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BLACK MINDS MATTER UK

(BMMUK)

ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

Registered Charity No. 1193036

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WELCOME

THIS YEAR HAS BEEN ONE OF REAL TRANSFORMATION FOR BLACK MINDS MATTER UK. A PERIOD WHERE RISING DEMAND, TIGHTENING RESOURCES, AND THE CONTINUED INEQUITIES IN MENTAL HEALTH PROVISION HAVE PUSHED US TO REFLECT DEEPLY ON OUR PURPOSE AND OUR RESPONSIBILITIES. AS MORE BLACK INDIVIDUALS AND FAMILIES TURN TO US FOR CULTURALLY APPROPRIATE SUPPORT, THE URGENCY OF OUR MISSION HAS NEVER BEEN CLEARER.

We have strengthened the foundations of our work by streamlining operations, bringing key functions in-house, and embedding a comprehensive Theory of Change and Monitoring and Evaluation framework. These steps have sharpened our understanding of our impact and highlighted where we must continue to adapt to better serve our community. Financially, we are operating in a challenging environment. Donations have fluctuated, and the broader economic and political landscape continues to affect the communities we serve. In this context, the need to diversify our income streams is stronger than ever. We are actively expanding our fundraising approach by deepening donor relationships, broadening our funding sources, and exploring new partnerships and revenue-generating opportunities that can help safeguard the long-term sustainability of our services.

At the same time, we are investing in strengthening our systems, processes, and team capacity so we can meet demand more effectively and provide a consistent, safe, and high-quality experience for every client. Our volunteers and therapists remain central to this work, increasing our reach and contributing directly to the resilience of our model. Looking ahead, we remain unwavering in our commitment to deliver culturally responsive support, grow our therapeutic pathways, and advocate for meaningful systems change. In a political and social climate where inequality continues to shape access to mental health care, our role, and the need for our services, is more critical than ever. With the ongoing support of our donors and partners, we move forward with determination and a clear vision for a future where Black mental health is understood, protected, and prioritised.



Hiwot Wolde-Senbet, Trustee (Chairperson)

LEGAL & ADMINISTRATIVE INFORMATION

CHARITY NUMBER	-	1193036
START OF FINANCIAL YEAR	-	1st July 2024
END OF FINANCIAL YEAR	-	30th June 2025
TRUSTEES THAT SERVED DURING THE 12 MONTHS TO 30TH JUNE 2023	-	Hiwot Wolde-Senbet Hariklia Carol Monoyios Ronald Howson Nicola Harvey (Appointed 9 th February)
REGISTERED ADDRESS	-	Impact Hub Euston 1 Triton Square London NW1 3DS
DATE OF REGISTRATION	-	8th January 2021
GOVERNING DOCUMENT CIO	-	Foundation Registered with the Charity Commission
BANKERS	-	Lloyds Bank 25 Gresham Street London EC2V 7HN

TRUSTEES' REPORT

The trustees present the report of the trustees for the 12 months ended 30th June 2025



**Hiwot
Wolde-Senbet**

Trustee (Chairperson)



**Ronald
Howson**

Trustee (Treasurer)



**Carol
Monoyios**

Trustee



**Nicola
Harvey**

Trustee

CHARITY GOVERNANCE

Black Minds Matter UK (BMMUK) is governed by a framework that ensures accountability, transparency, and effective administration of their objectives. At the core of these governance arrangements is a board of trustees, who bear ultimate responsibility for the charity's actions and direction. The trustees are tasked with overseeing the strategic vision and ensuring that the organization complies with legal and ethical standards. Financial oversight is a crucial aspect of governance, with detailed policies and procedures in place to manage funds responsibly, often reviewed by independent auditors.

GOVERNING DOCUMENT

Black Minds Matter UK is a fully registered charity (CIO) operating in the UK; Our mission is to support in making mental health topics relevant and accessible for Black people in the U.K. BMMUK is a charity that mainly connects Black individuals with certified therapists for fully funded 10-week sessions of therapy.

RECRUITMENT AND APPOINTMENT OF TRUSTEES

Our nominations and remuneration committee comprises the four trustees, who oversee trustee appointment and remuneration of senior staff. Recruitment of new trustees is completed through a resolution at a properly convened meeting of the charity trustees. When trustees are recruited, an analysis of the skills required by the charity is conducted (including Financial, Governance, Fundraising, Strategy, etc.) All trustees go through an initial interview and receive detailed guidance outlining their responsibilities. The trustee base that enables effective governance and can be

quorate for decision making. Trustees are appointed for an initial 2-year term with the option to be re-appointed for up to 4 terms. The outlined term length was introduced by resolution four calendar years ago in response to the need to provide continuity in the trustee ship but also grow the base and skillsets across the trustee cohort.

The charity has a conflict-of-interest policy that requires us to identify and record any conflicts of interest held by trustees and executive team members. Any conflicts arising are formally recorded at meetings of the board.

All committee meetings have declarations of interest as a standing agenda item and, where a conflict arises, the Board can ensure the policy is followed. The Board of Trustees annually reviews its performance and the performance of the Chairman at the end of each financial period, conducts staff remuneration reviews, and the Board and executive team members have a special board meeting to review strategy and discuss changes in the operating environment.

