

We Are Family CIO

Annual report 2015/16

The Trustees of We Are Family CIO present their first annual report, covering the period between the Charity's registration on 26 August 2015 and the end of its financial year, 31 March 2016 ('the period').

Reference and administrative details

The charity, We Are family, is a charitable incorporated organisation which was registered with the Charity Commission of England and Wales on 26 August 2015. The charity's registration number is 1163318. The charity does not have any offices or other premises; its registered address is 21 Holborn Viaduct, London EC1A 2DY.

The names of all those who served as the charity's trustees during the period and subsequently are given below (in alphabetical order), with the start and end dates of the term of office of each given, where relevant:

<i>Name</i>	<i>Start</i>	<i>End</i>
	19.9.16	
	19.9.16	
	26.8.15	21.9.15
	26.8.15	25.8.16
	21.9.15	
	21.9.15	
	26.8.15	
	19.9.16	16.1.17
	21.9.15	
	26.8.15	
	21.9.15	
	21.9.15	
	21.9.15	

Notes: * Deputy Chair as at the date of this report # Chair as at the date of this report

The charity has been grateful for legal advice received from Hogan Lovell LLP both before and after its registration.

Structure, governance and management

We Are Family existed as an unincorporated organisation before its registration as a charitable incorporated organisation in August 2015. It was originally founded in 2013 by a small group of adoptive parents to provide locally based peer-to-peer support for adoptive parents. From one group in Hackney and Islington, the organisation grew to seven over two years. Registration as an incorporated charity was sought in early 2015 to support the organisation's growth, facilitate future fundraising, and consolidate its existing reputation within the adoption field.

On registration, the first four trustees were named in the charity's constitution. Subsequently, and during the period, additional trustees were appointed from amongst those involved in running the charity's local groups, taking account both of the skills and experiences needed by the charity and the findings of a skills audit of existing trustees. A further round of recruitment was conducted subsequent to the period end, with candidates sought from within the charity's wider membership, again based on a review of the skills and experience needed. The charity's constitution provides for the appointment of trustees by the board of trustees having regard to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees from time to time are its only members.

Trustees receive regular training on governance related matters, as well as subjects relevant to the work of the charity. There are typically twice yearly training and strategy days, the most recent of which (in October 2016) provided training on safeguarding.

The trustees have met on a bi-monthly basis since the charity was registered. Meetings are been concerned to date principally with establishing the appropriate systems for running the charity as well as overseeing the operation of the charity's groups and the provision of services to members. The trustees are, in particular, now working on a medium term (three to five year) strategy to direct the charity's growth and development.

To support the trustees, three committees have been established, comprised of trustees and others from within the charity's membership: Finance & Resources, Services, and Strategy. The charity's groups link in to both the chair of trustees on a day-to-day basis, send representatives to attend trustee meetings, and are represented on the Services Committee.

Objectives and activities

The charity's objects are to promote the health and well-being of prospective adopters and adoptive parents throughout the United Kingdom. In particular, this covers the predictable stresses, strain and sense of isolation that comes with being an adoptive parent and in parenting traumatised children. The charity currently operates through seven local groups across London and its surrounds; and two pan-London groups for single adopters and prospective adopters. Each group is led by a small number of adoptive parents, and provides one or more of the following services to the charity's members, all of

whom are either adoptive parents or prospective adopters (at least stage 2 of the adoption process): parent support groups (including some hosted at playgroups); social events; family play events; and talks. In addition, the charity runs a regular blog about parents' adoption experiences; provides information about adoption related training and other matters; and represents adopters at pan-London adoption fora. We Are Family, as at the date of this report, has approximately 800 members.

Achievements and performance

During the period, the charity's groups continued to grow in both the number of members and the number of members attending events. The number of members in total grew from approximately 500 to 700 during the period. In addition, groups evolved their activities to better meet the needs of members. As just one example, having started in May 2015 just providing fortnightly parent support group, the Shepherds Bush group now offers monthly parent support groups, social activities, talks and play-in-the-park sessions at weekends for parents to come to with their children. Relationships with local authorities were developed, as well as links with other adoption related organisations. The charity plays an active part in both local authority and pan-London adoption related fora (such as the London Adoption Board) to ensure that adopters' voices and needs are communicated.

