



**Registered Charity Number: 290535-1 (previously 250456)
Company Number: 651058**

**Find Your Feet Limited
Trustees' Annual Report
& Financial Statements
for the year ended 31 March 2018**

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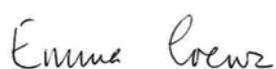
Message from the Director and Chair

The past year has been one of new ventures for Find Your Feet. Our close partnership with Health Poverty Action has grown in strength as we continue to combine our knowledge and expertise. Early in the year we commissioned a review to capture and document elements of Find Your Feet's institutional memory. This included identifying effective practices that could be used to inform the work of Find Your Feet and Health Poverty Action in the future, with a focus on our programmes in India and Malawi.

Our first combined project with Health Poverty Action has seen us expand our work with communities in Malawi to not only support them as they improve their livelihoods and farming techniques, but also to address some of the challenges they face accessing clean water. Water is not only crucial for growing crops, but it is also important for sanitation, health and hygiene. Supporting communities to improve their access to clean water, toilet facilities, and hygiene practices has been the perfect way to combine the approaches of Find Your Feet and Health Poverty Action.

Our partnership means that we are better equipped to address the issue of health, which is important for productive livelihoods, and includes mental health. Whilst mental illnesses are recognised as a significant global health challenge, they are often neglected. Funding and resources allocated to mental health are almost non-existent in many health systems around the world; it is a silent epidemic. We are therefore excited to have started expanding our work in Zimbabwe to include a specific project on strengthening services for better mental health. Mental health, happiness, and quality of life are such crucial aspects of building better livelihoods, and so together we want to make sure these are a core part of what to do – and a core part of the lives of people we work alongside. Health Poverty Action are also starting to focus on mental health as part of their work in Somaliland, and together we are hoping to expand this way of working to other countries.

We are incredibly proud of the innovation and impact we achieve with our partners and communities, and the legacy we have secured by working together with Health Poverty Action. We are especially thankful to all of our funders and those supporting us along the way – whether that be through giving grants, embracing the new cuisines we are exploring in our Curry for Change campaign or joining our advocacy initiatives by writing to your MP. We look forward to sharing even more of our joint successes with you in future.



Emma Crewe
Chair of the Board of Trustees



Martin Drewry
Director

Trustees' Annual Report



Find Your Feet

Our work supports vulnerable rural families in India, Malawi and Zimbabwe to grow enough food so they don't have to go hungry; to strengthen their voice so they can speak out against injustice; and to earn enough money so they can find their feet.

Vision

We believe in social justice: a world in which everyone has the right to build a future free from hunger and poverty.

Mission

To mobilise local knowledge, skills and resources so that more poor, rural families can find sustainable solutions to hunger, poverty and discrimination.

Values

We are committed to supporting the most vulnerable members of society to achieve their full potential. Our approach is based on six core values: **justice, empowerment, partnership, learning, accountability and equality.**

Approach

Our approach is not to dictate how the communities we work with tackle the poverty they experience – instead we enable them to decide how they want to build a better future. We don't give handouts. Instead we listen, and then provide people with the skills, training and confidence they need to help themselves.

Our strategic objectives

In 2017 we celebrated Find Your Feet's 57th year. We continue to focus on sustainable rural livelihoods, which we believe transforms lives. Our three strategic objectives are as follows:

1 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.



2 To help families earn more income

We encourage families to participate in village savings and loan schemes and to invest in 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.

3 To help communities to strengthen their voice

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





Our work in 2017/18

Find Your Feet worked in three countries during 2017/18: **India, Malawi, and Zimbabwe**. Whilst our current projects in Nepal came to an end during the year, we continue to seek funding for our work there, and hope to see success with our recent applications in the year ahead.

In line with our strategy, we prioritised working with: small family farmers who depend on small plots of land for their livelihood yet make up the largest share of the world's undernourished; tribal (adivasi) people who have historically been denied access to the land and forest on which they depend for their survival; and marginalised women who have little say in their communities, even where men are forced to migrate and leave them with many challenges to face alone.

Our activities included: promoting sustainable agriculture; improving access to government schemes and services; raising awareness of rights around ownership and use of land and forests; improving local level governance; establishing/supporting community organisations; supporting small businesses; and working in partnership with Health Poverty Action on water, sanitation and hygiene, and mental health services.

In 2017/18 we delivered eight projects across three countries. We continue to work with carefully selected local partner organisations, who truly understand the local context. By working together with these partners, and providing them with training and technical support to strengthen their capacity to deliver projects effectively and mobilise additional resources, we are helping to enhance their organisational sustainability.

Our achievements in 2017/18

We helped families to grow more food

One in nine people around the world still don't have enough food, and experience hunger every day. This problem particularly impacts those living in remote rural areas, where many people rely on farming small plots of land to feed their families and make a living.

These smallholders face many challenges, including low availability of farming resources and tools, difficult conditions and declining soil fertility, a lack of information and training, and a limited crop diversity. Relying almost entirely on their own small plots of land can also leave these farmers in a vulnerable situation – especially as climate change increases the frequency of unpredictable weather events. Smallholders account for over 50% of global agricultural production, but they also make up the largest share of the world's undernourished. Ensuring people have access to a nutritious diet all year round is essential if we are to tackle poverty effectively.

