



Freshwinds

Annual Report 2013



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Annual Report 2013

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Legal & Administrative Information

Annual Report 2013

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

The company registered number is 03936089 and the charity registered number is 1079968.

Trustee Directors: Mohammed Sulieman Ibrahim Ibn Hassan Al Nur Al-Rahim (Founder and President)
Linette Tatton-Brown (Chair)
Damon Fletcher (Treasurer) (Retired 03/09/2012)
Roland Heinke
Justin Kite
Nicholas Scott
Dr Sukdev Singh
Jacqueline Whitehead

Executive Directors: Dr. Rhonda Lee (Vice President and Director of Integrated Medicine)(Resigned 28/02/13)
Carol Hebden (Vice President and Director of Support Services)
Steven Moralee (Director of Development) (Resigned 25/07/13)
James Voller (Director of Development, H.R. and Finance) (Appointed 25/07/13)

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.

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

Solicitors: Brown Jacobson
Victoria Square House
Victoria Square
Birmingham
B2 4BU

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

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

Perseverance and Determination, Progressing Through Hard Times.



I have been asked over many years by many people, "after so much personal and financial sacrifice how do you keep going?" and often I, in "True Brit" style, have said something like "Oh that is just what one does". I think in our 21st year that is not a good enough response and does not honour the sacrifices of others of my closest colleagues many whom have been with me for years. After the events of 1989/90 which I talk about in our videos on our website, I had what some people in faith groups would call a vision or the call to do this work. That call was and is to set up a place where individuals could come on their journey and find love, compassion, hope and practical resolution. A place where, whoever you are, wherever you come from and wherever you are going to, you could find with us a place of love and safety where, without any judgments, we could assist you to find yourself and find healing and help you to find and achieve new choices for your life and for those you love.

I have come to understand, from my view, that life is an opportunity to expand and choose love in all its forms. This is how humanity can express the living presence of the divine which is love without judgement, which is not to be confused as life without discernment. The contrast to this is what we sometimes experience as negative situations which give us the opportunity once again to make the loving choice and when we do we are liberated from suffering and can experience new realisations that free us from the difficulties we once felt were insurmountable.

We at Freshwinds continue to create a place where the living presence of love is, however imperfect at times in a world that is not itself perfect, the opportunity for continuous innovation and development. Though the burden is heavy at times, why would we give up the opportunity to share and experience the living presence of love that is in everyone.....and hopefully in all that we do?

Never Give Up. Staying Strong Through Tough Times.

This phrase, which was coined by a few of our members of staff, has very much been our theme for this year. Indeed this year has seen very tough times for Freshwinds as it has for all of the voluntary and statutory sector, particularly in Birmingham.

Every year I find myself, and rightly so, having many reasons to thank deeply our wonderful volunteers and staff and fellow Directors. It is always difficult to keep your spirits up when such challenging times are upon you all, with the associated stress that it brings, but I must say that I am always grateful for the faith and trust that our staff and service users give us with their support.

The challenges we have faced are no different from those faced by other organisations in our sector and indeed some have fared much worse than we have and sadly are no longer around. This has made once again the need for our services and the vital help that we give in high demand. Of course, managing this need with fewer resources and doing the appropriate work for those people in very vulnerable situations, whilst a noble task, is very difficult. I commend all those members of staff and volunteers for their valiant efforts to achieve the outcomes that we have continued to achieve for those people.

I am grateful to my very close colleagues, Carol Hebden, Linette Tatton-Brown and James Voller who have stepped bravely into the daunting task of assisting the organisation through difficult times. I think it is fair to say that all of us, in some shape or form, are people of faith and our faith has been needed to see us through to what is now becoming the light at the end of the tunnel.

"Never Give Up. Staying Strong Through Tough Times."



Despite all the challenges and the significant delays that have occurred in commissioning cycles and other projects that we have been trying to start, spring 2014 looks very promising. We are making very strong efforts to begin a serious campaign of raising funds for therapy services for people with life-threatening and life-limiting illnesses. Traditionally this work has been funded through surpluses from other contracts. However, even though we know that we are going to receive significant new contracts in early 2014, they have very tight margins and surpluses will not be sufficient on their own to meet the needs and higher demands of our therapy services.

Our Living Choices project for end of life patients continues to be funded by the new Clinical Commissioning Groups due to its evidential success and we are expecting this programme to be expanded in the coming year. This project improves the quality of life for those individuals and helps those who choose to die in dignity, surrounded by their loved-ones and

in the comfort, familiar surroundings and loving memories of the safe environment of their home. This work has always been very precious to us as our therapeutic intervention and support has allowed our clients evidentially to be in many cases pain free and very comfortable with an improved sense of wellbeing until the moment of passing comes. This is our continuing mission over many years and is in keeping with the latest national vision for being able to die in one's preferred place of death.

Our Community Health Champions Programme, which was fully mobilised this year, has made some remarkable achievements in the field of community level health promotion to the extent that we have received a 2-year award from the Royal Society of Public Health. The project is continuing to go from strength to strength, with a cohort of very committed volunteers and we are expecting for the project to expand both in terms of reach and activities as well as funding in the coming year



We are also delighted to have been successful in achieving the Lexcel practice management standard for legal services. This is designed for our immigration services but we are also exploring how this can be used to expand our work into other areas providing legal support and protection to people in very vulnerable situations especially given the cuts in legal aid services that we have seen over the last year.

We are very grateful to the MAC AIDS fund for their support of our African Project supporting people living with HIV and those who are affected or at risk of being infected and who have no recourse to public funds. This project has provided vital support to a very vulnerable group of individuals for whom there is very little help to be found elsewhere.

The project is very close to my heart because these are our people who are suffering some of the highest levels of discrimination and stigma and are indeed very unpopular among some groups of people. In the spirit of Freshwinds, which is that there must be room at the inn for everyone, in some way shape or form, we have a principle that there is no wrong door to walk through and in some way we must be able to help everyone, even if it is to give them some small respite from the difficulties that they face.

We have this year also seen some geographical growth through a service user involvement and advocacy project in Coventry working with those with alcohol misuse issues.

This is the beginning of what we hope and expect to be a growing presence outside of Birmingham and this will include in the coming year working across areas of North Worcestershire, Warwickshire, Solihull and Sandwell among others.

