



Devon Mind

**TRUSTEES' ANNUAL REPORT
AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED
31 March 2022**

**Registered Charity No: 1181767
Registered Company No: 10281020**



Devon Mind

REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

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TRUSTEES' ANNUAL REPORT

The Trustees, who are also the Directors of the charity for the purposes of the Companies Act, present their Annual Report and the Financial Statements for the year ended 31 March 2022. The trustees have adopted the provisions of the Statement of Recommended Practice (SORP) "Accounting and Reporting by Charities" (FRS 102) (second edition - October 2019) in preparing the annual report and financial statements of the charity.

1. Objectives and Activities

Devon Mind is an independent charity affiliated to national Mind. We adhere to national Mind's vision: 'We won't give up until everyone experiencing a mental health problem gets both support and respect'. We work to promote wellbeing and prevent mental health problems in Devon.

Devon Mind's Articles of Association sets out the principle organisational purposes, which are for the public benefit and are compatible with the requirements of the Charities act 2011.

These are:

1. To promote the preservation of mental health and to assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional distress requiring advice and treatment, in association with Mind (National Association for Mental Health) in accordance with the aims and objectives of Mind (NAMH).
2. To promote the study of and research into mental health disorder and emotional or mental distress and to obtain and make records of and disseminate information concerning the same to educate the public in matters relating to mental health.

In addition, Devon Mind specifically aims to:

- Provide opportunities for recovery for those who have experience of mental health problems.
- Encourage and empower people with mental health problems to work towards reaching their potential as full members of society.
- Raise public awareness of mental health issues.
- Provide appropriate community services for people to complement statutory services.

Our Vision

Our vision is of a society that promotes and protects good mental health for all and treats people with experience of mental ill health fairly, positively and with respect. We work in partnership with national Mind and with other Local Minds to provide information and support and to campaign to improve policy and attitudes.

Our Mission

To ensure that Devon is a place where people can enjoy good mental health and have the opportunity to reach their potential.

Our Values

Our values are at the heart of everything we do:

- Open – we reach out to anyone who needs us;
- Together – we're stronger in partnership;
- Responsive – we listen, we act;
- Independent – we speak out fearlessly;
- Unstoppable – we never give up.



TRUSTEES' ANNUAL REPORT Continued

2. Structure, Governance and Management

The company: was incorporated on 15 July 2016 as a private limited company by guarantee with no share capital in England and Wales (Co. No. 10281020). The company was registered with the Charity Commission on 28 January 2019 (Charity No. 1181767). The governing documents are the Articles of Association. The charity continues to review regularly its governing document in line with best practice, as outlined in the Mind Quality Mark Standards.

Risk Management: The trustees review the major risks to which the organisation is exposed and measures are in place to mitigate those risks.

Public Benefit Statement: The trustees confirm that the main activities undertaken to further the charity's purposes and to have due regard to the Charity Commission's general guidance of public benefit.

3. Chair's Report

I am pleased to present our Annual Report for 2021/2022 on behalf of the Board of Trustees of Devon Mind.

As part of the Mind federation, Devon Mind provides support, advice and guidance to anyone in Devon struggling with their mental health. As we entered 2021/2022, the challenges and pressures of the Covid-19 pandemic continued, and with this, the need for mental health support in Devon was ever present. We supported 2,718 people in 2021/2022 – an increase of 10% from 2020/2021 – through our service offer of emotional support, counselling, learning opportunities through courses and workshops, peer support, advice, and guidance.

We also built on the new 'ways of working' that were implemented in the 1st year of the pandemic, and significantly upgraded our IT infrastructure and invested in staff training to ensure we maintained a broad digital support offer.

Financially, we are pleased to report that we ended the year on a positive footing and in a much better position than we had anticipated given the pressures of the pandemic on all funding streams. In particular, we focused our efforts on campaigning and awareness raising through our website, social media and fundraising platforms. We have no doubt that this played a key role in enabling us to maintain income through fundraising and donations at the same level as 2020/2021.

In March 2021, national Mind announced a complete brand 'refresh' requiring all local Mind organisations to implement these changes by the end of 2021/2022. Devon Mind were the first local Mind to achieve this in April 2021 and this has increased our visibility to a wide range of stakeholders in Devon, from service-users to corporate partners. Our Marketing and Communications team have worked tirelessly to ensure that we are reaching as many people as possible in Devon.

Strategically we have made great strides in developing key partnerships and Alliances in Devon. In July 2021, Devon Mind came together with 5 other Voluntary, Community and Social Enterprise (VCSE) organisations to form the Devon Mental Health Alliance (DMHA) www.mentalhealthdevon.co.uk. In February 2022, the DMHA was successfully awarded the contract to work in partnership with the two statutory mental health providers in Devon (Livewell Southwest and Devon Partnership Trust) in implementing the community component of the Community Mental Health Framework (CMHF) transformation programme. As part of this work, Devon Mind are leading on recovery practice in Plymouth, West Devon and North Devon. The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with mental health needs. Devon Mind are at the forefront of these developments in mental health transformation.

This year, we also took the decision to sell the building in Plymouth where our headquarters had been based for over 20 years. This was a Grade 2 listed Georgian building that required significant investment in repairs and ongoing maintenance. The Board and Chief Executive carefully considered the needs of Devon Mind in relation to strategic positioning and visibility, accessibility, and financial costs. A detailed options appraisal was conducted and in June 2022, we sold our Georgian building in Plymouth and relocated into two wellbeing hubs in Plymouth – Mannamead House and Ernest English House. We consulted extensively with staff, service-users and wider stakeholders, and this move was widely supported.



TRUSTEES' ANNUAL REPORT Continued

Our aspirations to grow our physical presence across Devon were also furthered in this year as we developed a service partnership with Colab Exeter, with Devon Mind staff based in their multi-agency hub in Exeter city centre. Our strategic objective over the next 2 years is to strengthen our presence in key locations in Devon such as Exeter, Barnstaple, and Torquay. The rurality of Devon presents significant challenges for access to timely and appropriate services for people, and this is a challenge we will focus our efforts on in coming years.

On 12th August 2021, the community of Keyham in Plymouth was devastated by the fatal shootings of 5 people. The impact of this tragedy was felt far and wide in Plymouth as the city struggled to come to terms with the horrific event. Devon Mind came together with Plymouth City Council and other charities in the city to ensure speedy access to help and support for anyone in Plymouth impacted by the tragedy. We were very thankful to our colleagues in Mind in Somerset who offered their Mindline service to anyone in Plymouth and wider Devon struggling to come to terms with the shootings.

As 2021/2022 drew to a close, we were saddened and troubled by the emerging war in Ukraine. As refugees from this conflict began to arrive in the UK, Devon Mind prepared staff to provide emotional and practical support to anyone impacted by this crisis. We are working alongside the Refugee and Asylum Seeker mental health team in Plymouth to provide support through group work and counselling to any refugees and asylum seekers in Plymouth who struggle to access support through the statutory services.

As always, we could not have delivered any of our services without the dedication, commitment and compassion of our staff and volunteer team. We are very grateful to our commissioners, funders, and supporters for enabling us to support people in Devon facing mental health concerns. We continue to be indebted to all our fundraisers and corporate sponsors who have found ever more inventive and innovative ways to raise vital funds for Devon Mind. Finally, we would like to thank our external advisors and Trustees for their commitment, time, and guidance over the last 12 months.

We look forward to building on strong foundations in the 12 months ahead.

