



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 1/04/202 **Period start date** **To** 31/03/2021 **Period end date**

Charity name: Beyond Reflections (formerly "Chrysalis")

Charity registration number: 1187351 (formerly 1116321)

Objectives and Activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	1. To relieve the needs of gender diverse (transgender or questioning) adults and those who are the significant others (adult family members, partners, carers, and close friends) of someone who is gender diverse, by such means as determined by the charity
Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts.	Para 1.17 and 1.19	1. To advance education for the public benefit of those who are gender diverse and their significant others; particularly in gender related issues 2. To advance the education of the public in gender related issues by providing an Awareness Training service
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	We confirm the trustees have had regard to the guidance issued by the Charity Commission on public benefit

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	Beyond Reflections is not a grant making body.
Policy on social investment including program related investment	Para 1.38	—

Contribution made by volunteers	Para 1.38	Volunteers are the life blood of the Charity. Beyond Reflections has 56 regular volunteers. In 2020/21 they donated 6,338 hours of their time, helping to facilitate groups and 1-2-1 counselling as well as contributing to the administration, promotion, and governance of the charity.
Other		-

Achievements and Performance

	SORP reference	
Summary of the main achievements of the charity, identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.	Para 1.20	<p>With the onset of the pandemic, we closed our face-to-face support groups. By 1st April 2020 we had adapted to working totally online. The provision of online support throughout lockdown helped to protect our members from the isolation of lockdown and break down the barriers of loneliness. During this year we exceeded all targets for number of members and amount of support given.</p> <ul style="list-style-type: none"> • 38% increase in members attending support groups • 255% increase in counselling • 6338 volunteer hours donated <p>These increases did not have a positive impact on income, however, due to subscriptions being frozen for six months of the year, as a consideration of hardships faced by our members in relation to covid19.</p> <p>We ran a fundraising event, Tour de Trans, where one of our volunteers and her son cycled from Land's End to John O'Groats in August, joining hands with similar organisations the length of the country, taking a positive, inclusive and unifying approach to raising awareness of trans issues across Britain.</p> <p>We were invited to join the bid for Southampton City of Culture. Ran a survey about trans folk experiences of healthcare (soon to be published as a white paper). Delivered online Trans Awareness training for external organisations, allowing them to actively demonstrate their commitment to</p>

		inclusion and diversity within their workforce, and to help inform and increase respect and confidence when interacting with trans and gender diverse people.
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Additional information (optional)

You may choose to include further statements where relevant about:

Achievements against objectives set	Para 1.41	
Performance of fundraising activities against objectives set	Para 1.41	
Investment performance against objectives	Para 1.41	
Other		

Financial Review

Review of the charity's financial position at the end of the period	Para 1.21	<p>Beyond Reflections' financial position at the end of the period was almost identical to that of the year before.</p> <p>The charity has maintained high engagement with subscribers and donors. It has also been successful in obtaining grant funding, both project related and for core costs.</p>
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		<p>Income this year was £122,330 just £203 more than last year.</p> <p>Spending was similarly controlled, showing good budgetary control through the year. 2021 expenditure £101,785 2020 expenditure £101,935</p> <p>Despite a pandemic and pivoting to online provision of services, and home working, Beyond Reflections managed to add £20,546 to its financial reserves.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Beyond Reflections reserves policy is to keep £27,000 of free reserves.
Amount of reserves held	Para 1.22	Total reserves are £54,914 Of which £45,207 are unrestricted and considered free reserves.
Reasons for holding zero reserves	Para 1.22	-
Details of fund materially in deficit	Para 1.24	-
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	The Trustees consider the charity to be a going concern. See Para 1.22

Additional information (optional)

You may choose to include further statements where relevant about:

