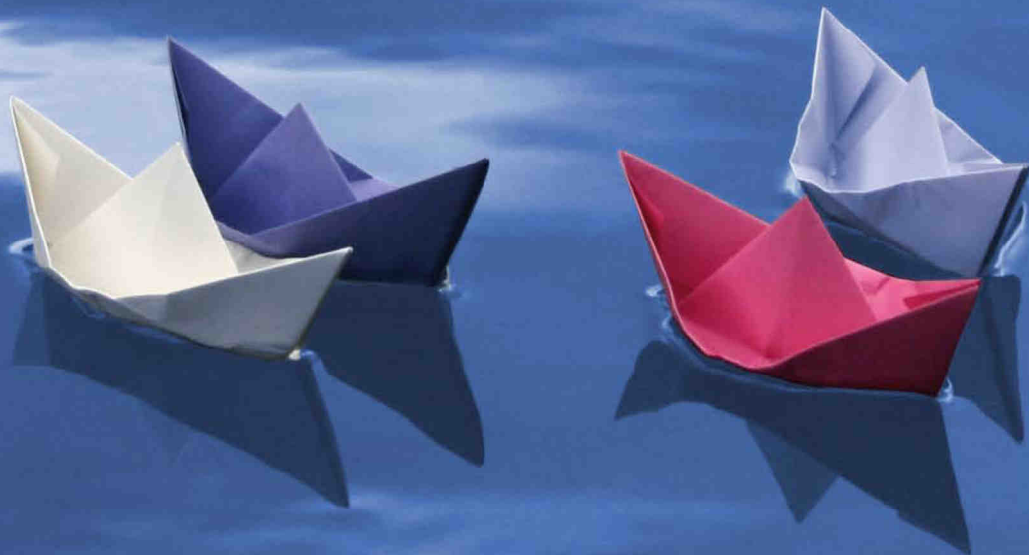




# FRESHWINDS

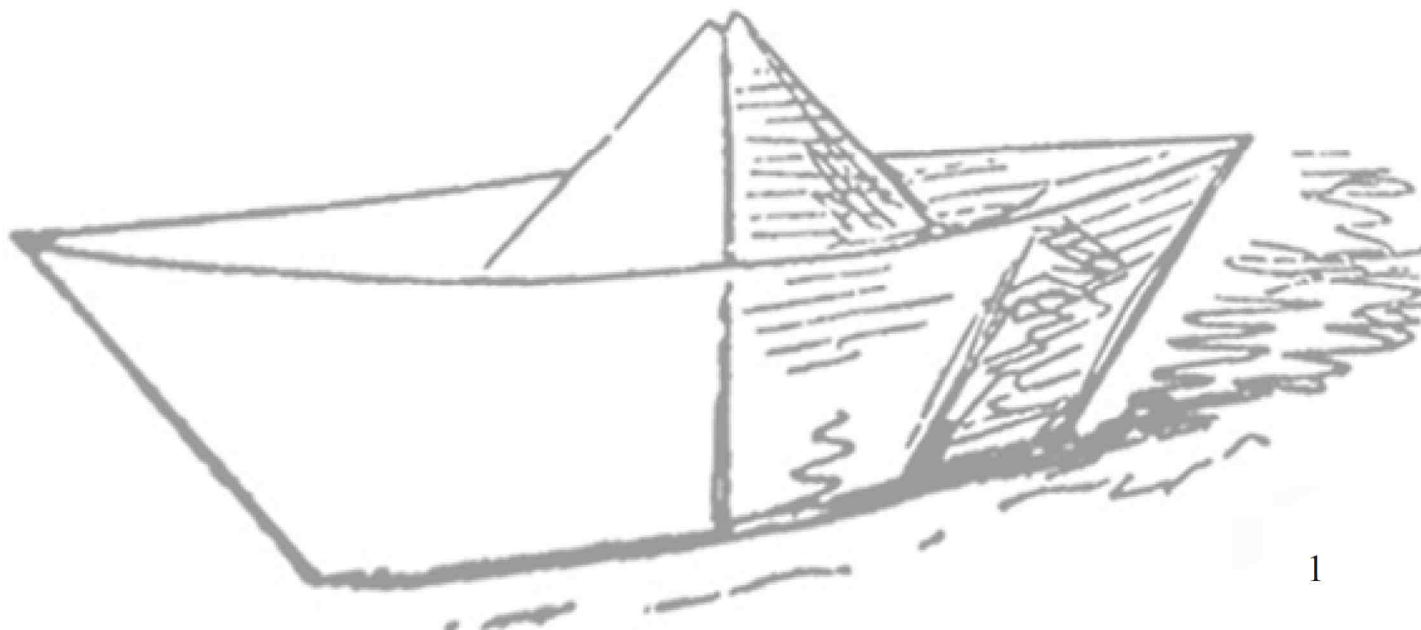
Supporting people with life-threatening  
and life-limiting illnesses

**ANNUAL REPORT | 2009**



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# Freshwinds

The company is a registered charity, governed by its memorandum and articles of association.

**Trustee Directors:**

Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim  
Dr. Rhonda Theresa Lee  
Linette Tatton-Brown  
Anna Allford  
Gary De'ath  
Dr Rafik Taibjee  
Roland Heinke  
Justin Kite  
France Quirn  
Nicholas Scott

The directors of the Charitable Company ("the Charity") are its Trustees for the purposes of charity law and through out the report are collectively referred to as the Trustees.

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# About Freshwinds

Freshwinds employs a holistic approach to care, providing complementary therapies alongside traditional forms of treatment and medicine.

Full-time staff work with our extensive network of volunteer therapists to provide clients with an integrated programme of support, education and counselling. Freshwinds also undertakes social community-based initiatives such as Bro-sis and FInDA, and offers employment training and career advice.

## **Mission Statement**

"To provide a person centred, fully integrated model of care and support, to individuals with life threatening and life limiting illnesses and those experiencing social exclusion, within a caring, safe and secure environment, exploring their circumstances and emotions to find a true resolution to their situation."

## **Our guiding principle**

"Recognising that with empowerment comes responsibility. Being mindful to Act with integrity; supporting all human beings and honouring all needs equally."

## **Values statement**

"Providing holistic support, embracing diversity and promoting empowerment and dignity through professional integrity."



# Welcome

## Statement by Founder, President and Chief Executive Mohammed Al-Rahim



This year has seen an enormous growth of the charity's activities and development in many project areas. This has led to an investment in infrastructure and systems to support this growth and to therefore provide a solid platform for continuing expansion in the coming months and years. This included the trustees voting to move our banking provision to Triodos who we felt

were better equipped to meet our changing needs.

This significant expansion has been in the context of preserving what is most valuable to us, the ethos and values that makes Freshwinds what it is and our truly holistic model of care and support that has made such an impact the lives of people in Birmingham. Over this year and in the coming year, we will be working with our staff, volunteers and service users to ensure that this remains up to date and relevant.

As well as the maintenance of our existing projects, we also were proud to work with the Birmingham HIV sector to secure £48,000 for the Birmingham HIV Living Archive, a new oral history project, housed within Freshwinds, to record the lives of people living with HIV before these are lost. This project is discussed in more detail in this report but I believe highlights some of the excellent and powerful service user involvement activities that the charity has embarked upon and the cross sector partnerships that are being developed and strengthened.

This also demonstrates our continuing important lead role in the local HIV sector.


