



TRUSTEE ANNUAL REPORT 2018 - 2019



Registered Charity No. 1173134

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CHAIR'S FOREWARD

This year has been pivotal for The Transforming Autism Project (TAP). We have used it to determine our short and medium term strategy, to start to populate our volunteer team and to begin our very first parent services in the form of our webinars. We have also continued to add high-quality materials to our website, including penetrating articles, information on Early Intervention and interviews with prominent autism specialists and influencers.

Our valuable “Q-Chat” early diagnostic indicator is an example of fruitful collaboration that has arisen from these interviews. Professor Simon Barron-Cohen is a very influential and respected autism specialist, and, working closely with him, we have brought his Q-Chat questionnaire to a wider audience of parents and carers through our online tool.

Our strategy, which focuses on ensuring that autistic children have access to the sort of early support that can transform the rest of their lives, has three principal stages:

1. Introducing our Family Services during 2020: consisting of parent groups plus support for individual families. It will go alongside an expansion of our webinars programme. These services will be distinctive in that they will focus on the critical and often ignored elements necessary to reduce anxiety and promote child-development: the creation of safe environments that are not overstimulating, and nourishing trust-based relationships with the closest care-givers, based on a true understanding of the child's needs and how these are being communicated. This will be delivered through our network of child psychologists.

2. Creating our Autism Parenting Hub as a comprehensive source of online guidance and support for Autism Parents. It will be unique in its scope, its involvement of the Autism Parenting community and its ease of navigation through its wide range of resources. It is envisaged to be the primary source of trusted information in its field.
3. To bring the first MIFNE centre to the UK for pioneering and truly life-transforming very early intervention for autistic children and their families. 88.3% of autistic children who pass through the original Israeli MIFNE Centre go on mainstream educational setting, most of them without requiring any additional support.

One of our primary objectives during the year has been to concentrate on building a strong and experienced volunteer team to help us on our journey while we are still financially unable to take on the full time employees we would like. We have made a very good start to this, starting with a well-populated and robust HR team (which will be the foundation for expanding and looking after the rest of the team) and progress in this direction in marketing too. We have taken on 3 exceptionally talented and perceptive child-psychotherapists who have been acting as the “front end” of our online parent services so far, and importantly, now have our first functioning Trustee Board to serve as a solid basis for growing the charity further..

We are excited about our developing partnership with Accenture Digital, who have been keen to support our Autism Parenting Hub on a pro-bono basis. In order to explore demand for the Hub, they facilitated parent interviews, extensive research and a half-day workshop for parents on their premises to develop user journeys and key requirements for parents. We look forward to developing and evolving this partnership with them in the coming year.

We now look forward to building on the strong foundations built this year and working hard towards the launch of our family services as soon as we are able.

ROB MANNING

Interim Chair of the Board of Trustees

OUR BOARD OF TRUSTEES

(AND DATES OF JOINING)

Gilles Pelenc	23/05/2017
Rob Manning	29/11/2019
Jess Badley	29/11/2019
Rob Baillie	15/06/2018

ABOUT TRANSFORMING AUTISM

THE NEED FOR OUR WORK

More than 1% of the UK population is autistic and the estimated lifetime care costs for each individual are over £1m¹. Some estimates put this much higher².

Many of these people live sub-optimal lives: enduring bullying at school, social communication difficulties later, and only one in 6 is in full time employment³.

But this is wholly avoidable. It *does not happen because of any deficiency in an autistic person*, but because the way that they think and feel – a little different from non-autistic people – is not commonly understood or respected. As a result, very many of them grow up with the trauma of being constantly misunderstood, feeling repeatedly violated, lacking in confidence and marginalised from mainstream society. This is not because they are autistic – this would happen to anybody who experienced this level of adversity.

We know that by intervening early with an autistic child, their confidence can be built. Parents, carers and others can be given the tools to foster safe environments and strong trust-based relationships with the autistic children in their care, which give them the space to use their energies for their own development rather than for dealing with adversity, and serve as a foundation for future happiness and success.

