

Bethel Health and Healing Network

Annual Report and Financial Statements 2021

Rising to the challenge of COVID-19



Bethel
Doula
Service



Rapha
Listening
Service

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A Message from the Chair

It is a great honour to present Bethel Health and Healing Network's Annual Report for 2020/2021. The report offers a great overview of the fantastic things we have achieved in the past 12 months and the aspirations we have going forward.

We can all agree that COVID-19 turned our world upside down. However, despite the enormous challenges, staff and volunteers have adapted at pace and worked tirelessly to ensure our service users & clients receive the best care possible and that we continue to serve our community. Because of their willingness to embrace change and technology we reached more members of the community than ever before through our listening service. Whilst our doula service was perhaps hardest hit by restrictions of COVID-19, we maintained our core contract reflecting the high regard the service is held in by the NHS in Birmingham, Sandwell and Solihull. In addition, we successfully attracted other funding, enabling us to develop additional support packages.

This year is particularly poignant for me as I step down from my role as Chair and hand over the reins to our recently appointed incoming chair. I am proud to have witnessed the growth and development of Bethel Health & Healing Network, an organisation committed to its charitable objectives and underpinned by a strong value base. During the last year, Bethel has refreshed its three-year strategic plan, recruited new trustees, a new chair designate, recruited new staff and volunteers, all whilst delivering a first-rate service

We have achieved Trusted Charity, level one quality standard demonstrating the organisation's commitment to continual improvement. Like many organisations COVID-19 has left us facing uncertain times, I believe that with the resilience of the organisation and the committed individuals who work in and support Bethel, we will remain alert to the uncertainties that are ahead of us and continue to seize opportunities for growth.

As ever, on behalf of the Board, I would like to express my continued gratitude to all those who have played a part in ensuring our service users & clients receive the high-quality support that we are so proud to deliver. To our Chief Executive for her leadership and guidance, our fantastic staff team for their hard work and enthusiasm in making a difference, our brilliant volunteers for their time, commitment and dedication, the clinical commissioning groups, charitable trusts and foundations, companies and individuals who have all given us financial support, I thank you. I would also like to thank my colleagues, the trustees, who give of their time and share a wealth of knowledge and expertise to support Bethel and its commitment to the community, putting our clients & service users at the heart of what we do.

It's been a challenging year, indeed turbulent at times, however, Bethel has successfully ridden out of the storm and is facing the future with greater clarity and in a position of strength.

Jacynth Ivey, Chair of Trustees



A Message from the CEO

My heartfelt thanks to staff, trustees, volunteers, partners and service users for supporting Bethel over the last 12 months. Who would have thought the world would be in this position? If nothing else we have learnt how to live with each other and times of adversity. We have lost love ones along the way but we remember them with fondness and respect.

As we reflect on the last 12 months, dominated by the pandemic, unprecedented was the word of the year and it was not overused. The other phrase of the year was of course, 'You're on mute'.

Bethel adapted both services to cope with the ever-changing landscape we found ourselves navigating. Health and safety and safeguarding our staff, volunteers and service users have been the main priority, together with keeping the organisation on task. Bethel continues to work with many partners and developing new relationships.

Whilst we have worked with fewer women as a result of measures in place during lockdowns we were able to secure contracts with Black Country and West Birmingham CCG & Birmingham and Solihull CCG.

These were important gains that have allowed us to continue working with the most vulnerable citizens of Birmingham, Sandwell and Solihull.

I am extremely proud to work with such a committed team, whose passion and enthusiasm for this very important work encourages me on a daily basis. Staff, volunteers, service users and our board fully embrace Bethel's values and have a genuine commitment to improving the health, wellbeing and quality of life for Birmingham's most vulnerable and isolated residents.

Despite COVID-19, we have managed to grow our activities and our staffing base. I cannot predict the future and who knew I would still be writing about Covid-19, 12 months later, but I am confident Bethel will continue to uphold its vision and mission and work towards our new 3 year strategic plan. As we face the future with hope, aspiration and expectancy our focus will always be the service users.

Madge Milligan-Green CEO

About us

VALUES

COMPASSION

INTEGRITY

EMPOWERMENT

FAIRNESS

PARTNERSHIP








VISION

To enable and empower people to become physically, emotionally and spiritually healthy.

MISSION

Offer a range of holistic services that promote health and wellbeing to people in need.

STRATEGIC AIMS

-  Diverse communities have access to quality mental health and wellbeing services.
-  Bethel Health and Healing Network continues to be a place of welcome for those in need.
-  Deliver and develop effective services for existing and new beneficiaries.
-  Increase our impact through strategic partnerships.
-  Bethel Health and Healing Network is an effective and sustainable organisation.



