



Freshwinds



Annual Report 2011



About Freshwinds

Since 1992 Freshwinds has been offering care and support, without charge, to adults and children living with life threatening and life-limiting illness as well as individuals from socially excluded backgrounds. We deliver a range of services including the provision of integrated complementary therapy, advocacy, employment advice, debt counselling and community based initiatives on HIV, substance misuse and crime.

At our heart Freshwinds is a sanctuary of peace and calm. Our home is open to all and offers a safe and caring environment. As such, Freshwinds is essentially a spirit – a passion that binds everyone to work together to ease suffering and encourage healing.

In the last year we have seen over 8,500 people access our services and a further 60,000 (est) receiving one off and community level advice. Approximately 50% of the people we work with are from ethnic minority backgrounds and our current telephone contact rate is 8,500 per month.

We currently have over 270 volunteers.

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."

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Legal Information

YEAR ENDED 31 MARCH 2011

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

Registered Charity Number: 1079968
Registered Company Number: 3936089

Trustee Directors: Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim (*Founder and President*)
 Linette Tatton-Brown (*Chair*)
 Damon Fletcher (*Treasurer*)
 Anna Allford (*retired 14th March 2011*)
 Gary De'ath (*retired 14th March 2011*)
 Roland Heinke
 Justin Kite
 Dr. Rhonda Theresa Lee (*retired 13th April 2010*)
 France Quirin
 Nicholas Scott
 Dr. Sukdev Singh

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.

Executive Directors: Dr. Rhonda Lee (Vice President, Director of Integrated Medicine)
 Carol Hebden (Vice President, Director of Support Services)
 Steven Moralee (Director of Development)

Principal Office: Freshwinds
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 12 College Walk
 Selly Oak
 Birmingham
 B29 6LE

Solicitors: Browne Jacobson
 Victoria Square House
 Victoria Square
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 B2 4BU

Banker: Triodos Bank NV
 Brunel House
 11 The Promenade
 Bristol
 BS8 3NN

Auditors: Crowe Clark Whitehill LLP
 Black Country House
 Rounds Green Road
 Oldbury
 B69 2DG

CEO's Statement



This year has been yet another very successful year for Freshwinds despite the challenging external environment. We have seen the charity grow further and reach above our estimate of income to a total of £2.7 million. **What this actually represents is an enormous amount of work for and on behalf of the citizens of Birmingham and I am proud to say that Freshwinds delivers excellent services for our service users time and time again.** This year has seen the number of people who access our services increase dramatically to over 8,500 with a further 60,000 receiving one-off and community level advice.

I am really pleased to say that over this year, we have taken on 90 placements through the Future Jobs Scheme. Whilst this inevitably brought a substantial challenge to our organisation, we rose to meet it and were very successful; with many placements now being permanent members of staff with us or with partner organisations. Although this scheme comes to an end in September 2011, I am confident that it will have a lasting impact as I have seen personally how these individuals have grown and developed during their time with us. The observations from my directors and I have been that many of these young, and indeed older, people always had a great deal to offer but lacked the opportunity, skills and awareness of work culture to sustain employment. **I would like to acknowledge the enormous efforts of our staff, managers and directors who made this programme so successful in achieving outcomes for these individuals, in many cases this was a profoundly life-changing event.**

In the same context, I would like to congratulate the Employment and Training team **who supported 676 people to achieve paid employment which was a record for us and particularly impressive in the current economic climate.**

I would also like to congratulate the efforts of the Supporting People Team in their first full year of delivery. I am really proud of their transformative work for the very vulnerable groups whom they support and the evidential outcomes I have seen achieved.

I wish to acknowledge all the wonderful work done by our staff at the Aston COFSS (Community Outreach Family Support Services) project, as this programme came to an end due to the wind-down of Aston Pride NDC. As one of the leading providers in the programme, over the three and half years the project was running, we were highly commended for the quality and number of outcomes achieved for the residents of Aston. We are continuing our involvement and commitment to Aston and its residents by working across a number of fora and we are scoping out future possibilities.

This year we have seen the launch of Freshwinds Information Technology, a trading company that donates its profit back to Freshwinds. The impact of having a stronger IT and media department has seen a marked improvement in our communications and in recording and publicising the stories of our clients' journeys and successes.

The year ahead will inevitably be as challenging and rewarding as this year and I expect to see the charity I founded grow and develop further and reach even more people who need our vital services. I anticipate that the changes in the external environment will have an impact, however, the work that we have done in consolidating our services and ensuring that we are outcome focussed has put us in a strong position. **Over the past few years, we have been preparing for the new economic reality, as well as changes in service delivery such as payment by results and the personalisation agenda both in**

health and social care. Our charity is now one of the organisations at the forefront of helping to shape these changes rather than being subject to them.

We feel that in service to our clients we have a duty to empower individuals in the light of external changes and give them the tools, on an individual level, to explore their potential and maximise possibilities.

I would like to take this opportunity to particularly express our gratitude to two of our trustees who retired during this year, Gary De'ath and Anna Allford,

Gary has been a trustee since Freshwinds was first registered in 1992 and has been deeply committed and often made many sacrifices for the benefit of the Charity. His relocation to the East of England has made it impractical to carry out his trustee duties conscientiously. I would particularly like to acknowledge his significant support to me over many years. Gary has kindly agreed to stay on as a patron of the Charity in recognition of his contribution to Freshwinds.

Anna joined the Board in April 2007 after several years' involvement with the Charity in a variety of roles, including that of volunteer therapist. She has now relocated to the South West which has made her role as trustee impractical to continue. Anna continues her involvement with the Charity as a Friend of Freshwinds and we thank her for her many years of invaluable contributions to Freshwinds' work and ethos.

The coming year marks the start of preparations for our 20th anniversary, a milestone which has given me pause to reflect on the journey so far, the people who we have worked with and the people who have given their time and love so generously. I would like to thank all of those who have given so much in the past and those who continue to give: the trustees, directors, managers and support staff, and especially our wonderful, courageous and dedicated volunteers.

Mohammed Al-Rahim
Founder, President and CEO



Vice-President / Director of Integrated Medicine Statement



It is my pleasure to highlight the developments made by Freshwinds' health programmes in the past financial year. This year has seen the publication of the Coalition Government's white paper Equity and Excellence: Liberating the NHS, something that we have reflected on deeply while examining our own ongoing initiatives and strategies for the coming year. Amongst its key aims, the white paper reinforces the NHS' vision for patient and carer centred care alongside the need to focus on public health and social care, patient choice, evidence based practice, research and partnerships. All of these have been placed

under the umbrella of quality and excellence, at the core of which is the importance of delivering high clinical outcomes, rather than just measuring and monitoring targets.

The development of new GP commissioning consortia, linking of public health into local authorities and changes in many services across the city has been quite an unsettling period for us. The eventual dissolution of Primary Care Trusts is a considerable challenge requiring us to realign according to new structures and frameworks. Despite this, we have been presented with many new opportunities which have helped to steer our health strategy throughout the year. There has been an unprecedented demand for services in this year. The requirement from the NHS and Local Authority to offer cost effective, evidence based projects, although perceived by other organisations to be a burden, is fortunately a hurdle that we had already crossed some years ago. **There is no doubt that our abilities to deliver outcomes and high standards have aided us in establishing an excellent reputation in the city, fostering new partnerships, thus broadening our knowledge and expertise further.** As an innovative charity our aim is to continue to develop new ideas and test new ways to address community needs: always improving and advancing.

Research is the lifeblood of high quality healthcare and the concurrent start of our formal research work has been of great importance, enhancing areas of clinical and project evaluation. This has established a new standard in our monitoring, data collection and

analysis. **Much new collaboration has originated from this: amongst them are those with the University of Birmingham and Good Hope Hospital (Heart of England NHS Trust). Our plan is to further build on these while developing new partnerships.**

Modernisation of our technological capacity includes the delivery of high quality e-learning courses both at undergraduate and postgraduate levels through Freshwinds Institute of Integrated Medicine (FIIM). This was followed by the release of our first relaxation album *Portraits of Calm* in January, which was widely welcomed by professionals in the sector, in particular the inclusion of tracks specifically produced for children. Our new initiative for the coming year is FIIM's Well-Being Centre, for the benefit of people's own health and well-being. **We offer cost-effective therapeutic interventions that help people to self-manage conditions such as chronic pain, COPD, diabetes and chronic heart disease, thus reducing GP visits and hospital admissions.**

The good results in 2010-11 are due to the hard work and skills of all the volunteers, staff, managers, directors and trustees and it would not have been possible without their relentless dedication and commitment to improve the lives of people living in Birmingham, the West Midlands and beyond.

