



ANNUAL REPORT 2022

salus.org.uk

Registered Charity 1151924

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CHAIR'S OVERVIEW OF THE PERIOD ENDED 30TH JUNE 2022

Salus Fatigue Foundation continues to provide Fatigue Management support, advice and education to help improve the lives of people who are affected by Fatigue. Through another 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 all adapted to many changes. Our Team has stayed focused and committed to supporting our member's needs through a difficult time on a global level. We have continued to raise awareness through virtual meetings and started a step phase return to be back in face to face within our communities, working closely with Birmingham City Council and commissioning bodies.

The Salus Community is user-led, and we are constantly reviewing and evaluating our services and how they are provided. We have now returned to a balance of online and face-to-face activities, offering a wider range of services to suit all needs.

We have had another successful year in achieving our outcomes to improve many 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 and many changes through the pandemic, we have strengthened and grown our offering. The charity has increased and improved its products and services; the Wellbeing Hub has been upgraded with specialist courses and launched a course for Long Covid sufferers. Our new online Wellbeing shop has also been launched, and both contribute to the charity generating an income. We are planning to start delivering our peer-led support groups again out in our local communities, with two in the North and two in South Birmingham. The groups will be in co-production with the Peoples Health Trust and the NNS (Neighbourhood Network Scheme) assets within 4 Birmingham City Council constituencies.

Extending our reach on a national and global level, our TEDx talk from 2020 has received over 195,000 views so far, and our following across social media and email marketing has also grown. The charity has adapted its delivery with a mix of the increased number of online awareness / educational events across Birmingham and included webinars, guest speakers and PR campaigns.

We are delighted to welcome Jacqui Holland to our Board of Trustees, who has brought with her experience of being a Salus beneficiary and her wealth of experience in marketing. Our core team at Salus have continued to work hard to offer a professional, warm and safe community for people to join. Using our wider reach of stakeholders, we have continued to engage 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.

Salus has built relationships with the Midlands Lead for Thriving Communities – National Academy for Social Prescribing. Linda, our CEO, is now part of a group of activity providers on the Learning Together Programme who have come together to collectively support each other to connect with Social Prescribing Link Workers across Birmingham. The charity has also enjoyed building new partners through attending many online networking events to support our referral pathway and awareness raising. We are expanding our relationships and exploring options for future partnerships to support the long-term sustainability of the charity.

Summary of Annual Accounts

Our main source of income for the year to 30th June 2022 was restricted grant funding amounting to £101,512. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. Hodge Hill NNS, Sutton Coldfield NNS, Selly Oak NNS and Erdington NNS, Sutton Coldfield Charitable Trust, Sutton Coldfield Town Council, Eveson Trust, Peoples Postcode Lottery, Awards for All and Heart of England.

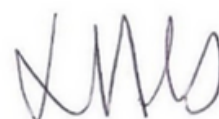
The income and expenditure account for the period shows expenditure of £122,299 against receipts of £108,825. This shows a deficit for the year of £13,474.

Salus has always ran efficiently and professionally. Navigating the challenges of a charity through the pandemic, Salus acted with pace to implement cost savings and reduction of overheads. This included moving out of offices and reducing headcount while making sure core services were not impacted. This represented a shortfall of £13,474 as one-off costs. Plans are in place to work towards reducing and clearing the deficit within the next financial year of 2023. This will be delivered through external consultancy in business and marketing to increase funds and sales.

*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.

We welcomed Jacqui Holland to the Board of Trustees in January 2022.

Following the 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 funding was sought to enable Salus to continue offering our free support, advice and education services through the Salus Community.

At the end of June 2022, the team consisted of the following:

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

Health Practitioners

The team are supported by a team of 10 qualified Health Practitioners that support us in the delivery of our services and content to our beneficiaries. Their specialism covers subjects including Pain Management and Rehabilitation Management, Nutrition, Counseling, Clinical Hypnotherapy, Pilates, Yoga, Sleep and Mindset.

Volunteers

We have received support with sourcing funding opportunities and had support towards business growth and long-term sustainability. We have also received marketing consultancy for our website and online hub development and Google Ads support.

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.

