



**Annual Report & Accounts
Jan 2022 – Dec 2022**

The Hebe Foundation (established 2007) works with young people to enable them to discover and use their **talents**. We help them build the **positive character** needed to sustain their talents and help others. We share a burning passion to see **young people grow** in every area, and for us to be able to provide them with the environment and tools for that growth. We create **innovative, inspiring, educational** and fun projects for all young people. Focusing on building young people up through **quality work** we set up and implement youth projects London wide, in response to consultation with the young people in the areas. These projects are **positive and productive** and serve to show our young people in a favourable light.



Foreword by the Chair of The Hebe Foundation Board of Trustees

Welcome to our annual report for 2022 financial year. This is my first report as Chair of the Board of Trustees for The Hebe Foundation, and I am delighted to be reviewing yet another successful year of operations and project delivery for our charity and its beneficiaries.

The Hebe Foundation is a charitable, not-for-profit organisation working for the benefit of young people and their communities. We exist to provide facilities for educational, recreational, and leisure-time activities for affected young people with the object of improving their conditions, character, and life prospects.

The financial year 2022 represented our first full year as The Hebe Foundation, a Charitable Incorporated Organisation (CIO) under the new registered charity number 1197091. You will see that this update in charity status from The Hebe Foundation South London - (RCN 1139610) allowed us to carry forward the valuable work of Hebe. In fact, this year marked our fifteenth (15th) anniversary year serving young people and local communities, kick starting our long-term strategic ambitions.

From humble beginnings in 2007, Hebe has grown steadily each year and established a track record for supporting young people, parents, and schools through the devotion of its staff and volunteers. This however would still not have been possible without your help. I'm very pleased to say that your generous donations have increased Hebe's reach, especially with more and more young people seeking our help. While many similar sized charities have struggled and been forced to turn away beneficiaries or even close their doors for good, Hebe has remained viable and free of charge for beneficiaries at the point of need. Thank you! Your future donations are also key to our continued success.

As Chair I have to acknowledge that even with your help, 2022 was perhaps the toughest year for fundraising amid a UK recession so soon after the pandemic, cuts to grant funding availability, and the tightening of belts in terms of corporate and individual giving. We continue to see a surge in demand for our existing projects and services as families and communities struggle with increasing cost of living pressures. In a very real sense, we have had to enhance our support to an increasing number of affected, vulnerable young people reporting mental health issues (e.g., depression, anxiety, and stress). Hebe therefore worked hard in the first quarter of the year to enhance our small but incredible team of specialist project youth workers and volunteers to directly address this need.

Given the realities of the current economic climate we are even more grateful and delighted that your generosity helped us raise £181,000 to enable direct project spending of £110,000 on a number of key projects during 2022.

With support from sponsors, grant makers, funding bodies and friends of Hebe and our fabulous staff and volunteers we can ensure that our projects remained meaningful and impactful. By investing in the future of a young person you also invest in the future of the communities that we serve. I hope that inspires you as much as it inspires all those in the Hebe family.

E Thompson

Erol Thompson
Chair of The Hebe Foundation

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1. Founder's Message

This has been a busy year of change, growth, challenges, patience, and hope. We've seen the negative impact of the last 3 years really come into fruition in all areas of our work. The lasting effects on our young people have been evident, resulting in an increase in mental health challenges, and a lack of resilience and enthusiasm for life.

We walked in faith in 2022 and expanded our team to meet the demand for our work. The recruitment process was challenging, however the need to push through with our 7-year strategy to have greater impact on the young people we serve was paramount.

It was great to see Hebe get recognition for our work, through the growth in speaking engagements and collaborations we have been asked to be a part of.

As always, I must recognize and thank the Hebe team -Office Staff, Youth Workers, Trustees, Volunteers, Corporate Partners, Friends & Supporters for their constant hard work during an ever-changing landscape. Hebe is unable to function without the Hebe Team. As the Hebe family expands, we are excited about the team who will help maintain and develop the service we provide for young people.