We also know, from our own experiences and from the Autism Parenting Community we work with, that support and guidance in providing this foundation to their children is seldom found, and is certainly not widely available.

Our charity exists to fill this gap. All of our proposed services are geared towards helping parents identify autism early and then to effectively support the child's growth and development.

¹ UK Medical Research Council (UKRI) study, 2016

² Martin Knapp of the LSE and author of the 2017 Autism Dividend Report puts it at over £2m

³ National Autistic Society study, 2016



Many autism charities offer valuable positive experiences to autistic children and critical respite care for their parents. *But we are not aware of any that begin from the assumption of the great potential inherent within each child and focus on bringing this out, as we do, in order to foster greatly improve quality of life and future prospects.*

We focus on starting early, as this is when the most significant changes can be made. Research by Israel's Mifne Centre found significant differences between outcomes for 1-2 year olds and 2-3 year olds who passed through their Centre. Despite this, the average age of diagnosis in the UK is more than 4½, and is usually preceded by a very long wait (often years rather than months), compared with 25- 30 months in Israel. Once our key services are established, we plan to embark on a policy strategy to change this.

Our own distinctive and empowering conception of autism and of what autistic people are capable of was first introduced in our TED talk (now viewed by well over 100,000 people) and has been expanded in our book and our many articles. It has been enthusiastically welcomed by many autistic people, and is often said to describe their experience of life as that they have never before heard articulated, and that it has moved them to tears.

OUR MISSION

Through a primary focus on early autism detection and intervention, we aim to transform lives by empowering people with autism to be recognised for and to live to their true and full potential, and by revolutionising public and professional understanding of autism.

- To promote awareness of the phenomenal power of [Early Intervention](#) in autism, and to provide the means and the proof of this through a Transforming Autism Parent Services and [Mifne Centre](#) in the South East of England;
- To provide, through a distinctive online portal, inspiration and practical support for families, schools and others to achieve a transformation in their children's quality of life through the creation of an optimal environment and relationship with them.

OUR LONG-TERM STRATEGIC PRIORITIES

UNLOCKING POTENTIAL THROUGH EARLY INTERVENTION

Redefining Autism and empowering Autism Parents & Carers to transform their children's lives through real understanding and nourishing trust-based relationships from as early as possible.

REACHING FURTHER

PROFESSIONAL SUPPORT

Online tutor-led courses & support materials, leading eventually to face-to-face training for nurseries and schools.

AWARENESS CAMPAIGNS

To spread awareness of key autism parenting themes and of our distinctive and empowering perception of autism.

PARENTAL SUPPORT

AUTISM PARENTING HUB

Innovative interactive portal to support and guide parents by the hand, simply and easily, through all they need to best support their children.

PARENT SUPPORT

Therapist-led ongoing groups, where autism parents can share and be guided on strengthening relationships with their children.

DIRECT EARLY INTERVENTION

MIFNE

Hands-on therapy using the natural, transformative and highly successful Mifne Method for very early intervention (up to 2 years).

CHILD THERAPY

Valuable psychotherapy in the home, creating safe environments and building strong trust-based relationships to nurture development.

REVIEW OF THE YEAR

FAMILY SERVICES

We began a series of webinars, hosted by our new Child Psychotherapists, in January. The quality of these has been exceptional, and we have received some fantastic feedback. We have since been building a library of these webinars, and plan to expand this programme over the coming year and extend awareness of them to increase participation.

We are now working to broaden our family services and pilot both parent groups and tailored support for individual families. We are nearly ready to deliver these, and are now looking to raise the funding to be able to introduce them as well as keep the charity running.

Family services are the first strategic priority for TAP at this time, and it is towards this area that our planned fundraising activities are directed. We know first-hand, from personal experience, the impact that our services can have on the lives of children and parents.

Lifetime state provision of support for autistic children and adults is expensive. Our family services can ultimately contribute to reducing these as well as delivering transformative outcomes to children, families and society by unlocking the potential within each child.

