



Salus Fatigue Foundation

Financial Report of the Trustees and Independently Examined Financial Statements for the year ended 30th June 2021

Registered Charity No: 1151924

Contents of the Financial Statements for the year ended 30th June 2021

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The Trustees present their financial statements for the year ended 30th June 2021 and confirm they comply with the Charities Act 2011, the Trust Deed and have been prepared in accordance with all statutory and regulatory requirements.

Reference and Administrative Information

Charity Name	Salus Fatigue Foundation
Charity Registration Number	1151924
Registered Office	Salus Fatigue Foundation C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) (appointed 10/11/2020) Dr Christine Lloyd Mark Holmshaw (appointed 29/04/2021)
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Ltd Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ

Salus Fatigue Foundation

Report of the Trustees for the year ended 30th June 2020

Introduction

Our vision: A world in which every person affected by Fatigue has access to positive support and the opportunity to participate in all aspects of life.

Our Mission: Salus Fatigue Foundation helps to improve peoples' lives affected by Fatigue through taking positive steps together

Our Aim: To promote and protect the good health of people who live with Chronic Fatigue and related conditions, their families, friends through positive support & education.

Principle Funding Sources

Our main source of income for the year to 30th June 2021 was restricted grant funding amounting to £136,742, with an additional £19,812 unrestricted. This comprised of many grants from the National Lottery, NNS Groups and Local Trusts.

The income and expenditure account for the period shows expenditure of £147,014 against receipts of £156,554. This shows a surplus for the year of £9,540.

Through a challenging year Salus has survived a pandemic, and continued to strengthen its product and service offering, added to the employed Team, Health Practitioner Team, Board of Trustees, and Partners providing support, as well as broadening our source of funding opportunities to no longer be solely reliant on Lottery funding.

We continue to review what we do and to seek other ways to fund Salus' operations to develop a sustainable charity.

The financial statements were approved by the Trustees on 09/12/ 2021 and signed on its behalf by:



.....
Damion Latham
(Chair)



.....
Mark Holmshaw
(Trustee)

Section A Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Grants & Project Funding	-	136,742	136,742	166,971
HMRC CJRS Grants	13,836	-	13,836	-
Donations	3,631	-	3,631	994
Video Platform	2,345	-	2,345	1,012
Sub total	19,812	136,742	156,554	168,977
A2 Asset and Investment Sales	-	-	-	-
Total receipts	19,812	136,742	156,554	168,977
A3 Payments				
Salaries & NI	25,006	104,288	129,294	120,121
Training & Recruitment	-	20	20	2,756
Rent, Rates & Room Hire	-	4,142	4,142	8,633
Trainers' Fees	-	3,118	3,118	3,123
Insurance & Accounts	1,920	2,626	4,546	3,082
Evaluation and Product Development	-	-	-	-
Marketing	66	(352)	(287)	7,575
Travel & Subsistence	145	252	397	2,490
Consultancy & Advice	55	-	55	7,280
General Running Expenses	695	409	1,104	1,199
Accommodation	-	-	-	319
Office & IT	453	1,035	1,489	2,574
Utilities	-	495	495	827
Digital/Video Costs	-	2,641	2,641	8,687
Sub total	28,340	118,674	147,014	168,666
A4 Asset and Investment Purchases - Equipment	-	-	-	478
Total payments	28,340	118,674	147,014	169,144
Net receipts/(payments)	(8,528)	18,068	9,540	(167)
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	14,873	2,804	17,677	17,844



Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	6,345	20,872
	Total cash funds	6,345	20,872
	(agree balances with receipts and payments account(s))		
B2 Other monetary assets	Details		
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)
	Computers and other equipment		
	Furniture, fixtures and fittings		
	Other assets used by the charity in delivering its objectives		
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name and Date of Approval

Damion Latham 09 December 2021
Mark Holmshaw 09 December 2021

I report on the accounts of the charity for the year ended 30 June 2021 which are set out on pages 2 to 6.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

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 130 of the Charities Act 2011; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



John Taheny FCCA
Bissell & Brown Midlands Ltd
Chartered Accountants
56 High Street, Sutton Coldfield, B72 1UJ

Date.....

10/12/2021



Salus Fatigue Foundation

Registered Charity No: 1151924

Annual Report 2021

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Report of the Trustees for the year ended 30th June 2021

The Trustees present their annual report and financial statements for the year ended 30th June 2021 and confirm they comply with the Charities Act 2011, the trust deed and have been prepared in accordance with all statutory and regulatory requirements.

