



**Find Your Feet Limited
Trustees' Annual Report
& Financial Statements
for the year ended 31 March 2022**

Registered Charity Number: 250456
Company Number: 651058

Contents

Message from the Director and Chair	3
Trustees' Annual Report	4
Find Your Feet: Vision, mission, values and approach	4
Our strategic objectives	5
Our work in 2021/22	6
Our achievements in 2021/22	7
Fundraising in 2021/22	13
Financial review	14
Structure, governance and management	15
Legal and administrative information	16
Public Benefit	16
Statement of Trustees' responsibilities	17
Independent Auditors' Report	18
Statement of Financial Activities	21
Balance Sheet	23
Cash Flow Statement	24
Notes to the Financial Statements	25
Acknowledgements	31

Cover image: Backyard gardening in Damaseki Kasambala village, Malawi

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Message from the Director and Chair

We write after a year of turmoil and affirmation for Find Your Feet, and the individuals and communities we work with. A year which has both shaken us and deepened our conviction to food sovereignty.

While a number of countries have returned to some kind of 'normal' following the pandemic, much of the world continues to grapple with COVID 19. At the time of writing only 17% of people in Africa have been vaccinated. Despite there being over 100 countries with the capacity to manufacture COVID 19 vaccines, pharmaceutical companies have not shared the 'recipe'.

The Russian invasion of Ukraine has rocked not only Europe, but the whole world through the global food crisis. Many of the people we work with were already grappling with climate change and the impact it is having on their precarious livelihoods and ability to feed their families. For these people the rise in food and fuel prices further reduces their food security. Yet instead of increasing support, donor governments such as the UK are diverting aid from the world's poorest people to provide much needed support for Ukrainian refugees.

If there is any comfort we can draw, it is that our approach to helping people to control their own food supplies continues to be vital and necessary. This year has deepened our efforts to support people to grow their own nutritious food and incomes in environmentally sustainable ways, shielded from the inequities and uncertainties of global markets.

The communities we work with are some of the most marginalised as a result of global inequality and injustice. Our partner organisations are deeply embedded in these communities and consequently face similar challenges as the people they support. Despite this, both partners and communities continue to adapt courageously to the crises they face. This year thousands of people have benefitted from our trainings in environmentally sustainable farming techniques. We have helped people to access nutritious food and water, launch new small businesses, claim rights to their land and access mental health support. Through partnership with government our team in India has also helped to achieve highly successful levels of vaccination coverage – in one of the countries most devastated by the pandemic.

Alongside Health Poverty Action all our work supports the most marginalised communities to improve their nutrition, livelihoods and health.

We are immensely proud of all of Find Your Feet's staff and our partners, for all their efforts despite such challenges and uncertainties and of the achievements of all the many individuals and communities that we work alongside. Finally, as ever, we remain extremely grateful to all our supporters such as you who help our vital work continue and grow. Thank you.



Oliver Benjamin Kemp
Chair of the Board of Trustees



Martin Drewry
Director

Trustees' Annual Report

Find Your Feet

Our work supports vulnerable rural families in India, Zimbabwe and Malawi (in partnership with the now autonomous Malawi-registered NGO, Find Your Feet Malawi, who became independent in 2016), 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 opportunities to build the confidence they need to help themselves.

Our strategic objectives

With the support and partnership of Health Poverty Action, our overarching goal is to lift families in rural areas out of poverty. The impact of the Coronavirus pandemic has been felt deeply in the rural communities in which we work. We have adapted our strategic objectives and worked alongside communities to adjust to the compounding impacts of the pandemic in what is often an already insecure environment. We remain committed to supporting communities in their fight to overcome the unfair realities of poverty through our three objectives:

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 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.

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 2021/22

At Find Your Feet, our priority is to support people who not only live with the daily reality of poverty and hunger but who also face additional challenges – from an inability to access credit, to the effects of climate change. This includes people from ethnic minorities and indigenous communities and smallholder farmers who grow crops to ensure their families' access to a stable food supply. We also focus on empowering women, young people and those living with mental health conditions and their caregivers.

