

MIND WITH HEART

England & Wales · Charity number 1148811

Details

Status Registered

Legal form Charitable company

Company number [07870089](#)

Registered 2012-09-04

Register [View on the Charity Commission register](#)

Contact

Address 24 Legion Close
London
N1 1PJ

Phone 07380 947498

Email info@mindwithheart.org

Website www.mindwithheart.org

Activities

Objects: FOR THE PUBLIC BENEFIT, THE ADVANCEMENT OF EDUCATION OF PERSONS UNDER THE AGE OF 25 YEARS AND THEIR EDUCATORS WORLDWIDE BY DEVELOPING THEIR UNDERSTANDING OF MENTAL WELLBEING, SOCIAL COHESION, EMPATHY, AND COMPASSION, AND THEIR CAPABILITIES TO TAKE ALTRUISTIC ACTION BASED ON THEIR PERSONAL REASONING AND EXPERIENCE.

Activities: Mind with Heart offers prevention-based programmes in mental health education; trainings and events for young people, education professionals and parents; a whole-school approach to promoting and protecting good mental health; and materials on the role of compassion in society.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Children/young People, Other Defined Groups, The General Public/mankind

Geography

- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£27,766	£26,888	-	-
2023-12-31	£31,273	£32,538	-	-
2022-12-31	£16,227	£13,930	-	-
2021-12-31	£16,598	£12,649	-	-
2020-12-31	£4,644	£4,693	-	-

Trustees

Name	Role	Appointed
David Rycroft		2020-09-25
FIONA CLARKE		2012-07-20
Jasmine Osiris		2019-04-17
Louise Mason		2023-10-03
Luis Vaz-Pinto		2019-08-10
STEPHEN COPE		2012-07-20
Shamiela Davids		2020-06-22
Vicki Worsnop		2023-10-03

MIND WITH HEART

England & Wales - Charity number 1148811

Accounts



Mind With Heart

A Charitable Company Limited by Guarantee

Company no: 7870089

Charity no: 1148811

Financial Statements & Trustees' Annual Report

for the year ended 31 December **2024**



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

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Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

Charity Information

for the year ended 31 December 2024

Mind with Heart Limited is a company limited by guarantee and a registered charity governed by its memorandum and articles of association. The directors of the charity are its trustees for the purposes of charity law and throughout this report are collectively referred to as the trustees.

Charity name: Mind with Heart Limited

Company registration number: 7870089 (England & Wales)

Charity registration number: 1148811

Registered office: 24 Legion Close – London - N1 1PJ

Operations address: 24 Legion Close – London - N1 1PJ

Trustees who held office during the year:

Mr Stephen Cope - Appointed 5 December 2011

Ms Fiona Clarke - Appointed 5 December 2011

Ms Jasmine Osiris - Appointed 17 April 2019

Mr Luis Vaz-Pinto - Appointed 02 July 2019

Mr David Rycroft – Appointed 25 September 2020

Ms Shamiela Davids – Appointed 12 June 2020 (appointed chair 19 March 2021)

Ms. Rashikkha Ra Iyer – Appointed 01 September 2023

Ms. Vicki Worsnop – Appointed 01 September 2023

Ms. Louise Mason - Appointed 01 September 2023

Senior Management Team

Fiona Clarke CEO

David Rycroft Education Director

Steve Cope Financial Director

Independent Examiner

James Drace-Francis FCA,

Radstock Partners Limited, 36 Compton Avenue, Poole, Dorset, BH14 8PY, UK

Bankers

- The Co-operative Bank plc, 101 Balloon Street Manchester M60 4EP
- Wise, Avenue Louise 54, Room S52, Brussels, 1050, Belgium
- Wise, 56 Shoreditch High St., London, E1 6JJ, United Kingdom



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

Trustees' Annual Report

Incorporating the Director's Report for the year ended 31 December 2024

The Trustees of Mind with Heart Limited present their report together with the financial statements for the year ended 31 December 2024.

Principal activity

Mind with Heart is an international charity, based in the UK, training young people and teachers in sustainable well-being, emotional health and social connection. We develop and deliver programs for staff and students using research-based tools of mindfulness, empathy and compassion. We support schools to develop an integrated approach to well-being, and social and emotional learning. Our approach is gradual and sustainable, offering staff tools to support their own well-being first, and then training staff competent in mindfulness to deliver in the classroom.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Mind with Heart Limited is a company limited by guarantee, incorporated on 5 December 2011 and registered as a charity on 4 September 2012. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1 each.

Trustees

The Trustees of the charity who held office during the year are disclosed on page 3.

Risk assessment

The board has examined the principal areas of the charity's operations and considered the major risks which may arise in each of these areas. In the opinion of the trustees the charity has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

OBJECTIVES AND ACTIVITIES

Mind with Heart offers:

- a complete social and emotional learning (SEL) curriculum for 11-18 year olds
- emotional health and well-being exercises for 4 – 18 year olds
- trainings for educators and for parents in well-being skills, such as focus, calm, self-care, self-awareness, social connection and healthy relationships, using the tools of mindfulness and compassion
- a whole-school approach to emotional health through cultivating mindfulness, awareness, SEL, empathy and compassion
- trainings and events for all education professionals, including teachers, lecturers, youth workers, social workers, counsellors and psychologists, well-being leads and policy-makers
- videos to support youth events on the role of empathy and compassion in society



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

Objectives

- To give all young people and educators the opportunity to cultivate wellbeing and emotional health, regardless of ethnicity, religion, income or gender
- To provide training programmes to young people, and those that work with them, in disadvantaged areas and on limited budgets
- To give young people the opportunity to investigate, experience and act with mindfulness, awareness, empathy and compassion through innovative educational activities
- To embody a culture of listening where beneficiaries are empowered to co-develop programmes specific to their situation
- To demonstrate good practice in mindfulness, awareness, empathy and compassion training for young people and educators
- To research and develop our trainings so they continue to use best-practice and evidence-based tools for cultivating well-being and positive mental health
- To communicate the benefits of mindfulness, awareness, empathy and compassion to young people, educators and the communities in which they live

Activities

All our charitable activities focus on cultivating positive mental health, well-being and healthy relationships in young people and their educators, and are undertaken to further our charitable objectives for the public benefit.

