

Annual Report 2024–2025



 mind
Coventry,
Warwickshire
and Worcestershire

Coventry, Warwickshire and Worcestershire Mind is a registered charity
whose aims are:

To promote the presentation of good mental health, in particular by
enabling and empowering everyone experiencing mental health problems to
live with, manage and recover from the condition.

To relieve the needs of people with mental health problems by working to
increase the understanding of mental health and mental health problems
by gathering and disseminating information and working to raise awareness,
promote understanding, and challenge stigma and discrimination.

A full copy of our annual accounts can be found by visiting the Charity
Commission website:

register-of-charities.charitycommission.gov.uk

Select **find a charity** and search for Coventry, Warwickshire and
Worcestershire Mind or use our charity number **1003688**.

Coventry, Warwickshire and Worcestershire Mind trustees

Terry Plant **Chair of Trustees**

Annette Dix **Vice Chair of Trustees**

Ian Carson **Treasurer** (appointed 1 October 2024)

Jatinder Birdi (appointed 1 October 2024)

Marcos Campos

Alastair Casemore (resigned 1 October 2024)

Sukhdeep Dhesi (appointed 1 October 2024)

Paul Drake (appointed 1 October 2024)

James Hanlon (resigned 1 October 2024)

Mattie Heaven

Deborah Lakin (appointed 1 October 2024)

Rachel Lawley

Gary Montgomery (resigned 1 October 2024)

Rosie Pettifor

Pratibah Ramidi (appointed 1 October 2024)

Parmjit Sanghera

Geraldine Tsakirakis

Paul Wilkinson (appointed 1 October 2024, resigned 25 February 2025)

Steven Hill **Company Secretary**



Allesley Park Neighbourhood Centre, 2 Whitaker Rd, Coventry CV5 9JE
(024) 7655 2847 | admin@cwmind.org.uk | cwvmind.org.uk

Company limited by guarantee. Company registration number 02631898.
Charity registration number 1003688.

Foreword from the Chair

This has been a year of transformation and growth. The merger with South Warwickshire and Worcestershire Mind in October 2024 marked one of the most significant milestones in our sixty-year history. It has expanded our reach, strengthened our services and increased our ability to meet the diverse mental health needs of our communities.

In 2024/25, we supported over 42,000 people (a 24% increase on the previous year) through services ranging from crisis support to community wellbeing programmes and residential recovery. Our staff and volunteers have continued to deliver high-quality, person-centred support despite financial pressures, rising demand and a changing mental health landscape.

The trustees and I are deeply grateful to our staff, volunteers, funders and partners for their commitment during this pivotal year. We are especially proud of our progress in embedding co-production and lived experience, ensuring that those we serve remain at the heart of everything we do. A personal highlight was meeting our Children and Young People's Advisory Board, whose members not only shared their aspirations but also challenged us to ensure their voices are heard by the Board and senior leadership.

Looking ahead, we will focus on consolidating the benefits of the merger, delivering major projects such as Berry Mews, expanding our reach and preparing to celebrate our sixtieth anniversary in 2026. With a clear strategy, strong governance and dedicated people, Coventry, Warwickshire and Worcestershire Mind is well-placed to meet the challenges and opportunities ahead.

Terry Plant, Chair



Trustees' Annual Report

Year ended 31 March 2025

Introduction

The trustees of Coventry, Warwickshire and Worcestershire Mind present their annual report and financial statements for the year ending 31 March 2025. This report sets out the charity's governance, objectives, activities, achievements, risks and future plans, in line with the Charities Act 2011 and Charity Commission guidance.

This year was one of transformational growth, highlighted by the successful merger with South Warwickshire and Worcestershire Mind. The merger has expanded our reach, enhanced our services and strengthened our ability to meet the mental health needs of our communities. Despite wider economic challenges, Coventry, Warwickshire and Worcestershire Mind supported over 42,000 people during 2024/25 and continued to build organisational capacity for the future.

Governance and management – board activity

The Board of Trustees met four times during the year and held an annual strategy away day in July 2024. The away day focused on four priorities:

- Establishing a set of values and behaviours aligned with the charity's strategic objectives
- Reviewing the roles of trustees and senior management in governance and risk oversight
- Identifying Board skills gaps to inform future recruitment
- Setting the organisation's strategic objectives for 2025/26

Each trustee holds voting rights and plays an active role in decision-making. All meetings are formally minuted and supported by BoardPro, the online governance platform used to share papers, record decisions and manage 'flying minutes' when required.

Merger with South Warwickshire and Worcestershire Mind

A significant achievement during the year was the merger with South Warwickshire and Worcestershire Mind, finalised on 30 September 2024 and effective from 1 October 2024. The process was overseen by a dedicated project group comprising the Chairs of both organisations, selected trustees, both CEOs, and the Coventry and Warwickshire Mind Deputy CEO, supported by an independent project manager. During the six-month planning period (April–September 2024), additional Board meetings were held to provide oversight and ratify key decisions. Key outcomes of the merger included:

- Four trustees from South Warwickshire and Worcestershire Mind joining the Coventry, Warwickshire and Worcestershire Mind Board, strengthening its skills and experience
- One Coventry and Warwickshire Mind trustee resigning in November 2024 due to work commitments, leaving fourteen trustees (of a maximum fifteen)
- The transfer of forty-eight South Warwickshire and Worcestershire Mind staff to Coventry, Warwickshire and Worcestershire Mind under TUPE regulations
- The drafting of new Articles of Association and, in January 2025, the adoption of the charity's new name: Coventry, Warwickshire and Worcestershire Mind

Sub-committees and governance strengthening

Coventry, Warwickshire and Worcestershire Mind operates three Trustee risk and compliance sub-committees – finance, quality and health and safety – each of which meets quarterly. Every sub-committee is chaired by a trustee, and their reports feed into the full Board for discussion and sign-off where required. Work is ongoing to strengthen our governance framework to meet the needs of a larger, merged organisation.

Trustees are further supported through one-to-one meetings with the Chair, with additional mentoring sessions offered as required, and by access to a SharePoint-hosted repository of key documents, including governing documents, risk registers, organisational charts and policies.

Trustees' Annual Report

Year ended 31 March 2025

Objectives and activities

Coventry, Warwickshire and Worcestershire Mind's principal objectives remain to promote the preservation and safeguarding of mental health, to support individuals experiencing mental health difficulties and to deliver interventions that help people maintain and improve their wellbeing.

We achieve these aims through a diverse portfolio of projects and services across Coventry, Warwickshire and Worcestershire. These include community wellbeing services, the Recovery and Wellbeing Academy, NHS Talking Therapies, children and young people's services, Safe Haven crisis services, supported accommodation and intensive recovery support, the St Clair Gardens residential recovery centre, specialist autism services for both children and adults and Space 2 Thrive, our domestic abuse support service. In addition, we deliver a range of community-based and housing-related services that respond to local needs.

Our work is strengthened by partnerships with statutory, voluntary and community organisations, including Coventry and Warwickshire Partnership NHS Trust, Sahil Project, Tamarind Centre, Relationships Coventry and Warwickshire (formerly Relate), Kooth, Act for Autism, Autism West Midlands and Maximus (formerly Connect Assist).

Achievements and performance

In 2024/25, Coventry, Warwickshire and Worcestershire Mind directly supported 42,490 individuals, a 24% increase on the previous year (34,256 in 2023/24). This included 35,275 adults (up from 27,611) and 7,215 children and young people (up from 6,645). With a combined population of 1.57 million across Coventry, Warwickshire, and Worcestershire, our services reached around 2.7% of local residents.

The merger further extended our service portfolio, adding Mental Health Link Workers and Safe Haven services in Worcestershire, Active Monitoring across South Warwickshire and Worcestershire, Breathing Spaces (delivered with Orbit Housing Association in Coventry and Warwickshire), GAMME (Children and Young People in Warwick) and a newly launched Young Black Men's Support Service funded by the National Lottery across Coventry and Warwickshire.

Our digital reach also grew, with an overall social media audience of 1.2 million (up 3.6%, compared with 29% growth the previous year). Facebook engagement increased by 40% to 971,621, Instagram almost doubled to 100,505, while LinkedIn grew by 40% to 57,891. In contrast, engagement on X (formerly Twitter) fell by 60% to 42,689 and TikTok dropped by 39% to 39,921. Our website recorded 206,673 unique page views.

Volunteering and fundraising also played an important role. Eighty-two active volunteers contributed 4,878 hours of time (down from 120 volunteers and 6,713 hours in 2023/24). Fundraising income rose significantly to £162,365 (from £109,864) and our external training reached 1,699 individuals, more than double the previous year's total of 799.

Strategic and capital development

In May 2024, construction began on Berry Mews, a twenty-six-unit supported living development, which has remained largely on schedule despite some weather-related delays. The summer saw the publication of our first annual impact report, providing greater transparency and accountability to our stakeholders. During the year, we also refreshed our Strategic Business Plan (2022–2027) to reflect the post-merger organisation and appointed our first Employee Wellbeing Advisor to support staff through one-to-one sessions, group work and digital resources.

We also made significant progress in embedding co-production and lived experience across our services. A highlight was the continued engagement with our Children and Young People's Advisory Board, whose input is helping to shape and strengthen our approach.

Trustees' Annual Report

Year ended 31 March 2024

Principal risks and uncertainties facing the charity

The Board maintains a comprehensive Risk Register, organised by sub-committee area and overseen by the full Board. Current key risks include the Berry Mews capital project, which is being mitigated through active engagement with commissioners to secure occupancy and reduce financial exposure; the financial pressures of rising National Insurance and Living Wage costs, addressed through regular budgetary reviews and internal efficiencies to minimise service impact; and the challenges of delivering services across an expanded geography, mitigated through senior staff involvement in strategic planning across all three counties.

Trustee induction and training

Prospective trustees are required to observe at least one Board meeting prior to appointment. Following election, induction is delivered jointly by the Chair and CEO and is supported through access to the Cornerstone e-learning platform (from 2025), site visits to Coventry, Warwickshire and Worcestershire Mind services, optional briefing sessions before and after Board meetings and mandatory safeguarding and compliance training. Trustees also have access to all internal training programmes and relevant external learning opportunities. All new trustees complete the necessary legal checks before being formally registered with the Charity Commission and Companies House.

Future plans – 2025 and beyond

The Board and senior leadership team remain committed to the delivery of the current five-year strategic plan (2022–2027), anchored in the following values:

- Be inclusive
- Be diverse
- Be innovative
- Be courageous
- Have impact

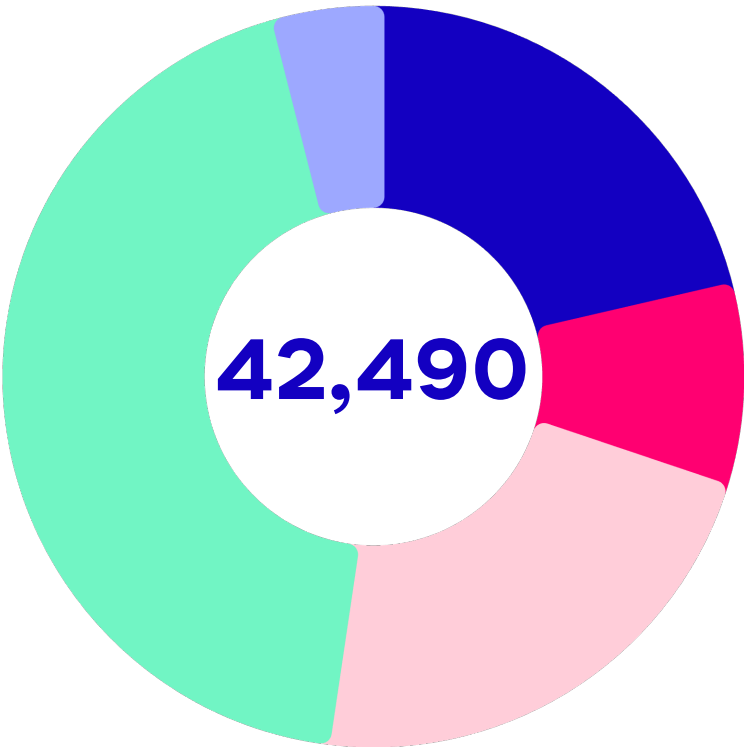
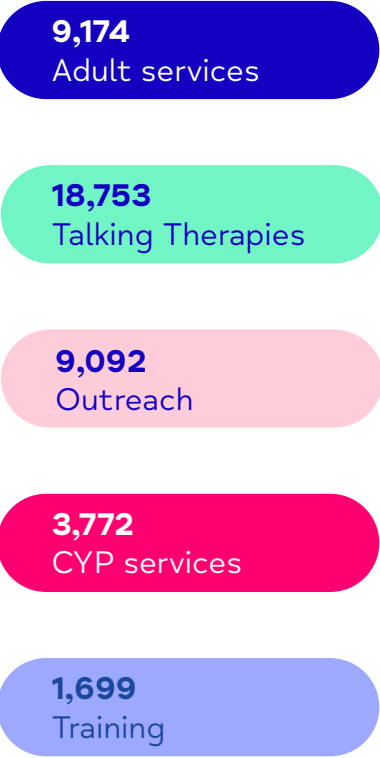
Over the coming year, we will

- Complete construction and launch of Berry Mews as a residential service
- Grow the reach of existing and new services across Coventry, Warwickshire and Worcestershire
- Publish a refreshed version of the 2022–2027 strategic business plan
- Begin co-produced development of the 2027–2032 business plan
- Prepare for Coventry, Warwickshire and Worcestershire Mind's sixtieth anniversary in 2026, marking six decades of service through a series of celebratory and fundraising events.



Supporting people across the region

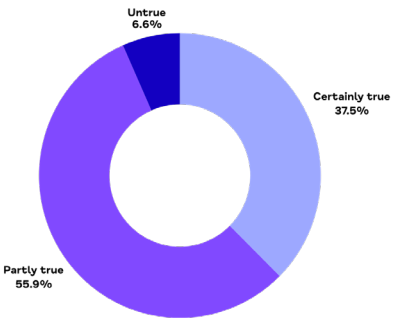
Throughout 2024/2025, Coventry, Warwickshire and Worcestershire Mind supported 42,490 individuals, made up of 35,275 adults and 7,215 children and young people. This number is enough to fill the Coventry Building Society Arena and still have 10,000 queueing outside!



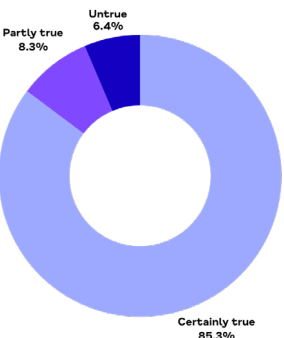
Our annual data also shows that we are delivering on our aims to be more diverse and inclusive as an organisation. In 2024/2025, 24% of the individuals we supported were from a background other than White-British and over 10% of the people we supported identified as non-heterosexual. We recognise there is still work to do to ensure we reach individuals from all different backgrounds, ethnicities, sexualities and genders across Coventry, Warwickshire and Worcestershire, but the data shows we are making progress towards achieving this aim.

Key performance indicators

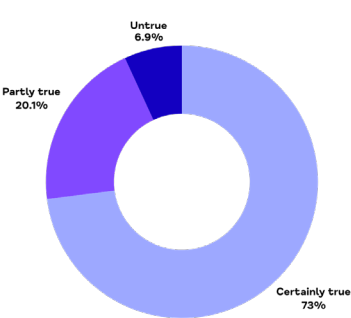
Mental health improved?



Listened to and respected?



Less isolated or alone?



40%
increase!



Let's get social!

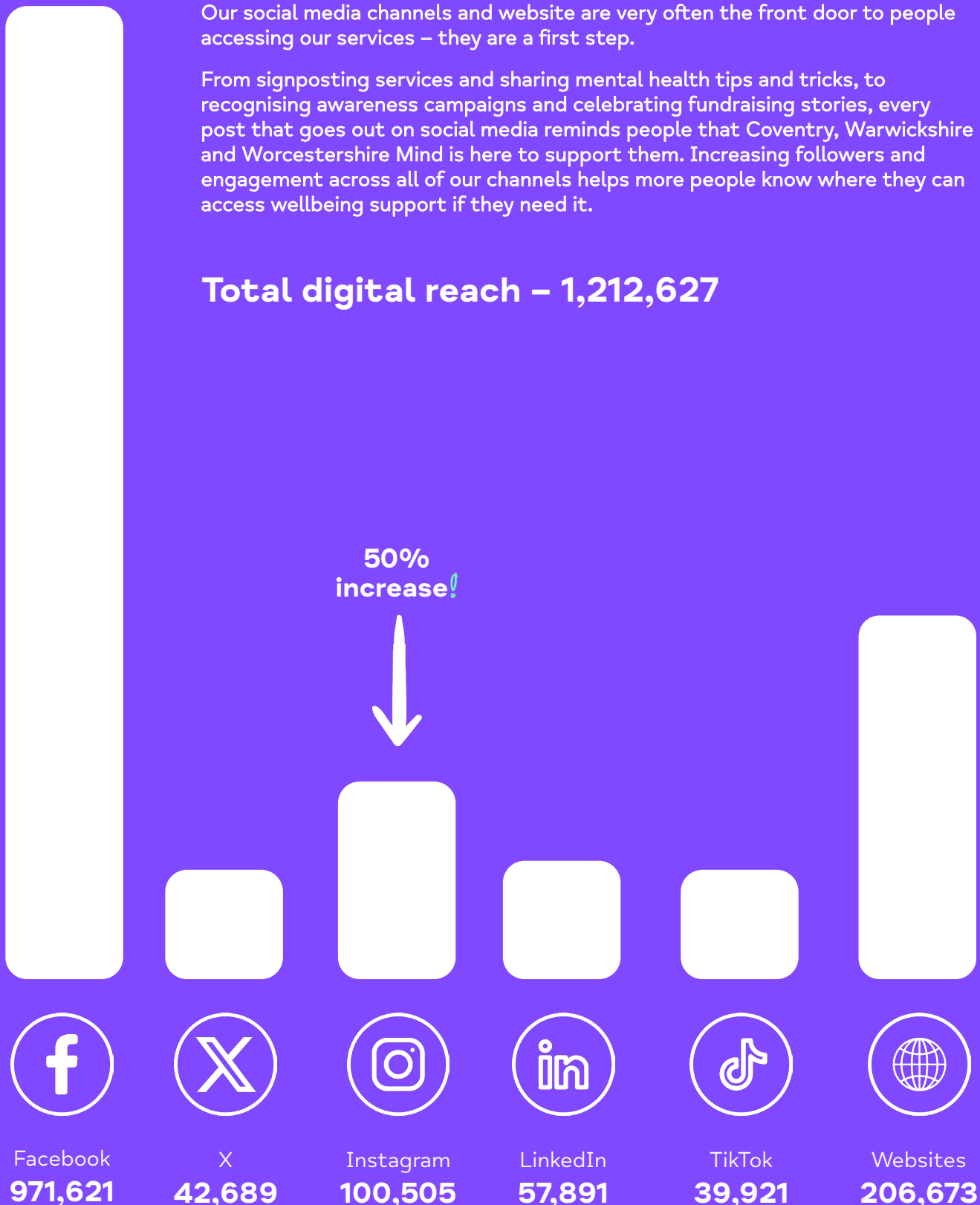
Our social media reach in 2024/2025 saw an increase of 3.6%. Across our core Coventry, Warwickshire and Worcestershire Mind channels, as well as our Children and Young People, Wellbeing for Warwickshire, Community Autism Support and Safe Haven channels, reach and followers rose significantly. Our websites also received 206,673 unique views.

Our social media channels and website are very often the front door to people accessing our services – they are a first step.

From signposting services and sharing mental health tips and tricks, to recognising awareness campaigns and celebrating fundraising stories, every post that goes out on social media reminds people that Coventry, Warwickshire and Worcestershire Mind is here to support them. Increasing followers and engagement across all of our channels helps more people know where they can access wellbeing support if they need it.

Total digital reach – 1,212,627

50%
increase!



