

FIND
YOUR
FEET



Find Your Feet Limited Trustees' Annual Report & Financial Statements for the year ended 31 March 2025

Registered Charity Number: 250456 Company Number: 651058

Contents

Message from the Director and Chair	3
Strategic summary	4
Who we are and what's important to us	5
The year in highlights	6
Guatemala	6
Malawi	8
Myanmar	10
Somaliland	12
Fundraising in 2023-24	13
Financial review	14
Independent Auditors' Report	17
Statement of Financial Activities	20
Balance Sheet	22
Cash Flow Statement	23
Notes to the Financial Statements	24
Acknowledgements	30

Cover image: Man processes corn outside in Myanmar
All photos © Health Poverty Action / Find Your Feet
Design & layout: www.causeffectdesign.co.uk

Message from the Director and Chair

Events of the past year have greatly exacerbated the already serious challenges faced by rural communities around the world. Severe and unprecedented cuts to funding by the US, UK and others, combined with increasingly erratic weather and climate-related disasters, have left more communities more vulnerable than ever to economic and food insecurity. Across our programmes, communities are voicing their long-term concerns about coping with declining soil fertility, land degradation, and the unpredictability of rain-fed agriculture, all of which threaten their ability to grow food, earn a reliable income, and maintain resilient livelihoods. We continue to stand alongside these communities, supporting them to adapt, strengthen their skills, and build long-term resilience.

In the midst of this we strive to do even more with less, as we attempt to fill some of the gaps left by the collapse of government services (due to ODA cuts). This is only possible because of our ability to adapt, to work strategically, and to make the most of every resource. Much of this is thanks to our unique partnership with Health Poverty Action. At a time when many institutions are stepping back from their commitments to the world's most marginalised, our joint resolve to stand alongside rural communities is stronger than ever.

Ensuring farmers and communities can adapt in the face of the climate emergency remains a central and necessary theme of our work. In Malawi, this has involved scaling up climate-smart agriculture to help families manage the impacts of erratic rainfall and declining soil fertility, protecting both their food security and livelihoods. In Guatemala, we are working with Indigenous Maya families in the 'Dry Corridor' to improve nutrition through demonstration gardens and training that make it accessible to grow nutritious, culturally appropriate, and climate-resilient foods. These initiatives not only help families meet their immediate needs but also strengthen long-term resilience and promote healthier futures for the communities we serve.

With our partners at Health Poverty Action, we remain committed to tackling not only the daily impact of poverty, but also the deeper causes that prevent people from leading secure, healthy and dignified lives.

As ever, we are grateful to all our hard-working staff and volunteers, and of course to you our supporters and collaborators for your unwavering commitment in these difficult times.

Without you, none of this work would be possible.



Oliver Benjamin Kemp
Chair of the Board of Trustees



Martin Drewry
Director



Traditional Birth Attendants preparing medicinal plants with the Ministry of Health in Guatemala.

Strategic summary

Due to our strategic partnership with Health Poverty Action, Find Your Feet is able to work anywhere that Health Poverty Action has an office. We therefore bring you updates from Guatemala, Myanmar and Somaliland as well as of course the now independent Find Your Feet Malawi which we continue to work alongside.

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

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

Who we are and what's important to us

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

Our objectives

To help families grow more food

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



To help families earn more income

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

To help communities have their voices heard

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



The year in highlights



Context

Guatemala has become an 'upper middle-income country', yet retains some of the worst disparities between the Indigenous Maya and the dominant non-Indigenous populations. Indigenous Maya communities in Guatemala, particularly in the climate affected "Dry Corridor," face significant inequalities. Climate change has disrupted agriculture, raised food prices, and deepened food insecurity.

We work with Indigenous families to improve nutrition using demonstration gardens at health posts with local culturally appropriate foods, a shift from urban non-Indigenous food that is usually promoted by the health system. Families are supported to grow nutrient rich food, while nutritionists provide advice and deliver cookery demonstrations with culturally preferred hot meals for pregnant and new mothers.

