



Annual Report 2022

Enabling places where We're All Valued Equally

Registered Charity Number: 1190354. Trustees' Annual Report and Financial Statements - Year to 30 June 2022

As a new charity that is all about encouraging and enabling people with and without learning disabilities to mix, it was a relief to finally emerge from the crippling restrictions of lockdown this year!

The first half of this year was focused on capacity-building (most significantly, recruiting a paid part-time Director to our team) and resource development (launching WAVE in a Box). This put us in a strong position to start to grow our network of WAVEmakers in the second half of the year. It has been such an encouragement to see new WAVE groups beginning to flourish in their community, blessing not only those with and without learning disabilities who participate, but also the mixed ability team members who help to run these groups.

We are excited by the opportunities that are opening up to share our experience and resources more widely with churches of all denominations, other inclusion charities and community groups.

We are so grateful for the dedication and hard work of our team that has brought us through this uniquely challenging period and look forward to developing the emerging partnerships that are crucial to our aim of seeing more and more communities where we're all valued equally.



A handwritten signature in black ink that reads "Bernice Hardie".

**Bernice Hardie, Co-Founder,
WAVE for Change**



People with and without
learning disabilities



Working Together



To create more inclusive communities

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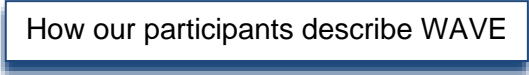
Theory of Change

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1. ABOUT WAVE:

We have seen time and time again how genuinely inclusive places transform negative attitudes and experience around learning disability – both at the personal and community level.

- Research shows that mixed-ability social interactions help to overcome anxiety and lack of confidence around people who are 'different' to us
- Most people currently have little or no experience of mixing with individuals of different abilities because there are few places in communities that make this easy to do - people with a learning disability can be as anxious about this as those without
- The majority of adults with and without learning disabilities are however open to the idea of joining in with mixed-ability activities – we need more places in communities that do this.



What we do?

We connect, encourage and support those who want to start vibrant inclusive social and worship groups - where everyone is valued equally - in their communities.




People most likely to be aware of this need include individuals with learning disabilities, their family members, friends, teachers and other professionals who work in the area of disability, and community workers in places of worship. We aim to inspire others and help establish new WAVEmakers, working with interested people/organisations to help understand the needs of their community and identify ways to create all-inclusive groups. We offer them our learnings and practical tips/templates through our comprehensive 'WAVE in a Box' that is built from a decade of experience in running mixed-ability events at Muswell Hill. We also connect them with other existing/potential WAVEmakers to discuss their questions and concerns.



To make this easier, we offer our mixed-ability team to help run Taster events and WAVE in a Box (an online resource that condenses over a decade of experience into practical guidance and templates). Our mixed-ability teams work alongside potential 'WAVEmakers' to plan and execute initial 'Taster events' in their communities. We ensure that WAVEmakers are confident and “well armed” to continue building these mixed ability friendships in the long run. In addition we plan to organize WAVEmaker forums on a quarterly basis to connect potential and current WAVEmakers, and offer support on an ongoing basis.

2. OUR FOCUS THIS YEAR

This year, we set and achieved six key objectives:

		
<p>1. Launch WAVE IN A BOX</p>	<p>2. Establish new WAVEmakers</p>	<p>3. Establish impact monitoring for new WAVE groups</p>
<p>We developed WAVE in Box by collating the resources and experience gathered over the past 12 years of working in Muswell Hill.</p> <p>We shared a draft concept with a selection of our members at a feedback session in September 2021 and refined the final design with other inclusion practitioners and supporters at a workshop in March 2022, hosted at City Lit in Central London. An estimated 1 in 3 of the 90 participants across the afternoon workshop and evening exhibition (co-led by a mixed ability team) first heard about the work of WAVE.</p> <p>We launched WAVE in a Box in June 2022 and the response to it has been encouragingly positive.</p>	<p>We worked with two pilot locations (WAVE Little Ilford and The Haven in Crouch End) to identify how best to support the needs of those wanting to start a new inclusive community group.</p> <p>We further raised awareness of our ethos and approach via a number of platforms (e.g. Sunday Assembly London; Care Quality Commission staff conference; Inclusive Church conference) social and specialist media.</p> <p>Our mixed ability team ran our first WAVE Taster Event in St. Neot's in March (a Pop-Up Arts café).</p> <p>We launched and ran our first WAVEmaker Forum</p>	<p>We worked with the Open University to develop an accessible impact tracker tool using RIX Easy Survey software.</p> <p>The tracker tool was designed by a mixed ability research team, in line with our core ethos.</p> <p>The tracker gathers qualitative and quantitative data on levels of engagement; enjoyment; mixed-ability interaction and sense of belonging at WAVE groups and activities.</p> <p>This data will provide evidence of the impact of our approach and show the benefits of adopting it in more settings.</p>