Fundraising, support and activities from 2024/2025

April 2024

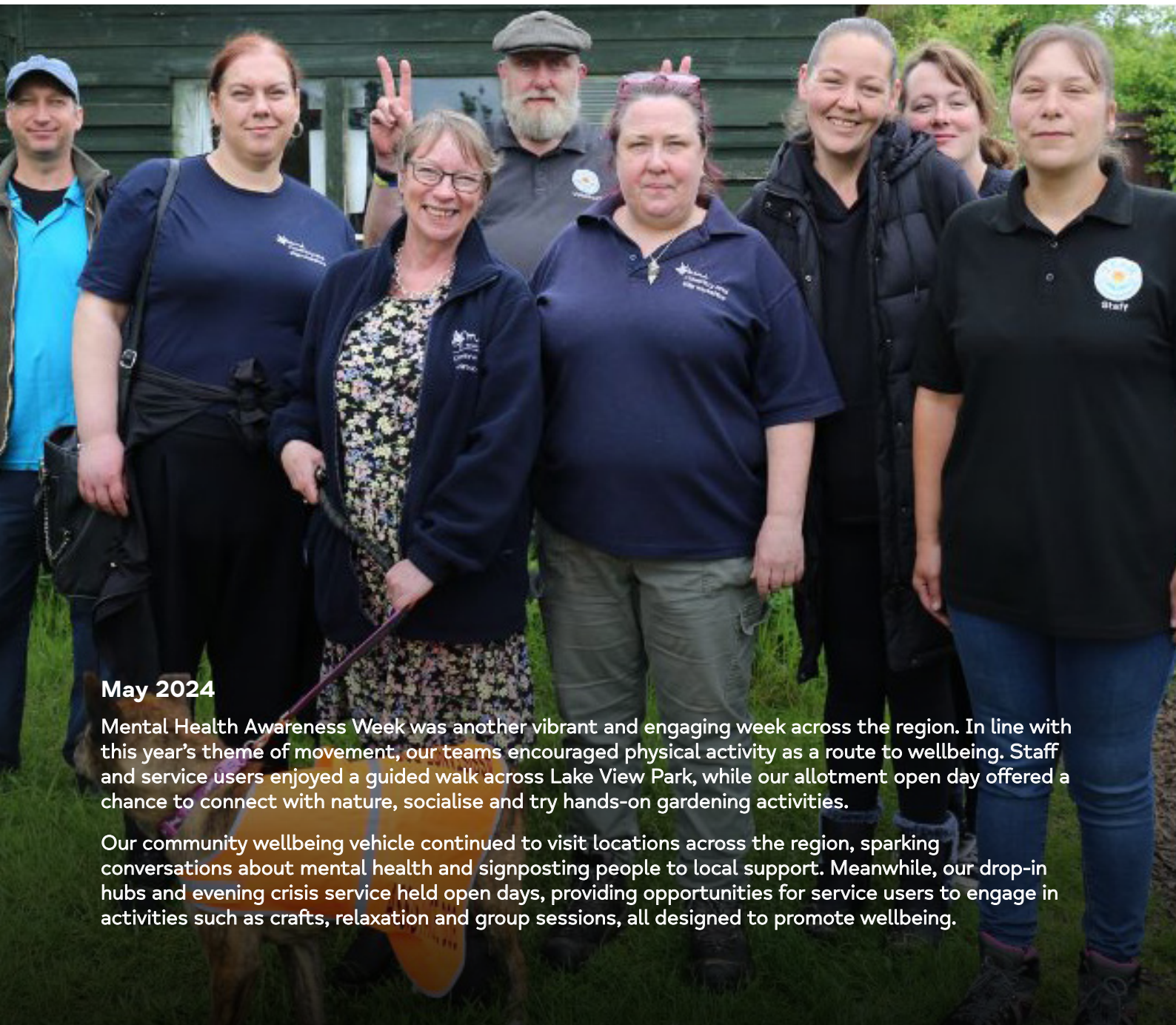
Revive Rugby spent two days painting, cleaning, gardening and DIY-ing to give our Rugby hub a new lease of life. Thanks to their hard work and positive energy, the hub was transformed with a fresh spring yellow chosen by service users, a welcoming new reception and a refreshed lounge space.



May 2024

Mental Health Awareness Week was another vibrant and engaging week across the region. In line with this year's theme of movement, our teams encouraged physical activity as a route to wellbeing. Staff and service users enjoyed a guided walk across Lake View Park, while our allotment open day offered a chance to connect with nature, socialise and try hands-on gardening activities.

Our community wellbeing vehicle continued to visit locations across the region, sparking conversations about mental health and signposting people to local support. Meanwhile, our drop-in hubs and evening crisis service held open days, providing opportunities for service users to engage in activities such as crafts, relaxation and group sessions, all designed to promote wellbeing.



June 2024

June was packed with activity. Fundraisers James and his daughter bravely took to the chilly waters of Lake Windermere to raise vital funds for mental health support.

Our teams were out and about at Nuneaton Carnival, University of Warwick Pride and London Pride, connecting with communities and raising awareness. We also took part in Words 4 Wellbeing at Warwick University and hosted a networking morning at Hearsall Golf Club, bringing together local partners to share ideas and strengthen community support.



July 2024

Our teams joined the Godiva Festival, raising awareness about mental health support. At our residential services, we hosted a Festival of Culture, celebrating diversity and encouraging creativity among service users. We also organised a Masquerade Ball, bringing the community together for an evening of fun, music and celebration.

Our autism youth clubs marked the end of the school year with a BBQ, bringing members together for fun and social connection. Across the region, the Beard Festival at FarGo Village and a fundraising event in memory of Shai helped raise vital funds, supporting our ongoing work to provide accessible mental health support to communities throughout the local area.





August 2024

At Coventry Pride, we connected with residents and celebrated diversity while raising awareness of mental health support. Coventry Cathedral's first charity day brought local organisations together, and we were proud to join in, encouraging conversations, sharing information and building community connections.

Meanwhile, at our residential services, we made the most of the last of the summer sunshine with an 'around the world BBQ', giving service users the chance to explore different cultures, enjoy delicious food and socialise in a fun, inclusive environment.

September 2024

September 2024 was an active month, starting with World Suicide Prevention Day, themed Changing the Narrative. Our hubs held activities focusing on breaking down stigma and encouraging open conversations. In fundraising news, three teams took on the Wolf Run to raise vital funds for our services, demonstrating both determination and community spirit.

Our Community Autism Support Service attended the Act for Autism Conference, engaging with peers and sharing best practice. We also visited the Coventry University Freshers Fair, connecting with students and raising awareness of mental health support. Across our Safe Haven peer support groups, sessions focused on gratitude, giving participants a chance to reflect, share and build resilience.





LGBTQ+
Asylum Seekers and Refugees
Coventry Support Group



IN COV
IN

Mind
Coventry and
Warwickshire



Mind
Coventry and
Warwickshire

October 2024

October was a month of celebration, awareness and growth. We marked Black History Month and World Mental Health Day, sharing our work on Hillz FM and attending a wellbeing event at Coundon Court School in Coventry.

Generous community fundraising made a huge impact this month: The Yard and Glamorous raised over £2,000, Absolute Fitness helped us open a new gym at our nursing facility, FarGo Village donated proceeds from their birthday bash and Simply Gym completed a 36-hour gym challenge in aid of our charity.

Most notably, we achieved a major milestone by merging with South Warwickshire and Worcestershire Mind, strengthening our mental health services and extending our reach across the region.



November 2024

Coventry United generously provided free tickets for our service users, offering a fun and social way to engage with sport while supporting wellbeing.

St Paul's Church in Stockingford chose us as the beneficiary of their harvest appeal, raising over £1,300. At Hearsall Golf Club, a fantastic fundraising effort raised over £14,000 for our charity, helping us continue to provide vital mental health support across the region.



December 2024

December brought the calendar year to a close with energy, colour and community spirit. Over 200 people laced up their trainers to take part in our festive Mental Elf 5k fun run, raising awareness and funds in a joyful way.

We also attended the Coventry and Warwickshire ICB Summit and the Coventry LGBTQIA+ Wellbeing Fayre, connecting with partners and communities.

Our team ran a lively pop-up at Canley McDonald's, sharing information about local support, and long-time supporter Mollie hosted her magical Winter Wonderland fundraiser, complete with cakes, activities and a tombola.





January 2025

The new year saw the launch of an exciting new project as Harry Salt House began fundraising to build a therapeutic lodge in their garden. We also challenged the myths around 'Blue Monday', highlighting that mental health is important every day of the year, not just one date in January.

Alongside this, supporter Jess took on our January Fitness Challenge, and Adriano ran an incredible 300k throughout the month, both raising vital funds while showing the positive link between physical activity and wellbeing.



February 2025

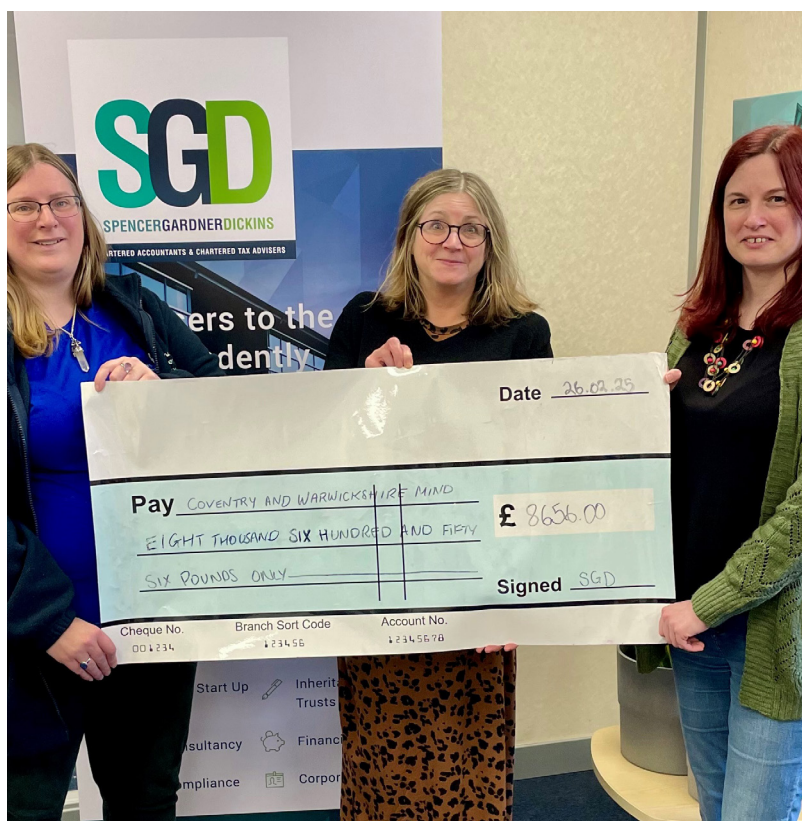
Fundraiser Alan released a book on workplace wellbeing, generously donating the funds raised to our charity. Meanwhile, Carl and Carlie brought the community together by hosting Coventry's Got Talent in aid of our work.

We also marked Time to Talk Day, encouraging open conversations about mental health across our communities.

March 2025

March was an incredible month for fundraising. The Strictly Experience at the Albany Theatre raised an incredible £26,000 in support of our work, while Spencer Gardner Dickins contributed over £8,000, showing the power of local businesses and communities coming together for mental health.

Alongside these fantastic fundraising efforts, we marked International Women's Day and University Mental Health Day. These awareness days gave us the chance to highlight the unique challenges faced by women and students, and to share the importance of accessible, preventative support for all.



Awareness days

You've probably heard of 
but have you heard of
 Coventry and Warwickshire ?



**Christmas can be tough,
but you don't have to face
it alone. We're here to help.**

By phone, online and in-person.



**Wellbeing
group for
LGBTQIA+
individuals!**



Expanding services

Through our merger, we expanded our services into South Warwickshire and Worcestershire, including Active Monitoring, Mental Health Link Workers, Safe Haven Worcestershire and GAMME. We will continue to expand our reach into 2025 and beyond.

Training and education

Following our merger with South Warwickshire and Worcestershire Mind, we achieved our most successful training year to date. Working with partners including Warwickshire County Council, Stratford and Wychavon District Councils, the NHS and the Department for Health and Social Care, we delivered a wide range of training, alongside community and commercial partners and other local Minds.

A major highlight was our Suicide Prevention in Schools project, part of the UK Government's Suicide Prevention Strategy. We ran 60 workshops across 58 schools and colleges, training 559 staff and reaching over 74,000 students, with a 99.9% approval rating.

Feedback from our training sessions has been incredibly positive, with one attendee saying, "The course was fantastic, and my colleagues all found it really useful. One of my colleagues described it as the best training they have ever had that will actually help them every day."

We also reshaped our internal training, moving to Cornerstone as our e-learning platform and embedding a trauma-informed approach.

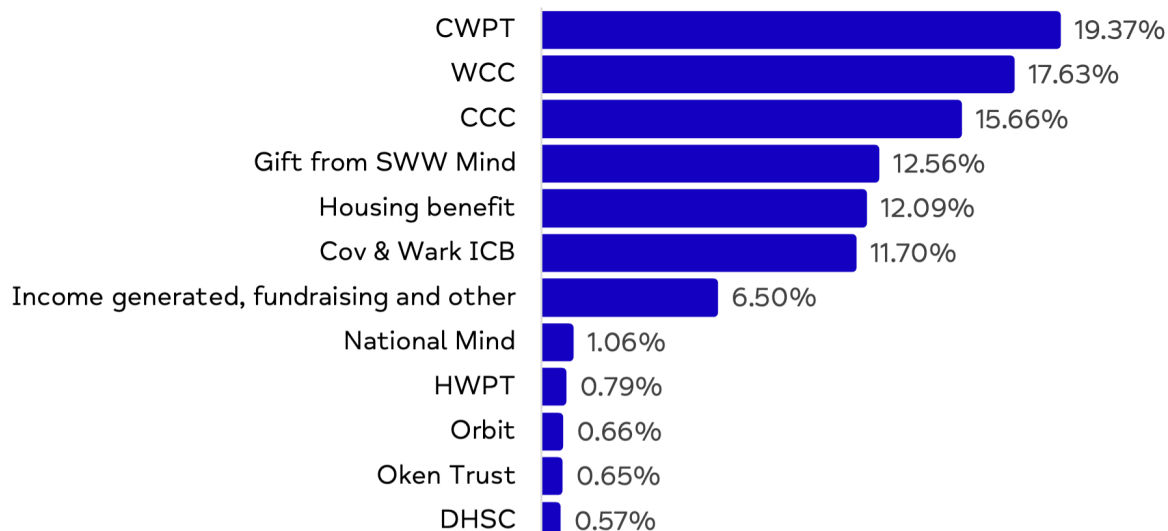
In total, we delivered 2,364 training sessions last year, with 665 delivered internally and 1,699 provided to external partners.



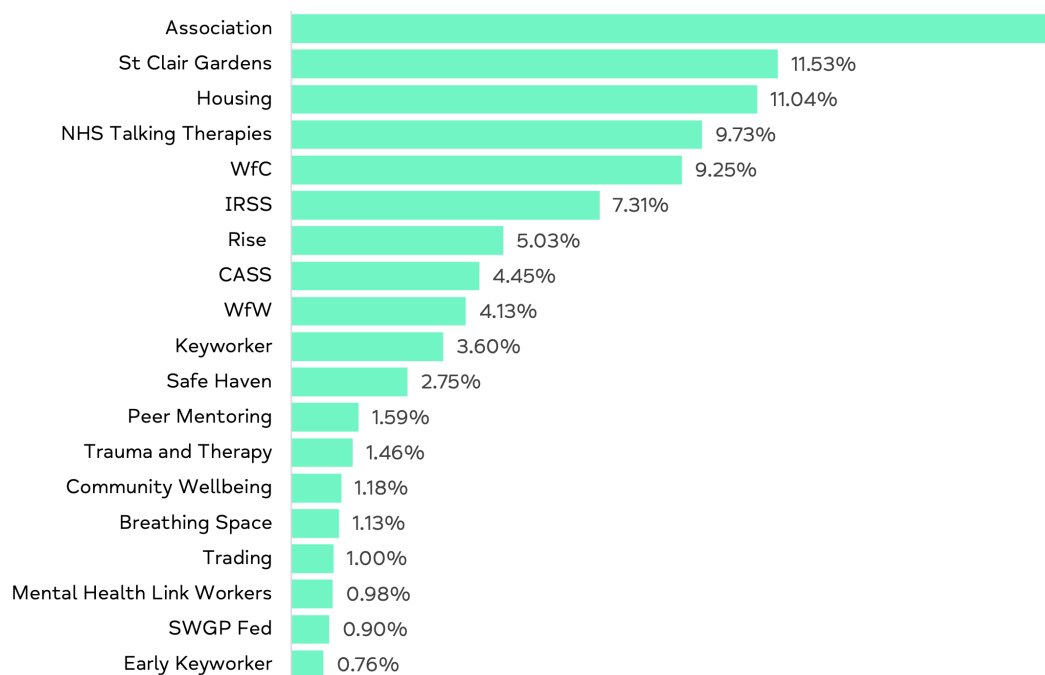
Financial information 2024-2025

Year ended 31 March 2025

Income £11,598,600



Expenditure £9,660,636



For comparison

2023-2024	Income £9,239,112	Expenditure £9,598,365
2022-2023	Income £9,586,821	Expenditure £9,094,792
2021-2022	Income £8,549,238	Expenditure £8,141,951
2020-2021	Income £7,434,857	Expenditure £6,701,363



Allesley Park Neighbourhood Centre, 2 Whitaker Rd, Coventry CV5 9JE
(024) 7655 2847 | admin@cwmind.org.uk | cwwmind.org.uk

Company limited by guarantee. Company registration number 02631898.
Charity registration number 1003688.

t: 024 7664 4455
e: admin@epw.net
w: www.epw.net

Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Financial Statements
31 March 2025

COMPANY REGISTRATION NUMBER: 02631898
CHARITY REGISTRATION NUMBER: 1003688

Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2025

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Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Chair's report

As Chair of Coventry, Warwickshire & Worcestershire Mind Ltd, I am proud to present this year's Trustees' Report.

This has been a year of transformation and growth. The successful merger with South Warwickshire & Worcestershire Mind Ltd, completed in October 2024, represents one of the most significant milestones in our charity's 60-year history. This merger not only expands our geographic reach and service portfolio but also strengthens our capacity to meet the growing and diverse mental health needs of the communities we serve.

In 2024/25, we supported over 42,000 people, a 24% increase on the previous year, through services ranging from crisis support to community-based wellbeing programmes and residential recovery. Our dedicated staff and volunteers have continued to deliver high-quality, person-centred support during a period marked by financial pressures, rising demand, and an evolving mental health landscape.

The Trustees and I remain deeply grateful to our staff, volunteers, funders, and partners for their commitment and resilience during this pivotal year. We are particularly proud of the progress made in embedding co-production and lived experience into our work, ensuring that those we serve are at the heart of everything we do. A particular highlight for me was meeting with members of our Children & Young People's Advisory Board, who shared their own aspirations for CWW Mind and also challenged us on ways of ensuring that their voice and experience is heard by the board and senior management.

Looking ahead, our focus will be on consolidating the benefits of the merger, completing major projects such as Berry Mews, expanding our reach, and preparing to celebrate CWW Mind's 60th Anniversary in 2026. With a clear strategy, strong governance, and committed people, we are confident that CWW Mind is well-placed to face the challenges and opportunities of the coming years.

Signed by:

Terry Plant

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Terry Plant

Chair of Trustees

Coventry, Warwickshire & Worcestershire Mind Ltd

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Reference and administrative details

Registered charity name	Coventry, Warwickshire & Worcestershire Mind Ltd
Charity registration number	1003688
Company registration number	02631898
Principal office and registered office	Coventry, Warwickshire & Worcestershire Mind First Floor Allesley Neighbourhood Centre 2 Whitaker Road Allesley Park Coventry CV5 9JE England

The trustees

G. Montgomery	(Resigned 1 October 2024)
T. Plant	
J. Hanlon	(Resigned 1 October 2024)
A. Dix	
P. Sanghera	
M. Campos	(Resigned 22 July 2025)
M. Heaven	
G. Tsakirakis	
R. Lawley	
R. Pettifor	
A. Casemore	(Resigned 1 October 2024)
D. R. Lakin	(Appointed 1 October 2024)
S. K. Dhesi	(Appointed 1 October 2024)
P. A. Ramidi	(Appointed 1 October 2024)
I. Carson	(Appointed 1 October 2024)
	(Served from 1 October 2024 to 25 February 2025)
P. Wilkinson	(Appointed 1 October 2024)
P. J. Drake	(Appointed 1 October 2024)
J. S. Birdi	(Appointed 1 October 2024)

Chief Executive Officer S. Hill

Company secretary S. Hill

Auditor Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

Bankers Lloyds Bank Plc
32 Oxford Street
London
W1R 2BS

Royal Bank of Scotland
15 Little Park Street
Coventry
England
CV1 2RN

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Bankers - continued

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Mailing
Kent
ME19 4JQ

Solicitors

Penmans
17a Queens Road
Coventry
United Kingdom
CV1 3DH

Governing document

Coventry and Warwickshire Mind became a Company Limited by Guarantee on 23rd July 1991 and a Registered Charity on 1st August 1991. The Charity changed their name to Coventry, Warwickshire & Worcestershire Mind Ltd on 20th January 2025. As a charitable company, it has adopted amended Articles of Association as its governing document, with the most recent amendments being adopted on 20th January 2025.

