

Thelma Matilda Alves Foundation

PERIOD FROM
DECEMBER 2022
TO 31ST MARCH
2022

**Written by
Rayann Bryan**

CHIEF EXECUTIVE OFFICER
AND FOUNDER

Charity Contact Information

Thelma Matilda Alves Foundation

Registered Charity Number: 1192780

Address: 63 Churchill Road, Uxbridge, UB10 0FN

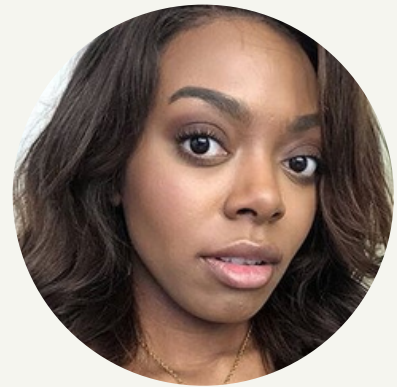
Email address: thelmatildaalvesfoundation@gmail.com

Website: thelmatildaalvesfoundation.com

Insurance: The Board of Trustees recognise that it is under a legal obligation to protect the building and its users through adequate and appropriate insurance and carries appropriate insurance cover in the following categories: Building Contents Public, Employee, Hirers and Trustee Liability

Banker's address: HSBC, 28 High st, Uxbridge, UB8 1JN

Letter from Chief Executive Officer



I started this charity to create spaces that are exclusively for black women to connect, learn and improve their mental wellbeing. It's important that black people have spaces that are exclusive to us, that are not co-opted or appropriated. I did not want to create an environment where black women continued to feel unheard and have to justify their lived experiences. This is often our reality in so many of our spaces at work, education, politics, clubs, gym and shops. We are constantly having to justify our presence, and our existence and I wanted to create another space that advocates and champions black women.

The health and mental health sector continues to let the black community down often without much controversy. There is a lack of interest and commitment to sickle cell, the black maternal death rate, neurodivergence and mental health. Obviously, the lack of investment is part of the colonial and imperial legacies of the British Empire but, it has massive implications on black lives.

My own experiences trying to get help with my depression, anxiety and ADHD are a reflection of how little the NHS cares about the health of black women. My experiences are so different to my white friends who were offered free counselling, in-patient care or referrals and I was just stuck with high-dosage antidepressants. A lot of the difficulties that I face explaining to people (especially white people) about my mental health is the fact that I continue to function. No matter how bad my mental health got or debilitating my neurodivergence was I continued to work and study. I never stopped and many could not wrap their minds around the fact that I wasn't outwardly falling apart.

The lack of understanding and acknowledgement of the complexities and nuances of black lives is the reason why the healthcare sector continues to fail us. Rather than listen to our stories, research and counter-narratives they would rather continue with stereotypes, pathologising and ignorance. There is a lot of undoing, unlearning and dismantling that needs to be done. In the words of Audre Lorde, 'the master's tools will never dismantle the master's house' so, it was important to create something with my own tools that honours and respects black women.

Thelma Matilda Alves Foundation is dedicated to preserving and protecting the mental and emotional well-being of black women. We want to create space and resources for black women to learn, share, connect and create solidarity with each other. My hope is that we are able to connect with as many black women as possible and make a change in black women's lives both individually and collectively.

Rayann Bryan
Chief Executive Officer and Founder

Letter from Chair of the board



It has been a challenging, interesting and busy time for the charity, which was incorporated during the pandemic in 2020. Not only have black females, notably over decades, faced disadvantages as a result of delays in diagnosis or lack of support but the pandemic further highlighted more disadvantages in terms of the impact and exposure to the coronavirus. As a black female myself, I am aware of the oppression that may be experienced and the long-term adverse impact.

In response, Thelma Matilda Alves has reached out to black females through hosting a range of online events, which meant women geographically widespread were able to take advantage of the services on offer. Examples of events that have been held include black women, self-image and the psychology of filters, black mothers and mental health workshop, black mothers support group, and celebration of black history month 2021 with some great guest speakers.

Our CEO has had a radio appearance whereby she was able to reach a wider audience and raise awareness of the support the charity can offer.

We have done some partnership work with PCAP as well as collaborating with the University of Warwick and secured external funding.

We have surveyed our service users and have established the themes they suggest will be most beneficial for them, and we will therefore build upon this as we develop the programme for future events.

I would like to take this opportunity to welcome all the new trustees who joined the charity in 2021/2022 and have made an immense impact during their short time with us.

To all our volunteers I wish to thank you for the support you provide, we could not do it without you.