Responding to the global food emergency

Whilst extensive media attention remains on the immediate victims of the Russian invasion of Ukraine, many casualties of this conflict are still being hidden from view.

Before the Russian invasion of Ukraine, 45 million people globally were estimated to be on the brink of famine. In March 2022 global food prices rose to their highest ever levels. Whilst rising food, fertilizer

and fuel prices are having impacts across the world, for people already dealing with poverty, the impacts of other conflicts, and climate change – for example in parts of Africa – this is nothing short of devastating.

At the same time, donor governments are diverting state aid from Africa's poorest countries to support refugees from the Ukraine crisis.

Throughout this crisis, Find Your Feet has continued to promote food security through low input, sustainable farming methods to achieve resilient, local, diverse and environmentally sustainable food systems for communities. We work with farmers to produce sustainable food, grow their incomes, improve sanitation, reduce malnutrition and improve mental and physical health in India and Zimbabwe. Meanwhile Find Your Feet UK continues to support the now independent Find your Feet Malawi by securing funding so that they can access a broader range of income.

In the context of the current global food emergency, our work to promote local, diverse, small scale, and environmentally sustainable food is more vital than ever.



Maria Chinji, Follower Farmer, showcasing sustainable agriculture techniques to farmers during a field day in Chigoga, Malawi

Our achievements in 2021/22

Some highlights from the amazing communities we work with this year include:

INDIA

96% of people vaccinated across our programme areas

70 land rights claims won by our Tribal Rights Forum members

MALAWI

5,000 farmers trained in agroforestry

26 new businesses launched

Reduced malnutrition, diarrhoea and maternal mortality

Clean water for over **3,000** households

ZIMBABWE

50 people accessing mental health support

We helped families grow more food

In **India**, malnutrition amongst tribal communities – particularly pregnant and lactating women – is a key concern. These groups are often isolated from state support. We trained 174 people in nutritional education and supported tribal communities to access state support to improve nutrition.

This includes referring 6,000 families to the Kitchen Garden “Didi Wadi Yojna” scheme to cultivate vegetables for family consumption, and “Poshan Sakhi” (Nutrition Friend) which trains adolescent girls, pregnant women, and lactating mothers in health care and nutrition. The latter enabled 43 severely malnourished children and 337 anaemic women to be identified and referred for treatment.

Improving infant nutrition, India

Nando Hembram suffered from anaemia and malnutrition and previously lost two children as a result of inadequate healthcare.

In 2020, Nando became a member of a community-based organisation set up by Find Your Feet. This enabled her to participate in training and skill development, actively engage in the community, and advocate for her rights as a tribal woman.

When she became pregnant again, an Asha – a local health worker trained as part of a government scheme – supported her to enrol in a facility for prenatal care. Her son Mehendra Marandi was born in September 2020. However, he lost weight, and by six months weighed less than 2 kilograms. Our nutrition worker referred and helped to transport him to a malnutrition treatment centre for treatment. The government provided the family with 100 rupees every day during Mehendra’s treatment. After 20 days of treatment his weight increased to 4.3 kg and both Nando and Mehendra are now in good health.



Nando Hembram with Mehendra

In **Malawi**, mitigating the impacts of climate change on food production remains a key priority. We trained over 5,000 farmers on agroforestry, an environmentally sustainable practice of combining agricultural crops or livestock with trees and shrubs to promote soil fertility, afforestation and re-afforestation. We supported a further 139 farmers to establish backyard gardens to increase nutritious vegetable production for consumption and income generation. A typical garden contains a variety of vegetables such as rape, amaranthus, black jack, beans, pumpkin leaves and mustard, selected to provide a diversity of nutrients. Further farmers were trained on food processing and utilisation. We are excited to report that as a result sixteen farmers have started their own businesses making bread, scones, doughnuts and biscuits. We also trained communities to use energy saving stoves and well-ventilated kitchens, a low-cost technology that provides good ventilation, preventing respiratory and other health complications from exposure to confined smoke.

