KIM INSPIRE

England & Wales · Charity number 1104186

Details

Other names	THE KIM PROJECT
Status	Registered
Legal form	Charitable company
Company number	04464874
Registered	2004-06-08
Register	View on the Charity Commission register

Contact

Address	The Hub Park Lane Holywell CH8 7UR
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Website	www.kim-inspire.org.uk

Activities

Objects: FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF HEALTH; THE ADVANCEMENT OF EDUCATION, THE RELIEF OF THOSE IN NEED BY REASON OF ILL HEALTH, DISABILITY, FINANCIAL HARDSHIP OR OTHER DISADVANTAGE, THE RELIEF OF UNEMPLOYMENT, THE PREVENTION OF CRIME AND ANTI-SOCIAL BEHAVIOUR AND THE PROVISION OF FACILITIES IN THE INTERESTS OF SOCIAL WELFARE FOR RECREATION LEISURE TIME OCCUPATION WITH THE OBJECTIVE OF IMPROVING CONDITIONS OF LIFE IN PARTICULAR BUT WITHOUT PREJUDICE TO THE GENERALITY OF THE FORGOING BY THE FOLLOWING:1.1.1 ASSISTING IN THE CARE, SUPPORT AND RECOVERY OF PERSONS, AGED 16 YEARSAND OVER, EXPERIENCING, OR WHO HAVE EXPERIENCED, MENTAL HEALTHPROBLEMS AND ENDURING MENTAL ILLNESS OF ANY DESCRIPTION BY THEPROVISION OF FACILITIES FOR EDUCATION AND RECREATION;1.1.2 THE PROVISION OF WORK EXPERIENCE AND TRAINING FOR PERSONS, AGED 16YEARS AND OVER, SO AS TO DEVELOP SKILLS THAT WILL ENABLE THEM TO FINDEMPLOYMENT; AND1.1.3 THE PROVISION OF SUPPORT AND GUIDANCE TO WOMEN WHO HAVE A HISTORYOF CRIMINAL ACTIVITY OR WHO ARE AT RISK OF BECOMING INVOLVED INCRIMINAL ACTIVITY.

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Activities: Provide groups and activities within the community and in hospital settings which serve to develop the confidence, self-esteem and personal skills of vulnerable people, with a variety of difficult issues or situations.

Classification

- **How:** Provides Human Resources, Provides Services, Other Charitable Activities
- **What:** Education/training, The Advancement Of Health Or Saving Of Lives, Disability, Economic/community Development/employment
- **Who:** People With Disabilities, Other Defined Groups

Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE FLINTSHIRE.
- Conwy
- Denbighshire
- Flintshire
- Wrexham

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£589,172	£563,694	£369,500	14
2024-03-31	£589,015	£562,980	£344,022	14
2023-03-31	£588,743	£587,423	£317,987	16
2022-03-31	£539,732	£529,572	£316,667	15
2021-03-31	£418,892	£407,951	-	-

Trustees

Name	Role	Appointed
Anne Hooper	Chair	2015-08-05
Linda Kathleen Bowen		2023-06-15
NIGEL ACOTT		2023-09-13
Rev Andrew Stuart Grimwood		2024-11-26
Stephen John Dykins		2024-10-10

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KIM INSPIRE

England & Wales - Charity number 1104186

Accounts

KIM

KNOWLEDGE · INSPIRATION · MOTIVATION

ANNUAL REPORT & ACCOUNTS

2024 | 2025

WWW.KIM-INSPIRE.ORG.UK

CONTENTS

About KIM Inspire	3
Our Services	4
KIM's Awards	5
Our Year at a Glance	5
Welcome	6
KIM - Flintshire	7-9
KIM - Wrexham	10-11
KIM South Denbighshire	12-13
KIM North Denbighshire	14-15
KIM 4 Young People	16
KIM ND 4 Girls	17-18
KIM 4 Community and Volunteering	19-20
How we are governed	21-23
Financial Review	24-25
Statement of Responsibilities	26
Legal and Administrative Information	27
Independent Examiners Report	28
Statement of Financial Activities	29
Balance Sheet	30-31
Notes to the Financial Statements	32-42

"KIM - I appreciate everything they do and for the help they gave to keep me alive"

ABOUT KIM INSPIRE

KIM Inspire: Transforming Lives Through Challenge, Opportunity, and Purpose

At KIM Inspire, we believe that mental health support should be more than just care — it should be a catalyst for transformation. That's why everything we do is built around five powerful principles: Challenge, Opportunity, Change, Learning, and Purpose.

Founded in 2002, KIM began as a gender-specific service supporting women who had experienced domestic abuse. Today, we've grown into an award-winning charity delivering professional, high-quality mental health support for women, men, young people, and whole communities across Flintshire, Denbighshire, and Wrexham.

Challenge - We don't shy away from the hard stuff. Our group-led activities are designed to stretch comfort zones, build resilience, and spark self-belief. We create safe spaces where individuals are supported to face their personal challenges and emerge stronger.

Opportunity - We open doors — to community, to connection, to new experiences. Whether it's through creative workshops, peer support groups, or volunteering, KIM sessions are fun, friendly, and focused on growth. We meet people where they are and walk beside them toward where they want to be.

Change - We know real change doesn't come from a one-size-fits-all solution. That's why we're committed to being flexible, responsive, and inclusive. With each activity, we help individuals rewrite their stories — shifting from struggle to strength, from isolation to inclusion.

Learning - Every session is an invitation to discover, grow, and evolve. Our work fosters a deep sense of self-awareness and skill-building, empowering people to take control of their mental wellbeing and thrive in everyday life.

Purpose - Everything we do is grounded in purpose — to reduce stigma, foster integration, and ensure that every voice is heard. Through community partnerships, meaningful consultations, and a passionate team, we ensure that our participants and volunteers are not just supported, but actively shaping the work we do.

At KIM Inspire, we're more than a charity — we're a movement for mental health empowerment. Through challenge, opportunity, learning, and purpose, we drive meaningful change in the lives of the people and communities we serve.

OUR SERVICES

At KIM Inspire, we believe that mental wellbeing is more than just coping—it's about thriving. It means feeling good about yourself, staying connected to the world around you, and living life on your own terms.

But for many of the incredible individuals we support, everyday activities—like catching a bus or doing the weekly shop—can feel like climbing a mountain. These challenges often lead to isolation, lost confidence, and a decline in self-care, creating a cycle that reinforces loneliness and despair. Many carry the invisible wounds of childhood trauma, and for others, poor physical health adds another layer of difficulty. That's where KIM steps in.

We're proud to work alongside Betsi Cadwaladr University Health Board as part of the inspiring ICAN initiative—a community-focused approach to mental health that makes support accessible, relatable, and real.

Through our ICAN Hubs in Holywell, Wrexham, Prestatyn, and Corwen (in partnership with Canolfan Ni, South Denbighshire Community Partnership), we offer more than just a listening ear — we offer hope, connection, and practical help. Whether someone is struggling with debt, relationship breakdown, addiction, unemployment, grief, housing problems, or simply feeling alone—our team is here to help them take that next step forward.
As an affiliated ICAN provider, KIM is about empowering people to rebuild their lives, rediscover their self-worth, and reconnect with their communities.

Because with the right support, anyone can move from surviving to thriving!

KIM 4 Her
Sessions are sociable, informative and builds self-reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community.

KIM 4 Him
Our men's recovery programme is designed to empower men to recognise and develop their strengths and abilities. Supporting men to improve their wellbeing through activity and engagement.

KIM in the Community
One of KIM's main aims is to bring together the community as a whole. We offer a selection of activities to the local community such as community gardening, room hire and cake and plant sales. The benefits of these activities include improved social interaction, greater community resilience and better wellness outcomes for all.

KIM 4 Young People/Neurodivergent Project for Girls and Young Women
Empowers young people to build resilience, boost confidence and manage difficult emotions. Involvement and engagement with our activities increases the capacity to thrive and succeed in life!

KIM'S AWARDS

We are proud to have been recognised for our work over the years.

- **2015** - Care Council for Wales first ever 10 year award for most developed previous winner (we won our first accolade in 2007 for community development)
- **2015** - Lloyds Bank Foundation Valuing Volunteers category for Wales winner (finalists in UK category)
- **2015** - North Wales Police Commissioners Community Award, Third Sector category
- **2016** - GlaxoSmith Kline Impact Awards, finalist
- **2016** – Admin Officer won North Wales Training Customer of the Year award
- **2017** - Social work awards 2017 - British Association of Social Workers Cymru – Practice Teacher Award – Annie Donovan and British Association of Social Workers Cymru – Team Award
- **2018** – Radio 4 'All in the Mind' national winner
- **2020** - FLVC Tom Jones Young Volunteer Award to Jack Wilson for outstanding contribution to volunteering with KIM Inspire in Flintshire
- **2021** - ACW Older Person's Award (Personal Development Award) to Linda Bowen for her commitment to volunteering with KIM Inspire online

OUR YEAR AT A GLANCE

KIM worked with

1117

people during the year

7329

Group sessions, accredited courses, training, workshops and sessions in partnership with other organisations

Number of volunteers

51

155

Different themes, including: Canal Boat Art, Nuture through Nature, Basic DIY, trips to Chester Zoo to learn about conservation and to British Ironworks Centre to inspire creativity

Number of staff

12

WELCOME

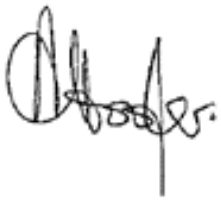
2024 has been a highly successful year with services continuing to grow and a new service set up to support Neuro-diverse young women. This has been an inspiration and has added to the understanding of how creativity enhances involvement and emotional wellbeing.

Most of KIM's work is face-to-face, with some online groups retained to allow greater access for people with geographical or other barriers. These, together with using the concept of hybrid groups, with people accessing the same group either in person or via online access, has ensured that clients are able to access vital mental health support when needed.

KIM has grown in its services and is continuing to work across three counties with a variety of services delivered in multiple venues. There is an increasing demand for mental health services and our partnerships are key as we work with other core providers such as Betsi Cadwaladr University Health Board, through the ICAN projects, and Flintshire County Council, to enable so many people to be supported on their road to recovery.

The staff team again have been highly committed and with increased professional capacity, showing their continuous dedication to improving peoples' mental health, through their hard work, determination, and creativity, continuing to expand KIM's work in varied and exciting ways, for the benefit of all. This has been fully supported by the team of amazing volunteers, who KIM could not operate without, and who bring so much to the organisation, making a real difference to the belief of clients, that they can and will get better!

When I look at the Year End report and see the variety, scope and depth of the service delivery everyone has achieved, I want to record on behalf of the Trustee Board, a heartfelt thank you to all: the staff, volunteers and clients for everything you do to make KIM such a special place and all the amazing outcomes that you achieve together.



Anne Hooper
Chair

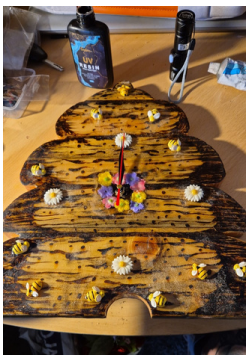
KIM - FLINTSHIRE

404 (273 women and 131 men) clients engaged with the service in Flintshire during 2024-2025. Flintshire has 31 active KIM volunteers supporting our work.
Feedback and regular monitoring show the majority of clients have improved self-esteem and confidence. 32 moved into volunteering roles either within KIM or with other organisations.
34 Flintshire clients completed licensed training in Mental Health First Aid, ASIST suicide intervention training and Emergency First Aid.
In Holywell, our community connections continued with seven community coffee and cake events and plant sales, inviting the local community into KIM volunteer led events, raising funds for KIM and increasing local awareness of our work. 12 volunteers were involved in the events, with between 20-46 people attending each event

HIGHLIGHTS

Basic DIY Skills
KIM provides mental health and well-being support through practical DIY sessions in a warm, friendly, and inclusive environment. By teaching individuals how to create items such as planters, bird boxes, spice racks, and bird tables, KIM helps participants build confidence, improve social skills, and experience a sense of accomplishment. There is also a focus on health and safety, offering instruction on the safe use of cordless power tools. Through these hands-on activities, KIM empowers individuals with valuable skills while fostering personal growth, community connection, and improved mental wellness.

Resin for resilience
This session uses KIM's new art space to learn all about the techniques involved in Resin Art. Individuals learn about the use of tools and equipment safety and get creative using a range of shapes, colours and epoxy resin techniques such as clock and jewellery making. These sessions emphasise health and safety, promote wellbeing, and support individuals in managing poor mental health through therapeutic, hands-on activities.



Fix It Friday is a community-focused weekly repair workshop. Local people can bring broken or tired household items to be repaired by our amazing team of skilled volunteers. Fix it Friday is also an opportunity to learn new repair skills, reduce waste, and help people save money by extending the life of items instead of discarding them.

KIM - FLINTSHIRE

Gardening for Wellbeing
KIM Inspire offers a therapeutic gardening programme designed to support individuals experiencing poor mental health, isolation, and low confidence. Through shared outdoor activity, participants engage in planting, growing, and maintaining garden spaces, helping them to connect with others, build relationships, and experience a sense of purpose and achievement. The programme encourages personal growth, improved wellbeing, and increased confidence in a calm, supportive environment.

KIM is my Jam
This 10-week Community Jamming group is a vibrant space at the Hub, welcoming anyone with an interest in music, singing, or playing instruments. Each Friday morning, participants brought their own songs and instruments, creating a unique and shared musical experience..

The group fostered a fun, friendly, and relaxed atmosphere, emphasising listening and participation at individual comfort levels. Options like singing in smaller groups or solo were available for those feeling anxious. A wide variety of shared instruments ensured everyone could get involved and "jam" together.

Beyond the joy of making music, the course significantly boosted confidence and connection. Many participants have since confidently moved on to community choirs and other musical events, a testament to the group's supportive and enriching environment.

Welcome to KIM
This is a six-week course in achieving small, step-by-step goals in a fun and supportive environment. This course aims to help new participants that have recently joined KIM to: interact with others who are just starting out, boost confidence and reduce anxiety. The course explores new possibilities for the client's future, whether it's learning a new skill or even starting an accredited course. It also offers valuable community resources, including support for financial difficulties and developing essential IT skills and further courses for moving forward with KIM.

KIM secured funding from the UK Government's Levelling Up scheme to enable us to purchase and install a new external workshop space, together with tools and equipment to run the DIY and craft courses. The new workshop has been a fantastic addition at the Hub and provides a dedicated space for these groups.

KIM - FLINTSHIRE

"I'll be honest I wasn't going to come today I really had to push myself to leave the house but I'm really glad I came, I have had a fantastic time it's been great, and I think I have found a new hobby."

"A few months ago, things were really dark in my life, and I didn't really see the point anymore or think that anyone really cared. After being here and seeing how nice everyone is and the amount of support I have received from the staff at KIM, I now look back and think what was I thinking. I'm now looking to the future and making plans."

"When I first joined up for groups at KIM, I had an image in my mind of sitting around in a circle, which I would have hated and not come back. I did not expect to meet so many nice people who made me feel so welcome and I wasn't expecting to come away from KIM with a new hobby. I genuinely do feel a lot happier now and more confident. I don't have any family or support so coming here has been life changing for me."

CASE STUDY

Richard was referred to KIM in January 2025 after experiencing long-term mental health challenges that had led to social withdrawal and low confidence. Over time, he became increasingly isolated, spending most days at home and feeling a lack of purpose or motivation.

Since joining one of KIM's groups, there has been a significant improvement in Richard's confidence and willingness to engage with others. He has become an active and supportive member of the group, contributing positively to sessions and developing new practical and creative skills

Richard has shared that attending the sessions provides valuable structure and social contact, helping to reduce isolation and bring enjoyment to his week. He now feels able to connect with others again, is spending more time outside of the home, and is planning to continue to develop his new skills further, to provide focus and to maintain his improved mental health.

Overall, the support received from KIM has played a key role in rebuilding Richard's confidence, improving his wellbeing, and fostering meaningful social connections.

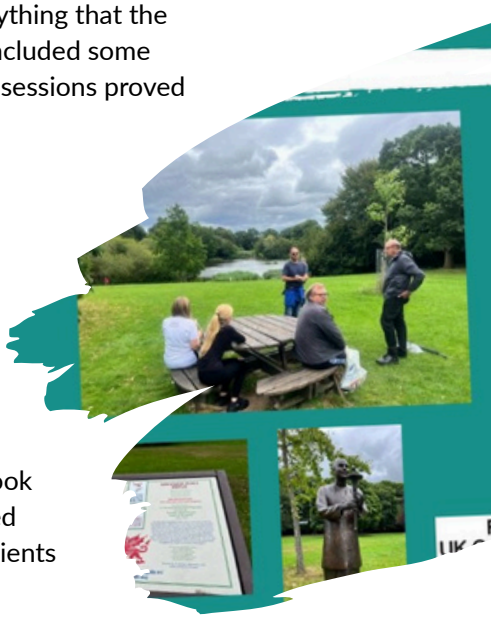
(Pseudonym used to protect individual identity)

KIM - WREXHAM

During 2024–25, the Wrexham service supported 215 clients, many of whom reported noticeable boosts in confidence and self-esteem. 14 individuals went on to take up volunteering roles either with KIM or with other local organisations, highlighting the impact of their personal growth. As part of our group activities, 31 clients connected with wider community resources and took part in sessions at partner venues like Groundwork and Xplore!, opening doors to new opportunities and experiences.

HIGHLIGHTS

Connect @ KIM
A weekly group with a focus on exploring Wrexham, the surrounding areas and everything that the city has to offer. In partnership with the Little Learning Company the sessions also included some chair-based exercise with the aim of improving balance, fitness and flexibility. These sessions proved very popular and led to clients accessing community-based exercise sessions.



Comic Book Art
This course gave participants an opportunity to learn art skills, designing their own characters from scratch with a finished project that they could proudly take home – all while connecting, and learning from a local artist.

Come and Cook
A six-week course aimed at improving people's food habits – this included how to cook healthier, nutritious meals to save money and boost mood. The course also supported clients to understand food labels. The sessions involved trying new foods and ingredients and cooking meals to take home and share with their family.

Drosi Bikes
This six week course was an opportunity for people to learn new skills based around bike maintenance. Members were able to learn how to repair a puncture, carry out bike safety checks, and learn about bicycle types, components, and basic tools for bike maintenance.

Multiply project
Fun and engaging sessions with numeracy and practical maths as themes, gently introduced to allow KIM clients to know that maths isn't scary! We delivered two sessions at Xplore! and a bushcraft activity which incorporated practical maths. Participants said the sessions made maths 'fun' 'easier to understand' and 'boosted confidence' when thinking about numbers and maths. One participant has been inspired to re-sit their Maths GCSE saying: 'Maths isn't as difficult as I thought it was, and we use it so much every day without realising'

KIM - WREXHAM

"I can talk to people now and I feel comfortable doing so. It didn't used to be like that. I'd only talk to my close family circle. I'd never talk to strangers. If it wasn't for attending KIM, I wouldn't have had the strength to go out and get my job."

"If it wasn't for KIM, I don't think I'd be here anymore"

"Because of KIM……I now have found the confidence to seek out other organisations in order for me to grow and progress. I have been referred to the National Excercise Referral Scheme where I take part in weekly aqua circuit classes that I can attend on my own and be within a larger group of people. I have started groups such as cooking and wellbeing with Groundwork. Lastly, I have registered with Cyfle Cymru at Champions House, where I participate in a range of weekly groups that they provide and they have signed me up with Coleg Cambria to learn Maths and English and progress my education. Without starting at KIM last year, I would never have dreamed of all these opportunities that are out there for me. KIM has given me the confidence that I needed and the push to discover myself."

CASE STUDY

William was referred to KIM by his support worker and was able to attend in-person groups initially. William was suffering poor physical health, which had led to a decline in his mental health, a lack of structure to his week and feelings of social isolation, having had to retire from working. This all contributed to him suffering with anxiety.

William shared that, by being involved in the KIM/ICAN service he has "regained a purpose in life". He commented, "I started enjoying the sessions straight away". Due to a further decline in his physical health, William is now only able to attend online groups, but finds this to be very enjoyable. "I've had good support from these sessions. At the beginning of the block, we're asked what topics we'd like to talk about. I'm feeling more confident and enjoy the conversations with other members. I like the variety and talking about mental health but also enjoy taking part in quizzes".

William has found that, by engaging with the KIM/ICAN project "I feel like I matter again". He again commented that he feels more confident and his anxiety has "lessened".

William mentioned that his wife has "noticed a change in me" and said she had commented on his improved confidence. Despite his restrictions, he now feels comfortable leaving his home (with the support of his wife) for necessities such as shopping, or to visit their children and grandchildren.

(Pseudonym used to protect individual identity)

KIM SOUTH DENBIGHSHIRE

During 2024-25 155 clients engaged with the service in South Denbighshire. Our evaluation shows that the majority reported an increase in confidence, 41 moved into further education (this includes on KIM accredited courses), 9 moved into volunteering roles either within KIM or with other organisations and 7 clients have now gone back into paid employment.

HIGHLIGHTS

KIM4All - Nature 4 Health

The focus in this mixed gender group for this year has been connecting with nature. Focusing and improving on our relationship with nature – how much we notice, think about and appreciate the natural surroundings in our communities.
We explored different aspects of nature from foraging to create a beautiful collage of leaves and flowers, making our own herbal teas, walks, sketching landscapes and focusing on the outdoors as a holistic platform to improve mental health and wellbeing.
We also enjoyed a session on the dark skies over North Wales. North Wales is home to Snowdonia International Dark Sky Reserve and is consistently voted one of the most beautiful regions in the world. The whole area is a dark sky delight, which we were able to experience in the dome bought along by Denbighshire Leisure. A truly magical experience.

The sessions were all fun and provided a safe environment for clients to flourish and be creative in their own way. Sessions also ensured everyone was involved and the interaction was great to see in the group.

KIM4Her

This group specifically focused on women, wellbeing and healthy living.
Sessions focusing on healthy eating and how the food we eat affects our mind and body
We discussed how our brain needs many nutrients to function and keep us well. Eating well helps to reduce the risk of physical health problems like heart disease and diabetes. It also helps with sleeping patterns, energy levels, and your general health.
We enjoyed cook and eat sessions where we cooked a wholesome leek and potato soup and all agreed it was tastier than what we get out of a tin and something that everyone said they would try at home . We also tried our hand at baking which was great fun.
Groups also focused on ageing well and how ageing starts early on in life which means adopting healthy habits and making positive lifestyle choices that contribute to overall well-being as we age. We all decided it is never too late to adopt healthy habits for positive change.

Movement and Dance

An 8-week course focusing on movement and dance. By engaging in physical activity and moving our bodies, we can boost our mental wellbeing, alleviating stress and anxiety. The sessions were tailored to all abilities and all ages. They were enjoyable, fun and motivating.

KIM SOUTH DENBIGHSHIRE

Out and About
The summer months were ideal to be out and about in North Wales. The community garden in Corwen is an ideal setting to sit and relax. We spent some afternoons in the garden, learning a new skill in peg loom weaving, doing a little gardening and meditation.
A visit to the Owain Glyndwr Museum in Corwen was a step back in time to learn a little more about the Prince of Wales in the early 1400's. His life, triumphs and eventual downfall, his legacy deep in the history of Wales.
A visit on the steam train from Corwen to Llangollen was a must and we were blessed with lovely weather for the trip.

Creative Writing
This 10-week course was truly a success. Facilitated by Janys Chambers who is a professional script writer, she gently and confidently guided us all through the art of creative writing.
Each one who joined gained confidence and the work produced was a joy to see. We even managed to get all the work printed into a book which each one can be proud of.

Courses
We delivered a 4 week Assertiveness course, where 6 women were successful in gaining the qualification and a Resilience course, where a further 6 women were successful in gaining the qualification.

"I do not know what I would have done without KIM support, it has given me my life back"

" I am now, with the support received, able to live a normal life, but always know if things don't go well, I have someone to talk to without fear of being judged"

"The new skills and confidence I now have has enabled me to go back into paid employment"

CASE STUDY

Anna was referred to KIM/ICAN in April 2023 following a significant mental health crisis marked by severe social anxiety, low mood, low motivation, and very poor self-esteem. Initially, her anxiety was so intense that she struggled to speak in group settings. With tailored support and a person-centred approach, Anna gradually began participating in group activities, building confidence and discovering coping strategies that worked for her. Through involvement in KIM/ICAN, she has adopted healthier habits, including regular exercise, improved sleep, healthy eating, and positive thinking.
Over time, Anna has made significant progress in her mental health and overall wellbeing. She has become socially active, more focused, and better able to manage life's challenges. She completed a volunteer training course and now plays an active role in group sessions, helping others and contributing to planning. Notably, she also secured a bursary-supported role in a local theatre.
Anna is currently completing an accredited course and actively contributes to discussions, showing her continued growth in confidence and assertive communication. Her journey highlights the effectiveness of personalised support in empowering individuals to recover and thrive.

(Pseudonym used to protect individual identity)

KIM NORTH DENBIGHSHIRE

In 2024–25, 161 clients in North Denbighshire took part in our service — and the results speak for themselves.
The vast majority reported a boost in confidence, with many taking bold steps forward:
22 clients progressed into further education, including KIM-accredited courses
5 clients began volunteering — both within KIM and with other community organisations
3 clients made the leap back into paid employment
These outcomes highlight the real-life impact of our work — empowering individuals to grow, contribute, and thrive.

HIGHLIGHTS

Walk & Talks & Llandudno Visit
Over the summer we met up to walk, talk and explore what's on our doorstep in Prestatyn. To finish our summer of explorations, we decided to go a little further. We all met at Prestatyn train station for a day out at Llandudno. Many were nervous about getting on the train, but they overcame the challenge, and we had a very successful day. We enjoyed a walk along the sea front and the length of the pier before having some lunch. Everyone agreed it was great to get out of Prestatyn and explore beautiful North Wales. It has inspired people to overcome their fears and anxieties and try to get out more.

KIM's Got Talent – Scrooge Production
This was a 6-week group that grew from the dance classes we held in Prestatyn. The dance class gave everyone inspiration to express themselves. It started with a discussion between two people but soon grew into a full production with fifteen people taking to the stage singing and acting in front of 30 people. There was a lot of effort from everyone to bring it together, which gave people a purpose and structure to their week. It was great to see the excitement grow each week as we rehearsed. They performed their version of Scrooge to all the other Prestatyn KIM groups in a safe and nonjudgmental environment. It was a huge success which gave them all a great sense of achievement and pride.

Connect @ KIM Prestatyn - Chairs and Planters Project
Over the summer of 2024 we rescued four wooden garden chairs from the skip, and we decided to upcycle them for our outside space. It was very much a team effort with everyone getting involved with sanding the chairs down; this in turn inspired people to do the same at home. Then the group got creative and brought their own personalities to the chairs. Everyone loved that they were free to express themselves. To also improve our outside space, we made planters from old wooden pallets. These were painted before we filled them with beautiful flowers. It was great to be outside, enjoying the fresh air whilst making the area look inviting. The whole project inspired people to get out into their own gardens and a huge sense of pride and accomplishment.

KIM NORTH DENBIGHSHIRE

KIM 4 Her – Time to Move
This was a 7-week group focusing on getting us moving. We focused on breathing techniques, stretches, gentle chair exercises, and guided meditation. The sessions were always fun, interactive and aimed at people of all abilities. It inspired people to become more active in their own time as they felt the benefits of being active. Not only did it improve their physical fitness but also their mental health.

Volunteer Progression
This year the volunteers in Prestatyn have made such amazing progress. Most of our volunteers originally came to us for support, and after receiving that, their self-esteem grew and they wanted to give back to others. Four of our volunteers have gone on to facilitate their own groups this year, sharing their skills with the other KIM participants. It has been amazing to see their confidence grow to a point where they now feel confident enough to do this. It is great to see them flourish and feel empowered.

"If it wasn't for the KIM groups, I wouldn't be alive today. I now feel stronger and more optimistic about the future"

"Thanks for always being there to listen. It's great that KIM provides a safe space and that I never feel judged"

"I have loved all the training provided by KIM – thanks to the groups and support I have received, I am now able and ready to give back and help others."

"The drama group is all I live for – I am loving being part of it. I feel that I have found a part of me that I had previously lost."

CASE STUDY

Sue joined KIM/ICAN in February 2023 after fleeing domestic abuse and moving into her own home in the area. Initially quiet, she embraced every challenge and activity in our 'Welcome to KIM' and 'Time to Move' groups, where she quickly became known for her warm welcome to new members and her empathy towards others. Through regular participation, she built friendships, reconnected with her estranged family, and began to believe in herself again.

KIM supported her through a difficult, traumatic time in her life and after a positive outcome this was a turning point in her journey. Her confidence has grown so much that she now wants to help other women who may be facing difficulties and is preparing to start volunteer training. She is already an integral part of the groups, making others feel comfortable and supported. Sue's anxiety has improved, her medication dosage has reduced, and she now feels ready to give back to the community that has supported her. Attending KIM/ICAN has helped her rediscover her confidence and look forward to a future she once couldn't imagine.

(Pseudonym used to protect individual identity)

KIM 4 YOUNG PEOPLE

Our project empowers young people by developing self-awareness and mental health management skills through individual sessions, accredited courses, and group work. This year, four young people completed a Mental Health and Wellbeing course, with some progressing to college and university. Four others gained a Mental Health First Aid qualification. Our "Making Sense of Me" and "Managing Change" sessions equip them with self-care strategies, fostering emotional control and improved decision-making.

The project worked with 64 individuals over the year and was supported by 4 young volunteers Funding was provided though BBC Children In Need and this year was the final year in a 3 year project

Key Achievements and Connection

We've seen remarkable individual successes. One young person took a gap year for personal development, returning to education stronger. Our support has helped young people manage overwhelm and burnout, with examples including successful advocacy for remote work after an autism diagnosis and articulating needs to college student services. Another, despite family trauma, completed A-Levels and is thriving at university. Many young girls and women have also begun self-awareness journeys, leading to crucial recognition of neurodiversity needs.

Our project helps young people feel less disconnected by fostering healthier connections. Small steps often lead to significant progress; for instance, a hesitant online participant's engagement led to volunteering and an Open University degree. Another, living independently at 17, found vital support during stressful times.

Impact on Wider Life

The connections made within our project translate into significant strides in young people's wider lives. One, previously isolated due to burnout, now has a fulfilling job. Another, whose connection with us sparked a passion for filmmaking, has gone from withdrawn to thriving, even co-producing a film for our organisation. Having experienced loneliness and isolation, our young people are now part of theatre groups, pursuing leadership awards, engaging with higher education, building friendships, holding jobs, and actively sharing their understanding of healthy connection with others.

CASE STUDY

Lesley joined our project after a recommendation from another young person. They were overwhelmed, feeling invisible at home and school, and struggling with mental health, social anxiety, and gender identity. As a carer for two autistic siblings, their own needs were often overlooked.

Our youth group gave Lesley a safe space to be themselves and feel accepted. They began to understand their own neurodivergence and slowly unmasked, both in our group and in daily life. With support, they applied to university, received an unconditional offer for their chosen subject, and is now living independently and thriving.

Lesley says:

"I feel safer, more sociable, and finally have hope for the future. The KIM service is the only support that's truly helped me."

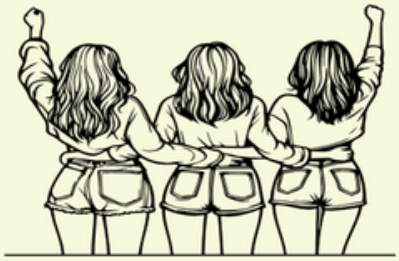
(Pseudonym used to protect individual identity)

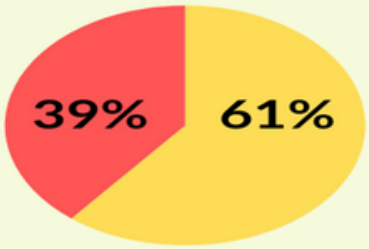
Neurodivergent Girls & Young Women's Project

April '24 - March '25

138

Number of girls, young women and their parents/caregivers on the project.





84 Girls & Young Women - 61%

54 Parents/Caregivers 39%

620

Appointments

Including initial contacts, assessments and 121 work.

Themes & Topics

Identity
Emotional Regulation
Meeting sensory needs
Sleep | Staying Safe
Understanding others
Unmasking | Hope

37

Training

Number of trainings attended around Neurodiversity.

THE neumark FOUNDATION

KIM ND 4 GIRLS

HIGHLIGHTS

· Being able to respond to so many girls, young women and their families
· Building positive relationships with the girls, increasing their feelings of trust. Using humour and warmth to connect with them and them feeling safe enough to gradually remove their 'masks' around us
· Such positive feedback from those who access support, whether from the girls themselves or their caregivers
· Seeing self-understanding and insight developing
· Being part of supporting people to find their own solutions, through a process of trial and error, in the adjustments that participants have made
· Seeing acceptance and appreciation for their unique brains and a focus on further developing their strengths
· Watching the interaction with each other, during the group, and how they so quickly became settled and more comfortable around others
· Accessing interesting and useful training
· The responses that we have had from other services, their level of interest and appreciation for this work

"I feel so much better knowing that it's not just us. It's not just our family. And it's not our fault, but we can do things differently now" (Parent who felt completely isolated and like her family was the only one in this situation).

"Better than any counsellor I've ever seen' were the first words out of her mouth! And 'Thanks for organising that mum, I found it really helpful'. Thanks so much."
(Feedback from a Mum, following an initial assessment with a 17yo and her mum)

"I hadn't even thought of it like that, until you mentioned it. And now you've said it, that makes so much sense! I've been looking at this wrong because I just didn't know"
(Parent of a teenage girl, after we discussed the build-up of anxiety and expectations throughout the school day and suggested some energy accounting techniques to try).

CASE STUDY

Sarah did not meet the criteria for ADHD when under CAMHS, and autism was not considered at that time. She found school particularly hard, especially socially, which led to friendship problems, emotional struggles, feeling isolated, and exhausted. At university, she experienced a mental health crisis and had to pause her final year. Her mum contacted our service for support, alongside reaching out to 111, the GP, and being referred to the Community Mental Health Team.

In the first session, it became clear that she showed signs of autism, so we referred her for an autism assessment. We explored what autism means, including her strengths, challenges, and personal interests. We used neuro-affirming language to support a positive view of neurodivergence and build self-acceptance.

We introduced tools like "energy accounting" and "spoon theory" to help her manage daily energy levels and avoid burnout. This included talking to her parents about reducing demands at home. We used role-play and examples to encourage flexible thinking and problem-solving. We also focused on understanding her sensory differences to help manage overwhelm in different situations.

Over time, she started using these strategies and noticed positive changes—less exhaustion and better emotional regulation. She returned to university in September and did very well, earning a 2:1 degree. She has now joined a partner organisation to build social skills that suit her neurotype, where she is making friends and engaging well. She's doing really well, gaining confidence, and taking opportunities she once felt unable to.

(Pseudonym used to protect individual identity)

KIM 4 COMMUNITY AND VOLUNTEERS

HIGHLIGHTS

The continued use of the Hub in Holywell by a variety of community based organisations such as Cambrian Credit Union, Citizens Advice, RASASC, and many other organisations that use the Hub for meetings and hot desking.

KIM continues to provide room hire facilities at the Hub, with a selection of one-to-one rooms and larger meeting rooms available, with the capacity to accommodate up to 60 people. The Hub has full disability access, WIFI, parking and a fantastic garden which can be used for outside activities.

Several community coffee mornings and plant sales have been held during the year by volunteers, encouraging the wider community into the Hub and Prestatyn, for some lovely homemade cakes provided by our clients, volunteers and staff. These events build stronger community connections and challenge mental health stigma. We have had a fantastic response, with well attended events bringing people together in a social environment to chat.

Welsh Language and Culture
We have had three Welsh Language and Culture courses running this year. Two of the courses in zoom and one face to face in Prestatyn. The courses are always well attended and in this year 23 clients have gained a qualification.
A requirement of the Welsh Language and Culture course is to visit a place of interest in Wales – as a group we visited Greenfield Valley, Erddig and Bodnant Gardens.

KIM Cymraeg
We started a brand new community group in Corwen for the Welsh speakers in the community. KIM Cymraeg has been going from strength to strength. Meetings are held once a month and we have been privileged to welcome some Welsh celebrities to the group - Gwyneth Glyn and Sian James.

KIM operates a social enterprise cafe through it's social enterprise subsidiary, at the Heddfan Unit in Wrexham Maelor hospital. It is a thriving space, giving patients the opportunity to get off the wards into more of a social environment. Volunteers work across the week to support staff and the efficient running of the cafe, which is highly regarded by patients and staff alike.