Last but by no means least, to our CEO, the visionary of Thelma Matilda Alves Foundation thank you for adhering to the call for action and for working tirelessly for the betterment of the charity.

I have served for just over one year and I am proud to be associated with Thelma Matilda Alves Foundation. I am looking forward to the year ahead as we continue to reach out and support Black women, bringing positive changes to their wellbeing.

Jennifer Brown
Chair of the Board

Charity Trustees



Ivana Vasic Chalmers

Vice chair of the board



Ifeoma Orhiunu

Trustee



Vijaya Govindan

Trustee



Current trustees

Appointed in 2021:

1. Jennifer Brown – chair of the board, appointed 9th March 2021. Also, a trustee for South London Refugee Association.
2. Ifeoma Orhiunu – appointed a trustee on 14th July 2021. Also a trustee for the WSH BME Kidney Network.
3. Vijaya Govindan – appointed a trustee on 14th July 2021. Also, a trustee at COMA (contemporary music for all)

Appointed in 2022:

1. Ivana Vasic Chalmers – appointed vice chair of the board on 11th February 2022

Previous trustees

Resigned in 2020:

1. Camarley McIntosh – resigned as our vice chair of the board on 30th September 2020

Resigned in 2021:

1. Adjoa Abedi – Boafo – resigned as our Treasurer trustee on 3rd March 2022
2. Ohenewaa Adu-Akyeampong – resigned as our chair of the board on the 22nd January 2021

Resigned in 2022:

1. Nofisat Akerele – resigned as our vice chair of the board on 31st January 2022

Objectives and Activities

The charity's objectives are to preserve and protect the mental and emotional health of women of African/Caribbean descent. Also, advance the education for the public benefit among mental health practitioners and women of African/Caribbean descent who have an interest in mental health.

We aim to do this through:

- a) the provision of training, workshops, events, and resources designed to aid understanding of how mental health manifests in women of African/Caribbean descent and their experience of accessing mental healthcare services and to support the delivery of appropriate mental healthcare services for them;
- b) the provision of bursaries and awards to support women of African/Caribbean descent who are studying for professional qualifications to enable them to become mental health practitioners.
- c) providing mental health resources, including, where appropriate, access to professional counselling.

Our programmes and activities that we deliver enable us to achieve our objectives through a series of online workshops and sessions designed and facilitated by mental health professionals on a range of topics concerning women of African/Caribbean descent mental health.

Vision – In Britain, women of African and Caribbean descent receive adequate and effective mental health and wellbeing care.

Mission – Transforming the mental health sector in Britain to improve the understanding of women of Africa/Caribbean mental health. By increasing the knowledge of mental health professionals, increasing the number of women of African/Caribbean descent mental health professionals, centring the community's opinions and experiences in mental health programme designs, and improving access to mental health and wellbeing care.

Values – Respect, collaboration, accountability, courage, integrity

Structure, Governance and Management

The Thelma Matilda Alves Foundation is governed by a constitution dated 12th December 2020. Under this document, the charity is registered and operates as a CIO and has the power to do anything which is calculated to further its objects or is conducive or incidental to doing so. The charity trustees shall manage the affairs of the CIO and may for that purpose exercise all the powers of the CIO. Moreover, the charity trustees may delegate any of their powers or functions to the Chair of the Trustee Board, an employee, a committee or committees, and, if they do, they shall determine the terms and conditions on which the delegation is made.

Trustee recruitment and appointment

Under the constitution, trustees must be a natural person.

(b) No individual may be appointed as a charity trustee of the CIO:

- if he or she is under the age of 18 years; or
- if he or she would automatically cease to hold office under the provisions of clause 12(1)(e).

(c) No one is entitled to act as a charity trustee whether on appointment or on any re-appointment until he or she has expressly acknowledged, in whatever way the charity trustees decide, his or her acceptance of the office of charity trustee.

(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 trustees may only act to call a meeting of the charity trustees or appoint a new charity trustee.

In 2021, we have recruited and appointed three new trustees:

- Jennifer Brown
- Ifeoma Orhiunu
- Vijaya Govindan

In 2022, we have recruited and appointed one new trustee:

- Ivana Vasic Chalmers

Achievements and Performance

The period of December 2020 to 31st March 2022 was the first operational, financial period for the charity. This year we were able to launch our services and make key connections and partnerships with other black-led organisations.