Blessings



Amie Buhari



2. Projects

The Junior Apprentice

Our flagship project was nearly back to full strength this year. We chose not to have an online site and saw no covid outbreaks during the project.

We worked across 7 areas in London this year to deliver our flagship project:

Heathrow site in the borough of Hounslow

Clapham & Clapham Park in the Lambeth borough

Tottenham in the Haringey borough

Peckham in the borough of Southwark

West Croydon in the borough Croydon

Brockley site in the borough of Lewisham

We were still seeing the effects of not having the full support from our company partners. The majority of the Dragons Den's took place online. We did see some funding come through from a couple of partnerships. We also increased the companies we work with, through using our Trustee networks.

The blended approach to the project again for the second year had its challenges with internet connections and tech equipment for participants and staff. We also had a staff dropout due to covid, which left us short staffed at a few sites across the project.

The theme of The Junior Apprentice this year was 'The Business of You', 171 young people participated in the project.

OUR YOUNG PEOPLE SAY

“I feel like I’ve got more confident and I’ve got more comfortable when it comes to speaking to an audience.”

Jemimah Esenga, 13 years old, participant at Peckham

“At the Junior Apprentice it has really improved my confidence in talking I have learnt that I’m really good at leading and it will help me in the future if I wanted to run my own business being a manager and project manager for a company I have started to see that a lot of people like my personality and vibe I also wanted to be confident and overcome my nerves.”

Moeze Samuels, 13 years old, participant at Croydon

“I feel like my communication skills with other people and my general confidence has grown.”

Modupe, 14 years old, participant at Tottenham

“Discovering new gifts and talents and meeting new people (...) if I never came here I might not have figured out like that I like art or something and I wanna meet new people because it’ll grow like my social skills and I’ll get more friends.”

Elijah, 12 years old, participant at Lewisham

THE EXPERIENCE IN THE WORDS OF THE VOLUNTEERS

“It was great to see colleagues from across the business giving their time to the Hebe Foundation. The session was really well put together by the volunteering team and you could tell from the effort of the teams and the smiles on their mentors faces that they really enjoyed it. It was a really rewarding way to spend an afternoon”

Liverpool Victoria

“Seeing really strong points or view or research from young people, sometimes the younger ones in the teams. Seeing raw talent and confidence come through.”

Cambridge Associates

“There we some individuals who really stood out and their confidence and ability to stand in front of a daunting audience was something they should be proud of.”

Liverpool Victoria

“We participated on 4th and 11th August. The most inspiring moments came from seeing the growth in the young people between events. Some directly based on the feedback from the first event.”

Foursails Partnership

As with the last 4 years, we undertook quality monitoring & evaluation of the project in order to measure our impact and use the data to support future

funding and planning. This data provided us with useful and surprising. See extracts below:

Junior Apprentice Programme 2022, evaluation summary

- ✚ Data on young people signing up Junior Apprentice 2022 points to the project's continuing appeal. 213 young people signed up, an increase of 11.5% compared with 2021 which in turn attracted higher numbers than 2019 and 2020. 171 young people went on to take part, spread across 7 sites from Croydon to Tottenham and Lewisham to Hounslow.
- ✚ Participants ranged in age from 8 to 17 with the largest concentration in the 12-15 age group. Continuing a trend from 2021, girls and young women outnumbered boys and young men by a ratio of 6:4. A substantial majority of participants were of Black or Black-British heritage, with smaller numbers identifying as Arab, Asian, British or mixed race.
- ✚ As in previous years, there was an over-representation of young people from less affluent areas. 59% came from neighbourhoods ranked amongst the 30% most deprived in the Index of Multiple Deprivation compared with 11% from neighbourhoods ranked among the 30% least deprived.
- ✚ A substantial minority of participants (11%) described themselves as home educated. Others came from over 80 different schools, making for a strong chance of meeting new people and making new friends.
- ✚ Most young people continued to find out about the project through word-of-mouth recommendation or from family and friends. Strikingly, at least 36% of the 147 participants for whom data is available had taken part at least once before. These personal recommendations and repeat attendances underline the project's popularity and strong reputation.
- ✚ While young people, volunteers and co-ordinators all had improvements to suggest, evidence from diverse perspectives points to the project's significant success in supporting the personal development, in particular of black teenagers with fewer economic advantages than many of their peers but united by their motivation to succeed. Future research can usefully explore if and how the project influenced young people's career choices and pathways and any impacts on company recruitment.

