

**RENFREWSHIRE EFFORT TO EMPOWER MINORITIES  
(REEM)**

**Scottish Charity No SC042438**

**ANNUAL TRUSTEES REPORT AND ANNUAL ACCOUNTS  
FOR THE YEAR ENDING 31st March 2025**

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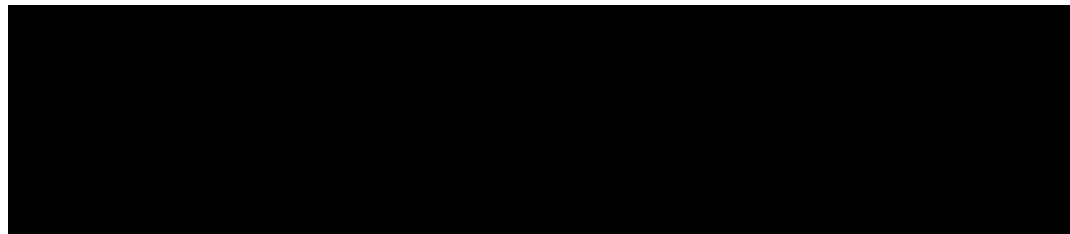
## REFERENCE AND ADMINISTRATIVE DETAILS

**Charity Name:** Renfrewshire Effort to Empower Minorities

**Charity Registration No:** SC042438

**Principal Office:** 14A Wellmeadow Street  
Paisley  
Renfrewshire  
PA1 2EE

**Registered Office:** 21 Wilson Avenue  
Linwood, Paisley,  
Renfrewshire  
PA3 3JZ



**Bankers:** TSB Bank  
High Street  
Paisley  
PA1 2BS

**Independent Accountant:** Ethnic Minority Resource Centre  
Suite 5.6, 5th Floor  
Standard Buildings  
94 Hope Street.  
Glasgow, G2 6PH

## **Trustees' Annual Report**

### **For the Year Ended 31st March 2025**

The trustees have pleasure in presenting their report together with the financial statements and the independent examiner's report for the year ended 31st March 2025.

## **STRUCTURE OF GOVERNANCE AND MANAGEMENT**

### **Constitution**

Renfrewshire Effort to Empower Minorities (REEM) is an unincorporated charity registered with OSCR, registration number SC042438. It is a community-based charity governed by a board of Trustees and its constitution. The charity was granted charitable status on 08<sup>th</sup> July 2011.

The Board of trustees oversee policy issues, while the day to day running of the organization is run by a Projects Coordinator/Manager with the help of volunteers/staff.

### **Appointment of Trustees**

The Management Committee of REEM normally meets on a regular basis, as is also responsible for control and supervision of day-to-day operations of the organisation.

The committee members are recruited from the wider community and appointed at the AGM according to the constitution, and all Committee meetings were quorate.

## **Objectives and Activities**

The charitable purpose of Renfrewshire Effort to Empower Minorities (REEM) is to promote economic and social inclusion among immigrant communities within Renfrewshire. In pursuing this purpose, REEM focuses on achieving the following objects: -

- To facilitate interaction by creating networking opportunities
- To organize beneficial training programs, such as saving and money management, training, C.V preparation and employability training, self-employment and business set up training; among others.
- To organize competitive and non-competitive events in order to bring together and engage different people from within the community
- To organize youth activities such as music and dance classes, sports coaching programs, among others.
- To organize fundraising programs for REEM and other community organizations/charities, both within Scotland and elsewhere

- To carry out any other activities in line with REEM's charitable purpose.