**We have 6,500 fully registered clients, in addition we provide over 4,000 telephone advice sessions per annum and have added 1,200 new fully registered clients in the past year. Approximately 49% of our clients are from BME backgrounds and our current telephone contact rate is 7,500 per month. The charity provided 35,300 client care support/advice face-to-face episodes during 2008-09. We currently have 300 volunteers.**

This growth in activity has been underpinned by a financial growth for the charity with us exceeding our predicted income of 1.3 million to achieve 1.4 million at the end of this financial year. This income is mainly consisted of the new and existing contracts that the charity holds and we predict that this will substantively grow as our tendering and income generation strategy reaches fruition over the coming year. The known contractual income for year end March 2010 is 2.1 million, and March 2011 is 3.3 million. We expect to

improve on these forecasts as further new project funding as it becomes available.

The development and expansion of the Charity and its activities has not been without its challenges, although these have led to many innovations that have enabled us to provide excellent, high quality services that deliver value for money for our founders. As the funding environment rapidly changes and securing resources becomes more challenging, I believe that, despite the challenges this will inevitably bring, Freshwinds is in a very strong position to continue to meet the needs of the citizens of Birmingham.

Finally I would like to recognise the valuable contributions from our volunteers, staff and managers without which the significant positive impact we have achieved for the residents of Birmingham would not have been possible. I would like to also thank the Freshwinds Board of Trustees for their continued commitment and support during this period of rapid growth and development.



**Mohammed Al-Rahim**  
**Founder, President and**  
**Chief Executive**



# Thank you



In 2008-09 the charity has been moving to continue its steady growth and expansion. This was demonstrated in the dramatic increase in the charity's income by 44% to 1.4 million, and the addition of new staff. We were fortunate to be in a secure position at the time of the economic downturn and have been largely unaffected. Instead, we reviewed our position and developed a strategy to be able to play a major role to support those affected by the credit crunch. One of our most noteworthy achievements is a major grant award from the Susil Kumar and Jamila Mitra Charitable Trust

to realise our vision to develop a Post graduate Integrated Medicine training programme. The Mitra programme will be a truly unique international collaborative effort and will be delivered through a web-based teaching environment.

Many of our achievements are not without the vast amount of volunteer support which broke all records in this period. At the heart of this, the kindness and compassion demonstrated by our volunteers for others in their community has been exemplary. In this year more than 50 volunteers were specifically recruited towards our older adult (B-Sage) project, which accounted for more than 1000 hours of support work. Another 50 new volunteers also joined us to assist in reception, admin, IT, research and sexual health work. The growth of Freshwinds would not be possible without the collective efforts of its managers, staff and volunteers. We look forward to making more progress in the coming year.

A handwritten signature in black ink, reading "Rhonda T. Lee".

Dr Rhonda T Lee  
Vice President/  
Director Integrated Medicine

# Future Developments

We continuously build on our excellent reputation and best practice and as a result we are planning to improve and extend our current projects in order to meet the changing and emerging needs of service users and to ameliorate the impact of changes in statutory and social care provision. We provide new and innovative programmes of care, advice and support to address changing demographics, new emerging populations of need and address long-term outstanding issues of deprivation faced by the general population.

The Charity is continuing with its international programmes in 2009/10 and look forward to welcoming various participants from Europe, Africa and South America. In 2009-10 we are will also be expanding our international online training for our Integrative Medicine (Mitra Programme).

Our research activities are forecast to grow in late 2009/early 2010 and this is a strategic priority of the organisation in terms of improving the evidence base behind Complementary Medicine. In light of this we have strengthened our partnerships with local universities and hospitals.

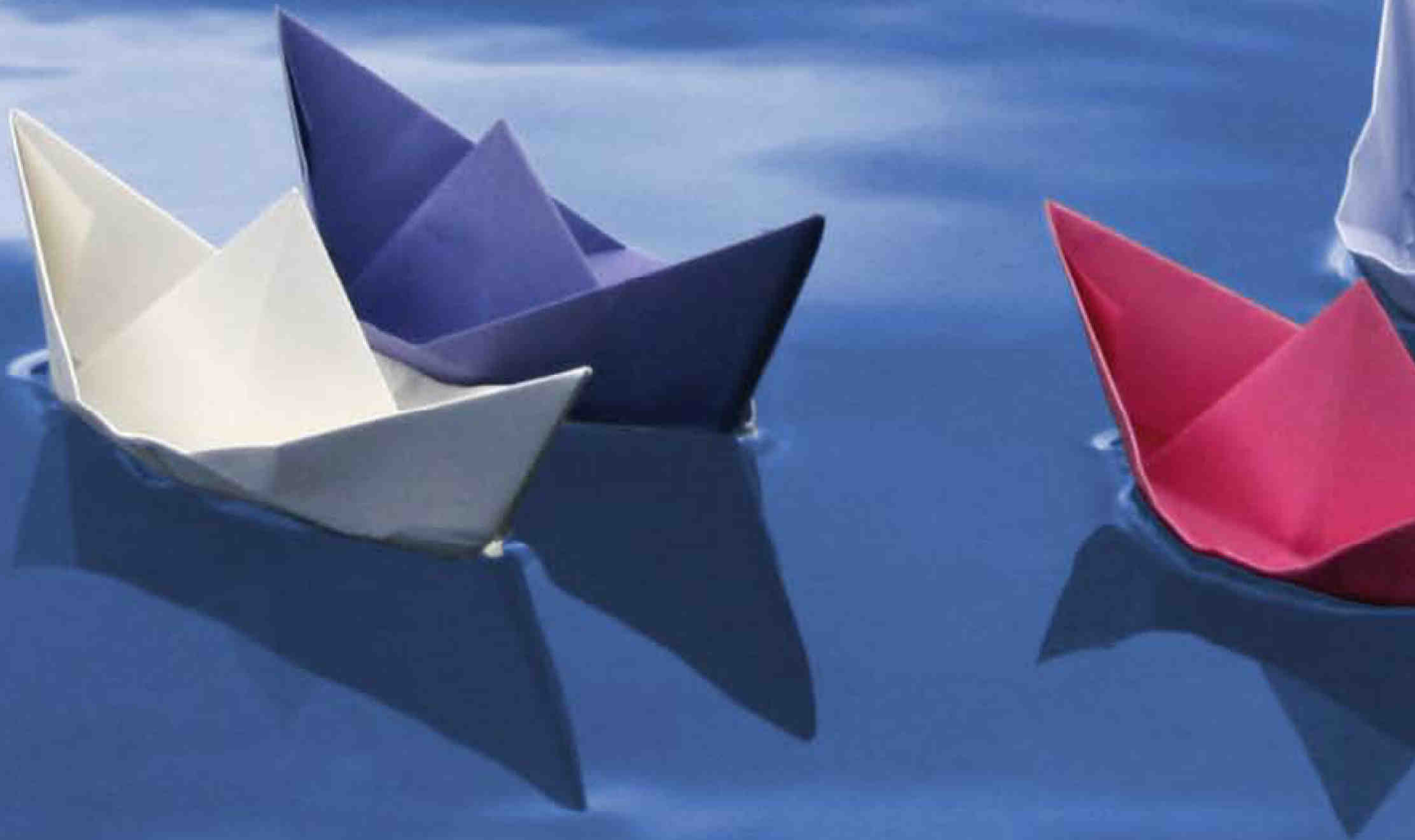
In our overall organisational review and with respect to our partnerships, we have expanded within the building in Selly Oak which has provided further capacity for the Charity to meet its aims and objectives in the coming year.

As the charity expands we are operationally improving the facilities at our main offices and increasing our hub-based activity as well as investing in infrastructure to ensure that future growth is on a firm foundation. This has included investment in developing a bespoke database system to capture, manage and report on the complex activities and demographics of Freshwinds' clients and services.