OUR MISSION & OBJECTIVES

OUR MISSION

Black Minds Matter UK creates and champions safe and accessible mental health support with and for the Black community. Working towards our values of including the entire Black community in our decision-making, developing access pathways for our service, creating a place of safety and opportunities for individual and community healing, and finally working relentlessly towards system change.

OVERVIEW OF OBJECTIVES FOR THE PERIOD

The FY24/25 period has been a pivotal year accumulating in the restructuring of the organisation and scaling. When we talk about scale, it is primarily regarding the ability for us to match more individuals and families to Black therapists and scale up our impact.

The 2024 evaluation statistics highlight the profound impact of BMMUK on the Black community's mental health. In this reporting period, June 24 - July 25, we saw a total of 626 clients come through inquiring about our services.

Most participants preferred not to state their gender making up 56%, we had Female clients making up 32%, with men making up 10.4%, non-binary making up 0.79% and non-Gender conforming making

up 0.15%. There has been a shift in the age groups seeking support from us compared to last year's report where we had young adults aged 18-25 at (33.3%), followed by those aged 25-60 at (54.9%). This year we have had young adults aged 18-25 at (21.25%) and those aged between 25-60 years at 83.75% continuing to demonstrate the charity's appeal across a wide age range. We have continued to have significant urban presence shown by the following numbers,

1. London 42.5%
2. Birmingham 11.25%
3. Manchester 7.5%
4. Liverpool 3.75%.

We worked hard to bring most of the operational responsibilities inhouse to streamline the services that we offer in line with our charitable objectives. We completed the development of our Theory of Change and Monitoring and Evaluation Framework which resulted in us working with the community and therapists to understand the role of BMMUK in the wider landscape and to make sure we are delivering what is required. This piece of work concluded with the launch of our Impact Report in June 2024. The key pillars of work, therapy, awareness and advocacy are best delivered with a collaborative and consistent approach.

The demand for our services continues to grow and with current funding available we can see in 2026 and continue to provide our services as a going concern. We must not, however, rest on our laurels. We need to stay proactive in our efforts to create sustainability by maximising our Brand reputation and the goodwill of the community who understand and benefit from our services.

We have worked hard to respond to the fluctuating funding landscape and have diversified our income streams as a result.

ACTIVITIES FOR THE PUBLIC BENEFIT

Our core pillars of work remain consistent with our first pillar of work being our matching service where we match Black individuals and families, over the age of 18 to a Black fully qualified therapist for up to 10 weeks of 121 talking therapy.

THERAPY SERVICE DELIVERY: PILLAR 1

In the UK, Black individuals have consistently reported that inadequate representation within mainstream, statutory services has been a significant barrier to accessing therapy. This challenge, compounded by a general lack of trust in these services, has positioned BMMUK as a vital source of hope and support for many. Since our last report, we have transitioned from operating a cohort-based service to a waitlist service, allowing us to keep our enquiry facility open without adhering to set quotas. This change has enabled us to more accurately reflect the true demand for our services, as evidenced by the continuous influx of client enquiries.

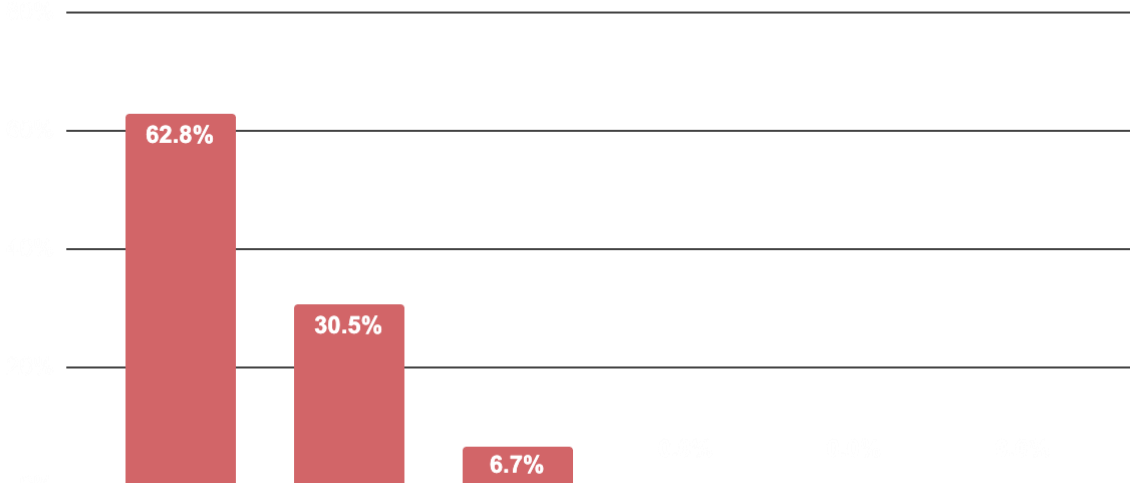
Since launching our service on May 6, 2025, we observed a robust response, with 42 clients signing up for therapy within the first week. This number increased to 85 by the second week, and by May 31, the total number of clients registered since inception was 139. By the end of the reporting period on June 30, 2025, we had a total of 273 clients signed up, demonstrating a high demand for our services, with an average of about five new clients joining each day.