AN EXAMPLE OF ONE OF THE NEW BEGINNINGS BABY BASKETS DELIVERED IN APRIL 2020

HIGHLIGHTS

APRIL

- Secured coronavirus resilience funding.
- CEO Madge appeared on New Style radio to talk about how we were supporting service users during the lockdown.

MAY

- Madge appeared on BBC Radio WM to talk about the Rapha Service
- Madge was a guest on Unity FM talking about mental health along with Beresford Dawkins from Birmingham and Solihull Mental Health Trust.



THANKS TO OUR FUNDERS WE PROVIDED MOBILE PHONE TOP-UPS FOR OUR VULNERABLE PREGNANT SERVICE USERS SO THAT THEY COULD STAY IN TOUCH WITH US.



Acorn Christian @AcornChristian · 23 Apr 2020

A big thank you to Bethel #Health and #Healing Network and all the volunteers who invited us into their homes over the past few days, via Zoom, to carry out some listening training. What a privilege!

@Bethel_Network #training #community #listening #hope #wellbeing
@wasutton



OUR LISTENING TRAINING WENT ONLINE,
THANKS TO OUR PARTNER, ACORN



THERE WAS A GREAT RESPONSE TO OUR
CHRISTMAS APPEAL

HIGHLIGHTS

JUNE

- Secured funding through Tesco's
- Bags of Help

NOVEMBER

- Achieved Trusted Charity Mark Level 1
- Secured funding from Lloyds Bank Foundation and DCMS

Bethel Doula Service

REVIEW OF THE YEAR

Bethel Doula Service provides an essential and unique service to a substantial proportion of the vulnerable and isolated pregnant women in Birmingham. It is the only service offering antenatal, intrapartum and postnatal support around the clock. The service is unique because it offers 'wrap around' care that health professionals and specialist agencies cannot provide. For example, we are often presented with women experiencing emotional distress resulting from the trauma that they have sustained. They, therefore, require time, a listening ear and a supportive voice to simply get through such a difficult time in their lives.

Bethel Doula Service works with health and other agencies when women are referred to the organisation so that they do not fall through current gaps in service. The service works collaboratively with, but ultimately independently of, all statutory services such as the social care and health, border agencies, police etc. Bethel Doula Service is thus able to build an impartial and highly trusted rapport with these very vulnerable and often distressed service users.

Crucially, the Bethel Doula Service's ethos is one of enabling women to build resilience and self-efficacy and therefore reduce reliance on the state. Bethel's senior and volunteer doulas support women to integrate into British society and are more knowledgeable about what services and support are available to them; including those outside the remit of their pregnancy. This has clearly saved significant public resources - for example reduced reliance on such services as ambulance, acute mental health, and social services.

Despite the COVID-19 pandemic, the Doula Service has continued to support women, conducting telephone assessments and interviews and, occasionally, Senior Doulas and volunteers have delivered essential items for mother and baby whilst maintaining social distancing.



SENIOR DOULA JULIA BROWN
WITH A SERVICE USER



SENIOR DOULA TERESA RICHARDS

KEY ACHIEVEMENTS

- Launched a Zoom Mother and Baby Group
- Provided online training for staff and volunteers in Safeguarding, Mental Capacity, and other topics.
- Continue online collaboration with Birmingham City University and the University of Central Birmingham.
- Worked collaboratively with BUMP midwives on the Link workers project, supporting women in attending appointments and addressing safeguarding issues.
- Working in partnership with Best Beginnings and Barnados in providing emotional and signposting support for women and families as they navigated the effect of Covid restrictions.
- Continued funding from Birmingham and Solihull CCG, and SWBH CCG
- Doula Service is represented on the platforms of several influential committees and forums.

User feedback

"I am grateful for the quick response of the Doula who attended and supported me as a birth partner at very short notice, and then the continued care and support I received. She listened."

A service user who received urgent birth partner support

"I found Covid time frightening, I did not know whether I should go out. I could not contact the midwife; I did not know whether I could go to the hospital or what to do. The Doula service gave me direction and supported me with food parcels. Thank you."

A service user

"I enjoy attending the mother and baby group as I have learnt so much. You supported me with my pregnancy and baby. You encouraged me with my studies. I have secured a place at university, and I am learning to drive. Thank you also for supporting my friend."

Former asylum seeker now refugee



SENIOR DOULA JENNIE MARLOW



Rapha Listening Service

REVIEW OF THE YEAR

Our confidential listening service forms part of our planned holistic health and wellbeing support offered by Bethel Rapha Service. This service is designed to support people from all backgrounds with 'low-level' mental health issues such as anxiety, depression or those who are isolated and lonely, often a precursor to reduced emotional wellbeing. Our volunteer listeners are trained in the 'reflective listening framework' which provides an environment for the individual to be listened to in a non-judgemental setting that empowers them to find their own solutions.

