



Mind In Mid Herts

Trustees' Annual Report
& Financial Statements

Year ended 31 March 2022

Registered Charity Number: 1101678
Registered Company Number: 04746078 (England and Wales)

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Mind In Mid Herts
Year ended 31 March 2022
Legal and Administrative Information

Mind In Mid Herts is registered as a charity and is a company limited by guarantee governed by its Articles of Association.

Company No. 04746078
Charity No. 1101678

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

Trustees	Narcis Marian Balalau Ian Callaghan Sandy-Lee Connolly Shona Luann Davies Alexis Louise Ernst Isaac Kenyon Neil Kavin Margereson Paul Ronald (Chair) Danielle Yvette Adams Joanne Claire Couchman Mary Compton Claire Wilkinson Rachel Ramalinga Chetty Rose Beynon-Dupuy Peter Michael Walsh Laura Tyrrell Michaela Clark Dominic Mahabir	Appointed 14 May 2021 Appointed 25 February 2022 Appointed 21 July 2022 Appointed 26 September 2022 Appointed 26 September 2022 Resigned 31 May 2021 Resigned 6 July 2021 Resigned 6 December 2021 Resigned 20 July 2022 Resigned 20 July 2022
Patron – Alon's House Project	Rosemary Farmer	
Patron	Mahesh Dabba	
Registered and Principal Office	11 Hatfield Road St Albans Hertfordshire England AL1 3RR	
Auditors	Moore Kingston Smith LLP 4 Victoria Square Victoria Street St Albans Hertfordshire AL1 3TF	
Bankers	CAF Bank Limited P O Box 289 West Malling Kent ME19 4TA	
Solicitors	Crane & Staples Longcroft House Fretherne Road Welwyn Garden City AL8 6TU	

Mind in Mid Herts
Annual Report and Annual Accounts
2021-22

Introduction

If we can begin by saying welcome and to thank you for taking the time to read our Annual Report and in your wider engagement with our organisation and our people. This report contains the key reflections of both of us as Chair and CEO covering the year to March 31st, 2022, and our thoughts on the period ahead.

In setting out this report, it is worthwhile reminding ourselves that Mind in Mid Herts (**MiMH**) has been providing vital services and support for over 40 years, initially covering St Albans, and offering people support who were being discharged from Hill End Hospital and then progressively extending the geography and the services covered. This many years of service is something that we should all be tremendously proud of and is testament to the huge contributions of our staff and volunteers and the generosity and support of our funders. So, we begin with a huge thank you to all of those who helped us sustain and grow what we do.

In 2021-22, as we describe below, MiMH has continued to surpass all expectations, with the team continuing to go above and beyond in supporting the users of our services, maintaining access and support at this time of huge uncertainty and disruption. An indication of the value and success of those efforts is shown in the table below:

Year	19-20	20-21	21-22
People supported	1267	1840	1740
% increase		45%	38% from 19-20

This is an increase of circa 40% over the last 2 years, at a time when contact and keeping connected was so much more challenging yet so vital to the wellbeing and recovery of so many. **We connected with people on the telephone, by email, online and in person when it was needed.**

This increase in service need was heightened by the pandemic and the national response, with the severity and depth of its impact only becoming clearer as the pandemic unfolded. For many people who were already living with a mental health problem the challenges of the last two years exacerbated their condition and many more in society experienced a mental health condition for the first time.

For MiMH this has meant that we have received many new referrals which has led to an increase in our waiting lists and in waiting times and it has meant that our service users are often more unwell and in need of different types of support for longer periods than previously. We are in no doubt about the immense impact of Covid-19 on people affected by poor mental health, yet with the physical virus being front of mind, those affected by a mental health problem were often secondary, particularly in the early period where the measures taken to contain the virus, broke established support arrangements and created greater isolation.

Whilst society looks to move on from Covid-19 we can expect the negative impact on mental health to continue for some time. In addition, we will also see an adverse impact from the growing concerns over the cost of living pressures which we know can make mental health problems more severe and long-lasting.

We recognise that this sets out a challenging picture in terms of future demand. As an organisation we have responded to previous challenges positively and, whilst there is always more we can do, our experience and strong track record demonstrated below means that we go forward confident that we will continue to support the mental health of our population. There are also several other key developments which can help us build further and faster over the next period.

Firstly, we know that the future for healthcare will be different, as the recent changes from the Health & Social Care Act are implemented. Key to this is the establishment of the ICS Health and Care Partnerships which signals a shift towards a new model of collaboration, partnership and integration. Whilst not mandated, the membership of these partnerships in Hertfordshire will include charity/voluntary sector organisations and can provide greater opportunity for organisations like ours to influence the response to the future health, public health and social care needs of our population. We also show below how MiMH is already working collaboratively with a number of partners to provide new services in Hertfordshire embracing and shaping new ways of working. We are pleased to see that it is a mental health colleague who will chair the Voluntary, Charity, Faith, and Social Enterprise (VCFSE) Alliance which is the voluntary body representing the voluntary sector with the ICS. We will be working with them to ensure that new investments are supported to ensure that the prevention work, so well-known to our sector, is prioritised.

Secondly over the last years we have seen increased funding for mental health to support core services and to make the transition to new ways of working. Whilst there are genuine concerns over the level of future funding that is required, we have to strive to secure what has been made available and demonstrate our agility and innovation in improving access, care and ongoing support. The response to the increased demand and acuity referred to above is to do things differently and MiMH can show, as it does below, how it can play a key part in this transformation.

