



# FRESHWINDS

ANNUAL REPORT | 2010



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# Legal and Administrative Information

YEAR ENDED 31 MARCH 2010

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

**Registered Charity Number:** 1079968

**Registered Company Number:** 3936089

<b>Trustee Directors:</b>	Mohammed Sulieman Ibrahim Ibn Hassan	Justin Kite
	Al Nur Al-Rahim	France Quirin
	Dr. Rhonda Theresa Lee (resigned 13/4/10)	Nicholas Scott
	Linette Tatton-Brown	Dr Rafik Taibjee (resigned 14/7/09)
	Gary De'ath	Damon Fletcher
	Roland Heinke	Dr Sukhdev Singh
	Anne Allford	

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

<b>Secretary:</b>	Gary De'ath	<b>Solicitors:</b>	Gross & Co. 84 Guildhall Street Bury St. Edmonds Suffolk IP33 1DR
<b>Chief Executive:</b>	Mohammed Al-Rahim	<b>Auditors:</b>	Crowe Clark Whitehill LLP Hatherton House Hatherton Street Walsall WS1 1YB
<b>Registered Office: (Principal Office)</b>	Freshwinds Prospect Hall 12 College Walk Selly Oak Birmingham B29 6LE		
<b>Banker:</b>	Triodos Bank Brunel House 11 The Promenade Bristol BS8 3NN		

## 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 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."*



# CEO's Statement

**The past year at Freshwinds has seen a continuation and acceleration of the growth and development of our activities that we began to see in the previous year.**

We have been very successful in securing a number of new large contracts, in keeping with our strategic plan, including an enhanced and expanded Supporting People Programme as well as contracts in Employment and Training. In November 2009 we were delighted to receive confirmation of a BIG Lottery research grant to conduct a 2-year trial of healing therapy as a part of our strategic aim to build an evidence base for the use of complementary therapies. It has also been our pleasure and positive challenge to take on a contract with Be Birmingham to employ a number of individuals on the Future Jobs Fund programme. We have had a mutual and reciprocal benefit through this programme for the individuals to gain skills and prepare for a start or return to work and indeed some of them are still with us now as permanent members of our staff.

We are very pleased that, because of our efforts to build our infrastructure over the last year, we are able to support this further new growth by expanding our office and service space within our Selly Oak centre. This has been coupled with further extension of our partnership working and hub activity across the city in conjunction with a number of community organisations and charities. It is important to recognise that 80% of our services are delivered in the communities across Birmingham, where they are needed, through outreach and partnership hubs.

**I am happy to report that our decision to move our banking to Triodos Bank has been successful and improved our banking capabilities with a very supportive and responsive bank.**

The reverberations from the recession have had an impact on the organisation in that we have experienced significant delays in commissioning cycles and of course, like many other organisations, had a cut in funding for one of our programmes. This has reduced our expected income for March 2010 although we have still seen a



significant improvement from the previous year with a total income for the year of £1,547,168. We are happy to say that at the time of publication of this report, we are extremely confident that we are back on track with our contracting successes and as a minimum the charity's income for March 2011 will be £2.3 million not including other potential income.

Due to the new contracts which were secured, working with new client groups, this year has seen the charity further establish itself as a significant provider of services to vulnerable individuals and those in need across Birmingham. We have enhanced its reputation which has been built over 18 years of ethical practice and a deep commitment to the people of Birmingham.

We have added 1,000 clients in the past year and at present we have 7,500 fully registered clients 50% of whom are from Black, Asian and Minority Ethnic backgrounds. We provide 5,000 telephone advice sessions per year and 40,700 client care, support, advice and face-to-face episodes between April 2009 and March 2010.





**As part of our ongoing strategy to increase the proportion of unrestricted funds, we are developing Freshwinds Institute of Integrated Medicine (FIIM) e-learning website for health, medical and complementary therapy professionals.**

We are leaders in the field on this type of learning and the full prospectus will be available from March 2011. This is alongside a range of other social enterprise activities that we are exploring and developing.

We have a deep awareness that as we continue to grow, the challenge of keeping and upholding our mission, ethos and values is central to all our work and success. We work with all our clients, staff, volunteers and trustees to ensure that our core values remain constant and continuously renewed. As a result of this collaboration we have refreshed our mission statement and created values statements and guiding principles for the organisation.

I would like to thank and congratulate all Freshwinds' volunteers, staff, managers, directors and the Board of Trustees for their tremendous efforts in the achievement of our strategic plan. The invaluable contributions of everyone have been so vital at this time of change and transformation for Freshwinds. After 20 years since founding Freshwinds I am still personally touched and honoured by the profound impact that we make altogether as an organisation for the people of Birmingham.



**MOHAMMED AL-RAHIM**

**FOUNDER, PRESIDENT AND CEO**



# Vice President's Statement

**In 2009 we took a decisive step to strengthen the charity by increasing our outputs and flexibility in order to navigate our way through the anticipated economic cuts.**

As a result we are now in a much stronger position with a 25% growth in our annual income at the end of the year, with further growth potential. While continuing to expand our existing services, our long term strategy to develop income through new areas of work and social enterprise activities remains on course.

One of the striking achievements this year has been the start of our research activities. A strong collaborative bid between Freshwinds, the University of Birmingham and Good Hope Hospital to the Big Lottery has resulted in being awarded our first research grant to undertake a trial on Healing Therapy. This puts forward the charity's initiatives to examine the evidence base on complementary medicine and promote the use of Integrated Medicine in healthcare. Subsequent to this we have welcomed a research assistant to the Integrated Medicine team.

**In the early part of 2010 we observed a dramatic increase in the number of referrals into our services; further evidence of the economic cuts.**

This has also been an impetus for the charity to be ever more prudent in our spending, while ensuring the services cater for the evolving needs due to the negative impacts in this period.

Working with the Primary Care Trusts and Birmingham City Council we played a significant role this year in helping to develop Birmingham's paediatric palliative care strategy. This resulted in new collaborative partnerships with local special schools, child development centres, special needs groups and other groups and the development of 10 Complementary therapy skills workshops for families with a child with palliative needs. Plans are in place to use the success of these workshops to promote further similar activities. Other new partnerships include, Birmingham Own Health (BEN PCT) on the B-Sage Programme, and PedCAM (Canada) and IPIM (USA) on our on-line masters in Integrated Medicine programme.



Responding to repeated requests, our 4th Children's Complementary Therapy Network (CCTN) in April 2009 highlighted the use of complementary therapies in palliative care. We had approximately 100 eager delegates not just from within the UK but also Ireland and the US. The 5th conference is planned for 2011.

Once again I would like to remind everyone of the efforts of our many Trustees and Volunteers. Our performance as a charity would not be as easily achieved without their support and the valuable contribution of their time and skills. A big thank you also to Freshwinds staff who have worked hard in helping the charity to deliver yet another year of great achievement, despite the many changes which resulted from areas of growth. This process of change has been both disconcerting but also exhilarating for everyone concerned, but it has placed us in a unique position to be able to respond more than adequately in the changing environment.

A handwritten signature in black ink that reads "Rhonda T. Lee".

**DR RHONDA T LEE**

**VICE PRESIDENT, DIRECTOR OF  
INTEGRATED MEDICINE**





# Future Developments

Freshwinds is looking forward to the coming year as we have much planned which we want to achieve in 2010/2011. Despite the current economic conditions being slightly more challenging there are still opportunities for us to develop our services and our organisation to ensure that we are best placed for better economic times.