FUTURE SERVICES – PREPARING THE FOUNDATIONS:

THE AUTISM PARENTING HUB

We have this year consulted with the community of Autism Parents and created an initial Blueprint outlining the framework of what the Hub will eventually contain, what it will look and feel like, and what design principles it will adhere to.

We look forward to further developing this, and to deepening our emerging partnership with Accenture, which has been very keen to support this project on a pro-bono basis.

We have also continued to accumulate much valuable material on our website (including our Q-CHAT diagnostic support tool, articles, interviews, webinars, information, etc) which will eventually become integrated into the Hub.

THE MIFNE CENTRE

Although our Mifne Centre is a longer-term objective for TAP, we have made some real progress this year. We have been working with the original Mifne Centre in Israel to develop a project plan that gives us a really good idea of the scope of this project and the sort of resources and funds that will be required to deliver it.

We have also begun discussions with Anglia Ruskin University with regards to a possible partnership between our organisations and the Mifne Centre in Israel with the goal opening our own Mifne Centre in the UK. Such a 3-way partnership would give us both credibility and know-how, as well as significant fundraising support in the creation of our own Centre

Discussions are still very much in their early days, but they have been very positive and we are hopeful that these conversations will make further progress.

STAFFING

Other than the CEO all staff are Volunteers, and we have been focussing on filling a number of key roles to get the charity in a position to start effectively delivering services to parents, and ready to work towards expanding into direct face-to-face services in 2020.

We have taken on 3 excellent volunteer child psychotherapists during 2018-19, who are wholly in tune with our approach and purpose and have started delivering our successful webinar series.

Our HR and Marketing teams, in particular, have been populated with strong volunteers.

The leadership team includes:

Guy Shahar	CEO (Autism Parent and himself autistic)
Rob Manning	Interim Chair and Trustee
Gilles Pelenc	Co-Founder and Trustee (Autism Parent)
Jessica Badley	HR lead and Trustee
Harriet Fletcher	Digital Marketing lead

BUILDING THE RIGHT TEAM

Much of the focus in 2018-19 has been to build the right team so that as funding becomes available, we are in a position to move forward quickly and confidently.

Across the organisation we have made key appointments in the following areas:

- Child Psychotherapists
- Recruitment & HR
- Marketing
- Accounts and Finance
- Fundraising
- Project Management
- Graphic Designers

Although we still have more positions to fill, it feels like the charity is now very well placed to deliver on our core strategic initiatives.

GOVERNANCE

The charity is governed by the agreed charity constitution, which is available on request or via the Charity Commission.

TRUSTEE RESPONSIBILITIES

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with the applicable UK Laws and accounting standards.

Under company law the trustees must only approve the financial statements and accounts if they are satisfied they give a true and fair view of the charity. In preparing the financial statements trustees are required to:

- Select suitable accounting policies and apply them consistently
- Observe the methods and principles in the charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- Keep adequate records and ensure compliance with the Charities Act 2001 and the Companies Act 2006.

TRUSTEE RECRUITMENT, INDUCTION AND TRAINING

The expansion of our Board with capable and committed people who are passionate about our work is a priority, and we have started to look at how best to achieve this.

We have drafted a clear and detailed Trustee Pack, and implemented a clear 3-stage Trustee Recruitment process including a screening interview, a targeted questionnaire and a formal interview with the existing Board and CEO. There is also the option for each candidate to have an informal conversation with the CEO as part of this process.

We're looking into obtaining references and performing a DBS check for all Trustees as they join the Board.

We are not currently in a position to train Trustees, but will look to develop this, along with a Trustee Handbook, in due course.

DECISION-MAKING

Staff work under the direction of the CEO to follow the agreements and policies made by the trustee board.

The CEO reports to the board at regular leadership and trustee meetings.

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FINANCIAL MANAGEMENT

FINANCIAL REVIEW

After registering a loss of nearly £44,000 in our first financial year, we have managed to arrive at a surplus in our second.

Donations received were almost 5 times higher during 2018-19 than they were during 2017-18. In addition, our CEO has volunteered for forgo the outstanding salary owed to him from 2017-18 and 2018-19.

