

**FIND
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FEET**

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Find Your Feet Limited Trustees' Annual Report & Financial Statements for the year ended 31 March 2023

Registered Charity Number: 250456

Company Number: 651058

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Cover image: Pumpkin fritters, Malinyete Village

Design & layout: www.causeffectdesign.co.uk

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Message from the Director and Chair

From unpredictable rainfall to a lack of safe drinking water, many of the communities we work with continued to be intimately affected by the climate emergency this year. As such, sustainable agricultural methods which support farmers to mitigate the impacts remained an important facet of our work.

Alongside farmers in Malawi we have increased knowledge and developed skills to implement climate resilient techniques. This allows for plants to be produced that can endure tough conditions and still provide families with a source of food or income.

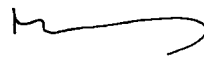
In India, this year has seen the fruition of decades of work from the community to increase tribal communities' knowledge about their rights for support from the government and rights to land. Through supporting community activists and working to set up information centres, countless people have accessed advice and have been able to learn more about what they are entitled to.

We are sad that a lack of future funding has meant we have had to close operations in Zimbabwe, at least for now. In contrast to that sad news however, we are excited that our partnership with Health Poverty Action has allowed us to expand into three new countries, bringing our decades of experience in livelihoods and nutrition to complement Health Poverty Action's work in Myanmar, Somaliland and Guatemala.

We send our profound thanks to all our staff, volunteers, partners and donors and – as ever – to all our supporters who enabled our vital work to continue and grow. Thank you!



Oliver Benjamin Kemp
Chair of the Board of Trustees



Martin Drewry
Director

Strategic summary

This year our annual report includes the addition of three new countries, as well as a review of the ongoing work happening in Malawi and India. Due to our strategic partnership with Health Poverty Action, Find Your Feet is able to work anywhere that Health Poverty Action has an office. This has allowed us to expand our areas of operation.

Like Find Your Feet, Health Poverty Action is locally-rooted and builds relationships with communities over several decades. Unfortunately, Health Poverty Action does not have a historic operation in Zimbabwe and funding opportunities have declined. Meaning for activity to be both compliant with the values of our organisations and financially possible, we were not able to work in Zimbabwe this year.

We, alongside Health Poverty Action, do not believe in simply alleviating the symptoms of poverty, though sometimes in crises that is essential. Instead, we believe in tackling the wider causes of peoples' poverty. This could be not having the skills to pursue a sustainable livelihood, or not having the facilities or knowledge to live healthily. Central to this, is building the capacity of people living in poverty and following their lead.

The reason we partnered with Health Poverty Action in 2016 was to minimise costs yet still help people improve their access to their rights and ability to feed and care for their families. This year has seen us maximise the scope of support, utilising our partnership with Health Poverty Action to the maximum.

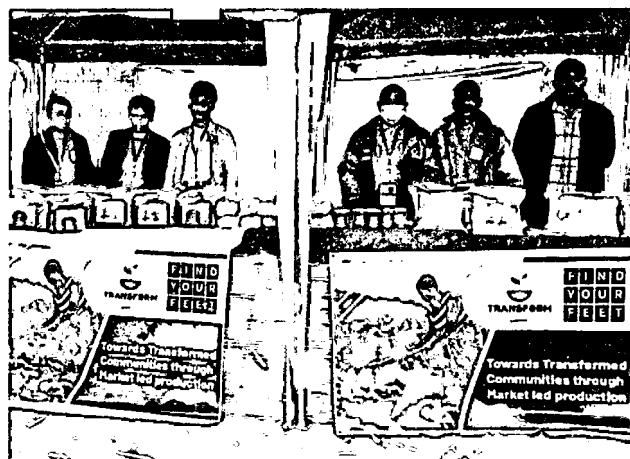
Who we are and what's important to us

We support impoverished, rural families in India, Guatemala, Myanmar, Malawi and Somaliland. We help people to grow enough food so they don't have to go hungry, speak out against injustice, and earn enough money to lead dignified lives. We do this in partnership with the now autonomous locally-registered NGO Find Your Feet Malawi (who became independent in 2016) and Health Poverty Action.

Our objectives

To help families grow more food

We train and support farmers to introduce farming practices that are productive, resilient and environmentally sound, building on their own knowledge and resources. This means that people can produce a variety of nutritious foods to eat throughout the year so that they do not have to go hungry and they can earn an income by selling any surplus.



To help families earn more income

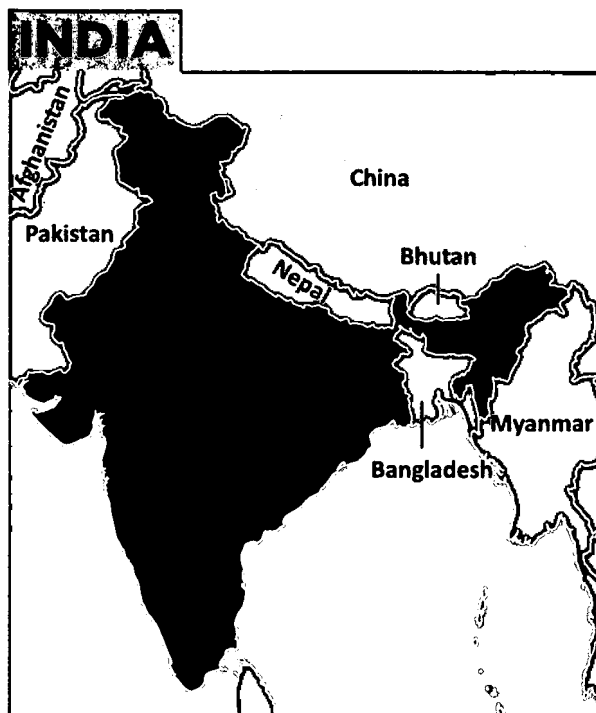
We encourage families to participate in village savings and loan schemes and to invest in setting up their own small businesses. We also support farmers to add value to their crops and to market collectively, enabling them to achieve higher prices for their produce. This enables families to increase their income and ultimately become more self-reliant.

To help communities have their voices heard

We help communities to identify the obstacles to their development, to advocate for their rights and to access the resources that are rightfully theirs.



The year in highlights



Context

Malnutrition amongst tribal communities in India is considerable. 4.7 million tribal children suffer from chronic malnutrition.ⁱ We help tribal people improve their nutrition, access government support schemes and rights to their ancestral lands. Working with members of Tribal Rights Forums and community-based organisations, we support people to have their ancestral land returned to them when they have been denied access to it. The national government's proposal to simplify this process (following successful advocacy by the groups we work with) was discussed in the Cabinet meeting in April 2022, but we still await passage of the policy. In recognition of our advocacy, the Tribal Right Forums (TRFs) and Community-based Organisations (CBOs) that FYF supported were invited to sit on a range of government and civil society bodies and committees.

