



Mind In Mid Herts

Trustees' Annual Report
& Financial Statements

Year ended 31 March 2025

Registered Charity Number: 1101678
Registered Company Number: 04746078 (England and Wales)

Mind In Mid Herts
Year ended 31 March 2025

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Mind In Mid Herts

Year ended 31 March 2025

Legal and Administrative Information

Mind In Mid Herts is registered as a charity and is a company limited by guarantee governed by its Articles of Association.

Company No. 04746078

Charity No. 1101678

Directors/Trustees

The directors of the Charitable company (the Charity) are its trustees for the purposes of charitable law and, throughout this report, are collectively referred to as the trustees.

The trustees serving during the year and since the year end were as follows:

Trustees

Narcis Marian Balalau	
Ian Callaghan	
Isaac Kenyon	
Lakshmi Raghavachari	
Neil Kavin Margereson	
Paul Ronald (Chair)	
Danielle Yvette Adams	
Mary Compton	
Claire Wilkinson	
John Alexander Blain	Appointed 17 September 2024, Resigned on 27 June 2025
Ian Robert Callaghan	
Rachel Chetty	Resigned on 18 July 2024
Charlotte Wood	Resigned on 14 May 2024
Helen Elizabeth Gibson	Appointed 17 September 2024, Resigned on 18 March 2025

Board Advisors

Carl Roberts
Jennifer Goddard
Steve Jupe
Cristina Diofebbo
Jamie Dearsley
Mash Dabba
John Blain
Nicola Bentham
Christopher Alexander

Registered and Principal Office

11 Hatfield Road
St Albans
Hertfordshire
England
AL1 3RR

Auditors

Moore Kingston Smith LLP
4 Victoria Square
Victoria Street
St Albans
Hertfordshire
AL1 3TF

Mind In Mid Herts

Year ended 31 March 2025

Legal and Administrative Information

Bankers

CAF Bank Limited
P O Box 289
West Malling
Kent
ME19 4TA

Solicitors

HRJ Foreman Laws
25 Bancroft
Hitchin
Hertfordshire
SG5 1JW



Draft Annual Report (Trustee Report) for the year ended 31 March 2025

Welcome to our Annual Report for Mind in Mid Herts for 2024-2025.

We are delighted to have provided another year of high quality, person-centred care for the people in Hertfordshire.

This year, along with many charity and voluntary and statutory sector organisations supporting people with Mental Health, we have met many changes and challenges – yet we continue to provide a great service to the people we support, supporting nearly 3,000 unique people, and engaging with over 18,000 people over the year.

The Charity is registered in England and Wales (no. 1101678) and is a company limited by guarantee, registered in England and Wales (no. 04746078), with Articles of Association that specify its aims and objectives and governance. It has no share capital, The Charity is governed by a Board of Directors which is known as the Board of Trustees, as all Company Directors are also Charity Trustees.

The Trustees complied with the duty in section 17 (5) of the Charities Act 2011 to have due regard to the public benefit guidance published by the Charity Commission when exercising any powers or duties to which the guidance is relevant.

Landscape:

Over 110,000 people in Hertfordshire (18+) have been known to have been diagnosed with depression.¹ The Hertfordshire Health and Wellbeing strategy outlined the need for good nutrition, healthy weight and physical activity for people's physical, mental and emotional wellbeing, outlining physical activity can reduce obesity and improve mental wellbeing.² This year, National Mind also published their 'Big Mental Health Report'³ which outlined the continued complexities of mental health across the country – including over 2 million people on waiting lists for NHS Mental health support, 6.4 million referrals being made to NHS Talking Therapies and other mental health services, and outlined nearly 30,000 vacant posts in England's total mental health workforce.

Mind in Mid Herts attempts to support this therapeutic approach to people in Hertfordshire, offering counselling for depression, DIT programmes and other psychological therapies, supporting over 1,000 people per year and running over 8,000 counselling sessions and we are delighted to provide this much needed support and service to Hertfordshire residents.



¹ [Hertfordshire Health & Wellbeing Strategy 2022 - 2026](#) pg 26

² [Hertfordshire Health & Wellbeing Strategy 2022 - 2026](#) pg 24

³ [The Big Mental Health Report](#)



The National Mind report focuses on highlighting the link with health inequalities, and mental health in England. People with a mental health problem can earn nearly £10k less than someone without one, and 60% of people in the UK said the cost-of-living crisis was affecting their wellbeing.

Mind in Mid Herts provides a small but essential service on Vocational Support – which we have re-branded as Employment Support. This service continues to grow to support people with mental health back into work; supporting nearly 60 people around employment and mental health.

The Big Mental Health report outlined that public knowledge of some aspects of mental health have now fallen back to before 2009 levels – creating and increasing levels of stigma, and shame in seeking support for their wellbeing.



I had a panic attack in the middle of a shopping centre. Security staff and police thought I was under the influence of drink and/or drugs.



People with Severe Mental Illness (SMI) are 5 times more likely to die before the age of 75 than the rest of the UK populations; and Mind in Mid Herts supports and runs essential services such as the Physical Health Checks for SMI patients, working alongside primary care (GP's) colleagues in neighbourhood primary care networks, to ensure we support physical health checks of the SMI to ensure their physical and mental health is intertwined and supported. Last year we supported nearly 300 people with Serious Mental Illness to re-engage with their GP surgery and undergo a physical health check. Working with Central London Community Healthcare (CLCH) and having clinical training in integrating mental and physical health checks, this programme is now being adapted this year. It has been highlighted as a great example of integrated care in assertive outreach; which we will continue to support with Hertfordshire Partnership Foundation Trust (HPFT).