Dr Rosie Chadwick

Micro Projects

We had several micro projects take place this year including:

Coco-Cola Event

This was a one-day event seeing 30 young people take part in this advertising and marketing project using an online platform.

I Will Tell Film Festival

Our young people were asked to be hosts at the London film festival. This gave our young people an insight into how a film festival works.

Parent & Carer Workshops

We ran these workshops twice this year. We had a good response from parents and carers, who very much needed this space to share their concerns and get advice.

Christmas Boxes

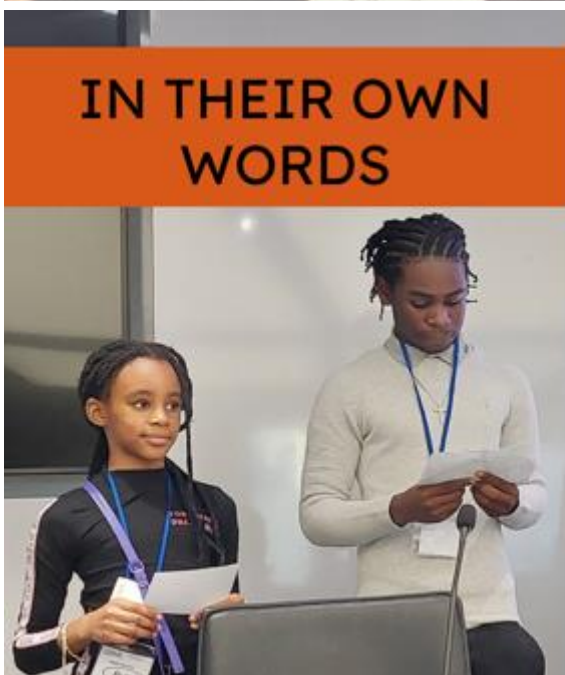
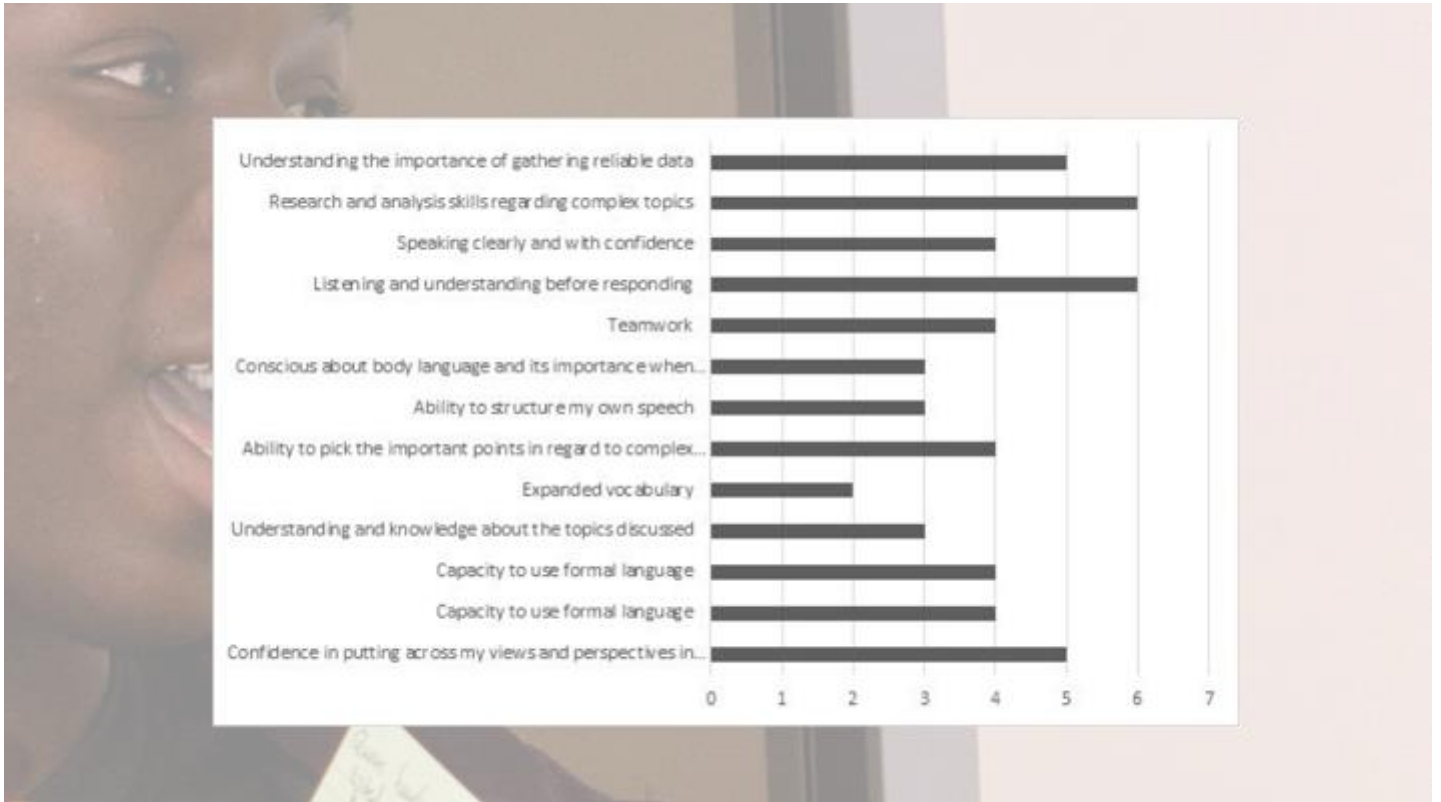
The Hebe Foundation's Christmas Box Scheme was supported this year financially by Foursails and IMGP. The Christmas Box Scheme was put in place to support the families of our young people who would struggle at Christmas, as we understand the cost of living has risen and energy prices had also gone up so we knew it would be hard for some of the families during this period. As well as receiving financial support from our cooperate partners they also helped us pack and deliver boxes to the families. We were able to create and deliver 50 Christmas boxes of food and necessities to families in need. The rise in the number of boxes we distributed is a direct result of the cost of living crisis.