We now have a fundraising strategy based on Trusts and Funds to raise the money to finance our first planned Family Services (see above) and to strengthen the financial position of the charity on an ongoing basis.

STATEMENT OF FINANCIAL ACTIVITIES

You will on the following 2 pages our accounts for the 2018-19 financial year.

Please note - they include an adjustment to the 2018-19 figures, which relates to the CEO's salary contribution, as explained above.

PROFIT AND LOSS

Financial Row	FY2018 Amount	FY2019 Amount	FY2019 Adjusted Amount	Total Amount
Sales				
4000 - Revenue from direct contributions				
4010 - Individual/small business contributions	£1,689.54	£8,929.71	£8,929.71	£10,619.25
4020 - Corporate contributions	£144.91	£0.00	£0.00	£144.91
Total - 4000 - Revenue from direct contributions	£8,929.71	£8,929.71	£8,929.71	£10,764.16
5400 - Revenue from other sources	£0.00	£126.20	£126.20	£126.20
Total - Sales	£1,834.45	£9,055.91	£9,055.91	£10,890.36
Gross Profit	£1,834.45	£9,055.91	£9,055.91	£10,890.36
Overheads				
7200 - Salaries & related expenses				
7210 - Officers & directors salaries	£39,000.00	£5,000.00	£5,000.00	£44,000.00
7230 - Pension plan contributions	£780.00	£0.00	£0.00	£0.00
7250 - Payroll taxes, etc	£5,382.00	£0.00	£0.00	£0.00
7260 - Previous Year Salary, Adjustments	£0.00	£0.00	£-45,162.00	£-45,162.00
Total - 7200 - Salaries & related expenses	£45,162.00	£5,000.00	£-40,162.00	£5,000.00
8100 - Nonpersonnel expenses				
8110 - Supplies	£156.22	£94.99	£94.99	£251.21
8130 - Telephone & telecommunications	£0.00	£131.67	£131.67	£131.67
8150 - IT & Software	£0.00	£154.98	£154.98	£190.40
8180 - Insurance	£0.00	£190.40	£190.40	£190.40
8191 - Adverts	£0.00	£8.13	£8.13	£8.13
8193 - Recruitment	£0.00	£98.00	£98.00	£98.00
Total - 8100 - Nonpersonnel expenses	£156.22	£678.17	£678.17	£834.39
8155 - Miscellaneous Expense	£14.00	£134.10	£134.10	£148.10
8300 - Travel & meetings expenses	£370.03	£243.45	£243.45	£613.48
8600 - Business expenses	£42.75	£137.15	£137.15	£179.90
Total - Overheads	£45,745.00	£6,192.87	£-38,969.13	£6,775.87
Operating Profit	£-43,910.55	£2,863.04	£48,025.04	£4,114.49
Net Profit/Loss	£-43,910.55	£2,863.04	£48,025.04	£4,114.49

BALANCE SHEET

Financial Row	FY2018 Amount	FY2019 Amount
Current Assets		
Bank		
1000 - Cash		
1010 - Checking Account	£1,251.45	£4,614.49
Total - 1000 - Cash	£1,251.45	£4,614.49
Total Bank	£1,251.45	£4,614.49
Total Current Assets	£1,251.45	£4,614.49
Current Liabilities		
Accounts Payable	£0.00	£500.00
2000 - Payables	£0.00	£500.00
Total Accounts Payable		
Other Current Liabilities	£45,162.00	£0.00
2100 - Accrued Liabilities	£45,162.00	£0.00
Total Liabilities	£45,162.00	£500.00
Current Assests Less Current Liabilities	-£43,910.55	£4,114.49
Total Assests Less Current Liabilities	-£43,910.55	£4,114.49
Total Assests Less Total Liabilities	-£43,910.55	£4,114.49
Capital and Reserves		
Retained Earnings	-£43,910.55	-£43,910.55
Net Income	£0.00	£8.13
Total Capital and Reserves	-£43,910.55	£98.00