Highlights

- 16 Vegetable and Medicinal Plant Demonstrative Gardens were established in health facilities.
- Over 1,100 pregnant women and new mothers were trained on gardening, nutrition and cooking and reported improvements in their diets.



Cookery demonstration for community members in Chuijaj.



Planting a new demonstrative garden in Twipox, Concepción.



Brenda's garden, planted with a variety of vegetables.

Gardening for better nutrition in Guatemala

Testimony from Brenda Cabrera Escalante from Aldea Twipox, who was four months pregnant with her second baby when she took part in preparing a demonstration garden at her local health post.

"I'd never seen how to plant these vegetables and had never prepared a vegetable plot ... A vegetable garden is important, because it helps us have vegetables to hand, and it's cheaper for us than buying. The most interesting thing was seeing how different vegetables are planted, there were some that I'd never seen. They showed me how to make organic fertiliser, and natural insecticides using materials used we already have in the home, but before would throw away. Now I know how to use them to prepare my insecticide. Find Your Feet gave me seeds and seedlings. Everything that I planted has come up, and I'm happy with them and taking good care of them!"

Having a garden to hand helps me a lot, now I have to buy less in the market, and it helps my family's meals. Next year, I'll expand it my garden to have enough for the whole family. I'd recommend other women plant gardens for their own benefit; and that others join in with the different activities held in the health post, so they can learn too."



Context

Malawi faces multiple, overlapping challenges. Climate-related disasters including recurrent droughts and unpredictable rainfall patterns are becoming more severe. These have reduced crop yields and affected food security across the country. Rural areas like Bulala where we work are dependent on rain-fed agriculture. Several crops such as groundnuts, millet, and maize, the staple crops, experienced lower-than-average productivity. This led to heightened food insecurity, increased reliance on humanitarian food aid, and greater dependence on purchasing food from markets to make up for insufficient harvests. Farmers in Bulala reported reduced germination rates and yield losses due to dry spells.

Poverty has increased due to three major devaluations of the Malawian Kwacha. This increased the cost of living, raised prices of agricultural inputs, and impeded the ability of both farmers and ourselves to sustain operations. This year, rural households faced food insecurity and increased dependence on savings and borrowing. Budget cuts meant we had to delay activities such as the construction of the honey processing facility.

Youth unemployment is high, and many young people are migrating to urban centres in search of jobs causing a gap in agricultural labour supply.

Global aid cuts limited the government's ability to support extension services and community mobilisation, increasing reliance on NGOs such as Find Your Feet to fill critical service delivery gaps, especially in rural areas like Bulala.

In Malawi, our work focuses on building the capacity of communities for long-term change, through the community coming together to learn new skills and implementing these skills collectively. Farmers participate in training and are equipped with essential knowledge and skills, and are also encouraged to share what they've learned with others in their communities. Ongoing support is provided to help farmers and small business owners connect with markets, services and government. Additionally, we have strengthened livelihoods through a pass-on scheme, this includes distribution of goats and chicken to farmers, who later pass-on offsprings to other families, creating a cycle of shared growth, and sustainable community development. We also work with primary schools to improve menstrual hygiene, water and sanitation.

This year we have scaled up climate-smart agriculture to address the impacts of erratic weather patterns, promoted pit planting, mulching, composting, agroforestry, tree planting, and rainwater harvesting and strengthened collective action through the mobilisation of 'village savings and loan associations' and farmer cooperatives. We established low-cost, integrated demonstration plots that combine livestock housing, vegetable gardens, tree crops, and composting stations.

Highlights

- We supported 10,000 smallholder farmers to develop climate-smart agricultural practices.
- 60% of those smallholder farmers have implemented two or more new practices on their farms.
- We piloted a community-led early warning system for rainfall prediction so farmers can make timely planting decisions, improving crop success rates.
- Farmer members of the Bulala Cooperative secured contracts to supply produce to nine primary schools earning MK 30 million (12,800 GBP).
- Over 200 households have benefitted from our livestock pass-on programme, improving household income and producing manure for fertiliser.
- We trained 174 beekeepers and provided essential harvesting and processing equipment.
- 2,753 people (71% women) took part in Village Savings and Loan groups.
- The District Agriculture Office recommended that three other districts replicate our approach of linking farmers to markets.
- Several primary schools adopted our sustainable orchard model using rainwater harvesting systems to grow fruit trees.