Dr Rhonda Lee
Vice President/Director Integrated Medicine

Vice-President / Director of Support Services Statement

I am delighted to present my report, in this my first year as a Vice President of Freshwinds. I was first inspired by Freshwinds' founding principles of compassion and motivated to contribute to the work of Freshwinds as a volunteer following the death of a dear friend in the USA related to HIV in the mid 1980s. I recognised the stigma my friend endured but it was only after experiencing this stigma myself, for being their friend, that I truly understood what was previously alien to me.

My answer was to be part of challenging the global discrimination towards those diagnosed with HIV/AIDS by getting involved and hoping to make a difference. At this time Freshwinds was pioneering complementary therapy and support for those living with life-threatening illness with a strong focus of working within the HIV sector in Birmingham. My skills and commitment as a therapist were welcomed and so my deep involvement with Freshwinds began.

This sixteen year journey has been varied, working across a number of health and social care strands, including palliative care initiatives in complementary therapy, to developing programmes in social care which offer an opportunity for people to make informed choices and live independently. **I remain committed to facilitating a voice through practice, for those within our community who present as vulnerable and to encourage us all to walk a mile in someone else's shoes before making a judgement.**

During this year we have continued our commitment to delivering services across the city, despite the ever changing landscape of commissioning and funding cuts. Our project teams continue to demonstrate their stoicism and dedication to providing high

quality services for our clients helping them navigate the economic turbulence. **The complexity of our clients' needs demonstrate a real need to remain holistic and ensure that they are kept at the heart of our practice.** This is especially true in the light of seeing services across the region reduced or extinguished.

We have also begun to see the new shoots of change through the introduction of the Personalisation and the Payment by Results agendas, the impact of which will shape the future of how services within the Health and Social Care sector are delivered. As Freshwinds we see this as an opportunity to develop new initiatives through innovation, offering sustainable solutions whilst keeping the needs of vulnerable people at the heart of our services and supporting and helping them adapt to this ever-changing situation.

I would like to take this opportunity to personally thank all of Freshwinds' volunteers, staff and management teams for their continual commitment and dedication in keeping the spirit of Freshwinds alive through their practice of creating choices enabling people to live independently.

Carol Hebden
Vice-President / Director of Support Services



The Year Ahead

The year ahead will be both challenging and rewarding with many new opportunities arising but with these will come a certain level of risk. Whilst the environment is certainly more competitive than it has been in the past, with more organisations applying for the same limited funds, our reputation within Birmingham and the surrounding areas and our efficiency in delivering services means that we are in a very strong position to secure funding to continue our development.

We will be investing in our strategy to develop our health and well-being services across the city as our organisation plays a significant role in the public health and prevention agenda. We have seen the start of some of the work we deliver move towards these agendas and we expect that this will continue over 2011/2012 and lead to a number of new opportunities to develop and increase our services, deliver new approaches and build new partnerships, some of which we are already leading in.

Our first research funding was received in 2009/2010 and this marked a great achievement in our long-term goal of increasing the evidence base for integrated medicine and it's safe use both in the UK and internationally. We predict that this area will continue to grow as more and more people become interested in the benefits that complementary therapies can bring in terms of an individual's health and well-being. Over the year, we have strengthened our relationship with the University of Birmingham and we will continue to work in partnership with them to secure research grants in areas of palliative care and long term conditions.

As we mentioned in our previous annual report, we have been developing social enterprise activities that fit within our ethos and generate unrestricted income which we can reinvest in the communities we work with. This year has

seen the launch of Freshwinds Information Technology, an IT solutions, communications and graphic design company which has already secured work with a number of voluntary and private sector agencies. The company has also been delivering IT training to people across Birmingham and our staff have been trained to deliver Microsoft Certified courses as well as becoming a registered UKonline Centre. Whilst supporting the development of this enterprise and based on the positive reaction of the market, we will see it successfully grow in to a thriving business able to support the IT and communication needs of voluntary groups, social enterprises and private companies across the city and beyond. The company has developed a client management database for Freshwinds which is specifically tailored to meet a wide range of reporting requirements including payment by results. We will be supporting FreshwindsIT in bringing this excellent product to market for the benefit of other providers.

Due to the growth and diversity of our funding streams including the development of social enterprise activity, a key milestone will be to employ a full time Senior Finance Officer to manage our accounts team: this has been something that we have been working towards during the last two years in order to manage the demands of financial reporting requirements.

Despite the challenging economic picture, we will continue to invest in fundraising and income generation as we feel that to disinvest in these areas would be to our detriment and we would not be in a position to fully benefit from opportunities that arise. We ran our first graduate programme geared around supporting fundraising and organisational development towards the end of 2010 which has proved a success and will be built on over the course of 2011/2012.

A key theme for us moving forward will be integration. We have been delivering integrated services since we were founded and it now seems that our model of bringing services together around the person is coming of age. We welcome the benefits and impact that this will bring in both health and social care and look forward to working with our partners in developing new integrated health and social care models and approaches.

As we approach our 20th year
we have helped over

200,000

clients



This works out to
an added value
of £17,000,000 to
the £10,000,000 of
funds raised over
the last 19 years.



Integrated Medicine

For the Integrated Medicine (IM) Programme 2010-11 has been a year of progressive change, expanding ongoing projects through new collaborations, while building on the programme's expertise and skills. The NHS' change in focus to patient-centred care alongside the emphasis on health prevention activities is an area in which the programme has considerable expertise and experience, having consistently delivered it over the last 19 years. This year the programme has been focusing on public health initiatives with particular emphasis on areas of self-management of health and well-being, a direct result of observations made of health needs in the previous year. Embedding this throughout the IM programme has been a key theme for this year, and is planned to continue into the coming year.

The programme continues to be unique in Birmingham and the West Midlands. The demand for services is high with a total of 253 new clients being registered into the programme this year. Complementary therapy services were delivered to 538 individual clients, through a total of 3,708 sessions. This includes individual (96%) therapy treatments and group sessions (4%). All of our

clients are experiencing a life-threatening or life-limiting condition, and staff and volunteers work with adults and children of varying needs. As part of our research work our service review included many changes: one of these was improvements in our service evaluation, where we incorporated the widely accepted MYMOP well-being questionnaire as one of the tools being used. Our end of life community care is now widely accepted as part of the PCT community care services and formally included as part of a PCT 'End of Life Care' service model¹. Sadly, as a result of the NHS economic cuts this service will be withdrawn from BEN PCT at the end of April 2011, leaving many clients to deal with signs and symptoms that are not very well controlled through their medication. However it will continue to be delivered to HOB tPCT patients.

Despite the economic cuts we have welcomed the addition of a number of new projects, including the NHS Personalised Budgets Pilot tackling diabetes, chronic obstructive pulmonary disease (COPD), and mental health, where Freshwinds is a named service provider for the PCT.

"I have appreciated the kindness shown by Freshwinds to my late husband and also myself since his death. The acupuncture treatment given to me since has helped me with my grief and my own physical pain. I wish to express my gratitude to Freshwinds and my therapist for the kind treatment I have received"

Carer Feedback

Another achievement is the addition of our first research staff member Tom Kingstone (Research Assistant) who was recruited to coordinate the Charity's first formal research project on the effectiveness of healing therapy, which was awarded by the Big Lottery. Tom's role in developing a research strategy within the programme and across the organisation has greatly enhanced the Charity and team's ability to monitor and evaluate project outcomes. Additionally, it has helped us to build on our existing relationship with the University of Birmingham and Good Hope Hospital.

We were delighted to launch our first ever relaxation album through FIIM (Freshwinds Institute of Integrated Medicine). Sales have been very encouraging, which has spurred us on

to start work on our second album on healing. These will form a core part of the programme's strategy to develop self-help resources to enable clients to manage their health and well-being.

By the end of March 2011 a huge amount of development work has been done on the Mitra programme (MSc in Integrated Medicine) and towards the end of the year we entered into a crucial stage of the programme. With many of the modules completed or in the final stages, we are looking forward to finalise its university accreditation in the coming months. This will be a major milestone in the programmes development and lead towards a soft launch of the programme later this year.