The development of the local hub model was suspended as a result of Covid-19 restrictions instead we delivered telephone support across Birmingham and in targeted constituencies. Our initial focus was on strengthening the volunteer team to meet the new approach to service delivery and comply with government guidelines. While the demand for services was slow at the beginning it quickly picked up pace as the impact of the pandemic took hold. We have seen an increase in people accessing support who are experiencing anxiety, social isolation and loneliness.

We have been able to recruit a diverse volunteer team with language skills in Urdu, Punjabi and Bengali. Several of our Urdu speaking volunteers have been trained in completing the initial assessments and evaluations to help support those clients that cannot speak English particularly from the Pakistani community which has enabled us to better engage with this community.

We worked closely with Hodge Hill and Hall Green Neighbourhood Network Schemes who provided Covid-19 emergency funding to primarily support older adults living in these areas. As a result, we had an increase in referrals from some of Birmingham's most disadvantaged communities. Funding from the Eveson Trust enabled us to reach other parts of Birmingham such as Northfield, Selly Oak and Kingstanding.

This year we saw an increasing number of organisations referring to us including Spurgeons, Kingstanding Food Community, St Peters Housing, Norton Hall, Pegasus, Gateway Family Services, Health Exchange, Creative Support, Family Action, Gilgal Birmingham, Age UK, The Sweet Project, Trident Reach, Go-Woman Alliance, Anawim, Birmingham Mind and Asirt. We also experienced growth in referrals from the statutory sector through NHS social prescribers and social workers.

Only 17% of service users were male although the proportion has steadily been growing. The ethnic diversity of service users also increased; where disclosed 50% were from ethnicities other than White British, with 33% coming from South Asian backgrounds. Almost half were under 50 and a fifth was aged 65+.

KEY ACHIEVEMENTS

- 141 referrals received
- 111 initial assessments carried out
- 90 service users accessed listening sessions
- 558 listening sessions delivered
- £22K received from Hodge Hill and Hall Green Neighbourhood Network Schemes
- £33K agreed by Living Well Consortium to support Mental health activities in 2021/22
- The Rapha Listening Service finished with 30 volunteers at the end of March 2021. Our committed team of listeners supported 90 service users over the 12 months.

Service user feedback

The feedback this year highlights the impact of being listened to for many of our service users. The majority experienced reduced stress and anxiety and have been able to take positive steps forward in relation to their personal challenges. Others felt less lonely and isolated in otherwise difficult circumstances. Service users valued engaging with the same volunteer throughout their Rapha experience enabling them to build trust and avoid repeating their story each time.

End of support feedback (41 responses)

- 88% Rapha service met or exceeded expectations
- 85% feel more positive about themselves
- 66% feel less lonely and isolated
- 56% are more confident in connecting with other people

User feedback

"It's been the best service that I have ever received, better than the statutory services that I have had."

"I was able to open up to J about a lot of stuff and feel so much better for it."

"She is a very good listener, never spoke about herself and I really appreciated that. The timing of the calls was very much appreciated."

"Whilst speaking with my listener, I feel more positive but still very unsure of myself currently. Family problems that have occurred recently have shaken my confidence and I really need to continue with my listener."



Section 2

Structure, governance and management

Governing Document

The charity is controlled by its governing document, a deed of trust, and constitutes a limited company, limited by guarantee, as defined by the Charities Act 2006. The trustees, who are also directors of the charity for the purposes of the Companies Act 2006, present their report, with the financial statements of the charity for the year ended 31 March 2021. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) 'Accounting and Reporting by Charities' issued in March 2005.

Finance: Mr Nick Wallace

Independent Examiner: Mr David Chittenden

In setting objectives and planning for activities, the Trustees have given due consideration to general guidance published by the Charity Commission relating to public benefit.

Trustees



Jacynth Ivey Chair of Trustees

Jacynth Ivey currently sits at the helm of two companies: Inspiring Hope, Ltd and jacynthivey.com. She is a multi-award-winning Transformational Leader, Coach, Author, Mentor and sought-after Inspirational Speaker. Having launched her career as a nurse, midwife and health visitor, things evolved from there and Jacynth found her true passion in developing

people and organisations, supporting them to achieve their goals. She has over 30 years of experience as a senior leader - former NHS Executive Director of Nursing and a senior leader in commercial, third sector organisations and SMEs.

In addition to her nursing and senior leadership roles, Jacynth is a competent and experienced speaker and advocate. Over many years, she has supported national bodies, large corporate organisations, charities, entrepreneurs and senior leaders. Jacynth enjoys inspiring others and is known for her expertise in diversity, inclusion, organisational development and corporate culture transformation.

She credits her success to having strong beliefs, being clear and focused, and fostering strong relationships with others.