Schools & Trainings & Workshops

- Continued successful online delivery of our programmes through our Irish partner Dzogchen Beara. Through them we are reaching teachers and parents internationally with our well-being trainings
- In 2024 we held trainings and workshops:
- Connected Educators online through our partner Dzogchen Beara
- Connected Parents online through our partner Dzogchen Beara
- Training for primary teachers in guiding well-being exercises for children
- 3 day retreats for educators, parents in Glendalough Sanctuary, Dzogchen Beara
- 2 x 1/2 day mini-retreats in Glendalough Sanctuary
- 1 day retreat in a London school
- Well-being skills workshops for teachers and students in schools
- Inset day presentations in schools
- Well-being workshops at a London charity
- 2 x Online professional development workshops for our educator community
- Weekly drop-in mindfulness and compassion sessions for our graduate community
- Coordinated an EBU (European Buddhist Union) TeachPeace pilot project. The pilot phase of Teachpeace ran from Jan 2023 to July 2024. 6 trainers delivered a training in peace and social cohesion in 6 schools in 5 European countries, reaching 83 teachers and 983 young people. Based on the success of this pilot project, we received funding to run Teachpeace again in 2025 - 2026
- CONNECTED, Mind with Heart's curriculum for teenagers on mindfulness, awareness, empathy and compassion, continues to be delivered in schools in the UK.

- Partner Mind With Heart organisations also delivered Connected in France and Luxembourg.
- Teachers trained by MWH, have produced guided audios for their students.
- We recorded more guided exercises for The Mindfulness App and for Soundcloud
- 31% of our income was from trainings and events both online and in-person. 7% of our income was from guided practices on The Mindfulness app.

1. Weekly Trainings

Our trainings build stress management skills, emotional resilience and regulation, improved teacher-student relationships, personal and professional growth and development, and increase job satisfaction and retention. Our courses consist of 9 x 1.5 hour weekly sessions:

Connected for Teachers, Parents	No.
Dzogchen Beara, Spring 2024	9
Dzogchen Beara, Parents, Spring 2024	11
St. Pats Parents, Autumn 2024	5
Total Attendees	25

Feedback from our trainings in 2024 shows how crucial our work is for educators, parents and young people.

- I thoroughly enjoyed this course and felt the impact of it immediately both personally and professionally. I loved that the focus was on developing yourself and your own personal practice in order to effectively teach mindfulness.
- Each class was really well structured and enjoyable and I have come away with a fantastic start to my mindfulness teaching journey.
- In this course you will find the confidence to teach mindfulness yourself
- The structure was excellent and so well planned, all the follow up emails were excellent also.
- The trainer was clear, connective and made time to check in with everyone on the course to feedback their experience and reflect on their learning
- Participants found the skill building workshop session excellent. The plan is now to help this become part of the ethos of the College
- Great session on Friday and looking forward to putting the mindful tools to use...
- It was really beneficial course coming through somewhat of a challenging period on and off the job"
- What an amazing course! At the end of this course I'm now feeling confident to incorporate practice into my work with students, as well as learning mindfulness tools for myself.
- A very well constructed course in mindfulness. The trainer has a lovely calm voice and delivery
- Very effective - helpful clear and v useful
- Very clear and calming and excellent follow up email
- Very good. Very balanced and empathetic. And practical.
- Communication was great, the trainer brought a lovely calm presence
- This is a brilliant course full of practical ways to do mindfulness. It has given me a new way of being and working. The trainer was amazing and very calm and knowledgeable as well as willing to answer any questions. I thoroughly recommend this course.
- The trainer is an excellent clear and patient communicator with a balance of humour, experience and consideration. A lot of practical and accessible techniques, more ways to approach compassion and effective empathy with the confidence to begin to practice with others
- Great. Really knowledgeable and a kind way to share her knowledge. Clear explanations that are easy to

understand and connect to.

- Excellent - caring, considered and a lovely voice for guided practices!
- Excellent communication and very happy to go over anything we might of not understood
- "I plan to hold a few sessions on Wellbeing, starting next week, and will include some of the guided practices. I would have been a bit wary of trying this with the students previously, as I would have worried about a bit of resistance / awkwardness but your sessions have helped me feel more confident to give it a go!"
- There's a lot of great content. The follow up emails with resources are excellent.
- The course had the right balance of theory and practice
- With her calm, steady, attentive manner, the trainer represents what I would like to become for myself.
- "This course helped give me some perspective as well as some comfort and practical tools for coping and calm on my journey as a new parent. It was delivered with empathy in a light and understanding way. It was also reassuring to be in a group of fellow parents and to appreciate the common shared experience. "
- I would like the course to be longer! I learned how to be more present with my children, to listen more and not always try to solve their problems, it starts with me.
- Very clear, empathic and understanding. I learned to take time out for myself and not let negative thoughts or to-do lists take over. This course has helped me with my parenting of small children and to enjoy this time more.
- The trainer's presence was very calming, helping everyone feel very relaxed. I learned to take time for myself, to breathe! And to cut myself some slack.