As COVID-19 continues to impact tribal communities, we worked with Tribal Rights Forums and the local government to coordinate a large-scale COVID-19 awareness-raising campaign. By working together, 97% of the community have been vaccinated!

i. <https://www.unicef.org/india/what-we-do/tribal-nutrition>

Food

- We supported tribal women to improve their nutrition, through sharing knowledge about which locally available foods are rich in nutrients. This information is then passed on and shared with family members and others in the community, so more people know what sources of nutrients are available to them.
- The community based organisations that we supported were able to conduct nutrition related health education to families in two districts and facilitate the poor families to utilise the government and UNICEF nutrition projects over the past few years. Our support contributed to the success of these programmes. Malnutrition rates measured in the latest National Family Health Survey in 2021 fell by 6% from the previous survey in these two districts.
- In recognition of our years of working with tribal communities, the government of Jharkhand asked us to help them to develop vital rural child health and nutrition centres in three districts and take over the official monitoring of these centres. This created an opportunity to ensure that tribal communities' interests were integral to the health centres that serve them.

Income

- The Public Information Centres we helped the community to establish every 5km continued to inform tribal people of their rights. This year our centres supported 3,268 applications, 91% of these applications were successful and the applicants can now enjoy their benefits from the government. The remaining 9% are still waiting for their application results. This allows the communities to gain access to the financial support they are entitled to, strengthening their ability to support their families.
- Tribal communities won rights to 4 million square feet of land. This is more than 31 football fields! The communities are able to grow their own food to feed their families or sell some of the land to invest in other livelihood projects as they choose.



Look back on India

For nearly 35 years Find Your Feet has worked with some of the most marginalised and isolated communities in India including Adivasis (tribal people) in Chhattisgarh, Uttarakhand and Jharkhand; traditional sari weavers in Varanasi; Dalits (untouchables); and brick-kiln workers in Uttar Pradesh. The people we have worked with depend on agriculture to feed their families and earn an income. However a lack of access to land, seeds and tools and increasingly erratic weather conditions means that many face hunger for 3-6 months a year. Despite India's emergence as a world power, isolated and marginalised communities remain unaware of government schemes and services such as healthcare, education and clean water to which they are entitled and of legislation to improve the rights of tribal people to access and control resources. Find Your Feet has worked with communities to strengthen their organisational capacity and voice, enabling them to access land and resources under the Forest Rights Act (2006) and to engage in ongoing dialogue with government officials under the Panchayat Act (2006) to ensure that they meet their obligations to deliver services. We have supported the formation of women's self-help groups. These are safe spaces for women to share experiences, identify priorities, establish activities to earn or boost their income and overcome some of the barriers to women's equality and participation in their communities.

A remarkable success of our work has been the formation of Tribal Rights Forums trained on the legal basis of their forest and land rights. Beginning as groups within communities, they gained strength through coming together first at district and then state level. They now operate at inter-state level, which enables Adivasi communities to oppose more powerful groups seeking to take their land and deny them their rightful access to forest resources and develop sustainable solutions to their poverty.

Over a decade ago, we recognised the movement of institutional fundings away from India. It became extremely difficult to secure funding for our critical work. Since then, we dedicated attention to planning for when Find Your Feet could no longer work with communities in India. Focusing our resources on supporting communities to gain skills and build the infrastructure that will allow them to continue to benefit long after we have left. It is therefore not a shock, but with a heavy heart, that this year will be our last year working in India. We do not intend to give up searching for new funding, nor will we lose contact with communities, local organisations, and activists that we have spent years working alongside. After our last project ended in India in September 2022, we applied for several funding opportunities. Unfortunately, none of these applications were successful. We will continue to apply for funding whenever we are eligible.

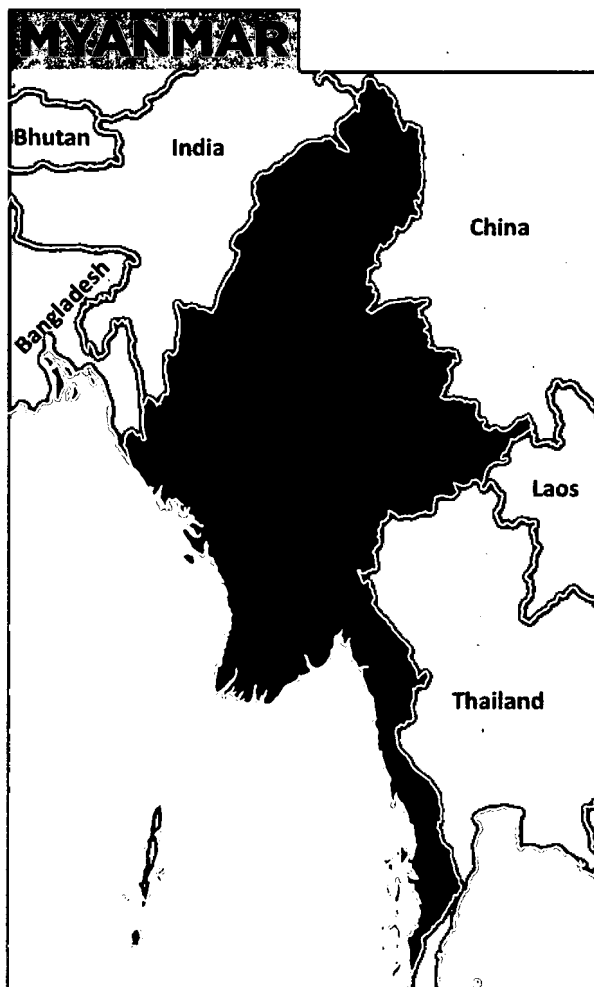
A legacy

This year, a dedicated Find Your Feet supporter sadly passed away. Knowing she had been a long-term supporter, her sister kindly donated some of the estate to Find Your Feet on her behalf.

By leaving this legacy, it has directly allowed us to expand our work and support community leaders, health workers and activists in Somaliland and Myanmar.

Both countries have experienced severe crises this year – with ongoing conflict in Myanmar and drought in Somaliland leaving communities even more vulnerable to poverty. We have worked alongside some of the most marginalised communities within these countries, including people living in dangerous areas or people living in remote areas that take weeks for health and community workers to reach.

For years to come, we will be able to support communities improve their access to food, create sustainable incomes and campaign against injustice. The knowledge and infrastructure we have helped implement this year will continue for years to come – one person's legacy can have a huge impact.