LB -Church mission work

We worked with quite a few new churches this year. We also created 2 new youth leadership programmes in partnership with London Baptist and The Baptist Union of Great Britain. Our CEO was also asked to speak at several Christian conferences and deliver workshops and seminars.

Urban Debaters

Urban Debaters was back to normal this year. We ran 2 cycles this year. It ran at Dunraven Secondary school, and then in October half term with a cohort of our young people in Clapham. Both cycles were well attended and as per previous years, we can see the impact of the project on the young people's communication and confidence.



"I have become more confident"

"I've improved confidence and debating skills"

"There was improvement in my confidence"

"My confidence and voice have improved"

"Contributing more, finding more opportunities to speak"

CRESCERE

Our first residential time away in the countryside to give space to an intimate group of young people to explore who they are, under the guidance of your favourite trained youth workers. Through fun activities and workshops, plus time bike riding and laser challenges our young people had the space to focus on developing themselves without any life distractions. Crescere took place in Tonbridge, Kent.

Number of young people who participated	Males	Females	Ethnicity
11	6	5	<ul style="list-style-type: none">• 10 young people Black, African, Caribbean or Black British• 1 young people mixed or multiple ethnic groups

Film Project -I have a story

This summer, we finally filmed our youth led short film 'I have a story'. It was great to see this small group of young people get so excited at being behind and in front of the camera. The next step is to take the short film around the festival circuits with the aim of getting funding for a feature.

BYC

BYC -Black Youth Consultancy, have been busy juggling study commitments and BYC. This year was about establishing the roles and responsibilities of each member of the group. They also ran consultations with young people.