Smile for Mr. Mbunge through livestock farming

In 2024 Watson Mbunge, a smallholder farmer from Ndembera Mkhalipi Village Development Committee in Bulala received 10 chickens as part of the poultry pass-on programme. Leveraging the livestock management training he received, Watson constructed a standard poultry house (khola) and adhered strictly to vaccination schedules. His disciplined approach and adherence to best practices have enabled his flock to grow to over 120 chickens. “Throughout the year, I have not experienced any mortality, not even from common diseases.”

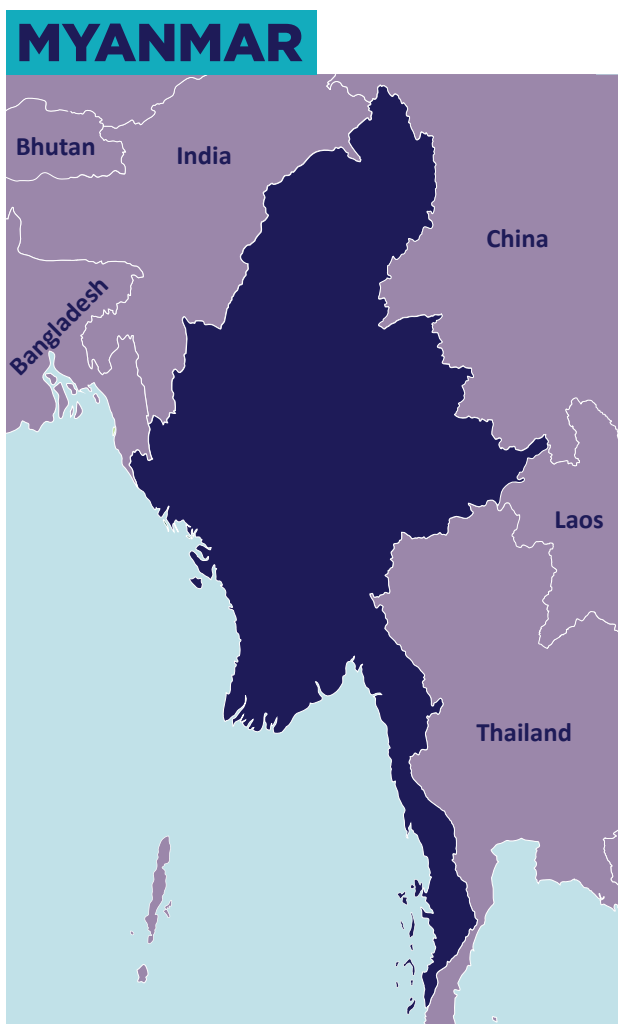
“I’m confident of a good harvest this season, even with the dry spell, because of the skills and resources I received.”

Watson sold 100 chickens and earned close to MWK 1,000,000 (430 GBP). With this income he purchased more fertiliser and seeds, and met various household needs including school fees and uniform for his children.

The chickens contributed to household nutrition, supplying eggs and meat and which he used to produce fertiliser, reducing his costs while improving soil fertility.

“Watching farmers like Watson Mbunge grow from receiving just 10 chickens to earning over one million Kwacha is the kind of impact that motivates me daily... Over 200 households in Bulala are now benefitting from livestock placements and pass-ons. They’re using manure to produce organic fertiliser, improving their soil health, and applying what we teach them on climate-smart agriculture in real, visible ways ... seeing cooperatives negotiating with buyers, and farmers accessing markets they never dreamed possible... I’m proud to have contributed to that transformation.”

Maria Kambewu, Project Officer Find Your Feet



Context

Myanmar continues to experience a rapidly evolving conflict. The China-Myanmar border areas are the most undeveloped and marginalised ethnic minority groups living in the forest and forest fringes often bear the greatest burden of both ill health and economic hardship, and struggle to access services. The ongoing political crisis continues to erode institutional capacity, weaken health system coordination, and fragment supply chains essential for nationwide immunisation, nutrition, and communicable disease control.