In 2017/18 we trained 4,015 people in sustainable agricultural skills such as agroforestry, composting, mulching, and pest and disease management. The aim of this training is to equip farmers with the knowledge and skills to increase their yields. These farming techniques can also help communities to protect themselves against the effects of climate change by learning practical ways to manage risk, such as rainwater harvesting, and water and soil conservation. Ultimately, these skills and techniques result in people being able to grow more food for their families, more reliably, all year round.

In Zimbabwe and Malawi our work has long focused on training Lead Farmers in these sustainable agriculture technologies. These Lead Farmers then use this knowledge to train others in their communities – Follower Farmers – spreading the techniques widely. This method of training not only allows far more people to be reached, but it is also an incredibly sustainable model, building a community of skilled farmers who can teach one another, and learn from one another in the future. In Malawi 45 Lead Farmers were trained in these sustainable agriculture technologies, spreading their knowledge to 2,344 Follower Farmers.

“In my household I live with my husband, two children and four grandchildren. Under the Mutoko project I am a follower farmer and my husband is a lead farmer. I like being part of the project because it does not restrict beneficiaries like other projects that only worked with the household heads.”

Loveness,
Mutoko project, Zimbabwe

Increasing crop resilience and yield is not the only important aspect of the training. We are also working with people to help improve their nutrition, so that families not only have enough to eat, but are able to eat a more healthy, balanced and nutritious diet throughout the year.

In Zimbabwe we provided training on agricultural techniques and nutrition awareness to farmers and their families. This knowledge has helped communities to achieve a healthy and varied diet all year round with techniques such as crop diversification. To deliver this training, we created 30 demonstration plots in different communities as learning centres to showcase good practice farming techniques. We taught farmers how to cultivate a range of nutritious crops, such as carrots, potatoes, tomatoes and beans.

In Malawi we trained 598 people in nutrition, dietary diversification and home gardening. This training included learning about the importance of good nutrition for HIV positive people, how to store food properly, and understanding the different food groups needed to support a healthy diet.

As well as improving nutrition through agricultural training and crop diversification, we also supported communities to start keeping livestock as part of a pass-on scheme, where the offspring of the livestock is passed on to another farmer in the community. In Zimbabwe we helped farmers to keep chickens and other indigenous poultry breeds, and in Malawi

we provided 824 farmers and their families with livestock, and training on livestock management. By integrating livestock into their farming practices, communities have improved their access to nutritious foods throughout the whole year. Not only are the livestock themselves a source of food through the production of meat, milk and eggs, which also provide opportunities to earn extra income through the sale of surpluses, but they also support sustainable agriculture by producing manure, which can be applied to the soil as a natural fertiliser.

As a result of this work, families in Zimbabwe and Malawi are now producing enough food to feed themselves throughout the whole year, and there has been a reduction in malnourishment due to the increased variation in diet. In Malawi, 77% of the families we work with are now able to eat at least three nutritiously varied meals a day. This has improved the health of those living with HIV, which has a positive impact on the health of their immune systems. Over the course of our Mutoko Project in Zimbabwe, the number of families who have food security all year round has increased from 28% to 40%. In the project area, 88% of families have now adopted crop diversification techniques and, as a result, 79% of households are achieving a nutritiously varied daily diet.

As well as working with communities on agriculture and nutrition, we have been working together with Health Poverty Action to improve access to water in Malawi. We have supported communities to set

up 27 new irrigation systems, and trained people in irrigation techniques to help people to water their crops more effectively. This has supported 600 families in extending their growing season to grow more food throughout the year.

But water is not only crucial for irrigation and growing crops – it is also essential for health. This is why we have trained staff, governments and communities in the links between water, sanitation and health. Together with communities, we facilitated the rehabilitation of 21 boreholes, the construction of 3 new shallow wells, and 1,445 improved toilets, with 1,992 handwashing facilities.

The new and improved water sources have particularly improved the lives of women and girls, who are frequently responsible for collecting water, and often have to walk far to find it. To ensure these water sources are maintained we have supported the creation of 21 water point committees, training 194 of their members on borehole maintenance. Together, these water point committees are responsible for maintaining 54 water points. The improved quality of water is helping to reduce disease by providing safe and clean drinking water, and this has meant children and adults have spent less time off from school and work due to sickness. 30 community members were also trained in the different types of compost toilet, and how to use this sanitised compost in agriculture – once again supporting families with sustainable agricultural technologies which enable them to grow more food.

Alice is a follower farmer from Rueben Village, Northern Malawi

Over the years, climate change has pushed back the rainy season in this area. This has had a huge impact on farmers like Alice, who have not been able to grow enough food to eat or sell.

Training on sustainable farming techniques, such as intercropping and making manure, has helped farmers to build resilience in the face of climate change.

Using these techniques, Alice now grows enough food to feed her family, and sell some for a profit. She has used this profit to start a grocery store, renovate her house, and send her children to school.

In just two years, her life has changed completely:

“My family is at peace and is comfortable. Now I can feed my whole family without any external support. Everything you can see here is coming from farming. It has taken just two years... I am very excited and it is all a great success to me. I have really made it.”



Sanitation for Chibwana village

Chibwana village in Malawi used to have no toilets, so villagers had to use the nearby forest. They had no hand washing facilities which meant that germs and disease spread easily. People were often unwell which meant they lost time they should be spending tending to their crops.

