



Annual Report

And Financial Statements for DrugFAM / The Nicholas Mills Foundation

For the year ended 31 December 2022



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REFERENCE AND ADMINISTRATIVE INFORMATION

Company / Charity name DrugFAM / The Nicholas Mills Foundation

Registered Company number 06414684

Registered Charity number 1123316

Registered Office 85 Hurst Park Road

Twyford Reading RG10 0EZ

Patrons Emilia Fox

Sir Anthony Seldon FRSA FRHistS FKC

Professor Sir John Strang MBBS, FRCPsych, FRCP, MD, F.Med.Sci.

Directors / Trustees Catherine Adcock

Elizabeth Burton-Phillips MBE (Founder)

Rodney D'Costa (Treasurer)

Miranda Dunn – appointed 31 January 2022 Laura Furness (Chair) – appointed 10 May 2022

Simon Mills

Noel McDermott – resigned 12 March 2023

Isobel Morrow MBE

Charles Owen-Conway (Chair) – resigned 10 May 2022

Ambassadors Heather Harper MBE

Professor Keith Humphreys

Susan Jackson Professor John Kelly Nellie Williams

Junior Ambassador James Sabin

Chief Executive Officer Paul Rompani

Secretary Natalie Archer ACA

Independent Examiner Alan Endersby ACA

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CHAIR'S FOREWORD

I was delighted to take up the role of chair in 2022 taking over from Charles Owen-Conway who acted as chair of DrugFAM for the last three years.

DrugFAM is a charity that is incredibly close to my heart and we see the importance of its existence in all of the contact that we have with those people we are here for. Some of the unsolicited feedback from clients presented throughout this report are a testament to that.



In 2022 we started to see society go back to a version of normal, following the terrible COVID pandemic. As with all charities, COVID has left its mark, particularly on people affected or bereaved by somebody else's use of drugs or alcohol or gambling. Whilst it continues to be challenging for many people, we are proud of our progress over the last twelve months.

In 2022, we had over 14,000 interactions with more than 3,500 people needing support. This shows the importance and need for DrugFAM, and we are very pleased and proud that, overall, 92% reported that contacting us has made a positive difference.

We encourage anyone to access our support when you need us.

We have welcomed new volunteers to the DrugFAM Helpline and thanked a number who have moved on to new adventures. We've had a focus on training colleagues to both offer the best service we can to those using the Helpline and also to make sure they have the support that they need to do the fantastically valuable role that they do. Our founder, Elizabeth Burton-Phillips MBE, has continued her strong message delivery by going in and giving her presentation in schools and our very own Gill Owen-Conway was awarded the British Empire Medal (BEM) following the announcement in the New Year Honours List.

We have registered with the Fundraising Regulator and have been privileged to have a number of people take part in various challenges including a Tough Mudder and an abseil down Spinnaker Tower in Portsmouth, to raise money for DrugFAM. We also collaborated with Radio 4 to run an appeal which raised a significant amount of funding. However, we need to continue to fundraise to ensure that we can enable this vital service to work with those people who need us the most.

We held our Annual National Bereavement Conference in October, with over 100 individuals who've been bereaved due to somebody's use of drugs or alcohol, and we heard incredibly moving and inspiring stories from brave individuals who were willing to share their experiences to support others. It was a wonderful and emotional day, and we look forward to building on this and continuing to offer the opportunity for people to come together.

Above all, DrugFAM cannot function without its incredible volunteers and staff. I want to extend my sincere thanks to every person who has given their time, energy and commitment to keeping DrugFAM as the organisation it is. People are the heart of our organisation, and we remain endlessly grateful.

Laura Furness Chair of Trustees DrugFAM

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OBJECTIVES AND ACTIVITIES

DrugFAM provides a safe, caring and confidential support service free of charge to those affected or bereaved by someone else's harmful use of alcohol, drugs, substances and gambling.

These 'affected others' experience isolation, loneliness, prejudice and even disownment from friends, family and the wider community, accompanied with feelings of guilt, shame, helplessness and fear. Those bereaved from the loss of a loved one to addiction also experience feelings of isolation and a unique and complex grief.

OUR AIMS

Our six key strategic aims are:

- Increase the number and diversity of volunteers effectively and efficiently recruited, inducted, trained and supported to deliver services and support nationwide.
- Increase the number and diversity of people contacting us requiring help, interested in volunteering and offering support.
- Ensure efficient and effective management and delivery of physical and digital support services to every person who contacts us.
- Monitor, evaluate and report on the output, outcomes and impact of all aspects of our operations.
- Develop and diversify sustainable income streams from a variety of sources.
- Identify, engage and partner with individuals, groups and organisations in the education, recovery, rehabilitation, treatment and family support sectors to achieve our aims.

We endeavour to achieve these aims whilst keeping our clients at the centre of what we do.

Today, after making numerous phone calls to local drug abuse helplines in Leeds and asking for help for my family I was told it would be a 4 week waiting list. Out of total desperation I began searching the internet for help. I came across your website and plucked up the courage to make the call. I want to say a massive thank you to B. In my moment of need she has calmed me down and talked me through the horrendous ongoing family situation I am living through at the moment. We live in a world where people are shy to say thank you and be grateful. I want to thank you from the bottom of my heart, there should be more lovely people in this world like you. Your perspective has given me a better insight. You truly are an amazing person and a wonderful charity. I won't forget what you have done for me today. Thank you from the bottom of my heart. Xx

ACTIVITIES

Strategy

Our mission is to support people affected or bereaved by another person's harmful use of alcohol, drugs, substances, or gambling, including family, friends and colleagues.

Our vision is a future without the stigma of addiction and for those affected or bereaved by addiction to have the support and understanding they want and need from their family, friends, colleagues and the wider community.

Operations

During the year we continued to introduce new ways of working to 'future proof' DrugFAM operations, which included using digital and online platforms, becoming paperless, automating processes, and introducing more agile staff and volunteer working patterns.

In January a new support@drugfam.co.uk email address was created to enable our Family Support Workers to directly respond to emails, contact forms and voice messages requesting support, cutting

down on the time spent by our administrator extracting them from the office@ inbox and allocating them to staff and volunteers.