The landscape for Mental Health services continues to be challenging – with changes in the NHS landscape affecting commissioning and the severity and complexities of those we support continues to intensify. We will continue to develop our great relationships both with NHS colleagues across our Integrated Care Board (ICB) footprint, and with our Local Authority and public health partners.

We do this via representation on various Boards, groups and meetings where we represent and help to shape the mental health landscape, to support people in Hertfordshire. Our CEO Co-Chairs the Crisis Care Partnership which sits under the Mental Health Learning Disability and Autism Health Care Partnership in Hertfordshire, and we aim to influence decisions about mental health with people who have lived or living experience of mental health, in mind.



Mind in Mid Herts – 2024/25 updates

Vision We will work to ensure the mental health of everyone in Hertfordshire is supported and respected.

Mission Providing prevention, recovery and support services in Hertfordshire to empower people to take control of their mental health.

Values

- **Inspirational** – inspiring others to achieve their potential
- **Openness** – acting with integrity and transparency caring for staff, volunteers and people who use our services
- **Altogether** – Stronger in partnership
- **We Care** – listening and facilitating change
- **Passion** – caring for the people who use our services is at the heart of everything we do

Strategic Aims

- (1) Range and quality services
- (2) Influencing and partnerships
- (3) Building resources
- (4) Voice



In January 2025 we employed a new Deputy CEO, as part of our succession and sustainability planning. Lucy Nicholson, who prior to this was a CEO in Healthwatch, and has overseen many Voluntary, Community and Social Enterprise (VCSE) transition and transformation programmes, will lead on our culture change programme and digital transformation for MiMH.

Our Board Advisors continue to support the Board, and the Leadership Team, with their contributions and experience, and we wanted to thank them all for their contributions.

Our Impact: Numbers

Our Impact – we continue to deliver quality key services with a dedicated and passionate workforce. We supported nearly 3,000 people, like the year before, and engaged with nearly 18,000 residents.

Our Services:

Training and Development

Over the past year, Mind in Mid Herts trained 2,678 people, equipping individuals, businesses, and communities with the tools to support mental health and wellbeing. This is in addition to the ongoing support we offer through our Living Well programme.



We continued to work closely with organisations to develop and embed Peer Support Programmes - guiding them through setup, delivering tailored training, and providing ongoing supervision and reflective practice to ensure lasting impact. Our approach ensures peer supporters are never left isolated. We're excited to announce that in 2025, we will re-launch our regular peer support network meetings to foster connection, continuous learning, and access to expert guidance from our team.

Our training offer continues to grow and evolve, shaped by the needs of our community. This year, we introduced three new courses:

- Menopause and Mental Health
- Neurodiversity and Mental Wellbeing
- Bereavement Support Sessions

These additions complement our existing portfolio, which includes - Mental Health Awareness, Mental Health Awareness for Managers, Mental Health and Customer Service, and Suicide Awareness and Prevention.

We also continue to deliver our Living Well courses, designed to help people make positive changes in their lives. Grounded in psychological principles, these self-help sessions support individuals in identifying unhelpful thinking patterns and behaviours, while building effective coping strategies. This year, we delivered 24 courses and workshops, supporting 365 people with tools to manage anxiety, reduce self-criticism, and build emotional resilience.

"The session was relaxed, giving a comfortable place to share experiences"

We were proud to be selected as one of just six local Minds to act as interim delivery partners for National Mind, helping shape the future of their national training provision. Our team contributed to the development of a new Quality Assurance Framework and were awarded Enhanced Status, recognising our commitment to high-quality, person-centred training.

"(the trainer) was excellent and made sure we all took time for ourselves during the content. She was personable, funny, knowledgeable and made the sessions a huge success."

We believe that early intervention through training not only prevents mental health illness, relapse, crisis and also leads to faster recovery. Our work is not just about upskilling individuals - we care about creating safer, more supportive cultures and environments across communities and workplaces.

Internal Training and Development

At Mind in Mid Herts, we are committed to fostering the growth, knowledge, and confidence of our staff and volunteers through a structured and inclusive programme of training and development. In 2024, we delivered 17 live internal training sessions via Microsoft Teams, complemented by a range of e-learning opportunities available through Podia. These sessions were carefully curated to align with our core values and service needs, covering essential topics such as Mental Health Awareness, Suicide Prevention, Safeguarding Adults, Assessment Skills, and Group Facilitation.

Our internal CPD (Continuing Professional Development) framework is designed to support all stages of professional growth. All new staff and volunteers participate in a comprehensive induction process, followed by access to a suite of mandatory training courses. These include our staple "Learning Days," offered throughout the year to reinforce foundational knowledge and promote reflective practice. Training



needs are routinely identified and reviewed during formal supervision and annual appraisals, ensuring a responsive and tailored development experience.

Looking ahead to 2025, we are strengthening our internal training offer through active consultation with staff and volunteers. This review will help shape a refreshed and more robust CPD programme that not only responds to emerging service needs but also supports career development and staff wellbeing. As we build on the successes of the past year, our aim is to ensure all team members are empowered with the skills and confidence needed to deliver high-quality, compassionate mental health support.

Psychological Therapies and Counselling 2024/2025

The counselling team is made up of 6 members of staff all working of whim, work a variety of part time hours across days to cover the counselling service. This included welcoming a new staff member to support the growing number of people who use our service, needing counselling.

We offer counselling in our centres at St Albans Hatfield and Stevenage, as well as offering online counselling for those that are unable to access the centres.