4. Review of Activities

We delivered a broad range of activities designed to support mental health and wellbeing in 2021/2022. A snapshot of these activities is highlighted below, but this is not an exhaustive list.

Recovery College

We supported 2,718 new people (18 years old and above) across a broad spectrum of mental health needs in 2020/2021. Alongside this, we continued to provide ongoing support to an additional 567 people. Our support offer was delivered face-to-face and on video-conferencing and telephone platforms. Through our partnership role in the Devon Mental Health Alliance, we continued supporting people with severe mental illness in Devon to link closely with activities and organisations in their communities that will support them to be well and stay well. We received grants from the Covid Outbreak Management Fund (COMF), administered by Living Options Devon, and the Devon Community Foundation (Feel Good Grant) to enable us to offer free counselling to people in Devon over 18 who were otherwise unable to access talking therapies through the IAPT service.

In early 2022, Devon Mind participated in pilot project, funded through the Devon ICS to develop new referral pathways into our Recovery College service to improved access to alcohol support for people with multiple and complex needs. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023.

Next Steps

Funded by the National Lottery, our 5-year Reaching Communities project came to an end in December 2021. In the last year of the project, we supported 637 people across two GP surgeries, 15 people in two Children's Centres, and 36 people in two Plymouth Wellbeing Hubs to access resources and activities that would help them better manage their mental health challenges. We also ran online and face-to-face workshops for young people on understanding anxiety, tips and tools to cope with anxiety, and understanding emotions. Overall, 125 young people attended the workshops from Year 9 to Year 13. The feedback was incredibly positive, with one young person stating that they had *'gained a new perspective on feelings of anxiety and that it is just a natural response to the often-scary world we live in'*.

TRUSTEES' ANNUAL REPORT Continued

A key success for this project was the development of a train-the-trainer programme for anyone working with young people. The programme 'Life is a Rollercoaster' was delivered online in December 2021 and was attended by teachers, youth workers, and counsellors. Participants reported that the '*content is well thought out and each session builds on learning from the next*'.

Over the 5 years of this project (2017-2021), we have achieved the following outputs and outcomes:

- 3,662 adults supported in GP surgeries
- 337 young people accessed our mental health courses and workshops
- 6 secondary schools in Plymouth involved
- 76 volunteers with lived experience recruited to support our service offer with their lived experience.
- 14 information sessions on young peoples' mental health attended by parents, carers, and professionals.
- 18 GP surgeries, 8 schools, 108 healthcare professionals, and 127 teachers attended the workshop 'How to start a conversation about mental health with a young person'.

We are grateful to the support provided by the National Lottery grants team over the duration of this project.

Development and Growth Project

We entered the final year of our development and growth project, funded by National Mind. The aim of this project was to support the sustainable growth of Devon Mind, to launch wider service delivery across Devon, and to ultimately increased accessibility to the support offer. The outbreak of Covid in early 2020, and the subsequent raft of restrictions until early 2021 required the project to adapt in order to maintain momentum. Our original focus was on widening our place-based service delivery offer – difficult to implement in the first year due to Covid. However, we re-directed our efforts in developing our online offer – which at the outset of the project was non-existent. We were able to implement a comprehensive new CRM system, develop a new website, upskill all staff in delivering online services, and increase functionality on our website and social media platforms so that people could connect with us and access services in a completely new way. As a result, we were able to continue to offer a service to over 2,000 people online, from courses and groups to one-to-one emotional support and counselling.

Through the work on this project, we strengthened our senior management team, and in March 2022, we began the recruitment process for a Head of Services role to sit under the CEO and lead on service design, development, delivery and quality.

Devon Mental Health Alliance (DMHA)

In early 2021, we were heavily involved in the submission of the Plymouth and Devon Plan to NHS England for the transformation of the Community Mental Health Framework. The application was successful. As part of this application, the two statutory mental health agencies in Devon, Devon Partnership Trust (DPT) and Livewell, would join together to commission a Devon VCSE Mental Health Alliance.

Our work with our partner agencies and our feedback from service-users and their carers about their experiences with the community mental health system, led to us forming a 6 organisation Alliance – we entered the procurement process in July 2021 and our Alliance was successfully awarded the contract (from the 1st February 2022) to deliver on key strategic outcomes for mental health in Devon over the next 3 years. Equally important in this process were the voices of our colleagues in the mental health system who were hungry for greater collaboration and new ways of working with the VCSE.

The Devon Mental Health Alliance will work hand in glove with these colleagues in the statutory sector to ensure a 'front door approach' approach to mental health support in Devon. The DMHA has been commission to deliver on the CMHF until January 2025.

EU funded projects

This year saw us enter the final year of delivery for many of our EU funded projects.

- PONTOn – this project concluded in May 2021. Through this project, Devon Mind supported women furthest from the workplace to develop their confidence and skills to undertake training and volunteering.
- TRAFFIR – this project concluded in March 2022. The partnership developed a suite of resources and training materials for first responders across sectors.
- PAFYP – this project concluded in February 2022. The partnership developed a suite of resources and training materials for anyone working with young parents.

We will continue to work on HAIRE, PATH, and SPEED-You-UP in 2022/2023.



TRUSTEES' ANNUAL REPORT Continued

Volunteer Support

During the year volunteers worked for us predominantly in a support capacity. 6 volunteer counsellors enabled us to continue to meet the demand for our free counselling service across Devon. This has been a key success of 2021/2022 and we will continue to expand our free counselling service into 2022/2023.

Mental Health Training

The demand for mental health training sessions in 2021/2022 emerged in line with reduction of Covid restrictions in the workplace. In this year we delivered 35 training courses to over 500 people from private and public sector organisations across Devon. The courses delivered included:

- Mental Health First Aid (2-day Adult)
- Mental Health First Aid (Refresher)
- Mental Health Awareness
- Managing Mental Health in the Workplace
- Understanding Hoarding
- First Steps – Suicide Awareness
- Resilience
- Anxiety Management

Fundraising

We would like to extend our sincere gratitude to all those who fundraised for us in this year. Our supporters were finally able to get 'out and about' with many people undertaking sponsored walks, runs, swims, wing walks, skydives, cricket challenges, football matches, and training to climb Mt. Kilimanjaro in aid of Devon Mind. Our Marketing and Fundraising team also launched the inaugural Devon Mind 10k (Harbour Runs) and open for registration at the end of the year. We are enormously grateful to Bishop Fleming and Cattewater Harbour Commissioners who pledged to sponsor and support this event.

Testimonials

Throughout the year, we ask our service-users for their feedback on their experiences of Devon Mind. This is vital in informing our work and ensuring that it continues to meet the needs of our communities. This feedback is used to support any changes or new developments we are involved in. A snap-shot of some of this feedback is highlighted below:

'Devon Mind has changed my life. I feel you have given me tools to help me move forward in a positive direction.'

'It was an amazing process, not only was I helped through a very difficult time, but the support from Devon Mind helped me to heal.'

'I felt listened to, understood, and not judged on my behaviours and thoughts. It helped me release what I needed to do to help myself.'

'My support worker's warmth and humanity allowed me to trust them and to be myself with them.'

'Devon Mind were there for me at a really really low point in my life, when I was not sure if I could carry on. All I wanted was to be heard and they did just that but also supported me to get the help I needed from other places.'

'My counsellor showed genuine compassion. She was good at listening and being gentle with me.'

'I feel positive and empowered to continue on my journey of recovery and I know Devon Mind are right behind me. Thank you for taking me seriously when no one else would.'

