

Charity registration number 1167328 (England and Wales)



MID KENT MIND

**ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 MARCH 2025**



# MID KENT MIND

## LEGAL AND ADMINISTRATIVE INFORMATION

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<b>Trustees</b>	D. Watkin V. Edwards J. Lang P. Miller P. Miller R. Collins B. Hostead R. Atiti	(Appointed 23 May 2024) (Appointed 23 May 2024) (Appointed 23 May 2024)
<b>CEO</b>	H. Cummins	
<b>Charity number (England and Wales)</b>	1167328	
<b>Principal address</b>	23 College Road Maidstone Kent ME15 6YH	
<b>Independent examiner</b>	Darren Harding ACA FCCA DChA Richard Place Dobson Services Limited Ground Floor 1-7 Station Road Crawley West Sussex RH10 1HT	
<b>Bankers</b>	The Co-operative Bank PO Box 250 Skelmersdale Lancashire WN8 6WT	

# MID KENT MIND

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# MID KENT MIND

## TRUSTEES' REPORT

### FOR THE YEAR ENDED 31 MARCH 2025

The trustees present their annual report and financial statements for the year ended 31 March 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with Mid Kent Mind's Memorandum and Articles of Association, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

#### OBJECTIVES AND ACTIVITIES

Mid Kent Mind is a local, independent, mental health and wellbeing charity providing a safe environment for individuals where everyone is valued. We improve the lives of those in our community by building their resilience and giving them hope for a better future.

#### Our Vision

Our vision is for a community where all individuals are accepted, included and supported to thrive.

#### Our Values

#### Values

	<b>Listening</b> We are compassionate. We respond to the needs of local people and take action		<b>Inclusivity</b> We give people a sense of belonging and all our services are accessible.
	<b>Resilience</b> We are a resilient organisation, and we empower our beneficiaries to build their own resilience. We support people's voice.		<b>Integrity</b> We are trustworthy mental health experts committed to delivering effective services that promote lasting well-being.

Our Strategic Goals

## Strategic goals



### Impact

By increasing our reach and levels of engagement, we ensure that more people in our community can access vital mental health and wellbeing support. We are committed to breaking down barriers, fostering understanding and extending our services to those who need it most.

#### Our commitments:

- Enhance brand awareness and digital presence – making our services more visible and more accessible for everyone, across urban and rural communities.
- Engage with underserved populations – listening to community needs and building connections through direct outreach.
- Use data-driven insights – developing targeted messaging and personalised communication to improve engagement.
- Launch brand awareness campaigns – working with partners to challenge stigma and promote mental health education.

# MID KENT MIND

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### Service Quality

We are committed to continuously improving our services to ensure the highest standards of mental health support. By adopting practices, evaluating our impact, and embracing innovation we will meet the diverse needs of our community.

Our commitments:

- Strengthen service quality – building on the Mind Quality Mark to enhance internal processes and standards.
- Deliver impactful mental health support – using data and best practices to measure effectiveness and improve outcomes.
- Champion the voices of our communities – advocating for mental health at local, regional, and national levels.

### Organisational Development

Strong infrastructure and continuous improvement are essential for delivering high quality mental health services. By investing in technology, AI and organisational development, we enhance efficiency, innovation, and service delivery.

Our commitments:

- Invest in modern, secure technology – upgrading hardware, software, and networks to support seamless operations.
- Strengthen cybersecurity – implementing advanced measures to protect data and ensure service continuity.
- Maximise the potential of our internal CRM system – using data-driven insights to improve efficiency and outcomes.
- Harness the power of AI to enhance mental health support across Mid Kent by improving service accessibility, personalising client engagement and streamlining internal operations.

### Our People

Our people are our greatest asset. By prioritising their wellbeing and development, we create a resilient, compassionate and effective organisation capable of delivering exceptional mental health support.

Our commitments:

- Recruit and retain a diverse, skilled workforce – ensuring we have the right people to deliver high-quality support.
- Invest in learning and development – providing training, shared learning, and career growth opportunities.
- Champion workplace wellbeing – fostering a safe, inclusive, and supportive environment where employees can thrive.

### Collaboration

Collaboration strengthens our ability to deliver impactful services and expand support for our communities. By building meaningful partnerships, we create a network of trust and seamless pathways to the right support.