In July we replaced our Microsoft Excel Helpline rota shift spreadsheet with a new online rota, called Three Rings, which has increased the efficiency of planning and managing staff and volunteer time. Recommended by Helplines Partnership, of which we are a member, and used by organisations such as Cruse Bereavement Support and The Samaritans, it is a simple and cost-effective platform that provides live updates and enables volunteers to fill empty shifts. The reporting function highlights service requirements and helps us to better understand where the greatest need for service provision lies. Further benefits are the ability to track the number of shifts a volunteer has completed, which will enable us to mark volunteer milestones such as completing 50 helpline shifts.

In August all our Family Support Workers undertook training in the '5-Step Method', a widely recognised, evidence-based, outcome evaluated brief intervention for supporting family members. The five steps are:

- Getting to know the client and their problem listen, reassure, understand and explore.
- Providing the client with relevant, specific, and targeted information.
- Exploring how the client is reacting, responding and coping.
- Exploring and enhancing the client's social support (family, friends and colleagues).
- Identifying the client's further needs and referring on for further help.

Having had ongoing problems with a new telephone system launched late 2020, during the year we researched alternative Helpline telephone systems with a view to adopting the most suitable early 2023. We also started researching suitable Customer Relationship Management systems ('CRMs') that will better meet our needs and integrate with the new telephone system and other platforms that capture client data and information.

It is important that whilst we professionalise how we operate we continue to provide people with the space to legitimately express their feelings and to respond with compassion, care and understanding.

Can I take this opportunity to thank you for the wonderful work that you do at DrugFAM. I have been receiving support by phone since July 2021 having had the shock of learning that my daughter has become addicted. Like many parents it is a journey that was not on my agenda. It is a perilous, unknown and emotional journey as you know, therefore linking with DrugFAM has been a lifeline for me.

Staff recruitment

In February we recruited two Project Workers for the nationwide 'Six To Ten' pilot project to support people affected by a loved one's harmful gambling, of which we are a partner.

In March, following two stages of interviews, we recruited Chris Kemble in the newly created Operations & Services Manager role. Chris has more than 20 years' experience in the charitable not for profit sector during which he managed, co-ordinated and supported several successful projects, including within drug, alcohol and gambling support services, bereavement services, the homeless sector and services supporting victims of crime.

In November we recruited a new part time Bereavement Support Worker, working one day a week with the Bereavement Support Team. Subject to funding, we hope to increase this to two days a week in 2023.

In 2023, thanks largely to funding from The National Lottery's Reaching Communities programme, we have recruited for a newly created Marketing & Communications Manager role. To date we have relied upon pro bono support from design agency, volunteers and members of staff fulfilling other roles, to manage our design, website and social media activity.

Shame dies when stories are shared in safe places.

Volunteer recruitment

In 2022 we had:

53 enquiries from people interested in volunteering on our Helpline (41 in 2021 / 21 in 2020).

50 of which converted into formal applications (39 in 2021 / 17 in 2020).

26 of which provided references and were invited to interview (24 in 2021).

22 of which were offered the opportunity to train to become a Helpline volunteer (20 in 2021).

14 of which began training (18 in 2021).

12 of which had completed their training by the end of the year (11 in 2021 / 7 in 2020).

Thank you for your great practical advice and for listening you made a huge difference. I am very grateful to you and your organisation. If I can do anything to help I would be happy to.

Staff and volunteer training

Throughout the year we made several changes to our Helpline Volunteer Training Programme including adding new role play, case study and recorded call modules and introducing training in small groups, to take advantage of economies of scale and the benefits of group learning.

In March, 14 people attended our Support Group Volunteer Training Programme, two of whom went on to facilitate two new online groups.

In May and June, our two new Family Support Workers with experience in gambling harms delivered presentations with Q&A to staff and volunteers on the impacts of gambling and how we can support loved ones of problem gamblers.

In August, staff and volunteers attended a presentation by Rethink Mental Illness on the Mental Health Act, so we can better inform our clients.

Also in August, all Family Support Workers undertook training in the evidence-based outcome evaluated 5-Step Method, to be piloted early 2023. In October those staff and volunteers who hadn't undertaken the training undertook 5-Step Method Informed training, so that the 5-Step Method would underpin and inform all our services.

In November and December two training sessions were delivered to staff and volunteers on supporting families living with a child's substance use.

Other training undertaken by staff and volunteers during the period includes:

- Substance Use and Homelessness: New Perspectives from Research and Practice.
- Women and gambling related harms.
- Families, Drugs and Alcohol Essential and Advanced Skills.
- Introduction to supporting people bereaved through a substance related death.
- Parental Substance Use Advanced Skills (the impact of hidden harm, trauma and protective factors).

I would like to express my own and my family's gratitude for your kindness today.

Staff and volunteer support

We piloted six weekly meetings for support group volunteers, to update on developments, provide training, share good practice, and give support. We will merge the meeting with the monthly Helpline volunteer meetings in 2023, to create one monthly meeting for our Family Support Volunteers.

In March, in the interest of supporting positive mental health and wellbeing, DrugFAM was delighted to work with Sherezade Ruano to deliver some Comic Relief funded mindfulness and breathing sessions to DrugFAM volunteers, staff and support group clients.

In October, we held our first day-long in person meeting for all staff to get to know each other better, discuss how we can improve the way we work and put some plans in place for the future. It was held the day before our Annual National Bereavement Conference, in the same venue. Trustees joined later in the day, to meet staff and discuss strategic direction, followed by drinks and dinner.

In November, we introduced a new weekly 'drop in' session for Family Support Volunteers to meet with a Family Support Worker to ask questions, share difficult or challenging client situations and learn from others.

By the end of 2022 all staff were issued with a new contract to ensure consistency and clarity about working patterns and expectations. In 2023 all staff Job Descriptions will also be revised and updated, to ensure consistency and clarity.

To address the significant impact of the cost-of-living increase, at the end of 2022 all staff received a 9% salary increase and some Family Support Workers received an additional increase in salary to help us move towards parity of pay.