Find Your Feet provided training for the community in Chibwana village about health and sanitation, and worked with them to build toilets and handwashing facilities for every household.

The village has 60 households and 59 of them now have a toilet. The final one is also under construction. For a village to be at 100% having pit latrines is remarkable given the short duration of the project.



Owen (above) is a lead farmer in the village, and has noticed a big change:

“There used to be a bush around the village which was used for open defecation. There were many water borne diseases. Through the training we learnt that open defecation was not good. The village asked how to address the challenge and were told a complete set latrine (pit latrine, drop hole cover and hand washing facilities). Since we started to construct the pit latrines we can see a change in terms of the number of people attending the health clinic.”



The children of Chibwana village have taken to using the new toilet facilities very well, and are using their own innovation to improve what they have been given. George (above) is aged 14. He had seen that other villages had hand washing facilities that could be controlled using a foot pedal – and so he used old containers, sticks and string to create a hand washing facility that could be turned on and off by pressing on the string with your foot.





“If you look at the commercial banks, they are far and we need transport to get there. They also charge very high rates of interest on their loans. Through the village savings group, we can bank within our own communities. Now, thanks to my business, I’m able to buy enough food to feed my family. I’m now living a happy life.”

Mercy, Village Development Committee, Rumphi, Malawi

We helped families earn more income

Poorer people find it harder to participate in the market in order to earn an income. Markets often exclude the poorest and access can be especially challenging for rural communities, who are geographically isolated from economic infrastructure and financial services. This makes it nearly impossible for families to borrow money and invest in their future. High levels of illiteracy, lack of information, and discrimination also prevent them from accessing financial support. Unemployment and underemployment is also on the rise in many countries, particularly among young people, and there is a growing trend of migration to urban areas to find employment. In order to end poverty, people living in rural areas need access to viable, fulfilling livelihood options. We are working with people in Zimbabwe, Malawi and India in a variety of ways to

help them earn more income, and gain access to financial support. Together we are creating better links to markets, helping people to set up their own businesses, and providing financial training.

In Zimbabwe, we are helping to link farmers groups with specific buyers for different grains and produce. We also trained farmers on budgeting, and keeping cost and sales records to help them manage their finances and decide which crops to grow.

In Malawi, 70 farmers took part in setting up new agribusiness groups to provide business training and support to farmers, and help them to set up buyer-seller meetings to arrange formal agreements with buyers. Ten farmers have now successfully set up formal agreements with buyers thanks to these meetings. These schemes are improving farmers’ access to markets, and helping them to sell their excess produce to improve their income.

By collaborating with the Malawi Union of Savings and Credit Cooperatives, we trained farmers in savings and loans, helping them to come together with their community to set up village savings and loans groups to save money together. There are now over 300 village savings and loans groups with 3,981 members. Last year we trained 58 leaders of these groups in governance and finance. Many community members have been able to start small businesses using their loans, such as bakeries. Such initiatives have especially been taken up by women, who have used the opportunity to generate their own income, and buy items without relying on their husbands for financial support. Likewise, in Zimbabwe, where we worked with communities to set up 39 village savings and loans groups, access to credit increased to 62% (from 15% at the start of the project).

In India, we have supported women to set up village self help groups (SHGs), and train these groups in record-keeping and financial management. There are now 406 of these groups. As well as coming together to discuss community issues, 348 of the groups are providing 3,523 members with access to low interest credit through savings and loan schemes. Members of the group contribute a small amount each month, and can then take out loans to pay for basic necessities, medical emergencies, or investing in agriculture. Some of the members have even used the loans to invest in setting up small businesses to generate income. 3,473 SHG members are now operating individual or collective income generating activities, such as livestock rearing and vegetable cultivation.

To generate further income, we are also working with farmers to help them diversify their income, both by adding value to their existing produce through processing, and by training them on new enterprises such as beekeeping. In Malawi this year we trained 25 farmers in entrepreneurship and financial management. This enabled them to generate more income by processing their produce to create new products for sale at the market, for example mango jam and mango juice. Processing adds value and generates higher profits. Some processed products also have a longer shelf life, making them easier to market than perishable

goods, which fetch a higher profit as well as having a longer preservation period. As a result of the financial training and support we provided, families we worked with in Malawi had on average a 21% rise in household income. This has enabled farmers to pay school fees for their children, buy fertilisers and household items, and start to build savings.

In Zimbabwe, 19,871 people were trained on how to add value to their produce through processing, and are now selling their products for a higher price at market.

Petronella is 54 years old and lives with her husband in Kativhu village in Zimbabwe

Petronella used to grow maize for a living, using highly priced hybrid seeds and chemical fertilisers. She shunned legumes and small grains, which she and her family perceived as old fashioned and inferior. Recurrent droughts coupled with the very high cost of fertilisers resulted in their maize productivity declining and Petronella was struggling to provide enough food or income for her family.

In 2015 she was selected by the community as a Lead Farmer. Through Find Your Feet she received training on sustainable farming techniques, and how to grow traditional grains. She was also trained on how to process her crops to create marketable products from them.

