expenditure on charitable activities

	Total 2017 £	Total 2016 £
Direct Staff Costs	358,752	285,908
Other Direct Costs	95,989	83,534
Support Costs (Note 4)	148,381	88,124
	603,122	457,566



Notes to the financial statements

4) Support costs

	Raising Funds £	Charitable Activities £	Total 2017 £	Total 2016 £
Staff Costs	4,809	74,842	79,651	47,574
IT & Database	837	13,031	13,868	3,393
Office costs	1,805	28,092	29,898	17,198
Professional fees	1,284	19,985	21,270	17,127
Printing	-	-	-	-
Governance	148	2,301	2,449	2,072
Other Costs	651	10,129	10,779	5,804
	9,534	148,381	157,916	93,168

5) Staff Costs

	Total 2017 £	Total 2016 £
Wage and Salaries	398,161	299,853
Social Security Costs	27,516	22,000
Pension Costs	27,142	17,930
Other Staff Costs	8,636	10,072
	461,455	349,855

The average number of employees was		
Headcount	17	15
Full time equivalent	13	11

No employee received remuneration over £60,000 (2016:nil).

Remuneration payable to key management personnel in aggregate was £172,708 (2016:£ 150,551)

6) Net income

This is stated after charging

	Total 2017 £	Total 2016 £
Independent examiners fees	1,680	1,680
Depreciation	3,366	3,366



Notes to the financial statements

7) Taxation

Home for Good is a registered charity and no taxation liabilities arise from its charitable activities.

8) Tangible fixed assets – all for charity use

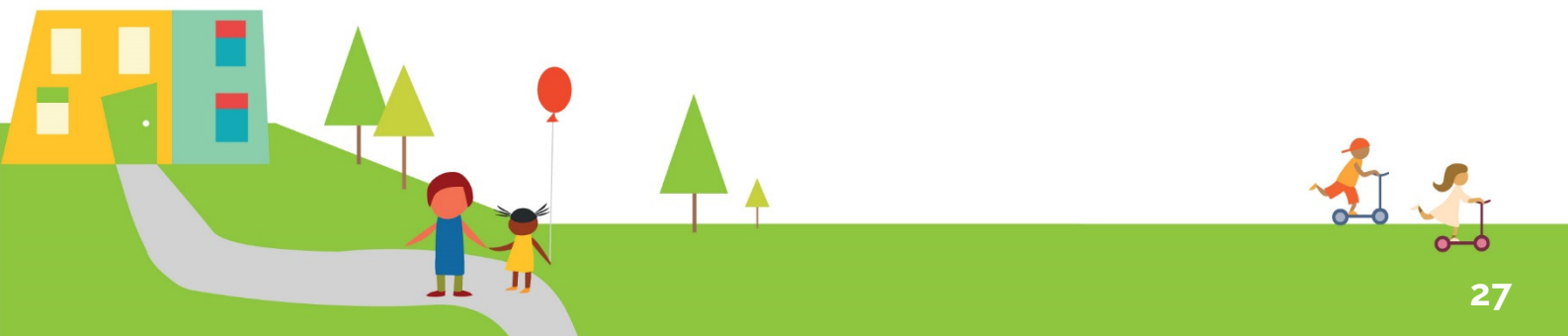
	Computer Equipment £	Total £
Cost		
At 1 st April 2016	10,097	10,097
Additions	-	-
At 31 st March 2017	10,097	10,097
Depreciation		
At 1 st April 2016	5,185	5,185
Charge for the year	3,366	3,366
At 31 st March 2017	8,551	8,551
Net Book Values		
At 31 st March 2017	1,546	1,546
At 1 st April 2016	4,912	4,912

9) Debtors

	Total 2017 £	Total 2016 £
Due within one year		
Trade Debtors	3,927	-
Accrued income	77,687	32,754
Prepayments and sundry debtors	4,992	3,969
	86,606	36,723

10) Creditors: Amounts falling due within one year

	Total 2017 £	Total 2016 £
Trade Creditors	5,754	6,731
PAYE and Social Security costs	10,137	9,690
Deferred income	12,000	5,000
Accruals and creditors	9,933	10,323
	37,824	31,744



Notes to the financial statements

11) Pension Commitments

The charity contributes to personal private pension plans for its employees. The assets of the plans are held separately from those of the charity in independently administered funds. The pension cost charge represents contributions payable by the charity to these plans and amounted to £27,142 during the year (2016 £17,930).