A third factor that we can leverage is the greater awareness of mental health and the recognition that it is 'easier' to talk about mental health now than it was in the past. This is reflected in the number of organisations that have approached us in the last year to work with them in supporting their staff wellbeing. We will continue to build on this, looking to extend our links into the workplace, to colleges, sports clubs and other organisations to ensure people feel able to access support and advice when it is needed. We do know from some recent research conducted by National Mind that those experiencing poverty often feel excluded and the conversations are not always relevant to them or captures their experience. This is something we will work with partners to address

We are also working hard to grow and extend our volunteer base and have several initiatives that will provide us with capacity, skills, and experience to supplement and enhance our direct workforce. We have created a new role of patron and have recently made our first appointments. This role is for those who want to make a formal commitment to MiMH by utilising their exceptional skills and experience but don't have the time to commit to being a trustee. They will work as part of one of our subcommittees helping deliver key elements of our strategic plan.

We are also working to create a specific volunteer team focussed on fundraising, supporting our fundraising manager in the planning and undertaking of our exciting program of events. During the last two years we have had to postpone/scale back on direct public events that are both fun and allow us to connect with the public and we have missed this greatly. Later this calendar year we have our Mental Elf Festive Fun run as our relaunch. It would be great to see you there having fun, staying healthy and meeting new colleagues.



[Mental Elf 2022 – Mind in Mid Herts](#)

Finally in terms of how we are building for the future we have, following your feedback, amended our strategic plan and we are now taking forward its implementation. There is more detail provided below on this, where you will see it is an ambitious plan which builds upon our successes and seeks to address current issues and the future needs. It fully recognises the challenges we will face and has a large focus on building our capacity and resilience in order to focus on the priorities identified of:

1. Helping people recover and stay well - through improving access times and the range of services we provide
2. Becoming a user led service - through increasing the influence of the MiMH Community on the organisation
3. Keeping the organisation safe - through the continuing investment in our people, our systems and our ways of working
4. Growing our services - through increasing our capacity and resilience from income growth and partnership working

I hope the above gives a flavour of the last year, and we expand on this below. We are both very proud of what MiMH has achieved and clear on the important role we will play in the future. There is much that it is changing but you will also see that our history, our achievements, our strong partnerships and our dedicated and inspirational staff and volunteers give us a legacy and a platform to continue to build and help deliver on the ambitions we have set together.

WHY I BECAME A MENTAL HEALTH PEER SUPPORTER –

Grant Fullen thought people with mental health issues should just sort themselves out. Now he believes we can all help each other...

Before your peer supporter training, what were your views about mental health issues?

"I had little empathy for people who suffered with mental health – I would walk the other way. I'm not proud of that. I wondered whether people used mental health as an excuse. My ignorant attitude was that these people needed to pull themselves together.

"One day, a friend from school, who I had not seen for years, was in the town centre. He was shouting things at the top of his voice. He was talking to himself and annoying and scaring people. I should have tried to help him and ask what the problem was, but I was cowardly and dived into a shop to get out of his way. I never saw him again after that day."

So why did you decide to become a peer supporter?

"In my current role, there were people who went sick with mental health issues. My attitude then was that they were riding the mental health train. But when these people returned to work, they looked and acted differently. Their eyes seemed sad and distant.

"I decided I would go out of my way to ask them how they were. In response, these people would, on occasion, tell me about their issues or just speak about their weekend or day. I found out I could be a good listener. That was the turning point for me.

"Then one day at a work briefing, I found out about peer support training. When my manager asked for volunteers, I put my hand up."

What was your first day of training like?

"There were about 15 people in my session, plus two people leading the course. I felt nervous when we went around the room, giving our reasons why we chose to volunteer. But my reasons were warmly received which eased my nerves."

What did you think of the two-day training course?

"I enjoyed it, and it was led by wonderful people. The attendees were a mixed bunch of management and production staff. Some, like me, didn't understand mental health issues and some had suffered themselves. There were some people who talked about when they suffered and how bad it got. It surprised me how open and honest people were.

"We explored all types of mental health and wellbeing issues, and workshops were done in mixed groups which were changed so we got the chance to work with everyone.

"My favourite roleplaying exercise was when we worked in threes. Two of us had a card each to read from, about a general subject. The third person had a card of things to say. He or she would randomly whisper these things in one of the participant's ears while they were talking to their partner. This was very off-putting but demonstrated how some sufferers hear voices which can determine their response and actions. It was explained in further detail about how and why people can suffer with issues like this."

What knowledge or skills did you gain from the training?

"The most important thing that hit home was that one day it could be me. And I realised that by not ignoring people with mental health issues I could make a difference.

"Skills-wise, I gained the ability to not just listen, but to hear what a person is telling me.

Have you been able to use these skills?

"I have on a couple of occasions been able to give the correct information and support to people who have asked for help. At first, at my workplace, not many people knew I was a peer supporter, and some were even surprised we even had a peer support group.

How have your views changed about mental health?

"Now, I don't need to see a wound or bandage to know someone is suffering. And I've gained respect for people who come forward with issues. I'd appeal to people suffering in silence to reach out, because they may be surprised how many people are willing to reach back. So, please, speak up. You may be experiencing a storm now, but it won't last forever."

Our Vision

“We will work to ensure the mental health of everyone in Hertfordshire is supported and respected”

Our Mission

“Providing prevention, recovery and support services in Hertfordshire to empower people to take control of their mental health.”