Christine Parkinson

Dr Christine Parkinson obtained a doctorate in medical research at a London hospital, in Child Behaviour, then moved to Birmingham in the 80s to become involved with inner-city regeneration. She set up, with others, a women's refuge in 1994, a training and employment project for the long-term unemployed in 1998, and was the founder of the Bethel Health & Healing Project in 2006.

She is also a trustee of another charity, which supports young people in Uganda to become social entrepreneurs. She is committed to social justice, as well as in working to combat climate change, and has an interest in prayer ministry. She has published three books, as well as numerous scientific papers in learned journals.



Jonathan Hindle

Jonathan spent 35 years in the technology industry in a variety of senior roles ranging from Engineering to Sales and Marketing. He has worked with teams across the globe bringing cross-cultural knowledge to Bethel. His knowledge of sales and marketing brings a perspective to Bethel, helping develop outbound communications and fundraising activities. Jonathan is married and has three daughters. In his spare time, he plays football, tennis and enjoys walking in the countryside.



Louise Jackson-Sanders

Louise has a background of working in public health and the third sector. She has an interest in maternal health and wellbeing and was drawn to Bethel due to the amazing work the Doula service does to reduce the inequity some women experience in accessing maternity services and support.



Michele Lawrence

Having gained nursing, midwifery and health visiting qualifications and experience over three decades, Michele's expertise has been at the population public health level. Working on emergency planning and immunisation co-ordination, Michele has a vast amount of experience in managing teams and developing quality and safeguarding systems.



Tim Tranter

Tim has extensive experience working in senior roles across the globe within the charity sector, including over 10 years working within emergency disaster relief responding to natural and man-made disasters. It was through this work that he ran maternal care and mental health projects.



Mei Wong

Born in Malaysia, Dr Mei Wong came to the UK in 1976 for her nursing training at Chesterfield Royal Hospital and later midwifery at Birmingham Women Hospital. She later pursued a psychological career becoming a Doctor of Clinical Psychology at Leicester University in 2004. In 2012, Dr Wong retired from her position as Consultant Clinical Psychologist, Head of Specialty in SSHNFT.

STAFF TEAM



Madge Milligan-Green
Chief Executive Officer



Calis Roberts
Administrator and
volunteer co-ordinator



Margaret King
Doula Service Manager



Julia Brown
Senior Doula



Teresa Richards
Senior Doula



Jennifer Marlow
Senior Doula



Fareisha Kelasi
Marketing and
Communications Officer



Maverney Kettle
Link Worker



Raj Kaur
Link Worker



Santosh Rai
Rapha Manager



Kathy Senessie
Rapha Support Officer



Judith Miller
Senior Operations Manager



Rosie Steer-Palmer
Marketing Consultant



Andrea Porter-Bent
HR Consultant



Jeanette Burrows
Fundraising Officer

VOLUNTEERS Highlights

Volunteer feedback

‘As a midwife, I never got the opportunity to see what truly happened with these women after birth. I believe that working with Bethel gave me that opportunity in real life.’- Doula volunteer’s feedback

‘I needed a placement at Uni, and I wanted to break away from what I was doing, and Bethel provided me with the opportunity, thank you Bethel’ – A placement volunteer’s feedback

‘Opened my eye to identify and how to act when someone has been abused and the different types of abuse that I would not know they existed’- Volunteer’s feedback to safeguarding training

‘Thank you for your card and bracelet – it made my day’- Rapha volunteer’s response to gifts received as part of our Volunteer Appreciation celebration

‘The time I spent with the project was one of the most enjoyable and fulfilling times of my life. It was also a very humbling time - helping another woman during childbirth and the early days after they have given birth - the times when they are most vulnerable - has had a profound impact on me as a person. It put a lot of things into perspective and made me realise how strong women are, what they can achieve and what they can overcome. Thank you for allowing me to be part of the project. - Former volunteer now residing in New Zealand



VOLUNTEER DOULA, GAIL SAULT

Statistics

50% White British

50% Non-White British

Training opportunities provided

Effective Listening, Safeguarding, Prevent, Suicide First Aid and Mental Health First Aid
Monthly scheduled group supervision along with ongoing support

Languages spoken

Urdu, Punjabi, Bengali, English, French, Romanian and Hindi



ZOOM EVENT FOR VOLUNTEERS

VOLUNTEERS

Leading up to the pandemic year, our volunteer recruitment and processing were heavily concentrated around the Doula volunteer recruitment as the listening service emerged and gradually grew.

As both services grew there was a need to embark on a campaign with an emphasis on recruitment of mature volunteers, persons with various language skills and male volunteers.

