



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	Day 1st	Month 07	Year 2024		Day 31	Month 03	Year 2025

Section A Reference and administration details

Charity name

Other names charity is known by

Registered charity number (if any)

Charity's principal address

142 Union Street	
Plymouth	
Devon	
Postcode	PL13HL

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Josie Wood	Chairperson Building		
2	Vernon Roche	Buildings Trustee		
3	Karen Grimsehl	Safeguarding Trustee		
4	Jane Frajbis	Secretary		
5	Mark Frajbis	Building and Tech Trustee		
6	Jackie McKeown	Treasurer		
7	Peter Dickinson	Associate Trustee fundraising		
8	Sir Gary Streeter	Trustee		
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20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year
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Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

Carol Pratt Team Leader / Tracey White Assistant team Leader/ Gary Salmon male project lead

Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution
How the charity is constituted (eg. trust, association, company)	Associated
Trustee selection methods (eg. appointed by, elected by)	Appointed

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

Section C Objectives and activities

Summary of the objects of the charity set out in its governing document

To relieve the mental, emotional, and spiritual distresses of adult survivors of childhood sexual abuse, living in Plymouth and the surrounding areas, by the provision of a therapeutic listening service. To advance education, for the public benefit, of the people in Plymouth and the surrounding area, in particular but not exclusively by providing training and skills development in the consequences and healing of childhood trauma.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

To provide a telephone help line, for contact and counselling
 To promote the education of above object to benefit the public.
 To provide advice and support and counselling facilities.
 To employ person to organise and carry out this work.
 To bring together other voluntary organisations Statutory and non-statutory bodies bringing more cohesion.
 To carry out or assist in promoting research/surveys/and useful investigations of materials to share.
 To arrange and provide for meetings lectures seminars training courses.
 To collect and disseminate information on all the above matters affecting the said object and exchange such information with other bodies having similar objects.
 To procure to be written and print, publish, issue, and circulate gratuitously or otherwise such papers, books, periodicals, pamphlets or other documents or films or recorded tapes as shall further the objects.
 To purchase take on or lease or in exchange, hire or otherwise acquire any property and any rights and privileges necessary for the promotion of the said object and construct maintain and alter any building or erections necessary for the work of the association.
 To make regulations for any property which may also be acquired.
 To sell, let mortgage, dispose of or turn to account all or any of the property or assets of the Association, subject to such consents as may be required by law.
 To borrow or raise money for the object of the association and to accept gifts on such terms and on such security as shall be deemed to be necessary subject to such consents as may be required by law.
 To raise funds and invite and receive contributions from any person or persons whatsoever by way of subscriptions and otherwise PROVIDED THAT the Association shall not undertake permanent trading activities in raising funds for the said object.
 To invest the monies of the Association not immediately required for the said objects in or upon such investments, securities or property as may be thought fit, subject nevertheless to such conditions (if any), as may for the time being imposed or required by law.
 To do all such lawful things that are necessary for the attainment of the said objects.

All trustees declare that their decision making is carried out with due regard to the Charity Commission's guidance on public benefit and fully relates to all of the above purposes.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

We would like to take this opportunity to thank Abi White for giving her time on her year out from university to work in SALT as a volunteer, Abi took on many challenges whilst here and has contributed and supported SALT throughout the year. She has actively Joined in with working with individuals and groups. Abi has shown her commitment to the work here and will be missed as she returns to her final year at university. We hope her experience here will be beneficial in Abi future work and life. It has been a delight to have Abi here and she will be greatly missed. We wish her every blessing for her future.

The Trustee decided to change the year to coincide with the business year end, so this report is from the 1/7/24 – 31/3/25. This was done to allow for clear financial records that run in line with the normal financial year.

Section D

Achievements and performance

TEAM

The Team comprises of 11 staff 7 of whom are volunteers who work various hours, throughout the week and 4 paid staff who also undertake voluntary hours.

This year the team have completed 5115.75 hours which is slight decrease on last year's figures.

We welcomed Jackie McKeown into the administrator role on 3rd January 2025. Jackie has been very busy in her role since the start, her enthusiasm and support are a blessing to the team.

The team continue to have individual, peer, and group supervision. The supervisors continue to have external supervision from Des and Jan Branagh, and we thank them for support they give to the supervisors and the team.