Her household is now growing small grains that are drought tolerant and using compost manure and chicken droppings as organic fertilizer in their small grains field. The use of natural fertilizer, combined with mulching for the past three seasons, has improved the fertility of their soil, which has improved their yields.

She is now using traditional seeds to make tea leaves, coffee and curry powder. She also makes a sweet potato drink, her own yoghurt, and homemade buns from amaranth and sweet potato flour, and dries her own fruits and vegetables such as mangoes and mushrooms. After receiving training on indigenous chicken rearing from Find Your Feet, she even sells her chickens to make a profit.

As a result her welfare has improved significantly. She is installing solar panels and electricity in her home, and has bought a television and deep freezer. Most importantly, her family is now much more food and nutrition secure.





We helped communities to strengthen their voice

We believe that the most effective way to bring about lasting change is to support communities to work out solutions and take action to deal with their own challenges. However, in many countries the poorest people often lack access to the power and resources needed to do this. This can be due to discrimination, a lack of education, awareness and skills, and under-representation in political and governance structures. Ultimately this means these groups have no voice in decision-making processes that affect their lives. We continue to focus on supporting the most marginalised members of society, particularly women, to form sustainable community-led structures, understand and demand their rights, and play an active role in decision-making processes.

In Malawi, we conducted a gender analysis of the participation of men, women, boys and girls in our activities. The purpose was to understand how Find Your Feet could work to minimise gender gaps. As a result we brought together communities, and their

local leaders, to discuss and recognise the role and importance of all people in the society - especially the role of women and girls. This initiative has resulted in more women being appointed into leadership positions, and selected as Lead Farmers.

We have also been working with Village Development Committees (VDCs), which are a form of local government in Malawi. They are made up of village headmen and headwomen from the local area. Each headman or headwoman presents the issues of his or her village to the VDC where they should be discussed and addressed in the form of an action plan. An action plan is agreed amongst the VDC members, which is then taken by the VDC chairperson up to the next level of government.

Find Your Feet is working with VDCs to improve participation, by targeting people to lead at a household level, to ensure that the most important issues to the community are discussed and addressed. We train 'Community Facilitators' who mobilise communities and initiate conversations, allowing local people to discuss what is affecting them and how these problems might be solved.

“Previously, the selection [of issues]...was not done well, as it would be decided by the village headman who would take the benefits for their families. Since the Community Facilitators came in, they have engaged the communities in dialogue. So now decisions are open, transparent and accountable.”

Tings, Malawi

In India, we work in Chhattisgarh and Jharkhand States with groups of tribal adivasi people. Historically, these groups have faced discrimination, and been denied rights and access to the land and forests they live in and depend on. Even when government schemes are set up to give these groups entitlements, they often are not aware of these schemes, or the rights they are legally entitled to. We are providing education, information, and support networks to help these communities claim their existing rights, and become more involved in political processes so that they can represent themselves in the future.

Through our Johar project, across both States in India, Find Your Feet has helped women set up a total of 406 local Self Help Groups (SHGs), with 5,168 members. These groups continue to provide a platform for women to discuss and solve issues, and gain information, training and support to access public government services and schemes. It has also given the women the confidence to engage in other activities in their communities, such as advocacy projects, or Gram Sabha meetings – where the whole community come together to discuss local political and social issues.

This year, we produced 2,000 communication materials, including posters and leaflets, to educate communities about their rights and entitlements under new government schemes. Community events were also held to raise awareness. These were conducted in local languages, and included culturally appropriate activities such as street theatre and folk music to convey information.

The eight public information centres (PICs) set up in previous years continue to be open several days a week, with a counsellor available at each to provide information, and support to community members seeking access to government services and schemes. These centres provide the link between community members and the government. In the past year, 4,024 people have visited the PICs, and 3,225 community members who visited the PICs went on to access government schemes relating to health, education, income generation, housing, employment and social security, bringing the total over the whole project to 18,276.

A number of other important local groups have also been set up to address local concerns, and form links between the grassroots community level, and the government. The 240 tribal-led community based organisations (CBOs) now have 21,875 members, and meet regularly to discuss and address local concerns. They encourage everyone in the community to play an active role in Gram Sabha proceedings to ensure their voices are heard and influence decisions about government schemes - these are village assemblies that scrutinise the work of local government and influence decision-making on infrastructure and services. There are also several levels of tribal rights forums (TRFs) from district level to state level, that were set up to raise concerns from CBO meetings to a higher government level. We trained 394 members of these forums in new public schemes and services, and 161 members on lobbying and advocacy to support them in their roles. On top of this, we trained a total of 754 government representatives on their roles, which is important in ensuring public schemes and services are delivered.

Subhash lives with his family in Duladi village in Jharkhand, India

Subhash first joined the CBO to raise his concerns, and is now the Chair of one of the higher level TRFs which brings these issues forward to the government. He said:

“I am proud to be the head of a platform that truly represents tribal people. In future, the TRF will continue to grow. We want to develop it to such a level where people outside tribal areas acknowledge its importance, not only adivasis [tribal people].”

Some challenges and learning in 2017/18

Last year Find Your Feet Malawi registered as a local and independent organisation, with the benefit of being able to access local funding and thereby diversify their income base. Although this has been an exciting step, it brought with it challenges and learning. The start of the journey to autonomy was accompanied by uncertainties as to how the organisation would continue to deliver sustainable and quality projects to communities. However, with the support of Find Your Feet's UK Board of Trustees and management team, the Malawi team has produced its own Strategic Plan.