Unpredictable weather patterns undermine local agriculture, contributing to food insecurity and malnutrition among vulnerable populations, especially children and pregnant women.

Many internally displaced people in conflict-affected areas cannot get enough food to survive. In the seven special regions of Myanmar where we work, the majority of the villages are unable to access clean water.



Community tailors group supported by the LIFT project.

Over many years Health Poverty Action has worked with authorities and communities to strengthen the local health systems in these complex contexts and supported the community to access them. For the last two years Find Your Feet has joined Health Poverty Action to ensure communities have access to essential food and health services and reduce malnutrition through integrating key nutrition activities with maternal and child health services and training local volunteers to identify and treat malnutrition in their own communities. We also support volunteer run village health committees to provide health education, including advice on preventing malnutrition and advocate for health services that meet local needs.

Highlights

- 367 health staff and community health workers improved their skills through training: 109 in maternal and child health and nutrition, and 258 in maternal and newborn health, including nutrition assessment.
- Local volunteers screened 25,221 children, and treated 4,869 children aged 6-59 months for malnutrition.
- 130 people strengthened their livelihoods through vocational skills training in sewing, business management, floral decoration and computing.
- 76 village health committees involving 561 members actively promoted health education, advised on preventing malnutrition, and advocated for improved local health services.

A second chance for life

Eleven-month-old Mg Eike Han Khay lives in a small rural village in Waing Maw Township. Despite their hard work, his parents' income from farming was often not enough to cover basic needs. Malnutrition is common in villages like Na Maw Yan, often going unnoticed until a child's health deteriorates to a dangerous level.

Local volunteer health workers play a vital role in protecting children from malnutrition. They are trained to take mid-upper arm circumference measurements, spot early signs of malnutrition, and take action before children become seriously ill or develop further health complications.

When Mg Eike Han Khay's parents attended a mobile clinic session in their village, local volunteers identified that he was at risk of malnutrition. Working closely with his parents, they guided them on how to provide supplementary nutrition for his recovery, and monitor his progress at home, and connected his family with health services to ensure long-term support.

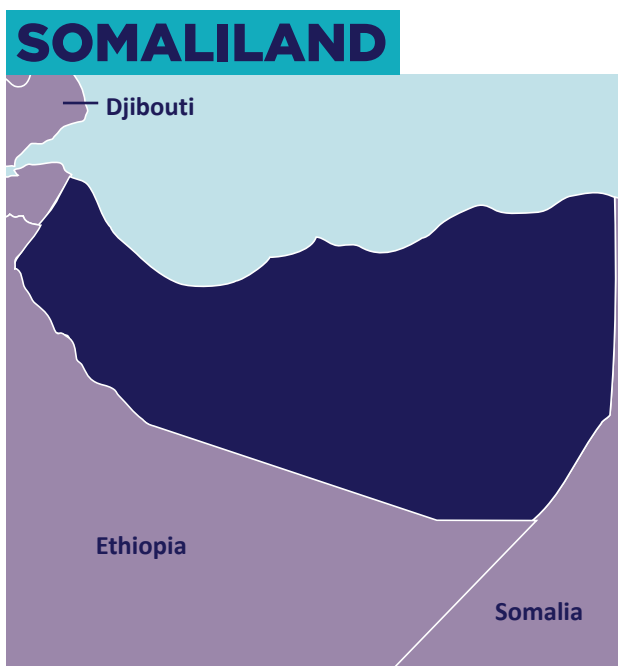
"We had worried every day about our son's future. However, we saw our little boy, once weak and frail, growing stronger and more active by the day."

**Mg Eike Han Khay's father,
U Maung San**



Over the next four weeks, Eike Han Khay's health improved dramatically. His parents learned how to manage his nutrition and gained confidence in supporting his growth. His energy returned, and he began to play and laugh in ways his parents had not seen for months.

Today, Eike Han Khay, is a healthy and happy child, thriving in ways his parents once thought impossible. His future is bright, filled with the promise of education, health, and a life free from the burdens of malnutrition.