2. Well-being Breaks

Well-being breaks give educators the time to de-stress, recharge, support their mental health, build resilience, learn skills for relaxation and self-care and enhance their professional skills. Educators who take care of their own well-being are more patient, positive and enthusiastic in the classroom, leading to better relationships with students and colleagues, and better outcomes for students.

Well-being breaks	No.
Glendalough Sanctuary weekend, Summer 2024	7
St. Pats educator retreat, Spring 2024	6
Harrodian day retreats, Summer 2024	7
Glendalough Sanctuary 1/2 day, Autumn 2024	11
Total Attendees	31

Feedback from our well-being breaks in 2024 demonstrates the importance of educators having time for to take care of their own well-being:

“the immense benefit of mindfulness practice” “the trainer was fantastic” “tranquillity, setting, warm welcome”

“this retreat will enhance your knowledge on connecting with your inner self, obtain tools to manage emotions, connect with others”

“feeling very connected to myself” “the importance of coming together”

“most useful thing I learned was the pause”

“sensitive and appropriate, excellent balance” “stimulus pause reaction resonated with me” “welcoming, understanding, empathy, connection” “beautiful like minded travellers” “professional yet warm and rewarding, just excellent”

“more than met my expectations” “total switchoff and re-setting of life’s treadmill” “I am leaving a very contented person”

“peace and contentment” “well facilitated” “thinking of good things in your life”

“it was totally perfectly timetabled, all of it was amazing” “a chance to stop and reset, take practical ideas back to the classroom” “thank you so much for such a memorable and enjoyable day”

“wonderful use of the day, deepening my knowledge of mindfulness” “most useful things I learned are to prioritise my practice and techniques for school”

“beautiful voice, could listen to it all day, perfect pace” “will practice mindful breathing 3 min before bedtime”

“relaxing, great opportunity in this busy world just to focus on me” “I feel less tension in my body” “wonderful presenter, took time, relaxing and calm, listening and responding to needs of group” “it was a greatly balanced day” “useful techniques like Joyful breath, time to just be and relax” “nurturing time for you”

“excellent”

“really relaxed and relaxing” “Forming new habits”



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

3. Workshops and Inset day presentations

Well-being workshops and inset day presentations offer valuable introductions to mindfulness, self-compassion, and other well-being practices. These workshops include experiential practices, discussions and presentations. They provide staff with a taster of the benefits such as reduced stress, improved mental health, and communication.

Workshops, Dropins & presentations 2024	No.
St. Patricks, Educator workshops, Spring	6
BHASVIC, skills workshop Spring	9
Keynote workshop Forward Trust Spring	120
Dropin mindfulness & compassion sessions	24
2 x MWH online workshops	32
Inset day workshop ETSSW Autumn	60
Inset day workshop OLGC Autumn	30
2 x Inset day workshops BHASVIC Spring	40
St Patricks Parents workshop Summer	6
Total Attendees	327

MWH Community Building

- Tuesday evening drop-in mindfulness/ compassion sessions were well received, with some regulars and many Connected graduates dropping in for practice and support
- We held two online workshops in Trauma and polyvagal theory, they were much appreciated.

Curriculum & Research

- Our curricula for trainings, retreats and workshops continues to evolve based on participant feedback and current scientific research into well-being
- We developed a skills workshop and resources for teachers to guide college-age students
- We recorded more guided audios for the Mindfulness app and for Soundcloud/ Insight Timer

Marketing

- A trustee is guiding a group of trustees in marketing strategy and branding for MWH
- Volunteers write copy, post regularly to our Instagram, facebook, linkedin and Twitter accounts, and prepare video clips for social media, such as
 - Two teachers describe the impact of the Connected Educators training
 - A parent describes her experience of our Parenting with Resilience and Joy training
 - A lecturer describes her experience of our Connected Educator training



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

- We continued with the re-design of the front-end of our web-site
- Arts and Emotions activity on our website continues to gather email addresses for our mailouts

Grants and Donations

- Secured substantial funding to manage the Teachpeace project in 2025, 2026, and to run a number of school well-being trainings
- Secured funding again from the Lawson Foundation for BHASVIC, based on the success of our previous training at BHASVIC, to hold:
 - 2 x inset day experiential presentations
 - Connected Teacher 9 week online training
 - in-person workshop on guiding young people in mindfulness exercises
- Worked with a bid-writer to guide us in applying for grants
- Applied for grants in the UK and internationally
- In 2024, 37% of our income was from grants, and 15% from donations. Other income was received from training courses, sales of booklets and other sources including a licence agreement. We received donations and corporate match-funding from trustees, volunteers and from drop-in attendees

Operations

- The charity continued paying a CEO consultant for 1/2 day per week. The charity's goal is to gradually move towards full compensation for this role over the coming years, dependent on the continued growth of income from trainings and grants.
- Otherwise the charity is volunteer-run, with 9 volunteer trustees, and 18 active volunteers in management and operations, finance and administration, school liaison, curriculum, bid writing, research and marketing, governance. In addition, a law firm continued to volunteer their time and expertise.