With a changing funding landscape, the increasing complexity of donor requirements, and increasing competition for resources, the way forward will continue to be challenging. We will continue to have a close partnership going forwards to secure the longevity of Find Your Feet's work in Malawi.

Climate uncertainties continue to affect our work with communities in both Malawi and Zimbabwe. Extreme weather events (mostly droughts) have become pervasive and affected our goal to help communities increase productivity and become nourished and food secure. In Zimbabwe, a prolonged mid-season dry spell last year meant only 39.6% of households achieved 12 months of full self-sufficiency, against a target of 60%. However, this only shows us that our work to improve farming techniques and increase yield is more important than ever. Through continued use of sustainable agriculture techniques, communities are protecting themselves from, and countering the effects of extreme weather to improve their harvests.

How we support and manage our work overseas

We now share a UK office and staff team with our partners at Health Poverty Action. Last year this office continued to provide strategic oversight, raise funds and support capacity building for our country programmes. Working together has meant both Find Your Feet and Health Poverty Action staff across the world have had the chance to share knowledge and collaborate, supporting one another to begin exciting new joint projects, such as our water, sanitation and hygiene work in Malawi, and our mental health work in Zimbabwe. Find Your Feet India's Country Director also had an opportunity during the year to visit Health Poverty Action's nutrition and livelihoods work in Laos, to share learning with the team.

Since the Find Your Feet Malawi office registered as an independent organisation, we have continued to work together closely, but they have also made the

most of their independence this year by applying for new areas of funding, and making their own strategic decisions. At the start of their independence the team faced some challenges, but with the support of the UK office and Health Poverty Action, Find Your Feet Malawi has diversified its work from predominantly food, nutritional security and livelihoods, to now integrating these areas with health. The Director of Find Your Feet Malawi, Chimwemwe Soko, commented, "Find Your Feet Malawi is proud to be making incredible impact in the areas of health, food security, governance and advocacy and that its work is recognised by the District Councils where we are working. Just as the sun rises marking a brand new day, by registering locally, Find Your Feet Malawi has been ushered into the world of great opportunities and diversified networking and our future looks bright."



Fundraising in 2017/18

The enthusiasm and commitment of our fundraising champions never ceases to amaze us. Thank you for running, cooking, cycling and doing all you can to help us spread the word and raise vital funds.

A special thanks to the Mondrian Investment Services team who, in the past year, raised an incredible £73,149 by running the London Marathon and Royal Parks Half Marathon for Find Your Feet, helping us break our previous years' record for running events by almost £10,000.

We are also extremely grateful for everyone who has cooked up a curry, hosted a supper club, visited a partner restaurant, or taken part in a cooking class as part of our flagship Curry for Change campaign. With matched funding support from our generous lead sponsor for 2017, you have raised a spicy total of £34,467. We are excited to continue growing this as a joint campaign to reach even more curry lovers.

A number of Trusts and Foundations have also supported our projects this year, including innocent foundation and Christadelphian Meal a Day who generously supported our Mutoko Livelihoods Project in Zimbabwe. Unfortunately, two significant multi-year grants from Trusts came to an end, reflecting a significant drop in income in this area.

In addition to everyone who takes part in our events throughout the year, our special thanks also to our loyal individual supporters who support our work through monthly and annual donations, and through our appeals. We are grateful to receive your continued support during a time of change, accounting for an incredible total of £101,198 (an increase of 96% from last year!) We hope we have found the opportunity to talk to most of you throughout the year to extend our thanks and update you on our work, and please always feel free to get in touch with us!

Financial review

Results for the year

During 2016 and 2017, several changes to Find Your Feet's operations took place, including restructuring of our overseas operations, completion of several projects and the start of a strategic partnership with Health Poverty Action.

During 2017-18 we started three new projects, but in comparison with 2016-17 (a 15 month period in order to align with Health Poverty Action's financial year), both income and expenditure were significantly reduced. This fall in income is a result of recent changes in donor funding for international

development and some projects coming to completion without opportunities for us to obtain further funding. Our Malawi office became an independent locally registered organisation (Find Your Feet Malawi), and their income is no longer included in FYF UK accounts.

With foresight of these changes to the funding landscape we started working with Health Poverty Action, sharing overhead costs and institutional knowledge. This puts FYF in a stronger position for the future.

	2017-18	2016-17 (15 months)
Income		
Donations, legacies and other income		
Unrestricted	195,696	324,244
Restricted	174,304	333,708
Government and institutional donors (restricted)	263,698	873,232
Other (unrestricted)	78	12,195
Total	633,776	1,543,379
Expenditure		
Rural livelihoods	601,236	1,362,026
Generating voluntary income	105,622	162,845
Total	706,858	1,524,871

On a pro-rata basis, for 2017-18 total income was 48.7% lower, while total expenditure was 42.1% lower than in 2016-17. General unrestricted funds increased by £58,002 to £228,491, Designated funds decreased by £90,246 to £60,015 and Restricted funds decreased £33,007 to £135,978.

Financial reserves

Find Your Feet needs to hold free financial reserves (i.e. those not reserved for projects) for two main 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, grants made by the EU for projects are subject to a 10% 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.

