

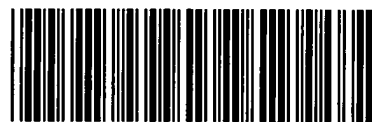


Company no. 04728609

wellspring
therapy & training.

Annual report 2022

THURSDAY



ACBL1KCR

A25

07/09/2023

#178

COMPANIES HOUSE

We seek to restore hope,
develop resilience and
facilitate positive change
in the lives of children
and adults suffering
from emotional distress.



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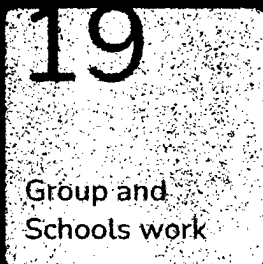
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Registered Charity Number: 1100420 Company limited by guarantee Number: 4728609



"I feel happy and
much more confident
in the way I approach
every day. Getting
counselling has
changed my life,
Thank you."

Client feedback





Foreword

As working and social patterns stabilised with the end of restrictions in 2021, in 2022 we all had to find our new normal after 2 years of living with COVID-19 constraints and loss. The impact of the pandemic is still not fully known, although the trends that were seen in 2022 sadly show a continued decline in poor mental health.

Mind reported that 30% of adults said their mental health had worsened because of the pandemic and in Feb 2022 the BBC reported a 77% rise in the number of children and young people needing specialist mental health support.

Wellspring continues to grow to try and meet the increase in demand. From Jan 2022 to Dec 2022, we increased the number of weekly sessions we offer to children and adults to 150 sessions per week, from our centre, a 22% increase.

'Growing up in North Yorkshire 2022' gathered information from children and young people in the county, reporting that:

- 32% of 12 year olds feel lonely
- 17% of 15/16 year olds have self-harmed and 20% have thought about taking their own life.
- 42% of pupils say they have regularly made themselves sick, dieted to an extreme degree or done an excessive amount of exercise in order to lose weight.



John Wood
Chair of Trustees



Emily Fullarton
Executive director

Growing demand

Whilst we have grown, sadly the demand for services continues to grow quicker, also compounded by the cost-of-living crisis, which threatens many charities' support, including ours. Facing these risks, we are choosing to continue to be an ambitious, hope filled organisation, holding onto hope and transformation for our clients.

“...an ambitious, hope filled organisation, holding onto hope and transformation for our clients.”

In 2022, we managed to grow our staff team from 16 to 21 part-time staff members, to prepare for growth in years to come. We also started two work on two new projects: Wellspring Counselling Centres and an Accredited L5 Training Course in Children and Young People's Counselling.



Both initiatives push our resources, knowledge and skill but we are choosing to 'have a go' for the sake of those it will benefit: children and adults suffering from poor mental health. More information about these initiatives is within the report below.

Growing for the future

We are grateful to partner with others working in the same sphere as us, to provide hope for those suffering from emotional distress.

Route 1, a collaboration with three other local mental health charities, celebrated its first operational team meeting this year where we were able to celebrate the difference our partnership work is making to people's lives.

This partnership has established a better relationship with the social prescribing teams, offering those in the community more holistic support and streamlined referral pathways. We are also proud to be affiliated to the Association of Christians in Counselling, who continue to professionally represent Christian, faith-based counsellors within the sector.

Decision makers need to make sure that they put mental health provision and prevention at the heart of our economic and social recovery. With funding in danger due to high inflation and the rise of cost of living, we are anticipating a difficult couple of years.

“...we hope to build corporate, church and individual relationships with our community...”



As the charity celebrates its 20th Birthday in 2023, we hope to build corporate, church and individual relationships with our community in North and West Yorkshire to support and sustainably fund the organisation for the next 20 years.

Grateful thanks

As always, we are extremely grateful to our team of over 50 volunteers and 21 staff who make our work possible; they are committed, passionate and invaluable. Financially, we are encouraged by the amazing amount that was raised and donated by the community and generous individuals. We are also grateful to Trusts and Foundations who realised the need to broaden their offer, allowing us to access new funding streams. In 2022, we increased our fundraising efforts and managed to cover the costs of our service which was £376,211 in 2022 compared to £274,974 in 2021.

Thank you for your continued support.

Emily Fullarton John Wood
Executive director Chair of Trustees

Our values inform all the work we do

Community

We are a welcoming
community to all who are
involved in our organisation.



Professionalism

We are committed to
practising professionalism



Christian

The charity is motivated
in its Christian activities
by faith and values.



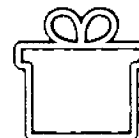
Ethical

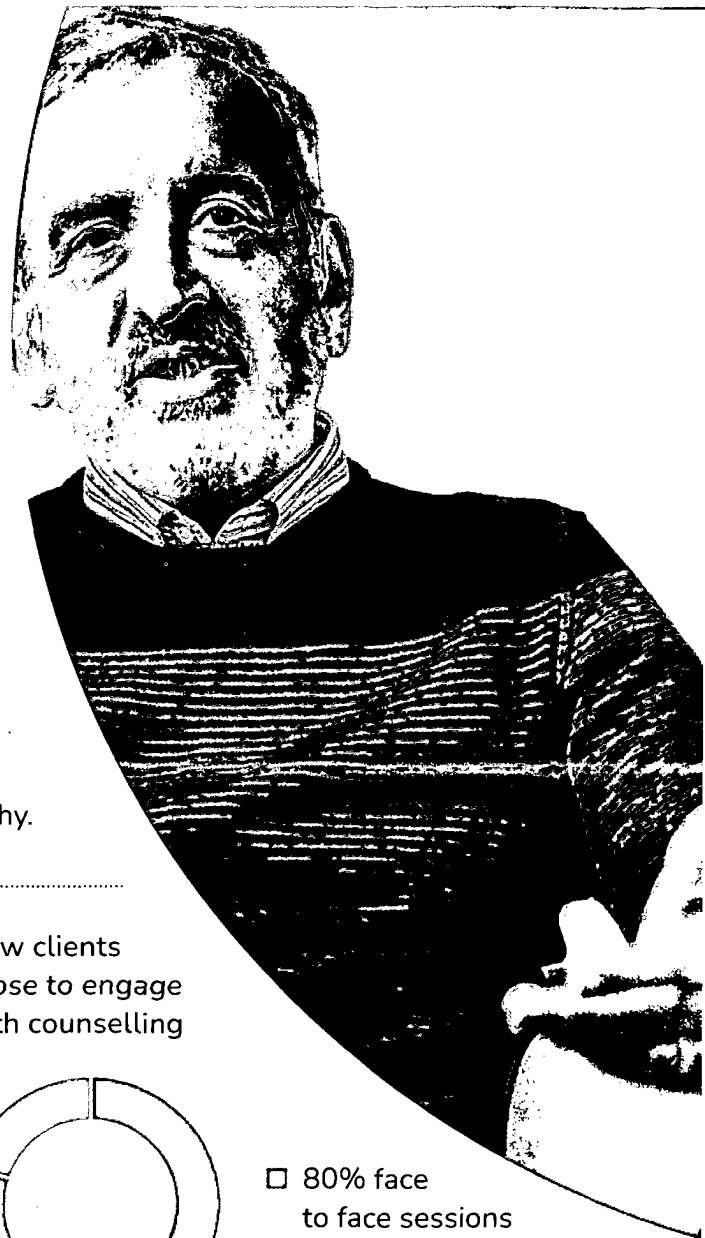
We endeavour to be ethical
in all decision-making
and practice.



Generosity

We foster a culture of
generosity to both our
team and our clients.