The charity's principal sources of funds (including any fundraising)	Para 1.47	<p>The Charity is primarily funded by grants. In 2020/21 we received:</p> <p>£40,000 Tudor Trust £50,708 National Lottery Reaching Communities fund. £3,765 Covid 19 Relief £435 Miscellaneous grants</p> <p>In addition, we raise funds from donations subscriptions and from the provision of counselling services and training. In 2020/21 these amounted to:</p> <p>£21,056 Donations £4,795 Subs £1,451 Training £382 Merchandise sales</p>
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		<p>£265 Counselling</p> <p>Many fundraising opportunities were cancelled this year due to Covid19.</p>
Investment policy and objectives including any social investment policy adopted	Para 1.46	The charity has no investments, nor plans to do so
A description of the principal risks facing the charity	Para 1.46	<p>Main risks to the charity as identified in the PESTLE in our Business Plan are mostly reputational rather than financial, although a demise in reputation could naturally have financial repercussions. The main risks are:</p> <ul style="list-style-type: none"> • Transphobia in wider society resulting in changes in government policy removing legal rights and protections from trans+ people • Malicious misrepresentation of the work we do as therapists supporting people to understand themselves better and to make healthy decisions through skilled application of person-centred, non-directive therapy as 'conversion', this is interrelated to the above point where increased anti-trans rhetoric and hysteria could seriously threaten the work we do and our members • Cyber attacks to breach our data security with malicious intent to identify our members and harm them through blackmail or publicly outing them • Further funding cuts to statutory services increasing the number of people needing to access our support for longer time periods as they are not able to access gender care through the NHS in a timely manner • The economic downturn reducing available funding, households having less free income to donate and pressure on grant funders increasing • Continued legal challenges against treatment for trans young people resulting in more young adults needing our support • Increased mental health needs of our beneficiary group (lack of funding for MH services, increased transphobia in services and society driving poor mental health)

		<ul style="list-style-type: none"> • Rising cost of living meaning our volunteers have less free time for volunteering • Rising cost of fuel impacting our running costs
Other		<p>No employee was paid more than £60,000</p> <p>No Trustee received remuneration or reimbursement of expenses.</p>

Structure, Governance and Management

Description of charity's trusts:		
Type of governing document (trust deed, royal charter)	Para 1.25	Constitution
How is the charity constituted? (e.g. unincorporated association, CIO)	Para 1.25	CIO
Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees	Para 1.25	<p>(a) Every charity trustee must be a natural person.</p> <p>(b) No one may be appointed as a charity trustee: • if they are under the age of 16 years; or • if they would automatically cease to hold office under the provisions of clause 15(1)(f).</p> <p>(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until they have expressly acknowledged, in whatever way the charity trustees decide, their acceptance of the office of charity trustee.</p> <p>(d) At least one of the trustees of the CIO must be 18 years of age or over. If there is no trustee aged at least 18 years, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee.</p> <p>The Trustees were subject to a skills audit and the Charity was able to successfully recruit for the areas in which a weakness was identified.</p>

Additional information (optional)

You may choose to include further statements where relevant about:

Policies and procedures adopted for the induction and training of trustees	Para 1.51	
The charity's organisational structure and any wider network with which the charity works	Para 1.51	
Relationship with any related parties	Para 1.51	
Other		

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Reference and Administrative details

Charity name	Beyond Reflections
Other name the charity uses	Chrysalis
Registered charity number	1187351
Charity's principal address	Unity 12 9-19 Rose Road Southampton SO14 6TE

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Samantha Whitehorn	Chair	From 07/11/20	
2	Russell Thackeray	Vice-Chair	15/07/20	
3	Paul Draycott	Secretary		
4	Andy McMillan	Treasurer	From 07/11/20	
5	Jon Wallace	Treasurer	To 07/11/20	
6	Scott Johnson		From 01/08/20	
7	Jack Cannon		From 07/11/20	
8	Jenny Harvey		From 07/11/20	
9	Deanna Earley	Chair	To 07/11/20	
10	Steph Boyd		To 07/11/20	
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Corporate trustees – names of the directors at the date the report was approved

[illegible]

Name of trustees holding title to property belonging to the charity

[illegible]

Funds held as custodian trustees on behalf of others

Description of the assets held in this capacity	
Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects	
Details of arrangements for safe custody and segregation of such assets from the charity's own assets	