With our success in the Supporting People Programme's re-commissioning we will be embedding the new services further and looking for ways to expand the services that are available to increase the outcomes that we are able to achieve for our clients. In light of this growth, we will also be making structural changes in this department to reflect the responsibilities associated with this. We are working on a new service user involvement strategy which will see further development of the involvement of service users across the organisation and bring together a number of service user initiatives that are already taking place under one measurable strategy.

As the Working Neighbourhoods Fund is only for a short period, we are already planning how to sustain this service beyond the end of this programme. At the time of writing, with the results of the elections in May there are significant changes to employment programmes but we are confident that new initiatives will offer many opportunities for further growth and we are in a very strong position to take advantage of any new opportunities that will arise.

We were successful this year to secure a research grant from the Big Lottery Fund for investigating the effects of healing therapy in gastric conditions. This is the first research funding that we have received and we will be building on this to increase the evidence base of complementary medicine and to inform safe use of these treatments both in the UK and internationally.

As in every year, we strive to improve our systems and processes and this year we have made the significant step of beginning to develop a bespoke database that records client information and manages all other aspects of their care such as assessment of risk, client notes, vulnerabilities, support planning and outcomes achieved. The system will continue to be implemented in the coming year and will increase our ability to evidence and communicate effectively the positive differences that Freshwinds makes to people and society. We expect the database to be complete by December 2010.

Over the coming year we will also be developing a number of social enterprise initiatives in areas such as IT and IT training and the care sector. We are aiming for these to be operational in early 2011 and will be used to both support our aims as a charity and to increase the generation of unrestricted income which at present is lower than the trustees would ideally like. These activities will of course be dependent on the marketplace but we are confident that they will be successful and meet our high standards of professionalism.

We will be exploring many new areas of development and opportunity, as the charity firmly believes in the motto "leave no stone unturned" in our efforts to support those in need.





# Integrated Medicine

The Integrated Medicine Programme has a range of projects related to the development of Integrated Medicine services and provision of complementary therapies (CT).

This is a unique programme which has led the expansion of CT services in Birmingham and the surrounding areas. All of this has been achieved through strong partnerships with a shared aim

to improve health and well-being. An integrated approach has the benefit of addressing not just the emotional and spiritual well-being of the individual but also tackles physical symptoms such as pain or side effects as a result of medical treatments.

The programme works with adults and children, who are experiencing life threatening or life limiting conditions.



We have around 50 volunteer complementary therapists who contribute hugely to the programme outcomes and have 11 sessional therapists. In addition to this our partnership with Primrose Hospice has continued to grow with an increase in the hours committed. As a direct result of all the expansion the staff team has been expanded with the addition of a full time CT Coordinator and a Trainee Medical Officer, to support the existing members; Director of Integrated Medicine, Senior Medical Officer and part time Administrative assistant.

Research and service evaluation has always been at the heart of the programmes we deliver. This year with the help of funding from the Big Lottery Research Programme and collaboration with University of Birmingham and Good Hope Hospital we have managed to take this one step further and successfully initiated our first formal research study on the effectiveness of healing therapy. We plan for this to be one of many future research efforts. As a result of this we will also be welcoming a research assistant to the staff team who will play a key role in developing our research activities.

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

Effectiveness of the services is evidenced by the high outcomes and outputs that we achieve. In 2009-10 we registered a record 475 new clients (114% increase from 2008-09), and provided support to a total of 629 individual clients (34% increase from 2008-09). 4328 client sessions were offered (10% increase from 2008-09), of which about 98% was through individual one-to-one sessions. This is equivalent to almost 6500 hours of face to face work, but does not account for the additional clinical or administrative work carried out.

With the help of the Mitra Charitable Trust, last year Freshwinds Institute of Integrated Medicine Ltd (FIIM) started to work towards our vision to develop an on-line learning programme in Integrated Medicine. In April 2009 we appointed a part time Education Development Officer to assist in the marketing and development of the programme. By March 2010 we launched 2 accredited undergraduate learning modules, successfully attracted a highly

respected group of professionals to join the international advisory board, welcomed the partnership and developmental support from our CCTN sister networks PedCAM (Canada) and IPIM (USA) and started to work with a UK University towards accreditation for the post graduate programme. We plan for the post graduate programme to be launched in 2011.



In line with the PCT and Department of Health initiatives the programme contributed to the development of Birmingham's Paediatric Palliative Care Strategy. Alongside the ongoing therapeutic services and Parent Support Group events, 12 paediatric workshops were organised as a planned approach to enable families with children requiring complex/palliative care needs with therapeutic skills (e.g. massage, aromatherapy, relaxation) to manage day to day problems of symptom control, stress and issues of family bonding. A total of 49 families attended exceeding our original target of 20, with a 100% satisfaction rate. In April 2009 we led the 4th Children's Complementary Therapy Network (CCTN) conference attracting many notable speakers and nearly 100 participants from the UK, Ireland and the US. Delegates learnt about the use of CT in paediatric palliative care.

*"Learning to relax is one of the benefits I have gained from my therapy. This also helps me to sleep better."*

*"Complementary Therapy has not only helped my back pain, it has also had a calming sensation on my whole body. It was extremely beneficial during a recent anxious period of my recovery."*

*"Prior to treatment I was very dependent on my wife for assistance, now I find I am far more self reliant. My breathing capacity and function has definitely improved and there is a marked improvement in my general well-being... Thank you."*



# B-Sage Programme

**In September 2009 the B-Sage Programme entered its third year of provision. The project promotes well being, health and independence in adults over 50 by tackling issues of inappropriate admission to hospital or residential care, isolation and safety.**

The service provision is primarily delivered through 'good neighbour' volunteers. This includes regular visits from support workers and volunteers to enable a range of activities in relation to improving not just health and well-being, but also social and community interaction.

We are able to confidently say that the programme has been a "victim of its own success" and at the end of its second year the programme offered support and advice to a record breaking 718 clients, of whom 202 received advanced levels of support, surpassing the original targets by 70%. One of the great successes of B-Sage is in the opportunities that it creates for those who are interested in entering into health and social care work. In its second year a total of 53 volunteers were recruited who were entered into an in-depth induction and training programme. Seven of whom were enrolled into the NVQ health and social care courses, via partnerships with local colleges. From the previous year 5 volunteers successfully achieved their NVQ award. Overall 3 volunteers were successful in returning to paid employment as a direct result of their experiences and training via B-Sage. An estimated 6850 hours of volunteer time was delivered. On average each client received 2.8 hours of support each month.

Overall this was a difficult year following the impact of the economic crisis and unexpected withdrawal of previously agreed financial commitments from Birmingham City Council. This resulted in the programme being solely funded by BEN PCT and thus aligned with the 'Birmingham Own Health' programme. Given the increasing needs of the expanding elderly population it has been widely acknowledged that B-Sage was a highly valued service in the city. This has been continuously evidenced each year and this year was no

different with record breaking client numbers and 80 clients still on the waiting list. Subsequent to this over subscription the programme was faced with the challenge of maintaining the high standard of service while reaching the neediest individuals. In consultation with the PCT it was therefore decided to revise the entry criteria of the programme to include specific health conditions. Thus in October 2009, major changes were made and the new entry criteria is; BEN PCT patients, 50+, living with chronic obstructive pulmonary disease (COPD), Stroke, Diabetes, Chronic Vascular Disease, Chronic Renal Disease and Heart Failure.