Reference and Administrative Information

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CHAIR'S OVERVIEW OF THE PERIOD ENDED 30th JUNE 2021

Salus Fatigue Foundation continues to provide Fatigue Management support and education to help improve the lives of people who are affected by Fatigue. Through a challenging year we have survived a pandemic and give a huge thank you to our core team of staff, volunteers, Board and Partners who have stayed focused and committed to supporting our member's needs. We have continued to raise awareness through virtual meetings within our communities working closely with Birmingham City Council and commissioning bodies

We constantly review our services we deliver and the way they are provided. One big change was to increase our Salus Community through an online offering to make it easier for people to access our support. This led to more being done on our Facebook Community and the launch of the Salus Hub, an online subscription service, in November 2019.

We have had great success in achieving our outcomes to improve people's lives affected by Fatigue and allowing individuals to be healthy, active, independent, and socially connected through accessing our services. What we offer has become more personalised, interactive, and engaging for a city-wide reach across Birmingham and enables us to be future ready to scale up for a national reach.

Addressing the challenges of the pandemic we have strengthened our offering and adapted at pace. The charity has increased and improved its products and services, offering a revamped branded website and a new digital hub which includes our signature 90-day to wellness course.

Building on this success we have developed additional content based on our member's needs. Not forgetting our core delivery, we have launched online support groups, education workshops & fitness classes to engage with beneficiaries through and beyond "lock downs"

Building our reach, our TEDx talk has received over 100,000 views so far, our following across social media and email marketing has also grown with users looking for omni channel ways to connect. The charity has adapted its delivery with a mix of increased number of events across Birmingham and included podcaster interviews and PR campaigns.

We have Strengthened our team with taking on a full-time marketing and digital product development lead that has been fundamental in this change. Using our wider reach of stakeholders, we have engaged with John Mole district support office within the local authority and Mark Holmshaw an established business professional with sector experience, alongside widening Healthcare Practitioners to help build and develop relevant content and delivery.

Growing and developing through our networks the charity is reviewing synergies with wider delivery partners across Birmingham and the wider region including NNS groups. In turn this has developed contacts with additional funders and work streams, removing the reliance on the lottery funded grants.

This step change positions the long-term sustainability of the charity.

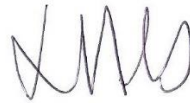
Summary of Annual Accounts

Our main source of income for the year to 30th June 2021 was restricted grant funding amounting to £136,742, with an additional £19,812 unrestricted. This comprised of many grants from the National Lottery, NNS Groups and Local Trusts. The income and expenditure account for the period shows expenditure of £147,014 against receipts of £156,554. This shows a surplus for the year of £9,540.

Damion Latham, Chair of Trustees



Linda Jones, CEO



STRUCTURE, GOVERNANCE and MANAGEMENT

GOVERNING DOCUMENT

Salus Fatigue Foundation is constituted as a Charitable Incorporated Organisation (CIO) registered with the Charity Commission on 7th May 2013 under charity number 1151924. It is governed by the Foundation Model Constitution and its only voting members are its charity trustees.

ORGANISATIONAL STRUCTURE

TRUSTEES

The charity Trustees are responsible for the general control and management of the charity. The Trustees give their time freely and receive no remuneration or other financial benefits.

The Trustees meet as a body quarterly and are responsible for the strategy, general control, and management of the charity, taking decisions about what is to be done, how money is to be raised and spent. Amongst these responsibilities is that of identifying and managing any risks to the charity's assets or to the efficient and safe undertaking of its responsibilities.

The existing Trustees are responsible for the recruitment of new Trustees in line with our governing document and the National Council for Voluntary Organisations (NCVO) guidelines. Selection criteria for Trustee appointment is based on ensuring the right balance of the board based on past experiences, skills, knowledge, strong leadership, the understanding of good governance and individual and teamwork.

In November 2020 there were some changes to our Board of Trustees, with Inge Kettner (Chair), Rod Mitchell, and Dave Woods leaving the Board, and existing Trustee Damion Latham taking up the position of Chair.

In April 2021 Mark Holmshaw joined the Board of Trustees and brings a wealth of knowledge and experience in the sales and marketing from his time at Toshiba Medical Systems and Canon Medical Systems where he held the position of President and CEO of Europe.

Also in April 2021, the Board passed a resolution to extend the time Christine Lloyd could remain a Trustee for one more term, and the Charity Commission was notified about this administrative change.

In May 2021 Gill Walsh took the difficult decision to step down as Trustee for personal reasons.