The Community Dungeons and Dragons group, set up and operated by a KIM volunteer, continues, with a loyal group of regular participants.

In partnership with Aimee Colville, local artist, KIM supports a weekly art class in Prestatyn for the wider community, which is well attended and growing in numbers. The group allows individuals to express themselves through different mediums of art. The group is very creative, engaging and fun.

Mental Health First Aid (MHFA) has been delivered both in person and on Zoom in this period. We have trained 45 individuals including KIM volunteers, KIM clients, KIM staff and staff from partner agencies. We also delivered the course to 8 community artists who work within a local authority.
MHFA is a licensed course, with a focus on early intervention, giving learners the tools to ask the right questions and support individuals to the correct mental health support.

"A really important course - small interventions with big impacts"

KIM 4 COMMUNITY AND VOLUNTEERING

In May 2024, three KIM staff members embarked on an intense 5 day train the trainer course in Liverpool so that they could deliver ASIST (Applied Suicide Intervention Skills Training). This powerful training equips people with life-saving tools to recognise when someone may be at risk of suicide and how to support them with confidence and care.

Since the training we have successfully delivered the workshop at our hubs in Holywell, Prestatyn and Wrexham to thirty people. Each of those people put in the commitment to strive to make suicide safer communities. They are each now more prepared and confident to make an intervention with someone with thoughts of suicide. Together we're helping to build a stronger, more connected community where no one has to struggle alone.

CASE STUDY

'Volunteering gives me a sense of being needed, it makes me motivated to do things. I love seeing others develop and find happiness'

Megan was initially reluctant to become a volunteer as she had achieved so much from attending groups and accredited training and from making positive social connections, she didn't want things to change. Life had been difficult before joining KIM, with communication difficulties and severe anxiety symptoms. In 2024 with the clear goal of getting paid work, as a support worker, Megan agreed to become a KIM volunteer. She thrived in the training and stepped into the volunteering role with confidence and commitment. Alongside this Megan completed accredited training in Assertiveness and Resilience and credits these courses as changing how she communicated. She is currently involved in a KIM volunteer led group – planning sessions, supporting clients, organising activities and all this entails. This group has seen clients thrive and develop their confidence. Megan says that her whole life has changed after joining KIM and volunteering. She is 'active, has friends, meaning, has built herself up. ' She can now deal with difficult situations with ease and confidence and wants to achieve her goal of gaining paid work, in the next few years.

Recently Megan completed ASIST suicide intervention and Mental Health First Aid courses, further developing her skills and confidence. She says **'what KIM does is fantastic'.**

(Pseudonym used to protect individual identity)

HOW WE ARE GOVERNED

Our Structure
KIM Inspire is a company limited by guarantee (incorporated 19 June 2002, registered number 04464874) and is a registered charity in England and Wales (charity number 1104186). The charity's constitution is its Memorandum and Articles of Association.

Subsidiary
The charity has a wholly owned subsidiary as at 31 March 2025, KIM Inspire Social Enterprises Ltd, which is registered in England and Wales (incorporated 1 February 2011, registered number 07908511) as a company limited by shares. We raise some of the funds needed to run KIM Inspire through the trading activities of this subsidiary operating a social enterprises cafe within the Heddfan Unit of Wrexham Maelor hospital, called Cafe KIM.

Our Trustees
The directors of the company are also known as Trustees. The Board of Trustees seeks to ensure that KIMs beneficiary groups are reflected through the diversity of the board. KIM has sought to identify existing and previous individuals who have received KIMs support who would be willing to become members of the Board and use their own experience to assist the charity. We try to maintain a broad skill mix on the board. The boards skills are recorded, reviewed and monitored with gaps in skills identified. Potential new trustees are invited and encouraged to join the board based on the overall skill set and rotation of members.

Organisational structure
The Board of Trustees is responsible for the strategic direction and policy of the charity. At present, the Board has five members from a variety of professional backgrounds. The Board meets on a two monthly basis to discuss current and future work, financial and funding issues and other relevant general matters. Under the requirements of the Memorandum and Articles of Association, one third of the trustees are subject to retirement by rotation at each Annual General Meeting, after which they may be reselected, if the resulting vacancy is not filled.

Induction and training of new trustees
All potential new Trustees are provided with a comprehensive package of information regarding the charity as part of their Induction process. Each potential Trustee will be asked to attend three Trustee meetings following which they will be interviewed by the Chair of the Board to ensure suitability for the position. If successful, the individual is co-opted onto the Trustee board until the next Annual General Meeting, at which the formal appointment will be agreed by the Members.

HOW WE ARE GOVERNED

Strategic Partnerships, national policy and direction

KIM is guided by both local and national policy and works to a model of utilising community resources, to encourage social integration and co-production in order to provide our service, as outlined by the Social Services and Well-Being Act (Wales) 2014 We endeavour to address the inequality and stigma experienced by people with mental illness and poor mental health, in line with the Welsh Government's All-Age Mental Health and Wellbeing Strategy 2024-2034. The charity works closely with statutory services such as Local Authorities, Betsi Cadwaladr University Health Board and Community Mental Health Teams. These partnerships and KIM's links with organisations such as Citizens Advice, RASASC and DASU prove invaluable to the charity in ensuring that we can offer a service which strives to meet the needs of clients and volunteers. Our relationships with the Open University and Wrexham University provide an opportunity to share our practice with students, creating links with future practitioners. Collaborative working also supports KIM's knowledge and understanding of relevant policy developments, up to date research and prospective projects and funding for identified gaps in service provision for our communities. In preparing this report, the Trustees have had regard to the Charity Commission's guidance on public benefit.

Principal Risks & Uncertainties

The Board of Trustees has overall responsibility for risk management for KIM Inspire and its subsidiary. This includes setting the risk appetite for the charity, ensuring that there are reasonable procedures in place for the prevention and detection of major risks, including fraud risk and other irregularities, and ensuring that risk procedures are reviewed when issues arise.

Risk Management

The Board of Trustees, along with all members of staff, regularly hold strategic planning meetings, to discuss KIM Inspire's current and future service provision and direction.

Risk Assessments of the charity and of specific projects and activities are carried out as appropriate. A risk register has been established, which is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Significant external risks to funding have led to the development of a strategic plan, which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, including a comprehensive financial procedures policy.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, individuals and visitors to the offices and venues used by the charity. All members of staff and volunteers who may have significant contact with individuals are required to undergo appropriate DBS checks.

Looking after our People: Safeguarding

KIM believes that no child, young person or adult should ever experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practice in a way that protects them. We all have a responsibility to safeguard the welfare of the individuals we work with, their carers, family members and children. It's important everyone at KIM Inspire understands their responsibilities and the steps they should take if they have any concerns for the safety of a vulnerable person.

What is safeguarding?

Safeguarding is about protecting and supporting people so that they can live free from harm, abuse and neglect. To do this, we have put in place processes designed to protect those people including a comprehensive Safeguarding Policy and mandatory Safeguarding training for all staff and volunteers, which is updated on a regular basis.

Why is it important?

Safeguarding needs to be considered in all KIM Inspire settings and activities that may involve vulnerable people, its staff and volunteers. We have a moral and legal responsibility to support the welfare and safety of vulnerable people.

Who is responsible for safeguarding?

We strive to proactively safeguard and promote the welfare of the individuals we work with, our staff and volunteers. We are always mindful of the fact that safeguarding issues could arise and the primary need is for all staff and volunteers to be adequately trained, vigilant and openminded about these risks. KIM Inspire's Chief Executive Officer has overarching responsibility for safeguarding across the charity and holds the position of Safeguarding Officer. In addition, there is a Deputy Safeguarding Officer and a Trustee who has safeguarding responsibilities. In addition, all staff and volunteers are expected to read, understand and follow our Safeguarding Policy and the guidance and procedures within it.

FINANCIAL REVIEW

Information and breakdown about the result for 2024/25

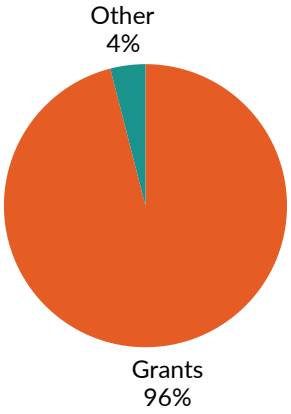
	31 March 2023	31 March 2024	31 March 2025
Income	£588,743	£589,015	£589,172
Expenditure	£587,423	£562,980	£563,694
Surplus/(Deficit)	£1,320	£26,035	£25,478
Unrestricted funds	£100,006	£121,041	£146,519
Total funds	£317,987	£344,022	£369,500

FUNDING SOURCES

THE FUNDING SOURCES FOR THE CHARITY DURING THE YEAR WERE SPLIT AS FOLLOWS:

Breakdown of Total Income 2024/25

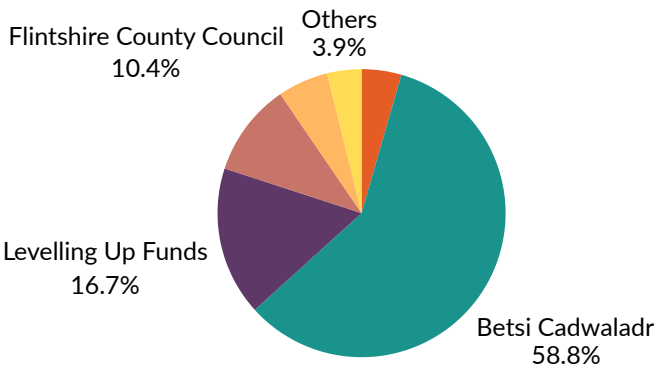
96% Grants
4% Other



REVENUE GRANT FUNDING REMAINS THE MOST SIGNIFICANT SOURCE OF FUNDING AND IS SPLIT AS FOLLOWS:

Breakdown of Grant Income 2024/25

4% BBC Children in Need
59% Betsi Cadwaladr University Health Board
10% Flintshire County Council
6% Neumark Foundation
17% Levelling Up Funds
4% Others



FINANCIAL REVIEW (CONTINUED)

RESERVES POLICY

KIM Inspire's reserves are generated from unrestricted sources i.e. payment for services, fundraising, room hire and donations, and are reviewed annually. The Board of Trustees have reviewed the Reserves policy. Ideally, to meet all potential financial commitments identified, over a period of up to 6 months in the event of the loss of all funding, unrestricted reserves should be above £172,207, however we do hold a designated reserve of £20,000 for redundancy costs, reducing the unrestricted reserve requirement to £152,207. The level of unrestricted reserves at year end were £146,519 which is only marginally short of the required amount. The Trustees have agreed and accepted that the risk is mitigated by the overall spread of income received and the very low likelihood that all funding would be lost at once.

THIS YEAR THE TRUSTEES HAVE AGREED THAT THE PROPOSED DESIGNATED RESERVES FOR FINANCIAL YEAR END 31 MARCH 2025 SHOULD BE AS FOLLOWS:

- Replacement Heating System - £10,000 (unchanged)
- Redundancy costs - £20,000 (unchanged)
- **Total Designated Reserves - £30,000**

INVESTMENT POLICY AND OBJECTIVES

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment. In addition to the Bank current account, the Charity also operates an instant access deposit account with HSBC and a high interest deposit account with Santander.

STATEMENT OF RESPONSIBILITIES

Statement of responsibilities of the Trustees of KIM Inspire in respect of the Trustees' Annual Report and the financial statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period.

IN PREPARING EACH OF THE CHARITABLE COMPANY FINANCIAL STATEMENTS, THE TRUSTEES ARE REQUIRED TO:

- **select suitable accounting policies and then apply them consistently**
- **make judgements and estimates that are reasonable and prudent**
- **state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements**
- **assess the group's and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern**
- **use the going concern basis of accounting unless they either intend to liquidate the group or the charitable company or to cease operations, or have no realistic alternative but to do so.**

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006.

They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

LEGAL AND ADMINISTRATIVE INFORMATION

TRUSTEES	Rev. A Hooper Rev D C Cawdell (Resigned 30 April 2024) Mr Lee Brown (Resigned 11 April 2025) Ms L Bowen Mr N Acott Mr S Dykins (Appointed 10 October 2024) Rev A S Grimwood (Appointed 26 November 2024)
SECRETARY	Wendy Jones-Booth
CHARITY NUMBER	1104186
COMPANY NUMBER	04464874
PRINCIPAL ADDRESS	The Hub Park Lane Holywell Flintshire United Kingdom CH8 7UR
INDEPENDENT EXAMINER	AM Wyatt & Co Ltd Adlink House 86 The Highway Hawarden Flintshire CH5 3DJ

The trustees report was approved by the Board of Trustees.

Rev A Hooper - Trustee

Dated: 3rd September 2025

KIM INSPIRE
INDPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF KIM INSPIRE

I report to the trustees on my examination of the financial statements of KIM Inspire (the charity) for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. The financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable proper understanding of the financial statements to be reached.

Alex Wyatt
AM Wyatt & Co Ltd

Adlink House
86 The Highway
Hawarden
Flintshire
CH5 3DJ

Dated: 3rd September 2025

KIM INSPIRE

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
Income from:							
Grants and donations	2	4,529	562,418	566,947	12,310	561,911	574,221
Charitable activities	3	8,800	-	8,800	3,600	-	3,600
Other trading activities	4	9,866	-	9,866	7,220	-	7,220
Investments	5	3,559	-	3,559	3,974	-	3,974
Total income		26,754	562,754	589,172	27,104	561,911	589,015
Expenditure on:							
Charitable activities	6	1,276	562,418	563,694	1,069	561,911	562,980
		-	-	-			
Gross transfers between funds					-5000	5000	-
Net income for the year/ New movement in funds		25,478	-	25,478	26,035	-	26,035
Fund balances at 1 April 2024		121,041	222,981	344,022	100,006	217,981	317,987
Fund balances at 31 March 2025		146,519	222,981	369,500	121,041	222,981	344,022

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

KIM INSPIRE

BALANCE SHEET
AS AT 31 MARCH 2025

	Notes	2025		2024	
		£	£	£	£
Fixed assets					
Tangible assets	10		192,981		192,981
Investments	12		1		1
			192,982		192,982
Current assets					
Debtors	11	8,427		16,731	
Cash at bank and in hand		253,848		247,166	
		262,275		263,897	
Creditors: amounts falling due within one year	13	(85,757)		(112,857)	
Net current assets			176,518		151,040
Total assets less current liabilities			369,500		344,022
Income funds					
Restricted funds – general	14		222,981		222,981
Unrestricted funds	15		146,519		121,041
			369,500		344,022

KIM INSPIRE

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2025

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2025.

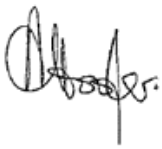
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Trustees on 3 September 2025



Rev A Hooper
Trustee
Company Registration number 04464874

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

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1. Accounting policies

Charity information

KIM Inspire is a private company limited by guarantee incorporated in England and Wales. The registered office is The Hub, Park Lane, Holywell, Flintshire, CH8 7UR, United Kingdom.

1.1. Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2. Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.3. Expenditure

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.

1.4. Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	Not depreciated
Plant and equipment	25% on cost and 20% on cost
Fixtures and fittings	25% on cost
Computers	25% on cost

1.5. Taxation

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

1.6. Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

1.7. Pension costs and other post-retirement benefits

The charitable company pays an employer's contribution into the employees own stakeholder pension schemes and auto enrolment scheme. Contributions payable by the charitable company are charged to the Statement of Financial Activities in the period to which they relate.

1.8. Investments

Shares in the subsidiary company are shown at cost.

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

2. Grants and donations

	Unrestricted funds 2024 £	Restricted funds general 2025 £	Total 2025 £	Unrestricted funds 2024 £	Restricted funds general 2024 £	Total 2024 £
Donations and gifts	4,529	-	4,529	9,810	-	9,810
Grants	-	562,418	562,418	2,500	561,911	564,411
	4,529	562,418	566,947	12,310	561,911	574,211
Grants receivable for core activities						
BBC Children in Need	-	25,084	25,084	-	31,868	31,868
Betsi Cadwaladr University Health Board	-	328,683	328,683	-	336,375	336,375
Wrexham CBC Multicultural hub	-	-	-	-	2,000	2,000
The Screwfix Foundation	-	5000	5,000	-	-	-
Citizens Advice	-	-	-	-	2,750	2,750
The Waterloo Foundation	-	-	-	-	20,000	20,000
Flintshire County Council	-	58,500	58,500	-	74,500	74,500
The National Autistic Society	-	6,800	6,800	-	-	-
Lloyds Foundation	-	1,000	1,000	-	4,890	4,890
DVSC Welsh Churches	-	-	-	-	450	450
Moondance	-	-	-	-	570	570
Steve Morgan Foundation	-	-	-	-	36,240	36,240
Neumark Foundation	-	32,000	32,000	-	10,997	10,997
Covid Community Support hub	-	-	-	-	25,599	25,599
Denbighshire Key fund	-	16,720	16,720	-	8,280	8,280
Flintshire Key fund	-	17,589	17,589	-	7,393	7,393
Wrexham Key Fund -Craft & Fitness	-	16,006	16,006	-	-	-
Wrexham Key Fund - Mulitply	-	43,430	43,140	-	-	-
KIM Inspire Social Enterprises Ltd	-	4,396	4,396	-	-	-
Other	4,529	-	4,529	12,310	-	-
	4,529	562,418	566,947	12,310	561,911	574,221

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

3. Charitable activities

	Charitable Income 2025 £	Charitable Income 2024 £
Student fees	8,800	3,600

4. Other trading activities

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Training income	985	-
Fundraising events	2,914	735
Rental Income	5,967	6,485
	9,866	7,220

5. Investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	3,559	3,974
	3,559	3,974

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

6. Charitable activities

	2025	2024
	£	£
Staff costs	383,713	440,961
Staff and volunteering training	17,093	9,677
Purchases	602	9,474
Premises costs	24,593	12,727
Insurance	4,078	3,464
Employment services	1,841	1,893
Donations made	-	175
Administrative expenses	18,198	16,548
Direct project costs	6,211	8,020
Repairs and renewals	7,480	7,231
Fundraising events costs	276	236
Staff and volunteer expenses	13,315	15,197
BUPA	705	723
Beneficiary costs	85,433	36,510
Bank charges	156	144
	563,694	562,980
Analysis by fund		
Unrestricted funds	1,276	1,063
Restricted funds – general	562,418	561,911
	563,694	562,980

7. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2024: none).

8. Employees

	2025	2024
	Number	Number
The average number of employees during the year was:	14	14

Employment costs	2025 £	2024 £
Wages and salaries	361,459	418,912
Other pension costs	22,254	22,049
	383,713	440,961

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. Tangible fixed assets

	Freehold land and buildings £	Plant and equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2024	201,517	15,220	10,667	13,599	241,003
At 31 March 2025	201,517	15,220	10,667	13,599	241,003
Depreciation and impairment					
At 1 April 2024	8,536	15,220	10,667	13,599	48,022
At 31 March 2025	8,536	15,220	10,667	13,599	48,022
Carrying amount					
At 31 March 2025	192,981	-	-	-	192,981
At 31 March 2024	192,981	-	-	-	192,981

11. Debtors

Amounts falling due within one year:	2025 £	2024 £
Other debtors	2,999	2,999
Prepayments and accrued income	5,428	13,732
	8,427	16,731

12. Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2024 & 31 March 2025	1
Carrying amount	
At 3 March 2025	1
At 31 March 2024	1

	2025	2024
Other investments comprise:	£	£
Shares in group undertakings	1	1

13. Creditors: amounts falling due within one year

	2025	2024
	£	£
Other taxation and social security	345	438
Deferred income	71,775	98,016
Trade creditors	7	-
Other creditors	-	-
Accruals	13,630	14,403
	85,757	112,857

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

14. Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 1 April 2024	Incoming resources	Resources expended	Transfers	Balance at 31 March 2025
	£	£	£	£	£ -	£	£	£	£
Wrexham CBC Multicultural hub project	-	2,000	(2,000)	-		-	-	-	-
BBC Children in Need	-	31,868	(31,868)	-	-	25,084	(25,084)	-	-
Betsi Cadwaldr University Health Board	-	336,375	(336,375)	-	-	328,683	(328,683)	-	-
Actif North Wales Enabling fund	-	-	-	-	-	7,500	(7,500)	-	-
Big Lottery – Capital Fund	192,981	-	-	-	192,981	-	-	-	192,981
Covid Community Support Hub	-	25,599	(25,599)	-	-	-	-	-	-
The Screwfix Foundation	-	-	-	-	-	5,000	(5,000)	-	-
Designated Fund	25,000	-	-	5,000	30,000	-	-	-	30,000
Flintshire County Council (FCC)	-	74,500	(74,500)	-	-	58,500	(58,500)	-	-
The National Autistic Society	-	-	-	-	-	6,800	(6,800)	-	-
Lloyds Foundation	-	4,890	(4,890)	-	-	1,000	(1,000)	-	-
Steve Morgan Foundation	-	36,239	(36,239)	-	-	-	-	-	-
Denbighshire Key fund	-	8,280	(8,280)	-	-	16,720	(16,720)	-	-
Flintshire Key fund	-	7,393	(7,393)	-	-	17,588	(17,588)	-	-
Citizens advice	-	2,750	(2,750)	-	-	-	-	-	-
Neumark Foundation	-	10,997	(10,997)	-	-	32,000	(32,000)	-	-
Key Fund Wrexham – Craft & Fitness	-	-	-	-	-	16,006	(16,006)	-	-
Key Fund Wrexham – Multiply	-	-	-	-	-	43,140	(43,140)	-	-
KIM Inspire Social Enterprises Ltd	-	-	-	-	-	4,396	(4,396)	-	-
DVSC Welsh Churches	-	450	(450)	-	-	-	-	-	-
Moondance	-	570	(570)	-	-	-	-	-	-
The Waterloo Foundation		20,000	(20,000)	-	-	-	-	-	-
Other grants		-	-	-	-	-	-	-	-
	217,981	561,911	(561,911)	5,000	222,981	562,418	(562,418)	-	222,981

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2025

The Trustees have agreed that Designated funds should be put in place to cover the following:

Replacement heating system £10,000 and Redundancy costs £20,000.

BBC Children in Need - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Betsi Cadwaldr University Health Board - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Big Lottery - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Big Lottery Capital Fund - is the unexpended balance of grant funding towards use of the building. The unexpended balance is equal to the net book value of the building in tangible fixed assets.

Flintshire County Council - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Lloyds Foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Actif North Wales Enabling Fund - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

The Screwfix Foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

The National Autistic Society - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Denbighshire Key Fund - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Flintshire Key Fund - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Neumark Foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Key Fund Wrexham - Craft & Fitness - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Key Fund Wrexham - Multiply - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

KIM Inspire Social Enterprises Ltd - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2025

15. Analysis of net assets between funds

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Fund balances at 31 March 2025 are represented by:						
Tangible assets	-	192,981	192,981	-	192,981	192,981
Investments	1	-	1	1	-	1
Current assets/(liabilities)	146,518	30,000	176,518	121,040	30,000	151,040
	146,519	222,981	369,500	121,041	222,981	344,022

16. Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025	2024
	£	£
Within one year	590	300
Between two and five years	2,067	-
	2,657	300

17. Capital Commitments

As at 31 March 2025 the charity had no capital commitments (2024 - none).

18. Related party transactions

There were no disclosable related party transactions during the year (2024 - none).

19. Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Every member promises, if the charity is dissolved while they remain a member of within 12 months of their resignation as a member, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity.

20. Pension cost

At the year end, the Charity made contributions to a defined contribution pension scheme for 14 (2024: 14) of its employees. The charge for the year totalled £22,254 (2024: £22,049). There were no costs prepaid or due at year end.

KIM

KNOWLEDGE · INSPIRATION · MOTIVATION

Thank you

We want to say a big thank you to all our funders, supporters, fundraisers, volunteers, partners, referrers and our individuals who inspire us to do the work we do.

WWW.KIM-INSPIRE.ORG.UK

KIM INSPIRE

England & Wales - Charity number 1104186

Accounts

KIM

KNOWLEDGE · INSPIRATION · MOTIVATION

ANNUAL REPORT & ACCOUNTS

2023 | 2024

WWW.KIM-INSPIRE.ORG.UK

CONTENTS

About KIM Inspire	3
Our Services	4
KIM's Awards	5
Our Year at a Glance	5
Welcome	6
KIM 4 Her - Flintshire	7
KIM 4 Him	8
KIM Community Wrexham	9
KIM South Denbighshire	10
KIM North Denbighshire	11-12
KIM 4 Young People	13
KIM ND 4 Girls	14
KIM 4 Community	15
KIM Volunteering	16
How we are governed	17-19
Financial Review	20-21
Statement of Responsibilities	22
Legal and Administrative Information	23
Independent Examiners Report	24
Statement of Financial Activities	25
Balance Sheet	26-27
Notes to the Financial Statements	28-38

"I don't know what I would have done without KIM. Well, I do-and it's not good. I have hope now"

ABOUT KIM INSPIRE

"KIM has been a lifeline. If it wasn't for KIM, I wouldn't be here. I'm certain of that."

KIM Inspire is an award winning charity providing professional, high quality mental health support through learning and activities for people who want to see a positive change in their lives. The charity was established in 2002 to offer a gender specific service to women who were struggling with their mental health after experiencing domestic abuse.

KIM has expanded in response to increased need and are delivering much needed mental health support through community-based groups and activities to women, men, young people and the community as a whole, across Flintshire, Denbighshire and Wrexham.

KIM sessions are friendly, fun and always focused on progression and individual development. Our group-led activities are innovative; building resilience, self-determination and a sense of hope for people struggling with poor mental health, through delivering challenging groups and activities, community partnerships and a range of volunteering opportunities. Our team is passionate and enthusiastic, creating an environment which is welcoming and accessible. We operate as flexibly and responsively as possible and ensure that everyone involved with KIM is treated equally.

We aim to involve our clients and volunteers in all the activities we undertake, and through consultation, ensure everyone is appropriately involved in decision making. We offer and encourage activities involving the wider local community with social integration opportunities for our clients and others, whilst reducing mental health stigma.

OUR SERVICES

At KIM Inspire, we believe that mental wellbeing means feeling good about yourself and the world around you and being able to get on with life the way you want to.

For the individuals we work with, many daily tasks are very daunting i.e. going to the supermarket or taking public transport, resulting in a lack of social interaction, loss of self-belief and poor personal care, all of which further reinforces loneliness and despair. The impact of childhood abuse is also prevalent and the effects of this trauma reach far into adulthood. We also work with individuals whose physical ill health impacts on their mental wellbeing.

We have been pleased to once again work in partnership with Betsi Cadwaladr University Health Board to deliver mental health support through their ICAN initiative. KIM offers ICAN services in Holywell, Wrexham, and Denbighshire, namely Prestatyn and also Corwen, in partnership with Canolfan Ni, South Denbighshire Community Partnership. ICAN Hubs offer support and advice on a range of issues that may be troubling someone including debt, relationship breakdown, drug or alcohol problems, employment difficulties, bereavement, housing or loneliness. KIM is an affiliated ICAN provider.

KIM 4 Her

Sessions are sociable, informative and builds self-reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community.

KIM 4 Him

Our men's recovery programme is designed to empower men to recognise and develop their strengths and abilities. Supporting men to improve their wellbeing through activity and engagement.

KIM in the Community

One of KIM's main aims is to bring together the community as a whole. We offer a selection of activities to the local community such as community gardening, room hire and cake and plant sales. The benefits of these activities include improved social interaction, greater community resilience and better wellness outcomes for all.

KIM 4 Young People

Empowers young people to build resilience, boost confidence and manage difficult emotions. Involvement and engagement with our activities increases the capacity to thrive and succeed in life!

KIM'S AWARDS

We are proud to have been recognised for our work over the past few years.

- **2015** - Care Council for Wales first ever 10 year award for most developed previous winner (we won our first accolade in 2007 for community development)
- **2015** - Lloyds Bank Foundation Valuing Volunteers category for Wales winner (finalists in UK category)
- **2015** - North Wales Police Commissioners Community Award, Third Sector category
- **2016** - GlaxoSmith Kline Impact Awards, finalist
- **2016** – Admin Officer won North Wales Training Customer of the Year award
- **2017** - Social work awards 2017 - British Association of Social Workers Cymru – Practice Teacher Award – Annie Donovan and British Association of Social Workers Cymru – Team Award
- **2018** – Radio 4 'All in the Mind' national winner
- **2020** - FLVC Tom Jones Young Volunteer Award to Jack Wilson for outstanding contribution to volunteering with KIM Inspire in Flintshire
- **2021** - ACW Older Person's Award (Personal Development Award) to Linda Bowen for her commitment to volunteering with KIM Inspire online

OUR YEAR AT A GLANCE

KIM worked with

893

people during the year

7,851

Group sessions, accredited courses, training, workshops and sessions in partnership with other organisations

Number of volunteers

53

134

Different themes, including: Go Green for Nature; Find Your Voice; KIM's Gym

Number of staff

14

WELCOME

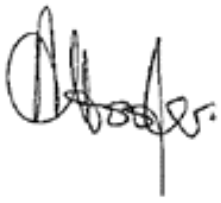
2023 has been a year of change as services have evolved into new and exciting experimental dimensions, with the consideration of support to neuro-diverse young women. This is leading to an appreciation of the current work we have achieved and the possibility of being more creative in the future.

KIM has continued the return to face-to-face working, whilst still retaining some online groups to allow greater access for people with geographical or other barriers. These, together with using the new concept of hybrid groups, with people accessing the same group either in person or via online access, has ensured that clients are able to access vital mental health support when needed.

KIM has grown in its services and is continuing to work across three counties with a variety of services delivered in multiple venues. There is an increasing demand for mental health services and our partnerships are key as we work with other core providers such as Betsi Cadwaladr University Health Board, through the ICAN projects, which are seeing many people being supported on their road to recovery.

The staff team again have been highly committed and with increased professional capacity, showing their continuous dedication to improving peoples' mental health, through their hard work, determination, and creativity, continuing to expand KIM's work in varied and exciting ways, for the benefit of all. This has been fully supported by the team of amazing volunteers, who KIM could not operate without, and who bring so much to the organisation, making a real difference to the belief of clients, that they can and will get better!

When I look at the Year End report and see the variety, scope and depth of the service delivery everyone has achieved, I want to record on behalf of the Trustee Board, a heartfelt thank you to all: the staff, volunteers and clients for everything you do to make KIM such a special place and all the amazing outcomes that you achieve together.



Anne Hooper
Chair

KIM 4 HER - FLINTSHIRE

HIGHLIGHTS

Start Where You Are Group Flintshire
Supporting new clients, with a gentle introduction to KIM. The group is focussed on building confidence and exploring what is available in the community to support their individual needs for their road to recovery.

Link to Life, Flintshire
Our weekly self-improvement group, aiming to build confidence and explore healthy, innovative, ways to better help overall wellbeing. Motivational sessions to overcome the stresses of everyday life.

"Since joining KIM, this group has had a very positive effect on my mental health. I feel more confident. I look forward to coming to the group every week. Before joining KIM, I would never join any type of social gathering. Just keep doing what you're doing. It has really helped me. Thank you for making me a more positive person on my outlook on life"

"I feel very positive after the group. I have enjoyed every week of the sessions and it's been really nice trying different activities that have been challenging, which I would never have tried before. I would really recommend KIM to my family and friends as it has really helped my mental health."

"Before I joined KIM, I was sad, fed up ,dreading each day. Since joining KIM, I feel happier than I did before. It gives me something to look forward to and motivates me to get out of the house. I'm feeling hopeful that I don't go backwards but I go forwards. Being part of KIM has encouraged me to look forward to living"

CASE STUDY

F had been referred to KIM with a history of depression and anxiety after being in an abusive relationship. F had been diagnosed with a neurodevelopmental condition and had a child going through an ND assessment, as they had been unable to attend school. As a result of F's child not being in school, F had not been able to work and had lost all self-confidence due to a marriage breakdown and financial situation.

Through KIM's telephone support, F has been referred to Citizens Advice for targeted support with her finances. F can now claim full benefit entitlement, which has led to F maintaining a varied diet and transport for going to appointments. F's rural location meant it was difficult to afford to run the car, something that has now been addressed due to F's recently increased financial stability.

"Being able to get the right support from KIM and receiving the financial advice required, my confidence has grown and I am now more able to manage my child's condition, especially as previously I had been isolating myself from the world and wouldn't have known all this other support existed."

Being able to have one to one support has increased F's confidence and F has been able to learn to reach out, rather than the stress building up in her head. F said having someone at the end of the phone with any questions and having resources to look at, made all the difference. F has managed to understand a lot more about her child's challenges. Since receiving support from KIM, F has now found a new part time job and the hours work well around F's caring role. F's relationship with her child has improved.

"Now that I have a bit of me time, I am a lot happier at home as I'm not looking at 4 walls wondering where our lives are going. My child has been getting the right support at school and my confidence is improving day by day. If it wasn't for support from KIM this wouldn't of been possible. I am very grateful and would highly recommend KIM's service to anyone else who is struggling. Being a single parent can be challenging but now I have the right tools that KIM have supported me with, I will always remember this. Thank you KIM"

KIM 4 HIM

HIGHLIGHTS

Groups promoting woodworking skills at KIM in Denbighshire has helped the men build confidence, which has resulted in some of the men now undertaking joinery courses at college.

After establishing a men's group in Ty Pawb, Wrexham, the group have helped to create a rooftop garden using a variety of different skills, which has resulted in many KIM clients now becoming full time volunteers for Wrexham County Council, to help maintain the garden and promote the area to other services.

After creating a beginner's DIY course in Holywell to help clients learn new skills, one of the men has now collected pallets from his local area and has begun using them to create his own planters at home, which he intends to sell, creating his own business.

"Coming to this group has really helped my mental health, I wasn't expecting it to be like this but I'm really enjoying it."

"I don't think I would be here if it wasn't for the support you have shown me and the guys in the men's zoom group."

"I wasn't feeling my best yesterday but then I remembered I was coming here today which cheered me up and I had something to be excited about."

"Coming here has genuinely changed my life. I'm feeling more confident now and I've started going on walks by myself."

CASE STUDY

M came to the project in October 2022. He was lacking confidence and felt "unwanted" after the break-up in his relationship. M has been working hard to improve in these areas by integrating in groups and taking part in as many social groups KIM has on offer.

M approached staff with a group idea. M had 9 old paraffin lamps dating back from the 1930s, rusted and unkept, sitting in his shed. M wanted to donate the lamps to the group and lead a series of restoration sessions with the group. The idea was put to the Prestatyn Brew and Do group and ideas and plans were put into place to restore the objects with M taking the lead.

M felt anxious leading the group but wanted to challenge himself. As he was familiar with many members, he felt supported by the other members and staff. He also knew he had the knowledge to lead this project and share his experiences. M grew in confidence over the weeks and took a leading role in instructing and purchasing the materials needed by staff. This led to staff approaching M about considering becoming a KIM Inspire ICAN Hub Volunteer. M agreed and was delighted to be asked.

The project was completed by the groups to a high standard, with many taking their lamps home. They had learnt about preparation and cleaning of metal. The correct materials for cleaning and spray painting and the value of making unkept items good.

M is currently completing his volunteer training, which will lead to him supporting staff and clients in future groups.

KIM COMMUNITY WREXHAM

HIGHLIGHTS

Networking in Wrexham with all the PCSO's around all the different outlying areas has been extremely interesting and useful. Lots of new contacts made and being able to get to know local Police Officers has also resulted in them referring people into KIM.

More involvement with the Wrexham volunteers has been positive. Regular meetings with them for feedback and concerns, discussing future training opportunities and being able to work more closely with them. I feel this has benefited the groups greatly and increased the confidence of the volunteers and empowered them to feel more involved in what we do at KIM.

The Wrexham Consultation was a real highlight. It was great to get all the client's and volunteers together and to hear so much positive feedback from them. It was also wonderful to hear lots of ideas for future groups and things we can do going forward.

How do you think coming to KIM has helped you?

"More confidence, feel supported. making friends and feel understood"

"KIM-INSPIRE MAKES ME FEEL....Part of something."

"It has helped me structure my week and is building my confidence in leaving the house."

CASE STUDY

B had been coming to KIM since the start of September 2023. B had become almost a recluse, struggling to leave the house and not wanting to see anyone. This had all stemmed from some problems B had with her University degree which had really knocked B's confidence and after a bereavement and a family breakdown, was the final thing that made B's anxiety take hold. B desperately wanted to be able to get back out and about, make some new friends and find some things to do that B really enjoys.