4. Broaden our fundraising sources

In December 2021, we took part in the Big Give Christmas Challenge and **attracted 6 new major donors** as a result.

We are particularly pleased to have secured some significant grant funding for the first time this year from the Postcode Society and the RTR Foundation. In addition, we **secured our first multi-year grant award**.

5. Strengthen our team

Anoushka Bonwick joined us as Director to lead the operations of the charity and the development of WAVE in a Box.

We said goodbye to Nicole Bator and hello to **Carolyn Jarvis, the new Operations Coordinator**. We'd like to thank Nicole for her hard work and invaluable contribution to establishing reliable systems and processes for our charity.

6. Recruit our first Patron

In March 2022, **Bishop Sarah joined us as WAVE Patron**.

She said: "I'm excited to become the first Patron of WAVE for Change, championing for inclusion and helping people with and without learning disabilities to feel more valued in their community."

We're really excited to have Bishop Sarah's support

3. OUR REACH AND IMPACT



15 participants (9 were new contacts) joined our first **WAVEmaker Forum** for mutual encouragement, learning and sharing of insights from running their inclusive groups. We created a supportive environment for group leaders - some already actively running inclusive groups and others exploring possibilities. Participants were able to share their challenges and success stories, ask questions and problem-solve together. The feedback received helped us to better shape the format and content of subsequent forum sessions. We have a WAVEmaker agreement, the next step is to encourage forum participants to commit to working with us to promote more widely our all-valued equally ethos and adhere to our With Not For approach in the activities that they run.

I was made aware of people I might connect with, ask for advice from, or collaborate with in future

Being connected with others who share my passion

I was encouraged that there are lots of others asking the same questions, and that together, we stand a better chance of finding some better answers



Our team have encouraged and enabled new contacts to start inclusive activities this year, involving over **35 volunteers a month (13 with a learning disability)**, giving **150+ individuals (with and without learning disabilities)** the opportunity to make new connections and friendships in over 30 inclusive group sessions/activities and 2 “one-off” celebration events:



Alex met with us for guidance and encouragement. ***“It was so wonderful to come to Wave Cafe and meet you all. The food was delicious and the atmosphere incredible. I walked out with a spring in my step and a huge smile on my face!”*** She went on to start Together Space (a Pop-Up Café for learning-disabled and neurotypical families to socialise, learn & play together) in Walthamstow.



Alice and Alison saw WAVE featured on Songs of Praise and immediately contacted our team to find out more. Both have extensive professional and personal experience in the world of learning disability but were unsure of how to structure and plan the inclusive worship meetings that they wanted to become part of their work at Hopeful Futures. ***“WAVE has made it SO easy for us to get started. It has been such a joy. One of the families coming said that they have been waiting for something as inclusive as this for 20 years!”*** Alison Orphan, WAVE Little Ilford

Gerry was inspired by WAVE’s story. He worked with Andriana to start The Haven in Crouch End. ***“Being part of The Haven has been such a lovely thing - it has made a difference to ME - feels like family. My own child is not masking when she comes here in the holidays - she's comfortable, can just be herself - those moments are so magical for us as a family - makes the effort I put into the Haven worthwhile. Sometimes I'm sleep deprived but I still go and open those doors and can talk to others who are also sleep deprived!”*** Andriana Orphanides



Sue had experienced WAVE in Muswell Hill before moving to St. Neot’s. Being acutely aware of the need for inclusive places in her new church and community, she invited WAVE to help encourage and recruit a team to work with her. ***“Thank you for all your help – you pitched it just right for the team to get the importance of With Not For and I think they feel able to do this now!”*** The Taster event that the team of 12 ran attracted over 50 participants (15 of whom had a learning disability). The event received great feedback from participants. Sue and her team are now planning to run regular Pop-Up Café Church events.