Our Values

- **Inspirational** – inspiring others to achieve their potential
- **Openness** – acting with integrity and transparency caring for staff, volunteers and the people who use our services
- **Altogether** – stronger in partnership
- **We Care** – listening and facilitating change
- **Passion** – caring for the people who use our services is at the heart of everything we do

Our Services

This last year, as the previous year, has seen a continuous increase in people reaching out for support and in addition we are being asked by the System to do more. This is exciting but also challenging especially for our management team which has not grown but has designed, developed and mobilised several new services including:

- Mental Health Peer Support (MHPS) Training, fully funded by the Coop Resilience Fund through National Mind, has been an exciting development. This training is developing volunteers within communities, organisations, and charities to be MHPS. Giving people the confidence to talk about mental health with their peers. Creating a culture in organisations/ communities of a safe space to be open about their struggles. The key thing with our training is that it does not end when the individual is trained. We run monthly network/ supervision meetings to connect the peer supporters with each other to continue to learn and develop. They also stay connected to us, so if they are worried or concerned about a person they are supporting they have direct access to our team to support them to support their colleague/ friend. The really exciting aspect of this project is how we have been able to reach communities that do not normally access our services. We have trained partner organisations ensuring that their volunteers have the confidence to support people in their community. We have trained over 50 MHPS so far.
- We were asked during the pressures last winter to recruit, induct and train two Mental Health Link workers to work in our local Accident and Emergency Department at the Lister Hospital. This is really making a difference to our colleagues in the Hospital, we support people whilst they wait for an assessment both for physical and mental health difficulties.
- We also are now working in partnership with District Councils, Herts Mind Network (HMN) and Change Grow Live (CGL) supporting people at risk of homelessness.

Both of these projects are so new that we can't report on our impact as yet, but early signs are that they are making a great difference to individuals, ensuring they get the support they need quickly.

Whilst developing these new essential services we have continued our focus on supporting our core services, valuing staff and volunteers, which is a core principle. We have continued to deliver support in a variety ways including:

- Supporting 588 people making 7,366 keeping in touch calls (KIT);

This remains a highly valued service:

I really do value and I am so, so thankful for the support that Mind, Clare and you have offered and given me.

Clare and you have seen and worked with me through some of the hardest/bad times that I ever hope I will face and throughout it all I have felt supported and just not alone when to be honest I was/am scared and in a bad way.

I know I was a nightmare at times especially when Clare was working closely with me but through it all she never gave up on me where many others did. Clare saw and supported me right up until I finally got into rehab and remained by my side until I came out.

I mean this from the bottom of my heart that without Clare, you, and the support of your organisation that was provided and still continue to provide I am 100% sure that I would not have made it to where I am now.

I know I still have some major issues that need to be addresses but having your support just seems to make it so much more achievable. I feel I can really talk to you which is key for me as I cannot talk to my family and have no one else.

- Befriending/ buddy project is small but valuable, only held back by the number of volunteers coming forward. The service offers 12 weeks support to individuals, from a volunteer, to get back to doing whatever they were doing before becoming isolated.
- The Psychological therapy service has expanded with new services, including trained counsellors now taking referrals from the Hertfordshire Partnership Foundation NHS Trust (HPFT) Wellbeing team and GP's for a course of Counselling for Depression. We saw 181 people last year and this year that has increased to 463, attending 4772 sessions. We continue to have volunteer counsellors offering a range of different models of therapy/ counselling to a wide range of people with different needs.
- 155 front line workers have attended daily free **live mindfulness sessions**, including the workforce from the NHS, social care, housing and financial support, teachers, carers, volunteers, and staff from a variety of charity sector partners
- 75 people regularly attend online groups including the Friday quiz, book group, wellbeing group, LGBTQ, peer support group for people experiencing long co-vid and others. This was a new innovation during the pandemic and remains part of the choices we offer people to engage in whatever way suits them.
- 140 people have welcomed being able to attend in-person groups back in our centres. We are growing the number of weekly sessions and now have over 15 groups offered each week across our 4 centres including Music, Art/crafts, peer support, games, women's, and men's groups. We also offer monthly evening groups for men and the LGBTQ+ community to attend.

I have been a service user of Mind on and off for 10 years.

I have been supported by Matt initially over the phone since the back half of Covid when I was in a very dark place. Now I meet Matt at Mind every Friday.

I have severe mental health problems and it can't always be easy for Matt to support me when I'm too paranoid, etc. I can honestly say I don't know where I would be without the support and encouragement from Matt.

He recently referred me to wellbeing group where Lauren runs the group, and she is also fantastic! A wealth of knowledge for such a young person. And extremely professional. Currently it's the only group I do at Mind.

I really do appreciate Mind and the support it gives people.

I first met Matt when I was hospitalised for a long time in Luton and Dunstable hospital and was referred from Luton Mind back to Matt Since the support of St Albans Mind, I have not been back in hospital approx. 1.5 years. All thanks to St Albans Mind.

I just wanted you to know the fantastic work they do.

- Stepping Stones remains one of our key services - visiting patients on acute wards; Aston ward at the Lister Hospital and Albany Lodge in St Albans, ensuring a smooth transition from inpatient to community services.
- We have run walking groups in Welwyn Garden City and Hitchin and continued to run football sessions in Stevenage. Offering Physical activity remains part of our approach to ensure that we engage people in services with other people with similar interests.
- Our Living Well courses remain valued, and we have delivered them online and in person – over 100 people have attended 72 training sessions
- Vocational Support and Training
- 131 people had a Physical Health Check (PHC) this is a new service for people with Serious Mental Illness (SMI) we deliver this in partnership with Central London Community Healthcare NHS Trust (CLCH) nurse.

As you can see, we have continued to grow and develop the range of courses we offer. It is one of the things we are most proud of. We continue to develop new courses such as: Getting Ready for Work. This six-week course enables participants to gain an understanding of their own readiness for work and develop tools and strategies to support their development and confidence. The vocational project alongside these courses has been very effective and 64 people were supported to find work, stay in work or go back into education/ training or volunteering last year.

I initially came across Mind in Mid Herts whilst doing a Google search for local self-help courses on being more assertive and self-compassion. It was at this point I discovered that Mind offered a range of services including help with returning to work. With my long-term goal of returning to work, I contacted Mind in Mid Herts who put me in touch with Lori the vocational advisor.