B was referred by the GP but, had heard of KIM before as one of B's friends had been a client many years ago. B was surprised with how quickly KIM got in touch to make an appointment. B thought it would take a lot longer to get support. B is hard of hearing and has been since very young. B finds this very challenging at times, especially in a group situation, as B can become overwhelmed in noisy environments. B was reassured that the group B would be placed in, would not be too noisy and that we could make adjustments so that B felt comfortable.

B said that coming to see someone in person and the room where the groups were held made B feel much more comfortable and less anxious about attending the group.

B has been attending groups and has really enjoyed the art activities we have been doing. B was initially very quiet, but, by the end of the first session, was chatting to a couple of people as if B had known them for a long time. B stayed behind at the end of the first session to say thankyou. B had been so nervous coming in, but everyone made B feel so welcome that B's anxiety melted away and B really enjoyed the activity. B said it felt as if a weight had been lifted off B's shoulders and B felt lighter both in mood and body.

"Because of coming to KIM, I have joined a local craft group at my church, which I wouldn't have even considered doing a few weeks ago. I feel that being listened to and made to feel so welcome, has made such a difference to my mental health. I am so glad that the GP referred me to KIM."

KIM SOUTH DENBIGHSHIRE

HIGHLIGHTS

Establishing KIM groups in South Denbighshire at Canolfan Ni in Corwen and Pengwern in Llangollen, enabling people to be able to improve their lives and outlook.

The success of the 'Winter Warmer' event at Canolfan Ni and Pengwern, giving people in the community the opportunity to come along and find out what services are on offer to support them.

Having a session as requested by the women in the group - an informative talk by Angharad Griffiths, on the menopause and nutrition. The good news for us all is that through a healthy, varied diet and a healthy lifestyle during pre, during and after menopause can help protect our bone density, reduce the risk of heart disease and support healthy weight.

Being able to offer 6 of the women in Corwen the opportunity to become volunteers and offer the volunteer training

"A relaxing and enjoyable few hours to get involved in me doing something different. I feel that each week I look forward to the groups and feel that I am learning new skills and am more able to cope with day-to-day life and any challenges"

"I love coming to learn and do all the different crafts. The atmosphere is friendly, and everyone is welcoming. I feel a different person since I have been coming here"

"My confidence has really grown in the last few weeks, I feel able to address a lot of the challenges and barriers that have prevented me from moving on. I feel supported and more than anything 'not judged'"

"I wish I had known about KIM groups a long time ago – I feel I have suffered on my own, but the KIM groups have given me hope for the first time in years, it feels so welcoming, and I have learnt so much"

"The Welsh course is just what I was looking for. I didn't think at my age I'd be able to learn a new language, so I've surprised myself that I am enjoying the learning"

CASE STUDY

J self-referred to access support in May 2023. J had suffered poor mental health for several years and that the death of two close family members, affected J badly - feeling anxious, sad, angry, shocked, grief-stricken and withdrawn. J found decision making difficult and needed support to gain more confidence in J's abilities to cope from day to day, manage emotions and have a better quality of life.

J was initially offered one to one support to discuss J's challenges and barriers. This worked well for J and soon felt ready to move on to group sessions. The tailored support to meet J's needs enabled J to open new communication channels with the group, foster self-understanding, which in turn enhanced J's relationships with others. J found that expressing complex thoughts and feelings within a group setting can make them seem less overwhelming.

Over time, these shared experiences and discussions made handling mental health challenges more manageable on a day-to-day basis. J completed accredited Welsh Language and Culture courses, Level 1 and 2. J felt proud of this achievement and is now enrolled to undertake an accredited Assertiveness course.

KIM NORTH DENBIGHSHIRE

HIGHLIGHTS

Refocusing the Lens Project
This was a 7 week, weekly, photography course that was delivered to our mixed community group in Prestatyn. Participants learnt new photography skills and were encouraged to use the outdoor environment to incorporate the five ways to wellbeing. This project not only helped improve their photography skills but had a massive impact on their mental health. Many are now much more aware of their surroundings and use the skills learnt as a coping tool to help with their anxiety. We finished with our work going on display in Prestatyn library which gave everyone a great sense of pride and accomplishment.

Photo to Canvas Project – Volunteer led 4-week project
Amazing four-week workshop led by one of our very talented volunteers, Neti. The group was tasked with bringing along a photo of something which meant a great deal to them. We then began the process of painting the image onto canvas. Initially many of the group were quite daunted by the challenge but by following Neti's guidance everyone produced a beautiful image that they were all proud of.

Little terns visit
Great visit to Gronant to see the little terns at the only breeding colony in Wales. The birds are highly protected, so it was very special to get up close to them. It was a great opportunity to get the group out in the fresh air for a few hours and discover things they didn't know were on their own doorstep.

Zines Project
Our Prestatyn Next Step group had the pleasure of working on a "zines" workshop. Everyone got creative making their very own zines, a mini handheld magazine, around the themes of our past, present and future. The sessions were challenging to some when we looked at our past, but we all emphasised the importance of now and our goals for the future.

Warm Wales visit
A very informative and interactive session with Aled from Warm Wales. Aled was available to supply some of the women who were struggling financially with instant credit on their meters. He also helped one woman who had the worries of an estimated £2,300 bill from British Gas get it reduced to just £300.

KIM NORTH DENBIGHSHIRE

"I am so glad I came to my first group today. I have put it off for so long but loved it and will be back. I felt safe and there was such a good vibe in the room".

"If it wasn't for attending KIM, I wouldn't have had the strength to go out and get my job."

"Thanks for what you both do in Prestatyn – You've saved me".

"Honestly can't thank you enough for including me – I feel so safe and welcome in the group".

"Coming to KIM gives me time for me. My support worker has said she can see the difference the group makes to me."

CASE STUDY

E came to KIM feeling extremely anxious, suffering from PTSD and depression. E's anxiety was so extreme E could not walk into the room without her trusty fidget toys, to help ease E's anxieties. E's goal was to work on self-confidence to help E socialise and meet new people. Over the months we have seen E grow in confidence and engage with the group and all activities. E has formed a friendship with another member of the group, and they now meet up for meals out together. E is very creative and was keen to share E's talents with the other women. With E's new confidence and encouragement from the rest of the group and KIM staff, E has just facilitated a group for KIM. E led a group of 14 through a very relaxing session where everyone made a beautiful feather wall hanging.

"I really enjoyed leading the group and it wasn't as scary as I thought it would be".

E is also taking part in a healthy eating course, something she would never have engaged with prior to attending KIM sessions. The change in E's outlook on life has been amazing in the short eight months we have been working together. E is determined to keep up this momentum and continue to work on her confidence and insecurities.

KIM 4 YOUNG PEOPLE

HIGHLIGHTS

Criw Celf art project in collaboration with Theatr Clwyd during May half term. The artwork created, the connections made and the joy experienced during that week have a lasting legacy in our garden and offices.

The whole summer programme brought together young people from different groups and areas, many of whom had never met in person. The willingness of those young people to take a leap of faith to come to Comic Con in Manchester, or to try ice skating or golf, or to cook and try exotic food at Up a Yard, was amazing.

Seeing young people who have had a really challenging time in school or college develop authentic healthy connections with others through the support of our groups, and then go on to thrive in other social and educational settings. Young people having friends, having hobbies, having wider connections and having hope.

Driving lessons and driving has been an unexpected highlight this year, so many young people have been inspired to learn to drive this year and have been sharing their experiences and enthusiasm in groups in person and on line. The peer support and encouragement has been a big part of this.

The amazing turn out from the whole KIM community and beyond for our Children in Need Kimaoke Cake Sale!

"I look forward to You-Nique each week and feel more comfortable with myself. When I do get overwhelmed in situations I don't feel like I'm just over-reacting for no reason anymore. I am accepting myself more."

"I am MUCH better since joining. Lots has improved. I now look at things with more optimism and happiness. I think KIM was the first step in improving my life!"

"KIM makes me feels validated and listened to, and has helped me learn about myself. It's comforting."

"I feel like I mean something here!"

CASE STUDY

From a parent - "My son was badly self harming and had also tried to end his life on 2 occasions. He was under CAMHS but it wasn't really helping. My friend whose son had similar experiences to mine highly recommended KIM. When I got in touch we managed to see someone within a week.

He has been attending weekly for around 12 months. He has met some nice people and has a very good and trusting relationship with Rachel. She has helped me understand my son more also and has also been a great support to me.
KIM has helped facilitate my son into a local training scheme. Although we still have ups and downs I'm grateful KIM offers my son a safe place that he can be himself. I would hate for KIM not to be available as my son enjoys attending.

It's a wonderful initiative and has a wonderful way, not only with the young people but also their wider family. I wish there were more in this world because KIM's Youth Service really is remarkable and makes a huge difference when you think you've lost hope."

KIM ND 4 GIRLS

HIGHLIGHTS

A new pilot project, funded by the Neumark Foundation, to assess and support the needs of neurodivergent girls and young women age 13-24 years. By talking to caregivers and ND girls/young women, the project aims to gain a deeper understanding of their issues and together, work to identify solutions where possible, but ultimately, to offer a non-judgemental space in which to listen to and validate their experiences.

We work with the girls/young women directly to help them understand their needs and strengths and to learn more about what they need, in order to stay safe and well. We look at sensory needs, environmental adaptations and different methods of energy accounting, so that Neurodivergent girls can grow into women who know themselves and their worth. We also work with their caregivers to support an increased understanding of and responsiveness to their daughters skills and difficulties.

'Thank you so much for your help. I never would have been able to do this by myself; it's too overwhelming and so much to think about. This has taken a lot of pressure off.'

CASE STUDY

When talking about school's response and social services involvement with their family, one parent told us that they feel that -

'They don't understand my child. They don't understand what I'm trying to do. They want me to force her into a place where she is unsupported and dysregulated, and then she is punished for being dysregulated- when it feels like they haven't even tried to meet her needs before it all escalates to that point. Then I have to manage the impact of all that, when she gets home. I've done so much reading - and learning from her.

I've found the right strategies, they work, but I can't control what happens in school. And then, they wonder why I'm struggling so much, to make sure she is ok. And to make sure that everyone else in the house is ok. And then they think I can't manage to parent. But I can. I know her and I know what she needs - it would just be so much easier if she was supported properly in school, then I wouldn't have so much of this to try and repair when she's at home.'

KIM 4 COMMUNITY

HIGHLIGHTS

The continued use of the Hub in Holywell by a variety of community based organisations such as Cambrian Credit Union, Citizens Advice, RASASC, 1st Carmel Brownies, Slimming World and many other organisations that use the Hub for meetings and hot desking.

KIM continues to provide room hire facilities at the Hub, with a selection of one-to-one rooms and larger meeting rooms available, with the capacity to accommodate up to 60 people. The Hub has full disability access, WIFI, parking and a fantastic garden which can be used for outside activities.

Several community coffee mornings have been held during the year, encouraging the wider community into the Hub for some lovely homemade cakes provided by our clients, volunteers and staff. We have had a fantastic response, with well attended events bringing people together in a social environment to chat.

KIM continues to promote the Welsh language, heritage and culture in Wales by offering Welsh Language and Culture groups in our hubs and online. Learners gained accredited qualifications at Level 1 and Level 2 on the courses KIM provides.

KIM operates a social enterprise cafe through it's social enterprise subsidiary, at the Heddfan Unit in Wrexham Maelor hospital. It is a thriving space, giving patients the opportunity to get off the wards into more of a social environment. Volunteers work across the week to support staff and the efficient running of the cafe. which is highly thought of by patients and staff alike.

The Community Dungeons and Dragons group, set up and operated by a KIM volunteer, continues, with a loyal group of regular participants.

In partnership with Aimee Colville, local artist, KIM supports a weekly art class in Prestatyn for the wider community, which is well attended and growing in numbers. The group allows individuals to express themselves through different mediums of art. The group is very creative, engaging and fun.

In February 2024, three members of staff became Mental Health First Aid Training Instructors, allowing KIM to be able to offer MHFA courses to the wider community and other local organisations.

Three of the staff team have a Level 3 in Education and Training, which in collaboration with Adult Learning Wales, allows them to deliver accredited courses both internally and externally. Accredited courses provided this year include Mental Health and Well Being, Assertiveness and Welsh Language and Culture courses.

KIM VOLUNTEERING

HIGHLIGHTS

Supporting people to complete accredited training, watching their confidence grow as they explore and learn about new subjects in different ways.

Training new volunteers and watching them grow in confidence as they embark on their volunteering journey.

The coffee and cake community events, a genuine opportunity for volunteers to lead and deliver a social event. The bustle and interaction in the Hub is enjoyable for all. Great to have the wider community in the building.

"The course was so eye opening and insightful. The tutors were fabulous and made the course so much better. I enjoyed the breakout room discussions. I enjoyed Linda's quizzes and riddles. It was all such a pleasant experience, thank you "

"Being a volunteer at KIM has given me the courage to follow my dreams. H's helped me to help others. KIM has changed my life"

"Being invited to become a KIM volunteer has been life changing for me. It took all my courage to jump in and I still have to be brave but my self esteem is growing. Thank you KIM!"

CASE STUDY

E has volunteered at the KIM café, at Heddfan since 2018. When E started her confidence was low and she was struggling with very low mood and anxiety. She was isolated and felt unable to consider any kind of paid employment. In her time at the café she has progressed from doing some limited tasks (clearing tables and making sandwiches behind the scenes) to being able to do all tasks in the café – serving customers, working on the till and preparing all food and drinks. She even supports new volunteers who join the café team. E credits the support she received from KIM staff to be able to do the things she does now. She has always felt supported and appreciated, and the warm welcome she gets each week has boosted her confidence.

"I was really shy when I first started working here but KIM staff have helped me to feel confident, happy and like I can do anything"

As E's confidence has grown, her mental health has improved and enabled her to do things differently in her wider life. In late 2023, E saw a job vacancy and with gentle support from KIM staff she applied for the part-time role. She was nervous but the staff words 'you can do this!' kept her focussed and she was offered the job. KIM staff gave her the confidence to apply. Now E is employed in a role that she loves. She works 5 evenings a week so can continue in her volunteering role, something she is very keen to do. E loves volunteering in the café and this keeps her well-being topped up. E has also joined a local gym and attends several times a week. She has made new friends, improved her fitness and lost weight – all of which had been long standing goals. Having increased her confidence by volunteering in the café she felt able to try new things that had previously felt too daunting.

HOW WE ARE GOVERNED

Our Structure
KIM Inspire is a company limited by guarantee (incorporated 19 June 2002, registered number 04464874) and is a registered charity in England and Wales (charity number 1104186). The charity's constitution is its Memorandum and Articles of Association.

Subsidiary
The charity has a wholly owned subsidiary as at 31 March 2024, KIM Inspire Social Enterprises Ltd, which is registered in England and Wales (incorporated 1 February 2011, registered number 07908511) as a company limited by shares. We raise some of the funds needed to run KIM Inspire through the trading activities of this subsidiary operating a social enterprises cafe within the Heddfan Unit of Wrexham Maelor hospital, called Cafe KIM.

Our Trustees
The directors of the company are also known as Trustees. The Board of Trustees seeks to ensure that KIMs beneficiary groups are reflected through the diversity of the board. KIM has sought to identify existing and previous individuals who have received KIMs support who would be willing to become members of the Board and use their own experience to assist the charity. We try to maintain a broad skill mix on the board. The boards skills are recorded, reviewed and monitored with gaps in skills identified. Potential new trustees are invited and encouraged to join the board based on the overall skill set and rotation of members.

Organisational structure
The Board of Trustees is responsible for the strategic direction and policy of the charity. At present, the Board has four members from a variety of professional backgrounds, with two further potential Trustees progressing through the induction process. The Board meets on a two monthly basis to discuss current and future work, financial and funding issues and other relevant general matters. Under the requirements of the Memorandum and Articles of Association, one third of the trustees are subject to retirement by rotation at each Annual General Meeting, after which they may be reselected, if the resulting vacancy is not filled.

Induction and training of new trustees
All potential new Trustees are provided with a comprehensive package of information regarding the charity as part of their Induction process. Each potential Trustee will be asked to attend three Trustee meetings following which they will be interviewed by the Chair of the Board to ensure suitability for the position. If successful, the individual is co-opted onto the Trustee board until the next Annual General Meeting.

HOW WE ARE GOVERNED

Strategic Partnerships, national policy and direction

KIM is guided by both local and national policy and works to a model of utilising community resources, to encourage social integration and co-production in order to provide our service, as outlined by the Social Services and Well-Being Act (Wales) 2014 We endeavour to address the inequality and stigma experienced by people with mental illness and poor mental health, in line with the Welsh Government's All-Age Mental Health and Wellbeing Strategy 2024-2034. The charity works closely with statutory services such as Local Authorities, Betsi Cadwaladr University Health Board and Community Mental Health Teams. These partnerships and KIM's links with organisations such as Citizens Advice, RASASC and DASU prove invaluable to the charity in ensuring that we can offer a service which strives to meet the needs of clients and volunteers. Our relationships with the Open University and Wrexham University provide an opportunity to share our practice with students, creating links with future practitioners. Collaborative working also supports KIM's knowledge and understanding of relevant policy developments, up to date research and prospective projects and funding for identified gaps in service provision for our communities. In preparing this report, the Trustees have had regard to the Charity Commission's guidance on public benefit.

Principal Risks & Uncertainties

The Board of Trustees has overall responsibility for risk management for KIM Inspire and its subsidiary. This includes setting the risk appetite for the charity, ensuring that there are reasonable procedures in place for the prevention and detection of major risks, including fraud risk and other irregularities, and ensuring that risk procedures are reviewed when issues arise.

Risk Management

The Board of Trustees, along with all members of staff, regularly hold strategic planning meetings, to discuss KIM Inspire's current and future service provision and direction.

Risk Assessments of the charity and of specific projects and activities are carried out as appropriate. A risk register has been established, which is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Significant external risks to funding have led to the development of a strategic plan, which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, including a comprehensive financial procedures policy.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, individuals and visitors to the offices and venues used by the charity. All members of staff and volunteers who may have significant contact with individuals are required to undergo appropriate DBS checks.

Looking after our People: Safeguarding

KIM believes that no child, young person or adult should ever experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practice in a way that protects them. We all have a responsibility to safeguard the welfare of the individuals we work with, their carers, family members and children. It's important everyone at KIM Inspire understands their responsibilities and the steps they should take if they have any concerns for the safety of a vulnerable person.

What is safeguarding?

Safeguarding is about protecting and supporting people so that they can live free from harm, abuse and neglect. To do this, we have put in place processes designed to protect those people including a comprehensive Safeguarding Policy and mandatory Safeguarding training for all staff and volunteers, which is updated on a regular basis.

Why is it important?

Safeguarding needs to be considered in all KIM Inspire settings and activities that may involve vulnerable people, its staff and volunteers. We have a moral and legal responsibility to support the welfare and safety of vulnerable people.

Who is responsible for safeguarding?

We strive to proactively safeguard and promote the welfare of the individuals we work with, our staff and volunteers. We are always mindful of the fact that safeguarding issues could arise and the primary need is for all staff and volunteers to be adequately trained, vigilant and openminded about these risks. KIM Inspire's Chief Executive Officer has overarching responsibility for safeguarding across the charity and holds the position of Safeguarding Officer. In addition, there is a Deputy Safeguarding Officer and a Trustee who has safeguarding responsibilities. In addition, all staff and volunteers are expected to read, understand and follow our Safeguarding Policy and the guidance and procedures within it.

FINANCIAL REVIEW

Information and breakdown about the result for 2023/24

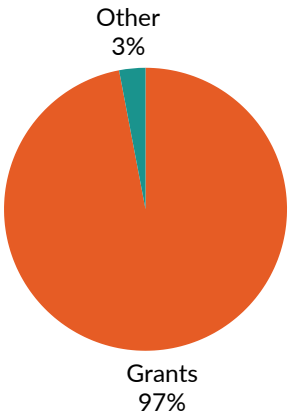
	31 March 2022	31 March 2023	31 March 2024
Income	£539,732	£588,743	£589,015
Expenditure	£529,572	£587, 423	£562,980
Surplus/(Deficit)	£10,160	£1,320	£26,035
Unrestricted funds	£98,686	£100,006	£121,041
Total funds	£316,667	£317,987	£344,022

FUNDING SOURCES

THE FUNDING SOURCES FOR THE CHARITY DURING THE YEAR WERE SPLIT AS FOLLOWS:

Breakdown of Total Income 2023/24

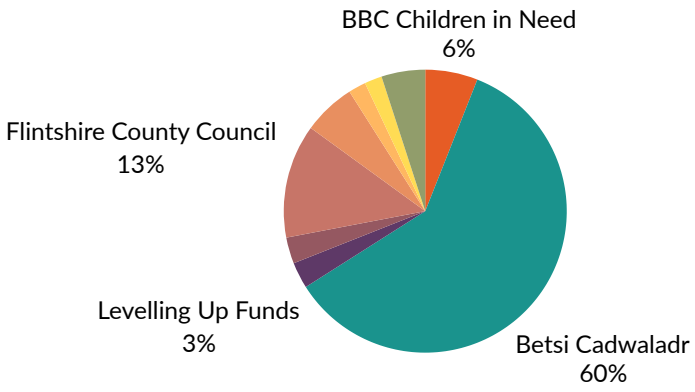
97% Grants
3% Other



REVENUE GRANT FUNDING REMAINS THE MOST SIGNIFICANT SOURCE OF FUNDING AND IS SPLIT AS FOLLOWS:

Breakdown of Grant Income 2023/24

6% BBC Children in Need
60% Betsi Cadwaladr University Health Board
3% The Waterloo Foundation
13% Flintshire County Council
6% Steve Morgan Foundation
2% Neumark Foundation
5% Covid Community Support Hub
3% Levelling Up Funds
2% Others



FINANCIAL REVIEW (CONTINUED)

RESERVES POLICY

KIM Inspire's reserves are generated from unrestricted sources i.e. payment for services, fundraising, room hire and donations, and are reviewed annually. The Board of Trustees have reviewed the Reserves policy. Ideally, to meet all potential financial commitments identified, over a period of up to 6 months in the event of the loss of all funding, unrestricted reserves should be above £145,800, however we do hold a designated reserve of £20,000 for redundancy costs, reducing the unrestricted reserve requirement to £125,800. The level of unrestricted reserves at year end was in line with this at £126,041, however the Trustees have agreed to increase the designated reserve on the replacement heating system to £10,000 (up £5,000), reducing the unrestricted reserves to £121,041, which is marginally below the required level. The Trustees have agreed and accepted that the risk is mitigated by the overall spread of income received and the very low likelihood that all funding would be lost at once.

THIS YEAR THE TRUSTEES HAVE AGREED THAT THE PROPOSED DESIGNATED RESERVES FOR FINANCIAL YEAR END 31 MARCH 2024 SHOULD BE AS FOLLOWS:

- Replacement Heating System - £10,000 (up £5,000)
- Redundancy costs - £20,000 (unchanged)
- **Total Designated Reserves - £30,000**

INVESTMENT POLICY AND OBJECTIVES

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment. In addition to the Bank current account, the Charity also operates an instant access deposit account with HSBC and a high interest deposit account with Santander.

STATEMENT OF RESPONSIBILITIES

Statement of responsibilities of the Trustees of KIM Inspire in respect of the Trustees' Annual Report and the financial statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period.

IN PREPARING EACH OF THE CHARITABLE COMPANY FINANCIAL STATEMENTS, THE TRUSTEES ARE REQUIRED TO:

- **select suitable accounting policies and then apply them consistently**
- **make judgements and estimates that are reasonable and prudent**
- **state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements**
- **assess the group's and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern**
- **use the going concern basis of accounting unless they either intend to liquidate the group or the charitable company or to cease operations, or have no realistic alternative but to do so.**

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006.

They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

LEGAL AND ADMINISTRATIVE INFORMATION

TRUSTEES	Rev. A Hooper Rev DC Cawdell (Resigned 30 April 2024) Mr Lee Brown Ms M Jones (Resigned 9 November 2023) Ms L Bowen (Appointed 15 June 2023) Mr N Acott (Appointed 13 September 2023)
SECRETARY	Wendy Jones-Booth
CHARITY NUMBER	1104186
COMPANY NUMBER	04464874
PRINCIPAL ADDRESS	The Hub Park Lane Holywell Flintshire United Kingdom CH8 7UR
INDEPENDENT EXAMINER	AM Wyatt & Co Ltd Adlink House 86 The Highway Hawarden Flintshire CH5 3DJ

The trustees report was approved by the Board of Trustees.

Rev A Hooper - Trustee

Dated: 3rd October 2024

KIM INSPIRE
INDPENDENT EXAMINERS REPORT
TO THE TRUSTEES OF KIM INSPIRE

I report to the trustees on my examination of the financial statements of KIM Inspire (the charity) for the year ended 31 March 2024.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the ACCA, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. The financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standards applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable proper understanding of the financial statements to be reached.

Alex Wyatt
AM Wyatt & Co Ltd

Adlink House
86 The Highway
Hawarden
Flintshire
CH5 3DJ

Dated: 28 November 2024

KIM INSPIRE

STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2024

	Notes	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Income from:							
Grants and donations		12,310	561,911	574,221	1,991	572,737	574,728
Charitable activities		3,600	-	3,600	3,800	-	3,800
Other trading activities		7,220	-	7,220	2,741	-	2,741
Investments		3,974	-	3,974	7,474	-	7,474
Total income		27,104	561,911	589,015	16,006	572,737	588,743
Expenditure on:							
Charitable activities		1,069	561,911	562,980	14,686	572,737	587,423
		-5,000	5,000	-			
Gross transfers between funds					-	-	-
Net income for the year/ New movement in funds		26,035	-	26,035	1,320	-	1,320
Fund balances at 1 April 2023		100,006	217,981	317,987	98,686	217,981	316,667
Fund balances at 31 March 2024		121,041	222,981	344,022	100,006	217,981	317,987

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

KIM INSPIRE

BALANCE SHEET
AS AT 31 MARCH 2024

	Notes	2024		2023	
		£	£	£	£
Fixed assets					
Tangible assets			192,981		192,981
Investments			1		1
			192,982		192,982
Current assets					
Debtors		16,731		59,685	
Cash at bank and in hand		247,166		265,292	
		263,897		324,977	
Creditors: amounts falling due within one year		(112,857)		(199,972)	
Net current assets			151,040		125,005
Total assets less current liabilities			344,022		317,987
Income funds					
Restricted funds – general			222,981		217,981
Unrestricted funds			121,041		100,006
			344,022		317,987

KIM INSPIRE

BALANCE SHEET (CONTINUED)
AS AT 31 MARCH 2024

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2024.

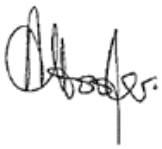
The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Trustees on 3 October 2024



Rev A Hooper
Trustee
Company Registration number 04464874

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2024

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1. Accounting policies

Charity information

KIM Inspire is a private company limited by guarantee incorporated in England and Wales. The registered office is The Hub, Park Lane, Holywell, Flintshire, CH8 7UR, United Kingdom.

1.1. Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2. Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.3. Expenditure

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.

1.4. Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	Not depreciated
Plant and equipment	25% on cost and 20% on cost
Fixtures and fittings	25% on cost
Computers	25% on cost

1.5. Taxation

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

1.6. Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

1.7. Pension costs and other post-retirement benefits

The charitable company pays an employer's contribution into the employees own stakeholder pension schemes and auto enrolment scheme. Contributions payable by the charitable company are charged to the Statement of Financial Activities in the period to which they relate.

1.8. Investments

Shares in the subsidiary company are shown at cost.

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

2. Grants and donations

	Unrestricted funds	Restricted funds general	Total	Unrestricted funds	Restricted funds general	Total
	2024	2024	2024	2023	2023	2023
	£	£	£	£	£	£
Donations and gifts	9,810	-	9,810	1,991	-	1,991
Grants	2,500	561,911	564,411	-	572,737	572,737
	12,310	561,911	574,221	1,991	572,737	574,728
Grants receivable for core activities						
BBC Children in Need	-	31,868	31,868	-	30,526	30,526
Betsi Cadwaladr University Health Board	-	336,375	336,375	-	291,099	291,099
Wrexham CBC Multicultural hub	-	2,000	2,000	-	-	-
Big Lottery	-	-	-	-	11,188	11,188
Citizens Advice	-	2,750	2,750	-	5,000	5,000
The Waterloo Foundation		20,000	20,000	-	-	-
Flintshire County Council	-	74,500	74,500	-	61,991	61,991
Henry Smith 2019-2022	-	-	-	-	39,006	39,006
Lloyds Foundation	-	4,890	4,890	-	10,000	10,000
DVSC Welsh Churches		450	450	-	-	-
Moondance	-	570	570	-	24,430	24,430
Steve Morgan Foundation	-	36,240	36,240	-	40,080	40,080
Neumark Foundation	-	10,997	10,997	-	59,401	59,401
Covid Community Support hub	-	25,599	25,599	-	-	-
Denbighshire Key fund	-	8,280	8,280	-	-	-
Flintshire Key fund	-	7,393	7,393	-	-	-
Other	-	-	-	-	16	16
	-	561,911	561,911	-	572,737	572,737

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

3. Charitable activities

	Charitable Income 2024 £	Charitable Income 2023 £
Student fees	3,600	3,800

4. Other trading activities

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Fundraising events	735	2,741

5. Investments

	Unrestricted funds 2024 £	Unrestricted funds 2023 £
Rental income	6,485	6,542
Interest receivable	3,974	932
	10,459	7,474

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 MARCH 2024

6. Charitable activities

	2024	2023
	£	£
Staff costs	440,961	457,377
Purchases	9,474	5,802
Premises costs	12,727	12,661
Insurance	3,464	2,928
Employment services	1,893	1,968
Donations made	175	10,029
Administrative expenses	16,548	15,719
Direct project costs	8,020	6,761
Repairs and renewals	7,231	20,132
Fundraising events costs	236	264
Staff and volunteer expenses	24,874	14,917
Medicash and BUPA	723	641
Beneficiary costs	36,510	38,097
Bank charges	144	127
	562,980	587,423
	562,980	587,423
Analysis by fund		
Unrestricted funds	1,069	14,686
Restricted funds – general	561,911	572,737
	562,980	587,423

7. Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2023: none).

8. Employees

The average number of employees during the year was:

	2024	2023
	Number	Number
	14	16

Employment costs	2024 £	2023 £
Wages and salaries	418,912	436,215
Other pension costs	22,049	21,162
	440,961	457,377

9. Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10. Tangible fixed assets

	Freehold land and buildings £	Plant and equipment £	Fixtures and fittings £	Computers £	Total £
Cost					
At 1 April 2023	201,517	15,220	10,667	13,599	241,003
At 31 March 2024	201,517	15,220	10,667	13,599	241,003
Depreciation and impairment					
At 1 April 2023	8,536	15,220	10,667	13,599	48,022
At 31 March 2024	8,536	15,220	10,667	13,599	48,022
Carrying amount					
At 31 March 2024	192,981	-	-	-	192,981
At 31 March 2023	192,981	-	-	-	192,981

11. Debtors

Amounts falling due within one year:	2024 £	2023 £
Other debtors	2,999	4,037
Prepayments and accrued income	13,732	55,648
	16,731	69,685

12. Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2023 & 31 March 2024	1
Carrying amount	
At 3 March 2024	1
At 31 March 2023	1

	2024	2023
Other investments comprise:	£	£
Shares in group undertakings	1	1

13. Creditors: amounts falling due within one year

	2024	2023
	£	£
Other taxation and social security	438	310
Deferred income	98,016	181,865
Trade creditors	-	-
Other creditors	-	-
Accruals	14,403	17,797
	112,857	199,972

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

14. Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds				
	Balance at 1 April 2022	Incoming resources	Resources expended	Transfers	Balance at 1 April 2023	Incoming resources	Resources expended	Transfers	Balance at 31 March 2024
	£	£	£	£	£	£	£	£	£
Wrexham CBC Multicultural hub project	-	-	-	-	-	2,000	(2,000)	-	-
BBC Children in Need	-	30,526	(30,526)	-	-	31,868	(31,868)	-	-
Betsi Cadwaldr University Health Board	-	291,099	(291,099)	-	-	336,375	(336,375)	-	-
Big Lottery	-	11,188	(11,188)	-	-	-	-	-	-
Big Lottery - Capital Fund	192,981	-	-	-	192,981	-	-	-	192,981
Covid Community Support Hub	-	59,401	(59,401)	-	-	25,599	(25,599)	-	-
Citizens Advice	-	5,000	(5,000)	-	-	-	-	-	-
Designated Fund	25,000	-	-	-	25,000	-	-	5,000	30,000
Flintshire County Council (FCC)	-	61,991	(61,991)	-	-	74,500	(74,500)	-	-
Henry Smith 2019-2022	-	39,096	(39,096)	-	-	-	-	-	-
Local Mental Health Scheme	-	-	-	-	-	-	-	-	-
Lloyds Foundation	-	10,000	(10,000)	-	-	4,890	(4,890)	-	-
Steve Morgan Foundation	-	40,080	(40,080)	-	-	36,239	(36,239)	-	-
Denbighshire Key fund	-	-	-	-	-	8,280	(8,280)	-	-
Flintshire Key fund	-	-	-	-	-	7,393	(7,393)	-	-
Citizens advice	-	-	-	-	-	2,750	(2,750)	-	-
Neumark Foundation	-	15	(15)	-	-	10,997	(10,997)	-	-
DVSC Welsh Churches	-	-	-	-	-	450	(450)	-	-
Moondance	-	24,430	(24,430)	-	-	570	(570)	-	-
The Waterloo Foundation	-	-	-	-	-	20,000	(20,000)	-	-
Other grants	-	-	-	-	-	-	-	-	-
	217,981	572,736	(572,736)	-	217,981	561,911	(561,911)	5,000	222,981

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

The Trustees have agreed that Designated funds should be put in place to cover the following:

Replacement heating system £10,000 and Redundancy costs £20,000.

BBC Children in Need - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Betsi Cadwaldr University Health Board - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Big Lottery - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Big Lottery Capital Fund - is the unexpended balance of grant funding towards use of the building. The unexpended balance is equal to the net book value of the building in tangible fixed assets.

Citizens Advice - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Flintshire County Council - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

The Waterloo foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Lloyds Foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Moondance - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Steve Morgan Foundation - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

Covid Community Support Hub - was a grant received to fund specific activities provided by the Charity. The Charity expended all funding on the specified activities in the current year.

KIM INSPIRE

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)
FOR THE YEAR ENDED 31 MARCH 2024

15. Analysis of net assets between funds

	Unrestricted funds 2024	Restricted funds 2024	Total 2024	Unrestricted funds 2023	Restricted funds 2023	Total 2023
	£	£	£	£	£	£
Fund balances at 31 March 2024 are represented by:						
Tangible assets	-	192,981	192,981	-	192,981	192,981
Investments	1	-	1	1	-	1
Current assets/(liabilities)	121,040	30,000	151,040	100,005	25,000	125,005
	121,041	222,981	344,022	100,006	217,981	317,987

16. Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2024	2023
	£	£
Within one year	300	600
Between two and five years	0	1,350
	300	1,950

17. Capital Commitments

As at 31 March 2024 the charity had no capital commitments (2023 - none).

18. Related party transactions

There were no disclosable related party transactions during the year (2023 - none).

19. Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Every member promises, if the charity is dissolved while they remain a member of within 12 months of their resignation as a member, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity.

20. Pension cost

At the year end, the Charity made contributions to a defined contribution pension scheme for 14 (2023: 16) of its employees. The charge for the year totaled £22,049 (2023: £21,162). There were no costs prepaid or due at year end.

KIM

KNOWLEDGE · INSPIRATION · MOTIVATION

Thank you

We want to say a big thank you to all our funders, supporters, fundraisers, volunteers, partners, referrers and our individuals who inspire us to do the work we do.

WWW.KIM-INSPIRE.ORG.UK

KIM INSPIRE

England & Wales - Charity number 1104186

Accounts

Charity Registration No. 1104186

Company Registered No. 04464874
(England and Wales)

KIM Inspire Annual Report and Accounts 2022/23

KNOWLEDGE · INSPIRATION · MOTIVATION

"I wouldn't be the person I have become without KIM"

www.kim-inspire.org.uk

KIM

KNOWLEDGE - INSPIRATION - MOTIVATION

Contents

Our Services	3
KIM's Awards	5
Our year at a glance	5
Welcome	6
KIM 4 Her	7
KIM 4 Him	14
KIM 4 Young People	17
KIM CA Work	19
KIM Volunteering	23
Community Activities	25
How we are Governed	30
Our People	32
Principal Risk and Uncertainties	34
Financial Review	35
Statement of Responsibilities	37
Legal and Administrative Information	38
Independent Examiners Report	39
Statement of Financial Activities	40
Balance Sheet	41
Notes to the Financial Statements	42

At KIM Inspire we believe that mental wellbeing means feeling good about yourself and the world around you and being able to get on with life the way you want to.