**In addition those at a health risk or at risk of falls were also offered advice and information support.**

This was seen to be an appropriate strategic move to ensure that the most vulnerable individuals were given priority, while maintaining standards and outcomes of the service. Other changes also included the re-organisation of the B-Sage structure. The team now constitutes a coordinator, 2 support workers and volunteers.

So far in the first two quarters of the 3rd year of the programme another 30 new clients have been referred into the project and 17 volunteers moved into paid work. B-Sage is now set to become a successful model of innovation which is not just addressing the problems of a larger elderly population, but also introduced a highly successful pathway for individuals to gain valuable skills and experience to enter into health and social care work.

Up to 31st March 2009, a total of 1048 individuals have benefited since its start in June 2007, 22 volunteers and placement workers secured paid employment, 38 clients were rehabilitated back into their homes after a health crisis and 210 clients were introduced into community groups.





*"I can't speak highly enough of all the help I have received from all the staff, in particular Alan Beards and Carole Hartle. Without all of your help, I am sure I couldn't have coped to be where I am today, and I know from other people who have home helpers that they feel the same towards them."*

*"Thank you for helping me with all the stuff I did not understand. I now feel that there is a light at the end of the tunnel.... I had buried my head in the sand, hoping it would all go away.... Just talking to Linda I feel I have achieved so much, and I thank her for all the support that I needed; she has encouraged me to start looking after myself and to be able to get on top of all the stuff I never thought I could do."*





# Birmingham HIV Living Archive

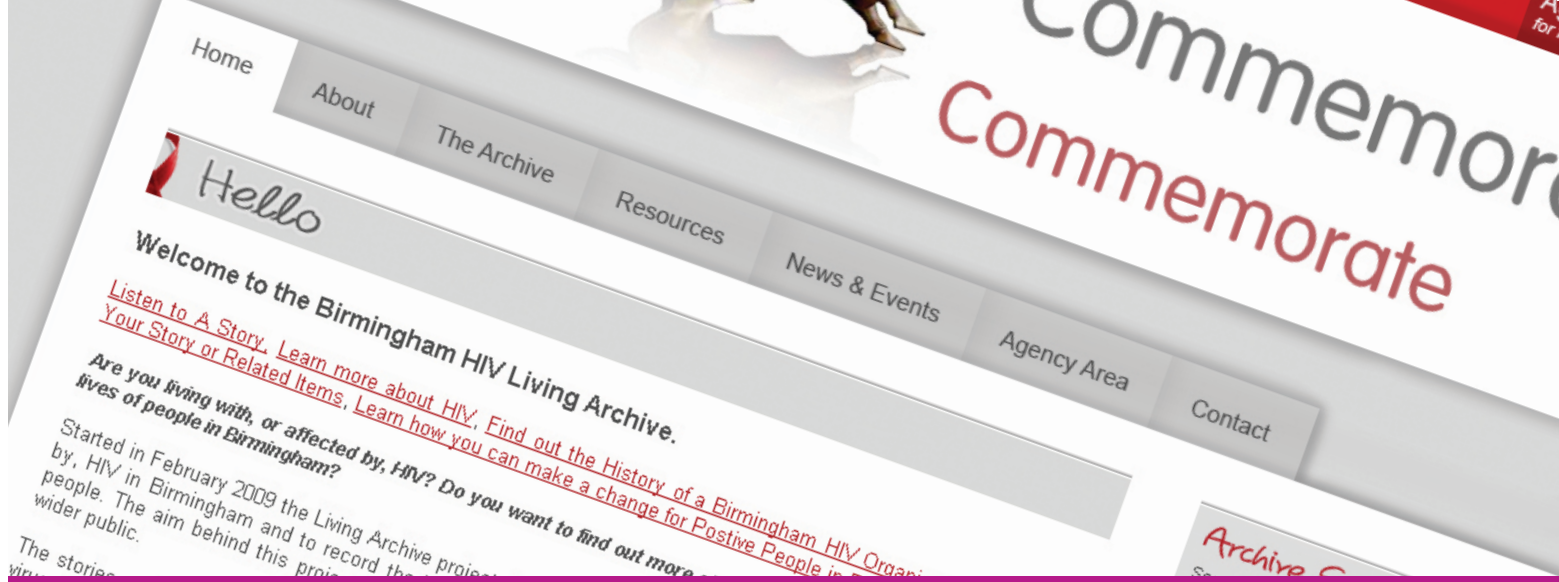
The Birmingham HIV Living Archive is a Heritage Lottery Fund, Birmingham Partnership project. Freshwinds manages and provides support to the project co-ordinator on behalf of the Partnership.

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. Since February 2009 the Archive has

been gathering oral history 'life stories' from a cross section of the HIV 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.

This year the Archive has commissioned its own website and created its own exhibition which along with Birmingham Library Theatre Company's reworking of Philip Osment's play 'Who's Breaking?' has toured the region's secondary schools and further education colleges giving an insight to 3,000 students about the realities of HIV in Birmingham.





The exhibition features the stories of 6 people who have been affected by HIV in Birmingham and allowed them in their own words and voices to speak directly to people in the city and to tell them directly how HIV entered, and affected, their lives. The exhibition, along with extracts from other Living Archive interviews, is available to view on the website [www.birminghamlivingarchive.org.uk](http://www.birminghamlivingarchive.org.uk).

**The Archive has been successful in engaging the HIV community. Involving Positive people has been fundamental to the Archive's achievements to date.**

Positive people have participated in the Archive not only by sharing their life stories but also by becoming volunteer interviewees and sharing their views and opinions on the project outputs at the Living Archive consultation event, held in October 2009.

Building on this year's success the Living Archive will continue to collect oral history testimony and add to the website until it is

officially launched at an event in November 2010. The schools' tour will be added to and we are working with Birmingham School of Acting to write a brand new piece of 'Theatre in Education' that will be touring further education colleges around the city together with the exhibition and HIV awareness sessions – delivered by the HIV Partnership.

The project will officially be handed over to Birmingham Central Library in 2011, after the launch event in November 2010 but it is hoped that volunteer interviewers will keep adding to the Archive long after its official end.

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

## Johnnie

Long-term Survivor

'Johnnie' was born in Dublin's Southside and after the breakdown of his parents' marriage felt pulled towards the city's crime and drugs scene. He was an injecting heroin user during the 1980's when HIV was first acknowledged and because of his drug use felt that contracting HIV was inevitable. He was finally tested when he went into rehabilitation and his fears were confirmed. His diagnosis came 6 months before there was any treatment for HIV. He started taking AZT as soon as it became available but was later hospitalised due to its side effects. Johnnie is a long term survivor.

*"I remember one night sitting and watching the TV and having a fix and thinking, 'You're going to die from this'."*

*"AZT was supposed to be this wonder drug... but the side effects were very bad."*

*"I've been on this combination quite a while now and how long it will continue to function for, God knows, because I don't think there is anything else after that."*



# Bro-Sis Project

Bro-Sis Project works within Black, Asian and Minority Ethnic communities in Birmingham, particularly in the inner city areas. Bro-Sis delivers community based, grass-roots interventions in sexual health and substance misuse and in areas of youth empowerment.

This year has seen developments in the project which have set a strong foundation for the future and developments in the substance misuse areas which we hope will strengthen this area in 2010/2011.