I was initially quite overwhelmed with the thought of returning to work. I didn't believe I would be able to get another job in my profession, could do my job anymore after a career gap and had concerns how technology had moved on. I also had many self-doubt and confidence issues. Lori helped me work through each of these barriers.

She helped me set up my SMART Goals. This was extremely helpful and gave me a focus on what I was working towards by giving me small and manageable steps towards my goal. We also worked together on creating a mind map and vision boards, which has helped me to focus and guide me in which jobs to apply for. She helped me to update my CV and LinkedIn profile by giving helpful and constructive feedback whilst being encouraging and positive. She also sent across useful articles to help support the process.

After this, I felt far more confident in myself and positive about my work and I was ready to start applying for positions.

I applied for four positions, was invited to attend three interviews, and was offered a job a week later!

At all stages Lori was encouraging, friendly, knowledgeable, and professional. She also went out of her way at short notice to help me prepare for interview.

I am in a much better place now and feeling confident. I am excited about starting my new role, believe in myself and that I can successfully do my new job. Thank you so much for all your help - it has made a huge difference!

Volunteers

MiMH have always been reliant on the dedication of our volunteers and never more so than now. We have had the support of 105 volunteers (including 15 young people) working in a variety of ways. Over the last year they contributed 4948 hours, this is equivalent to 133 working weeks. In addition, we have volunteer counsellors and our wonderful board of Trustees. The volunteers are essential to our success in reaching out and maintaining contact with service users via Keeping in Touch calls, befriender/ buddy's, administration, online course assistants as well as supporting the in-person groups.

When anyone wishes to volunteer with MiMH, a coordinator will interview them and complete the relevant forms to match their skills to the projects within the organisation. We continue to maintain the 6-point promise Accreditation.

We ensure that all volunteers stay well by regular de-briefs, supervision and a robust personal development plan that includes training in mental health awareness; spot the signs save a life and specific training to do with the role they are delivering i.e. KIT calls or befriending. We also have a safe app for use when the volunteers are meeting with their befriended on their own so that they log in and alert us to their meeting

and log out when their visit is over. This way we are alerted if a meeting is taking longer than anticipated and we can give them a call to check in.

MEET SUZANNE - Wellness Training Course Facilitator and KIT Volunteer

I've spent my career in and around the pharma industry in roles including medical information and medical writing as well as more recently working with NHS England making medicines available to patients. I've recently stepped back from this to work as an advisor to the industry and as a patient representative, to try to improve healthcare services.

I joined MiMH in November 2020 when we were stuck in lock down and I found myself in an 'empty nest' as they say. I have been facilitating Wellness courses since then and started 'keeping in touch' calls (KIT) in February this year. I find both the training and the calls really rewarding but in different ways. With the training you sometimes only meet people once for a single workshop and with the longer courses and the KIT calls you get to know people quite well. I enjoy developing relationships with people and am amazed at how open and willing to share people can be. I always feel privileged to be a part of people's journey, no matter for how short a time.

Beyond work and volunteering, I am married and have two children at University. I love walking in the countryside, and recently had to laugh when a consultant I saw because of an immobilised shoulder reported that I was currently doing a 'desk job' but had previously been a 'farmer'! He had obviously misheard me say I used to work in Pharma, meaning the pharmaceutical industry. Maybe I should give it a go!?

We continue to rely on the very active involvement of our Board of Trustees and develop how they support our management team. During the last year we have developed a very active sub-committee structure which involves Trustees working directly with our staff on key projects. We have also introduced the role of Patron to provide us with expertise and specialist skills from volunteers who do not want to commit to a Trustee role but wish to support our work on key projects.

Everyone has their personal stories and challenges from this period and despite whatever challenges the pandemic has given, our Trustees have never wavered in their support, making themselves available to give advice and practical support.

Fundraising is important to us as it provides us with discretionary income that we use to pump prime some innovative service developments and to provide some contingency to meet unexpected costs. Running services from four centres means that we are very concerned by the additional utilities costs we now face at a time when we want to provide more access and comfort. We will be looking to grow our fundraising work through a dedicated team of volunteers so that we can help support the impact of the cost of living crisis that is now upon us.

Alon's House Appeal

As previously reported we have been most fortunate to have received a significant capital donation to support the acquisition of a new freehold site. This is a huge opportunity to provide a stable bespoke facility that will enable us to enhance and grow the services provided, with a particular focus on extending our

outreach and crisis services for young adults. The original time plans for this project have been reset and are now a main priority over the next 12 months. We are currently recruiting a Chair of our Appeals Board to oversee further fundraising activity across the county, the role will be supported by a specialist capital fund raising manager and a wider appeal board.

This is a significant opportunity that can make such a difference in terms of the services we can provide

Partnerships

We continue to work with Central London Community Healthcare Trust (CLCH) in West Herts to deliver physical health checks for people with serious mental illness (SMI). This project is receiving much recognition as it improves the life chances of people with SMI. On average, a person diagnosed with a SMI has a life span of between 15 and 20 years less than someone without a SMI.



We continue to enjoy a very strong partnership with Hertfordshire Partnership NHS Foundation Trust (HPFT) collaborating in a variety of ways including; increasing access and engagement, co-chairing the Crisis Care Partnership, involvement in steering groups for substance misuse, mental health partnership with Change Grow Live (CGL) and HPFT, on task and finish groups including the Borderline Personality Pathway and Depression Pathways.

We continue to work with Dr Alison Cowan and her team in St Albans to offer a children and young people's clinic every Thursday, thanks to funding from our Commissioners. This clinic enables CYP to be seen quickly by a GP to ensure they are getting support for their mental health early.