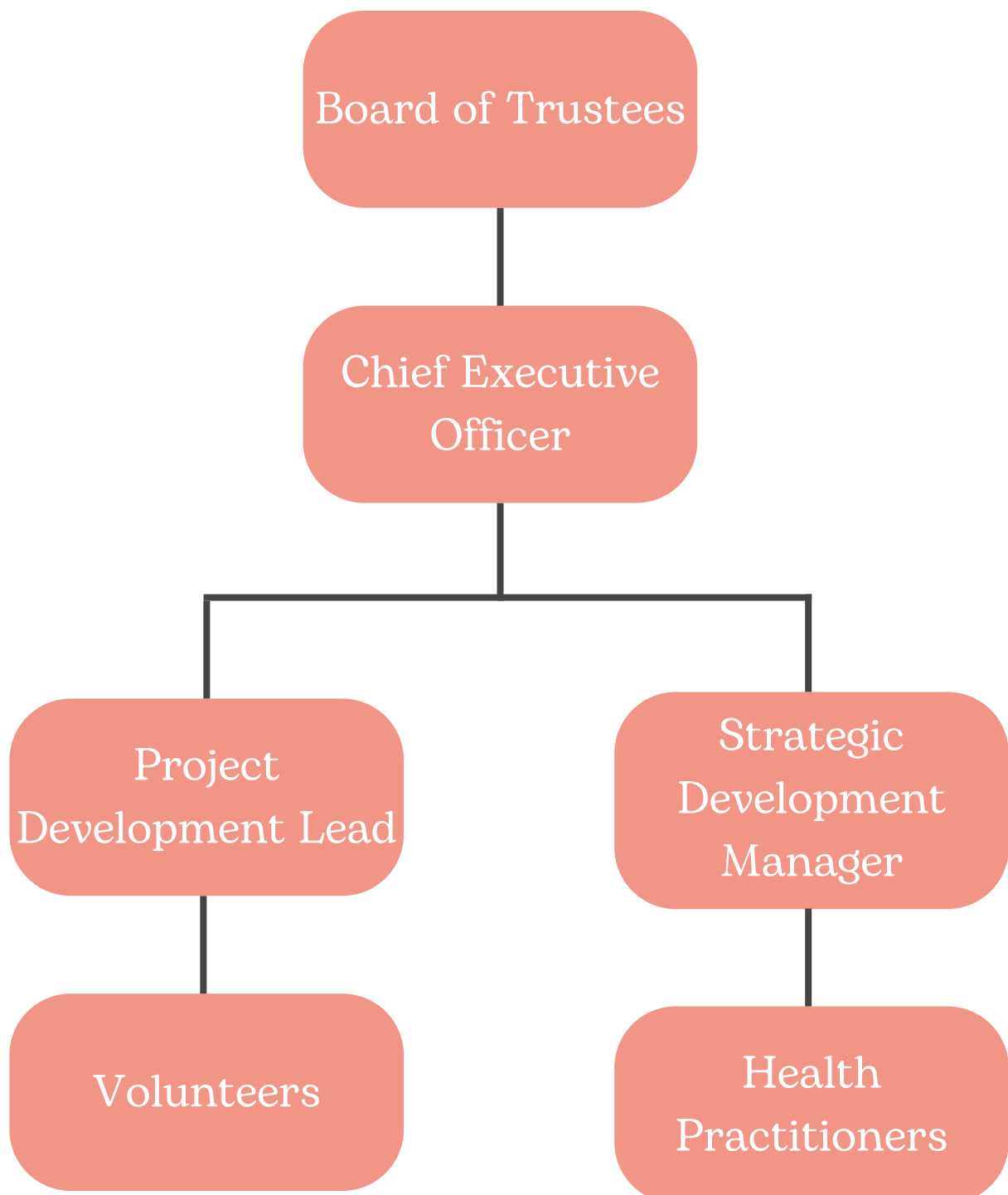
As the services were already available online, no fundamental changes were required to our day-to-day operations.

We have sought independent HR support to advise on our staffing processes and policies.



ORGANISATION CHART

The management of the Charity is overseen by a Board of Trustees. Our work is carried out by an experienced and dedicated team, volunteers and qualified Health Professionals who offer a diverse range of functions in the management and delivery of our work.



VISIONS AND VALUES

Our Vision

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

Our Purpose

We inspire people affected by Fatigue to live happy & healthy lives.

Our Mission

To promote and protect the good health of people who live with Chronic Fatigue and Related Conditions, their families, and carers in particular but not exclusively through advice, support, counselling and education workshops.

*People, Inspire, Empower, Compassion,
Results*

"Salus has without a doubt not only changed my life, but improved the quality of my life. I have more energy and a renewed sense of confidence, which is allowing me to move forward in all aspects of my life."

OBJECTIVES AND ACTIVITIES

1

Our Approach

Salus takes a five-step approach – we: share, understand, support, learn and engage. We believe that taking positive steps together is what matters, and this extends through everything we do, from first contact all the way through people's ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining The Salus Community and accessing expert support, guidance, and education.

