

HERTS MIND NETWORK

Directors' Report and Financial Statement

Year ended 31st March 2025

Charity Registration No. 1112487

Company Registration No. 5532977



mind
Hertfordshire
Network

LEGAL AND ADMINISTRATIVE INFORMATION

The Board of Directors

Jess Lievesley (Chair)
Elena Lokteva (Treasurer)
Helena Marks-Dwyer
Will Lewis
Luke Donovan-King
Tracey Carter
Lauren Schogger – joined 9/10/2024
Tahlia-Rose Carter – resigned 9/10/2024
Ritu Sharma (Board Secretary) – resigned 26/2/2025
Anthony Earnshaw – joined 9/10/2024 (Treasurer)

Key management personnel

Jo Marovitch – Chief Executive
Hilary Lythgoe
Carys Norman
Danielle Levy

Principal Office

501 St Albans Road
Watford
Hertfordshire
WD24 7RZ

Auditors

Myers Clark
Chartered Accountants
Suite 7A, Building 6,
Croxley Park, Hatters Lane,
Watford,
Hertfordshire
WD18 8YH

Bankers

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

Solicitors

EMW Law
Seebeck House
1 Seebeck Place
Milton Keynes
Herts
MK5 8FR

Charity Number

1112487

Company Number

05532977

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STATEMENT OF DIRECTORS' RESPONSIBILITIES

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Board of Directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the Directors are required to: -

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

The Directors are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and which enable them to ascertain the financial position of the charity and ensure that the financial statements comply with the Companies Act 2006. The Directors are responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the directors are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

DIRECTORS' REPORT

The Board of Directors present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's governing document, the Companies Act 2006 and "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 (SORP FRS 102) (effective 1 January 2019)".

GOVERNANCE: CONSTITUTION, STRUCTURE AND MANAGEMENT OF THE CHARITY

Herts Mind Network Ltd ("the Charity") is a company limited by guarantee having been registered in August 2005 under the name of Mind in Dacorum Ltd (name change in August 2007). As a registered charity, it is governed by its Memorandum and Articles of Association and the trust deed under which it was originally set up. The Charity began operating as a company limited by guarantee on 1 April 2006.

The Board of Directors ("the Board") comprises twelve people including a proportion of users of mental health services. Recruitment to the board takes place periodically as needed, and anyone from the community can apply for these roles. Nomination of candidates for election to the Board is open to the whole membership, and a ballot is held annually at the AGM to elect those who wish to stand for Officer posts. Members wishing to be considered for election to the Board can approach an Officer during the year for a discussion of the roles and responsibilities of a Director. Following this discussion, the member may be introduced to the Board and observe a number of board meetings. The member may then be co-opted onto the Board in the intervening period before the next AGM where they will be formally appointed by the membership. Job descriptions exist for each Officer position, and a full briefing is given about the roles and responsibilities when a Director is first appointed. Ongoing training is given to Directors as and when required.

The Directors are responsible for all operational decisions taken by the Charity, including allocation of resources in pursuit of its charitable objectives, although some of these decisions are devolved to the Chief Executive and the senior members of staff. A Delegation of Authority document exists in relation to those areas where decision-making has been devolved to staff, for example in relation to ordering of goods and services.

The Charity works in partnership with other organisations including Mind in Mid Herts, AGE UK and HPFT where this is the most effective way to provide services across the county.

FINANCIAL MANAGEMENT AND CONTROL

During this twelve-month period (April 2024 – March 2025), the Charity has undertaken a wide range of activities in pursuit of its charitable objectives. To help manage these activities, annual budgets for the following year are prepared, presented to and agreed by the Board. To support the financial regime, clearly written policies about what activities will be funded and how, have been prepared and communicated to all involved.

The Board receives monthly management accounts reporting on the financial performance and position of the organisation. These are presented to the Board and compare updated forecasts for the expected year-end position in the light of performance in the year to date, compared to budget. The Board is presented with a narrative provided by the Treasurer and focuses on reasons for variation from budget.

GOING CONCERN

The Directors have a responsibility to make sure that the Charity continues in existence for the foreseeable future (at least 12 months from signing these accounts) and to do so they must be sure that they always have sufficient funds not only to pay the Charity's bills as they fall due but also to fund commitments to future capital expenditure. This is known as being a "going concern"

The Charity's review of Going Concern was extensive and extended to 'stress testing' for the direct financial impact of an increased cost of living and inflation. The outcome of these reviews show that these events would be

challenging for the Charity but in the Directors opinion would not compromise the Charity's ability to continue as a Going Concern.

RISK MANAGEMENT

Attention continues to be given to the major strategic, business and operational risks which the Charity faces, and believes that maintaining adequate levels of reserves, combined with an annual review of controls over key financial systems, will provide sufficient resources in the event of adverse conditions. To attend to risk management, the Directors have prepared and regularly review an organisational risk management policy. Areas of risk have been broken down with responsibility for each section allocated to individual Directors or members of the senior management team.

Some of the key risks that the Charity has included in its policy are:

Key risks	Plans to manage the risks
Over reliance on a single funder	Increase unrestricted fundraising/income generation avenues and apply for a variety of grants and bids from different funders
Competition for contracts and tenders	Ensure that we continue to create service models that are effective, competitive, innovative and responsive to local need.
IT systems and cyber crime	Invest in robust IT infrastructure and ensure ongoing cyber security measures are in place to support organisational growth.
Relationship with funders	Maintain and develop collaborative, honest and effective commissioner relationships by delivering high quality services that meet the needs of our local communities.
Political	Remain awareness of changes in government policy which may affect or influence the third sector
Staff	Prioritise employee wellbeing, regularly review recruitment and retention strategies, and provide comprehensive training and professional development opportunities.

CHARITIES AND PUBLIC BENEFIT

The Directors of HMN have read the guidance issued by the Charity Commission for England and Wales on 'Charities and Public Benefit'. The Directors confirm that the objects of the charity fully comply with this guidance and further information is set out below.

RESERVES POLICY

The Directors ensure that reserves are maintained at a level that enables the Charity to meet its ongoing obligations as well as managing financial risk and fluctuating income, as it seeks to maintain existing charitable activities and develop new ones. Transfers are made from restricted funds to unrestricted funds to cover the agreed contribution to their general running costs.

The Directors have determined that unrestricted reserves amounting to at least £650,000 should be maintained to enable the Charity to cover the costs of on-going obligations in the event that the Charity can no longer support its service offerings or contracted services cease.

This amount is considered to address committed costs for a range of items for a period of three months. This level of reserves enables the Charity to fund working capital requirements, retain experienced staff during short term funding gaps and acquire fixed assets to be used over a number of years. This level will be reviewed annually to ensure it is still appropriate.