CLIENTS

The men's work is now in its 3rd year, we continue to have a good response to this work, which shows the need to offer this support in Plymouth. We have received over 30 referrals for the men service June 24 – June 25 which has led to 3 groups undertaking the psychoeducational skills session. Then moving on to their individual sessions, of which there has been 177 so far. Currently there are 2 men on the waiting list, and we will run the next men's psychoeducational skills group in September 2025.

The Women's service has seen a rise in referrals to new ladies from July to June. We closed the waiting list in April 2024, and we re-open it in September 2024 due to the volume of people seeking support and the length of time they would have remained on the waiting list. The waiting list is again reaching capacity, but we have not yet closed it to new referrals.

The team has carried out a total of 398 sessions. There have been 4 groups undertaken this year of ladies' psycho-educational Skills sessions. The skills sessions comprise of 4 separate sessions. The team have done 18 zoom sessions due to distance or disability issues; this has lowered slightly this year.

There have been emails 263 calls 20 texts 2 from professionals.

The men's service has had 124 emails 63 calls and 123 texts.

The Women's service has had 421 emails 75 calls 175 texts and 17 WhatsApp calls.

Giving a total of 3781 contacts, that were extra to the face-to-face contacts with clients and zoom contacts.

The team have had calls to request support from professionals across the city, and we have spoken with social services/benefits agency/ food banks/hospitals/eating disorders team and many other agencies. Some of these were looking for advice on SALT work, and some looking at how they can best support those people they are involved with. Although all clients self-refer to SALT, the majority are initially signposted from many different areas for instance GP practices, Mental Health services, Court workers, Occupational health services, Counselling services, other victim of sexual assault agencies to name a few. We have good links with many of these services within the city, and we offer support through our resources/advice/skills and knowledge to them.

We have delivered bespoke training for a local community hub / food Bank/ pregnancy crisis care/ and Offenders Personality Disorder Team. A presentation to eating disorders team, St Matthews Ladies meeting Fuse team/local prescribers. Sherwell United Reform.

The team have also supported relatives, families, or significant people in the client's life, who wish to understand the need to process trauma and how they can best support the person. Those people are offered 3 sessions with 2 listeners over the time the client is with us. There have been 19 sessions in this area.

TRAINING

This has been a busy year for the team

Salt attended the AGM for Trauma Informed Plymouth network.

2 of the team attended University of Plymouth community hub Resources for community groups and possible funding for collaboration in Dec 24.

Online meeting with Naomi Salisbury re possible in-house training up-date on self-harm.

June 25 online workshop Leaders and containment TST attended by 1 team member.

Plymouth U3A world religions and customs Outreach Group. Talk given by team member.

Plymouth wellbeing meetings Hub's meeting @ SALT/ Presentation by 2 team members.

Multiple contacts with professionals across the Southwest including Livewell: Occupational therapists: Health; and wellbeing Teams: NHS Devon Pathfinder Team: Young Devon: community hubs: Learning disability organisations: Plymouth First response Team: Barnardos: Fear Free:

Plymouth Ice break team: Plymouth Insight Team: PASS (Autism); Prison Service: Clinical Psychologist and numerous other Health professionals.

Presentation by 2 team members to the eating Disorders Team:

Presentation by 2 team Members to members of Justice Department team.

Meeting with Plymouth specialist lead on sexual violence by 2 team.

Presentation to Plymouth Business chamber of commerce I team member and trustee.

Online training via teams by 1 team member

Women's skills session reviewed and updated and now includes accessible support for new facilitators.

2 Team members attended a Collaborative meeting/training day with trauma informed network
Several of the team have done workshops with Deep release, over the year.

We have taken part in supporting other organisations, with advice information and tools.

Several of the team have completed their safeguarding vulnerable adults and prevent Training.

3 of the team have undertaken training with Trauma informed practise.

We have a full day training for the team on sand tray therapy booked for July

Committee

The committee have meet 5 times throughout the year as planned and continue to look at the needs of SALT and the change of charity states to CIO. This is moving forward, and a new constitution has been approved by the trustees and will go to the commission soon.

I am pleased to report that Sir Gary Streeter has been appointed as a trustee. Gary has joined us with a wealth of knowledge and skills; his appointment is a delight to his fellow trustee and to the team.

The committee have had a busy year, with the need to look at the charity's future and the need for the charities status to change to a CIO. The treasurer is completing this year's finances, and we would like to extend our thanks to Jackie for the hard work she does in ensure the financial security of SALT. All the trustees have worked hard to design a new logo, ensure the building is fit for purpose, ensure we have the right things in place and numerous other tasks they undertake which we thank each of them for. We have approached the charity commission with the desire to change the financial year to 1st April – 31st March. This has now taken place.