Our commitments:

- Expand peer support networks – empowering ambassadors and advocates with lived experience to support others.
- Strengthen local collaborations and stakeholder relationships – working with businesses, charities, and public sector organisations to improve service reach.
- Develop wider partnerships – exploring Corporate Social Responsibility (CSR) opportunities to enhance resources and impact.
- Explore strategic collaborations – assessing potential partnerships and strategic alignments with other organisations.

### Sustainability

We are committed to long-term sustainability – ensuring financial stability, environmental responsibility and operational resilience. By adopting forward-thinking strategies, we will safeguard our future and continue delivering vital mental health services.

Our commitments:

- Diversify funding sources – reducing reliance on single income streams to maintain financial independence.
- Develop marketable services and products – creating sustainable revenue streams to support long-term growth.
- Enhance operational efficiency and effectiveness – streamlining internal processes, particularly funding pipelines and bid management demonstrating transparency, accountability, and value for money.
- Adopt environmentally responsible practices – implementing green initiatives within our offices and operations.

# MID KENT MIND

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### FOCUS OF WORK AND PUBLIC BENEFIT

As an independent, local charity, Mid Kent Mind's work focuses on delivering life-changing support to people living in Maidstone, Ashford and Swale using our expert knowledge to meet the needs of our area. People benefit from having considerable control and choice to access the support that is most relevant and appropriate to them. We have worked tirelessly to ensure our services are truly co-produced by those that use them and we have made considerable strides to ensure all members of the community feel our services are accessible and inclusive.

In setting objectives and planning for activities, the Trustees confirm they have complied with the requirements of section 4 of the Charities Act 2011 and have given due consideration to the general guidance published by the Charity Commission relating to public benefit, including the guidance 'Public benefit: running a charity (PB2)'.

### ACHIEVEMENTS AND PERFORMANCE

Over the past year, Mid Kent Mind has delivered significant impact across our communities, demonstrating resilience, innovation, and leadership in mental health support.

- Supported thousands of individuals through drop-in sessions, counselling, youth programmes, and wellbeing initiatives.
- Clients consistently report significant improvements in mental health, including enhanced coping strategies, reduced anxiety, and improved confidence.
- Evidence shows a marked reduction in isolation and loneliness, with participants benefiting from social groups, peer support networks, and community engagement activities.

Our dedicated team remains the cornerstone of our success. Through continuous professional development and commitment to best practice, they have ensured the delivery of high-quality, person-centred services. Staff have embraced innovation, including digital tools and AI, to enhance accessibility and efficiency.

We have embedded co-production into service design, actively involving beneficiaries in shaping programmes to reflect real needs. This approach has strengthened trust, improved relevance, and positioned Mid Kent Mind as a leader in community-driven mental health support.

Mid Kent Mind is increasingly recognised as a thought leader in mental health provision, championing collaboration, innovation, and advocacy at local and regional levels. Our work challenges stigma, promotes education, and influences policy discussions.

#### Key performance indicators

Mid Kent Mind measures its performance by recording the number of people that access our services and those who have improved their levels of mental health and wellbeing. Additionally, outcomes set by funders and commissioners are also measured.

#### Service Delivery and Community Impact

In the financial year 2024 to 2025 we have worked with over 7000 individuals across Maidstone Ashford and Swale; a 39.4% increase in service users from 2023 to 2024. This reflects not only the increased need for local mental health support, but also our ongoing commitment to reaching all those who need us.

This year, we have been focusing on taking our services right into the heart of our communities, building on our provision in Ashford and Swale and particularly targeting underserved and rural communities where we worked with partnership organisations to reduce stigma and breakdown barriers to accessing support. This includes working with representatives from the Gypsy, Roma and Traveller communities and the armed forces.

#### Adult services

1637 adults attended our community-based wellbeing services collectively making 4055 attendances. To ensure that we reflect the needs and interests of our local communities, we launched several new services this year in direct response to comments, feedback and suggestions from our beneficiaries.

#### Community Drop-In Services

Mid Kent Mind's drop-in services continued to provide accessible, non-clinical mental health support to individuals across Maidstone and the wider region. During the reporting period, 99 individuals from diverse backgrounds engaged with the service. These sessions are designed to be flexible and inclusive, allowing participants to attend without referral or restriction, and to access support as and when their wellbeing needs arise.