- We partnered with PCAP to design and deliver two London-based projects Loved, Accepted, Heard and Be Fit to Lead.
- We held ten online sessions and workshops for over 200 beneficiaries
- Recruited six volunteers to help us design and deliver our online sessions and workshops
- Collaborated with Black Women's Project at Warwick University - Thelma Matilda Alves Foundation was approached by the Black Women's Project at Warwick University to be their partnered charity this academic year.

Grants we have been awarded:

- Albert Hunt Trust
- Women's Resource Centre Black and Minoritised Women's Fund
- Civil Society Roots Incubator - Micro Award Fund
- London Community Response Fund

Financial Review

Income this year was **£14,194.63** with an expenditure of **£10,241.97** giving a surplus of **£3,952.66**. The surplus was a result of donations by beneficiaries, crowdfunding and some successful funding applications.

Reserves policy

The target range is set at **3- 6 months of our expenditure**. The Board of Trustees considers that this target range provides flexibility in the context of operations of our organisation.

This report was approved by the Trustees on DATE and signed on its behalf by

Jennifer Brown
Chairperson

Report of the Trustees and
Unaudited Financial Statements
for the Period
14 December 2020 to 31 March 2022
for
Thehma Matilda Alves Foundation

Bennewith 2018 Limited
t/a A J Bennewith & Co
3 Wey Court
Mary Road
Guildford
Surrey
GU1 4QU

Contents of the Financial Statements
for the Period 14 December 2020 to 31 March 2022

	Page
Report of the Trustees	1 to 4
Statement of Financial Activities	5
Balance Sheet	6
Notes to the Financial Statements	7 to 9
Detailed Statement of Financial Activities	10

Report of the Trustees
for the Period 14 December 2020 to 31 March 2022

The trustees present their report with the financial statements of the charity for the period 14 December 2020 to 31 March 2022. The trustees have adopted the provisions of 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) (effective 1 January 2019).

OBJECTIVES AND ACTIVITIES

The charity's objectives are to preserve and protect the mental and emotional health of women of African/Caribbean descent. Also, advance the education for the public benefit among mental health practitioners and women of African/Caribbean descent who have an interest in mental health.

We aim to do this through:

- a) the provision of training, workshops, events, and resources designed to aid understanding of how mental health manifests in women of African/Caribbean descent and their experience of accessing mental healthcare services and to support the delivery of appropriate mental healthcare services for them;
- b) the provision of bursaries and awards to support women of African/Caribbean descent who are studying for professional qualifications to enable them to become mental health practitioners.
- c) providing mental health resources, including, where appropriate, access to professional counselling.

Our programmes and activities that we deliver enable us to achieve our objectives through a series of online workshops and sessions designed and facilitated by mental health professionals on a range of topics concerning women of African/Caribbean descent mental health.

Vision - In Britain, women of African and Caribbean descent receive adequate and effective mental health and wellbeing care.

Mission - Transforming the mental health sector in Britain to improve the understanding of women of Africa/Caribbean mental health. By increasing the knowledge of mental health professionals, increasing the number of women of African/Caribbean descent mental health professionals, centring the community's opinions and experiences in mental health programme designs, and improving access to mental health and wellbeing care.

ACHIEVEMENT AND PERFORMANCE

In this first financial year, the charity was able to raise £14,195. This included two grants totalling £8,768 in respect of two partnership projects with Policy Centre for African People: Be Fit to Lead and Loved, Accepted, Heard. There was also a £1,000 grant from Albert Hunt Trust.

Other income received in the year includes £4,000 funding from Women's Resource Centre, and the rest from donations and fundraising.

The charity's expenditure totalled £11,322, £7,555 of which is in relation to the two partnership projects stated above.

FINANCIAL REVIEW

Financial position

The financial position of the charity is as set out on the attached financial statements.

Report of the Trustees
for the Period 14 December 2020 to 31 March 2022

FINANCIAL REVIEW

Reserves policy

Introduction

This policy sets out our need for the financial reserves, and the target range. Thelma Matilda Alves Foundation keeps cash reserves to protect the organisation against income issues such as a drop in donations and funding grants. This ensures that we have financial sustainability and can adhere to our financial responsibilities (such as salaries, debts, and invoices) and continue delivering our services.

Reserves

We have calculated an appropriate reserve range for our charity is 3 to 6 months of expenses.

As part of effective financial management, we hold reserves to ensure we can manage:

Financial impact of risk - There is a range of risks including the risk of a drop in income or unbudgeted increases in expenditure.

Lack of organisational growth.

Thelma Matilda Alves Foundation may reject funding from funders.

Financial Impact

To ensure that there is no significant disruption to our charitable activities, holding the appropriate reserves will enable the organisation to respond to unforeseen decreases in income or additional expenditure.