Whilst we are celebrating our 21st year since we were first registered, we had also to say farewell to one of our very close colleagues Dr Rhonda Lee who decided to become an independent consultant. We thank her for all her work over many years as someone who has played a significant part in the work of the Charity's Integrated Medicine department and we wish her well for her future.



We also welcomed Linette Tatton-Brown as our new Vice President and Director of Integrated Medicine. Linette has been with Freshwinds as Chair of Trustees for many years and comes with an excellent background as both the manager of a radiology department as well as a homeopath. During her 18 years working in a hospital setting, 6 of these as a manager, Linette has gained a wealth of clinical governance experience and we are very fortunate to have these vital skills at the heart of our charity.

This year has also seen Freshwinds taking a leading role in helping to mitigate the effects of the government's changes in welfare benefits. Firstly, we are leading the newly formed Community Support Network which is a network of over 40 organisations providing crisis support services, including food banks, working together to ensure that families and children in need are supported during times of difficulty. The network is working closely with Birmingham City Council to proactively resolve the problems that are being experienced by those individuals. I am honoured to be the Chair of the Network and I am grateful to BVSC for acting as the accountable body.

We are also pleased to be a part of the Gateway to Birmingham Advice Services project which will be mobilised during the next year and will see the rolling out of welfare rights training to voluntary and community groups across the City. Through these initiatives Freshwinds is taking a lead to support those vulnerable people who are finding themselves in difficulties due to changes in welfare as well as the increased costs of living and high unemployment.

Mohammed Al-Rahim

Founder, President and CEO



Vice President Director of Support Services

I would firstly like to thank Mohammed Al-Rahim and my fellow Directors for all their support over what has been a difficult time for my department. This year has seen the closing down of our Supporting People funded refugee service, which we have managed whilst ensuring that all those clients were safely supported and that we have met their needs, which we are very proud of. This project closure was a direct result of the funding crisis within the City and the reduction of all refugee services in Birmingham and across the region. Unfortunately, we recognise that this need is still very acute within Birmingham communities and we continue to be as resourceful as we can to provide solutions to the problems they face

We retained a significant presence in our Supporting People services for people living with HIV as well as increasing our budget from Third Sector Commissioning for support for people living with HIV in our role as the lead agency of the Birmingham HIV Partnership which also includes ABplus and Terence Higgins Trust. This is a particularly significant achievement given the cuts to funding across the City and demonstrates our commitment to delivering essential services to people living with HIV who are very vulnerable and stigmatised.

We have also continued to be a significant provider of Supporting People funded services for offenders and it is our intention to build on our strengths in delivering innovative services for this client group. We are already

exploring partnerships with a number of housing providers that can offer accommodation solutions that include support for rehabilitation and resettlement.

I am very proud that our Advice and Welfare service continues to work at a high capacity delivering excellent outcomes for citizens of Birmingham. This is particularly in the context of the welfare and benefits changes nationally as well as the reduction in advice services across the local authority.

We continue to work at a grass roots level within the community. Our Bro-Sis project supported the events around the 50th Anniversary of Jamaican Independence promoting positive messages around substance misuse.

I would like to personally thank all the volunteers and staff teams for their dedication and commitment to their work and the ethos of our organisation, enabling those vulnerable people in our society to achieve their goals and aspirations.

Carol Hebden

Vice President & Director of Support Services



Vice President

Director of Integrated Medicine

After many years as the Chair of Trustees of Freshwinds, I have been asked to step into the operational role of Director of Integrated Medicine left by Dr Rhonda Lee. This is because the Charity requires a high standard of clinical and therapeutic knowledge and technical skills. I understand how demanding this role is and will be as we move into a new world of fiscal tightening as well as new structures of CCGs and a local authority shaped Public Health department. Whilst this is a challenging time it will offer new opportunities, primarily because these new structures are taking form as we speak and they are facing their own challenges and realignments, particularly in terms of lines of responsibility. Anyone who is familiar with such macro changes will appreciate the teething problems, not least in commissioning and funding arrangements.

We have been forging new links and strong partnerships and 2014 will see an expansion of our work in a number of areas. As a result of these new partnerships, we will see the commencement of 2 very important new projects, one providing complementary therapies and support to children and their carers in a specialist unit at the Birmingham Children's Hospital and the other working in a children's hospice.

I am very excited to have the opportunity to expand our therapeutic model into other areas across the West Midlands as I am very sure we can make an evidential

difference to the health and well being of the patients whilst also meeting the objectives and outcomes set out in the CCGs strategic plans.

I am very happy to know that during all of these changes I have the support of Dr Pankaj Shah, Dr Mayada Hassan and Dr Ruth Lockley who have been working with the charity for many years and have a wealth of invaluable clinical and therapeutic knowledge.

I would especially like to thank our dedicated team of volunteers, including therapists, clinicians and researchers. It has been a pleasure and inspiration to work with what has been a new team for me and a new environment and I look forward to 2014 and building on the foundations of the excellent work we have done for many years.

Linette Tatton-Brown

Vice President & Director of Integrated Medicine



Director of Development, H.R. and Finance

Future Developments

In 2014 we are expecting some exciting and positively challenging new developments for Freshwinds and our social enterprises. We are already working on a number of initiatives to expand our work into new areas, primarily with CCGs though not exclusively, particularly Solihull, Sandwell and a number of locations within the Arden area, which will build upon our experiences and successes in existing programmes.

We are also building new significant partnerships and working in new consortia in areas such as mental health, substance misuse, employment, therapeutic

services and work with offenders and carers. These areas of work are all familiar to Freshwinds but we are exploring new and innovative ways of delivering our services to meet the needs of the vulnerable people that we support. Underpinning this is a focus on preventative services and achieving public health outcomes for which we believe there is both a great need and a wealth of opportunity.

We have already begun to take a leading role in helping to shape the delivery of services for the future in Birmingham. It is testament to our reputation within the city that we have been invited to take part

in and lead on a number of new initiatives including the Community Support Network which will be a vital resource both for organisations and individuals in need. The coming year will see the continuance of that important work for the people of Birmingham and will provide new opportunities for Freshwinds to deliver on our mission.

One of our very significant programmes is leading on a consortia of providers of criminal justice projects. Throughout 2014, this work will lead to large scale delivery of Ministry of Justice work with "Prime Contractors" who we are already in discussions with regarding sub-contracting services to the Third Sector.