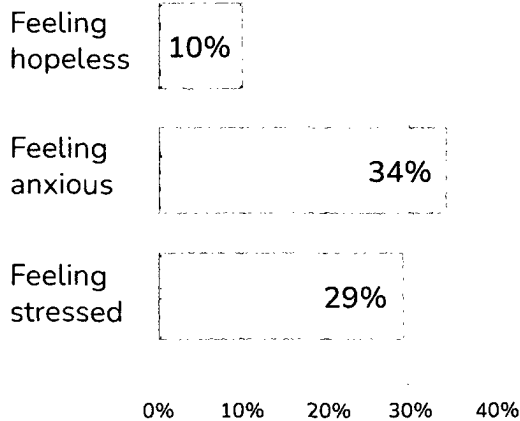




Counselling at Wellspring House

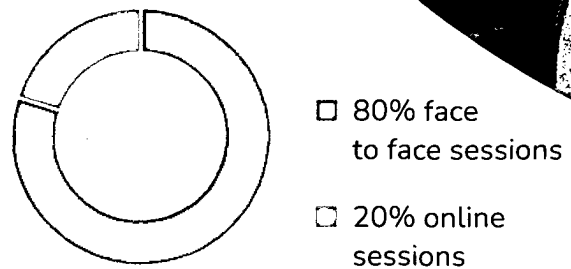
As we come out of a two-year pandemic, the Mental Health Foundation reports that the current and continuing cost-of-living crisis is essentially another two-year plus pandemic that makes it impossible for us to be emotionally healthy.

How adults are feeling in the UK¹
Findings released in November 2022 from The Mental Health Foundation, looking at the impact financial circumstances in the previous month had on mental health.

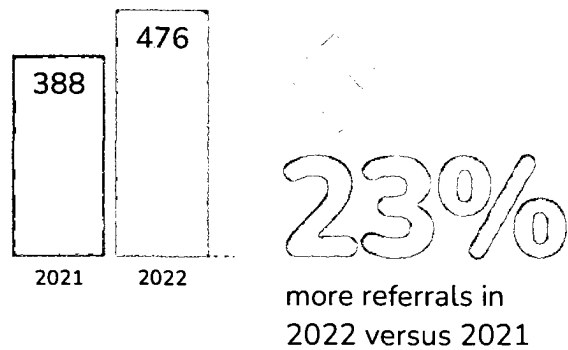


We believe that for meaningful, long-lasting change to happen, individuals need personalised long-term support, which is quite different from the short-term goal-focused therapy often provided through the NHS.

How clients chose to engage with counselling

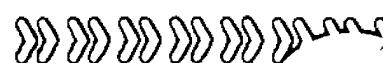


Number of counselling referrals received (adult and youth)



1. Mental health and the cost-of-living crisis report: another pandemic in the making? | Mental Health Foundation

99% of our clients
felt their counsellor
listened and
understood them





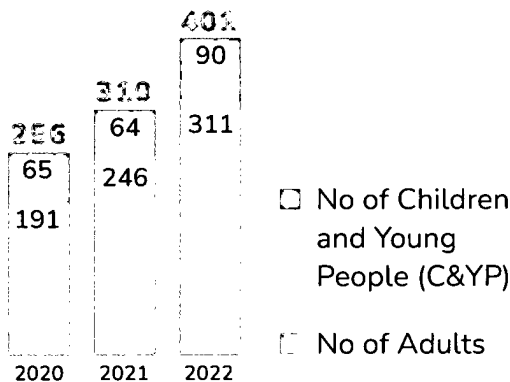
Counsellors Julie & Sally

401

clients seen
in 2022

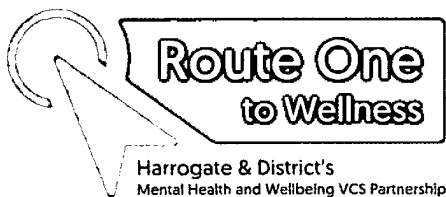
Our Counselling team is made up of experienced counsellors and students on placements, and employed as well as voluntary counsellors. With a diverse team of counsellors, all bringing different skills, knowledge and experience we are able to really match our clients' needs to an appropriate counsellor. In 2022, 37 people volunteered with us as counsellors.

We're helping more people each year



In 2022, we offered 6804 sessions, seeing up to 150 children, young people and adults at our centre every week by the end of the year, we supported 311 adults and 90 children with counselling from our centre in the year.

Looking forward
We are committed to continuing to grow our counselling offer, hopefully to 220 sessions by the end of 2024. Through our Route 1 partnership. We were able to employ two part-time counsellors to our adult service at the start of 2022.



Route 1 to Wellness is a partnership between four key VCS providers of mental health support in the Harrogate area: Claro Enterprises, Mind Harrogate, Orb Community Arts and Wellspring Therapy & Training.

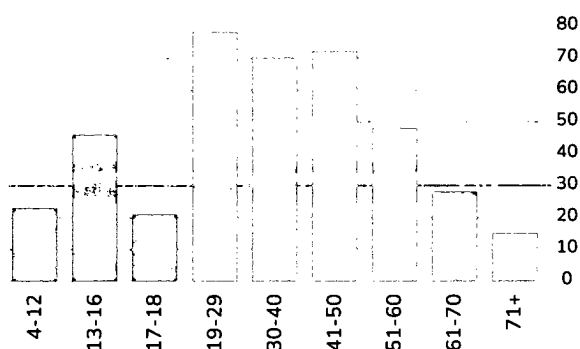
Our aim is to improve the health, well-being and life opportunities of individuals experiencing or at risk of the effects of poor mental health.

We want to work together to ensure mental health support is more easily accessible for those in need, that there are better working relationships between our services and statutory support and to secure larger funding pots that would otherwise not be available to us.

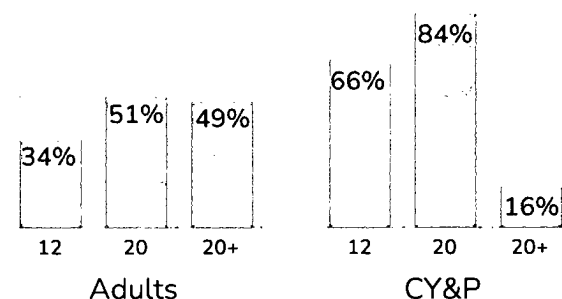
Issues

Of the 210 adult clients who ended their counselling in 2022, just over half experienced anxiety. 67% wanted to talk about relationships, which was the most common issue followed by anxiety, depression and abuse.

Age brackets of clients

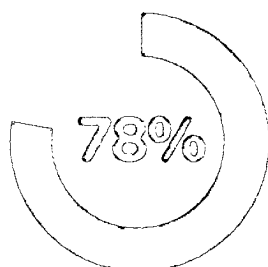
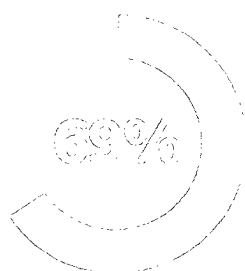


Number of sessions clients had...



Waiting times

□ % of clients seen within 12 weeks



□ % of clients happy with the time they waited, despite the wait


Where did clients hear about us



Church	4%	Internet	16%
Employer/ school/ college	4%	Other organisations	12%
Word of mouth	39%	NHS & Local Authority	24%

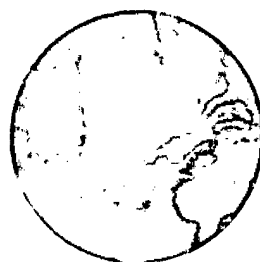
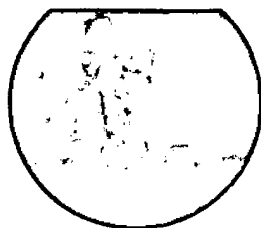
16

sessions on average per C&YP and adult client



"I feel so much
stronger to be able
to face what life
throws at me."

Client feedback



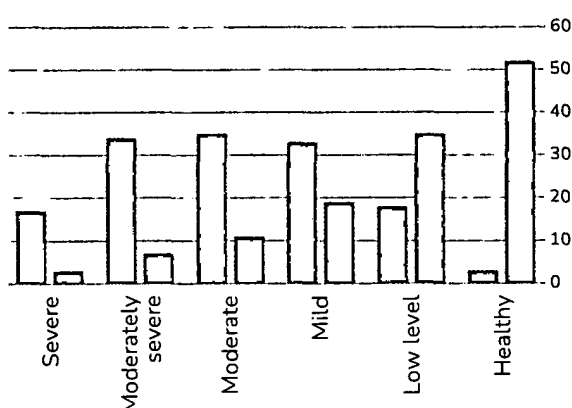
The impact on clients

At Wellspring we use a nationally recognised wellbeing measure called CORE-OM. We ask clients to complete a 34 or 10 point questionnaire at the start and end of their therapy. The questions assess their risk, wellbeing, symptoms and physiological state. These questionnaires are only appropriate with children 12+. Due to the nature of counselling work and unplanned endings, we do not have complete CORE scores for all clients so the following is a snapshot from those we received forms from.