Client feedback highlights the sense of safety and trust that BMMUK fosters during therapy sessions. Every client reported feeling understood and safe to express themselves openly, a testament to the culturally sensitive approach adopted by our therapists.

Our impact report includes data and client testimonials that further illustrate our service's effectiveness. Two surveys were conducted among participating clients: one at the midpoint of their therapy (after approximately five sessions) and another upon completion of their 10 allotted sessions. We collected 127 mid-session and 113 end-session survey responses, which provided valuable insights into the positive elements of our service and identified areas for improvement to enhance the BMMUK client experience further.

How would you rate your therapist's response? (The most common response was 62.8%)

(Aggregated across mid-session and end-session submissions)



“BMMUK’s services provide such a vital lifeline for people in need of support with their mental health. Their therapists provide a safe space for you to speak candidly about your lived experiences in a judgment free zone”.

“I was provided with a therapist that has a similar cultural background to me so there were aspects of our culture that she just understood that would have been difficult for me to explain, and this meant she was able to support me in ways she wouldn’t have otherwise been able to and recommend advice that other therapists may not have thought of.”

AWARENESS AND EDUCATION - PILLAR 2

BMMUK's marketing activities in 2024 and up to June 2025 included our second ‘Rare Beauty x BMMUK Ambassador’ project rollout, email marketing, campaigns along with online events, resource collaboration and resource development.

Our main source of information and education which contributes to our awareness drive is through social media, however we appreciate that social media support is not fully indicative of awareness on the ground. We aim to build on our community presence with the introduction of in real life events to encourage interaction and deliver impact. We have been working on developing resources with the support of a Pro Bono legal team in the production of PDF’s available for download and sharing.

Windrush Generation Day and Untold Stories Campaign

Windrush Generation Day



Social Media Campaign highlighting the mental health of the Windrush Generation.

Untold Stories Campaign



Amplifying the voices of those above 60.

ADVOCACY - PILLAR 3

Advocacy, our third pillar, is crucial for effecting meaningful systemic change. Current statutory services often lack an intersectional approach, failing to meet the diverse needs of the public. We aim to champion change by amplifying the voices and lived experiences of our service users to those in positions of power. We have been invited to numerous events and platforms, allowing us to highlight the necessity and broader impact of our work.

Some of the events include but are not limited to:

- Community Mental health and Social Care Committee at The Parliament - The event, chaired by Paulette Hamilton MP, aimed to present oral evidence of the work being done by BMMUK. We discussed the challenges we face and explored ways the government can support charities like ours, as well as the general public.
- Darlington and Danielle were consulted on the mental health aspect in terms of applicable and appropriate questions to ask around Mental Health of Black Women as part of the Black Maternal Mental Health Report, published by Five X More.

OUR FORWARD STRATEGY (2025-2027)

During the year, the trustees reviewed the organisation's financial reporting timetable and approved a change to BMMUK's financial year-end. Historically, the charity's financial year ran from July to June; however, the trustees have agreed that, from the 2026 financial year onward, BMMUK will adopt a January to December financial year. This change is intended to better align the charity's reporting cycle with the calendar year, enhance administrative efficiency, and support improved coordination

with partner organisations and statutory reporting requirements. Appropriate transitional arrangements will be put in place to ensure clarity and continuity in financial reporting during the changeover period.

BMMUK's robust MEL framework allows us to monitor, evaluate, and demonstrate our impact. Using this information, and with input from our key stakeholders, we will design our future services.

The UK is experiencing a growing need for mental health services; BMMUK aims to address this need within the Black community, which comprises 4% of the UK population.

Mental health problems are estimated to affect one in four adults in England each year and investment for NHS Talking Therapies, which offers psychological therapy for adults in England suffering from depression and anxiety-based conditions, has increased.

As of 2025, the therapeutic landscape for Black individuals in the UK seeking culturally competent care presents a mixed picture, demonstrating progress alongside persistent inequalities.

Overview

Independent reviews, the NHS Race & Health Observatory, and NHS Talking Therapies reports consistently affirm that Black and minority ethnic communities continue to encounter disproportionate obstacles in accessing and benefiting from psychological therapies. These challenges encompass limited cultural understanding, underrepresentation of Black therapists, and systemic inequities across referral, assessment, and treatment pathways.

KEY FINDINGS

- The **NHS Race and Health Observatory's 2024–2025 review**, *Ethnic Inequalities in Improving Access to Psychological Therapies (IAPT)*, identified persistent disparities in access, waiting times, and outcomes. Black and mixed-ethnicity service users exhibited a significantly lower likelihood of accessing therapy and a higher propensity for experiencing poor outcomes compared to White British groups.
- However, in contexts where culturally sensitive therapy and representative staffing are present, outcomes for individuals of Black heritage backgrounds demonstrate improvement, occasionally surpassing those of White British participants. This unequivocally demonstrates the measurable impact of culturally competent approaches.