1 Redesign and Commissioning Directorate, BEN PCT. Business Case for developing end of life care services across Birmingham East and North Primary Care Trust. Sept 2007. BEN PCT. http://benpct.nhs.uk/download/doc-type/plans_and_strategies/Business%20Case%20-%20End%20of%20Life%20Care%20Services.pdf



Living Choices Project

% Clients with Symptom Improvement after 6 Sessions

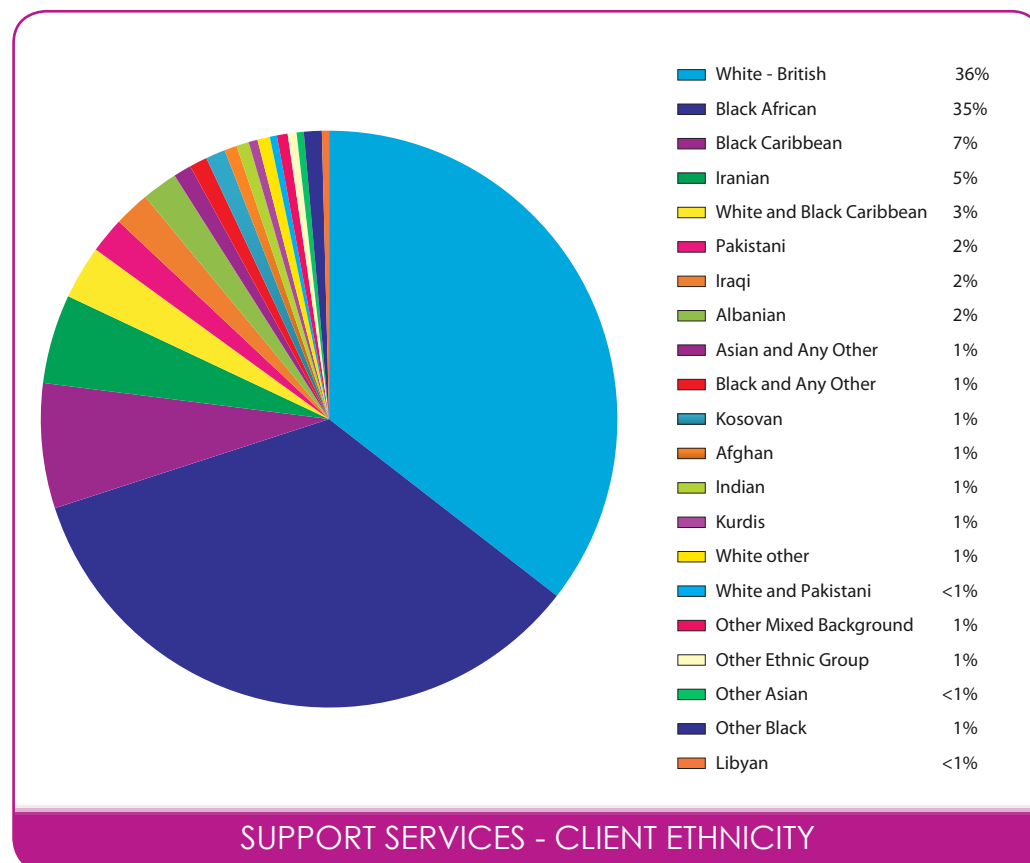
Symptom	2009-2011	2005-2008
Pain	66	56
Mobility	41	56
Anxiety	37	40
Difficulty Sleeping	36	34
Digestive Problems	31	34
Depression	26	30
Lack of energy/fatigue	24	20
Shortness of Breath	17	20
Constipation/diarrhoea	7	10
Nausea/vomiting	7	6



Support Services Report 2010-2011

Our Support Services Programme, incorporating Supporting People, Bro-Sis and B-Sage projects, has demonstrated the complexity of client needs and the real issues they face. The Support Services portfolio focuses on creating opportunities for those who present with complex issues enabling them to sustain independence.

Within this year Freshwinds Support Services have provided services for people from a wide range of cultural backgrounds with over 65% of clients identifying as having a non-White British background. The service recruited a team of dedicated volunteers with community languages to assist in reducing the language barriers for clients from hard to reach communities to access services at Freshwinds, whilst also enabling clients to learn English as a second language to support integration.



Supporting People Programme

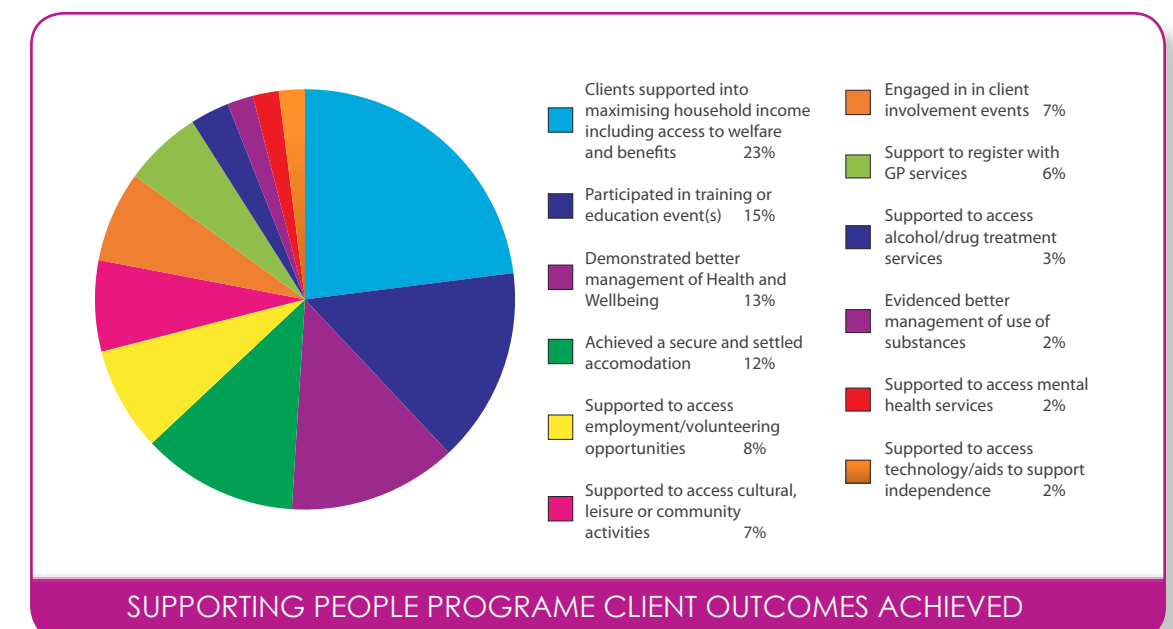


“Working with my Support Worker has given me hope that I can get my life moving forward, instead of being left to do it on my own”

In 2010-2011 the Supporting People Programme successfully completed its first year of service delivery under the newly commissioned contract which was implemented in December 2009. This service offers tenancy support for those from a refugee background, those with an offending background or who are a risk of offending, and those who are HIV positive.

Within this year we recognised that clients entering service often presented with multiple and complex needs as illustrated through data collected at the point of clients entering the service. For those with a Refugee background 31% reported they experienced social isolation. 73% of clients stated they had experienced homelessness prior to gaining secure tenure. 28% of clients informed the service of their diagnosis of mental ill health and 43% reported they experience emotional issues. For those clients with an Offending background, 53% informed the service that they experienced issues of mental ill health including emotional issues, 28% reported having experienced issues of homelessness with 61% of clients reporting the use of illicit substances, both currently and historically. 29% of those clients diagnosed with HIV stated that they experienced issues of social isolation and exclusion and 45% stated they had experienced issues of mental ill health or emotional issues.

The programme offers holistic support allowing an opportunity for the client to achieve their goals and through outcome data, we can demonstrate their attainment of positive outcomes through achieving additional life skills, thus helping them sustain their independence.