Core scores: 90% of clients who completed a core-om had an improved wellbeing score from the start to the end of their counselling.

CORE banding

□ Before counselling □ After counselling

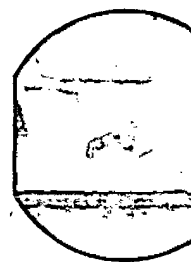


69% of clients ended counselling in the healthy to low level banding compared to 15% at the start and 36% being severe-moderately severe at the start compared to 7% upon ending.

Personal Changes

% of clients who experienced this significantly/ to some extent

- 86% I understand myself better
- 87% My relationships with others have improved
- 61% My sense of self-worth has improved
- 70% I have come to terms with difficult experiences/emotions
- 90% I feel more able to cope
- 86% I feel more positive
- 39% I have been helped spiritually



Social outcomes

Counselling not only has an impact on someone's emotional health but also their socio-economic situation. As a result of counselling, our clients have:

- ...been able to stay in work 32%
- ...taken on voluntary work 7%
- ...stopped self-destructive behaviour 33%
- ...maintained relationships 50%

Other ways in which clients have been impacted: been able to move house, they've given up alcohol, been able to stay in education, come to terms with health problems and become a more confident mother amongst others.



Client contributions

49% of adult clients pay £15 or less for their counselling; the average donation per session in 2022 was £14.27.

Alongside our affordable counselling service, where clients choose an amount to contribute to their sessions from as little as £5 per session, we also run an Associate Counsellor Service (ACS).

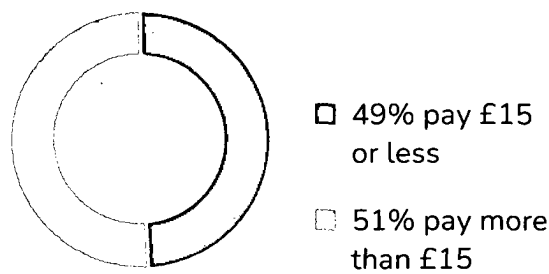
Our ACS service is a full fee paying service, comparable to the lower end of the private sector. In 2022, this was priced at £45 per session. 28% of our clients chose to use this service, funded either by themselves, their employer or a group/ church they are supported by. We use contracted counsellors within this service so it has a separate waiting list. Any profit generated by our ACS service supports the affordable waiting list whilst also providing paid work for counsellors, which they deserve after years of training.



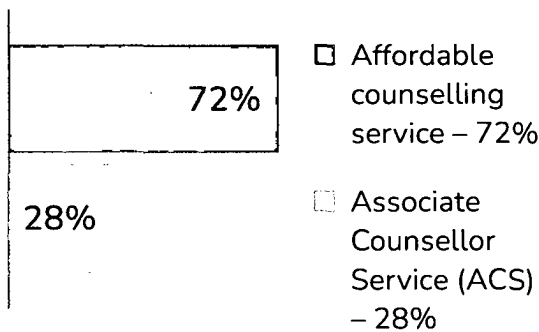
£14.27

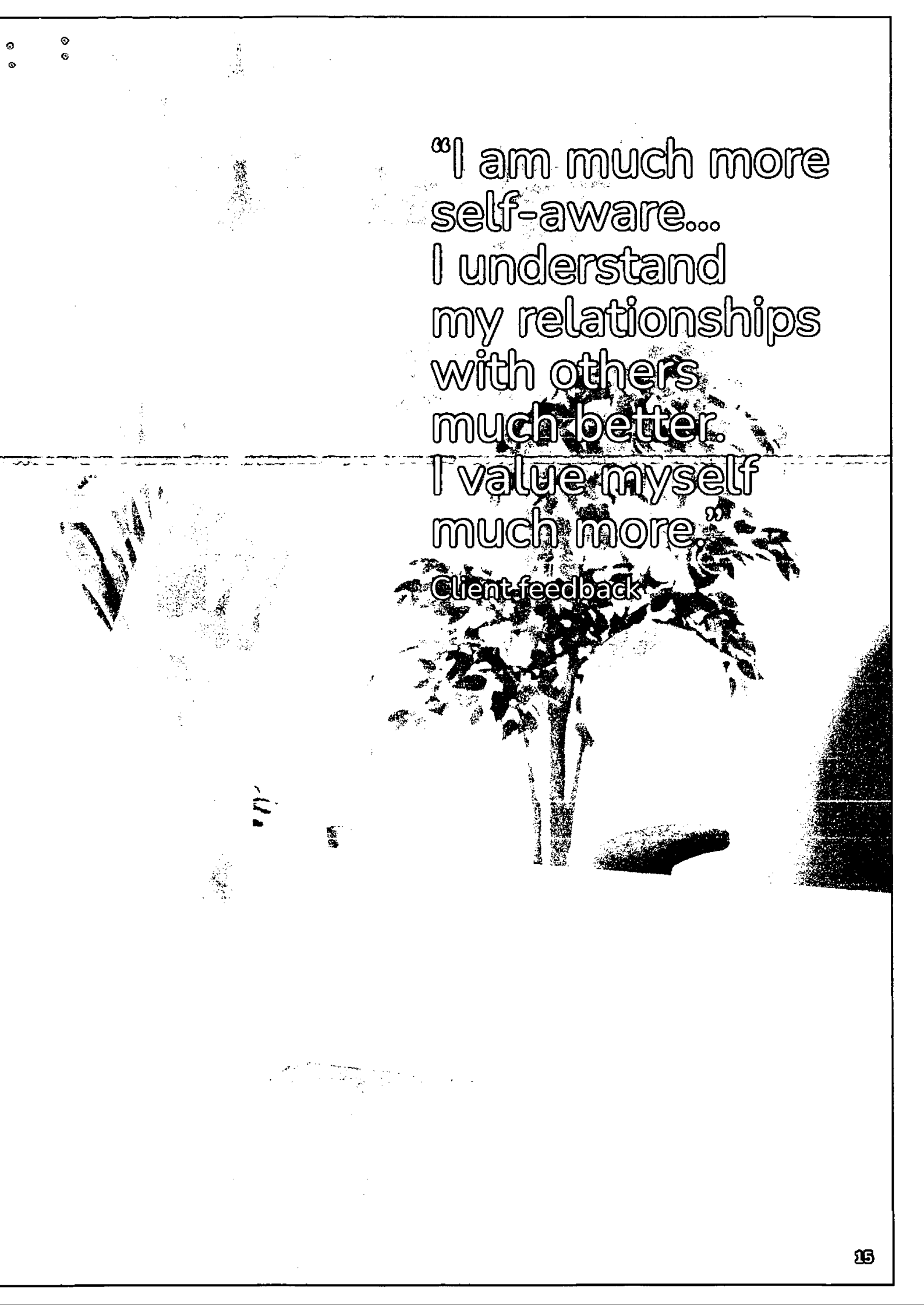
was the average donation per session in 2022

Client contributions per session



Breakdown of clients using our counselling services





"I am much more
self-aware...
I understand
my relationships
with others
much better.
I value myself
much more."

Client feedback

"I am hopeful
about my future
and things
feel lighter"

Student feedback

"I have learnt
ways to calm my
anxiety – noticing
when it starts
is so helpful."

Empower feedback

"It has helped
me to talk.
I feel better
when I talk
about what
is going on."

Student feedback



Group and Schools Work



We are so grateful to BBC Children In Need for continuing to fund our work. They are an excellent funder, who understand the needs of children and young people, through listening to their opinions and needs. In 2022 we were in our 3rd year of funding for a large grant towards therapy sessions for children and young people and in our 10th year of funding for our Empower Group.

62

young people benefited from our Empower Course in 2022

Empower

In addition to regular counselling, we offer young people the chance to take part in 'Empower'. This is an 8-week course written and facilitated by professional youth counsellors which offers those aged 12-18 the opportunity to develop their confidence and self-esteem within a supportive peer group. 'Empower Network' is a follow-on support group which young people can join after having been on an Empower course.