Structure, governance and management

The Board of Trustees met four times during the year and held an annual strategy away day in July 2024. The away day focused on four key priorities:

1. Agreeing a set of Values and Behaviours aligned to the charity's strategic objectives.
2. Reviewing the respective roles of Trustees and Senior Management in governance and risk oversight.
3. Identifying skills gaps on the Board to inform future recruitment.
4. Setting the organisation's strategic objectives for 2025/26.

Each Trustee (as the members of CWW Mind) holds voting rights and participates actively in decision-making, with all meetings minuted and supported by BoardPro, the online governance platform used to share papers, record decisions, and facilitate "flying minutes" when required.

Sub-Committees and Governance Strengthening

CWW Mind operates three Trustee sub-committees, each of which met quarterly:

- Finance, Risk & Compliance Sub-Committee
- Quality, Risk & Compliance Sub-Committee
- Health, Safety, Risk & Compliance Sub-Committee

Each sub-committee is chaired by a Trustee, and their reports feed into the full Board for discussion and sign-off when required. Work continues to strengthen our governance framework to meet the needs of a larger, merged organisation.

Trustees are further supported through:

- One-to-one meetings with the Chair, with optional additional sessions for mentoring and support.
- Access to SharePoint-hosted Trustee Documents, including governing documents, risk registers, organisational charts, and policies.

Trustee induction and training

Prospective Trustees observe at least one Board meeting prior to appointment. Following election, induction is delivered jointly by the Chair and CEO, supported by:

- Access to Cornerstone e-learning platform (from 2025).
- Site visits to CWW Mind services.
- Optional pre and post-meeting briefing sessions.
- Mandatory safeguarding and other compliance training.
- Access to all internal training programmes and external learning opportunities.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

All new Trustees undergo the appropriate legal checks prior to registration with the Charity Commission and Companies House.

Organisational structure

Coventry, Warwickshire & Worcestershire Mind Ltd had 14 Trustees at 31st March 2025. Trustees are responsible for the effective governance of the charity, ensuring it achieves its charitable objectives.

The charity is committed to good governance and has adopted the Charity Governance Code, ensuring compliance with its principles and recommended practices.

Trustees delegate the day to day operational management of Coventry, Warwickshire & Worcestershire Mind Ltd to the Chief Executive Officer (Steven Hill).

Objectives and activities

CWW Mind's principal objectives remain:

1. To promote the preservation and safeguarding of mental health.
2. To support individuals experiencing mental health difficulties.
3. To deliver interventions that help people maintain and improve mental wellbeing.

We achieve these aims through a diverse portfolio of projects and services, including:

- Community Wellbeing Services (Coventry, Warwickshire & Worcestershire)
- Recovery and Wellbeing Academy (Coventry & Warwickshire)
- NHS Talking Therapies (Coventry & Warwickshire)
- Children & Young People's Services (Coventry & Warwickshire)
- Safe Haven Services (Coventry, Warwickshire & Worcestershire)
- Supported Accommodation and Intensive Recovery Support (Coventry)
- St Clair Gardens Residential Recovery Centre
- Specialist Autism Services (Children & Adults)
- Space 2 Thrive (domestic abuse support)
- Plus, a range of community-based and housing-related services.

Our work is underpinned by partnerships with a wide range of statutory, voluntary, and community organisations, including Coventry & Warwickshire Partnership NHS Trust, Sahil Project, Tamarind Centre, Relationships Coventry & Warwickshire (formerly Relate), Kooth, Act for Autism, Autism West Midlands, and Maximus (previously Connect Assist).

Trustees have acted in accordance with the Charity Commission's guidance on public benefit and all activities are undertaken to further the charity's purpose for the public benefit.

Trustee Indemnity Insurance

During the year Coventry, Warwickshire and Worcestershire Mind Ltd paid for Trustee Indemnity Insurance.

Strategic report

The following sections for achievements and performance, financial review, plans for future periods and principal risks and uncertainties form the strategic report of the charity and its undertakings.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

The year was marked by transformational growth, most notably the successful merger with South Warwickshire & Worcestershire Mind (SWWM), enabling us to expand our reach and services across a broader geographic footprint. Despite wider economic challenges, CWW Mind has continued to deliver critical mental health services, support over 42,000 people, and strengthen our organisational capacity for the future.

Service Reach and Impact

In 2024/25, CWW Mind directly supported 42,490 individuals, a 24% increase from the previous year (34,256 in 2023/24).

- 35,275 adults (up from 27,611)
- 7,215 children and young people (up from 6,645)

With a combined population of 1.57 million across Coventry, Warwickshire, and Worcestershire, our services reached approximately 2.7% of local residents.

Growth Primarily through Merger

The merger extended our service portfolio to include:

- Mental Health Link Workers (Worcestershire)
- Safe Haven (Worcestershire)
- Active Monitoring (South Warwickshire & Worcestershire)
- Breathing Spaces (Coventry & Warwickshire, with Orbit Housing Association)
- GAMME (Children & Young People, Warwick)
- Young Black Men's Support Service (funded by National Lottery, newly launched across Coventry & Warwickshire)

Social Media and Digital Engagement

- Overall social media reach: 1,212,627 (up 3.6% vs 29% growth last year).
 - Facebook: 971,621 (+40%)
 - Instagram: 100,505 (nearly doubled)
 - X (formerly Twitter): 42,689 (down 60%)
 - TikTok: 39,921 (down 39%)
 - LinkedIn: 57,891 (+40%)
- Website traffic: 206,673 unique page views.

Volunteering and Fundraising

- 82 active volunteers (down from 120) contributed 4,878 hours (down from 6,713).
- Fundraising income: £162,365 (up from £109,864).
- Training delivery: 1,699 external individuals trained (up from 799).

Volunteers at CWW Mind are essential to the delivery of our services. We rely on volunteers to support two key projects: the Groups and Active Monitoring, Mentoring (GAMME) Service in Warwick, and the Children and Young People's Service across Warwickshire, including the Peer Mentor Support Service (PMSS), which operates throughout Coventry and Warwickshire. In addition to our youth services, CWW Mind also offers adult services, including the Wellbeing Hub, where volunteers provide vital support. They spend time engaging with service users through unstructured activities such as playing board games and pool, sharing meals, and offering companionship through conversation. These interactions help foster a welcoming and supportive environment, contributing significantly to the wellbeing of those who attend.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Strategic and Capital Development

- Construction began on Berry Mews, a 26-unit supported living development, in May 2024, remaining largely on schedule despite weather delays.
- Publication of the first Annual Impact Report (summer 2024).
- Refresh of the Strategic Business Plan (2022-2027) to reflect the post-merger organisation.
- Appointment of the first Employee Wellbeing Advisor to support staff through one-to-one sessions, group work, and digital resources.
- Progress made in embedding co-production and lived experience across all services, including interaction with our CYP advisory board.

CWW Mind has a dedicated team who support individual donors, planned fundraising events and corporate partnerships. An agreement is made in advance of any planned activities to ensure that individuals are aware of their responsibilities and that any funds raised are used to further the work of CWW Mind.

CWW Mind have an inhouse fundraising team and do not employ the services of a professional fundraiser. We have been supported throughout the year by a number of companies.

CWW Mind is registered with the Fundraising Regulator and ensures that all standards in relation to this scheme are followed. There have been no complaints in relation to fundraising.

Employees

We are committed to creating a diverse, equitable, and inclusive organisation. Our Diversity, Equity and Inclusion policy outlines our commitment to fairness in our recruitment, training, promotion, and employment processes for all staff. It also prohibits any form of discrimination against staff from protected characteristics. Through our policy we seek to remove unnecessary barriers for our existing staff, including our employees with disabilities, to ensure fair opportunities through training, growth and career planning, and to ensure all positions are recruited in a fair and non-discriminatory manner.

During the year, we appointed the first Employee Wellbeing Advisor to support staff through one-to-one sessions, group work, and digital resources.

During the year, the Senior Leadership Team (SLT) actively engaged with employees across CWW Mind through a range of initiatives aimed at fostering collaboration, inclusion, and wellbeing. Staff consultation exercises were conducted as part of the 18-month refresh of the Strategic Business Plan (SBP), ensuring that employee voices were integral to shaping the organisation's direction. Task and Finish groups were established to explore and agree on new ways of working, particularly focusing on the development of lived experience, volunteer, and unpaid workforce roles. A dedicated staff wellbeing consultation was carried out to better understand and support employee needs, alongside an organisation-wide consultation on Equality, Diversity, and Inclusion (EDI), reinforcing the commitment to a more inclusive workplace. The SLT also prioritised direct engagement by attending team meetings and away days, fostering open communication and stronger relationships. Additionally, senior leaders regularly sent thank-you emails to staff, recognising their contributions and reinforcing a culture of appreciation. Monthly service manager meetings provided a consistent platform for feedback and operational dialogue, while all exit surveys were reviewed to identify areas for improvement and ensure learning from staff experiences. The organisation also maintained an open-door policy, welcoming feedback from all levels and encouraging a culture of transparency and trust. These actions collectively demonstrate how employee interests were considered and positively influenced organisational practices.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) (continued)

Year ended 31 March 2025

Financial review

In the opinion of the trustees the financial position of the Charity remains very strong and it remains well placed to deliver its objectives for the forthcoming year and beyond.

Our Finance Team and Senior Leadership are responsible for ensuring strong financial planning, budgeting, reporting and compliance with key controls. Our key financial controls include adherence to the scheme of delegation and reconciliation and review of the accounts throughout the year, and at the end of the year. We also monitor and report on key balance sheet areas; significant areas include cash and property. Our management team reviews income and expenditure reports through the year, overseen by the Finance, Risk & Compliance subcommittee in collaboration with the wider board of Trustees.

Reserves

In accordance with the Charity Commissioners' guidance (CC19, March 2016) and SORP (2000) trustees are required to hold a reserves policy based on a realistic estimation of reserve requirements. Reserves represent those resources which can be made available to spend once all other commitments and planned expenditure have been met. Reserves are spent at the discretion of the trustees and in the furtherance of the charity's aims and objectives.

This policy includes the following:

- The level of reserves which the trustees believe is required.
- How the trustees intend to maintain reserves at the agreed level.
- The arrangements required by trustees to ensure the policy is regularly reviewed and monitored.
- The categories which the trustees of CWW Mind have allocated reserves:

Asset maintenance costs for buildings/resource vehicle. The trustees have decided that a reserve as well as depreciation costs will be held for emergency repairs and renovations to these buildings to ensure that services can continue. Designated Funds of 2% of annual turnover, **£240,000**.

Contingency costs: The trustees decided three months running costs should be held in reserve, this figure has been calculated as 10% of an annual income, **£1,200,000**.

Potential Redundancy Payments: The trustees have decided to retain 5% of their annual income should redundancy become necessary, total **£600,000**.

Contribution to Capital Build of **£100,000** (£650,000 has already been invested of designated funds from previous reserves policy).

Worcester Development Fund (Legacy funding carried over from SWWM) **£130,000**.

Total designated funds **£2,270,000**.

As at 31 March 2025, the reserves can be summarised as follows:

	2025	2024
	£	£
Unrestricted funds	2,422,263	1,594,420
Designated funds	2,270,000	1,533,779
Endowment funds	54,894	55,752
Restricted funds	5,300,472	3,559,252
Total	10,047,629	6,743,203

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

The level of reserves will be reviewed by the trustees of CWW Mind at the annual audit meeting, following recommendations made to the full board by the Finance Risk & Compliance Sub-committee, ensuring appropriate levels are maintained in all categories.

Significant events

Merger with South Warwickshire & Worcestershire Mind Ltd

A significant achievement during the year was the merger with SWWM, which was finalised on 30 September 2024 and became effective 1 October 2024. A dedicated Project board - known as the Merger Implementation Group - comprising Trustees and Senior Staff from both organisations, along with both CEOs, oversaw the process, supported by an independent project manager engaged on a consultancy basis.

Throughout the six-month planning period (April-September 2024), additional Board meetings, including two extraordinary board meetings, were held to ensure oversight and to ratify merger decisions.

Key merger outcomes:

- Four Trustees from SWWM joined the CWW Mind Board, strengthening its skill base.
- One existing CW Mind Trustee resigned due to work commitments in November 2024, leaving 14 Trustees (of a maximum 15).
- 48 SWWM staff transferred under TUPE to CWW Mind.
- New Articles of Association were drafted, and, in January 2025, the organisation officially adopted its new name: Coventry, Warwickshire & Worcestershire Mind Ltd.

Principle sources of funding

The principle sources of funding are from the Coventry & Warwickshire Partnership Trust, Local Authorities and the Integrated Care Board (ICB). These organisations all specialise in health and social care and have a unified objective of providing mental health services to all.

Principle risks and uncertainties

The Board maintains a comprehensive Risk Register, divided by sub-committee area, with final oversight by the full Board. Key risks include:

1. Berry Mews capital project - mitigated by active commissioner engagement to secure occupancy and reduce financial exposure.
2. Rising National Insurance and Living Wage costs - budgetary reviews and internal efficiencies implemented to minimise service impact.
3. Delivery across an expanded geography - mitigated through senior staff involvement in strategic planning across all three counties.

The Board of Trustees carried out the annual review to assess the impact any identified risk may have upon the business and operation of the charity. The assessment includes how best to manage and mitigate potential risks plus the likelihood of each risk happening

The risk register has been split into sections with each sub-committee taking responsibility for managing the risks associated with their particular area and reporting these to the full board for final sign off.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Plans for future periods

The Board and Senior Leadership Team remain committed to the delivery of the current Five-Year Strategic Plan (2022-2027), anchored in the following values:

- Inclusive
- Diverse
- Innovative
- Courageous
- Impactful

Over the coming year, we will:

1. Complete construction and launch of Berry Mews as a residential service.
2. Expand the reach of existing and new services across Coventry, Warwickshire & Worcestershire.
3. Publish a refreshed version of the 2022-2027 Strategic Business Plan.
4. Begin co-produced development of the 2027-2032 Business Plan.
5. Prepare for CWW Mind's 60th Anniversary in 2026, marking six decades of service through a series of celebratory and fundraising events.

Trustees' responsibilities statement

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period. Under company law the directors 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 charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report (incorporating the directors' report) and the strategic report were approved on 9 September 2025 and signed on behalf of the board of trustees by:

Signed by:



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T. Plant
Trustee

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd

Year ended 31 March 2025

Opinion

We have audited the financial statements of Coventry and Warwickshire Mind (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2025 and of the group'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;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report and the group strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our assessment focused on key laws and regulations the charity has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, Charities SORP and relevant tax legislation.

We are not responsible for preventing irregularities. Our approach to detect irregularity included, but was not limited to, the following:

1. An understanding of the legal and regulatory framework applicable to the charity and how the charity is complying with that framework, including a review of legal and professional nominal codes and minutes of meetings.
2. Obtaining an understanding of the charity's policies and procedures and how the charity has complied with these, through discussions and sample testing.
3. An understanding of the charity's risk assessment process, including the risk of fraud.
4. Performing audit work over the risk of management override of controls, including testing of journal entries for appropriateness.

Whilst considering how our audit work addressed the detection of irregularities, we also consider the likelihood of detection based on our approach. Irregularities from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Also the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities is available on the FRC's website at:


www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit/

This description forms part of our auditor's report

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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David Pearson (Senior Statutory Auditor)

For and on behalf of
Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

9 September 2025

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Consolidated Statement of Financial Activities (Including Income and Expenditure Account)

Year ended 31 March 2025

		2025			2024
	Note	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds £
Income and endowments					
Donations and legacies	5	894,272	586,681	—	1,480,953
Charitable activities	6	150,382	9,497,805	—	9,648,187
Other trading activities	7	93,672	—	—	93,672
Investment income	8	58,923	—	—	58,923
Other income	9	316,208	657	—	316,865
Total income		<u>1,513,457</u>	<u>10,085,143</u>	<u>—</u>	<u>11,598,600</u>
Expenditure					
Expenditure on raising funds:					
Other trading activities	10	96,248	—	—	96,248
Expenditure on charitable activities	11,12	1,752,563	7,811,825	—	9,564,388
Other expenditure	14	15,960	95,975	—	111,935
Taxation	15	(489)	—	—	(489)
Total expenditure		<u>1,864,282</u>	<u>7,907,800</u>	<u>—</u>	<u>9,772,082</u>
Net income/(expenditure)		<u>(350,825)</u>	<u>2,177,343</u>	<u>—</u>	<u>1,826,518</u>
Transfers between funds		1,517,999	(1,517,141)	(858)	—
Other recognised gains and losses					
Gains from revaluation of fixed assets		396,890	1,081,018	—	1,477,908
Net movement in funds		1,564,064	1,741,220	(858)	3,304,427
Reconciliation of funds					
Total funds brought forward		3,128,199	3,559,252	55,752	6,743,203
Total funds carried forward		<u>4,692,263</u>	<u>5,300,472</u>	<u>54,894</u>	<u>10,047,629</u>

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

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Consolidated Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	20	8,382,476	5,120,562
Current assets			
Debtors	22	735,823	965,005
Cash at bank and in hand		3,403,248	2,494,889
		<u>4,139,071</u>	<u>3,459,894</u>
Prepayments and accrued income		35,562	34,075
Creditors: amounts falling due within one year	23	<u>418,295</u>	<u>752,248</u>
Net current assets		<u>3,756,338</u>	<u>2,741,721</u>
Total assets less current liabilities		<u>12,138,814</u>	<u>7,862,283</u>
Creditors: amounts falling due after more than one year	24	2,037,736	1,085,806
Accruals and deferred income		<u>53,449</u>	<u>33,274</u>
Net assets		<u><u>10,047,629</u></u>	<u><u>6,743,203</u></u>
Funds of the charity			
Endowment funds		54,894	55,752
Restricted funds:			
Revaluation reserve		1,081,018	—
Other restricted funds		<u>4,219,454</u>	<u>3,559,252</u>
Total restricted funds		<u>5,300,472</u>	<u>3,559,252</u>
Unrestricted funds:			
Revaluation reserve		396,890	—
Other unrestricted funds		<u>4,295,373</u>	<u>3,128,199</u>
Total unrestricted funds		<u>4,692,263</u>	<u>3,128,199</u>
Total charity funds	25	<u><u>10,047,629</u></u>	<u><u>6,743,203</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the medium companies regime.

These financial statements were approved by the board of trustees and authorised for issue on 9 September 2025, and are signed on behalf of the board by:

Signed by:

Terence Plant

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T. Plant
Trustee

Signed by:

Ian Carson

846C8E5884EA497...

I. Carson
Trustee

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Charity Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	20	8,382,476	5,120,562
Investments	21	4	4
Current assets			
Debtors	22	730,772	957,141
Cash at bank and in hand		3,380,982	2,472,496
		<u>4,111,754</u>	<u>3,429,637</u>
Prepayments and accrued income		35,562	34,075
Creditors: amounts falling due within one year	23	<u>394,057</u>	<u>725,572</u>
Net current assets		3,753,259	2,738,140
Total assets less current liabilities		12,135,739	7,858,706
Creditors: amounts falling due after more than one year	24	2,037,736	1,085,806
Accruals and deferred income		51,064	32,474
Net assets		<u>10,046,939</u>	<u>6,740,426</u>
Funds of the charity			
Endowment funds		54,894	55,752
Restricted funds:			
Revaluation reserve		1,081,018	—
Other restricted funds		<u>4,219,454</u>	<u>3,559,252</u>
Total restricted funds		5,300,472	3,559,252
Unrestricted funds:			
Revaluation reserve		396,890	—
Other unrestricted funds		<u>4,294,683</u>	<u>3,125,442</u>
Total unrestricted funds		4,691,573	3,128,199
Total charity funds		<u>10,046,939</u>	<u>6,740,426</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the medium companies regime.

These financial statements were approved by the board of trustees and authorised for issue on 9 September 2025, and are signed on behalf of the board by:

Signed by:

Terence Plant

22B4346FE0DD430...

T. Plant
Trustee

Signed by:

Ian Carson

846C8E5884EA497...