## Summary of main Activities and Achievements

The main activities through the year included: -

1. **Better Lives in Renfrewshire Project** –the project supported ethnic minorities who are socially isolated or at risk of social isolation whilst breaking down barriers and proactively building relationships within the general community in Renfrewshire. It enabled communities to take on active roles, which resulted in the reduction of discrimination, inequalities and isolation.
2. **Community Vehicle Project**– funded by The Robertson Fund, and the leather Sellers the Community Vehicle Project enabled us to acquire a 14-seater community bus with disabled access. The community bus has enabled us to execute more activities, including youth trips, family outings; including collaboration with other community organisations.
3. **Mental Health & Wellbeing Project** – Funded by Communities Mental Health & Wellbeing Fund, the BME Mental Health Project reached out to older members of the minority's community with the view to developing opportunities for improving their mental health and wellbeing. Activities involved promoting and supporting the conditions for good mental health and wellbeing at community level as well as providing opportunities for people to connect with each other, build trusted relationships and revitalise communities. We organised walking group sessions that involve peer and group talk, to encourage people to be active and build social connections.
4. **Multiply Project** - the Multiply project ended in March 2025 having been running for 3 years. It left behind a legacy of many community members who went through the program and ended up becoming volunteers. Some have been inspired to take up college courses and the core theme of learning to use numbers in day-to-day life has been incorporated in our community classes program (ESOL).
5. **Empowering Ethnic Minorities Women Project** – coming together to share experience, learn new skills, and make connections in the community has helped to improve the ethnic women's confidence and made it easier for them to access services. Through the group sessions, they are inspired and empowered to achieve the best they can on the social and career spectrum, working their way up by volunteering attending courses and accessing employability support.
6. **Winter Connections Project**– We collaborate with local housing associations to make the job of process housing applications easier for both sides, especially where the applicant has language problems. We also continue to support families when they first get new houses to help them become aware of their civic requirements,

such as their obligation to pay council tax and the responsibility to engage with the wider community in general.

7. **REEM Volunteers** - Individuals who volunteer with us registered marked improvement in their confidence and help to increase their chances in life, especially in paid employment. They felt happier with themselves for coming up at a time of need to help others.
8. **Community Partnerships** – we have increased REEM’s engagement with other organisations and service agencies in the community including Multiply Renfrewshire, supporting numeracy classes for adults. We also work with West of Scotland Regional Equality Council (WSREC), Engage Renfrewshire and other community groups to deliver joint projects.
9. **The rising cost relief project** funded by community fund aims to foster financial stability and empower communities to navigate the challenges posed by the rising cost of living of affected individuals

## **Financial Review**

**The accounts** have been prepared on a Receipts and Payments basis and in accordance with the applicable Accounting Standards, Statement of Recommended Practice, Accounting Reporting by charities (SORP 2005) and applicable accounting standards and the charities Acts 1993.

### **Financial performance:**

During the 2024/2025 financial year, REEM received, £125,363 in restricted grants, out of which £136,423 was spent on charitable activities through the 2024/25 period. The balance continues to fund charitable activities on projects that are still ongoing.

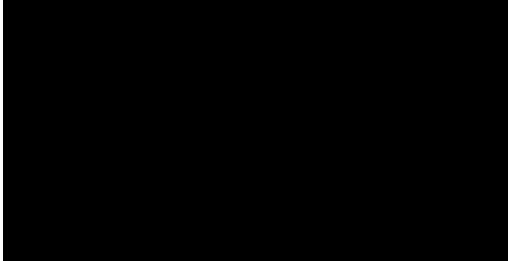
Our incoming resources this year mainly came from restricted donations and went towards the funding of the charitable activities.

### **Plans for 2024/25**

We are looking at developing a Homeless Support Service whose objective will be to reduce the risk of falling into the trap of homelessness. It would mainly involve supporting individuals at risk of falling into homelessness to secure and retain housing by supporting them with awareness to fulfil the responsibilities of a tenant. The project will also maintain a small stock of accommodation facilities to provide emergency accommodation for temporally stay while we support them to get a more permanent option.

## **Declaration**

The trustees declare that they have approved the trustees' report above on 28/12/2025, and signed on their behalf by:



## **Independent Examiner's Report**

### **For the Year Ended 31 March 2025**

I report on the accounts of Renfrewshire Effort to Empower Minorities for the year ended 31st March 2025, which are set out on pages 10 to 13.

#### **Respective responsibilities of trustees and examiner**

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 (as amended) ("the 2006 Regulations"). The charity's trustees consider that the audit requirement of Regulation 10(1) (d) of the 2006 Regulations does not apply. It is my responsibility to examine the accounts as required under section 449(1) (c) of the 2005 Act and to state whether particular matters have come to my attention.

#### **Basis of independent examiner's statement**

My examination is carried out in accordance with Regulation 11 of the 2006 Regulations. 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 seeks 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, I do not express an audit opinion on the view given by the accounts.