The Charity maintains funds in longer term investment accounts where such funds are not required for day to day activities. This provides security to the organisation and provides some additional interest return.

FINANCIAL POSITION

During the twelve-month period ended 31st March 2025, total income was £6,127,140 and total expenditure was £5,762,063.

The reserves of the charity increased by £ 365,077.

FUNDRAISING

The majority of HMN's income is derived from contracts and grants.

The organisation also receives income from social enterprises detailed below, donations and legacies. There are static collection boxes at various locations in Hertfordshire and the ability for people to donate to and organise fundraising events in support of us via our website and through a Herts Mind Network Just Giving page.

There is no commercial fundraising activity directly to the public.

VISION, PURPOSE AND VALUES

Our vision

"Every person in Hertfordshire will feel supported with their mental health ."

Our purpose

- 1. We fight for the mental health of every person in Hertfordshire.**
- 2. We provide mental health support, opportunity, advocacy and resources.**
- 3. We will elevate and promote the voice of those with lived experience of mental ill health**

Our values

Our values

Hope

We believe in choice, freedom, change and a better future for every person experiencing mental ill health.



Courage

We are determined, bold and unstoppable.



Together

We share learning, build relationships and connect with others to promote better mental health across our community.



Responsive

We take time to listen, to learn, to share and to act.



REPORT ON PRINCIPAL ACTIVITIES

We provide essential mental health support in Hertfordshire, providing a diverse range of services from our seven Wellbeing Centres and other venues across all ten districts of the county. Funded locally, our services are available to all residents in Hertfordshire over the age of 18 and we offer dedicated services for 5-18 year olds.

We create opportunities for individuals experiencing mental ill health to make choices, find their solutions, build resilience and manage their whole life and wellbeing. Our services are based on the principle of self-help with a strong emphasis on prevention, personal development, self-management and improving health and wellbeing.

We provide opportunities for individuals to access support to enable them to recover from or live with mental ill health.

Our services are grouped in the following areas:

1. Crisis Intervention
2. Complex Needs
3. Peer Support
4. Wellbeing and Counselling
5. Training
6. Children and Young People

1. CRISIS INTERVENTION

This year, we continued to grow and strengthen our **Nightlight** countywide out-of-hours mental health crisis service.

Our Nightlight Crisis Centres offer safe, welcoming, and homely spaces for people in distress. Each centre is run by experienced, non-clinical staff - many with lived experience of mental ill health - who provide compassionate, understanding support.

Nightlight Crisis Helpline is open every day, from 7pm to 1am.

Our **Nightlight Crisis Cafés** are open every day across the week from 7pm – 1am. The Stevenage and Watford Crisis Cafés are open each day, and the Ware and Hatfield Crisis Cafés are open Friday, Saturday, Sunday and Monday each week. The Hatfield Crisis Café is delivered in partnership with Mind in Mid Herts.

Our **Nightlight Crisis House** in Hemel Hempstead offers four overnight beds, available year-round for people in crisis who would benefit from a short stay. These stays are assessed daily and usually last up to three nights, depending on individual needs. In some cases, this is agreed in partnership with the Crisis Resolution Home Treatment Team.

We also work in A&E settings. The **A&E Crisis Liaison Service**, delivered with Mind in Mid Herts, supports staff at Lister and Watford General Hospitals to improve crisis care for adults. Our A&E Link Workers help people access alternative, non-clinical crisis support, like Nightlight, when a hospital setting may not be the best place.

Finally, **Daylight** offers short-term, one-to-one crisis support in the community for adults aged 18 and over. Our Daylight Workers typically support individuals for 4 - 8 weeks, helping them access local resources and manage their mental health within their own communities. These services form the crisis alternative pathway across Hertfordshire.

2. COMPLEX NEEDS

We are trusted providers of complex needs services across Hertfordshire, offering a wide range of tailored support to people experiencing mental ill health or emotional distress.

The **Community Support Service** offers one-to-one outreach support across the county, helping people with emotional wellbeing, housing needs, benefits, signposting, and practical life skills. We aim to reduce crisis episodes and improve quality of life.

Bounce Back supports people as they transition from hospital to home. Based in Kingfisher Court, Albany Lodge, and both A&E departments (Watford and Lister), the service ensures a smooth and supported discharge through one-to-one outreach support.

Our countywide **Flourish** service supports refugees and asylum seekers aged 16 and over, providing up to 10 sessions of one-to-one holistic support. The service helps individuals settle in the UK and manage the mental health challenges they may face. Peer support groups are also available in local communities and asylum hotels.

The **Housing Support Service** provides advice and holistic support to people facing housing difficulties linked to their mental health (excluding homelessness).

Our **Complex Needs Housing Service** supports people experiencing mental ill health who are presenting as homeless to local district and borough council housing teams. Our team offers advice, referrals, and personalised support plans -working with individuals to find the right solutions for their needs.

The **Domestic Abuse Service** is available in Watford and Three Rivers, this service supports anyone aged 16+ experiencing domestic abuse. Our Caseworkers offer non-judgemental, person-centred support - helping individuals explore options, make informed choices, and take steps at their own pace. Support may include safety planning, healthcare access, and help with alternative accommodation.

Our **Primary Care Network Service** provides 6 -10 sessions of one-to-one tailored mental health support for people aged 16 and over. Working closely with GP practices, we ensure individuals can access the right support to improve their wellbeing.

3. PEER SUPPORT

Our countywide **Peer Support Service** offers flexible support for adults experiencing mental ill health, as well as their carers.

Led by Peer Support Workers with lived experience, the service provides personalised support tailored to each individual's needs. This includes one-to-one sessions, peer support groups, and peer learning sets, helping people build on their strengths and find their own solutions.

We also offer a **Peer Mentoring Service**, delivered by trained volunteers who provide up to 12 sessions of one-to-one emotional and practical support, either in person, over the phone, or via Zoom.

Our **Mums Matter** service supports mothers with children aged 0-2. It combines psychoeducation, peer support, one-to-one sessions, and group activities to support perinatal mental health and reduce isolation.

4. WELLBEING AND COUNSELLING

Prevention and early intervention are at the heart of our work, with a strong focus on improving both emotional and physical wellbeing.

Support for Carers

We provide Peer Support groups, counselling, and wellbeing activities such as yoga and art groups to help carers look after their own mental health.

Groups and Activities

We now run 23 groups across the county, both online and face-to-face. These include art, music, carers support, LGBTQ+, and self-supporting peer groups. These activities offer safe spaces to connect, share, and build confidence.

Volunteering and Training

We currently have **128** volunteers supporting a range of services. Many are past clients who have completed our training and moved into volunteer roles. These placements support recovery, boost confidence, and often lead to employment.