We are also working on a number of new innovations including large-scale specialist housing projects and to source new funds from a number of national and international funders to achieve some important innovations in housing which is a key part in the rehabilitation and stabilising of those individuals facing a number of personal challenges for a variety of circumstances. We are particularly building new relationships with major Islamic charities to support some of this vital work from an inter-faith perspective. Our Founder, President and CEO Mohammed Al-Rahim is leading on this theme of our work as part of his legacy objectives now that he has reached the milestone age of 60 and is looking to retire within the next 15 years.

The coming year will also see the coming to fruition of the work of our social enterprises. We have now completed the second investment phase in Freshwinds IT through the remodelling of our CaseColleague database which now has greater in-built flexibility to make it suitable for a wider range of customers and now includes a Client Relationship Management system as well as a report builder. This means that CaseColleague is ready for more open-market sale as a very user-friendly "plug and play" system. It is also a system that lends itself for sale internationally and we have plans to translate the system into new languages to open up these markets.

In addition, we have recently recruited a new Graduate Web Developer and we are expecting steady progress in the web development side of the business. We still retain a focus on providing excellent services at a fair price, particularly to our colleagues in the Third Sector during these challenging economic times. We are very confident that these developments mark the beginning of Freshwinds IT providing a return on the investments that we have made and providing a sustainable source of income for the charity.

Our immigration service has had a notable success this year in the achievement of the Lexcel practice management standard and FIAS will be looking to make the most of that achievement in the coming year. We will be looking to invest in training for community volunteers and also in graduate trainees with a view to building the commercial practice of FIAS.

In Freshwinds Institute of Integrated Medicine we have already begun to see progress in the development of our private therapy services for which our ambition is not just to generate income but also to open up our therapeutic services in a wider fashion to friends and families of our charitable clients. We are working on developing new working partnerships that will help us to expand these services and 2014 will see a period of growth that will help to support our wider services.



James Voller

Director of Development, H.R. and Finance

As we approach our 22nd year
we have helped over

220,000
clients

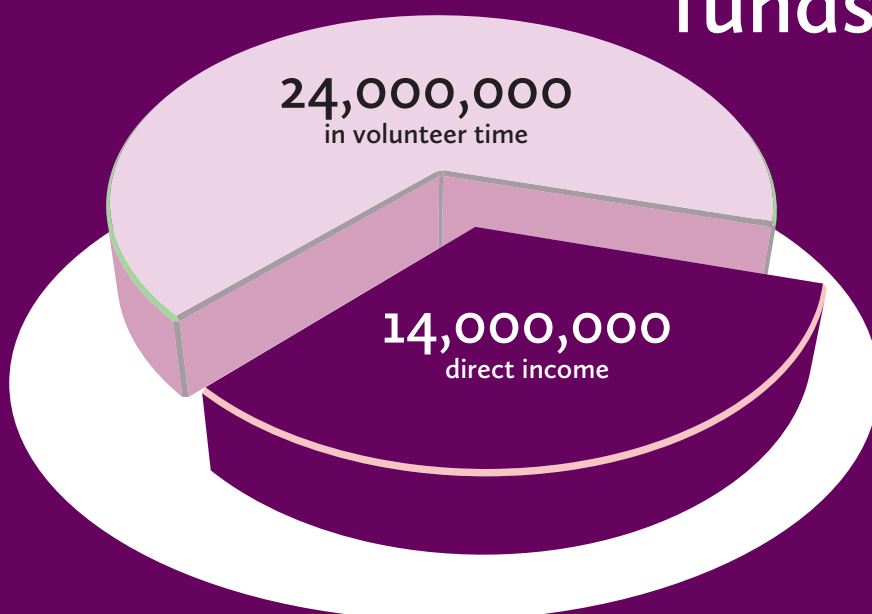
We estimate that over 22 years
our services have had £60 million
of impact for our local people
communities in Birmingham

We are developing new models that by early 2015
will see all our services measured for
their social impact

In our project for preventing
Emergency Hospital Admissions
we evidenced a cost-saving of
£5 for every £1 spent

For every person
helped we have raised
£64 in funding
added £109 in value
from volunteers

This works out to
an added value
of £24,000,000 to
the £14,000,000 of
funds raised



Transformations at Prospect Hall

We were delighted at end of last year to secure a capital grant of £70,000 from the Department of Health's *Social Enterprise Investment Fund* which enabled us to make a series of renovations to Prospect Hall making the building a more pleasant place for the people that use our services and those of the other services based in the building.

Our reception was moved downstairs to the main entrance creating an inviting space for visitors and providing a warm welcome. Our new front doors have made the entrance to our building attractive and easier to negotiate (especially for our service users with disabilities) and help to keep the heat in and cold out. With larger desks and new sofas, the entrance has certainly become a more pleasant and welcoming environment for all. We are especially grateful to GEZE GmbH and GEZE UK for their support in making sure that we got our new doors in record time.

The Integrated Medicine team and clients are delighted with the refurbished therapy rooms which provide a calmer environment and improved facilities. They have been upgraded to clinical-grade rooms and new furniture and furnishings have made them much better suited for the delivery of complementary therapies. We were also able to increase the number of consultation rooms available enabling us to provide services for more people at any given time.



Furthermore, we have been able to develop two additional waiting areas providing clients and visitors with comfortable and relaxing areas in which to wait for therapies, consultations or meetings.

We would like to thank the Department of Health again for their generous grant that allowed this transformation to take place and the Social Investment Business for their support throughout the refurbishment.





Successful Completion of BIG Lottery Research Programme

This year has seen the completion of our BIG Lottery Funded research programme, "A Randomised Trail of Healing Therapy in a Gastroenterology Outpatient Setting (2010 -13)"

Freshwinds, in collaboration with the University of Birmingham and the Heart of England NHS Foundation Trust, has now completed a study on the benefits of Healing Therapy in patients diagnosed with irritable bowel syndrome and inflammatory bowel disease within an outpatient setting on 200 patients. The study evaluated the effectiveness of healing therapy (alongside usual management) in symptom control and measures of the quality of life of patients. Our dissemination event was held in January 2013.

Results from this study will help to contribute to the existing evidence base on complementary therapies and inform physicians, health managers and commissioners on the efficacy of healing therapy and its role within a conventional medical care setting.

The study is currently being written up for publication but an initial report and key findings can be found on our website at www.freshwinds.org.uk/integrated-medicine/evaluation-feedback/

We are very grateful to the BIG Lottery for funding this important trial.