2

What we do

We are passionate at Salus to making 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 12 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 so many lives now impacted by Long Covid. 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 comes from their own lived experience affected by Fatigue. The charity started from the CEO's own lived experience of suffering from Chronic Fatigue Syndrome in 2009.

Our services are open to all and this year we have continued to have a strong focus on extending our 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:

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

3 Our Objectives

1. People 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 a greater understanding of Fatigue management for people.
3. People affected by Fatigue will have reduced isolation due to engaging in online activities.

4 Our Activities and Achievements

HOW OUR ACTIVITIES DELIVER PUBLIC BENEFIT

The charity carries out a range of activities to pursue its charitable aims. The Trustees consider that these activities, summarised in the section below, benefit 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 online and face-to-face 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, and lack of confidence and self-management. This has a huge impact on their and their families lives.

Our awareness-raising work with GPs, healthcare professionals and other relevant agencies and communities of interest in the area is essential to improving understanding of this misunderstood condition and ultimately to increase 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 are reached with everyone. This has shown to be critical in supporting beneficiaries and educating health professionals, encouraging them to have increased confidence in diagnosing and referring for support.

1. PEOPLE AFFECTED BY FATIGUE WILL HAVE IMPROVED HEALTH AND WELL-BEING 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 specialist educational content 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 have launched 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. We are planning to start our face to face support groups again through a phased return.

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 over 1000 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 A GREATER UNDERSTANDING OF FATIGUE MANAGEMENT FOR PEOPLE.

BIRMINGHAM NNS GROUPS

We have partnered with 4 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 2022 – 2023 for a city-wide reach.

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.

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 events were held and will be the main conduit to bring people to us. Email marketing through our community partners was a useful channel for referrals to complement our daily marketing and social media processes. We have scaled our offering to run a large online event to support staff within BCC in Menopause health to feel supported within the workplace.

BIRMINGHAM CHAMBERS OF COMMERCE

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

3. PEOPLE AFFECTED BY FATIGUE WILL HAVE REDUCED ISOLATION AS A RESULT OF ENGAGING IN ONLINE 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 over 1000 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.

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 members 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 has been completed showing the impact our members have gained to improve their health & wellbeing.

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, Mental Health Care Teams, Community assets and Birmingham's Long Covid Clinical Leads.

We are proud to have worked with a fabulous team of researchers at Sheffield Hallam University who have completed evaluating our services. Their final evaluation reports have added huge credibility to what we do and have certainly opened more opportunities.

Linda (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, and Sheffield Hallam University as part of Fatigue Awareness.

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 helped us to design and deliver an online experience that is easy and accessible for our Users. The Salus website has been redeveloped to make it a more secure, accessible, and informative platform. The Salus brand has been refreshed again, and the marketing material has been updated.

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



FUNDING SUMMARY

Funding Summary

Our main source of income for the year to 30th June 2022 was restricted grant funding amounting to £101,512. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders.

The income and expenditure account for the period shows expenditure of £122,299 against receipts of £108,825. This shows a deficit for the year of £13,474.

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


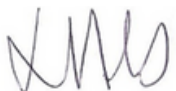
Our key focus will continue to be the sustainability for the Charity beyond 2022 developing our own income streams to enable the charity to support itself and reduce its reliance on funding. We will continue to build on the Salus brand, and work towards a sustainable model through private investment 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. Identify and build relationships for future partner co production opportunities
5. Continuing to build collaborative relationships with Health service providers to refer people to us
6. Working with Private Medical Insurers to have our services offered as part of their Well-being packages
7. Continue to apply for small and large funding opportunities

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	CEO

TESTIMONIALS

"You've changed my life! Without Salus I would never have considered looking at changing things in my life. It was an early session with Linda that set me on a podcast series I've learned an unbelievable amount from, it was the nutrition sessions that completely rescued my eating habits and toolkit for self-care, it was the peer support that had me revisit support from GPs, take a fresh look at what I thought 'good' looked like and start tracking my habits. I could go on, but in short -thank you so so much!"

'It's [Salus] changed my life, because if I hadn't have gone there I think I'd still be how I was five years ago sitting at home being taken out in a wheelchair a couple of times a week. Because if I think of what I do in my day to day routine, it impacts what I eat, how I think, all the different things I do to help myself stay well...So it's just impacted everything, everything in my life.'

'I just can't thank them enough for what they're doing for everyone.'

'Salus is thought-provokingly positive and empowering. I have managed to lose over two stone in weight and live a healthier, more balanced lifestyle.'

'Thank you for your support! It's helped family members massively to understand my condition and support me.'