Wellbeing Access Workers

In partnership with Hertfordshire Partnership NHS Foundation Trust, our Wellbeing Access Workers promote our services and support residents in accessing both community and NHS mental health support, helping to remove barriers and raise awareness. Sadly, this service closed in October 2024, when funding was withdrawn.

Counselling Services

Our respected **Talk it Out Counselling Service** is available at all Wellbeing Centres. Clients receive up to 10 client-centred, confidential sessions from trained and placement counsellors. Fees range from £10 -£40, depending on circumstances, and anyone can self-refer.

Our **Talking Therapies Counselling Service** offers up to 8 free one-to-one sessions with qualified counsellors for Hertfordshire residents aged 16+, referred through their GP. This service provides a safe and supportive space to explore and reflect on experiences in a confidential environment.

5. TRAINING

We are a leading provider of mental health training in Hertfordshire, with extensive experience delivering high - quality courses to a wide range of organisations.

Our training is available both online and in person, and is tailored to the needs of voluntary, statutory, and private sector partners. We cover a wide range of topics including mindfulness, self -compassion, emotional resilience, workplace wellbeing, suicide awareness, and peer support.

From teaching staff and carers to construction workers and community groups, our courses are designed to build understanding and promote mental wellbeing. We also offer fully bespoke training, developed to meet the unique needs of any organisation, workplace or community group.

6. CHILDREN AND YOUNG PEOPLE

Our **With Youth** service provides open-access, countywide support for Hertfordshire children and young people aged 5-19, as well as their families and professionals. The service operates 7 days a week, offering one -to-one digital support, group sessions, and instant help through our helpline and messaging service.

We work with young people and those around them to build resilience, develop coping strategies, and improve emotional wellbeing. Support is also available for parents, carers, and professionals to ensure a joined -up, holistic approach.

We partner with **BFB Labs** to offer free access to *Lumi Nova: Tales of Courage*, a mobile game for 7–12-year-olds that uses digital therapy to help manage symptoms of anxiety in a fun, engaging way.

Our **Spot the Signs & Emotional Wellbeing** campaign offers free workshops and training for children and young people, their parents/carers, and professionals. The programme focuses on emotional resilience, psychoeducation, and signposting support - supporting Hertfordshire's Suicide Prevention Strategy.

SPARK is a creative wellbeing space for 11–18 year olds in Watford and East Herts. The service uses arts-based approaches to help young people manage their mental health in a safe and expressive environment.

Our **Herts Haven Cafés** in Watford, Ware, Hemel Hempstead, and Stevenage. These free, drop-in spaces offer immediate emotional support for 10–19 year olds experiencing mental health challenges.

Our **Future Youth** service provides up to 6 months of face-to-face mentoring for 12–18 year olds in East and North Herts. Each young person is matched with a dedicated mentor who offers practical and emotional support to help them reach their goals, build confidence, and overcome personal barriers.

Our free **Counselling Service** for children and young people launches across the county in April 2025. Available for ages 5 to 19, the service is open to anyone registered with a Hertfordshire GP. Sessions can be one-to-one or group-based, offered in-person or online.

ACHIEVEMENTS AND PERFORMANCE

During this twelve-month period, **17,219 people** have accessed our services.

Adult provision

HMN supported **7,063 adults** during this twelve-month period providing:

- **604** Peer Mentoring sessions provided.
- **3,068** Peer Support sessions provided.
- **847** Counselling sessions.
- **5,478** Talking Therapies Counselling sessions (684 unique clients)
- **2,846** individuals supported in crisis through HMN Crisis services.
- **9,951** referrals into Crisis Support, inclusive of **8,713** Nightlight Crisis Helpline calls
- **8,233** community support and complex needs sessions.
- **717** support sessions were provided by the Three Rivers Domestic Abuse Service.
- **6,190 attendances** at Meeting Places.
- **168** new Mums provided with perinatal support.
- **221** sessions provided for carers (37 unique clients)

Children & Young People provision

HMN supported **10,156 CYP** during this twelve-month period providing, broken down as follows:

- **2,014** young people accessed 1:1 and group provision
- **8,142** young people attended psychoeducational emotional wellbeing workshops and educational provision held in schools and local community groups.
- **90 young people** accessed **397 one-to-one support sessions** provided by Future Youth.
- **879** young people accessed With Youth instant access support, and/or 1:1 sessions.
- **1,117** seven to twelve year-olds have used Lumi Nova: Tales of Courage to overcome their fears and worries.
- **22** eleven- to seventeen-year-olds attended SPARK to use creativity to improve their emotional wellbeing.
- **432** young people visited the Herts Haven Cafés (**810 visits**)
- Provided training to **1,093 professionals** who work with children and young people.
- **23 parents** attended Children & Young People workshops.

Through its work HMN has had a major impact on many individuals' lives and as a result has had many public benefits, including:

- reduction in suicides within the county.
- reduction in isolation and loneliness for at risk client groups.
- improved health and wellbeing of Hertfordshire residents.
- reduction in hospital admissions by supporting clients in crisis.
- prevention of long-term mental health conditions.
- increase in awareness of mental health and mental ill-health.
- Improved access to crisis support out of hours.

LOOKING AHEAD

A new chapter begins

Although it officially takes effect on 1st April 2025, we are pleased to share that much of the work to bring **The Sadie Centre** into Herts Mind Network took place during this reporting period.

This significant milestone marks the start of a new chapter, as we join forces to create a stronger, more resilient organisation.

By merging, we'll be able to pool resources, knowledge, and experience - enabling us to expand our reach, broaden our services, and continue delivering compassionate, innovative mental health and wellbeing support across Hertfordshire.

PLANS FOR FUTURE PERIODS

The Board are fully aware of the risk of further potential cuts in statutory funding, and the implications of such cuts are discussed by the Board. The Board continues to develop plans to ensure that HMN can still deliver high quality services should further cuts in statutory funding arise. The Charity will continue to seek funding to support its work in a variety of ways, including partnership working, direct grant application and developing other income streams.

The key areas of attention are detailed below:

SERVICE PROVISION

- To seek new funding opportunities to enhance and develop the current provision in line with unmet needs.
- To work with clients, commissioners and non-statutory providers to assess changes in national policy and local trends to drive and develop responsive innovative services to meet future challenges.
- To attract new, non-statutory funding into the organisation, in order to protect our independence and allow more innovation and creativity within our provision. To develop new partnerships to promote innovative ways of working.
- To continuously strive to deliver services of high quality, which are safe and offer best value.
- To support staff and their welfare and sustain a well-trained supported workforce able to deliver high quality services.
- To develop HMN counselling services to meet current demand.
- To improve our marketing and promotional activity across the county to ensure that our communities know who we are, what we do and how to access us.