We expect the staff numbers to double and potentially treble, particularly in light of the anticipated growth in activity and potential new projects.

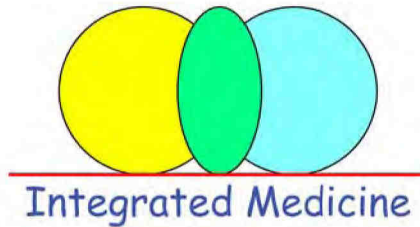


# *Freshwinds Projects*



# Integrated Medicine

Integrated Medicine is a synergistic and harmonious combination of conventional and complementary medicine within a safe environment



Integrated Medicine recognises the individual to be unique and understands that a person's well-being is dependent on many aspects of their life. The project offers support to clients with palliative/end of life care needs through the provision of integrated complementary therapy services. Over the years the Integrated Medicine project has evolved and expanded from a simple complementary therapy service into a unique model of care widely respected for its clinical and educational expertise. In 2008, the project entered its sixteenth year of development and steered its focus on building on its existing work, but also expanding into areas of research and development. The project aim is to enhance the individual's physical and emotional well-being. This is done by,:

- Minimising signs and symptoms (e.g. pain, diarrhoea)
- Minimising side effects from drugs (e.g. nausea, constipation) and therefore support people to continue with their vital medical treatments.
- Psycho-emotional support
- Enhance quality of life

In this year the project offered support to 453 clients of which 204 were new clients. They received a total of 3937 one-to-one sessions, which averages around 9 sessions per client. Each session ranges from 1-1 ½ hours long; around 5,900 hours in total. These activities were provided through a team of around 50 therapists, of which 40 are committed volunteers. All of the services continue to be well received in the Community amongst clients and referrers. Feedback from both indicates a high level of satisfaction; 100% felt that their patients have benefited. Positive changes include symptom control, medication and psycho-emotional emotional well-being. Around 90% of our referrers are health professionals and all of them have particularly appreciated the dedication and high standard of the service.

## *Client comment:*

*'Prior to treatment I was very dependent on my wife for assistance I have found that since having treatment I am more self reliant i.e. showering – my wife had to assist me, but now I can manage on my own. My breathing capacity and function has definitely improved and there is a marked improvement to my general well-being.....'*

*Thank you'*





The Children's Complementary Therapy Network (CCTN) remains the only Paediatric Complementary therapy network in the UK. Links with our paediatric equivalent in Canada, PedCAM were fortified through a formal partnership agreement. Up to March 2008 the network had expanded its links to include organisations from the US, Netherlands, Israel and Germany, as well as within the UK. The international membership of more than 300 members has continued to reflect the networks influence at a global level, while the popularity of the CCTN conferences signifies a demonstrable need for the network.

The project's work with children has been ongoing. Around 88% of the children have complex care needs with associated sensory and cognitive impairment. Local palliative organisations and centres have repeatedly expressed a willingness to develop working partnerships, but this has been limited by the challenges of establishing funding opportunities for additional outreach services. The Parent Support Group has continued to play a vital role in supporting the children and their families. A total of seven parent group events were organised with visits to the Sea Life Centre, Botanical Gardens, cinema, bowling and our must have, Christmas pantomime theatre show. All of them proved to be extremely popular throughout the year, with up to 15 families attending each event.

Since 2005 the working partnership with Primrose Hospice has continued to strengthen. The complementary therapy service at the Hospice has evidenced a significant lift in its uptake and provision, seeing an overall increase of more than 50% in activity. This is also added by the introduction of the new bereavement programme 'The River Group'.

Finally, the project was privileged in early 2009 with a Major grant award from the 'Dr Susil Kumar and Jamila Mitra Charitable Trust (UK)', which has enabled a long term vision of developing an on-line/web based post graduate education in Integrated Medicine, known as the Mitra Programme. It is planned for the programme to be slowly developed over the next two years into a PGCert, PGDip and Fellowship.



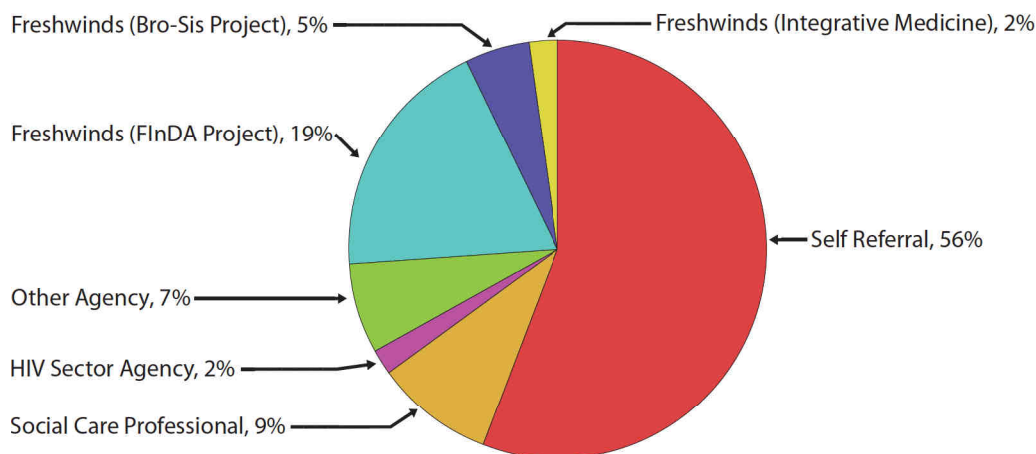
# Supporting People Project



The Supporting People Project provides a specialised tenancy support for vulnerable adults living with HIV. The programme uses a holistic and integrated model of support which supports clients to live independently.

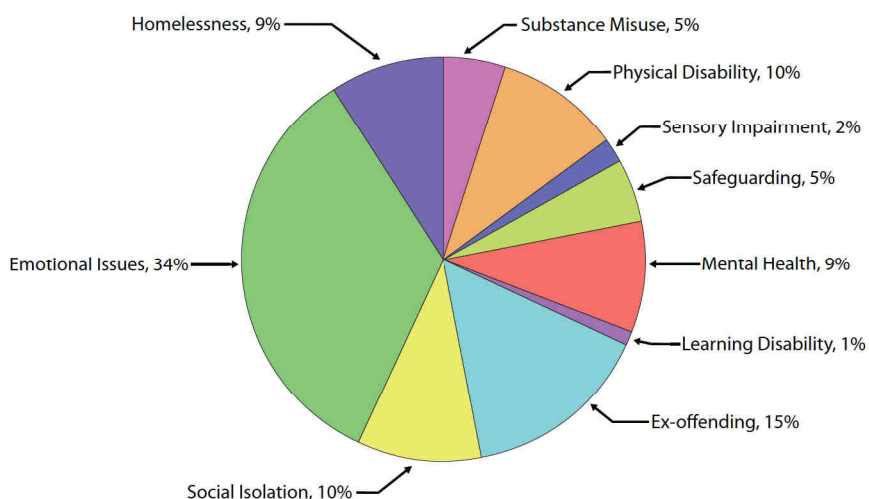
The service continued to receive a steady flow of referrals throughout this period identifying a 30% increase on the previous year. Data collected on referrals revealed that 50% of all referrals made to the project were generated directly by clients.

Supporting People Project Enquiry Sources 2008-09



The programme closely monitors the vulnerability of each client entering the programme and identified that clients with HIV had multiple needs, increasing their vulnerability. These included substance misuse issues, experiencing homelessness, emotional issues and mental health.

Supporting People Programme  
Client Vulnerabilities in Addition to HIV Status





Clients remained involved in activities and initiatives that included the launch of 'Fresh in the City' magazine. This publication was facilitated by the project staff and was led by the clients in terms of their stories and articles. The magazine is the only HIV positive client led publication in the city.