MEET THE TEAM



LINDA
JONES



JANE
LOEWY



EMILY
JONES

+ our team of 15
Health Practitioners
and board of trustees



CONTACT US



<https://salus.org.uk>



SalusFatigueFoundation



info@salus.org.uk



Salus Fatigue Foundation

Financial Report of the Trustees and Independently Examined Financial Statements for the year ended 30th June 2022

Registered Charity No: 1151924

Contents of the Financial Statements for the year ended 30th June 2022

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The Trustees present their financial statements for the year ended 30th June 2022 and confirm they comply with the Charities Act 2011 and 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	C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) Dr Christine Lloyd Mark Holmshaw Jacqui Holland (appointed 21 February 2022)
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Midlands Ltd Charter House 56 High Street Sutton Coldfield B72 1UJ

Report of the Trustees of Salus Fatigue Foundation for the year ended 30th June 2022

Our Purpose

We inspire people to live a happy and healthy life.

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

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Our Values

People
Inspire
Empower
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Compassion

Our Approach

Salus takes a five-step approach – we: **share, understand, support, learn and engage**. We believe that taking positive steps together is what matters, and this extends through everything we do from first contact all the way through peoples ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining **The Salus Community** accessing expert support, guidance, and education.

Principle Funding Sources

Our main source of income for the year to 30th June 2022 was restricted grant funding amounting to £101,512. This is comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. Hodge Hill NNS, Sutton Coldfield NNS, Selly Oak NNS and Erdington NNS, Sutton Coldfield Charitable Trust, Sutton Coldfield Town Council, Eveson Trust, Peoples Postcode Lottery, Awards for All and Heart Of England. Salus has started to generate its own income through the Wellbeing Hub monthly donation subscriptions and newly launched online shop.

The income and expenditure account for the period shows expenditure of £122,299 against receipts of £108,825 This shows a deficit for the year of £13,474.

Salus has always ran efficiently and professionally. Navigating the challenges of a charity through the pandemic, Salus acted with pace to implement cost savings and reduction of overheads. This included moving out of offices and reducing headcount while making sure

core services were not impacted. This represented a shortfall of £13,474 as one-off costs. Plans are in place to work towards reducing and clearing the deficit within the next financial year of 2023. This will be delivered through external consultancy in business and marketing to increase funds and sales.

Through another 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 one large funding stream. 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 21 November 2022 and signed on their behalf by:



.....
Damion Latham
(Chair)



.....
Mark Holmshaw
(Trustee)

Section A - Receipts and payments for the year ended 30th June 2022

	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	-	101,512	101,512	136,742
HMRC CJRS Grants	-	-	-	13,836
Donations	920	-	920	3,631
Hub Platform	4,743	-	4,743	2,345
Other charitable activities & fundraising	1,650	-	1,650	-
Sub total	7,313	101,512	108,825	156,554
A2 Asset & Investment Sales	-	-	-	-
Total receipts	7,313	101,512	108,825	156,554
A3 Payments				
Salaries & NI	1,077	105,265	106,342	129,294
Training & Recruitment	31	245	276	20
Rent, Rates & Room Hire	-	-	-	4,142
Trainers' Fees	300	1,420	1,720	3,118
Insurance & Accounts	2,880	968	3,848	4,546
Marketing	15	2,366	2,381	(287)
Travel & Subsistence	600	-	600	397
Consultancy & Advice	3,035	1,255	4,290	55
General Running Expenses	269	37	306	1,104
Office & IT	1,291	281	1,572	1,489
Utilities	-	-	-	495
Digital/Video Costs	299	-	299	2,641
Shop Distribution Costs	665	-	665	-
Sub total	10,462	111,837	122,299	147,014
A4 Asset and Investment Purchases - Equipment	-	-	-	-
Total payments	10,462	111,837	122,229	147,014
Net receipts/(payments)	(3,149)	(10,325)	(13,474)	9,540
A5 Transfers between funds	(1,326)	1,326	-	-
A6 Cash funds last year end	6,345	20,872	27,217	17,677
Cash funds this year end	1,870	11,873	13,743	27,217



Section B - Statement of assets and liabilities at 30th June 2022

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	1,870	11,873
	Total cash funds (agree balances with receipts and payments account(s))	1,870	11,873
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
21 November 2022

Mark Holmshaw
21 November 2022

Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2022 which are set out on pages 2 to 5.

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.

.....*Bissell & Brown M. Handwritten*.....

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

Date.....*30/11/2022*.....