To improve water and sanitation we worked with communities to repair or establish 18 boreholes, providing water to over 3,000 households and trained 130 Committee members to operate and maintain hand pumps. Rainwater harvesting structures were set up at two primary schools and new handwashing facilities at a third, with all schools promoting good hygiene practices.

We promoted the widescale use of safe and clean water and of pit latrines. Over 4,000 households now have pit latrines, compared to 2,257 in 2020. We trained 40 women who act as “cluster leads” for 10-11 households each on the preparation, processing, and storage of nutritious foods, as well as sanitation and hygiene. They pass on their learning to other households. This has contributed to a reduction of diseases and malnutrition in the area. Diarrhoea cases declined from 106 in November 2021, to only 19 in February 2022. Our work has also been attributed to contributing towards the low mortality rates of pregnant women with a zero-mortality rate for pregnant women in the area between October 2020 and October 2021.



Bertha drawing water from the new village borehole.

“I have worked with different organisations, but Find your Feet has brought lasting joy in my life.”

Bertha Nkhoma

Lead farmer from Chisasa Chipeta Village

We helped families earn more income

In **India**, we support tribal people to navigate the paperwork necessary to access government schemes and ensure they claim what they are entitled to. Through one project this year 2,366 households were given goats and another 997 families given pigs, and were trained to rear them. 1,178 households were given training and financial support to cultivate silkworms, 872 for chicken rearing and a further 12 for making leaf plates. The latter were also linked to a local market to sell their products.

In **Zimbabwe**, our mental health project in Chimanimani with our partner TSURO bridges the gaps between mainstream health practitioners, traditional leaders and faith healers to increase the number of people with mental health conditions referred to health facilities. It has empowered health workers to screen and diagnose mental health cases and refer patients for further care.

Mental health training in Zimbabwe

One of the Health Care Centres in the Chimanimani district of Zimbabwe serves over 10,000 people. Previously people with mental health issues in the area were stigmatised and marginalised. Many did not access support, as health clinic staff were unable to recognise their conditions. On the occasions the clinic did recognise a patient's mental health condition, the only support they could offer was piecemeal with no follow up. Clinic nurses received mental health training from our partner TSURO as part of our project. As a result they now feel supported and equipped to diagnose people with mental health conditions, provide treatment, help their families to care for them, and provide ongoing support.

Elizabeth, sister-in-charge of the clinic told us:

“Mental health training is one of the best things that has ever happened to us, because it equips us with knowledge, enables us to change people's lives for the better thereby making it easy for us to achieve our mission as an organisation”.

Twenty-one health practitioners and 40 wider health workers received training this year. This has enabled community health workers and nurses to refer people to services in their own communities. Fifty people were referred for further treatment and assessments this year. The project also ensures patients are supported to earn a livelihood providing them with fruit trees and encouraging them to join farmer action learning groups to improve food security of the affected families.

In **Malawi**, our village saving and loans groups enable members to save and take loans to support their businesses. One of the aims is to support the economic empowerment of women who traditionally have limited control over household income. At the end of the annual loan “cycle”, the group shares the funds based on the number of shares per member and the interest from the loans. A survey of half our groups (8 of 16) showed that 10 new women had started businesses this year in beer brewing, and selling shoes, mandasi (doughnuts made from flour) and scones.

“I thank Find Your Feet for training me in bakery. Just imagine from the training I attended, I realise every day money from baking breads and doughnuts. I save some money in a Village Saving and Loans group I belong to for me and my husband. Before the training in bakery, I used to struggle in fetching for food and income but now it's history. My family can now find basic needs for our children like buying clothes, groceries and uniforms, which was not the case before”.

Linley Soko

New business owner, member of a savings and loans group and participant in the food training course, Malawi



As part of our work to support people to diversify food sources we continue to mentor farmers in bee keeping and honey production, through our collective beekeeping groups. To date, twelve groups have formed and raise funds from honey

sales, using funds to purchase household and farm assets such as goats, seeds and fertilizer. The impact of this project continues to expand with trained farmers training others and supporting the establishment of further bee keeping clubs.