KIM Inspire is an award winning charity providing professional, high quality mental health support. The charity was established in 2002 to offer a gender specific service to women who were struggling with their mental health after experiencing domestic abuse.

Since the start of the Covid-19 pandemic, KIM Inspire has had to adapt and change it's service delivery. The initial response was to provide an online platform via KIM's new Virtual Hub to allow KIM services to be delivered fully online, with phone support where needed. KIM was the first mental health service in the area to be able to deliver a full service online, after the initial lockdown commenced . As we moved through the pandemic, KIM was able to move back to an increasing element of face to face working in line with Covid restrictions and our risk assessment. Today, KIM is delivering a fully hybrid service with two days per week face to face service in each Hub, together with online sessions on other days allowing greater access for all.

Our Services

For the individuals we work with, many daily tasks are very daunting i.e. going to the supermarket or taking public transport, resulting in a lack of social interaction, loss of self-belief and poor personal care all of which further reinforces loneliness and despair. The impact of childhood abuse is also prevalent and the effects of this trauma reach far into adulthood. We also work with individuals whose physical ill health impacts on their mental wellbeing.

KIM 4 Her Sociable, informative and builds self-reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community

KIM 4 Him Our men's recovery programme is designed to empower men to recognise and develop their strengths and abilities. Supporting men to improve their wellbeing through activity and engagement.

KIM eVOLution Volunteers are at the centre of everything we do from sitting on the Board of Trustees to supporting and developing our groups and activities. We believe that social inclusion and community participation are pivotal to mental health recovery.

KIM 4 Young People Empowers young people to build resilience, boost confidence and manage difficult emotions. Involvement and engagement with our activities increases the capacity to thrive and succeed in life!

KIM in the Community One of KIM's main aims is to bring together the community as a whole. We offer a selection of activities to the local community such

Our Vision

"Enable women, men and young people to improve their mental health and fulfil their potential by making positive changes to their lives"

Our Mission Statement

"KIM supports people to improve mental health, coping strategies, social networks and opportunities for training, volunteering, employment and community integration"

as community gardening, cooking groups and fundraising events. The benefits of these activities include improved social interaction, greater community resilience and better wellness outcomes for all.

KIM sessions are friendly, fun and always focused on progression and individual development. Our group-led activities are proven and innovative.

We recognize that certain key capabilities make our work unique. Our evaluations show that volunteers, students, staff and visitors find KIM to be a special organisation. Our staff are passionate and enthusiastic, and create an environment which is welcoming and accessible. We operate as flexibly and responsively as possible and ensure that everyone involved with KIM is treated equally.

We aim to involve our clients and volunteers in all the activities we undertake, and through consultation ensure everyone is appropriately involved in decision making. We also actively encourage our clients and volunteers to become members of KIM, to attend Annual General Meetings and to become Trustees.

We also offer and encourage activities involving the wider local community offering social integration opportunities for our clients and others whilst reducing mental health stigma.

"Without KIM, I would still be stuck at home in my flat every day, too scared to go out. Coming has really helped my confidence"

Clients and volunteers enjoying a festive trip to Liverpool

KIM's Awards

We are proud to have been recognised for our work over the past few years.

- **2015** - Care Council for Wales first ever 10 year award for most developed previous winner (we won our first accolade in 2007 for community development)
- **2015** - Lloyds Bank Foundation Valuing Volunteers category for Wales winner (finalists in UK category)
- **2015** - North Wales Police Commissioners Community Award, Third Sector category
- **2016** - GlaxoSmith Kline Impact Awards, finalist
- **2016** – Admin Officer won North Wales Training Customer of the Year award
- **2017** - Social work awards 2017 - British Association of Social Workers Cymru – Practice Teacher Award – Annie Donovan and British Association of Social Workers Cymru – Team Award – Annie Donovan, Andy Matthews, Amy Gray
- **2018** – Radio 4 'All in the Mind' national winner
- **2020** - FLVC Tom Jones Young Volunteer Award to Jack Wilson for outstanding contribution to volunteering with KIM Inspire in Flintshire
- **2021** - ACW Older Person's Award (Personal Development Award) to Linda Bowen for her commitment to volunteering with KIM Inspire online

Our year at a glance

Number of volunteers

46

Number of staff

15

103

Different themes, including ACT on Anxiety, Animation Creation, Book of You, Real vs Virtual Balance, Resilience, Foraging, Tea and Timber and Personal Development

We worked with

804

people during the year

7745

Group sessions, accredited courses, training, workshops and sessions in partnership with other organisations

Welcome

2022 was a year of change as services have evolved with the reduction of the influence of the pandemic.

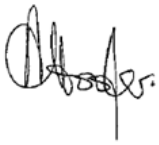
KIM has seen the increased return to face-to-face working, whilst still retaining some online groups to allow greater access for people with geographical or other barriers. These, together with using the new concept of hybrid groups, with people accessing the same group either in person or via online access, has ensured that clients are able to access vital mental health support when needed.

KIM has grown in staff numbers, its services and its geographical spread, with the introduction of new dynamic and innovative services, such as the new involvement at Corwen.

Services have been expanded and adapted in all the counties of Flintshire, Wrexham and Denbighshire, to meet the increasing demand for mental health services. Our partnerships have been strengthened with other core providers such as Betsi Cadwaladr University Health Board, through the ICAN projects which are currently being reviewed.

The staff team again have been highly committed and with increased professional capacity showing their continuous dedication to improving peoples' mental health, through their hard work, determination, and creativity, continuing to expand KIM's work in varied and exciting ways, for the benefit of all. This has been fully supported by the team of amazing volunteers, who KIM could not operate without, and who bring so much to the organisation, making a real difference to the belief of clients, that they can and will get better!

On behalf of the Trustee board, I would like to thank you all, the staff, volunteers and clients for everything you do to make KIM such a special place and all the amazing outcomes that you achieve together.



Anne Hooper
Chair

KIM 4 Her

Flintshire

In Flintshire KIM4Her, we had some really interesting new groups.

Our highlights for this period include 'Start Where You Are', a group for brand new women, to introduce them to KIM and work on gradually increasing their confidence and reducing their social anxiety by connecting them with other women, developing new skills and interests and linking them to community activities in their area. Topics in this group include self-care, working as a team, assertive communication skills and how to increase decision-making abilities.

"I wouldn't be the person I have become without KIM. Thank you for taking the time to support me on my journey, I had no self-esteem before joining this group."

'Hair-raising Confidence' took place in Ty Calon, a community building in Queensferry. This group focused on increasing our confidence to make changes to our appearance by identifying and overcoming barriers. This was achieved through role-play, discussions about confidentiality, increasing self-awareness and improving our communication. At the start of the block, the participants told us that they were reluctant to visit a salon because of concerns about feeling judged and not being able to ask for what they wanted. Outcomes from this group include; increased self-worth and confidence, making appointments for hair consultations and then getting the hairstyle and colour that they wanted.

"I had never been to a hairdressers' before, I just didn't have the courage so, I used to cut my own hair. Since coming to this group, I've booked a consultation. I can't wait!"

We used Holywell Leisure Centre for 'KIMeoke' – which was exactly as the name suggests. Initially, group members said that they would come along to watch, but not sing although it didn't take long for this to change! Participants have been singing solos, duets and as a whole group. After each session, they went home and thought about which songs made them feel good and what they'd like to sing the following week. The thing that stood out for everyone was the high level of support in the group, there was absolutely no judgement - just encouragement and fun!

KIM 4 Her

"I really enjoy the atmosphere when everyone sings. I'm so much happier in myself now and the people in the group are so kind. I like that I feel included and I've started listening to music at home instead of sitting in silence. I find this helps with my depression, I never thought I'd be singing in front of others too."

Achievements

- 201 women received support from KIM 4 Her Flintshire.
- 2510 total attendances of women at KIM 4 Her Flintshire.
- 4 Flintshire women started volunteering in the reporting period.
- KIM 4 Her volunteers facilitated group sessions on mental health first aid boxes, mindfulness journals, drawing skills, self-care meditation and jewellery making.
- Flintshire KIM 4 Her client went on to secured paid employment.

Case Study

F was referred to KIM by the Community Mental Health Team to rebuild her confidence and to increase her opportunities for social inclusion and participation following her history of serious mental health issues and significant trauma. She initially told us that she didn't see how being in a group would help to improve her mental health.

F said that her anxiety is extremely high and that she experiences panic attacks on a regular basis. She was also experiencing financial difficulties and issues with housing- which we were able to support her with due to our KIMCA link worker's expertise.

F has truly come out of her shell and is really working hard to attend each session, because she recognizes how much it benefits her. When she has difficult days, F thinks about how happy she feels at KIM and how she doesn't want to step back into that negative space. We can see the change in her and that she is now flourishing. F told us that she is so grateful for KIM's support and that she couldn't imagine her life without the groups.

Wrexham

Empowering Women's Mental Health

The core mental health support group for women, Kim 4 Her, provided practical assistance, information sessions, and various activities to support clients in achieving positive changes. Recognising the social isolation caused by the Covid-19 pandemic, the group continued both in-person and hybrid sessions to foster community cohesion in the local area. The program included sessions on healthy relationships, self-care, pain management, oral health, financial literacy, anxiety management, resilience, confidence-building, cooking sessions, creative writing, candle making, flower arranging, and gambling support.

"Without KIM, I would still be stuck at home in my flat every day, too scared to go out. Coming has really helped my confidence"

The outcomes observed were remarkable, with participants reporting reduced anxiety, improved mood, increased assertiveness, and enhanced confidence. Additionally, there was a decrease in GP visits and an increase in community involvement. The women's project witnessed growth in participation and established partnerships with various organisations and individuals, including the Little Learning Company, The Wellbeing Hub, The Arts Council of Wales, Community Music Wales, Xplore, Keystone Heritage, local artists Natasha Borton and Jenny Cashmore, the Health Improvement Team, and primary and secondary mental health teams. Participants expressed their gratitude for the support received,

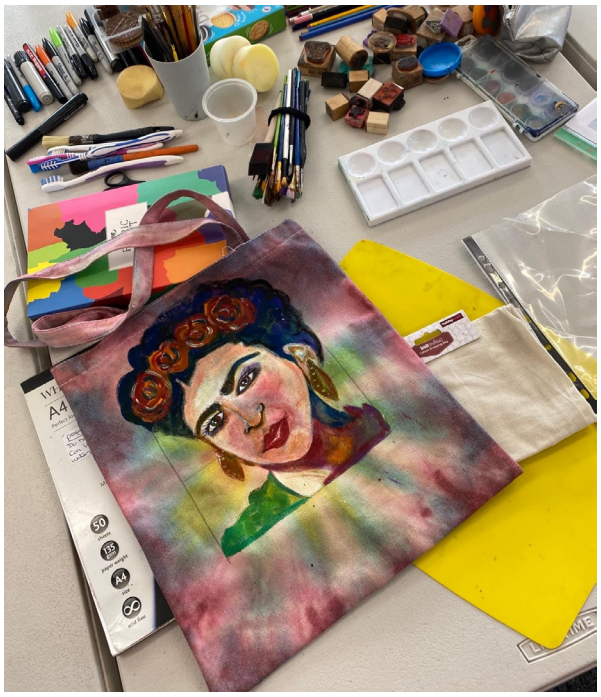
the opportunity to try new things, and the sense of belonging and connection fostered by the group.

"I look forward to KIM each week and have enjoyed all the groups I have attended. I have made new friends and it also has helped me to try other things I may enjoy"

The program's multifaceted approach to mental health support, empowerment, and addressing financial challenges has resulted in positive outcomes, improved well-being, and increased community involvement among participants.

"I couldn't have even thought about going back to work without KIM. When I started, I had left my job and my home and didn't see a future. Now, I am back in work, doing something completely different, which I love. None of this would have happened without the confidence boost KIM gave me"

KIM 4 Her



Achievements

- 80 new clients in Wrexham joined the program.
- 169 active clients engaged in various activities and support.
- 971 groups and 1-2-1 appointments were conducted, offering personalised assistance.
- 5 group participants transitioned to become program volunteers.
- 1 participant successfully secured full-time employment.
- 2 participants enrolled in college courses.
- 5 participants approached their GP and began receiving treatment for Menopause-related symptoms.

Case Study

B joined Wrexham Connect@KIM after relocating from another area and leaving her job due to mental health challenges. Struggling with anxiety and low confidence, she felt isolated and hopeless about her future. Attending weekly group sessions, B gradually participated in discussions and connected with other participants. After three months, she expressed interest in volunteering for KIM, completed the training, and even facilitated a session making polymer clay key rings with the group. She also volunteered at Adferiad Recovery one afternoon per week. B credits KIM for boosting her confidence and enabling her to make positive changes in her life, including finding full-time employment supporting others with mental health issues. She emphasizes that without KIM's support, she would not have had the courage to move forward. Moreover, her relationships with family members have improved, as she now feels comfortable discussing her feelings and concerns.

Prestatyn

Throughout 2022/23 KIM4Her Prestatyn has continued to offer an interactive, supportive and empathic service for women to support and improve mental health, promote change and a positive outlook on life.

Due to unforeseen circumstances from September 2022, we are using various locations in Prestatyn as ICAN hubs in partnership with Betsi Cadwaladr University Health Board. Despite these changes the service in Prestatyn has continued to grow from strength to strength. Our services are continuously evolving and adapting to our clients' ever-changing needs.

"If it wasn't for attending KIM groups, I wouldn't have had the confidence to apply for work and I am now loving my job".

What We Did – Prestatyn

The groups have been focusing on improving mental health and wellbeing. From self-care to looking at the wider impact this has on our home and social life. To achieve our goal our group sessions, provide a range of topics, from crafts, chair yoga, art, jewellery making, baking and cake decorating. We have also engaged with the wider community with a visit to St Asaph Cathedral joining in with an artist to explore aspects of art taking inspiration from the cathedral. We organized a day trip to Liverpool which was a great success, many of the clients had not ventured out of Prestatyn before so this was a big achievement.

"So glad I came to the first group. I have put it off for so long but loved it and I will be back. I felt very safe and there was such a good vibe in the room"

Particular focus was given to nature for health aiming to improve mental health and wellbeing by offering activities in the natural environment. We introduced the group to Music for Mindfulness as a great way to reduce stress and reconnect with body and breath.

Where We Worked – Prestatyn

Our groups in Prestatyn continued to grow. Our venue in Kings Hall provides a great space for group work and a catering kitchen for cooking sessions. Ty Caradoc also provides a large, light space for group work. We have continued to link in with the community and partnerships have been established with DVSC Countryside Services, Music Council Wales, Prestatyn and Meliden Foodshare, Citizens Advice, Prestatyn Town Council, Keystone Heritage and the Library service.

"Attending KIM has given me the confidence to start a level 3 teaching assistant course in September".

KIM 4 Her

Achievements

- 56 Women received support from KIM 4 Her Denbighshire.
- 750 total attendances of women at KIM 4 Her Denbighshire.
- 5 clients have gone on to begin volunteer training for KIM.
- 3 clients have moved on to full-time employment.
- 3 clients have facilitated groups at Prestatyn.

Case Study

B was referred to access KIM's services in February 2022. At point of referral B admitted to having suffered major depression for many years. She stated that she'd started abusing alcohol at the age of 14 and had been drinking on and off since then. B has tried AA as a way to cope with her alcohol abuse but said this did not help in the long term. B was also a carer for her mum for many years and since her mum's death six years ago B feels there is a void in her life she cannot fill as she has no hobbies or other interests. B was referred to KIM by the community MH team. B started attending groups in early March 2022 to improve her confidence and self-esteem, she was keen to learn coping strategies to help her deal with alcohol abuse. The groups were an opportunity for B to learn new skills and interests. A referral was made to CAB for B to discuss benefit entitlement and a blue badge application. In late May 2022 B expressed that she wished to explore getting back into work and a referral was made to ICAN work. With support and guidance B admits to now being in a much better place and is in part-time employment. The support package developed for B has seen a marked improvement in her confidence and attitude to life. She is now in gainful employment, which is a huge achievement.

Corwen

Our Corwen service, in partnership with Canolfan Ni, started in January 2023. KIM manage all ICAN referrals and support Canolfan Ni clients if there are extra concerns.

Achievements

- Becoming a useful resource to the community of Corwen, a point of contact for all mental health related issues
- 10 attendances in January, growing to 37 in March
- Supported several individuals to gain IT literacy through IT workshops
- Worked with long-term isolated individuals who are now engaging in KIM and community activities
- Referred individuals to specialist support from Citizens Advice, RASASC, DASU and SPOA.

KIM 4 Him

Flintshire

What we did

The men's group in Flintshire continued to develop and evolve over the last 12 months. The men were granted £3,000 from Flintshire County Council as part of a recovery fund after Lockdown. The men decided to use the fund to purchase new Tooling for the Brew and Do Group, as well as personal protective clothing.

The Brew & Do group continued to be varied, through collaboration with the group members. We worked on several sessions, designing and making our own Maze games, using tooling and learnt craft skills. This year we also encouraged our service users to take leads in groups, which in turn has increased their confidence and inclusiveness in the groups. We held DJing sessions, led by one of our service users which promoted collaborative work amongst many of the younger members of the group. We also held a series of Art sessions, led by one of our service users, who has now taken up a role as a KIM volunteer. Feedback from evaluations pointed to the positives of the balance between younger members and the more mature members of the group, learning from each other.

Wrexham

Our Wrexham men's project this year has worked on completing the rooftop garden project 'Maes Parcio' in collaboration with Ty Pawb, Addo, and community artist Marja Bonada. As part of this, clients have given their input into every aspect of the project; from consultation with community members on what they would like to see, to the actual hand building of a fully functional and powered workshop in the garden. Clients have been thoroughly supported in using power tools and building their confidence with having the freedom to utterly make the space their own. In taking this approach to giving clients the autonomy to work the way they find best, we have seen an improvement in not only the physical health of clients, but their overall mental health too. Men from our Wrexham groups have also been encouraged and supported to join with community opportunities in the area such as the walking group run by the Outdoor Partnership. Sessions were designed with the emphasis on addressing common topics that we see, such as anxiety and depression, therefore the support we have delivered has been tailored to the individual needs of the group. In addition to the sessions we have ran in Wrexham, the guys have also taken trips to Erddig for research on well-aged gardens, spent time with award winning blacksmith Spike Blackhurst for inspiration on their own custom handmade metal furniture, and worked alongside masters students from Wrexham University on research projects. All of our sessions have been delivered at Wrexham's cultural hub Ty

Pawb, making use of their specialist art studios and of course, rooftop garden space.

Men's zoom

As covid now becomes a thing of the past, we as an organisation have made the decision to keep our weekly men's online group to ensure the support we deliver reaches as many of our clients as possible, who otherwise may struggle to attend in person sessions. For example, one gentleman has limited mobility, therefore being able to receive support from home has been hugely instrumental in his ongoing recovery. Additionally, where we had to close our building in the winter of 2023 due to heavy snow fall, we could continue delivering our support with the use of technology, thus ensuring gaps in support are kept as minimal as possible. Sessions have been varied between psychoeducation such as learning more about generalised anxiety disorder and depression, to lighter weeks where we have hosted 'QI' style groups and talks on the local history of North Wales and its rich heritage. Often, clients will lead groups for us and talk about their chosen topics. These have included talks on the town of Buckley and its part in the brick trade in the region, and discussions on current affairs. When asking members for feedback, we see a trend of gentlemen telling us that they feel more confident to go out and have conversations with other people in their lives about their own mental health and the things they have learnt, as well as spotting the signs of poor mental health in other people's lives. Our aim is to equip group participants with the tools they need to navigate the ever changing dynamics of world around them.

Denbighshire

What we did

The men's service in Denbighshire has continued to grow since its beginnings in 2021. Our now established 'Brew & Do' group has developed with input from the KIM service users. Brew & Do is based on the premise of learning new crafts skill and socialising with men. During the last 12 months, the men worked on restoration projects, using a host of DIY skills. The peer support in the group has been evident, with many of the service users passing on their knowledge to others. This has helped the group feel like they have autonomy within the setting. Many of the men felt that the practical tasks made it easier for them to get involved, opening the opportunity to speak and overcome issues around anxiety and confidence.

This year we also introduced our Denbighshire 'Meet and Eat' group. Born out of a think tank session with the participants. With the cost-of-living crisis, the men wanted to explore ways of cooking on a budget, within this we introduced a mental health theme. The men are involved throughout the process, from shopping for the items to preparation & cooking. We then sit and eat together, while talking about a host of subjects including the best ways, we overcome challenges. The men enjoy the sessions, because many are isolated within their home life. They learn to cook and prepare food, supported by a chef of 40 years and they get the opportunity to talk without judgement.

Case Study

Z has been attending KIM groups for around 6 months and we have seen an incredible change in both his mental and physical wellbeing. He came to us after arriving in the UK and was referred in for mental health support. We worked with Z to build his confidence socialising with members of our community and introduced him to new resources that were not previously available to him.

Z took a particular interest in making puzzles out of scrap pieces of wood, then decorating them and asking members of the group to solve them. This was a brilliant and intuitive method of involving Z with group-based work and developing his understanding of the English language whilst doing so.

Z has been supported with his mental health in groups and through 1-2-1 based work. We have also done pieces of work with Z surrounding relationship building and work surrounding his anxiety.

Achievements

- 121 Men received support from KIM4HIM, across Denbighshire, Flintshire and Wrexham
- 1230 total attendance of men at KIM groups
- 100% Increase in Men's Confidence levels after attending KIM groups
- 97% of Men felt a reduction in their anxiety since attending KIM groups
- 100% of Men engaged better with their family, friends and the wider community
- 100% of Men confirm an improvement in their mood since attending KIM groups

Case Study

C accessed our service after suffering with their mental health whilst being sober. Usually, C turned to drink when they were feeling low in mood, or unable to connect with friends. This would often lead to spiralling behaviours as the result of their low mood mixed with alcohol. C now resides in accommodation where support is on hand should they need it.

Since being sober, C has found it increasingly difficult to maintain their mood without the use of alcohol or recreational drugs. After a referral to our service and some sessions both 1-2-1 and in groups, they have been finding comfort in belonging, something they state has been an issue for some time.

In our Wednesday garden group, C has been calling on skills they learnt from previous jobs before struggling with alcohol abuse. Skills such as wood working, and leadership, have resurfaced and they now play a vital role in maintaining the momentum of our current projects in the rooftop space.

With our support, C has maintained sobriety and is on the right track to living independently again.

"If it wasn't for you [KIM] then I don't know where I'd be. I look forward to the groups and they make my week worth getting through ".

C will continue to be offered our support through group delivery and 1-2-1 sessions as, and when, required. They hope to use newly learnt coping mechanisms for when we cannot facilitate groups, such as through the half term, and is going to continue attending our weekly Wednesday & Thursday group.

KIM 4 Young People

Where we've worked

- Working in person in Flintshire, in The Hub in Holywell and out and about in community locations
- Working On-line on DISCORD reaching young people with limited access to transport, limited time available, and those further afield than Flintshire
- Working in collaboration with Theatr Clwyd in Mold
- Working one to one with young people on-line and in person to address specific issues or barriers to their mental wellbeing
- Activities out and about in Flintshire and beyond
- Working with young volunteers to develop their skills and opportunities

What we did

Our young persons' groups have given individuals a space to explore themselves and their experiences in an environment where they feel safe and comfortable.

In person, our Connect@K4YP, has provided young people, who elsewhere have felt discriminated against, bullied, isolated, misunderstood, lonely, overwhelmed or just plain unhappy, a place where they feel completely accepted and free from the expectations of others. In this group the young people have supported and championed each other, as well as socialising and connecting over problem solving and recreational games and activities.

"I don't have to pretend to be ok here, I can be myself and actually be OK."

"Just being here allows me the space I can't get at home or at college, I can just be, which gives my brain chance to take time out from worrying about other people or things I can't control."

On DISCORD, our online provision for young people has addressed subjects and themes which have been specifically highlighted as issues by those young people as barriers to thriving and succeeding in life. Issues related to identity, neurodivergence, confidence, healthy relationships, how to make sense of life, thinking about the future etc. Being on DISCORD has encouraged engagement, participation and equity of access; speaking, listening, typing and responding or reacting with other visuals are all equally recognised and valued.

Our Collaboration with Theatr Clwyd, especially with Cwmni 17 has gone

from strength to strength, young people have developed their confidence, their communication skills and their ambitions through this collaboration. They have ownership of this. They are part of an established inclusive theatre community, have performed on the main stages, and some have even gone on to audition for parts in professional or external productions.

"Thank you for introducing me to Cwmni 17, it's the best thing I have ever done!"

Our days out gave young people the chance to recalibrate and experience things they missed out on during crucial developmental years, due to Covid, and which they might not be able to afford due to the cost of living crisis. They allowed young people to experiment with getting back out to places where there were other people, to overcome anxieties around transport, crowds, public places, and to develop the independence that had been suspended during lockdowns. We went to Chester, to the seaside, the zoo, up Hope Mountain with Pudsey Bear, to parks and public spaces. We put our problem solving into practice navigating public transport and in escaping an escape room. We got in touch with nature at Erddig and in Halkyn Woods, learning to forage, whittle and forest bathe (even in the rain).

"I had never tasted a courgette before, especially not one I picked for myself!"

"I'm really glad I came. I can't believe I stayed all day, even in the rain."

Our young volunteers have also been invaluable to the service and have also made their own incredible progress this year. Being on DISCORD has enabled one to continue volunteering from university in Bangor, another has embarked on getting further qualifications and has finally secured a full time job, and another who is taking a gap year before going to uni, has grown in skills, confidence and emotional wellness.

Achievements

KIM has worked with 96 young people during the year. As a result of our work, over 90% of the young people who have engaged with our project:

- Feel less anxious in everyday life
- Worry less about the future
- Are better able to understand and manage their emotions
- Feel less isolated or lonely

For these young people this looks like:

- Significantly reduced incidence and severity of self harm, including those celebrating weeks, months, even a year self harm free
- Transitioning successfully into college, university or into home education
- Starting and maintaining work; full time, part time or work placements
- Volunteering within or outside of KIM
- Developing healthier relationships with family and friends, and taking assertive action to put in place healthy boundaries
- Challenging mental health stereotypes and labels
- Exploring own identity to become happier in their own skin

KIM CA Work

The Moondance Foundation

For a second year, The Moondance Foundation have funded a link worker to bring together mental health support and practical advice to people and communities across North Wales, through a partnership between KIM Inspire and Citizens Advice across North Wales (KIMCA).

The KIM/CA Co-Ordinator role is unique and the need for this dual aspect support arose due to the isolation, hopelessness, fear, job losses and business closures that came with the pandemic. This support is just as vital today as the current cost of living and energy crisis affects more members of our communities, many of whom continue to be affected as a result of Covid.

The CA partnership enables the KIM link worker to refer directly to Citizens Advice so people in mental health crisis can obtain the practical advice and support they need- when they need it- whether it be financial, housing or employment.

In addition to this, the link worker is able to refer/signpost promptly and directly to other organisations, such as Warm Wales, Shelter, Wallich, Local Connections services etc- depending on the circumstances of the person.

Impact

The KIMCA link worker has continued their work in supporting highly vulnerable people in their communities

Photos from the Cost of Living Workshop with Flintshire Citizens Advice, other external services and the public

'I can't cope with them anymore; they don't follow up with anything and have left me to live like this even when they know it impacts my mental health. They have done nothing to change the situation. I'm not sleeping or eating, I have COPD, Bipolar and borderline personality disorder yet that doesn't make a difference to them. They don't care about you, at least you have listened and taken me seriously. Thank you for that, it means a lot these days.'

- Client who is having neighbour issues in the complex she is living in with noise disturbances, drug dealing/using/raids, feeling unsafe to leave the home but also not feeling safe in it. Referral made to CA Wrexham and contact made with Housing Association.

who are struggling with a variety of mental health problems and are experiencing a wide range of issues in their lives. We have seen an increase in people becoming distressed, losing hope for their future, higher levels of anxiety and worry and suicidal ideation due to the cost of living, energy and housing crisis with benefits and wages not rising to keep up with costs. The stress, anxiety, fear and worry that comes with living in poverty takes its toll on individuals, parents and their children.

The KIMCA worker has continued to provide emotional support for vulnerable people across North Wales; she has actively listened to them, built positive connections, identified needs and has worked on empowering disenfranchised people to increase their autonomy where possible. She has used her knowledge of appropriate specialist services to ensure that people get the right support, with Citizens Advice being a core part of the support offer. This has been achieved through face-to-face meetings, one-to-one appointments, phone calls, groups and visiting community venues.

Achievements

In the last 12 months, KIMCA link worker has delivered:

- **171** Referrals into Citizens Advice
- **207** Info/signposting raising awareness meetings
- **123** 1-2-1 support sessions

Out of 501 meetings arranged with individuals, **486 people** attended demonstrating a high uptake and need for this service.

Photos from an energy session with an Adviser from CA Conwy

'She's really good at what she does and is so supportive, it makes you feel that things will be ok and have the confidence to believe it will get sorted'

'If it wasn't for you, I wouldn't know about this. Makes me think about others who don't know or miss it. They don't advertise it do they. Thank you so much, this will go a long way.'

KIM CA Work

Case Study

R was referred to KIM via CA. She needed help and support with PIP and financial issues, her mental health was very poor. She had received a diagnosis of Borderline Personality Disorder (BPD) many years ago and had a recent diagnosis of autism, chronic depression and arthritis in her feet, which affects her mobility at times. Her childhood and adult life was very difficult, with severe depression, time in hospital and several suicide attempts. At the time of approaching CA she was again, experiencing suicidal ideation, and mourning the loss of her mother to whom she was very close. Her meetings with CA were difficult as her mental health was so poor. In working with KIM, the link worker was able to build a trusting relationship and from here, R was able to discuss her mental health and struggles and work through her negative thoughts and feelings. She had a number of one-to-one sessions to understand herself better after her autism diagnosis. She was also referred to a specialist agency to better support her neurodivergent needs.

'It was lovely speaking to you and hearing how similar our 'cubism' is. I believe that this has been very helpful, and I've contacted Lynda again about the post-diagnostic group.'

- Autism Support

She continues to work with CA on the financial issues and is better able to focus on resolving these problems. The PIP assessment is ongoing and is moving in the right direction, with support from KIM. R has recently started attending KIM groups online, accessing the 'ACT on Anxiety' group and has been using the techniques to better manage her feelings. She has also attended the 'Creative Cloud' group, a space to relax, learn, and have time for herself. She fully participated and found the me time really beneficial.

'Knowing you're there to help me through this has made it easier to be able to go through with the PIP claim. I have no income of my own coming in and if I'm successful, it will give me some form of independence back!'

Being able to provide practical support alongside emotional support is proving effective for the overall wellbeing of clients, particularly as waiting times and lists for services have significantly increased due to the longer-term impact of the Covid pandemic.

We are seeing an increase in individuals who are diagnosed neurodivergent, self-identifying as neurodivergent and individuals waiting for an assessment of ND conditions like Autism & ADHD, accessing mental health support, particularly women and girls. With this, we are continuing to work with the Integrated Autism Service to help support the raising awareness of their service and the support they have to offer for individuals seeking an assessment or support. We have held more coffee mornings at our Hub to allow a safe environment for people to come to find out more.

Digital Support

In December, we were approach by the South Denbighshire Community Partnership to provide some mental health and wellbeing support in the community of Corwen. The link worker, along with members from the KIM team, responded to this by setting up groups in their community venue, Canolfan Ni, focusing on confidence and resilience building, Welsh language & culture and digital support. Digital poverty had been identified as the most in need for support, especially for older people living in rural communities. Sessions have included looking at how to send text messages, emails, attaching document to an email to send off, understanding the desktop and how to use the recycle bin. We have also looked at joining Zoom to be able to access more opportunities online, copying and pasting, using various packages such as Word, PowerPoint and Adobe while also raising the awareness of their prices, being able to read books online, setting up and connecting your printer to WiFi, laptop and mobile and much more. This has allowed vulnerable, isolated people to keep in touch with family and friends more, opened the door for further opportunities and increased their knowledge of what is available online.

'I do feel a great sense of achievement today. Being able to sit with you like this who can show me how to do things at my pace, thank you so much. (Previously attended a course in a local college but felt unable to keep up with everyone else who were a lot younger than her)'

- Client who wanted to understand Microsoft word and all its capabilities

'I'm struggling still; I know I'm pressing something because it disappears. I'm following the step by step guide, I am determined I will keep giving it a go!'

KIM Volunteering

Our volunteers continue to be a central part of everything we do at KIM. We have volunteers involved in all groups, in all areas, and we welcome volunteers from all backgrounds and appreciate the wide range of skills and experiences our volunteers bring. Being part of their local community, and helping others to improve their mental health, has a positive impact on the mental health of our volunteers. It is also an excellent way to learn to care for yourself.

Volunteering at KIM has developed further. Our service in Prestatyn has grown and we have new hub bases in Corwen and Llangollen so we have asked our volunteers to be involved in the development and growth of these groups.

We are still negotiating the after-effects of Covid and our volunteers continue to be part of this. In the in-person groups, we continue to ask our volunteers to support clients who venture out again, after long periods of social isolation. All the while our volunteers continued to: plan; prepare and facilitate sessions; bake for groups; research topics and find resources and support those around them.

We continue to offer a range of opportunities for self-development, accredited training and the opportunity to link with others. 7 new volunteers completed the KIM volunteer training in June 2022. Over this period, the Steve Morgan Foundation funded our volunteering project.

Enabling volunteers to 'play to their strengths' while also developing new skills that offer new challenges continues to be how we tailor volunteer roles to the individual. This strengths-based approach, and flexibility, remains fundamental to our volunteering opportunities.

KIM volunteers Christmas lunch, December 2022 (top) and Macmillan coffee morning, September 2022 (above).

D's Story

D joined KIM in 2021 and thrived in the groups, he was lonely and isolated in his role as a carer and joining KIM helped his mental health a great deal. In 2021 it was a natural next step for D to complete the KIM volunteer training and his involvement in the KIM4Him groups was invaluable.

He helped with research and in supporting activities in groups. In 2022 D was diagnosed with a serious physical illness and his mental health took a massive dip. There followed a really difficult period for D who lost his home, a close family member and his support network. KIM was able to support D at this time with both practical support and with his mental health. He is now a thriving, active volunteer and feels his time with KIM keeps his mental health in check.

Achievements

- We have 46 active KIM volunteers
- 19 volunteers completed accredited training in the following areas:

  - Mental health and wellbeing
  - Level one safeguarding
  - Resilience
  - Assertiveness
- One volunteer has completed an NVQ in Horticulture, with support from KIM.
- To further support our accredited training delivery, another volunteer has completed a 'train the trainer' level one course.
- 7 volunteers successfully completed the KIM volunteer training in June 2022
- At Christmas we were able to treat our volunteers to a meal out, to thank them for their commitment and support to KIM. This provided an excellent opportunity for people to socialise and share experiences. We also provided further training around self-care over Christmas.
- Developing a new Hub in Corwen and further building our presence in Prestatyn has been fully supported by volunteers. They have helped us get groups and sessions established.
- Our Holywell garden has continued to develop and flourish, with lots of very hard work from KIM volunteers. A further award from Keep Wales Tidy meant we had new equipment, trees and plants all of which has been planned, installed and maintained by our KIM volunteers. A visit from Assembly Member, Mark Isherwood, in late 2022 was a great opportunity to showcase our achievements.

"I've been volunteering with KIM for the last 4 years... I've always known that you will never be judged whatsoever by staff and clients... it's perfect for helping people with mental health issues."

"Volunteering really helps my mental health, when I know I've been able to bring some light into someone's day, no matter how small that light may be compared to whatever else they have going on."

"Facilitating a group and volunteering at KIM has really helped me grow my confidence."

"While volunteering at KIM I've been able to make some great friends with other volunteers and I get a lot of energy from everyone's creativity and positive support."

"Volunteering with KIM has given me a great sense of purpose and wellbeing, and I look forward to groups. Saying the group agreement out loud at the beginning of each session has helped increase my level of self-esteem."

"Being involved, as a volunteer, in KIM sessions overall has enhanced my social, communication and creative skills. I have loved every minute and will continue to do so."

"Volunteering has helped me with my confidence. I've also got a sense of purpose. Not being able to work anymore made me feel like I was worthless."

"It's great being part of a team. It also great that I still have the support if I need it."

Community Activities

We continue to see the Hub in Holywell being used by a variety of community based organisation for various meetings, events and activities.