CAMPAIGNING

To continue to seek funding to enable us to lead the way in raising awareness on mental health issues and continue to challenge the stigma and prejudice surrounding mental ill health.

To continue to work alongside county organisations, both statutory and voluntary, to ensure that mental health remains a high priority on the NHS health agenda.

AUDITORS

Myers Clark offer themselves for reappointment at the AGM.

This report is prepared in accordance with the small companies' regime (Section 419) (2) of the Companies Act 2006).

Approved by the Board of Directors and signed on behalf of the Board



Jess Lievesley (Chair)
Director

Dated: 22 October 2025



Anthony Earnshaw (Treasurer)
Director

Dated: 22 October 2025

INDEPENDENT AUDITOR'S REPORT

Opinion

We have audited the financial statements of Herts Mind Network Limited (the 'charitable company') for the year ended 31 March 2025 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- Have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The Board of Directors are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The directors' report included within the trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- The information given in the financial statements is inconsistent in any material respect with the directors' report; or
- Sufficient accounting records have not been kept; or
- The financial statements are not in agreement with the accounting records; or
- We have not received all the information and explanations we require for our audit.

Responsibilities of Board of Directors

As explained more fully in the statement of directors' responsibilities, the Board of Directors, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the Board of Directors are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Board of Directors either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below.

The extent to which the audit was considered capable of detecting irregularities including fraud

In identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, we considered the following;

- The nature of the industry and sector, control environment and business performance including the design of the remuneration policies, key drivers for trustee remuneration, bonus levels and performance targets;
- Results of enquiries of Management about their own identification and assessment of the risks of irregularities;
- Any matters we identified having obtained and review the charitable company's documentation of their policies and procedures relating to;
- Identifying, evaluating and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected or alleged fraud;
 - The internal controls established to mitigate risks of fraud or non-compliance with laws and regulations;
- The matters discussed among the audit engagement team regarding how and where fraud might occur in the financial statements and any potential indicators of fraud.

As a result of these procedures, we considered the opportunities and incentives that may exist within the organization for fraud. In common with all audits under ISAs (UK), we are also required to perform specific procedures to respond to the risk of management override.

We also obtained an understanding of the legal and regulatory frameworks that the charitable company operates in, focusing on provision of those laws and regulations that had a direct effect on the determination of material amounts and disclosures in the financial statements. The key laws and regulations we considered in this context included the UK Companies Act.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which may be fundamental to the charitable company's ability to operate or to avoid a material penalty. These included Employment Law.

Audit response to risks identified

To address the risk of fraud through management bias and override of controls, we:

- Performed analytical procedures to identify any unusual or unexpected relationships;
- Tested journal entries to identify unusual transactions;
- Assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias; and
- Investigated the rationale behind significant or unusual transactions.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- Agreeing financial statement disclosures to underlying supporting documentation;
- Reading the minutes of meetings of those charged with governance; and
- Enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the directors and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/auditorsresponsibilities> . This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and part 4 of the Charities (accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

**Paul Windmill (Senior Statutory Auditor)**

For and on behalf of Myers Clark
Chartered Accountants
Statutory Auditor

Date: 03.11.2025

Suite 7A, Building 6
Croxley Park, Hatters Lane,
Watford, Hertfordshire
WD18 8YH

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

		Unrestricted Funds 2025 £	Restricted Funds 2025 £	TOTAL 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	TOTAL 2024 £
NOTES							
Income and endowments							
Donations and legacies	3	15,049	18,284	33,333	28,265	36,484	64,749
Charitable Activities	4	163,849	5,791,605	5,955,454	205,163	5,481,751	5,686,914
Other Trading Activities	5	70,592	0	70,592	75,950	0	75,950
Other Income	6	67,761	0	67,761	55,063	0	55,063
Total Income		317,251	5,809,889	6,127,140	364,441	5,518,235	5,882,676
Expenditure on:							
Charitable Activities	7	1,457,534	4,304,529	5,762,063	1,339,972	3,981,757	5,321,729
Net							
(Outgoing) / incoming resources before transfers		(1,140,283)	1,505,360	365,077	(975,531)	1,536,478	560,947
Gross Transfers between funds		1,409,632	(1,409,632)		1,087,922	(1,087,922)	
Net income for the year / Net Movement in funds		269,349	95,728	365,077	112,391	448,556	560,947
Fund balances at 1st April 2024		407,760	942,094	1,349,854	295,369	493,538	788,907
Fund balances at 1st April 2025		677,109	1,037,822	1,714,931	407,760	942,094	1,349,854

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

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**BALANCE SHEET**

AS AT 31st MARCH 2025

	Notes	2025		2024	
Fixed Assets		£	£	£	£
Intangible Assets	12		41,880		78,666
Tangible Assets	13		311,237		225,337
			<u>353,117</u>		<u>304,003</u>
Current Assets					
Debtors	14	160,448		1,145,233	
Cash at bank and in hand		<u>1,852,061</u>		<u>1,837,912</u>	
		<u>2,012,509</u>		<u>2,983,145</u>	
Creditors: amounts falling due within one year	15	<u>(650,695)</u>		<u>(1,937,294)</u>	
Net Current Assets			<u>1,361,814</u>		<u>1,045,851</u>
Total assets less current liabilities			<u>1,714,931</u>		<u>1,349,854</u>
Income Funds					
Restricted Funds	17		1,037,822		942,094
Unrestricted Funds	18		<u>677,109</u>		<u>407,760</u>
			<u>1,714,931</u>		<u>1,349,854</u>

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, although an audit has been carried out under section 144 of the Charities Act 2011.

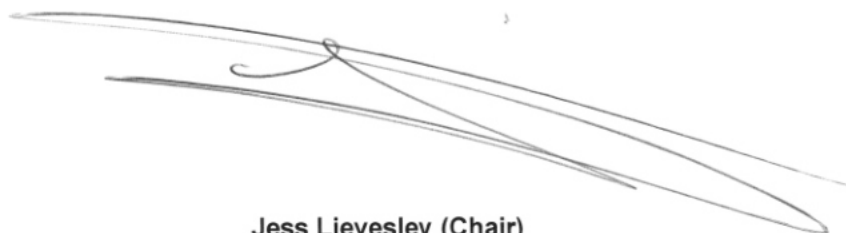
The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

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

The financial statements were approved by the Board of Directors on 22nd October 2025.