4. THANKS TO OUR SUPPORTERS



Donors and Funders

We are grateful to the small but loyal number of personal donors who have regularly contributed to our work and to those who felt moved to support us with generous ad-hoc donations this year.

As our core costs have increased significantly with the appointment of paid staff members, the gap between donations and regular out-goings has widened. We have started to make progress to plug this gap with grants and fundraising campaigns.

Most notably this year, we raised £7,800 via the Big Give. We are grateful to the donors and pledgers who participated.



Gifts of time, space and talent appreciated

- Branding agency Re's pro-bono work to create a distinct logo for our charity that is both bold and simple. The waving hand logo reinforces our name and also conveys our core aim of building connection and friendships.
- The Cinnamon Network's two-year Incubator Programme (with an estimated value of £20k) has provided invaluable training and mentoring - shaping and refining our plans for WAVE's replication through churches.
- City Lit's provision of venue space for the WAVE in a Box workshop and the contribution of their mixed ability orchestra to our launch event raised the profile and appeal of this work.
- Mark Harrison's generous donation of time and experience in creating accessible filmed content for our new website.

5. OUR PLANS FOR 2023

We have set the following objectives for 2023:

- Continue to **build awareness and collect impact data** on the effectiveness of WAVE for Change's "Valued Equally" ethos and "With Not For" approach **via a wider range of platforms, partnerships and "mixed ability team run" events**
- Help set up and establish at least **5 new WAVE** worship and/or social groups that will work with mixed ability teams in their local community
- We will run quarterly forums to continually support existing and new WAVEmakers
- Strengthen our team by **recruiting a Chief Executive** to succeed our Co-Founder in leading WAVE for Change through the next phase of its growth
- **Increase grant funding and corporate sponsorship/crowdfunding of our inclusive community events** to ensure financial sustainability. We will also develop ideas for fundraising campaigns that encourage mixed-ability engagement
- Have **more fun!**



6. FINANCIAL SUMMARY

WAVE for Change started the year with an opening cash balance of £51,463

We are very grateful for the generous financial support we had in the year from both our regular and ad hoc donors, raising circa £29,010 via a mix of donations (£10,451), Campaigns (£7,800), Grants (£7,400) and gift aid (£3,359). We also benefited from a Co-Founder volunteering as a full-time CEO. We invested circa £47,896 over the year – key elements being £17,962 on staff, £3,567 in operations and £26,367 on 4 core projects; WAVE in a Box, Changemakers, Co-creation workshops and Impact Tracker development. As of 30th June 2022, WAVE for Change's balance of funds was £31,825. These funds are mainly unrestricted and available to be used in accordance with our charitable objectives at the discretion of the Trustees. It is our policy to maintain a balance of at least three months' cash reserves to cover operating expenses (£12,000) – a policy that we have maintained successfully throughout the year. This prudent approach to carefully managing our resources will be maintained as we seek to grow our activities and move to a mix of employed staff and volunteers instead of contractors and volunteers.

We built a strong balance in order to be able to invest in paid staff to support our next phase of growth and to fund core projects that are directly linked to our charitable aims e.g. WAVE in a Box and linking with WAVEmakers. The reduction in our balance is in line with the plans made with the Director and Trustees. We aim to raise further required funds from a combination of increased regular giving, ad-hoc fundraising campaigns and targeted charity grants from Trusts and other Funders. Reaching out to our personal networks, running fundraising events and improving supporter communications will be key to enabling this, in addition to working with an expert (contracted) part-time fundraiser.

APPENDICES

TRUSTEES AND RESPONSIBILITIES

The trustees are responsible for keeping sufficient accounting records that disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the accounts comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008. They are responsible for safeguarding the assets of the charity and hence taking reasonable steps for the prevention and detection of fraud and other irregularities.