Governance

- We concluded contract negotiations with Department of Education, Luxembourg, for the licensing of Mind With Heart's IP of the Connected Teacher course. Slaughter & May offered their time and expertise pro-bono for the contract preparation. The IP is in use, benefitting young people and educators in Luxembourg.
- Began setting up an Mind With Heart Ireland – a CLG, to be overseen by the board of trustees of Mind With Heart UK.
- Engaged a law firm pro-bono to help us draw up a partnership agreement between Mind With Heart UK and Mind With Heart Ireland.
- Mind With Heart Australia is closing as a charity and is shifting to a freelance model.
- Policies are under review.



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

FINANCIAL REVIEW

Results for the year 2024

The results of the period and financial position of the charity are shown in the annexed financial statements.

The Statement of Financial Activities shows a loss of £1265.

Reserves Policy

The trustees consider that a policy of holding a minimum of £5,000 as a general reserve is appropriate for the charity. Mind with Heart exceeded this reserve requirement at the beginning and end of 2024.

Basis of Report

This report has been prepared by the trustees in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Trustees on 20 June 2024 and signed on its behalf by:

Ms. Shamiela Davids, Chair of the Trustees

Statement of Trustees' Responsibilities

for the year ended 31 December 2024

The trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees Annual 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 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 and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP;
- Make judgments 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 assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 and charity legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.


**CHARITY COMMISSION
FOR ENGLAND AND WALES**

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees **Mind with Heart Limited**
**On accounts for the year
ended**

31 December 2024

**Charity no
(if any)**

1148811

Set out on pages

Pages 14 - 18

**Responsibilities and basis of
report**

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/12/2024**.

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

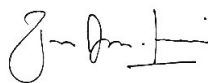
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

**Independent examiner's
statement**

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

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Date: 26th June, 2025

Name:

James Drace-Francis FCA

**Relevant professional
qualification(s) or body:**

Fellow of the Institute of Chartered Accountants in England and Wales

Address:

36 Compton Avenue, Poole, Dorset BH14 8PY

Statement of Financial Activities

Mind with Heart Limited

In £

Statement of Financial Activities

2024

2023

Income

Training income	8,517	10,724
Grants received	10,256	16,747
Donations received	2,267	1,696
Amounts received online	1,801	1,765
Booklet sales	41	35
Other Income	4,884	307
Total Income	27,766	31,273

Expenditure

Trainer fees - Direct	9,648	13,908
Intern and Online Trainer Fees	1,620	1,576
Production expense	1,211	728
Office costs	669	648
Promotion and Marketing	265	245
Consulting fees	11,718	12,425
Fundraising expenses	1,080	300
Other expenses including FX and reserve write-off	677	2,708
Total Expenditure	26,888	32,538

Surplus / (Loss) for Year

878

(1,265)

Balance Sheet at 31st December

2024

2023

Cash at bank	6,423	4,949
Paypal balance	992	1,115
Debtors	4,117	458
Creditors	(4,544)	(412)
Net Assets	6,988	6,110
Prior year reserves brought forward	6,110	7,375
Surplus / (Loss) for Year	878	(1,265)
Reserves carried forward	6,988	6,110

Statement by the Directors and Trustees of Mind with Heart Limited

The directors are satisfied that the company is entitled to exemption from audit under Section 477 of the Companies Act 2006 and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for: (i) ensuring that the company keeps proper accounting records which comply with Section 386 of the Companies Act 2006; and (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of Section 394 and 395 of the Companies Act 2006, and which otherwise comply with the requirements of this act relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the trustees on 4th July 2025 and signed on their behalf by:



Ms. Shamiela Davids, Chair of the Trustees

Accounting Policies

For the year ended 31 December 2024

1 Accounting policies

Accounting Convention

The financial statements have been prepared under the historical cost convention and in accordance with: a) the Financial Reporting Standard for Smaller Entities (effective April 2008); b) the Companies Act 2006

The financial statements are prepared on the accruals basis with simple recognition of any debtors and creditors outstanding at year end.

Going Concern

The company's income is mainly derived from grants, donations and self-generated sources. The trustees believe that this support will continue and the accounts have therefore been prepared on a going concern basis.

Income Recognition

Income is recognised when the company has a contractual or other right to its receipt. Income with conditions attached to its receipt is recognised when the company had fulfilled those conditions.

Incoming Resources

Incoming resources are the amounts derived from the provision of charitable services, the receipt of gifts, subscriptions and grants falling within the charity's ordinary activities and are shown net of VAT where applicable.

Unrestricted Funds

Unrestricted funds are funds received which have no restrictions placed on their use and are available as general funds.

Voluntary Income

Voluntary income received by way of donations and gifts is included in full when received.

Revenue Grants

Revenue grants are credited to incoming resources on the earlier of when they are received or when they are due. If they relate to a specified future period they are deferred.

Governance Costs

These are costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with fundraising or charitable activity.

2 Incoming Resources

The incoming resources and surplus are attributable to the principal activities of the charity.

Trustee Remuneration

In 2024, the following payments were made to trustees for consultancy and training services:

Trustee	Total paid in year	Consultancy Services	Training Services
Fiona Clarke	£15,490	£5,370	£10,120
David Rycroft	£7,309	£6,510	£799

These payments are made with the approval of the independent Trustees in quarterly meetings and in accordance with the following provisions in MWH's Memorandum and Articles:

from MWH Memorandum and articles

5. (9) to employ and remunerate such staff as are necessary for carrying out the work of the charity. The charity may employ or remunerate a director only to the extent it is permitted to do so by article 6 and provided it complies with the conditions in that article;
6. None of the income or property of the charity may be paid or transferred directly or indirectly by way of dividend bonus or otherwise by way of profit to any member of the charity. This does not prevent a member who is not also a director receiving:
 - (3) (b) reasonable and proper remuneration for any goods or services supplied to the charity.