Context

Myanmar is home to 135 ethnic groups and the world's longest running civil war. In 2011 the country began to transition away from full military rule with hope of democratic reforms. However, a 2021 military coup returned Myanmar to military rule. All the Special Regions along the China border in which we work have been affected by ongoing armed conflict for decades. Many people have been forced from their homes to camps or host communities. There are no government facilities or health staff in the area, only the ethnic health system. Access to nutritious food is a severe problem for pregnant and lactating women and children under five years old. Many internally displaced people in conflict-affected areas cannot get enough food to survive. In the seven special regions of Myanmar where we work, the majority of the villages are unable to access clean water.

Over many years Health Poverty Action has strengthened the local health systems in these complex contexts and supported the community to access them. This year Find Your Feet supported Health Poverty Action to ensure displaced people and people who have recently returned to their homes in Kachin state to have access to essential food and health services.

Food

Through helping local health workers and volunteers with training, they have managed to:

- Work with displaced families to develop family gardens and start raising chickens and other domestic animals, providing these families with sources of nutrient-rich food.
- Support families to access the market where they can sell some of their produce and buy more nutritious food. This was done through connecting the local mobile merchandisers who travel to the villages to sell groceries on motorbikes. The community volunteers reached agreement with them to take some of the produce from the villagers to sell in the markets in the cities and bring other nutritious food back.
- Support children in the communities to access malnutrition screening services provided by the local health workers, and support those who were identified as malnourished to access additional food support from other sources.
- Facilitated the local health authority to allow children from the displaced families to access other essential health services, such as vitamin A supplements and deworming treatment.
- Ensure that women going through pregnancy whilst experiencing displacement have access to folic acid, iron and vitamin B1 supplements. Furthermore, community volunteers have provided training to pregnant women and lactating mothers on how to provide nutritious diets for themselves and their babies.

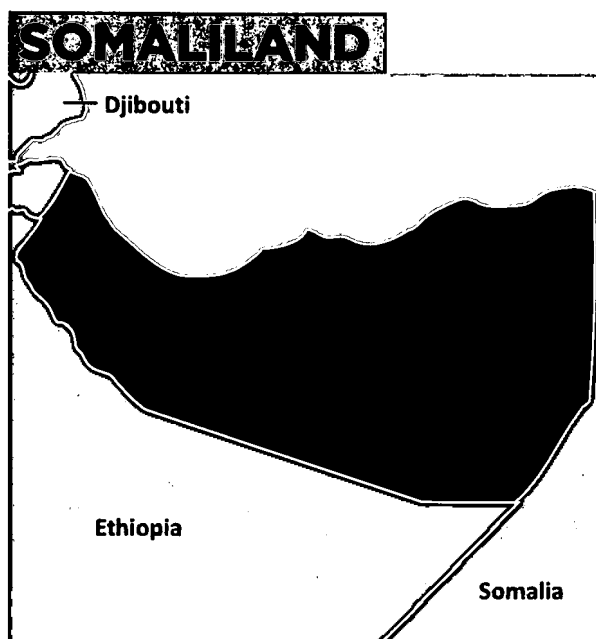
Addressing malnutrition

Alongside local partners, with the financial support from Find Your Feet, Health Poverty Action was able to train community members, health workers and volunteers to support people within their community. Building the capacity of people in Myanmar is key, as many of the people – after years of conflict – are not comfortable with outsiders and state authorities. Having people who share their language or live within the community is key to building trust and getting people the support they need.

Luk Myaw is an auxiliary midwife in Man Shang Village in Waimaw township in Kachin state. She was trained by HPA to take measurements of children's mid-upper arm circumference, known as MUAC measurements, an assessment for nutrition status of children. She does that regularly for all children under five in her village. She was able to identify and treat a child suffering from wasting (a life-threatening form of malnutrition), Taing Myaw.

After finding that Taing Myaw was suffering from wasting, Luk Myaw assessed the danger signs and determined that she could support Taing Myaw's parents to look after her in her home. She provided therapeutic food that was ready to use to swiftly increase her weight. She counselled the family on good nutritional practices for children as well as danger signs such as convulsions and fast breathing which would require referral for urgent treatment. Luk Myaw monitored the child weekly and was delighted to see improvements within three weeks. She said:

“At present, Little Taing Myaw is nourished and healthy and the parents were also very happy. She is happy and healthy, like her siblings. As for me, it is very blissful because I can help our villagers and children...She is happy and healthy with her siblings.”



Context

Somaliland is an autonomous territory which declared independence from Somalia in 1991. The territory suffers many challenges, notwithstanding its lack of recognition by the international community. It is home to a large number of people who are internally displaced as a result of conflict or the climate crisis. It is severely affected by drought, as a result of the climate emergency. Rising inflation and cost of living crisis created further challenges this year.

Health Poverty Action has supported the people of Somaliland for many years, playing a vital role in delivering and strengthening the country's health system. This year Find Your Feet joined Health Poverty Action to support community health workers, improve people's access to care and strengthen the voices of those campaigning against gender-based violence and female genital mutilation.

Food

- Through a range of communication and outreach initiatives to women and communities who live far from health facilities, we have helped health workers reach many more children under five and pregnant and lactating women experiencing malnutrition. Once women and children have attended and received the care they need, they then go on to tell others in their community, ensuring that more people attend health clinics when they need support.
- Supporting community health facilities to expand their services to provide holistic care including nutrition and hygiene support, we were able to improve health outcomes for children and women: This has strengthened community health workers' ability to serve their community.

Voice

- We have supported community members speaking out against gender-based violence. Community members used different strategies to change attitudes about harmful practices. These include speaking on radio and TV and young people creating spaces in school where they can come together to raise awareness about sexual and gender-based violence.
- We supported women, health workers, religious leaders, teachers and community leaders, who want to create spaces to talk about harmful practices within their communities to do so.

The importance of community mobilisers

In Somaliland, we work with members of the community to become 'social mobilisers.' This role is crucial as it trains and gives resources to people from the community to go and speak to families who may not know what services are available to them or where to go to seek medical help.

One social mobiliser, who was visiting the Khandra camp (a camp for internally displaced people) and conducting home visits to check people's wellbeing came across Abdirizak Awil Barre. Despite being seven months old, his weight was that of a three month old.

Prior to the social mobiliser's visit, Abdirizak Awil Barre's parents had been concerned for their child's health. He had consecutive episodes of diarrhoea and vomiting with an elevated temperature and refusal to breastfeed. However, fearing COVID-19 infection, Abdirizak's parents delayed seeking treatment for him for several weeks.

The social mobiliser supported Nimco, Abdirizak's mother, to overcome her fears and take the baby to the nearest health facility. There Abdirizak was diagnosed with acute diarrhoea and dehydration. They quickly referred the baby to Burao Hospital Stabilisation Centre for further management and treatment.