Inter-Cultural Youth Exchange

Once again this year we were delighted to welcome 2 international volunteers through the Inter-Cultural Youth Exchange programme.

We were joined for 9 months by Sneha Rajan from Begaluru in India and by Yeyisha Shellayukti from Java in Indonesia who came to help us with our projects and to experience life in the UK for themselves.

"Somewhere along the way I realised that making money for myself is a good thing, everyone needs the money, but being able to give something back to society is even greater. So I got involved in an organisation that deals with underprivileged children who are physically challenged. This is when I decided to change my line of education. In the beginning it was first a thought and it was up to me to make it happen. So I took it up as a

challenge to prove to myself and everyone back home that this is where I want to be and what I want to do." (Sneha)

"Coming to the UK is such a big opportunity for me. I am excited to know the different culture, including dishes, habits/behaviour and way of thinking. I am really happy meeting with new people and in a place that I've never been before. I think Freshwinds is such a good environment to work, so it will be good to gain new friends, improve skills on many things." (Yeyisha)

During their time with us they had an opportunity to become Community Health Champions, to work in our support programmes and to take part in fundraising activities.

We were very pleased to have them with us and we hope that their experience with us will stay with them for the rest of their life journeys.





Training

Training continues to be an important aspect of our work at Freshwinds, particularly training designed to improve individuals' employability skills and employment prospects. This has included a number of accredited courses such as Health and Safety, Equality and Diversity, Food Safety, First Aid and Customer Service. We have also maintained our commitment to supporting people back into employment through supported job searching and CV and interview skills.

We have also continued to operate as a UK Online centre for IT training and have been providing basic IT skills courses to help people to get online and to access essential services. We are grateful to UK Online for their continued funding for this work which has enabled us to help those with little or no computer skills so that they do not become marginalised. We have been able to expand our IT training suite to accommodate up to 20 learners and this has also allowed us to provide drop-in sessions for IT and employment support.

This year we have continued to deliver Royal Society of Public Health accredited training through our Community Health Champions Programme which has created over 100 volunteers who bring their ability to relate to people and their own life experience to transform health and well-being in their communities.

Within their families, communities and workplaces, they empower and motivate people to get involved in healthy social activities, create groups to meet local needs and sign post people to relevant support and services. Community Health Champions help others to enjoy healthier lives by raising awareness of health and healthy choices, sharing health messages, removing barriers and creating supportive networks and environments.



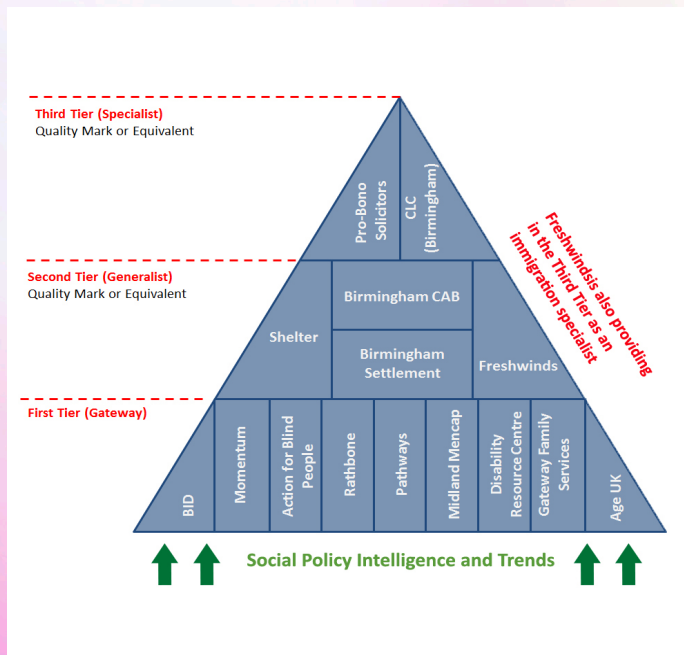
We are also very pleased to have trained a number of our staff and volunteers to deliver TB awareness training to both professionals and the public as TB is once again an important public health issue in Birmingham which disproportionately affects many of the communities that we work with.

Network

We have always been an organisation that is committed to partnerships, joint working and Networks and this past year has been no exception and we continue to be a highly actively networked organisation. We continue to be active members in a number of Networks such as the Third Sector Assembly and Third Sector Chief Executive's Forum as well as being members of the Birmingham Advice Network, Community Safety Partnership and Birmingham HIV Partnership among many others.

Gateway to Birmingham Advice Services

This year in particular we are very pleased to be a key partner in the Gateway to Birmingham Advice Services (GBAS) partnership which over the coming year will be delivering its Lottery funded programme to enhance advice giving capacity in the city.



This project will introduce and then expand organically a model of integrated working across the advice agencies that aligns their work with the emerging Local Authority advice strategy and delivers improved client journeys for people seeking advice. It involves recognising the different levels of advice (i.e. triage, generalist and specialist) undertaken by different agencies and then linking together in a way that is mutually supportive.

This will involve mapping the roles of each partner organisation and agreeing a common approach to the triage of clients at initial contact with protocols to ensure clients are referred to the most relevant agency by the quickest route.

The work will also involve coordinating tribunal representation service. Linked to this will be the introduction of shared training for triage, generalist and specialist advice to take advantage of each partner's in house resources. A similar approach will be taken with volunteers via a common induction pack and inter-partner mentoring to up-skill and ensure cross fertilization of concepts across partners. To support this, a shared website will be commissioned to collect and share data enabling the agencies to see the city-wide picture to identify gaps, therefore aiding policy development and lobbying.

The process will make the partners more robust to enable the general advice services meet the rising demand for access to welfare, employment, housing and debt advice and bring about the coordination of an advice network - by focusing on common deliverables.

Together for Short Lives

We are also proud to be members of the Together For Short Lives Network which supports children with life-threatening and life-limiting conditions and those who love and care for them. We are very honoured to be working in the Network to improve the lives of children and their families. We are also grateful for the support that we receive from TFSL and from the funding to support our work from the sales of the X-Factor charity single.



Together Against Cancer

At the time of writing this report, we are also delighted to announce that we are proud to be entering into a new partnership with Together Against Cancer who have generously agreed to provide £24,000 per year to support our work with cancer patients. This new funding will enable us to expand on our cancer work and we are very excited to begin this new partnership and look forward to a long a fruitful reciprocal relationship.