The aim of this group is to promote and maintain healthy levels of self-esteem and emotional wellbeing through activities and topical discussions.

In 2020 and 2021, during the COVID-19 pandemic we moved our groups onto video call to adhere to guidelines and restrictions. Our

Empower Network Group have decided this suits them better so this monthly group now meets online.

"I understand myself better and I feel more confident."

Empower feedback

Some of our parent feedback...

"FC has loved working with you on the course and we really recognise the difference to her emotional well-being, particularly self-esteem and coping skills. Thanks so much for all your support."



Schools

Wellspring school counselling service
between Jan-Dec 2022 across two schools:

1113

appointments offered

300+

students and staff supported
through individual sessions

The Wellspring school counselling service has reached children who would not have otherwise received therapeutic intervention.

Often children who are in school, but struggling, are overlooked by mental health services and only come to their attention when they have become so overwhelmed that they have started to engage in risk-taking behaviour.

Our professionally qualified therapists work in the school to meet with children who have been identified by pastoral staff as needing support.

This early intervention allows young people to find ways of dealing with their distress and supports them to stay in education.



Issues

Students have presented with the following issues: anxiety, panic attacks, low mood, low self-esteem, self-harm, suicidal thoughts, anger, trauma, bereavement, grief, friendship and family relational issues, identity and intrusive thoughts,

Staff members have also sought advice on issues such as anxiety, low mood, stress, perfectionism and relationship issues.

Some of our client feedback...

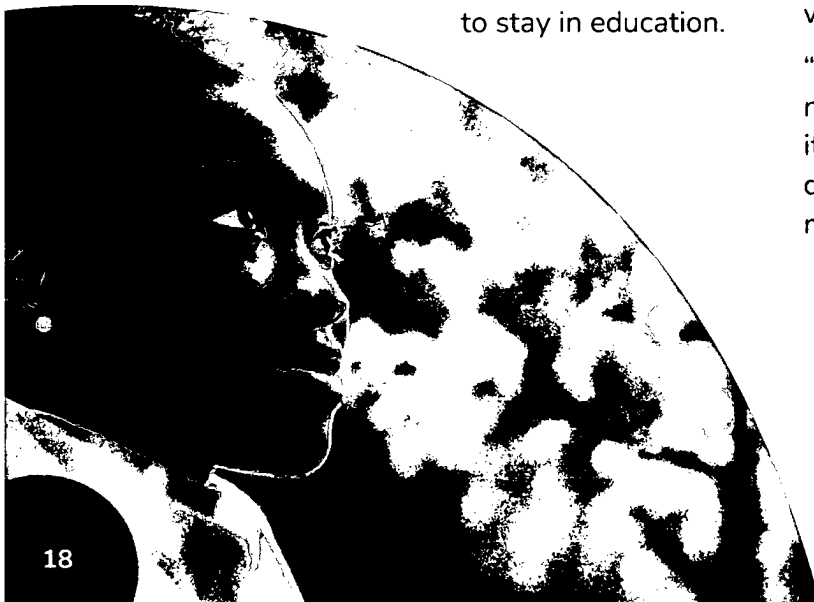
"The sessions helped me concentrate better because I am not thinking of my problems."

"It has helped me to talk, I feel better when I talk about what is going on."

"I am motivated to try new things, I know it is okay to be different from my friends."

“It has also made me feel more confident in myself.”

Student feedback

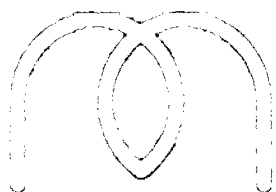


Training

Wellspring offer a wide range of high-quality training events throughout the year. Our training courses are aimed at equipping individuals, professionals, businesses, and organisations with the skills needed to enhance personal wellbeing, and the ability to support others.

Mental Health First Aid (MHFA)

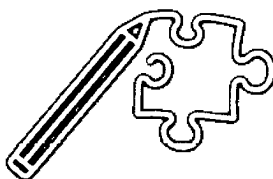
We provide the internationally recognised Mental Health First Aid Training to individuals, businesses and organisations.



MHFA England

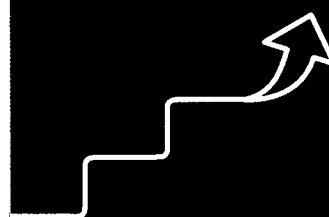
Bespoke Training

We deliver training tailored to specific needs. This year we designed and delivered a half-day Pastoral Care workshop to a local church group.



Continuing Professional Development

Courses are held for counsellors and other health professionals to develop their skills. Experts are brought in to deliver topical training. Our CPD suite includes our specialised and ever popular Sand Tray Therapy Training workshops.



Training Service Update

Our new Training and Education Coordinator started in February this year. This, in conjunction with slowly leaving Covid behind has enabled us to re-establish our place in the marketplace as a high-quality training centre and be more pro-active in arranging and advertising training.

We have made great strides in the ambition to get our offer of MHFA, pastoral education & support and CPD back up to pre-pandemic levels, with 11 sessions being run this year and 134 people attending courses provided by Wellspring in comparison to 54 people the previous year.

The training we have provided has been delivered to a range of audiences including counsellors, businesses, community groups and churches.

62

training sessions
run in 2022

134

people attended
training courses




The training programme for this year has been very successful. Here is what some of the attendees had to say:

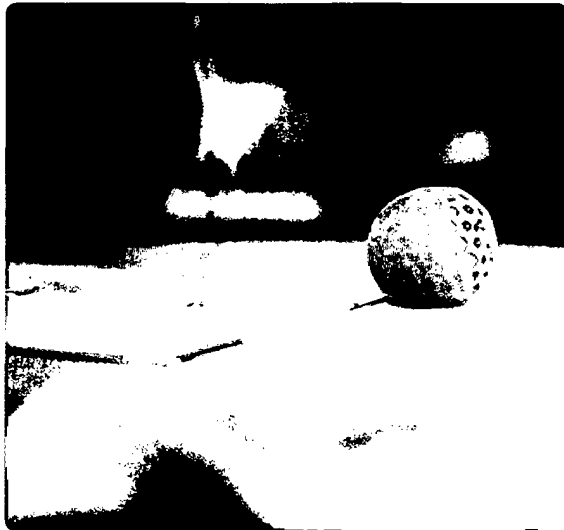
"Great course and great delivery, the instructor was both professional and friendly."

"Very good speaker, easy to understand, knowledgeable."

"Trainer was really knowledgeable – thank you."

"I really enjoyed the training. I came away with new understanding that I will hold and think about in my work."

Sessions in 2022	Month	No of Participants
Therapeutic Sand Tray Play with Children	February October	6  10 
MHFA – Two-day course	March	12 
MHFA – Two-day course	March	15 
Transgender Awareness training for counsellors	July	16 
Neurodiversity training for counsellors	September	10 
Mental Health Awareness sessions for business	October November	18  21 
Introduction to Sand Tray	October	9 
Deeper in the Sand	November	5 
Pastoral Training	November	12 



Accredited Counselling Training
to work with C&YP Development Project
In 2022, 18% of children aged 7 to 16 years and 22% of young people aged 17 to 24 years were diagnosed with a mental disorder. This is supported by the number of referrals for children and young people that we continue to get.

Unfortunately, we continue to identify a lack of counsellors experienced in counselling children and young people in our region and often have to close our waiting lists to children and young people.

To help us to be better able to respond to this need, important work has continued, and progress made, in our quest to establish ourselves as an accredited centre for CPCAB (Counselling and Psychotherapy Central Awarding Body) training. Work is now underway to develop the course and gain accreditation with an aim to be able to offer this course starting in September 2023 or Jan 2024.

Our ambition for 2023 is to continue the growth in high quality training provided to counsellors, businesses, and the local community and to establish ourselves as the new local provider of the Level 5 CPCAB qualification in Counselling Children and Young People.