- The **Royal College of Psychiatrists** and **King's College London** observe that racial disparities in talking therapies originate from structural bias, language barriers, and a deficit of cultural training among therapists. Clinical terminology itself can alienate clients unfamiliar with Western mental health frameworks.
- The **2025 NHS England guidance on culturally competent care** prioritises co-designed services, inclusive recruitment, and staff training in cultural humility to mitigate health disparities across inpatient and community therapy services.
- **Community and voluntary sector organisations (VCSE)** particularly Black-led initiatives have played a pivotal role in addressing gaps through culturally specific counselling, peer support, and faith-informed approaches, reflecting effective integration models recognised by NHS partners.

Current Direction

Recent NHS priorities aim to:

- Expand **ethnically diverse workforce representation** within NHS Talking Therapies.
- Develop **mandatory cultural competency training** across all therapist grades.
- Encourage **community partnership models** that integrate lived experience into service design.

Although advancements have been made, access, experience, and recovery rates for Black individuals utilising NHS talking therapies remain inconsistent across various regions. The burgeoning consensus among governing and independent bodies is that **sustainable progress is contingent upon embedding cultural competence as a central standard of psychological care**, rather than a supplementary feature making the need for our service very much needed at this stage.

SO1: DELIVER SERVICES TO MORE PEOPLE YEAR ON YEAR

We will extend the reach of our therapy matching service to as many people that our funds allow and extend our offering of modalities of therapy to make sure we can be flexible in our approach. We will respond to the individual needs of our community and encourage our associate therapists to become an integral part of our organisation.

SO2: COMMUNICATE THE IMPACT OF SERVICES TO THE COMMUNITY

We will be known as the voice and 'go-to' source for specific mental health support with and for the Black community. Our resources will empower individuals to have important and open conversations within the community and to understand how to access the wider mental health landscape across the UK.

SO3: BUILD SUSTAINABLE PARTNERSHIPS TO MAXIMISE IMPACT

We will use an evidenced based approach to highlight the disparities in the current Mental Health service within the UK using data and insight to change systems.

THE VISION FOR 2026 - 2027

We are developing a comprehensive therapeutic service model designed to provide structured, equitable, and culturally responsive mental health support through four interconnected pathways and volunteer mobilisation. This model underscores a commitment to community empowerment, clinical excellence, and sustainable service delivery for Black communities throughout the UK.

1. Paid-for Service (Self-Funding): This pathway facilitates access to high-quality therapy for self-funding clients, delivered by qualified placement students (Master's or Doctorate level). Clients are meticulously matched to therapists based on their specific needs, ensuring adherence to professional and ethical standards. This initiative generates unrestricted income, which is subsequently reinvested into subsidised or free support for marginalised clients, thereby sustaining service quality and client choice.

2. Psychoeducational Support Groups: Culturally tailored, online psychoeducational groups are facilitated by trained volunteers. These groups address pertinent themes such as identity, resilience, and emotional wellbeing. Facilitation is reinforced by structured training, regular supervision, and comprehensive feedback mechanisms. This pathway effectively mitigates isolation, normalises discussions surrounding mental health, and promotes early intervention. It is a scalable and cost-effective model that strengthens community resilience and reduces demand for one-on-one therapy

3. Group Therapy: Structured group therapy sessions, led by qualified facilitators, address themes including trauma, self-esteem, and relational healing. Each group operates within established ethical frameworks, rigorous screening processes, and robust supervision protocols. This pathway fosters interpersonal healing and shared understanding within a secure environment, enhancing therapeutic access and outcomes while optimising resource utilisation.

4. Free 1:1 Therapy: This pathway offers individualised therapy for clients presenting with complex or high-risk conditions. A detailed matching process is meticulously overseen by the Therapy Services Manager to guarantee suitability and continuity of care. This provides targeted, person-centred

interventions, reinforcing BMMUK's reputation for quality and bolstering funder confidence in clinical standards.

5. Volunteer Mobilisation: To augment clinical operations, BMMUK will implement a volunteer mobilisation initiative, recruiting volunteers for two critical roles:

- **Administrative Support Volunteers:** To assist with clinical coordination, encompassing mini-assessments, full assessments, and general service administration.
- **Mature Volunteer Placement Students:** To directly support client work by providing one-on-one sessions under supervision.

All volunteers will be recruited under a stringent selection framework to safeguard client safety, uphold service integrity, and ensure cultural and ethical alignment with BMMUK's overarching vision. This initiative enhances service capacity, reduces waiting times, supports workforce development, and offers invaluable experience to aspiring mental health professionals, all while upholding the highest standards of practice.

Collectively, these four pathways and Volunteer mobilisation form an integrated model that promotes accessibility, innovation, and financial resilience, enabling BMMUK to deliver holistic, culturally competent, and sustainable mental health support for Black communities across the UK.