THE YEAR IN REVIEW

Bethel was supported by 46 volunteers comprising six Bethel Board of Trustees, 10 Doula volunteers and 30 Rapha Listening volunteers. As the year progressed, we quickly and effectively adjusted to the reality of the Covid 19 Pandemic and shifted to an online approach to volunteering to meet the needs of our service users. There was an improvement in the recruitment process with various methods of recruitment pursued. All our training, supervision and volunteer appreciation activities were conducted online. Additionally, with there being a surge in the demand for our listening service, volunteers quickly responded to the demand and filled the gaps as more persons were now available to offer their services remotely.

This meant that volunteers now needed to be equipped with mobile phones and sim cards provided through funds sourced by our CEO and fundraising officer, to ensure that they were able to meet the needs of the service users securely and effectively.

Additionally, our two WhatsApp group chats for the Doula and Listening Service Volunteers were very active and became an effective means of communication. We also had volunteers expressing an interest in supporting both the Doula and Rapha services.

Our flexibility also extended to other regions outside of Birmingham as listeners from as far as London were now willing and able to support our listening services. DBS processing was also fast-tracked, and the turnover time was up to two days in most cases. During the first two quarters of the year, over 30 applications were successfully processed for the listening service. This meant that persons from diverse backgrounds, ethnic and age groups were able to join our listening service.

Challenges:

The Doula service saw a natural decline in volunteer numbers. People were unavailable to volunteer or there was low volunteer confidence in engaging with the public especially amongst our more mature volunteer base. This meant that staff have had to double up on caseloads with a reduced volunteer availability.

Additionally, the well sought after three-day free mandatory Doula training could not be pursued during the year due to the challenges faced with Covid-19. However, a new online version of the Doula training course was developed which became available for future new recruits.

PARTNERSHIPS

Partnerships

Bethel has collaborated or worked with numerous organisations and we wish to thank them all for their support and cooperation. Bethel is a founding member of the Cairn Consortium with three other third sector organisations sharing a similar value base and ethos: Jericho Foundation, Gilgal and Small Heath Baptist Church.

The Consortium meets quarterly for the purposes of support, encouragement and exploring joint working initiatives. We are also members of the Small Charities Coalition, Living Well Consortium, Foundation for Social Improvement, What Works Wellbeing and our CEO is a member of the Association for Chief Executives of Voluntary Organisations (ACEVO)



**SANTOSH RAI AND MADGE MILLIGAN-GREEN
WITH CHEQUE FROM LORD MAYOR**

Section 3

Strategy

As we move into 2021-2022, we will implement our new strategic plans with 5 strategic aims for Bethel. Our annual plan and budget will be developed and reviewed regularly, ensuring that we carry out our objectives.

Plans

Over the next 3 years

Bethel will only succeed over the next three years by providing effective services with a purpose: to ensure that those we support can inspire even greater levels of trust and confidence in our service delivery.

We cannot, however, succeed on our own. We need to work in partnership with others and draw on their expertise. This has been identified as one of Bethel's strategic aims.

As we determine how best to deliver our strategic objectives, we will do so in conversation with our partners, peers, government, and others in the sector. Bethel is continuing to demonstrate our impact, and to command confidence from our stakeholders, we will need to demonstrate our own transparency and accountability.

Delivering the 3-year strategic plan will mean changing the way we work. Our staff and volunteers will continue to work differently to carry out their roles, ensuring we fulfil our vision and mission. Unfortunately, we do not have all the resources necessary to fulfil these ambitions, but that cannot be an excuse to wait. We must start the journey now, which is what our 3-year strategic plan is all about: maximising the benefit of Bethel to the public by delivering effective services to our clients.



SENIOR DOULA DIONNE AUGUSTINE WITH ONE OF THE BABIES SHE HELPED TO DELIVER



LADY MAYORESS, LORD MAYOR AND MADGE MILLIGAN-GREEN

Responding to the COVID-19 pandemic

Like so many charities, Bethel's work has been challenged and changed by the pandemic response. As an organisation, we acted swiftly in our initial response to the pandemic, putting in place arrangements to secure the health and safety of our staff and mobilising the workforce to operate remotely. Throughout the year we have supported our staff to continue to work from home and adopted flexible working arrangements as staff have juggled the challenges of home-schooling, COVID-related illness, and caring responsibilities. As a small charity, we adapted our approach to help ensure the charity remained resilient and able to play its part in working collaboratively with our partners. As a small charity, we played our part in supporting NHS staff, volunteers, and care workers in the fight against COVID-19.

We continue to explore opportunities by scanning the horizon and will collaborate with a number of partners to expand our main services. The mother and baby group will continue online and future funding will be sought to secure premises to deliver this vital support that has been a lifeline for all attendees both here and abroad.

Embracing digital marketing

We will look to develop our digital marketing knowledge and use of tools such as analytics, search engine optimisation (SEO) and content marketing. We will make improvements to our website to allow us to apply for a Google Adword Grant in 2021. Collectively, this will enable us to be more visible to people who are either digital natives or have been 'forced' online because of the impact of COVID-19.