12) Funds

	Balance at 31 st March 2016 £	Incoming Resources £	Resources Expended £	Balance at 31 st March 2017 £
Home for Good - Suffolk	97	369	465	-
Home for Good - Bolton	600	-	600	-
Home for Good – Scotland	-	12,232	10,242	1,990
Home for Good – Northern Ireland	-	1,496	1,496	-
Unaccompanied Minors	16,000	41,198	57,198	-
Foster carers and adopters in waiting	7,182	-	3,626	3,556
Children's and Youth Worker Training	-	4,000	1,500	2,500
Enquiry Line	-	2,500	2,500	-
Restricted funds	23,879	61,795	77,627	8,046
Unrestricted funds	240,472	574,201	569,781	244,892
Total funds	264,351	635,996	647,408	252,939

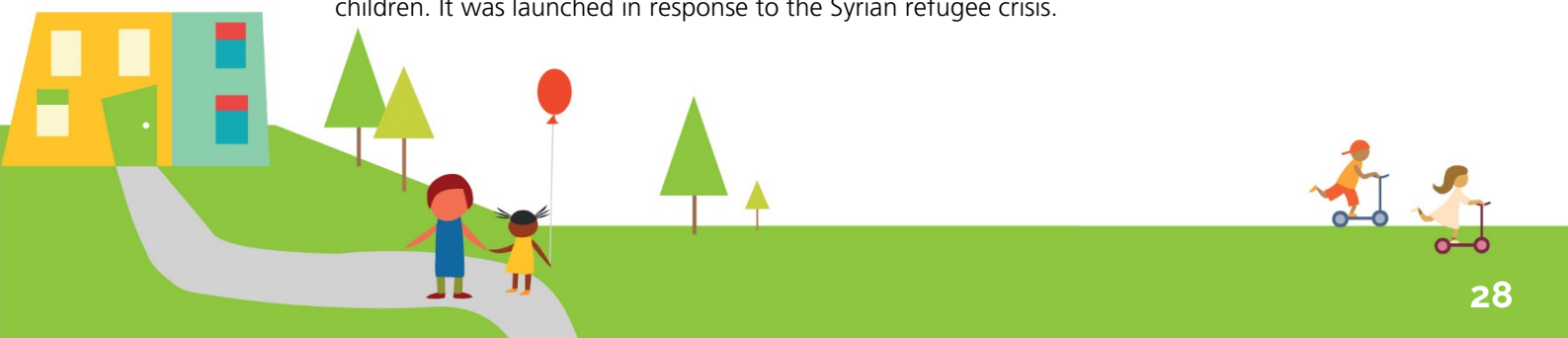
Home for Good – Suffolk is a Local Movement that was operating as a 'branch' of Home for Good. The money raised by Home for Good – Suffolk is specifically for the work of Home for Good in Suffolk. During the 2016/17 year a new independent charity was established (Transforming Futures – Suffolk) which now has full financial responsibility for the Local Movement. This restricted fund is now closed.

Home for Good – Bolton is a Local Movement in formation, they received an initial grant for their work which was held by Home for Good. In 2016/17 the responsibility for the Local Movement was transferred to a local charity in Bolton (Urban Outreach) which now has full financial responsibility for the Local Movement. This restricted fund is now closed.

Home for Good has also registered as a charity in **Scotland**, which took place in January 2017. We have received grant and donation income specifically for our work in Scotland. This has allowed us to employ a staff member in Scotland.

As we develop our work across the UK, we have received income specifically for our work in **Northern Ireland** which has gone towards the funding of a staff member there.