- **Therapy Matching and Funding:** BMMUK will continue to assess and match Black individuals and families to Black therapists, fundraising to provide **up to** 10 weeks of culturally appropriate online therapy and deliver our services to more people year on year.
- **Awareness and Resource Sharing:** BMMUK will continue to develop and share mental health resources and promote our work through social media engagement; educational workshops, training, and talks; and community engagement to raise awareness of mental health challenges and available therapy services within the Black community.
- **Advocacy for Systemic Change:** BMMUK will advocate for transformational systems change to influence policy and create an intersectional mental healthcare system by amplifying the voices and lived experiences of our beneficiaries to those in positions of power. We will also continue to participate in events, discussions, and interviews that highlight the necessity and broader impact of their work and push for mental health policy reform.

FINANCIAL REVIEW

Black Minds Matter UK generated income of £317,025 (FY 23/24: £711,236) over the course of the year. Total expenditure was £676,085; (FY 23/24: £781,652). The total reserve at the end of the year were £598,641; (FY 23/24: £957,621) of which £123,871; (FY 23/24: £54,010) was restricted.

RESERVES POLICY

The Trustees have agreed a reserve policy designed to ensure the ongoing stability, resilience, and sustainability of the charity. The policy sets out the minimum level of reserves required to safeguard operations and support BMMUK in delivering its charitable objectives.

The Trustees have determined reserves equivalent to approximately 6 months of core operating costs should be maintained. It is therefore the policy of BMMUK to maintain an unrestricted reserve (in the form of an expendable endowment) of at least £300,000 to cover the above eventualities, whilst in the meantime generating income for service delivery activities of the organisation.

Free reserves over and above the £300,000 expendable endowment should either be allocated to grow the expendable endowment or may be spent in fulfilment of BMMUK's mission and objectives as part of the Board approved annual budget.

The Trustees will review the reserves policy annually, or sooner if circumstances change significantly, to ensure it remains appropriate to the charity's size, commitments, and financial environment. Any reserves above the agreed minimum will be actively considered for reinvestment into expanding services, strengthening community outreach, or developing the charity's capacity to scale.

SAFEGUARDING

The charity continues to improve our safeguarding standards and establish excellence. The Board has reviewed its policies and procedures and continues to prioritise this area of work along with the need to maintain a high standard of duty of care towards staff, contractors and therapists when engaged in BMMUK work.

RISK MANAGEMENT

The trustees actively review the major risks that the charity faces on a regular basis and believe that maintaining the free reserves stated, combined with the annual review of controls over key financial

systems carried out on an annual basis will provide sufficient resources in the event of adverse conditions.

The trustees have also examined other operational and business risks that they face and confirm they have established systems and controls to mitigate significant risks.

The key risks being managed by the organisation are:

Financial Sustainability Risk

1. **Reliance on Limited Funding Sources:** Dependence on a few grants, donor, or corporate sponsors increases vulnerability if funding is reduced or withdrawn.
2. **Variable and Unpredictable Income:** Donations and fundraising income can fluctuate with economic conditions or donor priorities, affecting cash flow.
3. **Restricted Funding:** Many grants are tied to specific projects, limiting flexibility to cover core operational costs such as salaries, rent, or administration.
4. **Rising Costs and Inflation:** Increases in operational expenses, and delivering therapeutic services, including inflationary pressures, may lead to potential budget overruns, or increased instances where the charity must put in place a waitlist for therapy.
5. **Dependence on Key Staff and Volunteers:** Loss of experienced personnel could disrupt fundraising, service delivery, and financial management.
6. **Insufficient Reserves:** Limited reserves reduce the charity's ability to manage cashflow gaps or respond to unforeseen financial challenges.
7. **Regulatory and Compliance Risks:** Non-compliance with charity reporting, Gift Aid, or tax regulations could result in fines or reputational damage.
8. **Reputational Risks:** Negative publicity or perceived mismanagement could undermine donor confidence and affect future funding.
9. **Impact of Financial Year Change:** Transitioning from a July-June to a January-December financial year may require careful planning to ensure accurate reporting and avoid temporary disruptions.

To mitigate these risks, the trustees monitor financial performance closely, maintain robust budgeting and reporting processes, and aim to build sufficient reserves to ensure continuity of services and the long-term sustainability of the charity.

INVESTMENT POLICY

In the period the charities bank balances transitioned to interest-bearing accounts to ensure it makes a return on any cash balances held. The charity continues to evaluate its future investment partner and portfolio of investments for reserve balances in the next financial period. This was not possible in the period as the swing from a net income position to a net expenditure in the accounts necessitated a re-evaluation of the level of reserves that it would be appropriate to invest for longer term investment gains.

GOING CONCERN

To assess the appropriateness of the going concern assumption basis, the trustees have considered the charity's financial position, reserves, and forecasts for the foreseeable future. They have considered the assumptions underlying those forecasts and the impact of the potential risks affecting them. Having made those enquiries, the trustees have a reasonable expectation that BMMUK will be able to continue in operation and meet its liabilities as they fall due for at least twelve months from the date of signing this report.

FUNDRAISING APPROACH

The fundraising strategy for Black Minds Matter UK in 2024-2025 aims to diversify income streams and optimize existing fundraising efforts to achieve a projected annual income of £615,200, compared to the previous year's £301,500. The strategy focuses on enhancing digital fundraising, securing major grants, and developing corporate partnerships. A key component involves the improvement of the fundraising web pages to provide a better user experience, along with a structured stewardship program to maintain donor engagement through regular communication and appeals.