Community Support Network

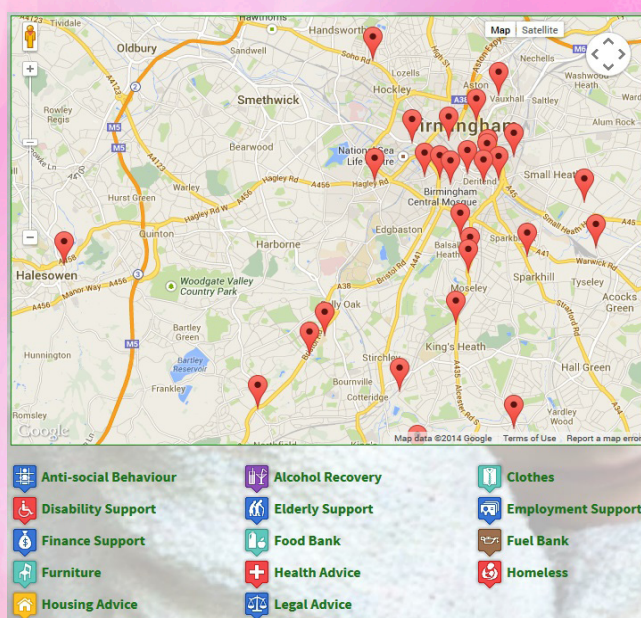
Notably this year we have also been active participants in Birmingham City Council's Multi-Agency Committee which is chaired by Cllr John Cotton (Cabinet Member for Social Cohesion and Equalities) and was established to respond to the challenges presented by welfare reform changes. In response to some of the challenges presented by these changes Freshwinds is now the lead organisation of a new Community Support Network which was established in November 2012.

The Network already has a membership of over 40 organisations including, St Basils, Birmingham and Solihull Women's Aid, Birmingham Central Foodbank, Amirah Foundation, EDAS Foundation, Nishkam Civic Association, Birmingham CAB, Midland Heart, Shelter and Sifa Fireside among others. In the short time that the Network has been running we have already completed a mapping exercise of crisis support services in the City and we have plans to run a number of campaigns to improve the support available for individuals in need.

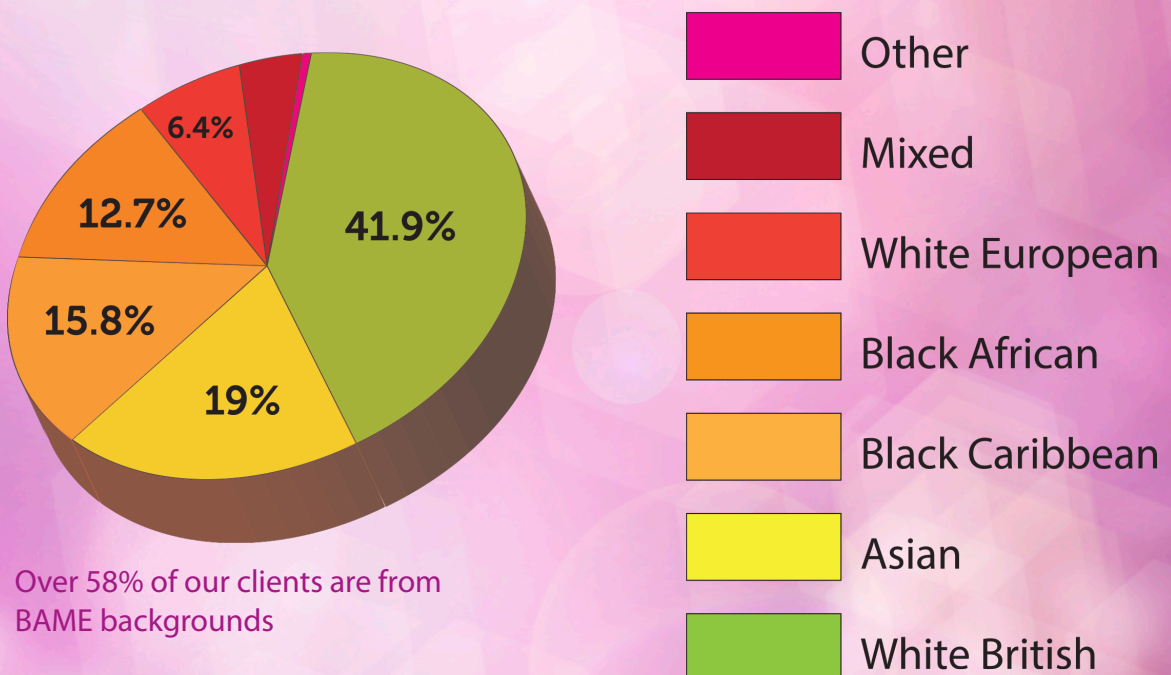
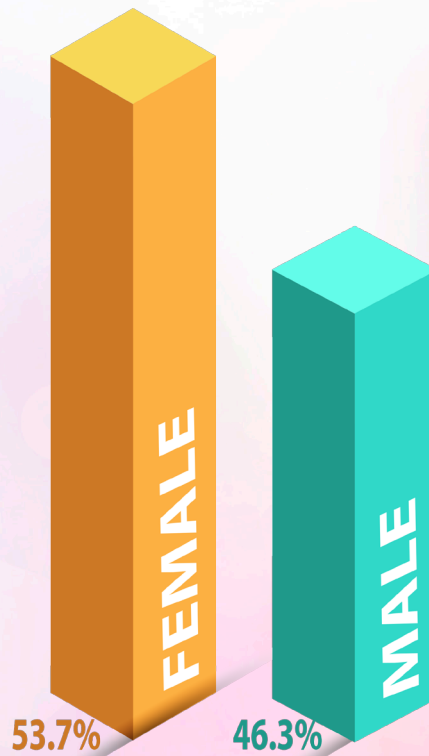
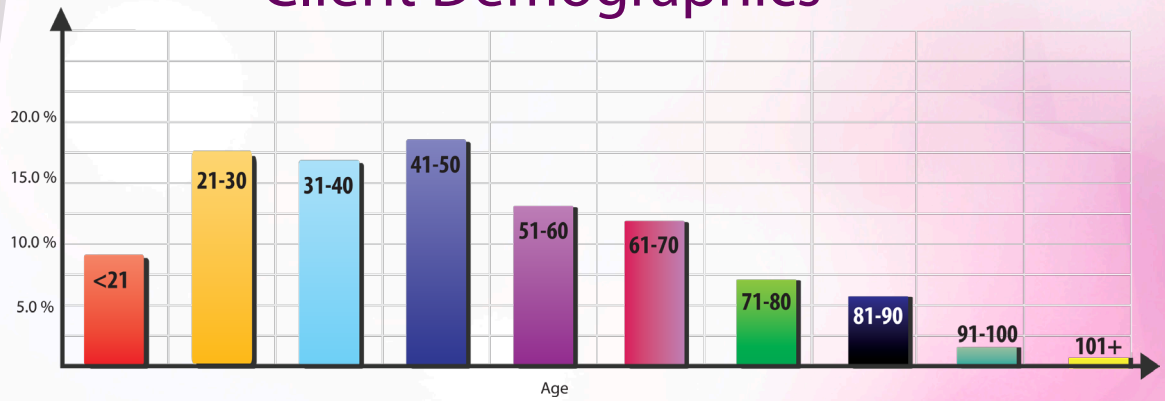
More about the Network can be found on the website :