During this period the project prepared for an expansion and underwent the procurement of Supporting People Services. The procurement process included an initial evaluation which resulted in an "excellent" score rating being awarded over the 3 assessed areas which allowed an opportunity to continue to the next stage of procurement. The tender process began during this period and the Supporting People Project submitted our bid for an increase in service provision for those who were socially excluded including Refugees and Offenders.

The programme hosted Social Work Student Placements from Birmingham City University who were completing their second year degree course. The students' activities included delivering supervised sessions with clients, assisting with the service user participation events, collecting data, applying for grants on behalf of clients and gathering feedback from those accessing the service.

The programme was fortunate to work with volunteers from ICYE (International Cultural Youth Exchange) and EVS (European Voluntary Service). Volunteers from India, South Africa and Uruguay spent from three to five months with the project bringing with them expertise and their culture and taking back a wealth of knowledge and experiences to their

countries. The project captured their activities and experiences which can be viewed on the Freshwinds website.

What makes the delivery of our service



worthwhile is the positive difference we make to the lives of our clients'. Client feedback includes:

*'The help that Freshwinds gave and how the SP team have supported me is good. If that's the way they look after everybody who comes to Freshwinds then they are doing a great job.'*

*'Praise is not enough for Freshwinds'*

*'I have benefited a lot from getting all the help I have had from Freshwinds'*

*'Freshwinds have been so helpful; they have helped me mentally and gave me confidence, I can't say enough good about Freshwinds'*





# Freshwinds Information and Disability Advice (FInDA)

A 2006 estimate puts Birmingham's population at 1,006,500, with approximately 35% of the total from a BME background. The End Child Poverty campaign notes that 33% of children in Birmingham live in families that receive an out of work benefit which is a common indicator of need. These statistics do not give any background on the lives of the children who are unable to achieve their potential due to poverty and their social circumstances; on the lives of the families who have to make daily choices on whether they will have heat or food due to the rise of fuel poverty in the UK; of the disabled individuals, or families, that live with disability who have their lives severely compromised by their inability to navigate their way through the complex benefits system.

These are FInDA's client groups. In the most basic sense, our role is to ensure that families and individuals have access to quality advice and information to ensure that they can make informed choices and can be empowered to take control of their own futures, and to ensure that they achieve their right to economic well-being.

We work with a wide range of clients across our projects. For this reason we do not have a 'one size fits all' approach, but adopt a holistic model so that the level of service that clients can access varies from a simple signposting query, to full representation at Independent Appeal Tribunals. The key to our success is that we recognise that we are working with people, not 'problems', and that people have complicated lives. We need to be able to respond to the challenges that this poses. This is well illustrated by two of our larger projects. In the Aston area of Birmingham, as part of the Aston Pride Community Outreach Family

Support Service, we work in a truly collaborative way with Family Support Services, Maternity Support services and Domestic Violence Services from other agencies including the local Primary Care Trust and Women's Aid to address people's problems, and ultimately improve their health. We have become an integral part of this multi-agency approach, identifying and securing additional unclaimed income for families and individuals and helping them to deal with debts and other money issues. We also have an OISC registered immigration and nationality service that can help with asylum or residency queries. Already, in the first full year of delivery we have raised in excess of £1,000,000, and dealt with over £500,000 of indebtedness on behalf of clients.



Similarly, at our SureStart services based in three children's centres in the Lozells and East Handsworth ward of Birmingham, our Family Support and Advice Work team is an integral part of ensuring that all children can fully reach their potential by applying the five principles of the Every Child Matters philosophy.

As well as these two projects, at our Selly Oak office, the FInDA team provides vital support to the other Freshwinds services, and is an important spoke in the charity's holistic approach.

We are proud of what we have achieved so far but we are also aware that to remain relevant to the people who access our services, we need to be proactive and to evolve our approach. The addition of enhanced Employment and Training services builds on our track record of delivering innovative projects which offer local people the opportunity to gain an accredited qualification as well as experience through volunteering. We were extremely happy to receive an Award from the Community Network South West for our Equip and Enable project. These services are also extremely important as they provide a natural conclusion for people who have seen their circumstances improve as a result of our interventions.

The obvious factor in our success and development, and our ability to work in such a dynamic way is our staff team which provides a solid foundation to build truly effective services with their skill, knowledge,

passion and dedication. Their value cannot be underestimated. In our client feedback responses we receive testimonies from people whose lives have been totally transformed for the better through our interventions, and the whole team has a right to feel proud of the results they achieve.





# Birmingham HIV Living Archive



In 2008, Freshwinds received £48,000 from the Heritage Lottery Fund to create the city's first HIV oral history project. The project – The Birmingham Living Archive – will be managed by Freshwinds on behalf of the city's HIV sector.

The purpose of the project is to create a 'Living Archive' of memories and experiences of HIV in Birmingham since the beginning of the epidemic in the 1980s. The Archive will gather oral histories from a cross section of the community including medical staff, support workers and voluntary groups as well as those living with, or personally affected by, the virus. It is hoped that the Archive will serve both as a lasting memorial to those who have died of HIV and AIDS in Birmingham and as a celebration and testament to those still living with the virus.

In addition to the Archive, the project will be using the interviews and information gathered to help challenge the stigma surrounding the virus, to help educate the public, and to provide remote peer support to HIV positive people. This will be achieved

through the creation of a website where excerpts from the interviews and education resources will be easily accessible to members of the public and the full interviews will be available for HIV positive people through a login area. It is hoped that it will enable members of the public to educate themselves by hearing positive people's stories first hand, and that positive people will benefit by hearing the testimonies of their peers.

The project will also be working with other agencies to help create an education package that will be offered to secondary schools around World AIDS Day. The package includes an awareness raising theatre production, an exhibition of people's stories, and an education resource pack.

To ensure the project remains in touch with the community, positive people will not only be able to contribute their stories but also to give their feedback on the outputs in consultation events, and to become volunteers on the project. Volunteers will be central to the success of this project with a wide variety of positions and training available, including transcription, project management, research and oral history interviewing.

The project will officially be handed over to Birmingham Central Library in December 2010 but it is hoped that volunteer interviewers will keep adding to the archive long after this date.

To give your story, volunteer or just find out more about the project please contact Catherine O'Byrne on 0121 4156681 or [livingarchive@freshwinds.org.uk](mailto:livingarchive@freshwinds.org.uk)



# B-Sage Good Neighbour Scheme



The B-Sage Good Neighbour Project was originally funded through Birmingham City Council (BCC) to promote well being, health and independence in 50+ older adults by tackling issues of inappropriate admission to hospital or residential care, isolation and safety.

After the enormous success of the Yardley Pilot, the initial pilot was extended beyond the first year to the end of August 2008. Outcomes from the project surpassed expectations, which reinforced our original forecast of the high need for support amongst older adults. In September 2008 the project was rolled out across the whole of BEN PCT areas through joint funding from BCC and Birmingham East and North PCT (BEN PCT).

Between April 2008 and March 2009 the project supported a total of 282 clients. This was comprised of 132 Advanced Clients, who are enabled to achieve independent living through the support of a volunteer, and 150 Lower Level Clients who receive advice and information local groups, services and referral to other agencies. Activities include support to attend hospital, GP and dentist appointments, shopping, visits to parks or community groups, choosing a

wheelchair and many others. From the above total figure 43% of clients were successfully moved on to a local community group, signposted, or enabled to self advocate and access services by themselves. The B-Sage Team has also been able to link clients with each other. This has enabled them to meet others in similar circumstances and reduce their social isolation and loneliness. Clients have felt more empowered and confident within themselves.