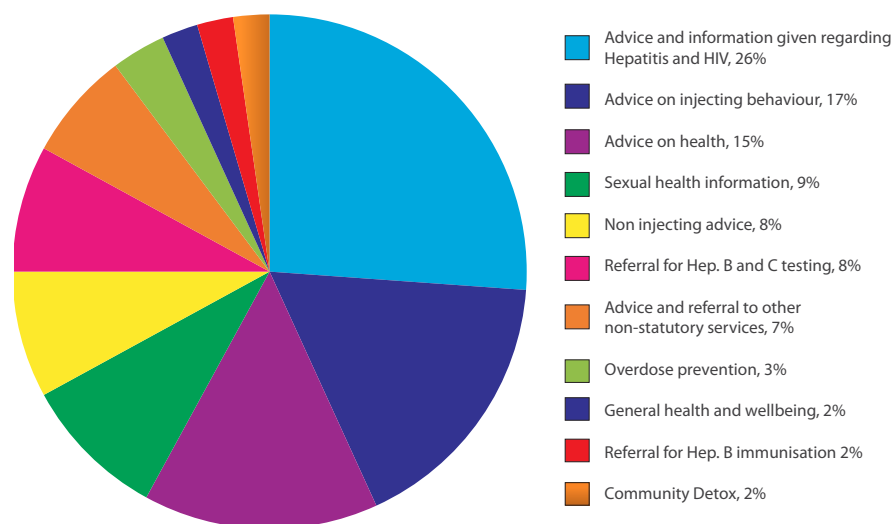
Bro-Sis

Bro-Sis project continues to work with those from Black, Asian and Minority Ethnic communities with a focus on the African Caribbean community, providing support regarding issues of substance misuse and social exclusion. Within this period the service has continued to positively challenge the myths, stigma and stereotypes surrounding substance misuse with a strong focus in assisting those who want to embark on their journey to recovery.

We are delighted to report that our Community Drug Worker, Hugo McPherson was recognised by the Birmingham Drug and Alcohol Action Team for his role in engaging the community to embrace change.

We would like to thank Birmingham D.A.A.T. for their continued support in this important work.

This year saw the completion of the African Caribbean sexual health project which was funded by and operated within Heart of Birmingham Teaching Primary Care Trust area. This was a three year project to improve the sexual health and improve access to sexual health services for members of the community who traditionally did not access mainstream services. The project was very successful and in the final year supported 240 young people to access full sexual health screens, delivered sexual health workshops to over 200 young people, distributed over 16,000 condoms in the community and attended over 20 community events. We would like to thank the staff and volunteers who made these achievements possible and made the project such a success.



BRO-SIS HARM REDUCTION OUTCOMES



B-Sage

The B-Sage older adult service faced the challenge of changes in funding and commissioning during this year. Freshwinds made a commitment to maintaining the programme despite a reduction in financial resources available.

B-Sage continued to recruit volunteer mentors who support delivery to vulnerable older adults in the community. Volunteers receive training in key support worker skills enabling them to enhance their future employment prospects within the health and social care sector and we have continued to be proud of the number of volunteers who progress to attain employment as a result of volunteering for the project.

47% of B-sage clients were supported with information regarding services that were available for them including access to social events within their community and 48% were supported to remain safe within their homes including access to disability adaptations, fire checks and maximising security within their home.

B-Sage clients' age ranged from 50 to 90+ with 31% of clients accessing service in this year being between the ages of 70-80 and 54% aged between 80-90 years old.

During this period the project was supported by GVA Grimley, whose staff volunteered their time to assist clients in tidying up their gardens, which can improve quality of life for clients living in their own home. The day was a great success and made a significant positive impact both for the older adults and the team that volunteered their time. Our sincere thanks go to GVA Grimley staff for their generous gift of time to support this project and the £5,000 donation to support the ongoing delivery of the project.





FInDA Advice and Welfare

There has been a significant change in the context we have provided our services over this year and it is hard to think of a period that has seen such a fundamental shift in the framework for all the services we provide to clients, both on a national and local level. These changes have been most noticeable in the way that the Welfare Benefits and Social Care systems have begun to change.

We had expected and planned for a change in policy with the change in government and we had prepared for a period of flux, however we have witnessed extensive changes in all areas of advice and welfare services. Our staff and volunteers have been at the forefront of assisting clients manage a challenging economic environment, working with people experiencing the effect of changes on their day to day lives. In some cases clients have experienced profound changes to their circumstances after years of relative stability in the amount of income they receive and in the range of care they have been accessing from the local authority. Whilst this has led to inevitably challenging circumstances, it has also enabled us to positively support clients to adapt to the changing environment and continue to achieve positive outcomes.

Our seven year partnership with Sure Start continued over the year with our ten strong team based across three centres in the heart of Birmingham. Within the Children's Centres, our staff have seen their job roles shift to take into account a national change in the Children Centre's function and ethos.

The overarching theme during this time has been an higher emphasis on increasing outcome delivery with regard to funding and the move towards a payment by result model. This is a fundamental development, but is one that we have been preparing for and as we have always been outcome focussed, we are in a strong position to lead on it. This change will put further short term pressure on the delivery of services by front-line staff as we are working within new frameworks and are proactively engaging in using new service delivery models which, in the long term, will lead to better outcomes for clients.

This year saw the end of our highly successful Community and Family Support Service delivered as part of the Aston New Deal for Communities (NDC) programme in the Aston area of Birmingham. Our element of the integrated suite of services to improve the health and well-being of local residents was excellently reviewed and evaluated and we are proud of what we achieved over the three and a half years of the project. This is not the end of our commitment to the people of the Aston area and whilst our funding formally ended in March 2011 along with all other NDC

funding, we will continue to work in the area through the many partnerships we have developed in the community.

Excelling regardless of the external circumstances has always been our approach and we have had notable successes during this year. Our advice services have surpassed all expectations with regard to the target number of clients we planned to engage. We have also seen the amount of income raised and indebtedness dealt with increase due to greater awareness of our services and higher levels of debt experienced by our clients. In total we raised over £1,200,000 for clients in the this year in terms of their entitled benefits and dealt with total indebtedness of £966,404. These amounts, whilst substantial, do not begin to show the positive impact our work has on the lives of our clients and their families. In what may continue to be a harsh economic environment we continue to seek funding to extend the reach and support that our services can offer. We also recognise that in this period of profound change which we are going through, services traditionally funded will no longer be so and so we have reconfigured our services to be more volunteer led and have embarked upon

activities to generate income through trading. As the COFSS element of our work comes to an end, we will continue to provide and build upon our immigration and nationality work through the provision paid for legal advice for those who can afford to pay to enable us to deliver legal advice for those in the greatest need with no means to pay, free of charge.

We have provided our services with thanks to our funders who include Scottish Gas Energy Peoples Trust, Lime Tree, Cherry Tree and Birchfield Children's Centres and Birmingham City Council as well as numerous local, regional and national charities who have provided vital funding for our clients at times of their vulnerability and crisis.

“This year we raised over £1,200,000 for clients and dealt with indebtedness of £966,404.”

‘First class worry free service. Thank you’

FInDA Employment and Training

FInDA Employment and Training became a standalone programme in June 2009 and began delivering substantial employment and training support activity in January 2010. In addition to this we have continued to provide high quality employment and training support within the Lozells and East Handsworth cluster of children's centres.

During this period, we have provided employment and training information, advice, guidance and support to over 1,600 individuals and assisted 676 people to access employment. We have delivered 588 accredited qualifications to individuals both supported by us and by partner providers. For many of the participants, the qualifications gained through our training were the first formal qualifications they had received.



We provided training and employment support for 89 unemployed individuals who completed 6 month Future Jobs Fund work placements with Freshwinds. Of the 89, over 50% gained employment at the end of their placement. The best way to sum up the success of the project is to quote Patricia Fleming, who after her 6 month placement secured employment in Freshwinds' Supporting People Programme, in her words she is "truly passionate about what I do, every day is positive".



Our FRESHSTART & FRESHSTART PLUS project supported unemployed individuals from some of the most deprived areas within Birmingham. As part of this programme we provided full employment and training support assessments, developed bespoke action plans to overcome barriers to employment and delivered or brokered specialist support to achieve this. Achievements included helping three members of the same family access employment. Initially the father accessed the service through the local children's centre and due to the quality of the support he received, he referred his wife and daughter. After working to overcome individual barriers to work and helping the family to attend relevant training courses, all three members of the family secured sustained employment.



In Northfield we were able to improve the IT skills of unemployed people with few or no existing IT skills. This training not only improved their confidence with IT but opened up employment opportunities that they previously could not access.