Following appointment, new Trustees are inducted into their role and are given copies of the trust deed, the Salus Strategic Plan, and Project Delivery Plans. They are made aware of the Policies and Procedures relating to the Charity. This ensures that new Trustees are aware of the scope of their responsibilities under the Charities Act.

EMPLOYED ROLES

Our additional funding from the Big Lottery received in July 2020, enabled SALUS to continue operating in the short term. Additional funding was sought to enable SALUS to continue operating beyond the short term. The time for the funding to be secured and the level of funding meant some redundancies were unavoidable.

With the onset of the global pandemic, our services converted to on-line to ensure ongoing accessibility. To enable that to happen the role of Strategic Development Manager was made full time

During the months of November 2020 to April 2021, all roles except the Chief Executive Officer were placed on the flexible furlough scheme. Unfortunately, the Operations Executive and the Operations Support roles were made redundant from the 31st January 2021

From July 1st 2020, Andy Edwards joined as Senior Strategic Lead. Jane Loewy returned to SALUS in the role of Project Development Lead as from the 1st May 2021

At the end of June 2021, the team consisted of:

- Chief Executive Officer
- Strategic Development Manager
- Senior Strategic Lead
- Project Development Lead

HEALTH PRACTITIONERS

The team are supported by a team of 9 qualified Health Practitioners that support us in our delivery of our services and content to our beneficiaries. Their specialism cover subjects including Pain Management and Rehabilitation Management, Nutrition, Clinical Hypnotherapy, Pilates, Yoga, Sleep and Mindset.

VOLUNTEERS

We have received support with sourcing funding opportunities and introductions to key decision makers in the funding process. We have also received promotional support for Linda's TEDx talk, our website and on-line hub development and Google Ads support

PREMISES

The premises have now been vacated and it was agreed that no rent was due from February 2021 onwards. The laptops and paperwork are stored at the CEO's house. Laptops were insured as a remote item with the Charity insurance, so no change was required. All other equipment was stored securely at another business premises and covered under their insurance. The address was changed with all concerned

RISK MANAGEMENT

The Trustees have assessed the risks the charity faced with respect to the strategy and delivery plans and have identified the major areas of risk, the likelihood of these risks occurring, the impact and contingency plans to address them. These are monitored and reviewed regularly at the trustees' meetings. The trustees are satisfied that systems are in place to manage the risks that have been identified.

As the services were already available on-line, no fundamental changes were required to our day-to-day operations.

With the unavoidable redundancies taking place, we sought independent HR support to advise on the legalities and best approach.

OBJECTIVES AND ACTIVITIES

OUR AIMS

OUR VISION

Our vision is a world in which every person affected by Chronic Fatigue Syndrome/Myalgia Encephalomyelitis (CFS/ME) has access to positive support and the opportunity to participate in all aspects of life. The objects of the charity are set out in the charity's trust deed and are as follows:

"To promote and protect the good health of people who live with Chronic Fatigue and related conditions, their families, friends and carers in particular but not exclusively through advice, support, counselling and educational workshops"

OUR MISSION

Salus Fatigue Foundation helps to improve peoples' lives affected by Fatigue through taking positive steps together.

OUR AIM

We aim to address the needs of improved health and wellbeing and social participation of a large number of people who have encountered major life changes as a result of the range of issues and multiple disabling symptoms, from severe chronic fatigue, chronic pain to anxiety and depression caused by CFS/ME and related conditions. The social isolation, loss of employment, lack of confidence and self-management has a large impact on their and their families' lives.

We have referred to the information contained in the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our future activities. The trustees consider how planned activities will contribute to the aims and objectives they have set.

OUR VALUES

Salus takes a five-step approach – we: **share, understand, support, learn** and **engage**. Because we believe by taking positive steps together is what matters. This extends through everything we do from first contact with us all the way through your ongoing journey to wellness. A huge amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people to get their life back through joining The Salus Community accessing expert support, guidance, and education.

WHAT WE DO

We are passionate at Salus to make a positive difference to people's lives who suffer and are affected by Fatigue. We work directly with individuals, and we know what our local communities need through our past work of 11 years providing support, education, and awareness to 15,000 people. We help to improve people's lives and build sustainable healthy and happy communities.