Moreh

Our mentoring project continues to move forward. However, with the rise in mental health issues, the need for professional therapists and counsellors has increased. This has caused us to reflect on what we offer in this season.



Make Your Way & EASE

Make your way and EASE projects were fully funded by Lambeth Made (Lambeth Council) and became umbrella projects for the projects already ran by Hebe in the past years, such as Digital Disruptors, Urban Debaters, Parents Workshops and H.E.L.P. sessions. We were also able to offer 4 work placements to young people.

Digital Disruptors

Delivered in partnership with Tomorrow’s Group & FOUND. With a focus on social media, marketing strategies, and PR. This element provided participants with an opportunity to investigate digital as a career choice and inspire young pioneers to be disruptive and to give them the platform to seek out the next big thing in digital.

Supportive Connections – Justice Isn’t a Mood

In response to the killing of Chris Kaba, Lambeth Council commissioned Supportive Connections, which aims at engaging young people in dialogue sessions in safe spaces, affording the appropriate time for local residents in Lambeth to express individual opinions and share personal experiences in relation to street violence and relationship with the police. The project entails the engagement and inclusion of existing support networks within the community i.e., Faith groups, schools, youth/community centres and relevant community sector organizations and groups. Geographically The Hebe Foundation was commissioned to cover the areas of North Lambeth and Clapham Town.

Project’s activities

Surveys on the street and using WhatsApp	2 Youth Gatherings	4 Parents’ webinars
2 School Sessions/ Focus Groups	2 Community Events	2 Work Placements



3. Young People

It feels like our young people are a little stuck at the moment. Not knowing quite what they want out of life, and how to go about getting it. A lack of passion, creativity and resilience is common amongst the youth. External factors of cost-of-living crisis, street violence and bereavement are common themes.



A lot of our young people are very much disillusioned with university life, feeling like it is a waste of their time in regard to finances and the 'Uni experience' not being what it was pre pandemic. Many universities are still hosting lessons online.

We have seen this year a willingness to push through circumstances and challenges, which has led to some wonderful moments of great work, exam results, opportunities and personal development. We have seen in particular some great advancements in our alumni's career journey.

Throughout all our projects this year there have been gems of eureka moments for our young people. One of our girls after been seen on our projects performing her poetry, was asked to perform at the United Nations Women's Award Ceremony.

Our focus for next year will be building up resilience and igniting creativity.

4. Staff & Volunteers

This year we expanded our team to meet the demand of work and implement the strategy. For the first time, we employed a full time Youth Project Manager, Fundraising Manager, and Strategy Development Manager. This was a major step of faith for us, which we feel is essential for the work we do.

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

5. Trustees

We welcomed a new 'Alumni Trustee' this year. Treasure Oyelade was a previous beneficiary of Hebe for many years. He then went on to be a mentee youth worker, full youth worker, and is now a trustee. We are excited to have him onboard as he not only brings his many skills and talents, but brings youth to the board and first-hand knowledge of Hebe participation.



6. Partners

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

Our partners include churches, youth clubs, schools, charities, Universities, residential homes and businesses. All our projects have partners working with us to deliver our work.

This year, we welcomed one new company into the Hebe family; iM Global Partner is an international investment company. They have supported Hebe financially through raising funds through a team bike ride which funded 3 projects.

We are so thankful for the support we received this year from our partners despite the current climate.



7. 2022 Stats

Provided **15** youth projects

Worked with over **788** young people

Worked across **11** boroughs in London

Worked in partnership with over **23** organisations/companies

Utilized over **146** volunteers

Engaged with **301** community members incl parents/carers

96% completion rate of participants on our projects

80% of our users are from low-income households

7% NEET (not in education, employment or training)

30% with SEN (special education needs) or disabilities

98% are of non-UK ethnic heritage

71% Lone-Parent Families



8. Funding & Finance

A challenging year financially. The cost-of-living crisis, like so many other charities, has impacted us greatly. Please see our full 2022 accounts below.