Our Future Jobs Fund Enhanced Job Search Support provided support for other Future Jobs Fund employers across the city that did not have the resources or experience to provide the level of support that Freshwinds were able to provide to their Future Jobs Funded Employees. As part of this programme we have carried out 68 employer audits and provided training, one-to-one employment support, weekly vacancy bulletins, CV workshops, confidence and motivation training, job fairs and benefits advice to at least 1,053 Future Jobs Funded employees across the city. Of those supported, 511 people secured employment.



"truly passionate about what I do, every day is positive"

Patricia Fleming



Volunteer and Staff Success Stories



John Connor

I first joined Freshwinds as a volunteer in the summer of 2006 and have to say I have thoroughly enjoyed every minute of it. Having developed Juvenile Chronic Rheumatoid Arthritis as a child, which left me with a severe disability, I have always been extremely anxious and apprehensive about plucking up the courage to join a new organisation as a volunteer. Needless to say I had

nothing to worry about, straight away I had a good vibe about the place as the staff were extremely friendly and made me feel very welcome.

Before I knew it I was part of an ever expanding team of volunteers and was placed as an admin assistant in the Freshwinds Information and Disability Advice Service (FinDA), whereby I could utilise my IT skills having previously studied with the Open University.

For a period of 2 years I supported the FinDA team by developing and implementing new databases, designing new standard documents for the advisers to use and designing posters to advertise the service. While undertaking this work, I was also encouraged to further develop my skills and experience by training to become an advice worker. With this I was successfully supported to gain a work based NVQ Level 3 in Advice and Guidance and since then I have become part of the Advice and Welfare Services team in my own right.

I now have my own set of clients and am responsible for the Grant Application Service, as well as supporting clients to access their statutory entitlements and/or apply for benefit relating to a disability or illness.

They say time flies when you're having fun, and it sure has. I can't believe 5 years have passed since I began to volunteer

at Freshwinds. Not only has the time given me a sense of self-worth within the voluntary sector, but I also feel that I have developed more as a person. During my time at Freshwinds I have further developed my life skills, in terms of feeling generally more confident in myself and with my ability to socially interact with colleagues, inter-agency personnel and the general public.

In fact, as well as volunteering at Freshwinds I felt motivated about approaching and engaging as a volunteer with another agency called Birmingham Arthritis Resource Centre. After successfully negotiating with managerial personnel, I now offer an Outreach Advice Service through Freshwinds to clients, carers and families of people affected with musculoskeletal conditions.

Volunteering at Freshwinds has also made me feel proud to be part of team and an organisation that provides essential services to members of the public who otherwise may feel vulnerable and isolated from society. Not least of all, I have found volunteering a fantastic way to make new friends and expand my social life. At the moment I feel extremely happy to be a volunteer with Freshwinds and know that I will continue to offer my time as I am able too.



Liam Roseblade

Having graduated from the University of Birmingham in Medieval and Modern History I looked to enter the working world in a role that was both demanding and fulfilling and was delighted to discover Freshwinds' Graduate Programme in November 2010.

Feeling nervous but excited when starting at Freshwinds I was eager to show my worth and quickly found opportunity to achieve this in a role that was both diverse and challenging.

Work within the CEO's department is very demanding but it is also an incredibly supportive environment. Under the watchful eye of the Founder, President and CEO I took on initial tasks in areas that were new to me making it exciting but daunting work. Nerves and fears were quickly allayed as those around me helped in writing business plans and gave me direction and training in the writing of fundraising letters. Opportunities soon came my way in abundance allowing me to test my skills in a range of areas, it being clear that creativity and hard work would be matched by further opportunity and reward.

The professional world can be a difficult arena to enter and whilst I produced valuable work in my first few months it often required more input from colleagues than I would have wished. After a few months I began to truly settle and prosper in my work gaining events planning experience,

finding success with my fundraising and taking many other roles within a HR and Development setting. My improvements and success did not happen overnight, a determination to succeed and the support of those around me at Freshwinds has helped develop me significantly. I now feel confident of my capability to adapt quickly to new challenges and situations and to be able to work more effectively on a number of different tasks in a short period of time, something that is vital in my role.

One of the key aspects of my personal development at Freshwinds was the increasing connection that I felt to the charity and the work that we do. One instance that encapsulates this connection came when I supported a complementary therapy session for children with life-limiting and life-threatening illnesses. I felt a special bond with this project and the children who were able to benefit from it as I had helped raise the money that had allowed it to take place. As I near one year since starting at Freshwinds I reflect fondly on my journey thus far realising how far I have come in that time. I can only hope that my impact on Freshwinds been a fraction as profound as this experience has been for me.



Adam Brookes

My name is Adam Brookes, and I am employed in Freshwinds FinDA Employment & Training Programme. I started work at Freshwinds in December 2010 after I was referred by the Jobcentre to one of their Future Jobs Fund vacancies.

The job at Freshwinds appealed to me as I was at a cross roads in my career and wanted an opportunity to work in an environment in which I could help people.

When I started work at Freshwinds I was assigned to the reception team. This was an excellent chance to "learn the ropes" as well as get an understanding of the various programmes within Freshwinds and the different people that access these programmes. After two months working on reception a funded apprenticeship became available. The apprenticeship allowed me to gain a Level 2 NVQ in Business Administration as well as extend my contract by at least 8 months. At this time I became a Project Administrator in the FinDA Employment & Training Programme and I began attending college once a week.

Working in FinDA Employment & Training I saw the satisfaction that the rest of the team had when they helped clients get into work and I realised that this was something

I wanted to do myself. During my review with Natalie White (FinDA Employment & Training Assistant Manager) I mentioned that I would like to gain some experience in supporting people into work. Natalie agreed this would be a good idea and arranged for me to shadow some of the advisors to see how they interact and support clients. In addition to this I attended a number of in house Employment Advisor training sessions (including interview techniques, employment action planning and telephone marketing) as well as being enrolled on an NVQ Level 3 in Information, Advice & Guidance. With this training I have started supporting my own caseload of clients, completing their initial assessments, action plans helping them with their job searches, building their CV's and helping them back into work. In the short time I have been doing this work (alongside my administrative duties) I have already supported five unemployed people into work.

Working for Freshwinds has helped me mature and gain valuable experience that I will be able to take with me for the rest of my working life.

Birmingham HIV Living Archive

The Birmingham HIV Living Archive is a Heritage Lottery Funded Project that is recording the history of HIV in Birmingham. Since 2009 the project has been collecting 'life story' interviews with people living with and affected by HIV in the region.

Building on the success of last year's schools tour the Living Archive again worked in partnership with Hannah Phillips to create a theatre production to support the Archive's exhibition and HIV Awareness sessions. This year the piece was specially created by Birmingham School of Acting – Theatre in Education course and was inspired directly by the people who had given their stories to the Archive. The tour visited schools and further education colleges in the two weeks surrounding World AIDS Day (1st December) 2010 to raise the profile of HIV in Birmingham. Through the theatre production, exhibition and HIV Awareness sessions pupils were able to understand the reality of living with HIV in our city as well as finding out how to prevent themselves from contracting the virus and also how to treat people living with the virus without prejudice.