Nobody understands Fatigue like we do – we know that our work is needed more than ever before through the current pandemic. **NHS Chief Executive Sir Simon Stevens said:** "Long COVID is already having a very

serious impact on many people's lives and could well go on to affect hundreds of thousands. We are the perfect organisation to provide solutions for one of the key symptoms of long term Covid Fatigue. At Salus we provide a unique service, our team come from their own lived experience affected by Fatigue. The charity started from the CEO own lived experience of suffering from Chronic Fatigue Syndrome in 2009.

Salus has provided a community of positive support, guidance and education to individuals living with Chronic Fatigue Syndrome, other related fatigue from chronic health conditions and more recently Long Covid.

Our services are open to all and this year we have had a strong focus to extended to support to older adults: to support healthy living, feel socially connected and feel confident to live independently.

There are four specific areas we have been focusing on:

- Older adults who have survived Covid and been left with rebuilding their lives
- Older adults who are struggling with the direct impact on lifestyle change
- Older adults who are affected by Fatigue through an illness
- Fatigue awareness, knowledge, and education within our local communities

OUR OBJECTIVES

1. Older adults affected by Fatigue will have improved health and wellbeing through access to online support / education to self-manage the condition.
2. Through access to increased knowledge, communities of interest will have greater understanding of Fatigue management for older adults.
3. Older adults affected by Fatigue will have reduced isolation as a result of engaging with on-line activities.

OUR ACTIVITIES AND ACHIEVEMENTS

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

The charity carries out a range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised in the section below, provide benefit both to those who access our services directly, GPs, health professionals, clinicians, and the wider community of Birmingham and Solihull, and increasingly across the UK through our on-line support.

Our activities are undertaken to further our charitable purposes for the public benefit and all our charitable activities during the period provided a much-needed range of advice and support for people (and their families, friends, and carers) with severe physical and psychological needs caused by ME/CFS and related conditions, who face a lack of resources to support their recovery or have fallen through the net of support systems from the NHS and other statutory bodies. The multiple disabling symptoms often result in people suffering from social isolation, loss of employment, lack of confidence and self-management. This has a huge impact on their and their families' lives.

Our awareness raising work with GPs, health care professionals and other relevant agencies and communities of interest in the area is essential to improving understanding of this very misunderstood condition and

ultimately to increasing the number of people referred to our services. All staff and volunteers have had the condition, or have supported people affected by it, ensuring that an immediate understanding and compassion is reached with everyone. This has shown to be critical not only in supporting beneficiaries but also for educating health professionals, encouraging them to have increased confidence in diagnosing and referring for support.

1. OLDER ADULTS AFFECTED BY FATIGUE WILL HAVE IMPROVED HEALTH AND WELLBEING THROUGH ACCESS TO ONLINE SUPPORT / EDUCATION TO SELF MANAGE THE CONDITION

DEVELOPED OUR ONLINE FATIGUE WELLBEING HUB

We changed the software for hosting all our online content to provide our Users with a simpler, and more structured way of accessing our products and services and enabled us to create courses for consumption over a period of time, instead of overwhelming people with too much content too soon.

The Hub provides a guided 90-Day Journey to Wellness course to allow people to feel supported through their own journey to wellness. We take our 8 Core Modules to provide a balanced platform. Members also have access to more specialised courses i.e., stress, movement, nutrition, menopause, sleep, Pilates, yoga. The education is delivered through over 100 professional videos, educational content, blogs all giving simple effective strategies to improve their health & wellbeing. We plan to launch later this year a Long Covid course to support the lasting symptoms presented by people suffering from Post Covid. A £10 monthly donation subscription fee is charged to help support the sustainability of the charity. We accommodate people's financial needs - for students, NHS, and financial hardship - the charity will provide financial support.

DEVELOPED OUR FREE ONLINE COMMUNITY HUB

We offer a platform to give people the experience of what type of support and education we provide. Blogs, fact sheets, top tips and short videos can be accessed.

LAUNCHED OUR FREE ONLINE SUPPORT GROUPS

We launched our Online support groups providing supportive, friendly, and safe environment for people to share experiences, encourage in open discussions, learn, and take away things they can implement to help manage and overcome their fatigue to ultimately improve the quality of their, and their families lives.

LAUNCHED OUR FREE ONLINE EDUCATIONAL WORKSHOPS

We launched our "Managing Fatigue" online education workshops sharing information, strategies, tips, exercises, and practical approaches for people to take away and implement to start to improve their wellbeing. We took our 8 Core Modules: Nutrition, Sleep, Stress, Relaxation, Immunity, Movement, Pacing and Pain Management to form the structure of each education workshop.