During this period, there was also an overwhelming and unexpected response of volunteer interest. This has been from a large proportion of volunteers wanting to return to work; and were interested in enrolling on the NVQ training in Health and Social Care. From this response 14 volunteers were recruited who were entered into the induction and training process. Out of the 14 volunteers recruited 6 enrolled on the Health and Social Care NVQ Level 2, using their volunteering time, as part of the course

requirement. Three volunteers were further referred to the Freshwinds employment advisor at the FINDA Project. Overall, two volunteers were successful in gaining paid employment within the health and social care sector. This volunteer support was further enhanced by the addition of a Student Social Work Placement in the early months of 2009.

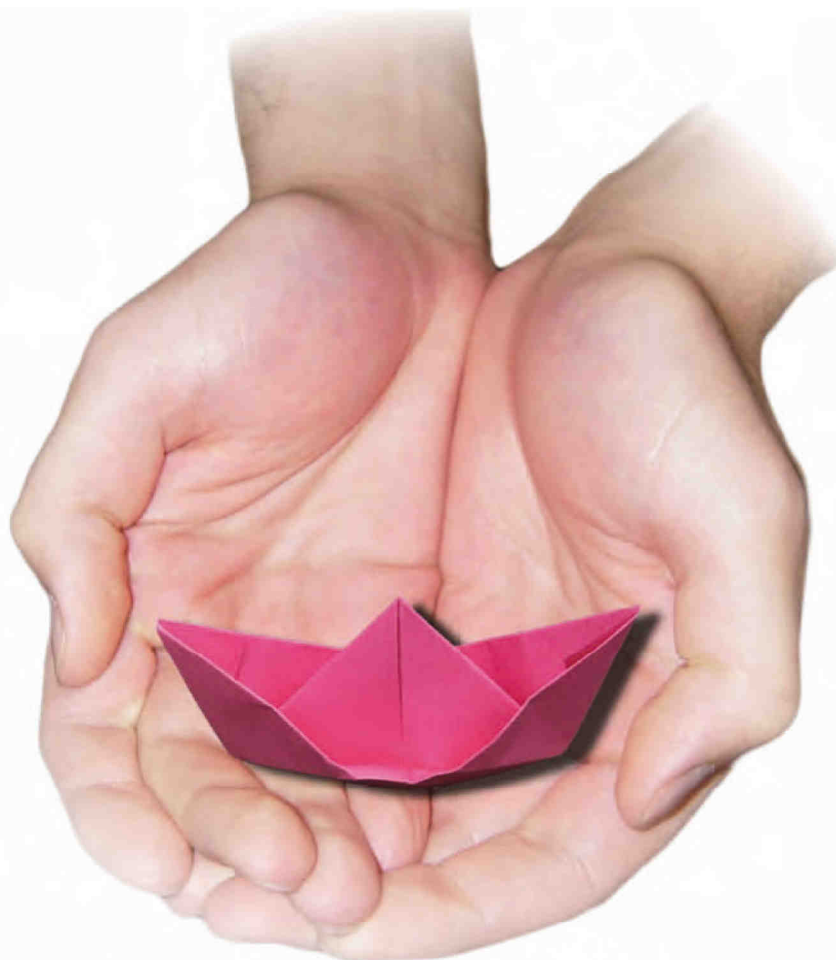
One of the challenges that the project has faced was recruitment and changes in staff. Despite this the project still achieved its targets with the help of strategic support enabled through alternative organisational resources. The project also faced the task of developing new working partnerships across the whole of the PCT with numerous organisations and key individuals such as hospitals, Social Services and other third sector organisations. This was made possible by the establishment of our new hub in Castle Vale in February 2009, which enhanced our presence in the PCT and linking up with new partners. The hub also helped us to gain a logistical advantage in being able to reach clients and volunteers. Staff are based there during the week and it is also used to interview and train volunteers.

One of the key accomplishments of the project was to develop a Handyman Service in February 2009, after it was identified as a distinct client need during the pilot year.



Figure 2 (Picture of volunteers where completing NVQ in Health and Social Care)

This was made possible through grants awarded by a number of trusts to enable people to have safer homes. This service has grown considerably since its introduction, evidenced by the widening range of activities delivered by the Handyman volunteers.





# Bro-sis Achievements



Bro-Sis Project works within the African Caribbean Community in Birmingham. The project delivers community based, grass-root interventions in sexual health and substance misuse and in areas of youth empowerment. This year has been a challenging year for the project but despite this we are now in a stronger position and looking forward to the year ahead. We have made significant achievements in this year which the following section describes.

## **Sexual Health Service**

The Sexual Health Service has a dedicated team comprising of a Sexual Health Coordinator and 4 Lay Sexual Health Workers. We offer a sexual health information service at grass root level combined with cultural expertise so we are able to engage with the "hard to reach" groups within the community. We work to remove long standing social stigmas attached to certain groups of the young African Caribbean community. We have put in place a number of new initiatives and the service has developed significantly over the last 12 months, however, we have maintained our ongoing partnership work with a number of leading community organisations. We have also worked in close partnership with Sexual Health Promotion to consult the African Caribbean community about the services that they want for their community. This culminated in a two day consultation event that was mainly attended by professionals on which Bro-Sis was a lead partner.

## **Mothers in Pain partnership project**

This is a grass roots organisation that works with young people affected gun and knife crime. Bro-Sis has developed a working partnership to train up to 10 young mentors

to assist in the delivery of workshops. The young people involved in this project can gain accredited mentoring training and invaluable experience of working in the African Caribbean Community. Bro-Sis and Mothers in Pain will also be working with West Midlands Police and local councils to design and produce a toolkit for use in schools.

## **Young Disciples Partnership**

Young Disciples works mainly with African Caribbean young people to address gang culture and social exclusion. Bro-Sis has developed a satellite service at the Young Disciples' office offering sexual health information and advice. The service is accessed by a large number of young people and our clients can also access the Young Disciples service through Bro-Sis. This exchange makes it easier to engage clients as both services are available through a single point of access.

## **Other Activities**

The Bro-Sis sexual health team has been involved in a wide range of projects and activities over the past year and has reached over 200 young people with sexual health information through the provision of workshops and has distributed over 16,000 condoms to community members. The team have supported over 200 people to attend sexual health screening services and provided over 150 Chlamydia screens in the community.

The sexual health team has also established a number of ongoing partnerships to deliver sexual workshops and information and advice sessions including St. Basils, Focus Foyer, Greenspring Training Centre and we have delivered numerous one off workshops.

A key achievement for Bro-Sis this year was the project being voted the Favourite Charity by Local Black Business in the Handsworth and Lozells area. The project also supported the fundraising for the HIV hardship fund which raised over £600 at a collection in the Nightingale Club.

### **Bro-Sis Substance Misuse Service**

The substance misuse service provides structured, tier 3 interventions for members of the African Caribbean community who use drugs. The service specialises in working with people who use cannabis and crack cocaine as these are the main drugs of choice within our client base. The past year has seen changes in the staff of the project and a focusing of the work that we do in the community, increasing our specialism.

The project has worked closely with the sexual health team to provide a combined service delivering training and advice to the community on risk taking behaviours and work is being undertaken to link with the prisons in the area to deliver a programme of training.

The Bro-Sis staff and volunteers would like to thank Birmingham Drug and Alcohol Action team and Heart of Birmingham Primary Care Trust for their continued support.





# LGBT and Equality and Diversity

It has been a busy year in the LGBT project especially with the development of a pilot Equality and Diversity project funded by the Equality and Human Rights Commission.