Additional information (optional)**Names and addresses of advisers (Optional information)**

Type of adviser	Name	Address
Business	Miss S Business Support Ltd	14 Steel House, 4300 Parkway, Whiteley, PO15 7FP

Name of chief executive or names of senior staff members (Optional information)

Andi Maratos

Exemptions from disclosure

Reason for non-disclosure of key personnel details

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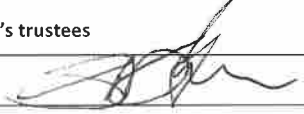
Other optional information

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Declarations

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

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	SCOTT JOHNSON	
Position (eg Secretary, Chair, etc)	SECRETARY	
Date	31/01/22	

Examiner's report to the trustees of "Chrysalis" (Charity No. 1116321)
on the accounts of the Trust for the 12 months ended 31 March 2021, set out on pages 1 to 3.

Respective responsibilities of trustees and examiner

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

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 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

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 2011 Act; 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.

Signed: *C. Clements*

Name: Mrs Claire Clements, Accountant (ACA qualified)

Date: 22/11/2021

Income And Expenditure For The Year Ending 31 March 2020

	Year to 31 March 2021	Year to 31 March 2020
Management Salaries	39,999.96	39,999.96
Management NIC	4,324.32	4,345.92
Management Pensions	1,203.60	1,203.30
Office Salaries	32,065.19	21,955.77
Office NIC	196.94	157.38
Professional Services (Business Const.	1,600.00	0.00
Professional Services (IT)	14.39	0.00
Subsistence Expenses	0.00	239.01
Subsistence Expenses - Volunteers	0.00	214.60
EMPLOYEE EXPENSES	79,404.40	68,115.94
Management Mileage	2.00	1,416.40
Other Travel Costs		2,813.87
TRANSPORT RELATED EXPS		4,230.27
Rent - Main Office	8,604.00	8,801.50
Meeting Centre Rents / Room Hire		1,556.40
Mgt / Service Charge	5,514.52	1,708.43
Rates - Main Office	377.25	365.60
Power - Gas	0.00	130.73
Power - Electricity	0.00	389.38
Fixtures and Fittings		1,921.94
BUILDING RELATED COSTS	13,072.49	14,873.98
Meeting Centre Refreshments	0.00	151.18
Other Refreshments (Governance)	0.00	155.55
Postage	52.80	42.67
Office Stationery	223.90	484.44
Equipment		5,215.12
Software Development	3,000.00	0.00
Telephony	752.38	558.70
Mobile Phone CEO	120.00	120.00
Mobile Phones Office	53.67	50.00
Computer Licenses	1,206.93	532.72
Insurances	723.09	546.07
Miscellaneous Expenses	179.05	1,505.50
Asset Depreciation	1,361.94	0.00
SUPPLIES & SERVICES	5,649.87	9,361.95
General Marketing	648.55	1,452.71
Merchandising Purchases	2,982.44	982.36
PRIDE Events	0.00	785.47
Conference	0.00	2,132.75
Miscellaneous Activities Costs	105.00	
SPECIFIC PROJECT BUDGETS	3,735.99	5,353.29
TOTAL EXPENDITURE	101,784.75	101,935.43

Grant - Police & Crime Commssnr	68.93	0.00
Grant - Covid 19	3,765.80	0.00
Grant - Tudor Trust	40,000.00	40,000.00
Grant - Lottery	50,708.00	52,760.00
Grant -SJ Harding	220.00	50.00
Grant - Awards For All	145.37	3,550.85
TOTAL GRANT FUNDING	94,908.10	96,360.85
Subs - TNQ Meeting	3,350.43	2,421.33
Subs - Wellbeing Meeting	1,175.00	899.70
Subs - Partners meeting	0.00	20.00
Subs - Parents meeting	220.00	135.00
Receipts from Counselling	155.00	465.00
Training Income	1,085.00	8,904.10
TOTAL FEES AND CHARGES	5,985.43	12,845.13
Paypal	2,059.37	0.00
Tour de Trans	138.50	0.00
London Marathon	51.45	1,000.00
Conference Ticket Sales	3,576.45	2,571.54
Donations Received	8,270.32	3,970.96
Merchandising Sales Income	381.70	338.05
Just Giving - general	437.50	399.74
Facebook Donate	916.11	951.19
Amazon Smile	230.63	83.43
Give As You Live	1,057.95	0.00
Misc Income - Interest & Other	4,317.14	3,606.77
OTHER INCOME	21,437.12	12,921.68
TOTAL INCOME	122,330.65	122,127.66
NET SURPLUS / (DEFICIT)	<u>20,545.90</u>	<u>20,192.23</u>