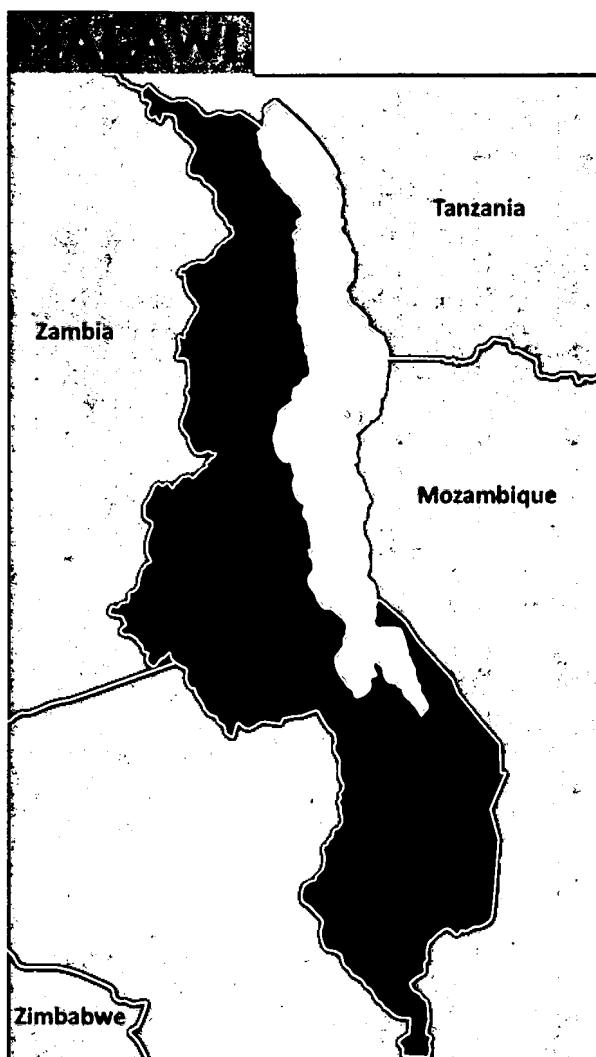
At the hospital, Abdirizak was diagnosed with severe, acute malnutrition. Medical staff immediately started him on rehydration treatment and medications. He was also given a therapeutic milk formula, to treat his malnutrition.

Abdirizak's condition soon began to improve until he reached a stable condition and was able to breastfeed again. The Stabilisation Centre provided Nimco with appropriate counselling on the weaning process. Nimco and her child were discharged from the facility and advised to visit the nearby Jame-adka Health Centre for a follow-up assessment.

Nimco says:

"I am so grateful to the social mobiliser for visiting my house and advising me on what to do. I saw a big change in the condition of my child who has now recovered well and we thank Allah and the doctors who attended him promptly. I didn't pay even a single shilling and all services were free... I will tell my story to all my community to utilise the available service."





Context

Almost half of people in Malawi live in poverty, with a further 27 percent at risk. Climate change including droughts and floods continues to pose a threat to agriculture. Rains are becoming unpredictable meaning farmers are unable to make informed decisions about planting.

However, our work supporting Find Your Feet Malawi has increased the number of farmers practising climate smart agricultural techniques such as growing drought-tolerant crops, mulching, pit planting, mixed cropping and agroforestry. These are helping to reduce the impacts of climate change, and give people secure food and livelihoods.

Much of the focus in Malawi is on building the capacity of communities for long-term change, through the community coming together to learn new skills and implement these collectively. This year has seen fruitful rewards for village savings groups, livelihood clubs and community sanitation projects.

Food

- Over 200 families, farmers and community members learnt about and built backyard gardens to support vegetable growing at home. This ensures people can feed themselves and their families and sell any surplus to generate a sustainable income.
- We supported farmers to learn climate-resilient farming techniques and protect crops from negative environmental impacts like drought and loss of soil fertility. We are encouraging the expansion of irrigation in these communities, and farmers have planted 16,000 tree seedlings to support soil fertility and development of forested areas. As they grow, these forested areas help to mitigate the effects of drought and flooding.

Sanitation?

- We have worked with the community to build safe water facilities and toilets, to improve people's access and knowledge about sanitation to prevent the spread of diseases. Over 5,500 farmers now have access to safe water and 1,811 households have built their own toilet facility. Meanwhile, we ensured that community leaders had the skills and knowledge to maintain the facilities themselves.
- 387 people have been reached through awareness campaigns on sanitation and hygiene. Those trained were empowered to replicate these campaigns to their fellow community members, promoting greater use of safe and clean water and of pit latrines.



Practical sessions on borehole maintenance



Demonstration of products, Malinyete Village

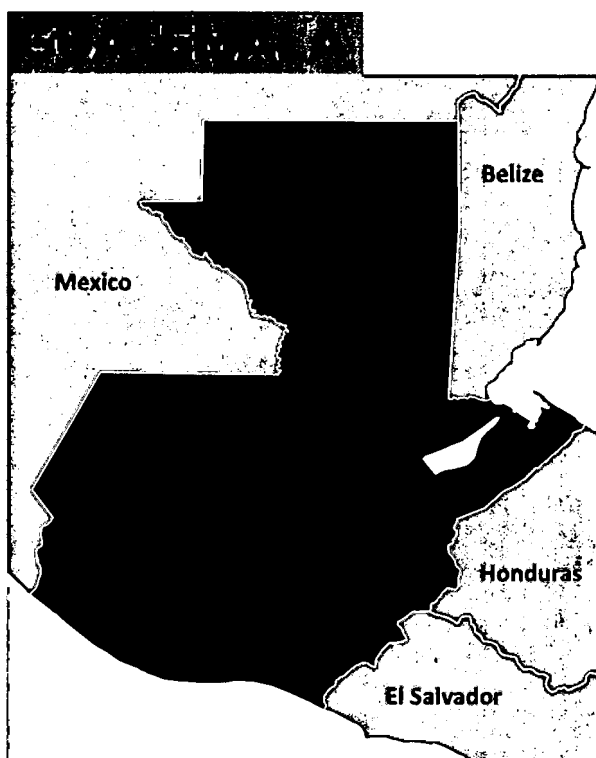
Income

- Through beekeeping groups, 80 farmers were trained in honey processing, packaging and managing. Developing these skills, alongside growing demand in the region for honey, has allowed the beekeeping groups to raise 617,000 Malawi Kwacha (£450). This money has then been used to support farmers as well as make purchases, such as fertiliser, that will improve their ability to grow more food.
- In earlier years we helped communities create Village Savings and Loans Groups. These are collective groups, where members have ownership, control and responsibility over their funds. These schemes have allowed some of the members to support their businesses, pay for their children's school fees or purchase products for their farms. This year, 8 Village Savings and Loans Groups have shared out savings of 6,483,400 Malawi Kwacha (£4,734).
- The Bulala Cooperative, members-owned local business we helped start, secured a profit of 8,467,500 Malawi Kwacha (£6,200). Through farmers and community members coming together, pooling resources and democratising decision-making, it has created a sustainable and growing source of income for their 281 members.
- 28 farmers we trained on food processing and utilisation have gone on to start their own small businesses, giving them a livelihood that will support themselves and their families.

