



# SALUS FATIGUE FOUNDATION ANNUAL REPORT 2024

*Registered Charity 1151924*

[salus.org.uk](https://salus.org.uk)

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# REPORT OF THE TRUSTEES FOR THE YEAR ENDED 30TH JUNE 2024

The Trustees present their annual report and financial statements for the year ended 30th June 2024 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	<b>Salus Fatigue Foundation</b>
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 (appointed 06/12/2012) Mark Holmshaw (appointed 29/04/2021) Jacqui Holland (appointed 21/02/2022)
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



# CHAIR'S OVERVIEW OF THE PERIOD ENDED 30TH JUNE 2024

I would like to introduce you to the Salus Fatigue Foundation (Salus) Annual Report and Accounts and to share the highlights from the 2023 / 2024 financial year. Salus has continued to have another outstanding year to provide Health & Wellbeing Fatigue Management support, advice and education to help improve the lives of people who are affected by Chronic Fatigue. We give a huge thank you to our committed team at Salus including our Health Practitioners, volunteers, Board, Partners and Funders.

Salus and its staff, Health Practitioners and volunteers have continued to provide support to many vulnerable people, their families and carers to build confidence, give hope and learn new skills to support their Chronic fatigue Symptoms. We have also continued to extend our services to people affected by other long term chronic health conditions where they are affected by Fatigue. Combined with other economic factors impacting on all of us but disproportionately on people living with a disability has been the increasing pressure of cost of living, high inflationary factors and interest rates. This has impacted on our members the ability to afford basic requirements, particularly food and utilities. Salus has continued to provide support and help people in need navigate these difficulties as far as is possible.

This has extended to Year 2 of our partnership project with Birmingham Voluntary Service Council (BVSC) and the Disability Resource Centre (DRC). The project is to support people in and out of the workplace related to Menopause, Salus being a delivery partner providing community workshops throughout Birmingham and Solihull. The project forms part of the National Women's Health Strategy funded by the Voluntary Community and Social Enterprise (VCSE) and wellbeing Fund – a joint initiative run by the Department of Health and Social care, NHS England and the UK Health Security Agency. The theme of the fund for 2022 to 2025 is women's reproductive wellbeing in the workplace and links in with the development of the new Women's Health Strategy.

Salus has continued to secure new and continuation grants during the year to ensure it can continue to deliver its much-needed Charitable activities. We have continued to raise awareness through a hybrid delivery model, working closely with Birmingham City Council, Neighbourhood Network Schemes and commissioning bodies.

We continue with our omni channel services to deliver maximum reach, supporting virtual and physical sessions throughout Birmingham and utilising our Welling Hub to provided online content to offer support and education on a wider level.

The Salus Community continues to be user led and we are constantly reviewing and evaluating our services. Our activities give individuals choice and easy pathways to gain the knowledge and support for 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. Our personalised, interactive, and engaging approach across Birmingham will enable us to be future ready to scale up for a national reach.

We have increased demand of our peer led support groups in our local communities this year, we have seen success in providing face to face weekly support, this included walking groups, yoga, nutrition & Long Covid sessions. Our activities have increased online and in person with a high level of networking with key partners who work in the Birmingham area. Extending our reach on a national and global level, our TEDx talk from April 2020 has received over 382,728 views (to date October 2024) and interactions across social media and email marketing has also grown.

The organisation has also invested heavily in its staff supporting them to continue home working to include in-person delivery from community venues and supporting them with their health and wellbeing needs.

Salus Fatigue Foundation Chairperson's Report for the Year Ended 30 June 2024 In closing I would like to take this opportunity to thank all the Salus staff, volunteers including the board of Trustees in their steadfast work and endeavors during 2023/2024 in the best interests of meeting the needs of the local communities we serve.

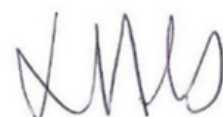
## **Summary of Annual Accounts**

Our main source of income for the year 30th June 2024 was restricted grant funding. This comprised of many grants from department of Health and social Care, Birmingham City Council / NNS Groups, Local Trusts and additional funders. The income and expenditure account for the period shows expenditure of £136,074 against receipts of £116,564. This gives a deficit for the year of £19,510 which is largely offset by £13,693 grant funding for the quarter ended June 2024 that was not paid until July 2024. The remaining deficit of £5,817 represents the spending of funding brought forward from the June 203 financial year, which saw a surplus for the year of £15,977.

*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.

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

At the end of June 2024, the team consisted of:

- 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 our 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 a team of 10 volunteers that offer their support throughout our delivery services. They come with their own lived experiences to provide peer support to give hope and inspire our members.