The Educational Workshops were delivered live and included the opportunity for people to ask questions throughout via the chat function, as well as ending with a live Q+A. This gave an individual personal approach to learning and feeling supported.

LAUNCHED OUR FREE ONLINE FITNESS CLASSES

So far, we have delivered weekly Yoga and Pilates classes, with plans to develop the range of classes offered.

All Workshops and Classes were recorded and made available for people to watch at a time convenient for them, along with pre-recorded weekly classes in Pilates and Yoga (*alternating weeks*)

All our Online Events were facilitated by our team of health practitioners and staff members.

CONTINUED TO SUPPORT OUR FREE FACEBOOK COMMUNITY

We offered a peer support platform to our Facebook Community and our Facebook Group of 930 beneficiaries, with an average of 10 new beneficiaries joining us every month.

BLOGS

Simple effective information to implement into daily living with top tips on all subjects of wellbeing and managing fatigue. We keep things simple and information relatable giving incentives for people to start creating a change into their lives.

2. THROUGH ACCESS TO INCREASED KNOWLEDGE, COMMUNITIES OF INTEREST WILL HAVE GREATER UNDERSTANDING OF FATIGUE MANAGEMENT FOR OLDER ADULTS.

BIRMINGHAM NNS GROUPS

We have partnered with 2 of the Birmingham City Council's NNS Groups working together with the adult Social Care Teams, Social Prescribing Link workers and Mental Health teams. We have also worked on developing a Referral Pathway to make it easier for the Teams to refer the people they care for to access our services. We plan to scale and work with 8 additional NNS Groups as we move into 2021 – 2022 for a city-wide reach.

SANDWELL AND WEST MIDLANDS TRUST

We have developed a relationship with their Occupational Health Department who are going to be referring Patients to Salus where appropriate

LONG COVID

We delivered a workshop to Long Covid Clinic Leads in Birmingham and continue to strengthen these relationships to become a Referral Partner and make our services more widely accessible.

LONG COVID WORKING GROUP

This working group have approached us to look at ways to work in collaboration to extend and offer the correct support / education with Fatigue Management. (Global) 13k members UK, 10k members US

AWARENESS STAFF TRAINING EVENTS

We proactively networked to build relationships with Social Prescribing, Adult Social Care, and Mental Health teams. A combination of online and face to face (when appropriate) events were held and will be the main conduit to bring people to us. Email marketing through our community partners were a useful channel for referrals to complement our daily marketing and social media processes.

IM PROPERTIES FUNDING

We delivered a workshop to 10 individuals (covering Castle Vale and surrounding areas)

BIRMINGHAM CHAMBERS OF COMMERCE

We have taken a membership, and we are starting to form relationships through zoom meeting with local businesses of how we can support local business people.

BARCLAYS BANK

Linda Jones, our CEO delivered an online education session to support employee wellbeing through the pandemic.

TALK HEALTH

Linda Jones, our Founder and CEO is delivering webinars in partnership to raise awareness to Fatigue

3. OLDER ADULTS AFFECTED BY FATIGUE WILL HAVE REDUCED ISOLATION AS A RESULT OF ENGAGING WITH ON-LINE ACTIVITIES.

Through being able to provide our services online - two Support Groups and two Education Workshops, we were able to reach over 60 people a month directly, with many more watching the recordings later, providing them with a safe, informal, and friendly environment where they have learned new strategies to manage their Fatigue, and able to ask specific questions related to their own experiences.

And we had about another 40 people a month taking part in our weekly online fitness classes of Yoga or Pilates.

Our Closed Facebook Group of 930 Members provides a community platform to enable positive peer support, and sharing of stories, information, and advice to help each other, as well as being on hand to answer questions and signpost to helpful information.

With the support from Zero to Sixty, a company who specialise in promoting TED and TEDx Talks to attract more views, the TEDx talk delivered by Linda Jones, Founder and CEO of Salus at Birmingham University in March 2020 has now had 102,000 views and provides hope and inspiration to others by sharing her own experience of living with Chronic Fatigue Syndrome, and ultimately how she got her life back.

SOME FEEDBACK FROM OUR MEMBERS AND BENEFICIARIES

"Salus you are a lifeline – thank you for your ongoing support"

"You made me feel so welcomed in the group sessions"

"I have enjoyed the share experience of like-minded people"

"My energy is starting to increase through making some small changes to my lifestyle".

"I love the journey you have taken me through a week at a time inside the Hub. I feel like I am not on my own and a part of the Salus family through using the Facebook Community".