Salus Fatigue Foundation

Financial Report of the Trustees and Independently Examined Financial Statements for the year ended 30th June 2022

Registered Charity No: 1151924

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The Trustees present their financial statements for the year ended 30th June 2022 and confirm they comply with the Charities Act 2011 and 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	C/O Bissell & Brown Charter House 56 High Street Sutton Coldfield West Midlands B72 1UJ
Board of Trustees	Damion Latham (Chair) Dr Christine Lloyd Mark Holmshaw Jacqui Holland (appointed 21 February 2022)
Bankers	HSBC 67 S Parade The Parade Sutton Coldfield West Midlands B72 1PA
Independent Examiner	Bissell & Brown Midlands Ltd Charter House 56 High Street Sutton Coldfield B72 1UJ

Report of the Trustees of Salus Fatigue Foundation for the year ended 30th June 2022

Our Purpose

We inspire people to live a happy and healthy life.

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

To promote and protect the good health of people who live with Chronic Fatigue and Related Conditions - their families and carers in particular but not exclusively - through advice, support, counselling and education workshops.

Our Values

People
Inspire
Empower
Results
Compassion

Our Approach

Salus takes a five-step approach – we: **share, understand, support, learn and engage**. We believe that taking positive steps together is what matters, and this extends through everything we do from first contact all the way through peoples ongoing Journey to Wellness. A tremendous amount of attention, passion, thought, and care goes into everything we do at Salus. We believe we can help people improve their life by joining **The Salus Community** accessing expert support, guidance, and education.

Principle Funding Sources

Our main source of income for the year to 30th June 2022 was restricted grant funding amounting to £101,512. This is comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. Hodge Hill NNS, Sutton Coldfield NNS, Selly Oak NNS and Erdington NNS, Sutton Coldfield Charitable Trust, Sutton Coldfield Town Council, Eveson Trust, Peoples Postcode Lottery, Awards for All and Heart Of England. Salus has started to generate its own income through the Wellbeing Hub monthly donation subscriptions and newly launched online shop.

The income and expenditure account for the period shows expenditure of £122,299 against receipts of £108,825 This shows a deficit for the year of £13,474.

Salus has always ran efficiently and professionally. Navigating the challenges of a charity through the pandemic, Salus acted with pace to implement cost savings and reduction of overheads. This included moving out of offices and reducing headcount while making sure

core services were not impacted. This represented a shortfall of £13,474 as one-off costs. Plans are in place to work towards reducing and clearing the deficit within the next financial year of 2023. This will be delivered through external consultancy in business and marketing to increase funds and sales.

Through another 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 one large funding stream. 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 21 November 2022 and signed on their behalf by:



.....
Damion Latham
(Chair)



.....
Mark Holmshaw
(Trustee)

Section A - Receipts and payments for the year ended 30th June 2022

	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	-	101,512	101,512	136,742
HMRC CJRS Grants	-	-	-	13,836
Donations	920	-	920	3,631
Hub Platform	4,743	-	4,743	2,345
Other charitable activities & fundraising	1,650	-	1,650	-
Sub total	7,313	101,512	108,825	156,554
A2 Asset & Investment Sales	-	-	-	-
Total receipts	7,313	101,512	108,825	156,554
A3 Payments				
Salaries & NI	1,077	105,265	106,342	129,294
Training & Recruitment	31	245	276	20
Rent, Rates & Room Hire	-	-	-	4,142
Trainers' Fees	300	1,420	1,720	3,118
Insurance & Accounts	2,880	968	3,848	4,546
Marketing	15	2,366	2,381	(287)
Travel & Subsistence	600	-	600	397
Consultancy & Advice	3,035	1,255	4,290	55
General Running Expenses	269	37	306	1,104
Office & IT	1,291	281	1,572	1,489
Utilities	-	-	-	495
Digital/Video Costs	299	-	299	2,641
Shop Distribution Costs	665	-	665	-
Sub total	10,462	111,837	122,299	147,014
A4 Asset and Investment Purchases - Equipment	-	-	-	-
Total payments	10,462	111,837	122,229	147,014
Net receipts/(payments)	(3,149)	(10,325)	(13,474)	9,540
A5 Transfers between funds	(1,326)	1,326	-	-
A6 Cash funds last year end	6,345	20,872	27,217	17,677
Cash funds this year end	1,870	11,873	13,743	27,217



Section B - Statement of assets and liabilities at 30th June 2022

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	1,870	11,873
	Total cash funds (agree balances with receipts and payments account(s))	1,870	11,873
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
21 November 2022

Mark Holmshaw
21 November 2022

Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2022 which are set out on pages 2 to 5.

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.

.....*Bissell & Brown M. Handwritten*.....

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

Date.....*30/11/2022*.....