Fixed Asset Analysis

	Opening Balance	Additions	Disposals	Closing Balance
<u>Original Cost</u>				
Furniture and Fixtures	0.00	1,895.95	0.00	1,895.95
Equipment	0.00	3,257.64	0.00	3,257.64
	0.00	5,153.59	0.00	5,153.59
<u>Accumulated Depreciation</u>				
Furniture and Fixtures	0.00	547.50	0.00	547.50
Equipment	0.00	814.44	0.00	814.44
	0.00	1,361.94	0.00	1,361.94
<u>Net Book Value</u>	0.00			3,791.65

Breakdown of Grants

	Opening Balance	Additions	Utilised This Period	Closing Balance
<u>General Grants</u>				
Community Cohesion Partnership	1,500.00	0.00	0.00	1,500.00
Police and Crime Commissioners	0.00	500.00	68.93	431.07
SJ Harding	1,500.00	0.00	0.00	1,500.00
	3,000.00	500.00	68.93	3,431.07
<u>Specific Grants</u>				
Tudor Trust	0.00	40,000.00	40,000.00	0.00
Lottery Grant	0.00	50,708.00	50,708.00	0.00
SJ Harding	3,450.00	0.00	220.00	3,230.00
Covid 19 Grant	0.00	5,814.00	3,765.80	2,048.20
Grant Tudor Wellbeing	0.00	2,000.00	0.00	2,000.00
Transition Grant	2,421.54	0.00	0.00	2,421.54
Awards For All	152.65	0.00	145.37	7.28
	6,024.19	98,522.00	94,839.17	9,707.02
	9,024.19	99,022.00	94,908.10	13,138.09

SIGNED AS A TRUE COPY



SCOTT JOHNSON

SECRETARY TO BOARD OF TRUSTEES

31/01/22

Examiner's report to the trustees of "Chrysalis" (Charity No. 1116321)
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Examiner's statement

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Give As You Live	1,057.95	0.00
Misc Income - Interest & Other	4,317.14	3,606.77
OTHER INCOME	21,437.12	12,921.68
TOTAL INCOME	122,330.65	122,127.66
NET SURPLUS / (DEFICIT)	20,545.90	20,192.23

Fixed Asset Analysis

	Opening Balance	Additions	Disposals	Closing Balance
<u>Original Cost</u>				
Furniture and Fixtures	0.00	1,895.95	0.00	1,895.95
Equipment	0.00	3,257.64	0.00	3,257.64
	0.00	5,153.59	0.00	5,153.59
<u>Accumulated Depreciation</u>				
Furniture and Fixtures	0.00	547.50	0.00	547.50
Equipment	0.00	814.44	0.00	814.44
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<u>Net Book Value</u>	0.00			3,791.65

Breakdown of Grants

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Community Cohesion Partnership	1,500.00	0.00	0.00	1,500.00
Police and Crime Commissioners	0.00	500.00	68.93	431.07
SJ Harding	1,500.00	0.00	0.00	1,500.00
	3,000.00	500.00	68.93	3,431.07
<u>Specific Grants</u>				
Tudor Trust	0.00	40,000.00	40,000.00	0.00
Lottery Grant	0.00	50,708.00	50,708.00	0.00
SJ Harding	3,450.00	0.00	220.00	3,230.00
Covid 19 Grant	0.00	5,814.00	3,765.80	2,048.20
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