## 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.

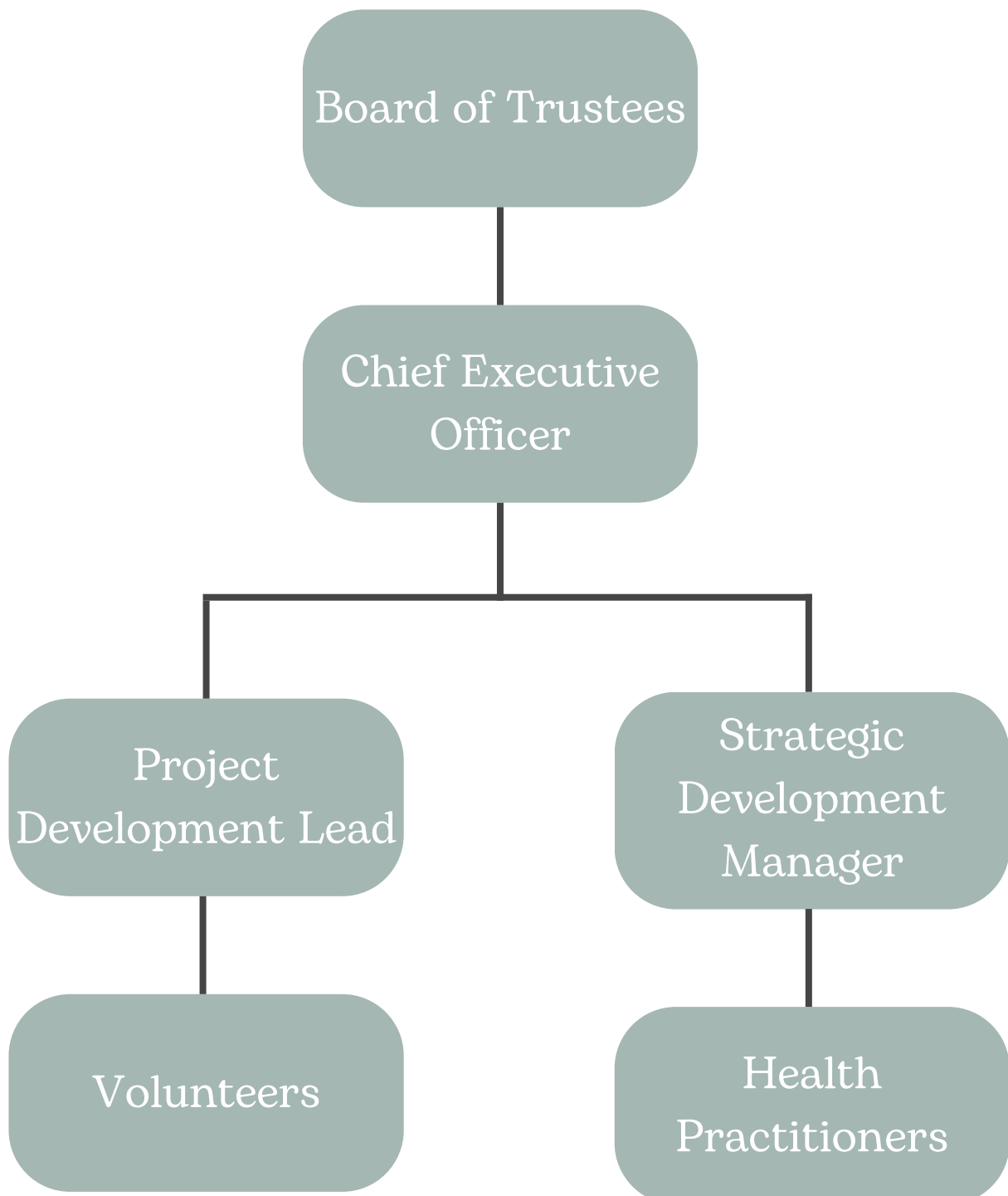
We have sought independent HR support to advise on our staffing processes and policies. All of our policies and been independently reviewed and updated by BVSC in August 2024.





# 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 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 Purpose**

We inspire people to live a happy and healthy life.

*People, Inspire, Empower, Compassion,  
Results*

## **Our Mission**

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

# 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 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.

## 2 **What we do**

At Salus we inspire and share our compassion 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 almost 15years providing support, education, and awareness to 30,000 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 now than previously due peoples lives 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 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.

Our services are open to all and this year we have continued to have a strong focus to extended our support to some of the hard to reach areas of Birmingham. We have provided support for individuals to healthy living, mental / physical health, encourage movement, feel socially connected and feel confident to live independently.