The village that works as a family

In Malinyete, Mzimba district, the lack of access to clean water is devastating for health, particularly for children under the age of five, who are affected - sometimes fatally - by diarrhoea.

We continue to support the people of Ulaya village who were previously forced to draw dirty water from an unprotected well. After we provided the village with a borehole to give access to clean water, the community has worked together to raise the income needed to maintain and develop it for the benefit of all. As well as developing a strong community spirit, to date their efforts have earned them enough to construct a drainage pit at the borehole. This has helped to control mosquito breeding and livestock loitering at the water point. They intend to use the remaining money to buy more goats and extend the existing program to benefit more families in the area.



Context

Almost half of Guatemala's children are malnourished. Most rural indigenous Maya practice subsistence farming, and are heavily dependent on maize and beans grown on their smallholdings. Climate change has disrupted rainfall patterns, particularly in the country's 'Dry Corridor' – where we work. Most Guatemalans live precariously from week to week – including our staff. Reports of families eating twice a day rather than three times have increased, and cases of starvation in Maya communities recorded.

Food

Having knowledge about nutritious, available foods, is key to tackling malnutrition. However, there are barriers to this knowledge for the Maya indigenous community. Due to cultural and linguistic differences between indigenous and non-indigenous communities messages about nutrition can be difficult to understand. We stand with community health workers who are reaching families with information about nutrition in ways that everyone can understand.



Chuij cookery demonstration, Health Fair



Garden, Casa Blanca

- We supported community health workers to create template vegetable gardens at health posts. This has created an opportunity for Indigenous community members to learn planting techniques, when they come to the health post for treatment. The scheme also gives community members seeds or plants to reproduce what they learned at home.
- We supported community members to teach indigenous parents and pregnant women about food preparation, sharing new recipes and techniques to promote a healthier diet.

Strengthening indigenous Maya peoples' rights

Indigenous Maya communities face disproportionate health risks, including maternal and newborn mortality, when compared to the rest of Guatemala's population. A significant reason for this, is that the government healthcare system is often inaccessible to indigenous Maya people. Prejudice among state health workers, different languages, and a lack of acceptance of indigenous birthing practices means Maya people often face discrimination or exclusion.

Many people prefer to give birth at home with the support of Traditional Birth Attendants (TBAs). However, this can mean that people are giving birth without necessary medical intervention and TBAs (unrecognised by the government) are limited in how much support they can receive, and have previously even faced legal consequences for practising without official licences.

Find Your Feet is now working with Health Poverty Action to support ongoing activity by the Maya community to create a health system that works to save people's lives without attacking their community and culture. We work alongside TBAs and indigenous community leaders, helping them build relationships and trust with government health authorities. This has involved creating opportunities to share knowledge, allowing the TBAs to gain official authority to care for people in their community whilst strengthening state healthcare by making it culturally appropriate. Many more people are able to deliver their children in the community they feel safest in, with appropriate medical care. With our partner Health Poverty Action, we can continue to help strengthen state healthcare, direct resources and strengthen the communities working to tackle malnutrition.



Traditional Birth Attendants and health authority staff taking part in a shared monthly training session

Fundraising in 2022-2023

On behalf of all the communities that we work alongside globally, we would like to offer our heartfelt appreciation to all our supporters who have contributed to Find Your Feet's work over the past year.

As available funding continues to be more limited – and more competitive – our supporters' generous gifts in wills, regular donations, and one-off donations to our appeals have helped us continue to support families in growing enough food, speaking out against injustice, and earning enough money.

Find Your Feet is extremely grateful for our partnerships with trusts and foundations, which help to advance our hunger and poverty alleviating programmes around the world. We would like to thank all of our supporters, including the Christadelphian Meal a Day Fund UK, the Allan and Nesta Ferguson Charitable Trust, the Unicorn Grocery Fund, the Bryan Guinness Charitable Trust and all of our anonymous donors.

Financial review

Results for the year

In 2022-23, total income fell by 57% (£111,340 compared to £256,017 in 2021-22). This is largely due to a drop in restricted income which was down by 73% (£43,839 compared to £159,747 in 2021-22). Unrestricted income also fell by 30% (£67,501 compared to £96,270 in 2021-22)

Expenditure fell by 52% (£96,050 compared to £202,106 in 2021-22) relative to the fall in income. Restricted income of £220,000 which was received at the end of the financial year. This income has been deferred until next financial year when project implementation will commence.

Income and expenditure

	2022-23	2021-22
Income		
Charitable activities	43,839	159,747
Donations and legacies	67,271	96,220
Investment income	230	50
Total	111,340	256,017
Expenditure		
Charitable activities	81,519	176,747
Raising funds	14,531	25,359
Total	96,050	202,106

Financial reserves

Find Your Feet needs to hold free financial reserves (i.e. those not reserved for projects) for two reasons. Firstly, reserves are required to deal with temporary or permanent reductions in unrestricted income, or shortfalls in project funding due to adverse exchange movements. Secondly, projects are usually subject to retention, which is not released until a satisfactory report has been received at the end of the project. In addition, interim grant payments are also subject to satisfactory reports so that payment is not made until several months into the project year. Each of these practices means that Find Your Feet has to fund a working capital requirement.

By March 31st, 2023, free reserves, comprising general unrestricted funds, totaled £198,531. On this basis, the current free reserves available to cover other financing risks are in the order of £198,531, equivalent to greater than seven months of core costs. The Board considers this position to be satisfactory.

Risk management

The Board has adopted a formal Risk Policy, and the Trustees and Senior Management have identified risks and ranked these by likelihood and impact. Key risks are regularly reviewed and monitored by senior managers as part of ongoing risk management throughout the year, while the Trustees review the major risks that face the organization on at least a quarterly basis and more if needed. The Board has established systems and clear reporting mechanisms to monitor, manage and mitigate the exposure to risk.

The risks Find Your Feet face are mostly inherent to the environments we work in and the way that international development is funded.

As is common with many charities, the current funding environment creates uncertainty around meeting both unrestricted and restricted income targets. The nature and location of Find Your Feet's work, combined with its funding model (based largely on restricted project grants), means that at any point in time the scale and allocation of future funding is hard to project with certainty.

Going Concern

The Trustees have assessed our current projects and financial projections and do not believe that there are material uncertainties that call into doubt Find Your Feet's ability to continue in operation for the next 12 months. In addition to committed funds from our donors, the current reserves held are in line with our reserve policy. They are kept to provide cover for unexpected changes in income and expenditure to allow us to adjust our cost base and continue activities. As detailed under the reserve policy section, Find Your Feet's reserves in 2022-23 to cover finance risks are in the order of £198,531 which is equivalent to more than seven months of core costs. The Board considers this position to be satisfactory. We have therefore prepared our accounts on the basis that Find Your Feet is a Going Concern.