We are developing our relationship with colleagues in Herts Mind Network and jointly offering a number of services. We are also extending our involvement with other local Mind organisations and National Mind to access the skills and resources available, learn from them and help to develop mental health services across the UK.

Finance and our Funders

Thanks to the continuing generosity of our external commissioners and the work of our own staff and volunteers we have seen an increase in funding this year and have reported a small surplus that can help support our future work. Clearly, the financial position for all third sector organisations remains uncertain but our financial position this year will enable us to make some small investments to support future potential projects.

We have been pleased to continue our out-reach work in North Herts – thanks to funding from North Herts District Council.

Thank you to the Lloyds Bank Foundation for funding that enabled us to continue to deliver our Stepping Stones (hospital discharge service) and The Coop Resilience Fund through National Mind to launch our Mental Health Peer Support training. We are also appreciative and thankful for funding from the Government Department for Health and Social Care, Suicide Prevention; St Albans, East Herts and Welwyn Hatfield District Councils and Stevenage Borough Council for Covid-19 emergency funding that enabled us to continue operating as safely as possible through investing in Personal Protective Equipment for our centres and ensure that we did not lose services with the loss of income from trading, fees and fundraising.

We remain eternally grateful to Community Wellbeing, Integrated Community Commissioning, Adult Care Services, and donations from HCC Councillors.

Our Gratitude

MiMH would like to thank the following for their support with contracts, grants, and funding during the year: Hertfordshire Partnership NHS Foundation Trust (HPFT), Central London Community NHS Trust (CLCH), St Albans Federated GP's, Childwick Trust, Edward Gosling, National Lottery with Her Majesty's Government and National Lottery players, Active Sports Partnership, and the 29th May 1969 Trust.

And to all the people who raised funds for us:

We have received donations from Cllr. Anthony Rowlands, County Councillor locality budget; Emma – from Lucy Peach Slice; East Herts Lottery; St Albans Rotary, Harpenden Rotary, East Herts Lodge, Mike Trigg, Abbots Langley Masonic Lodge, Chipping Barnet Masonic Lodge and Hertfordshire Free Masons; Lloyds Bank in Stevenage; Charlotte Whitelaw who ran the Great North Run; all the participants who joined Move for Mind and raised money and awareness - Trustee Sandy-lee and her team from Keller, Pam Dhaliwal MiMH's Counselling Service Manager and Eloise Potts; MBDA Systems in Stevenage; St Nicholas Church in Harpenden; St Peters Church in St Albans; Pip Cullingford, James Burrell, Joanne Lawson; North Herts College; Burston Garden Centre; Musical Melodies Choir who sang in the Howard Centre in WGC, last Christmas; Millie Wyatt and students from the University of Herts who put on a sports quiz; Amy and Dr. Alison Cowan who ran three marathons; Homewood United Reform Church in Welwyn, Trinity Church in Knebworth; Richard Upton; June Pavyer Charitable Will Trust; Kelly Price; Zoe Squirrel who did a sky dive; Pauline Rhodes who has raised money through selling her book and beautiful hand painted greeting cards; in memory of Nick Kilhams family and friends donated to us.

We recently received a donation from Purchase Direct in Hatfield:

“Our team at Purchase Direct recently supported another worthwhile charity and were delighted to raise the grand total of over £2100 for ‘Mind in Mid Herts’ during Mental Health Awareness Week.

All employees within the business are given the opportunity to propose a chosen charity or community project to benefit from the fundraising which takes place twice a year. Most recently, Petra McMillian, Financial Controller at Purchase Direct, selected 'Mind in Mid Herts' - a local, independent mental health provider in Hertfordshire for people aged 16 and over who are suffering from mental and emotional distress.

Staff enjoyed a fun-packed day, participating in various games and activities to raise money for the charity”

As ever, the Trustees wish to express their appreciation for the commitment and enthusiasm of all the staff and over 100 volunteers who give their time to the charity, and without whom MiMH would be unable to achieve its objectives.

The following is one of several comments from a trustee on a service visit *“Having been into St Alban's and spent time with the team - the quality of the support, effort put in and commitment to helping those with MH issues is inspiring.”*

Finally, we would like to thank those Trustees who have stepped down this year for their dedication, support, and wisdom over their time with us. In particular to Alexis Ernst who steps down after 7 years as a Trustee and as Treasurer and has played a major role in our development over the last years. Thanks also to Rose Beynon-Dupuy for her contribution to our Fundraising Strategy, Peter Walsh for his role in improving our IT & Governance and Laura Tyrrell for her role on the Alon's House committee. Also, to Michaela Clarke and to Dominic Mahabir who both played key roles in establishing our sub-committees and in managing through the Covid lockdown period.