You were a lifesaver this morning. Thank you so much. Talk soon.

Supporting people affected

This year most of our clients remained people affected by a loved one's harmful use of drugs, alcohol and gambling. We continued to support clients via our telephone Helpline, one to one sessions and weekly support group meetings. Support groups currently running are five community-originated support groups and three national groups, one of which was opened during 2022.

All services remained online, using Microsoft Teams, and we plan to reopen former in person support groups and establish new groups in 2023.

...an excellent, sensitive service.

Supporting people bereaved

For the third year in a row, we saw an increase in newly bereaved people turning to DrugFAM. To accommodate this, we started holding more regular smaller Bereavement Support Group meetings in the interim period between the larger Quarterly Bereavement Support Group meetings. These included:

- February: For people who had lost a sibling, parent or a partner to alcoholism.
- March: For people who had lost one or more child.
- April: For mothers.
- July: General.
- September: For people who have lost a sibling, parent or partner.
- December: General.

Please pass on my very grateful thanks as I found it very useful and nice to know that I am 'normal' after all. This presentation and the support from DrugFAM has been a great help to our family.

In October, we held our 14th Annual National Bereavement Conference both in person at the Crowne Plaza Gerrards Cross Hotel, in Buckinghamshire, and streamed online. Our first hybrid event was a great success.

I would like to thank you for yesterday, I was so emotionally tired last night, you have helped me to be able to understand my grief a bit better, thank you.

Marketing and communications

During the year we made a number of changes to the website to improve function and useability including changing the names and order of some of the sections and pages. We hope to be able to continue to develop and update the website in 2023.

We would like to thank our social media volunteer, Danny Woods, who has assisted hugely this year by providing social media and website support for our fundraising and awareness work.

Thank you for talking to me & supporting me, it really did help me to talk to someone who truly understands the pain I'm facing. Thank you again, the feeling of now not being alone meant I actually slept last night!

Partnership & Networking

In January, DrugFAM's CEO Paul Rompani attended a parliamentary reception hosted by the founders of Gambling with Lives, Liz and Charles Richie. This was an interesting and informative session that addressed the need for gambling reform and applied pressure for the Gambling Act review white paper due in the Spring 2023.

Paul also attended GambleAware's Annual Conference, which was a useful opportunity to learn about (and establish connections in) the gambling harms prevention and treatment sector.

In March, we became a member of the National Bereavement Alliance, which will give us the opportunity to collaborate strategically with other members to provide a collective voice representing those supporting bereaved people.

During the year, in partnership with Ara Recovery4All and Beacon Counselling Trust, we launched a pilot project to provide person centred, structured, treatment, counselling, support, education, training and guidance to people affected by a loved one's harmful gambling. We used this as an opportunity to provide gambling disorder specific training to staff and volunteers.

In June, Paul met with the CEO of Collective Voice, to learn more about the organisation and discuss whether DrugFAM could be a candidate for membership.

Paul also met with staff at the Reading branch of Change Grow Live to discuss co-promotion of each other's services to our clients and/or their loved ones.

We also supported The Institute for Crime & Justice Policy Research (Birkbeck, University of London) and the Centre for Death & Society (University of Bath) with their important research into bereaved people's experiences of inquests – 'Voicing Loss: Meanings and Implications of Participation by Bereaved People in Inquests'. Several of our bereaved clients were interviewed.

In July, Elizabeth and DrugFAM volunteer Leo Bourne volunteered at the Yeldall Manor Open Day. Yeldall Manor is a drug and alcohol treatment centre, that DrugFAM has close ties to, for men struggling with addiction.

In August, we were delighted to have been approved for the Armed Forces Covenant, which enables us to provide services that support the armed forces community and confirms our commitment to do so.

During the period we also met with several other organisations to explore partnership and collaboration opportunities. These include GamCare, Cranstoun, Ripple Pond and Humankind. Our support group facilitator, Sheila Allen, and Elizabeth also met with the Mayor of Wokingham at a 'Thank You' reception event for local volunteers.

Many thanks to all at DrugFAM for their ongoing support and love!

Governance

In May, Laura Furness joined us as our new Chair of the Board of Trustees.

At the end of 2022 Laura joined Social Investment Business as Head of the Youth Investment Fund. Laura was previously Head of Funding at The National Lottery Community Fund, leading large strategic and Government funded programmes. She also previously worked within the Office for Civil Society (when it was part of the Cabinet Office) and spent 10 years working in substance use, predominantly criminal justice. Laura is also the Chair of Reach Out for Mental Health and a Trustee of 52 Lives (one of the charities chosen by The Duke and Duchess of Sussex as their 'Forces for Change').

Laura said "I'm incredibly excited and honoured to take this role. I've known about DrugFAM for a long time and am constantly impressed by what you all do. The DrugFAM mission is one very, very close to my heart for both personal and professional reasons and I can't wait to see where we can take this hugely important issue. I very much look forward to meeting you all and hearing what matters to you and the people you are supporting."

We would like to thank our outgoing Chair, Charles Owen-Conway, for his leadership, direction and support, during a particularly challenging period – especially considering he stayed in the role for three years having originally offered to give six months of his time as interim Chair.

In November, all trustees were asked to register for the Directory of Social Change's Governance App so we could review and improve the charity's governance. Each trustee provided responses to questions in seven different areas:

- 1. Organisational Purpose
- 2. Leadership
- 3. Integrity
- 4. Decision-making, risk and control

- 5. Board effectiveness
- 6. Equality, diversity and inclusion
- 7. Openness and accountability

This provided a performance score out of ten in each of the seven different areas, highlighted where board members have different views on performance and provided the opportunity for targeted discussions about what is going well and where to focus on improving, to take place in 2023.

I am so pleased I made contact with DrugFAM, it was so good to have you to listen and talk to who is independent of my family and me; it's helped so much. I can't thank you enough.

Risk and safeguarding

During the year we discussed and approved a new Risk Register and introduced a new method of monitoring safeguarding concerns brought to the attention of our Designated Safeguarding Lead.