"I can't Thank You enough for sharing your expertise and knowledge to help me make the changes to my health",

"Salus, you have inspired me to keep going – the videos are easy to watch, and facts sheets are useful to keep me on track".

"I was a breaking point before I found Salus and getting invaluable advice and support which helped me manage my condition more effectively and vastly improve my health."

"I don't think I am being too dramatic when I say Salus has saved my life! Supportive, educational, inspirational. I am proud of my recovery and forever grateful. "

"The Fatigue Wellbeing Hub is really good with lots of support on a whole range of topics. It is ideal for anyone who cannot come into Salus to help you on your wellbeing journey."

"I have learnt so much, come off prescription drugs, eat healthier and know more about pacing and supplements."

"The Fatigue Wellbeing Hub has been a real lifesaver for me. I have been able to access all the information in the comfort of my own home at times that fit around family and commitments."

RESEARCH AND EVALUATION

We ensure regular evaluation, monitoring and feedback is embedded in all our work and used to change, develop, and make our services even more effective. With the move to delivering everything online, we have utilized online forms, surveys, and pre and post event questionnaires to understand better our Beneficiaries and Users and receive vital feedback to enable us to continually develop these new online services.

THE NHS INNOVATION ACCELERATOR

An NHS England initiative supported by England's 15 Academic Health Science Networks – We were awarded to work with Sheffield Hallam University with their Accelerator Wellbeing Research Centre working with 8 people in a study. We worked with a team of highly skilled researchers to give validation and evaluate our work.

Their Evaluation of our Hub offering commenced in May 2021 and is due to conclude in July 2021. The AWRC Team are completing an evaluation report and will also share a blueprint for how we could conduct our own evaluation projects in the future.

Once this is completed it will add immense credibility to what we do, and in supporting new funding and new ventures.

Included in the evaluation

- 8 Beneficiaries were involved in the research
- SHU Research Team conducted pre, during and will conduct post program research with the Beneficiaries
- We will receive an evaluation report

QUALITY

Quality remains a firm focus in planning all our activities, setting, and maintaining high standards across all our work.

A comprehensive review of our policies and procedures has been completed.

THE SALUS BRAND

We feel particularly proud that the Salus 'brand' continues to become firmly established based on our expertise in fatigue, with a reputation for delivering a unique and professional service.

We are continuing to collaborate with and raise greater awareness to how Salus can be a support to the health service providers across Birmingham, developing closer relations with Birmingham City Council, Birmingham's NNS Group Social Care and Mental Health Care Teams, Birmingham's Long Covid Clinical Leads, and including Birmingham's Public Health Director Justin Varney.

We are proud to be working with a fabulous team of researchers at Sheffield Hallam University who are evaluating our services. This ongoing work, and their final evaluation reports will add huge credibility to what we do, and certainly open more opportunities for us in the future.

Salus' Chief Executive Officer has continued to be invited as a guest speaker to share our expertise on fatigue and showcase how Salus can be a valuable Partner to other organisations.

Linda has spoken at events hosted by Birmingham NNS Groups, Adult Social Care, Mental Health Teams, Birmingham Long Covid Clinic Leads, Sheffield Hallam University as part of ME Awareness, IM Properties Funding, has been interviewed by Talk Health, and by Mike Douglas of Mike Douglas, Host of Open Journal BlogCast and Founder of the Mental Health Blog Awards

We continue to receive support from a London based marketing agency Growth Step who developed a focused PR campaign, managed our Google Ads campaigns utilising Google's £10,000 free charity ad spend per month, and helping us to design and deliver an online experience that is easy and accessible for our Users.

The Salus website has been redeveloped to make a more secure, accessible, and informative platform. The Salus brand has been refreshed and marketing material updated.

Everything we do and deliver, is with a Team of professionals who are absolute expert in their fields. We are very careful and follow a rigorous vetting process to ensure anyone involved with the charity is credible, appropriately experienced and will ultimately enhance our delivery to our Beneficiaries and Members.

FINANCIAL REVIEW

FUNDING SUMMARY

Our main source of income for the year to 30th June 2021 was restricted grant funding amounting to £136,742, with an additional £19,812 unrestricted. This comprised of many grants from the National Lottery, NNS Groups and Local Trusts.

The income and expenditure account for the period shows expenditure of £147,014 against receipts of £156,554. This shows a surplus for the year of £9,540.