The charity is pursuing significant grant funding opportunities, including awarded applications to the Rare Impact Fund for a \$150,000 grant over two years. In addition, corporate workshops have been introduced as a revenue stream, offering structured programs priced at £1000+. The goal is to establish year-round corporate relationships rather than relying on periodic events such as Black History Month (BHM).

Several new initiatives are planned under a six-month development plan to enhance fundraising efforts. These include the introduction of a Black Student Ambassador program to engage younger demographics, a major donor profiling initiative to identify high-value prospects, and the launch of creative campaigns such as Gaming for Good and a Legacy Giving campaign. There is also an effort to secure high-profile ambassadors and patrons, with Dane Baptise and Gyaisi Sheppy being onboarded in October 2025.

To support these initiatives, significant investment in staffing and infrastructure is planned. Key roles include hiring a Comms and Marketing lead to work alongside the digital fundraiser. This will enhance the storytelling aspect of the work which we feel will increase donor giving as a result. Additionally, a flagship event, the BMMUK Conference/Summit, is planned for 2026 to serve as a major fundraising and awareness-building opportunity.

The fundraising forecast identifies key revenue streams, including regular and one-off donors, corporate employee fundraising, merchandise sales, and campaign appeals. Major donors and corporate partnerships are expected to contribute a substantial portion of the projected income, with an anticipated £100,000 from major donors and £25,000 from corporate partners, demonstrating a strategic focus on high-value relationships to ensure long-term sustainability.

VOLUNTEER SUPPORT

We have successfully recruited a total of seven volunteers. Six of them are responsible for conducting both mini and full assessments following client inquiries, a crucial step in supporting our clients and managing our resources. Their role is to ensure that clients referred for therapy are eligible and prepared to engage in the process. Additionally, they direct clients who are not ready or eligible for our services to appropriate alternatives.

We are actively working to increase the number of volunteer placement students. This expansion will be implemented in stages to ensure we maintain the quality of service provided. Our goal is to start with 10 students in the first half of the year and then gradually increase their numbers by five more volunteers each quarter.

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards. The law applicable to charities in England and Wales 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 charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS102) to 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; and;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the charity will continue in business.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy the financial position of the charity and enable them to ascertain to ensure that the financial statements comply with the Charities Act 2011, the Charities (Accounts and Reports) Regulations 2008 and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity 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 charity and the financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The Trustees' Report was approved by the trustees on 19th January 2025 and signed on their behalf by:



Ronald Howson, Trustee (Treasurer)

Independent Examiner's Report to the Trustees of Black Minds Matter UK

Independent examiner's report to the trustees of Black Minds Matter UK, Charity no: 1193036. I report on the financial statements of the charity for the year ended 30 June 2025, which comprise the statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and the related notes.

Respective responsibilities of Trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the Charities Act 2011 ('the Act'). The Charity's trustees consider that an audit is not required for this year under section 144 of the Act and that an independent examination is needed.

It is my responsibility to examine the accounts under section 145 of the Charities Act, follow the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act, and state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

As the charity's gross income exceeded £250,000 I am qualified to undertake the examination because I am a registered member of the Association of Chartered Certified Accountants which is one of the listed bodies.

- (1) In connection with my examination, no material matters have come to my attention which give me cause to believe that, in any material respect:
- (2) the accounting records were not kept in accordance with section 130 of the Charities Act; or
- (3) the accounts did not accord with the accounting records; or
- (4) the accounts did not comply with the applicable requirements concerning the form and content of the accounts set out in the Charities (Accounts and Report) Regulation 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of independent examination.

(2) 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.



Chaweevan Williams FCCA
Verdant Accountants Limited
Chartered Certified Accountants
20-22 Wenlock Road,
London N1 7GU

Date: 29th December 2025

STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted funds £	Restricted funds £	Total 24/25 £	Unrestricted funds £	Restricted funds £	Total 23/24 £
Incoming resources	3						
Donations and legacies		185,980	119,876	305,856	642,140	67,018	709,159
Charitable activities		-	-	-	-	-	-
Other trading activities		-	-	-	-	-	-
Interest Income from deposit acct		11,169	-	11,169	2,078	0	2,078
INCOME		197,149	119,876	317,025	644,218	67,018	711,236
Expenditure on:	4						
Raising funds		33,185	3,295	36,480	12,260	0	12,260
Charitable activities		458,806	167,540	626,346	504,366	265,027	769,393
Other		0	13,259	13,259	0	-	0
Expenditure		491,991	184,094	676,085	516,626	265,027	781,653
Net income/(expenditure)		(294,842)	(64,219)	(359,060)	127,593	-198,009	-70,417
Transfers between funds		(294,842)	(64,219)	(359,060)	-169,145	169,145	-
Other recognised gains/(losses):							
Other gains/(losses)		-	-	-	-	-	-
Net movement in funds		(294,842)	(64,219)	(359,060)	-41,552	-28,864	-70,416
Funds Brought forward		903,611	54,010	957,621	945,164	82,874	1,028,038
Funds Carried forward		474,770	123,871	598,641	903,611	54,010	957,621