HEAD OF DOULA SERVICE, MARGARET KING,
WITH DONATION FROM MUSLIM WOMEN
VOLUNTEERS

Section 4

Financial review and statements

Trustee Responsibilities for the Financial Statements

Charity and Company Law require the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for that period. In preparing those financial statements, the trustees are required to select suitable accounting policies and apply them consistently to:

- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume that the charity will continue in business.

The trustees are responsible for keeping financial records which disclose with reasonable accuracy at any time the financial position of the Charity and that enable them to ensure that the financial statements comply with the Companies Act 2006.

They are also responsible for safeguarding the assets of the charity and hence must take reasonable steps for the prevention and detection of fraud and other irregularities.

Financial Review

income for the year amounted to £383,490 (2020: £252,944) whilst expenditure was £284,797 (2020: £258,578). This resulted in a surplus of £98,694 (2020: deficit (£5,634) and an increase in funds for the year to £148,022 (2020: £49,328). During the year, the Charity was very successful in attracting additional funding relating to the Covid pandemic and was therefore able to provide substantially enhanced services. The resulting surplus and increase in reserves will also enable services to be further developed in the coming year including a revised staffing structure.

Reserves Policy

Reserves are required to:

- smooth out surpluses and deficits year on year;
- replace capital expenditure or restructure the organisation;
- deal with the effects of any risks that materialise e.g. significant losses of income and delays in payments;
- allow the organisation to take on opportunities that may arise in a timely manner;
- deal with the unexpected.

Trustees are required to set an appropriate minimum level of reserves, and in doing so take into account these reasons for holding reserves, as well as current and future financial needs. The trustees have decided to set minimum reserves at 4 months of unrestricted expenditure, as indicative of the operating reserves required by the nature and size of the charity. As at 31 March 2021, that will require minimum free reserves of approximately £70,190 to be held (2020: £66,034). Both the policy and its implementation are under regular scrutiny.

Income Generation

Bethel engaged a Fundraising Officer to support with income-generating and as a result, Bethel has secured additional funding for small projects and to add value to our existing services.

Through our partnerships and collaboration Bethel will continue to grow our income and diversify to ensure we maintain a high level of service and also our reserves.



Bethel Health and Healing Network

Independent Examiners Report to the Trustees of the Bethel Health and Healing Network

I report on the financial statements of the Charity for the year ended 31st March 2021

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of accounts. The trustees consider that an audit is not required for this year under section 43(2) of the Charities Act 1993 ('the 1993 Act') and that an independent examination is needed. The charity has prepared accrued accounts and I am qualified to undertake the examination.

It is my responsibility to:

- examine the accounts under Section 43 (3) (a) of the 1993 Act
- follow the procedures laid down in the General Directions given by the Charity Commissioners made under section 43 (7) (b) of the 1993 Act.
- state whether particular matters have come to my attention

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners and with Regulation 11 of the 2006 Regulations. An examination includes a review of the accounting records kept by the church, and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention :-

1. which gives me reasonable cause to believe that in any material respect, the requirements: to keep accounting records in accordance with section 41 of the 1993 Act and Regulation 4 of the 2006 Regulations; and to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 1993 Act and Regulation 8 of the 2006 Regulations; and which are consistent with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met, or
2. to which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.

Signed:



Date:

24th September 2021

David Chittenden
18 Cunningham Road
Peterborough
PE2 9RG

Statement of Financial Activities
Year Ended 31st March 2021

	Note	Restricted	Unrestricted	Total Funds 2021	Total Funds 2020
Income and Endowments from:					
Donations and legacies	2	74,226	102,850	177,077	61,824
Charitable activities	3	0	202,976	202,976	184,994
Interest			8	8	8
Other income			3,430	3,430	6,118
		74,226	309,264	383,490	252,944
Expenditure on:					
Raising funds	4		13,769	13,769	14,727
Charitable activities	5/6/7	74,226	196,802	271,028	243,851
Total expenditure		74,226	210,570	284,797	258,578
Net income		0	98,694	98,694	(5,634)
Reconciliation of Funds					
Total Funds brought forward		0	49,328	49,328	54,962
Total Funds carried forward		0	148,022	148,022	49,328
Balance Sheet as at 31st March 2021					
Current Assets					
Debtors	11			15,986	2,731
Cash at bank and in hand	12			148,235	53,137
				164,221	55,868
Current Liabilities					
Liabilities falling due within one year	13			16,199	6,539
Net Assets				148,022	49,328
Represented by:-					
Unrestricted Funds	15			148,022	49,328
Restricted Funds	15			0	0
Total Funds				148,022	49,328

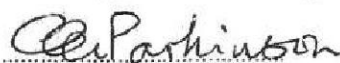
The trustees (who are also the directors of the company for the purposes of company law) confirm that for the period ended 31 March 2021:-

- the company was entitled to exemption from audit under section 477 of the Companies Act 2006 ("the Act"), and
- members have not required the company to obtain an audit of its accounts for the period in question in accordance with section 476 of the Act. However, in accordance with section 145 of the Charities Act 2011 and section 44 of the Charities and Trustee Investment (Scotland) Act 2005, the accounts have been examined by an independent examiner.