I. Carson
Trustee

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Consolidated Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	1,826,519	(259,253)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	6,444	—
Other interest receivable and similar income	(58,923)	(39,991)
Taxation	(489)	651
Accrued expenses/(income)	20,174	(6,308)
<i>Changes in:</i>		
Trade and other debtors	227,695	(460,293)
Trade and other creditors	(279,374)	317,057
Cash generated from operations	1,742,046	(448,137)
Interest received	58,923	39,991
Tax received/(paid)	489	(651)
Net cash from/(used in) operating activities	<u>1,801,458</u>	<u>(408,797)</u>
Cash flows from investing activities		
Purchase of tangible assets	(1,790,450)	(21,499)
Net cash used in investing activities	<u>(1,790,450)</u>	<u>(21,499)</u>
Cash flows from financing activities		
Proceeds from borrowings	897,351	(103,777)
Net cash from/(used in) financing activities	<u>897,351</u>	<u>(103,777)</u>
Net increase/(decrease) in cash and cash equivalents	908,359	(534,073)
Cash and cash equivalents at beginning of year	2,494,889	3,028,962
Cash and cash equivalents at end of year	<u>3,403,248</u>	<u>2,494,889</u>

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a private charitable company limited by guarantee, company number 02631898, incorporated and registered in England and Wales and a registered charity, charity number 1003688, in England and Wales. The address of the registered office and principal place of business is Coventry, Warwickshire & Worcestershire Mind Ltd First Floor, Allesley Neighbourhood Centre, 2 Whitaker Road, Allesley Park, Coventry, England, CV5 9JE.

The financial statements comprise Coventry, Warwickshire & Worcestershire Mind Ltd, a charitable company limited by guarantee which is a public benefit entity and its wholly owned subsidiary, Coventry and Warwickshire Mind Trading Ltd, a company limited by shares.

The charity changed its name from Coventry and Warwickshire Mind to Coventry, Warwickshire and Worcestershire Mind Ltd by special resolution on 20th January 2025.

2. Statement of compliance

The financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102') and Companies Act 2006, the Charities SORP (FRS 102) and the Charities Act 2011.

3. Accounting policies

Restricted funds

There are other funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining for future expenditure.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the company and rounded to the nearest £.

Allocation of income to funds

All income is allocated to the general fund unless otherwise restricted by the donor or is specifically designated by the board.

Going concern

There are no material uncertainties about the charity's ability to continue.

Capital grants

The grant received to finance the purchase of Wellington Gardens has been credited to a capital reserve. The reserve is being credited to the General Income and Expenditure Account over the remaining period of the lease. Amounts credited to income in year ending 31st March 2025 were £858 (2024: £858).

Government grants

Grants of a revenue nature are credited to income in the period in which the charity is entitled to receipt. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified the income is to be expended in a future period.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Basis of consolidation

The financial statements consolidate the accounts of Coventry, Warwickshire and Worcestershire Mind Ltd and all of its subsidiary undertakings ('subsidiaries').

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own income and expenditure account. The net income of the parent charity for the year was £3,306,514 (2024: net expenditure of £262,358).

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

No significant judgements have had to be made by the directors in preparing these financial statements.

Income tax

The taxation expense represents the aggregate amount of current and deferred tax recognised in the reporting period.

Current tax is recognised on taxable income or expenditure for the current and past periods. Current tax is measured at the amounts of tax expected to pay or recover using the tax rates and laws that have been enacted or substantively enacted at the reporting date.

Deferred tax is recognised in respect of all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date that are expected to apply to the reversal of the timing difference.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Included within designated funds are the following:

	2025 £
Asset maintenance costs for buildings/resource vehicle	240,000
Contingency costs at three months running costs	1,200,000
Potential redundancy costs	600,000
Contribution to capital build	100,000
Worcester development fund (SWWM)	130,000
Total	2,270,000

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

The purpose of the material individual funds within the year are listed below:

- Wellbeing for Coventry - providing a range of wellbeing support services, across Coventry
- Community Wellbeing - providing support in primary care settings
- Trauma and Therapy - a specialist emotional wellbeing and counselling service for individuals experiencing domestic abuse
- Housing Services - providing supported living in the community
- Wellbeing for Warwickshire - providing a range of wellbeing support services, across Warwickshire
- Safe Haven - providing support in the evenings, in the community, in Coventry, Warwickshire & Worcestershire
- CASS - providing autism community support for young people and adults
- IRSS - intensive recovery and crisis accommodation for people with complex mental health
- NHS Talking Therapies - CBT based therapy for the people of Coventry & Warwickshire
- St Clair Gardens - to provide nursing and recovery support to adults with multiple and complex needs
- CAMHS - children & young people's emotional wellbeing support services
- 16-25 Peer Mentoring - improving outcomes for children as they transition between child and adult support services
- Keyworker - providing support to young people with learning disabilities or autism to avoid unnecessary hospital admission
- AMP School - support for children and young people with mental health issues in schools in south Warwickshire
- Vale PCN - support for people 12+ years old with mental health issues in doctors' surgeries within Vale PCN catchment area in Worcestershire
- ODF Mind - supporting organisational growth through development of branding, marketing, income generating opportunities and profile-raising
- Breathing Space - support for Orbit Housing Association customers experiencing mental health difficulties
- Training Restricted - delivery of Moodmaster and Recovery College courses supporting people with their mental health and wellbeing in Worcestershire
- Mental Health Link Worker - group and one-to-one support for people with mental health problems across Worcestershire
- SWGP Fed - support for people 12+ years old with mental health issues in doctors' surgeries across south Warwickshire

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.
- Investment income is included when receivable.
- Income from charitable trading activity is accounted for when earned.
- Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Income - Trading Subsidiary

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts and Value Added Tax.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer (usually on despatch of the goods); the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity; and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other gains and accumulated in equity, except to the extent it reverses a revaluation decrease of the same asset previously recognised in income or expenditure. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other gains to the extent of any previously recognised revaluation increase accumulated in equity in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in equity in respect of that asset, the excess shall be recognised in income or expenditure.

Any assets with an initial cost below £5,000 are not capitalised.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Revaluation

Assets held within Freehold Property were revalued as at 31st March 2025, resulting in the following:

	Carrying amount prior to revaluation £	Revaluation Adjustment £	Carrying amount post revaluation £
Freehold Property Total	4,247,094	1,477,908	5,725,002

The properties were valued during 2024 and 2025 by independent surveyors, on an open market basis. In the opinion of the trustees the values obtained are still representative of the open market values of the properties concerned.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	2% straight line
Leasehold property	-	Over the period of the lease
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Assets under construction	-	No depreciation until asset brought into use

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Financial investments

The only financial investments held by the group are amounts held on bank term deposit accounts. At the balance sheet date, the amount held on bank term deposit accounts was £2,431,477. All of this is due to be returned (and if appropriate, reinvested) within one year.

There is a finance sub-committee which is chaired by the Treasurer four times per annum. The areas of discussion cover many aspects of the finance function but also notably:

- Amounts to be invested.
- Advice received from the banks/bankers regarding investments.
- The investment policy of the charity.
- Investment objectives - to maximise interest receivable whilst minimising risk.

Financial instruments

The company only has basic financial instruments:

- Financial Assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the company considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in profit and loss.

- Financial Liabilities

Financial liabilities comprise items such as PAYE, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the company considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in profit and loss.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is incorporated under the Companies Act as a company limited by guarantee and not having a share capital. There is a liability of £1 per member.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Association donations	11,983	—	11,983
LLR Mind donations	—	—	—
Wellbeing for Coventry donations	—	2,000	2,000
Trauma and therapy donations	—	429	429
Wellbeing for Warwickshire donations	—	3,230	3,230
Safe haven donations	—	1,000	1,000
CASS donations	—	20	20
TEAM donations	—	4,113	4,113
16-25 peer mentoring donations	—	755	755
Children's services donations	—	—	—
GAMME donations	—	180	180

Gifts

Gifts from SWW Mind Ltd	882,289	574,954	1,457,243
	<u>894,272</u>	<u>586,681</u>	<u>1,480,953</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Association donations	17,066	—	17,066
LLR Mind donations	—	17,661	17,661
Wellbeing for Coventry donations	—	—	—
Trauma and therapy donations	—	—	—
Wellbeing for Warwickshire donations	—	477	477
Safe haven donations	—	—	—
CASS donations	—	—	—
TEAM donations	—	531	531
16-25 peer mentoring donations	—	516	516
Children's services donations	—	9,840	9,840
GAMME donations	—	—	—

Gifts

Gifts from SWW Mind Ltd	—	—	—
	<u>17,066</u>	<u>29,025</u>	<u>46,091</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fundraising events	150,382	—	150,382
LLR Mind	—	—	—
Wellbeing for Coventry	—	987,398	987,398
Community wellbeing	—	69,336	69,336
Trauma and therapy	—	164,589	164,589
Looked after children	—	—	—
Recovery academy	—	57,220	57,220
Housing services	—	1,371,368	1,371,368
Wellbeing for Warwickshire	—	447,125	447,125
Safe haven	—	385,000	385,000
CASS	—	521,571	521,571
Intensive recovery support services	—	857,761	857,761
NHS talking therapies	—	1,164,439	1,164,439
St Clair Gardens	—	1,514,937	1,514,937
TEAM	—	1,246	1,246
WCC CAMHS	—	573,344	573,344
Wellbeing advisors	—	—	—
16-25 peer mentoring	—	199,000	199,000
Keyworker	—	480,000	480,000
Early support keyworker	—	90,000	90,000
Children's services	—	111,336	111,336
Breathing spaces	—	77,061	77,061
GAMME	—	75,046	75,046
Mental health link workers	—	38,411	38,411
SWW safe haven	—	91,953	91,953
SPF fund	—	66,202	66,202
Vale PCN	—	40,000	40,000
SWDP Federation	—	113,462	113,462
	<u>150,382</u>	<u>9,497,805</u>	<u>9,648,187</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising events	92,799	–	92,799
LLR Mind	–	219,386	219,386
Wellbeing for Coventry	–	999,291	999,291
Community wellbeing	–	256,628	256,628
Trauma and therapy	–	163,286	163,286
Looked after children	–	89,956	89,956
Recovery academy	–	57,220	57,220
Housing services	–	1,262,527	1,262,527
Wellbeing for Warwickshire	–	478,125	478,125
Safe haven	–	306,666	306,666
CASS	–	497,108	497,108
Intensive recovery support services	–	794,141	794,141
NHS talking therapies	–	997,338	997,338
St Clair Gardens	–	1,232,281	1,232,281
TEAM	–	49,186	49,186
WCC CAMHS	–	590,608	590,608
Wellbeing advisors	–	56,727	56,727
16-25 peer mentoring	–	199,000	199,000
Keyworker	–	480,000	480,000
Early support keyworker	–	–	–
Children's services	–	88,902	88,902
Breathing spaces	–	–	–
GAMME	–	–	–
Mental health link workers	–	–	–
SWW safe haven	–	–	–
SPF fund	–	–	–
Vale PCN	–	–	–
SWGP federation	–	–	–
	<u>92,799</u>	<u>8,818,376</u>	<u>8,911,175</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Trading income	<u>93,672</u>	<u>93,672</u>	<u>93,672</u>	<u>93,672</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>58,923</u>	<u>58,923</u>	<u>39,991</u>	<u>39,991</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Association	116,150	—	116,150
Miscellaneous external income	200,058	—	200,058
Cafe and Springfield Mind	—	657	657
	<u>316,208</u>	<u>657</u>	<u>316,865</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Association	82,812	—	82,812
Miscellaneous external income	163,970	—	163,970
Cafe and Springfield Mind	—	1,402	1,402
	<u>246,782</u>	<u>1,402</u>	<u>248,184</u>

10. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Trading expenditure	<u>96,248</u>	<u>96,248</u>	<u>89,916</u>	<u>89,916</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Association	1,752,563	—	1,752,563
LLR Mind	—	—	—
Wellbeing for Coventry	—	893,987	893,987
Community wellbeing	—	114,220	114,220
Trauma and therapy	—	140,812	140,812
Looked After Children	—	—	—
Recovery Academy	—	46,707	46,707
Housing	—	1,066,386	1,066,386
Wellbeing for Warwickshire	—	399,344	399,344
Safe haven	—	265,876	265,876
CASS	—	430,201	430,201
IRSS	—	705,713	705,713
NHS talking therapies	—	940,091	940,091
St Clair Gardens	—	1,114,210	1,114,210
TEAM	—	49,710	49,710
WCC CAMHS	—	485,988	485,988
Wellbeing advisors	—	9,005	9,005
16-25 peer mentoring	—	153,948	153,948
Keyworker	—	348,085	348,085
Early keyworker	—	73,597	73,597
Children's services	—	67,282	67,282
Breathing spaces	—	109,531	109,531
GAMME	—	40,797	40,797
Mental health link workers	—	94,683	94,683
SWW safe haven	—	73,556	73,556
SPF fund	—	61,085	61,085
Vale PCN	—	32,500	32,500
SWGP federation	—	86,588	86,588
Social impact fund	—	7,719	7,719
Green minds	—	204	204
	<u>1,752,563</u>	<u>7,811,825</u>	<u>9,564,388</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Expenditure on charitable activities by fund type (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Association	1,819,982	–	1,819,982
LLR Mind	–	325,063	325,063
Wellbeing for Coventry	–	894,897	894,897
Community wellbeing	–	249,017	249,017
Trauma and therapy	–	118,564	118,564
Looked After Children	–	79,487	79,487
Recovery Academy	–	41,624	41,624
Housing	–	1,114,713	1,114,713
Wellbeing for Warwickshire	–	399,614	399,614
Safe haven	–	197,005	197,005
CASS	–	385,197	385,197
IRSS	–	670,664	670,664
NHS talking therapies	–	856,612	856,612
St Clair Gardens	–	943,854	943,854
TEAM	–	45,253	45,253
WCC CAMHS	–	404,102	404,102
Wellbeing advisors	–	71,391	71,391
16-25 peer mentoring	–	178,820	178,820
Keyworker	–	363,201	363,201
Early keyworker	–	61,721	61,721
Children's services	–	188,188	188,188
Breathing spaces	–	–	–
GAMME	–	–	–
Mental health link workers	–	–	–
SWW safe haven	–	–	–
SPF fund	–	–	–
Vale PCN	–	–	–
SWGP federation	–	–	–
Social impact fund	–	–	–
Green minds	–	–	–
	<u>1,819,982</u>	<u>7,588,987</u>	<u>9,408,969</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

12. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Total funds 2025 £	Total fund 2024 £
Association	1,752,563	1,752,563	1,819,982
LLR Mind	—	—	325,063
Wellbeing for Coventry	893,987	893,987	894,897
Community wellbeing	114,220	114,220	249,017
Trauma and therapy	140,812	140,812	118,564
Looked After Children	—	—	79,487
Recovery Academy	46,707	46,707	41,624
Housing	1,066,386	1,066,386	1,114,713
Wellbeing for Warwickshire	399,344	399,344	399,614
Safe haven	265,876	265,876	197,005
CASS	430,201	430,201	385,197
IRSS	705,713	705,713	670,664
NHS talking therapies	940,091	940,091	856,612
St Clair Gardens	1,114,210	1,114,210	943,854
TEAM	49,710	49,710	45,253
WCC CAMHS	485,988	485,988	404,102
Wellbeing advisors	9,005	9,005	71,391
16-25 peer mentoring	153,948	153,948	178,820
Keyworker	348,085	348,085	363,201
Early keyworker	73,597	73,597	61,721
Children's services	67,282	67,282	188,188
Breathing spaces	109,531	109,531	—
GAMME	40,797	40,797	—
Mental health link workers	94,683	94,683	—
SWW safe haven	73,556	73,556	—
SPF fund	61,085	61,085	—
Vale PCN	32,500	32,500	—
SWGP federation	86,588	86,588	—
Social impact fund	7,719	7,719	—
Green minds	204	204	—
	<u>9,564,388</u>	<u>9,564,388</u>	<u>9,408,969</u>

13. Analysis of support costs

	Audit of financial statements £	Other non audit services £	Total 2025 £	Total 2024 £
Finance costs	<u>9,600</u>	<u>22,577</u>	<u>32,177</u>	<u>25,943</u>

14. Other expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Loan Interest	<u>15,960</u>	<u>95,975</u>	<u>111,935</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Loan Interest	<u>—</u>	<u>98,829</u>	<u>98,829</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Taxation

Major components of tax (income)/expense

	2025 £	2024 £
Current tax:		
UK current tax (income)/expense	(489)	651
Taxation	<u>(489)</u>	<u>651</u>

Reconciliation of tax (income)/expense

The tax assessed on the income for the year is the same as (2024: lower than) the standard rate of corporation tax in the UK of 19% (2024: 19%).

	2025 £	2024 £
Income/(expenditure) before taxation	<u>(2,576)</u>	<u>3,756</u>
Income/(expenditure) by rate of tax	(489)	713
Utilisation of tax losses	–	(62)
Tax on income/(expenditure)	<u>(489)</u>	<u>651</u>

16. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	6,493,299	5,987,299
Social security costs	528,814	481,311
Employer contribution to pension plans	168,612	151,866
	<u>7,190,725</u>	<u>6,620,476</u>

Pay is set for key management personnel by a cost of living increase each year and on a change of role a pay committee is set up to set the new pay.

Key management personnel of the Charity comprise the Senior Leadership Team which includes the CEO and Deputy CEO whose total salary and benefits are £203,833 (2024: £183,663) and the Senior Management Team which includes the Head of Finance, Head of HR, Heads of Operations and Head of Operational Development whose total salary and benefits are £430,754 (2024: £311,203).

The average head count of employees during the year was 280 (2024: 275). The average number of fulltime equivalent employees during the year is analysed as follows:

	2025 225	2024 216
Number of staff		

The number of employees whose remuneration for the year fell within the following bands, were:

	2025	2024
£60,000 to £69,999	1	1
£80,000 to £89,999	–	1
£90,000 to £99,999	1	–
£100,000 to £109,999	–	1
£110,000 to £119,999	1	–
	<u>3</u>	<u>3</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

17. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year a total of £Nil (2024: £Nil) expenses for travelling to trustee meetings was paid to trustees (2024: 0 trustee)

18. Transfers between funds

The transfers between funds are for the following purposes:

- To recognise the use of buildings, cost of management, admin, recruitment, computers and training (£1,533,503)
- To transfer assets from unrestricted funds to finance a deficit on a restricted fund (£16,362)
- To transfer the capital grant received to finance Wellington Gardens over the period of the lease from the capital reserve, see Capital Grants policy (£858)

19. Principal subsidiaries

The parent charity hold 100% of the issued share capital of Coventry and Warwickshire Mind Trading Limited. The results of the subsidiary undertaking are included in the consolidation.

Coventry and Warwickshire Mind Trading Limited operates a 'Wellbeing for Warwickshire' helpline for the Charity. The company is registered in England and its company number is 14341138. The registered office of the subsidiary company is Wellington Gardens, Windsor Street, Coventry, United Kingdom, CV1 3BT.

The trading results can be summarised as follows:

	Coventry and Warwickshire Mind Trading Limited
	£
Gross income	93,672
Expenditure	(96,247)
Loss before taxation in the period	(2,575)
Taxation	489
Loss after taxation in the period	(2,086)
	£
Net assets/(liabilities) at the year end	690

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Tangible fixed assets

	Freehold property	Long leasehold property	Fixtures and fittings	Motor vehicles	Assets under construction	Total
	£	£	£	£	£	£
Group Cost						
At 1 April 2024	4,882,034	884,989	21,775	197,304	–	5,986,102
Additions	66,060	62,238	–	–	1,662,152	1,790,450
Revaluation	1,477,908	–	–	–	–	1,477,908
At 31 March 2025	<u>6,426,002</u>	<u>947,227</u>	<u>21,775</u>	<u>197,304</u>	<u>1,662,152</u>	<u>9,254,460</u>
Depreciation						
At 1 April 2024	701,000	57,602	21,775	85,163	–	865,540
Charge for the year	–	6,444	–	–	–	6,444
At 31 March 2025	<u>701,000</u>	<u>64,046</u>	<u>21,775</u>	<u>85,163</u>	<u>–</u>	<u>871,984</u>
Carrying amount						
At 31 March 2025	<u>5,725,002</u>	<u>883,181</u>	<u>–</u>	<u>112,141</u>	<u>1,662,152</u>	<u>8,382,476</u>
At 31 March 2024	<u>4,181,034</u>	<u>827,387</u>	<u>–</u>	<u>112,141</u>	<u>–</u>	<u>5,120,562</u>

Within Freehold Property, a property with net book value of £4,200,000 has been given in security of the bank loan of £2,188,469.