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 grassroots 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 on-going partnership work with a number of leading community organisations.

*"Respect for speaking to my probation officer on my behalf because we always have our differences. Language barriers cause this. He can't understand me most of the time and with you explaining things to him has led to a big change in how he deals with me."*

Bro-Sis delivered a number of community workshops to engage inner city young people from different backgrounds on the topic of 'what is equality and diversity'. This project was funded through Urban Living and was particularly successful in engaging these groups of young people.

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

*"Thank you for your help in supporting me to access Swanswell's prescribing service and my tenancy support, meeting me in town was something that my drug worker wasn't able to do. Our meetings really helped me stay on track."*



BRO-SIS



We also arranged a 5-a-side football tournament funded through One Game, One Community. This project engaged with 65 young people from various different backgrounds and communities and through the football games, encouraged them to share their experiences and break down the perceived barriers and differences that they thought existed between them.



**The substance misuse service has continued to deliver specialist services across Birmingham to Black, Asian and Minority Ethnic community members who have problems with drug use, funded through Birmingham Drug and Alcohol Action Team. The service provides structured, tier 3 treatment interventions as well as community based support.**

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.

We would like to thank Birmingham Drug and Alcohol Action Team, Heart of Birmingham Teaching Primary Care Trust, Urban Living, One Game, One Community and all of our partners and supporters throughout the year.



# FInDA Advice and Welfare

**In the last Annual Report we highlighted the work that we did with families and individuals across Birmingham as part of our individual projects.**

The theme we highlighted was the partnership working; within our team, amongst colleagues in Freshwinds and with the other stakeholder organisations and agencies. This year we have continued to build on the strong links we have made, but have also worked to develop new partnerships and alliances with other organisations, as it becomes increasingly likely that funders, both Statutory and Charitable look to make efficiency savings through the 'additionality' that comes with our joint working. We are now members of the Birmingham Consortium of User Led Organisations which is working towards developing a delivery model for Brokerage services in Birmingham under the Personalisation Agenda, and are also members of the Birmingham Advice Network.

We have continued to innovate and to expand into areas of working which complement our traditional Advice and Information Services. An example of this is our team based at Lozells and East Handsworth Children's Centre in North Birmingham, providing Health and Family Support, backed up with Advice Workers. By working in this way we are proactively tackling the links between the client's environmental and social situations and how these can impact on the stress and ill health of the clients and by extension, their families. We are excited by this approach which is an excellent example of how the issue of poverty causing ill health can be challenged in a holistic way.

**In the centres we are also actively participating in the unique 'Team around the Child' approach which is being piloted across the area that the Children's Centres covers.**

This approach draws together the expertise and skills of a number of professionals, including the Freshwinds team, to ensure that a highly preventative approach is taken to issues surrounding neglect, and to prevent any escalation of the family's situation. The advice component of this approach ensures that we can identify and advocate on the family's behalf to ensure that they are in receipt of their full benefit entitlements and that other statutory rights, for example adequate housing, are secured.

A grant from Scottish Power Energy Peoples Trust has enabled us to start our Fuel Smart Project which will provide advice, information and representation to families and older people in Birmingham on both Welfare Rights and Money and Debt Advice. The focus of the project is Fuel Poverty, and we are working with clients to help them avoid Fuel Debt, which is a growing issue, in particular amongst our most vulnerable clients. We would like to thank Scottish Power Energy Peoples Trust for their 2 year support of this project.

We are aware that there will be the inevitable challenges facing our service in the upcoming year, not least in relation to the cuts and changes that we anticipate will be made to the current Benefits system. This, coupled with the expected wide loss of jobs will make our services more essential than ever before.

Finally, the obvious factor in our success and development, and our ability to work in such a dynamic way is our Staff Team, who provide a solid foundation to build truly effective services with their skills, knowledge, passion and dedication. Their value as true assets, not just to the organisation but to the wider community, cannot be underestimated. In our client feedback responses we receive testimony 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.

We would like to thank all of our funders, partners and stakeholders in enabling us to create the change we have made for the people of Birmingham.

## Client Case Study

A client initially approached us for advice regarding debt management as they were struggling to meet their monthly repayments. During our first appointment we identified that the client did not appear to be receiving the appropriate type of benefit taking into account their level of disability, which necessitated weekly inpatient hospital treatment. We provided information in relation to alternative entitlements and assisted with applications for these. These benefits were awarded at the highest rates therefore allowing the client to meet their additional disability related expenses such as travel to and from hospital by taxi, keeping the home warm and following a specifically prescribed diet. This increased income therefore had a direct positive impact on the client's wellbeing. Reduced monthly repayments towards the client's debt for an interim period were also arranged through negotiations with creditors which further reduced the risk of financial hardship and helped prevent compromise to the client's health and recovery.







# FInDA Employment and Training

Freshwinds FInDA Employment and Training Programme (FInDA E&T) has the following objectives:

- Provide access to employment opportunity to all.
- Use a holistic approach to address multiple barriers to opportunity.
- Empower individuals to independently access opportunity using training and support to build skills, confidence and motivation.
- Tailor training and support services to reflect current and future employment opportunities in order to achieve sustainable progressions.
- Promote and develop employer led strategies for unemployed individuals to access work.

Since the last annual report, when FInDA Employment and Training was still part of the wider FInDA programme, considerable progress has been made in achieving these objectives. FInDA E&T have engaged with over 1000 individuals and has grown from a team of just 3 in June 2009 to over 20 in April 2010. FInDA E&T currently deliver end-to-end into employment services for anybody unemployed 1 day plus in the South West of Birmingham and for unemployed parents and lone parents in the North West of Birmingham. This service is targeted towards areas with an unemployment rate of 25% and over.



FInDA E&T is also involved in Freshwinds Future Jobs Fund activities which provides 90 unemployed individuals (predominantly those aged 18 to 24) 6 months employment. These work placements include an integrated programme of training and skills development designed to provide the individuals with relevant skills and support so they can secure employment beyond their placement.

The delivery model used to support Freshwinds Future Job Employees has been so successful that the FInDA E&T programme has been contracted to deliver similar services for all Future Job Employees across the city.

The programme's activities are funded through the following funding sources:

- Birmingham City Council Working Neighbourhood Fund (Subcontracted via PPDG) – Southworks Contract
- Birmingham City Council Working Neighbourhood Fund (Subcontracted via PPDG) – Ladywood Lone Parents Contract
- Birmingham City Council Working Neighbourhood Fund (Subcontracted via PPDG) – Perry Barr Lone Parents Contract
- Birmingham City Council Working Neighbourhood Fund
- Perry Barr Constituency Development Fund
- Northfield Constituency Development Fund
- The Future Jobs Fund (Managed by Be Birmingham)

In order to deliver a quality, effective into employment service

FInDA E&T has a team of into employment advisors that work with a wide range of outreach partners to engage and support individuals to reach their employment and training goals.

Much of our employment progression training and support is delivered internally. But specialist partner providers are essential to address certain barriers to progression. One of the common barriers to progression for many of our beneficiaries is debt or benefit issues. With regards to this we work closely with Freshwinds FInDA specialist Benefits & Debt advice service.

For the purposes of engagement we work closely with Children's Centres, schools, local and specialist community centres and groups, local neighbourhood officers, faith groups, community radio stations, Job Centre Plus and partner providers. Our ethos in regards to engagement is that to provide this service to those hardest to reach, we must go to them.