In accordance with our memorandum and articles:

Two **trustees**, who are also skilled trainers, receive payment for the separate and essential training services they provide to the charity. These training programmes are integral to MWH's mission and objectives, building well-being and relationship skills in young people and educators.

These trainings generate vital income that supports the charity's mission by:

1. allowing us to fairly compensate the trainers for their professional services, which ensures the quality and continuity of our training offerings.
 2. helping to cover the core operational costs of the charity, enabling us to continue our work.
- The dual role of trustees as trainers is carefully managed to maintain a clear distinction between their voluntary trustee duties and their compensated training work, ensuring compliance with relevant governance standards.

Similarly the CEO is compensated for ½ day per week of her work in managing the charity. The charity's goal is to gradually move towards full compensation for this role over the coming years, dependent on the continued growth of income from trainings and grants. The charity and CEO maintain a clear distinction between the ½ day paid work as CEO and her voluntary trustee duties.

MIND WITH HEART

England & Wales - Charity number 1148811

Accounts

Mind
Heart
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With
Limited

Charitable Company Limited by Guarantee

Company no: 7870089

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Financial Statements & Trustees' Annual Report

for the year ended 31 December **2023**

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Charity Information

for the year ended 31 December 2023

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Charity name: Mind with Heart Limited

Company registration number: 7870089 (England & Wales)

Charity registration number: 1148811

Registered office: 24 Legion Close – London - N1 1PJ

Operations address: 24 Legion Close – London - N1 1PJ

Trustees who held office during the year:

Mr Stephen Cope - Appointed 5 December 2011

Ms Fiona Clarke - Appointed 5 December 2011

Ms Jasmine Osiris - Appointed 17 April 2019

Mr Luis Vaz-Pinto - Appointed 02 July 2019

Mr David Rycroft – Appointed 25 September 2020

Ms Shamiela Davids – Appointed 12 June 2020 (appointed chair 19 March 2021)

Ms. Rashikkha Ra Iyer – Appointed 01 September 2023

Ms. Vicki Worsnop – Appointed 01 September 2023

Ms. Louise Mason - Appointed 01 September 2023

Senior Management Team

Fiona Clarke CEO

David Rycroft Education Director

Steve Cope Financial Director

Independent Examiner

James Drace-Francis FCA,

Radstock Partners Limited, 36 Compton Avenue, Poole, Dorset, BH14 8PY, UK

Bankers

- The Co-operative Bank plc, 101 Balloon Street Manchester M60 4EP
- Wise, Avenue Louise 54, Room S52, Brussels, 1050, Belgium
- Wise, 56 Shoreditch High St., London, E1 6JJ, United Kingdom



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

Trustees' Annual Report

Incorporating the Director's Report for the year ended 31 December 2023

The Trustees of Mind with Heart Limited present their report together with the financial statements for the year ended 31 December 2023.

Principal activity

Mind with Heart is an international charity, based in the UK, training young people and teachers in sustainable well-being, emotional health and social connection. We develop and deliver programs for staff and students using research-based tools of mindfulness, empathy and compassion. We support schools to develop an integrated approach to well-being, and social and emotional learning. Our approach is gradual and sustainable, offering staff tools to support their own well-being first, and then training staff competent in mindfulness to deliver in the classroom.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

Mind with Heart Limited is a company limited by guarantee, incorporated on 5 December 2011 and registered as a charity on 4 September 2012. The company was established under a Memorandum of Association which established the objects and powers of the company and is governed under its Articles of Association. In the event of the company being wound up members are required to contribute an amount not exceeding £1 each.

Trustees

The Trustees of the charity who held office during the year are disclosed on page 3.

Risk assessment

The board has examined the principal areas of the charity's operations and considered the major risks which may arise in each of these areas. In the opinion of the trustees the charity has established resources and review systems which, under normal conditions, should allow the risks identified by them to be mitigated to an acceptable level in its day to day operations.

OBJECTIVES AND ACTIVITIES

Mind with Heart offers:

- a complete social and emotional learning (SEL) curriculum for 11-18 year olds
- emotional health and well-being exercises for 4 – 18 year olds
- trainings for educators and for parents in well-being skills, such as focus, calm, self-care, self-awareness, social connection and healthy relationships, using the tools of mindfulness and compassion
- a whole-school approach to emotional health through cultivating mindfulness, awareness, SEL, empathy and compassion
- trainings and events for all education professionals, including teachers, lecturers, youth workers, social workers, counsellors and psychologists, well-being leads and policy-makers
- videos to support youth events on the role of empathy and compassion in society



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

Objectives

- To give all young people and educators the opportunity to cultivate wellbeing and emotional health, regardless of ethnicity, religion, income or gender
- To provide training programmes to young people, and those that work with them, in disadvantaged areas and on limited budgets
- To give young people the opportunity to investigate, experience and act with mindfulness, awareness, empathy and compassion through innovative educational activities
- To embody a culture of listening where beneficiaries are empowered to co-develop programmes specific to their situation
- To demonstrate good practice in mindfulness, awareness, empathy and compassion training for young people and educators
- To research and develop our trainings so they continue to use best-practice and evidence-based tools for cultivating well-being and positive mental health
- To communicate the benefits of mindfulness, awareness, empathy and compassion to young people, educators and the communities in which they live

Activities

All our charitable activities focus on cultivating positive mental health, well-being and healthy relationships in young people and their educators, and are undertaken to further our charitable objectives for the public benefit.