The LGBT project has continued to provide support and advice to the community with the support from a grant from the M.A.C. AIDS Fund to increase our work with people from the LGBT community who are also from minority backgrounds and HIV positive. Over the year the project has provided 2 main strands of work, our counselling service and our support service.

The counselling service has been well used providing over 400 hours of support to 22 clients over the year. The cases that we have seen over the year have often been very complex and we have often been our client's only support. We would like to take this opportunity to thank our volunteer counsellors whose contributions make the service possible.

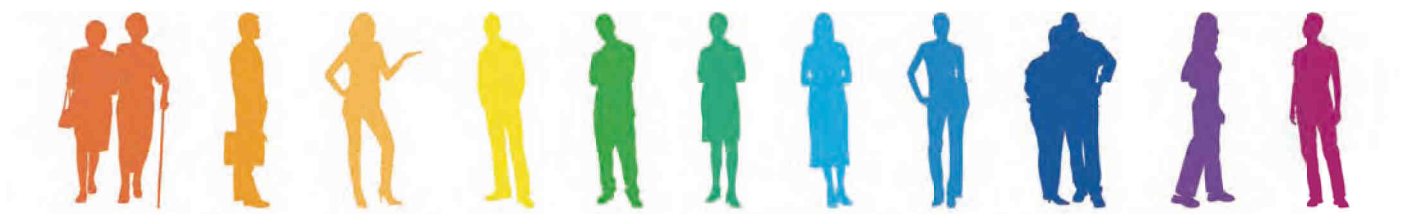
The support service has also continued to develop over the year with new outreach services being provided in Dudley in partnership with Dudley Primary Care Trust. Over the year we have worked with 643 clients on a variety of issues such as homophobic abuse, 'coming out' to family and friends, substance misuse, disclosure of HIV status and mental health issues. The service particularly worked with people who were partaking in risky sexual behaviour and worked with the clients to tackle the root causes of this.

Over the year we also attended over 30 community events such as the Birmingham Gay Pride Festival and the LGBT Health Summit in Bristol. As well as attending events to promote our work, we have also organised a number of training workshops and seminars. This series of events was very well attended and covered topics such as mental health and the LGBT community, Diversity and Trans Issues.

This year also saw the start of our Equality and Diversity Project funded by the Equality and Human Rights Commission. This year long project was developed to provide short term advice and support to people across all of the equality strands with a particular specialism in LGBT issues and issues of multiple discrimination.

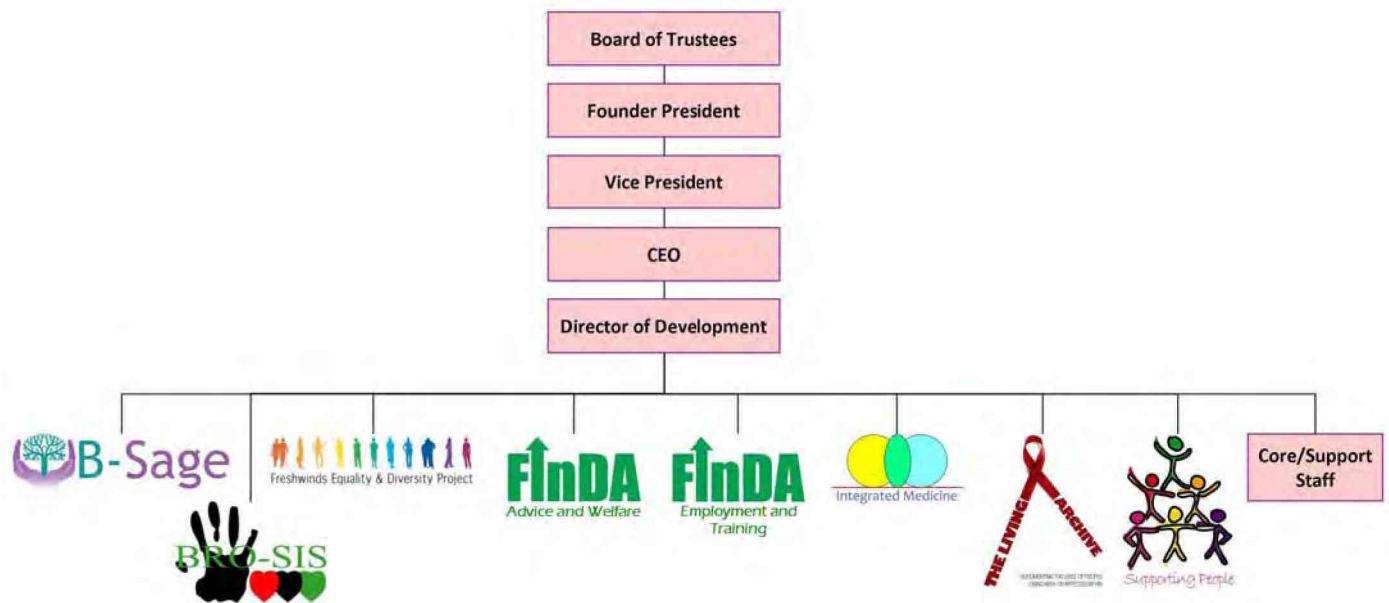
Over the year, the project has been very successful in engaging these often very hard to reach groups and has worked with over 450 providing support and advice on issues of discrimination due to sexuality, faith, disability, gender, belief, age and race. We hope that this project and this vital area of work will continue to develop over the coming months.

We would like to thank all of supporters including the Birmingham Pride Ball, The M.A.C AIDS Fund, The Lloyds TSB Foundation, The Equality and Human Rights Commission and The Nightingale Club.



# Organization Structure

Freshwinds' structure is as indicated below:



*N.B. The roles of president and CEO are occupied by the same person (as authorised by the Charity Commission).*

Freshwinds' activities and work is overseen by the Board of Trustees. At regular meetings the Vice-President and President/CEO report to the Board with the activities of the charity.

Within each project there is an assigned line manager who reports directly to the CEO firstly or Vice-President. Senior Managers, Operation Managers, Project Managers and other key staff meet on a regular basis to discuss the Charity's activities.

Within each project there may be appointed coordinators or assistant managers depending on project structure.

Staff meetings are held on a regular basis and projects hold their own meetings depending on the nature of the project and its requirements.

## Trustee Recruitment

Freshwinds' Board of Trustees are recruited and selected by the current members of the Board from the service users, volunteers and stakeholders of the organisation. The Board regularly undertakes skills audits to assess the skills needs of the Board and to identify any training needs or where new members with those skills need to be recruited. All applicants who are approached are required to submit a C.V. for discussion by the Board and are required to attend an informal interview with the Chair of The Trustees. Once the Trustees have agreed the appointment, a full induction is provided. From the regular skills audits carried out by the Board, a training and development strategy is produced and opportunities are sourced to meet the needs identified, both individually and as a group.