# MID KENT MIND

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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The drop-in model fosters a welcoming, non-judgemental environment where individuals receive effective support from trained staff and benefit from peer interaction. Notably, service users reported on over 200 occasions that attending the café had directly prevented incidents of self-harm, suicidal ideation, or suicide. Furthermore, on 218 occasions, individuals indicated that the service had prevented them from seeking emergency support via their GP or local A&E, thereby alleviating pressure on statutory services.

In December 2024, Mid Kent Mind participated in a local gift-giving initiative, supported by Maidstone Borough Council and community donors. This enabled us to distribute Christmas gifts to attendees, many of whom have limited family connections. Feedback confirmed that, for several individuals, these were the only gifts they received during the festive period. In response to increasing demand, the drop-in service was expanded in 2025, with new weekly sessions launched in Ashford (January) and Swale (August).

### **Wellbeing Box Initiative**

With funding from Councillor Tom Cannon and the Kent County Council Members Grant, Mid Kent Mind produced and distributed 200 wellbeing boxes to individuals experiencing crisis or emotional distress. These boxes were assembled by a youth volunteer who had previously accessed our services and wished to contribute to the wellbeing of others. Her continued involvement, supported by her family, has had a significant impact on recipients, offering comfort and hope during challenging times.

Service user feedback highlighted the emotional value of the boxes, with many expressing appreciation for the thoughtful contents and the positive effect on their mental health.

*"It was clear that lots of thought and work had gone into the boxes and I particularly loved the rainbow-coloured note, the key ring and the sweets! It really put a smile on my face."*

*"X was worried and upset about some of the issues she is dealing with. She came out of her session smiling and proudly showed me the contents of her box. She has eaten the sweets and been using the anxiety toys which have helped keep her calm."*

### **Responsive Programme Development**

Mid Kent Mind remains committed to service co-design and responsiveness. In 2025, feedback from beneficiaries highlighted the ongoing impact of the cost-of-living crisis on mental health. In response, we extended our Food and Mood and Winter Warmer programmes, supporting 46 households with slow cookers, kitchen scales, ingredients, and recipes for six nutritious, budget-conscious meals.

Participants gained practical skills in nutrition, budgeting, and cooking, with additional benefits to literacy and numeracy. Reported outcomes included improved dietary habits, increased confidence in meal preparation, and financial savings through batch cooking.

*"I now feel more energetic as I am getting more nutritious food."*

*"I have saved money through batch cooking and me and my family are eating better."*

*"I've learnt how to cook using a slowcooker, using new food and understanding timing."*

*"It's made me want to cooked different foods, I have been researching what I can cook next!"*

### **Singing for Wellbeing Programme**

Following direct feedback from service users, Mid Kent Mind launched a 12-week singing group focused on improving mental and physical wellbeing through music. The group met weekly for informal sing-alongs featuring popular music. Participants reported improvements in emotional wellbeing, respiratory health, and social connection.

Due to the programme's success and positive feedback, additional funding was secured to extend the initiative for a further 24 weeks from June 2025.

*"This group gave me an outlet for my stress and anxiety and I liked that I could put a song suggestion for my favourite songs."*

*"A very friendly, uplifting group. I usually feel energised and positive at the end of a session."*

*"I could express myself and get my voice heard. I want to be heard and listened to."*

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## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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*"It improved my hyperventilation and breathing."*

### **Horticultural Therapy**

In partnership with Involve Kent, Mid Kent Mind delivered a nine-month horticultural programme offering therapeutic outdoor activities. This initiative supported mental wellbeing through nature-based engagement and community building

### **Energy Essentials Training**

To enhance the breadth of support offered, staff undertook training with SGN and Gas Safe on Energy Essentials and Carbon Monoxide Awareness. Topics included energy billing, payment methods, meter usage, behavioural changes to reduce consumption, and home safety. As a result, Mid Kent Mind is now equipped to provide tailored advice on energy efficiency, safety, and registration with the Priority Services Register, further supporting the holistic wellbeing of our service users.