5. Future Developments

We will continue focus our future developments across 5 key strategic areas over the next 12-24 months:

1. Leadership and Governance

- Sustain a robust Devon Mind Board that is representative of our organisation and has appropriate skills to enable it to function efficiently.
- Develop and sustain a strong and high performing senior leadership team that models culture and behaviour, and enables Devon Mind to successfully achieve its aims and objectives.
- Nurture a committed, compassionate, motivated, highly trained, and agile workforce that feels valued, respected, and listened to.

2. Partnership and Collaboration

- Play an integral role in the success of the Devon VCSE Mental Health Alliance partnership (The Alliance's success is Devon Mind's success).
- Seek out opportunities for collaboration that align with Devon Mind's purpose, mission, and values, and support the Charity's overarching strategic priorities.

3. Quality and Impact

- Successfully achieve the Mind Quality Mark and implement any recommended improvements.
- Use the experiences of those using our services as a measure of quality and to inform improvement measures.
- Fully utilise the Devon Mind CRM and Impact Tracker systems to ensure evidence and data is core to our decision-making processes.
- Develop a reputation for evidence-based and quality assured work that achieves the best possible outcomes for people with mental ill health.

4. Engagement and Influence

- Adapt our services to be more accessible and inclusive of diversity and difference.
- Provide opportunities that support, enable and empower people with lived experience to be actively involved in co-designing and co-producing Devon Mind services.
- Use our knowledge from delivering services and working in partnership to influence decision makers and shape the future of commissioned services.

5. Sustainability and Resilience

- Grow our reputation for high quality and impactful services that commissioners and other funders continually invest in.
- Develop, deliver, and monitor a Financial Strategy that sets out how Devon Mind plans to finance its overall operations and to meet its charitable objectives now and over a defined period in the future (3 years rolling).
- Remain agile, flexible, and resilient to anticipate the challenges ahead (horizon scanning) and be prepared for them, while also retaining the agility to respond quickly to opportunities as they arise.

6. Risk and Uncertainties

Devon Mind reviews risk on an ongoing basis through our Board of Trustees, sub-committees and Senior Management Team (SMT). This allows us to appraise and mitigate against existing known risks and to identify new risks. We consider the impact and likelihood of risks occurring and give particular attention to the management of the most severe risks.

Devon Mind has identified the following principal risks facing the Charity over the next 12 months, alongside the action that is been taken to mitigate against these risks.

1. Staff Recruitment and Retention

Staff recruitment and retention remain a key risk for our charity alongside many other health and social care charities. The change to working patterns because of Covid-19 has let to potential applicants wishing to explore fully remote working options that would not enable us to fulfil our service commitments. In addition, we know that there is less movement of experienced staff between sectors as people are nervous about leaving long standing jobs for a career in the charity sector, when the wider economic situation is not positive. To mitigate against this, we have introduced a hybrid model of working with limited remote working for staff where it is appropriate. We have also offered compressed hours and 9-day fortnights where they fit with service demands. We have benchmarked our jobs against the sector average, and we are committed to ensuring that people are properly remunerated in line with core competencies and responsibilities. We will undertake a review of additional benefits offered to staff in 2022/2023, and consider non-pay benefits to increase our attractiveness to future employees to join us, and current employees to remain with us (e.g. gym membership; 4-day week).

2. Income and Financial Sustainability

Income and financial sustainability have traditionally been the main risks associated with the charity sector. However, Covid-19, the war in Ukraine, elevated inflation, and cost of living rises have exacerbated funding concerns. Devon Mind is not as heavily vulnerable to energy and rental costs as other charities, but staff salaries make up the highest proportion of costs. Inflationary uplifts to salaries need to be considered going forward, and high-inflation scenarios will be modelled into the standard forecasting processes to test the financial resilience of the charity. In addition, we will invest in our income generation resources to enable us to develop relationships and funding streams from trusts and foundations, in addition to enhancing our marketing, fundraising and events capacity to grow our fundraiser base. We will expand our cash-flow forecasting from 24 months to 36 months to ensure we have enhanced visibility of when our financial sustainability becomes a concern, and we will take actions well in advance to mitigate this vulnerability.

3. Digital Transformation

Devon Mind are in the middle of our digital transformation programme to enable us to have much more effective engagement with all stakeholders. The development of this worked began in 2020. The pace of change continues within the sector as we are required to offer an accessible digital service, while also supporting service-users who experience digital isolation to get 'online'. This development has required Devon Mind to focus on cybersecurity and the resilience of our IT systems and infrastructure which are paramount in safeguarding information and maintaining business security. We will continue to invest in this area, and we will maintain our cybersecurity accreditation through the support of National Mind and our own external IT consultants.

TRUSTEES' ANNUAL REPORT Continued**7. Administrative Structure**

Trustees are appointed for a term of three years.

The Board of Trustees shall not have more than twelve members and not less than three.

A person can only become a trustee after declaring an acceptance and willingness to act in accordance with the Articles.

The day-to-day management of the Charity is delegated to the CEO, Olivia Craig.

The following service as Executive Committee members during the year:

Chair:	Sharon Claridge	
Vice Chair:	Paul Guildford	
Other Trustees:	Peter Mullarkey	
	Neil Pick	
	Clive Martyn	resigned 01 July 2021
	James Evans	
	Jemma Jewkes	resigned 9 June 2021
	Sophie Handley	resigned 10 April 2022
	Stephen Offord	

New trustees are recruited for their skill sets applicable to the charity.

The Board agrees the strategy and direction of Devon Mind, and delegates the day-to-day management of the organisation and the provision of services to paid staff and volunteers who work under the authority of the Chief Executive Officer and the senior management team. The senior management team is made up of the Chief Executive Officer, the Operations Manager, and the Business Support Manager.

The Chief Executive Officer works closely with trustees to lead the organisation, focus on external profile and commissioning, oversee the organisation's budgets and management accounts, the strategic priorities, business plans, policies, and ensuring service delivery is delivered to the highest quality, and managed effectively and efficiently

The pay levels of all staff, including the senior management team are benchmarked regularly against other providers and similar roles in Devon. Any changes to pay levels are agreed by the Board of Trustees.

Devon Mind is affiliated to Mind, the national mental health charity, as a Local Mind Association through the Mind Federation Agreement under which all local Minds now operate. There is no financial or managerial connection beyond the payment of the membership fee. The Agreement with Mind enables us to determine our own policies and activities locally.

Active involvement with the processes of the Mind Federation's "Quality Management" scheme facilitates organisational improvement through self-reflection and external assessment. Our current Mind Quality Mark (MQM) with Mind ensures we maintain our eligibility to membership of the Mind Federation.

TRUSTEES' ANNUAL REPORT Continued**8. Statement of the Board of Trustees Responsibilities**

The trustees (who are also directors of Devon Mind for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and apply them consistently.
- Observe the methods and principles in the Charities SORP 2019 (FRS102).
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis, unless it is inappropriate to assume the charitable company will continue in operation.

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

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

All members of the Board of Trustees give their time voluntarily and received no benefits from the charity.

9. Financial Review

Despite the ongoing challenges posed by Covid-19, the year ended 31 March 2022 was a much more positive year financially than we had anticipated in April 2020.

Total income for the year is £652,070 of which £477,053 is from contracted income for services and performance related grants as per note 3. The charity has contracts funded from the European Union and these projects are funded on a retrospective, claims basis for costs expended and the timing of the claims and the process itself result in significant amounts of accrued income which was £122,222 of £195,067 at the year end. Other large projects are funded by the National Lottery (Next Steps) and Plymouth City Council (Recovery College). Our Mental Health Training continues to generate income.