www.communitysupportnetwork.org.uk

Community Support Network



Client Demographics



FRESHWINDS TRUSTEES' REPORT

YEAR ENDED 31 MARCH 2013

Public Benefit

Freshwinds principal 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.

Review of the Transactions and Financial Position of the Charity

The Registered Charitable Company received donations and grants totalling £1,434,473. A total of £3,896 remained in the bank as at 31 March 2013.

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. The Charity has in place indemnity insurance for the Trustees in the sum of £5,000,000

In preparing this report the trustees have taken advantage of the small companies exemptions provided by section 415A of the Companies Act 2006

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 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.

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.

Approved by the Trustees and Signed on their behalf:

Mohammed Sulieman Al-Rahim

11/03/2014

Date:

FRESHWINDS

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF FRESHWINDS

YEAR ENDED 31 MARCH 2013

We have audited the financial statements of Freshwinds for the year ended 31 March 2013 which comprise the Statement of Financial Activities, the Balance Sheet and the related notes set on pages 13 to 24.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

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 and the charitable company's trustees as a body in accordance with section 154 of the Charities Act 2011. Our audit work has been undertaken so that we might state to the charitable company's members and trustees 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, the charitable company's members as a body and the charitable company's trustees as a body for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of Trustees and auditor

As explained more fully in the Statement of Trustees' Responsibilities, the trustees (who are also the directors of the charitable company for the purpose of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view.

We have been appointed as auditor under section 151 of the Charities Act 2011 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements.

In addition, we read all the financial and non-financial information in the Trustees' Annual Report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2013 and of the charitable company's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

Emphasis of matter

In forming our opinion, which is not qualified, we have considered the adequacy of the disclosures made in Note 1 of the financial statements concerning the nature and uncertainty of future income streams. In view of the significance of this uncertainty we consider that it should be drawn to your attention. The financial statements do not include the adjustments that would result if the company was unable to continue as a going concern.

Opinion on other matter prescribed by the Companies Act 2006

In our opinion the information given in the Trustees Annual Report for the financial year for which the financial statements are prepared is consistent with the financial statements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Companies Act 2006 requires us to report to you if, in our opinion:

- the charitable company has not kept adequate accounting records; or
- the charitable company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.



Guy Morgan
Senior Statutory Auditor
For and on behalf of
Crowe Clark Whitehill LLP
Statutory Auditor
Black Country House
Rounds Green Road
Oldbury
West Midlands
B69 2DG

Date: 11th March 2014

Crowe Clark Whitehill LLP is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



FRESHWINDS

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)

YEAR ENDED 31 MARCH 2013

	Note	Un- Restricted Funds £	Restricted Funds £	2013 Total £	2012 Total £
INCOMING RESOURCES					
Income from Charitable Activities					
Donations and grants	3	28,128	1,406,345	1,434,473	1,990,713
Incoming Resources from Generated Funds					
Other Income	4	294,259	-	294,259	178,739
Investment income	7	-	-	-	-
TOTAL INCOMING RESOURCES		<u>322,387</u>	<u>1,406,345</u>	<u>1,728,732</u>	<u>2,169,452</u>
RESOURCES EXPENDED					
Charitable Activities	8	478,637	1,472,269	1,950,906	2,226,358
Governance costs	9	-	8,228	8,228	8,228
TOTAL RESOURCES EXPENDED		<u>478,637</u>	<u>1,480,497</u>	<u>1,959,134</u>	<u>2,234,586</u>
NET INCOMING RESOURCES AND MOVEMENT IN FUNDS		(156,250)	(74,152)	(230,402)	(65,134)
TRANSFER BETWEEN FUNDS		53,561	(53,561)	-	-
FUND BALANCES BROUGHT FORWARD AT 1 APRIL 2012		<u>113,982</u>	<u>127,713</u>	<u>241,695</u>	<u>306,829</u>
FUND BALANCES CARRIED FORWARD AT 31 MARCH 2013	14/15	<u>11,293</u>	=	<u>11,293</u>	<u>241,695</u>

All incoming resources and resources expended derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

FRESHWINDS
BALANCE SHEET
YEAR ENDED 31 MARCH 2013

	Notes	2013	2012
		£	£
FIXED ASSETS			
Tangible assets	10	118,744	155,048
INVESTMENTS			
	16	7	7
CURRENT ASSETS			
Debtors	11	224,578	271,390
Cash at bank and in hand		3,896	22,378
		<u>228,474</u>	<u>293,768</u>
CREDITORS AMOUNTS FALLING DUE WITHIN ONE YEAR			
Trade creditors		70,095	59,079
Obligations under finance lease and hire purchase		912	15,077
Other taxes and social security costs		123,998	41,943
Bank loan and overdraft		43,025	17,254
Other creditors		2,704	764
Accruals and deferred income	12	95,198	72,107
		<u>335,932</u>	<u>206,224</u>
NET CURRENT LIABILITIES/ASSETS		(107,458)	87,544
CREDITORS AMOUNTS AFTER ONE YEAR			
Obligations under finance lease and hire purchase		-	(904)
NET ASSETS		<u>11,293</u>	<u>241,695</u>
FUNDS			
Unrestricted	14	11,293	113,982
Restricted	15	-	127,713
		<u>11,293</u>	<u>241,695</u>

Approved by the trustees on
and signed on their behalf :



11/03/2014

Mohammed Sulieman Al-Rahim

The notes on pages 26 to 34 form part of these accounts.