REGISTERED CHARITY NUMBER: 1197091

Report of the Trustees and
Unaudited Financial Statements for the Year Ended 31 December 2022
for
The Hebe Foundation

Redfin Management Ltd
1 Rushmills
Northampton
Northamptonshire
NN4 7YB

The Hebe Foundation

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for the Year Ended 31 December 2022

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The Hebe Foundation

Report of the Trustees
for the Year Ended 31 December 2022

The trustees present their report with the financial statements of the charity for the year ended 31 December 2022. The trustees have adopted the provisions of Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

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

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

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number

1197091

Principal address

823-825 Wandsworth Road
London
SW8 3JL

Trustees

E Thompson
A Oludemi
N Skinner
O Lewis
A Garner
T Oyelade (appointed 17.9.22)

Independent Examiner

Redfin Management Ltd
1 Rushmills
Northampton
Northamptonshire
NN4 7YB

Approved by order of the board of trustees on 22nd May 2023 and signed on its behalf by:



E Thompson - Trustee

HEBE CHAIR of THE BOARD of TRUSTEES

Independent Examiner's Report to the Trustees of
The Hebe Foundation

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

I report to the charity trustees on my examination of the accounts of The Hebe Foundation (the Trust) for the year ended 31 December 2022.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trust's accounts carried out under Section 145 of the Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under Section 145(5)(b) of the Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by Section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination.

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

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

Julian Davies

Julian Davies ACA
Redfin Management Ltd
1 Rushmills
Northampton
Northamptonshire
NN4 7YB

Date:17th May 2023.....

The Hebe Foundation

Statement of Financial Activities
for the Year Ended 31 December 2022

				31.12.22	31.12.21
	Notes	Unrestricted fund £	Restricted fund £	Total funds £	Combined Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	77,263	103,642	180,905	184,135
Investment income	4	<u>180</u>	<u>-</u>	<u>180</u>	<u>-</u>
Total		<u>77,443</u>	<u>103,642</u>	<u>181,085</u>	<u>184,135</u>
EXPENDITURE ON					
Charitable activities	5				
Charitable activities		<u>148,229</u>	<u>75,138</u>	<u>223,367</u>	<u>130,371</u>
NET INCOME/(EXPENDITURE)		(70,786)	28,504	(42,282)	53,764
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>83,576</u>	<u>45,434</u>	<u>129,010</u>	<u>75,246</u>
TOTAL FUNDS CARRIED FORWARD		<u>12,790</u>	<u>73,938</u>	<u>86,728</u>	<u>129,010</u>


The notes form part of these financial statements

The Hebe Foundation

Balance Sheet
31 December 2022

	Notes	Unrestricted fund £	Restricted fund £	31.12.22 Total funds £	31.12.21 Combined Total funds £
FIXED ASSETS					
Tangible assets	10	389	-	389	1,980
CURRENT ASSETS					
Debtors	11	906	-	906	579
Cash in hand		<u>17,703</u>	<u>73,938</u>	<u>91,641</u>	<u>131,445</u>
		18,609	73,938	92,547	132,024
CREDITORS					
Amounts falling due within one year	12	(6,208)	-	(6,208)	(4,994)
NET CURRENT ASSETS					
		<u>12,401</u>	<u>73,938</u>	<u>86,339</u>	<u>127,030</u>
TOTAL ASSETS LESS CURRENT LIABILITIES					
		<u>12,790</u>	<u>73,938</u>	<u>86,728</u>	<u>129,010</u>
NET ASSETS					
		<u>12,790</u>	<u>73,938</u>	<u>86,728</u>	<u>129,010</u>
FUNDS					
Unrestricted funds	13			12,790	83,576
Restricted funds				<u>73,938</u>	<u>45,434</u>
TOTAL FUNDS					
				<u>86,728</u>	<u>129,010</u>

The financial statements were approved by the Board of Trustees and authorised for issue on 22nd May 2023 and were signed on its behalf by:


E Thompson - Trustee

HEBE Chair of the BOARD of Trustees.