The charity has benefitted from the increased awareness of mental health in society over the recent years and this was very much at the forefront of the pandemic. Despite concerns that this income would be impacted severely by the pandemic, the total amount of voluntary donated income generated in this financial year was £124,530.

Total costs of the charity are £589,030 and the nature of our activities means this consists largely of salary costs and project delivery. The net income for the year is £63,040 and this largely reflects the donated income streams and training contribution.

The Net assets of the charity at the year-end are £610,844 and fixed assets represent £176,401. Restricted funds are £32,435 and unrestricted funds £578,409 including a capital fund of £176,401 and designated funds of £131,579 per note 14. General unrestricted fund is £270,429.

TRUSTEES' ANNUAL REPORT Continued

The charity expects a down turn in training income following the impact on the economy of the ongoing Covid-19 pandemic. Contracted services will continue to be delivered going forward. The directors do not consider the assets of the charity impaired at the year-end as a result of the pandemic and believe the charity is a going concern after stress testing future income and expenditure models.

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £330,660.

10. Reserves Policy

The charity needs to hold reserves for the following principal reasons:

- (a) To produce income to be used for funding such deficits as arise from the charity's operations.
 - (b) To maintain services if funding is suddenly reduced or withdrawn until new funding can be found
 - (c) To provide for unforeseen expenditure such as an unexpected building repair
- The charity aims to establish and hold in reserves four months of operational costs and notice period/ redundancy provision for eligible staff in the unlikely event of the charity having to close. Unrestricted funds at 31 March 2022 are £270,429.
 - The charity has designated funds of £131,579 at 31 March 2022 as detailed at note 14 to cover redundancy, relocation expenses, salary and digital costs. The capital fund which equates to the net book value of fixed assets is £176,401.
 - The charity considers that its present levels of reserves, together with the changes anticipated in these during the forthcoming year, satisfy the criteria set out above, and no action is deemed to be necessary at the present time to change these levels.
 - The charity reviews both the level of its reserves and its policy on reserves continually and specifically at the time of consideration of the Annual Budget.

11. Principle Funding Sources

The principle funding sources are set out in notes 2 and 3 to the accounts.

TRUSTEES' ANNUAL REPORT Continued

12. Principal and Registered Office and Professional Advisers

The registered office of the charity is:

Mannamead Wellbeing Hub
156 Mannamead Road
Plymouth
PL3 5QL

Professional advisers

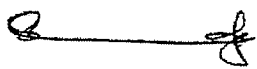
Bankers: Unity Trust Bank Plc. Nine Brindley Place, 4 Oozells Square, Birmingham, B1 2HB
CAF Bank Ltd. 25 Kings Hill Avenue, West Maling, Kent ME19 4JQ

Independent Examiners: Northcott Trumfield, Chartered Accountants,
Devonshire Villa, 52 Stuart Road, Plymouth, PL3 4EE

Solicitors: Tozers LLP,
Broadwalk House, Southernhay West, Exeter, Devon, EX1 1UA

This report has been prepared having taken advantage of the small companies exemption in the Companies Act 2006.

Approved by the Board of Trustees on 19 December 2022 and signed on its behalf by:



Chair

S Claridge

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF DEVON MIMD

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 March 2022 which are set out on pages 13 to 35.

Responsibilities and basis of report

As the charity trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your company's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

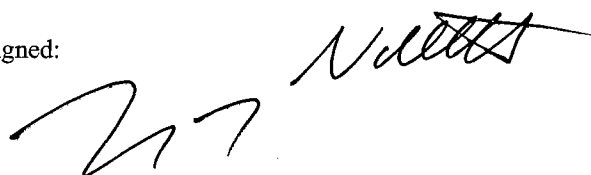
The charity's gross income exceeded £250,000 and I am qualified to undertake the examination because I am a member of The Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice "Accounting and Reporting by Charities (FRS 102) (second edition)".

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

Signed:



Guy Ian Northcott
FCA, Bsc(Econ) Hons, DchA
For and on behalf of:
Northcott Trumfield
Chartered Accountants
Devonshire Villa
52 Stuart Road
Stoke
Plymouth
PL3 4EE

Date: 19 December 2022

**STATEMENT OF FINANCIAL ACTIVITIES (Including Income and Expenditure Account)
FOR THE YEAR ENDED 31 MARCH 2022**

		2022			2021
	Note	Restricted Funds £	Unrestricted Funds £	Total £	Total £
Income and endowments from:					
Donations and legacies	2	-	124,530	124,530	153,437
Charitable activities	3	436,884	89,401	526,285	539,464
Other trading income	4	-	1,255	1,255	923
Total income and endowments		<u>436,884</u>	<u>215,186</u>	<u>652,070</u>	<u>693,824</u>
Expenditure on:					
Charitable activities	5,6	510,218	74,220	584,438	575,887
Raising funds		2,051	2,541	4,592	3,341
Total expenditure		<u>512,269</u>	<u>76,761</u>	<u>589,030</u>	<u>579,228</u>
Net income/(expenditure) before transfers		(75,385)	138,425	63,040	114,596
Transfer between funds		53,368	(53,368)	-	-
Net movement in funds		<u>(22,017)</u>	<u>85,057</u>	<u>63,040</u>	<u>114,596</u>
Reconciliation of funds:					
Total funds brought forward	14	54,452	493,352	547,804	433,208
Total funds carried forward	14	<u>32,435</u>	<u>578,409</u>	<u>610,844</u>	<u>547,804</u>

All income and expenditure derive from continuing activities.

The statement of financial activities includes all gains and losses recognised in the year.

BALANCE SHEET AS AT 31 MARCH 2022

	Note	2022	2021
		£	£
Fixed Assets			
Intangible Fixed Assets	9	7,381	11,131
Tangible Fixed Assets	10	<u>169,020</u>	<u>173,123</u>
		176,401	184,254
Current Assets			
Debtors	11	227,794	138,465
Cash at Bank and in Hand		<u>252,520</u>	<u>303,323</u>
		480,314	441,788
Creditors:			
Amounts falling due within one year	12	<u>45,871</u>	<u>78,238</u>
Net Current Assets		434,443	363,550
Total Net Assets		<u>610,844</u>	<u>547,804</u>
The Funds of the Charity:			
Restricted Funds	14	32,435	54,452
Unrestricted Funds	14	578,409	493,352
		<u>610,844</u>	<u>547,804</u>

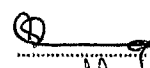
These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

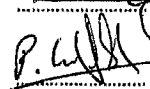
For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts.

The Financial Statements were approved and authorised for issue by the Trustees on 19 December 2022 and signed on their behalf by:


Chair


Trustee

S Claridge

P Guildford

Company registration number 10281020

The notes on pages 16 to 35 form part of these accounts.



**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 MARCH 2022**

	Note	2022 £	2021 £
Cash flow from operating activities	18	(46,813)	235,567
Cash flow from investing activities			
Payments to acquire intangible assets		-	2,451
Payments to acquire tangible assets		3,990	8,100
		<u>3,990</u>	<u>10,551</u>
Net increase/(decrease) in cash equivalents		(50,803)	225,016
Cash and cash equivalents at start of April 2021		303,323	78,307
Cash and cash equivalents at end of March 2022		<u>252,520</u>	<u>303,323</u>
Cash and cash equivalent consists of:			
Cash at bank and in hand		<u>252,520</u>	<u>303,323</u>



**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022**

1. Summary of significant accounting policies

(a) General information and basis of preparation

Devon Mind is a private limited company by guarantee registered in England. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 6 of these financial statements. The nature of the charity's operations and principal activities are to promote the preservation of mental health and assist in relieving and rehabilitating persons suffering from mental disorders or conditions of emotional stress.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (second edition - October 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Accounting Practice.