“Very
informative,
clear and
structured”

Attendee feedback

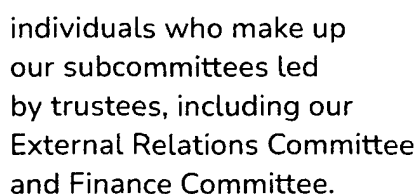
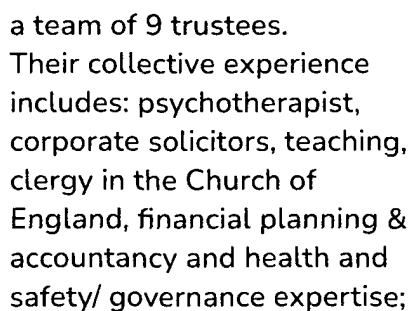
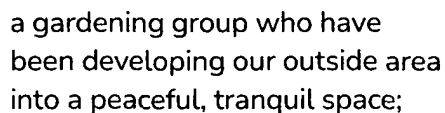
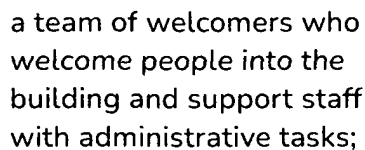
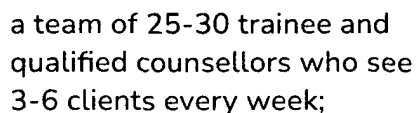


"The charity
couldn't run
without its
volunteers."

Wellspring Welcomer



Our regular volunteers include:



Fundraising

A black and white photograph of a man standing on a bridge, leaning against a railing. In the background, the suspension bridge of San Francisco is visible, with the Golden Gate Bridge in the distance.

23

Fundraising Events

49% of adult clients pay £15 or less for their counselling. The average donation per session in 2022 was £14.27. The cost to Wellspring to run a session was £45; we have to fundraise to make up the difference.

Many different individuals, businesses and organisations fundraise for Wellspring every year.

As a charity every pound raised goes to supporting our service and we are grateful to all our fundraisers; whether they raise £1 or £10,000, every donation makes a difference.

Here are just some of the creative ways our supporters did that in 2022...

St Robert's,
Harrogate
through their
Lent Project

£10,000+



Marathon
running by
Mike and
Rachel McKee

£3,300



July
The Stray Notes
Summer Concert

£700

John Ibison
cycled the
Camino Frances

£908

February
Concert sung
by Knot
Another Choir

£2,000



November
Made for Giving
fair & St. Aidan's
Junior Choir

£800

December
Cycling 50 miles
in santa suits by
Wetherby Velo

£310



Oakdale Golf
Club Ladies
official charity
of the year

£2,505



October
Dress Green Day
to raise mental
health awareness
sponsored by
McInroy & Wood



We are very thankful to the trusts and foundations that gave generous amounts of funding towards our work. With the variety of income streams and the wonderful dedication of our supporters, Wellspring is in a stable financial position going into 2023.

$$\text{£}45 - \text{£}14.27 = ?$$

Running cost per
counselling session

Average donation
per session

We rely on donations
to fund our shortfall

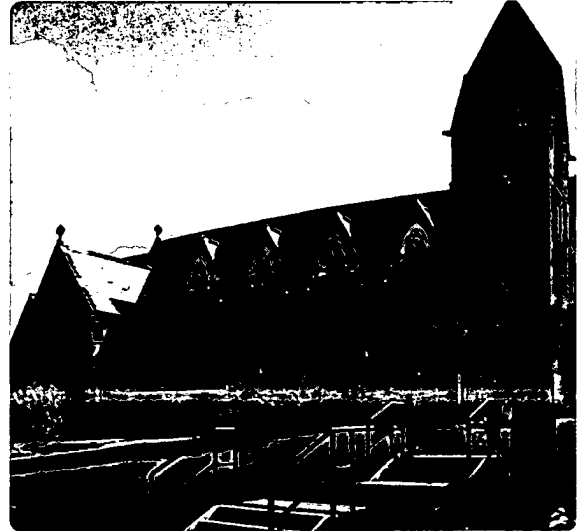


Development of Wellspring Counselling Centres

Over the last five years, Wellspring has been approached by like-minded, community facing charities and churches who see a need for counselling in their communities and want to do something about it. Many churches and charities have a passion to see people suffering from emotional distress receive hope and support through counselling, but feel they lack the confidence or resources to know how to offer this service.

As the need for mental health support continues to grow, with the NHS overwhelmed and private counselling still unaffordable for many, Wellspring's team have felt moved to create a new project, in partnership with churches and charities. 19% of clients who had counselling at Wellspring House, Harrogate came from York, Leeds and Bradford.

Our heart behind this project is... that more people can receive professional, affordable counselling



St Stephen's Church in West Bowling

19%

of our clients in 2022 travelled from York, Leeds and Bradford

Our heart behind this project is to share our knowledge so that more people can receive professional, affordable counselling as well as alleviate the demand on our Harrogate centre.

Wellspring Counselling Centres bring together Wellspring's 20 years of experience in delivering affordable professional counselling services with a church or charity who is in touch with their community and ready to help. Through partnership working we will support a church to set-up, deliver and grow an affordable counselling service based on our own model.



Incubator

Helping church-led social action projects replicate their work

Helping church-led
social action projects
replicate their work



Incubator

Shine, West Bowling

Our first centre will open at Shine, St Stephen's Church in West Bowling, Bradford in summer 2023 and we are excited to have other churches in Leeds and York interested in partnering with us over the next couple of years.

The Cinnamon Incubator

We are also pleased to have two years of advice and training starting in January 2023 from The Cinnamon Incubator.

Cinnamon have supported many charities before us to replicate in partnership with the local church and we are pleased to have been chosen as one of their cohort.

Picture above: Executive Director Emily Fullarton at the Cinnamon Incubator Finals 2022

Governance

Public Benefit

We have referred to the Charity Commission's general guidance on public benefit and we are confident that Wellspring meets the public benefit requirement. Our clients are asked for a donation according to means and this may mean that for some, the sessions will be free. Equal access to our service is important and we see anyone regardless of gender, ethnicity, faith, sexual orientation, age (unless not Gillick competent) or any other factor. The impact and public benefit of our work goes beyond the client by reducing the distress suffered by families and friends and having a positive impact on schools and local communities. The consequences of alleviating psychological distress are far-reaching. We estimate that our service reduces the demand on the Prison and Youth Justice Services, the NHS, and Social Care.

Structure, Governance & Management

The organisation is a Charitable Company limited by guarantee, company number 04728609, incorporated on 9 April 2003 and registered as a charity on 30 October 2003, charity number 1100420. The Governing document of the Charitable Company is the Memorandum and Articles of Association, which we revised and updated in 2018.

Trustees and principal offices

Mr R. Elliott –

Chair until November 22,

November 22 onwards Deputy Chair

Mrs. C. Holland – Secretary

Mr J. Wood –

Deputy Chair until November 22,

November 22 onwards Chair

Mr S. McKee – Treasurer

Miss. M. Castro

Rev B. Giblin

Mr P. Hudson

Mrs H. Godfrey

Mrs. E McCombe

Recruitment and Training of Trustees

Prospective trustees meet with The Executive Director, Chair, and other trustees (if appropriate). References are taken and they are invited to a trustee meeting as a guest. Once appointed, they are given an induction pack and a tour of the facilities to ensure they have a clear overview of the activities of the Charitable Company. They are encouraged to attend appropriate external seminars where these are relevant to their decision-making roles.

The registered office is 78 High Street, Starbeck, Harrogate, HG2 7LW.



2021 Governance: Items of Significance
Wellspring Therapy and Training have a Governance Sub-Committee, which meets quarterly, adhering to its agreed Terms of Reference. In the reported year, no non Business as Usual matters were raised to the sub-committee for consideration or action.

Plans for the future

In January 2022, the Trustees and Executive Director met to develop the next 3-year business plan for 2022-2025. This has been written and includes the following objectives:

1. To have a clear concept of what being a Christian organisation means to us, and for every team member to take responsibility for it, with a clear expectation through the "Belonging and Believing" document.
2. To open 5 days a week and thus provide an additional 90 counselling sessions a week to adults and young people (meaning we are operating at 90% capacity from our building), taking sessions offered in the building to 227 per week. For this increase to be delivered, volunteer hours, centrally funded Wellspring counsellors, and paid counselling hours through Route 1 partnership work are required. This increase in provision should result in a decrease in waiting times.
3. To have a full training schedule providing prevention work to the community. The details are to be researched and established by the Training & Education Officer from February 2022. This should include MHFA, Pastoral Training and CPD.