1st Carmel Brownies continue to meet weekly at the Hub and are enjoying both the indoor and the outdoor space that the Hub has to offer. Cambrian Credit Union continue to operate from the Hub, opening 4 days per week and we continue to work very closely with Citizens Advice, with their representatives being based from the Hub at least one day per week. Events and activities are regularly posted on our website at www.kim-inspire.org.uk and Facebook page at www.facebook.com/kiminspire.

Facilities for hire

Part of our income generation strategy for the charity is to hire out rooms at the Hub. We have a fantastic selection of recently redecorated rooms from one-to-one meeting rooms and hot desking space to meeting rooms which accommodate up to 60 people, available to hire to outside organisations. The Hub has full disability access, WIFI and parking, plus a fantastic garden which can be used for outside activities. Many external organisations use the Hub either regularly or for one off events and meetings and we value the links we have with partner organisations who utilise the Hub

Airbus partnership

A number of the Airbus management team have worked alongside staff and volunteers at the Holywell Hub to carry our important improvements in the building and garden. The team did some painting, tidying and general garden maintenance in June and October 2022.

Airbus team, staff and volunteers

KIM response to the cost of living crisis:

As well as our work with Citizens Advice we have worked with a number of partners to ensure our clients and volunteers are supported - these include; Warm Wales, deal me out, DVSC and the winter pressures grant and Cambrian Credit Union, who continue to operate from the Hub. We have also delivered courses relating to the use of slow cookers, cook and eat and eat well for less. We also issue food bank vouchers and work closely with local food banks and lunch clubs.

Community Activities

The community activities at KIM focus on improving health and wellbeing. Focusing on the wider health benefits of community engagement, such as improved social support and social networks.

Welsh @ KIM

We pride ourselves at KIM on our achievements promoting the Welsh language. We were able to offer our level 1 accredited course to Citizens Advice staff Gwynedd and Anglesey. The course was held via zoom to accommodate staff from geographically rural areas, ensuring that the course was accessible to all staff. The course accredited by Agored in partnership with Adult Learning Wales ran for 10 weeks, during which we welcomed Liz Saville Roberts, leader of Plaid Cymru in Westminster and Rhun ap Iorwerth member of the Senedd for Ynys Mon and Dafydd Iwan Welsh singer and politician.

As always, personal aspirations are fulfilled when clients are able to learn a new language and greet each other in Welsh. Learners soon learn that the Welsh language is a living language and becoming increasingly popular to learn the Welsh language. It is also a way to open doors to new opportunities and experiences. Also of course benefiting the families of our clients who have young children at home – now clients can help with Welsh homework.

We also started a community Welsh group at Canolfan Ni in Corwen. The group was well attended, supporting people to learn Welsh and connecting with their local community.

"I have loved joining this Welsh group and learning about the history of Wales"

"There is such a vast amount of history within the local communities that I was not aware of – very interesting".

KIM social enterprise cafe - reopened in October 2022. Staff and volunteers have been adaptable and resilient in getting things up and running again. The menu has changed slightly and we have less space available however it's a thriving space with volunteers working across the week to support our staff and the efficient running of the cafe.

Community Dungeons and Dragons Group

This weekly group has been set up at the Hub and is being run by one our KIM volunteers. It is a very well attended community group, which has grown from strength to strength, with a loyal group of regular participants.

Connect @ KIM Prestatyn – Community Group

Our community group is a way for us to connect and interact with the local community. We have engaged with the local library, walking group, gardening groups all with the hope that our clients will get involved with other organisations. We enjoyed a trip to Penrhyn castle, a local national trust property. Here we admired the beautiful buildings and learnt about the history of the castle and the impact on North Wales.

We have established a great partnership with Jo, the community Arts Project Co-Ordinator at Denbighshire Leisure. This has enabled us to put on a variety of inspiring art projects based around nature and wellbeing.

"Never even knew there was an established walking group in Prestatyn, will definitely be joining them".

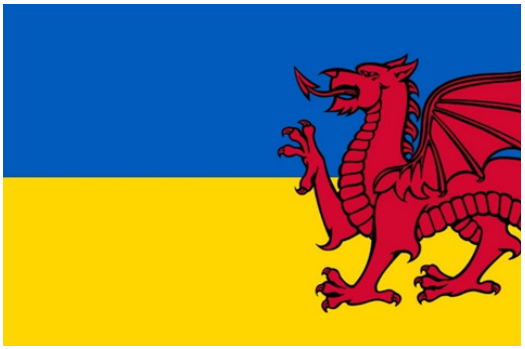
"Loving the art session around nature, makes you more aware of your surroundings".

Aimee's Friday Art Group

We are proud to offer this bespoke community art group that promotes health and wellbeing. This is a well-attended group that allows people to express themselves through different mediums of art. The group is very creative, engaging and fun.

Ukrainian Refugee Support

In the summer of 2022, we were asked to support over 200 Ukrainian refugees who were housed at Pontins in Prestatyn. They consisted mainly of mums with young children who fled here having left their partners at home to fight in the war. Once we met them all we soon realised that even though there was a need for mental health support, the main priority was to focus on the children. The parents were worried about their children's education and well-being. We found ourselves engaging with the children doing arts and crafts, playing games and roller skating. This had a huge impact on the parents there whose main concern was for their children to be safe and happy. By engaging with the children, it allowed us to gain the trust of the parents who began to open up about the trauma they'd witnessed back home and their worries about re-settling in the UK. We were on hand to help with any questions they had about benefits, housing, health care and education services. Many went on to find employment and homes all over the United Kingdom.



KIM Community Wrexham

In collaboration with the Bryntysilio Outdoor Education Centre and supported by the Outdoor Partnership, KIM Inspire offered a 6-month guided walking program focused on mental health.

The group explored various scenic locations including Erddig, Horseshoe Trail, Panorama Trail, Llandegla, Pen y Coed forest, Chirk Castle, Bellevue Park, and Dinas Bran. The walks aimed to promote mindfulness, emphasising the present moment and the positive impact of nature on mental well-being.

Participants experienced numerous benefits such as visiting new places, engaging in new activities like canoeing and rock climbing, gaining knowledge about nature, and developing peer support and community connections. The program proved transformative for many individuals, boosting their happiness, outlook on life, and confidence in their abilities. One participant overcame health challenges, defying expectations of walking aids use, and experienced genuine happiness and renewed self-belief. The encouragement and belief shown by KIM staff played a significant role in this personal transformation.

Assertiveness Course: Empowering Effective Communication

In response to client feedback, a 10-week "Assert your Assertiveness" course was offered. The course covered various aspects of human communication, including triggers, passiveness, assertiveness, aggressiveness, non-verbal communication, body language, empathetic listening, and establishing boundaries.

The outcomes of the course were remarkable, resulting in increased confidence, resilience, improved communication skills, and enhanced situational awareness. Attendees reported heightened self-awareness and confidence, highlighting the positive impact of KIM's support and the sense of belonging within the group.

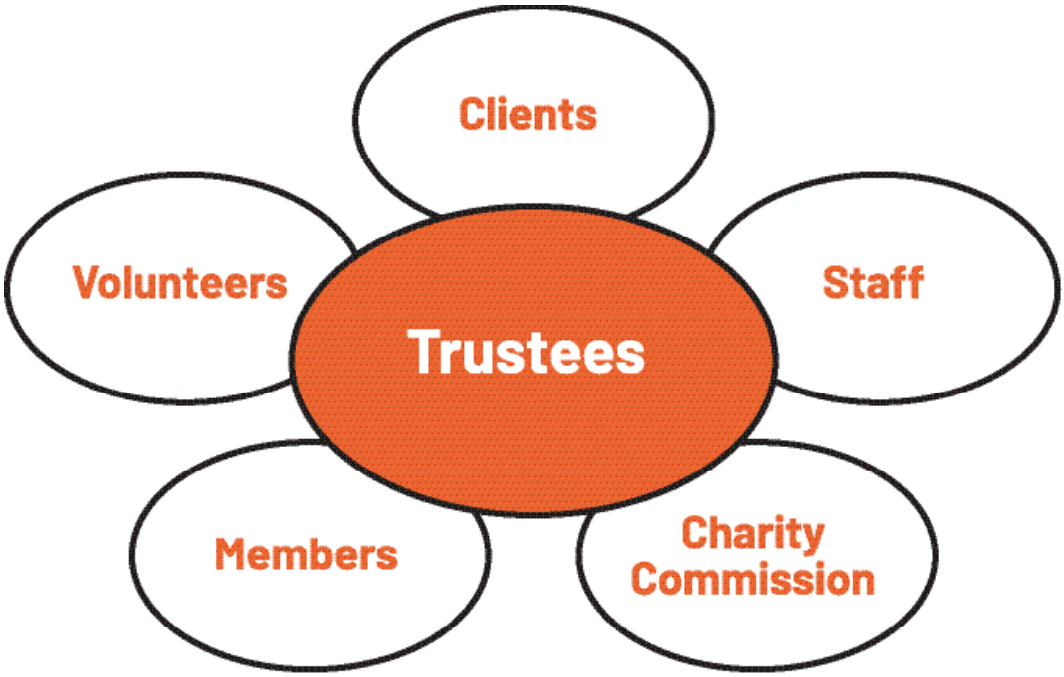
Cost of Living: Mitigating Financial Challenges

Recognising the impact of financial issues on mental health and well-being, the program offered various forms of support. With the assistance of the Winter Pressures Fund, clients received tablets to stay connected, bus tickets for accessing support, and essential items like blankets, hot water bottles, thermal socks, hats, and scarves. Collaborations with Citizens Advice and Warm Wales facilitated financial support, while the Health Improvement Team organised "come and cook" sessions. Furthermore, the Haywire Theatre Company collaborated with the program to raise awareness of food poverty and the cost of living crisis through a powerful play.

Additional Program Highlights

- "Singing for Wellbeing" group: This group provided a safe space for individuals lacking self-confidence and belief, promoting mindfulness and stress reduction.
- Co-production of a play: Collaborating with the Haywire Theatre Company, the program conducted workshops and sessions focusing on food insecurity, resulting in a powerful play addressing the cost of living crisis and its impact on individuals. The sessions encouraged open conversations about available support and access to resources.
- Collaboration with Erddig house: Through a partnership with the resident artist at Erddig house, the program facilitated visits to the location, engaging participants in activities such as photography, video recording, sound recording, and creative writing. These sessions aimed to make Erddig accessible to all, regardless of physical limitations, fostering a sense of connection to nature and the outdoors.
- "Embrace the Change" group: A well-attended 6-week group centered around the Menopause, providing support and information about its effects. Participants gained confidence to discuss their experiences with loved ones and healthcare professionals, resulting in improved understanding and proactive measures to address symptoms.

How we are governed



Our Structure

KIM Inspire is a company limited by guarantee (incorporated 19 June 2002, registered number 04464874) and is a registered charity in England and Wales (charity number 1104186). The charity's constitution is its Memorandum and Articles of Association.

Our Trustees

The directors of the company are also known as Trustees.

The Board of Trustees seeks to ensure that KIMs beneficiary groups are reflected through the diversity of the board. KIM has sought to identify existing and previous individuals who have received KIMs support who would be willing to become members of the Board and use their own experience to assist the charity.

We try to maintain a broad skill mix on the board. The boards skills are recorded, reviewed and monitored with gaps in skills identified. Potential new trustees are invited and encouraged to join the board based on the overall skill set and rotation of members.

Subsidiary

The charity has a wholly owned subsidiary as at 31 March 2023, KIM Inspire Social Enterprises Ltd which is registered in England and Wales (incorporated 1 February 2011, registered number 07908511) as a company limited by shares. We raise some of the funds needed to run KIM Inspire through the trading activities of this subsidiary, however we were only given permission to re-open the café within the Heddfan Unit of Wrexham Maelor hospital in October 2022 and

have been trading since. The Trustees and management decided not to re-open the café within the Law Courts in Mold due to changes in the procedures at the Courts since the pandemic, leading to a reduction in footfall through the building.

Organisational structure

The Board of Trustees is responsible for the strategic direction and policy of the charity. At present, the Board has four members from a variety of professional backgrounds, with two further potential Trustees progressing through the induction process, both of whom have since been appointed. The Board meets on a two monthly basis to discuss current and future work, financial and funding issues and other relevant general matters. Under the requirements of the Memorandum and Articles of Association, one third of the trustees are subject to retirement by rotation at each Annual General Meeting, after which they may be re-elected, if the resulting vacancy is not filled.

Induction and training of new trustees

All potential new Trustees are provided with a comprehensive package of information regarding the charity as part of their Induction process. Each potential Trustee will be asked to attend three Trustee meetings following which they will be interviewed by two members of the Board to ensure suitability for the position. If successful, the individual is co-opted onto the Trustee board until the next Annual General Meeting.

Strategic Partnerships, national policy and direction

KIM is guided by both local and national policy and works to a model of utilising community resources to encourage social integration and co-production in order to provide our service, as outlined by the Social Services and Well-Being Act (Wales) 2014 We endeavour to address the inequality and stigma experienced by people with mental illness and poor mental health in line with the Welsh Government's 10-year strategy 'Together for Mental Health'- implemented in 2012. As this is now coming to an end, KIM has been an active part of the ongoing consultation process for the creation and implementation of the 2023 Mental Health Strategy.

The charity works closely with statutory services such as Local Authorities, Betsi Cadwaladr University Health Board and Community Mental Health Teams. These partnerships and KIM's links with organisations such as CA, RASASC and DASU prove invaluable to the charity in ensuring that we can offer a service which strives to meet the needs of clients and volunteers. Our relationships with Glyndwr University Wrexham and Palacký University Czechia provide an opportunity to share our practice with students both locally and internationally. Collaborative working also supports KIM's knowledge and understanding of relevant policy developments, up to date research and prospective projects and funding for identified gaps in service provision for our communities.

In preparing this report, the Trustees have had regard to the Charity Commission's guidance on public benefit.

Our people

Our volunteers and employees are truly remarkable, and we're committed to helping them succeed in every aspect of their roles.

Staff Team

The paid staff of KIM comprises of 18 staff of which 11 are full time. The full time equivalent is 15. Being a social care organisation, all members of staff are frontline for some aspects of their role as all the team work with volunteers and clients in a variety of ways to increase skills and knowledge. The staff team are highly qualified with a breadth of experience and skills from a wide range of diverse backgrounds.

Volunteer Team

One of our Operational Managers has responsibility for the volunteers and recruits, trains and supports them in being involved in all aspects of KIM's work. Our volunteers get involved in: gardening, as cafe assistants, cooking, administration, group support and group facilitation. Volunteering roles at KIM are shaped to suit individuals, their interests and skills. We fully support people, from any background and experience, to be involved as a volunteer. The Volunteer team for the year included 46 volunteers.

Tom's Story

"I first learned of KIM not long after moving to a new area. I felt isolated to be away from so much of what I knew and KIM was an opportunity to speak with someone and to participate in group activities and discussions. This was in the summer of 2019 and by the end of that year, I think my confidence had improved tenfold. I took on training provided by KIM to become a volunteer.

2020 was a heavy blow, as it was to everyone, but with the KIM virtual hub I was able to maintain communication and tackle the isolation I was feeling. As time went on I took on more responsibilities and with the support of KIM staff, I had gained a level of confidence I had never known before.

Becoming a volunteer before so much of the world shut down due to Covid meant that I still had some form of structure during a time when I otherwise would not. In the following year or so, I was involved in KIM online delivery, on Zoom and Discord. After Covid, getting back into the world was a new learning experience. KIM were a great help in providing a safe place to be amongst other people again, after so long.

I began looking for paid work in the summer of 2022, and it was the encouragement of the staff, that gave me the confidence to start applying for

jobs. I applied, and got my job, thanks in no small part to the people at KIM helping me to reach my aspirations and take those next steps for myself.

From my experience, I cannot downplay the positive impact KIM has had for me and for those I have met in groups. I am grateful for the opportunities and memories I have with the entire KIM community"

Tom continues to be involved with KIM, as a volunteer, around his work commitments. He regularly supports our Brew and Do group and runs and organises the weekly Dungeons and Dragons community group.

Looking after our People

Safeguarding

KIM believes that no child, young person or adult should ever experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practice in a way that protects them.

We all have a responsibility to safeguard the welfare of the individuals we work with, their carers, family members and children.

It's important everyone at KIM Inspire understands their responsibilities and the steps they should take if they have any concerns for the safety of a vulnerable person.

What is safeguarding?

Safeguarding is about protecting and supporting people so that they can live free from harm, abuse and neglect.

To do this, we have put in place processes designed to protect those people including a comprehensive Safeguarding Policy and mandatory Safeguarding training for all staff and volunteers, which is updated on a regular basis.

Why is it important?

Safeguarding needs to be considered in all KIM Inspire settings and activities that may involve vulnerable people, its staff and volunteers.

We have a moral and legal responsibility to support the welfare and safety of vulnerable people.

Who is responsible for safeguarding?

We strive to proactively safeguard and promote the welfare of the individuals we work with, our staff and volunteers. We are always mindful of the fact that safeguarding issues could arise and the primary need is for all staff and volunteers to be vigilant and open-minded about these risks.

KIM Inspire's Chief Executive Officer has overarching responsibility for safeguarding across the charity and holds the position of Safeguarding Officer. In addition, there is a Deputy Safeguarding Officer and a Trustee who has safeguarding responsibilities.

In addition, all staff and volunteers are expected to read, understand and follow our Safeguarding Policy and the guidance and procedures within it.

Principal Risks & Uncertainties

The Board of Trustees has overall responsibility for risk management for KIM Inspire and its subsidiary. This includes setting the risk appetite for the charity, ensuring that there are reasonable procedures in place for the prevention and detection of major risks, including fraud risk and other irregularities, and ensuring that risk procedures are reviewed when issues arise.

Risk Management

The Board of Trustees, along with all members of staff, hold an Annual Planning Meeting, to discuss KIM Inspire's current and future service provision and direction.

Risk Assessments of the charity and of specific projects and activities are carried out as appropriate. A risk register has been established, which is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Significant external risks to funding have led to the development of a strategic plan, which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, including a comprehensive financial procedures policy.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, individuals and visitors to the offices and venues used by the charity.

All members of staff, volunteers and members of the Management Committee who may have significant contact with individuals are required to undergo appropriate DBS checks.

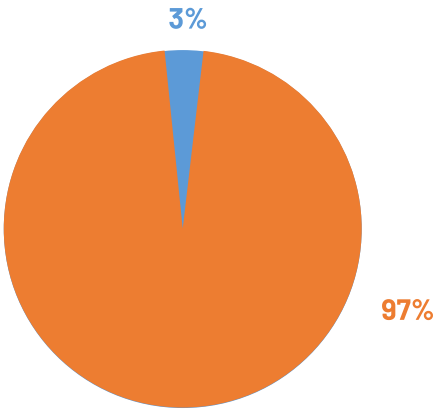
Financial Review

The result for 2022/23 was a surplus of £1,320. The breakdown is as follows:

	31 March 2021	31 March 2022	31 March 2023
Income	£418,892	£539,732	£588,743
Expenditure	£407,951	£529,572	£587,423
Surplus/(Deficit)	£10,941	£10,160	£1,320
Unrestricted funds	£98,026	£98,686	£100,006
Total funds	£306,507	£316,667	£317,987

Funding sources

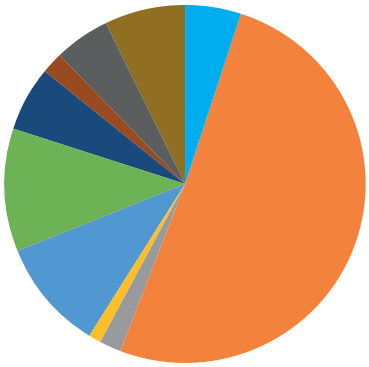
The funding sources for the charity during the year were split as follows:



Breakdown of Income 2022/23

97% Grants
3% Other

Revenue Grant funding remains the most significant source of funding and is split as follows:



Breakdown of Grant Income 2022/23

5% BBC Children in Need
51% Betsi Cadwaldr University Health Board
2% Big Lottery
1% Citizens Advice
10% Covid Community Support Hub
11% Flintshire County Council
6% Henry Smith Charity
2% Lloyds Foundation
5% Moondance
7% Steve Morgan Foundation

Financial Review (Continued)

Reserves policy

KIM Inspire's reserves are generated from unrestricted sources i.e. payment for services, fundraising, room hire and donations, and are reviewed annually. The Board of Trustees have reviewed the Reserves policy. Ideally, to meet all potential financial commitments over a period of up to 6 months in the event of a loss of funding, unrestricted reserves should be £144,950, however there is already designated reserves in place to redundancy costs of £10,000, which would reduce the unrestricted requirement to £134,950. The level of unrestricted reserves at year end was below this however the Trustees have agreed and accepted that the risk is mitigated by the spread of income received and the very low likelihood that all funding would be lost at once. This year the Trustees have agreed that the proposed Designated Reserves for financial year end 31 March 2023 should be as follows:

- Replacement heating system £5,000 (unchanged)
- Redundancy costs £20,000 (up from £10,000)
- Total Designated Reserves £25,000

Investment policy and objectives

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment. In addition to the Bank current account, the Charity also operates an instant access deposit account with HSBC and a high interest deposit account with Santander.

Statement of responsibilities

Statement of responsibilities of the Trustees of KIM Inspire in respect of the Trustees' Annual Report and the financial statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period. In preparing each of the charitable company financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess the group's and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern
- use the going concern basis of accounting unless they either intend to liquidate the group or the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006.

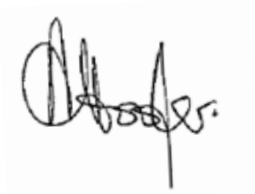
They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legal and Administrative Information

Trustees	Rev. A Hooper Dr M Ghisoni (Resigned 6 December 2022) Rev DC Cawdell Mr Lee Brown Ms M Jones (Appointed 15 March 2023) Ms L Bowen (Appointed 15 June 2023) Mr N Acott (Appointed 13 September 2023)
Secretary	Wendy Jones-Booth
Charity number **Company number**	1104186 04464874
Principal address	The Hub Park Lane Holywell Flintshire United Kingdom CH8 7UR
Independent examiner	Azets Brynford House 21 Brynford Street Holywell Flintshire United Kingdom CH8 7RD

The trustees report was approved by the Board of Trustees.



Rev A Hooper - Trustee
Dated: 25 October 2023

KIM INSPIRE

INDEPENDENT EXAMINER'S REPORT

TO THE TRUSTEES OF KIM INSPIRE

I report to the trustees on my examination of the financial statements of KIM Inspire (the charity) for the year ended 31 March 2023.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of ICAEW, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Susanna Cassey FCA
Azets Audit Services Limited

Brynford House
21 Brynford Street
Holywell
Flintshire
CH8 7RD
United Kingdom

Dated: 19 December 2023

KIM INSPIRE

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2023

	Notes	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Income from:							
Grants and donations	**2**	1,991	572,737	574,728	23,386	509,001	532,387
Charitable activities	**3**	3,800	-	3,800	-	-	-
Other trading activities	**4**	2,741	-	2,741	4,459	-	4,459
Investments	**5**	7,474	-	7,474	2,886	-	2,886
Total income		16,006	572,737	588,743	30,731	509,001	539,732
Expenditure on:							
Charitable activities	**6**	14,686	572,737	587,423	20,571	509,001	529,572
Gross transfers between funds		-	-	-	(9,500)	9,500	-
Net income for the year/ Net movement in funds		1,320	-	1,320	660	9,500	10,160
Fund balances at 1 April 2022		98,686	217,981	316,667	98,026	208,481	306,507
Fund balances at 31 March 2023		100,006	217,981	317,987	98,686	217,981	316,667

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

KIM INSPIRE

BALANCE SHEET

AS AT 31 MARCH 2023

	Notes	2023 £	£	2022 £	£
Fixed assets					
Tangible assets	**10**		192,981		192,981
Investments	**12**		1		1
			192,982		192,982
Current assets					
Debtors	**11**	59,685		12,367	
Cash at bank and in hand		265,292		340,293	
		324,977		352,660	
Creditors: amounts falling due within one year	**13**	(199,972)		(228,975)	
Net current assets			125,005		123,685
Total assets less current liabilities			317,987		316,667
Income funds					
Restricted funds - general	**14**		217,981		217,981
Unrestricted funds			100,006		98,686
			317,987		316,667

KIM INSPIRE

BALANCE SHEET (CONTINUED)

AS AT 31 MARCH 2023

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2023.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

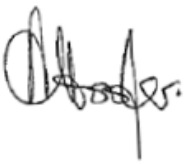
The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements were approved by the Trustees on 18 December 2023

Rev A Hooper
Trustee



Rev D Cawdell
Trustee

Company registration number 04464874

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 MARCH 2023

1 Accounting policies

Charity information

KIM Inspire is a private company limited by guarantee incorporated in England and Wales. The registered office is The Hub, Park Lane, Holywell, Flintshire, CH8 7UR, United Kingdom.

1.1 Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.3 Expenditure

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.

1.4 Tangiable fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	Not depreciated
Plant and equipment	25% on cost and 20% on cost
Fixtures and fittings	25% on cost
Computers	25% on cost

1.5 Taxation

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

1.6 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

1.7 Pension costs and other post-retirement benefits

The charitable company pays an employer's contribution into the employees own stakeholder pension schemes and auto enrolment scheme. Contributions payable by the charitable company are charged to the Statement of Financial Activities in the period to which they relate.

1.8 Investments

Shares in the subsidiary company are shown at cost.

2 Grants and donations

	Unrestricted funds 2023 £	Restricted funds general 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds general 2022 £	Total 2022 £
Donations and gifts	1,991	-	1,991	10,875	-	10,875
Grants receivable	-	572,737	572,737	12,511	509,001	521,512
	1,991	572,737	574,728	23,386	509,001	532,387
Grants receivable for core activities						
BBC Children in Need	-	30,526	30,526	-	32,296	32,296
Betsi Cadwaldr University Health Board	-	291,099	291,099	-	109,883	109,883
Big Lottery	-	11,188	11,188	-	44,332	44,332
Citizens Advice	-	5,000	5,000	-	14,500	14,500
Flintshire County Council	-	61,991	61,991	-	43,477	43,477
Henry Smith 2019-2022	-	39,006	39,006	-	56,230	56,230
Lloyds Foundation	-	10,000	10,000	-	-	-
Moondance	-	24,430	24,430	-	23,000	23,000
Steve Morgan Foundation	-	40,080	40,080	-	76,418	76,418
Neumark Foundation	-	59,401	59,401	-	-	-
Other	-	16	16	12,511	108,865	121,376
	-	572,737	572,737	12,511	509,001	521,512

3 Charitable activities

	Charitable Income 2023 £	Charitable Income 2022 £
Student fees	3,800	-

4 Other trading activities

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Fundraising events	2,741	4,459

5 Investments

	Unrestricted funds 2023 £	Unrestricted funds 2022 £
Rental income	6,542	2,857
Interest receivable	932	29
	7,474	2,886

6 Charitable activities

	2023	2022
	£	£
Staff costs	457,377	429,497
Purchases	5,802	400
Premises costs	12,661	11,396
Insurance	2,928	2,504
Employment services	1,968	1,792
Donations made	10,029	7,360
Administrative expenses	15,719	12,851
Direct project costs	6,761	6,187
Repairs and renewals	20,132	11,410
Fundraising events costs	264	236
Staff and volunteer expenses	14,917	9,673
Medicash and BUPA	641	615
Beneficiary costs	38,097	35,609
Bank charges	127	42
	587,423	529,572
	587,423	529,572
Analysis by fund		
Unrestricted funds	14,686	20,571
Restricted funds - general	572,737	509,001
	587,423	529,572

7 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2022: none).

8 Employees

The average monthly number of employees during the year was:

2023	2022
Number	Number
16	15

8 Employees (Continued)

Employment costs	2023	2022
	£	£
Wages and salaries	436,215	408,132
Other pension costs	21,162	21,365
	457,377	429,497

There were no employees whose annual remuneration was more than £60,000.

9 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxationof Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

10 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Total
	£	£	£	£	£
Cost					
At 1 April 2022	201,517	15,220	10,667	13,599	241,003
At 31 March 2023	201,517	15,220	10,667	13,599	241,003
Depreciation and impairment					
At 1 April 2022	8,536	15,220	10,667	13,599	48,022
At 31 March 2023	8,536	15,220	10,667	13,599	48,022
Carrying amount					
At 31 March 2023	192,981	-	-	-	192,981
At 31 March 2022	192,981	-	-	-	192,981

11 Debtors

Amounts falling due within one year:	2023	2022
	£	£
Other debtors	4,037	3,000
Prepayments and accrued income	55,648	9,367
	59,685	12,367

12 Fixed asset investments

12 Fixed asset investments **(Continued)**

	Other investments
Cost or valuation	
At 1 April 2022 & 31 March 2023	1
Carrying amount	
At 31 March 2023	1
At 31 March 2022	1

Other investments comprise:	2023 £	2022 £
Shares in group undertakings	1	1

13 Creditors: amounts falling due within one year

	2023 £	2022 £
Other taxation and social security	310	(14)
Deferred income	181,865	201,495
Trade creditors	-	(3)
Other creditors	-	54
Accruals	17,797	27,443
	199,972	228,975

14 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

		Movement in funds				Movement in funds		
	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 1 April 2022	Incoming resources	Resources expended	Balance at 31 March 2023
	£	£	£	£	£	£	£	£
Active Inclusion 2020-2022	-	55,099	(55,099)	-	-	-	-	-
BBC Children in Need	-	32,296	(32,296)	-	-	30,526	(30,526)	-
Betsi Cadwaldr University Health Board	-	109,883	(109,883)	-	-	291,099	(291,099)	-
Big Lottery	-	44,332	(44,332)	-	-	11,188	(11,188)	-
Big Lottery - Capital Fund	192,981	-	-	-	192,981	-	-	192,981
Covid Community Support Hub	-	-	-	-	-	59,401	(59,401)	-
CFIW - Wales Coronavirus Resilience Fund	-	4,298	(4,298)	-	-	-	-	-
Citizens Advice	-	14,500	(14,500)	-	-	5,000	(5,000)	-
Designated Fund	15,500	-	-	9,500	25,000	-	-	25,000
Flintshire County Council (FCC)	-	43,477	(43,477)	-	-	61,991	(61,991)	-
Henry Smith 2019-2022	-	56,230	(56,230)	-	-	39,006	(39,006)	-
Local Mental Health Scheme	-	25,398	(25,398)	-	-	-	-	-
Lloyds Foundation	-	-	-	-	-	10,000	(10,000)	-
Steve Morgan Foundation	-	-	-	-	-	40,080	(40,080)	-
AVOW BCU Winter Pressures	-	9,000	(9,000)	-	-	-	-	-
British Gas (via Citizens Advice)	-	9,500	(9,500)	-	-	-	-	-
DVSC 2022	-	1,900	(1,900)	-	-	-	-	-
Moondance	-	23,000	(23,000)	-	-	24,430	(24,430)	-
Neighbourly - Virgin Media O2 Together Fund	-	1,000	(1,000)	-	-	-	-	-
Other grants	-	2,670	(2,670)	-	-	15	(15)	-
	208,481	432,583	(432,583)	9,500	217,981	572,736	(572,736)	217,981

14 Restricted funds **(Continued)**

The Trustees have agreed that Designated funds should be put in place to cover the following:
Replacement heating system £5,000 and Redundancy costs £20,000.

BBC Children in Need - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Betsi Cadwaldr University Health Board - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Big Lottery - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Big Lottery Capital Fund - is the unexpended balance of grant funding towards use of the building. The unexpended balance is equal to the net book value of the building in tangible fixed assets.

Citizens Advice - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Flintshire County Council - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Henry Smith Charity - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Lloyds Foundation - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Moondance - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Steve Morgan Foundation - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

Covid Community Support Hub - was a grant recevied to fund specific activities provided by the Charity. The Charity expended all funding on the specified activites in the current year.

15 Analysis of net assets between funds

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Fund balances at 31 March 2023 are represented by:						
Tangible assets	-	192,981	192,981	-	192,981	192,981
Investments	1	-	1	1	-	1
Current assets/(liabilities)	100,005	25,000	125,005	98,685	25,000	123,685
	100,006	217,981	317,987	98,686	217,981	316,667

16 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2023 £	2022 £
Within one year	600	600
Between two and five years	1,350	1,950
	1,950	2,550

17 Capital commitments

As at 31 March 2023 the charity had no capital commitments (2022 - none).

18 Related party transactions

There were no disclosable related party transactions during the year (2022 - none).

19 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

Every member promises, if the charity is dissolved while they remain a member of within 12 months of their resignation as a member, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity.

20 Pension cost

At the year end, the Charity made contributions to a defined contribution pension scheme for 15 (2022; 9) of its employees. The charge for the year totalled £21,162 (2022; £21,365). There were no costs prepaid or due at year end.

Thank you

We want to say a big thank you to all our funders, supporters, fundraisers, volunteers, partners, referrers, customers and our individuals who inspire us to do the work we do.

KIM
KNOWLEDGE · INSPIRATION · MOTIVATION

www.kim-inspire.org.uk

KIM INSPIRE

England & Wales - Charity number 1104186

Accounts

KIM Inspire Annual Report and Accounts 2021/22

KNOWLEDGE · INSPIRATION · MOTIVATION

"I get on with life thanks to everything I have learnt at KIM"

www.kim-inspire.org.uk

KIM

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Contents

Our Services	3
KIM's Awards	5
Our year at a glance	5
Welcome	6
KIM 4 Her	7
KIM 4 Him	11
KIM 4 Young People	13
KIM CA Work	15
KIM Volunteering	17
Community Activities	19
How we are Governed	22
Our People	24
Principal Risk and Uncertainties	26
Financial Review	27
Statement of Responsibilities	29
Legal and Administrative Information	30
Independent Examiners Report	31
Statement of Financial Activities	32
Balance Sheet	33
Notes to the Financial Statements	34

At KIM Inspire we believe that mental wellbeing means feeling good about yourself and the world around you and being able to get on with life the way you want to.

KIM Inspire is an award winning charity providing professional, high quality mental health support. The charity was established in 2002 to offer a gender specific service to women who were struggling with their mental health after experiencing domestic abuse.

Since the start of the Covid-19 pandemic, KIM Inspire has had to adapt and change it's service delivery. The initial response was to provide an online platform via KIM's new Virtual Hub to allow KIM services to be delivered fully online, with phone support where needed. KIM was the first mental health service in the area to be able to deliver a full service online, after the initial lockdown commenced . As we moved through the pandemic, KIM was able to move back to an increasing element of face to face working in line with Covid restrictions and our risk assessment. Today, KIM is delivering a fully hybrid service with two days per week face to face service in each Hub, together with online sessions on other days allowing greater access for all.

Our Services

For the individuals we work with, many daily tasks are very daunting i.e. going to the supermarket or taking public transport, resulting in a lack of social interaction, loss of self-belief and poor personal care all of which further reinforces loneliness and despair. The impact of childhood abuse is also prevalent and the effects of this trauma reach far into adulthood. We also work with individuals whose physical ill health impacts on their mental wellbeing.

KIM 4 Her Sociable, informative and builds self-reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community

KIM 4 Him Our men's recovery programme is designed to empower men to recognise and develop their strengths and abilities. Supporting men to improve their wellbeing through activity and engagement.

KIM eVOLution Volunteers are at the centre of everything we do from sitting on the Board of Trustees to supporting and developing our groups and activities. We believe that social inclusion and community participation are pivotal to mental health recovery.

KIM 4 Young People Empowers young people to build resilience, boost confidence and manage difficult emotions. Involvement and engagement with our activities increases the capacity to thrive and succeed in life!

KIM in the Community One of KIM's main aims is to bring together the community as a whole. We offer a selection of activities to the local community such

Our Vision

"Enable women, men and young people to improve their mental health and fulfil their potential by making positive changes to their lives"

Our Mission Statement

"KIM supports people to improve mental health, coping strategies, social networks and opportunities for training, volunteering, employment and community integration"

as community gardening, cooking groups and fundraising events. The benefits of these activities include improved social interaction, greater community resilience and better wellness outcomes for all.

KIM sessions are friendly, fun and always focused on progression and individual development. Our group-led activities are proven and innovative.

We recognize that certain key capabilities make our work unique. Our evaluations show that volunteers, students, staff and visitors find KIM to be a special organisation. Our staff are passionate and enthusiastic, and create an environment which is welcoming and accessible. We operate as flexibly and responsively as possible and ensure that everyone involved with KIM is treated equally.

We aim to involve our clients and volunteers in all the activities we undertake, and through consultation ensure everyone is appropriately involved in decision making. We also actively encourage our clients and volunteers to become members of KIM, to attend Annual General Meetings and to become Trustees.