The Trustees and staff are conscious that the main Lottery grant extension ended in June 2020 and the additional awards made in July 2020 and has finished in December 2020. Numerous smaller funds have been secured from locally based funders to maintain the charities operations, and we are actively seeking alternative funding and sponsorship means while also carefully managing our expenditure for the next year to ensure that all obligations are fulfilled.

RESERVES POLICY

We have not so far enjoyed sufficient cash flow to enable us to implement a reserves policy. The Trustees' objective is to implement such a policy as soon as practicable.

PLANS FOR FUTURE PERIODS

SUMMARY

A major focus will continue to be the sustainability for the Charity beyond 2021 developing our own income streams to enable the charity to support itself and reduce its reliance on funding. We will continue to build on the Salus brand, and work towards a sustainable model through private investment to create a long-lasting change that outgrows and outlives the charity's involvement.

Building upon the transformative year we have had in building and delivering all the new products and services available today, our future growth will be delivered through the following seven ways:

1. Increasing the number of subscribers to our online products and services
2. Delivering paid training courses, workshops, and events to larger organisations
3. Having our services commissioned by local and national government
4. Continuing to build collaborative relationships with Health service providers to refer people to us
5. Working with Private Medical Insurers to have our services offered as part of their Wellbeing packages
6. Building upon the work with Sheffield Hallam University to work with other Universities across the UK
7. Continue to apply for small and large funding opportunities

SPECIFIC PROJECTS PLANNED

ONLINE HUBS

To complete the repackaging of our individual courses

To launch a Long-Covid course

To have every video professionally recorded and produced

Launch TRACK YOUR PROGRESS, an online portal for people who would like to track their own progress, set goals / targets. Save sessions attended and content for easy reference to refer to.

121 SERVICE

Private consultations with one of our team of professional Health Practitioners for individuals who need more of a personalised approach.

SALUS ONLINE SHOP

Wellbeing products to complement our services and to establish our brand. Examples: eye masks, relaxation cushions, yoga mats / candles, room fragrance, clothing.

EXPERT INTERVIEWS / PODCASTS

We will commence monthly interviews with Experts who align with our 8 Core Areas to provide additional online content. Our first interview is with Dr Mark Morris.

PILOT TRAINING PROGRAMS

Delivering a 13-week training program to employees of Sheffield Hallam University who are struggling with fatigue. This will include a review of the impact of the program, that will provide us with the report and supporting material to take to other Universities, starting with those in Birmingham to see if we can run similar projects (paid).

Working in partnership - supporting those with Alzheimer's, Parkinson's, Stroke, and their carers of individuals involved with Golf in Society, who are a national organisation.

We have been approached and asked if we could train some Birmingham GP's, again strengthening our collaboration with Birmingham's Health Care services.

PRIVATE MEDICAL INSURERS

We will explore an opportunity with Westfield Health via the relationship our new Trustee Mark Holmshaw has for the potential to have our services added to their Wellbeing Package offered to their customers.



LOCAL HEALTH SERVICE PROVIDERS

We are looking to develop our relationship with Birmingham City Council through working more closely with the 10 NNS Groups, with a view to working with Solihull in 2022.

The larger opportunity is to be commissioned by local and national government for our services, currently across England there are 24 County Councils, and 181 District Councils

The Trustees declare that they have approved the Trustees' report above.

Signed on behalf of the charity's Trustees

Signature		
Full name	Damion Latham	Linda Jones
Position	Chair	Founder and CEO

Date	09 December 2021
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Salus Fatigue Foundation

Financial Report of the Trustees and Independently Examined Financial Statements for the year ended 30th June 2021

Registered Charity No: 1151924

Contents of the Financial Statements for the year ended 30th June 2021

- 1. Reference and Administrative Information**
- 2. Report of the Trustees**
- 3. Receipts and Payment Accounts**
- 4. Statement of Assets and Liabilities**
- 5. Report of the Independent Examiner**

The Trustees present their financial statements for the year ended 30th June 2021 and confirm they comply with the Charities Act 2011, the Trust Deed and have been prepared in accordance with all statutory and regulatory requirements.

Reference and Administrative Information

Charity Name	Salus Fatigue Foundation
Charity Registration Number	1151924
Registered Office	Salus Fatigue Foundation C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) (appointed 10/11/2020) Dr Christine Lloyd Mark Holmshaw (appointed 29/04/2021)
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Ltd Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ

Salus Fatigue Foundation

Report of the Trustees for the year ended 30th June 2020

Introduction

Our vision: A world in which every person affected by Fatigue has access to positive support and the opportunity to participate in all aspects of life.