#### **Independent examiner's statement**

In the course of my examination, no matter has come to my attention: -

1. Which gives me reasonable cause to believe that in any material respect, the requirements: -

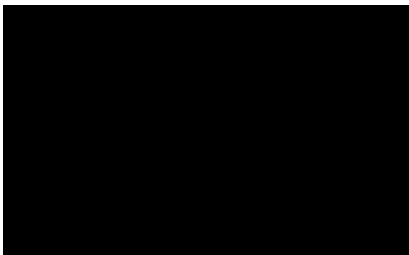
- To keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Regulations, and
- To prepare Accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Regulations

Have not been met, or

2. To which, in my opinion, attention should be drawn to enable a proper understanding of the accounts to be reached.



The matter that has come to my attention is that, during my examination of the accounting records and supporting documents of the charity, it was revealed that the charity could not provide some relevant supporting documents for verification, hence some figures were not sufficiently verified. This has led to the accounts showing some of the income and expenditure that have not correctly been categorised. The charity trustees are aware of the importance of maintaining sufficient supporting documents going forward.



AIA – Associate of International Accountants  
ACIE – Affiliate Member

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Suite 5.6, 5th Floor  
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94 Hope Street  
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31/12/2025

# RENFREWSHIRE EFFORT TO EMPOWER MINORITIES

## Statement of Receipts and Payments

For the Year Ended 31st March 2025

<b>Receipts</b>	<b>Note</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total for 2025</b>	<b>Total for 2024</b>
<b>Voluntary Receipts:</b>					
Donations		-	-	-	-
Grants	4	-	125,363	125,363	134,101
<b>Receipts from other Charitable Activities</b>					
Bank Interest		-	-	-	-
<b>Receipts from Charitable Activities</b>		-	125,363	125,363	134,101
<b>Receipts from Assets &amp; Investment Sales</b>					
Proceed from sale of Fixed Assets		-	-	-	-
Proceed from sale of Investments		-	-	-	-
<b>Total Receipts</b>		-	125,363	125,363	134,101
<b>Payments</b>					
Cost of Fundraising Activities		-	-	-	-
Cost of Charitable Activities	5	-	136,423	136,423	85,973
Grants and Donations		-	-	-	-
Governance Costs		-	500	500	450
Purchase of Fixed Assets		-	-	-	15,550
Purchase of Investments		-	-	-	-
<b>Total Payments</b>		-	136,923	136,923	101,973
<b>Surplus/(Deficit) for the year</b>		- -	11,560 -	11,560	32,128
Transfer between funds		-	-	-	-
<b>Surplus/ (Deficit) for the year</b>		- -	11,560 -	11,560	32,128

The Notes on Pages 11 to 15 form an integral part of these accounts

## Statement of balances

As at 31st March 2025

<b>Funds Reconciliation</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total 2025</b>	<b>Total 2024</b>
Cash at Bank & in Hand - 01/04/2024	-	48,030	48,030	15,902
Surplus/(Deficit) for the year	-	- 11,560	- 11,560	32,128
Cash at Bank & In Hand	-	36,470	36,470	48,030
<b>Bank and Cash Balances</b>				
Bank Deposit Account	-	-	-	-
Bank Current Account	-	36,470	36,470	48,030
Cash in Hand	-	-	-	-
	-	36,470	36,470	48,030
<b>Investments</b>				
Investments at Market Valuation	-	-	-	-
<b>Other Assets (Unrestricted Fund)</b>				
Equipment at cost:	-	-	-	15,550
Equipment at estimated value:	-	-	-	15,550
Fixture & Fitting at cost:	-	-	-	-
<b>Total</b>	-	-	-	15,550

### Liabilities (Unrestricted Fund)

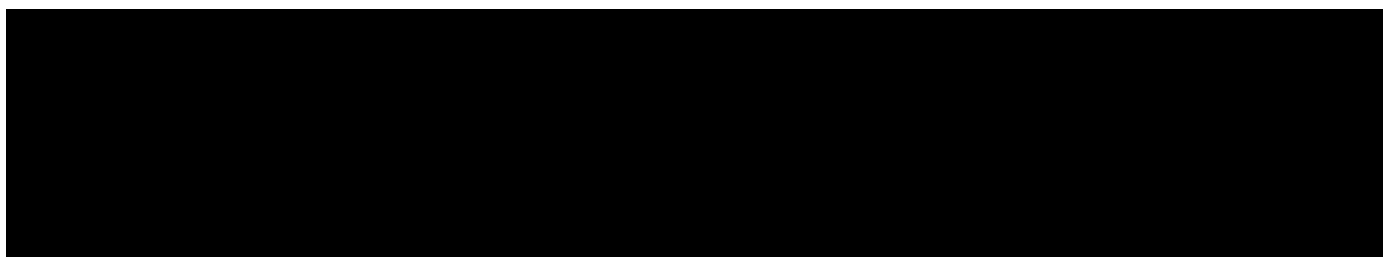
The organisation had no Liability as at 31st March 2025