We also offer and encourage activities involving the wider local community offering social integration opportunities for our clients and others whilst reducing mental health stigma.

"I can't believe how much of a difference coming to KIM has made to how I feel"

Visit to Erlas Victoria Walled Garden, Wrexham

KIM's Awards

We are proud to have been recognised for our work over the past few years.

- **2015** - Care Council of Wales first ever 10 year award for most developed previous winner (we won our first accolade in 2007 for community development)
- **2015** - Lloyds Bank Foundation Valuing Volunteers category for Wales winner (finalists in UK category)
- **2015** - North Wales Police Commissioners Community Award, Third Sector category
- **2016** - GlaxoSmith Kline Impact Awards, finalist
- **2016** – Admin Officer won North Wales Training Customer of the Year award
- **2017** - Social work awards 2017 - British Association of Social Workers Cymru – Practice Teacher Award – Annie Donovan and British Association of Social Workers Cymru – Team Award – Annie Donovan, Andy Matthews, Amy Gray
- **2018** – Radio 2 'All in the Mind' national winner
- **2020** - FLVC Tom Jones Young Volunteer Award to Jack Wilson for outstanding contribution to volunteering with KIM Inspire in Flintshire
- **2021** - ACW Older Person's Award (Personal Development Award) to Linda Bowen for her commitment to volunteering with KIM Inspire online

Our year at a glance

Number of volunteers

46

Number of staff

15

73

Different themes, including ACT on Anxiety, Animation Creation, Book of You, Real vs Virtual Balance, Resilience, Foraging, Tea and Timber and Personal Development

We worked with

594

people during the year

1192

Group sessions, accredited courses, training, workshops and sessions in partnership with other organisations

Welcome

2021 was a year of change as services evolved with the ebb and flow of the pandemic...

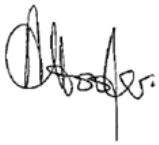
KIM has seen the welcomed return to face-to-face working, whilst still retaining some online groups to allow greater access for people with geographical or other barriers. These, together with using the new concept of hybrid groups, with people accessing the same group either in person or via online access, has ensured that clients are able to access vital mental health support when needed.

KIM has grown in staff numbers, its services and its geographical spread, with the introduction of new dynamic and innovative services, such as the online Welsh group for Welsh speakers, the first mental health group for Welsh speakers across North Wales. Another new venture has been the partnership with Citizens Advice, which has facilitated KIM's first venture in to the county of Conwy, to provide mental health support alongside the Citizen Advice work.

Services have been expanded and adapted in all the counties of Flintshire, Wrexham and Denbighshire, to meet the increasing demand for mental health services. Our partnerships have been strengthened with other core providers such as Betsi Cadwaladr University Health Board, through the ICAN project. At year-end, Cambrian Credit Union set up within the Holywell Hub to offer services to the residents of Holywell and beyond and this supports KIM's aim to promote a community-based approach to our Hub services, in conjunction with other local organisations.

The staff team again have been incredible showing their continuous dedication to improving peoples' mental health, through their hard work, determination and creativity, continuing to expand KIM's work in varied and exciting ways, for the benefit of all. This has been fully supported by the team of amazing volunteers, who KIM could not operate without, and who bring so much to the organisation, making a real difference to the belief of clients, that they can and will get better!

On behalf of the Trustee board, I would like to thank you all, the staff, volunteers and clients for everything you do to make KIM such a special place and all the amazing outcomes that you achieve together.



Anne Hooper
Chair

In another uncertain year of working in a difficult external environment, we can reflect on our amazing achievements and recognise the flexibility and determination of KIM's team of staff and volunteers. Everyone has worked so hard to adapt and have delivered the best possible service in response to a myriad of presenting issues and needs.

There have been many times when we have been required, at short notice, to support a new area, project or form a new partnership in response to the pandemic and the ever-changing situations that surrounds us. KIM's team have gone above and beyond to make great things happen in highly problematic circumstances.

We are now facing the repercussions of lockdown on the mental health of our communities and have further unknown challenges ahead of us, but I'm confident that as a team and an organisation, we will continue to adjust, react and deliver the most appropriate and useful support we can.

Well done all, an annual report to be proud of.

Annie Donovan
Chief Executive Officer

KIM 4 Her

KIM4HER has continued to offer an interactive, supportive and empathic service for women to support and improve mental health, promote change and a positive outlook on life.

What we did

The Covid 19 pandemic bought its challenges for all and the groups have been therapeutic for a number of reasons for the women who attend. Hearing from others with similar issues helping them to see that they are not alone in having challenges, whether it's grappling with panic attacks, depression, or any other mental health issues. Many women say that they get a sense of relief knowing they are not alone.

Women were supported again this year to focus on their personal development of:

- Improving confidence
- Improving self esteem
- Improve resilience
- Better communication skills
- Positive decision making
- Managing emotions
- Healthy relationships
- Nutrition
- Critical and creative thinking

The groups have focused on improving mental health and wellbeing. The women have benefited from a range of activities ranging from specific mental health focused sessions in goal setting, self-care and mindfulness. Other sessions have included crafts, yoga, Zumba, flower arranging, cooking, African drumming, and creative writing.

Our KIM online groups are also open to all clients across the three counties. We continue to offer accredited courses for clients in:

Top to bottom: Halloween cakes made in-group; beautiful flower arrangements; the group enjoying a 'wet felting' session

- Improving confidence
- Nutrition
- Resilience
- Assertiveness
- Welsh language and culture
- Mental health and wellbeing
- Personal development - All enjoyed the sessions looking at

the obstacles to developing confidence. All joined in with the discussions and were encouraging of one another, giving each other tips and advice on ways to overcome obstacles in day-to-day life.

- All had a go at their self-esteem bucket

We have also had the added bonus of having Citizens Advice, Foodbank, Credit Union, Prestatyn Leisure Centre and Denbighshire Voluntary Council coming to chat to the groups about their work, how they can offer support and how women can access their services.

Where we worked

Holywell

At the Holywell ICAN Hub, the KIM4Her group has offered a variety of support over the last year. With the re-introduction of face to face working within the confines of Covid 19 restrictions, more women have been able to return to in person groups, as well as continuing to access groups online. We have been able to offer a variety of different activities such as making a variety of crafts and art work, mindfulness reflexology workshops, and we have had music workshops where participants could learn African drumming and perform at KIM's 20th Birthday Celebration. These activities and workshops have helped the women be able to come to the hub to socialise and improve their isolation they have had since the pandemic. We have had an excellent number of women who have appreciated our workshops to improve their own mental Health.

"I feel like a new women since joining KIM and this has helped me get out the house and meet new people , I have met new friends and enjoy the drumming session , I have never played an instrument before."

"I love coming to the KIM group. I have no motivation without the groups, I am enjoying the groups so much I have found new hobbies I enjoy in my own time , I didn't do anything before I joined this group, If I didn't have KIM I would be sat on my own in the house"

Prestatyn

In 2021, KIM opened up their ICAN hub in Prestatyn and started working across Denbighshire continuing with the established service we have developed in Flintshire and Wrexham.

The ICAN hubs offer further support to the wider community and we have seen an increase in women dropping into the Hub for advice, support and signposting.

Staff and clients alike have coped well with the challenges of the pandemic again, throughout this year and the innovative way KIM were able to continue with groups and support has been of huge benefit to our clients.

The Prestatyn Hub has grown from strength to strength initially starting out with sessions taking place outside in the sunshine due to Covid restrictions. This worked well for the group as women were able to meet up and interact with others in a safe environment.

"I find this group relaxing, first time I can switch off and forget about everything. Everyone so welcoming. Really enjoyed the session today and I look forward every week to come to the sessions"

"I find that this group is relaxing and helps me to forget all about all the bad things that are happening in my life now. All the people are friendly and are supportive. I really enjoy coming to this group every Wednesday morning I enjoy so much.

Even came on the bus this morning."

"Fun, interesting and welcoming"

Wrexham

KIM4Her, Wrexham, works from Ty Pawb, which is a fantastic Community space in the centre of Wrexham. We have the benefit of having office space to use for the KIM4HER group and then the Community space downstairs for our drop in. It is a very vibrant, welcoming space, which our clients feel extremely comfortable visiting. There is always something going on in Ty Pawb which we can link our clients in with and there are also plenty of people we can utilise to help us to facilitate groups for our clients.

This year we were happy to be able to start offering in-person support in the Wrexham community again, in addition to the online groups. We supported our clients through the changes of easing lockdown restrictions and the anxiety of venturing into public spaces again and meeting new people. We are getting more and more referrals and the women's groups are getting busier.

We have been able to offer a variety of different activities now life is opening up again, and we have had lots of guest speakers coming in to visit, together with our first visits to other places as well. With this in mind, group activities have consisted of financial literacy, gambling awareness and financial management sessions, health and nutrition workshops, physical health such as pain management, gentle yoga, sleep hygiene and aromatherapy. Creative sessions have included calligraphy, creative writing, and arts and crafts, while the learning and knowledge sharing sessions comprised sign language sessions, relaxation techniques, Welsh history and culture, and self-care groups.

We are also offering a Connect@KIM Drop-in each week in Ty Pawb. These have been fantastic sessions and we have had other services join us that can offer advice about housing, domestic abuse, finance and much more. In addition, we have had several guest speakers coming in to talk to the group about things on offer in the Wrexham area. We have had Xplore Science, Brymbo Heritage Orchard, Coed Lleol to name a few. We have also had the pleasure of guest facilitators showing the group how to felt, make macramé and one of our own volunteers also taught the group how to make polymer clay beads.

Case study

'A' joined the KIM 4 Her groups in Wrexham at the beginning of 2022. A suffered a psychotic breakdown as a result of the end of a relationship and pressures brought by the Covid-19 pandemic. Due to this, she lost her house, took a break from work, and moved back in with her parents. A attended KIM groups on a weekly basis, was determined to overcome her struggles, and made great progress in a short amount of time. With support, A decided to change the career she was unhappy with. A took part in the KIM volunteer training and found a new passion in supporting people and creative activities. As a result, A decided to pursue a new career and is now employed as a support worker and activity coordinator in sheltered housing for the elderly. Moreover, A will retrain as an arts therapist and is going to do a course in Madrid this summer.

"Thank you for existing. I felt so lost in the world before joining the groups. I feel very safe and comfortable here. I did not realise my mental health was so bad until recently and in the short period I have been part of Kim it has already improved. "

"With the help of Kim, I've gone from feeling apart from the community to a part of the community".

"I can't believe I am the person I am today, I've made incredible progress and Kim supported me all the way".

"KIM has given me so much confidence and I have done things I would never have dreamed I could do. Without KIM I don't know what I would have done"

"KIM has helped me so much over the years, I have learnt a lot coming to KIM and have made friends. It helps to know other people feel like you"

Evaluation Feedback from a KIM 4 Her Group

Has this group made a positive difference to your mental health and wellbeing?

"Yes, it has allowed me to learn to trust people and provides me a safe environment to come."

"It gives me something to look forward to after a long week."

"Yes, it lifts my mood all weekend and I take these ideas away with me and it allows me to create a positive environment at home with family and friends."

"I make extra effort to get up and go out on group days as I spend the rest of the week at home, alone."

"Gives me a reason to get up and get out the house and socialise with other members of the community."

"Yes, it distracts my mind from all my other worries and problems."

"Yes, it makes a positive difference to my week because when I am in a low mood, coming to the group I feel happier."

"Yes, when I don't have anything to do at home, I can use the skills I have gained from KIM and do things at home."

"Yes, allows me to challenge myself without the fear of being judged or questioned."

"Takes me an hour to travel to this group and I try and come each week without fail."

How long do you feel good for after the session?

"The whole weekend."

"Keeps me going for days and then I look forward to the next session."

What do you like about this group?

"Distraction from work, I am always helping others and today is a day when I can help my self."

"It is a form of mindfulness."

"I like the fact that no one can control me in this environment, and I can just be me."

"Takes me an hour to travel to this group and I try and come each week without fail."

"Boosts mood to see me capabilities."

"It has allowed me to learn to slow my pace of life down and just sitting for a couple of hours each week is okay."

"This group pushes me to do things I wouldn't usually do."

Would you recommend KIM to family or friends who are struggling?

"Yes, KIM offer support within a short time frame and can signpost me to other agencies that can also offer me support. It has truly been lifesaving."

"Yes, KIM offers different strategies and approaches to my situation when I am struggling, and I always get offer the best support."

"Yes, the NHS is overwhelmed and have long wait lists for Mental Health services, KIM can provide a lot of additional support without the lengthy waitlists."

"Staff are supportive, kind, compassionate and I always leave with a smile on my face regardless of how I felt when I walked in."

KIM 4 Him

Last year KIM 4 Him supported 121 men over 2 counties.

A ground-breaking project designed for men. Established in Flintshire in 2014 and Wrexham in 2019, we extended our reach to the county of Denbighshire in 2021. We help reduce barriers to men seeking mental health support through community groups and 1-1 mentoring. Our services are now registered ICAN Hubs, working in partnership with Betsi Cadwaladr University Health Board.

What we did

The men's service has adapted with the ever-changing nature of the Covid pandemic and lockdowns over the last 12 months. Face-to-face community groups started back again, but were limited to numbers of six participants, in line with Welsh Government advice. Our Virtual Hub continued to be a success over the last year, as we adapted to partial lockdowns in Wales.

As we came out of full lockdown, the men participated in our new 'Brew and Do' group in Denbighshire and Flintshire. A group based on the premise of learning new craft skills, while socialising with other men. The groups proved a success over the two counties, often being at full capacity. The men have worked on projects from design to completion using specialist tools and materials, learning new skills. The space also provides men the opportunity to explore new areas of interest through facilitators, such as

using clay, glass, willow and other arts & crafts.

Our Virtual Hub took a more mental health based focus. Men across North East Wales participated from home, discussing mental health issues, while working on solutions. We also invited facilitators into our group, to speak to the men about specialist subjects, such as housing and financial support as some examples.

Our Wrexham Men's group has continued to grow in both participants and partnerships. During the last 12 months, we have collaborated with the Welsh Arts Council, in the aim of creating a community roof top garden at Ty Pawb – Wrexham. We have also collaborated with the National Trust's Erddig Hall community group, supporting the gardening projects at the Hall.

A new partnership with the 'Outdoor Partnership' was established this year, in conjunction with Cardiff University. The Outdoor partnership works to support people of Wales to take up outdoor adventures in the aim of enhancing people's lives through outdoor activity. All KIM4HIM participants from the three counties can take part in this new venture.

The men have shown resilience to the changes we have faced over the last 12 months. The men continue to share ideas with regard to how we shape KIM4HIM's future. We continue to provide support 5 days a week to the men, with many other mixed gender groups also open to male participants.

Below: creating a cat house from pallets with fitted carpet ready to give to a neighbour who is struggling financially and right, Holywell Hub Brew and do and gardening group

"If it wasn't for the men's zoom each week I don't think I would be here today."

"The men's group has really changed my life and given me a new perspective on things. The men's mental health zoom sessions have taught me a new way of thinking."

"Coming to the men's group has given me the opportunity to learn new skills meet new people and has improved my confidence when talking to others."

Achievements

- 121 Men received support from KIM 4 HIM, across Denbighshire, Flintshire & Wrexham
- 1449 total attendance of men at KIM groups
- 100% Increase in Men's confidence levels after attending KIM groups
- 100% men engaged better with their friends and the wider community after attending KIM groups
- 100% of men report feeling less worried since attending KIM groups
- 90% feel like they have education and employment opportunities
- 100% of men confirm an improvement in their mood since attending KIM groups

KIM 4 Young People

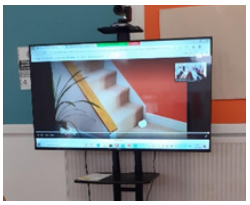
Our service especially for young people who want to be better able to manage their own emotions and mental health. To address these needs we provide activity based and wellbeing sessions as best suits the individual.

What we did

Every week for the whole year, except half terms, we provided a dedicated Social Support and Wellbeing Group exclusively for young people. In addition to this, and in response to the needs of our young people, from April to June we provided courses addressing on-line wellbeing and healthy relationships. During July and August we focussed on getting outdoors for weekly 'walk and talks', and piloted a hybrid intro to animation group. From September to December, we extended the animation intro into a Get Reel film making group, and added an extra focus on getting out together to the theatre. Finally from January to March we introduced a Motivational Change group, and set up successful external links with Theatr Clwyd's community workshops. In addition, there have also been year round 121 opportunities for young people, where appropriate and impactful. We have also been able to develop the in-house volunteering skills of a number of young people, and support others into external volunteering, work, training or education.

Where we worked

During this year our work had to constantly adapt to changes in restrictions and risk; navigating through remote provision, into hybrid and face to face, and back again as and when dictated by the virus. Development of our hybrid provision enabled us to



deliver group work simultaneously to young people in person and at home online in a measured response to relaxation in restrictions. This allowed our young people to have agency over their engagement. Those whose mental health would benefit from joining in person could begin to take advantage of that opportunity, whereas those who still had physical or psychological barriers to doing so, could still participate remotely. This flexible platform for accessing social support and mental health learning has become a staple and invaluable part of our provision, and has ensured a continuity of equitable support for our young people. We also ventured outdoors to provide open air support on walks in areas accessible to geographical clusters of young people, in times when only outdoor meetings were allowed, and moved on to visiting indoor community resources when restrictions allowed, helping to overcome anxieties about reintegration together!

In doing all of the above we have been able to work with young people from Flintshire, Wrexham, Denbighshire and even occasionally beyond.

Achievements

We worked with in excess of 80 young people during the period.

Our project helped these young people to develop a greater understanding of themselves and their emotions, to better connect with others, and to nurture a more hopeful and positive outlook on their lives leading to:

- Improved relationships with friends and family
- Successful engagements with school, college, training courses, university, work experience
- Volunteering opportunities
- Processing of traumatic or challenging life experiences, Covid related or otherwise
- Reductions in self harm and suicidal thoughts
- Increased bravery, confidence and positive risk

"Thank you so much for all the support and help. I really learnt a lot about how my brain works and how my body responds which allowed me to handle my anxiety better. I've been using some of the breathing mechanisms you taught me and they've been super helpful in stressful situations and have helped me to refocus and calm my anxiety down"

"I have applied for the course" complete with HUGE smiley face emoji. This YP went on to text that he was really proud, as he hadn't applied for anything in years!

"Thank you for all your help and support, you have really helped and I can say honestly without you I would not be where I am today. Also thank you for all your help with the volunteering, it hasn't been as much as I would have liked it to have been but none the less you have made it extremely enjoyable and a lot less daunting, so thank you.

Although I'm off to uni I would still like to help out at KIM when I can but don't know what my commitments are yet, but I would like to go back to helping at the youth zoom, if you would have me? "

"If it wasn't for you, I would still be incredibly anxious and wouldn't have taken the steps to better my anxiety or do what I love with photographing live shows and making the jump to University."

KIM CA Work

This project has focused on bringing together mental health support and practical advice to people and communities across North Wales, through connecting a partnership between KIM Inspire and Citizens Advice. This service was initiated during the pandemic and has now been successfully designing and delivering essential support across North Wales for the last year.

We found, particularly during the pandemic, that many people were struggling with mental ill health due to practical issues that were causing high levels of stress and anxiety e.g. losing their regular income, struggling with the benefits system or the threat of homelessness. In addition to this, we saw a rapid increase of people struggling with energy bills, which, with the energy crisis and increase in cost of living, is exacerbating the stress and anxiety the vulnerable people in our communities are dealing with on a daily basis.

The KIM CA link worker attends a weekly clinic in the food club in Holywell, Flintshire, offering mental health support to people struggling to afford food and referring to Citizens Advice to help them improve their circumstances.

In addition to this, the link worker has been collaborating and working with a member of staff from Citizens Advice, delivering energy advice in our KIM groups using our hybrid approach. This way, our clients who are in digital poverty still have the same opportunities and accessibility as their peers, which in turn reduces isolation and increases a sense of belonging.

Photo from an energy advice session with our hybrid approach in full effect

'I had no idea this was a thing, they don't tell you about anything. I can breathe easier knowing I've got £140 towards my bills. Thank you ever so much for doing that for me, I'm no good with technology. It's a good job you're here!'

The KIMCA link worker has increased people's awareness of the warm home discount and the priority service register that their energy provider offers and the winter fuel support scheme, through the Welsh Government. This is in addition to giving practical advice around ways to keep your home warm.

Many people who the link worker has been supporting had no knowledge of these services, and the relief expressed once they knew they had additional funds to keep warm was priceless.

The link worker has also undertaken a variety of modules from the CA general

advice training programme. The training has included support with form filling (such as legal forms, PIP applications etc), using CA tools to better research topics relevant to clients to advise as much as possible, understanding types of benefits and client's entitlement, when/if referrals to other services is needed. This addition could prove vital for members of our communities as waiting times and lists for services have significantly increased due to the impact the Covid pandemic has had over the past 2 years.

Over the past 12 months, the link worker has been able to achieve this and further strengthen connections and relationships through face-to-face meetings, referrals, groups and phone calls. The link worker has delivered:

- **102** Referrals into Citizens Advice
- **121** Info/signposting raising awareness meetings
- **54** 1-2-1 support sessions

This demonstrates a high uptake and need for this service.

"Having you on the phone has made a 1000% difference, in a good way!"

As well as referring to Citizens Advice, The KIMCA link worker has been referring & signposting vulnerable people to Warm Wales, NEST and LEAP for energy home improvements. Knowing that these services are free, the anxiety, stress and worries of our vulnerable people decreased immensely.

We have been establishing a number of organisational networks and attending community groups across North Wales to raise awareness of the project. These include Age Connects, MIND, ICAN Ynys Mon, Team around the Family to name a few, in community venues such as Caia Park Wellbeing hub, Pensarn Community centre, Holyhead, Prestatyn library and more.

KIM Volunteering

Our volunteers continue to tell us that the best route to learning to care for yourself is to care for others. Our volunteers report a huge improvement in their own mental health by giving time to support people who are struggling with their own mental health or by helping in their own community. We welcome people from all walks of life and appreciate the wide range of skills and experiences our volunteers bring.

Volunteering at KIM has changed again. In the autumn of 2021 we started to connect again, face to face, and we asked our volunteers to be part of this. In the in-person groups, we asked our volunteers to support clients who had started to venture out again, follow the health and safety guidance and support clients to do the same. All the while our volunteers continued to plan, prepare and facilitate sessions, bake for groups, research topics and resources and support those around them.

We continue to offer a range of opportunities for self-development, accredited training and the opportunity to link with others. Over this period, the Steve Morgan Foundation funded our volunteering project.

Allowing volunteers to 'play to their strengths' while also developing new skills that offer new challenges continues to be how we tailor volunteer roles to the individual. This strengths-based approach, and flexibility, remains fundamental to our volunteering opportunities.

R's Story

R was very poorly when she started attending KIM groups in 2018. She had to really push herself to attend but attended regularly and found plenty of benefit.

KIM volunteers completing the First Aid at work course. November 2021

During the pandemic, R's natural skills became apparent, as her confidence grew while attending Zoom sessions from her own home. We asked her to consider volunteering.

In June 2021 R attended the KIM volunteer training and her confidence grew each week, getting positive feedback about her written work and verbal contributions felt amazing to R and she finished the training with a new focus and confidence.

Currently, R attends all training offered and participates fully; this is someone who found it difficult to contribute in KIM groups 3 years ago. R attended our volunteer Christmas lunch, a huge step, as she had not socialised outside the home for a long time.

Her children commented 'it feels like they have their Mum back again' and R credits volunteering for helping her.

"Volunteering has raised my self-esteem. I belong to something important."

This has spilled over into other areas of my life and I care about myself again. I would not be where I am today had I not said 'Yes' to becoming a KIM volunteer'.

Achievements

21 volunteers completed accredited training in the following areas:

- Mental health and wellbeing
- Level one safeguarding
- Emergency First Aid at work
- Resilience
- Assertiveness
- Welsh language and culture

Additional training in this period included: CBT skills for volunteers, motivational interviewing, ICAN volunteer training, book of you training.

One volunteer has been recognised with a regional award for personal development, from Age Connects. This was for the work she did, on Zoom, during the pandemic.

At Christmas we were able to treat our volunteers to a meal out, to thank them for their commitment and support to KIM. This provided an excellent opportunity for people to socialise and share experiences.

Developing a new Hub in Prestatyn and further building our presence in Wrexham has been fully supported by volunteers. They have helped us get buildings and outside spaces fit for purpose and been flexible in how and where they support KIM.

Our Holywell garden has changed dramatically, with lots of very hard work from KIM volunteers. An award from Keep Wales Tidy meant we had new equipment, plants and sheds all of which has been planned, installed and maintained by our KIM volunteers.

All of our groups benefit from the support of a volunteer. A number of groups have been facilitated by volunteers – creative challenge, creative Thursdays and connect at KIM all relied on volunteers preparing, facilitating and running activities.

'Volunteering at KIM has raised my self-esteem. I was always terrified, felt inadequate. KIM has confidence in me and encourages me to accept the challenges. I feel valued; I am viewed positively and respectfully. I feel part of a team again'

'I get on with life thanks to everything I have learnt at KIM'

'Thanks to KIM for believing in me and trusting me, it really gives me confidence in myself'

'I never thought that I would be able to do this. I see myself totally differently now'

'Being a KIM volunteer has been like gold dust for my studies, such a great opportunity to add depth to my learning..... I am confident to speak to others and feel confident to live away from home and in a new place'

'I can't believe how much of a difference coming to KIM has made to how I feel'

'Volunteering at KIM has raised my self-esteem. I was always terrified, felt inadequate. KIM has confidence in me and encourage me to accept the challenges. I feel valued; I am viewed positively and respectfully. I feel part of a team again'

Community Activities

It has been wonderful to be able to welcome people back to the Hub this year and have a number of different organisations using the Hub for various meetings, events and activities.

1st Carmel Brownies are meeting weekly at the Hub and enjoying both the indoor and the outdoor space that the Hub has to offer. In addition, Cambrian Credit Union commenced services from the Hub at the end of February, opening 4 days per week and we continue to work very closely with Citizens Advice, with their representatives being based from the Hub at least one day per week.

We are hoping for the return of our weekly Friday pop up café to return in the new financial year and other community based activities. Events and activities are regularly posted on our website at *www.kim-inspire.org.uk* and Facebook page at *www.facebook.com/kiminspire*.

Facilities for hire

Part of our income generation strategy for the charity is to hire out rooms at the Hub. We have a fantastic selection of recently redecorated rooms from one to one meeting rooms and hot desking space to meeting rooms which accommodate up to 60 people, which we can hire out to outside organisations. The Hub has full disability access, WIFI and parking, plus a fantastic garden which can be used for outside activities.

Many external organisations use the Hub either regularly or for one off events and meetings and we value the links we have with partner organisations who utilise the Hub.

Welsh at KIM

KIM has continued to offer Welsh Language and Culture courses both Level 1 and 2 in partnership with Adult Learning Wales and Agored. Continuing with the online sessions encompassing teaching and learning virtually all the while coming up with ways to involve learners and create a dynamic virtual learning experiences. We have at KIM been successful in doing just this while the Welsh Language groups continue to be a popular choice with our clients.

We ran four 10-week courses this year for clients and one course for Conwy CAB staff.

As always, personal aspirations are fulfilled when clients are able to learn a new language and greet each other in Welsh. Learners soon learn that the Welsh language is a living language and becoming increasingly popular to learn the Welsh language. It is also a way to open doors to new opportunities and experiences. Also of course benefiting the families of our clients who have young children at home – now clients can help with Welsh homework.

The highlight this year was when Huw Edwards joined a special Welsh group on 4th July 2021. Huw Edwards is a Welsh journalist, presenter, and newsreader. He is the lead presenter of Britain's most watched news programme for BBC News and has presented major breaking news in the United Kingdom.

Huw Edwards talked about the importance of learning about Wales, its history and how the preservation of the Welsh language is important.

It was great to hear Huw talk about the impact of the Welsh football team, in the Euro 2020 championships, on global awareness of our amazing language and culture – Cymru.

Welsh Language Zoom

Early in 2022, we started an innovative bespoke Welsh Language zoom drop-in. The sessions specifically for Welsh speakers where they can come along to a session and speak in their own language – Welsh.

The group looks at different aspects of improving mental health and well-being while introducing culture, history, current affairs and music to the sessions. Cooking sessions where everyone learns a new skill or hears of a new recipe they can try. As always the cooking sessions proving popular, this group focusing of course on popular Welsh recipes such as Bara Brith, Lobscows and pwdin reis.

Dafydd Iwan, Welsh folk singer and politician joined all four courses to talk about his vision for Wales; he also shared some of his experiences over the years and the importance of unity in diversity in our communities today.

"It is so good to be able to come along to a group and speak in Welsh, there is no other group across North Wales where this is possible in zoom"

"Thank you so much for inviting me to join the Welsh zoom group – I can't believe that I am involved in a group where I can speak Welsh and be proud to be Welsh"

"I thoroughly enjoyed this course. I enjoyed learning to speak the language and about the history of the country I live in."

"The learning was delivered at the right pace, I never felt that I was being overtaken by other participants, and every session I learned something new! Gwych!"

"Really interesting and informative course. Great tutor who was able to support the whole group, as well as encouraging the individuals. Really glad I was encouraged to enjoy all that Wales has to offer, and I am now back exploring the castles of North Wales with my nieces and nephew."

"I enjoyed the course, and I am hoping that we will be enrolled on level 2. We discussed vast topics, and explored the Welsh culture and history along with Welsh language."

Liz Saville Roberts Plaid Cymru leader in Westminster and Mabon AP Gwynfor Plaid Cymru member in the Senedd for Dwyfor/ Meirionydd also joined us in the group for great inspirational sessions where we heard about their work in Westminster and the Senedd and how they are able to safeguard the interests of Wales.

Symyd Ymlaen – Moving Forward

KIM Active Inclusion project tackles unemployment that is managed by WCVA supported by funding from European Structural and Investment Funds.

The aim of the project is to reduce economic inactivity in Wales and improve the employability of disadvantaged people.

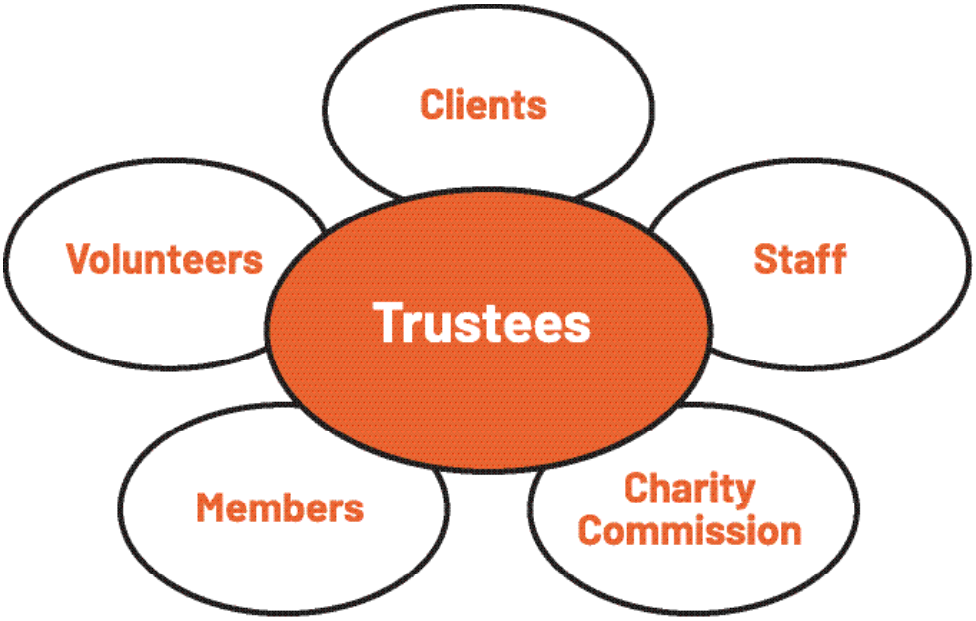
We at KIM are able to support providing training and qualifications for participants of the project. The project started in February 2020 and although we initially hit all targets, the Covid pandemic and lockdown in March 2020 had an impact on the project.

Staff have worked hard throughout to keep the momentum of the project going.

At the end of the project in February, we had:

- 121 participants
- 9 achieving a full accreditation
- 3 achieving a part qualification
- 83 work relevant certificates
- 102 positive outcomes
- 14 engaging in a job search
- 16 entering volunteering
- 14 entering further learning
- 3 entering employment

How we are governed



Our Structure

KIM Inspire is a company limited by guarantee (incorporated 19 June 2002, registered number 4464874) and is a registered charity in England and Wales (charity number 1104186). The charity's constitution is its Articles of Association.

Our Trustees

The directors of the company are also known as Trustees.

The Board of Trustees seeks to ensure that KIMs beneficiary groups are reflected through the diversity of the board. KIM has sought to identify existing and previous individuals who have received KIMs support who would be willing to become members of the Board and use their own experience to assist the charity.

We try to maintain a broad skill mix on the board. The boards skills are recorded, reviewed and monitored with gaps in skills identified. Potential new trustees are invited and encouraged to join the board based on the overall skill set and rotation of members.

Subsidiary

The charity has a wholly owned subsidiary as at 31 March 2022, KIM Inspire Social Enterprises Ltd which is registered in England and Wales (incorporated 1 February 2011, registered number 07908511) as a company limited by shares. We raise some of the funds needed to run KIM Inspire through the trading activities of this subsidiary, however the cafes have been closed for the entire financial year due to the Covid 19 pandemic.

Organisational structure

The Board of Trustees is responsible for the strategic direction and policy of the charity. At present, the Board has four members from a variety of

professional backgrounds, with one further potential Trustee progressing through the induction process at year end. The Board meets on a two monthly basis to discuss current and future work, financial and funding issues and other relevant general matters. Under the requirements of the Memorandum and Articles of Association, one third of the trustees are subject to retirement by rotation at each Annual General Meeting, after which they may be re-elected, if the resulting vacancy is not filled.

Induction and training of new trustees

All potential new Trustees are provided with a comprehensive package of information regarding the charity as part of their Induction process. Each potential Trustee will be asked to attend three Trustee meetings following which they will be interviewed by two members of the Board to ensure suitability for the position. If successful, the individual is co-opted onto the Trustee board until the next Annual General Meeting.

Strategic Partnerships, national policy and direction

KIM is guided by both local and national policy and works to a model of utilising community resources to encourage social integration and co-production in order to provide our service. The Social Services and Well-Being Act (Wales) 2014 has highlighted this approach as the way forward. We also endeavour to address the inequality and stigma for people who have mental illness in line with the Welsh Governments' 10-year strategy 'Together for Mental Health' implemented in 2012 and the Mental Health (Wales) Measure, 2010.

Representatives of the charity participate in mental health and voluntary sector network meetings. The charity has close links with local organisations such as Flintshire County Council, the Betsi Cadwaldr University Health Board, the Community Mental Health teams, the Drug and Alcohol Teams, the Glyndwr and Swansea Universities.

Such partnerships prove invaluable to the charity in establishing improved links and referral processes within the community and in identifying relevant policy developments, up to date research and prospective projects and funding.

In preparing this report, the Trustees have had regard to the Charity Commission's guidance on public benefit.

Our people

Our volunteers and employees are truly remarkable, and we're committed to helping them succeed in every aspect of their roles.

Staff Team

The paid staff of KIM comprises of 15 staff of which 11 are full time. The full time equivalent is 14. Being a social care organisation, all members of staff are frontline for some aspects of their role as all the team work with volunteers and clients in a variety of ways to increase skills and knowledge. The staff team are highly qualified with a breadth of experience and skills from a wide range of diverse backgrounds.

Volunteer Team

One of our Operational Managers has responsibility for the volunteers and recruits, trains and supports them in being involved in all aspects of KIM's work. Our volunteers get involved in: gardening, as cafe assistants, cooking, administration, group support and group facilitation. Volunteering roles at KIM are shaped to suit individuals, their interests and skills. We fully support people, from any background and experience, to be involved as a volunteer. The Volunteer team for the year included 46 volunteers.

Karen's Story

Karen joined KIM4Her in Flintshire in August 2018. She had experienced a period of poor mental health after unexpected redundancy and feeling like life had stopped.

Karen made contact with KIM and, despite finding it hard due to her poor mental health, regularly attended groups. She enjoyed the range of

activities on offer. Her confidence grew slowly, but surely, and she made excellent links in the group. Karen's skills soon became apparent. Karen always welcomed new group members and supported staff and facilitators in the sessions. When we ran the accredited KIM volunteer training in June 2019, Karen was asked to attend.