Cornel Bonner is a young, vibrant and dynamic man, originally from Jamaica. He worked 3 jobs in Jamaica as a taxi driver, security guard and trained electrician. His qualifications and driving licence were not recognised in the UK, making it really hard for him to find a job in the Electrical Industry.

With a wife and three young children to support, Cornel was beginning to lose faith.

We arranged for him to have some driving lessons so he could start making the steps to get back into taxi driving. This gave him confidence, faith and raised his self esteem.

After help from our Pathways to Care training programme, he now works full time in a care home and is thoroughly enjoying it!

Unemployment is a key contributor to health issues (in particular mental health) and we work with a number of specialist providers that can address these issues (MITRE, Remploy, Ingeus Fit For Work Programme). Alcohol and drug misuse can be a barrier that prevents progression and we refer to Freshwinds drug and alcohol team as well as working closely with the Birmingham Drug & Alcohol Team who provide a central point of access for these types of referral.

In regards to progression into employment much of the service is provided internally but it is essential to work with partners to provide the greatest access to opportunity for our clients.



As all of our services are designed to address the needs of the modern employer, we have a dedicated employer engagement team that works with local and national employers to secure vacancies and develop recruitment solutions. To this end FInDA E&T have designed, developed and delivered a successful employer led initiative focused on the Health and Social Care Sector. This initiative has been so successful that the Birmingham Care Development Agency (BCDA) who were in the process of developing a similar model have decided to adopt the FInDA E&T model and work in collaboration with FInDA E&T.

In addition to the services we can provide we also work closely with regional and national initiatives that are linked to accessing employment. We are part of the Jobcentre Plus Local Employer Partnership (LEP) and prepare job ready individuals for these opportunities. We have a strong working relationship with Birmingham

City Council's Employment Access Team (EAT) and are one of the best contributors to their initiatives as well as delivering recruitment solutions for the employers they work with.

With the various funding streams accessed coming to an end in March 2011 focus is switching from engagement onto supporting as many of our clients into sustainable employment before the end of the various projects.

Having developed a service that is recognised for delivering a quality end-to-end service for multiple customer groups across the region, FInDA E&T programme is now in the process of trying to expand the service provision by accessing funds (in collaboration with partners) such as the DWP Single Work Programme and European Social Fund contracts so that we can sustain and build on the achievements we have made so far.

# Supporting People Programme



The Supporting People framework is a government funded scheme which since 2003 has been successful in enabling those from vulnerable backgrounds to live independently and reduce the risk of losing their tenancy due to health or social issues.

Freshwinds was successful in the re-commissioning of these services in 2009 and this has led to an expansion of our Supporting People Programme following the procurement process.

The Supporting People Programme began the mobilisation of new services on 1st December 2009 which included an extensive recruitment for specialist support practitioners to work with a range of socially excluded and vulnerable people who present as being at risk of offending, or who have an offending background, those with a refugee background and those who are HIV positive.

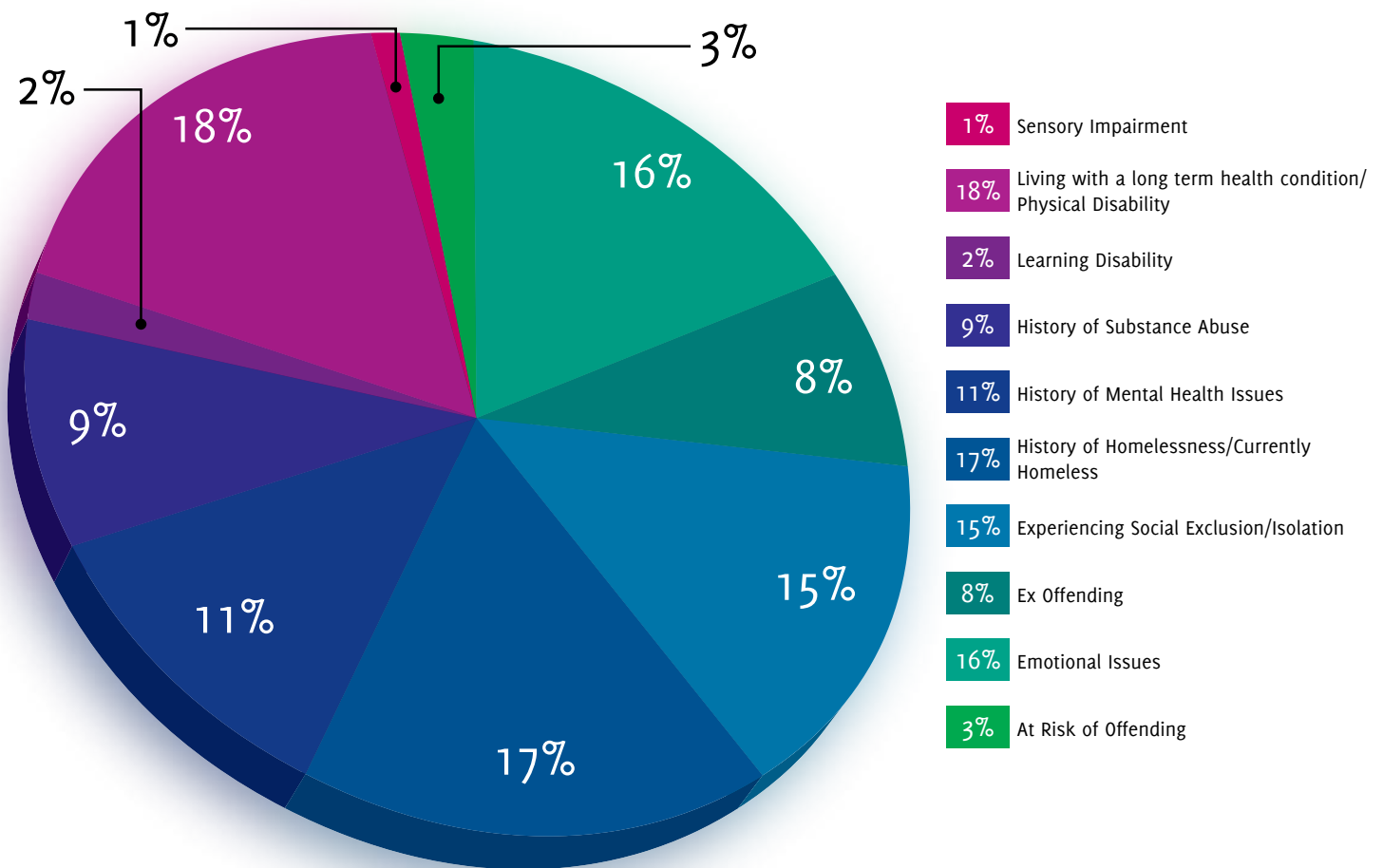
Due to this new commissioning, Freshwinds Supporting People Programme has increased its service capacity to reach a greater number of clients across the city. We continue to work with clients on an outreach basis, either visiting clients in their homes or in a community setting.

The programme continues to be innovative and proactive in encouraging clients who experience a wide range of vulnerabilities to achieve independence through the five outcomes of: - Enjoy and Achieve, Be Healthy, Make Positive Contribution, Achieve Economic Well Being and Stay safe.