The notes form part of these financial statements

The Hebe Foundation

Notes to the Financial Statements
for the Year Ended 31 December 2022

1. GOVERNANCE AND CONSTITUTION

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

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

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

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

Income

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

Expenditure

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

Tangible fixed assets

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

Plant and machinery - 50% on cost

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

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

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

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

Donated goods

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

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

The Hebe Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

3. DONATIONS AND LEGACIES

	31.12.22	31.12.21 Combined
	£	£
Donations	57,391	72,077
Grants	120,767	112,058
Gift aid	<u>2,747</u>	<u>-</u>
	<u>180,905</u>	<u>184,135</u>

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

	31.12.22	31.12.21 Combined
	£	£
Other grants	<u>120,767</u>	<u>112,058</u>

4. INVESTMENT INCOME

	31.12.22	31.12.21 Combined
	£	£
Deposit account interest	<u>180</u>	<u>-</u>

5. CHARITABLE ACTIVITIES COSTS

	Direct Costs £	Support costs (see note 6) £	Totals £
Charitable activities	<u>207,244</u>	<u>16,123</u>	<u>223,367</u>

6. SUPPORT COSTS

	Finance £	Governance costs £	Totals £
Charitable activities	<u>1,953</u>	<u>14,170</u>	<u>16,123</u>

7. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 December 2022 nor for the year ended 31 December 2021. There were no trustees' expenses paid for the year ended 31 December 2022 nor for the year ended 31 December 2021.

8. STAFF COSTS

	31.12.22	31.12.21 Combined
	£	£
Wages and salaries	106,220	36,953
Social security costs	5,412	-
Other pension costs	<u>1,525</u>	<u>921</u>
	<u>113,157</u>	<u>37,874</u>

The Hebe Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

8. **STAFF COSTS continued....**

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

	31.12.22	31.12.21 Combined
Project Management	<u>3</u>	<u>1</u>

No employees received emoluments in excess of £60,000. Total staff costs for the year ended 31 December 2022 were £113,157 (2021: £37,874), reflected within project expenditure "Working with Young People".

9. **COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES**

	Unrestricted fund	Restricted fund	Total funds Combined £
INCOME AND ENDOWMENTS FROM	£	£	£
Donations and legacies	<u>91,629</u>	<u>92,506</u>	<u>184,135</u>
EXPENDITURE ON			
Charitable activities	<u>55,716</u>	<u>74,655</u>	<u>130,371</u>
Charitable activities			
NET INCOME	35,913	17,851	53,764
RECONCILIATION OF FUNDS			
Total funds brought forward	<u>47,663</u>	<u>27,583</u>	<u>75,246</u>
TOTAL FUNDS CARRIED FORWARD	<u>83,576</u>	<u>45,434</u>	<u>129,010</u>

10. **TANGIBLE FIXED ASSETS**

	Plant and machinery £
COST	
At 1 January 2022 - combined	
Additions	4,386
Disposals	280
	<u>(899)</u>
At 31 December 2022	<u>3,767</u>
DEPRECIATION	
At 1 January 2022 - combined	
Charge for year	2,406
Eliminated on disposal	1,871
	<u>(899)</u>
At 31 December 2022	<u>3,378</u>
NET BOOK VALUE	
At 31 December 2022	<u>389</u>
At 31 December 2021 - combined	<u>1,980</u>

The Hebe Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21 Combined
	£	£
Other debtors	<u>906</u>	<u>579</u>

12. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.12.22	31.12.21 Combined
	£	£
Trade creditors	722	2,694
Taxation and social security	3,866	680
Other creditors	<u>1,620</u>	<u>1,620</u>
	<u>6,208</u>	<u>4,994</u>

13. MOVEMENT IN FUNDS

	At 1.1.22 £	Net movement in funds £	At 31.12.22 £
Unrestricted funds			
General fund	83,576	(70,786)	12,790
Restricted funds			
Restricted fund	45,434	28,504	73,938
TOTAL FUNDS	<u>129,010</u>	<u>(42,282)</u>	<u>86,728</u>