We deliver a variety of services. Our main counselling service is a funded, which is free at the point of delivery and is run by volunteer counsellors whom, offer a variety of models to meet the needs of the clients. We also offer two contracted Talking Therapy Services; Dynamic Interpersonal Therapy (D.I.T) and Counselling for Depression (CfD) both are run by 16 trained/qualified sessional counsellors. Alongside these services we run sessions for organisations that support their staff to stay well a work. This year that included a local college as well as 3 local organisations.

We delivered 8,120 number of sessions and saw 1,143 number of individual clients during this period.

Centre support

We have four Centres which Mind in Mid Herts runs its essential and key services from: Hatfield, Hertford, Stevenage and St Albans.



A 54-year-old female who lives alone and experiences Schizophrenia, Paranoia, Anxiety and Depression. In addition, she is diagnosed with Asthma, Diabetes, Arthritis and Autoimmune disease. All her conditions are carefully monitored and managed with medication.

She came to Mind in Mid Herts in 2023 following the loss of her long-time partner, recognising she needed support to cope with her feelings and loss.

She attends groups at Mind in Mid Herts twice a week, as well as yoga and a local church coffee morning. Attending groups with like-minded people has been the best avenue of support and an essential tool for both her mental and physical wellbeing.

Last year after attending the Mind in Mid Herts AGM and watching another person share her story, this lady announced that she would like to do that this year as she felt inspired but also brave enough to take on a new challenge. Excitingly an offer came to Mind in Mid Herts via the Royal Institute of Psychiatrists looking for an individual with lived experience to speak at their upcoming conference. We approached this lady and although initially it was maybe a bigger challenge than she had anticipated, she was thrilled to give this opportunity a go. We worked together in preparation for this talk.

Preparation included attending her first ever meeting on Teams and getting to share and discuss her story with professionals, working with our MarComms team to record a video which would be shared at the conference, and practice sessions for telling her story. This was a real confidence boost.

The conference went extremely well, and this lady was incredibly proud of herself and the wonderful feedback she received on the day.

She was so appreciative for the opportunity and support and shared some kind words with Mind in Mid Herts:

Thank you for all your support with my presentation, not just on the day but with the writing and planning of it all! Thank you for believing in me when I doubted myself. It was a great day, and I couldn't have done it without you.

We've always been impressed with how well she interacts with all the attendees at our group sessions and is continually on hand to offer a kind word, support and words of encouragement. With that in mind we approached her to become a Peer Supporter at Mind in Mid Herts. A role that she has proudly taken on – it's quite something watching her further develop her confidence and skills in this role.

Digital Groups

Our Digital Groups continue to provide essential support for individuals who are unable to attend in person. They offer a safe and accessible space where people can build connection, receive emotional support and feel a sense of community.

Offering a digital support service remains crucial to those facing barriers to leaving their homes due to physical health conditions, caring responsibilities or mental health challenges.

48 people regularly engaged with our online service including the Wellbeing Support Group and our Friday quiz.

By providing a digital support service, we ensure that no one is excluded from receiving the help they need, regardless of their circumstances.

In Person Groups

We supported 744 people at in-person groups with a total of 715 sessions taking place across our four wellbeing centres.

Our social support groups provide a welcoming space for individuals to connect with others facing similar challenges, helping them to recognise they are not alone.



Meeting regularly with peers on their recovery journey can inspire hope, encourage motivation and reduce feelings of isolation and loneliness.

Group members often share personal experiences, offer emotional support and exchange coping strategies that have helped them manage their wellbeing.

We continue to offer a variety of group work including creative sessions, peer support groups and psychoeducation.

In Quarter 4 we launched a Hoarding Peer Support group for individuals feeling overwhelmed by their belongings and struggling to manage their living space and mental wellbeing.

This group was created to offer emotional support to help participants understand and address the root causes of their clutter. Many participants face emotional attachment to items, making it difficult to let them go.

The aim was to support group members in creating a more organised and functional living environment.

I've now attended the Hoarding peer support group 4 times and have been helped so much. Listening to all who have similar problems and the help with understanding.

I am not going to let my subconsciousness take over and carry over with the hoarding. I am taking control and every time I am leaving my flat, I remove an item from there and dispose of it.

I have now cleared my bedroom and can walk around and feel so happy. I have cleaned my toilet, and it looks immaculate. I pat myself on the back each time, I am getting my life back.

A total of 14 people attended the group sessions and reported positive outcomes from their engagement with sessions.

KIT Calls

We supported 289 people through regular keeping in touch (KIT) calls. These check in calls provided consistent emotional support, helping to manage anxiety, improve confidence and build coping strategies.

As a result, some people felt more comfortable gradually joining our social support groups where they were able to connect with others who shared similar experiences, helping them feel less isolated.

F2F 121s

A total of 259 people accessed tailored one-to-one support. These sessions provided emotional support, practical advice and signposting to relevant support services.

By offering a safe and supportive space, these people felt heard, understood and empowered.

Upon completion of the sessions many individuals reported an improved ability to manage their wellbeing through the development of effective self-management strategies, leading to increased self-confidence and greater independence.

Employment Support

58 people engaged in our Employment Support service finding work, getting back into education, or starting voluntary positions. As well as this our vocational support project works with people who are going back to work following a period off sick and supporting people to stay in work.



I was struggling to find a job and living with others. The new CV helped me to get an apprenticeship, and now I'm working towards paid employment.

Outreach

Primary Care Mental Health Link Workers (St Albans)

- Our Mental Health Link Workers embedded in GP practices across St Albans supported 219 individuals this year.
- A total of 621 support sessions were delivered, all from referrals made directly by GPs.
- This service remains a key link between primary care and community mental health support.