Schools & Trainings & Workshops

- Continued successful online delivery of our programmes through our Irish partner Dzogchen Beara. Through them we are reaching teachers and parents internationally with our well-being trainings
- In 2023 we held trainings and workshops:
- Connected Teachers in schools and online through our partner Dzogchen Beara
- Connected Parents online through our partner Dzogchen Beara
- Connected Students for college students
- Training for primary teachers in guiding well-being exercises for children
- 3 day well-being breaks for educators, parents in Glendalough Sanctuary, Dzogchen Beara
- Monthly educator well-being sessions in school
- Well-being workshops for teachers and students in schools
- Inset day presentations in schools
- Well-being workshops at a London charity
- Weekly drop-in mindfulness and compassion sessions for our graduate community
- We coordinated an EBU (European Buddhist Union) TeachPeace pilot project. The pilot phase of Teachpeace ran from Jan 2023 to July 2024. 6 trainers delivered a training in peace and social cohesion in 6 schools in 5 European countries, reaching approximately 83 teachers and 983 young people.
- CONNECTED, Mind with Heart's curriculum for teenagers on mindfulness, awareness, empathy and compassion, continues to be delivered in schools in the UK.

- Partner Mind With Heart organisations also delivered Connected in France and Luxembourg.
- Teachers trained by MWH, have produced guided audios for their students
- We recorded more guided exercises for The Mindfulness App and for Soundcloud
- 34% of our income was from trainings and events both online and in-person. 6% of our income was from guided practices on The Mindfulness app

1. Trainings

Our trainings build stress management skills, emotional resilience and regulation, improved teacher-student relationships, personal and professional growth and development, and increase job satisfaction and retention. Our courses consist of 9 x 1.5 hour weekly sessions. These courses benefitted 60 participants in 2023:

Connected for Teachers, Students, Parents	No.
Dzogchen Beara, Spring 2023	11
Hockerill students, Spring 2023	9
Dzogchen Beara, Parents, Spring 2023	10
St. Patricks, Autumn 2023	10
Dzogchen Beara, Autumn 2023	11
BHASVIC, Autumn 2023	9
St. Cadocs, Autumn 2023	9
Total Attendees	69

Feedback from our trainings in 2023 shows how crucial our work is for educators and young people.

- ““an exceptional course covering a wide range of mindfulness practices. The presenter was knowledgeable and was able to bring together a group of people from wide-ranging backgrounds and experiences with immense skill, understanding and compassion. The range of materials to support the course, in addition to the course book, was rich in documents for further reading, videos and extracts from other key practitioners in the field. I highly recommend the presenter and the course.”
- “As a student teacher, I was initially unsure if this course directed at teachers would be relevant for me. However, I found the course to be incredibly beneficial and learned so many skills that I can apply when teaching. One of the aspects of the course that I particularly enjoyed was the mindfulness practices. They helped me to connect more deeply with myself, which is so important when it comes to teaching effectively. By understanding my thoughts and feelings better, I can respond to them in a more compassionate and constructive way. The trainer's presentation and communication throughout this course was incredible. She created a warm, welcoming and safe environment for us to learn and practice mindfulness. As an experienced and knowledgeable teacher, she was able to provide an excellent learning experience.
- “This course was fantastic! It has honestly changed my way of thinking and throughout the weeks I could see a very positive effect on how I manage my day and challenges. The trainer is so patient and understanding and clearly has a huge amount of knowledge in this area. I think this course is very worthwhile for everyone, particularly teachers!”
- “This was my second time doing the Connected Teachers Mind With Heart course - I loved it so much the first time that I did it again this year! The trainer is a brilliant mindfulness teacher - she oozes calm,

wisdom, love and kindness. She personifies mindfulness and compassion. There is a great balance on the course - information, discussion and practices are all key components and so well intertwined. Participants are provided with a lovely handbook at the start and following each session, and we received emails with detailed notes and supplementary material on the particular topic of the session. It is one of the best courses in mindfulness that I have done and I cannot recommend it highly enough. Don't hesitate, just sign up for it as you won't regret it. Plus your students will benefit from it too!" "I really enjoyed this course. The trainer's lovely presence and voice was excellent and she created a safe and nourishing container. Each week flowed beautifully into the next with mindfulness exercises and information. I looked forward to the weekly sessions with the group and the lively interaction. This course gave me the motivation to develop my own self practice and gave me some useful tools to begin to share it with children and young people. I highly recommend it"

- Mind With Heart hosted a series of fantastic sessions with staff in our school. It was a wonderful opportunity to check in with ourselves and with each other and to learn and try out different strategies to support our own journey to personal wellbeing. The trainer shared lots of resources via email after each session which was really useful.
- "The trainer is an excellent course presenter. Her voice alone will have you relaxed in minutes. She cares about the participants and is always eager to offer help and support any way she can. I really felt this course was a safe space with no judgement and no wrong way to feel and that is all down to atmosphere that she created. I feel I am leaving this course with many tools to help both myself and my students. Thank you"
- "A wonderful course that gave me space and time to think and contemplate things. It allowed me as an individual to grow and enabled me as an educator to contribute to our school community. I would highly recommend it"
- "I am pausing and breathing before responding to situations"
- "the practice has really supported me through the recent loss of my mum, I don't know where I would be without it"

2. Well-being Breaks

Well-being breaks give educators the time to de-stress, recharge, support their mental health, build resilience, learn skills for relaxation and self-care and enhance their professional skills. Educators who take care of their own well-being are more patient, positive and enthusiastic in the classroom, leading to better relationships with students and colleagues, and better outcomes for students.