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

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

The Hebe Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

13. **MOVEMENT IN FUNDS - continued**

Comparatives for movement in funds

	At 1.1.21	Net movement in funds	At 31.12.21 Combined
	£	£	£
Unrestricted funds			
General fund	47,663	35,913	83,576
Restricted funds			
Restricted fund	27,583	17,851	45,434
TOTAL FUNDS	<u>75,246</u>	<u>53,764</u>	<u>129,010</u>

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	91,629	(55,716)	35,913
Restricted funds			
Restricted fund	92,506	(74,655)	17,851
TOTAL FUNDS	<u>184,135</u>	<u>(130,371)</u>	<u>53,764</u>

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

	At 1.1.21 Combined	Net movement in funds	At 31.12.22
	£	£	£
Unrestricted funds			
General fund	47,663	(34,873)	12,790
Restricted funds			
Restricted fund	27,583	46,355	73,938
TOTAL FUNDS	<u>75,246</u>	<u>11,482</u>	<u>86,728</u>

The Hebe Foundation

Notes to the Financial Statements - continued
for the Year Ended 31 December 2022

13. MOVEMENT IN FUNDS - continued

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

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	169,072	(203,945)	(34,873)
Restricted funds			
Restricted fund	196,148	(149,793)	46,355
TOTAL FUNDS	<u>365,220</u>	<u>(353,738)</u>	<u>11,482</u>

14. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 December 2022.

15. RESTRICTED FUNDS

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

THE HEBE FOUNDATION

Detailed Statement of Financial Activities
for the Year Ended 31 December 2022

	31.12.22	31.12.21
	£	Combined £
INCOME AND ENDOWMENTS		
Donations and legacies		
Donations		
Orbis Investments	-	27,000
Vanderlande	-	2,460
Other Organisations	-	8,276
Individual Donors	3,828	2,945
Online Giving Platforms	6,321	15,387
Other donations	15,030	3,317
Eversheds Sutherland	11,250	3,750
Corporate Donors	9,864	-
Clapham Baptist Church	4,624	7,822
Community Fundraising	1,474	-
Aviation Business Continuity	5,000	-
Donations in kind	-	1,121
	<hr/> 57,391	<hr/> 72,077
Grants		
Garfield Weston	20,000	20,000
London Baptist Association	9,000	10,000
Tudor Trust	30,000	34,000
Clapham Park Consortium	7,887	-
Clarion Futures	411	1,381
Local Authority	53,469	-
The Hale Trust	-	500
Voice 4 Change	-	8,610
National Lottery Awards	-	37,567
	<hr/> 120,767	<hr/> 112,058
Gift Aid	2,747	-
	<hr/> 180,905	<hr/> 184,135
Other trading activities		
Fundraising events	-	-
Other Income		
Interest income	180	-
	<hr/> 180	<hr/> -

This page does not form part of the statutory financial statements

Total incoming resources	181,085	184,135
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EXPENDITURE

Charitable activities

Project & Location Costs	60,391	56,054
Staff costs - wages & salaries	106,220	36,953
Staff costs - social security costs	5,412	-
Staff costs - pensions	1,525	921
Space & Hall Hire	-	337
Advertising/Promotional	967	1,458
Professional fees	-	350
Refreshments & Foods	284	26
Telephone and Internet	1,484	1,248
Travel: Staff	466	32
Equipment rental	1,328	-
Fees and Subscriptions	2,431	2,395
Consultancy	25,362	18,816
Monitoring & Evaluation	-	1,200
PPS	737	499
Training	637	26
	<hr/>	<hr/>
	207,244	120,315

Supprt costs

Management

Management Fees	-	-
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Finance

Plant and machinery depreciation	1,872	1,507
Bank Fees & Charges	81	96
	<hr/>	<hr/>
	1,953	1,603

Governance costs

Insurance	897	-
Accountancy Fees	12,613	7,788
Independent Examiner's Fees	660	660
Office Expenses and Other Overheads	-	5
	<hr/>	<hr/>
	14,170	8,453

Total resources expended	223,367	130,371
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Net Income	<hr/> <hr/> (42,282)	<hr/> <hr/> 53,764
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