**Statement of Financial Activities**  
**(Incorporating an Income and Expenditure Account)**

	Note	Unrestricted Funds £	Restricted Funds £	2009 Total £	2008 Total £
<b>INCOMING RESOURCES</b>					
Income from Charitable Activities					
Donations and grants	(3)	57,342	1,329,268	1,386,610	968,564
Income from Generated Funds					
Other Income		-	-	-	5,059
Investment income	(7)	456	-	456	901
<b>TOTAL INCOMING RESOURCES</b>		<b>57,798</b>	<b>1,329,268</b>	<b>1,387,066</b>	<b>974,524</b>
<b>RESOURCES EXPENDED</b>					
Charitable Activities	(8)	37,214	1,124,268	1,161,482	955,809
Governance costs	(9)	6,342	-	6,342	5,170
<b>TOTAL RESOURCES EXPENDED</b>		<b>43,556</b>	<b>1,124,268</b>	<b>1,167,824</b>	<b>960,979</b>
<b>NET INCOMING RESOURCES AND MOVEMENT IN FUNDS</b>		<b>14,242</b>	<b>205,000</b>	<b>219,242</b>	<b>13,545</b>
<b>FUND BALANCES BROUGHT FORWARD AT 1 APRIL 2008</b>		<b>18,918</b>	<b>-</b>	<b>18,918</b>	<b>5,373</b>
<b>FUND BALANCES CARRIED FORWARD AT 31 MARCH 2009</b>		<b>33,160</b>	<b>205,000</b>	<b>238,160</b>	<b>18,918</b>

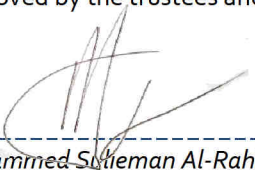
- ❖ All incoming resources and resources expended derive from continuing activities.
- ❖ The statement of financial activities includes all gains and losses recognised in the year.
- ❖ The notes on pages 25 to 32 form part of these accounts.

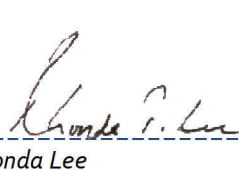


**Balance Sheet**  
**31 March 2009**

	Notes	2009 £	2008 £
<b>FIXED ASSETS</b>			
Tangible assets	(10)	42,036	39,874
<b>CURRENT ASSETS</b>			
Debtors	(11)	356,933	169,974
Cash at bank and in hand		13,438	746
		<b>370,371</b>	<b>170,720</b>
<b>CREDITORS</b>			
<b>AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
Trade creditors		20,203	6,627
Obligations under finance lease and hire purchase		9,619	7,409
Other taxes and social security costs		46,436	139,603
Other creditors		23	750
Accruals		14,510	29,515
		<b>90,791</b>	<b>183,904</b>
<b>NET CURRENT LIABILITIES</b>		<b>279,580</b>	<b>(13,184)</b>
<b>CREDITORS amounts falling due After one year</b>			
Other creditors – Bank loan		(74,787)	-
Obligations under finance lease and hire purchase		(8,669)	(7,772)
<b>NET ASSETS</b>		<b>238,160</b>	<b>18,918</b>
<b>FUNDS</b>			
Unrestricted		33,160	18,918
Restricted	(14)	205,000	-
		<b>238,160</b>	<b>18,918</b>

Approved by the trustees and signed on their behalf:

  
 Mohammed Sulaiman Al-Rahim

  
 Dr Rhonda Lee

:: The notes on pages 25 to 32 form part of these accounts.

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**Notes To The Accounts**  
**Year Ended 31<sup>st</sup> March 2009**

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**:: 1 :: BASIS OF ACCOUNTING**

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The financial statements have been prepared under the Companies Act 1985 in accordance with applicable accounting and financial reporting standards in the United Kingdom, and the Statement of Recommended Practice (SORP): Accounting and Reporting by Charities issued in March 2005.

The financial statements have been prepared under the historical cost convention. The Charity is reliant on donations and grants to fund its activities.

The trustees have prepared the accounts on a going concern basis which assumes Freshwinds will continue in operational existence for the foreseeable future based upon satisfactory receipt of monies owed and the settlement of unpaid liabilities.

**:: 2 :: ACCOUNTING POLICIES**

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The principal accounting policies adopted in the preparation of the accounts are as follows:

**2.1 INCOMING RESOURCES****2.1a Donations and Grants**

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- ❖ When donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- ❖ When donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.
- ❖ When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable

**2.1b Interest Receivable**

Interest is included when receivable by the charity.



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**Notes To The Accounts**  
**Year Ended 31<sup>st</sup> March 2009**

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**2.2 RESOURCES EXPENDED**

Resources expended are included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

***Operating leases***

Rentals payable under operating leases are charged to the Statement of Financial Activities as incurred over the term of the lease.

***Governance Costs***

Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

***Leased Assets***

Where assets are financed by leasing arrangements that give rights approximating to ownership (finance leases), the assets are treated as if they had been purchased outright and the corresponding liability to the leasing company is included as an obligation under finance lease. Depreciation of leased assets is charged to the Statement of Financial Activities on the same basis as above. Leasing payments are treated as consisting of capital and interest elements and the interest is charged to the Statements of Financial Activities over the period of the lease.

**2.4 FUND ACCOUNTING**

Funds held by the charity are either:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees, or

Restricted funds – these are funds that 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.

**2.5 DEPRECIATION OF TANGIBLE ASSETS**

Fixed assets are depreciated over their estimated useful lives as follows :-

Fixtures, equipment and computers –20% straight line

**:: 3 :: DONATIONS AND GRANTS**

Donations and grants were received from the following organisations:

	Un-Restricted Funds 2009 £	Restricted Funds 2009 £	2008 £
BBC Children In Need	–	–	8,211
Severn Trent – Debt Counselling	–	–	29,117
Bro-Sis Lay Sexual Health	–	90,000	90,000
Surestart – FINDA	–	36,860	15,000
Birmingham Supporting People	–	104,578	106,132
Primrose Hospital	–	17,940	17,500
Living Choices – Bham PCT's	–	101,492	99,854
Birmingham Social Services – HIV ASG	–	18,488	18,125
Bro-Sis – D.A.A.T.	–	43,536	101,796
Bro-Sis – Safer Birmingham Partnerships	–	34,508	–
East Birmingham PCT HIV Support Services	–	28,506	27,865
Hardship Grants	–	15,202	12,690
Big Lottery – FINDA	–	–	30,686
Birmingham Connexions – Next Steps	–	–	4,366
Aston COFSS	–	209,013	88,278
Surestart Advice Worker	–	39,703	38,810
Birmingham HIV Outreach	–	–	9,000
Birmingham City Council – B-Sage	–	–	12,500
B-Sage Good Neighbour Scheme	–	95,199	27,000
LGBT Lloyds TSB Counselling	–	4,000	–
Neighbourhood Renewal	–	–	9,600
FINDA – Surestart Parents And Children	–	87,181	85,221
FINDA – Equip and Enable	–	6,099	9,927
Elton John Foundation	–	20,000	20,000
FINDA Lone Parents	–	9,884	–
National Heritage Fund	–	24,450	–
LGBT – Equalities and Human Rights	–	38,890	–
The Calouste Gulbenkian Foundation	–	–	10,000
Carried forward to page 29	–	1,025,529	871,678



Carried from page 28	–	1,025,529	871,678
The Cloth Workers Foundation	–	–	10,000
Estee Lauder – MAC Aids Fund	–	30,000	–
FINDA – Surestart Employment & Training	–	33,872	–
FINDA – Rookery Children's Centre	–	6,615	–
Working Neighbourhood Transition Fund	–	23,252	–
MITRA	–	210,000	–
Others	57,342	–	87,156
	57,342	1,329,268	968,564

#### :: 4 :: OPERATING COSTS

		2009 £	2008 £
Auditors Remuneration	Audit	6,342	5,170
Depreciation	Owned	4,803	6,669
	Hire Purchase	6,080	5,266
Operating Leases	Land and Building	58,920	58,920
	Other	15,720	15,510

#### :: 5 :: STAFF

Staff Costs	2009 £	2008 £
Wages and Salaries	787,183	630,374
Employers NI	71,518	58,945
	858,701	689,319