4. To become an accredited CPCAB training centre and start running the Level 5 course in Children and Young People's Counselling. This will partly serve to increase the number of youth sessions offered to children and young people through creating additional placements.

5. To recruit more staff into new roles as outlined in the organisational chart to strengthen the infrastructure of the charity; free up more time for those in strategic positions to work on development projects and increase the charity's income and service delivery.

6. To develop a holding space for those on the waiting list or who need other support other than counselling.

7. To significantly increase the charity's income and stakeholder partnerships to support the growth of the organisation, and to have a stronger strategy for raising the funds needed for the charity to grow.

8. To develop a replicable model for Wellspring Counselling Centres, a church-based counselling service and have partnered with five churches in offering this.

9. To grow our partnership work with Route 1, thus supporting more clients and establishing better links with statutory services through this work.

Financial Review

The Statement of Financial Activities shows a net surplus of £719 for the year ended 31 December 2022, which is a decrease of £65,535 on the 2021 surplus. This is largely because of a large one-off donation received towards the end of 2021 and utilised in 2022, coupled with a material planned increase in expenditure in the year ended 31 December 2022.

Overall, our income in 2022 was £36,411 (10.6%) higher than in 2021 while our expenditure increased by £101,946 (36.8%), largely in terms of staff and volunteer costs as we executed our strategic plan and materially increased the number of counselling sessions that we were able to offer.

Of the £719 surplus, £2,151 was in respect of restricted activities – unrestricted activities having achieved a £2,870 surplus.

At the end of 2022, total funds held are £432,575 (2021: £431,858) of which £1,351 (2021: £3,502) are restricted and £431,224 (2021: £428,354) are unrestricted reserves. Of the unrestricted reserves, £238,300 (2021: £301,487) are in designated funds leaving £192,924 (2021: £126,867) in free reserves. It is planned that we will again materially invest in additional resources during 2023, in part by utilising our free reserves.

Sources of Funding and Support

The continued support of staff and volunteers, who gave so generously of their time, and the financial support received from Friends of Wellspring and many others have ensured that we have been able to consistently deliver client and training services effectively during this past year. We are especially grateful to the many trusts, foundations, companies, individuals and churches who have donated generously to our work in this financial year.

Reserves Policy

In accordance with the Charity Commission guidance, the Trustees have considered the reserves needs of the Charity. The Trustees have established a policy of holding free cash reserves which equate to six months budgeted unrestricted expenditure less committed unrestricted funds for the same period. This amounts to £193,000. Cash reserves are held partly in a current account to allow for monthly fluctuations in cashflow and partly in interest-bearing accounts. Wellspring Therapy & Training do not earn any fixed or certain income for their services. In line with our Christian values and ethos, a significant proportion of clients are asked to contribute towards counselling services based on their ability to pay. It is therefore feasible for the charity to incur payroll and building costs without earning any significant levels of income. The Trustees therefore regard six months budgeted, unrestricted expenditure, less committed unrestricted funds for the same period, as being an acceptable level of free reserves to be held by the Charity. At the end of 2022, free reserves, calculated on this basis, equated to 8 months.





Statement of Directors' & Trustees' Responsibilities...

The purpose of this statement is to distinguish the Directors' and Trustees' responsibilities for the accounts from those of the Accountants as stated in their report. Company and charity law require the Directors and Trustees respectively to prepare accounts for each financial year which give a true and fair view of the Charitable Company's state of affairs at the end of the year and of its financial activities for that period. In preparing those accounts, the Directors and Trustees are required to:

- 1) select suitable accounting policies and then apply them consistently;
- 2) make judgments and estimates that are reasonable and prudent;
- 3) state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the accounts;
- 4) prepare the accounts on the going concern basis unless it is inappropriate to assume that the Charitable Company will continue in operation.

The Director and Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the accounts comply with the Companies Act of 2006 and applicable charity law. They are responsible for safeguarding the assets of the Charitable Company and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Exemption

For the year ended 31st December 2022, the company was entitled to exemption from audit under section 477 of the Companies Act 2006.

By order of the Directors and Trustees
Mrs. C. Holland, Honorary Secretary
Date: 24.05.23

Mr John Wood
Chaire of Trustees

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCOME AND EXPENDITURE ACCOUNT)
YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds £	Restricted funds £	2022 £	2021 £
INCOME					
Donations and legacies	3	176,567	46,648	223,215	207,908
Charitable activities	4	88,767	41,358	130,125	119,465
Other trading activities:					
Fundraising		16,254	-	16,254	9,870
Insurance claim		-	-	-	-
Room Rental		6,935	-	6,935	2,864
Investments		1,076	-	1,076	1,087
TOTAL INCOME		289,599	88,006	377,605	341,194
EXPENDITURE					
Charitable activities	6.1	279,702	90,157	369,859	263,086
Raising Funds		7,027	-	7,027	11,854
TOTAL EXPENDITURE		286,729	90,157	376,886	274,940
Net (expenditure) / income before transfers		2,870	(2,151)	719	66,254
Transfers between funds	12,13		-	-	-
Net movement in funds		2,870	(2,151)	719	66,254
Reconciliation of funds					
Total funds brought forward	12,13	428,354	3,502	431,856	365,602
Total funds carried forward	12,13	£ 431,224	£ 1,351	£ 432,575	£ 431,856

All activities derive from continuing operations.

The notes on pages 35 to 42 form part of these accounts.

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

BALANCE SHEET
AS AT 31 DECEMBER 2022
 Company registration number: 04728609

	Note	2022		2021	
		£	£	£	£
FIXED ASSETS					
Tangible Assets	8		218,300		231,487
CURRENT ASSETS					
Debtors	9	5,190		4,002	
Cash at Bank and in hand		241,217		234,174	
		<u>246,407</u>		<u>238,176</u>	
LIABILITIES: amounts falling due within one year	10	(32,132)		(37,807)	
NET CURRENT ASSETS			214,275		200,369
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>432,575</u>		<u>431,856</u>
NET ASSETS			<u>£ 432,575</u>		<u>£ 431,856</u>
THE FUNDS OF THE CHARITY					
Restricted Funds	12		1,351		3,502
Unrestricted Funds					
- Designated Funds	13		238,300		301,487
- Undesignated Funds	13		192,924		126,867
TOTAL FUNDS			<u>£ 432,575</u>		<u>£ 431,856</u>

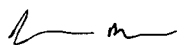
For the financial year ended 31 December 2022, the Charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies. The Members have not required the Charitable Company to obtain an audit of its accounts for the year in question in accordance with section 476. The Directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 2006 relating to small companies.

The notes on pages 35 to 42 form part of these accounts.

These financial statements were approved by the trustees on 14 June 2023 and signed on its behalf by:

S McKee - Trustee



WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

**STATEMENT OF CASH FLOWS
YEAR ENDED 31 DECEMBER 2022**

	Unrestricted funds £	Restricted funds £	2022 £	2021 £
Cash flows from operating activities:				
Net cash provided by/(used in) operating activities	23,661	(17,694)	5,967	49,905
Cash flows from investing activities:				
Interest income	1,076	-	1,076	1,087
Purchase of tangible fixed assets	-	-	-	(3,068)
Change in cash and cash equivalents in the year	24,737	(17,694)	7,043	47,924
Cash and cash equivalents at the beginning of the year	208,207	25,967	234,174	186,250
Cash and cash equivalents at the end of the year	£ 232,944	£ 8,273	£ 241,217	£ 234,174

Notes:**Reconciliation of net income/(expenditure) to
net cash flow from operating activities**

Net income/(expenditure) for the year	2,870	(2,151)	719	66,254
Adjustments for:				
Depreciation	13,187	-	13,187	12,853
Interest income	(1,076)	-	(1,076)	(1,087)
(Increase)/decrease in debtors	(1,188)	-	(1,188)	(61)
Increase/(decrease) in creditors	9,868	(15,543)	(5,675)	(28,054)
Net cash provided by/(used in) operating activities	£ 23,661	£ (17,694)	£ 5,967	£ 49,905

Analysis of cash and cash equivalents

Cash at bank and in hand	62,944	8,273	71,217	64,174
Notice deposits (90-120 days)	170,000	-	170,000	170,000
Total cash and cash equivalents	£ 232,944	£ 8,273	£ 241,217	£ 234,174

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022

1 GENERAL INFORMATION

The Charitable Company is a private company limited by guarantee, which is incorporated and registered in England and Wales (no.04728609). It was registered as a charity on 30 October 2003. The Charity number is 1100420.