Structure, governance and management

The trustees who served during the year (2022-2023) and subsequent appointments and resignations are as stated below. None of the trustees held a financial interest in the company.

Trustee	Role	Details
Mehmet Nadir Baylav ²		Resigned 20 March 2023
Denis John Cavanagh ¹		Resigned 9 December 2022
Anna Graham		Appointed 7 July 2017
Rory Erskine Morrison Honney		Appointed 10 December 2014
Anuj Kapilashrami		Appointed 28 June 2019
Oliver Benjamin Kemp ^{1&2}	Chair	Appointed 10 December 2014
Ruth Stern ¹	Vice Chair	Appointed 7 October 2011
Betty Ann Williams ¹		Appointed 13 December 2016
Ravi Ram		Appointed 25 March 2022
Fahad Sayood	Treasurer	Appointed 7 October 2022

1. members of the Finance and Audit Committee

2. members of the Fundraising Advisory Group

Appointments and Resignation dates as stated on Companies House

The trustees are appointed by the Board. One-third of the trustees retire by rotation at each Annual General Meeting and are eligible for re-election. In addition to its overall responsibility for the governance of the charity, the Board retains to itself decisions on strategy, annual budgets, the appointment of new trustees and the Chief Executive. The Board meets four times a year and is supported by two sub-committees. Day-to-day management of Find Your Feet is delegated to the Chief Executive, within the context of the corporate plan and annual budget.

Potential new trustees are interviewed and then invited to attend Board meetings as an observer before the Board makes a decision on their appointment. New trustees receive a half-day briefing from the Chief Executive. The Board wishes to retain members with a broad range of skills and constantly seeks to recruit new trustees to complement the skills of existing Board Members.

Staff are carefully recruited and offered commensurate remuneration and retained through ensuring that salaries remain competitive, in addition to a satisfying working environment.

A formula is used year on year to establish objective criteria for salary increases.

In deciding remuneration for the Charity's Senior Management, the Charity considers the potential impact of remuneration levels and structures of Senior Management on the wider Charity workforce and will take account of the following additional principles:

- To ensure that the Charity can access the types of skills, experiences and competencies that it needs in its senior staff, the specific scope of these roles in the Charity and the link to pay.
- The nature of the wider employment offer made to senior employees, where pay is one part of a package that includes personal development, personal fulfillment and association with the public benefit delivered. The Charity recognises that it is, on occasion, possible to attract Senior Management at a discount to public sector or private sector market rates.

Legal and administrative information

Chief Executive: Martin Drewry

Registered office: Find Your Feet, Suite 2,
23-24 Great James Street London WC1N 3ES

Status: Company limited by Guarantee

Governing document:
Memorandum and Articles of Association

Company number 651058
Registered Charity Number 250456

Auditors:
Goldwins Limited, 75 Maygrove Road,
West Hampstead, London, NW6 2EG

Principal bankers:
The Co-operative Bank, PO Box 250, Delf House,
Skelmersdale, Manchester WN8 6WT
Lloyds Bank, 39 Threadneedle Street,
London EC2R 8AU

Public Benefit

The Charities Act 2011 obliges Find Your Feet to demonstrate public benefit in the work that it undertakes.

The trustees believe that the work of Find Your Feet demonstrates public benefit on three main accounts:

- in directly addressing the needs of the rural poor in India, Malawi and Zimbabwe;
- by highlighting fundamental inequalities and social injustice in a globalised world and raising awareness of this in the United Kingdom;
- by seeking to influence and monitor legislation and practices which adversely affect the ability of the rural poor to achieve sustainable livelihoods and therefore a life of dignity.

This report has, as required, set out to highlight the main activities undertaken by, and achievements of, Find Your Feet. We believe that this demonstrates the public benefit in a clear and precise manner. Find Your Feet will also further its charitable purposes for public benefit as new opportunities arise and new needs are identified.

In the preparation of the Trustees' Report, advantage has been taken of the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Statement of Trustees' responsibilities

Company law requires the trustees to prepare financial accounts for each financial year, which gives a true and fair view of the state of company's affairs as at the end of the financial year and of the profit or loss of the company for that period. In preparing these accounts the trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- follow applicable accounting standards, subject to any material departure disclosed and explained in the accounts;
- prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in business.

The trustees are responsible for maintaining proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the accounts comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Annual Report and Accounts is approved by the Board of Trustees and signed by Oliver Kemp, Chair of the Board on behalf of the Trustees.



Oliver Kemp, Chair

Date: 21 November 2023

Independent Auditors' Report to the Members of Find Your Feet Limited for the year ended 31 March 2023

Opinion

We have audited the financial statements of Find Your Feet Limited for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matter prescribed by the Companies Act 2006

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

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report (incorporating the directors' report) have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Annual Report.

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

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

Responsibilities of the trustees

As explained more fully in the Trustees' Responsibilities Statement, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the Charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the Charity or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. The risk is also greater regarding

irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities]. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charity's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's members as a body, for our audit work, for this report, or for the opinions we have formed.



Anthony Epton (Senior Statutory Auditor)

For and on behalf of:

**Goldwins Limited
Statutory Auditor
Chartered Accountants
75 Maygrove Road
West Hampstead
London NW6 2EG**

Date: 21 November 2023

Statement of Financial Activities

For the year ended 31 March 2023

(Incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £
Income:	2	£	£	£
Charitable activities		-	43,839	43,839
Donations and legacies		67,271	-	67,271
Investment income		230	-	230
Total income		67,501	43,839	111,340
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		40,559	40,960	81,519
Raising funds		14,531	-	14,531
Total expenditure		55,090	40,960	96,050
Net income/(expenditure) for the year		12,411	2,879	15,290
Transfers between funds		-	-	-
		12,411	2,879	15,290
Other recognised gains/(losses)	8	114	-	114
Net movement in funds for the year	13	12,525	2,879	15,404
Reconciliation of funds				
Total funds brought forward		246,187	79,666	325,853
Total funds carried forward		258,712	82,545	341,257

Note: Unrestricted funds comprise General funds and Designated funds.
For a breakdown of movements on individual funds, please see Note 13.

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The attached notes form part of these financial statements.