Stepping Stones Project

- We supported 139 individuals through the Stepping Stones project.
- This service involves meeting patients on inpatient wards such as Albany Lodge, Glaxo Ward, and Aston Ward, where we begin building relationships before discharge.
- Our team helps ensure a smooth, supported transition from hospital to community life.
- We visit people on the ward, offer one-to-one conversations, and sometimes accompany them off-site to help rebuild confidence — whether that's a visit to one of our community hubs or just a walk outside.
- After discharge, we continue providing outreach support, helping individuals reintegrate into the community and access ongoing services.
- This is one of our most meaningful and collaborative projects, developed alongside patients and staff at Albany Lodge, and continues to grow in its impact.

A&E Link Work – Lister Hospital

- At Lister Hospital's A&E department, we supported 393 individuals experiencing mental health crisis.
- This includes not only those in crisis but also their loved ones, who often attend A&E as a last resort when they don't know where else to turn.
- We provide immediate, compassionate support during what can be one of the most frightening and uncertain moments in someone's life.

Physical Health Checks for People with Serious Mental Illness (SMI)

- We supported 261 individuals with an SMI to receive their annual physical health check.
- This work tackles a longstanding health inequality: people with SMI live, on average, 15 to 20 years less than those without — a statistic that remains unchanged for decades.
- Since launching in 2022, this pilot has entered its fourth year. All our staff are trained phlebotomists, enabling us to offer blood tests and support at every stage.
- Many of the people we support have disengaged from healthcare due to anxiety, previous trauma, or lack of trust. On average, it takes seven points of contact before someone agrees to have a health check.
- Across our PHC outreach service, we made 683 onward referrals to ensure individuals could access the right support at the right time. These referrals spanned a wide range of services, including counselling and talking therapies, GP follow-ups for both physical and mental health reviews, medication reviews, and blood test follow-ups. We also supported access to housing services, food bank and utility voucher schemes, employment and benefits advice, and social or peer support groups. In addition, we referred individuals to optician and dental services, including domiciliary visits, as well as smoking cessation and exercise groups. This breadth of



support reflects our whole-person approach, recognising the deep connection between mental health and a person's physical, social, and financial wellbeing.

Suicide prevention – befriending discharge service

- The Befriending Discharge Service (BDS) was established to support individuals experiencing suicidal ideation or recovering from suicide attempts, both post-discharge and within the community. Delivered through a trained volunteer model, the service aimed to reduce isolation, prevent hospital readmissions, and empower individuals with emotional and practical support.
- Over the 12-month pilot (April 2024 – March 2025), the service received 73 referrals and supported 18 individuals, with volunteers contributing over 80 hours of face-to-face and remote support. Client feedback consistently highlighted improvements in mental wellbeing, increased hope, and a greater sense of connection. Volunteers also reported high satisfaction, personal growth, and a positive impact on service users.
- The project's achievements included expanded referral pathways, strong volunteer engagement, and effective promotional outreach through partnership work and campaigns. Robust wellbeing measures were in place for staff and volunteers, including regular debriefing and supervision.
- The pilot demonstrated that a flexible, volunteer-led model can deliver meaningful, compassionate support to people at critical points in their mental health recovery. Recommendations for future development include recruiting more volunteers, refining referral guidance, expanding remote support options, and continuing to build sustainable partnerships.

Stevenage outreach

- MiMH delivered flexible, person-centred support across several community-based settings, adapting our approach to meet the needs of people experiencing mental health challenges, housing issues, and social isolation. Our work involved a mix of emotional support, advocacy, signposting, and practical assistance, with a strong emphasis on building rapport and promoting wellbeing. Through this, we supported 231 individuals.
- At the On Your Side Football Group, we provided informal emotional support and signposting to participants before, during, and after sessions. Wellbeing check-ins were carried out regularly, with up to 30 minutes of 1-1 support available when needed. We identified early signs of distress, de-escalated situations, and reported incidents to relevant staff. Advocacy formed a key part of our role, from ensuring fair pitch time to challenging exclusionary payment policies. The group supported individuals with a wide range of needs, including learning disabilities, mental health conditions, language barriers, and social isolation, all within a non-judgemental and empathetic environment.
- The YMCA Drop-In provided both pre-booked and ad-hoc 1-1 support for residents referred by YMCA staff or self-presenting. We conducted initial assessments, adding individuals to our caseload or signposting them to relevant services. Liaison with key workers and external partners helped to secure resources, improve routines, and encourage engagement in activities. We promoted crisis services such as Nightlight, ensuring information was clearly visible on-site, and attended YMCA health events to network, promote MiMH, and connect residents with local resources. The drop-in service was developed around resident needs and preferred times, ensuring maximum engagement.
- Our Housing Support work combined practical and emotional assistance for those facing housing instability or homelessness. This included help with form completion, benefit applications, housing referrals, and attending appointments. We liaised with housing officers, councils, and partner agencies to secure accommodation and ensure ongoing stability.



- Through Stevenage Outreach, we conducted assessments, keep-in-touch (KIT) calls, and provided 1-1 support in the community. We facilitated groups and encouraged participation in recovery-focused activities and Living Well courses. Our outreach also supported individuals to engage with wider wellbeing services, develop positive routines, and maintain progress in their mental health recovery.

Royston Outreach

- The Royston Outreach Service provides accessible, community-based mental health support for people in Royston and surrounding areas, focusing on reducing isolation, improving wellbeing, and promoting recovery. Support is delivered through regular creative and wellbeing groups, 1-1 sessions, and targeted outreach to engage individuals who may be new to or disengaged from mental health services.
- Over the 2024-2025 period, the service engaged 33 individuals through group activities and 1-1 outreach, with sessions including arts and crafts, scrapbooking, painting, wellbeing groups and seasonal projects. The service provided informal emotional support, goal-setting, and signposting to other MiMH services and external agencies, encouraging participation in wider recovery-focused activities.
- Key achievements included expanding community engagement through local networks, adapting session times and content to meet community needs, and creating a welcoming environment where participants could build social connections and confidence. The service has supported individuals to increase community involvement, develop routines, and improve their overall wellbeing.
- The Royston model demonstrates that small, local, and relationship-focused delivery can have a significant impact on engagement and outcomes, particularly in rural and semi-rural areas where mental health and wellbeing services are limited.