Your Opportunity to join us

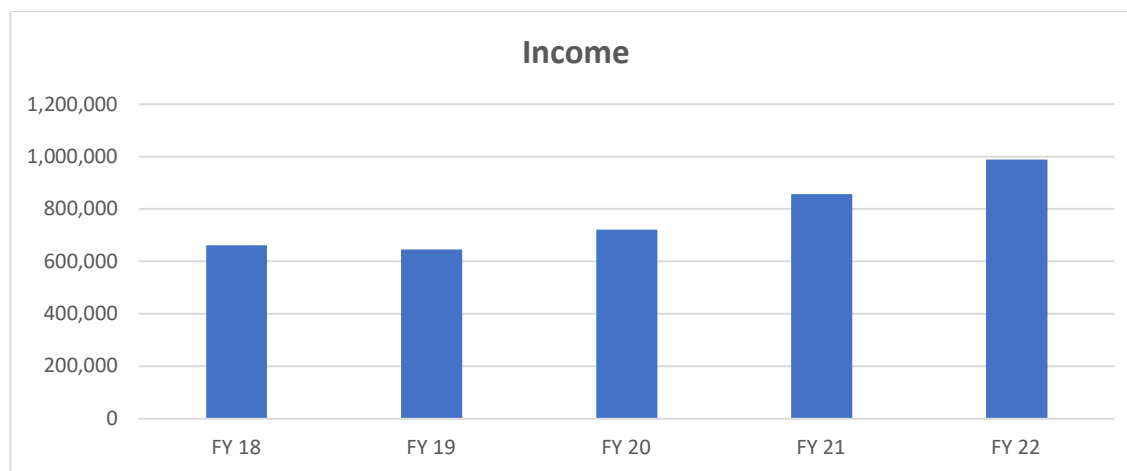
We do hope that you are inspired by all of the great work that MiMH has continued to achieve. If you believe in what we do and would be prepared to help us further then we have a number of opportunities for you to consider both within our volunteer roles, our new volunteer teams, that are focussed on either general fundraising and Alon House, or our patron roles where you will provide expertise and experience to one of our sub committees.

Please do contact us at **volunteering@mindinmidherts.org.uk** to explore any of the above. It is a real opportunity to help ensure people recover their mental health and live the best lives they can.

**Mind in Mid Herts
Financial Review
2021 - 2022**

In relation to the detail of our financial performance, which is set out on the pages below, we would highlight the following:

Our income from ordinary activities for the year totalled £988,707. This is a very healthy increase of 15.5% over FY21 as shown in the graph below. Our success in securing further Covid-19 specific funding and funding for overheads was a significant factor in this increase.



Income growth in the 5 years to FY22 is 49.6%, which is very respectable in the current climate and reflects the continuing support of our contract funders, the time and effort invested in finding and bidding for new funding opportunities and the focus on community fundraising activities. Our primary contract income has seen a slight increase to account for inflation compared with FY21; it is the smaller grant opportunities, which vary year on year.


The income is comprised of grants £879,362, donations and other fundraising activities £104,287 and investment income of £4,473.

Looking at expenditure, our total costs for the year were £984,411 of which payroll costs of £749,520 were the principal outgoing and support costs of £157,889.

Balance Sheet

Our reserves have increased to £200,560, reflecting our success in obtaining funding to cover overheads. This has enabled the addition of about half of our fundraising income to the reserves, to give us a cushion for the coming year where obtaining additional grant funding is likely to be more challenging. The reserves policy requires that we hold unrestricted reserves to cover us for a short-term loss of grant funding whilst we secure replacement funding to enable the Charity to continue to deliver an uninterrupted service. As the number and range of services grows the value of the unrestricted reserves needs to be maintained/ increased to ensure that any significant short-term loss of funding can be covered. We will continue to monitor our level of reserves actively and reassess our policy periodically.

Signed on 03/10/2022 on behalf of the Board



.....

Paul Ronald

Chair

Mind In Mid Herts
Year ended 31 March 2022
Trustees' Responsibilities Statement

The trustees (who are also directors of the Mind In Mid Herts for the purposes of company law) are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

None of the Trustees had any beneficial interest in any contract to which the Charitable Company was party during the year.

Mind In Mid Herts

Year ended 31 March 2022

Independent Examiner's Report to the Members of Mind In Mid Herts

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

As the charity's 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 the 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 member of the ICAEW, which is one of the listed bodies.

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

- 1) accounting records were not kept in respect of the 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.

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.



Silvia Vitiello

For and on behalf of Moore Kingston Smith LLP

Chartered Accountants

4 Victoria Square
St. Albans
Hertfordshire
AL1 3TF

Date: 04.10.2022

Statement of Financial Activities

		2022			2021		
		Unrestricted funds	Restricted funds	Total funds 2022	Unrestricted funds	Restricted funds	Total funds 2021
		£	£	£	£	£	£
	Note						
Income and endowments from:							
Donations and legacies	2	66,644	-	66,644	79,700	313,216	392,916
Charitable activities - grants	3	39,105	840,257	879,362	126,165	614,420	740,585
Charitable activities - other	4	38,228	-	38,228	32,580	-	32,580
Investments	5	245	4,228	4,473	3,111	-	3,111
Total		<u>144,222</u>	<u>844,485</u>	<u>988,707</u>	<u>241,556</u>	<u>927,636</u>	<u>1,169,192</u>
Expenditure on:							
Raising funds	6	7,750	45,026	52,776	7,600	43,031	50,631
Charitable activities	6	111,635	820,000	931,635	117,520	641,550	759,070
Total		<u>119,385</u>	<u>865,026</u>	<u>984,411</u>	<u>125,120</u>	<u>684,581</u>	<u>809,701</u>
Net gains/(losses) on investments	8	8,154	-	8,154	14,570	-	14,570
Net income/(expenditure)		<u>32,991</u>	<u>(20,541)</u>	<u>12,450</u>	<u>131,006</u>	<u>243,055</u>	<u>374,061</u>
Transfers between funds		(4,946)	4,946	-	(67,020)	67,020	-
Net movement in funds		<u>28,045</u>	<u>(15,595)</u>	<u>12,450</u>	<u>63,986</u>	<u>310,075</u>	<u>374,061</u>
Reconciliation of funds:							
Total funds brought forward		172,515	716,707	889,222	108,529	406,632	515,161
Total funds carried forward	12	<u>200,560</u>	<u>701,112</u>	<u>901,672</u>	<u>172,515</u>	<u>716,707</u>	<u>889,222</u>

The statement of financial activities includes all gains and losses recognised in the year and all income and expenditure derived from continuing activities.

