



Trustees' Annual Report for the period 01/04/2024 – 31/03/2025

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</p>

		mentees and mentors is to genuinely 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 testimonials from its mentees on the impact that their mentors have had on their lives:</p> <p>“I’m blessed to have a pretty good relationship with my daughter but know that this isn’t always enough. It’s so wonderful for young people to have other safe relationships in which they can explore issues, especially when there are difficult family matters to make sense of. Flourish Mentors have provided just that, an opportunity for a caring red line outside the home and it’s been amazing. I can’t thank them enough”</p> <p>(Parent of a mentee)</p> <p>"The best part of being part of young carers is meeting my Flourish mentor. She boosts my confidence and encourages me to try new things. She's even helping me with my CV. I'm so lucky to have her in my life."</p> <p>(Young carer)</p>

		<p>"Flourish team has provided an invaluable service providing support and encouragement for female students. Their sessions help to instill a feeling of confidence and control by teaching them coping strategies and educating them on possible triggers. The help and support extends outside of the college environment in that the students can continue to access support 1:2:1 with the Flourish team. Thanks to them, many more female students feel a greater sense of being able to cope."</p> <p>Cardinal Newman, large Sixth Form, Brighton and Hove</p>
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. • Over the last 2 years Flourish has matched over 110 young women in the community and is now focusing on some of the most vulnerable young women including carers and care-experienced/leavers. • Providing free, fun and experiential wellbeing events and mental health workshops - all expert led. We have worked with over 500 workshop participants to date in the Brighton and Hove • Working with young carers via the Young Carers Project in Brighton and Hove, providing additional 1:1 and group support to young carers aged 16-25. • Working with young women who are care-experienced/care leavers, providing bespoke

		workshops and interventions to help support their transition into adulthood, when their statutory services are often significantly reduced or disappear.
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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>According to Flourish's annual accounts, the charity's balance on 31/03/2025 was £15,940.50.</p> <p>During the 2024/25 financial year Flourish received £23,239 in donations and grants and spent £12,160 on its activities.</p>
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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 31/03/2025 were £4,464.
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	<p>During 2024/25 Flourish received funding from Red Hill Trust, The Chalk Cliff Trust, The Albert Hunt Trust, Sussex Community Foundation, The Homity Trust and the Ernest Kleinwort Charitable Trust totalling £18,832. Amounts from donations (including fundraising) totalled £4,407.</p> <p>The Pearce Foundation is providing Flourish with strategic and organisational support to strengthen the charity's ability to build on its core successes and work towards sustainability. This is the second grant Pearce has invested in Flourish Mentors. The focus was on scaling up Flourish's core and co-creation offers</p>
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	Appointment of new trustees in this period followed an open advertisement and interview process.

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	28 Chatsworth Road BRIGHTON East Sussex BN1 5DB

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	30 November 2022 onwards	
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

Director name		

Name of trustees holding title to property belonging to the charity

Trustee name	Dates acted if not for whole year	

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)	<i>Andrea Brolly</i>	
Full name(s)	Andrea Brolly	
Position (eg Secretary, Chair, etc)	Secretary	
Date	10/10/2025	

Statement of income and expenditure

Flourish Mentors

For the year ended 31 March 2025

Cash Basis

	Amount (£)	Amount (£)
Grants and donations	23,239	
Reserves brought forward available to use	<u>2,221</u>	25,460
<u>Costs</u>		
Events and workshop	6,573	
Mentoring costs	1,118	
Administrative and other running expenses	3,876	
Fundraising expenses	<u>593</u>	(12,160)
Net Reserve Surplus/(Deficit)		<u><u>13,301</u></u>
<u>Schedule of funds</u>		
Restricted fund	<u>9,500</u>	9,500
Unrestricted fund		
Reserves	4,464	
Available for operating costs	<u>1,977</u>	6,441
Cash as at period end		<u><u>15,941</u></u>