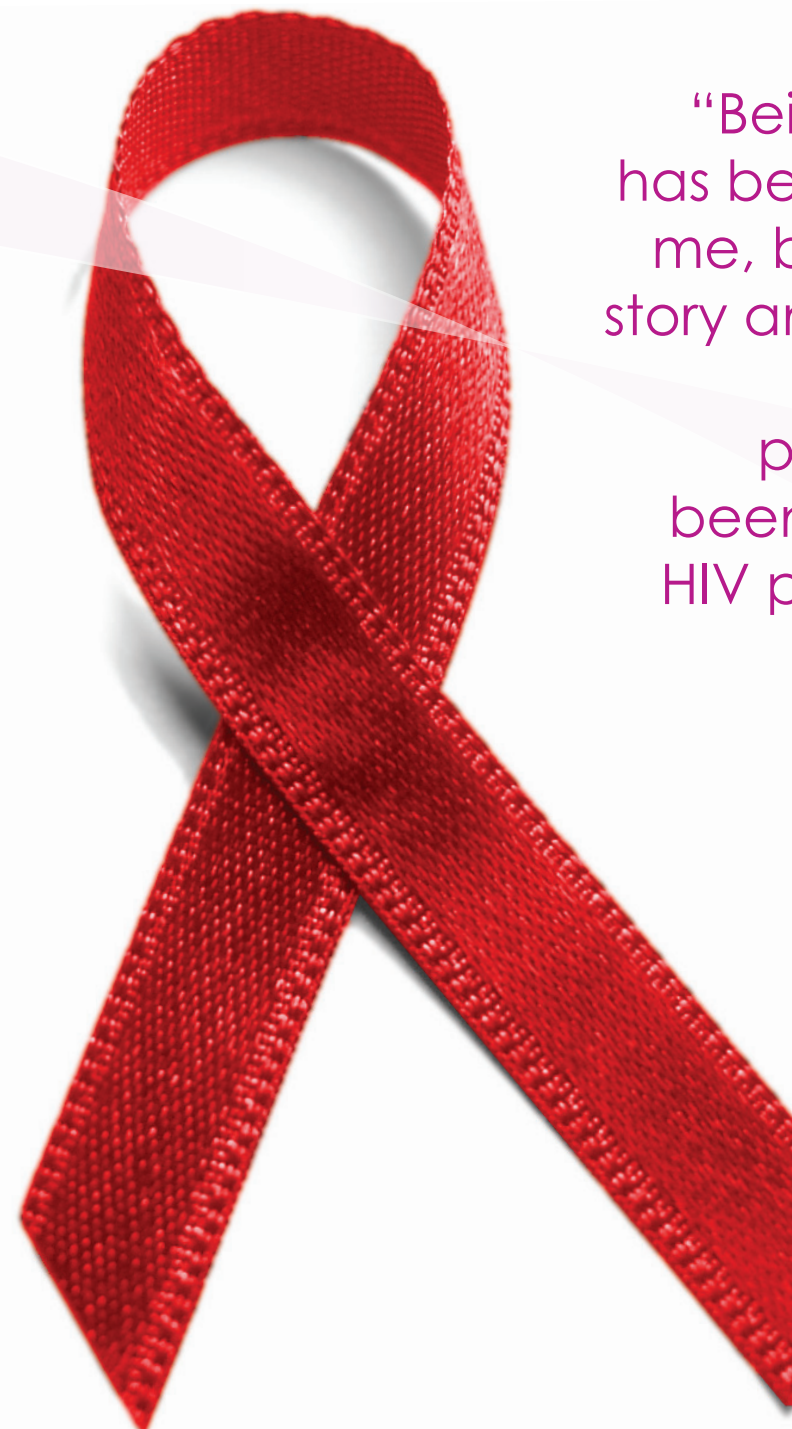
The Archive was officially launched on the 30th November 2010 at an event at The Vaults in Birmingham's Jewellery

Quarter. Members of the HIV community, funders and councillors all attended the event, with those who had donated their stories as guests of honour. Speeches were made by Cllr Sue Anderson a long time supporter of the HIV sector, Jenni Ord from the Heritage Lottery Fund who funded the Archive, and the Co-Chairs of Birmingham HIV Partnership's People Living with HIV group who had both donated their stories to the Archive.

The Archive specially commissioned local firm BDG Manufacturing to create Living Archive silver ribbons as a gift to those who had shared their experiences with the Archive. People who attended the event were also presented with 'Celebrate, Commemorate, Educate' Living Archive booklets which present a selection of the material in the archive as well as some health education facts about HIV transmission.

"Being involved in the archive has been a great experience for me, both in terms of sharing my story and volunteering to support the project. Hearing other people's life stories has also been a great support as being HIV positive can make you feel alone and isolated."

To contribute your story, borrow either our special launch exhibition (9 x A3 Frames), our travelling exhibition (4 double sided pull up banners and a sound post) or to get copies of 'Celebrate, Commemorate, Educate' the Birmingham HIV Living Archive's booklet please contact the Archive either by phone **0121 415 6681** or by email at **info@birminghamlivingarchive.org.uk**





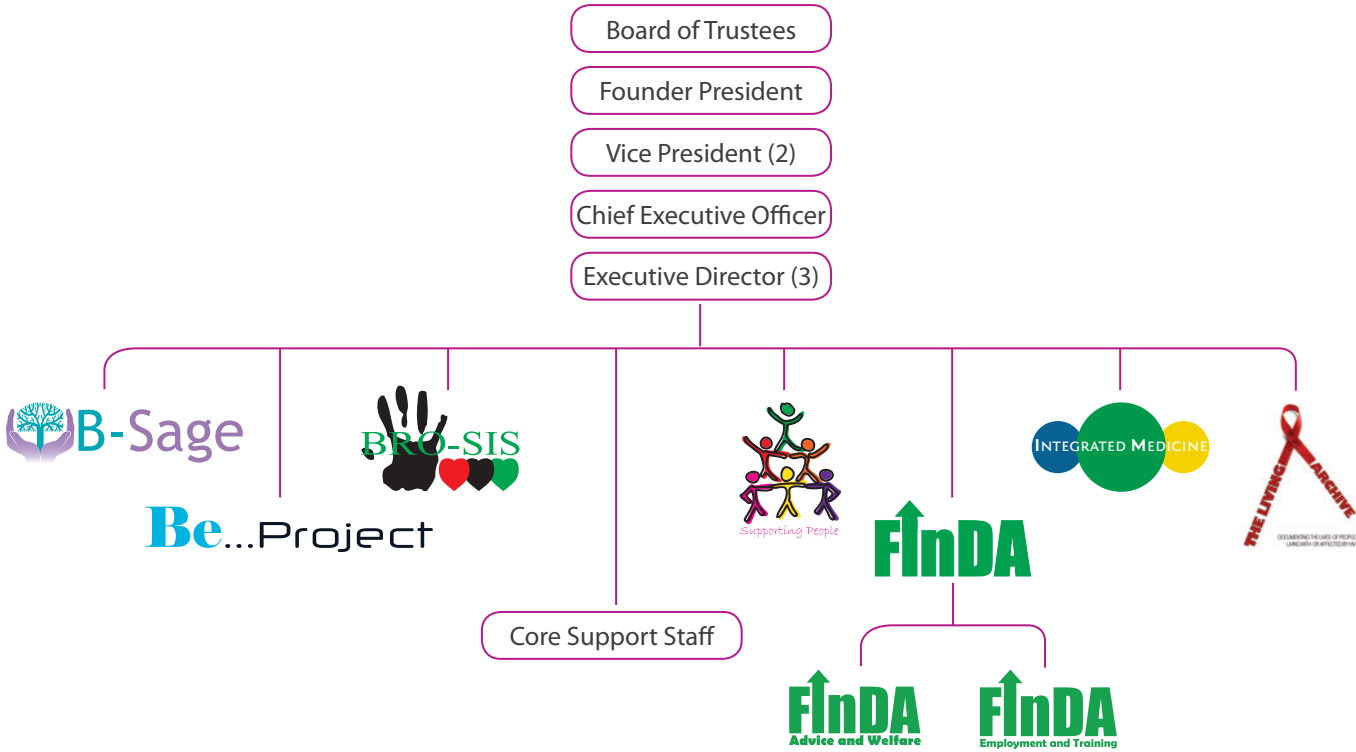
PUBLIC BENEFIT

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.

ORGANISATION CHART



REVIEW OF THE TRANSACTIONS AND FINANCIAL POSITION OF THE CHARITY

The Registered Charitable Company received donations and grants totalling £2,682,983. A total of £140,771 remained in the bank as at 31 March 2011.

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.

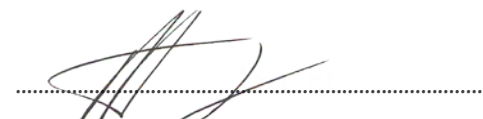
Auditors

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:



Mohammed Sulieman Al-Rahim

Trustee Recruitment

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

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.

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 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 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.

AUDITOR'S REPORT

We have audited the financial statements of Freshwinds for the year ended 31 March 2011 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes set out on pages 32 to 40. 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.