The financial statements are prepared on a going concern basis under the historical cost convention. The financial statements are presented in sterling which is the functional currency of the charity and rounded to the nearest £1.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated. The 2019 comparatives accounts are prepared under the merger basis.

(b) Fund Accounting

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with the specific requirements of the project contracted for. The costs of running and administering such funds are charged against the specific fund.

Investment income, gains and losses are allocated to the appropriate fund.

(c) Income Recognition

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. If entitlement is not met then these amounts are deferred.

Donated professional services and donated facilities are recognised as income when the charity has control over them, any conditions associated with the donated item have been met, the receipt of economic benefit can be measured reliably. In accordance with the Charities SORP (FRS102), the general volunteer time is not recognised please refer to the Trustees' annual report for more information about their contribution.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to the charity. This is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

(d) Expenditure Recognition

All expenditure is accounted for on an accruals basis and has been classified under the headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

- Costs of raising funds includes salaries and associated expenses directly attributable to fund raising.
- Expenditure on charitable activities includes all costs incurred to promote and undertake charitable activities.
- Other expenditure represents those items not falling into the categories above.

Irrecoverable VAT is charged as an expense against the activity for which expenditure arose.

(e) Support Costs Allocation

Support costs are those that assist the work of the charity but do not directly represent charitable activities and include office costs, governance costs and administrative payroll costs. They are incurred directly in support of expenditure on the objects of the charity and include project management. Where support costs cannot be directly attributed to particular headings they have been allocated to cost of raising funds and expenditure on charitable activities on a basis consistent with use of the resources.

Fundraising costs are those incurred in seeking voluntary contributions and do not include the costs of disseminating information in support of the charitable activities.

(f) Pension Contributions

The charity operates a defined contribution pension plan under Auto enrolment. The costs of these contributions will be written off in the year they become payable.

(g) Foreign Currencies

Transactions in foreign currency are initially recognised in sterling using spot rates ruling at the time of the transaction. Assets and liabilities denominated in a foreign currency are translated to sterling using the rates ruling at the year end and any profit/loss arising is written off to the SOFA.

(h) Intangible Assets – other

Research expenditure is written off in expenditure in the SOFA in the year in which it is incurred. Identifiable development expenditure is capitalised to the extent that the technical, commercial and financial feasibility can be demonstrated.

Intangible assets are amortised on a straight line basis over their useful lives. The useful lives of intangible assets are as follows:

Computer Software	4 years	straight line
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(i) Tangible Fixed Assets and Depreciation

Tangible fixed assets are stated at cost less accumulated depreciation and accumulated impairment losses. Depreciation is provided to write off the cost of tangible fixed assets less estimated residual value, (except freehold land) over their expected useful lives on the following basis:

Computer Equipment	33%	straight line
Equipment and Furniture	20%	straight line
Buildings	2%	straight line

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

(j) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

(k) Cash at Bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

(l) Creditors and Provisions

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

(m) Financial Instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

(n) Taxation

The charity is an exempt charity within the meaning of Schedule 3 of the Charities Act 2011 and passes the test of Paragraph 1 of Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes.

(o) Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and the expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charity to be able to continue as a going concern.

(p) Key accounting judgements and sources of estimation uncertainty

Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable in the circumstances.

Critical judgements in applying the Charity's accounting policies

i) Accrued income (notes 3 and 12)

Income is recognised in the statement of financial activities when the following criteria has been met: the charity is entitled to the income, it is considered probable that the income will be received and the income can be reliably measured. Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract.

Key accounting estimates and assumptions

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

i) Accrued income (notes 3 and 12)

Some projects are funded retrospectively and accrued income is calculated based on project expenditure that is to be funded under the terms of the contract. This requires estimation of the income due to the charity.

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2021 Cont.

2. Income from Donations and Legacies

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Legacy Gifts	-	-	-	-	7,800	7,800
National Lottery Covid 19 Emergency Funding	-	-	-	-	-	-
Western Power Grant	-	-	-	25,000	-	25,000
CAF Coronavirus Emergency Fund	-	-	-	-	10,100	10,100
HMRC Coronavirus Job Retention Scheme	-	12,373	12,373	-	5,000	5,000
Anonymous Donation	-	10,000	10,000	-	36,474	36,474
Gifts less than £5,000	-	102,157	102,157	-	-	-
	-	124,530	124,530	25,000	128,437	153,437

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

3. Income from Charitable Activities

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Sale of goods and services	-	49,232	49,232	-	27,928	27,928
Performance related grants	320,215	-	320,215	384,818	-	384,818
Contractual payments	116,669	40,169	156,838	114,303	12,415	126,718
	436,884	89,401	526,285	499,121	40,343	539,464
<i>Contractual payments</i>						
Lisson Grove GP Surgery	-	11,380	11,380	-	12,415	12,415
Plymouth City Council	-	28,789	28,789	-	-	-
Plymouth City Council Recovery College	116,669	-	116,669	114,303	-	114,303
	116,669	40,169	156,838	114,303	12,415	126,718
<i>Interreg France (Channel Manche) England</i>						
PONtoon	-	-	-	62,361	-	62,361
Erasmus +	-	-	-	-	-	-
COBALT	-	-	-	4,200	-	4,200
DAUPR	-	-	-	1,938	-	1,938
TRAFFIR	-	-	-	74,296	-	74,296
Parenting 4 Youth Parenting Awareness for Young People	1,795	-	1,795	47,285	-	47,285
<i>Interreg Two Seas Mers Zeeen</i>						
PATH	43,475	-	43,475	14,314	-	14,314
SPEED-You -Up	47,876	-	47,876	35,907	-	35,907
HAIRE	17,212	-	17,212	21,056	-	21,056
Plymouth City Council – VCSE Wellbeing Support	-	-	-	5,000	-	5,000
Plymouth City Council – Alcohol & Mental Health Project	53,129	-	53,129	-	-	-
Plymouth City Council – WfER	9,923	-	9,923	-	-	-
National Lottery Next Steps Project	47,252	-	47,252	92,922	-	92,922
Devon Community Foundation Feel Good Grant	6,390	-	6,390	-	-	-
Living Options COMF	44,033	-	44,033	-	-	-
Devon Mental Health Alliance (DMHA)	11,685	-	11,685	-	-	-
National Mind Development Fund	22,000	-	22,000	19,599	-	19,599
Other	15,445	-	15,445	5,940	-	5,940
	320,215	-	320,215	384,818	-	384,818



NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

4. Other Income

	Restricted 2022 £	Unrestricted 2022 £	Total 2022 £	Restricted 2021 £	Unrestricted 2021 £	Total 2021 £
Other	-	1,255	1,255	-	923	923