## **There are four specific areas we have been focusing on:**

- Individuals who are affected by Fatigue through an illness
- Individuals who need menopause support in and out of the workplace
- Individuals who affected by Long Covid
- Fatigue awareness, knowledge, and education within our local communities

### **3 Our Objectives**

1. Individuals affected by Fatigue will have improved health and wellbeing through access to online and face to face support / education to self-manage the condition.
2. Individuals affected by Fatigue will have reduced isolation as a result of engaging with on-line and face to face activities.
3. Through access to increased knowledge, communities of interest will have greater understanding of Fatigue Management.
4. Individuals will be informed and feel supported through engaging in community menopause workshops and events.

### **4 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 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, 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, stakeholders 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 members but also for educating health professionals, encouraging them to have increased confidence in diagnosing and referring for support.

## **Our Services**

### **FATIGUE WELLBEING HUB**

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. A Long Covid course has been launched 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

### **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.

### **FREE ONLINE & FACE TO FACE SUPPORT GROUPS**

Our online support groups and face to face groups are 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. This year we have phased returned our face to face support groups across the city including regular walking groups.

## **FREE ONLINE EDUCATIONAL WORKSHOPS**

Our online education workshops offer 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.

## **FREE ONLINE FITNESS CLASSES**

Providing monthly restorative Yoga and Pilates classes which are recorded for people to access when is most convenient to them working around their health needs.

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

## **FREE FACEBOOK COMMUNITY**

We continued to provide and facilitate a peer support platform to our Facebook Community and our Facebook Group of over 1000 members. People interact and engage to support one another

## **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.





## **Partnerships**

BVSC (Birmingham Voluntary Service Council), DRC (Disability Resource Centre), and Salus Fatigue Foundation are working in partnership to develop a new service to support people with menopausal health issues to remain in or return to the workforce.

Salus are hosting free workshops across Birmingham and Solihull. The workshops aim to provide holistic support to individuals experiencing menopausal health issues, helping them to remain in or return to the workforce. The FREE two-hour workshops are informative, engaging, and practical. To discover new self care techniques and strategies, as well as learn how to talk to your GP and find out what treatments are available. A comprehensive booklet is provided for individuals to track their progress through peri-menopause and post-menopause. Our workshops will complement DRC activities to support individuals and employers within SMEs.

## **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.

## **SERVOL COMMUNITY SERVICES**

We have partnered with Servol Birmingham to run a pilot project in one of the Birmingham respite units. We are working together towards supporting mental wellness with individuals to help them fulfil their aspirations.

## **LONG COVID**

We delivered online workshops to support people affected by Long Covid through a funded project Birmingham Community Healthcare NHS Foundation Trust. As we continue to strengthen relationships to become a Referral Partner and make our services more widely accessible to all.

## **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 were a useful channel for referrals to complement our daily marketing and social media processes.

## **MONITORING 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. Through our delivery of online and face to face, 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 our online and face to face services. During ur face to face events a QR code has been shown be effective in collating the date we need to capture to shape our future services.

## **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 externally in August 2024 by BVSC.

## **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.

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

We continue to maintain our website and all social media channels to grow our brand awareness and make our services accessible for all. The Salus brand has been refreshed again 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 partners.

# FUNDING SUMMARY

## **Funding Summary**

Our main source of income for the year to 30th June 2024 was restricted grant funding amounting to £108,977, with an additional £7,587 unrestricted.

This is comprised of many grants from Birmingham City Council and Local Trusts. NNS Selly Oak, Sutton Coldfield, Hodge Hill and Perry Barr have all provided funded to support delivery of our services within each of the constituencies. Salus has also been awarded a two-year grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

## **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 THE FUTURE



Our key focus will be to continue developing and scaling our services to respond to the growing need and for long term sustainability. 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 ways:

1. Having our services commissioned by local and national government
2. Identify and build relationships for future partner co production opportunities
3. Continuing to build collaborative relationships with Health service providers to refer people to us
4. 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*

<b>Signature</b>		
<b>Full Name</b>	Damion Latham	Linda Jones
<b>Position</b>	Chair	CEO

<b>Date</b>	20/10/2024
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# 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 10 Health  
Practitioners and Board of  
Trustees





## CONTACT US



<https://salus.org.uk>



SalusFatigueFoundation



[info@salus.org.uk](mailto:info@salus.org.uk)



2024

**Financial Report of the  
Trustees and Independently  
Examined Financial  
Statements for the year  
ended 30th June 2024**

**Registered Charity No: 1151924**  
Salus Fatigue Foundation



# Contents of the Financial Statements for the year ended 30<sup>th</sup> June 2024

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The Trustees present their financial statements for the year ended 30<sup>th</sup> June 2024 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	<b>Salus Fatigue Foundation</b>
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
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 30<sup>th</sup> June 2024

## 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 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** accessing expert support, guidance, and education.