Kamtukungwe beekeeping club, Bulala, Malawi

Charcoal and firewood remain a major source of income for most rural households in Bulala, Malawi. However, the demand for more energy and income is creating pressure on the available forest resources, contributing to loss of vegetation. Deforestation makes the land bare and offers no resistance against floods and droughts. Fortunately, the situation is now changing, with the introduction of beekeeping in Chiwefu village, through the Bulala Sustainable Livelihoods Project (BSLP). Beekeeping offers an alternative means of generating income which doesn't put pressure on forest resources. Members of Kamtukungwe beekeeping club, who were formerly contributing towards deforestation through their livelihood activities, have turned beekeeping into a sustainable and rewarding source of income.

Kamtukungwe club is comprised of 14 men and 5 women. The project trained the 19 members in July 2021, on how to build an apiary, ways to manage a colony and how to make beehives. The group was also mentored on business skills and management. The training helped the members to become environmentally conscious. Members have managed to pass on their new knowledge of beekeeping to 74 other farmers in the area.

The group agreed to contribute MWK 1,000 (approximately 96p) towards the costs of producing beehives. Amongst the club members, two have carpentry skills, and were able to help the group to make six beehives. These were installed in their apiary. After 6 months, the group harvested 80 kgs of honey. They sold their honey to middlemen, through collective marketing, at MWK 750 (72p) per kg and earned MWK 60,000 (approximately £58).

The price at MWK 750 per kg is not competitive compared to the current market price of MWK 3,500 (£3.36) per kg when proper packaging and labelling is done. As such, the Kamtukungwe club thinks value

addition will be a good business pathway to explore to good profit making. To do this, the group requires packaging materials such as plastic bottles with labelling. Plastic bottles (250 grams, 500 grams) can be bought at MWK 250 (approximately 24p) and MWK 400 (approximately 38p) per bottle. The project can help in designing a logo for their produce and printing labels. It would also help the group further to secure the Malawi Bureau of Standards (MBS) certification, which Find Your Feet hopes to be able to help the groups with in the future.



One of the beehives made by Kamtukungwe club after the training

Careless cutting down of trees has reduced in the area as the community is now introduced to more profitable and sustainable livelihood options. Beekeeping not only provides a better income to a community that previously relied on unsustainable practices, but has catalysed a new generation which is environmentally friendly. The community understands that destroying trees will mean the end of their business.



Farmers hanging a beehive, Malinyete, Malawi

We helped communities to strengthen their voice

In **India**, a long-term goal is supporting the tribal community to understand and claim their rights in order to overcome poverty and improve their health. The project has enabled communities to establish Forest Rights Committees in each of the 150 villages in which the project works. 45 Forum members are selected by each of these committees to form District Tribal Rights Forums which represent people to government officials at the district level where higher level decisions are made. This year we supported the District Tribal Rights Forums to build links with civil society organisations and Public Information Centers set up by the project. We trained 110 members of Community-Based Organisations and Tribal Right Forums in advocacy skills and 91 people in social audit techniques. We are thrilled to witness tribal communities being involved and influencing the Gram Sabhas (village authorities) as well as district level authorities. Two public hearing events were conducted in Godda

for the redress of grievances. Tribal Rights Forums in Godda, Dumka, and Jamtara held meetings with the government officials to bring forth local issues and advocate for them to be addressed.

Our work to increase knowledge of legislation and support people and communities to submit claims continues to assist tribal communities to regain access to land and forest resources to which they are entitled. The 2006 Forest Rights Act was established to return forest resources to forest dwellers after the erosion of their rights under colonialism. Its intention is for people to gain legal ownership of their land and manage forests for the benefit of the communities. However, there are enormous barriers to its implementation. These include a lack of familiarity with the legislation, challenges from other family or community members, high levels of bureaucracy and claims being rejected unjustly by officials. Following the establishment of the Act, Find Your Feet took on the role of training both communities and officials in its provisions and procedures.