Mind In Mid Herts
Year ended 31 March 2022

Balance sheet

		2022	2021
		£	£
	Note		
Fixed assets:			
Tangible assets	7	4,221	5,869
Investments	8	<u>85,308</u>	<u>77,154</u>
Total fixed assets		89,529	83,023
Current assets:			
Debtors	9	67,459	41,988
Investments	10	473,975	472,273
Cash at bank and in hand		<u>351,132</u>	<u>389,516</u>
Total current assets		892,566	903,777
Liabilities:			
Creditors: Amounts falling due with	11	(80,423)	(97,578)
Net current assets		812,143	806,199
Total assets less current liabilities		901,672	889,222
Total net assets or liabilities		<u>901,672</u>	<u>889,222</u>
The funds of the charity:			
Restricted income funds	12	701,112	716,707
Unrestricted funds	12	<u>200,560</u>	<u>172,515</u>
Total charity funds		<u>901,672</u>	<u>889,222</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

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

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

The financial statements on pages 20 to 25 were approved by the Board of Trustees and signed on its behalf by



.....
Paul Ronald
Trustee

03/10/2022

.....
Date

Company number: 04746078

Statement of Cash Flows

	2022	2021
	£	£
Cash flows from operating activities:		
Net cash provided by (used in) operating activities (note 16)	<u>(39,183)</u>	<u>402,609</u>
Cash flows from investing activities:		
Dividends, interest and rents from investments	4,473	3,111
Purchase of property, plant and equipment	(1,972)	(4,506)
Investment deposits	(1,702)	(394,194)
Net cash used in investing activities	799	(395,589)
Change in cash and cash equivalents in the reporting period	(38,384)	7,020
Cash and cash equivalents at the beginning of the reporting period	389,516	382,496
Cash and cash equivalents at the end of the reporting period	<u>351,132</u>	<u>389,516</u>

1 Accounting policies

1.1 Basis of preparing the financial statements

The financial statements have been prepared in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102). The company is a public benefit entity for the purposes of FRS102 and a registered charity established as a company limited by guarantee and therefore has also prepared its financial statements in accordance with the Charities SORP FRS 102 (second edition - October 2019) - 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 and the Companies Act 2006 and Charities Act 2011. The financial statements have been prepared under the historical cost convention with the exception of investments which are included at market value.

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the impact of Covid-19 pandemic. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and reserves and have concluded that the going concern basis remains appropriate.

1.2 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

1.3 Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

1.3a Raising funds

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

1.3b Allocation and apportionment of costs

All costs are allocated between the expenditure categories of the Statement of Financial Activities on a basis designed to reflect the use of the resource. Costs relating to a particular activity are allocated directly, and others are apportioned on an appropriate basis.

1.4 Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off the cost or valuation of each asset less any estimated residual value, over its estimated useful life.

Fixtures and fittings and Computer equipment straight line over 3 years

Website straight line over 5 years

Individual fixed assets costing £100 or more are capitalised and recorded at cost.

1.5 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.6 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity.

Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial

1.7 Operating leases

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

1.8 Investments

Investments held as fixed assets are revalued at mid-market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.9 Financial instruments

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

2 Donations and legacies

	Unrestricted Restricted Total 2022			Unrestricted Restricted Total 2021		
	£	£	£	£	£	£
Donations	66,644	-	66,644	79,700	250,591	330,291
Gift Aid	-	-	-	-	62,625	62,625
	66,644	-	66,644	79,700	313,216	392,916

3 Charitable activities - grants

	Unrestricted Restricted Total 2022			Unrestricted Restricted Total 2021		
	£	£	£	£	£	£
Grants	39,105	840,257	879,362	126,165	604,621	730,786
Coronavirus Job Retention Scheme	-	-	-	-	9,799	9,799
	39,105	840,257	879,362	126,165	614,420	740,585

Grant analysis:

	2022	2021
	£	£
<u>East & North Herts, Herts Valleys CCG's and Hertfordshire County Council</u>		
Hertford - Hertfordshire County Council	-	33,444
Psychological Services - NHS/Hertfordshire County Council	68,296	65,644
Social support	-	37,483
Specialist Groups including Carers- Hertfordshire County Council	-	49,568
Stepping Stones - Hertfordshire County Council	29,200	28,068
Vocational Support	41,529	39,916
Welwyn Garden City Office- Hertfordshire County Council	-	15,136
Wellbeing Services	141,112	-
SMI Physical Health Checks	67,000	-
PC Mental Health Project	32,418	-
KIT Calls core costs	40,000	-
Miscellaneous	24,138	51,735
Counselling for Depression Project	11,500	-
<u>Hertfordshire Partnership University NHS Foundation Trust</u>		
DIT Project	18,672	24,900
IAPT- Hertfordshire Partnership Foundation NHS Trust	59,818	59,758
Spot the Signs Hertfordshire Partnership Foundation NHS Trust	31,205	28,197
Mindfulness Project	14,328	-
St Albans - Mental Health	10,266	43,224
St Albans District Council	44,618	-
Small Grants	69,002	76,165
Garfield Weston	-	15,000
Impact Governance	21,592	-
Central london NHS Trust	45,263	8,749
Harpenden Trust	8,154	-
Lloyds Bank Foundation - unrestricted	-	7,930
Lloyds Bank Foundation	34,365	33,139
Mind National	38,099	5,000
Mind National - unrestricted	-	25,057
National Lottery	4,947	23,423
National Lottery - Covid 19 - unrestricted	-	39,390
North Herts DC	9,000	12,000
Stevenage Borough Council	11,090	2,660
Welwyn and Hatfield BC	3,750	5,200
	879,362	730,786

4 Charitable activities - other

	Unrestricted Restricted Total 2022			Unrestricted Restricted Total 2021		
	£	£	£	£	£	£
Sundry income	38,228	-	38,228	32,580	-	32,580
	38,228	-	38,228	32,580	-	32,580