Unaccompanied Minors is our programme that is working to find homes for unaccompanied asylum children. It was launched in response to the Syrian refugee crisis.



Notes to the financial statements

12) Funds (continued)

Foster carers and adopters in waiting is our programme to develop resources and events for people who are thinking about fostering or adopting, but not until sometime in the future.

Children's and Youth Worker training is a new programme that we launched in 2016/17. Specific funding was raised to support in the development and pilot of this programme. The remaining funds are to be used for resource development.

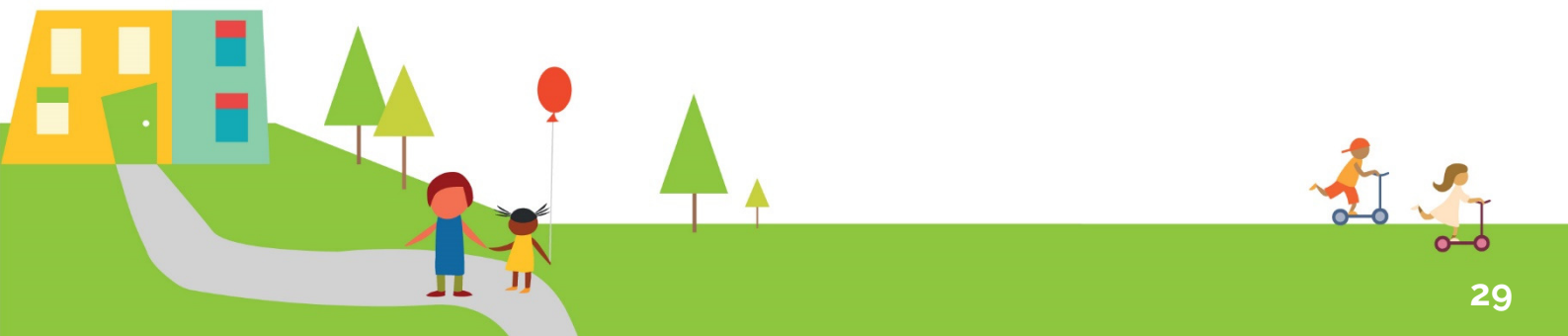
A Trust fund granted money to resource our **Enquiry Line**. This restricted fund is now closed.

Summary of funds in the prior year

	Balance at 31 st March 2015 £	Income £	Expenditure £	Balance at 31 st March 2016 £
Home for Good - Suffolk	399	1,530	1,832	97
Home for Good - Bolton	600	-	-	600
Unaccompanied Minors	-	59,162	43,162	16,000
Local movements	-	1,500	1,500	-
Foster carers and adopters in waiting	-	10,000	2,818	7,182
Restricted funds	999	72,192	49,312	23,879
Unrestricted funds	97,172	581,077	437,777	240,472
Total funds	98,171	653,269	487,089	264,351

13) Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total £
Fund balances at 31 st March 2017 are represented by			
Tangible Fixed Assets	1,547	-	1,547
Debtors	86,606	-	86,606
Cash	194,563	8,046	202,609
Creditors	(37,824)	-	(37,824)
Net Total Net Assets	244,892	8,046	252,939



Notes to the financial statements

14) Directors remuneration and related party transactions

As permitted by the Memorandum and Articles of Association of the Company, one director of the Company, who is also a trustee of the charity, was employed in the period. Krishna Kandiah received a salary of £26,611 (2016: £25,500) and a further contribution of £2,696 (2016: £2,805) was made to his personal private pension plan.

As permitted by the Memorandum and Articles of Association of the Company, Barbara Stylianides, the wife of George Stylianides, a director and Trustee, received a payment of £258 during the year and a contribution of £18 into her personal private pension plan.

Two trustees (2016: 3) were reimbursed travel and related expenses totalling £9,582 (2016: £5,165) in the year. The majority of this expenditure related to travel expenses incurred by Krishna Kandiah, much of which was reimbursed by the churches and conferences he was speaking at.

The total amount of donations funded by trustees was £7,280 (2016: £10,175).