Claiming land rights against the odds in India



Beronika with her certificate known as a “patta”, confirming her rights to the land.

Beronika Murmu lives with her husband and 9-year-old son in Ghati village, Jharkhand. The family cultivate paddy, maize, mustard and kurthi and keep livestock. Previously, the income from their land was insufficient to support their family and they were unaware of any government schemes to help. Her husband had to migrate for work in order to secure additional income, leaving Beronika to provide for herself and her son for months at a time. Tribal women in particular have few rights, especially to land. They face discrimination both for being tribal and women, and their claims to land are regularly contested – usually by men.

Find Your Feet ran an awareness program in Beronika’s village to inform the community of government support schemes. Beronika accessed our training including about the Forest Rights Act 2006 and following this negotiated with the village authorities to establish a Forest Rights Committee in her village.

In December 2020 Beronika submitted an application for her right to a piece of land. She faced a number of challenges, including her right to the land being contested by other family members, and being pressurised to withdraw her name as an applicant. Beronika’s training had however made her secure in her knowledge of her rights, and her membership in the village committee gave her the confidence and solidarity to stand up for them. She refused to withdraw her application and in January 2022 her claim was upheld and she received the rights to her land. This victory is hugely significant for Beronika. She is now protected from others who try to take her land and can invest in improving it for the future.

This year we trained 173 people about the Act. We are delighted that 49 previously pending claims covering over ten acres of land succeeded while twenty-one new claims covering over 2,000 acres were sanctioned. In addition, thanks to advocacy from the Jharkhand Tribal Rights Forum, civil society organisations and the State of Jharkhand authorities have agreed to new legislation to simplify the application process throughout the state under the Forest Rights Act due to be passed and implemented soon. The above case study demonstrates the enormous benefits to communities, and particularly to women, of the power of knowledge and the strength gained from being able to work as a group to challenge those who would deny them their rights.

Learnings from the **Zimbabwe** mental health project were written up into a book and policy briefing and shared with government officials.

In **Malawi** traditional leaders and Village Development Committees were trained in leadership and good governance and now meet once a month to discuss development progress and are able to report issues and needs to Sub-Area Development Committees.

Rising to the challenge of the Coronavirus pandemic

The pandemic continues to pose challenges for our work everywhere.

In **Zimbabwe** a series of COVID-19 lockdown resulted in unpredictable changes to our work and the way we interact with the community. Most of the community members affiliated with our partner TSURO survive on crop farming and the lockdown restrictions affected their access to markets. They incurred losses of their fresh produce due to spoilage, negatively affecting their livelihoods. School drop outs and early child marriages increased due to prolonged closure of schools. We continued working with our trained community members, monitoring the situation in communities telephonically. During periods of tighter restrictions, activities were halted.

In **Malawi**, restrictions affected many planned activities. To manage this, we held additional training sessions with smaller groups as well as ensuring adherence to social distancing. Sharing accurate information about COVID-19 and support

for preventative measures such as mask wearing and hand washing has also helped to ensure participation in project activities and initiatives.

In **India**, we responded to the crisis by increasing awareness of COVID-19 and tackling vaccine hesitancy. We conducted a large-scale COVID-19 awareness drive in support of the government's vaccine drive. This included providing training to community-based organisations and members of Tribal Rights Forums as well as extending this out to young people in the wider community. We did this through leaflets, banners, wall painting, and audio-visual material, and training people on the proper use of masks, hand sanitisation and maintaining social distancing. We trained 4,000 Sahiyas (health workers) on COVID-19 control and management and by liaising with government were able to provide them with personal protective equipment (PPE).

With our support to the government vaccination drive, across our programme areas 96% of people have been vaccinated with three areas achieving 100% vaccination coverage.



COVID-19 awareness-raising and vaccination in India.

Fundraising in 2021/22

On behalf of all the communities that we work alongside in Africa and Asia, 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.

The COVID-19 pandemic continued to impact our in-person fundraising activities and some of our activities with corporate partners for part of the past year. We are so grateful to those who have continued supporting us – and those who returned to giving when they were able to – especially our corporate and community partners and our supporters who gave to our online appeals.