Well-being breaks	No.
Glendalough Sanctuary, Spring 2023	8
Dzogchen Beara, Summer 2023	20
Harroddian monthly mini-retreats, Spring 2023	7
Total Attendees	35

Feedback from our well-being breaks in 2023 demonstrates the importance of educators having time for to take care of their own well-being:

- "this retreat renewed my passion for mindfulness"
- "I loved all of it, especially the poetry, the loving kindness, compassionate presence and RAIN practices"
- "the sessions were great - most helpful was learning to be compassionate to myself"
- "there was great variety and each activity had enough time, there was no rushing"

- “I loved the session on emotional intelligence and how to support children”
- “self-care practice will lead to a more lived and fulfilling life”
- “I loved RAIN and compassionate listening to each other”
- “I loved the range of practices and realised the importance of reflection time”
- “I especially like the compassionate body scan, I realised the importance of embodying the practices”

3. Workshops and Inset day presentations

Well-being workshops and inset day presentations offer valuable introductions to mindfulness, self-compassion, and other well-being practices. These workshops include experiential practices, discussions and presentations. They provide staff with a taster of the benefits such as reduced stress, improved mental health, and communication.

Workshops, Dropins & presentations	No.
Kings College, 3 workshops for students, teachers, Autumn 2023	150
BHASVIC, Autumn 2023	60
Forward Trust x 2 sessions, 2023	40
Dropin mindfulness & compassion sessions	20
Mindovertech digital habits workshop	4
Total Attendees	274

MWH Community Building

- Tuesday evening drop-in mindfulness/ compassion sessions were well received, with some regulars and many Connected graduates dropping in for practice and support
- We began our quarterly workshops with a great workshop from MindoverTech on cultivating healthy digital habits.

Curriculum & Research

- Our curricula for trainings, retreats and workshops continues to evolve based on participant feedback and current scientific research into well-being
- We continued adapting our content to an online asynchronous format for Insight Timer
- We recorded more guided audios for the Mindfulness app and for Soundcloud/ Insight Timer

Marketing

- A trustee with marketing expertise has formed an advisory group of trustees to prepare a marketing strategy for MWH
- Volunteers write copy, post regularly to our Instagram, facebook and Twitter accounts, and prepare video clips for social media, such as this video where two teachers describe the impact of the Connected Teachers course.



Mind with Heart Limited (A Charitable Company Limited by Guarantee, company no 7870089)

- We continued with the re-design of the front-end of our web-site
- Arts and Emotions activity on our website continues to gather email addresses for our mailouts

Grants and Donations

- Worked with a bid-writer to help us apply for grants
- Secured a grant from the Ernest Kleinwort Charitable Trust, and match-funding from the Lawson Trust. This grant funded the following trainings in BHASVIC Autumn 2023:
 - 3 x inset day experiential presentations
 - Connected Teacher 9 week online training
 - in-person workshop on guiding young people in mindfulness exercises
- Secured a grant from Albert Hunt to complete our Connected Student programme at Hockerill
- In 2023, 55% of our income was from grants, and 5% from donations. We received donations and corporate match-funding from trustees, volunteers and from drop-in attendees

Operations

- The charity began paying a CEO consultant in March 2023 for 1/2 day per week. The charity's goal is to gradually move towards full compensation for this role over the coming years, dependent on the continued growth of income from trainings and grants.
- Otherwise the charity was volunteer-run, with 9 volunteer trustees, and 18 active volunteers in management and operations, finance and administration, school liaison, curriculum, bid writing, research and marketing, governance. In addition, two law firms continued to volunteer their time and expertise.
- ELBA supported us with a CEO coach who helped with strategy, goals and planning

Governance

- We engaged 3 new trustees with expertise in marketing, educator well-being and youth well-being
- We began contract negotiations with Department of Education, Luxembourg, for the licensing of Mind With Heart's IP of the Connected Teacher course. Slaughter & May offered their time and expertise pro-bono for the contract preparation.
- We revised our charity objects in line with our current work and objectives

FINANCIAL REVIEW

Results for the year 2023

The results of the period and financial position of the charity are shown in the annexed financial statements.

The Statement of Financial Activities shows a loss of £1265.

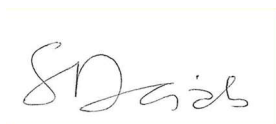
Reserves Policy

The trustees consider that a policy of holding a minimum of £5,000 as a general reserve is appropriate for the charity. In 2023 we exceeded this reserve requirement.

Basis of Report

This report has been prepared by the trustees in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Trustees on 12 July 2024 and signed on its behalf by:



Ms. Shamiela Davids, Chair of the Trustees

Statement of Trustees' Responsibilities

for the year ended 31 December 2023

The trustees (who are also the directors of the company for the purposes of company law) are responsible for preparing the Trustees Annual 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 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 and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles of the Charities SORP;
- **Make judgments 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 assume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Companies Act 2006 and charity legislation. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Section A

Independent Examiner's Report

Report to the trustees **Mind with Heart Ltd**

On accounts for the year ended 31 December 2023 Charity no (if any) 1148811

Set out on pages Pages 12 - 17

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31/12/2023**.