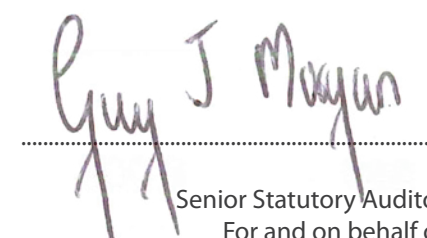
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity 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 2011 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
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

STATEMENT OF FINANCIAL ACTIVITIES

YEAR ENDED 31 MARCH 2011

	NOTES	UN-RESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	2011 TOTAL (£)	2010 TOTAL (£)
INCOME RESOURCES					
Income from Charitable Activities					
Donations and grants	3	341,255	2,341,728	2,682,983	1,538,644
Incoming Resources from Generated Funds					
Other Income		34,601	-	34,601	8,008
TOTAL INCOMING RESOURCES		375,856	2,341,728	2,717,584	1,546,652
RESOURCES EXPENDED					
Charitable Activities	6	192,732	2,390,190	2,582,922	1,596,197
Governance Costs	7	-	8,228	8,228	8,220
TOTAL RESOURCES EXPENDED		192,732	2,398,418	2,591,150	1,604,417
Net Incoming Resources and Movement in Funds		183,124	(56,690)	126,434	(57,765)
Fund Balances Brought Forward at 1 April 2010		62,496	117,899	180,395	238,160
FUND BALANCES CARRIED FORWARD AT 31 MARCH 2011		245,620	61,209	306,829	180,395

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 34 to 40 form part of these accounts.

BALANCE SHEET

YEAR ENDING 31 MARCH 2011

	NOTES	2011 (£)	2010 (£)
FIXED ASSETS			
Tangible Assets	8	-	110,156
INVESTMENTS	13		1
CURRENT ASSETS			
Debtors	9	230,586	-
Cash at bank and in hand		140,771	-
		371,357	317,125
CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR			
Trade creditors		44,054	-
Obligations under finance lease and hire purchase		23,978	-
Other taxes and social security costs		45,898	-
Bank loan		24,672	-
Accruals		6,240	-
		144,842	161,227
NET CURRENT ASSETS		-	226,515
CREDITORS AMOUNTS FALLING DUE AFTER ONE YEAR			
Other creditors – Bank loan		-	(17,851)
Obligations under finance lease and hire purchase		-	(11,992)
NET LIABILITIES		-	306,829
FUNDS			
Unrestricted	12	-	245,620
Restricted	12	-	61,209
		306,829	180,395

Approved by the trustees on 18/10/2011 and signed on their behalf:


Mohammed Al-Rahim,
Founder, President & CEO


Damon Fletcher,
Treasurer

The notes on pages 34 to 40 form part of these accounts.



NOTES TO THE ACCOUNTS

YEAR ENDED 31 MARCH 2011

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 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

2.1.1 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

2.1.2 INTEREST RECEIVABLE

Interest is included when receivable by the Charity.

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.

2.2.1 OPERATING LEASES

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

2.3 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.

2.4 DEPRECIATION OF TANGIBLE ASSETS

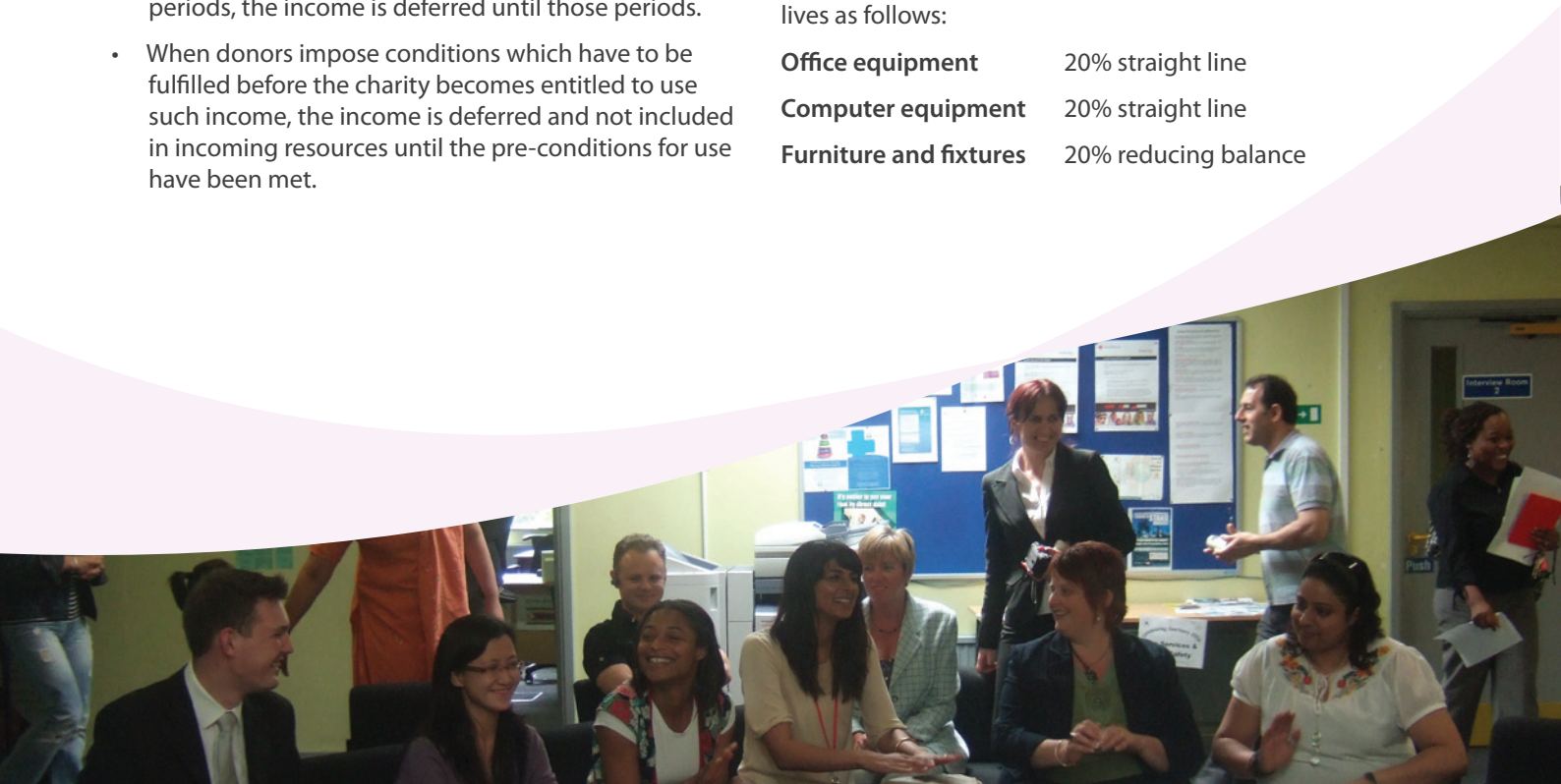
Fixed assets are depreciated over their estimated useful lives as follows:

Office equipment	20% straight line
Computer equipment	20% straight line
Furniture and fixtures	20% reducing balance

3. DONATIONS AND GRANTS

Donations and grants were received from the following organisations :-

	2011		2010 (£)
	UN-RESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	
Childrens' Palliative Care	-	-	24,650
HoBtPCT - Lay Sexual Health	-	22,500	90,000
Surestart - Outreach	-	62,354	33,961
Birmingham Supporting People	-	860,279	282,814
Primrose Hospice	-	23,148	22,806
NHS BEN & HoBtPCT - Living Choices	-	92,343	88,174
NHS BEN - HIV Support Services	-	29,413	29,132
Birmingham D.A.A.T. -3 Tier Drug Treatment	-	32,196	32,196
Birmingham D.A.A.T. -2 Tier Drug Treatment	-	44,358	-
Birmingham Social Services – HIV ASG	-	18,487	18,488
Hardship Grants	-	9,589	18,206
PPDG – WNF	329,109	-	132,637
Breathworks	-	-	590
Birmingham City Council - Aston C.O.F.S.S.	-	195,094	246,222
Surestart - Advice Worker	-	30,372	40,497
Birmingham City Council – B-Sage	-	-	26,445
NHS BEN - B-Sage	-	32,819	48,621
Scottish Power Energy People's Trust -Fuelsmart Project	-	-	43,444
Surestart - Parents and Children	-	141,514	94,881
HEFCE Graduate Programme	-	1,600	-
Be Birmingham – Future Jobs Enhanced	-	149,795	-
Trees Charitable Trust	-	7,150	-
Surestart - Administrative Post	-	18,201	-
Apprentice Salary	-	9,845	-
HLF - Birmingham HIV Living Archive Project	-	1,500	25,056
Surestart - Community Advice	-	24,502	-
Be Birmingham - Future Jobs	-	295,375	120,759
Perry Barr Constituency – WDF	-	29,750	7,438
Big Lottery Research Programme	-	107,522	-
Surestart - Employment & Training	-	22,500	33,414
Northfield Constituency– WDF	-	24,738	-
Working Neighbourhood Transition Fund	-	-	11,627
MITRA Foundation	-	-	10,212
Others (67,200 TOTAL)	12,146	54,784	64,382
TOTAL	341,255	2,341,728	1,546,652



4. STAFF

	2011 TOTAL (£)	2010 TOTAL (£)
STAFF COSTS:		
Wages and Salaries	1,847,497	1,124,639
Employers NI	163,640	99,959
TOTAL	2,011,137	1,224,598

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

EMPLOYEES	112	96
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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:

Mr Mohammed Al-Rahim, received a salary of £53,124 (2010: £53,124) – Chief Executive

No Trustees were reimbursed for any expenses (2010: Nil).