Our Mission: Salus Fatigue Foundation helps to improve peoples' lives affected by Fatigue through taking positive steps together

Our Aim: To promote and protect the good health of people who live with Chronic Fatigue and related conditions, their families, friends through positive support & education.

Principle Funding Sources

Our main source of income for the year to 30th June 2021 was restricted grant funding amounting to £136,742, with an additional £19,812 unrestricted. This comprised of many grants from the National Lottery, NNS Groups and Local Trusts.

The income and expenditure account for the period shows expenditure of £147,014 against receipts of £156,554. This shows a surplus for the year of £9,540.

Through a challenging year Salus has survived a pandemic, and continued to strengthen its product and service offering, added to the employed Team, Health Practitioner Team, Board of Trustees, and Partners providing support, as well as broadening our source of funding opportunities to no longer be solely reliant on Lottery funding.

We continue to review what we do and to seek other ways to fund Salus' operations to develop a sustainable charity.

The financial statements were approved by the Trustees on 09/12/ 2021 and signed on its behalf by:



.....
Damion Latham
(Chair)



.....
Mark Holmshaw
(Trustee)

Section A Receipts and Payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts				
Grants & Project Funding	-	136,742	136,742	166,971
HMRC CJRS Grants	13,836	-	13,836	-
Donations	3,631	-	3,631	994
Video Platform	2,345	-	2,345	1,012
Sub total	19,812	136,742	156,554	168,977
A2 Asset and Investment Sales	-	-	-	-
Total receipts	19,812	136,742	156,554	168,977
A3 Payments				
Salaries & NI	25,006	104,288	129,294	120,121
Training & Recruitment	-	20	20	2,756
Rent, Rates & Room Hire	-	4,142	4,142	8,633
Trainers' Fees	-	3,118	3,118	3,123
Insurance & Accounts	1,920	2,626	4,546	3,082
Evaluation and Product Development	-	-	-	-
Marketing	66	(352)	(287)	7,575
Travel & Subsistence	145	252	397	2,490
Consultancy & Advice	55	-	55	7,280
General Running Expenses	695	409	1,104	1,199
Accommodation	-	-	-	319
Office & IT	453	1,035	1,489	2,574
Utilities	-	495	495	827
Digital/Video Costs	-	2,641	2,641	8,687
Sub total	28,340	118,674	147,014	168,666
A4 Asset and Investment Purchases - Equipment	-	-	-	478
Total payments	28,340	118,674	147,014	169,144
Net receipts/(payments)	(8,528)	18,068	9,540	(167)
A5 Transfers between funds	-	-	-	-
A6 Cash funds last year end	14,873	2,804	17,677	17,844



Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	<div>HSBC Current Account</div> <div>Total cash funds</div> <div>(agree balances with receipts and payments account(s))</div>	<div>6,345</div> <div>6,345</div>	<div>20,872</div> <div>20,872</div>
B2 Other monetary assets	<div>Details</div> <div></div> <div></div>	<div>Unrestricted funds to nearest £</div> <div></div> <div></div>	<div>Restricted funds to nearest £</div> <div></div> <div></div>
B3 Investment assets	<div>Details</div> <div></div> <div></div>	<div>Fund to which asset belongs</div> <div></div> <div></div>	<div>Cost (optional)</div> <div></div> <div></div>
B4 Assets retained for the charity's own use	<div>Details</div> <div>Computers and other equipment</div> <div>Furniture, fixtures and fittings</div> <div>Other assets used by the charity in delivering its objectives</div>	<div>Fund to which asset belongs</div> <div></div> <div></div> <div></div>	<div>Cost (optional)</div> <div></div> <div></div> <div></div>
B5 Liabilities	<div>Details</div> <div></div>	<div>Fund to which liability relates</div> <div></div>	<div>Amount due (optional)</div> <div></div>

Signed by one or two trustees on behalf of all the trustees

Signature

Print Name and Date of Approval

Damion Latham 09 December 2021
Mark Holmshaw 09 December 2021

I report on the accounts of the charity for the year ended 30 June 2021 which are set out on pages 2 to 6.

Respective responsibilities of trustees and examiner

The trustees are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- to follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- to state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity 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 no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the next statement.

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 130 of the Charities Act 2011; and
- to prepare accounts which accord with the accounting records and comply with the accounting requirements of the 2011 Act have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



John Taheny FCCA
Bissell & Brown Midlands Ltd
Chartered Accountants
56 High Street, Sutton Coldfield, B72 1UJ

Date.....10/12/2021