	Freehold property	Long leasehold property	Fixtures and fittings	Motor vehicles	Assets under construction	Total
	£	£	£	£	£	£
Charity Cost						
At 1 April 2024	4,882,034	884,989	21,775	197,304	–	5,986,102
Additions	66,060	62,238	–	–	1,662,152	1,790,450
Revaluation	1,477,908	–	–	–	–	1,477,908
At 31 March 2025	<u>6,426,002</u>	<u>947,227</u>	<u>21,775</u>	<u>197,304</u>	<u>1,662,152</u>	<u>9,254,460</u>
Depreciation						
At 1 April 2024	701,000	57,602	21,775	85,163	–	865,540
Charge for the year	–	6,444	–	–	–	6,444
At 31 March 2025	<u>701,000</u>	<u>64,046</u>	<u>21,775</u>	<u>85,163</u>	<u>–</u>	<u>871,984</u>
Carrying amount						
At 31 March 2025	<u>5,725,002</u>	<u>883,181</u>	<u>–</u>	<u>112,141</u>	<u>1,662,152</u>	<u>8,382,476</u>
At 31 March 2024	<u>4,181,034</u>	<u>827,387</u>	<u>–</u>	<u>112,141</u>	<u>–</u>	<u>5,120,562</u>

Within Freehold Property, a property with net book value of £4,200,000 has been given in security of the bank loan of £2,188,469.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

21. Investments

	Investments in subsidiary companies £
Charity	
Cost	
Brought forward and carried forward	<u>4</u>
At 31 March 2025	<u>4</u>

Subsidiary undertakings

The following company is a 100% subsidiary undertaking of the charity:

	Class of shares	Holding
Coventry and Warwickshire Mind Trading Limited	Ordinary	4

22. Debtors

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Trade debtors	382,602	349,435	373,235	340,067
Amounts owed by group undertakings	—	—	4,316	4,282
Other debtors	353,221	615,570	353,221	612,792
	<u>735,823</u>	<u>965,005</u>	<u>730,772</u>	<u>957,141</u>

23. Creditors: amounts falling due within one year

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Bank loans and overdrafts	150,733	205,312	150,733	205,312
Trade creditors	57,385	212,833	57,385	186,808
Social security and other taxes	132,409	115,731	132,899	115,080
Other creditors	77,768	218,372	53,040	218,372
	<u>418,295</u>	<u>752,248</u>	<u>394,057</u>	<u>725,572</u>

24. Creditors: amounts falling due after more than one year

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Bank loans and overdrafts	<u>2,037,736</u>	<u>1,085,806</u>	<u>2,037,736</u>	<u>1,085,806</u>

The bank loan balance of £2,188,469 comprises the following:

Bank loan totalling £744,001, repayable by monthly instalments and due to mature on 23/08/2029. Loan interest is payable at 1.5% above the Bank's base rate of interest.

Bank loan totalling £743,596, repayable by monthly instalments and due to mature on 23/08/2029. Loan interest is payable at a fixed 1.53% above the Bank's base rate of interest at the time of borrowing for first 24 months then, 1.5% above the Bank's base rate of interest thereafter.

Bank loan totalling £700,872 with a further £1,299,128 available for drawdown. Capital repayments will not commence until April 2026, and loan interest is accruing at 2.58% above the Bank's base rate of interest.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

The above loans are repayable by instalments, with £1,336,864 due in more than 1 year but less than 5 years.

Assets held as security are as follows: Freehold land and buildings at St Clair Gardens, Livingstone Road, Coventry, CV6 5AR, freehold land and buildings at land adjoining (north side) St Clair Gardens, Livingstone Road, Coventry, CV6 5AR.

25. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
General Funds	1,594,420	1,513,457	(1,864,282)	781,778	—	2,025,373
Designated Fund	1,425,000	—	—	845,000	—	2,270,000
Sinking Fund	108,779	—	—	(108,779)	—	—
Revaluation reserve	—	—	—	—	396,890	396,890
	<u>3,128,199</u>	<u>1,513,457</u>	<u>(1,864,282)</u>	<u>1,517,999</u>	<u>396,890</u>	<u>4,692,263</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
General Funds	1,687,820	490,309	(1,910,549)	1,326,840	—	1,594,420
Designated Fund	1,425,000	—	—	—	—	1,425,000
Sinking Fund	97,762	—	—	11,017	—	108,779
Revaluation reserve	—	—	—	—	—	—
	<u>3,210,582</u>	<u>490,309</u>	<u>(1,910,549)</u>	<u>1,337,857</u>	<u>—</u>	<u>3,128,199</u>

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
Restricted Funds	3,559,252	10,085,143	(7,907,800)	(1,517,141)	—	4,219,454
Revaluation reserve	—	—	—	—	1,081,018	1,081,018
	<u>3,559,252</u>	<u>10,085,143</u>	<u>(7,907,800)</u>	<u>(1,517,141)</u>	<u>1,081,018</u>	<u>5,300,472</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
Restricted Funds	3,735,264	8,848,803	(7,687,816)	(1,336,999)	—	3,559,252
Revaluation reserve	—	—	—	—	—	—
	<u>3,735,264</u>	<u>8,848,803</u>	<u>(7,687,816)</u>	<u>(1,336,999)</u>	<u>—</u>	<u>3,559,252</u>

Endowment funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
Capital Reserve	55,752	—	—	(858)	—	54,894

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
Capital Reserve	56,610	—	—	(858)	—	55,752

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

26. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	3,494,366	4,888,110	8,382,476
Current assets	2,219,780	1,954,853	4,174,633
Creditors less than 1 year	(321,011)	(150,733)	(471,744)
Creditors greater than 1 year	(700,872)	(1,336,864)	(2,037,736)
Net assets	4,692,263	5,355,366	10,047,629

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,498,650	3,621,912	5,120,562
Current assets	2,101,983	1,391,986	3,493,969
Creditors less than 1 year	(472,434)	(313,088)	(785,522)
Creditors greater than 1 year	–	(1,085,806)	(1,085,806)
Net assets	3,128,199	3,615,004	6,743,203

27. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	2,494,889	908,359	3,403,248
Debt due within one year	(205,312)	54,579	(150,733)
Debt due after one year	(1,085,806)	(951,930)	(2,037,736)
	1,203,771	11,008	1,214,779

28. Capital commitments

At 31 March 2025, the Charity had capital commitments contracted for but not provided for of £1,452,835 (2024: £nil) in relation to the current Berry Mews build project.

29. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Not later than 1 year	122,715	126,298
Later than 1 year and not later than 5 years	386,102	425,612
Later than 5 years	283,650	371,950
	792,467	923,860

30. Limitation of auditors liability

The company on 20th May 2025 has entered into a limitation of auditors liability with the auditor limiting the auditor's liability to a maximum of £1,500,000 (including interest).

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

31. Related parties

The trustees consider that there is no controlling party.

During the year the charity paid 3P Properties Limited of which Terry Plant, a trustee, is a director £26,727 (2024: £27,305) for architectural services.

During the year the charity paid Annette Dix, a trustee, £0 (2024: £4,200) for providing training courses.

During the year the charity paid Rachel Lawley, a trustee, £900 (2024: 2,056) for providing training courses.

During the year the charity entered into transactions with its subsidiary company. The outstanding loan balance at the balance sheet date was one whereby £900 (2024: £2,056) was owed to the parent entity.

During the year the charity paid Mirador Consultancy Ltd of which Nigel Taylor, a director of the Trading Company, is also a director, £6,739 (2024: 12,512) for providing business consultancy.

32. Charity combinations

On 1st October 2024 the Charity 'Coventry & Warwickshire Mind' (The Receiving Charity) combined with South Warwickshire & Worcestershire Mind Ltd (The Transferring Charity) becoming Coventry, Warwickshire & Worcestershire Mind Ltd (The Combined Organisation).

The Transferring Charity transferred all its assets, liabilities, and staff to the Receiving Charity as at this date.

The amounts recognised at the acquisition date were as follows:

	2025
	£
Trade Debtors	173,499
Other Debtors	61,649
Cash at bank	1,265,238
	1,500,386
Trade Creditors	(3,733)
PAYE/NI	(29,236)
Accruals	(10,174)
	(43,143)
Net incoming gift	1,457,243

The consolidated Statement of Financial Activities at 31st March 2025 includes the following in respect of the acquiree, since their acquisition date:

Net income:	£ 502,315
Net deficit:	£ 4,348

COVENTRY, WARWICKSHIRE & WORCESTERSHIRE MIND LTD
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2025

33. Reconciliation and analysis of movements on the funds for the year ended 31st March 2025

	<u>Unrestricted</u>		<u>Endowment</u>	<u>Restricted</u>														
	<u>Coventry and</u>		<u>Capital</u>															
	<u>Association</u>	<u>Mind Trading Ltd</u>	<u>Reserves</u>	<u>LLR Mind</u>	<u>Wellbeing</u>	<u>Community</u>	<u>Trauma</u>		<u>Recovery</u>	<u>Housing</u>	<u>Wellbeing for</u>		<u>CASS</u>	<u>Intensive</u>	<u>NHS Talking</u>	<u>Housing/Harry</u>	<u>St Clairs</u>	<u>TEAM</u>
					<u>for Coventry</u>	<u>Wellbeing</u>	<u>and</u>	<u>LAC</u>	<u>Academy</u>	<u>Services</u>	<u>Warwickshire</u>	<u>Safe Haven</u>		<u>Recovery</u>	<u>Therapies</u>	<u>Salt/Care Home</u>	<u>Gardens</u>	<u>WWL</u>
							<u>Therapy</u>							<u>Support Service</u>				<u>WCC</u>
																		<u>Camhs</u>
Income																		
Donations and legacies	894,272	-	-	-	2,000	-	429	-	-	-	25,481	1,000	20	-	-	-	-	4,113
Charitable activities	150,382	-	-	-	987,398	69,336	164,589	-	57,220	1,371,368	447,125	385,000	521,571	857,761	1,164,439	-	1,514,937	1,246
Other trading activities	-	93,672	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Investment income	58,923	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other income	316,208	-	-	-	-	-	-	-	-	-	657	-	-	-	-	-	-	-
	<u>1,419,785</u>	<u>93,672</u>	<u>-</u>	<u>-</u>	<u>989,398</u>	<u>69,336</u>	<u>165,018</u>	<u>-</u>	<u>57,220</u>	<u>1,371,368</u>	<u>473,263</u>	<u>386,000</u>	<u>521,591</u>	<u>857,761</u>	<u>1,164,439</u>	<u>-</u>	<u>1,514,937</u>	<u>5,359</u>
																		<u>573,344</u>
Expenditure																		
Other trading activities	-	96,248	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charitable activities	1,752,563	-	-	-	893,987	114,220	140,812	-	46,707	1,066,386	399,344	265,876	430,201	705,713	940,091	-	1,114,210	49,710
Other expenditure	15,960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	95,975	-
Taxation	-	(489)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<u>1,768,523</u>	<u>95,759</u>	<u>-</u>	<u>-</u>	<u>893,987</u>	<u>114,220</u>	<u>140,812</u>	<u>-</u>	<u>46,707</u>	<u>1,066,386</u>	<u>399,344</u>	<u>265,876</u>	<u>430,201</u>	<u>705,713</u>	<u>940,091</u>	<u>-</u>	<u>1,210,185</u>	<u>49,710</u>
																		<u>485,988</u>
Net income/(expenditure)	(348,738)	(2,087)	-	-	95,411	(44,884)	24,206	-	10,513	304,982	73,919	120,124	91,390	152,048	224,348	-	304,752	(44,351)
Opening funds balance	3,125,422	2,777	55,752	-	6,400	75,173	70,420	125,561	6,107	332,045	255,433	135,852	230,666	(52,068)	447,495	1,030,079	438,262	-
																		<u>239,826</u>
Transfers:																		
Support Costs	1,533,503	-	-	-	(98,228)	(46,651)	(26,246)	-	(14,450)	(265,928)	(74,635)	(70,000)	(89,056)	(99,980)	(184,665)	-	(226,810)	-
Fund Transfers	(16,362)	-	-	-	-	16,362	-	-	-	-	-	-	-	-	-	-	-	-
Capital Reserve Transfers	858	-	(858)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Transfers	<u>1,517,999</u>	<u>-</u>	<u>(858)</u>	<u>-</u>	<u>(98,228)</u>	<u>(30,289)</u>	<u>(26,246)</u>	<u>-</u>	<u>(14,450)</u>	<u>(265,928)</u>	<u>(74,635)</u>	<u>(70,000)</u>	<u>(89,056)</u>	<u>(99,980)</u>	<u>(184,665)</u>	<u>-</u>	<u>(226,810)</u>	<u>-</u>
																		<u>(69,904)</u>
Gains from Revaluation of Fixed Assets	396,890	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,081,018	-
	<u>4,691,573</u>	<u>690</u>	<u>54,894</u>	<u>-</u>	<u>3,583</u>	<u>-</u>	<u>68,380</u>	<u>125,561</u>	<u>2,170</u>	<u>371,099</u>	<u>254,717</u>	<u>185,976</u>	<u>233,000</u>	<u>-</u>	<u>487,178</u>	<u>1,030,079</u>	<u>1,597,222</u>	<u>(44,351)</u>
																		<u>257,278</u>
Represented By:																		
Fixed Assets	3,494,366	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,888,110	-	-
Net Current Assets	1,898,079	690	54,894	-	3,583	-	68,380	125,561	2,170	371,099	254,717	185,976	233,000	-	487,178	(2,521,168)	1,597,222	(44,351)
Creditors > 1 Year	(700,872)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1,336,864)	-	-
	<u>4,691,573</u>	<u>690</u>	<u>54,894</u>	<u>-</u>	<u>3,583</u>	<u>-</u>	<u>68,380</u>	<u>125,561</u>	<u>2,170</u>	<u>371,099</u>	<u>254,717</u>	<u>185,976</u>	<u>233,000</u>	<u>-</u>	<u>487,178</u>	<u>1,030,079</u>	<u>1,597,222</u>	<u>(44,351)</u>
																		<u>257,278</u>

COVENTRY, WARWICKSHIRE & WORCESTERSHIRE MIND LTD
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2025

33. Reconciliation and analysis of movements on the funds for the year ended 31st March 2025 (continued)

<div>Restricted</div>																		
Wellbeing Advisors	16-25 Peer Monitoring	Keyworker	Early Keyworker	Children's Services	Breathing Spaces	GAMME	Mental Health Link Workers	SWW Safe Haven	SPF Fund	Vale PCN	SWGFP Federation	Social Impact Fund	AMP School	Green Minds	Hastings House	ODF Mind	TOTAL	
-	755	-	-	-	166,895	10,748	158,341	5,704	-	7,711	144,398	9,386	43,399	205	105	5,991	1,480,953	
-	199,000	480,000	90,000	111,336	77,061	75,046	38,411	91,953	66,202	40,000	113,462	-	-	-	-	-	9,648,187	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	93,672	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58,923	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	316,865	
-	199,755	480,000	90,000	111,336	243,956	85,794	196,752	97,657	66,202	47,711	257,860	9,386	43,399	205	105	5,991	11,598,600	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	96,248	
9,005	153,948	348,085	73,597	67,282	109,531	40,797	94,683	73,556	61,085	32,500	86,588	7,719	-	204	-	-	9,564,388	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111,935	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(489)	
9,005	153,948	348,085	73,597	67,282	109,531	40,797	94,683	73,556	61,085	32,500	86,588	7,719	-	204	-	-	9,772,082	
(9,005)	45,807	131,915	16,403	44,054	134,425	44,997	102,069	24,101	5,117	15,211	171,272	1,667	43,399	1	105	5,991	1,826,518	
21,198	18,044	131,447	17,701	29,611	-	-	-	-	-	-	-	-	-	-	-	-	6,743,203	
(2,306)	(33,850)	(78,839)	(17,713)	(17,373)	(40,072)	(15,000)	(7,683)	(18,390)	(5,116)	(8,000)	(22,608)	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
(2,306)	(33,850)	(78,839)	(17,713)	(17,373)	(40,072)	(15,000)	(7,683)	(18,390)	(5,116)	(8,000)	(22,608)	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,477,908	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	10,047,629	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,382,476	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	3,702,889	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2,037,736)	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	10,047,629	

t: 024 7664 4455
e: admin@epw.net
w: www.epw.net

Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Financial Statements
31 March 2025

COMPANY REGISTRATION NUMBER: 02631898
CHARITY REGISTRATION NUMBER: 1003688

Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Financial Statements
Year ended 31 March 2025

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Coventry, Warwickshire & Worcestershire Mind Ltd
Company Limited by Guarantee
Trustees' Annual Report (Incorporating the Directors' Report)
Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the financial statements of the charity for the year ended 31 March 2025.

Chair's report

As Chair of Coventry, Warwickshire & Worcestershire Mind Ltd, I am proud to present this year's Trustees' Report.

This has been a year of transformation and growth. The successful merger with South Warwickshire & Worcestershire Mind Ltd, completed in October 2024, represents one of the most significant milestones in our charity's 60-year history. This merger not only expands our geographic reach and service portfolio but also strengthens our capacity to meet the growing and diverse mental health needs of the communities we serve.

In 2024/25, we supported over 42,000 people, a 24% increase on the previous year, through services ranging from crisis support to community-based wellbeing programmes and residential recovery. Our dedicated staff and volunteers have continued to deliver high-quality, person-centred support during a period marked by financial pressures, rising demand, and an evolving mental health landscape.

The Trustees and I remain deeply grateful to our staff, volunteers, funders, and partners for their commitment and resilience during this pivotal year. We are particularly proud of the progress made in embedding co-production and lived experience into our work, ensuring that those we serve are at the heart of everything we do. A particular highlight for me was meeting with members of our Children & Young People's Advisory Board, who shared their own aspirations for CWW Mind and also challenged us on ways of ensuring that their voice and experience is heard by the board and senior management.

Looking ahead, our focus will be on consolidating the benefits of the merger, completing major projects such as Berry Mews, expanding our reach, and preparing to celebrate CWW Mind's 60th Anniversary in 2026. With a clear strategy, strong governance, and committed people, we are confident that CWW Mind is well-placed to face the challenges and opportunities of the coming years.

Signed by:

Terry Plant

22B4346FE0DD430...

Terry Plant

Chair of Trustees

Coventry, Warwickshire & Worcestershire Mind Ltd

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Reference and administrative details

Registered charity name	Coventry, Warwickshire & Worcestershire Mind Ltd
Charity registration number	1003688
Company registration number	02631898
Principal office and registered office	Coventry, Warwickshire & Worcestershire Mind First Floor Allesley Neighbourhood Centre 2 Whitaker Road Allesley Park Coventry CV5 9JE England

The trustees

G. Montgomery	(Resigned 1 October 2024)
T. Plant	
J. Hanlon	(Resigned 1 October 2024)
A. Dix	
P. Sanghera	
M. Campos	(Resigned 22 July 2025)
M. Heaven	
G. Tsakirakis	
R. Lawley	
R. Pettifor	
A. Casemore	(Resigned 1 October 2024)
D. R. Lakin	(Appointed 1 October 2024)
S. K. Dhesi	(Appointed 1 October 2024)
P. A. Ramidi	(Appointed 1 October 2024)
I. Carson	(Appointed 1 October 2024)
	(Served from 1 October 2024 to 25 February 2025)
P. Wilkinson	(Appointed 1 October 2024)
P. J. Drake	(Appointed 1 October 2024)
J. S. Birdi	(Appointed 1 October 2024)

Chief Executive Officer S. Hill

Company secretary S. Hill

Auditor Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

Bankers Lloyds Bank Plc
32 Oxford Street
London
W1R 2BS

Royal Bank of Scotland
15 Little Park Street
Coventry
England
CV1 2RN

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Bankers - continued

CAF Bank Ltd
25 Kings Hill Avenue
Kings Hill
West Mailing
Kent
ME19 4JQ

Solicitors

Penmans
17a Queens Road
Coventry
United Kingdom
CV1 3DH

Governing document

Coventry and Warwickshire Mind became a Company Limited by Guarantee on 23rd July 1991 and a Registered Charity on 1st August 1991. The Charity changed their name to Coventry, Warwickshire & Worcestershire Mind Ltd on 20th January 2025. As a charitable company, it has adopted amended Articles of Association as its governing document, with the most recent amendments being adopted on 20th January 2025.

Structure, governance and management

The Board of Trustees met four times during the year and held an annual strategy away day in July 2024. The away day focused on four key priorities:

1. Agreeing a set of Values and Behaviours aligned to the charity's strategic objectives.
2. Reviewing the respective roles of Trustees and Senior Management in governance and risk oversight.
3. Identifying skills gaps on the Board to inform future recruitment.
4. Setting the organisation's strategic objectives for 2025/26.

Each Trustee (as the members of CWW Mind) holds voting rights and participates actively in decision-making, with all meetings minuted and supported by BoardPro, the online governance platform used to share papers, record decisions, and facilitate "flying minutes" when required.

Sub-Committees and Governance Strengthening

CWW Mind operates three Trustee sub-committees, each of which met quarterly:

- Finance, Risk & Compliance Sub-Committee
- Quality, Risk & Compliance Sub-Committee
- Health, Safety, Risk & Compliance Sub-Committee

Each sub-committee is chaired by a Trustee, and their reports feed into the full Board for discussion and sign-off when required. Work continues to strengthen our governance framework to meet the needs of a larger, merged organisation.