Harpenden Outreach

- The Harpenden Outreach Service delivers inclusive, community-based mental health support for people in Harpenden and surrounding areas, with a focus on reducing isolation, improving mental wellbeing, and encouraging recovery. Support is provided through a mix of structured activity groups, 1-1 sessions, and targeted outreach to reach individuals who may be new to or disengaged from services.
- Over the reporting period, the service engaged 93 individuals through group activities and personalised outreach. Regular groups included arts and crafts, pottery, a walking group, and a photography group, all designed to promote creativity, physical activity, social connection, and emotional expression. Participants received informal emotional support, advocacy, and signposting to additional MiMH and external services, alongside opportunities for skill development and confidence building.
- Key achievements included developing a diverse programme of activities to appeal to different interests, increasing participation through local promotion, and creating a welcoming, non-judgemental space for peer connection. The service has helped individuals form new friendships, establish routines, and build a sense of belonging in their community.
- The Harpenden model shows that a varied, interest-led activity programme combined with personalised emotional support can significantly improve engagement and outcomes.



Funders:

Thanks to Herts County Council Health Protection Board; Charitable Trusts: Harpenden Trust, Edward Gostling and Etauliers Charitable Trust for grants to deliver services.

We remain grateful to Hertfordshire County Council and the, Mental Health Integrated Health and Care Commissioning team for Adult Care Services for continuing to commission us to deliver Wellbeing Services, Counselling, Vocational Support, MH link workers in primary care in St Albans, Stepping Stones, A&E Mental Health Link workers, Physical Health checks for people with serious mental illness in partnership with Central London Community NHS Trust (CLCH).

Hertfordshire West Essex Integrated Care Board who has through East of England NHS supported capital grants to develop our infrastructure

We appreciate and benefit greatly by collaborating and working with our nearest local Minds Bedfordshire, Luton and Milton Keynes (BLMK) Mind who we have a partnership with training all our staff; Herts Mind Network who we collaborate and joint deliver projects and West Essex Mind who are part of the Voluntary Community Faith and Social Enterprise (VCFSE) Alliance and support the development of services across the Herts and West Essex ICS.

Our Gratitude

To all the people and community groups who raised funds for us:

We would like to share our deepest thanks to St Johns Church in Harpenden, for their support to us over the year. Thanks to Abbey Theatre who provide us opportunities to fundraise and support us as a donor. We have been successful this year through the local lotteries by residents: in St Albans, North Herts, Welwyn Hatfield and East Herts. We would like to thank Jane and Emma for their Yoga event during Mental Health Awareness week this year. Thanks to the Harpenden Concert Band; Landy - Semi-colon Tattoo event & Dance Party ; Schools involved with First Give; Tony @Aldwickbury Golf Club; Emma @LucyPeachSlice; Mental Elf and the staff Volunteers and runners who took part, and Dr Cowan - Thrive Clinic creation and creating funds for us to continue this service to young people.

We would also like to thank Deloitte, Crane BSU, Batchwood Golf Club and TK Maxx.

As ever, the Trustees wish to express their appreciation for the commitment and enthusiasm of all the staff and volunteers who give their time to the charity, and without whom MiMH would be unable to achieve its objectives.

Our Finances: 2024-2025

Financial Overview

Our audited accounts, included in the Annual Report, show a modest deficit of £59k for the year. Income rose slightly to £1.49m, enabling continued investment in our services, leadership, and infrastructure. We expanded our counselling and training offering this year, reaching nearly 3000 people in training delivery, through our successful Peer Support training programme, niche programmes such as Bereavement Support, and Menopause courses, and our continued Living Well courses. We also developed our Counselling services, supporting over 1000 people receiving either one of our two contract Talking Therapy service - Dynamic Interpersonal Therapy and Counselling for Depression.

We continue to run our Social Support Centre programmes, Vocational Support, Volunteering roles, as well as growing our Outreach and grant programmes throughout mid Hertfordshire.



However, in the latter half of the year, we faced financial pressures due to non-renewal of contracts and rising property costs, contributing to the deficit.

Growing Demand and Support

The report highlights the vital role of our generous donors and funders. It also shows that demand for our services is increasing, with many reaching out when they are seriously unwell and in need of more intensive, personalised support. This reinforces the need to grow and adapt our services.

Resilience and Future Planning

We maintain strong reserves to provide short- to medium-term contingency. A dedicated capital reserve is held to help secure a freehold site, ensuring long-term stability for our services. The Board of Trustees consider the £123k (2024: £189k) of unrestricted funds and £657k (2024: £650k) of restricted funds as adequate.

We recognise that the charity sector will continue to face financial challenges. We'll respond by closely monitoring our finances, investing strategically, and exploring new partnerships and operating models to ensure we can meet the growing demand for our services.

Despite a tough year, we end with healthy reserves and a modest deficit—thanks to the dedication of our staff, volunteers, funders, and partners.

Structure

Mind in Mid Herts is a registered charity and a company limited by guarantee, with its constitution set out in its Articles of Association.

Trustees, appointment and induction

Trustees are responsible for ensuring the charity is well managed and operating within agreed policies, the law and its budget. The Board meets throughout the year to consider reports and matters on the functioning of the charity.