Context

Somaliland is an autonomous territory which declared independence from Somalia in 1991. The territory suffers many challenges, notwithstanding its lack of recognition by the international community. It is home to a large number of people who are internally displaced as a result of conflict or the climate crisis.

54% of the population lives below the national poverty line, 78% lack access to healthcare, and 70% of children have no access to primary education. 47% of the country's population are affected by conflict, floods, drought, disease outbreaks, and displacement that disrupt lives and livelihoods.

Recurrent climate shocks take place against the backdrop of decades of conflict, development deficits, widespread poverty, and governance challenges that have eroded coping capacities, increased humanitarian aid dependency and undermined resilience.

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

Every sector from food security to healthcare and education, is intrinsically tied to foreign aid, therefore the cuts precipitated a full-blown humanitarian emergency in Somaliland: rising hunger, collapsed health systems, impoverished and displaced populations, and weakening national stability. Unfortunately, these cuts resulted in the cessation of our nutrition programme impacting nutrition and food security for the most vulnerable families. The crisis has triggered high inflation, making essential goods unaffordable and deepening the economic crisis. The risk of famine looms large, and once it takes hold, reversing its effects becomes exponentially more difficult.

Highlights

- 34,134 pregnant and lactating women accessed treatment for malnutrition.
- 18,310 women took part in preventive support and education sessions to keep themselves and their babies healthy.
- 78,593 people participated in locally led health education sessions in their communities.



Health facilities host health education campaigns for community members.

Fundraising in 2024-25

Thank you – on behalf of the communities that we work alongside in Africa, Asia and Latin America – to our supporters who contributed to Find Your Feet's work over the past year.

This year marked a drastic shift in funding international work. As powerful governments divert funds from overseas, the pressure on – and competition for – most other funding increases. This is why our supporters' contributions – through regular and one-off donations, as well as legacy gifts – has helped us continue to support families to grow enough food, speak out against injustice, and earn enough money.

Find Your Feet is extremely thankful for our trust and foundation partners. Their investment, often over the course of many years, is fundamental to our work.

This year, we shared two different appeals, primarily with our existing supporters. In our spring/summer 2024 'Guatemala in Focus' appeal, we focused on our work with Indigenous Maya communities in Guatemala to challenge marginalisation, strengthen healthcare and improve nutrition.

In the autumn/winter of 2024, we promoted our 'Planetary Health' appeal, showcasing our work with communities globally to address the causes and effects of environmental degradation and climate change.

Financial review

Results for the year

In 2024-25, total income dropped significantly by 95% (falling to £24,717 from £283,975 in 2023-24). This sharp decline was primarily driven by a reduction in restricted income and unrestricted income. There was a drop of 99% in restricted income (£1,500 compared to £191,765 in 2023-24). Unrestricted income also fell by 75% (£23,217 compared to £92,210 in 2023-24).

In response to the reduced income, expenditure also decreased by £62,846 to £89,604 (2024: £152,452).

Income and expenditure

	2024-25	2023-24
Income		
Charitable activities	1,500	191,765
Donations and legacies	22,500	91,410
Investment income	717	800
Total	24,717	283,975
Expenditure		
Charitable activities	80,174	139,686
Raising funds	9,430	12,766
Total	89,604	152,452

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.

As at 31st March 2025, free reserves, comprising general unrestricted funds, stood at £205,020. This amount provides coverage for over seven months of core operating costs, offering a buffer against financial risks. The Board considers this position to be satisfactory.

Risk management

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

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

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

Going concern

The Trustees have assessed our current projects and financial projections and do not believe that there are material uncertainties that call into doubt Find Your Feet's ability to continue in operation for the next 12 months. In addition to committed funds from our donors, the current reserves held are in line with our reserve policy. They are kept to provide cover for unexpected changes in income and expenditure to allow us to adjust our cost base and continue activities. As detailed under the reserve policy section, Find Your Feet's reserves in 2024-25 to cover finance risks are in the order of £205,020 which is equivalent to more than 7 months of core costs. The Board considers this position to be satisfactory. We have therefore prepared our accounts on the basis that Find Your Feet is a Going Concern.