## Principle Funding Sources

Our main source of income for the year to 30th June 2024 was restricted grant funding amounting to £108,977. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. We have also received a grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

Salus also generates its own income through the Wellbeing Fatigue Hub monthly donation subscriptions.

The income and expenditure account for the period shows expenditure of £136,074 against receipts of £116,564. This gives a deficit for the year of £19,510, which is largely offset by £13,693 grant funding for the quarter ended June 2024 that was not paid until July 2024. The remaining deficit of £5,817 represents the spending of funding brought forward from the June 2023 financial year, which saw a surplus of £15,977.

Through another challenging year Salus has 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 15<sup>th</sup> November 2024 and signed on their behalf by:



Damion Latham  
(Chair)



Mark Holmshaw  
(Trustee)

# Section A - Receipts and payments for the year ended 30th June 2024

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>				
Grants & Project Funding	-	108,977	108,977	135,681
HMRC Employment Allowance	4,945	-	4,945	4,992
Donations	165	-	165	77
Hub Platform	1,827	-	1,827	3,008
Other charitable activities & fundraising	650	-	650	950
<b>Sub total</b>	<b>7,587</b>	<b>108,977</b>	<b>116,564</b>	<b>144,708</b>
<b>A2 Asset &amp; Investment Sales</b>	-	-	-	-
<b>Total receipts</b>	<b>7,587</b>	<b>108,977</b>	<b>116,564</b>	<b>144,708</b>
<b>A3 Payments</b>				
Salaries & NI	8,997	100,924	109,921	107,132
Training & Recruitment	389	4,665	5,054	585
Rent, Rates & Room Hire	50	232	282	92
Trainers' Fees	125	4,250	4,375	4,304
Insurance & Accounts	1,230	2,790	4,020	3,396
Marketing	-	3,976	3,976	3,187
Travel & Subsistence	658	956	1,614	1,824
Consultancy & Advice	560	750	1,310	3,614
General Running Expenses	597	598	1,195	848
Office & IT	1,556	2,519	4,075	3,522
Digital/Video Costs	-	227	227	227
Shop Distribution Costs	25	-	25	-
<b>Sub total</b>	<b>14,187</b>	<b>121,887</b>	<b>136,074</b>	<b>128,731</b>
<b>A4 Asset and Investment Purchases - Equipment</b>	-	-	-	-
<b>Total payments</b>	<b>14,187</b>	<b>121,887</b>	<b>136,074</b>	<b>128,731</b>
<b>Net receipts/(payments)</b>	<b>(6,600)</b>	<b>(12,910)</b>	<b>(19,510)</b>	<b>15,977</b>
<b>A5 Transfers between funds</b>	<b>(11,746)</b>	<b>11,746</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>5,790</b>	<b>23,931</b>	<b>29,721</b>	<b>13,744</b>
<b>Cash funds this year end</b>	<b>(12,556)</b>	<b>22,767</b>	<b>10,211</b>	<b>29,721</b>



## Section B - Statement of assets and liabilities at 30th June 2024

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
<b>B1 Cash funds</b>	HSBC Current Account	(12,556)	22,767
	<b>Total cash funds</b>	(12,556)	22,767
	(agree balances with receipts and payments account(s))		

	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
<b>B2 Other monetary assets</b>	Grant & project funding due		13,693

	Details	Fund to which asset belongs	Cost (optional)
<b>B3 Investment assets</b>			



	Details	Fund to which asset belongs	Cost (optional)
<b>B4 Assets retained for the charity's own use</b>	Computers and other equipment		
	Furniture, fixtures and fittings		
	Other assets used by the charity in delivering its objectives		

	Details	Fund to which liability relates	Amount due (optional)
<b>B5 Liabilities</b>			

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

Signature

Print Name and Date of Approval

Damion Latham 15/11/2024  
Mark Holmshaw 15/11/2024

# Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2024 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.

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

Date.....

21/11/2024



2024

**Financial Report of the  
Trustees and Independently  
Examined Financial  
Statements for the year  
ended 30th June 2024**

**Registered Charity No: 1151924**  
Salus Fatigue Foundation

# Contents of the Financial Statements for the year ended 30<sup>th</sup> June 2024

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The Trustees present their financial statements for the year ended 30<sup>th</sup> June 2024 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	<b>Salus Fatigue Foundation</b>
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
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 30<sup>th</sup> June 2024

## 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 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** accessing expert support, guidance, and education.