Declaration: The trustees declare that they have approved the Trustees' Report, signed on behalf of the Charity's Trustees

Full name	Signed	Position	Date
Ian J Hardie		Co-Chair	13 April 2023

LEGAL AND ADMINISTRATION INFORMATION

Charity name	WAVE for Change (commonly known as WAVE)
Charity number	1190354
Operating address	35 Windermere Road, London, N10 2RD
Website	www.waveforchange.org.uk

Name	Office	Appointed	Resigned
Ian Hardie	Co-Chair	18.05.2020	
Anchal Gupta	Co-Chair	05.05.2021	
Stephanie Buckingham	Trustee	18.05.2020	
Richard Davis	Trustee	18.05.2020	01.03.2022
Toby Morrison	Trustee	18.05.2020	
Ingrid Skinner	Trustee	18.05.2020	
Ellie Williams	Trustee	20.10.2020	
Graeme Salt	Trustee	16.02.2022	

TRUSTEE DECLARATION

The trustees declare that they have complied with their duty to have due regard to the guidance on public benefit published by the commission in exercising their powers or duties. The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's Trust Deed, the Charities Act 2011 and '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)' (as amended for accounting periods commencing from 1 January 2016).

WAVE is governed by a Board of Trustees with co-chairs. The Co-Founders now have active roles as Ambassadors. As we move to a period of growth and being more established, we have appointed a Director and Operations Coordinator rather than relying solely on a mix of volunteers and contractors.

New trustees receive a copy of the constitution, accounts and latest trustees' meeting minutes. They are interviewed by both Co-Chairs and one of the founders, and they attend one trustees' meeting as guests prior to their appointment being confirmed by a vote of current trustees.

CONSTITUTION

The object of the CIO, which is to be carried out within a Christian ethos, working inclusively with those of all faiths or none, is: To promote equality and diversity for the public benefit, in such geographical areas as the trustees shall determine, by working with people with and without learning disabilities to reduce discrimination based on abilities and foster an environment in which social places are genuinely inclusive and accessible to all, in particular, but not exclusively by:

1. Raising awareness among the general public of the need to equally value people of all abilities
2. Promoting inclusivity through the establishment of inclusive and accessible mixed-ability worship and social gatherings (which will reduce social segregation/isolation and build friendships, whether undertaken digitally or in person)
3. Promoting the establishment of inclusive and accessible mixed-ability social groups that co-create community-based activities where people with and without learning disabilities are encouraged to do things with and not for each other
4. Providing advice and support (based on the charity's own research) to organisations and individuals seeking to develop inclusive and accessible mixed-ability groups and activities.

Our Values : In Faith & Love : Simply : Having fun : Creatively : Inclusively : Safely

WAVE FOR THEORY OF CHANGE

OUR THEORY OF CHANGE IS A VISUAL REPRESENTATION OF WHAT WE DO AND AIM TO ACHIEVE.

By mapping this out, we can identify all our activities and the people we reach.
Our ToC shows how our work impacts on individuals, communities and wider society.

<p>In this ToC</p> <p>WAVE'S ACTIVITIES</p> <p>include</p>	<p>Raising awareness of the (personal and community) issues that arise through social segregation and of our All Valued Equally ethos</p> <p>Working with mixed-ability teams to demonstrate our With Not For approach at WAVE taster events</p> <p>Sharing our stories and impact to motivate potential Wavemakers and supporters</p> <p>Enabling committed Wavemakers to set up new inclusive initiatives more easily</p>
<p>In this ToC</p> <p>WAVE'S OUTPUTS</p> <p>include</p>	<p>Wider engagement with/appreciation of the All Valued Equally ethos and With Not For approach</p> <p>Mutual understanding and confidence grows through enjoyable social interactions</p> <p>More empowered, better-equipped Wavemakers.</p> <p>More genuinely inclusive activities in more places.</p>
<p>In this ToC</p> <p>WAVE'S OUTCOMES</p> <p>include</p>	<p>Less social segregation</p> <p>More enjoyable and safe mixed-ability events and activities</p> <p>More people with learning disabilities contributing to community life/having sense of belonging</p> <p>Fewer people without learning disabilities ignoring/misunderstanding/avoiding those with LD.</p>
<p>In this ToC</p> <p>WAVE'S IMPACT</p> <p>includes</p>	<p>More social connection between people with and without learning disabilities in community</p> <p>More mixed-ability friendships</p> <p>Less ignorance/anxiety/stigma around learning disability</p> <p>Greater appreciation and commitment to community centred approaches</p>

**WE VALUE ALL
EQUALLY**

Starting in faith and love,
we are open to everyone.