Structure, governance and management

Find Your Feet shares a Chief Executive, Senior Management Team and Board with Health Poverty Action as a way of reducing administrative costs, whilst enabling our work to continue.

The trustees who served during the year (2024-2025) and subsequent appointments and resignations are as stated below. None of the trustees held a financial interest in the company.

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

1. members of the Finance and Audit Committee

2. members of the Fundraising Advisory Group

Appointments and Resignation dates as stated on Companies House

The trustees are appointed by the Board. One-third of the trustees retire by rotation at each Annual General Meeting and are eligible for re-election.

In addition to its overall responsibility for the governance of the charity, the Board retains to itself decisions on strategy, annual budgets, the appointment of new Trustees and the Chief Executive. The Board meets four times a year and is supported by two sub-committees. Day-to-day management of Find Your Feet is delegated to the Chief Executive, within the context of the corporate plan and annual budget. Potential new trustees are interviewed and then invited to attend Board meetings as an observer before the Board makes a decision on their appointment. New Trustees receive a half-day briefing from the Chief Executive. The Board wishes to retain members with a broad range of skills and constantly seeks to recruit new trustees to complement the skills of existing Board Members.

Staff are carefully recruited and offered commensurate remuneration and retained through ensuring that salaries remain competitive, in addition to a satisfying working environment. A formula is used year on year to establish objective criteria for salary increases. In deciding remuneration for the Charity's Senior Management, the Charity considers the potential impact of remuneration levels and structures of Senior Management on the wider Charity workforce and will take account of the following additional principles:

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

Legal and administrative information

Chief Executive: Martin Drewry

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

Status: Company limited by Guarantee

Governing document:
Memorandum and Articles of Association

Company number 651058
Registered Charity Number 250456

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

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

Public Benefit

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

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

- in directly addressing the needs of the rural poor in Malawi, Guatemala, Myanmar and Somaliland;
- 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 the company's affairs 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: 26 November 2025

Independent Auditors' Report to the Members of Find Your Feet Limited for the year ended 31 March 2025

Opinion

We have audited the financial statements of Find Your Feet Limited for the year ended 31 March 2025 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 2025 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: 26 November 2025

Statement of Financial Activities

For the year ended 31 March 2025

(Incorporating an Income and Expenditure Account)

	Notes	Unrestricted Funds 2025	Restricted Funds 2025	Total Funds 2025
Income:	2	£	£	£
Charitable activities		-	1,500	1,500
Donations and legacies		22,500	-	22,500
Investment income		717	-	717
Total income		23,217	1,500	24,717
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		37,493	42,681	80,174
Raising funds		9,430	-	12,766
Total expenditure		46,923	42,681	89,604
Net income/(expenditure) for the year		(23,706)	(41,181)	(64,887)
Transfers between funds		-	-	-
		(23,706)	(41,181)	(64,887)
Other recognised gains/(losses)	8	-	-	-
Net movement in funds for the year	13	(23,706)	(41,181)	(64,887)
Reconciliation of funds				
Total funds brought forward		289,279	183,501	472,780
Total funds carried forward		265,573	142,320	407,893

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 2024

	Notes	Unrestricted Funds 2024	Restricted Funds 2024	Total Funds 2024
Income:	2	£	£	£
Charitable activities		-	191,765	191,765
Donations and legacies		91,410	-	91,410
Investment income		800	-	800
Total income		92,210	191,765	283,975
Expenditure:	3-5			
Charitable activities:				
Promote rural livelihoods		48,877	90,809	139,686
Raising funds		12,766	-	12,766
Total expenditure		61,643	90,809	152,452
Net income/(expenditure) for the year		30,567	100,956	131,523
Transfers between funds		-	-	-
		30,567	100,956	131,523
Other recognised gains/(losses)	8	-	-	-
Net movement in funds for the year	13	30,567	100,956	131,523
Reconciliation of funds				
Total funds brought forward		258,712	82,545	341,257
Total funds carried forward		289,279	183,501	472,780

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

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

All income and expenditure derive from continuing activities.

The attached notes form part of these financial statements.