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

The notes form an integral part of these accounts. They have been reviewed in the preparation of these accounts with changes to the classification and presentation.

These accounts, which have been prepared in accordance with the provisions in the Companies Act 2006 relating to small companies, were approved by the trustees on 05/10/2020 and signed on their behalf by:



Christine Parkinson
Trustee

Date:

Notes:

1. Accounting Policies

(a) Basis of Preparation

These accounts have been prepared on the basis of historic cost in accordance with the Accounting Regulations set out under the Charities Act 1993 and with the Charities Statement of Recommended Practice (SORP) 2005 - Second Edition

(b) Form of Financial Statements

- (i) Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objects of the charity
- (ii) Restricted funds may only be used by specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purposes.

(c) Incoming Resources

- (i) Incoming Resources are recognised and included in the Statement of Financial Activities (SOFA) when the Charity becomes entitled to the resources; the trustees are virtually certain they will receive the resources; and the monetary value can be measured with sufficient reliability.
- (ii) Where incoming resources have related expenditure (as with fundraising), the incoming resources and related expenditure are reported gross in the SOFA.
- (iii) Donations are accounted for gross when received.
- (iv) Bank interest is recognised when it is credited to the account.

(d) Expenditure and Liabilities

- (i) Expenditure is accounted for on an accruals basis.
- (ii) Liabilities are recognised as soon as there is a legal or constructive obligation to pay out resources.

(e) Assets

Tangible fixed assets are capitalised if they cost more than £1,000 and can be used for more than one year. They are valued at cost or, if gifted, at value on receipt. The charity does not currently have any capitalised fixed assets.

(f) Taxation

The charity is not liable for income or capital gains tax on its charitable activities. Irrecoverable VAT is included in the asset cost or expense to which it relates.

2. Income from donations and legacies	Restricted	Unrestricted	2021	2020
Donations received	200	723	923	12,039
Grants received:				
Alfred Haines Charitable Trust			0	1,000
Baron Davenport			0	500
Edward Cadbury Charitable Trust	5,000		5,000	
Greggs Foundation			0	2,000
Groundworks		500	500	
Hall Green Neighbourhood Network Scheme	7,886		7,886	
Heart of England Community		3,410	3,410	
Lloyds Bank Foundation	55,065	39,711	94,776	1,660
Lord Mayor of Birmingham's Charity			0	4,350
Oakdale Trust			0	1,000
Renewal Christian Fellowship			0	3,000
Richard Kilcupper Charity			0	500
Roger & Douglas		2,000	2,000	
St Thomas Dole Charity	1,575		1,575	1,575
The Bewley Charitable Trust			0	200
The Cole Charitable Trust	1,000		4,000	500
The Edward and Dorothy Cadbury Trust	500		500	
The Eveson Charitable Trust			0	10,000
The Goodenough Charitable Trust		2,000	2,000	
The Grimmit Trust	2,000		2,000	1,000
The National Lottery Community Fund		49,757	49,757	
The Roughley Trust		3,000	3,000	
The Tudor Trust	1,000		1,000	20,000
The William Dudley Trust			0	1,000
William A. Cadbury Charitable Trust			0	500
Zurich			0	1,000
Other		1,750	1,750	0
	74,226	102,850	177,077	61,824

3. Income from charitable activities

Best Beginnings	1,345	1,345	
NHS BHAM Women & Childrens NHSFT	12,000	12,000	8,000
NHS Birmingham and Solihull CCG	104,320	104,320	102,100
NHS Hodge Hill	13,911	13,911	
NHS Sandwell and West Bham CCG	71,400	71,400	74,894
	0	202,976	202,976
			184,994

4. Expenditure on generating donations and legacies

Unrestricted funds

Raising funds		13,769	14,727
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5. Costs of charitable activities by fund type

Doula	26,269	150,257	176,526	141,154
Rapha listening service	25,052	20,617	45,668	38,506
Trusted Charity (PQASSO)			0	5,522
Support costs	22,906	25,928	48,834	58,669
	74,226	196,802	271,028	243,851