Trustees are appointed by the Board for an initial three-year term, which can then be extended by the Board. The Board considers the mix of skills and experience of the members as a group, to identify any gaps. All new Trustees undergo an induction program to ensure they understand their legal obligations, Charity Commission guidance and governance matters generally in the context of the charitable company's Articles of Associations.

Trustees are encouraged to attend appropriate training where this will support and enhance their understanding of the charity and their role.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit. The charity's objective is focussed on public benefit through the provision of their services.



Risk Management

The Trustees are aware of the need to minimise the risks that the charity is exposed to and implement policies and systems to mitigate the identified risks. The Board assess the position on an ongoing basis and carry out actions as required on a timely basis.

Safeguarding

As per our Charity obligations, we ensure all our staff, volunteers and Trustees are trained and aware of safeguarding obligations, including how and when to raise a concern or report an incident.

Mind In Mid Herts
Year ended 31 March 2025
Trustees' Responsibilities Statement

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

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charitable company and of its income and expenditure 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 Charities SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards, including FRS 102, have been followed, subject to any material departures disclosed and explained in the financial statements.
- State whether a Statement of Recommended Practice (SORP) applies and the methods and principles in the SORP have been observed, subject to any material departures which are explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

None of the Trustees had any beneficial interest in any contract to which the Charitable Company was party during the year.

1/10/2025

Signed on behalf of the Board, on

Signed by:

177D0A75A41F4DF...

Ian Callaghan
Trustee Treasurer

Mind In Mid Herts

Year ended 31 March 2025

Independent auditor's report to the members of Mind In Mid Herts

Opinion

We have audited the financial statements of Mind In Mid Herts ('the company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, 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 charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and have been prepared in accordance with the requirements of the Companies Act 2006.

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 charitable company 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.

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.

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.

Mind In Mid Herts

Year ended 31 March 2025

Independent auditor's report to the members of Mind In Mid Herts

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' annual report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' annual 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 company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

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

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the 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; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies exemption in preparing the Trustees' Annual Report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 16, the trustees (who are also the directors of the charitable company 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 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 charitable company or to cease operations, or have no realistic alternative but to do so.

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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement 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.

Mind In Mid Herts

Year ended 31 March 2025

Independent auditor's report to the members of Mind In Mid Herts

- 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 purposes of expressing an opinion on the effectiveness of the charitable company's 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 charitable company'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 charitable company 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

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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.

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charitable company.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charitable company and considered that the most significant are the Companies Act 2006, the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council.
- We obtained an understanding of how the charitable company complies with these requirements by discussions with management and those charged with governance.
- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

Mind In Mid Herts

Year ended 31 March 2025

Independent auditor's report to the members of Mind In Mid Herts

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.
- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. 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.

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 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 any party other than the charitable company and charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Roger Ogden (Senior Statutory Auditor)

for and on behalf of Moore Kingston Smith LLP
4 Victoria Square
St Albans
AL1 3TF

Date **02.10.2025**

Statement of Financial Activities

	Note	2025		2025		2024		2024	
		Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £	Total funds £	Unrestricted funds £	Restricted funds £
Income and endowments from:									
Donations and legacies	2	69,418	6,674	76,092	68,359	-	68,359	-	-
Charitable activities - grants	3	-	1,150,882	1,150,882	-	1,218,280	1,218,280	-	-
Charitable activities - other	4	228,547	-	228,547	157,665	-	157,665	-	-
Investments	5	34,120	-	34,120	11,338	-	11,338	-	-
Total		332,085	1,157,556	1,489,641	237,362	1,218,280	1,455,642		
Expenditure on:									
Raising funds	6	125,074	55,804	180,878	101,019	96,679	197,698		
Charitable activities	6	277,324	1,095,078	1,372,402	137,222	1,121,601	1,258,823		
Total		402,398	1,150,882	1,553,280	238,241	1,218,280	1,456,521		
Net gains/(losses) on investments	8	5,023	-	5,023	7,217	-	7,217		
Net income/(expenditure)		(65,290)	6,674	(58,616)	6,338	-	6,338		
Transfers between funds		-	-	-	-	-	-		
Net movement in funds		(65,290)	6,674	(58,616)	6,338	-	6,338		
Reconciliation of funds:									
Total funds brought forward		188,713	650,000	838,713	182,375	650,000	832,375		
Total funds carried forward	12	123,423	656,674	780,097	188,713	650,000	838,713		

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

Mind In Mid Herts
Year ended 31 March 2025

Balance sheet

		2025	2024
		£	£
	Note		
Fixed assets:			
Tangible assets	7	10,788	2,953
Investments	8	93,680	88,657
Total fixed assets		<u>104,468</u>	<u>91,610</u>
Current assets:			
Debtors	9	90,055	109,030
Investments	10	754,808	474,364
Cash at bank and in hand		<u>151,778</u>	<u>506,058</u>
Total current assets		<u>996,641</u>	<u>1,089,452</u>
Liabilities:			
Creditors: Amounts falling due within one year	11	(321,012)	(342,349)
Net current assets		675,629	747,103
Total assets less current liabilities		780,097	838,713
Total net assets or liabilities		<u>780,097</u>	<u>838,713</u>
The funds of the charity:			
Restricted income funds	12	656,674	650,000
Unrestricted funds	12	<u>123,423</u>	<u>188,713</u>
Total charity funds		<u>780,097</u>	<u>838,713</u>

For the financial year in question the company was entitled to exemption under section 477 of the Companies Act 2006 relating to small companies.

No members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime.