Balance Sheet

Find Your Feet Ltd as at 31 March 2025

		2025		2024	
	Notes	£	£	£	£
Current assets					
Debtors	9	530		26,216	
Cash at bank and in hand		442,182		450,824	
		442,712		477,040	
Less: Current liabilities					
Creditors – amounts falling due within one year	10	(34,819)		(4,260)	
Net current assets			407,893		472,780
Net assets			407,893		472,780
Funds of the Charity	12				
Restricted funds			142,320		183,501
Unrestricted funds					
General fund		205,020		228,913	
Designated funds		60,553		60,366	
			265,573		289,279
Total charity funds			407,893		472,780

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: 26 November 2025

Company Registration No. 651058

The attached notes form part of these financial statements.

Cash Flow Statement

For the year ended 31 March 2025

	2025 £	2024 £
Net cash inflow / (outflow) from operating activities	(8,642)	57,702
Returns on investments and servicing of finance		
Bank interest received	-	800
Foreign exchange gain / (loss)	-	-
Increase / (decrease) in cash	(8,642)	58,501
Reconciliation of net movement in funds to net cash inflow / (outflow) from operating activities		
Net movement in funds	(64,887)	131,523
Decrease / (Increase) in debtors	25,686	194,889
Increase / (decrease) in creditors	30,559	(267,910)
Bank interest received	-	(800)
Foreign exchange loss / (gain)	-	-
Net cash inflow / (outflow) from operating activities	(8,642)	57,702
Analysis of net cash resources		
Opening balance	450,824	392,323
Increase / (decrease) in cash	(8,642)	58,501
Closing balance	442,182	450,824
Location of cash resources		
UK bank accounts	441,707	450,280
Overseas bank accounts	475	544
Total	442,182	450,824

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 SOFA 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

	2025 £	2024 £
Restricted funds		
Charitable activities		
Comic Relief	-	-
Oak Foundation (Arho Johar)	-	-
Christadelphian Meal-a-Day Fund	-	-
Trusts, foundations and corporate	- 1,500	191,765
Individuals	-	-
	<u>1,500</u>	<u>191,765</u>
Unrestricted funds		
Donations and legacies		
Trusts, foundations and corporate	9,030	72,195
Individuals	12,250	19,215
Institutional / Government	352	-
Community & Events	868	-
	<u>22,500</u>	<u>91,410</u>
Investment income		
Restricted funds	187	186
Unrestricted funds	530	614
	<u>717</u>	<u>800</u>
Total Income	<u>24,717</u>	<u>283,975</u>

3. Expenditure – raising funds

	Direct costs £	Support costs £	Total 2025 £	Direct costs £	Support costs £	Total 2024 £
Raising funds	7,760	1,670	9,430	10,800	1,966	12,766

4. Expenditure – charitable expenditure

	Direct costs	Support costs	Total	Direct costs	Support costs	Total
	£	£	2025	£	£	2024
			£			£
Charitable activities	48,448	31,727	80,175	102,338	37,348	139,686

5. Support costs

	Total	Raising funds	Charitable	Total	Raising funds	Charitable
	2025		activities	2024		activities
	£	£	£	£	£	£
Human resources	17,402	870	16,532	25,019	1,251	23,768
Establishment	-	-	-	518	26	492
Office and administration	15,994	800	15,194	13,777	689	13,088
	33,396	1,670	31,726	39,314	1,966	37,348

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)

	2025	2024
	£	£
Auditors' remuneration	3,100	2,800
	3,100	2,800

7. Staff costs and trustee expenses

Staff costs	2025	2024
UK	£	£
Salaries and wages	-	-
National insurance	-	-
Pension contributions	-	-
India – total remuneration	-	-
HPA staff costs recharged to FYF	30,190	46,539
	30,190	46,539

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

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.

Trustees expenses

Trustees receive no remuneration for their services.

No expenses were reimbursed to trustees in 2025 or in 2024.

Staff numbers

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

	2025 Head count	2024 Head count
UK	-	-
India	-	-
	<u>-</u>	<u>-</u>

Health Poverty Action provides staff support services to FYF (see note 14).