Trustees are further supported through:

- One-to-one meetings with the Chair, with optional additional sessions for mentoring and support.
- Access to SharePoint-hosted Trustee Documents, including governing documents, risk registers, organisational charts, and policies.

Trustee induction and training

Prospective Trustees observe at least one Board meeting prior to appointment. Following election, induction is delivered jointly by the Chair and CEO, supported by:

- Access to Cornerstone e-learning platform (from 2025).
- Site visits to CWW Mind services.
- Optional pre and post-meeting briefing sessions.
- Mandatory safeguarding and other compliance training.
- Access to all internal training programmes and external learning opportunities.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

All new Trustees undergo the appropriate legal checks prior to registration with the Charity Commission and Companies House.

Organisational structure

Coventry, Warwickshire & Worcestershire Mind Ltd had 14 Trustees at 31st March 2025. Trustees are responsible for the effective governance of the charity, ensuring it achieves its charitable objectives.

The charity is committed to good governance and has adopted the Charity Governance Code, ensuring compliance with its principles and recommended practices.

Trustees delegate the day to day operational management of Coventry, Warwickshire & Worcestershire Mind Ltd to the Chief Executive Officer (Steven Hill).

Objectives and activities

CWW Mind's principal objectives remain:

1. To promote the preservation and safeguarding of mental health.
2. To support individuals experiencing mental health difficulties.
3. To deliver interventions that help people maintain and improve mental wellbeing.

We achieve these aims through a diverse portfolio of projects and services, including:

- Community Wellbeing Services (Coventry, Warwickshire & Worcestershire)
- Recovery and Wellbeing Academy (Coventry & Warwickshire)
- NHS Talking Therapies (Coventry & Warwickshire)
- Children & Young People's Services (Coventry & Warwickshire)
- Safe Haven Services (Coventry, Warwickshire & Worcestershire)
- Supported Accommodation and Intensive Recovery Support (Coventry)
- St Clair Gardens Residential Recovery Centre
- Specialist Autism Services (Children & Adults)
- Space 2 Thrive (domestic abuse support)
- Plus, a range of community-based and housing-related services.

Our work is underpinned by partnerships with a wide range of statutory, voluntary, and community organisations, including Coventry & Warwickshire Partnership NHS Trust, Sahil Project, Tamarind Centre, Relationships Coventry & Warwickshire (formerly Relate), Kooth, Act for Autism, Autism West Midlands, and Maximus (previously Connect Assist).

Trustees have acted in accordance with the Charity Commission's guidance on public benefit and all activities are undertaken to further the charity's purpose for the public benefit.

Trustee Indemnity Insurance

During the year Coventry, Warwickshire and Worcestershire Mind Ltd paid for Trustee Indemnity Insurance.

Strategic report

The following sections for achievements and performance, financial review, plans for future periods and principal risks and uncertainties form the strategic report of the charity and its undertakings.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Achievements and performance

The year was marked by transformational growth, most notably the successful merger with South Warwickshire & Worcestershire Mind (SWWM), enabling us to expand our reach and services across a broader geographic footprint. Despite wider economic challenges, CWW Mind has continued to deliver critical mental health services, support over 42,000 people, and strengthen our organisational capacity for the future.

Service Reach and Impact

In 2024/25, CWW Mind directly supported 42,490 individuals, a 24% increase from the previous year (34,256 in 2023/24).

- 35,275 adults (up from 27,611)
- 7,215 children and young people (up from 6,645)

With a combined population of 1.57 million across Coventry, Warwickshire, and Worcestershire, our services reached approximately 2.7% of local residents.

Growth Primarily through Merger

The merger extended our service portfolio to include:

- Mental Health Link Workers (Worcestershire)
- Safe Haven (Worcestershire)
- Active Monitoring (South Warwickshire & Worcestershire)
- Breathing Spaces (Coventry & Warwickshire, with Orbit Housing Association)
- GAMME (Children & Young People, Warwick)
- Young Black Men's Support Service (funded by National Lottery, newly launched across Coventry & Warwickshire)

Social Media and Digital Engagement

- Overall social media reach: 1,212,627 (up 3.6% vs 29% growth last year).
 - Facebook: 971,621 (+40%)
 - Instagram: 100,505 (nearly doubled)
 - X (formerly Twitter): 42,689 (down 60%)
 - TikTok: 39,921 (down 39%)
 - LinkedIn: 57,891 (+40%)
- Website traffic: 206,673 unique page views.

Volunteering and Fundraising

- 82 active volunteers (down from 120) contributed 4,878 hours (down from 6,713).
- Fundraising income: £162,365 (up from £109,864).
- Training delivery: 1,699 external individuals trained (up from 799).

Volunteers at CWW Mind are essential to the delivery of our services. We rely on volunteers to support two key projects: the Groups and Active Monitoring, Mentoring (GAMME) Service in Warwick, and the Children and Young People's Service across Warwickshire, including the Peer Mentor Support Service (PMSS), which operates throughout Coventry and Warwickshire. In addition to our youth services, CWW Mind also offers adult services, including the Wellbeing Hub, where volunteers provide vital support. They spend time engaging with service users through unstructured activities such as playing board games and pool, sharing meals, and offering companionship through conversation. These interactions help foster a welcoming and supportive environment, contributing significantly to the wellbeing of those who attend.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Strategic and Capital Development

- Construction began on Berry Mews, a 26-unit supported living development, in May 2024, remaining largely on schedule despite weather delays.
- Publication of the first Annual Impact Report (summer 2024).
- Refresh of the Strategic Business Plan (2022-2027) to reflect the post-merger organisation.
- Appointment of the first Employee Wellbeing Advisor to support staff through one-to-one sessions, group work, and digital resources.
- Progress made in embedding co-production and lived experience across all services, including interaction with our CYP advisory board.

CWW Mind has a dedicated team who support individual donors, planned fundraising events and corporate partnerships. An agreement is made in advance of any planned activities to ensure that individuals are aware of their responsibilities and that any funds raised are used to further the work of CWW Mind.

CWW Mind have an inhouse fundraising team and do not employ the services of a professional fundraiser. We have been supported throughout the year by a number of companies.

CWW Mind is registered with the Fundraising Regulator and ensures that all standards in relation to this scheme are followed. There have been no complaints in relation to fundraising.

Employees

We are committed to creating a diverse, equitable, and inclusive organisation. Our Diversity, Equity and Inclusion policy outlines our commitment to fairness in our recruitment, training, promotion, and employment processes for all staff. It also prohibits any form of discrimination against staff from protected characteristics. Through our policy we seek to remove unnecessary barriers for our existing staff, including our employees with disabilities, to ensure fair opportunities through training, growth and career planning, and to ensure all positions are recruited in a fair and non-discriminatory manner.

During the year, we appointed the first Employee Wellbeing Advisor to support staff through one-to-one sessions, group work, and digital resources.

During the year, the Senior Leadership Team (SLT) actively engaged with employees across CWW Mind through a range of initiatives aimed at fostering collaboration, inclusion, and wellbeing. Staff consultation exercises were conducted as part of the 18-month refresh of the Strategic Business Plan (SBP), ensuring that employee voices were integral to shaping the organisation's direction. Task and Finish groups were established to explore and agree on new ways of working, particularly focusing on the development of lived experience, volunteer, and unpaid workforce roles. A dedicated staff wellbeing consultation was carried out to better understand and support employee needs, alongside an organisation-wide consultation on Equality, Diversity, and Inclusion (EDI), reinforcing the commitment to a more inclusive workplace. The SLT also prioritised direct engagement by attending team meetings and away days, fostering open communication and stronger relationships. Additionally, senior leaders regularly sent thank-you emails to staff, recognising their contributions and reinforcing a culture of appreciation. Monthly service manager meetings provided a consistent platform for feedback and operational dialogue, while all exit surveys were reviewed to identify areas for improvement and ensure learning from staff experiences. The organisation also maintained an open-door policy, welcoming feedback from all levels and encouraging a culture of transparency and trust. These actions collectively demonstrate how employee interests were considered and positively influenced organisational practices.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Financial review

In the opinion of the trustees the financial position of the Charity remains very strong and it remains well placed to deliver its objectives for the forthcoming year and beyond.

Our Finance Team and Senior Leadership are responsible for ensuring strong financial planning, budgeting, reporting and compliance with key controls. Our key financial controls include adherence to the scheme of delegation and reconciliation and review of the accounts throughout the year, and at the end of the year. We also monitor and report on key balance sheet areas; significant areas include cash and property. Our management team reviews income and expenditure reports through the year, overseen by the Finance, Risk & Compliance subcommittee in collaboration with the wider board of Trustees.

Reserves

In accordance with the Charity Commissioners' guidance (CC19, March 2016) and SORP (2000) trustees are required to hold a reserves policy based on a realistic estimation of reserve requirements. Reserves represent those resources which can be made available to spend once all other commitments and planned expenditure have been met. Reserves are spent at the discretion of the trustees and in the furtherance of the charity's aims and objectives.

This policy includes the following:

- The level of reserves which the trustees believe is required.
- How the trustees intend to maintain reserves at the agreed level.
- The arrangements required by trustees to ensure the policy is regularly reviewed and monitored.
- The categories which the trustees of CWW Mind have allocated reserves:

Asset maintenance costs for buildings/resource vehicle. The trustees have decided that a reserve as well as depreciation costs will be held for emergency repairs and renovations to these buildings to ensure that services can continue. Designated Funds of 2% of annual turnover, **£240,000**.

Contingency costs: The trustees decided three months running costs should be held in reserve, this figure has been calculated as 10% of an annual income, **£1,200,000**.

Potential Redundancy Payments: The trustees have decided to retain 5% of their annual income should redundancy become necessary, total **£600,000**.

Contribution to Capital Build of **£100,000** (£650,000 has already been invested of designated funds from previous reserves policy).

Worcester Development Fund (Legacy funding carried over from SWWM) **£130,000**.

Total designated funds **£2,270,000**.

As at 31 March 2025, the reserves can be summarised as follows:

	2025	2024
	£	£
Unrestricted funds	2,422,263	1,594,420
Designated funds	2,270,000	1,533,779
Endowment funds	54,894	55,752
Restricted funds	5,300,472	3,559,252
Total	10,047,629	6,743,203

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

The level of reserves will be reviewed by the trustees of CWW Mind at the annual audit meeting, following recommendations made to the full board by the Finance Risk & Compliance Sub-committee, ensuring appropriate levels are maintained in all categories.

Significant events

Merger with South Warwickshire & Worcestershire Mind Ltd

A significant achievement during the year was the merger with SWWM, which was finalised on 30 September 2024 and became effective 1 October 2024. A dedicated Project board - known as the Merger Implementation Group - comprising Trustees and Senior Staff from both organisations, along with both CEOs, oversaw the process, supported by an independent project manager engaged on a consultancy basis.

Throughout the six-month planning period (April-September 2024), additional Board meetings, including two extraordinary board meetings, were held to ensure oversight and to ratify merger decisions.

Key merger outcomes:

- Four Trustees from SWWM joined the CWW Mind Board, strengthening its skill base.
- One existing CW Mind Trustee resigned due to work commitments in November 2024, leaving 14 Trustees (of a maximum 15).
- 48 SWWM staff transferred under TUPE to CWW Mind.
- New Articles of Association were drafted, and, in January 2025, the organisation officially adopted its new name: Coventry, Warwickshire & Worcestershire Mind Ltd.

Principle sources of funding

The principle sources of funding are from the Coventry & Warwickshire Partnership Trust, Local Authorities and the Integrated Care Board (ICB). These organisations all specialise in health and social care and have a unified objective of providing mental health services to all.

Principle risks and uncertainties

The Board maintains a comprehensive Risk Register, divided by sub-committee area, with final oversight by the full Board. Key risks include:

1. Berry Mews capital project - mitigated by active commissioner engagement to secure occupancy and reduce financial exposure.
2. Rising National Insurance and Living Wage costs - budgetary reviews and internal efficiencies implemented to minimise service impact.
3. Delivery across an expanded geography - mitigated through senior staff involvement in strategic planning across all three counties.

The Board of Trustees carried out the annual review to assess the impact any identified risk may have upon the business and operation of the charity. The assessment includes how best to manage and mitigate potential risks plus the likelihood of each risk happening

The risk register has been split into sections with each sub-committee taking responsibility for managing the risks associated with their particular area and reporting these to the full board for final sign off.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Plans for future periods

The Board and Senior Leadership Team remain committed to the delivery of the current Five-Year Strategic Plan (2022-2027), anchored in the following values:

- Inclusive
- Diverse
- Innovative
- Courageous
- Impactful

Over the coming year, we will:

1. Complete construction and launch of Berry Mews as a residential service.
2. Expand the reach of existing and new services across Coventry, Warwickshire & Worcestershire.
3. Publish a refreshed version of the 2022-2027 Strategic Business Plan.
4. Begin co-produced development of the 2027-2032 Business Plan.
5. Prepare for CWW Mind's 60th Anniversary in 2026, marking six decades of service through a series of celebratory and fundraising events.

Trustees' responsibilities statement

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

Company law requires the charity trustees to prepare financial statements for each year which give a true and fair view of the state of affairs of the charitable company and the incoming resources and application of resources, including the income and expenditure, for that period. Under company law the directors 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 charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the applicable Charities SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- and prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping adequate accounting records 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 hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The Trustees are also responsible for the maintenance and integrity of the corporate and financial information included on the company's website.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Directors' Report) *(continued)*

Year ended 31 March 2025

Auditor

Each of the persons who is a trustee at the date of approval of this report confirms that:

- so far as they are aware, there is no relevant audit information of which the charity's auditor is unaware; and
- they have taken all steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charity's auditor is aware of that information.

The auditor is deemed to have been re-appointed in accordance with section 487 of the Companies Act 2006.

The trustees' annual report (incorporating the directors' report) and the strategic report were approved on 9 September 2025 and signed on behalf of the board of trustees by:

Signed by:



22B4346FE0DD430...

T. Plant
Trustee

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd

Year ended 31 March 2025

Opinion

We have audited the financial statements of Coventry and Warwickshire Mind (the 'parent charity') and its subsidiaries (the 'group') for the year ended 31 March 2025 which comprise the statement of financial activities (including income and expenditure account), statement of financial position, statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 March 2025 and of the group'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;
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

Other information

The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report and the group strategic report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report.

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

- the parent charitable company has not kept adequate and sufficient accounting records, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent 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.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and the parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our assessment focused on key laws and regulations the charity has to comply with and areas of the financial statements we assessed as being more susceptible to misstatement. These key laws and regulations included but were not limited to compliance with the Companies Act 2006, United Kingdom Generally Accepted Accounting Practice, Charities SORP and relevant tax legislation.

We are not responsible for preventing irregularities. Our approach to detect irregularity included, but was not limited to, the following:

1. An understanding of the legal and regulatory framework applicable to the charity and how the charity is complying with that framework, including a review of legal and professional nominal codes and minutes of meetings.
2. Obtaining an understanding of the charity's policies and procedures and how the charity has complied with these, through discussions and sample testing.
3. An understanding of the charity's risk assessment process, including the risk of fraud.
4. Performing audit work over the risk of management override of controls, including testing of journal entries for appropriateness.

Whilst considering how our audit work addressed the detection of irregularities, we also consider the likelihood of detection based on our approach. Irregularities from fraud are inherently more difficult to detect than those arising from error.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. Also the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

As part of an audit in accordance with ISAs (UK), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Independent Auditor's Report to the Members of Coventry, Warwickshire & Worcestershire Mind Ltd *(continued)*

Year ended 31 March 2025

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.
- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

A further description of our responsibilities is available on the FRC's website at:

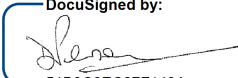
www.frc.org.uk/library/standards-codes-policy/audit-assurance-and-ethics/auditors-responsibilities-for-the-audit/

This description forms part of our auditor's report

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our report

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 its members as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

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David Pearson (Senior Statutory Auditor)

For and on behalf of
Edwards Pearson & White (Audit) Limited
Chartered Certified Accountants & statutory auditor
8 Jury Street
Warwick
CV34 4EW

9 September 2025

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Consolidated Statement of Financial Activities (Including Income and Expenditure Account)

Year ended 31 March 2025

		2025			2024
	Note	Unrestricted funds £	Restricted funds £	Endowment funds £	Total funds £
Income and endowments					
Donations and legacies	5	894,272	586,681	—	1,480,953
Charitable activities	6	150,382	9,497,805	—	9,648,187
Other trading activities	7	93,672	—	—	93,672
Investment income	8	58,923	—	—	58,923
Other income	9	316,208	657	—	316,865
Total income		<u>1,513,457</u>	<u>10,085,143</u>	<u>—</u>	<u>11,598,600</u>
Expenditure					
Expenditure on raising funds:					
Other trading activities	10	96,248	—	—	96,248
Expenditure on charitable activities	11,12	1,752,563	7,811,825	—	9,564,388
Other expenditure	14	15,960	95,975	—	111,935
Taxation	15	(489)	—	—	(489)
Total expenditure		<u>1,864,282</u>	<u>7,907,800</u>	<u>—</u>	<u>9,772,082</u>
Net income/(expenditure)		<u>(350,825)</u>	<u>2,177,343</u>	<u>—</u>	<u>1,826,518</u>
Transfers between funds		1,517,999	(1,517,141)	(858)	—
Other recognised gains and losses					
Gains from revaluation of fixed assets		396,890	1,081,018	—	1,477,908
Net movement in funds		1,564,064	1,741,220	(858)	3,304,427
Reconciliation of funds					
Total funds brought forward		3,128,199	3,559,252	55,752	6,743,203
Total funds carried forward		<u>4,692,263</u>	<u>5,300,472</u>	<u>54,894</u>	<u>10,047,629</u>

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

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd**Company Limited by Guarantee****Consolidated Statement of Financial Position****31 March 2025**

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	20	8,382,476	5,120,562
Current assets			
Debtors	22	735,823	965,005
Cash at bank and in hand		3,403,248	2,494,889
		<u>4,139,071</u>	<u>3,459,894</u>
Prepayments and accrued income		35,562	34,075
Creditors: amounts falling due within one year	23	<u>418,295</u>	<u>752,248</u>
Net current assets		<u>3,756,338</u>	<u>2,741,721</u>
Total assets less current liabilities		<u>12,138,814</u>	<u>7,862,283</u>
Creditors: amounts falling due after more than one year	24	2,037,736	1,085,806
Accruals and deferred income		<u>53,449</u>	<u>33,274</u>
Net assets		<u><u>10,047,629</u></u>	<u><u>6,743,203</u></u>
Funds of the charity			
Endowment funds		54,894	55,752
Restricted funds:			
Revaluation reserve		1,081,018	—
Other restricted funds		<u>4,219,454</u>	<u>3,559,252</u>
Total restricted funds		<u>5,300,472</u>	<u>3,559,252</u>
Unrestricted funds:			
Revaluation reserve		396,890	—
Other unrestricted funds		<u>4,295,373</u>	<u>3,128,199</u>
Total unrestricted funds		<u>4,692,263</u>	<u>3,128,199</u>
Total charity funds	25	<u><u>10,047,629</u></u>	<u><u>6,743,203</u></u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the medium companies regime.

These financial statements were approved by the board of trustees and authorised for issue on 9 September 2025, and are signed on behalf of the board by:

Signed by:



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T. Plant
Trustee

Signed by:



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I. Carson
Trustee

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Charity Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	20	8,382,476	5,120,562
Investments	21	4	4
Current assets			
Debtors	22	730,772	957,141
Cash at bank and in hand		3,380,982	2,472,496
		<u>4,111,754</u>	<u>3,429,637</u>
Prepayments and accrued income		35,562	34,075
Creditors: amounts falling due within one year	23	<u>394,057</u>	<u>725,572</u>
Net current assets		3,753,259	2,738,140
Total assets less current liabilities		12,135,739	7,858,706
Creditors: amounts falling due after more than one year	24	2,037,736	1,085,806
Accruals and deferred income		51,064	32,474
Net assets		<u>10,046,939</u>	<u>6,740,426</u>
Funds of the charity			
Endowment funds		54,894	55,752
Restricted funds:			
Revaluation reserve		1,081,018	—
Other restricted funds		<u>4,219,454</u>	<u>3,559,252</u>
Total restricted funds		5,300,472	3,559,252
Unrestricted funds:			
Revaluation reserve		396,890	—
Other unrestricted funds		<u>4,294,683</u>	<u>3,125,442</u>
Total unrestricted funds		4,691,573	3,128,199
Total charity funds		<u>10,046,939</u>	<u>6,740,426</u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the medium companies regime.