Find Your Feet is extremely grateful for our partnerships with trusts and foundations, which help to advance our hunger and poverty alleviating programmes in Africa and Asia. We would like to thank all of our supporters, including the Unicorn Grocery Fund, the Bryan Guinness Charitable Trust, and all of our anonymous donors.

Thank you for your continued support as we continue to adapt to our 'new normal'. We look forward to working together alongside our community partners across the world as we continue to help some of the most marginalised populations to find their feet.

Financial review

Results for the year

In the current year restricted income fell by 3% as some of our current projects near the end of their funded period, however there is a substantial increase in our reported unrestricted income this year due to a £50,000 donation received from one of our Trust and Foundation donors.

Income and expenditure

	2021-22	2020-21
Income		
Charitable activities	159,747	165,280
Donations and legacies	96,220	62,014
Investment income	50	55
Total	256,017	227,349
Expenditure		
Charitable activities	176,747	248,510
Raising funds	25,359	34,433
Total	202,106	282,943

This year was focused on seeking new sources of funding while also winding down projects awarded to us in 2020. Due to the constantly changing funding landscape, out of our control this has proven to be a challenge, hence the fall in restricted funds this year.

Compared with 2020-21, total income grew by 13%, while total expenditure fell again this year by 29%. Unrestricted income increased by £32,206 (£96,220 compared to £62,014 in 2021). Restricted income decreased by £5,533 (£159,747 compared to £165,280 in 2021).

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 31 2022 free reserves, comprising general unrestricted funds, totaled £186,116. On this basis, the current free reserves available to cover other financing risks are in the order of £186,116, equivalent to greater than seven months of core costs. The Board consider 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 organisation on at least a quarterly basis, 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 faces 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.

COVID-19 and Going Concern

As the world struggles to emerge from the impact of Covid-19 on lives and livelihoods, the recovery has often been stunted by resurgence in many parts of the world, coupled with slow economic recovery and high cost of living which in no doubt continue to impact on charities' sources of income.

Despite challenge and disruption our focus has been on delivering our core charitable activities and we have managed our finances extremely well, to ensure we remained financially stable.

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 reserves 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 reserves policy section, Find Your Feet's reserves in 2021-22 to cover finance risks are in the order of £186,116 which is equivalent to more than seven months of core costs. The Board consider 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 and subsequent appointments and resignations are as stated below. None of the trustees held a financial interest in the company.

Trustee	Role
Mehmet Nadir Baylav ²	
Denis John Cavanagh ¹	Treasurer
Anna Graham	
Rory Erskine Morrison Honney	
Anuj Kapilashrami	
Oliver Benjamin Kemp ^{1&2}	Chair
Ruth Stern ¹	Vice Chair
Betty Ann Williams ¹	
Ravi Ram	

1. members of the Finance and Audit Committee

2. members of the Fundraising Advisory Group

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, 152-160 City Road, London EC1V 2NX
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
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 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: 24 November 2022

Independent Auditors' Report to the Members of Find Your Feet Limited for the year ended 31 March 2022

Opinion

We have audited the financial statements of Find Your Feet Limited for the year ended 31 March 2022 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 2022 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: 24 November 2022

Statement of Financial Activities

For the year ended 31 March 2022

(Incorporating an Income and Expenditure Account)

	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.

Comparative Statement of Financial Activities

For the year ended 31 March 2021

	Notes	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
		£	£	£
Income:	2			
Charitable activities		–	165,280	165,280
Donations and legacies		62,014	–	62,014
Investment income		55	–	55
Total income		62,069	165,280	227,349
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		58,406	190,104	248,510
Raising funds		34,433	–	34,433
Total expenditure		92,839	190,104	282,943
Net income/(expenditure) for the year		(30,770)	(24,824)	(55,594)
Transfers between funds	13	–	–	–
		(30,770)	(24,824)	(55,594)
Other recognised gains/(losses)	8	(2,091)	–	(2,091)
Net movement in funds for the year	13	(32,861)	(24,824)	(57,685)
Reconciliation of funds				
Total funds brought forward		254,075	75,694	329,769
Total funds carried forward		221,214	50,870	272,084