It is worth noting that none of the 28 cases regarding the potential risk of harm to a child or vulnerable adult brought to the Designated Safeguarding Lead's attention had to be referred to Safeguarding Boards, Police or Social Services.

During the year the number of safeguarding concerns per volunteer/staff member per month fell significantly, which suggests Helpline staff and volunteers are becoming more confident with identifying relevant concerns.

Thank you so much for this afternoon's meeting. It was a privilege meeting other mothers and hearing their stories.

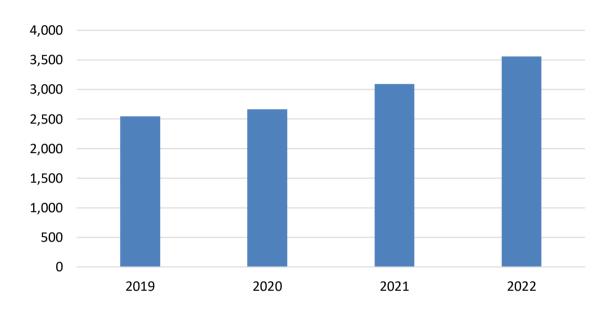
ACHIEVEMENT AND PERFORMANCE

Output

Just knowing you are there, makes this journey a little more bearable. I am not on my own with this, and I believe everything is going to turn out ok in the end.

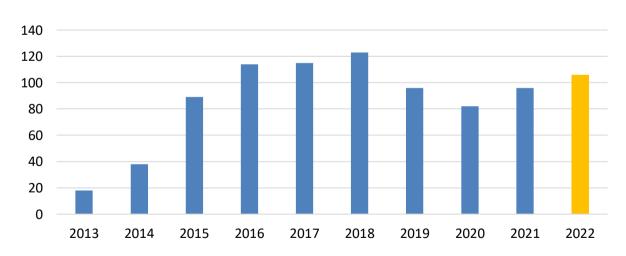
During the year 3,558 clients engaged with us 14,380 times (compared to 3,094 people engaging 15,337 times in 2021), maintaining the higher engagement since COVID (2019).

Number of affected and bereaved clients



The number of bereaved clients increased again, for the second year in a row.

Number of new bereaved clients



I would just like to say a really big thankyou to yourself and DrugFAM as I can honestly say my life is now a lighter, brighter positive one as I have made the changes and have yourself to thank for supporting me and helping me get through the bleakest times...I am fully aware I can't ever become complacent but I can honestly say I am the most peaceful and content I have ever been and my grief for mum and the past decades are now not consuming me and it is the future that I now focus on. I cannot put into words how talking with you actually helped me to get to this stage of my life and to see light through all the darkness.

The chart below shows the distribution of engagement across our services.

Description	2019	2020	2021	2022
Total Reach (# of Clients)	2,543	2,664	3,094	3,558
Total Volume (# of Contacts)	10,019	15,196	15,337	14,380
Total Helpline Calls Received	9,707	9,461	11,601	10,914
Average Call Length (minutes)	25	27	27	26
Helpline Reach (# of Clients)	2,171	2,217	2,249	2,143
Helpline Volume (# of Contacts)	4,482	5,025	4,775	3,856
Total Cost Per Client	£98	£86	£82	£87

Thank you to the lovely lady who listened to me today. She didn't belittle my experience, gave me the courage to acknowledge the impact of my partner's drug use and helped me with the language to use when speaking with him...You empowered me and the language you suggested I use with him really helped. I hope he can seek help but acknowledging the impact on me has been really important. I am so very grateful.

The number of Helpline calls received in 2022 (3,856) was lower than those received in 2021 (4,775). The chart below shows Helpline calls taken by quarter 2019 to 2021.

1600 1400 1200 1000 800 600 400 200 0 Q1 Q2 Q3 Q4

Helpline Calls Taken 2020 – 2022 by Quarter

We provided email support to 1,978 different people (1,363 in 2021) exchanging 7,479 emails (7,261 in 2021) suggesting a more efficient service supporting more people with fewer emails per person.

I just wanted to thank you for holding the bereavement meeting today. I found it a very supportive place to be. Yes, there were a lot of emotions displayed but it is invaluable to have a safe place like this for them to manifest themselves.

We provided 480 one to one sessions to 195 different people during the year, compared to 494 sessions delivered to 207 people in 2021.

DrugFAM has been an amazing source of guidance and support for me.

The number of individuals attending our support groups increased from 407 in 2021 to 621 in 2022 mostly because of improving our management of the waiting list.

The demand for support group places exceeds availability. Currently 78 people are on the waiting list. Approximately 60 of those on the waiting list make no contact between submitting a contact form (asking to join a group), completing a registration form and reaching the top of the waiting list. They are encouraged to use the Helpline in the interim.

Whilst many support group members are invited to weekly meetings frequently only a handful attend. This is being addressed and new guidelines will be developed early 2023.

I just wanted to thank you both for today's meeting. Although emotionally draining it does help me so much to have advice from others as I'm always willing to take on board suggestions as to how the grieving process can be managed. It is very easy to get hooked up in your own grief and it is made worse when you cannot talk to anyone outside the family, but these sessions are always so helpful to me.

During the year we asked our clients how they heard about us. 2,749 clients responded (2,197 in 2021). In keeping with previous years' findings, almost 50% tell us they found us on the internet, almost 30% from the public sector and 11% directly from family and friends. The figures are shown on the table below.

	20.	22	20.	21
	Number	%	Number	%
Internet	1,290	46.9%	939	42.7%
Ask Frank	430	15.6%	514	23.4%
Drug and Alcohol Service	184	6.7%	106	4.8%
Friend	157	5.7%	86	3.9%
Family member	156	5.7%	117	5.3%
NHS Choices	86	3.1%	28	1.3%
Other	85	3.1%	70	3.2%
Media	56	2.0%	34	1.5%
GP	53	1.9%	38	1.7%
Adfam	45	1.6%	30	1.4%
Counselling services	45	1.6%	43	2.0%
EBP's book	40	1.5%	33	1.5%
Drinkline	33	1.2%	45	2.0%
Social Media	27	1.0%	34	1.5%
Word of mouth	25	0.9%	26	1.2%
Drink Aware	17	0.6%	30	1.4%
Social Services	10	0.4%	8	0.4%
Police	7	0.3%	10	0.5%
Cruse Bereavement	3	0.1%	6	0.3%
	2,749	100%	2,197	100%

Outcome and impact

Quantitative and qualitative feedback is collected for all clients and continues to be very positive. Data collected shows substantial improvements in respondents' satisfaction with various aspects of their lives since first attending a support group.