The financial statements on pages 24 to 29 were approved by the Board of Trustees and signed on its behalf by:

Signed by:

 3941433AF28D448

Ian Callaghan
 Trustee Treasurer

1/10/2025

.....
 Date

Company number: 04746078

Mind In Mid Herts
Year ended 31 March 2025

Statement of Cash Flows

	2025	2024
	£	£
Cash flows from operating activities:		
Net cash provided by (used in) operating activities (note 16)	<u>(376,747)</u>	<u>(72,909)</u>
Cash flows from investing activities:		
Dividends, interest and rents from investments	34,120	11,338
Purchase of property, plant and equipment	(11,653)	(2,618)
Investment drawdown less fees	-	-
Net cash used in investing activities	22,467	8,720
Change in cash and cash equivalents in the reporting period	(354,280)	(64,189)
Cash and cash equivalents at the beginning of the reporting period	506,058	570,247
Cash and cash equivalents at the end of the reporting period	<u>151,778</u>	<u>506,058</u>

1.1 Basis of preparing the financial statements

The Board have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern including the impact of UK cost of living crisis. The Board have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the Board have considered the charity's forecasts and reserves and have concluded that the going concern basis remains appropriate.

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Income from grants and donations is only deferred where restrictions are imposed that amount to pre-conditions for use. Grant income received in arrears is recognised in line with underlying expenditure or activities, or, where appropriate, on a straight line or similar basis. Investment income is recognised when earned, with dividends pending being accrued or prepaid.

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes and includes costs of all fundraising activities, events and non-charitable trading.

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

Depreciation is provided at the following annual rates in order to write off the cost or valuation of each asset less any estimated residual value, over its estimated useful life.

Individual fixed assets costing £100 or more are capitalised and recorded at cost.

The charity is exempt from corporation tax on its charitable activities.

Mind In Mid Herts

Year ended 31 March 2025

Notes to the financial statements

1.6 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.7 Operating leases

Rentals payable under operating leases are charged in the statement of financial activities on a straight line basis over the lease term.

1.8 Investments

Investments held as fixed assets are revalued at mid-market value at the balance sheet date and the gain or loss taken to the Statement of Financial Activities.

1.9 Financial instruments

Cash and cash equivalents include cash at banks and in hand and short term deposits with a maturity date of three months or less.

Debtors and creditors receivable or payable within one year of the reporting date are carried at their transaction price.

2 Donations and legacies

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Donations	69,418	6,674	76,092	68,359	-	68,359
	<u>69,418</u>	<u>6,674</u>	<u>76,092</u>	<u>68,359</u>	<u>-</u>	<u>68,359</u>

3 Charitable activities - grants

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Grants	-	1,150,882	1,150,882	-	1,218,280	1,218,280
	<u>-</u>	<u>1,150,882</u>	<u>1,150,882</u>	<u>-</u>	<u>1,218,280</u>	<u>1,218,280</u>

Grant analysis:

	2025	2024
	£	£
<u>East & North Herts, Herts Valleys CCG's and Hertfordshire County Council</u>		
Psychological Services - NHS/Hertfordshire County Council	77,583	73,079
Stepping Stones - Hertfordshire County Council	70,725	66,616
Vocational Support	47,177	44,436
Wellbeing Services	250,542	235,988
SMI Physical Health Checks	122,309	115,201
Mental Health Project	50,083	47,176
A & E Link Workers	79,166	74,568
Health Board Royston Outreach	-	15,227
Miscellaneous	-	6,468
Counselling for Depression Project	66,664	67,675
Suicide Prevention	49,893	-
<u>Hertfordshire Partnership University NHS Foundation Trust</u>		
DIT Project	33,640	45,773
IAPT- Hertfordshire Partnership Foundation NHS Trust	40,782	69,911
Spot the Signs Hertfordshire Partnership Foundation NHS Trust	41,023	35,862
Mindfulness Project	-	10,746
Eros Project	3,142	37,713
CMHT Outreach	9,612	38,448
NHS Hertfordshire & West Essex Capital Grants	5,000	49,622
NHS Hertfordshire & West Essex Capital Grants Rent Hatfield	22,000	-
NHS Hertfordshire & West Essex Hatfield Crisis Centre	2,370	-
HMN Complex House Needs	-	38,785
HNN Crisis Café Salaries	52,806	20,902
HMN Capital Grants/Training	26,076	26,462
Nationwide	46,266	-
St Albans District Council	4,010	-
Small Grants	10,224	14,920
Central London NHS Trust	-	18,012
Harpندن Trust	13,702	13,419
Mind National	-	10,438
North Herts DC	14,000	23,660
Welwyn and Hatfield BC	5,420	15,840
St Albans Foodbank/Harpندن Trust	6,667	1,333
	<u>1,150,882</u>	<u>1,218,280</u>

4 Charitable activities - other

	Unrestricted	Restricted	Total 2025	Unrestricted	Restricted	Total 2024
	£	£	£	£	£	£
Other trading activities	228,547	-	228,547	157,665	-	157,665
	<u>228,547</u>	<u>-</u>	<u>228,547</u>	<u>157,665</u>	<u>-</u>	<u>157,665</u>

Mind In Mid Herts

Year ended 31 March 2025

Notes to the financial statements**5 Investment income**

	2025	2024
	£	£
Bank interest	34,120	11,338
	<u>34,120</u>	<u>11,338</u>

6 Expenditure analysis

	2025	2024
	£	£
Direct cost		
Staff costs (including expenses)	1,187,318	1,090,153
Project costs	135,443	153,317
	<u>1,322,761</u>	<u>1,243,470</u>
Support costs		
Premises and insurance	53,818	55,621
IT costs	50,947	45,310
Office running	39,261	44,367
Depreciation	3,818	2,652
Audit fees	15,900	14,000
Affiliation fees	2,934	2,561
Consultancy	15,949	20,333
Other	25,712	16,612
Travel	-	-
Professional fees	21,306	8,526
Advertising	874	1,869
Corp Partnerships	-	1,200
	<u>230,519</u>	<u>213,051</u>
Total	<u>1,553,280</u>	<u>1,456,521</u>

6.1 Net income/(expenditure)

Net income/(expenditure) is stated after charging/(crediting):

	2025	2024
	£	£
Depreciation	3,818	2,651
Audit & Accountancy	15,900	14,000

6.2 Trustees' remuneration and benefits

The charity paid no salary nor benefits to any trustees for either this year or last.