WE ARE INCLUSIVE

We remove barriers so
everyone can understand
and join in. We protect
the vulnerable among us.

**SHIFTING BEHAVIOUR
SHIFTS ATTITUDES**

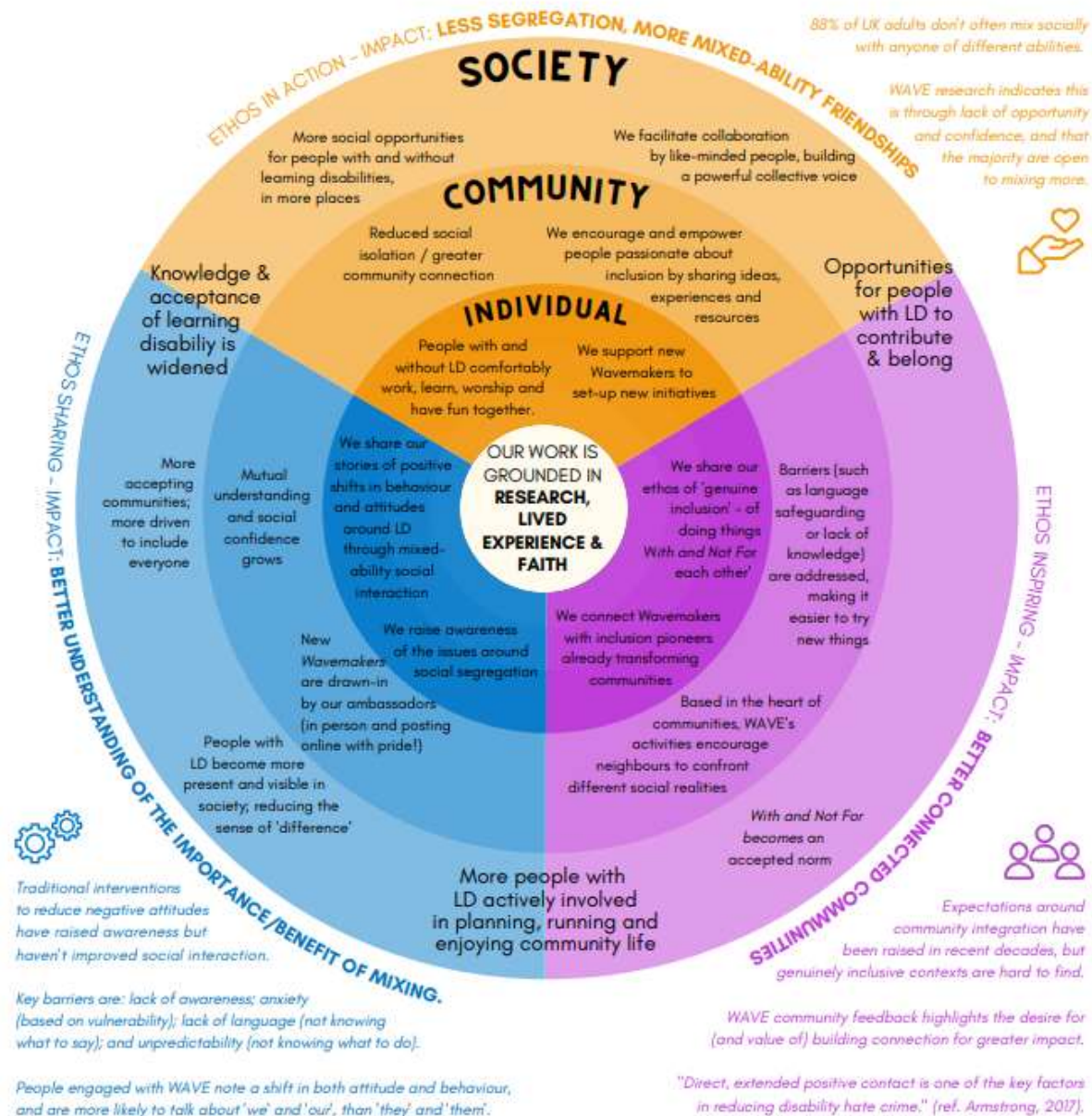
We don't focus on education
or campaigning - we
change expectations
by having fun together.