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

5. Analysis of Expenditure on Charitable Activities

(a) 31 March 2022 Restricted

	Recovery College	PONTOON	PATH	Living Options COMF	TRAFFIR	Parenting for Youth	Speed You Up	HAIRE (DAUPR + (HAIRE))	National Lottery Next Steps	Plymouth City Council AMHP	National Mind Development Fund	Devon Mental Health Alliance	Plymouth City Council WIER	Other	Total Restricted
	£	£	£	£	£	£	£	£	£		£			£	£
Direct Costs															
Human resources	94,289	5,610	61,993	28,647	11,313	6,907	53,277	24,537	46,042	18,131	18,787	8,902	6,906	14,954	400,295
Travel, subsistence & accommodation	38	-	269	-	1,280	816	2,232	-	1,420	52	-	189	-	186	6,482
Advertising & marketing	-	-	-	-	-	-	380	-	2,590	-	-	-	-	-	2,970
Funding partners	-	-	-	-	-	-	815	-	-	-	-	-	-	-	815
Direct project costs	-	-	-	-	380	720	65	-	593	34,946	-	-	198	1,041	37,943
Office	-	-	-	-	-	-	60	-	10,710	-	-	144	-	-	10,914
Legal and professional	-	1,020	2,400	-	-	-	1,800	1,795	-	-	-	2,450	-	360	9,825
	94,327	6,630	64,662	28,647	12,973	8,443	58,629	26,332	61,355	53,129	18,787	11,685	7,104	16,541	469,244
Non Direct Costs															
Governance	1,856	-	-	-	-	-	-	-	507	-	-	-	-	-	2,363
Office costs	12,964	-	-	-	-	-	-	-	3,542	-	-	-	-	192	16,698
Premises costs	7,131	-	-	-	-	-	-	-	1,948	-	-	-	-	-	9,079
Staff costs	8,122	-	-	-	-	-	-	-	2,219	-	-	-	-	2,493	12,834
Support costs	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	30,073	-	-	-	-	-	-	-	8,216	-	-	-	-	2,685	40,974
Total expenditure on charitable activities	124,400	6,630	64,662	28,647	12,973	8,443	58,629	26,332	69,571	53,129	18,787	11,685	7,104	19,226	510,218
Fundraising costs	1,611	-	-	-	-	-	-	-	440	-	-	-	-	-	2,051
	126,011	6,630	64,662	28,647	12,973	8,443	58,629	26,332	70,011	53,129	18,787	11,685	7,104	19,226	512,269

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

5. Analysis of Expenditure on Charitable Activities

(a) 31 March 2022 Unrestricted

	Training and Support £	General £	Total Un- restricted £	Total £
Direct Costs				
Human resources	9,493	-	9,493	409,788
Travel, subsistence & accommodation	415	-	415	6,897
Advertising & marketing	-	-	-	2,970
Funding partners	-	-	-	815
Direct project costs	4,955	-	4,955	42,898
Office	-	-	-	10,914
Legal and professional	36	-	36	9,861
	14,899	-	14,899	484,143
Non Direct Costs				
Governance	-	11,393	11,393	13,756
Office costs	-	20,466	20,466	37,164
Premises costs	-	11,257	11,257	20,336
Staff costs	-	4,362	4,362	17,196
Support costs	-	-	-	-
Depreciation	-	11,843	11,843	11,843
	-	59,321	59,321	100,295
Total expenditure on charitable activities	14,899	59,321	74,220	584,438
Fundraising costs	-	2,541	2,541	4,592
	14,899	61,862	76,761	589,030

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

5. Analysis of Expenditure on Charitable Activities

(b) 31 March 2021 Restricted

	Recovery College	PONtoon	PATH	COBALT	TRAFFIR	Parenting for Youth	Speed You Up	Other EU (DAUPR+ HAIRE)	National Lottery Next Steps	National Mind Develop- ment Fund	Plymouth City Council Wellbeing	National Lottery Coronavirus Support Fund	Other	Total Restricted
	£	£	£	£	£	£	£	£	£	£			£	£
Direct Costs														
Human resources	73,654	52,284	56,668	13,032	8,551	7,201	45,154	31,859	52,141	15,151	833	25,000	-	381,528
Travel, subsistence & accommodation	-	(140)	2	-	-	-	(54)	-	(375)	-	-	-	-	(567)
Advertising & marketing	-	-	-	-	-	-	144	-	(500)	-	-	-	719	363
Funding partners	-	-	-	-	58,753	38,692	10,686	-	-	-	-	-	-	108,131
Direct project costs	-	6,553	1,988	-	-	-	900	1,795	-	-	-	-	1,988	13,224
Office	-	-	-	-	-	-	-	-	-	-	-	-	1,225	1,225
	73,654	58,697	58,658	13,032	67,304	45,893	56,830	33,654	51,266	15,151	833	25,000	3,932	503,904
Non Direct Costs														
Governance	5,113	-	-	-	-	-	-	-	8,472	922	-	-	-	14,507
Office costs	8,789	-	-	-	-	-	-	-	14,563	1,585	-	-	-	24,937
Premises costs	4,708	-	-	-	-	-	-	-	7,800	849	-	-	-	13,357
Staff costs	1,566	-	-	-	-	-	-	-	2,595	282	-	-	-	4,443
Support costs	33	-	-	-	-	-	-	-	53	6	-	-	-	92
Depreciation	3,297	-	-	-	-	-	-	-	5,463	595	-	-	-	9,355
	23,506	-	-	-	-	-	-	-	38,946	4,239	-	-	-	66,691
Total expenditure on charitable activities	97,160	58,697	58,658	13,032	67,304	45,893	56,830	33,654	90,212	19,390	833	25,000	3,932	570,595
Fundraising costs	1,158	-	-	-	-	-	-	-	1,918	209	-	-	-	3,285
	98,318	58,697	58,658	13,032	67,304	45,893	56,830	33,654	92,130	19,599	833	25,000	3,932	573,880

NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.

5. Analysis of Expenditure on Charitable Activities

(b) 31 March 2021 Unrestricted

	Training and Support £	General £	Total Un- restricted £	Total £
Direct Costs				
Human resources	-	-	-	381,528
Travel, subsistence & accommodation	22	-	22	(545)
Advertising & marketing	-	-	-	363
Funding partners	-	-	-	108,131
Direct project costs	3,924	200	4,124	17,348
Office	-	-	-	1,225
	<u>3,946</u>	<u>200</u>	<u>4,146</u>	<u>508,050</u>
Non Direct Costs				
Governance	-	250	250	14,757
Office costs	-	429	429	25,366
Premises costs	-	230	230	13,587
Staff costs	-	76	76	4,519
Support costs	-	-	-	92
Depreciation	-	161	161	9,516
	<u>-</u>	<u>1,146</u>	<u>1,146</u>	<u>67,837</u>
Total expenditure on charitable activities	<u>3,946</u>	<u>1,346</u>	<u>5,292</u>	<u>575,887</u>
Fundraising costs	<u>-</u>	<u>56</u>	<u>56</u>	<u>3,341</u>
	<u>3,946</u>	<u>1,402</u>	<u>5,348</u>	<u>579,228</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

6. Governance Costs

	2022	2021
	£	£
Accountancy and payroll	8,463	2,352
Independent Examination	2,200	2,200
Human resources	-	3,280
Legal	1,754	1,912
Trustee travel expenses	139	-
General	1,200	5,013
	<u>13,756</u>	<u>14,757</u>

7. Net Income for the Year

	2022	2021
	£	£
Net income for the year is stated after charging or crediting:		
Depreciation on tangible fixed assets	8,093	5,935
Amortisation of intangible fixed assets	3,750	3,581
Independent Examination	2,200	2,200
Operating lease rentals	<u>1,704</u>	<u>1,296</u>

8. Emoluments of Employees

The average monthly number of employees and full-time equivalent (FTE) was:

	2022	2021
Next Steps	3	3
Recovery College	5	5
European Projects	6	6
Training	1	1
General	4	3
	<u>19</u>	<u>18</u>

The cost of the employees was:

	2022	2021
	£	£
Wages and salaries	383,763	337,600
Social security costs	27,645	23,251
Pension contributions	7,391	6,346
Non payroll human resource costs	8,185	18,850
	<u>426,984</u>	<u>386,047</u>

No employee earned greater than £60,000 per annum. None of the Directors received any emoluments. Two directors received travel expenses of £139 (2021 - £160).