5. INTEREST PAYABLE

	2011 TOTAL (£)	2010 TOTAL (£)
On bank loan - repayable within five years	2,004	1,541
TOTAL	2,004	1,541

6. CHARITABLE ACTIVITIES

	2011		2010 (£)
	UN-RESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	
Wages and Salaries	144,645	1,866,492	1,224,598
Rent and rates	-	125,890	65,880
Repairs and maintenance	1,888	-	2,786
Insurance –Medical, Public Liability	-	8,106	8,543
Recruitment costs	-	4,850	14,864
Printing, postage, stationery	3,600	31,358	19,426
Office expenses – Subscriptions etc.	-	3,897	1,013
Project and promotional costs	-	91,203	49,710
Telephone	-	25,859	14,266
Office equipment rental	-	15,985	17,227
Travelling expenses	-	44,767	28,856
Professional fees	2,500	9,238	17,500
Hardship payments	-	16,138	19,498
Therapy consultancy fees	-	37,774	49,875
Training	-	10,653	31,576
Patient health care products	-	1,140	837
Sundry Expenses – Cleaning etc.	-	3,894	6,319
Depreciation	30,429	-	14,508
Support staff	-	76,314	3,350
Hire purchase interest	6,415	-	2,445
Bank charges	1,251	-	1,015
Donations	-	16,632	-
Loan interest payable	2,004	-	2,105
TOTAL	192,732	2,390,190	1,596,197

7. GOVERNANCE COSTS

	2011 TOTAL (£)	2010 TOTAL (£)
AUDITORS FEES FOR AUDIT SERVICES	8,228	8,220



8. TANGIBLE FIXED ASSETS

		FIXTURES, EQUIPMENT & COMPUTERS (£)
COST:	Cost at 1 April 2010	147,649
	Additions	57,809
At 31 March 2011		205,458
DEPRECIATION:		
	Depreciation at 1 April 2010	64,873
	Provision for the Year	30,429
At 31 March 2011		95,302
NET BOOK VALUE:		
At 31 March 2011		110,156
At 31 March 2010		82,776

Tangible fixed assets includes the following amounts outstanding under hire purchase agreements at 31 March 2011:

		HIRE PURCHASE AGREEMENTS (£)
COST:		
At 31 March 2011		63,563
DEPRECIATION:		
At 31 March 2011		12,180
NET BOOK VALUE:		
At 31 March 2011		51,383
At 31 March 2010		32,394

9. DEBTORS

	2011 TOTAL (£)	2010 TOTAL (£)
Trade Debtors	216,335	287,570
Prepayments	14,251	4,327
TOTAL	230,586	291,897

10. FINANCIAL COMMITMENTS

At 31 March 2011, the company has annual commitments under non-cancellable leases as follows:

	2011 TOTAL (£)	2010 TOTAL (£)
One to two years	124,200	-
Two to five years	-	52,800

11. RESTRICTED FUNDS

	AT 1.4.2010 (£)	INCOMING RESOURCES (£)	OUTGOING RESOURCES (£)	At 31.3.2011 (£)
Bro-Sis Lay Sexual Health (African Caribbean community sexual health project)	-	22,500	22,500	-
Surestart – FINDA (Children's Centre Family Support)	-	62,354	62,354	-
Birmingham Supporting People (Tenancy support services for vulnerable adults)	-	860,279	860,279	-
Primrose Hospice (Complementary Therapy Palliative Care)	-	23,148	23,148	-
HoBtPCT & NHS BEN - Living Choices (Complementary Therapy Palliative Care Outreach)	-	92,343	92,343	-
Birmingham Social Services – HIV ASG (HIV Services)	-	18,487	18,487	-
Birmingham HIV Partnership (HIV infrastructure support services)	-	1,500	1,500	-
Birmingham D.A.A.T. - Bro-Sis (Tier 3 substance misuse treatment service)	-	32,196	32,196	-
NHS BEN HIV Support Services (HIV Support Services)	-	29,143	29,143	-
Hardship Grants (Client Funding Support)	-	9,589	9,589	-
Birmingham City Council - Aston COFSS (Advocacy and welfare services in Aston NDC)	-	195,094	195,094	-
Surestart Advice Worker - FINDA (Children's Centre Family Support)	-	30,372	30,372	-
Trees Charitable Trust (Childrens Complimentary Therapy Workshops)	-	7,150	-	7,150
NHS BEN - B-Sage Good Neighbourhood Scheme (Older Adults Community Support Scheme)	-	32,819	32,819	-
Surestart Parents And Children - FINDA (Children's Centre Family Support)	-	141,514	141,514	-
Surestart Admin Post - FINDA (Administrative support for Surestart project)	-	18,201	18,201	-
Perry Barr WDF (Targeted employment and training services in Perry Barr constituency)	-	29,750	29,750	-
Be-Birmingham – Future Jobs Fund Enhanced (Employment and work skills for Future Jobs Fund)	-	149,795	149,795	-
MITRA Foundation (Integrative Medicine Education)	117,899	-	101,204	16,695
HEFCE Graduate Programme (Grant for graduate training scheme)	-	1,600	1,600	-
Apprentice Salary (Salary of apprentice in the development team)	-	9,845	9,845	-
FInDA – Surestart Community Advice (Advice and skills worker)	-	24,502	24,502	-
Northfield WDF (Targeted I.T. employment and training services in Northfield constituency)	-	24,738	24,738	-
Big Lottery Research Programme (Research into healing therapy)	-	107,522	100,183	7,339
Surestart Employment and Training - FINDA (Employment and training advice)	-	22,500	22,500	-
Birmingham D.A.A.T. – Bro-Sis (Tier 2 substance misuse treatment services)	-	44,358	44,358	-
Be-Birmingham – Future Jobs Fund (Funding for Future Jobs Fund placements)	-	295,375	285,375	10,000
Others (Various small projects)	-	55,054	35,029	20,025
TOTAL	117,899	2,341,728	2,398,418	61,209

12. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	UN-RESTRICTED FUNDS (£)	RESTRICTED FUNDS (£)	2011 TOTAL (£)
FUND BALANCES ARE REPRESENTED BY:			
Tangible fixed assets	110,156	-	110,156
Investments	1	-	1
Current assets	189,978	181,379	371,357
Current liabilities	(24,672)	(120,170)	(144,842)
Liabilities due after more than one year	(29,843)	-	(29,843)
TOTAL NET ASSETS	245,620	61,209	306,829

13. INVESTMENTS

During the year the Charity acquired one ordinary share in a newly established company, Freshwinds Information Technology Limited. The company was formed on 8 November 2010 and is a wholly owned subsidiary of Freshwinds Limited.

The first accounting date for Freshwinds Information Technology will be 30 November 2011.

14. RELATED PARTY TRANSACTIONS

The Charity receives income from Freshwinds Institute of Integrated Medicine Limited, a trading company, two of whose directors, namely Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim and Gary De'ath are also Trustees/Directors of the Charity and one of whose Directors is also an Executive Director of the Charity. During the year the Charity received income from this company of £nil (2010: £nil).

The Charity also receives income from Freshwinds Information Technology Ltd, a trading company wholly owned by Freshwinds Limited, one of whose directors, namely Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim is also Trustee/Director of the Charity and two Directors, namely Dr. Rhonda Theresa Lee and Steven Moralee are Executive Directors of the Charity. During the year the Charity received income from this company of £420 (2010: £nil).