These financial statements were approved by the board of trustees and authorised for issue on 9 September 2025, and are signed on behalf of the board by:

Signed by:

Terence Plant

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T. Plant
Trustee

Signed by:

Ian Carson

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I. Carson
Trustee

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd**Company Limited by Guarantee****Consolidated Statement of Cash Flows****Year ended 31 March 2025**

	2025 £	2024 £
Cash flows from operating activities		
Net income/(expenditure)	1,826,519	(259,253)
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	6,444	–
Other interest receivable and similar income	(58,923)	(39,991)
Taxation	(489)	651
Accrued expenses/(income)	20,174	(6,308)
<i>Changes in:</i>		
Trade and other debtors	227,695	(460,293)
Trade and other creditors	(279,374)	317,057
Cash generated from operations	1,742,046	(448,137)
Interest received	58,923	39,991
Tax received/(paid)	489	(651)
Net cash from/(used in) operating activities	<u>1,801,458</u>	<u>(408,797)</u>
Cash flows from investing activities		
Purchase of tangible assets	(1,790,450)	(21,499)
Net cash used in investing activities	<u>(1,790,450)</u>	<u>(21,499)</u>
Cash flows from financing activities		
Proceeds from borrowings	897,351	(103,777)
Net cash from/(used in) financing activities	<u>897,351</u>	<u>(103,777)</u>
Net increase/(decrease) in cash and cash equivalents	908,359	(534,073)
Cash and cash equivalents at beginning of year	2,494,889	3,028,962
Cash and cash equivalents at end of year	<u>3,403,248</u>	<u>2,494,889</u>

The notes on pages 19 to 38 form part of these financial statements.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a private charitable company limited by guarantee, company number 02631898, incorporated and registered in England and Wales and a registered charity, charity number 1003688, in England and Wales. The address of the registered office and principal place of business is Coventry, Warwickshire & Worcestershire Mind Ltd First Floor, Allesley Neighbourhood Centre, 2 Whitaker Road, Allesley Park, Coventry, England, CV5 9JE.

The financial statements comprise Coventry, Warwickshire & Worcestershire Mind Ltd, a charitable company limited by guarantee which is a public benefit entity and its wholly owned subsidiary, Coventry and Warwickshire Mind Trading Ltd, a company limited by shares.

The charity changed its name from Coventry and Warwickshire Mind to Coventry, Warwickshire and Worcestershire Mind Ltd by special resolution on 20th January 2025.

2. Statement of compliance

The financial statements have been prepared in accordance with applicable United Kingdom accounting standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland' ('FRS 102') and Companies Act 2006, the Charities SORP (FRS 102) and the Charities Act 2011.

3. Accounting policies

Restricted funds

There are other funds for which the donor has specifically restricted the purpose for which they can be used. The amounts in the funds represent the monies still remaining for future expenditure.

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through profit or loss.

The financial statements are prepared in sterling, which is the functional currency of the company and rounded to the nearest £.

Allocation of income to funds

All income is allocated to the general fund unless otherwise restricted by the donor or is specifically designated by the board.

Going concern

There are no material uncertainties about the charity's ability to continue.

Capital grants

The grant received to finance the purchase of Wellington Gardens has been credited to a capital reserve. The reserve is being credited to the General Income and Expenditure Account over the remaining period of the lease. Amounts credited to income in year ending 31st March 2025 were £858 (2024: £858).

Government grants

Grants of a revenue nature are credited to income in the period in which the charity is entitled to receipt. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified the income is to be expended in a future period.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Basis of consolidation

The financial statements consolidate the accounts of Coventry, Warwickshire and Worcestershire Mind Ltd and all of its subsidiary undertakings ('subsidiaries').

The Charity has taken advantage of the exemption contained within section 408 of the Companies Act 2006 not to present its own income and expenditure account. The net income of the parent charity for the year was £3,306,514 (2024: net expenditure of £262,358).

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

No significant judgements have had to be made by the directors in preparing these financial statements.

Income tax

The taxation expense represents the aggregate amount of current and deferred tax recognised in the reporting period.

Current tax is recognised on taxable income or expenditure for the current and past periods. Current tax is measured at the amounts of tax expected to pay or recover using the tax rates and laws that have been enacted or substantively enacted at the reporting date.

Deferred tax is recognised in respect of all timing differences at the reporting date. Unrelieved tax losses and other deferred tax assets are recognised to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits. Deferred tax is measured using the tax rates and laws that have been enacted or substantively enacted by the reporting date that are expected to apply to the reversal of the timing difference.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Included within designated funds are the following:

	2025 £
Asset maintenance costs for buildings/resource vehicle	240,000
Contingency costs at three months running costs	1,200,000
Potential redundancy costs	600,000
Contribution to capital build	100,000
Worcester development fund (SWWM)	130,000
Total	<u>2,270,000</u>

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

The purpose of the material individual funds within the year are listed below:

- Wellbeing for Coventry - providing a range of wellbeing support services, across Coventry
- Community Wellbeing - providing support in primary care settings
- Trauma and Therapy - a specialist emotional wellbeing and counselling service for individuals experiencing domestic abuse
- Housing Services - providing supported living in the community
- Wellbeing for Warwickshire - providing a range of wellbeing support services, across Warwickshire
- Safe Haven - providing support in the evenings, in the community, in Coventry, Warwickshire & Worcestershire
- CASS - providing autism community support for young people and adults
- IRSS - intensive recovery and crisis accommodation for people with complex mental health
- NHS Talking Therapies - CBT based therapy for the people of Coventry & Warwickshire
- St Clair Gardens - to provide nursing and recovery support to adults with multiple and complex needs
- CAMHS - children & young people's emotional wellbeing support services
- 16-25 Peer Mentoring - improving outcomes for children as they transition between child and adult support services
- Keyworker - providing support to young people with learning disabilities or autism to avoid unnecessary hospital admission
- AMP School - support for children and young people with mental health issues in schools in south Warwickshire
- Vale PCN - support for people 12+ years old with mental health issues in doctors' surgeries within Vale PCN catchment area in Worcestershire
- ODF Mind - supporting organisational growth through development of branding, marketing, income generating opportunities and profile-raising
- Breathing Space - support for Orbit Housing Association customers experiencing mental health difficulties
- Training Restricted - delivery of Moodmaster and Recovery College courses supporting people with their mental health and wellbeing in Worcestershire
- Mental Health Link Worker - group and one-to-one support for people with mental health problems across Worcestershire
- SWGP Fed - support for people 12+ years old with mental health issues in doctors' surgeries across south Warwickshire

Incoming resources

Income

All income is included in the statement of financial activities when the charity is entitled to the income, any performance related conditions attached have been met or are fully within the control of the charity, the income is considered probable and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Donations and legacy income is received by way of donations, legacies, grants and gifts and is included in full in the Statement of Financial Activities when receivable. Where legacies have been notified to the charity but the criteria for income recognition have not been met, the legacy is treated as a contingent asset and disclosed if material. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity, being the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market.
- Investment income is included when receivable.
- Income from charitable trading activity is accounted for when earned.
- Income from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Income - Trading Subsidiary

Turnover is measured at the fair value of the consideration received or receivable for goods supplied and services rendered, net of discounts and Value Added Tax.

Revenue from the sale of goods is recognised when the significant risks and rewards of ownership have transferred to the buyer (usually on despatch of the goods); the amount of revenue can be measured reliably; it is probable that the associated economic benefits will flow to the entity; and the costs incurred or to be incurred in respect of the transactions can be measured reliably.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

Operating leases

Rentals applicable to operating leases where substantially all of the benefits and risks of ownership remain with the lessor are charged against profits on a straight line basis over the period of the lease.

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other gains and accumulated in equity, except to the extent it reverses a revaluation decrease of the same asset previously recognised in income or expenditure. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other gains to the extent of any previously recognised revaluation increase accumulated in equity in respect of that asset. Where a revaluation decrease exceeds the accumulated revaluation gains accumulated in equity in respect of that asset, the excess shall be recognised in income or expenditure.

Any assets with an initial cost below £5,000 are not capitalised.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Revaluation

Assets held within Freehold Property were revalued as at 31st March 2025, resulting in the following:

	Carrying amount prior to revaluation £	Revaluation Adjustment £	Carrying amount post revaluation £
Freehold Property Total	4,247,094	1,477,908	5,725,002

The properties were valued during 2024 and 2025 by independent surveyors, on an open market basis. In the opinion of the trustees the values obtained are still representative of the open market values of the properties concerned.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Freehold property	-	2% straight line
Leasehold property	-	Over the period of the lease
Fixtures and fittings	-	25% straight line
Motor vehicles	-	25% straight line
Assets under construction	-	No depreciation until asset brought into use

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

Government grants

Government grants are recognised at the fair value of the asset received or receivable. Grants are not recognised until there is reasonable assurance that the charity will comply with the conditions attaching to them and the grants will be received.

Where the grant does not impose specified future performance-related conditions on the recipient, it is recognised in income when the grant proceeds are received or receivable. Where the grant does impose specified future performance-related conditions on the recipient, it is recognised in income only when the performance-related conditions have been met. Where grants received are prior to satisfying the revenue recognition criteria, they are recognised as a liability

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

Financial investments

The only financial investments held by the group are amounts held on bank term deposit accounts. At the balance sheet date, the amount held on bank term deposit accounts was £2,431,477. All of this is due to be returned (and if appropriate, reinvested) within one year.

There is a finance sub-committee which is chaired by the Treasurer four times per annum. The areas of discussion cover many aspects of the finance function but also notably:

- Amounts to be invested.
- Advice received from the banks/bankers regarding investments.
- The investment policy of the charity.
- Investment objectives - to maximise interest receivable whilst minimising risk.

Financial instruments

The company only has basic financial instruments:

- Financial Assets

Financial assets comprise items such as cash at bank and in hand and trade and other debtors. These are initially recorded at cost on the date they originate, the company considers evidence of impairment for all individual elements comprising financial assets and any subsequent impairment is recognised in profit and loss.

- Financial Liabilities

Financial liabilities comprise items such as PAYE, bank and other loans, accruals and trade and other creditors. These are initially recorded at cost on the date they originate, net of transaction costs where applicable, the company considers evidence of impairment for all individual elements comprising financial liabilities and any subsequent impairment is recognised in profit and loss.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

4. Limited by guarantee

The company is incorporated under the Companies Act as a company limited by guarantee and not having a share capital. There is a liability of £1 per member.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

5. Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Donations			
Association donations	11,983	—	11,983
LLR Mind donations	—	—	—
Wellbeing for Coventry donations	—	2,000	2,000
Trauma and therapy donations	—	429	429
Wellbeing for Warwickshire donations	—	3,230	3,230
Safe haven donations	—	1,000	1,000
CASS donations	—	20	20
TEAM donations	—	4,113	4,113
16-25 peer mentoring donations	—	755	755
Children's services donations	—	—	—
GAMME donations	—	180	180
Gifts			
Gifts from SWW Mind Ltd	882,289	574,954	1,457,243
	<u>894,272</u>	<u>586,681</u>	<u>1,480,953</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Donations			
Association donations	17,066	—	17,066
LLR Mind donations	—	17,661	17,661
Wellbeing for Coventry donations	—	—	—
Trauma and therapy donations	—	—	—
Wellbeing for Warwickshire donations	—	477	477
Safe haven donations	—	—	—
CASS donations	—	—	—
TEAM donations	—	531	531
16-25 peer mentoring donations	—	516	516
Children's services donations	—	9,840	9,840
GAMME donations	—	—	—
Gifts			
Gifts from SWW Mind Ltd	—	—	—
	<u>17,066</u>	<u>29,025</u>	<u>46,091</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Fundraising events	150,382	—	150,382
LLR Mind	—	—	—
Wellbeing for Coventry	—	987,398	987,398
Community wellbeing	—	69,336	69,336
Trauma and therapy	—	164,589	164,589
Looked after children	—	—	—
Recovery academy	—	57,220	57,220
Housing services	—	1,371,368	1,371,368
Wellbeing for Warwickshire	—	447,125	447,125
Safe haven	—	385,000	385,000
CASS	—	521,571	521,571
Intensive recovery support services	—	857,761	857,761
NHS talking therapies	—	1,164,439	1,164,439
St Clair Gardens	—	1,514,937	1,514,937
TEAM	—	1,246	1,246
WCC CAMHS	—	573,344	573,344
Wellbeing advisors	—	—	—
16-25 peer mentoring	—	199,000	199,000
Keyworker	—	480,000	480,000
Early support keyworker	—	90,000	90,000
Children's services	—	111,336	111,336
Breathing spaces	—	77,061	77,061
GAMME	—	75,046	75,046
Mental health link workers	—	38,411	38,411
SWW safe haven	—	91,953	91,953
SPF fund	—	66,202	66,202
Vale PCN	—	40,000	40,000
SWDP Federation	—	113,462	113,462
	<u>150,382</u>	<u>9,497,805</u>	<u>9,648,187</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

6. Charitable activities (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Fundraising events	92,799	–	92,799
LLR Mind	–	219,386	219,386
Wellbeing for Coventry	–	999,291	999,291
Community wellbeing	–	256,628	256,628
Trauma and therapy	–	163,286	163,286
Looked after children	–	89,956	89,956
Recovery academy	–	57,220	57,220
Housing services	–	1,262,527	1,262,527
Wellbeing for Warwickshire	–	478,125	478,125
Safe haven	–	306,666	306,666
CASS	–	497,108	497,108
Intensive recovery support services	–	794,141	794,141
NHS talking therapies	–	997,338	997,338
St Clair Gardens	–	1,232,281	1,232,281
TEAM	–	49,186	49,186
WCC CAMHS	–	590,608	590,608
Wellbeing advisors	–	56,727	56,727
16-25 peer mentoring	–	199,000	199,000
Keyworker	–	480,000	480,000
Early support keyworker	–	–	–
Children's services	–	88,902	88,902
Breathing spaces	–	–	–
GAMME	–	–	–
Mental health link workers	–	–	–
SWW safe haven	–	–	–
SPF fund	–	–	–
Vale PCN	–	–	–
SWGP federation	–	–	–
	<u>92,799</u>	<u>8,818,376</u>	<u>8,911,175</u>

7. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Trading income	<u>93,672</u>	<u>93,672</u>	<u>93,672</u>	<u>93,672</u>

8. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	<u>58,923</u>	<u>58,923</u>	<u>39,991</u>	<u>39,991</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Other income

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Association	116,150	–	116,150
Miscellaneous external income	200,058	–	200,058
Cafe and Springfield Mind	–	657	657
	<u>316,208</u>	<u>657</u>	<u>316,865</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Association	82,812	–	82,812
Miscellaneous external income	163,970	–	163,970
Cafe and Springfield Mind	–	1,402	1,402
	<u>246,782</u>	<u>1,402</u>	<u>248,184</u>

10. Other trading activities

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Trading expenditure	<u>96,248</u>	<u>96,248</u>	<u>89,916</u>	<u>89,916</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Association	1,752,563	—	1,752,563
LLR Mind	—	—	—
Wellbeing for Coventry	—	893,987	893,987
Community wellbeing	—	114,220	114,220
Trauma and therapy	—	140,812	140,812
Looked After Children	—	—	—
Recovery Academy	—	46,707	46,707
Housing	—	1,066,386	1,066,386
Wellbeing for Warwickshire	—	399,344	399,344
Safe haven	—	265,876	265,876
CASS	—	430,201	430,201
IRSS	—	705,713	705,713
NHS talking therapies	—	940,091	940,091
St Clair Gardens	—	1,114,210	1,114,210
TEAM	—	49,710	49,710
WCC CAMHS	—	485,988	485,988
Wellbeing advisors	—	9,005	9,005
16-25 peer mentoring	—	153,948	153,948
Keyworker	—	348,085	348,085
Early keyworker	—	73,597	73,597
Children's services	—	67,282	67,282
Breathing spaces	—	109,531	109,531
GAMME	—	40,797	40,797
Mental health link workers	—	94,683	94,683
SWW safe haven	—	73,556	73,556
SPF fund	—	61,085	61,085
Vale PCN	—	32,500	32,500
SWGP federation	—	86,588	86,588
Social impact fund	—	7,719	7,719
Green minds	—	204	204
	<u>1,752,563</u>	<u>7,811,825</u>	<u>9,564,388</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

11. Expenditure on charitable activities by fund type (continued)

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Association	1,819,982	–	1,819,982
LLR Mind	–	325,063	325,063
Wellbeing for Coventry	–	894,897	894,897
Community wellbeing	–	249,017	249,017
Trauma and therapy	–	118,564	118,564
Looked After Children	–	79,487	79,487
Recovery Academy	–	41,624	41,624
Housing	–	1,114,713	1,114,713
Wellbeing for Warwickshire	–	399,614	399,614
Safe haven	–	197,005	197,005
CASS	–	385,197	385,197
IRSS	–	670,664	670,664
NHS talking therapies	–	856,612	856,612
St Clair Gardens	–	943,854	943,854
TEAM	–	45,253	45,253
WCC CAMHS	–	404,102	404,102
Wellbeing advisors	–	71,391	71,391
16-25 peer mentoring	–	178,820	178,820
Keyworker	–	363,201	363,201
Early keyworker	–	61,721	61,721
Children's services	–	188,188	188,188
Breathing spaces	–	–	–
GAMME	–	–	–
Mental health link workers	–	–	–
SWW safe haven	–	–	–
SPF fund	–	–	–
Vale PCN	–	–	–
SWGP federation	–	–	–
Social impact fund	–	–	–
Green minds	–	–	–
	<u>1,819,982</u>	<u>7,588,987</u>	<u>9,408,969</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

12. Expenditure on charitable activities by activity type

	Activities undertaken directly £	Total funds 2025 £	Total fund 2024 £
Association	1,752,563	1,752,563	1,819,982
LLR Mind	—	—	325,063
Wellbeing for Coventry	893,987	893,987	894,897
Community wellbeing	114,220	114,220	249,017
Trauma and therapy	140,812	140,812	118,564
Looked After Children	—	—	79,487
Recovery Academy	46,707	46,707	41,624
Housing	1,066,386	1,066,386	1,114,713
Wellbeing for Warwickshire	399,344	399,344	399,614
Safe haven	265,876	265,876	197,005
CASS	430,201	430,201	385,197
IRSS	705,713	705,713	670,664
NHS talking therapies	940,091	940,091	856,612
St Clair Gardens	1,114,210	1,114,210	943,854
TEAM	49,710	49,710	45,253
WCC CAMHS	485,988	485,988	404,102
Wellbeing advisors	9,005	9,005	71,391
16-25 peer mentoring	153,948	153,948	178,820
Keyworker	348,085	348,085	363,201
Early keyworker	73,597	73,597	61,721
Children's services	67,282	67,282	188,188
Breathing spaces	109,531	109,531	—
GAMME	40,797	40,797	—
Mental health link workers	94,683	94,683	—
SWW safe haven	73,556	73,556	—
SPF fund	61,085	61,085	—
Vale PCN	32,500	32,500	—
SWGP federation	86,588	86,588	—
Social impact fund	7,719	7,719	—
Green minds	204	204	—
	<u>9,564,388</u>	<u>9,564,388</u>	<u>9,408,969</u>

13. Analysis of support costs

	Audit of financial statements £	Other non audit services £	Total 2025 £	Total 2024 £
Finance costs	<u>9,600</u>	<u>22,577</u>	<u>32,177</u>	<u>25,943</u>

14. Other expenditure

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Loan Interest	<u>15,960</u>	<u>95,975</u>	<u>111,935</u>

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Loan Interest	<u>—</u>	<u>98,829</u>	<u>98,829</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Taxation

Major components of tax (income)/expense

	2025 £	2024 £
Current tax:		
UK current tax (income)/expense	(489)	651
Taxation	<u>(489)</u>	<u>651</u>

Reconciliation of tax (income)/expense

The tax assessed on the income for the year is the same as (2024: lower than) the standard rate of corporation tax in the UK of 19% (2024: 19%).

	2025 £	2024 £
Income/(expenditure) before taxation	<u>(2,576)</u>	<u>3,756</u>
Income/(expenditure) by rate of tax	(489)	713
Utilisation of tax losses	–	(62)
Tax on income/(expenditure)	<u>(489)</u>	<u>651</u>

16. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	6,493,299	5,987,299
Social security costs	528,814	481,311
Employer contribution to pension plans	168,612	151,866
	<u>7,190,725</u>	<u>6,620,476</u>

Pay is set for key management personnel by a cost of living increase each year and on a change of role a pay committee is set up to set the new pay.

Key management personnel of the Charity comprise the Senior Leadership Team which includes the CEO and Deputy CEO whose total salary and benefits are £203,833 (2024: £183,663) and the Senior Management Team which includes the Head of Finance, Head of HR, Heads of Operations and Head of Operational Development whose total salary and benefits are £430,754 (2024: £311,203).