The charity paid £177 (2024 - £212) towards travel costs of the trustees.

Mind In Mid Herts
Year ended 31 March 2025
Notes to the financial statements

6.3 Staff costs

	2025	2024
	£	£
Salaries and wages	1,075,298	988,412
Social security costs	77,732	66,806
Employer's pension contributions	24,222	22,740
	<u>1,177,251</u>	<u>1,077,957</u>

Average number of employees was 58 (2024: 55).

No employees received emoluments in excess of £60,000 (2024: none).

Key management personnel received remuneration of £265,497 (2024: £241,893)

7 Tangible fixed assets

	Fixtures and fittings	Computer equipment and Website	Total
	£	£	£
Cost			
At 1st April 2024	21,169	54,644	75,813
Additions	10,005	1,648	11,653
At 31st March 2025	<u>31,174</u>	<u>56,292</u>	<u>87,466</u>
Depreciation	19,288	53,572	72,860
At 1st April 2024	2,640	1,178	3,818
Charge for year	-	-	-
At 31st March 2025	<u>21,928</u>	<u>54,750</u>	<u>76,678</u>
Net Book Value			
At 31st March 2025	<u>9,246</u>	<u>1,542</u>	<u>10,788</u>
At 31st March 2024	<u>1,881</u>	<u>1,072</u>	<u>2,953</u>

8 Fixed Assets Investments

	Listed investments
	£
Market Value	
At 1st April 2024	88,657
Revaluations	5,023
At 31st March 2025	<u>93,680</u>
Net Book Value	
At 31st March 2025	<u>93,680</u>
At 31st March 2024	<u>88,657</u>

There were no investment assets outside the UK.

All investments are held primarily for an investment return.

Mind In Mid Herts
Year ended 31 March 2025
Notes to the financial statements

9 Debtors

	2025	2024
	£	£
Trade debtors	72,203	78,862
Prepayments and accrued income	17,852	30,168
	90,055	109,030

10 Current Assets Investments

	2025	2024
	£	£
Cash investments	754,808	474,364
	754,808	474,364

11 Creditors: Amounts falling due within one year

	2025	2024
	£	£
Trade creditors	20,804	41,758
Deferred income	262,879	252,412
Accrued expenses	16,452	25,782
PAYE payable	15,215	16,296
Other Creditors	5,662	6,101
	321,012	342,349

11b. Deferred income

	2025	2024
	£	£
Deferred income at 1 April	252,412	257,865
Resources deferred in the year	262,879	252,412
Amounts released from previous years	(252,412)	(257,865)
Deferred income at 31 March	262,879	252,412

12 Funds

	Balance b/fwd	Income	Expenditure	Transfers	Gains and losses	Balance c/fwd
	£	£	£	£	£	£
Unrestricted Funds	188,713	332,085	(402,398)	-	5,023	123,423
Restricted Funds:						
Grants	-	1,150,882	(1,150,882)	-	-	-
Donations	650,000	6,674	-	-	-	656,674
	838,713	1,489,641	(1,553,280)	-	5,023	780,097

Unrestricted funds are those funds which are not restricted or designated as committed to specific projects.

Restricted funds have accumulated through donations for the specific purpose of acquiring a building, in memory of a young man who took his life, to provide MiMH with a long term secure future for delivery of services. Post year-end, a deed of variation was signed between the original donors of the £650,000, and Mind in Mid Herts, releasing the funds from its restriction. Therefore in future periods this amount will be transferred to unrestricted funds.

13 Analysis of net assets between funds

	Unrestricted Fund	Restricted Funds	Total
	£	£	£
Fixed assets	104,468	-	104,468
Current assets	346,641	650,000	996,641
Current liabilities	(321,012)	-	(321,012)
	130,097	650,000	780,097

Mind In Mid Herts
Year ended 31 March 2025
Notes to the financial statements

14 Operating leases

The total future minimum payments under non cancellable operating leases for the following periods are:

	2025	2024
Not later than one year	110,710	50,078
Later than one year but not later than five years	438	6,110
In over five years	-	-
	<u>111,148</u>	<u>56,188</u>

15 Share Capital

The Charity is a company limited by guarantee.

16 Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2025	2024
Net income/(expenditure) for the reporting period	(58,616)	6,338
Adjustments for:		
Depreciation charges	3,818	2,651
(Gains)/losses on investments	(5,023)	(7,217)
Dividends, interest and rents from investments	(34,120)	(11,338)
(Increase)/decrease in debtors	18,975	(35,526)
(Increase)/decrease in investments	(280,444)	(64,635)
Increase/(decrease) in creditors	(21,337)	36,818
Net cash provided by (used in) operating activities	<u>(376,747)</u>	<u>(72,909)</u>

17 Analysis of changes in net debt

	At start of year	Cash flows	Fair value movements	At end of year
Cash equivalents	506,058	(354,280)	-	151,778
Total	<u>506,058</u>	<u>(354,280)</u>	<u>-</u>	<u>151,778</u>