Comparative Statement of Financial Activities

For the year ended 31 March 2022

	Notes	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022
Income:	2	£	£	£
Charitable activities		-	159,747	159,747
Donations and legacies		96,220	-	96,220
Investment income		50	-	50
Total income		96,270	159,747	256,017
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		46,011	130,736	176,747
Raising funds		25,359	-	25,359
Total expenditure		71,370	130,736	202,106
Net income/(expenditure) for the year		24,900	29,011	53,911
Transfers between funds	13	-	-	-
Other recognised gains/(losses)	8	73	(215)	(142)
Net movement in funds for the year	13	24,827	29,226	53,769
Reconciliation of funds				
Total funds brought forward		221,214	50,870	272,084
Total funds carried forward		246,041	80,096	325,853

Note: Unrestricted funds comprise General funds and Designated funds.
For a breakdown of movements on individual funds, please see Note 13.

The Statement of Financial Activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The attached notes form part of these financial statements.

Balance Sheet

Find Your Feet Ltd as at 31 March 2023

		2023		2022	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		-		-
Current assets					
Debtors	10	221,104		2,264	
Cash at bank and in hand		392,323		356,159	
		613,427		358,423	
Less: Current liabilities					
Creditors – amounts falling due within one year	11	(272,170)		(32,570)	
Net current assets			341,257		325,853
Net assets			341,257		325,853
Funds of the Charity	13				
Restricted funds			82,545		79,666
Unrestricted funds					
General fund		198,531		186,116	
Designated funds		60,181		60,071	
			258,712		246,187
Total charity funds			341,257		325,853

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime within Part 15 of the Companies Act 2006.

Approved by the Board of Trustees and signed on their behalf by:



Oliver Kemp, Chair

Date: 21 November 2023

Company Registration No. 651058

The attached notes form part of these financial statements.

Cash Flow Statement

For the year ended 31 March 2023

	2023	2022
	£	£
Net cash inflow / (outflow) from operating activities	35,820	(21,193)
Returns on investments and servicing of finance		
Bank interest received	230	50
Foreign exchange gain / (loss)	114	(142)
Increase / (decrease) in cash	36,164	(21,284)
Reconciliation of net movement in funds to net cash inflow / (outflow) from operating activities		
Net movement in funds	15,404	53,769
Decrease / (Increase) in debtors	(218,840)	(1,371)
Increase / (decrease) in creditors	239,600	(73,682)
Bank interest received	(230)	(50)
Foreign exchange loss / (gain)	(114)	142
Net cash inflow / (outflow) from operating activities	35,820	(21,192)
Analysis of net cash resources		
Opening balance	356,159	377,443
Increase / (decrease) in cash	36,164	(21,284)
Closing balance	392,323	356,159
Location of cash resources		
UK bank accounts	391,660	355,615
Overseas bank accounts	544	544
Total	392,323	356,159

Notes to the financial statements

1. Principle accounting policies

A summary of the principal accounting policies adopted, judgements and key sources of estimation uncertainty, is set out below.

Accounting convention

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS 102 and a registered charity established as a company limited by guarantee and therefore has also prepared its 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), the Companies Act 2006 and Charities Act 2011.

The functional currency of the charity is pounds sterling.

Find Your Feet meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost.

Going concern

The trustees have assessed whether the use of 'going concern' is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charitable company to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of the approval of these financial statements. After making enquiries, the trustees have concluded that there is a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. The charitable company therefore continues to adopt the going concern basis in preparing its financial statements. There are no material uncertainties.

Income

All incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies apply to categories of income:

- Donated services and facilities: are included at the value to the charity where this can be quantified. No amounts are included in the financial statements for services donated by volunteers.
- Income includes: income received from statutory and other government supported agencies, and income from other private sources.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with use of resources. Staff costs are allocated on an estimate of time usage and other overheads have been allocated on the basis of the head count.

Costs of raising funds are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

Support costs (including governance costs), which include the central office functions such as general management, payroll administration, budgeting and accounting, information technology, human resources, and finance are allocated across the categories of raising funds and charitable expenditure. The basis of the cost allocation has been explained in the notes to the accounts.

Fund accounting

Unrestricted funds are available for use at the discretion of the directors in furtherance of the general objectives of Find Your Feet.

Restricted funds are subject to restrictions imposed by donors or the purpose of the appeal.

All income and expenditure is shown on the Statement of Financial Activities.

Foreign Currencies

Transactions in foreign currencies are translated into sterling at the weighted average rate of exchange during the period, or the applicable rate of exchange rate on the day of payment and are disclosed in the Statement of Financial Activities. Current assets and liabilities held on the balance sheet are retranslated at the year end exchange rate.

Liabilities

Liabilities are recognised when the charity has a legal or constructive obligation to a third party.

Other financial instruments

i. Cash and cash equivalents

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

ii. Debtors and creditors

Debtors and creditors receivable or payable within one year of the reporting date are carried at their at transaction price. Debtors and creditors that are

receivable or payable in more than one year and not subject to a market rate of interest are measured at the present value of the expected future receipts or payment discounted at a market rate of interest.

Critical accounting estimates and areas of judgement

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

2. Income

	2023	2022
	£	£
Restricted funds		
Charitable activities		
Comic Relief	-	7,948
Oak Foundation (Arho Johar)	6,728	-
Christadelphian Meal-a-Day Fund	10,000	-
Trusts, foundations and corporate	27,111	151,799
Individuals	-	-
	<u>43,839</u>	<u>159,747</u>
Unrestricted funds		
Donations and legacies		
Trusts, foundations and corporate	20,272	60,630
Individuals	47,000	35,590
	<u>67,272</u>	<u>96,220</u>
Investment income		
Restricted funds	119	36
Unrestricted funds	110	14
	<u>230</u>	<u>50</u>
Total Income	<u>111,340</u>	<u>256,017</u>

3. Expenditure – raising funds

	Direct costs	Support costs	Total	Direct costs	Support costs	Total
	£	£	2023	£	£	2022
	£	£	£	£	£	£
Raising funds	8,548	5,983	14,531	18,112	7,247	25,359

4. Expenditure – charitable expenditure

	Direct costs	Support costs	Total	Direct costs	Support costs	Total
	£	£	2023	£	£	2022
	£	£	£	£	£	£
Charitable activities	60,380	21,139	81,519	155,210	21,537	176,747

5. Support costs

	Total 2023	Raising funds	Charitable activities	Total 2022	Raising funds	Charitable activities
	£	£	£	£	£	£
Human resources	10,258	2,263	7,995	22,265	5,606	16,659
Establishment	661	146	515	1,136	286	850
Office and administration	16,203	3,574	12,629	5,383	1,355	4,028
	<u>27,122</u>	<u>5,983</u>	<u>21,139</u>	<u>28,784</u>	<u>7,247</u>	<u>21,537</u>

All support costs are allocated between activities on the basis of staff time spent.