Anthony Earnshaw (Treasurer)
Director



Jess Lievesley (Chair)
Director

Company Registration Number 5532977

STATEMENT OF CASH FLOWS

	Notes	2025		2024	
		£	£	£	£
Cash flows from operating activities					
Cash generated from operations	24		166,866		693,780
Investing activities					
Purchase of Intangible Assets		(4,560)		(34,516)	
Purchase of Tangible Fixed Assets		<u>(148,157)</u>		<u>(176,373)</u>	
			(152,717)		(210,889)
Net Cash Used in Investing Activities					
Net Cash used in financing activities					
			<u>14,149</u>		<u>482,891</u>
Net increase in cash and cash equivalents					
Cash and cash equivalents at beginning of year			1,837,912		1,355,021
Cash and Cash equivalents at end of year			<u>1,852,061</u>		<u>1,837,912</u>

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

Charity information

Herts Mind Network Limited is a private company limited by guarantee incorporated in England and Wales. The registered office is 501 St Albans Road, Watford, Herts, WD24 7RZ.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "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 (SORP FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

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

The financial statements have been prepared under the historical cost convention, [modified to include the revaluation of freehold properties and to include investment properties and certain financial instruments at fair value]. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the Board of Directors have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the Board of Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the Board of Directors in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or granters as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

1.4 Income

Income is recognised when the charitable company 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.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

1.5 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 settlement will be required and the amount of the obligation can be measured reliably. All expenditure is accounted for on the accruals basis.

Where costs cannot be directly attributed to an activity including support and office costs they have been allocated to activity cost categories on a basis consistent with the use of the resource i.e. estimated time spent or resource used.

1.6 Intangible fixed assets other than goodwill

Intangible assets over £1,000 acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

The primary intangible asset is the charity database which is central to the organisation. None of this expenditure is regarded as research and development cost, but as live improvement to reflect service requirements.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Charity database	33% p.a. straight line
UEC Capital Wellbeing Centre	33% p.a. straight line
UEC Capital Funding Assets	33% p.a. straight line

1.7 Tangible fixed assets

Tangible fixed assets over £1,000 are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold land and buildings (conservatory)	10% p.a. straight line (33% p.a. straight line on the boiler housed in a leased building)
Fixtures and fittings	10% or 20% or 33% p.a. straight line
Office equipment	33% p.a. straight line
UEC Capital Funding Assets	20% or 33% p.a. straight line
UEC Capital Wellbeing Centre	10% or 20% or 33% p.a. straight line

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.8 Impairment of fixed assets

At each reporting end date, the charitable company reviews the carrying amounts of its tangible and intangible assets to determine whether there is any indication that those assets have suffered an impairment loss. If any such indication exists, the recoverable amount of the asset is estimated in order to determine the extent of the impairment loss (if any).

1.9 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.10 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

1.11 Taxation

Herts Mind Network Ltd is a registered charity and is exempt from corporation tax on its income and gains to the extent that they are applied to the charitable objectives. No tax charge has arisen in the year.

1.12 Employee benefits

The costs of short term employee benefits are recognised as a liability and an expense.

The cost of any unused holiday entitlement is recognised in the period in which the employees' services are received.

Termination benefits are recognised immediately as an expense when the charitable company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Herts Mind Network Ltd offers a contributory pension scheme to its employees via The Pensions Trust (www.thepensiontrust.org.uk). Employees are auto-enrolled after three months' service, unless they choose to opt out. Pension contributions payable under a defined contribution scheme are charged to the Statement of Financial

Activities in the period to which they relate. There are no debt or deficit implications attached to historical participation in the scheme requiring disclosure in the accounts.

1.13 Irrecoverable VAT

Irrecoverable VAT is allocated to the cost associated with the invoice on which VAT is charged.

1.14 Gifts and Donation In Kind

Where goods or services are provided to the charitable company as a donation that would normally be purchased from suppliers, the contribution is included as an estimate based on commercial values.

2. CRITICAL ACCOUNTING ESTIMATES AND JUDGEMENTS

In the application of the charitable company's accounting policies, the Board of Directors are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

3. DONATIONS AND LEGACIES

	Unrestricted funds	Restricted funds	Total	Total
	2025	2025	2025	2024
	£	£	£	£
Donations and gifts	12,549	18,284	30,833	43,606
Legacies receivable	2,500	-	2,500	21,143
	15,049	18,284	33,333	64,749

4. CHARITABLE ACTIVITIES

2025

For the Year Ended 31 March 2025	Crisis Intervention	Complex Needs	Peer Support	Wellbeing & Counselling	Training & Education	Capital Funding	total 2025	Total 2024
Income from charitable activities	1,918,547	1,817,331	467,316	1,466,416	77,722	208,122	5,955,454	5,686,914
Analysis by fund								
Unrestricted Funds	92,664			21,471	49,714		163,849	205,163
Restricted Funds	1,825,883	1,817,331	467,316	1,444,945	28,008	208,122	5,791,605	5,481,751
	1,918,547	1,817,331	467,316	1,466,416	77,722	208,122	5,955,454	5,686,914

Included within Crisis Intervention is a Grant in Kind for rent of £92,664 for the year ended 31 March 2025 (£96,422 for the Year ended 31 March 2024).

The total income received from government grants was £5,237,298 for the year ended 31 March 2025 (£5,026,824 for the year ended 31 March 2024).

2024

For the year ended 31 March 2024

Other trading activities

	Crisis Intervention	Complex Needs	Peer Support	Wellbeing & Counselling	Training & Education	Capital Funding	Total 2024
	1,580,447	1,597,986	467,316	1,722,582	112,414	206,169	5,686,914
Analysis by fund							
Unrestricted							
Funds	96,422			27,777	80,964		205,163
Restricted Funds	1,484,025	1,597,986	467,316	1,694,805	31,450	206,169	5,481,751
	1,580,447	1,597,986	467,316	1,722,582	112,414	206,169	5,686,914

5. OTHER TRADING ACTIVITIES

	Unrestricted	Restricted	Total	Unrestricted
		funds		funds
	2025	2025	2025	2024
	£	£	£	£
Fundraising events	70,592		70,592	75,950

6. OTHER INCOME

	Unrestricted funds	Unrestricted funds
	2025	2024
	£	£
Other income	39,902	16,858
Rental income and Room Hire	27,859	38,205
	67,761	55,063

7. CHARITABLE ACTIVITIES

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing & Counselling £	Training & Education £	Capital Funding £	Total 2025 £
Staff Costs	738,213	1,021,605	308,176	1,403,779	74,604		3,546,377
Other Staff Costs	208,279	6,800	1,035	181,356	72		397,542
External Facilitators	1,265	7,197	0	11,766	165		20,393
Training	631	466	551	6,854	2,463		10,965
Recruitment	789	40,340	0	687	0		41,816
Travel	29,527	77,349	15,904	29,541	47		152,368
	978,704	1,153,757	325,666	1,633,983	77,351	0	4,169,461