Balance Sheet

Find Your Feet Ltd as at 31 March 2022

		2022		2021	
	Notes	£	£	£	£
Fixed assets					
Tangible assets	9		-		-
Current assets					
Debtors	10	2,264		893	
Cash at bank and in hand		356,159		377,443	
		358,423		378,336	
Less: Current liabilities					
Creditors – amounts falling due within one year	11	(32,570)		(106,252)	
Net current assets			325,853		272,084
Net assets			325,853		272,084
Funds of the Charity	13				
Restricted funds			79,666		75,694
Unrestricted funds					
General fund		186,116		161,157	
Designated funds		60,071		60,057	
			246,187		221,214
Total charity funds			325,853		272,084

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: 24 November 2022

Company Registration No. 651058

The attached notes form part of these financial statements.

Cash Flow Statement

For the year ended 31 March 2021

	2022	2021
	£	£
Net cash inflow / (outflow) from operating activities	(21,193)	157,588
Returns on investments and servicing of finance		
Bank interest received	50	55
Foreign exchange gain / (loss)	(142)	(2,091)
Increase / (decrease) in cash	(21,284)	155,553
Reconciliation of net movement in funds to net cash inflow / (outflow) from operating activities		
Net movement in funds	53,769	(57,685)
Decrease / (Increase) in debtors	(1,371)	112,425
Increase / (decrease) in creditors	(73,682)	100,813
Bank interest received	(50)	(55)
Foreign exchange loss / (gain)	142	2,091
Net cash inflow / (outflow) from operating activities	(21,192)	157,589
Analysis of net cash resources		
Opening balance	377,443	221,890
Increase / (decrease) in cash	(21,284)	155,553
Closing balance	356,159	377,443
Location of cash resources		
UK bank accounts	355,615	376,360
Overseas bank accounts	544	1,083
Total	356,159	377,443

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

	2022 £	2021 £
Restricted funds		
Charitable activities		
Comic Relief	7,948	51,666
Commonwealth Foundation	-	-
European Union	-	-
Trusts, foundations and corporate	151,799	113,614
Individuals	-	-
	<u>159,747</u>	<u>165,280</u>
Unrestricted funds		
Donations and legacies		
Trusts, foundations and corporate	60,630	23,612
Individuals	35,590	38,402
	<u>96,220</u>	<u>62,014</u>
Investment income		
Restricted funds	36	-
Unrestricted funds	14	55
	<u>50</u>	<u>55</u>
Total Income	<u>256,017</u>	<u>227,349</u>

3. Expenditure – raising funds

	Direct costs £	Support costs £	Total 2022 £	Direct costs £	Support costs £	Total 2021 £
Raising funds	18,112	7,247	25,359	24,920	9,513	34,433

4. Expenditure – charitable expenditure

	Direct costs £	Support costs £	Total 2022 £	Direct costs £	Support costs £	Total 2021 £
Charitable activities	155,210	21,537	176,747	227,618	20,892	248,510

5. Support costs

	Total 2022	Raising funds	Charitable activities	Total 2021	Raising funds	Charitable activities
	£	£	£	£	£	£
Human resources	22,265	5,606	16,659	18,941	5,926	13,015
Establishment	1,136	286	850	3,507	1,097	2,410
Office and administration	5,383	1,355	4,028	7,957	2,490	5,467
	28,784	7,247	21,537	30,405	9,513	20,892

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)

	2022	2021
	£	£
Auditors' remuneration – statutory/UK audit	3,360	3,360
Project audits		
	3,360	3,360

7. Staff costs and trustee expenses

Staff costs	2022	2021
	£	£
UK		
Salaries and wages	-	-
National insurance	-	-
Pension contributions	-	-
India – total remuneration	-	11,720
HPA staff costs recharged to FYF	69,348	80,504
	69,348	92,224

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

In 2022, a total of £69,348 of HPA's UK staff cost was recharged to FYF (2021: £80,504).