The key management personnel of the charity comprise the trustees and the Chief Executive Officer and the Senior Management. The total employee benefits of the key management personnel were £104,236 (2021 - £72,020).

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

9. Intangible Fixed Assets

	Website £	Total £
Cost		
As at 1 April 2021	15,000	15,000
Additions	-	-
Disposals	-	-
As at 31 March 2022	<u>15,000</u>	<u>15,000</u>
Amortisation		
As at 1 April 2021	(3,869)	(3,869)
Charge for the year	(3,750)	(3,750)
Eliminated on disposals	-	-
As at 31 March 2022	<u>(7,619)</u>	<u>(7,619)</u>
Net Book Value		
As at 31 March 2022	<u>7,381</u>	<u>7,381</u>
As at 31 March 2021	<u>11,131</u>	<u>11,131</u>

10. Tangible Fixed Assets

	Freehold Land and Buildings £	Other Equipment £	Total £
Cost			
As at 1 April 2021	213,301	67,834	281,135
Additions	-	3,990	3,990
Disposals	-	-	-
As at 31 March 2022	<u>213,301</u>	<u>71,824</u>	<u>285,125</u>
Depreciation			
As at 1 April 2021	(55,226)	(52,786)	(108,012)
Charge for the year	(3,375)	(4,718)	(8,093)
Eliminated on disposals	-	-	-
As at 31 March 2022	<u>(58,601)</u>	<u>(57,504)</u>	<u>(116,105)</u>
Net Book Value			
As at 31 March 2022	<u>154,700</u>	<u>14,320</u>	<u>169,020</u>
As at 31 March 2021	<u>158,075</u>	<u>15,048</u>	<u>173,123</u>

11. Debtors

	2022 £	2021 £
Accrued income	223,423	119,355
Prepayments	3,202	5,005
Other debtors	1,169	14,105
	<u>227,794</u>	<u>138,465</u>



**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

12. Creditors: Amounts falling due within one year

	2022	2021
	£	£
Trade creditors	29,316	5,151
Other taxes and social security	10,504	6,557
Accruals	2,343	7,756
Deferred income	-	56,293
Other creditors	3,708	2,481
	<u>45,871</u>	<u>78,238</u>

13. Deferred Income

	2022
	£
As at 1 April 2021	56,293
Additions during the year	-
Amounts released to income	(56,293)
As at 31 March 2022	<u>-</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

14. Fund Reconciliation

	Balance At 1 April 2021 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2022 £
Restricted funds						
EU Projects						
PONToon (Interreg Channel)	3,664	-	6,630	2,966	-	-
PATH (Interreg 2 Seas)	-	43,475	64,662	21,187	-	-
TRAFFIR (Erasmus+)	14,214	-	12,973	-	-	1,241
PAFYP (Erasmus+)	6,648	1,795	8,443	-	-	-
SPEED-You-UP (Interreg 2 Seas)	-	47,876	58,629	10,753	-	-
HAIRE (Interreg 2 Seas)	-	17,212	26,332	9,120	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	116,669	126,011	9,342	-	-
Next Steps (National Lottery)	22,759	47,252	70,011	-	-	-
Growth Project (National Mind)	-	22,000	18,787	-	-	3,213
Devon Mental Health Alliance (NHSE)	-	11,685	11,685	-	-	-
Alcohol & Mental Health Project (Plymouth City Council)	-	53,129	53,129	-	-	-
Wellbeing (Plymouth City Council)	4,167	-	360	-	-	3,807
WfER	-	9,923	7,104	-	-	2,819
Feel Good Grant (Devon Community Foundation)	-	6,390	3,421	-	-	2,969
Living Options Contract (COMF)	-	44,033	28,647	-	-	15,386
Other	3,000	15,445	15,445	-	-	3,000
	<u>54,452</u>	<u>436,884</u>	<u>512,269</u>	<u>53,368</u>	<u>-</u>	<u>32,435</u>
Unrestricted Funds						
General fund	229,098	215,186	76,761	-	97,094	270,429
Designated Funds						
Salary costs	20,000	-	-	-	-	20,000
Digital costs	5,000	-	-	-	-	5,000
Relocation expenses	25,000	-	-	-	8,421	16,579
EU projects	-	-	-	30,000	-	30,000
Redundancy costs	30,000	-	-	30,000	-	60,000
Capital fund	184,254	-	-	3,990	11,843	176,401
	<u>493,352</u>	<u>215,186</u>	<u>76,761</u>	<u>63,990</u>	<u>117,358</u>	<u>578,409</u>
Total	<u>547,804</u>	<u>652,070</u>	<u>589,030</u>	<u>117,358</u>	<u>117,358</u>	<u>610,844</u>

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

Restricted Income Funds

European Union Funded Projects

PONToon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusioN. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYF (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth UnemPloyment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Development Project (National Mind):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Devon Mental Health Alliance (DMHA) - The DMHA has a key objective to promote better system integration between community and statutory organisations in Devon to ensure better access and improved outcomes for people in Devon with severe mental illness. The DMHA is an alliance of 6 Devon VCSE organisations working in partnership with Devon Partnership Trust and Livewell Southwest to deliver on NHS England's programme of Community Mental Health Framework (CMHF) transformation.

Alcohol & Mental Health Project – This project is delivered through the Recovery College in order to improve access to mental health support for people with multiple and complex needs, including alcohol dependency. As a part of this work, we developed a new relationship with the Alcohol Liaison Team (ALT) at Derriford Hospital in Plymouth. This work will continue to be developed in 2022/2023



**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

WfER – Wellbeing for Education Recovery Project. Funded by Plymouth City Council, this was a short term project to support Plymouth schools, colleges and Post-16 provision to navigate existing emotional and mental health support in Plymouth.

Devon Community Foundation Feel Good Grant – This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Living Options Community Outbreak Management Fund (COMF) - This project provided Devon Mind with funding to offer free counselling to adults in Devon most impacted by the Covid-19 pandemic.