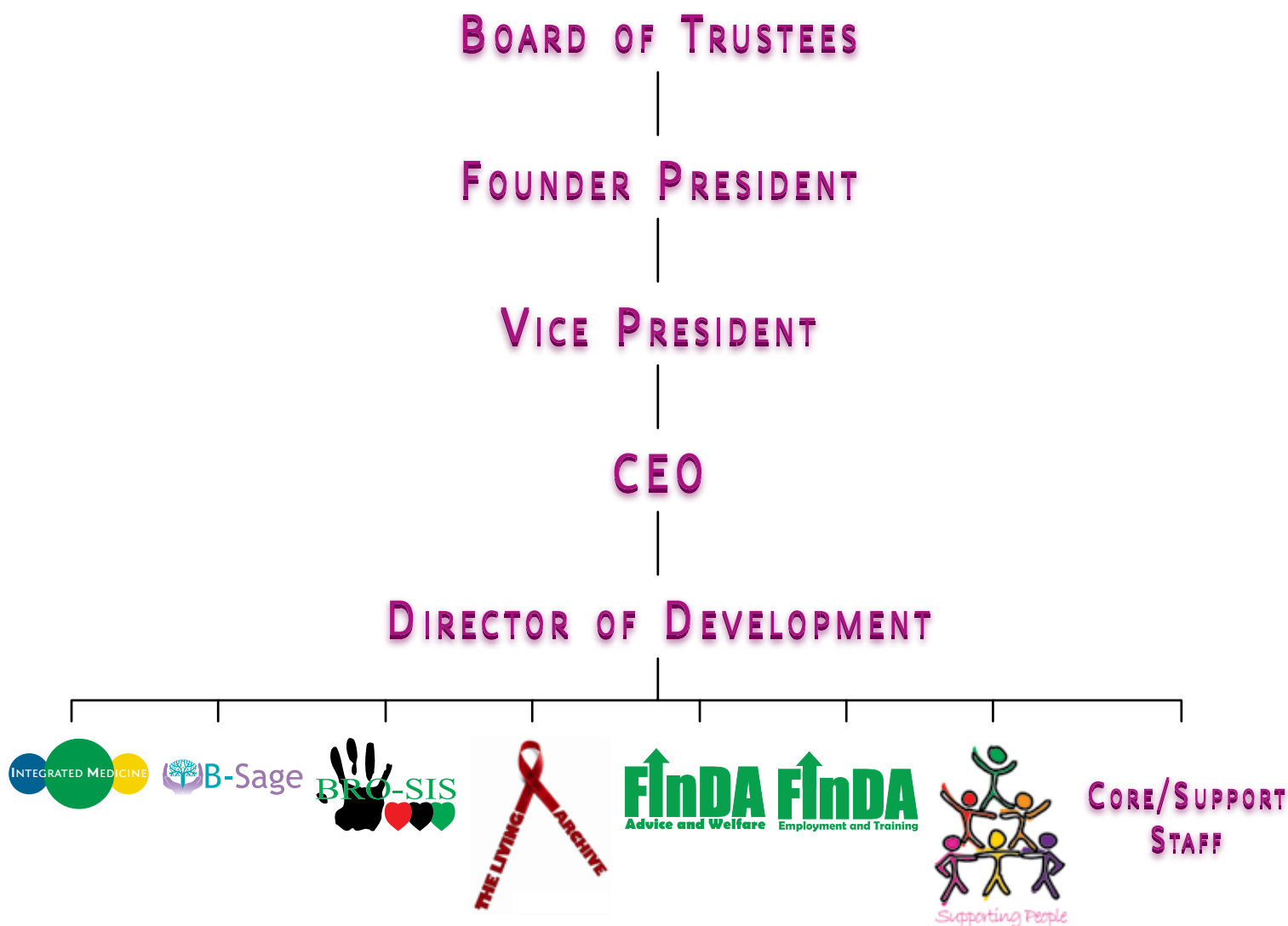
*“When I came over to Birmingham, I had no friends I was lonely and desperate, the people at Freshwinds helped me to find an organisation with people like me in my situation... Freshwinds is helping me with my debts, course and health situation...”*





Within this period the above chart identifies the complexity of presenting issues that are faced by those receiving this service. The service offers a holistic, non judgemental and integrated approach to providing positive choices in which clients are encouraged and supported to meet the changes and to achieve their goals and aspirations.

# Organisation Structure



*Freshwinds organisational structure is indicated above  
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 on the activities of the Charity.

Within each programme 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 and funding.

Staff meetings are held on a regular basis and programmes hold their own meetings depending on their nature and requirements.



Freshwinds principle objectives are:

- 1: To advance for the benefit of the public the study and practice of the art and science of integrated therapies and medicines and the healing arts including complementary therapies, spiritual healing and other disciplines and promote research into such disciplines for the public good;
- 2: To relieve sickness, ill health, disability, social exclusion and to preserve and protect good health by the provision of such disciplines;
- 3: To advance education and training including training for employment or work and the development and enhancement of life skills and career prospects for the public good;
- 4: To relieve poverty and social disadvantage and facilitate individual and societal regeneration and rehabilitation.

With reference to the Charity Commission Guidance on 'Charities and Public Benefit', the Trustees are confident that these objectives and the activities that the charity undertakes are in accordance with the regulations on public benefit.

## 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 needs of the Board and to identify any training needs or where a new member with those skills needs to be recruited. All applicants who are approached are required to submit a CV 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.



# Review of the Transactions and Financial Position of the Charity

The Registered Charitable Company received donations and grants totalling £1,547,168. A total of £25,228 remained in the bank as at 31 March 2010.

The Charity is organised in accordance with the Charity Commission Guidelines and this report and accounts fully comply with the Charity's SORP 2005.

## RISK MANAGEMENT

The Trustees have examined the major strategic, business and operation risks which the Charity faces and confirm that systems have been established to enable regular reports to be produced so that the necessary steps can be taken to lessen these risks.

## RESERVES POLICY

The charity needs reserves both to enable it to progress to completion its long term projects and to protect its current activities, in order to allow the trustees to meet their responsibilities and ensure that it continues to operate on a going concern basis. The trustees have examined the needs, risks and challenges faced by the charity in both the short and medium term, along with relevant financial forecasts, and have formulated a policy to meet those needs.

## AUDITORS

On 1 October 2010, Horwath Clark Whitehill LLP changed its name to Crowe Clark Whitehill LLP.

Crowe Clark Whitehill LLP has indicated its willingness to be reappointed as Statutory Auditor and a resolution proposing their appointment will be submitted to the forthcoming Annual General Meeting.

## MEMBERS' GUARANTEE

Each member's liability is limited by guarantee and consequently the company does not have a share capital.

Approved by the Trustees and Signed on their behalf on:



**Mohammed Sulieman Al-Rahim**

## STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards) and applicable law.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charity and of the surplus or deficit of the charity for that period. In preparing these financial statements, the governors are required to:

- **Select suitable accounting policies and then apply them consistently;**
- **Make judgments and accounting estimates that are reasonable and prudent;**
- **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 ensuring that adequate accounting records are maintained that are sufficient to show and explain the charity's transactions and disclose with reasonable accuracy at any time the financial position of the charity 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 charity and ensuring their proper application in accordance with charity law, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

So far as each of the Trustees is aware at the time the report is approved:

- **There is no relevant audit information of which the Company's auditors are aware; and**
- **The Trustees have taken all steps that ought to have been taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.**



# Auditors Report

We have audited the financial statements of Freshwinds for the year ended 31 March 2010 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes set out on pages 26 to 34. These financial statements have been prepared in accordance with the accounting policies set out therein.