The address of its registered office is 78 High Street, Harrogate, North Yorkshire, HG2 7LW.

2 ACCOUNTING POLICIES

2.1 Basis of preparation of accounts

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 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Wellspring Therapy & Training meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s).

2.2 Going Concern policy

The Trustees have a reasonable expectation that the Charitable Company has adequate resources to continue in operational existence for the foreseeable future. They continue to adopt the going concern basis of accounting in preparing the annual financial statements.

2.3 Fund accounting

The trustees have a defined policy for identification of different types of income:

- Designated funds are unrestricted funds but are specifically earmarked by the Trustees for a particular purpose.
- Restricted funds are only to be used for the specific purpose laid down by the donor. Expenditure which meets this criteria is charged to the fund.
- Unrestricted funds are the residue of income receivable or generated from the objects of the charity without further specified purposes and are available as general funds.

2.4 Income

All income is recognised in the statement of financial activities when the conditions for receipt have been met and there is reasonable assurance of receipt. Except for the following:

Grants receivable

Grants for immediate expenditure are accounted for when they become receivable. Grants received for specific purposes are treated as restricted funds. Grants which are received for a future accounting period are deferred and recognised in those periods.

Capital Grants for specific fixed assets are included in restricted income when received. Once the asset is purchased these monies are transferred to unrestricted funds unless there is a restriction on the disposal of the asset. If so, the net book value of the asset is shown as a restricted fund.

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022

2 ACCOUNTING POLICIES (continued)

2.5 Expenditure

Expenditure is recognised on a accruals basis. Expenditure includes any VAT which cannot be fully recovered and is reported as part of the expenditure to which it relates.

- | | |
|---------------------------|---|
| Costs of generating funds | - costs associated with attracting voluntary income. |
| Charitable activities | - costs incurred by the Charitable Company in delivering its counselling services to clients. It includes costs that can be allocated directly and those of an indirect nature necessary to support them. |
| Support costs | - allocated to charitable activities on an equal basis. |

2.6 Tangible fixed assets and depreciation

Fixed assets for the Charitable Company to use are capitalised at cost, for items above £1,000. Donated assets are valued at market value on donation. They are stated in the accounts at cost/original value less depreciation.

Depreciation is calculated to write off the cost or valuation of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold Property	2% straight line basis
Leasehold Improvements	25 years straight line basis
Equipment	25% straight line basis

2.7 Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid after taking account of any trade discounts due.

2.8 Cash at bank and in hand

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

2.9 Creditors

Creditors are recognised where the Charitable Company has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors are normally recognised at their settlement amount after allowing for any trade discounts due.

2.10 Financial Instruments

The Charitable Company only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

2.11 Pension costs

The Charitable Company operates a defined contribution pension scheme. Contributions are charged in the Statement of Financial Activities as they become payable in accordance with the rules of the scheme.

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022

	Unrestricted Funds 2022 £	Restricted Funds 2022 £	Total Funds 2022 £	Total Funds 2021
3 DONATIONS AND LEGACIES				
Donations and gifts	80,786	-	80,786	93,914
Gift Aid	4,187	-	4,187	2,367
Grant income	91,594	46,648	138,242	111,627
	<u>£ 176,567</u>	<u>£ 46,648</u>	<u>£ 223,215</u>	<u>£ 207,908</u>

Restricted donations and legacies in 2021 was £ 76,541.

The Charitable Company also benefits greatly from the involvement and enthusiastic support of its many volunteers. Volunteers donate their time through the following activities: administration, reception cover, counselling, building and garden maintenance, event planning and fundraising. More details of the important role volunteers play, is given in our annual report. In accordance with Charities SORP, the economic contribution of general volunteers is not recognised in the accounts.

4 INCOME FROM CHARITABLE ACTIVITIES

Counselling	81,628	41,358	122,986	115,342
Training	7,139	-	7,139	4,123
	<u>£ 88,767</u>	<u>£ 41,358</u>	<u>£ 130,125</u>	<u>£ 119,465</u>

Restricted income from charitable activities in 2021 was £ 43,435

5 TOTAL STAFF COSTS

Wages and Salaries	199,276	60,878	260,154	169,607
Social Security Costs	9,129	999	10,128	4,865
Employer Pension Contributions	7,764	999	8,763	5,559
Other Staff Expenses	1,469	139	1,608	611
	<u>£ 217,638</u>	<u>£ 63,015</u>	<u>£ 280,653</u>	<u>£ 180,642</u>

No employee earned £60,000 per annum or more in the year.

Number of employees

The head count of employees on the payroll as at December 2022 was 21 (2021 - 16).

The key management personnel of the Charitable Charity comprise the trustees and the senior management team. The total employee benefits of the key management personnel, with only senior management team members being paid, was £114,876 (2021 - £73,923).

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2022****6 ANALYSIS OF TOTAL EXPENDITURE**

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
	£	£	£	£
6.1 Charitable activities				
Staff Costs	217,638	63,015	280,653	180,642
Supervision Costs	10,762	-	10,762	12,747
Sales Promotions	2,225	3,554	5,779	275
Training Department	3,470	-	3,470	2,870
Computer Maintenance and Software	2,723	720	3,443	6,392
Rents and Rates	1,434	-	1,434	1,434
Telephone and IT Costs	1,704	95	1,799	1,727
Postage and Stationery	2,482	36	2,518	1,590
Sundry Expenses	3,109	563	3,672	3,252
Repairs and Renewals	3,868	-	3,868	5,427
Insurances	1,939	-	1,939	1,706
Gas, Water and Electric	4,588	-	4,588	2,452
Bank Charges	1,746	-	1,746	1,555
Professional Fees	12	-	12	915
Depreciation	13,187	-	13,187	12,853
Travel Costs	498	-	498	3,311
Associate Counsellor Service Costs	21,394	8,200	29,594	23,035
Materials	9	213	222	288
Support Costs (below)	675	-	675	615
Overhead Allocation	(13,761)	13,761	-	-
	£ 279,702	£ 90,157	£ 369,859	£ 263,086
6.2 Support costs				
Independent Examiners Fees	675	-	675	615
	£ 675	£ -	£ 675	£ 615

Restricted expenditure in 2021 was £ 113,406

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022

7 RELATED PARTIES

No trustees received remuneration during the year (2021 - £nil). Expenses incurred on the charity's business were paid to no trustees (2021 - one) amounting to £nil (2021 - £76).

During the year The Charity paid £1,158 (2021- £660) to Assured Risk Management Solutions Ltd for training services provided to the charity, on an arms length basis, a company in which the Trustee R Elliot is a Director.

8 TANGIBLE FIXED ASSETS

	Leasehold Improvement £	Equipment £	Total £
Cost			
At 1 January 2022	265,710	8,227	273,937
Additions	-	-	-
Disposals	-	-	-
At 31 December 2022	265,710	8,227	273,937
Depreciation			
At 1 January 2022	38,150	4,300	42,450
Charge for year	11,563	1,624	13,187
At 31 December 2022	49,713	5,924	55,637
Net Book Amounts			
At 31 December 2022	£ 215,997	£ 2,303	£ 218,300
At 31 December 2021	£ 227,560	£ 3,927	£ 231,487

The property is leased to the Charity on a peppercorn rent of £1 a year until 2041.