We have based our projections for the appropriate amount of reserves we require on the basis that the reserves in our target range would provide a short-term solution until a long-term one is established.

A review of the financial risks we face is monitored on an ongoing basis, and our assessments of the possible financial impact of those risks have been incorporated into the reserves range we have calculated.

Target range for reserves

The target range is set at 3 to 6 months of our expenditure. The Board of Trustees considers that this target range provides flexibility in the context of operations of our organisation.

Use of reserves

Use of the Reserves requires three steps:

1. Identification of appropriate use of reserve funds.

The Chief Executive Officer and staff will identify the need for access to reserve funds and confirm that the use is consistent with the purpose of the reserves as described in this Policy. This step requires an analysis of the reason for the shortfall, the availability of any other sources of funds before using reserves, and an evaluation of the time period in that the funds will be needed and replenished.

2. Authority to use the reserves

The Chief Executive Officer will submit a request to use Reserves to the Board of Trustees. The request will include the analysis and determination of the use of funds and plans for replenishment. The organisation's goal is to replenish the funds used within twelve months to restore the Reserve Fund to the target minimum amount. If the use of Reserves will take longer than 12 months to replenish, the request will be scrutinised more carefully. The Board of Trustees will approve or modify the request and authorise transfer from the fund.

3. Reporting and monitoring

The Chief executive officer is responsible for ensuring that the reserve funds are maintained and used in accordance with this policy. Upon approval of the use of the reserve funds, the Chief Executive Officer will maintain records of the use of the funds and plan for replenishment, if required. He/She will provide regular reports to the Board of Trustees of the progress to restore the fund to the target minimum amount if required.

Responsibilities

Report of the Trustees
for the Period 14 December 2020 to 31 March 2022

FINANCIAL REVIEW

The board is responsible for ensuring that we manage our resources effectively and that we act in the best interests of the organisation and its beneficiaries. The Board has responsibility for approving, monitoring, and quarterly reviewing the number of reserves that are required to ensure that they are adequate to fulfil our continuing obligations.

The Chief Executive Officer is responsible for providing clear and focused leadership of the organisation and ensuring its financial stability. Also, responsible for reviewing this policy and making recommendations for approval to the Board.

Monitoring and compliance

Reserves levels and forecasts will be monitored as part of quarterly financial reporting, with regular reports provided to the Board of Trustees.

Review and maintenance

This policy is due to be reviewed annually.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document

The charity is an unincorporated charity governed by its constitution dated 14 December 2020. It was registered with the Charity Commission on the same date, receiving charity number 1192780.

Recruitment and appointment of new trustees

Appointment of charity trustees

(1) Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

(2) In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

Information for new charity trustees

The charity trustees will make available to each new charity trustee, on or before his or her first appointment:

- (a) a copy of the current version of this constitution;
- (b) a copy of the CIO's latest Trustees' Annual Report and statement of accounts;
- (c) A welcome manual with relevant policies; and
- (d) An induction session.

Report of the Trustees
for the Period 14 December 2020 to 31 March 2022

STRUCTURE, GOVERNANCE AND MANAGEMENT

Decision making

Decisions which must be made by the members of the CIO

(1) Any decision to:

- (a) amend the constitution of the CIO;
- (b) amalgamate the CIO with, or transfer its undertaking to, one or more other CIOs, in accordance with the Charities Act 2011; or
- (c) wind up or dissolve the CIO (including transferring its business to any other charity) must be made by a resolution of the members of the CIO (rather than a resolution of the charity trustees).

(2) Decisions of the members may be made either:

- (a) by resolution at a general meeting; or
- (b) by resolution in writing, in accordance with (4).

(3) Any decision specified in (1) must be made in accordance with the provisions of amendment of constitution and Voluntary winding up or dissolution, or the provisions of the Charities Act 2011, the General Regulations or the Dissolution Regulations as applicable. Those provisions require the resolution to be agreed by a 75% majority of those members voting at a general meeting, or agreed by all members in writing.

(4) Except where a resolution in writing must be agreed by all the members, such a resolution may be agreed by a simple majority of all the members who are entitled to vote on it. Such a resolution shall be effective provided that:

- (a) a copy of the proposed resolution has been sent to all the members eligible to vote; and
- (b) the required majority of members has signified its agreement to the resolution in a document or documents which are received at the principal office within the period of 28 days beginning with the circulation date. The document signifying a member's agreement must be authenticated by their signature, by a statement of their identity accompanying the document, or in such other manner as the CIO has specified.