DrugFAM has put me back together with their wisdom, knowledge and guidance, they've helped me realise that addiction is an illness not a conscious choice, they've put me straight on how me thinking I was helping him was actually enabling him and that his debts are his responsibility not mine. They kept me strong when he asked me to take out a loan to cover his debts, without their support I would have done what he asked. Knowing there's an army of individuals there to support me without judgement is massive. I've gone from not wanting to exist to believing I can be happy and I've started to do things for me, before I lived only to help my son. DrugFAM has given me a future and that's priceless. Thank you from the bottom of my heart.

In 2022, 92% (2021: 99%) of our clients reported that contacting DrugFAM had made a positive difference to them.

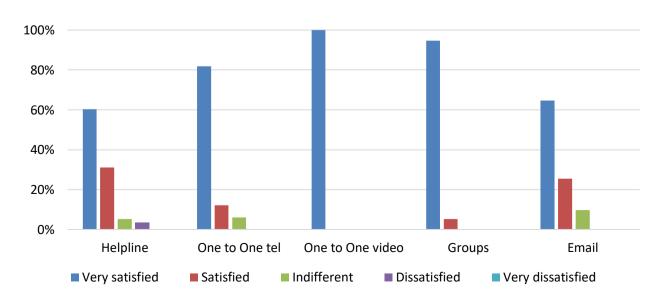
We measure project outcomes using the Short Warwick Edinburgh Mental Well-Being Scale. The average scores show a positive change (improved client outcome) achieved across the board:

		start	finish	change	%
1	I've been feeling optimistic about the future	2.31	3.16	0.85	37%
2	I've been feeling useful	2.65	3.33	0.68	26%
3	I've been feeling relaxed	2.01	2.93	0.92	46%
4	I've been dealing with problems well	2.49	3.40	0.91	37%
5	I've been thinking clearly	2.63	3.54	0.91	35%
6	I've been feeling close to other people	2.84	3.58	0.74	26%
7	I've been able to make up my own mind about things	2.86	3.75	0.89	31%

Thank you very much for this and thank you for both phone calls, you really helped. I set up a direct debit to DrugFAM straight after our first phone call. I am not telling you this to get a pat on the back, it's more that I wanted to let you know what a fantastic service you are all offering and how awesome you were in the advice and support you gave me. I would be grateful if you could let others in your team know what a wonderful job they are doing. I don't think my dark days are over but hopefully I won't feel that I am the only person in the world dealing with such issues.

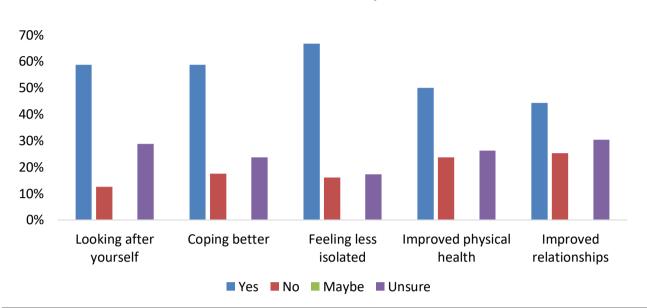
In July 2022 and January 2023, our Client Satisfaction Survey was completed by clients who had engaged with DrugFAM for the first time during 2022. In response to being asked how satisfied they were with the support they received they responded:

Client Satisfaction Survey Results



Responses to being asked how better they were looking after themselves, coping, feeling less isolated and whether their physical health or relationships had improved, following support from DrugFAM, were:

Client Satisfaction Survey Results



I know that my DrugFAM family will be there for me when I need their support. I will also access the phone line if I need. I want to thank you and all the team there for getting me through such a rough year and also for providing me with all the resources and techniques to be able to understand and deal with H. I really feel you have changed my life.

FUNDING

Income from all sources in 2022 totalled £509,823 (2021: £237,242). Notes 3, 4 and 5 to the Accounts provide a breakdown of income for the year and the prior year.

With the exception of a significant unrestricted donation in June 2022, DrugFAM's income in 2022 derived mainly from The National Lottery, partnership project work, Trusts and Foundations, donations from individuals and fundraising activities by the public.

Donations amounting to almost £14,000 were received from the public in response to a charity appeal that was aired on BBC Radio 4 on 5 June 2022. These monies have been valuable in funding towards the costs of DrugFAM's support services during the remainder of the year. We are grateful to BBC Radio 4 for enabling this to happen.

In November, a second three-year grant was awarded to DrugFAM from The National Lottery Community Fund as part of their Reaching Communities England Wide programme to fund towards DrugFAM's growth and expansion throughout 2023, 2024 and 2025. This will allow DrugFAM to significantly invest in human and digital resources to further promote its support services, be more collaborative, reach underserved communities and expand capacity to meet demand. We are very grateful to The National Lottery for their support and belief in our work.

Following COVID-19 and the resultant limitations on gatherings and events taking place, 2022 saw a variety of 'real life' fundraising activities carried out by DrugFAM clients and supporters which included climbing Mount Kilimanjaro, running The London Marathon, The Royal Parks Half Marathon, Peddars Way, The Scarborough 10k, The Great North Run, The Rutland Marathon, The Thames Path Challenge, The Drayton Water 10k, taking part in a Tough Mudder, abseiling down the Spinnaker Tower in Portsmouth, hiking The Yorkshire Three Peaks challenge, organising a circle dancing party, whiskey tasting by The Lions Club, students fundraising at Bucks New University, and selling on eBay for charity. Carried

out by DrugFAM was an art auction event in September which presented a worthwhile return to live fundraising and an opportunity to renew connections with supporters, former and present.