Free reserves, comprising general unrestricted funds, totalled £228,491 at 31st March 2018. Grants due in arrears at that date totalled £52,041. On this basis the current free reserves available to cover other financing risks are in the order of £176,450, equivalent to 7.4 months core costs. The Board consider this position to be satisfactory.

Risk management

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

In common with many charities, the current funding environment creates uncertainty about 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.

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 organisation 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.

Structure, governance and management

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

Trustee	Role	Details
Sunit Bagree		Appointed 28th June 2018
Greg Barclay ²		Stepped down 17th March 2018
Nouria Brikci-Nigassa		
Emma Crewe ^{1&2}	Chair	
Anna Graham		Appointed 10th October 2017
Rory Honney		
Sharon Jackson ²		
Oliver Kemp ²		
Carolyn Ramage ¹	Treasurer	
Ruth Stern ¹		
James Thornberry ¹		
Betty Williams ¹		
Simon Wright		

1. members of the Finance and Audit Committee
2. members of the Fundraising Advisory Group

The trustees are appointed by the Board. 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.

Legal and administrative information

Chief Executive	Martin Drewry
Registered office	31-33 Bondway, London SW8 1SJ
Status	Company limited by guarantee
Governing document	Memorandum and Articles of Association
Company number	651058
Registered Charity Number	290535-1 (previously 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
India Country Office	Savitri Sharma, Country Director, Find Your Feet (India), Vimal Kunj, Sector 19 / 330 Indira Nagar, Lucknow 226016, Uttar Pradesh, India

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 give 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 Emma Crewe, Chair of the Board.

On behalf of the Trustees



Date:

18th October 2018

Independent Auditors' Report to the Members of Find Your Feet Limited

Opinion

We have audited the financial statements of Find Your Feet Limited (the 'Charity') for the year ended 31 March 2018 which comprise the Statement of Financial Activities, the Balance Sheet, statement of cash flows and notes to the financial statements, including a summary of significant accounting policies. 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).

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 March 2018 and of its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- 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

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the trustees have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the Charity's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

Opinions on other matters 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 in relation to which 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;
- the financial statements are not in agreement with the accounting records and returns;
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not obtained all the information and explanations necessary for the purposes of our audit.

Responsibilities of the trustees

As explained more fully in the trustees' responsibilities statement, the trustees 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.

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.

This report is made solely to the Charity'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's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior Statutory Auditor)

For and on behalf of:

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

Date: *2 November 2018*

Statement Of Financial Activities

For the year ended 31 March 2018

(Incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds 2017-18	Restricted Funds 2017-18	Total Funds 2017-18
		£	£	£
Income:	2			
Government and institutional donors		-	263,698	263,698
Donations and legacies		195,696	174,304	370,000
Investment income		42	-	42
Other income		36	-	36
Total income		195,774	438,002	633,776
Expenditure:	3-7			
Charitable activities:				
Promote rural livelihoods		128,883	472,353	601,236
Raising funds		105,622	-	105,622
Total expenditure		234,505	472,353	706,858
Net income/(expenditure) for the year		(38,731)	(34,351)	(73,082)
Transfers between funds	12	(2,904)	2,904	-
		(41,635)	(31,447)	(73,082)
Other recognised gains/(losses)	8	9,391	(1,560)	7,831
Net movement in funds for the year	12	(32,244)	(33,007)	(65,251)
Reconciliation of funds				
Total funds brought forward		320,750	168,985	489,735
Total funds carried forward		288,506	135,978	424,484

Note: Unrestricted funds comprise General funds and Designated funds. For a breakdown of movements on individual funds, please see Note 12.

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

All income and expenditure derive from continuing activities.

Comparative Statement Of Financial Activities

For the 15 months to 31 March 2017

	Unrestricted Funds 2016-17	Restricted Funds 2016-17	Total Funds 2016-17
	£	£	£
Income:			
Government and institutional donors	-	873,232	873,232
Donations and legacies	324,244	333,708	657,952
Investment income	659	1	660
Other income	11,535	-	11,535
Total income	336,438	1,206,941	1,543,379
Expenditure:			
Charitable activities:			
Promote rural livelihoods	145,441	1,216,585	1,362,026
Raising funds	162,845	-	162,845
Total expenditure	308,286	1,216,585	1,524,871
Net income/(expenditure) for the year	28,152	(9,644)	18,508
Transfers between funds	-	-	-
	28,152	(9,644)	18,508
Other recognised gains/(losses)	(1,033)	23,565	22,532
Net movement in funds for the year	27,119	13,921	41,040
Reconciliation of funds			
Total funds brought forward	293,631	155,064	448,695
Total funds carried forward	320,750	168,985	489,735

Note: The 2016-17 financial year was 15 months (January 2016 to March 2017) in order to align the financial year with Health Poverty Action's.

Balance Sheet

Find Your Feet Ltd as at 31 March 2018

		2017-18		2016-17	
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	9		-		-
Current assets					
Debtors	10	82,221		287,048	
Cash at bank and in hand		<u>457,331</u>		<u>222,415</u>	
		539,552		509,463	
Less: Current liabilities					
Creditors – amounts falling due within one year	11	<u>(115,068)</u>		<u>(19,728)</u>	
Net current assets			424,484		489,735
Net assets			<u>424,484</u>		<u>489,735</u>
Funds of the Charity	12				
Restricted funds			135,978		168,985
Unrestricted funds					
General fund		228,491		170,489	
Designated funds		60,015		150,261	
			<u>288,506</u>		<u>320,750</u>
			<u>424,484</u>		<u>489,735</u>

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. In the opinion of the trustees, the Company is entitled to these exemptions as a small company.