### Contingent Liabilities

The organisation had no Contingent Liabilities as at 31st March 2025

The Notes on pages 12 - 16 form integral part of these accounts

Approved by the trustees on the 30 December 2025 and signed on their behalf by: -



## Notes to the Accounts - For the Year Ended 31st March 2025

### 1. Basis of Accounting

These accounts have been prepared on the Receipts and Payment basis in accordance with the Charities & Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended)

### 2. Nature and purpose of funds

During the year under review, all of the charity's funds were unrestricted and were used at the discretion of the trustees. The charity received donations from its members and non - members. All the funds received were wholly and exclusively used for pursuit and furtherance of the charity's objects as stipulated in its constitution.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purpose. During the period under review, the charity did not receive any restricted funds.

### 3.Related Party Transactions

There was no remuneration paid to any charity trustee or to any person connected to a trustee during the year.

### 4. Grants Received

There was several grant received by the charity during the year under review.

Grants received	Unrestricted Funds	Restricted Funds	Total for 2025	Total for 2024
Children in Need	-	-	-	12,792
Refrewshire Council	-	48,006	48,006	10,723
Scottish Council for Voluntary Org. - Community Capacity	-	-	-	8,000
The Robert Trust	-	11,500	11,500	16,503
Renfrewshire Council - Drop in Centre	-	3,351	3,351	-
Award for All	-	-	-	6,989
The Clothworkers' Foundation	-	-	-	11,000
Impact Funding	-	1,100	1,100	-
TLN Community Fund	-	47,389	47,389	47,426
Renfrewshire Health and Social Care Partnership	-	-	-	2,000
Democracy Matters Community Engagement fund	-	-	-	255
Renfrewshire Third Sector Multiply Grants	-	10,517	10,517	7,393
BEMIS	-	-	-	250
Communities Mental Health & Wellbeing Fund	-	-	-	6,770
Summer of Fun Community Programme Grant -	-	3,500	3,500	3,750
Scotmid Co-operative	-	-	-	250
<b>TOTALS</b>	-	125,362.98	125,362.98	134,100.96

## 5. Payments directly related to Charitable Activities

	Voluntary income	Fundraising	Charitable Activities	Governance costs	Unrestricted Fund	Restricted Fund	Total Fund 2025	Total Fund 2024
<b>Direct Cost</b>								
Advertising and PR	-	-	800	-	-	800	800	955
Events and Show Activities	-	-	3,598	-	-	3,598	3,598	6,682
Equipment Hire	-	-	-	-	-	-	-	-
Hall Hire	-	-	3,680	-	-	3,680	3,680	1,764
Refreshment/Hospitality	-	-	4,328	-	-	4,328	4,328	5,158
Insurance	-	-	400	-	-	400	400	1,320
Payroll Management Fees	-	-	430	-	-	430	430	112
Learning Assistant	-	-	4,869	-	-	4,869	4,869	1,459
Youth Workers	-	-	9,216	-	-	9,216	9,216	3,072
Sessional Workers	-	-	9,926	-	-	9,926	9,926	19,385
Rent and Rates	-	-	3,350	-	-	3,350	3,350	3,350
Staff Training and Welfare	-	-	2,386	-	-	2,386	2,386	780
Workshops and Materials	-	-	9,269	-	-	9,269	9,269	1,165
Stationery and Printing	-	-	209	-	-	209	209	310
Telephone and Internet	-	-	300	-	-	300	300	628
Temporary Staff and Recruitm	-	-	-	-	-	-	-	7,450
Travel and Subsistence	-	-	1,520	-	-	1,520	1,520	880
Volunteers Expenses	-	-	3,224	-	-	3,224	3,224	4,855
Wages and Salaries	-	-	78,918	-	-	78,918	78,918	26,648
<b>Total Expenditure</b>	<b>-</b>	<b>-</b>	<b>136,422.95</b>	<b>-</b>	<b>-</b>	<b>136,422.95</b>	<b>136,422.95</b>	<b>85,973</b>