Share of support costs (see note 9)	230,952	157,547	34,785	798,929	10,079	122,288	1,354,580
Share of governance costs (see note 9)	40,486	53,843	11,798	122,278	3,055	6,562	238,022
	1,250,142	1,365,147	372,249	2,555,190	90,485	128,850	5,762,063

Analysis by fund							
Unrestricted Funds	90,315			1,282,761	84,458		1,457,534
Restricted Funds	1,159,827	1,365,147	372,249	1,272,429	6,027	128,850	4,304,529
	1,250,142	1,365,147	372,249	2,555,190	90,485	128,850	5,762,063

Note 7 - Charitable Activities - previous year (2024)

	Crisis Intervention £	Complex Needs £	Peer Support £	Wellbeing & Counselling £	Training & Education £	Capital Funding £	Total 2024 £
Staff Costs	643,443	841,073	281,795	1,235,274	83,087		3,084,672
Other Staff Costs	296,909	55,261	160	141,575	15,927		509,832
External Facilitators	413			9,973			10,386
Training	339	760	1,799	5,209	4,617		12,724
Recruitment	287	23,593		6,918			30,798
Travel	50,224	89,371	16,869	26,948	2,710		186,122
	991,615	1,010,058	300,623	1,425,897	106,341	0	3,834,534

Share of support costs (see note 9)	219,566	101,661	35,400	811,300	12,878	103,179	1,283,984
Share of governance costs (see note 9)	35,328	35,072	11,286	113,097	2,967	5,461	203,211
	1,246,509	1,146,791	347,309	2,350,294	122,186	108,640	5,321,729

Analysis by fund							
Unrestricted Funds	96,422			1,135,060	108,490		1,339,972
Restricted Funds	1,150,087	1,146,791	347,309	1,215,234	13,696	108,640	3,981,757
	1,246,509	1,146,791	347,309	2,350,294	122,186	108,640	5,321,729

8. BOARD OF DIRECTORS

None of the Board of Directors (or any persons connected with them) received any remuneration or benefits from the charitable company during the year. Trustee expenses of £0 were incurred for the year ended 31 March 2025 (£311 for the period ended 31 March 2024).

9. SUPPORT COSTS

	Support Costs	Governance Costs	2025	Support Costs	Governance Costs	2024
Staff costs	275,830	118,210	394,040	239,919	102,822	342,741
Depreciation	98,424	5,180	103,604	78,813	4,148	82,961
Premises	419,791	22,095	441,886	425,140	22,375	447,515
IT costs	246,630	12,981	259,611	278,610	14,664	293,274
Training	10,409	0	10,409	12,079		12,079
Office Running Costs	33,375	1,757	35,132	39,828	2,096	41,924
Accountancy	2,850	150	3,000	2,850	150	3,000
Other	91,985	54,023	146,008	50,599	29,717	80,316
Communications	62,337	3,281	65,618	52,604	2,769	55,373
Legal & Professional	89,705	4,721	94,426	86,616	4,559	91,175
Marketing Expenses	23,244	1,224	24,468	16,926	891	17,817
Audit Fees		14,400	14,400		19,020	19,020
	1,354,580	238,022	1,592,602	1,283,984	203,211	1,487,195
Analysed between						
Charitable activities	1,354,580	238,022	1,592,602	1,283,984	203,211	1,487,195

Support costs are apportioned based on estimated time spent on each activity.

10. EMPLOYEES

The average monthly number of employees during the year was:

	2025 Number	2024 Number
Charitable Activities	164	129
Governance	3	3
Total	167	132
Employment costs	2025 £	2024 £
Wages and salaries	3,557,919	3,103,089
Social security costs	294,742	248,640
Other pension costs	87,761	75,704
	3,940,422	3,427,413

Total redundancy and termination payments in the year amounted to £7,229 (2024: £6,800) and related to redundancy and settlement payments.

Termination payments are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination payments.

At the balance sheet date (31 March 2025), all payments in relation to redundancy and termination payments were paid within the year and no balance is included within creditors at the year end.

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£80,000 - £90,000	-	1
£90,000 - £100,000	1	-

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	303,479	284,296

11. TAXATION

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

12. INTANGIBLE FIXED ASSETS

	Charity Database	UEC Capital Wellbeing Centre	UEC Capital Funding Assets	TOTAL
Cost				
At 1st April 2024	46,251	2,412	98,746	147,409
Additions	0	0	4,560	4,560
At 31st March 2025	46,251	2,412	103,306	151,969
Amortisation and Impairment				
At 1st April 2024	33,050	598	35,095	68,743
Amortisation charged for the year	6,101	804	34,441	41,346
At 31st March 2025	39,151	1,402	69,536	110,089
Carrying amount				
As at 31st March 2025	7,100	1,010	33,770	41,880
As at 31st March 2024	13,201	1,814	63,651	78,666

13. TANGIBLE FIXED ASSETS

	Leasehold land and buildings	Fixtures and fittings	Office equipment	UEC Capital Funding Assets	UEC Capital Wellbeing Centre	TOTAL
Cost						
At 1st April 2024	62,544	66,586	11,718	57,666	152,850	351,364
Additions	0	5,254	27,731	99,175	15,996	148,156
Disposals	0	0				0
At 31st March 2025	62,544	71,840	39,449	156,841	168,846	499,520
Amortisation and Impairment						
At 1st April 2024	21,416	62,753	11,672	17,060	13,126	126,027
Depreciation charged in the year	6,257	3,849	2,536	29,175	20,439	62,256
Eliminated in respect of disposals						0
At 31st March 2025	27,673	66,602	14,208	46,235	33,565	188,283
Carrying amount						
As at 31st March 2025	34,871	5,238	25,241	110,606	135,281	311,237
As at 31st March 2024	41,128	3,833	46	40,606	139,724	225,337

14. DEBTORS

	2025	2024
Amounts falling due within one year:		
Trade Debtors	56,313	1,027,779
Other Debtors	9,523	8,863
Prepayments & accrued income	94,612	108,591
	160,448	1,145,233

15. CREDITORS: AMOUNTS FALLING WITHIN ONE YEAR

	2025	2024
Amounts falling due within one year:		
Other taxation and social security	90,227	66,975
Deferred income (note 16)	441,531	1,588,825
Trade creditors	75,339	252,016
Other creditors	25,148	8,473
Accruals and deferred income	18,450	21,005
	650,695	1,937,294

16. DEFERRED INCOME

	2025	2024
Deferred Grant Income	441,531	1,588,825

17. RESTRICTED FUNDS

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	Movement in Funds				Movement in Funds			
	Balance at 01-Apr-23	Incoming Resources	Resources Expended	Transfers	Balance at 01-Apr-24	Incoming Resources	Resources Expended	Transfers
Restricted Funds	493,538	5,518,235	(3,981,757)	(1,087,922)	942,094	5,809,889	(4,304,529)	(1,409,632)
	493,538	5,518,235	(3,981,757)	(1,087,922)	942,094	5,809,889	(4,304,529)	(1,409,632)

All restricted funds are held for projects being undertaken to fulfil the charitable objectives of the charity as stipulated by the funders.