Average FTEs for FYF staff and HPA support staff were:

	2025 FTE	2024 FTE
UK (FYF staff)	-	-
India (FYF staff)	-	-
UK (HPA support staff)	<u>1</u>	<u>2</u>
	<u>1</u>	<u>2</u>

8. Other recognised gains/(losses)

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

9. Debtors

	2025 £	2024 £
Accrued income – grants	-	-
Accrued income – gift aid and other	530	25,536
HPA Intercoy loan a/c	-	-
Prepayments	<u>-</u>	<u>680</u>
	<u>530</u>	<u>26,216</u>

10. Creditors – amounts falling due within one year

	2025 £	2024 £
Accounts payable	-	-
Other creditors	30,199	-
Deferred income	-	-
UK accruals	<u>4,260</u>	<u>4,260</u>
	<u>34,819</u>	<u>4,260</u>

11. Analysis of net assets between funds

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Current assets	300,383	142,329	442,712	293,539	183,501	477,040
Current liabilities	(34,810)	(9)	(34,819)	(4,260)	-	(4,260)
Long term liabilities	-	-	-	-	-	-
	<u>265,573</u>	<u>142,320</u>	<u>407,893</u>	<u>289,279</u>	<u>183,501</u>	<u>472,780</u>

12. Movement on individual funds

RESTRICTED FUNDS	At 1/4/2024	Income	Expenditure	Other recognised gains/(losses)	Transfers	At 31/3/2025
	£	£	£	£	£	£
INDIA						
Arho Johar	7,656	-	-	-	-	7,656
Oak Jharkhand	742	-	-	-	-	742
	-					-
MALAWI	-					-
Bulala SLP	(46,257)	-	(42,681)	-	-	(88,938)
Christadelphian Meal-a-Day Fund	201,765		-	-	-	201,765
	-					-
ZIMBABWE	-					-
Mental Health Matters	4,627	-	-	-	-	4,627
Future projects	14,968	-	-	-	-	14,968
Trusts / Foundations		1,500				1,500
Total restricted funds	183,501	1,500	(42,681)	-	-	142,320
2024	82,545	191,765	(90,809)	-	-	183,501
GENERAL FUND	228,913	23,030	(46,923)	-	-	205,020
DESIGNATED FUNDS						
Institutional Development	3,092	-	-	-	-	3,092
Carol Martin Memorial	34,174	112	-	-	-	34,286
Sheila and Annette Duvollet Memorial	23,100	75	-	-	-	23,175
Total unrestricted funds	289,279	23,217	(46,923)	-	-	265,573
2024	258,712	92,211	(61,643)	-	-	289,279
Total funds 2025	472,780	24,717	(89,604)	-	-	407,893
Total funds 2024	341,256	283,976	(152,452)	-	-	472,780

Institutional grant contracts are as follows:

Malawi - Bulala Sustainable Livelihood Project funded by May Charitable Trust Phase 4 (April 2023 - March 2025)

Designated funds are held for the following purposes:

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

13. Related party transactions

HPA and FYF continue to be a close strategic partnership. Both charities shared the same trustees, although none of the trustees have been appointed to the FYF board as representatives of HPA.

In past years, HPA provided management and support services to FYF at its UK headquarters (£51,060 in 2024).

However, due to the change in FYF size and resources, HPA agreed to provide these services free of charge, allowing FYF to make programmatic grants to support HPA works in countries.

These grants are restricted and used to fulfil the similar charitable activities both companies share.

In 2024-2025, a total of £30,190 was spend to support HPA work in Guatemala and Myanmar.

14. Member's liability

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

Acknowledgements

We couldn't do this without the following:

Partners:

Malawi:

- Ministry of Agriculture (EPA and District Levels)
- Community Development Department
- Malawi Bureau of Standards
- School Management Committees
- Local Area and VDC Councils

Trusts:

E Slater Charitable Settlement



And to all our supporters – THANK YOU!

Get informed

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

 find-your-feet.org


Get involved

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

 find-your-feet.org/get-involved

Get in touch

 020 7840 3780  fyf@fyf.org.uk

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

Registered charity number: 250456