Our Founder's education and awareness presentations to schools continued throughout 2022, most of which were delivered online. Three presentations were kindly sponsored by Wokingham In Need. Feedback from staff and pupils was good. A number of presentations are in the diary for 2023.

Our Annual National Bereavement Conference took place in October 2022 as an 'in person' event and online. We are very grateful to Camurus AB for their kind financial support of this event.

We are immensely grateful to all the organisations and individuals who have supported us, either through donations of money, or time or expertise, through raising funds on our behalf or through supporting fundraisers in their efforts.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The financial statements comply with the Charities Act 2011, the Companies Act 2006, the Articles of Association 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 (FRS102).

Constitution and organisation

DrugFAM/The Nicholas Mills Foundation is a registered charity (No. 1123316) and a company (No. 06414684) incorporated on 31 October 2007.

The assets of the predecessor organisation (The Nicholas Mills Foundation), founded in August 2006, were transferred to the new company on incorporation.

A board of directors manages DrugFAM/The Nicholas Mills Foundation in accordance with the Articles of Association of the company and the Board of Trustees Terms of Reference.

Responsibilities of the Trustees/Directors

Company and Charity laws require the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial year. In preparing those financial statements the Trustees should follow best practice and: select suitable accounting policies and then apply them consistently; make judgements and estimates that are reasonable and prudent; state whether the policies adopted are in accordance with the Charities Statement of Recommended Practice (SORP) effective 1ST January 2019 and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements; and prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue in operation.

The Trustees, who are the Directors of the company for the purposes of company law, are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charitable company and which enable it to ensure that the financial statements comply with the Companies Act 2006. The Trustees are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

The Trustees have considered the Charity Commission's guidance on public benefit and have taken the guidance into account when making any decision it is relevant to. The trustees believe that they have complied with their obligations under section 17(5) of the Charities Act 2011.

Thank you so much for your email, and for taking my call and for speaking to me so kindly. I forget how beneficial it is speaking to someone else who understands my experience, it really helped me refocus and consider my next steps.

FINANCIAL REVIEW

DrugFAM ended the year with a surplus of £158,425 compared to a deficit of £47,680 in 2021. The principal causes of this surplus were income from a significant unrestricted donation, a grant from The National Lottery and revenue from a new partnership pilot project.

Compared to prior year, total income in 2022 increased by £272,581 (115%). All DrugFAM's income has funded the costs of carrying out charitable activities with 8% spent on fundraising activities to ensure financial sustainability.

Compared to prior year, total expenditure in 2022 increased by £66,476 (23%). This increase was due to higher staff costs, with the employment of two project staff, fundraising events costs and a higher telecommunications expense due to more volunteers working on the telephone helpline.

We are pleased that we have invested in our staff's professional development during 2022 with training on a new service delivery and evaluation framework, instructive seminars and an off-site team building day for Family Support Workers and Trustees. In order to fund our anticipated operating costs for the forthcoming year, we are focusing on further diversifying sources of income and running a number of large-scale fundraising events organised by our Fundraising Event Workgroup, which is composed of staff and volunteers.

DrugFAM is committed to controlling and reducing costs where necessary but only if the quality of service is not compromised. However, it is recognised that further training, evaluation, design and marketing costs will be necessary in 2023. Thanks to The National Lottery's support and our ongoing fundraising work we are confident that DrugFAM will continue to be financially viable for the forthcoming year and beyond.

Cash in hand and on deposit on 31 December 2022 totalled £216,029 which is £135,941 more than prior year (an increase of 170%). Free cash reserves at the year-end represented 6.5 months' worth of operating costs versus our policy of holding 6 months.

Speaking to people at DrugFAM who understand that world is proving invaluable!!

Reserves

The current reserves policy was adopted in 2013. The policy is that the charity should hold 'free' (i.e., unrestricted) cash reserves of at least six months' unrestricted cash costs to allow for shortcomings in income and to cover the cost of closing down the charity should such a need ever arise.

The directors have reviewed the reserves policy during the year and decided to leave it unchanged. Signed on behalf of the Board of Directors.

Laura Furness, Chair of Trustees. 8th June 2023

from

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DRUGFAM / THE NICHOLAS MILLS FOUNDATION

I report to the charity trustees on my examination of the accounts of DrugFAM / The Nicholas Mills Foundation ('the Company') for the year ended 31 December 2022 set out on pages 19 to 29.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

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

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

A Endersby

ACA

23 June 2023

Streets S J Males Limited

Chartered Accountants

Basepoint Business & Innovation Centre

110 Butterfield

Great Marlings

Luton

Bedfordshire LU2 8DL

DrugFAM / The Nicholas Mills Foundation (Operating as DrugFAM) STATEMENT OF FINANCIAL ACTIVITIES Year to 31 December 2022

		Unroctrictod	Doctrictod	2022	2021
		Unrestricted Funds	Restricted Funds	2022 Total	(restated) Total
	Note	£	£	£	£
Income from:					
Grants and donations	3	209,810	186,026	395,836	219,644
Charitable activities	4	33,402	80,075	113,477	17,598
Other trading activities Investments	5	285	-	285	-
investments		225	-	225	-
Total income		243,722	266,101	509,823	237,242
Expenditure on:					
Raising funds	6	40,387	-	40,387	31,130
Charitable activities	6	63,532	247,479	311,011	253,792
Total expenditure	6	103,919	247,479	351,398	284,922
Net income / (expenditure)		139,803	18,622	158,425	(47,680)
rect meeting / (expenditure/			10,022		
Reconciliation of funds:					
Net movement in funds		139,803	18,622	158,425	(47,680)
Total funds brought forward at the beginning of the year		3,212	-	3,212	50,892
Total funds carried forward at the end of the year		143,015	18,622	161,637	3,212

DrugFAM / The Nicholas Mills Foundation (Operating as DrugFAM) **BALANCE SHEET** At 31 December 2022