We also would like to thank all those who have financially supported SALT through their individual giving, also the **Plymouth Christian centre, Church 41**, who have supported Salt throughout the year. We would also like to thank **Contrasting Horizons** for the continued blessing of financial support for the men's work. **Livewell Foundation, Allan Lane Foundation for their grant to enable the work of SALT to continue. Awards for Everyone** who have given SALT a grant and The **Joseph Rank Trust** for their continued support.

We also thank Those who support us through **Local giving**, and to **Julie** our volunteer gardener, who with Fiona one of our team have continued to do an amazing job in the garden, which offers a tranquil place to sit and take a few minutes out of the busyness of the day for the clients and the team. (Not to mention the lovely fruit available for picking) 😊

We would like to thank every one of our **prayer partners** for their vital and continued support. Which is so valuable to the team here. We appreciate your time your prayers and words of encouragement and look forward to seeing you all very soon, to share SALT's plans of future growth and new ventures, to bring healing into a hurting world.

Special Thanks to every member of the team for their commitment to the work of this service, their fellowship, wisdom, and faithfulness to each other and to the people we serve. They are dedicated and equipped to develop and forward the work of SALT.

Thank you all.

Carol Pratt (Team Leader)

31st March 2025

Section D

Achievements and performance

Summary of the main achievements of the charity during the year

Section E

Financial review

Brief statement of the charity's policy on reserves

The policy on reserves has been written to include SALT holding a capital reserve of at least 6 months of the total monthly salary expenditure (of £4500 x 6 months)
This would enable us to continue supporting our service users in the event of having to run down the charity. As of June 2025, the total amount of un-restricted funds is £26,000 held in two parts one part in a reserve account and the other £13,000 in a 90 day account

Details of any funds materially in deficit

N/A

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

SALT has received Grants from Contrasting Horizons of £4050
Joseph Rank Trust £10,000
Church donations £3214
Individual donations £9007.02 (£3000 specifically donated for building repairs).
Training Income £8455.00.

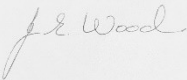
The charity's running costs have exceeded the income received this year. This has been due to the loss of a large grant and reductions in available funding sources.

Section F**Other optional information****Section G****Declaration**

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

	
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Full name(s)

Josephine Wood

Position (eg Secretary, Chair, etc)	Chair	
Date		

Accounts for the Period 1st July 2024 to 31st March 2025

	<u>1/7/24 to 31/3/25</u>		<u>YE 30/6/24</u>	
	£	£	£	£
Income				
Ministry of Justice	0.00		0.00	
Other Grants	14,250.00		36,436.87	
Church Donations	3,214.00		6,600.00	
Individual Donations	8,782.02		20,129.13	
Local Giving	931.06		1,644.56	
Paypal & Other Donations	0.00		0.00	
Gift Aid	0.00		0.00	
Training income	7,575.00		3,721.40	
Room Hire	880.00		1,260.00	
Other income	0.00		4.92	
Bank Interest	278.95		339.27	
		35,911.03		70,136.15
Expenses				
Salaries & Pensions	36,332.75		59,870.50	
Rent	0.00		0.00	
Team Expenses	7.72		1,257.79	
Team Training	0.00		163.08	
Office Expenses	2,519.50		1,582.34	
Utilities & building costs	3,877.75		4,861.77	
Phone/Internet	901.63		1,227.19	
Insurance	851.20		1,241.97	
Website	303.50		748.50	
Statutory Requirements	72.00		35.00	
Business Rates	783.00		269.98	
Other Expenses	0.00		230.00	
		(45,649.05)		(71,488.12)
Operating Surplus/(Deficit)		<u>(9,738.02)</u>		<u>(1,351.97)</u>
B/fwd 1st July 2024		46,698.13		48,050.10
C/fwd 31st March 2025		<u>36,960.11</u>		<u>46,698.13</u>
Balances as at 31st March:			30th June 2024	
Current Account		10,676.48		20,736.13
Reserve Account		26,231.19		25,952.24
Petty Cash		52.44		9.76
Total		<u>36,960.11</u>		<u>46,698.13</u>

I have carried out an examination of the accounts, together with the supporting documents provided, and find them to be a fair representation.

Signed: 

Date: 19th September 2025

Kirsty Wick FCMA FMAAT

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Date: 19th September 2025

Kirsty Wick FCMA FMAAT