## 6. Breakdown of Restricted Receipts and Payments

	Renfrewshire Council Fund	The Robertson Trust Fund	National Lottery Fund	Totals
Balance B/F	32,075	1,913	-	33,988
Restricted Receipts	66,304	11,500	47,556.00	125,360
<b>TOTALS</b>	<b>98,379</b>	<b>13,413</b>	<b>47,556</b>	<b>159,348</b>
<b>Direct Cost</b>				
Advertising and PR	200	-	600.00	800
Entertaining	-	-	-	-
Events & Show Activities	2,738	-	860.00	3,598
Evening Activities	-	-	-	-
Event Performers	2,340	-	-	2,340
Equipment Hire	-	-	-	-
Hall/Room Hire	2,830	-	850.00	3,680
Refreshment/Hospitality	3,890	-	438.00	4,328
Insurance	400	-	-	400
Payroll Management Fees	330	-	100.00	430
Rent and Rates	3,350	-	-	3,350
Repairs and Maintenance	-	-	-	-
Staff Training & Wellbeing	-	-	-	-
Training & Workshop	2,386	-	-	2,386
Workshop and Materials	557	-	8,712.00	9,269
Stationery, Printing & Postage	209	-	-	209
Telephone and Internet	300	-	-	300
Travel and Subsistence	800	-	720.00	1,520
Volunteers Expenses	1,770	204	1,250.00	3,224
Learning Assistant	4,869	-	-	4,869
Youth Workers	9,216	-	-	9,216
Sessional Workers	6,086	3,840	-	9,926
Wages and Salaries	37,428	7,464	34,026.10	78,918
Webhosting & Online publication	-	-	-	-
<b>Total Expenditure</b>	<b>79,699</b>	<b>11,508</b>	<b>47,556.10</b>	<b>138,763</b>
<b>Surplus/Deficit</b>	<b>18,680</b>	<b>1,905</b>	<b>- 0.10</b>	<b>20,585</b>
<b>Transfers between Funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Balance C/Forward</b>	<b>18,680</b>	<b>1,905</b>	<b>- 0</b>	<b>20,585</b>

## 7. Breakdown of Unrestricted Receipts and Payments for Charitable Activities

	Other Donations	Rent Income	Insurance Refund	Total
Balance B/F		-	-	-
Gross Receipts	-	-	-	-
<b>TOTALS</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Direct Cost</b>				
Advertising and PR	-	-	-	-
Equipment Hire	-	-	-	-
Headline Arts	-	-	-	-
Hall/Room Hire	-	-	-	-
Hospitality	-	-	-	-
Information and Publications	-	-	-	-
Motor Expenses	-	-	-	-
Legal and professional costs	-	-	-	-
Postage and carriage	-	-	-	-
Purchase of Equipment	-	-	-	-
Office Furnishing	-	-	-	-
Office Refreshments	-	-	-	-
General Office Expenses	-	-	-	-
Rent and Rates	-	-	-	-
Repairs and Maintenance	-	-	-	-
Staff Training and Welfare	-	-	-	-
Volunteers Training and Welfare	-	-	-	-
Stage and Sound System	-	-	-	-
Workshops and Materials	-	-	-	-
Stationery, Printing & Promotion	-	-	-	-
Telephone and Internet	-	-	-	-
Temporary Staff and Recruitment	-	-	-	-
Employers NI	-	-	-	-
Board Meetings	-	-	-	-
<b>Total Expenditure</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Surplus/Deficit</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Transfer to Restricted Funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Balance C/Forward</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>

## Notes to the Accounts - For the Year Ended 31st March 2025

### 8. Grants & Donations made

There was no donation made during the reporting period.

	Unrestricted funds	Restricted funds	Total for 2025	Total for 2024
Grants	-	-	-	-
Donations	-	-	-	-
	-	-	-	-

### 9. Governance Costs

Annual Accounts & AGM	-	-	-	-
Independence Examination	-	500.00	500.00	450.00
Legal Advice	-	-	-	-
	-	500.00	500.00	450.00

### 10. Transfers between funds

There was no any fund fund transfer during the period under review.

### 9. Funds collected for other charities

There was no any fund collected on behalf of other charities during the period under review.