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 Trustees have prepared the accounts on a going concern basis. In common with many charities, it is not possible to predict with certainty all incoming resources for the Charity for the next year. The Trustees have prepared budgets and cash flow forecasts based on their knowledge of current funding and reasonable expectations, based on historic performance and ongoing discussions with funders, and after reviewing those forecasts they believe the Charity will be able to meet its financial obligations as they fall due for the foreseeable future from the date of signing the accounts.

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.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the Charity and include audit fees and costs linked to the strategic management of the Charity.

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

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.

2.2.2 Hire Purchase and lease purchase

Assets obtained under hire purchase contracts or finance leases are capitalised in the balance sheet. Those held under hire purchase contracts are depreciated over their estimated useful lives and those held under finance lease are depreciated over their estimated useful lives or the lease term whichever is shorter. The interest element of these obligations is charged to the profit and loss account over the relevant period. The capital element of the future payments is treated as a liability.

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 costing more than £100 are centralised and 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
Leasehold premises	- 4% straight line

3. DONATIONS AND GRANTS

Donations and grants were received from the following organisations :-

	Un-Restricted Funds	Restricted Funds	
	2013	2013	2012
	£	£	£
Big Lottery Awards For All England	-	-	9,705
Birmingham Supporting People	-	705,359	773,050
Primrose Hospice	-	24,204	23,148
Living Choices -HOBPCT	-	29,673	26,723
Bro-sis -Tier 3 Drug Services	-	32,196	31,265
Bro-sis -Tier 2 Drug Services	-	-	35,352
Birmingham Social Services -HIV ASG	-	69,245	20,430
Coventry Advocacy Project	-	10,947	-
Hardship Grants	-	4,850	14,542
Breathworks	-	-	340
Jobcentre Flexible Support	-	24,300	-
FINDA -Surestart Advice Worker	-	31,582	40,496
Community Health Champions -MHJCT	-	27,079	10,415
HIV/AIDS Support -NHS BEN	-	21,631	28,841
Social Enterprise Investment Fund	-	-	98,879
HIV Research Project -NHS BEN	-	-	12,500
B-Sage -Cadbury Trust	-	-	8,000
B-Sage -Wilmcott Charitable Trust	-	-	500
B-Sage -Grimitt Trust	-	-	500
Fuelsmart Project	-	7,405	2,100
Scottish Power People's Energy Trust	-	-	49,868
FINDA -Surestart Family Health	-	207,570	299,650
Future Jobs Enhanced	-	-	62,706
FINDA -Surestart Admin. Post	-	-	18,459
Apprentice Salary	-	-	29,536
Surestart Community Advice	-	95,894	-
Future Jobs -Be Birmingham	-	-	119,065
Community Champion	-	45,000	-
Big Lottery Research Programme	-	24,375	73,519
FINDA -Surestart E & T Worker	-	-	30,000
Big Lottery Advice Services Fund	-	-	66,793
Estee Lauder Cosmetics -MAC AIDS	-	45,035	54,925
Others	28,128	-	49,406

	<u>28,128</u>	<u>1,406,345</u>	<u>1,990,713</u>
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4. OTHER UNRESTRICTED INCOME

Other unrestricted income was received as follows :-

	2013 £	2012 £
Recovery of wages and office costs	130,262	103,639
ICYE – Students	7,410	1,329
Provision of training facilities	73,410	21,499
FINDA – Income from advice and welfare	81,048	45,976
Therapy services	2,129	6,296
	<u>294,259</u>	<u>178,739</u>

5. STAFF

	2013 £	2012 £
Staff costs:		
Wages and Salaries	1,289,024	1,604,967
Employers NI	105,666	138,637
	<u>1,394,690</u>	<u>1,743,604</u>

	NO	NO
The weekly average number of employees during the year was made up as follows:	54	91
	<u>54</u>	<u>91</u>

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 £53,526 (2012: £53,493) – Chief Executive Officer.

No expenses were paid to Trustees during the year.

6. INTEREST PAYABLE

	2013 £	2012 £
On bank loan - repayable within five years		
	194	903
	<u>194</u>	<u>903</u>

7. INTEREST RECEIVABLE

	2013 £	2012 £
Interest on cash deposits	–	–

8. CHARITABLE ACTIVITIES

	Restricted		
	Funds	Funds	
	2013 £	2013 £	2012 £
Wages and Salaries	276,825	1,108,761	1,743,604
Rent and rates	9,963	160,054	125,778
Repairs and maintenance	-	6,603	13,604
Insurance –Medical, Public Liability	-	14,765	17,174
Recruitment costs	-	1,332	1,639
Printing, postage, stationery	-	4,256	21,369
Office expenses – Subscriptions etc	-	3,156	3,156
Project and promotional costs	-	25,977	27,394
Telephone	-	11,434	23,508
Office equipment rental	-	7,056	17,616
Travelling expenses	-	23,974	28,050
Professional fees	-	17,767	14,269
Hardship payments	-	4,589	13,792
Therapy consultancy fees	-	21,848	61,159
Training	-	21,105	10,509
Patient health care products	-	510	697
Sundry Expenses – Cleaning etc	-	1,985	5,777
Depreciation	36,304	-	35,402
Support staff	-	31,657	54,174
Hire purchase interest	4,166	-	3,583
Consultancy Fees	-	980	-
Healthcare staff costs	-	2,060	-
Bank charges	2,179	-	801
Donations	-	2,400	2,400
Loan interest payable	195	-	903
Provision against amounts due from subsidiaries (see note 11)	<u>149,005</u>	-	-
	<u>478,637</u>	<u>1,472,269</u>	<u>2,226,358</u>

9. GOVERNANCE COSTS

	2013 £	2012 £
Auditors fees for audit services	<u>8,228</u>	<u>8,228</u>

10. TANGIBLE FIXED ASSETS

	Leasehold Premises	Fixtures, Fittings & Equipment	Total
Cost:			
Cost at 1 April 2012	56,379	230,363	286,742
Additions	<u>-</u>	<u>-</u>	<u>-</u>
At 31 March 2013	<u>56,379</u>	<u>230,363</u>	<u>286,742</u>
Depreciation:			
Depreciation at 1 April 2012	563	131,131	131,694
Provision for the Year	<u>2,255</u>	<u>34,049</u>	<u>36,304</u>
At 31 March 2013	<u>2,818</u>	<u>165,180</u>	<u>167,998</u>
Net Book Value:			
At 31 March 2013	<u>53,561</u>	<u>65,183</u>	<u>118,744</u>
At 31 March 2012	<u>55,816</u>	<u>99,232</u>	<u>155,048</u>