A detailed breakdown of the restricted funds can be found in the appendix to these accounts.

18. UNRESTRICTED FUNDS

	Movement in Funds				Movement in Funds			
	Balance at 01-Apr-23	Incoming Resources	Resources Expended	Transfers	Balance at 01-Apr-24	Incoming Resources	Resources Expended	Transfers
Unrestricted Funds	295,369	364,441	(1,339,972)	1,087,922	407,760	317,251	(1,457,534)	1,409,632
	295,369	364,441	(1,339,972)	1,087,922	407,760	317,251	(1,457,534)	1,409,632

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted Funds	Restricted Funds	Total	Unrestricted Funds	Restricted Funds	Total
	2025	2025	2025	2024	2024	2024
Fund balances at 31 March are represented by:						
Intangible Fixed Assets	7,100	34,780	41,880	13,201	65,465	78,666
tangible Fixed Assets	65,350	245,887	311,237	45,007	180,330	225,337
Current Assets / (liabilities)	604,659	757,155	1,361,814	349,552	696,299	1,045,851
	677,109	1,037,822	1,714,931	407,760	942,094	1,349,854

20. OPERATING LEASE COMMITMENTS

Lessee

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

	2025 £	2024 £
Within one year	61,373	57,938
Between two and five years		60,000
	<u>61,373</u>	<u>117,938</u>

21. RELATED PARTY TRANSACTIONS

Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	303,479	284,296

22. GUARANTEE

Herts Mind Network is a Company Limited by Guarantee.

Each director provides a guarantee limited to £10 which would be payable in the event the Company is wound up.

23. ANALYSIS OF CHANGES IN NET FUNDS

The charitable company had no material debt during the year.

24. CASH GENERATED FROM OPERATIONS

	2025 £	2024 £
Surplus for the year	365,077	560,947
Adjustments for:		
Amortisation and impairment of intangible assets	41,346	40,553
Depreciation and impairment of tangible fixed assets	62,256	42,408
Movements in working capital:		
Decrease/(increase) in debtors	984,785	30,513
Increase in creditors	(139,305)	97,348
(Decrease)/increase in deferred income	(1,147,294)	(77,989)
Cash generated from operations	166,866	693,780

25. PLANNED MERGER

Herts Mind Network and The Sadie Centre merged as of 1st April 2025. This significant milestone marks the start of a new chapter, as we join forces to create a stronger, more resilient organisation. We expect year one to be a period of financial consolidation, enabling us to grow our unrestricted income in future years.

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



Funds Analysis for Statutory Reporting	Funds as of 31 Mar 24	Incoming Resources	Transfers to/from Unrestricted	Total Incoming Resources	Staff Cost	Non-Staff Cost	Total Resources Expended	Funds as of 31 Mar 25
Restricted								
100 – Crisis Intervention								
100-101 STP Crisis Funding	(25,872)	854,075	(197,816)	656,259	(456,121)	(128,331)	(584,459)	45,928
100-111 A&E Link Workers	54,545	83,129	(20,031)	63,098	(28,757)	(3,324)	(32,080)	85,563
100-111 HCC Nightlight	50,928	428,678	(121,293)	307,386	(277,052)	(24,441)	(301,493)	56,821
100-115 Crisis Winter Funding	6,941	460,000	(122,925)	337,075	(228,018)	(13,428)	(241,446)	102,570
Total 100 – Crisis Intervention	86,543	1,825,883	(462,065)	1,363,818	(989,948)	(169,524)	(1,159,478)	290,882
200 – Complex Needs	(61)	-	61	61	-	-	-	0
200-102 3R CSS	25,741	60,552	(22,599)	37,953	(56,286)	(2,146)	(58,433)	5,261
200-102 3R GRANT		1,500	(2)	1,498	-	(1,498)	(1,498)	0
200-105 3R CSS Covid Funding	(2,733)	-	2,733	2,733	-	-	-	-0
200-106 Domestic Abuse Countywide	80	-	24,071	24,071	(22,983)	(1,168)	(24,151)	-0
200-107 Flourish	45,246	356,903	(82,825)	274,078	(221,766)	(42,558)	(264,324)	55,001
200-108 Bounce Back Dual Diagnosis	86,799	310,021	(109,285)	200,736	(181,008)	(20,546)	(201,553)	85,982
200-109 Flourish Lottery	-	23,933	-	23,933	(13,913)	(356)	(14,269)	9,664
200-110 Paradigm Housing	(3,250)	41,364	(4,793)	36,571	(31,854)	(1,467)	(33,321)	-0
200-113 PCN Project	18,199	208,891	(63,850)	145,041	(152,305)	(4,094)	(156,400)	6,840
200-114 CNH	28,609	328,399	(85,692)	242,707	(212,367)	(8,845)	(221,212)	50,104
200-114 HSF		1,500	-	1,500	-	(1,500)	(1,500)	0
200-117 Hertsmere CSS	9,479	70,455	(20,683)	49,772	(55,374)	(3,877)	(59,251)	-0
200-121 Watford & Three Rivers Domestic Abuse	23,316	105,841	(31,520)	74,321	(89,776)	(7,129)	(96,905)	733
200-122 MHLDA HCP	9,738	10,553	(8,593)	1,960	(11,136)	(562)	(11,698)	0
200-123 Hatfield/Welwyn CSS	430	28,831	(7,882)	20,949	(20,922)	(457)	(21,379)	0
200-124 Watford Food Bank	-	15,000	(3,196)	11,804	(11,559)	(245)	(11,804)	0
200-209 Bounce Back Inpatient	24,154	126,686	(49,261)	77,424	(73,603)	(3,383)	(76,986)	24,592