The financial statements were approved by the Board of Trustees on and signed on their behalf by:

 18th October 2018

Emma Crewe (Chair)

Company Registration No. 651058

The notes on pages 26 to 31 form part of these financial statements.

Cash Flow Statement

For the year ended 31 March 2018

	2017-18	2016-17
	£	£
Cash flows from operating activities		
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	(73,082)	18,508
Depreciation	-	1,671
Interest, rent and dividends from investments	(42)	(660)
(Loss) / profit on the sale of fixed assets		(4,583)
(Increase)/ decrease in debtors	204,827	(213,283)
Increase/ (decrease) in creditors	95,340	(48,654)
Net cash provided by / (used in) operating activities	227,043	(247,001)
Cash flows from investing activities		
Interest / rent / dividends from investments	42	660
Sale / (purchase) of fixed assets	-	5,823
Cash provided by / (used in) investing activities	42	6,483
Change in cash and cash equivalents in the year	227,085	(240,518)
Cash and cash equivalents at the beginning of the year	222,415	440,401
Change in cash and cash equivalents due to exchange rate movements	7,831	22,532
Cash and cash equivalents at the end of the year	457,331	222,415

Notes to the Financial Statements

1. Accounting policies

Basis of Accounting

The financial statements have been prepared in accordance with 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 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

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 consider there are no material uncertainties about Find Your Feet's ability to continue as a going concern.

Recognition of income and expenditure

Income from statutory or other sources is recognised when Find Your Feet has entitlement to the funds, any performance conditions have been met, it is probable that the income will be received and the amount can be measured reliably.

Payments to project partners are usually made quarterly in advance. Expenditure is recognised when there is a legal or constructive obligation to make a payment to a third party.

Expenditure incurred in foreign currencies is recorded at the rate of exchange achieved in transferring the necessary funds from the UK or at an equivalent rate where the expenditure is covered by funds received directly in Indian Rupees or Malawi Kwacha.

Fixed assets and depreciation

The cost of tangible fixed assets is written off by equal annual instalments over their expected useful lives as follows:

- Motor vehicles (in India and Malawi) – 4 years

Expenditure

Cost of charitable activities comprises the identification and assessment of projects, obtaining government or institutional funding, and subsequent delivery, including administration, monitoring, evaluation and reporting.

Generating voluntary income includes carrying out general fundraising activities, preparing submissions to potential funders and maintaining communications with the supporters of Find Your Feet.

All grants have been expended in accordance with the grant agreements agreed with each funder.

2. Income

	2017-18 £	2016-17 £
Government and institutional donors		
Big Lottery Fund		
ERPIM (10017578)	-	130,818
El Nino (10017578)	-	71,963
	<u>-</u>	<u>202,781</u>
Comic Relief		
Mental Health Matters (2780416)	67,252	-
Commonwealth Foundation		
Johar Extension (2016DEC-0523/June 2017)	30,000	-
Department for International Development		
Jeevan (GPAF-IMP-086)	-	106,514
Tsime (GPAF-INN-036)	-	103,004
	<u>-</u>	<u>209,518</u>
European Union		
Bhoomi Vistaar (EIDHR/2012/278613)	-	(1,408)
Johar (DCI-NSA-PVD/2013/312-367)	166,446	191,465
	<u>166,446</u>	<u>190,057</u>
Government of Malawi		
ASWAp	-	74,531
Development Fund of Norway		
ERPIM	-	11,658
Rumphu Livelihoods	-	81,842
SALF	-	102,845
	<u>-</u>	<u>196,345</u>
	<u>263,698</u>	<u>873,232</u>
Donations, legacies and other income		
Trusts & Foundations	124,096	453,626
Corporate	2,950	50,321
Supporters (Individual including legacies)	126,198	64,286
Supporters (Community & Events)	116,756	89,719
Investment income	42	660
Other	36	11,535
	<u>370,078</u>	<u>670,147</u>
Total Income	<u>633,776</u>	<u>1,543,379</u>

3. Expenditure

	Staff costs	Depreciation costs	Project/other costs	Total 2017/18
	£	£	£	£
Promote rural livelihoods	51,775	-	549,461	601,236
Generating voluntary income	37,918	-	67,704	105,622
	89,693	-	617,165	706,858
2016-17	390,705	1,671	1,132,495	1,524,871

4. Analysis of governance and support costs

	Promote rural livelihoods	Generating voluntary income	Total
	£	£	£
Governance	5,378	5,033	10,411
Support costs	22,323	20,893	43,216
	27,701	25,926	53,627
2016-17	51,702	52,482	104,184

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

5. Analysis of expenditure on charitable activities

	Direct costs	Governance and support costs	Total
	£	£	£
Promote rural livelihoods	573,535	27,701	601,236
2016-17	1,178,682	52,628	1,231,310

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

	2017-18	2016-17
	£	£
Auditors' remuneration – statutory/UK audit	3,360	5,360
Auditors' remuneration – project audits	2,672	5,208
Depreciation	-	1,671
	6,032	12,239

7. Staff costs and trustee expenses

Staff costs	2017-18	2016-17
UK	£	£
Salaries and wages	68,047	219,489
National insurance	3,410	22,370
Pension contributions	4,965	4,938
India, Malawi and Nepal		
Total remuneration	13,271	143,908
	89,693	390,705

Note: Find Your Feet's partner Health Poverty Action has provided HQ management support services since January 2017. In 2017-18, a total of £102,356 of HPA's UK staff cost was recharged to FYF.