Karen thrived on the volunteer training and her confidence grew further, she soon became involved in groups as a volunteer and was very reliable and supportive to clients. Karen also volunteered at the KIM café in Mold Crown Court and this experience, with a different group of KIM volunteers, in a customer-facing role, further developed her self-esteem. During the pandemic Karen became involved in online Zoom groups and was always willing to attend training and volunteer meetings, all of this helped her to stay well.

Our Prestatyn ICAN hub opened in the summer of 2021 and Karen has been a committed and central part of building our KIM groups there. She has organised facilitators and welcomed new clients to groups, with reassurance and kindness. Karen is now a member of the KIM team, in a support worker role.

Karen says: When I started volunteering in the café at the Crown Courts, I was so nervous and anxious. However, it turned out to be one of the best things that I've ever done. It gave me a purpose and routine once again and my confidence grew day by day there.

I also volunteered in the Connahs Quay group and when Covid struck I got involved with as many online groups as possible.

In May 2022 I saw the advertisement for a hub support worker in the Prestatyn hub. Once again, self-doubt crept in but I just knew that I had to apply. It still feels surreal to now be working with the team at KIM, but I believe that I am proof that KIM works and I only hope that I can now go on to help others to improve their mental wellbeing and quality of life.

Looking after our People

Safeguarding

KIM believes that no child, young person or adult should ever experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practice in a way that protects them.

We all have a responsibility to safeguard the welfare of the individuals we work with, their carers, family members and children.

It's important everyone at KIM Inspire understands their responsibilities and the steps they should take if they have any concerns for the safety of a vulnerable person.

What is safeguarding?

Safeguarding is about protecting and supporting people so that they can live free from harm, abuse and neglect.

To do this, we have put in place processes designed to protect those people including a comprehensive Safeguarding Policy and mandatory Safeguarding training for all staff and volunteers, which is updated on a regular basis.

Why is it important?

Safeguarding needs to be considered in all KIM Inspire settings and activities that may involve vulnerable people, its staff and volunteers.

We have a moral and legal responsibility to support the welfare and safety of vulnerable people.

Who is responsible for safeguarding?

We strive to proactively safeguard and promote the welfare of the individuals we work with, our staff and volunteers. We are always mindful of the fact that safeguarding issues could arise and the primary need is for all staff and volunteers to be vigilant and open-minded about these risks.

KIM Inspire's Chief Executive Officer has overarching responsibility for safeguarding across the charity and holds the position of Safeguarding Officer. In addition, there is a Deputy Safeguarding Officer and a Trustee who has safeguarding responsibilities.

In addition, all staff and volunteers are expected to read, understand and follow our Safeguarding Policy and the guidance and procedures within it.

Principal Risks & Uncertainties

The Board of Trustees has overall responsibility for risk management for KIM Inspire and its subsidiary. This includes setting the risk appetite for the charity, ensuring that there are reasonable procedures in place for the prevention and detection of major risks, including fraud risk and other irregularities, and ensuring that risk procedures are reviewed when issues arise.

Risk Management

The Board of Trustees, along with all members of staff, hold an Annual Planning Meeting, to discuss KIM Inspire's current and future service provision and direction.

Risk Assessments of the charity and of specific projects and activities are carried out as appropriate. A risk register has been established, which is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Significant external risks to funding have led to the development of a strategic plan, which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, including a comprehensive financial procedures policy.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, individuals and visitors to the offices and venues used by the charity.

All members of staff, volunteers and members of the Management Committee who may have significant contact with individuals are required to undergo appropriate DBS checks.

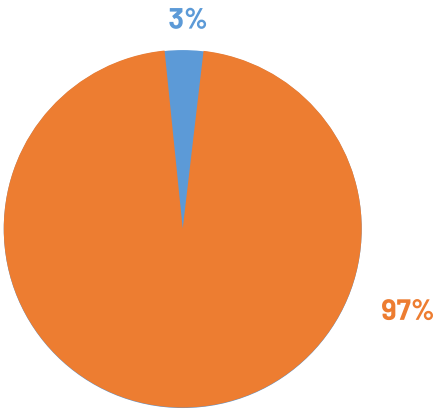
Financial Review

The result for 2021/22 was a surplus of £10,160. The breakdown is as follows:

	31 March 2020	31 March 2021	31 March 2022
Income	£423,829	£418,892	£539,732
Expenditure	£412,543	£407,951	£529,572
Surplus/(Deficit)	£11,286	£10,941	£10,160
Unrestricted funds	£89,017	£98,026	£98,686
Total funds	£295,566	£306,507	£316,667

Funding sources

The funding sources for the charity during the year were split as follows:



Breakdown of Income 2021/22

97% Grants
3% Other

Revenue Grant funding remains the most significant source of funding and is split as follows:

Breakdown of Grant Income 2021/22

13% Active Inclusion
8% BBC Children in Need
31% Betsi Cadwaldr University Health Board
10% Big Lottery
3% Citizens Advice
10% Flintshire County Council
13% Henry Smith Charity
5% Moondance
7% Others

Reserves policy

KIM Inspire's reserves are generated from unrestricted sources i.e. payment for services, fundraising, room hire and donations, and are reviewed annually. The Board of Trustees have reviewed the Reserves policy. Ideally, to meet all potential financial commitments over a period of up to 6 months in the event of a loss of funding, unrestricted reserves should be £134,200. The level of unrestricted reserves at year end was below this however the Trustees have agreed and accepted that the risk is mitigated by the spread of income received and the very low likelihood that all funding would be lost at once. This year the Trustees have agreed that Designated reserves have been increased to £25,000: Replacement heating system £5,000 (up £1,500); Redundancy costs £10,000 (up £3,000) and Garden Wall replacement £10,000 (up £5,000).

Investment policy and objectives

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment. In addition to the Bank current account, the Charity also operates an instant access deposit account with HSBC and a high interest deposit account with Santander.

Statement of responsibilities

Statement of responsibilities of the Trustees of KIM Inspire in respect of the Trustees' Annual Report and the financial statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period. In preparing each of the charitable company financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess the group's and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern
- use the going concern basis of accounting unless they either intend to liquidate the group or the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006.

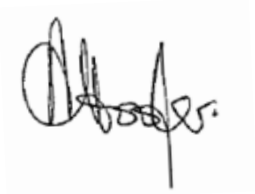
They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legal and Administrative Information

Trustees	Rev. A Hooper Dr M Ghisoni Rev DC Cawdell (Appointed 11 November 2021) Mr Lee Brown (Appointed 11 August 2021) Dr. Jacqui Pattie (Resigned 12 November 2021) Ms. Lynda Carter (Resigned 14 September 2021)
Secretary	Wendy Jones-Booth
Charity number **Company number**	1104186 4464874
Principal address	The Hub Park Lane Holywell Flintshire United Kingdom CH8 7UR
Independent examiner	Azets Brynford House 21 Brynford Street Holywell Flintshire United Kingdom CH8 7RD

The trustees report was approved by the Board of Trustees.



Rev A Hooper - Trustee
Dated: 1 September 2022

Independent Examiner's Report to the Trustees of KIM Inspire

Independent examiner's report to the trustees of KIM Inspire ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2022.

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act). In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Melanie Langton-Davies ACA, FCCA
Azets Audit Services Limited

Brynford House
21 Brynford Stree
Holywell
Flintshire
CH8 7RD
United Kingdom

Dated: 1 September 2022

Statement of Financial Activities for the year ended 31 March 2022

	Notes	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Income from:							
Grants and donations	2	23,386	509,001	532,387	9,161	407,496	416,657
Charitable activities		-	-	-	1,320	-	1,320
Other trading activities	3	4,459	-	4,459	513	-	513
Investments	4	2,886	-	2,886	402	-	402
Total income		30,731	509,001	539,732	11,396	407,496	418,892
Expenditure on:							
Charitable activities	5	20,571	509,001	529,572	387	407,564	407,951
Net incoming resources before transfers		10,160	-	10,160	11,009	(68)	10,941
Gross transfers between funds		(9,500)	9,500	-	(2,000)	2,000	-
Net income for the year/ Net movement in funds		660	9,500	10,160	9,009	1,932	10,941
Fund balances at 1 April 2021		98,026	208,481	306,507	89,017	206,549	295,566
Fund balances at 31 March 2022		98,686	217,981	316,667	98,026	208,481	306,507

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2022

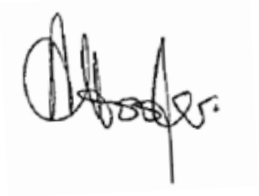
	Notes	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Tangible assets	**8**		192,981		192,981
Investments	**9**		1		1
			192,982		192,982
Current assets					
Debtors	**10**	12,367		50,939	
Cash at bank and in hand		340,293		220,683	
		352,660		271,622	
Creditors: amounts falling due within one year	**11**	(228,975)		(158,097)	
Net current assets			123,685		113,525
Total assets less current liabilities			316,667		306,507
Income funds					
Restricted funds - general	**12**		217,981		208,481
Unrestricted funds			98,686		98,026
			316,667		306,507

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2022.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.
The financial statements were approved by the Trustees on 1 September 2022



Rev. A Hooper
Trustee

Rev DC Cawdell
Trustee

Company Registration No. 4464874

Notes to the Financial Statements for the year ended 31 March 2022

1 Accounting policies

1.1 Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.3 Expenditure

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.

1.4 Tangiable fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	4% on cost
Plant and equipment	25% on cost and 20% on cost
Fixtures and fittings	25% on cost
Computers	25% on cost

1.5 Taxation

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

1.6 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

1.7 Pension costs and other post-retirement benefits

The charitable company pays an employer's contribution into the employees own stakeholder pension schemes. Contributions payable by the charitable company are charged to the Statement of Financial Activities in the period to which they relate.

1.8 Investments

Shares in the subsidiary company are shown at cost.

2 Grants and donations

	Unrestricted funds 2022 £	**Restricted funds general 2022 £**	**Total 2022 £**	Unrestricted funds 2021 £	Restricted funds general 2021 £	Total 2021 £
Donations and gifts	10,875	-	10,875	9,161	-	9,161
Grants receivable	12,511	509,001	521,512	-	407,496	407,496
	23,386	509,001	532,387	9,161	407,496	416,657

3 Other trading activities

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Fundraising events	4,459	513

4 Investments

	Unrestricted funds 2022 £	Unrestricted funds 2021 £
Rental income	2,857	280
Interest receivable	29	122
	2,886	402

5 Charitable activities

	2022 £	2021 £
Staff costs	429,497	355,185
Depreciation and impairment	-	68
Opening stock	-	31
Purchases	400	-
Premises costs	11,396	6,686
Insurance	2,504	2,233
Employment services	1,792	1,898
Donations made	7,360	-
Administrative expenses	12,851	10,592
Direct project costs	6,187	7,968
Repairs and renewals	11,410	7,253
Fundraising events costs	236	236
Staff and volunteer expenses	9,673	2,621
Medicash and BUPA	615	544
Beneficiary costs	35,609	12,636
Bank charges	42	-
	529,572	407,951
	529,572	407,951
Analysis by fund		
Unrestricted funds	20,571	387
Restricted funds - general	509,001	407,564
	529,572	407,951

6 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

7 Employees

The average monthly number of employees during the year was:

2022 Number	2021 Number
15	14

7 Employees (Continued)

Employment costs	2022	2021
	£	£
Wages and salaries	408,132	336,930
Other pension costs	21,365	18,255
	429,497	355,185

8 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Total
	£	£	£	£	£
Cost					
At 1 April 2021	201,517	15,220	10,667	13,599	241,003
At 31 March 2022	201,517	15,220	10,667	13,599	241,003
Depreciation and impairment					
At 1 April 2021	8,536	15,220	10,667	13,599	48,022
At 31 March 2022	8,536	15,220	10,667	13,599	48,022
Carrying amount					
At 31 March 2022	192,981	-	-	-	192,981
At 31 March 2021	192,981	-	-	-	192,981

9 Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2021 & 31 March 2022	1
Carrying amount	
At 31 March 2022	1
At 31 March 2021	1

Other investments comprise:	Notes	2022	2021
		£	£
Shares in group undertakings		1	1

10 Debtors

Amounts falling due within one year:	2022 £	2021 £
Other debtors	3,000	3,000
Prepayments and accrued income	9,367	47,939
	12,367	50,939

11 Creditors: amounts falling due within one year

	Notes	2022 £	2021 £
Other taxation and social security		(14)	36
Deferred income		201,495	143,852
Trade creditors		(3)	60
Other creditors		54	54
Accruals		27,443	14,095
		228,975	158,097

12 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds					Movement in funds			
	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 1 April 2021	Incoming resources	Resources expended	Transfers	Balance at 31 March 2022
	£	£	£	£	£	£	£	£	£
Active Inclusion 2020-2022	-	44,460	(44,460)	-	-	55,099	(55,099)	-	-
BBC Children in Need	-	36,361	(36,361)	-	-	32,296	(32,296)	-	-
Betsi Cadwaldr University Health Board	-	12,969	(12,969)	-	-	109,883	(109,883)	-	-
Big Lottery - 2018-2021	-	61,888	(61,888)	-	-	44,332	(44,332)	-	-
Big Lottery - Capital Fund	193,049	-	(68)	-	192,981	-	-	-	192,981
Big Lottery - Community Fund	-	1,634	(1,634)	-	-	-	-	-	-
CFIW - Wales Coronavirus Resilience Fund	-	4,891	(4,891)	-	-	4,298	(4,298)	-	-
Citizens Advice	-	14,500	(14,500)	-	-	14,500	(14,500)	-	-
Designated Fund	13,500	-	-	2,000	15,500	-	-	9,500	25,000
Flintshire County Council (FCC)	-	55,594	(55,594)	-	-	43,477	(43,477)	-	-
Henry Smith 2019-2022	-	62,327	(62,327)	-	-	56,230	(56,230)	-	-
Local Mental Health Scheme	-	28,949	(28,949)	-	-	25,398	(25,398)	-	-
Lloyds Foundation	-	14,374	(14,374)	-	-	-	-	-	-
Steve Morgan Foundation	-	69,550	(69,550)	-	-	-	-	-	-
AVOW BCU Winter Pressures	-	-	-	-	-	9,000	(9,000)	-	-
British Gas (via Citizens Advice)	-	-	-	-	-	9,500	(9,500)	-	-
DVSC 2022	-	-	-	-	-	1,900	(1,900)	-	-
Moondance	-	-	-	-	-	23,000	(23,000)	-	-
Neighbourly - Virgin Media O2 Together Fund	-	-	-	-	-	1,000	(1,000)	-	-
Welsh Government - Loneliness & Social Isolation Fund	-	-	-	-	-	2,670	(2,670)	-	-
	206,549	407,497	(407,565)	2,000	208,481	432,583	(432,583)	9,500	217,981

12 Restricted funds

The Trustees have agreed that Designated funds should be put in place to cover the following:
Replacement heating system £5,000 (up from £3,500); Redundancy costs £10,000 (up 7,000); and Garden wall replacement £10,000 (£5,000)

13 Analysis of net assets between funds

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £
Fund balances at 31 March 2022 are represented by:						
Tangible assets	192,981	-	192,981	192,981	-	192,981
Investments	1	-	1	1	-	1
Current assets/ (liabilities)	123,685	-	123,685	(93,362)	206,887	113,525
	316,667	-	316,667	99,620	206,887	306,507

14 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2022 £	2021 £
Within one year	600	1,700
Between two and five years	1,950	-
	2,550	1,700

15 Capital commitments

As at 31 March 2022 the charity had no capital commitments (2021 - none).

16 Related party transactions

There were no disclosable related party transactions during the year (2021 - none).

17 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

Every member promises, if the charity is dissolved while they remain a member of within 12 months of their resignation as a member, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity.

18 Pension cost

The company makes contributions to a defined contribution pension scheme for 9 (2021; 10) of its employees. The charge for the year totalled £21,365 (2021; £18,255). There were no costs prepaid or due at year end.

Thank you

We want to say a big thank you to all our funders, supporters, fundraisers, volunteers, partners, referrers, customers and our individuals who inspire us to do the work we do.

KIM

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www.kim-inspire.org.uk

KIM INSPIRE

England & Wales - Charity number 1104186

Accounts

KIM Inspire Annual Report and Accounts 2020/21

KNOWLEDGE · INSPIRATION · MOTIVATION

"Everything about my life has improved"

www.kim-inspire.org.uk

KIM

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Contents

Our Services	3
KIM's Awards	5
Our year at a glance	5
Welcome	6
KIM 4 Her	7
KIM 4 Him	9
KIM Betweeners	11
KIM Volunteering	13
Community Activities	15
Facilities for Hire	15
How we are Governed	18
Our People	20
Principal Risk and Uncertainties	22
Financial Review	23
Statement of Responsibilities	25
Reference and Administrative Details	26
Independent Examiners Report	27
Statement of Financial Activities	28
Balance Sheet	29
Notes to the Financial Statements	30 - 36

At KIM Inspire we believe that mental wellbeing means feeling good about yourself and the world around you and being able to get on with life the way you want to.

KIM Inspire is an award winning charity providing professional, high quality mental health support. The charity was established in 2002 to offer a gender specific service to women who were struggling with their mental health after experiencing domestic abuse.

Due to the Covid-19 pandemic, KIM Inspire has had to adapt and change it's service delivery to an online platform via KIM's new Virtual Hub and more recently the KIM portal. KIM was delivering a full online mental health service from the start of April 2020 with phone support where needed. KIM was the first mental health service in the area to be able to deliver a full service online after the initial lockdown commenced.

Our Services

For the individuals we work with, many daily tasks are very daunting i.e. going to the supermarket or taking public transport, resulting in a lack of social interaction, loss of self-belief and poor personal care all of which further reinforces loneliness and despair. The impact of childhood abuse is also prevalent and the effects of this trauma reach far into adulthood. We also work with individuals whose physical ill health impacts on their mental wellbeing.

KIM 4 Her Sociable, informative and builds self-reliance. Through a combination of new places, new people and inspiring opportunities, individuals learn about themselves, their responses and their place in their community

KIM 4 Him Our men's recovery programme is designed to empower men to recognise and develop their strengths and abilities. Supporting men to improve their wellbeing through activity and engagement.

KIM eVOLution Volunteers are at the centre of everything we do from sitting on the Board of Trustees to supporting and developing our groups and activities. We believe that social inclusion and community participation are pivotal to mental health recovery.

KIM Betweeners Empowers young people to build resilience, boost confidence and manage difficult emotions. Involvement and engagement with our activities increases the capacity to thrive and succeed in life!

KIM in the Community One of KIM's main aims is to bring together the community as a whole. We offer a selection of activities to the local community such as the KIM Community Choir, Community Gardening, Cooking groups fundraising events and our pop café. The benefits of these activities include improved social interaction, greater community resilience and better wellness outcomes for all.

Our Vision

"Enable women, men and young people to improve their mental health and fulfil their potential by making positive changes to their lives"

Our Mission Statement

"KIM supports people to improve mental health, coping strategies, social networks and opportunities for training, volunteering, employment and community integration"

KIM sessions are friendly, fun and always focused on progression and individual development. Our group-led activities are proven and innovative.

We recognize that certain key capabilities make our work unique. Our evaluations show that volunteers, students, staff and visitors find KIM to be a special organisation. Our staff are passionate and enthusiastic, and create an environment which is welcoming and accessible. We operate as flexibly and responsively as possible and ensure that everyone involved with KIM is treated equally.

We aim to involve our clients and volunteers in all the activities we undertake, and through consultation ensure everyone is appropriately involved in decision making. We also actively encourage our clients and volunteers to become members of KIM, to attend Annual General Meetings and to become Trustees.

We also offer and encourage activities involving the wider local community offering social integration opportunities for our clients and others whilst reducing mental health stigma.

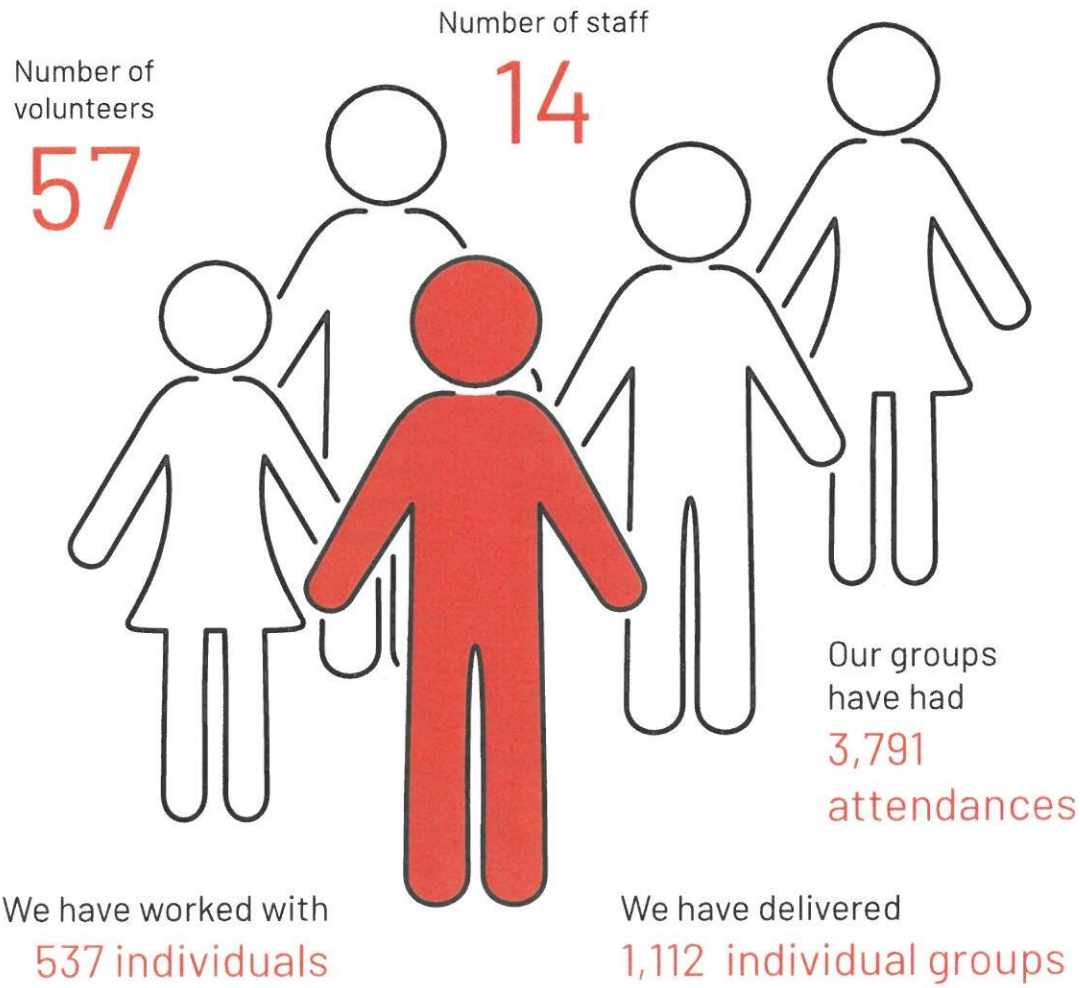
"Volunteering keeps my own mental health in check. It gives me purpose, I feel like I am proactive and I am not stagnating"

KIM's Awards

We are proud to have been recognised for our work over the past few years.

- **2015** - Care Council of Wales first ever 10 year award for most developed previous winner (we won our first accolade in 2007 for community development)
- **2015** - Lloyds Bank Foundation Valuing Volunteers category for Wales winner (finalists in UK category)
- **2015** - North Wales Police Commissioners Community Award, Third Sector category
- **2016** - GlaxoSmith Kline Impact Awards, finalist
- **2016** - Admin Officer won North Wales Training Customer of the Year award
- **2017** - Social work awards 2017 - British Association of Social Workers Cymru - Practice Teacher Award - Annie Donovan and British Association of Social Workers Cymru - Team Award - Annie Donovan, Andy Matthews, Amy Gray
- **2018** - Radio 2 'All in the Mind' national winner
- **2020** - FLVC Tom Jones Young Volunteer Award to Jack Wilson for outstanding contribution to volunteering with KIM Inspire in Flintshire

Our year at a glance



Welcome

2020 was an exceptional year in every way...

This applied for the whole world as it grappled with a world-wide pandemic that threatened to change our ways of life and decimate our populations. We have had to learn new skills, adjust to a different normal and learn how to deal with physical separation. In all of this, our social structures have been under threat and our relationships have been put under strain, as many people were unable to connect with their nearest and dearest and unable to build new physical relationships.

KIM Inspire was able to transfer its work with people, most of its groups and connections that people had already grown, to an on-line equivalent as we went into lockdown in March 2020. A new virtual Hub was devised to provide on-line and telephone support and the facilitation of groups, so we were in an excellent position, during the time we have been asked to keep physical interaction to a minimum.

There is also now a KIM Portal, which is a safe social media platform where further discussion and support can be accessed 24/7 and is moderated by KIM staff. As a consequence of all this on-line development, KIM was in a unique place to respond to the need for support following the lockdown in March 2020.

All our activities continued according to plan via online platforms. We have offered group work courses, qualifications, workshops, volunteer training, and community activities.

KIM Inspire has been acknowledged for its efforts to support individuals during the Coronavirus pandemic and invited to be part of a BBC radio interview series about the use of technology in the treatment of mental health.

Although this has been a year like no other, we as an organisation have flourished, reaching out further by supporting people in other locations and being creative about how many varied ways we can keep in touch with people and encourage group belonging.

Working from home has been a challenge but I have to congratulate the staff on their adaptability and commitment, because we have been able to provide additional services, even in the restrictions imposed by the pandemic.

What a challenge and what a response. KIM Inspire has grown yet again this year due to its commitment and flexible approach to any challenge. It is an honour to be the Chair of this organisation.

Anne Hooper
Chair

Our annual report this year is bursting with examples of resilience, determination and creativity from everyone, whether connected to KIM as a beneficiary, volunteer or employee.

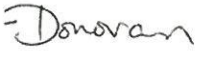
KIM has had to adapt daily working practice significantly, across the organisation. New skills were developed and substantial changes made, which were not always straightforward.

It was inspiring to see, not only the high quality of the innovative work undertaken, but also the tenacity and flexibility with which, it was both delivered and received.

High levels of internal and external collaboration have not only sustained but advanced KIM's day-to-day work during the global pandemic, allowing organisational and geographical growth.

"COVID-19 highlights how truly interdependent we all are. How reliant we are on cooperation, communication, and compassion to successfully combat the virus" ***Jacinda Ardern, Prime Minister of New Zealand***

Thank you to everyone for achieving so much, despite everything, and thank you to our funders for your understanding and support throughout this time.



Annie Donovan
Chief Executive Officer

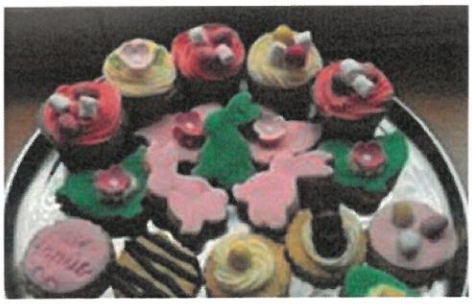
KIM 4 Her

Throughout this difficult year KIM have continued to offer an interactive, supportive and empathic service for women to support to improve mental health, promote change and a positive outlook on life.

The Covid-19 pandemic and subsequent lockdown led to a change in delivery of service from face to face Hub support and community activities to a virtual hub. KIM staff were able to adapt the service keeping to the principle of community participation and the core values in KIM. Women were supported to access discord and zoom to benefit from the range of activities on offer in the virtual groups and it was good to see how quickly the women adapted, embraced and enjoyed this new innovative way of attending for 1-2-1 support and group activities.

Women were supported to focus on their personal development of:

- Improve confidence
- Improve self esteem
- Improve resilience
- Better communication skills
- Positive decision making
- Managing stress
- Managing emotions
- Healthy relationships
- Nutrition
- Critical and creative thinking



Kim 4 Her has worked closely with KIM volunteers who have been supporting KIM staff in groups, facilitating some groups and supporting women in the groups. Facilitation included, mindfulness, meditation, self-care, crafts, goal setting and motivation.

Feedback from a group that was facilitated by a volunteer on card folding to create beautiful boxes:

"Thank you. Really enjoyed this week. Will be doing this with my little one after school."

Kim 4 Her have also worked in close partnership with Adult Learning Wales and Coleg Cambria to deliver accredited courses all of which help women who attend to learn new skills, interact and feel empowered. The courses on offer are:

- Improving Confidence Level 1 and 2
- Resilience Level 1 and 2
- Nutrition Level 1
- Welsh Language and Culture Level 1
- Welsh History Level 1 and 2
- Volunteer Training Level 1

We were able to maintain strong partnership links group facilitators: Lorna Kernahan who joined the women's group to talk about local history, Scott Gillham from John Moors University to talk about 'Food and Mood', Dani Robertson talked to the group about the Dark Skies over North Wales, Coleg Cambria on starting a Book Club. Additional groups were focused on 'Reducing Carbon Footprint', Sign Language, Equality and Diversity.

Achievements in this reporting period

- 418 sessions in virtual hub
- 202 women attended sessions
- 1,526.00 hours of support provided

J's story

J self-referred to KIM. Having spent her working life running her own business and managing staff upon retirement JR due to ill health found herself isolated and lonely having an impact on her mental health and self-esteem.

Though initially reluctant to consider group activities, through support and 1-2-1 sessions JR started attending community groups which she was surprised to find that she enjoyed and gave her a structure and purpose in her week.

The lockdown due to covid-19 affected JR in that she felt once again that she was isolated but soon started joining in the virtual groups and thrived in this virtual setting.

J benefited from joining the core women's groups.

J gained a Level 1 qualification in The Geography and People of Wales

J gained a Level 2 qualification in Improving Confidence and commented

This course has pushed me deeper and harder than I have been for a long time, even though I have struggled at times I feel it has been a huge accomplishment to get to the end and could not have done it without the help and advice from KIM team.

J is currently preparing to be a KIM volunteer and will be undertaking the Volunteer training in the spring. The package of support J has benefited from while with KIM has worked to improve her outlook on life and in the process learnt new skills.

KIM 4 Him

Last year KIM 4 Him supported 124 men over 2 counties.

A ground breaking project designed specifically for men established in Flintshire in 2014 and extending to Wrexham in 2019. We help reduce the barriers to men seeking support through 1-1 mentoring and team based group work.

What we did

The men and the men's service has been transitioned over the last 12 months, to adapt with the ongoing Covid pandemic and Lockdowns, which has had an effect on how groups could be attended and delivered.

With support from the Men, a new Virtual Hub was devised, to provide online and telephone support and the facilitation of groups. The Virtual Hub has been created to continue communication with the outside community at time, where we have been asked to keep physical interaction at a minimum.

The Men have embraced the changes we have faced over the last 12 months, playing a Key Role in planning and delivery. We have provided groups 5 days a week, with ever changing focuses, including Mental Health discussion groups, Welsh History groups and Interactive games groups, as some of the many examples.

The men also co-produced our new Kim Portal, from development to a wider Kim roll-out. The Portal is a safe, social media platform, where further discussion and support material can be accessed 24/7. Moderated by Kim-Staff.

Where we worked

The men's service has continued to support men from the Flintshire community, through funding from The Big Lottery. We have also been chosen as an ICAN hub to offer further support to the wider community in the counties of Flintshire and Wrexham.

The Wrexham project, funded by Henry Smith has continued to grow and has become an established support hub within the county. We have developed excellent working links with Mental Health agencies, The Local Authority Arts council and Wrexham Football Clubs, Community team.

"Through the help and support of the Kim staff I have now learned new IT skills and can talk to other guys about Mental health in the men's zoom groups."

"I actually feel a part of something now for the first time in years."

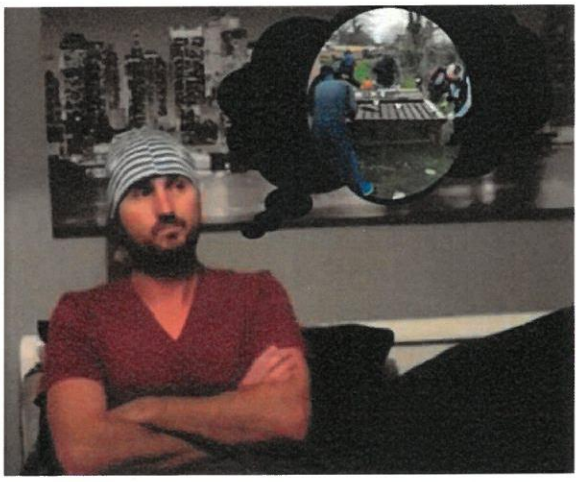
"I am now beginning my volunteer training in June and look forward to being a bigger part of the online activities."

"Taking part in the men's zoom each week has given me something to look forward too. I always leave the group each week feeling great like a weight has been lifted off my shoulders. The mental health knowledge I receive has helped me to understand my own mind and the group has a great sense of humour."

Achievements

From our work:

- 343 groups delivered across Flintshire and Wrexham that men attended.
- 1010 total attendance of men at groups
- 100% men confirmed an increase in confidence levels
- 100% engage better with their friends and wider communities
- 100% report feeling free from worry
- 80% feel like they have education and employment opportunities
- 100% confirm an improvement in mood.



KIM's first ever fundraising short video for Christmas

KIMBetweeners

Especially for young people who want to be better able to manage their own emotions and mental health. We provide a wide range of activity and wellbeing group work and 121 person centred support.

What we did

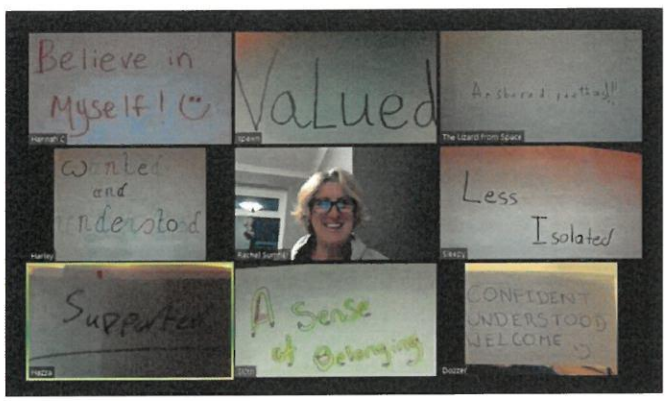
Through our Virtual Hub, young people accessed online social activity and mental health support groups. These groups evolved over the period to include aspects of what was previously valuable in the face to face groups as well as activities and content inspired by the challenges of the Covid climate. Alongside group activities; support by text, email and phonecall increased to help with the transition to a remote service, and one to one sessions by phone or video call were introduced and have made a huge difference. Volunteering opportunities have also been available and young people have been instrumental in the design and testing of the service and its technologies!

Many of the young people who made the most significant progress, were those who were able to rewrite their own rulebook, have a fresh start, stop comparing themselves to others, or have some physical space between themselves and the places where connection was difficult or unhealthy. Young People who could never quite be themselves in person have found their confidence in Discord or Zoom, where the communication is equally 'valid' by text or even in pictures/gifs. One young person said he talks to and 'knows' more people now thanks to our groups, than he did when he was allowed out unrestricted. Another got to know her university peers online between April and September, and was then able to seamlessly connect with them in person, something which had been causing her so much anxiety early in the year that she almost gave up her place.

Where we worked

Despite the Covid 19 pandemic, we have been able to run a year round programme of activities and services, making a difference to the mental health of young people in need across Flintshire, and thanks to technology, beyond!

Nothing could have turned the concept of connection on its head more comprehensively than April 2020 to March 2021. In previous years a major signpost of success might have been evidence of YP thriving in face to face settings. In the absence of such opportunity even existing this last year, we have all learnt that opportunities to connect meaningfully can be nurtured creatively anywhere, and remote connection does not have to be second best. We have supported Young People in Flintshire, Wrexham, Denbighshire and as far afield as Leeds.



Responses to the question 'How does being part of the KIM Betweeners make you feel?'

One young person whose emotional regulation fell apart following the death of her grandfather needed a small number of 121 sessions. She said she was applying all she had learned in these sessions to everything, not just her grief and that she felt like a different person; much happier in herself, even than before the bereavement.

Achievements

- We have worked with over 50 young people
- 45 weeks of online access to activities and groups
- The overwhelming majority reported being:
  - better able to manage their emotions in lockdown (80+%)
  - being more connected and less isolated despite Covid (85+%)
  - having a more positive outlook even in difficult times (80+%)

"This year I have had time to reflect on myself and become more of the person I want to be."

"I have learnt this year not to take anything for granted because it can be taken away at any time, and that your actions have consequences."

"I'm proud of making it through yet another year."