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

15. Fund Reconciliation

	Balance At 1 April 2020 £	Income £	Expenditure £	Transfer In £	Transfer Out £	Balance At 31 March 2021 £
Restricted funds						
EU Projects						
PONTtoon (Interreg Channel)	-	62,361	58,697	-	-	3,664
COBALT (Erasmus+)	8,832	4,200	13,032	-	-	-
PATH (Interreg 2 Seas)	961	14,314	58,658	43,383	-	-
DAUPR (Erasmus+)	-	1,938	1,938	-	-	-
TRAFFIR (Erasmus+)	7,202	74,296	67,304	20	-	14,214
PAFYP (Erasmus+)	5,256	47,285	45,893	-	-	6,648
SPEED-You-UP (Interreg 2 Seas)	-	35,907	56,830	20,923	-	-
HAIRE (Interreg 2 Seas)	-	21,056	31,716	10,660	-	-
Non EU Projects						
Recovery College (Plymouth City Council)	-	114,303	98,318	-	15,985	-
Next Steps (National Lottery)	21,967	92,922	92,130	-	-	22,759
Website development (Lloyds Bank Foundation)	7,440	-	-	-	7,440	-
Development Fund (National Mind)	-	19,599	19,599	-	-	-
VCSE Wellbeing (Plymouth City Council)	-	5,000	833	-	-	4,167
Covid 19 Emergency (National Lottery)	-	25,000	25,000	-	-	-
Other	3,020	5,940	3,932	-	2,028	3,000
	<u>54,678</u>	<u>524,121</u>	<u>573,880</u>	<u>74,986</u>	<u>25,453</u>	<u>54,452</u>
Unrestricted Funds						
General fund	110,311	169,703	5,348	-	45,568	229,098
Designated Funds						
Salary costs	-	-	-	20,000	-	20,000
Digital costs	-	-	-	5,000	-	5,000
Building refurbishment	25,000	-	-	-	-	25,000
EU projects	30,000	-	-	-	30,000	-
Redundancy costs	30,000	-	-	-	-	30,000
Capital fund	183,219	-	-	1,035	-	184,254
	<u>378,530</u>	<u>169,703</u>	<u>5,348</u>	<u>26,035</u>	<u>75,568</u>	<u>493,352</u>
Total	<u>433,208</u>	<u>693,824</u>	<u>579,228</u>	<u>101,021</u>	<u>101,021</u>	<u>547,804</u>

Restricted Income Funds

European Union Funded Projects

PONTtoon (Interreg Channel):- Partnership Opportunities using New Technologies for fostering sOcial and ecOnomic inclusion. The project seeks to create a model fusing digital technology and creative industries with existing employment services to improve access for women from diverse backgrounds experiencing difficulty accessing equal training and employment opportunities.



**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

COBALT (Erasmus Plus):- Cognitive Optimization By Assistive Learning Tool. The project uses a new learning approach by introducing a flexible tool to use inside and outside of school to acquire knowledge to pass theoretical exams to pass vocational training.

PATH (Interreg Two Seas):- To enable women, families and healthcare professionals to prevent, diagnose and successfully manage mild and moderate perinatal mental health issues.

DAUPR (Erasmus Plus):- Discourse Analysis from a position of Unconditional Positive Regard. The project aims to create a continuing professional development training programme to improve the competence of those working with vulnerable adults.

TRAFFIR (Erasmus Plus):- Trauma Awareness for First Responders. The project is a strategic partnership which will research and explore the best practice and training needs in each of the partner countries in respect of post traumatic mental health needs for first responders.

PAFYP (Erasmus Plus):- Parenting Awareness for Young People. This project which will produce a best practice training resource for professionals working with young people in higher education, youth work, school and in any other health and youth related settings.

SPEED-You-UP (Interreg Two Seas):- Students and NEET Young People, Professionals and Educators work on Employability and Entrepreneurial skills in the battle against school Dropout and Youth Unemployment. The overall objective is to decrease the number of (at-risk) NEETs by improving their employability through a co-created entrepreneurship programme that enhances entrepreneurial skills.

HAIRE (Interreg Two Seas):- Healthy Ageing Through Innovation in Rural Europe. This project aims to develop and test systems that empower and enable older people (aged 60+ and no longer employed) in rural areas to define what support they need and to participate in the design & delivery of services.

Non EU Funded Projects

Recovery College:- The Recovery College offers a suite of different activities (both online and face-to-face) that people can access in their own time, doing as much or as little as they feel would benefit them. Through the Recovery College, we offer a suite of different psychoeducational courses that support people to better understand and manage their mental health challenges. We also provide counselling, access to peer support groups, volunteer training and deployment, and opportunities for people to develop social connections and build their friendship groups. Our peer support groups in particular support people to meet others who have similar experiences to them, thus reducing the isolation that mental ill health commonly causes.

Next Steps (National Lottery):- This project provides early intervention provision for adults and young people in Plymouth with the greatest un-met need for mental health support. Support is delivered in GP surgeries in Plymouth and within selected secondary schools.

Website Development (Lloyds Bank Foundation):- We received funds to design, develop, and launch a new website for Devon Mind. This included inbuilt functionality for receiving online donations and a new contact process to increase interactivity with potential stakeholders accessing the website.

Development Project (National Mind):- As part of aims and objectives to grow the services and influence of Devon Mind, the Development Project aims to provide the Charity with key intelligence on the mental health needs of Devon, including gaps in current mental health provision, and opportunities for partnership working.

Plymouth VCSE Wellbeing Support:- This services provide staff and volunteers working in the VCSE in Plymouth with access to a 1:1 listening service, mindfulness courses, and a VCSE peer support group.

Community Covid-19 Emergency Fund (National Lottery):- We received funds to expand our Covid response services into wider areas of Devon, including the provision of out-of-hours emotional support services for those experiencing loneliness, isolation, and deteriorating mental health as a result of the pandemic.

**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

Unrestricted Funds

Mental Health Training:- There is growing economic evidence to show that poor mental health in the workplace results in millions of pounds each year being lost through absenteeism and poor performance. This has a huge impact on people and can result in long-term sickness absences from the workplace. We offer a wide range of standard and bespoke training courses to help organisations develop mentally healthy workplaces and to embed wellbeing promotion into their core purpose.

Designated Funds:- All EU Interreg projects require pre-financing, with 60% of the expenditure being repaid to the Charity following the submission of 6 monthly claims. We will maintain a designated fund of £30,000 in the event that there is a delay in any of the claim repayments. The Devon Mind premises consist of a Grade II 19th Century listed building – in order to maintain the building in good condition and meet repair needs in timely manner, we will designate £25,000 for this purpose. The Trustees have also designated £30,000 towards redundancy costs.

16. Analysis of Net Assets between Funds

	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total £
2022				
Fixed assets	-	176,401	-	176,401
Net current assets	270,429	131,579	32,435	434,443
Total	<u>270,429</u>	<u>307,980</u>	<u>32,435</u>	<u>610,844</u>
2021				
Fixed assets	-	184,254	-	184,254
Net current assets	229,008	80,000	54,542	363,550
Total	<u>229,008</u>	<u>264,254</u>	<u>54,542</u>	<u>547,804</u>

17. Related Party Transactions

Trustee James Evans is a partner of Tozers LLP solicitors who provided legal services of £1,203 to the charity. There were no other related party transactions during the year (2021 - £1,734).

18. Reconciliation of Net Income / (Expenditure) to Net Cash Flow from Operating Activities

	2022 £	2021 £
Net income for the year	63,040	114,596
Depreciation of tangible fixed assets	8,093	5,935
Amortisation of intangible fixed assets	3,750	3,581
(Increase)/decrease in debtors	(89,329)	60,247
Increase/(decrease) in creditors	(32,367)	51,208
Increase/(decrease) in provisions	-	-
	<u>(46,813)</u>	<u>235,567</u>



**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2022 Cont.**

19. Events after the end of the Period

The trustees decided to sell the freehold property 8 Woodside, Greenbank, Plymouth, PL4 8QE, in late 2021. The property was put on the market for sale in February 2022 when the charity moved to leased premises at 156 Mannamead Road, Plymouth, PL3 5QL. The sale of the property in June 2022 realised £485,360 in cash and a gain on disposal of £330,660.

20. Operating Lease Commitments

	2022 £	2021 £
Rent and licence to occupy costs		
Due inside 1 year	33,902	-
Due outside 1 year and less than 5 years	105,529	-
	<u>139,431</u>	<u>-</u>