The company offers a contribution into a personal pension scheme equivalent to 7.5% of salary to its UK based staff, a pension contribution of 8.3% in Malawi and an annual gratuity equal to one month's salary to its staff in India and Nepal.

No employee is entitled to emoluments above £60,000.

Key management personnel consist of the Head of Programmes. In 2017-18, total salary costs relating to key management personnel were £32,104 (2016-17: £54,193).

Trustees expenses: Trustees receive no remuneration for their services. No expenses were reimbursed to Trustees in 2017-18 or 2016-17.

Staff numbers: The average number of staff and the full time equivalent (FTE) during the year were:

	2017-18		2016-17	
	Head count	FTE	Head count	FTE
UK	2.2	2.1	5.6	5.0
India	2.5	0.8	2.9	2.0
Malawi			16.0	16.0
	4.7	2.9	24.5	23.0

Note: In January 2017, Find Your Feet Malawi became an independent organisation and their staff numbers are not included here for 2017-18. During 2017-18, Health Poverty Action provided support services to FYF equivalent to an additional 3 FTE staff.

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 1/1/2017	9,723	-	9,723
Additions	-	-	-
Disposals	-	-	-
At 31/3/2018	9,723	-	9,723
Depreciation			
At 1/4/2017	9,723	-	9,723
Charges for year	-	-	-
Disposals	-	-	-
At 31/3/2018	9,723	-	9,723
Net book value			
At 31/3/2017	-	-	-
At 31/3/2018	-	-	-

10. Debtors

	2017-18	2016-17
	£	£
Grants receivable	52,041	72,086
HPA intercompany loan	-	203,039
Other debtors and prepayments	30,180	11,923
	82,221	287,048

11. Creditors

	2017-18	2016-17
	£	£
HPA intercompany loan	100,000	-
Accrued expenses	15,068	19,728
	115,068	19,728

12. Movement on individual funds

RESTRICTED FUNDS	At 1/4/2017	Income	Expenditure	Other recognised gains/ losses	Transfers	At 31/3/2018
	£	£	£	£	£	£
India						
Johar	34,590	220,030	(200,035)	(3,607)	-	50,978
Johar Extension	-	30,000	(7,447)	-	-	22,553
Malawi						
Bulala SLP	-	53,408	(43,187)	-	-	10,221
El Nino	7,303	-	(9,350)	2,047	-	-
ERPIM	62,602	2,500	(74,779)	-	9,677	-
VDC	49,487	-	(42,714)	-	(6,773)	-
Nepal						
Jeevan	8,584	-	(8,584)	-	-	-
Zimbabwe						
Mental Health Matters	-	80,836	(35,676)	-	-	45,160
Mutoko	(100)	51,228	(50,030)	-	-	1,098
Tsime	551	-	(551)	-	-	-
Future projects	5,968	-	-	-	-	5,968
Total restricted funds	168,985	438,002	(472,353)	(1,560)	2,904	135,978
2016/17 (15 months)	155,064	1,206,941	(1,216,585)	23,565	-	168,985
GENERAL FUND	170,489	195,732	(144,196)	9,391	(2,925)	228,491
DESIGNATED FUNDS						
Institutional development	93,694	-	(90,309)	-	21	3,406
Carol Martin Memorial	33,760	17	-	-	-	33,777
Sheila and Annette Duvollet Memorial	22,807	25	-	-	-	22,832
Total unrestricted funds	320,750	195,774	(234,505)	9,391	(2,904)	288,506
2016/17 (15 months)	293,631	336,438	(308,286)	(1,033)	-	320,750
Total funds	489,735	633,776	(706,858)	7,831	-	424,484
2016/17 (15 months)	448,695	1,543,379	(1,524,871)	22,532	-	489,735

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.

13. Related party transactions

In the previous financial year, FYF entered into a strategic partnership with another charity, Health Poverty Action (HPA). HPA provides management and support services to FYF at its UK headquarters.

In 2017-18 a total of £102,356 of HPA's staff cost was recharged to FYF, in addition to FYF direct costs incurred by HPA. At year end, there is a creditor balance with funds owed to HPA of £100,000.

14. Member's liability

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

Acknowledgements

We would like to thank all the trusts, foundations, companies, individuals and donors who have helped rural families build a future free from poverty in the past year.

With special thanks to:



The Sandhu Charitable Foundation

Bryan Guinness Charitable Trust

Get informed

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

curryforchange.org.uk

Get in touch

☎ 020 7840 3780 @fyf@fyf.org.uk

✉ Find Your Feet, Ground Floor, 31-33 Bondway, London SW8 1SJ

Registered charity number: 290535-1