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 2022, total salary costs charged to FYF relating to key management personnel were £20,995 (2021: £17,364).

Trustees expenses

Trustees receive no remuneration for their services.

No expenses were reimbursed to trustees in 2022 or in 2021.

Staff numbers

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

	2022	2021
	Head count	Head count
UK	-	-
India	-	1.0
	-	1.0

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

	2022	2021
	FTE	FTE
UK (FYF staff)	-	-
India (FYF staff)		1.2
UK (HPA support staff)	2.0	2.0
	2.0	3.2

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 1/4/2021	9,723	-	9,723
Additions	-	-	-
Disposals	-	-	-
At 31/3/2022	9,723	-	9,723
Depreciation			
At 1/4/2021	9,723	-	9,723
Charges for year	-	-	-
Disposals	-	-	-
At 31/3/2022	9,723	-	9,723
Net book value			
At 31/3/2021	-	-	-
At 31/3/2022	-	-	-

10. Debtors

	2022	2021
	£	£
Accrued income – grants	-	-
Accrued income – gift aid and other	1,477	241
HPA Intercoy loan a/c	-	-
Prepayments	787	652
	2,264	893

11. Creditors – amounts falling due within one year

	2022	2021
	£	£
Accounts payable	1,312	-
Other creditors	787	781
Deferred income	27,111	102,111
UK accruals	3,360	3,360
	32,570	106,252

12. Analysis of net assets between funds

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Unrestricted Funds 2021 £	Restricted Funds 2021 £
Current assets	250,188	108,519	225,355	152,981
Current liabilities	4,147	28,423	4,141	102,111
Long term liabilities	-	-	-	-
	246,041	80,096	221,214	50,870

13. Movement on individual funds

RESTRICTED FUNDS	At 1/4/2021 £	Income £	Expenditure £	Other recognised gains/(losses) £	Transfers £	At 31/3/2022 £
INDIA						
Arho Johar	23,147	67,799	59,195	215	-	31,536
Oak Jharkhand	742	-	-	-	-	742
MALAWI						
Bulala SLP	13,742	75,000	60,949	-	-	27,793
ZIMBABWE						
Mental Health Matters	7,271	7,948	10,592	-	-	4,627
Future projects	5,968	9,000	-	-	-	14,968
Total restricted funds	50,870	159,747	130,736	215	-	79,666
2021	75,694	165,280	(190,104)	-	-	50,870
GENERAL FUND	161,157	96,256	71,370	(73)	-	186,116
DESIGNATED FUNDS						
Institutional Development	3,092	-	-	-	-	3,092
Carol Martin Memorial	33,990	8	-	-	-	33,998
Sheila and Annette Duvollet Memorial	22,975	6	-	-	-	22,981
Total unrestricted funds	221,214	96,270	71,370	(73)	-	246,187
2021	254,075	62,069	(92,839)	(2,091)	-	221,214
Total funds 2022	272,084	256,017	202,106	142	-	325,853
Total funds 2021	329,769	227,349	(282,943)	(2,091)	-	272,084

Institutional grant contracts are as follows:

Malawi – Bulala Sustainable Livelihood Project funded by May Charitable Trust (Oct 20 - Sept 22)
 India – Arho Johar: Began August 2020, sponsored by Oak Philanthropy (UK) Ltd. Project will run until July 2022
 Zimbabwe - Comic Mental Health Matters sponsored by Comic Relief

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 2022 a total of £69,348 of HPA's staff cost and £445 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 would like to thank all the trusts, foundations, companies, and individuals who have helped rural families build a future free from poverty in the past year.

Find Your Feet works primarily with local partners to reach out to the most vulnerable rural families. This year we have worked with Towards Sustainable Use of Resources Organisation (TSURO) in Zimbabwe and Find Your Feet Malawi.

With special thanks to our donor:





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 find-your-feet.org

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 curryforchange.org.uk

Get in touch

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Registered charity number: 250456