6. Costs of charitable activities by activity type

	Activities undertaken directly	Support costs	Total	Total
Doula	176,526	38,797	215,322	187,249
Rapha listening service	45,668	10,037	55,705	51,080
Trusted Charity (PQASSO)			0	5,522
	222,194	48,834	271,028	243,851

7. Analysis of support costs

	2021	2020
Communication costs	8,978	5,749
Office costs	22,761	14,500
Premises costs	11,809	9,534
Legal and professional	36,725	19,650
Other operating costs	9,520	9,236
	89,793	58,669

8. Independent examiner's remuneration

The Independent examiner provided services on a voluntary basis so no fee was charged (2020: Nil)

9. Trustees' remuneration and expenses

During the year, no Trustees received any remuneration or other benefits and no expenses were claimed (2020: Nil)

10. Staff costs and emoluments

Salaries and wages	154,786	156,494
Social security costs	10,679	11,571
Employers contribution to defined contribution pension scheme	2,548	2,449
	168,013	170,514

There were no employees whose emoluments (salaries, wages, benefits in kind) fell in a band in excess of £60,000 (2020: Nil)

The average number of persons employed by the Charity, including part time staff, calculated on a full time equivalent basis was:

Core staff	5.16	4.95
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11. Debtors

Accounts Receivable	5,315	500
Accrued Revenue	9,320	2,231
Prepaid Expenses	1,351	
Other		
	15,986	2,731

12. Bank and Cash Balances

TSB current account	132,342	37,252
Triodos deposit account	15,673	15,665
Petty Cash	220	220
	148,235	53,137

13. Current Liabilities (payable within one year)

Accounts Payable	8,729	2,866
Accruals and deferred income	787	450
Payroll Liabilities	3,713	3,223
Prepaid income	2,970	
	<u>16,199</u>	<u>6,539</u>

14. Related party transactions

Donations without condition of £360 were received from one trustee (2020: £590 from 2 trustees)
These amounts do not include the gift aid associated with these donations.

15. Statement of Funds	At 1st April 2020	Income	Expenditure	Transfers	At 1st April 2021
Unrestricted Funds					
General	13,740	106,268	13,769		106,259
Doula designated	35,589	202,976	196,802		41,763
	<u>49,328</u>	<u>309,264</u>	<u>210,570</u>	<u>0</u>	<u>148,022</u>
Restricted Funds					
Doula		44,466	44,466		0
Rapha		29,760	29,760		0
	<u>0</u>	<u>74,226</u>	<u>74,226</u>	<u>0</u>	<u>0</u>
Total Funds	<u>49,328</u>	<u>383,490</u>	<u>284,797</u>	<u>0</u>	<u>148,022</u>

Prior year

Unrestricted Funds					
General	11,224	27,977	14,727	(10,734)	13,740
Doula designated	37,144	184,994	186,549		35,589
	<u>48,368</u>	<u>212,971</u>	<u>201,276</u>	<u>(10,734)</u>	<u>49,328</u>
Restricted Funds					
Doula		700	700		0
Rapha	3,500	37,613	51,080	9,967	0
Trusted Charity (PQASSO)	3,095	1,660	5,522	767	0
	<u>6,595</u>	<u>39,973</u>	<u>57,302</u>	<u>10,734</u>	<u>0</u>
Total Funds	<u>54,962</u>	<u>252,944</u>	<u>258,578</u>	<u>0</u>	<u>49,328</u>



A Message from our Patron

I am extremely honoured to be a Patron of Bethel Health and Healing Network, who relentlessly continues to carry out remarkable work in extremely difficult circumstances.

Traditionally, it is women who are attracted to volunteering as 'listeners' but we are now seeing more men coming forward, which for us, is a very positive development.

Mental health issues are increasing due to Covid-19, as the series of 'Lockdown' has deprived us of so many things that we take for granted and as a result, there is a great demand for our services.

Social isolation and lockdown rules have had such an impact on pregnant women and their families and have been very challenging for our doulas who need to be with their clients.

Currently, there is an overwhelming number of pregnant women being hospitalised with COVID-19 symptoms, who have not had the vaccine. These concerning statistics can weigh heavily on those vulnerable and isolated pregnant women, increasing their mental health issues and overall well-being.

Again, the third sector is being pulled on to fill the gap and provide true life-enhancing solutions for the most vulnerable in our society, the measure of a civilised society is determined by how we all protect those most in need.

I am greatly thankful for the splendid and continuing work that Bethel is doing, to maintain resilience and supportive care for those who need it most.

Whilst we will remember 2020 for so many reasons, we are reminded again of the value of the services Bethel Health and Healing Network and its volunteers deliver to transform lives and building a better future.

Dr Beverly Lindsay OBE, OD, DL

Bethel Health and Healing Network



Bethel Health and Healing Network
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Birmingham B12 9LX

Registered Charity Number: 1116225
Company Number: 05813084