BALANCE SHEET

COMPANY REGISTRATION: 1193036

As at 30 June 2025

Balance Sheet	Note	24/25 £	23/24 £
Tangible assets	5	3,391	2,243
Total fixed assets		3,391	2,243
Current assets			
Debtors	6	6,560	225
Cash at bank and in hand		604,082	981,437
Total current assets		610,642	981,662
Total Asset		614,034	983,905
Creditors: amounts falling due within one year	7	(11,976)	(26,285)
Payroll Liabilities		(3,417)	
Total Liabilities		(15,393)	955,377
Total assets less current liabilities		598,641	957,621
Reserves			
Restricted income funds		123,871	54,010
Unrestricted funds		474,770	903,611
Total funds		598,641	957,621

In approving these financial statements as trustee/directors of the charitable company, we hereby confirm that:

For the financial year ending 30 June 2025, the charitable company was entitled to exemption from the audit under section 477 of the Companies Act 2006 relating to the small companies. The Trustee acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and for preparing financial statements.

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

The financial statements were approved by the Board of Trustees/Directors on and signed on its behalf



Ronald Howson, Trustee (Treasurer)

STATEMENT OF CASHFLOWS
FOR THE YEAR ENDED 30 JUNE 2025

	24/25 £	23/24 £
Cash flows from operating activities:		
Net income for the reporting period (as per the statement of financial activities)	(358,600)	(70,416)
Adjustment for:		
Debtors	5,918	10,460
Depreciation	1,585	1,585
Creditors	(23,147)	11,486
<i>Net cash provided by (used in) operating activities</i>	(374,416)	(46,885)
Cash flows from investing activities:		
Purchase of computers	(2,860)	(1,468)
<i>Net cash provided by (used in) investing activities</i>	(2,860)	(1,468)
Change in cash and cash equivalents in the reporting period	(377,356)	(48,353)
Cash and cash equivalents at the beginning of the reporting period	981,438	1,029,791
Cash and cash equivalents at the end of the reporting period	604,082	981,438

Notes to the Financial Statements

1. Accounting policies

Basis of preparation

The financial statements have been prepared on a going concern basis and in accordance with applicable Accounting Standards in the United Kingdom, including the Statement of Recommended Practice – Accounting and Reporting by Charities (SORP), Financial Reporting Standard 102 (FRS 102) and in accordance with the Companies Act 2006 and Charities Act 2011, using applied accounting policies.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern and to continue acquiring new contracts.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

Income

Recognition of income takes place in accordance with applicable accounting policies and results are presented in accordance with SORP & FRS 102. All incoming resources are included in the Statement of Financial Activities (SoFA) when it is probable that the income will be received and that the amount can be measured reliably.

Grants and donations are recorded in the period in which they are received, or the Charity is entitled to the income. Any donations tied to a particular purpose are credited to restricted reserve.

Income from revenue grants and other grants are credited to the Statement of Financial Activities when received or receivable. Where unconditional entitlement to grants receivable is dependent on

fulfilment of conditions within the Charity's control, the incoming resources are recognised when there is sufficient evidence that conditions will be met. It is probable that the income will be received, and the amount can be measured reliably and is not deferred.

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

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Gifts and services in kind

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In the case of donated fixed assets, a designated fund is created reflecting the book value of the asset, which is then reduced over the useful economic life of the asset in line with its depreciation.

On receipt, donated gifts, professional services and donated facilities are recognised based on the value of the gift to the charity which 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.

The value of services provided by volunteers has not been included in the Statement of Financial Activities.

Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Fund accounting.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted general funds are donations and other incoming resources received or generated for the charitable purposes. The General Fund must provide for the net deficit of any activities that have inadequate income of their own and for the general administration of the Charity. Designated funds are unrestricted funds earmarked by the trustees for significant purposes.

Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and that the amount of the obligation can be measured reliably. Resources expended include attributable VAT which cannot be recovered. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose to obtain funds.
- Expenditure on charitable activities includes the costs associated with main the objects of the charity and include both the direct cost and support cost relating to these activities.
- Project management (grant making) undertaken to further the purposes of the charity and their associated support costs. Grants payables are recognised in the SoFA when they are approved by the Trustees and the recipient has been informed.
- Support costs are those costs incurred which are not directly an output of the charitable activity.
- Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

Notes to Financial Statements (continued)

Allocation of support costs

Resources expended are allocated to the activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned based on project expenditure.

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.

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. Cash balances exclude any funds held on behalf of service users.

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.

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 except for bank loans which are subsequently measured at amortised cost using the effective interest method.

Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling at the rates of exchange ruling at the date of the transaction. Exchange differences are considered in arriving at the operating profit.

NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE YEAR ENDED 30 JUNE 2025

Note 3 **Analysis of income**

		2024/25			2023/24		
		Unrestricted funds £	Restricted income funds £	Total funds £	Unrestricted funds £	Restricted income funds £	Total funds £
Donations:	Corporations	34,230	9,842	50,073	21,730	67,018	88,748
	Individuals (Crowdfunding)	102,803		102,803	98,839		98,839
	Trusts and Foundations	27,000	110,033	131,033	4,773		4,773
	Major Donors	-		-	500,226		500,226
	Gift Aid	3,620		3,620	15,382		15,382
	Events & Workshops	18,327		18,327	1,190		1,190
	Total	185,980	119,876	305,856	642,140	67,018	709,159
Charitable Activities:	Charitable Activities	-	-	-	-	-	-
	Total	-	-	-	-	-	-
Income from investments:	Bank Interest income from deposit account	10,987	-	10,987	2,078	-	2,078
	Other	182	-	182	-	-	-
	Total	11,169	-	11,169	2,078	-	2,078
		197,149	119,876	317,025	644,219	67,018	711,236

Note 4 Analysis of expenditure

			2024/25			2023/24		
			Unrestricted funds £	Restricted income funds £	Total funds £	Unrestricted funds £	Restricted income funds £	
Expenditure on raising funds:								
	Fundraising	7505 7515 7516	5,210	1,374	6,584	4,307	-	
	Promotional	6135 6140	26,469	-	26,469	6,160	-	
	Website Costs	6100, 6105	1,866	1,921	3,787	1,792	-	
Total expenditure on raising funds			33,545	3,295	36,840	12,260	-	
			Unrestricted funds £	Restricted income funds £	Total funds £	Unrestricted funds £	Restricted income funds £	
Expenditure on charitable activities:								
	<u>Furthering charitable objectives</u>							
	Bank Charges		113		113	87		
	Bad debts		-		-	480		
	Charitable contributions		-		-	200		
	Computer & Internet		934		934	2,654		
	Consultancy Costs		66,688		66,688	139,472		
	Work Station		5,685		5,685			
	Fundraising consultancy		16,030		16,030			
	Depreciation		-		-	1,585		
	Directors Remuneration		-		-	32,259		
	Entertaining – Staff		497		497	1,606		
	Equipment storage		3,323		3,323	2,537		
	Exchange Rate Variance		-		-	82		

Health & Safety	2,090		2,090	108	
Insurance	3,233		3,233	1,838	
Payroll Expenses	264,191	3,852	268,043	154,218	
Public Events	-	-	-	5,422	27,304
Recruitment	1,667		1,667	22,853	
Tax, NI and Pension Contributions	15,231		15,231	23,459	
Training	3,859	-	3,859	2,631	3,671
Travelling expenses	10,572	2,798	13,369	4,207	139
Therapeutic Work: Individual Sessions	2,035	159,280	161,315		233,913
Therapeutic Work: Couple therapy	-	215	215		
Therapeutic Work: Couple Assessment	-	135	135	390	
<u>Support and governance</u>					
Audit & Accounting Fees	28,935		28,935	51,300	
Board Governance	5,655		5,655		
Office & Administration	25,199	1,690	26,889	39,521	
Professional Fees (legal cost	1,285		1,285	17,456	
Total expenditure on charitable activities	458,806	167,540	626,346	504,366	265,027

		Unrestricted funds	Restricted income funds	Total funds	Unrestricted funds	Restricted income funds
		£	£	£	£	£
Expenditure on Other activities:	Merchandise Storage		13,259	13,259	-	
	Merchandise Management		-	-	-	-
	In Kind Support Expenditure		-	-	-	-
	Total expenditure on other activities	-	13,259	13,259	-	-
TOTAL EXPENDITURE		492,351	184,094	676,445	516,626	265,027

Note 5 Tangible fixed assets

5.1 Cost or valuation

	Computer Equipment		24/25	23/24
	£		£	£
At the beginning of the year	5,611		5,611	4,143
Additions		2,733	2,733	1,468
Revaluations		-	-	-
Disposals		-	-	-
Transfers		-	-	-
At end of the year	5,611	2,733	8,344	5,611

5.2 Depreciation and impairments

At beginning of the year		3,368	3,368	1,783
Disposals		-	-	-
Depreciation		1,585	1,585	1,585
Impairment		-	-	-
Transfers		-	-	-
At end of the year		4,953	4,953	3,368

5.3 Net book value

Net book value at the beginning of the year		2,243	2,243	3,741
Net book value at the end of the year		3,391	3,391	2,243

Note 6

Debtors

			24/25 £ Final	23/24 £
	Draft	Adj		
Trade debtors	6,143		6,143	225
Prepayments and accrued income	418		418	-
Other debtors	-		-	-
	-		-	-
	6,561		6,561	225

Note 7

Creditors

			24/25 £ Final	23/24 £
	Draft	Adj		
Trade creditors	(2,696)		(2,696)	8,950
Accruals	(2,280)		(2,280)	13,170
Deferred Income	(7,000)		(7,000)	
Taxation and social security	-		-	3,330
Other creditors	-		-	835
	(11,976)		(11,976)	26,285

Deferred Income

	Grant	Grant Amnt	Period		Amount Received in GBP	Income for 2025	Deferred Income to 2026
AHPN (African Health Policy Network)	£	22,000	24/04/25 - 23/04/26	12 months	£ 21,000	£ 14,000	£ 7,000
						£ 14,000	£ 7,000