200-213 Bounce Back Serious Violence	4,567	80,446	(22,180)	58,266	(58,648)	(4,186)	(62,834)	0
200-214 Yoga Domestic Abuse	-	1,500	-	1,500	-	(760)	(760)	740
200-215 Mental Health Urgent Care Centre	-	-	-	-	(72)	(299)	(371)	-371
HCC Household Support Fund - Feb 24 RM ACCOUNT CLOSED	2,000	-	1	1	-	(2,001)	(2,001)	0
Household Support Fund March 24 - S Chapman - ACCOUNT CLOSED	2,000	-	-	-	-	(2,000)	(2,000)	0
HCC Household Support Fund - Feb 24 OS - ACCOUNT CLOSED	2,248	-	-	-	-	(2,248)	(2,248)	0
HCC Household Support Fund - Olivia S 06/03 - ACCOUNT CLOSED	159	-	-	-	-	(159)	(159)	0
Household Support Fund 21/03/24 - Leagha - ACCOUNT CLOSED	509	-	-	-	-	(509)	(509)	0
HCC Household Support Fund - Kate Chan - ACCOUNT CLOSED	51	-	(51)	(51)	-	-	-	0
HCC Household Support Fund - Olivia S 07/03 - ACCOUNT CLOSED	559	-	-	-	-	(559)	(559)	0
W&TR Household Support Fund Sept 23 - ACCOUNT CLOSED	634	-	(4)	(4)	-	(630)	(630)	0
Household Support Fund - Sept 23 - ACCOUNT CLOSED	842	-	71	71	-	(913)	(913)	0
Three Rivers Household Support Fund 100-102 - January 2022 - ACCOUNT CLOSED	315	-	(1)	(1)	-	(314)	(314)	0
Watford & 3R Household Support Fund - Feb 24 - ACCOUNT CLOSED	1,625	2,479	1	2,480	-	(4,105)	(4,105)	0
Watford & 3R HSF 200-120 - March 23	611	-	(1)	(1)	-	(610)	(610)	0
League of Helping Hands - 114	-	300	-	300	-	(300)	(300)	0
3R Aug 24- ACCOUNT CLOSED	-	1,000	(2)	998	-	(998)	(998)	0
Household Support Fund 3RDC 100-102(December 22)	20	-	(20)	(20)	-	-	-	0
Contract Finished Watford Healthy Hub	19,048	-	(18,532)	(18,532)	(516)	-	(516)	-0
Flexible Funding 24/25	-	3,400	6	3,406	-	(2,296)	(2,296)	1,110
HSF Funding 24/25	-	37,778	-	37,778	-	(28,337)	(28,337)	9,441
Total 200 - Complex Needs	300,937	1,817,331	(504,029)	1,313,303	(1,214,088)	(151,057)	(1,365,145)	249,095

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



300 – Peer Support							0
300-206 HCC Peer Support	7,746	467,316	(102,813)	364,503	(358,129)	(14,120)	(372,249)
Total 300 – Peer Support	7,746	467,316	(102,813)	364,503	(358,129)	(14,120)	(372,249)
400 – Wellbeing and Counselling							0
400-112 Hertswise	(6,730)	117,064	(12,206)	104,858	(76,690)	(21,438)	(98,128)
400-203 NHS Counselling	514	273,896	(22,547)	251,349	(237,079)	(14,785)	(251,864)
400-204 Physical Activity Programme	2,356	-	(2,356)	(2,356)	-	-	-
400-207 HCC Wellbeing	8,486	362,041	(105,277)	256,763	(255,478)	(9,772)	(265,249)
400-211 VCFSE Resources	3,056	5,000	-	5,000	(3,211)	(1,474)	(4,684)
400-212 Mind Business Continuation Fund	20,854	(50)	-	(50)	-	(13,218)	(13,218)
400-302 Spot the Signs (CYP)	18,493	63,911	(32,079)	31,832	(37,521)	(2,803)	(40,324)
400-306 IAPT Access & Engagement	21,514	54,026	(42,360)	11,666	(30,800)	(2,379)	(33,180)
400-307 Mum's Matter	(6,352)	34,516	9,496	44,012	(35,850)	(1,810)	(37,660)
400-311 Spark East Herts	2,450	3,619	(2,126)	1,493	(3,553)	(389)	(3,943)
400-312 With YOUTH	51,957	422,000	(98,691)	323,309	(217,774)	(147,493)	(365,267)
400-314 Spark North Herts	(5)	-	5	5	-	-	-
400-315 Spark Watford	4,434	-	6,545	6,545	(9,992)	(987)	(10,979)
400-318 CYP Wellbeing Cafes	154,161	102,783	(45,060)	57,723	(113,426)	(39,780)	(153,206)
400-320 Future Youth Mentoring Service	25,195	12,500	(3,068)	9,432	(23,527)	(1,493)	(25,020)
400-322 Wellbeing Café Ware		7,141	(1,073)	6,067	(1,864)	(1,216)	(3,080)
400-323 50TH Anniversary Grant		750	(50)	700	-	(700)	(700)
400-324 Co-op Donation for Meeting Places(207)	(489)	4,034	-	4,034	-	(283)	(283)
400-325 CYP Counselling		-	-	-	(72)	(897)	(969)
HCC Winter Grant 23 Hertswise AMS	1	-	(1)	(1)	-	-	-
HCC Winter Grant 23 Hertswise JT	16	-	(16)	(16)	-	-	-
HCC Winter Grant 23 Hertswise MG	183	-	(183)	(183)	-	-	-
Total 400 – Wellbeing and Counselling	300,095	1,463,229	(351,048)	1,112,181	(1,046,837)	(260,916)	(1,307,753)
							104,524

HERTS MIND NETWORK

FOR THE YEAR ENDED 31 MARCH 2025



500 - Training and Education	6,414	20,958	-	20,958	-	-	27,372
500-605 Training CYP	11,659	7,050	17,230	24,280	(5,694)	(6,027)	29,912
D-605 Merchant Taylors	7,747	-	(7,747)	(7,747)	-	-	0
B-605 Helping Herts	22,702	-	(44)	(44)	-	-	22,658
Total 500 - Training and Education	48,522	28,008	9,439	37,447	(5,694)	(6,027)	79,942
800 - Capital Funding							
800-313 UEC Capital Funding	66,375	1,023	-	1,023	-	(36,217)	31,181
800-316 UEC Capital Funding Wellbeing Centre	106,590	92,946	-	92,946	-	(56,662)	142,875
800-317 UEC Capital Infrastructure	8,764	10,257	-	10,257	-	(12,814)	6,207
800-319 UEC Capital - IT / Video Equipment	8,861	3,041	-	3,041	-	(5,521)	6,380
800-321 UEC Capital	7,548	100,855	-	100,855	-	(17,636)	90,767
Total 800 - Capital Funding	198,138	208,122	-	208,122	-	(128,850)	277,411
Wellbeing Centres - Restricted Donations	-	-	1,000	1,000	-	-	1,000
700-503 Restricted Donations	117	-	(117)	(117)	-	-	0
000-010 IT Equipment Fund	-	-	-	-	-	34,971	34,971
Total Restricted	942,094	5,809,889	(1,409,632)	4,400,257	(3,614,700)	(689,829)	1,037,822
Total Unrestricted	407,760	317,251	1,409,632	1,726,883	(812,647)	(644,887)	677,109
TOTAL	1,349,854	6,127,140	0	6,127,140	(4,427,347)	(1,334,716)	1,714,931