Trustees Annual Report

1 June 2023 to 30 June 2024

Michelle Tucker, Founder and CEO

Families Thriving Together
Trustees Annual Report June 2023 to June 2024

1.0 Reference and Administrative Information

1.1 Charity name: Families Thriving Together

1.2 Charity registration number: 1199406

1.3 Registered Office: 23 Crescent Road**,** Shepperton, TW16

1.4 Charity Members

In the reporting period there were eight people who worked together to manage the Charity. The names of these people together with their role, term of office (where applicable) and date their involvement commenced with the Charity are set out in Table 1 below.

Table 1: Charity Members

Name	Role	Additional Responsibility/ Lead Role	Term of office as set out in the Constitution	Date involvement commenced
Michelle Tucker	Founder and CEO		N/A	22.06.2021
Alison Benincasa	Trustee	• Chair	4 years	21.02.2022
Donna Brazier	Trustee	• Vice Chair • Administrator • Safeguarding	3 Years	30.12.2022
James Egan	Trustee	• Finance (authorised signatory)	3 Years	01.10.2023
John Haagensen	Trustee	• Events Planner		01.12.2024
Carey Harrison	Trustee		3 Years	03.01.2022
Will Keen	Trustee		3 Years	06.01.2022
Thelma Lewis	Trustee	• Education Coordinator	3 Years	04.12.2023

1.5 Trustee resignations

The following Trustees have resigned from their Terms of Office within the reporting period. The Trustees would like to sincerely thank them all for their support this year:

- Chloe McKone
- Praz Perinparajah
- Tony Ward

1.6 CAF Bank, 25 Kings Hill Avenue, Kings Hill, West Malling, ME19 4JQ

1.7 Solicitors utilised for setting up the Charity: Wrigleys Solicitors, www.wrigleys.co.uk

2.0 Report of the Trustees

2.1 Context

In line with Charity guidelines the Trustees are required to provide an annual report detailing its activities, governance and financial balance.

This is the second annual Trustees report for Families Thriving Together (The Charity) for the reporting period 1 June 2023 to 30 June 2024.

2.2 Background

The Charity was founded on 22 June 2022 by Michelle Tucker in response a reduction of support to families following the closure of Surestart Children's Centres.

Michelle Tucker personally funded all legal fees and set-up costs to the value of £7854.60. The Trustees have agreed to repay this legacy debt as soon as practically possible with the funds available.

The work of the Charity is underpinned by The Centre for Emotional Health *The Nurturing Programme* (The Parenting Puzzle) which provides adults and children with the understanding, skills and ability to lead emotionally healthy lives, build resilience, empathy, self-esteem and support positive relationships.

The Nurturing Programme was developed by the American child psychologist Dr Stephen J. Bavolek Assessing Parenting - Dr. Stephen J. Bavolek and uses the following four constructs as the building blocks for emotionally healthy relationships:

- Self-awareness
- Appropriate expectations
- Empathy
- Positive discipline

Although the four constructs were originally developed within the context of parenting, they are the recognised building blocks for **ALL** emotionally healthy relationships including those between the parent and child, the teacher and pupil, and the manager and employee.

2.3 Our Aims

The Charity aims to:

- Provide free of charge and inclusive access to parenting support for all (mothers, fathers, grandparents, uncles, aunties, foster parents) by ensuring no barriers to participants
- Normalise parenting support by reducing any potential stigma for attendees
- Boost the health, well-being and confidence of families by nurturing and supporting those that are parenting
- Encourage peer-to-peer support by establishing ongoing networks

- Encourage communities to come together by embracing parenting as common ground.

2.4 Our Services/ activities

The services/ activities outlined below are provided under contract by the Founder and CEO. The contract sets out the terms of engagement including payment. Where the demand for services exceeds the capacity of the Founder and CEO, additional support for service provision is commissioned at the cost of the Founder and CEO.

The Charity services/ activities comprise:

2.4.1 **8-week Welcome to the World programme for parents:** The focus is on emotional health of the parents and baby, and the relationships between the; and emphasises the importance of supportive, positive facilitation from the practitioner

2.4.2 **The Nurturing Programme:** The Parenting Puzzle is a supportive, non-judgemental programme consisting of 10 two-hour sessions for parents/carers of children of any age. It is packed with a variety of activities and strategies designed to boost parents' confidence. The use of peer-to-peer support means parents and carers work together to support each other and their children. It provides participants with techniques to manage challenging behaviour and improve communication, enabling them to tackle difficult issues with their children

2.4.3 **Talking Teens:** Talking Teens is a supportive, non-judgemental programme consisting of 4 two-hour sessions for parents/carers of pre-teen and teen aged children and is specifically tailored to them. It helps families to understand why their children behave as they do and to recognise the feelings behind their behaviour. It enables participants to explore different approaches to discipline and find ways to develop co-operation and self-discipline in children. It is devised from the parenting puzzle and uses many similar approaches

2.4.4 **Keeping Your Child in Mind (Adults Working Together):** This programme supports the importance of positive relationships within families. Its helps in the understanding of the key elements that support effective parenting, parents'/carers' understanding of the impact of their interpersonal relationships on children and young people. And promotes positive approaches to reducing parental conflict and tension.

2.4.5 **One to one or whole family parenting and family mediation:** This programme is tailored to the needs of the family. It is based on the above programmes and can be delivered in ways that suit the needs of the family.

2.5 How our services/ activities deliver public benefit

All Charity services are provided free of charge, as equal access to our services is one of the main aims of the Charity.