"Proud that I joined these sessions. No regrets? No regrets!"

"I have achieved the feeling to want to be alive."

"My stutter has got better being in a relaxed environment with others understanding helps."

"I find zoom a challenge, I think it's more to do with seeing myself on screen. That's why at times you don't see my face properly, but I do like being here."

"I'm proud I can have sharp /hurtful things in my room without doing anything."

KIM Volunteering

Our volunteers continue to tell us that the best route to learning to care for yourself is to care for others. By giving time and support to people who are struggling with their mental health or by helping in the community, our volunteers have found their own mental health has improved enormously. We welcome people from all walks of life and appreciate the wide range of skills and experiences our volunteers bring.

Volunteering has been slightly different since March 2020. The volunteering role has included group support (in Zoom), planning, preparing and facilitating sessions, researching topics and resources and safely supporting those around them, using the things learnt in a KIM volunteering role.

We continue to offer a range of opportunities for self-development, accredited training, work experience and the opportunity to link with others. Over this period, our volunteering project was funded by the Steve Morgan Foundation.

We tailor our volunteer roles to the individual and allow people to 'play to their strengths' whilst simultaneously developing new skills that will offer new challenges. Our flexibility and strengths-based approach remains fundamental to our volunteering opportunities.

K's Story

K joined KIM in 2018 with very poor mental health. She had experienced a period of isolation due to poor physical health and her referral to KIM came at a point when things were really tough. She quickly felt the benefits of attending KIM - she felt included and involved in something and having a routine and time away from home had huge benefits.

Volunteers planting as part of the 'Keep Wales Tidy' Nature pack installation

Within a short period, it was clear that K had a huge range of skills that she could use in a volunteering role with KIM. Initially this was very informal, with K helping to research and identify community organisations that may be of interest. When the volunteer training course ran in the Summer of 2019 K was offered a place and attended - she thrived on the training, leading discussions and developing ideas, supporting others who were less confident.

K's volunteering journey perfectly represents the KIM strengths-based approach. K was keen to plan, prepare and deliver sessions for our clients and due to her skills and abilities to reflect on her own journey she was brilliant at doing this. She ran a number of sessions - both creative and mental health based - to a variety of groups, including one at Heddfan psychiatric unit.

K has always felt supported and understood in her volunteering role at KIM, where she feels her own mental health is constantly considered. She has 'needed volunteering' during the pandemic to keep her own mental health in check and has always found it positive. K has recently started to study

for a degree, a long held dream, that she realised was a possibility after her time as a volunteer with KIM.

Achievements

17 Volunteers completed accredited training in the following areas:

- Mental Health and Wellbeing
- Improving Confidence
- Welsh Language and Culture
- Come Cook with Me

- Additional training in this period included: carbon footprint and global change, diversity and difference, community development and volunteering, an Introduction to volunteering at KIM.
- A young volunteer, with KIMbetweeners, was recognised for their contribution to volunteering in Flintshire by the FLVC.
- At Christmas we produced a KIM fundraising film and packs of Christmas card, with lots of volunteer input.
- Improved volunteer's IT skills using Zoom, email and websites so participation continued.
- Collaborated with Holywell museum to produce sketches for use in a fundraising booklet.

"Volunteering helps me to temporarily get away from personal pressures. It's a break and I consider it to be important 'me' time"

"Volunteering at KIM is so well supported and I feel understood. I have never had this in other volunteering roles"

"Since I completed the Volunteer training course I've found a new passion in helping others strive forward. I am getting so much fulfilment from taking part in something bigger than oneself. It's also satisfying to give back to KIM after the support I have received"

"I love the opportunities volunteering has given me to learn a great deal and share my skills and passions"

"Volunteering with KIM – satisfaction, achievement, confidence, helpful, rewarding, caring, bright, smile and no judgement"

While volunteering online: "Volunteering has allowed me to still have a routine and a sense of purpose. It's helping people without leaving the security of your own home".

Community Activities

In normal times, we would welcome everyone to come along and join in with our community activities. However 2020/21 has been very different due to the Covid 19 pandemic and unfortunately our doors at the Hub have had to remain closed to the general public for the entire year.

KIM however has continued to offer Welsh Language and Culture courses (Levels 1&2) online, which has seen nearly 30 clients and volunteers receive an accreditation.

As restrictions ease going forward, we hope that 2021/22 will once again see a varied and interesting array of community activities based in the Hub.

These include our Cwtch Pop-Up Café every Friday, the Holywell and District Men's Shed and KIM Community Choir all at the Hub. Other events are regularly posted on our website at *www.kim-inspire.org.uk* and Facebook page at *www.facebook.com/kiminspire*.

Facilities for hire

Part of our income generation strategy for the charity is to hire out rooms at the Hub. We have a fantastic selection of recently redecorated rooms from one to one meeting rooms and hot desking space to meeting rooms which accommodate up to 60 people, which we can hire out to outside organisations. We can offer light refreshments to a sit down meal prepared in our in-house commercial catering kitchen. The Hub has full disability access, WIFI and parking, plus a fantastic garden which can be used for outside activities.

In normal circumstances, many external organisations use the Hub either regularly or for one off events and meetings and we value the links we have with partner organisations who utilise the Hub.

Welsh at KIM

KIM are proud to be able to offer Welsh groups and accredited Welsh Language and Welsh History courses. Offering a unique experience for those who attend to be able to explore the history and mythology of Wales and the opportunity to learn the language in fun interactive sessions.

There has never been a better time to learn Welsh.

In line with Welsh Government's vision to see the Welsh Language thriving with 1 million people able to speak Welsh by 2050.

KIM is playing its part in this vision.

Since March 2020, the pandemic and lockdown KIM continue to offer an amazing opportunity for learners to enjoy learning the Welsh Language and all about the history of Wales in a virtual setting in Zoom. Learners are able to enjoy learning the language, enjoy a new challenge and a new experience.

Personal aspirations are fulfilled as a number of people choose to learn the language and learn about the history of Wales because they enjoy a new challenge. Learners soon discover that the language is alive and kicking in most communities across Wales, and speaking the language will open doors to new opportunities and experiences.

Also benefiting family life for the learners who have children who are learning Welsh in schools, learners are able to speak Welsh with them and help with homework.

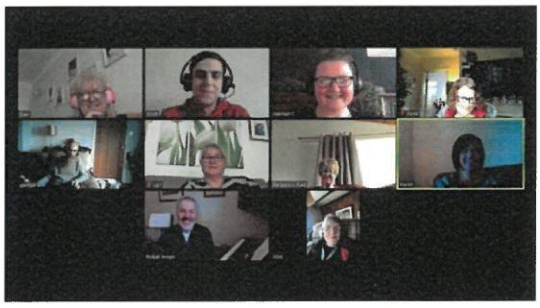
In the last year...

- 51 people have joined KIM Welsh groups with
- 27 gaining gaining a Level 1 or Level 2 qualification in Welsh Language and Culture or Welsh History

The highlight of the year was when we were privileged to welcome Dafydd Iwan to our group to talk about his life's work, the inspirations behind his songs and he delighted the group by singing one of his most famous songs 'Da Ni Yma o Hyd'

We were also able to welcome well know welsh author and novelist Bethan Gwanas to the group to talk about her work. In the photo Bethan is seen launching her new novel during the lockdown - in a lay-by!!

Robat Arwyn another welsh icon singer songwriter joined us to talk about his work and he sang a few of his songs for the group.



"The Welsh course has been amazing and I have learned so much. The workbook gave my brain a good workout and I thoroughly enjoyed it. Thank you!"

"I found this course very informative. I enjoyed doing research on a wide variety of subjects. I would recommend this to anyone else interested in their home country. The pace of learning was just right for me."

"I have thoroughly enjoyed this course, finding it both fun and informative. I have lived in North Wales all of my life and have loved finding out more about local history and places I've never visited."

"I found the course to be packed with information about the area I've lived in for 30 odd years and didn't know. The delivery of the material was impeccable and the tutor was engaging from start to finish bringing her passion of Wales to every session."

"All round I found the course to be highly informative, packed full of history and culture presented in a way as to keep me coming back for more. I cannot recommend the course highly enough."

"The course has been an interesting, challenging and thought provoking opportunity."

Symyd Ymlaen – Moving Forward

KIM Active Inclusion project tackles unemployment which is managed by WCVA, supported by funding from European Structural and Investment Funds.

The aim of the project is to reduce economic inactivity in Wales and improve the employability of disadvantaged people.

KIM are able to offer support, training and qualifications for participants on the Symyd Ymlaen project focusing on individual goals and aspirations and developing a personal development plan for participants to achieve their goals.

The Symyd Ymlaen project started in February 2020 just before the Covid 19 pandemic and will run until June 2022. The ongoing pandemic has caused problems for the delivery of the project but staff have worked hard from the outset to adapt and respond to individual needs and totally transform our service and the way in which we deliver support to those experiencing poor mental health.

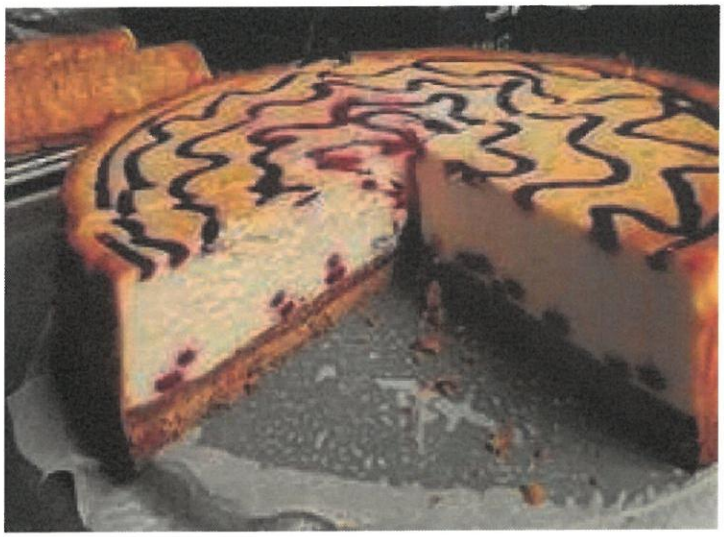
We currently have 93 participants on the Symyd Ymlaen project and they all have an opportunity to join groups and undertake qualifications in partnership with Agored, Adult Learning Wales and Coleg Cambria.

The qualifications range from:

- Nutrition
- Volunteer training
- Improving Confidence
- Resilience
- Welsh Language
- Welsh History
- All level 1 and 2 qualifications

To date...

- 12 learners have achieved a qualification
- 60 learners gained a work relevant certificate by improving their IT skills



One of the delightful cakes baked in the demonstration cooking sessions in Zoom

- 76 gained a positive outcome
- 3 engaging in job search
- 10 entering volunteering
- 1 full time employment.

"The mix of quest speakers was excellent and provided further points of view on the topic."

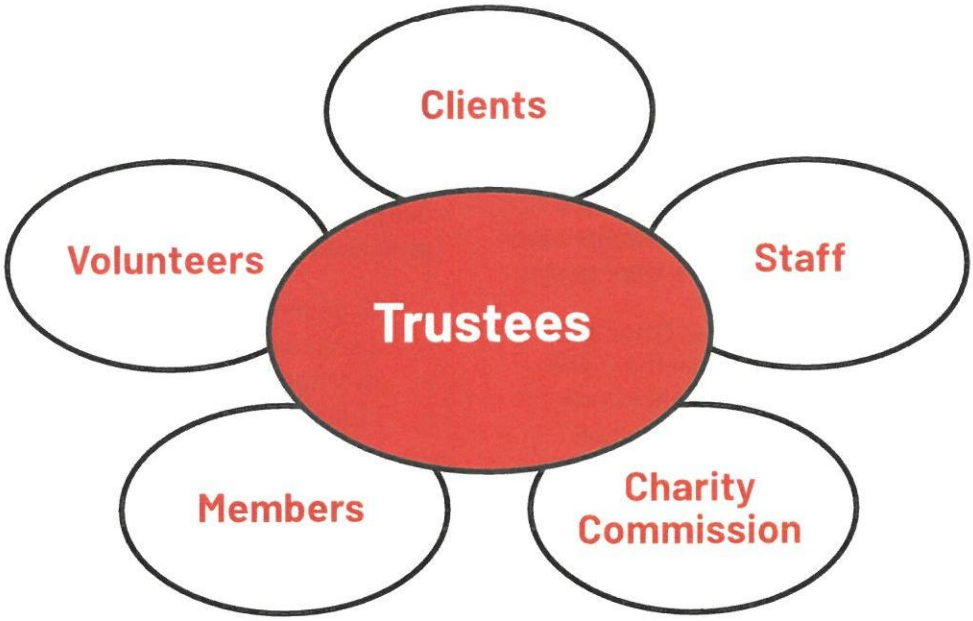
"I had never been interested in cooking but it has encouraged me to try some of the recipes, particularly the cakes."

"This course was the first that I had attended but it certainly will not be the last!"

"I found the course to be both educational and engaging while still being presented in a friendly and efficient manner."

"The course showed me that cooking for myself is easier than I may have thought and that home-made can be a lot healthier than shop-bought and not as difficult to prepare as you may think."

How we are governed



Our Structure

KIM Inspire is a company limited by guarantee (incorporated 19 June 2002, registered number 4464874) and is a registered charity in England and Wales (charity number 1104186). The charity's constitution is its Articles of Association.

Our Trustees

The directors of the company are also known as Trustees.

The Board of Trustees seeks to ensure that KIMs beneficiary groups are reflected through the diversity of the board. KIM has sought to identify existing and previous individuals who have received KIMs support who would be willing to become members of the Board and use their own experience to assist the charity.

We try to maintain a broad skill mix on the board. The boards skills are recorded, reviewed and monitored with gaps in skills identified. Potential new trustees are invited and encouraged to join the board based on the overall skill set and rotation of members.

Subsidiary

The charity has a wholly owned subsidiary as at 31 March 2021, KIM Inspire Social Enterprises Ltd which is registered in England and Wales (incorporated 1 February 2011, registered number 07908511) as a company limited by shares. We raise some of the funds needed to run KIM Inspire through the trading activities of this subsidiary, however the cafes have been closed for the entire financial year due to the Covid 19 pandemic.

Organisational structure

The Board of Trustees is responsible for the strategic direction and policy of the charity. At present, the Board has four members from a variety of

professional backgrounds, with a further 3 potential Trustees progressing through the induction process at year end. The Board meets on a two monthly basis to discuss current and future work, financial and funding issues and other relevant general matters. Under the requirements of the Memorandum and Articles of Association, one third of the trustees are subject to retirement by rotation at each Annual General Meeting, after which they may be re-elected, if the resulting vacancy is not filled.

Induction and training of new trustees

All potential new Trustees are provided with a comprehensive package of information regarding the charity as part of their Induction process. Each potential Trustee will be asked to attend 3 Trustee meetings following which they will be interviewed by two members of the Board to ensure suitability for the position. If successful, the individual is co-opted onto the Trustee board until the next Annual General Meeting.

Strategic Partnerships, national policy and direction

KIM is guided by both local and national policy and works to a model of utilising community resources to encourage social integration and co-production in order to provide our service. The Social Services and Well-Being Act (Wales) 2014 has highlighted this approach as the way forward. We also endeavour to address the inequality and stigma for people who have mental illness in line with the Welsh Governments' 10-year strategy 'Together for Mental Health' implemented in 2012 and the Mental Health (Wales) Measure, 2010.

Representatives of the charity participate in mental health and voluntary sector network meetings. The charity has close links with local organisations such as Flintshire County Council, the Betsi Cadwaldr University Health Board, the Community Mental Health teams, the Drug and Alcohol Teams, the Glyndwr and Swansea Universities.

Such partnerships prove invaluable to the charity in establishing improved links and referral processes within the community and in identifying relevant policy developments, up to date research and prospective projects and funding.

In preparing this report, the Trustees have had regard to the Charity Commission's guidance on public benefit.

Our people

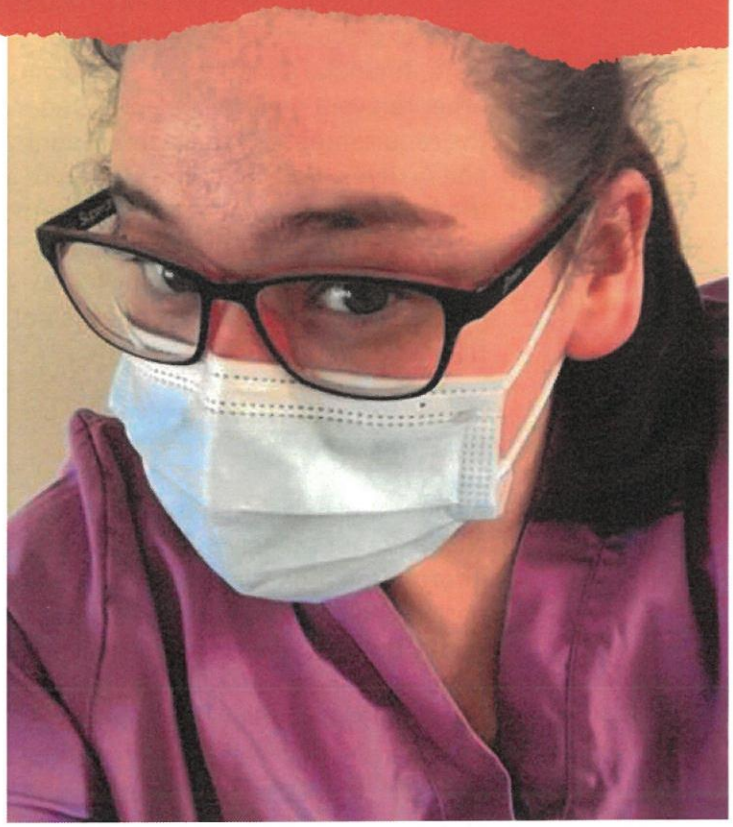
Our volunteers and employees are truly remarkable, and we're committed to helping them succeed in every aspect of their roles.

Staff Team

The paid staff of KIM comprises of 14 staff of which 9 are full time. The full time equivalent is 12. Being a social care organisation, all members of staff are frontline for some aspects of their role as all the team work with volunteers and clients in a variety of ways to increase skills and knowledge. The staff team are highly qualified with a breadth of experience and skills from a wide range of diverse backgrounds.

Volunteer Team

The Volunteer Co-Ordinator recruits, trains and supports our volunteers to be involved in all aspects of KIM's work. In normal times our volunteers get involved in: gardening, as cafe assistants, cooking, administration, group support and group facilitation. Volunteering roles at KIM are shaped to suit individuals, their interests and skills. We fully support people, from any background and experience, to be involved as a volunteer. The Volunteer team for the year included 57 volunteers.



Nicky's Story

Nicky joined KIM4Her in Wrexham in March 2019, suffering with anxiety and depression. She attended groups and felt her confidence grow quite rapidly. In time Nicky expressed an interest in facilitating a sugar craft session. Despite feeling very anxious, the session was a huge success. This gave Nicky even more confidence and she started to think she could have a place as a volunteer within KIM.

Nicky completed the accredited volunteer training in November 2019 following this she started to support others in groups, knowing only too well what it felt like to have low mood and anxiety. Nicky often reflects that volunteering with KIM changed her life.

Last June, she began work in a home for people with dementia and has been awarded a Key Worker Award in recognition for her work during the

pandemic. She loves her work, enjoys working in a team and finds she uses the skills she learnt and used as a volunteer.

Nicky says 'At KIM they were so welcoming and kind and made me feel like I had a safe place. I was offered a place to start volunteering and they helped me with the course which helped with my confidence and I started to self believe in myself.

In June 2020 I was offered a job interview for a care home for people with dementia and now I've received an award from my place of work. If it wasn't for all the staff at KIM I don't think I'd be where I am today, so a big massive thank you to everyone at KIM. You're all doing an amazing job helping people who are in places like I was'

Looking after our People

Safeguarding

KIM believes that no child, young person or adult should ever experience abuse of any kind. We have a responsibility to promote the welfare of all individuals and to keep them safe. We are committed to practice in a way that protects them.

We all have a responsibility to safeguard the welfare of the individuals we work with, their carers, family members and children.

It's important everyone at KIM Inspire understands their responsibilities and the steps they should take if they have any concerns for the safety of a vulnerable person.

What is safeguarding?

Safeguarding is about protecting and supporting people so that they can live free from harm, abuse and neglect.

To do this, we have put in place processes designed to protect those people including a comprehensive Safeguarding Policy and mandatory Safeguarding training for all staff and volunteers, which is updated on a regular basis.

Why is it important?

Safeguarding needs to be considered in all KIM Inspire settings and activities that may involve vulnerable people, its staff and volunteers.

We have a moral and legal responsibility to support the welfare and safety of vulnerable people.

Who is responsible for safeguarding?

We strive to proactively safeguard and promote the welfare of the individuals we work with, our staff and volunteers. We are always mindful of the fact that safeguarding issues could arise and the primary need is for all staff and volunteers to be vigilant and open-minded about these risks.

KIM Inspire's Chief Executive Officer has overarching responsibility for safeguarding across the charity and holds the position of Safeguarding Officer. In addition, there is a Deputy Safeguarding Officer and a Trustee who has safeguarding responsibilities.

In addition, all staff and volunteers are expected to read, understand and follow our Safeguarding Policy and the guidance and procedures within it.

Principal Risks & Uncertainties

The Board of Trustees has overall responsibility for risk management for KIM Inspire and its subsidiary. This includes setting the risk appetite for the charity, ensuring that there are reasonable procedures in place for the prevention and detection of major risks, including fraud risk and other irregularities, and ensuring that risk procedures are reviewed when issues arise.

Risk Management

The Board of Trustees, along with all members of staff, hold an Annual Planning Meeting, to discuss KIM Inspire's current and future service provision and direction.

Risk Assessments of the charity and of specific projects and activities are carried out as appropriate. A risk register has been established, which is updated at least annually. Where appropriate, systems or procedures have been established to mitigate the risks the charity faces.

Significant external risks to funding have led to the development of a strategic plan, which will allow for the diversification of funding and activities. Internal control risks are minimised by the implementation of procedures for authorisation of all transactions and projects, including a comprehensive financial procedures policy.

Procedures are in place to ensure compliance with health and safety of staff, volunteers, individuals and visitors to the offices and venues used by the charity.

All members of staff, volunteers and members of the Management Committee who may have significant contact with individuals are required to undergo appropriate DBS checks.

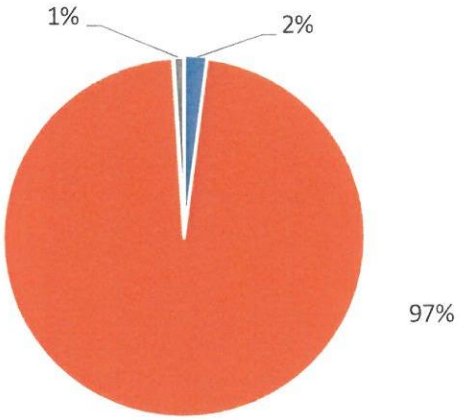
Financial Review

The result for 2020/21 was a surplus of £10,941. The breakdown is as follows:

	31 March 2019	31 March 2020	31 March 2021
Income	£377,855	£423,829	£418,892
Expenditure	£371,921	£412,543	£407,951
Surplus/(Deficit)	£5,934	£11,286	£10,941
Unrestricted funds	£77,663	£89,017	£98,026
Total funds	£284,280	£295,566	£306,507

Funding sources

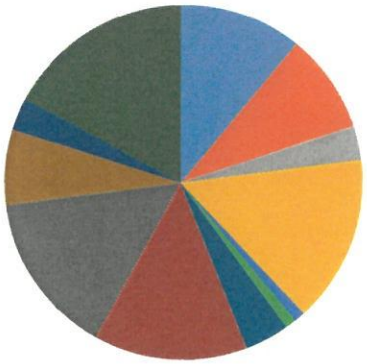
The funding sources for the charity during the year were split as follows:



Breakdown of Income 2020/21

97%	Grants
2%	Donations
1%	Other

Revenue Grant funding remains the most significant source of funding and is split as follows:



Breakdown of Grant Income 2020/21

14%	Flintshire County Council
3%	Betsi Cadwaldr University Health Board
17%	Steve Morgan Foundation
3%	Lloyds Foundation
7%	Local Mental Health Scheme
9%	BBC Children in Need
15%	The Big Lottery 2018-21
11%	Active Inclusion 2020-22
15%	The Henry Smith Charity 2019-2022
1%	The Big Lottery Community Fund
1%	CFIW - Wales Coronavirus Resilience Fund
4%	Citizens Advice

Reserves policy

KIM Inspire's reserves are generated from unrestricted sources i.e. payment for services, fundraising, room hire and donations, and are reviewed annually. The Board of Trustees have reviewed the Reserves policy. Ideally, to meet all potential financial commitments over a period of up to 6 months in the event of a loss of funding, unrestricted reserves should be £118,000. The level of unrestricted reserves at year end was below this however the Trustees have agreed and accepted that the risk is mitigated by the spread of income received and the very low likelihood that all funding would be lost at once. This year the Trustees have agreed that Designated reserves have been increased to £15,500: Replacement heating system £3,500; Redundancy costs £7,000 and the Garden Wall replacement £5,000, an increase of £2,000.

Investment policy and objectives

Aside from retaining a prudent amount in reserves each year, most of the charity's funds are to be spent in the short term so there are few funds for long term investment. In addition to the Bank current account, the Charity also operates an instant access deposit account with HSBC and a high interest deposit account with Santander.

Statement of responsibilities

Statement of responsibilities of the Trustees of KIM Inspire in respect of the Trustees' Annual Report and the financial statements

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company and charity law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the company financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the excess of income over expenditure for that period. In preparing each of the charitable company financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements
- assess the group's and the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern
- use the going concern basis of accounting unless they either intend to liquidate the group or the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate and proper accounting records that are sufficient to show and explain the charitable company's transactions, disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that its financial statements comply with the Companies Act 2006.

They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the group and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Reference and Administrative Details

Registered Company Number
4464874 (England and Wales)

Registered Charity Number
1104186

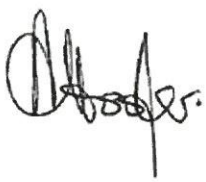
Registered Office
The Hub, Park Lane, Holywell
Flintshire CH8 7UR

Trustees
Dr J Pattie
Ms A Hooper
L A Carter
Dr M Ghisoni
Mrs L Harvey (resigned 20 Sept 2020)

Company Secretary
Mrs W A Jones-Booth

Independent Examiner
Azets Audit Services Ltd,
Brynford House, 21 Brynford Street,
Holywell, Flintshire CH8 7RD

Approved by order of the board of trustees on 26th August 2021 and signed on its behalf by:



Ms A Hooper - Trustee

Independent Examiner's Report to the Trustees of KIM Inspire

Independent examiner's report to the trustees of KIM Inspire ('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 202 1 .

Responsibilities and basis of report

As the trustees of the charity (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 (the 2006 Act).

Having satisfied myself that the financial statements of the charity are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011 (the 2011 Act) . In carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act
4. other than any requirement that the accounts give a true and fair view which is not a matter considered as part of an independent examination; or
5. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Melanie Langton-Davies ACA, FCCA
Azets Audit Services Limited, Brynford House, 21 Brynford Street, Holywell, Flintshire, Wales CH8 7RD.

Signed: ..... Date: 06.12.2021

Statement of Financial Activities for the year ended 31 March 2021

	Notes	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Income from:							
Grants and donations	2	9,161	407,496	416,657	14,509	390,734	405,243
Charitable activities		1,320	-	1,320	8,480	-	8,480
Other trading activities	3	513	-	513	4,284	2,047	6,331
Investments	4	402	-	402	3,775	-	3,775
Total income		11,396	407,496	418,892	31,048	392,781	423,829
Expenditure on:							
Charitable activities	5	387	407,564	407,951	19,692	392,851	412,543
Net incoming/ (outgoing) resources before transfers		11,009	(68)	10,941	11,356	(70)	11,286
Gross transfers between funds		(2,000)	2,000	-	-	-	-
Net income for the year/ Net movement in funds		9,009	1,932	10,941	11,356	(70)	11,286
Fund balances at 1 April 2020		89,017	206,549	295,566	77,663	206,617	284,280
Fund balances at 31 March 2021		98,026	208,481	306,507	89,019	206,547	295,566

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

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

Balance Sheet as at 31 March 2021

	Notes	2021 £	2021 £	2020 £	2020 £
Fixed assets					
Tangible assets	8		192,981		193,049
Investments	9		1		1
			192,982		193,050
Current assets					
Stocks	10	-		31	
Debtors	11	50,939		13,746	
Cash at bank and in hand		220,683		161,119	
		271,622		174,896	
Creditors: amounts falling due within one year	12	(158,097)		(72,380)	
Net current assets			113,525		102,516
Total assets less current liabilities			306,507		295,566
Income funds					
Restricted funds - general	13		208,481		206,547
Unrestricted funds			98,026		89,019
			306,507		295,566

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 March 2021.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

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

The trustees acknowledge their responsibilities for
(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.
The financial statements were approved by the Trustees on 9 August 2021

Rev A Hooper
Trustee

Dr M Ghisoni
Trustee

Company Registration No. 4464874

Notes to the Financial Statements for the year ended 31 March 2021

1 Accounting policies

1.1 Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

1.2 Income

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

1.3 Expenditure

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.

1.4 Tangiable fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Freehold land and buildings	4% on cost
Plant and equipment	25% on cost and 20% on cost
Fixtures and fittings	25% on cost
Computers	25% on cost

1.5 Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

1.6 Taxation

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

1.7 Fund accounting

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

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

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

1.8 Pension costs and other post-retirement benefits

The charitable company pays an employer's contribution into the employees own stakeholder pension schemes. Contributions payable by the charitable company are charged to the Statement of Financial Activities in the period to which they relate.

Accounting policies

Investments
Shares in the subsidiary company are shown at cost.

Grants and donations

	Unrestricted funds 2021 £	Restricted funds general 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds general 2020 £	Total 2020 £
Donations and gifts	9,161	-	9,161	14,509	1,097	15,606
Grants receivable	-	407,496	407,496	-	389,637	389,637
	9,161	407,496	416,657	14,509	390,734	405,243

Other trading activities

	Unrestricted funds 2021 £	Unrestricted funds 2020 £	Restricted funds general 2020 £	Total 2020 £
Fundraising events	513	3,705	335	4,040
Tuck shop income	-	579	-	579
Catering kitchen income	-	-	1,712	1,712
Other trading activities	513	4,284	2,047	6,331

Investments

	Unrestricted funds 2021 £	Unrestricted funds 2020 £
Rental income	280	3,495
Interest receivable	122	280
	402	3,775

	2021 £	2020 £
Staff costs	355,185	318,709
Depreciation and impairment	68	68
Opening stock	31	203
Purchases	-	2,406
Closing stock	-	(31)
Premises costs	6,686	10,824
Insurance	2,233	2,136
Employment services	1,898	2,593
Administrative expenses	10,592	9,149
Direct project costs	7,968	9,360
Repairs and renewals	7,253	13,929
Fundraising events costs	236	773
Staff and volunteer expenses	2,621	13,118
Medicash and BUPA	544	533
Beneficiary costs	12,636	28,773
	407,951	412,543
	407,951	412,543

Analysis by fund

Unrestricted funds	387	19,692
Restricted funds - general	407,564	392,851
	407,951	412,543

Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year.

Employees

The average monthly number of employees during the year was:

	2021 Number	2020 Number
	14	12

Employment costs	2021 £	2020 £

7 Employees (Continued)

Wages and salaries	336,930	300,396
Other pension costs	18,255	18,313
	355,185	318,709

8 Tangible fixed assets

	Freehold land and buildings	Plant and equipment	Fixtures and fittings	Computers	Total
	£	£	£	£	£
Cost					
At 1 April 2020	201,517	15,220	10,667	13,599	241,003
At 31 March 2021	201,517	15,220	10,667	13,599	241,003
Depreciation and impairment					
At 1 April 2020	8,468	15,220	10,667	13,599	47,954
Depreciation charged in the year	68	-	-	-	68
At 31 March 2021	8,536	15,220	10,667	13,599	48,022
Carrying amount					
At 31 March 2021	192,981	-	-	-	192,981
At 31 March 2020	193,049	-	-	-	193,049

9 Fixed asset investments

	Other investments
Cost or valuation	
At 1 April 2020 & 31 March 2021	1
Carrying amount	
At 31 March 2021	1
At 31 March 2020	1

Other investments comprise:	Notes	2021 £	2020 £
Shares in group undertakings		1	1

10 Stocks

	2021	2020
	£	£
Stocks	-	31

11 Debtors

	2021	2020
Amounts falling due within one year:	£	£
Other debtors	3,000	2,999
Prepayments and accrued income	47,939	10,747
	50,939	13,746

12 Creditors: amounts falling due within one year

	Notes	2021	2020
		£	£
Other taxation and social security		36	182
Deferred income		143,852	55,310
Trade creditors		60	-
Other creditors		54	54
Accruals and deferred income		14,095	16,834
		158,097	72,380

13 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Movement in funds				Movement in funds			
	Balance at 1 April 2019	Incoming resources	Resources expended	Balance at 1 April 2020	Incoming resources	Resources expended	Transfers	Balance at 31 March 2021
	£	£	£	£	£	£	£	£
Active Inclusion 2020-2022	-	7,124	(7,124)	-	44,460	(44,460)	-	-
BBC Children in Need	-	40,159	(40,159)	-	36,361	(36,361)	-	-
Betsi Cadwaldr University Health Board	-	31,726	(31,726)	-	12,969	(12,969)	-	-
Big Lottery - 2018-2021	-	62,065	(62,065)	-	61,888	(61,888)	-	-
Big Lottery - Capital Fund	193,117	-	(68)	193,049	-	(68)	-	192,981
Big Lottery - Community Fund	-	8,366	(8,366)	-	1,634	(1,634)	-	-
CFIW - Wales Coronavirus Resilience Fund	-	-	-	-	4,891	(4,891)	-	-
Citizens Advice	-	-	-	-	14,500	(14,500)	-	-
Designated Fund	13,500	-	-	13,500	-	-	2,000	15,500
Flintshire County Council (FCC)	-	57,992	(57,992)	-	55,594	(55,594)	-	-
Henry Smith 2019-2022	-	22,437	(22,437)	-	62,327	(62,327)	-	-
Local Mental Health Scheme	-	-	-	-	28,949	(28,949)	-	-
Lloyds Foundation	-	25,212	(25,212)	-	14,374	(14,374)	-	-
Steve Morgan Foundation	-	69,550	(69,550)	-	69,550	(69,550)	-	-
KIM Community Choir	-	1,431	(1,431)	-	-	-	-	-
The Henry Smith Charity	-	13,592	(13,592)	-	-	-	-	-
The Big Lottery - Awards for All	-	7,917	(7,917)	-	-	-	-	-
Active Inclusion	-	23,568	(23,568)	-	-	-	-	-
Catering Kitchen	-	1,712	(1,712)	-	-	-	-	-
Volunteering in Wales	-	19,930	(19,930)	-	-	-	-	-
	206,617	392,781	(392,849)	206,549	407,497	(407,565)	2,000	208,481

13 Restricted funds

The Trustees have agreed that Designated funds should be put in place to cover the following:
Replacement heating system £3,500; Redundancy costs £7,000; and Garden wall replacement £5,000.

14 Analysis of net assets between funds

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total 2021 £	Unrestricted funds 2020 £	Restricted funds 2020 £	Total 2020 £
Fund balances at 31 March 2021 are represented by:						
Tangible assets	192,981	-	192,981	193,049	-	193,049
Investments	1	-	1	1	-	1
Current assets/ (liabilities)	(93,362)	206,887	113,525	102,516	-	102,516
	99,620	206,887	306,507	295,566	-	295,566

15 Operating lease commitments

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2021 £	2020 £
Within one year	1,700	1,430
Between two and five years	-	1,700
	1,700	3,130

16 Capital commitments

As at 31 March 2021 the charity had no capital commitments (2020 - none).

17 Related party transactions

There were no disclosable related party transactions during the year (2020 - none).

18 Legal status of the charity

The charity is a company limited by guarantee and has no share capital.

Every member promises, if the charity is dissolved while they remain a member of within 12 months of their resignation as a member, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the charity.

19 Pension cost

The company makes contributions to a defined contribution pension scheme for 10 (2020; 10) of its employees. The charge for the year totalled £18,255 (2020; £18,314). There were no costs prepaid or due at year end.

Thank you

We want to say a big thank you to all our funders, supporters, fundraisers, volunteers, partners, referrers, customers and our individuals who inspire us to do the work we do.

KIM

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www.kim-inspire.org.uk