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

## RESPECTIVE RESPONSIBILITIES OF TRUSTEES AND AUDITORS

The Trustees' (who are also the directors of Freshwinds for the purpose of company law) responsibilities for preparing the Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and for being satisfied that the financial statements give a true and fair view are set out in the Statement of Trustees' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (United Kingdom and Ireland).

We report to you our opinion as to whether the financial statements give a true and fair view, have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice and have been prepared in accordance with the Companies Act 2006. We also report to you if in our opinion the information given in the Trustees' Annual Report is consistent with the financial statements.

In addition, we report to you if, in our opinion, the charitable company has not kept adequate accounting records, if the charity's financial statements are not in agreement with those records, if we have not received all the information and explanations we require for our audit or if certain disclosures of trustees' remuneration specified by law are not made.

We read the Trustees' Annual Report and consider the implications for our report if we become aware of any apparent misstatements within it. Our responsibilities do not extend to other information.

## BASIS OF OPINION

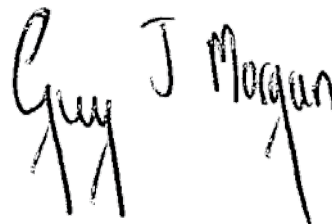
We conducted our audit in accordance with International Standards on Auditing (United Kingdom and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the trustees in the preparation of the financial statements, and of whether the accounting policies are appropriate to the charitable company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## UNQUALIFIED OPINION

In our opinion:

- The Financial Statements give a true and fair view of the state of the charity's affairs as at 31 March 2010 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- The financial statements have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice;
- The financial statements have been prepared in accordance with the Companies Act 2006; and
- The information given in the Trustees' Annual Report is consistent with the financial statements.



Senior Statutory Auditor  
For and on behalf of  
**Crowe Clark Whitehill LLP**  
Statutory Auditor  
Hatherton House  
Hatherton Street  
Walsall  
West Midlands  
WS1 1YB

Date: 29th November 2010

# Statement of Financial Activities

(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

	Notes	Un-Restricted funds (£)	Restricted Funds (£)	2010 Total (£)	2009 Total (£)
<b>INCOMING RESOURCES</b>					
Income from Charitable Activities					
Donations and grants	3	175,104	1,363,540	1,538,644	1,386,610
<b>INCOMING RESOURCES FROM GENERATED FUNDS</b>					
Other Income		8,008	-	8,008	-
Investment Income	6	-	-	-	456
<b>TOTAL INCOMING RESOURCES</b>		<b>183,112</b>	<b>1,363,540</b>	<b>1,546,652</b>	<b>1,387,066</b>
Resources Expended					
Charitable Activities	7	145,556	1,450,641	1,596,197	1,161,482
Governance Costs	8	8,220		8,220	6,342
<b>TOTAL RESOURCES EXPENDED</b>		<b>153,776</b>	<b>1,450,641</b>	<b>1,604,417</b>	<b>1,167,824</b>
<b>NET INCOMING RESOURCES AND MOVEMENT IN FUNDS</b>		<b>29,336</b>	<b>(87,101)</b>	<b>(57,765)</b>	<b>219,242</b>
<b>FUND BALANCES BROUGHT FORWARD AT 1 APRIL 2009</b>		<b>33,160</b>	<b>205,000</b>	<b>238,160</b>	<b>18,918</b>
<b>FUND BALANCES CARRIED FORWARD AT 31 MARCH 2010</b>		<b>62,496</b>	<b>117,899</b>	<b>196,242</b>	<b>238,160</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 28 to 34 form part of these accounts.



# Balance Sheet

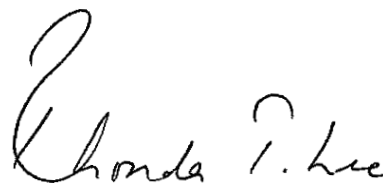
YEAR ENDED 31 MARCH 2010

	Notes	2010 (£)	2009 (£)
<b>FIXED ASSETS</b>			
Tangible Assets	9	82,776	42,036
<b>CURRENT ASSETS</b>			
Debtors	10	291,897	356,933
Cash at bank and in hand		25,228	13,438
		<b>317,125</b>	<b>370,371</b>
<b>CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR</b>			
Trade Creditors		38,447	20,203
Obligations under finance lease and hire purchase		12,406	9,619
Other taxes and social security costs		71,692	46,436
Bank Loan		26,172	-
Other Creditors		-	23
Accruals		12,510	14,510
		<b>161,227</b>	<b>90,791</b>
<b>NET CURRENT ASSETS</b>		<b>155,898</b>	<b>279,580</b>
<b>CREDITORS AMOUNTS FALLING DUE AFTER ONE YEAR</b>			
Other Creditors - Bank Loan		(40,495)	(74,787)
Obligations under finance lease and hire purchase		(17,784)	(8,669)
<b>NET LIABILITIES</b>		<b>180,395</b>	<b>238,160</b>
<b>FUNDS</b>			
Unrestricted		62,496	33,160
Restricted	12	117,899	205,000
		<b>180,395</b>	<b>238,160</b>

Approved by the trustees on and signed on their behalf:



Mohammed Sulieman Al-Rahim



Dr Rhonda T Lee

The notes on pages 30 to 36 form part of these accounts.

# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 1. BASIS OF ACCOUNTING

The financial statements have been prepared under the Companies Act 2006 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 Charity depends on its existing bank facilities to meet its day to day working capital requirement. Current forecasts indicate that the Charity expects to be able to operate within these facilities for the foreseeable future. The Trustees are not aware, however, of any circumstances that may adversely affect these facilities. Accordingly, the Trustees believe it is appropriate to prepare the financial statements on a going concern basis.

## 2. ACCOUNTING POLICIES

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

### 2.1. INCOMING RESOURCES

### 2.2. 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

### INTEREST RECEIVABLE

Interest is included when receivable by the charity.

### 2.3. 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 on 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



# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

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: -25% straight line

## 3. DONATIONS AND GRANTS

Donations and grants were recieved from the following organisations

	Un-Restricted funds 2010 (£)	Restricted Funds 2010 (£)	2009 (£)
Children's Palliative Care	-	24,650	-
Bro-Sis Lay Sexual Health	-	90,000	90,000
Surestart - FlnDA	-	33,961	36,860
Birmingham Supporting People	-	282,814	104,578
Primrose Hospice	-	22,806	17,940
Living Choices - Bham PCT's	-	88,174	101,492
Bro-Sis - D.A.A.T.	-	32,196	78,044
East Birmingham PCT HIV Support Services	-	29,132	18,488
Hardship Grants	-	18,206	15,202
Working Neighbourhood Fund	132,637	-	-
Breathworks	-	590	-
Aston COFSS	-	246,222	209,013
Surestart Advice Worker	-	40,497	39,703
Birmingham City Council - B-Sage	-	26,445	-
B-Sage Good Neighbour Scheme	-	48,621	95,199
LGBT Lloyds TSB Counselling	-	-	4,000
Fuelsmart	-	43,444	-
FlnDA - Surestart Parents and Children	-	94,881	87,181
FlnDA - Enable	-	-	6,099
Elton John AIDS Foundation	-	-	20,000
FlnDA - Lone Parents	-	-	9,884
National Lottery Heritage Fund - Living Archive	-	25,056	24,450
LGBT - Equalities and Human Rights	-	-	38,890
Future Jobs	-	120,759	-
Perry Barr - WDF	-	7,438	-
MAC Aids Fund	-	-	30,000
FlnDA - Surestart Employment & Training	-	33,414	33,872
FlnDA - Rookery Children's Centre	-	-	6,615
Working Neighbourhood Transition Fund	-	11,627	23,252
MITRA	-	10,212	210,000
Others	50,475	13,907	57,342
<b>TOTAL</b>	<b>183,112</b>	<b>1,363,540</b>	<b>1,386,610</b>

# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 4. STAFF

	2010 (£)	2009 (£)
Staff Costs		
Wages and Salaries	1,124,639	787,183
Employers NI	99,959	71,518
<b>TOTAL</b>	<b>1,224,598</b>	<b>858,701</b>

	No.	No.
The weekly average number of employees was made up as follows:		
Employees	96	44
<b>TOTAL</b>	<b>96</b>	<b>44</b>

No employee received remuneration amounting to more than £60,000.

The following payments have been made to the Trustees as authorised by the Charities Commission and pursuant to empowering clauses in the constitution:

Dr Rhonda Theresa Lee received £42,847 (2009: £41,437) - Consultancy Services

Mr Mohammed Al-Rahim, received a salary of £53,124 (2009: £48,156) - Chief Executive



# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 5. INTEREST PAYABLE

	2010 (£)	2009 (£)
On bank loan (repayable within five years)	1,541	26
<b>TOTAL</b>	<b>1,541</b>	<b>26</b>

## 6. INTEREST RECIEVABLE

	2010 (£)	2009 (£)
Interest on cash deposits	-	327

## 7. CHARITABLE ACTIVITIES

	2010		2009
	Un-Restricted Funds (£)	Restricted Funds (£)	(£)
Wages and Salaries	122,983	1,101,615	853,253
Rents and Rates	-	65,880	67,025
Repairs and Maintenance	-	2,786	2,231
Insurance - Medical, Public Liability	-	8,543	6,349
Recruitment Costs	-	14,864	15,980
Printing, postage, stationary	-	19,426	27,299
Office expenses - Subscriptions etc	-	1,013	1,868
Project and promotional costs	-	49,710	20,668
Telephone	-	14,266	9,282
Office equipment rental	-	17,227	16,802
Travelling expenses	-	28,856	14,588
Professional Fees	2,500	15,000	11,290
Hardship Payments	-	19,498	15,774
Therapy consultancy fees	-	49,875	40,481
Training	-	31,576	25,325
Patient health care products	-	837	412
Sundry Expenses - Cleaning etc	-	6,319	4,730
Depreciation	14,508	-	10,883
Consultancy fees - computer etc	-	3,350	12,615
Hire purchase interest	2,445	-	1,897
Bank charges	1,015	-	1,848
Interest on overdue tax	-	-	-
Loan Interest Payable	2,105	-	882
<b>TOTAL</b>	<b>145,556</b>	<b>1,450,641</b>	<b>1,161,482</b>

# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 8. GOVERNANCE COSTS

	2010 (£)	2009 (£)
Auditors fees for audit services	8,220	6,342

## 9. TANGIBLE FIXED ASSETS

		Fixtures, Equipment and Computers (£)
<b>COST:</b>		
	Cost at 1 April 2009	92,400
	Additions	55,248
	<b>At 31 March 2010</b>	<b>147,648</b>
<b>DEPRECIATION:</b>		
	Depreciation at 1 April 2009	50,364
	Provision for the Year	14,508
	<b>At 31 March 2010</b>	<b>64,872</b>
	<b>Net Book Value</b>	
	<b>At 31 March 2010</b>	<b>82,776</b>
	<i>At 31 March 2009</i>	<i>42,036</i>

## 10. DEBTORS

	2010 (£)	2009 (£)
Trade Debtors	287,570	351,513
Prepayments	4,327	5,420
<b>TOTAL</b>	<b>291,897</b>	<b>356,993</b>

## 11. FINANCIAL COMMITMENTS

At 31 March 2010, the company has annual commitments under non-cancellable leases as follows:

		Land and Buildings	
		2010 (£)	2009 (£)
One to two years		-	-
Two to five years		52,800	52,800



# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 12. RESTRICTED FUNDS

	At 1/4/2009	Incoming Resources	Outgoing Resources	At 31/3/2010
Bro-Sis Lay Sexual Health (African Caribbean community sexual health)	-	90,000	90,000	-
Surestart - FlNDA (Childrens Centre Family Support)	-	33,961	33,961	-
Birmingham Supporting People (HIV Tenancy Support)	-	282,814	282,814	-
Primrose Hospice (Complementary Therapy Palliative Care)	-	22,806	22,806	-
Living Choices - Bham PCT's (Complementary Therapy Palliative Care)	-	88,174	88,174	-
Birmingham Social Services - HIV ASG (HIV Services)	-	18,488	18,488	-
Bro-Sis - D.A.A.T. (Tier 3 Treatment)	-	32,196	32,196	-
Ben PCT HIV Support Services (HIV Support)	-	29,132	29,132	-
Hardship Grants (Client Funding Support)	-	18,206	18,206	-
Aston COFSS (Advocacy and Welfare)	-	246,222	246,222	-
Surestart Advice Worker (Children's Centre Family Support)	-	40,497	40,497	-
B-Sage Good Neighbourhood Scheme (Older Adults Community Support)	-	75,066	75,066	-
FlNDA - Surestart Parents and Children (Childrens Centre Family Support)	-	94,881	94,881	-
Children's Palliative Care (Shortbreaks and care)	-	24,650	24,650	-
Breathworks (Living Well Training)	-	590	590	-
National Lottery Heritage Fund (HIV Oral History Project)	-	25,056	25,056	-
Others (Various small projects)	-	13,907	13,907	-

CONTINUED ON PAGE 9

# Notes to the Accounts

YEAR ENDED 31 MARCH 2010

## 12. RESTRICTED FUNDS

CONTINUED FROM PAGE 8

Fuelsmart Project (Debt Counselling)	-	43,444	43,444	-
Perry Barr WDF (Employment training)	-	7,438	7,438	-
Working Neighbourhood Transition Fund (Employment and Work Skills)	-	11,627	11,627	-
MITRA Trust (Integrative Medicine Education)	205,000	10,212	81,466	133,746
FInDA - Surestart Employment & Training (Employment and Training Services)	-	33,414	33,414	-
Future Jobs - Be Birmingham (Employment training)	-	120,759	120,759	-
<b>TOTAL</b>	<b>205,000</b>	<b>1,363,540</b>	<b>1,450,641</b>	<b>117,899</b>

## 13. ANALYSIS OF NET LIABILITIES BETWEEN FUNDS

	Un-Restricted Funds (£)	Restricted Funds (£)	Total (£)
<b>Fund Balances are represented by:</b>			
Tangible Fixed Assets	82,776	-	82,776
Current Assets	-	317,125	317,125
Current Liabilities	-	(161,227)	(161,227)
Liabilities due after more than one year	(20,280)	(37,999)	(58,279)
<b>TOTAL NET ASSETS</b>	<b>62,496</b>	<b>117,899</b>	<b>180,395</b>

## 14. 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 (2009: £nil).



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