The regular blog (currently at least weekly), published on the charity's website and distributed to a large mailing list, shares the experiences of adoptive parents with a wide readership, both geographically and in numbers; the blog is read daily by an average of 100 people, and annually by c. 30,000. It is well regarded having been recognised in various international blog awards.

The charity spent significant resources during the period in establishing itself as a properly constituted organisation, with appropriate governance and management systems. These efforts have continued since the period end and form the basis of the charity's developing strategy, which focusses on three key themes: sustain, consolidate and upscale.

Financial review

The charity had no income or expenditure during the period. The accounts for the period, drawn up on a receipts and payments basis, therefore indicate zero funds at both the start and end of the period. The charity had no assets or known liabilities at the period end.

Since the period end, the charity has received a small number of grants from local authorities, constituting unrestricted funds, to support its work. The trustees are working, as at the date of this report, on putting in place appropriate financial systems and controls, beyond those necessary to manage its bank account. The charity has established the Finance & Resources Committee to work on these areas. Expenditure since the period end has related to matters such as insurances, travel and refreshments.

The trustees do not currently see fundraising as a high priority for the charity, both because of the need to allocate resources to other matters, but also reflecting the continuing nature of the charity as a low cost organisation, supported entirely by volunteers.

Given the above, and the fact that the charity has minimal ongoing spending requirements, there are no reserves (beyond any cash at bank - which is not formally designated as a reserve), and there is not yet a reserves policy.

No funds were or are held as a custodian on behalf of others.

Public benefit statement

The trustees confirm that they have complied with their duty to have due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

In offering peer-to-peer adopter led support, through its local and pan-London groups, We Are Family supports the well-being of both adoptive parents and prospective adopters. This benefits both individual adopters, in reducing the stresses and strains of adopting, and their families. Membership of the charity, and access to its support network and other services, is offered on an entirely open basis, the only requirement being verification by a social worker in addition to being an adoptive parent or a prospective adopter (at least stage 2). The charity offers all its services at either no or very low cost; arranges its activities so that they are accessible to both working and non-working parents, and to those with children of a variety of ages. It strives to be open to all sections of the community and sees developing this as a key aspect of its future work. As an example, it has recently started to pay for parent-arranged crèche facilities so that members can more easily participate in certain events.

Further information

More information about We Are Family, including its regular blogs, can be found at: www.wearefamilyadoption.org.uk

This report was approved by the trustees of We Are Family CIO on 16 January 2017.

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[Redacted Signature] Chair



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Receipts and payments accounts

For the period from	26.8.2015	To	31.3.16
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Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
	£0.00	£0.00	£0.00	£0.00	£0.00
Sub total (Gross income for AR)	£0.00	£0.00	£0.00	£0.00	£0.00
A2 Asset and investment sales, (see table).					
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
Sub total	£0.00	£0.00	£0.00	£0.00	£0.00
Total receipts	£0.00	£0.00	£0.00	£0.00	£0.00
A3 Payments					
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00

	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
Sub total	£0.00	£0.00	£0.00	£0.00	£0.00
A4 Asset and investment purchases, (see table)					
	£0.00	£0.00	£0.00	£0.00	£0.00
	£0.00	£0.00	£0.00	£0.00	£0.00
Sub total	£0.00	£0.00	£0.00	£0.00	£0.00
Total payments	£0.00	£0.00	£0.00	£0.00	£0.00
Net of receipts/(payments)	£0.00	£0.00	£0.00	£0.00	£0.00
A5 Transfers between funds	£0.00	£0.00	£0.00	£0.00	£0.00
A6 Cash funds last year end	£0.00	£0.00	£0.00	£0.00	£0.00
Cash funds this year end	£0.00	£0.00	£0.00	£0.00	£0.00

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

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
	Total cash funds	£0.00	£0.00	£0.00
	(agree balances with receipts and payments account(s))	OK	OK	OK

B2 Other monetary assets	Details	Unrestricted funds	Restricted funds	Endowment funds
		to nearest £	to nearest £	to nearest £
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00
		£0.00	£0.00	£0.00

B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
				£0.00
			£0.00	£0.00
			£0.00	£0.00
			£0.00	£0.00
			£0.00	£0.00

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

B4 Assets retained for the charity's own use

		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00
		£0.00	£0.00

B5 Liabilities

Details	Fund to which liability relates	Amount due (optional)	When due (optional)
		£0.00	
		£0.00	
		£0.00	
		£0.00	
		£0.00	

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

Signature	Print Name	Date of approval