Responsibilities and basis of report As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Signed:

Date: 16th July, 2024

Name: James Drace-Francis

Relevant professional qualification(s) or body: ICAEW

Address: 36 Compton Avenue
Poole
Dorset BH14 8PY

Statement of Financial Activities

Mind with Heart - Accounts Summary 2023

In £

Statement of Financial Activities	2023	2022
Income		
Training income	10,724	9,201
Grants received	16,747	1,500
Donations received	1,696	2,649
Amounts received online	1,765	1,800
Booklet sales	35	1,077
Other Income	307	0
Total Income	31,273	16,227
Expenditure		
Trainer fees - Direct	13,908	9,000
Intern and Online Trainer Fees	1,576	728
Travel and accommodation	0	149
Production expense	728	1,944
Office costs	648	616
Promotion and Marketing	245	257
Consulting fees	12,425	0
Fundraising expenses	300	850
Other expenses including FX and reserve write-off	2,708	385
Total Expenditure	32,538	13,929
Surplus / (Loss) for Year	(1,265)	2,298
Balance Sheet at 31st December	2023	2022
Cash at bank	4,949	5,514
Paypal balance	1,115	2,335
Debtors	458	1,857
Creditors	(412)	(2,331)
Net Assets	6,110	7,375
Prior year reserves brought forward	7,375	5,077
Surplus / (Loss) for Year	(1,265)	2,298
Reserves carried forward	6,110	7,375

The directors are satisfied that the company is entitled to exemption from audit under Section 477 of the Companies Act 2006 and that no member or members have requested an audit pursuant to section 476 of the Act.

The directors acknowledge their responsibilities for: (i) ensuring that the company keeps proper accounting records which comply with Section 386 of the Companies Act 2006; and (ii) preparing accounts which give a true and fair view of the state of affairs of the company as at the end of the financial year and of its profit or loss for the financial year in accordance with the requirements of Section 394 and 395 of the Companies Act 2006, and which otherwise comply with the requirements of this act relating to accounts, so far as applicable to the company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

Approved by the trustees on 12 July 2024 and signed on their behalf by:



Ms. Shamiela Davids, Chair of the Trustees

Accounting Policies

For the year ended 31 December 2023

1 Accounting policies

Accounting Convention

The financial statements have been prepared under the historical cost convention and in accordance with: a) the Financial Reporting Standard for Smaller Entities (effective April 2008); b) the Companies Act 2006

The financial statements are prepared on the accruals basis with simple recognition of any debtors and creditors outstanding at year end.

Going Concern

The company's income is mainly derived from grants, donations and self-generated sources. The trustees believe that this support will continue and the accounts have therefore been prepared on a going concern basis.

Income Recognition

Income is recognised when the company has a contractual or other right to its receipt. Income with conditions attached to its receipt is recognised when the company had fulfilled those conditions.

Incoming Resources

Incoming resources are the amounts derived from the provision of charitable services, the receipt of gifts, subscriptions and grants falling within the charity's ordinary activities and are shown net of VAT where applicable.

Unrestricted Funds

Unrestricted funds are funds received which have no restrictions placed on their use and are available as general funds.

Voluntary Income

Voluntary income received by way of donations and gifts is included in full when received.

Revenue Grants

Revenue grants are credited to incoming resources on the earlier of when they are received or when they are due. If they relate to a specified future period they are deferred.

Governance Costs

These are costs associated with the governance arrangements of the charity which relate to the general running of the charity as opposed to those costs associated with fundraising or charitable activity.

2 Incoming Resources

The incoming resources and surplus are attributable to the principal activities of the charity.

Trustee Remuneration

In 2023, the following payments were made to trustees:

- Fiona Clarke, MWH trainer, £15,932
- Fiona Clarke, MWH CEO, £4,200
- David Rycroft, MWH trainer, £428
- David Rycroft, Teach Peace Co-ordination (EBU), £8,228

These payments are made with the approval of the independent Trustees in quarterly meetings and in accordance with the following provisions in MWH's Memorandum and Articles:

from MWH Memorandum and articles

5. (9) to employ and remunerate such staff as are necessary for carrying out the work of the charity. The charity may employ or remunerate a director only to the extent it is permitted to do so by article 6 and provided it complies with the conditions in that article;
6. None of the income or property of the charity may be paid or transferred directly or indirectly by way of dividend bonus or otherwise by way of profit to any member of the charity. This does not prevent a member who is not also a director receiving:
 - (3) (b) reasonable and proper remuneration for any goods or services supplied to the charity.

In accordance with our memorandum and articles:

- Two **trustees**, who are also skilled trainers, receive payment for the separate and essential training services they provide to the charity. These training programmes are integral to MWH's mission and objectives, building well-being and relationship skills in young people and educators.

These trainings generate vital income that supports the charity's mission by:

1. allowing us to fairly compensate the trainers for their professional services, which ensures the quality and continuity of our training offerings.

2. helping to cover the core operational costs of the charity, enabling us to continue our work.

The dual role of trustees as trainers is carefully managed to maintain a clear distinction between their voluntary trustee duties and their compensated training work, ensuring compliance with relevant governance standards.

—Similarly the **CEO** is compensated for ½ day per week of her work in managing the charity. The charity's goal is to gradually move towards full compensation for this role over the coming years, dependent on the continued growth of income from trainings and grants. The charity and CEO maintain a clear distinction between the ½ day paid work as CEO and her voluntary trustee duties.