9 DEBTORS

	2022 £	2021 £
Trade Debtors	1,047	1,975
Prepayments	1,286	1,495
Other Debtors	2,857	532
	£ 5,190	£ 4,002

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2022**

	2022 £	2021 £
10 LIABILITIES: Amounts falling due within one year		
Trade Creditors	3,932	8,137
Payroll & Other Taxes	9,380	5,332
Accruals	1,824	1,794
Other Creditors	78	78
Deferred Income (below)	16,918	22,466
	<u>£ 32,132</u>	<u>£ 37,807</u>
Deferred income		
Balance brought forward	22,466	49,376
Amount deferred / (utilised) in the year	(5,548)	(26,910)
	<u>£ 16,918</u>	<u>£ 22,466</u>
Balance carried forward		
	<u>£ 16,918</u>	<u>£ 22,466</u>
Analysis: Restricted	6,922	23,899
Unrestricted	9,996	(1,433)
	<u>£ 16,918</u>	<u>£ 22,466</u>

At the balance sheet date the Charitable Company was holding funds received in advance of providing services, which is fully released in the following financial year.

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted		Restricted	Total
	Undesignated	Designated	Funds	Funds
	Funds	Funds	Funds	Funds
	£	£	£	£
Current year				
Tangible Fixed Assets	-	218,300	-	218,300
Current Assets	218,134	20,000	8,273	246,407
Current Liabilities	(25,210)	-	(6,922)	(32,132)
	<u>£ 192,924</u>	<u>£ 238,300</u>	<u>£ 1,351</u>	<u>£ 432,575</u>
At 31 December 2022				
	<u>£ 192,924</u>	<u>£ 238,300</u>	<u>£ 1,351</u>	<u>£ 432,575</u>
	Unrestricted		Restricted	Total
	Undesignated	Designated	Funds	Funds
	Funds	Funds	Funds	Funds
	£	£	£	£
Comparative year				
Tangible Fixed Assets	-	231,487	-	231,487
Current Assets	142,209	70,000	25,967	238,176
Current Liabilities	(15,342)	-	(22,465)	(37,807)
	<u>£ 126,867</u>	<u>£ 301,487</u>	<u>£ 3,502</u>	<u>£ 431,856</u>
At 31 December 2021				
	<u>£ 126,867</u>	<u>£ 301,487</u>	<u>£ 3,502</u>	<u>£ 431,856</u>

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

NOTES TO THE ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022

12 RESTRICTED FUNDS

	Balance at 1 January 2022	Income	Expenditure	Transfers	Balance at 31 December 2022
	£	£	£	£	£
Current year					
BBC Children in Need	-	38,276	(38,276)	-	-
Schools Contracts	-	41,358	(41,358)	-	-
COVID-19 MHRS	-	8,372	(8,372)	-	-
North Yorkshire County Council	1,502	-	(151)	-	1,351
Yorkshire Building Society	2,000	-	(2,000)	-	-
	<u>£ 3,502</u>	<u>£ 88,006</u>	<u>£ (90,157)</u>	<u>£ -</u>	<u>£ 1,351</u>
	Balance at 1 January 2021	Income	Expenditure	Transfers	Balance at 31 December 2021
	£	£	£	£	£
Comparative year					
BBC Children in Need	-	30,142	(30,142)	-	-
Schools Contracts	-	36,185	(36,185)	-	-
Two Ridings Community	-	5,457	(5,457)	-	-
Route One to Wellness	-	7,250	(7,250)	-	-
Awards For All	-	9,999	(9,999)	-	-
Arnold Clark Community Fund	-	1,000	(1,000)	-	-
COVID-19 MHRS	-	23,543	(20,475)	(3,068)	-
Harrogate Brigantes	-	500	(500)	-	-
North Yorkshire County Council	-	3,900	(2,398)	-	1,502
Yorkshire Building Society	-	2,000	-	-	2,000
	<u>£ -</u>	<u>£ 119,976</u>	<u>£ (113,406)</u>	<u>£ (3,068)</u>	<u>£ 3,502</u>

Restricted Funds

BBC Children in Need: Supporting therapeutic group work for young people.

Schools Contracts: Counselling support for young people in two local secondary schools.

COVID-19 Mental Health Recovery Support (MHRS): Grants from Charities Aid Foundation Emergency Fund, United Way Local Grant and the Craven Suicide Prevention Programme.

North Yorkshire County Council: Locality Budget for equipment and planting for the Wellspring Garden Project.

Yorkshire Building Society Charitable Foundation: Grant to provide laptops for four new staff.

Restricted Funds 2021

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

**NOTES TO THE ACCOUNTS
FOR YEAR ENDED 31 DECEMBER 2022****13 UNRESTRICTED FUNDS**

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2022 £
Current year					
Designated					
Fixed Assets	231,487	-	(13,187)	-	218,300
Development Reserve	50,000	-	-	(50,000)	-
Repairs fund	20,000	-	-	-	20,000
	301,487	-	(13,187)	(50,000)	238,300
Undesignated					
Free reserves	126,867	289,599	(273,542)	50,000	192,924
Total Unrestricted Funds	£ 428,354	£ 289,599	£ (286,729)	£ -	£ 431,224
	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers £	Balance at 31 December 2021 £
Comparative year					
Designated					
Fixed Assets	241,272	-	(12,853)	3,068	231,487
Development Reserve	-	50,000	-	-	50,000
Repairs fund	20,000	-	-	-	20,000
	261,272	50,000	(12,853)	3,068	301,487
Undesignated					
Free reserves	104,330	171,218	(148,681)	-	126,867
Total Unrestricted Funds	£ 365,602	£ 221,218	£ (161,534)	£ 3,068	£ 428,354

The transfers in the year represent unrestricted income being used to support designated projects.

Designated Funds

The Fixed Asset Fund represents the level of money invested in fixed assets less any loans for use of its charitable objects at the Trustees' discretion.

The Development Reserve was created to fund development and expansion of the Charity's activities and was made possible by a generous donation during the year 2021 and has now been fully spent.

WELLSPRING THERAPY & TRAINING

(A company limited by guarantee)

Independent examiner's report to the trustees

I report to the charity trustees on my examination of the accounts of Wellspring Therapy & Training (the charity) for the year ended 31 December 2022, which are set out on pages 32 to 42.

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. My independent examiner's work has been undertaken so that I might state to the charitable company's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charitable company, the charitable company's members as a body and the charitable company's trustees as a body for my independent examiner's work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

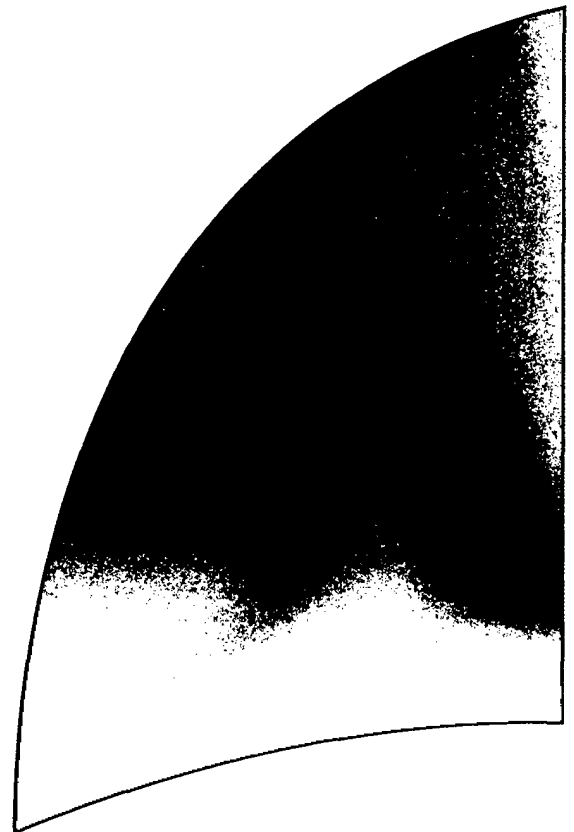
1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Sarah Wearing

Sarah Wearing, FCA, DChA
14 June 2023

HPH, Chartered Accountants
Conyngham Hall Business Centre
Bond End
Knaresborough
HG5 9AY



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Registered Charity Number: 1100420 Company limited by guarantee Number: 4728609

