



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period 06/04/2023 - 05/04/2024

Charity name: Flourish Mentors

Charity registration number: 1197095

Objectives and activities

	SORP reference	
Summary of the purposes of the charity as set out in its governing document	Para 1.17	To act as a resource for young women aged 16-25, living in the Brighton and Hove area, by providing advice and assistance and organising programmes of physical, educational and other activities, to help them advance in life and develop their skills, capacities and capabilities, enabling them to participate in society as independent, mature and responsible individuals.
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	<p>Flourish Mentors offers free wellbeing and mentoring support to young women (aged 16-25 years) in Brighton and Hove, East Sussex. Flourish is proudly LGBTQIA+ inclusive, and aims to empower young women and improve their sense of wellbeing. The charity provides individualised and therapeutically matched one-to-one mentoring, wellbeing events, and fun, experiential workshops, giving its mentees sustainable life-enhancing skills.</p> <p>Flourish aims to help young women increase their confidence, increase their self-awareness and self-regulation, decrease their anxiety, feel empowered, and focus on fulfilling their dreams. The charity targets any young woman who feels invisible because they have fallen through the cracks, by not receiving appropriate wellbeing support at school or in their community.</p> <p>Flourish aims to continue to grow and reach as many young women as possible. The charity's pledge to its mentees and mentors is to genuinely</p>

		commit to values of co-creation, playfulness, inclusivity, kindness and empowerment.
Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit	Para 1.18	The following guidance has been shared with all Flourish trustees: Public benefit: running a charity (PB2) .

Additional information (optional)

You may choose to include further statements where relevant about:

	SORP reference	
Policy on grant making	Para 1.38	
Policy on social investment including program related investment	Para 1.38	
Contribution made by volunteers	Para 1.38	<p>Flourish relies on its amazing cohort of volunteer mentors, and would like to share some anonymised testimonials from its mentees on the impact that their mentors have had on their lives:</p> <p>"I found that having a mentor helped me organise my thoughts during my stressful exam period. It was nice to be able to have an informal chat with someone who is not a friend or family...I think there's never a downside to just knowing that someone is there to talk things through with you if you ever need it."</p> <p>"Flourish has been really helpful for me and L has been an amazing source of information and place for me to go with any issues. It's very nice to know that I have support and the advice I get is always useful and a source of comfort."</p> <p>"My experience so far with flourish mentors has been amazing...I can definitely see changes from accessing mentoring, it has made me more confident and it has made me realise it's okay to not be okay. I would definitely recommend it to people my age who are thinking of doing it as it is definitely worth it! My mentor is great, she recently supported me at my GP appointment</p>

		and she even took me Christmas shopping! I think Flourish is an amazing charity from the volunteers through to the work that they do!"
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	<ul style="list-style-type: none"> • Providing free, therapeutically-matched wellbeing mentoring for up to two years, with around 50-60 mentoring partnerships supported at any one time. • Providing free fun and experiential wellbeing events for mentees, and workshops for sixth forms and colleges in the Brighton and Hove area. • Working with the Young Carers Project in Brighton and Hove, providing additional 1:1 and group support to young carers aged 16-25.

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>According to Flourish's annual accounts, the charity's balance on 31/03/2024 was £4,861.03.</p> <p>During the 2023/24 financial year Flourish received £11,862 in donations and grants, and spent £10,781.74 on operating costs.</p>
Statement explaining the policy for holding reserves stating why they are held	Para 1.22	Flourish keeps financial reserves for six months of operating costs for its 1:1 wellbeing mentoring, as this is considered the core of its operation.
Amount of reserves held	Para 1.22	The reserves held on 31/03/2024 were £2,640.
Reasons for holding zero reserves	Para 1.22	N/A
Details of fund materially in deficit	Para 1.24	N/A
Explanation of any uncertainties about the charity continuing as a going concern	Para 1.23	N/A

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	During 2023/24 Flourish received funding from the Redhill Grant and the Chalk Cliff Grant, and donations totalling £505.
Investment policy and objectives including any social investment policy adopted	Para 1.46	
A description of the principal risks facing the charity	Para 1.46	
Other		

Structure, governance and management

Description of charity's trusts:		
Type of governing document (trust deed , royal charter)	Para 1.25	
How is the charity constituted? (e.g unincorporated association , CIO)	Para 1.25	CIO - Foundation Registered 13/12/2021.
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	

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		

Reference and administrative details

Charity name	Flourish Mentors
Other name the charity uses	N/A
Registered charity number	1197095
Charity's principal address	4 Kings Gardens Hove East Sussex BN3 2PE

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	Emma Mendes da Costa	Chair, Interim Treasurer		
2	Shwezin Win	Lead Trustee for Strategy and Partnerships	23 January 2024 onwards	
3	Maria Jonsson	Secretary	23 January 2024 - 15 January 2025	
4	Natasha Gamble	Lead Trustee for Safeguarding	16 May 2024 onwards	
5	Andrea Brolly	Secretary	15 January 2025 onwards	
6	Aaradhya Sharma	Treasurer	15 January 2025 onwards	
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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

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

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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)

Emma Mendes da Costa

Full name(s)

Emma Mendes da Costa

Position (eg Secretary,
Chair, etc)

Chair

Date

20/01/2025

Flourish Mentors			
	Annual accounts upto year end 31/03/2024		
	Cash brought forward 2022/2023	3780.77	
	Operating income (credits)		
	Chalk Cliff Grant for salaries	4880.00	
	Redhill Grant	6477.00	
	Donation	505.00	
		15642.77	
	Operating costs (debits)		
	Mentor/Mentee costs	-2084.67	
	Admin costs (inc DBS)	-2601.98	
	Workshop costs	-844.09	
	Carers programme costs	-1481.00	
	Salaries	-3770.00	

	End of year balance carried forward 2024/2025	4861.0 3	
	Reserves	- 2640.0 0	
	Ring fenced for salaries	- 1110.0 0	
	Cash available for general operating costs	1111.0 3	