## Principle Funding Sources

Our main source of income for the year to 30th June 2024 was restricted grant funding amounting to £108,977. This comprised of many grants from Birmingham City Council through four of the Neighbourhood Network Scheme (NNS) Groups, Local Trusts and additional funders. We have also received a grant funded through the VCSE Health and Wellbeing Fund, part of a partnership programme between Department of Health and Social Care, NHS England and UK Health Security Agency.

Salus also generates its own income through the Wellbeing Fatigue Hub monthly donation subscriptions.

The income and expenditure account for the period shows expenditure of £136,074 against receipts of £116,564. This gives a deficit for the year of £19,510, which is largely offset by £13,693 grant funding for the quarter ended June 2024 that was not paid until July 2024. The remaining deficit of £5,817 represents the spending of funding brought forward from the June 2023 financial year, which saw a surplus of £15,977.

Through another challenging year Salus has 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 15<sup>th</sup> November 2024 and signed on their behalf by:



Damion Latham  
(Chair)





Mark Holmshaw  
(Trustee)

# Section A - Receipts and payments for the year ended 30th June 2024

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>				
Grants & Project Funding	-	108,977	108,977	135,681
HMRC Employment Allowance	4,945	-	4,945	4,992
Donations	165	-	165	77
Hub Platform	1,827	-	1,827	3,008
Other charitable activities & fundraising	650	-	650	950
<b>Sub total</b>	<b>7,587</b>	<b>108,977</b>	<b>116,564</b>	<b>144,708</b>
<b>A2 Asset &amp; Investment Sales</b>	-	-	-	-
<b>Total receipts</b>	<b>7,587</b>	<b>108,977</b>	<b>116,564</b>	<b>144,708</b>
<b>A3 Payments</b>				
Salaries & NI	8,997	100,924	109,921	107,132
Training & Recruitment	389	4,665	5,054	585
Rent, Rates & Room Hire	50	232	282	92
Trainers' Fees	125	4,250	4,375	4,304
Insurance & Accounts	1,230	2,790	4,020	3,396
Marketing	-	3,976	3,976	3,187
Travel & Subsistence	658	956	1,614	1,824
Consultancy & Advice	560	750	1,310	3,614
General Running Expenses	597	598	1,195	848
Office & IT	1,556	2,519	4,075	3,522
Digital/Video Costs	-	227	227	227
Shop Distribution Costs	25	-	25	-
<b>Sub total</b>	<b>14,187</b>	<b>121,887</b>	<b>136,074</b>	<b>128,731</b>
<b>A4 Asset and Investment Purchases - Equipment</b>	-	-	-	-
<b>Total payments</b>	<b>14,187</b>	<b>121,887</b>	<b>136,074</b>	<b>128,731</b>
<b>Net receipts/(payments)</b>	<b>(6,600)</b>	<b>(12,910)</b>	<b>(19,510)</b>	<b>15,977</b>
<b>A5 Transfers between funds</b>	<b>(11,746)</b>	<b>11,746</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>5,790</b>	<b>23,931</b>	<b>29,721</b>	<b>13,744</b>
<b>Cash funds this year end</b>	<b>(12,556)</b>	<b>22,767</b>	<b>10,211</b>	<b>29,721</b>

# Section B - Statement of assets and liabilities at 30th June 2024

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £
B1 Cash funds	HSBC Current Account	(12,556)	22,767
	<b>Total cash funds</b>	(12,556)	22,767
	(agree balances with receipts and payments account(s))		
		Unrestricted funds to nearest £	Restricted funds to nearest £
B2 Other monetary assets	Grant & project funding due		13,693
		Fund to which asset belongs	Cost (optional)
B3 Investment assets			
		Fund to which asset belongs	Cost (optional)
B4 Assets retained for the charity's own use	Computers and other equipment		
	Furniture, fixtures and fittings		
	Other assets used by the charity in delivering its objectives		
		Fund to which liability relates	Amount due (optional)
B5 Liabilities			

Signed by one or two trustees on behalf of all the trustees		Signature	Print Name and Date of Approval
<div>  </div> <div>  </div>		Damion Latham 15/11/2024	
		Mark Holmshaw 15/11/2024	



# Independent Examiners Report to the Trustees of Salus Fatigue Foundation

I report on the accounts of the charity for the year ended 30 June 2024 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

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

Date..... 21/11/2024 .