The resolution in writing may comprise several copies to which one or more members has signified their agreement. Eligibility to vote on the resolution is limited to members who are members of the CIO on the date when the proposal is first circulated.

REFERENCE AND ADMINISTRATIVE DETAILS

Registered Charity number
1192780

Principal address
63 Churchill Road
Uxbridge
UB10 0FN

Trustees

J Brown Chair (appointed 9.3.21)
I V Chalmers (appointed 11.2.22)
V Govindan (appointed 14.7.21)
I Orhiunu (appointed 14.7.21)

Approved by order of the board of trustees on and signed on its behalf by:

.....
J Brown - Trustee

Statement of Financial Activities
for the Period 14 December 2020 to 31 March 2022

		Unrestricted fund £	Restricted funds £	Total funds £
INCOME AND ENDOWMENTS FROM	Notes			
Donations and legacies	2	5,427	8,768	14,195
EXPENDITURE ON				
Charitable activities				
Charitable expenditure		3,767	-	3,767
The Greater London Authority Civil Society				
Incubator programme		-	2,008	2,008
The London Community Foundation		-	5,547	5,547
Total		3,767	7,555	11,322
NET INCOME		1,660	1,213	2,873
TOTAL FUNDS CARRIED FORWARD		1,660	1,213	2,873

Balance Sheet
31 March 2022

	Notes	Unrestricted fund £	Restricted funds £	Total funds £
CURRENT ASSETS				
Cash at bank		2,740	1,213	3,953
CREDITORS				
Amounts falling due within one year	5	(1,080)	-	(1,080)
NET CURRENT ASSETS		<u>1,660</u>	<u>1,213</u>	<u>2,873</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,660</u>	<u>1,213</u>	<u>2,873</u>
NET ASSETS		<u>1,660</u>	<u>1,213</u>	<u>2,873</u>
FUNDS	6			
Unrestricted funds:				
General fund				1,660
Restricted funds:				
The London Community Foundation Fund				<u>1,213</u>
TOTAL FUNDS				<u>2,873</u>

The financial statements were approved by the Board of Trustees and authorised for issue on and were signed on its behalf by:

.....
J Brown - Trustee

Notes to the Financial Statements
for the Period 14 December 2020 to 31 March 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance with the Charities SORP (FRS 102) '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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Taxation

The charity is exempt from tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charity operates a defined contribution pension scheme. Contributions payable to the charity's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	£
Donations	4,427
Grants	9,768
	14,195
 The Greater London Authority Civil Society Incubator programme	 2,008
The London Community Foundation	6,760
Albert Hunt Trust	1,000
	9,768

Notes to the Financial Statements - continued
for the Period 14 December 2020 to 31 March 2022

3. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the period ended 31 March 2022.

Trustees' expenses

During the period, the trustees incurred £110 in relation to training.

4. STAFF COSTS

	2022
	£
Salaries and wages	6,245
Social security	1,297
Pensions	124
	7,666

No employee received remuneration greater than £60,000 in the period.

The total average number of employees during the year was 1.

5. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	£
Other creditors	1,080

6. MOVEMENT IN FUNDS

	Net movement in funds £	At 31.3.22 £
Unrestricted funds		
General fund	1,660	1,660
Restricted funds		
The London Community Foundation Fund	1,213	1,213
TOTAL FUNDS	2,873	2,873

Notes to the Financial Statements - continued
for the Period 14 December 2020 to 31 March 2022

6. MOVEMENT IN FUNDS - continued

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	5,427	(3,767)	1,660
Restricted funds			
The Greater London Authority Civil Society Incubator programme Fund	2,008	(2,008)	-
The London Community Foundation Fund	6,760	(5,547)	1,213
	<u>8,768</u>	<u>(7,555)</u>	<u>1,213</u>
TOTAL FUNDS	<u>14,195</u>	<u>(11,322)</u>	<u>2,873</u>

7. RELATED PARTY DISCLOSURES

There were no related party transactions for the period ended 31 March 2022.

Detailed Statement of Financial Activities
for the Period 14 December 2020 to 31 March 2022

£

INCOME AND ENDOWMENTS

Donations and legacies

Donations

4,427

Grants

9,768

14,195

Total incoming resources

14,195

EXPENDITURE

Charitable activities

Wages

6,246

Social security

1,296

Pensions

124

Insurance

96

Advertising

150

Sundries

150

Speaker fees

600

Training

110

Subscriptions

855

Consultancy

300

9,927

Support costs

Governance costs

Accountancy and legal fees

1,380

Bank charges

15

1,395

Total resources expended

11,322

Net income

2,873