We monitor access to our services by gender, disability and sexual orientation and from a baseline study undertaken in 2023 by one of our young volunteers, we are aware of local boroughs that we can continue to target to ensure that Black and Minority Ethnic communities are encouraged and supported in accessing our services/ activities.

In the reporting period the Charity has provided the services/ activities outlined in section 2.2 as dictated by the source of charitable funding, for example to those families and people resident in the boroughs of Runnymede, Spelthorne and Elmbridge. And as demonstrated in Table 2 below, the Charity has provided services/ activities to a total of 201 individual parents/ carers. (This compared with 274 families in the previous reporting period).

Note: Welcome to the World programme for parents and One to one or whole family parenting and family mediation were not provided within the reporting period.

Table 2: Total attendees per service

Service/ activity	**Total numbers attending**	**Borough/ Location**
Nurturing Programme (10-weeks)	21	Elmbridge: online
	8	Elmbridge: face to face
	7	Runnymede Family Centre: on line
Talking Teens (4-weeks)	160	Elmbridge: on line
Keeping Your Child in Mind (4-weeks)	5	Elmbridge: face to face
TOTAL	**201**	

2.6 Our Plans for 2023/2024 and how did we do

In December 2022 we set the following objectives

Objective	**Progress**
1. Develop and implement a logo and branding	We did achieve this
2. Use logo in all letterheads and bids for funding	We did achieve this
3. Develop posters and establish an effective advertising campaign	We did achieve this
4. Create and provide opportunities for people to provide voluntary support to the Charity	We did achieve this
5. Recruit Trustees to replace those Trustees who resigned during the reporting period.	We did achieve this
6. Develop official signposting and/ or referral pathways from primary care, local police force and other appropriate public sector services	We did achieve this
7. Achieve successful funding bids to deliver 50% more services/ activities when compared with the previous operating year	We did not achieve this

2.7 Our plans for 2024/25

In December 2023 we set the following objectives, which will be evaluated and reported on in the third annual Trustees Report:

- Achieve successful funding bids to deliver more services/ activities when compared with the previous reporting period
- Continue the work commenced in 2023 to develop official signposting and/ or referral pathways from primary care, local police force and other appropriate public sector services

3.0 Financial Review

3.1 Principal Funding Sources – See Financial Report

The principal funding sources for the Charity were funding from charitable bodies. This funding was supplemented by individual and company donations.

With reference to the financial report the Charity had £9,483.42 in the bank for the year ending 30 June 2024.

The Charity spent £42,207 in the year to 30 June 2024. This includes £475 repayment of legacy debt and £39,925 paid to the service providers, who delivered programmes.

The remaining amount of legacy debt owed as at 30 June 2024 was £6,718.

3.2 Financial Plan for Future Periods

The Charity plans to continue the activities outlined in section 2.4 above in the forthcoming years subject to satisfactory funding arrangements.

In addition, the Charity resource plan includes partial/ full repayment of the legacy debt as outlined in section 2.2 subject to available funds.

4.0 Governance

The Charity is registered with the Charity Commission as a Charitable Incorporated Organisation (CIO). A CIO is a legal structure regulated by the Charity Commission that was introduced to help simplify the process for setting up a Charity. A CIO is governed by Charity Law (not Company Law) and Trustees have limited or no liability for CIO debts or liabilities.

The Trustees of the Charity were requested to become a Trustee of the Charity by the Founder. They were requested on the basis of their skills and knowledge, which are recognised as wide-ranging and covering such elements as health and social welfare, administration and project management skills, financial management and governance and compliance. The Trustees give their time voluntarily.

The Trustees meet four times a year. The meetings are supported by terms of reference. The CEO agrees the agenda in advance of the meeting with the Chair. ‘Any other business’ is a standing item on the agenda to ensure all Trustees have a voice in the meeting. The

agenda and supporting papers are sent via email to the Trustees at least 48 hours before the meeting.

The governing document for the Charity is called *The Constitution of Families Thriving Together,* dated 22 June 2022.

The Founder & CEO and the Trustees have dedicated email addresses: name@familiesthrivingtogether.org.uk

The Founder & CEO and Trustees have access to all Charity policies and all Charity documentation via a shared folder located at Google Drive. The Founder & CEO has given access to all Trustees via their FTT emails since Autumn 2022.

Our current policies are:

- Complaints
- Conflict of Interest
- Data, GDPR, Privacy and Confidentiality
- Equality
- Finance
- Health and Safety
- Risk Management
- Safeguarding
- Whistleblowing

In addition, the Charity utilises the following Health and Safety Checklists, developed by the Health and Safety Executive in consultation with Local Government, to assist compliance with Health and Safety law:

- Health and Safety Checklist for venues
- Health and Safety Checklist for village and community halls

4.0 Voluntary support to the Charity

The Charity was very lucky to receive additional voluntary support this reporting period as follows:

- Adrian Tucker: Registration with HMRC for tax purposes and accountancy and book-keeping support
- Ruby Shields: Social research into Surrogacy, Adoption and Fostering Services UK
- Molly Bowness, Marketing and Social Media
- Ramon Gamma: Website design

The Trustees would like to sincerely thank all of the above for their support this year.

5.0 Declarations

The Trustees declare that they have approved the Trustees Annual Report.

Signed on behalf of the Charity Trustees

Name: Michelle Tucker
Founder and CEO

Signature

Michelle Tucker

Date 26 April 2025

Alison Benincasa
Chair of Trustees

Signature

Alison Benincasa

26 April 2025