The average head count of employees during the year was 280 (2024: 275). The average number of fulltime equivalent employees during the year is analysed as follows:

	2025 225	2024 216
Number of staff		

The number of employees whose remuneration for the year fell within the following bands, were:

	2025	2024
£60,000 to £69,999	1	1
£80,000 to £89,999	–	1
£90,000 to £99,999	1	–
£100,000 to £109,999	–	1
£110,000 to £119,999	1	–
	<u>3</u>	<u>3</u>

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

17. Trustee remuneration and expenses

No remuneration or other benefits from employment with the charity or a related entity were received by the trustees.

During the year a total of £Nil (2024: £Nil) expenses for travelling to trustee meetings was paid to trustees (2024: 0 trustee)

18. Transfers between funds

The transfers between funds are for the following purposes:

- To recognise the use of buildings, cost of management, admin, recruitment, computers and training (£1,533,503)
- To transfer assets from unrestricted funds to finance a deficit on a restricted fund (£16,362)
- To transfer the capital grant received to finance Wellington Gardens over the period of the lease from the capital reserve, see Capital Grants policy (£858)

19. Principal subsidiaries

The parent charity hold 100% of the issued share capital of Coventry and Warwickshire Mind Trading Limited. The results of the subsidiary undertaking are included in the consolidation.

Coventry and Warwickshire Mind Trading Limited operates a 'Wellbeing for Warwickshire' helpline for the Charity. The company is registered in England and its company number is 14341138. The registered office of the subsidiary company is Wellington Gardens, Windsor Street, Coventry, United Kingdom, CV1 3BT.

The trading results can be summarised as follows:

	Coventry and Warwickshire Mind Trading Limited
	£
Gross income	93,672
Expenditure	(96,247)
Loss before taxation in the period	(2,575)
Taxation	489
Loss after taxation in the period	(2,086)
	£
Net assets/(liabilities) at the year end	690

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

20. Tangible fixed assets

	Freehold property	Long leasehold property	Fixtures and fittings	Motor vehicles	Assets under construction	Total
	£	£	£	£	£	£
Group Cost						
At 1 April 2024	4,882,034	884,989	21,775	197,304	–	5,986,102
Additions	66,060	62,238	–	–	1,662,152	1,790,450
Revaluation	1,477,908	–	–	–	–	1,477,908
At 31 March 2025	<u>6,426,002</u>	<u>947,227</u>	<u>21,775</u>	<u>197,304</u>	<u>1,662,152</u>	<u>9,254,460</u>
Depreciation						
At 1 April 2024	701,000	57,602	21,775	85,163	–	865,540
Charge for the year	–	6,444	–	–	–	6,444
At 31 March 2025	<u>701,000</u>	<u>64,046</u>	<u>21,775</u>	<u>85,163</u>	<u>–</u>	<u>871,984</u>
Carrying amount						
At 31 March 2025	<u>5,725,002</u>	<u>883,181</u>	<u>–</u>	<u>112,141</u>	<u>1,662,152</u>	<u>8,382,476</u>
At 31 March 2024	<u>4,181,034</u>	<u>827,387</u>	<u>–</u>	<u>112,141</u>	<u>–</u>	<u>5,120,562</u>

Within Freehold Property, a property with net book value of £4,200,000 has been given in security of the bank loan of £2,188,469.

	Freehold property	Long leasehold property	Fixtures and fittings	Motor vehicles	Assets under construction	Total
	£	£	£	£	£	£
Charity Cost						
At 1 April 2024	4,882,034	884,989	21,775	197,304	–	5,986,102
Additions	66,060	62,238	–	–	1,662,152	1,790,450
Revaluation	1,477,908	–	–	–	–	1,477,908
At 31 March 2025	<u>6,426,002</u>	<u>947,227</u>	<u>21,775</u>	<u>197,304</u>	<u>1,662,152</u>	<u>9,254,460</u>
Depreciation						
At 1 April 2024	701,000	57,602	21,775	85,163	–	865,540
Charge for the year	–	6,444	–	–	–	6,444
At 31 March 2025	<u>701,000</u>	<u>64,046</u>	<u>21,775</u>	<u>85,163</u>	<u>–</u>	<u>871,984</u>
Carrying amount						
At 31 March 2025	<u>5,725,002</u>	<u>883,181</u>	<u>–</u>	<u>112,141</u>	<u>1,662,152</u>	<u>8,382,476</u>
At 31 March 2024	<u>4,181,034</u>	<u>827,387</u>	<u>–</u>	<u>112,141</u>	<u>–</u>	<u>5,120,562</u>

Within Freehold Property, a property with net book value of £4,200,000 has been given in security of the bank loan of £2,188,469.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

21. Investments

	Investments in subsidiary companies £
Charity	
Cost	
Brought forward and carried forward	<u>4</u>
At 31 March 2025	<u>4</u>

Subsidiary undertakings

The following company is a 100% subsidiary undertaking of the charity:

	Class of shares	Holding
Coventry and Warwickshire Mind Trading Limited	Ordinary	4

22. Debtors

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Trade debtors	382,602	349,435	373,235	340,067
Amounts owed by group undertakings	—	—	4,316	4,282
Other debtors	353,221	615,570	353,221	612,792
	<u>735,823</u>	<u>965,005</u>	<u>730,772</u>	<u>957,141</u>

23. Creditors: amounts falling due within one year

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Bank loans and overdrafts	150,733	205,312	150,733	205,312
Trade creditors	57,385	212,833	57,385	186,808
Social security and other taxes	132,409	115,731	132,899	115,080
Other creditors	77,768	218,372	53,040	218,372
	<u>418,295</u>	<u>752,248</u>	<u>394,057</u>	<u>725,572</u>

24. Creditors: amounts falling due after more than one year

	2025 £	Group 2024 £	2025 £	Charity 2024 £
Bank loans and overdrafts	<u>2,037,736</u>	<u>1,085,806</u>	<u>2,037,736</u>	<u>1,085,806</u>

The bank loan balance of £2,188,469 comprises the following:

Bank loan totalling £744,001, repayable by monthly instalments and due to mature on 23/08/2029. Loan interest is payable at 1.5% above the Bank's base rate of interest.

Bank loan totalling £743,596, repayable by monthly instalments and due to mature on 23/08/2029. Loan interest is payable at a fixed 1.53% above the Bank's base rate of interest at the time of borrowing for first 24 months then, 1.5% above the Bank's base rate of interest thereafter.

Bank loan totalling £700,872 with a further £1,299,128 available for drawdown. Capital repayments will not commence until April 2026, and loan interest is accruing at 2.58% above the Bank's base rate of interest.

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

The above loans are repayable by instalments, with £1,336,864 due in more than 1 year but less than 5 years.

Assets held as security are as follows: Freehold land and buildings at St Clair Gardens, Livingstone Road, Coventry, CV6 5AR, freehold land and buildings at land adjoining (north side) St Clair Gardens, Livingstone Road, Coventry, CV6 5AR.

25. Analysis of charitable funds

Unrestricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
General Funds	1,594,420	1,513,457	(1,864,282)	781,778	—	2,025,373
Designated Fund	1,425,000	—	—	845,000	—	2,270,000
Sinking Fund	108,779	—	—	(108,779)	—	—
Revaluation reserve	—	—	—	—	396,890	396,890
	<u>3,128,199</u>	<u>1,513,457</u>	<u>(1,864,282)</u>	<u>1,517,999</u>	<u>396,890</u>	<u>4,692,263</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
General Funds	1,687,820	490,309	(1,910,549)	1,326,840	—	1,594,420
Designated Fund	1,425,000	—	—	—	—	1,425,000
Sinking Fund	97,762	—	—	11,017	—	108,779
Revaluation reserve	—	—	—	—	—	—
	<u>3,210,582</u>	<u>490,309</u>	<u>(1,910,549)</u>	<u>1,337,857</u>	<u>—</u>	<u>3,128,199</u>

Restricted funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
Restricted Funds	3,559,252	10,085,143	(7,907,800)	(1,517,141)	—	4,219,454
Revaluation reserve	—	—	—	—	1,081,018	1,081,018
	<u>3,559,252</u>	<u>10,085,143</u>	<u>(7,907,800)</u>	<u>(1,517,141)</u>	<u>1,081,018</u>	<u>5,300,472</u>

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
Restricted Funds	3,735,264	8,848,803	(7,687,816)	(1,336,999)	—	3,559,252
Revaluation reserve	—	—	—	—	—	—
	<u>3,735,264</u>	<u>8,848,803</u>	<u>(7,687,816)</u>	<u>(1,336,999)</u>	<u>—</u>	<u>3,559,252</u>

Endowment funds

	At 1 Apr 2024	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2025
	£	£	£	£	£	£
Capital Reserve	55,752	—	—	(858)	—	54,894

	At 1 Apr 2023	Income	Expenditure	Transfers	Gains and losses	At 31 Mar 2024
	£	£	£	£	£	£
Capital Reserve	56,610	—	—	(858)	—	55,752

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

26. Analysis of net assets between funds

	Unrestricted Funds £	Restricted Funds £	Total Funds 2025 £
Tangible fixed assets	3,494,366	4,888,110	8,382,476
Current assets	2,219,780	1,954,853	4,174,633
Creditors less than 1 year	(321,011)	(150,733)	(471,744)
Creditors greater than 1 year	(700,872)	(1,336,864)	(2,037,736)
Net assets	4,692,263	5,355,366	10,047,629

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Tangible fixed assets	1,498,650	3,621,912	5,120,562
Current assets	2,101,983	1,391,986	3,493,969
Creditors less than 1 year	(472,434)	(313,088)	(785,522)
Creditors greater than 1 year	–	(1,085,806)	(1,085,806)
Net assets	3,128,199	3,615,004	6,743,203

27. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	2,494,889	908,359	3,403,248
Debt due within one year	(205,312)	54,579	(150,733)
Debt due after one year	(1,085,806)	(951,930)	(2,037,736)
	1,203,771	11,008	1,214,779

28. Capital commitments

At 31 March 2025, the Charity had capital commitments contracted for but not provided for of £1,452,835 (2024: £nil) in relation to the current Berry Mews build project.

29. Operating lease commitments

The total future minimum lease payments under non-cancellable operating leases are as follows:

	2025 £	2024 £
Not later than 1 year	122,715	126,298
Later than 1 year and not later than 5 years	386,102	425,612
Later than 5 years	283,650	371,950
	792,467	923,860

30. Limitation of auditors liability

The company on 20th May 2025 has entered into a limitation of auditors liability with the auditor limiting the auditor's liability to a maximum of £1,500,000 (including interest).

Coventry, Warwickshire & Worcestershire Mind Ltd

Company Limited by Guarantee

Notes to the Financial Statements (continued)

Year ended 31 March 2025

31. Related parties

The trustees consider that there is no controlling party.

During the year the charity paid 3P Properties Limited of which Terry Plant, a trustee, is a director £26,727 (2024: £27,305) for architectural services.

During the year the charity paid Annette Dix, a trustee, £0 (2024: £4,200) for providing training courses.

During the year the charity paid Rachel Lawley, a trustee, £900 (2024: 2,056) for providing training courses.

During the year the charity entered into transactions with its subsidiary company. The outstanding loan balance at the balance sheet date was one whereby £900 (2024: £2,056) was owed to the parent entity.

During the year the charity paid Mirador Consultancy Ltd of which Nigel Taylor, a director of the Trading Company, is also a director, £6,739 (2024: 12,512) for providing business consultancy.

32. Charity combinations

On 1st October 2024 the Charity 'Coventry & Warwickshire Mind' (The Receiving Charity) combined with South Warwickshire & Worcestershire Mind Ltd (The Transferring Charity) becoming Coventry, Warwickshire & Worcestershire Mind Ltd (The Combined Organisation).

The Transferring Charity transferred all its assets, liabilities, and staff to the Receiving Charity as at this date.

The amounts recognised at the acquisition date were as follows:

	2025
	£
Trade Debtors	173,499
Other Debtors	61,649
Cash at bank	1,265,238
	1,500,386
Trade Creditors	(3,733)
PAYE/NI	(29,236)
Accruals	(10,174)
	(43,143)
Net incoming gift	1,457,243

The consolidated Statement of Financial Activities at 31st March 2025 includes the following in respect of the acquiree, since their acquisition date:

Net income:	£ 502,315
Net deficit:	£ 4,348

COVENTRY, WARWICKSHIRE & WORCESTERSHIRE MIND LTD
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2025

33. Reconciliation and analysis of movements on the funds for the year ended 31st March 2025

	<u>Unrestricted</u>		<u>Endowment</u>								<u>Restricted</u>								
	<u>Association</u>	<u>Coventry and Warwickshire Mind Trading Ltd</u>	<u>Capital Reserves</u>	<u>LLR Mind</u>	<u>Wellbeing for Coventry</u>	<u>Community Wellbeing</u>	<u>Trauma and Therapy</u>	<u>LAC</u>	<u>Recovery Academy</u>	<u>Housing Services</u>	<u>Wellbeing for Warwickshire</u>	<u>Safe Haven</u>	<u>CASS</u>	<u>Intensive Recovery Support Service</u>	<u>NHS Talking Therapies</u>	<u>Housing/Harry Salt/Care Home</u>	<u>St Clairs Gardens</u>	<u>TEAM WWL</u>	<u>WCC Camhs</u>
Income																			
Donations and legacies	894,272	-	-	-	2,000	-	429	-	-	-	25,481	1,000	20	-	-	-	-	4,113	-
Charitable activities	150,382	-	-	-	987,398	69,336	164,589	-	57,220	1,371,368	447,125	385,000	521,571	857,761	1,164,439	-	1,514,937	1,246	573,344
Other trading activities	-	93,672	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Investment income	58,923	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other income	316,208	-	-	-	-	-	-	-	-	-	657	-	-	-	-	-	-	-	-
	<u>1,419,785</u>	<u>93,672</u>	<u>-</u>	<u>-</u>	<u>989,398</u>	<u>69,336</u>	<u>165,018</u>	<u>-</u>	<u>57,220</u>	<u>1,371,368</u>	<u>473,263</u>	<u>386,000</u>	<u>521,591</u>	<u>857,761</u>	<u>1,164,439</u>	<u>-</u>	<u>1,514,937</u>	<u>5,359</u>	<u>573,344</u>
Expenditure																			
Other trading activities	-	96,248	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Charitable activities	1,752,563	-	-	-	893,987	114,220	140,812	-	46,707	1,066,386	399,344	265,876	430,201	705,713	940,091	-	1,114,210	49,710	485,988
Other expenditure	15,960	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	95,975	-	-
Taxation	-	(489)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<u>1,768,523</u>	<u>95,759</u>	<u>-</u>	<u>-</u>	<u>893,987</u>	<u>114,220</u>	<u>140,812</u>	<u>-</u>	<u>46,707</u>	<u>1,066,386</u>	<u>399,344</u>	<u>265,876</u>	<u>430,201</u>	<u>705,713</u>	<u>940,091</u>	<u>-</u>	<u>1,210,185</u>	<u>49,710</u>	<u>485,988</u>
Net income/(expenditure)	(348,738)	(2,087)	-	-	95,411	(44,884)	24,206	-	10,513	304,982	73,919	120,124	91,390	152,048	224,348	-	304,752	(44,351)	87,356
Opening funds balance	3,125,422	2,777	55,752	-	6,400	75,173	70,420	125,561	6,107	332,045	255,433	135,852	230,666	(52,068)	447,495	1,030,079	438,262	-	239,826
Transfers:																			
Support Costs	1,533,503	-	-	-	(98,228)	(46,651)	(26,246)	-	(14,450)	(265,928)	(74,635)	(70,000)	(89,056)	(99,980)	(184,665)	-	(226,810)	-	(69,904)
Fund Transfers	(16,362)	-	-	-	-	16,362	-	-	-	-	-	-	-	-	-	-	-	-	-
Capital Reserve Transfers	858	-	(858)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Transfers	<u>1,517,999</u>	<u>-</u>	<u>(858)</u>	<u>-</u>	<u>(98,228)</u>	<u>(30,289)</u>	<u>(26,246)</u>	<u>-</u>	<u>(14,450)</u>	<u>(265,928)</u>	<u>(74,635)</u>	<u>(70,000)</u>	<u>(89,056)</u>	<u>(99,980)</u>	<u>(184,665)</u>	<u>-</u>	<u>(226,810)</u>	<u>-</u>	<u>(69,904)</u>
Gains from Revaluation of Fixed Assets	396,890	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,081,018	-	-
	<u><u>4,691,573</u></u>	<u><u>690</u></u>	<u><u>54,894</u></u>	<u><u>-</u></u>	<u><u>3,583</u></u>	<u><u>-</u></u>	<u><u>68,380</u></u>	<u><u>125,561</u></u>	<u><u>2,170</u></u>	<u><u>371,099</u></u>	<u><u>254,717</u></u>	<u><u>185,976</u></u>	<u><u>233,000</u></u>	<u><u>-</u></u>	<u><u>487,178</u></u>	<u><u>1,030,079</u></u>	<u><u>1,597,222</u></u>	<u><u>(44,351)</u></u>	<u><u>257,278</u></u>
Represented By:																			
Fixed Assets	3,494,366	-	-	-	-	-	-	-	-	-	-	-	-	-	-	4,888,110	-	-	-
Net Current Assets	1,898,079	690	54,894	-	3,583	-	68,380	125,561	2,170	371,099	254,717	185,976	233,000	-	487,178	(2,521,168)	1,597,222	(44,351)	257,278
Creditors > 1 Year	(700,872)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(1,336,864)	-	-	-
	<u><u>4,691,573</u></u>	<u><u>690</u></u>	<u><u>54,894</u></u>	<u><u>-</u></u>	<u><u>3,583</u></u>	<u><u>-</u></u>	<u><u>68,380</u></u>	<u><u>125,561</u></u>	<u><u>2,170</u></u>	<u><u>371,099</u></u>	<u><u>254,717</u></u>	<u><u>185,976</u></u>	<u><u>233,000</u></u>	<u><u>-</u></u>	<u><u>487,178</u></u>	<u><u>1,030,079</u></u>	<u><u>1,597,222</u></u>	<u><u>(44,351)</u></u>	<u><u>257,278</u></u>

COVENTRY, WARWICKSHIRE & WORCESTERSHIRE MIND LTD
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31ST MARCH 2025

33. Reconciliation and analysis of movements on the funds for the year ended 31st March 2025 (continued)

<div>Restricted</div>																		
Wellbeing Advisors	16-25 Peer Monitoring	Keyworker	Early Keyworker	Children's Services	Breathing Spaces	GAMME	Mental Health Link Workers	SWW Safe Haven	SPF Fund	Vale PCN	SWGFP Federation	Social Impact Fund	AMP School	Green Minds	Hastings House	ODF Mind	TOTAL	
-	755	-	-	-	166,895	10,748	158,341	5,704	-	7,711	144,398	9,386	43,399	205	105	5,991	1,480,953	
-	199,000	480,000	90,000	111,336	77,061	75,046	38,411	91,953	66,202	40,000	113,462	-	-	-	-	-	9,648,187	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	93,672	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	58,923	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	316,865	
-	199,755	480,000	90,000	111,336	243,956	85,794	196,752	97,657	66,202	47,711	257,860	9,386	43,399	205	105	5,991	11,598,600	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	96,248	
9,005	153,948	348,085	73,597	67,282	109,531	40,797	94,683	73,556	61,085	32,500	86,588	7,719	-	204	-	-	9,564,388	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	111,935	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(489)	
9,005	153,948	348,085	73,597	67,282	109,531	40,797	94,683	73,556	61,085	32,500	86,588	7,719	-	204	-	-	9,772,082	
(9,005)	45,807	131,915	16,403	44,054	134,425	44,997	102,069	24,101	5,117	15,211	171,272	1,667	43,399	1	105	5,991	1,826,518	
21,198	18,044	131,447	17,701	29,611	-	-	-	-	-	-	-	-	-	-	-	-	6,743,203	
(2,306)	(33,850)	(78,839)	(17,713)	(17,373)	(40,072)	(15,000)	(7,683)	(18,390)	(5,116)	(8,000)	(22,608)	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
(2,306)	(33,850)	(78,839)	(17,713)	(17,373)	(40,072)	(15,000)	(7,683)	(18,390)	(5,116)	(8,000)	(22,608)	-	-	-	-	-	-	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	1,477,908	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	10,047,629	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	8,382,476	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	3,702,889	
-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	(2,037,736)	
9,887	30,001	184,523	16,391	56,292	94,353	29,997	94,386	5,711	1	7,211	148,664	1,667	43,399	1	105	5,991	10,047,629	