The following amounts were outstanding under hire purchase agreements at 31 March 2013:

Cost:

At 31 March 2013 30,193

Depreciation:

At 31 March 2013 17,108

Net Book Value

At 31 March 2013 13,085

At 31 March 2012 38,168

11. DEBTORS

	2013 £	2012 £
Trade Debtors	170,825	171,078
Amounts due from subsidiary companies	47,124	99,062
Prepayments	<u>6,629</u>	<u>1,250</u>
	<u>224,578</u>	<u>271,390</u>

The amounts due from subsidiaries are after providing for £149,005 of the balance due.

The gross balance due from the various trading subsidiaries amounts to £196,129 and is split as shown in note 16.

The trustees believe that future income from these subsidiaries will enable the debts to be repaid in full. However the trustees have decided to prudently provide for an amount of £149,005 of the cumulative losses to 31 March 2013 of the subsidiaries.

12. ACCRUALS AND DEFERRED INCOME

	2013 £	2012 £
Accruals	14,840	10,650
Deferred Income	<u>80,358</u>	<u>61,457</u>
	<u>95,198</u>	<u>72,107</u>

Deferred income represents amounts received for projects in 2013/14

13. FINANCIAL COMMITMENTS

At 31 March 2013, the company has annual commitments under non-cancellable leases as follows:

	Land and Buildings	
	2013 £	2012 £
One to two years	124,200	124,200
Two to five years	186,300	186,300

14. RESTRICTED FUNDS

	At 1.4.2012	Incoming Resources	Outgoing Resources	Transfer	At 31.3.2013
Birmingham Supporting People (Tenancy Support Services)	-	705,359	705,359		-
Primrose Hospice (Complementary Therapy Palliative Care)	-	24,204	24,204		-
Living Choices – HoBtPCT & NHS BEN (Complementary Therapy Palliative Care Outreach)	-	29,674	29,674		-
Birmingham Social Services (HIV Services)	-	69,245	69,245		-
Bro-Sis – Birmingham D.A.A.T. (Tier 3 Treatment)	-	32,196	32,196		-
NHS BEN HIV Support Services (HIV Support)	-	21,631	21,631		-
Hardship Grants (Client Funding Support)	-	4,850	4,850		-
Surestart Advice Worker (Children's Centre Family Support)	-	31,582	31,582		-
Aquarius (Service User Involvement and Advoca- cacy Project - Coventry)	-	10,947	10,947		-
FINDA – Surestart Family Health (Children's Centre Family Support)	-	207,570	207,570		-
Fuelsmart Project (Fuel Poverty and Debt Advice)	-	7,405	7,405		-
Estee Lauder Cosmetics – MAC AIDS (Targeted work with the LGBT Commu- nity)	-	45,035	45,035		-
Jobcentre Flexible Support (Employment Support - NEETS)	-	24,300	24,300		-
Social Enterprise Investment Fund (Capital Refurbishment of Prospect Hall)	60,919	-	7,359	53,561	-
Community Health Champions (MHJCT)	-	27,079	27,079	-	-
Big Lottery Research Programme (Research into healing therapy)	-	24,375	24,375	-	-
Surestart (Employment and training advice)	-	95,894	95,894	-	-
Big Lottery Advice Services Fund (Transitional Employment Work)	66,794	-	66,794	-	-
Community Champion (D.A.A.T)	-	45,000	45,000	-	-
	<u>127,713</u>	<u>1,406,345</u>	<u>1,480,497</u>	<u>53,561</u>	-

The transfer between funds represent capital amounts spent in accordance with the donors' wishes

15. ANALYSIS OF NET LIABILITIES BETWEEN FUNDS

	Un-Restricted Funds £	Restricted Funds £	Total £
Fund balances are represented by:			
Tangible fixed assets	118,744	-	118,744
Investments	7	-	7
Current assets	79,672	148,802	228,474
Current liabilities	(187,130)	(148,802)	(335,932)
Total net assets	<u>11,293</u>	<u>=</u>	<u>11,293</u>

16. RELATED PARTY TRANSACTIONS

The Charity owns shares in 4 subsidiary companies and each of these is wholly owned by Freshwinds, namely Freshwinds Institute of Integrated Medicine Limited (FIIM), Freshwinds Information Technology Ltd (FIT), Freshwinds Immigration Advice Solutions Ltd (FIAS) and Freshwinds Care Ltd (FC).

Mr Mohammed Al-Rahim is a trustee/director of Freshwinds and also of FIIM, FIT, FIAS and FC.

Dr Rhonda Lee is an executive director of Freshwinds and also of FIIM and FIT.

Carol Hebden is an executive director of Freshwinds and also of FIIM, FIAS and FC.

Mr Steven Moralee is as executive director of Freshwinds and also of FIT and FIAS.

During the year Freshwinds received income from FIT of £79,552 (2012-£74,798) and the balance due to Freshwinds at 31.03.13 was £135,220.

At 30 November 2012, FIT had capital and reserves of £(123,887) (2012-£(48,762)) and the loss for the year was £75,125 (2012-£(48,763)).

During the year Freshwinds received income from FIAS of £26,423 (2012-£24,262) and the balance due to Freshwinds at 31.03.13 was £49,646 (2012-£24,263).

At 28 February 2013, FIAS had capital and reserves of £(47,393) (2012-£(21,291)) and the loss for the year was £26,102 (2012-£(21,292)).

During the year Freshwinds received income from FIIM of £1,484 (2011-£nil) and the balance due to Freshwinds at 31.03.13 was £11,263 (2012-£nil).

At 28 February 2013, FIIM had capital and reserves of £(8,362) (2012 - £612) and the loss for the year was £8,938 (2012 - £(324)).

Freshwinds Care Limited has remained dormant throughout the year.





Never Give UP

Staying Strong Through Tough Times

Freshwinds, Prospect Hall, 12 College Walk, Selly Oak, Birmingham B29 6LE
Registered Charity Number: 1079968 | Registered Company Number: 3936089