5 Investment income

	2022	2021
	£	£
Bank interest	4,473	3,111
	<u>4,473</u>	<u>3,111</u>

6 Expenditure analysis

	2022	2021
	£	£
Direct cost		
Staff costs (including expenses)	755,865	603,633
Bidding	14,630	24,669
Project costs	66,483	29,847
	<u>836,978</u>	<u>658,149</u>
Support costs		
Premises and insurance	50,373	49,092
IT costs	19,370	22,141
Office running	38,734	25,751
Depreciation	3,620	6,757
Audit/accountancy	6,024	8,148
Affiliation fees	201	5,967
Consultancy	14,155	12,936
Counselling	150	-
Other	3,749	3,849
Travel	2,078	
Covid-19 costs	-	10,263
Professional fees	5,707	565
Advertising	3,272	6,083
	<u>147,433</u>	<u>151,552</u>
Total	<u>984,411</u>	<u>809,701</u>

6.1 Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation	3,620	6,757
Accountancy	6,024	8,148

6.2 Trustees' remuneration and benefits

The charity paid no salary nor benefits to any trustees for either this year or last.
The charity paid £nil (2021 - £nil) towards travel costs of the trustees.

6.3 Staff costs

	2022	2021
	£	£
Salaries and wages	694,477	548,801
Social security costs	40,985	31,592
Employer's pension contributions	14,058	13,904
	<u>749,520</u>	<u>594,297</u>

Average number of employees was 44 (2021: 36).

No employees received emoluments in excess of £60,000 (2021: none).

Key management personnel received remuneration of £204,579 (2021: £205,618)

7 Tangible fixed assets

	Fixtures and fittings £	Computer equipment and Website £	Total £
Cost			
At 1st April 2021	18,210	51,096	69,306
Additions	318	1,654	1,972
At 31st March 2022	<u>18,528</u>	<u>52,750</u>	<u>71,278</u>
Depreciation			
At 1st April 2021	17,718	45,719	63,437
Charge for year	458	3,162	3,620
At 31st March 2022	<u>18,176</u>	<u>48,881</u>	<u>67,057</u>
Net Book Value			
At 31st March 2022	<u>352</u>	<u>3,869</u>	<u>4,221</u>
At 31st March 2021	<u>492</u>	<u>5,377</u>	<u>5,869</u>

8 Fixed Assets Investments

	Listed investments £
Market Value	
At 1st April 2021	77,154
Revaluations	8,154
At 31st March 2022	<u>85,308</u>
Net Book Value	
At 31st March 2022	<u>85,308</u>
At 31st March 2021	<u>77,154</u>

There were no investment assets outside the UK.

All investments are held primarily for an investment return.

9 Debtors

	2022 £	2021 £
Trade debtors	66,095	39,359
Prepayments and accrued income	1,364	2,629
	<u>67,459</u>	<u>41,988</u>

10 Current Assets Investments

	2022 £	2021 £
Investment bond	-	-
Cash investments	473,975	472,273
	<u>473,975</u>	<u>472,273</u>

11 Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	12,482	11,014
Deferred income	44,006	74,091
Accrued expenses	8,220	8,930
PAYE payable	12,451	3,543
Other Creditors	3,264	-
	<u>80,423</u>	<u>97,578</u>

11b. Deferred income

	2022 £	2021 £
Deferred income at 1 April	74,091	20,745
Resources deferred in the year	44,006	74,091
Amounts released from previous years	(74,091)	(20,745)
Deferred income at 31 March	<u>44,006</u>	<u>74,091</u>

12 Funds

	Balance b/fwd £	Income £	Expenditure £	Transfers £	Gains and losses £	Balance c/fwd £
Unrestricted Fund	172,515	144,222	(119,385)	(4,946)	8,154	200,560
Restricted Funds:						
Grants	-	-	-	-	-	-
Donations	716,707	844,485	(865,026)	4,946	-	701,112
	<u>889,222</u>	<u>988,707</u>	<u>(984,411)</u>	-	<u>8,154</u>	<u>901,672</u>

Unrestricted funds are those funds which are not restricted or designated as committed to specific projects.

Restricted funds have accumulated through donations for the specific purpose of acquiring a building, in memory of a young man who took his life, to provide MiMH with a long term secure future for delivery of services.

13 Analysis of net assets between funds

	Unrestricted Fund £	Restricted Funds £	Total £
Fixed assets	89,529		89,529
Current assets	191,454	701,112	892,566
Current liabilities	(80,423)		(80,423)
	<u>200,560</u>	<u>701,112</u>	<u>901,672</u>

14 Operating leases

The total future minimum payments under non cancellable operating leases for the following periods are:

	2022	2021
Not later than one year	28,459	28,309
Later than one year but not later than five years	40,244	64,945
In over five years	<u>68,703</u>	<u>93,254</u>

15 Share Capital

The Charity is a company limited by guarantee.

16 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022	2021
Net income/(expenditure) for the reporting period	12,450	374,061
Adjustments for:		
Depreciation charges	3,620	6,757
(Gains)/losses on investments	(8,154)	(14,570)
Dividends, interest and rents from investments	(4,473)	(3,111)
(Increase)/decrease in debtors	(25,471)	(20,721)
Increase/(decrease) in creditors	(17,155)	60,193
Net cash provided by (used in) operating activities	<u>(39,183)</u>	<u>402,609</u>

17 Analysis of changes in net debt

	At start of year	Cash flows	Fair value movements	At end of year
Cash	389,516	(38,384)	-	351,132
Cash equivalents	549,427	1,702	8,154	559,283
Total	<u>938,943</u>	<u>(36,682)</u>	<u>8,154</u>	<u>910,415</u>