The average number of employees during the year was made up as follows

44 employees	38 employees
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- ❖ No employee received remuneration amounting to more than £60,000.
- ❖ The following payments have been made to Trustees as authorised by the Charities Commission and pursuant to empowering clauses in the constitution.
- ❖ Dr Rhonda Theresa Lee received £41,437 (2008: £36,696) – Consultancy Services.
- ❖ Mr Mohammed Al-Rahim, received a salary of £48,156 (2008: £42,146) – Chief Executive
- ❖ No Trustees were reimbursed for any expenses (2008: Nil)

**:: 6 :: INTEREST PAYABLE**

	2009	2008
	£	£
On overdraft	26	34
On bank loan		
- Repayable within five years	856	
Hire Purchase Interest	1,897	1,244
	<u>2,779</u>	<u>1,278</u>

**:: 7 :: INVESTMENT INCOME**

	2009	2008
	£	£
Interest on cash deposits	<u>456</u>	<u>901</u>

**:: 8 :: CHARITABLE ACTIVITIES**

	2009		2008
	Un-Restricted Funds	Restricted Funds	
	£	£	£
Wages and Salaries	25,330	827,923	689,319
Rent	–	67,025	72,936
Repairs and maintenance	–	2,231	1,248
Insurance –Medical, Public Liability	–	6,349	5,265
Recruitment costs	–	15,980	–
Printing, postage, stationery	–	27,299	22,140
Office expenses – Subscriptions etc	–	1,868	2,406
Marketing and promotional costs	–	20,668	26,557
Telephone	–	9,282	8,503
Office equipment rental	–	16,802	18,577
Travelling expenses	–	14,588	9,535
Book-keeper	–	11,290	10,470
Hardship payments	–	15,774	12,690
Therapy consultancy fees	–	40,481	27,518
Training	–	25,325	3,221
Patient health care products	–	412	1,096
Sundry Expenses – Cleaning etc	1,001	3,729	5,850
Depreciation	10,883	–	11,935
Consultancy fees – computer etc	–	12,615	10,246
Hire purchase interest	–	1,897	1,244
Bank charges	–	1,848	1,228
Interest on overdue tax	–	–	13,791
Loan interest payable	–	882	34
	<u>37,214</u>	<u>1,124,268</u>	<u>955,809</u>



**:: 9 :: GOVERNANCE COSTS**

	2009	2008
	£	£
Auditors fees for audit services	<u>6,342</u>	<u>5,170</u>

**:: 10 :: TANGIBLE FIXED ASSETS**

	Fixtures, Equipment & Computers
<b>Cost:</b>	
Cost at 1 April 2008	79,355
Additions	13,045
<b>At 31 March 2009</b>	<b>92,400</b>
<b>Depreciation</b>	
Depreciation at 1 April 2008	39,481
Provision for the Year	10,883
<b>At 31 March 2009</b>	<b>50,364</b>
<b>Net Book Value</b>	
At 31 March 2009	42,036
At 31 March 2008	39,874

The net book value of assets held under finance lease or hire purchase contracts, included above are as follows:

	2009	2008
	£	£
Fixtures, Equipment and Computers	20,061	19,804

**:: 11 :: DEBTORS**

	2009	2008
	£	£
Trade Debtors	351,513	155,834
Prepayments	<u>5,420</u>	<u>14,140</u>
	<b>356,933</b>	<b>169,974</b>

**:: 12 :: FINANCIAL COMMITMENTS**

At 31 March 2009, the company has annual commitments under non-cancellable leases as follows:

	Land and Buildings	
	2009	2008
	£	£
One to two years	58,920	58,920
	Other	
	2009	2008
	£	£
Two to five years	13,200	13,200

**:: 13 :: RESTRICTED FUNDS**

	At 1.4.2008	Incoming Resources	Outgoing Resources	At 31.3.2009
<b>Bro-Sis Lay Sexual Health</b> (African Caribbean community sexual health)	–	90,000	90,000	–
<b>Surestart – FINDA</b> (Children's Centre Family Support)	–	36,860	36,860	–
<b>Birmingham Supporting People</b> (HIV Tenancy Support)	–	104,578	104,578	–
<b>Primrose Hospice</b> (Complementary Therapy Palliative Care)	–	17,940	17,940	–
<b>Living Choices – Bham PCTs</b> (Complementary Therapy Palliative Care Outreach)	–	101,492	101,492	–
<b>Birmingham Social Services – HIV ASG</b> (HIV Services)	–	18,488	18,488	–
<b>Bro-Sis – D.A.A.T.</b> (Tier 3 Treatment)	–	43,536	43,536	–
<b>Bro-Sis – Safer Birmingham Partnership</b> (Community Drug Work)	–	34,508	34,508	–
<b>BEN PCT HIV Support Services</b> (HIV Support)	–	28,506	28,506	–
<b>Hardship Grants</b> (Client Funding Support)	–	15,386	15,386	–
<b>Aston COFSS</b> (Advocacy and Welfare)	–	209,013	209,013	–
<b>Surestart Advice Worker</b> (Children's Centre Family Support)	–	39,703	39,703	–
<b>B-Sage Good Neighbourhood Scheme</b> (Older Adults Community Support)	–	95,199	95,199	–
<b>FINDA – Surestart Parents And Children</b> (Children's Centre Family Support)	–	87,181	87,181	–
<b>FINDA – Equip and Enable</b> (Employment services)	–	6,099	6,099	–
<b>Elton John Foundation</b> (HIV Services)	–	20,000	20,000	–
<b>FINDA Lone Parents</b> (Employment Services)	–	9,884	9,884	–
<b>National Heritage Fund</b> (HIV Oral History Project)	–	24,450	24,450	–
<b>Equalities &amp; Human Rights Commission</b> (Human Rights Advocacy)	–	38,890	38,890	–
<b>Lloyds TSB Foundation</b> (LGBT Counselling)	–	4,000	4,000	–
<b>Estee Lauder Ltd – MAC Aids Fund</b> (HIV Services)	–	30,000	30,000	–
<b>Working Neighbourhood Transition Fund</b> (Employment and Work Skills)	–	23,252	23,252	–
<b>MITRA Trust</b> (Integrative Medicine Education)	–	210,000	5,000	205,000
<b>FINDA – Surestart Employment &amp; Training</b> (Employment and Training Services)	–	33,872	33,872	–
<b>FINDA – Rookery Child Centre</b> (Children's Centre Family Support)	–	6,615	6,615	–
	–	<b>1,329,452</b>	<b>1,123,052</b>	<b>205,000</b>



**:: 14 :: ANALYSIS OF NET LIABILITIES BETWEEN FUNDS**

	Un-Restricted Funds £	Restricted Funds £	Total £
Fund balances are represented by:			
Tangible fixed assets	42,036	—	42,036
Current assets	—	370,371	370,371
Current liabilities	—	(90,791)	(90,791)
Liabilities due after more than one year	(8,876)	(74,580)	(83,456)
<b>Total net assets</b>	<b>33,160</b>	<b>205,000</b>	<b>238,160</b>

**:: 15 :: RELATED PARTY TRANSACTIONS**

The Charity receives income from Freshwinds Institute of Integrated Medicine Limited, a trading company, three of whose directors, namely Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim, Dr. Rhonda Theresa Lee and Gary De'ath are also trustee/directors of the Charity. During the year the Charity received income of £nil (2008: £4,176).



Freshwinds House  
Prospect Hall  
12 College Walk  
Selly Oak  
Birmingham  
B29 6LE

The company is a registered charity (registered number 1079968)  
and registered company (registered number 3936089)  
governed by its Memorandum and Articles of Association.

[www.freshwinds.org.uk](http://www.freshwinds.org.uk)