		Unrestricted	Restricted	2022	2021
		Funds	Funds	Total	Total
	Note	£	£	£	£
Tangible fixed assets					
Computer equipment	8	3,023	-	3,023	4,154
Total tangible fixed assets		3,023	-	3,023	4,154
Current assets					
Debtors	9	6,462	-	6,462	3,218
Cash at bank & in hand		143,687	72,342	216,029	80,088
Total current assets		150,149	72,342	222,491	83,306
Current liabilities					
Creditors: amounts falling due within one year	10	(10,157)	(53,720)	(63,877)	(84,248)
Net current (liabilities) / assets		139,992	18,622	158,614	(942)
Total net assets		143,015	18,622	161,637	3,212
The funds of the charity					
Unrestricted funds		143,015	_	143,015	3,212
Restricted income funds	14	-	18,622	18,622	-
Total charity funds		143,015	18,622	161,637	3,212

For the year ending 31 December 2022, the company was entitled to exemption from audit under Section 477 of the Companies Act 2006 relating to small companies ('The Act').

The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act.

The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

These financial statements were approved by the Board of Directors on 8th June 2023, and are signed on their behalf by: on fines

Laura Furness, Director and Chair of Trustees

DrugFAM / The Nicholas Mills Foundation (Operating as DrugFAM) STATEMENT OF CASHFLOWS Year to 31 December 2022

	2022 Total	2021
Note	Total £	Total £
Cashflow from operating activities		
Net cash provided by / (used in) operating activities	137,603	(37,484)
Cashflows from investing activities		
Purchase of computer equipment 8	(1,887)	
Net cash (used in) investing activities	(1,887)	
Cashflows from financing activities		
Bank interest received	225	
Net cash provided by financing activities	225	
Change in cash & cash equivalents in the reporting period	135,941	(37,484)
Cash & cash equivalents at the beginning of the reporting period	80,088	117,572
Cash & cash equivalents at the end of the reporting period	216,029	80,088
All cash is held in bank accounts without a notice period.		
Reconciliation of net movement in funds to net cashflow from operat	ing activities	
Net movement in funds for the reporting period (as per the		
Statement of Financial Activities)	158,425	(47,680)
Adjustments for:		
Depreciation charges 8	2,802	2,711
Write off of tangible fixed asset 8	216	-
Bank interest income (Increase) / decrease in debtors 9	(225) (3,244)	- 2,963
(Decrease) / increase in debtors 10	(20,371)	4,522
Net cash provided by / (used in) operating activities	137,603	(37,484)

Year to 31 December 2022

1. Basis of preparation

The financial statements have been prepared on the basis of historic cost in accordance with Accounting and Reporting by Charities – Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102), the Companies Act 2006 and with the Charities Act 2011.

The financial statements are prepared on the accruals basis.

There has been no change to the accounting policies (valuation rules and methods of accounting) since last year.

To comply with FRS102, the accounts include a Statement of Cash Flows for both 2022 and 2021.

No changes have been made to the accounts for previous years.

2. Accounting policies

Income

Income is included in the Statement of Financial Activities when the charity becomes entitled to the income, when the trustees are virtually certain they will receive the income, and when the monetary value can be measured with sufficient reliability.

Where income has related expenditure (as with fundraising or contract income) the income and related expenditure are reported gross in the Statement of Financial Activities.

Incoming resources from tax reclaims are included in the Statement of Financial Activities at the same time as the gift to which they relate.

Contractual income and performance related grants are only included in the Statement of Financial Activities once the related goods or services have been delivered.

The value of any volunteer help received is not included in the accounts but is described elsewhere in the report.

Investment income is included in the accounts when receivable.

Expenditure and liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation committing the charity to pay out resources.

Assets

Tangible fixed assets for use by the charity are capitalised if they can be used for more than one year and cost at least £500. Depreciation is provided at the following annual rates in order to write off the asset over its estimated future economic life: Computer and Telephone Equipment - 33% on cost. Tangible Fixed Assets are valued in the accounts at cost less accumulated depreciation.

Year to 31 December 2022

3. Income from donations	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 (restated) Total £
AbbVie UK Pharmaceuticals		3,852	3,852	-
ASDA		-	-	200
Berkshire Community Foundation		2,917	2,917	5,000
Camurus AB		7,500	7,500	9,722
Garfield Weston Foundation		6,000	6,000	-
Groundwork UK (Tesco)		-	-	2,166
Heart of Bucks		2,917	2,917	2,084
High Wycombe Community Board		4,700	4,700	-
John Lewis Partnership		-	-	1,823
Mountain Healthcare		-	-	500
Southern Coop Funeralcare		-	-	2,083
Thames Valley Police		-	-	15,000
The Albert Hunt Trust		-	-	2,000
The Clare Foundation		-	-	5,000
The National Lottery Reaching				
Communities Fund		138,450	138,450	36,377
The National Lottery Coronavirus				
Community Support Fund		-	-	74,458
Wates Foundation		4,166	4,166	-
Wokingham In Need		-	-	3,000
From Individuals, other Trusts &				
Foundations and other organisations	209,810	15,524	225,334	60,231
Total income from grants and donations	209,810	186,026	395,836	219,644

Movement of restricted funds – see Note 14.

Where donations in this list are performance related, the proportion carried forward is not included above.