6. Net income/(expenditure) for the year is stated after charging/(crediting)

	2023	2022
	£	£
Auditors' remuneration	<u>2,800</u>	<u>2,800</u>
	<u>2,800</u>	<u>2,800</u>

7. Staff costs and trustee expenses

Staff costs	2023	2022
UK	£	£
Salaries and wages	-	-
National insurance	-	-
Pension contributions	-	-
India – total remuneration	-	-
HPA staff costs recharged to FYF	<u>38,741</u>	<u>69,348</u>
	<u>38,741</u>	<u>69,348</u>

Note: Find Your Feet's partner Health Poverty Action (HPA) has provided HQ management support services since January 2017 (see note 14).

In 2023, a total of £38,741 of HPA's UK staff cost was recharged to FYF (2022: £69,348).

The company currently does not operate a UK pension scheme but offers an annual gratuity equal to one month's salary to its staff in India.

No employee earned emoluments above £60,000.

Key management personnel consisted of the HPA CEO and Senior Management Team.

In 2023, total salary costs charged to FYF relating to key management personnel were £19,312 (2022: £20,995).

Trustees expenses

Trustees receive no remuneration for their services.

No expenses were reimbursed to trustees in 2023 or in 2022.

Staff numbers

The average number of staff employed by FYF during the year were:

	2023	2022
	Head count	Head count
UK	-	-
India	<u>-</u>	<u>1.0</u>
	<u>-</u>	<u>1.0</u>

Health Poverty Action provides staff support services to FYF (see note 14).
Average FTEs for FYF staff and HPA support staff were:

	2023 FTE	2022 FTE
UK (FYF staff)	-	-
India (FYF staff)		1.2
UK (HPA support staff)	2.0	2.0
	<u>2.0</u>	<u>3.2</u>

8. Other recognised gains/(losses)

Other recognised gains/(losses) comprise exchange gains and losses in respect of bank balances and cash denominated in Euros, Indian Rupees, US Dollars or Malawi Kwachas.

9. Tangible fixed assets

	Motor vehicles	Furniture and Equipment	Total
Cost	£	£	£
At 1/4/2022	9,723	-	9,723
Additions	-	-	-
Disposals	-	-	-
At 31/3/2023	<u>9,723</u>	<u>-</u>	<u>9,723</u>
Depreciation			
At 1/4/2022	9,723	-	9,723
Charges for year	-	-	-
Disposals	-	-	-
At 31/3/2023	<u>9,723</u>	<u>-</u>	<u>9,723</u>
Net book value			
At 31/3/2023	<u>-</u>	<u>-</u>	<u>-</u>
At 31/3/2022	<u>-</u>	<u>-</u>	<u>-</u>

10. Debtors

	2023 £	2022 £
Accrued income – grants	40	-
Accrued income – gift aid and other	220,162	1,477
HPA Intercoy loan a/c	-	-
Prepayments	902	787
	<u>221,104</u>	<u>2,264</u>

11. Creditors – amounts falling due within one year

	2023 £	2022 £
Accounts payable	331	1,312
Other creditors	-	787
Deferred income	220,000	27,111
UK accruals	51,839	3,360
	<u>272,170</u>	<u>32,570</u>

12. Analysis of net assets between funds

	Unrestricted Funds 2023 £	Restricted Funds 2023 £	Total Funds 2023 £	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £
Current assets	310,882	302,545	613,427	250,334	108,089	358,423
Current liabilities	(52,170)	(220,000)	(272,170)	(4,147)	(28,423)	(32,570)
Long term liabilities	-	-	-	-	-	-
	258,712	82,545	341,257	246,187	79,666	325,853

13. Movement on individual funds

RESTRICTED FUNDS	At 01/4/2022 £	Income £	Expenditure £	Other recognised gains/(losses) £	Transfers £	At 31/3/2023 £
INDIA						
Arho Johar	31,536	6,728	(30,609)	-	-	7,656
Oak Jharkhand	742	-	-	-	-	742
						-
MALAWI						
Bulala SLP	27,793	27,111	(10,351)	-	-	44,553
Christadelphian Meal-a-Day Fund	-	10,000	-	-	-	10,000
						-
ZIMBABWE						
Mental Health Matters	4,627	-	-	-	-	4,627
Future projects	14,968	-	-	-	-	14,968
Total restricted funds	79,666	43,839	(40,960)	-	-	82,545
2022	50,870	159,747	(130,736)	(215)	-	79,666
GENERAL FUND	186,116	67,391	(55,090)	114	-	198,531
DESIGNATED FUNDS						
Institutional Development	3,092	-	-	-	-	3,092
Carol Martin Memorial	33,998	66	-	-	-	34,064
Sheila and Annette Duvollet Memorial	22,981	45	-	-	-	23,025
Total unrestricted funds	246,187	67,501	(55,090)	114	-	258,712
2022	221,214	96,270	(71,370)	73	-	246,187
Total funds 2023	325,853	111,340	(96,050)	114	-	341,257
Total funds 2022	272,084	256,017	(202,106)	(142)	-	325,853

Institutional grant contracts are as follows:

- Malawi – Bulala Sustainable Livelihood Project funded by May Charitable Trust (Oct 20 - Sept 22)
- Malawi – Bulala Sustainable Livelihood Project funded by May Charitable Trust (May 2023 - Apr 25)
- Malawi – WASH project funded by Christadelphian Samaritan Fund (May 2023 - Oct 2023)

Designated funds are held for the following purposes:

- **Institutional Development** – held to finance the development of Find Your Feet to meet future needs.
- **Carol Martin Memorial** – held in memory of Carol Martin with the broad aim of enhancing the development work of Find Your Feet.
- **Sheila and Annette Memorial** – held in memory of Sheila and Annette Duvollet to provide general support for the work of Find Your Feet.

14. Related party transactions

In 2018, HPA and FYF became linked charities.

HPA provides management and support services to FYF at its UK headquarters.

In 2023 a total of £38,743 of HPA's staff cost and £9,438 of HPA's office overhead cost was recharged to FYF.

15. Member's liability

The Company is limited by guarantee. Each member's liability is restricted to £1.

Acknowledgements

We couldn't do this without the following partners:

Find Your Feet Malawi; Badlao Organisation; Ayo Aidari Trust; Ministry of Health and Social Assistance, Quetzaltenango; Ministry of Health and Social Assistance, Totonicapán; Ministry of Health Development Somaliland; Ministry of Employment, Social and Family Affairs, Somaliland; Women Rehabilitation and Development Association, Somaliland.

With special thanks to our donors:



And to all of our anonymous donors and our supporters – Thank you!

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Find out how we help people to grow more food, earn an income and speak out against injustice.

 find-your-feet.org

Get involved

Make a donation or fundraise. See how to have fun with friends and family while raising life-changing funds.

 find-your-feet.org/get-involved

Get in touch

 020 7840 3780 [@tyf@tyf.org.uk](mailto:tyf@tyf.org.uk)

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London WC1N 3ES**

Registered charity number: 250456