WITH AND NOT FOR

We participate together on
an equal footing - not as
'beneficiaries' or 'service
users' or 'volunteers'.

OUR VISION IS OF **INCLUSIVE 'MIXED-ABILITY' COMMUNITIES**,
WHERE WE **EXPERIENCE LIFE TOGETHER** AND ARE **ALL VALUED EQUALLY**.

WHY? Social segregation between people with and without learning disabilities leads to anxiety, fear and prejudice, limited social possibilities, and social isolation. Not everyone has the choice or opportunity to join in community life fully.



**Independent examiner's report to the trustees of Wave for Change (the 'Charity'),
a community interest company**

I report to the trustees on my examination of the accounts of the Charity for the year ended 30 June 2022.

Responsibilities and basis of report

As the trustees of the Charity, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Charity's accounts carried out under section 145 of the Act. In carrying out my examination I have followed all applicable directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept as required by section 130 of the Act; or
2. the accounts do not accord with those records.

I confirm that there are no matters to which your attention should be drawn to enable a proper understanding of the accounts to be reached.



Ian Whitehead

Member of The Institute of Chartered Accountants in England and Wales

1 Vallance Road, London N22 7UD

12 April 2023



CHARITY COMMISSION FOR ENGLAND AND WALES

No 10 10 10 10

CC16a

Receipts and payments accounts

For the period
from

1/7/2021

To

30/6/2022

Section A Receipts and payments

Unrestricted funds	Restricted funds	Endowment funds	Total funds	Last year
to the nearest £	to the nearest £	to the nearest £	to the nearest £	to the nearest £

A1 Receipts

Donations Regular	5,070	-	-	5,070	7,825
Donations Ad hoc	4,431	950	-	5,381	1,509
Campaigns	-	7,800	-	7,800	10,688
Grants	-	7,400	-	7,400	9,920
Legacies	-	-	-	-	-
Gift Aid	3,335	24	-	3,359	1,636
Opening gift transfer	-	-	-	-	48,964
Sub total (Gross income for AR)	12,836	16,174	-	29,010	80,542

A2 Asset and investment sales, (see table).

	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	12,836	16,174	-	29,010	80,542

A3 Payments

Txfr to local Groups	-	-	#	-	7,586
Staff	17,962	-	-	17,962	9,198
Non staff costs	3,123	-	-	3,123	2,393
Fundraising costs	96	-	-	96	121
Marketing/PR/Social media	348	-	-	348	1,622
Projects : Wave in a Box (WiBox)	4,012	4,000	-	8,012	1,750
Projects : Changemakers	4,012	-	-	4,012	-
Projects : WiaB Co-creation workshops	4,012	4,007	-	8,019	6,408
Projects: RTR Impact Tracker	4,012	2,312	-	6,324	-
Sub total	37,577	10,319	-	47,896	29,078

A4 Asset and investment purchases, (see table)

IT	403	349	-	752	-
Sub total	403	349	-	752	-
Total payments	37,980	10,668	-	48,648	29,078
Net of receipts/(payments)	- 25,144	5,506	-	- 19,638	51,464
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	51,464	-	-	51,464	-
Cash funds this year end	26,320	5,506	-	31,826	51,464

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		26,320	5,506	-
	Total cash funds	26,320	5,506	-
	(agree balances with receipts and payments account(s))			
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B3 Investment assets			-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
B4 Assets retained for the charity's own use	Staff IT (laptops)		752	-
	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
Signed by one or two trustees on behalf of all the trustees	Signature	Print Name	Date of approval	
		N. S. A. C. T. I. J. HARDIE	13/4/23 13/4/23	