Year to 31 December 2022

4. Income from charitable activities	Unrestricted Funds £	Restricted Funds £	2022 Total £	2021 (restated) Total £
Annual National Bereavement Conference DrugFAM's fundraising events Partnership project to reduce gambling harm	4,155 27,054	-	4,155 27,054	927 -
Ara Recovery For AllWokingham Borough Council – Adult services	-	70,700	70,700	6,300
contract Education and awareness presentations *	2,030	9,375	9,375 2,030	6,250 3,950
Miscellaneous income	163	-	163	171
Total income from charitable activities	33,402	80,075	113,477	17,598
*With the kind sponsorship of Wokingham In Ne	ed.			
5. Income from other trading activities			2022	2021
			£	£
Sales of books and cards			285	

Year to 31 December 2022

6. Expenditure	Raising Funds £	Charitable Activities £	2022 Total £	2021 Total £
Staff costs (See Note 13)	30,037	246,584	276,621	235,448
Advertising and promotion		402	402	673
Computer software & equipment		10,174	10,174	13,070
Counselling fees		400	400	390
Depreciation of tangible fixed assets		2,802	2,802	2,711
Evaluation and surveys		288	288	364
Fundraising and events	10,200	-	10,200	412
Gifts		1,034	1,034	667
Governance costs		395	395	523
Insurance		1,531	1,531	1,856
Media expenses		-	-	1,210
Office expenses		1,346	1,346	2,024
Printing, postage and stationery	150	1,314	1,464	1,805
Professional fees (including Human Resources)		5,751	5,751	4,061
Rent and premises costs		4,554	4,554	5,463
Safeguarding and supervision *		120	120	300
Subscriptions		356	356	638
Telephone and internet		10,336	10,336	6,879
Training costs		8,045	8,045	3,647
Travel and subsistence		3,048	3,048	782
Miscellaneous		625	625	399
	40,387	299,105	339,492	283,322
Annual National Bereavement Conference **		11,906	11,906	1,600
Total expenditure	40,387	311,011	351,398	284,922

^{*}Safeguarding supervision has been carried out in house for both years.

7. Audit, independent examination and other financial service fees

Included in Professional fees is a fee of £1,800 chargeable for the independent examination for 2022 (2021: £nil).

^{**} The Annual National Bereavement Conference in 2022 was held as a 'hybrid' live and online event. In 2021, it was online only.

Year to 31 December 2022

8. Tangible fixed assets	Computer Equipment £	2022 Total £	2021 Total £
Cost			
Balance brought forward	29,579	29,579	29,579
Additions	1,887	1,887	-
Disposals	(649)	(649)	-
Balance carried forward	30,817	30,817	29,579
Accumulated depreciation			
Balance brought forward	25,425	25,425	22,714
Charge for the year	2,802	2,802	2,711
Disposals	(433)	(433)	-
Balance carried forward	27,794	27,794	25,425
Net book value			
Balance brought forward	4,154	4,154	6,865
Balance carried forward	3,023	3,023	4,154

Computer and Telephone Equipment is being depreciated on a straight-line basis over three years from the date of installation.

9. Debtors	2022 £	2021 £
Prepayments and accrued income	6,462	3,218
Total debtors	6,462	3,218
10. Creditors		
Trade creditors	(2,943)	(1,996)
Prepaid revenue	(30,083)	(76,788)
Prepaid grants	(21,398)	-
Payroll liabilities	(4,983)	(4,556)
Other liabilities	(2,239)	-
Accruals	(2,231)	(908)
Total creditors: amounts falling		
due within one year	(63,877)	(84,248)
11. Payments to trustees for expenses incurred		
Elizabeth Burton-Phillips MBE	2,252	4,171
Simon Mills	2,052	523
Charles Owen-Conway	160	672
Isobel Morrow MBE	524	-
Rodney D'Costa	10	-
Total payments	4,998	5,366

Throughout 2022, the above Trustees received the above reimbursements from DrugFAM in the course of carrying out volunteer duties and fundraising services including reasonable travel, postage and printing expenses. The Board has agreed that they continue to be reimbursed expenses incurred in carrying out volunteer duties and fundraising services for DrugFAM but not for carrying out Trustee related duties.

12. Transactions with related parties

During 2022, payments totalling £6,000 (2021: £7,377) were made to a trustee for contracted professional IT support services for the charity, which included configuring computer equipment for staff working from home. During 2022, the spouse of another trustee was remunerated as part of a contract of employment with the charity. The amount is included in Note 13 – Employees.

There were no other transactions with related parties during the year.

None of the trustees were paid remuneration or received any benefits from DrugFAM during the year (2021: £nil).

13. Employees	2022	2021
	Total	Total
Employee count		
Employees at beginning of year	10	8
Employees at end of year	14	10
Full time equivalent at end of year	9.9	7.0
Staff costs	£	£
Wages and salaries	256,005	212,523
Employer's national insurance	15,616	13,200
Employer's pension contribution *	5,000	3,969
Employment termination costs **	-	5,756
Total staff costs	276,621	235,448

^{*}The workplace pension scheme commenced 1st April 2016.

There are no employees who received remuneration of more than £60,000 during the year (2021: none).

^{**} The termination costs were recognised as expenditure in the year they were incurred and funded from the charity's unrestricted funds.

Year to 31 December 2022

14. Restricted income funds

Movement of funds during 2022 was as follows:

	Fund balance brought fwd	Incoming resources	(Refunded/ Deferred)	(Outgoing Resources)	Fund balances carried fwd
	£	£	£	£	£
AbbVie UK	3,852	-	-	(3,852)	-
Ara Recovery For All *	14,700	84,000	(28,000)	(70,700)	-
Austin Hope Pilkington Trust	714	-	-	-	714
Berkshire Community Foundation	-	5,000	(2,083)	(2,917)	-
Camurus AB	-	7,500	-	(7,500)	-
Garfield Weston Foundation	6,000	-	-	(1,125)	4,875
Groundwork UK (Comic Relief) **	1,988	-	(932)	(1,056)	-
Harrall Fundraising	-	13,154	-	(721)	12,433
Heart of Bucks	2,916	-	-	(2,916)	-
The High Sheriff of Berkshire	5,000	-	(5,000)	-	-
High Wycombe Community Board	-	4,700	-	(4,700)	-
HMP Oakwood	1,066	-	(1,066)	-	-
Indivior	1,173	-	(1,173)	-	-
The National Lottery Community Fund	34,612	103,838	-	(138,450)	-
The Rank Foundation	600	-	-	-	600
Wates Foundation	4,167	-	-	(4,167)	-
Wokingham Borough Council	-	9,375		(9,375)	
Total	76,788	227,567	(38,254)	(247,479)	18,622

^{*}Relates to the partnership project to reduce gambling harm for which the 2022 income is disclosed as Income from Charitable Activities.

^{**} A portion of the grant was returned to the funder due to project changes.