### **Youth Services**

Youth services reached 1684 children and young people providing a range of activities including group Cognitive Behavioural Coaching (CBC) courses, holiday workshops and social groups. We supported over 400 parents as part of this work – providing them with knowledge and skills to help them in their caring roles as well as sharing with them practical self-care tips so they can look after themselves too.

In August 2024, we were delighted to be awarded a three-year grant from The National Lottery which has allowed us to adapt our existing provision in response to feedback from service users and extend the reach of our work into new communities.

*"Mental health is an issue for many of our young people for a variety of reasons and as a school we are always looking at what else we can do to help. The support from Mid Kent Mind has been brilliant and has had an impact on the way we support our young people in school. The training sessions provided for staff were informative and involved lots of practical tips and ideas."*

*"The parent drop-in sessions explored how our families could support young people's mental health during the holidays and the online Parental Resilience Course was of huge benefit to families and indirectly for us as a school as well." SENCO at a special school,*

59 young people benefited from a Wellbeing and Resilience Action Plan (WRAP), intensive 1-2-1 weekly interventions using CBC techniques to help them take proactive steps to overcome the challenges they are facing. 100% felt they were listened to and treated as individuals and 98% reported that their wellbeing improved. They all learnt skills and techniques that they can do to support themselves in the areas they find challenging and 88% had already used one of the techniques when we followed up with them.

*"I learned really helpful techniques and learned how to challenge my usual negative thinking to be positive. I also learned to break down tasks to make them more manageable."*

*"These sessions have helped me with my mental health and wellbeing, helped me to feel positive and regain lots of my self-esteem."*

*"I feel more motivated and hopeful for the future."*

We also launched our new 18-25 social groups which have been very well attended throughout the year. Initially launched in Maidstone, we now have groups meeting regularly in Ashford and Swale too. Participants enjoyed activities such as bowling, ethical puppy yoga and escape rooms. 100% of participants enjoyed the sessions and reported that their wellbeing improved. They shared with us that they like the different activities, would like to attend future sessions and have made new friends in the group.

*"It has really helped me socialise and come out of my shell lots. It was lovely to smile and have a laugh."*

*"It is a really enjoyable group and it has made me get out and do something new. I have made new friends from this and it gets me out of the house."*

### **Training**

Although all areas of our work saw growth, our training department saw the biggest increase in numbers reached, jumping 81% year-on-year.

## MID KENT MIND

### TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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As part of our continued partnership with Kent County Council and Medway Council we delivered three courses: Adult Suicide Prevention, Youth Mental Health and Suicide Awareness and Everyday Mental Health. There was a record number of participants in these sessions which reached 2920 individuals from businesses, schools, community groups and healthcare settings as well as family members, friends and carers of people affected by poor mental health.

99% of participants on our Adult Suicide Prevention Course reported that their knowledge increased and 97% said they now felt more confident in reducing suicidal risk.

97.5% of participants on our Youth Mental Health and Suicide Awareness course reported that their knowledge of suicide prevention had increased and 95% felt they had a greater awareness of support services and signposting they could provide to a young person who was at risk.

For our Everyday Mental Health course, 90% reported their awareness of how to support someone experiencing mental health problems had increased and 95% felt more confident in doing so.

On average, almost 40% of total participants reported that they had used the skills they learnt in a real-life situation within 3 months of completing the training.

*"This was great training, delivered well with focus on non-judgement and self-care. Thank you! I would recommend everyone to attend."*

*"Great session that handled such a sensitive subject with the respect it deserves. I will take what I've learned with me and I feel confident to signpost the young people I work with, with the resources made available."*

*"A very effective and professional training session."*

*"I did ask someone, when they questioned their value and worth and reported to be very depressed, if they had thought about ending their own life. I would not have done this before."*

Our Adult and Youth Mental Health First Aid courses are accredited by Mental Health First Aid England and are delivered by Certified Instructors – 287 people attended one of these comprehensive, 2 day courses.

298 individuals participated in our Workplace Wellbeing courses which are now established as part of our core offering. Bespoke sessions were provided to local businesses on a range of topics including conflict, resilience, workplace stress and self-care. Whilst each workplace can require different objectives and outcomes from the training, overall feedback is consistently positive.

100% of participants felt better able to recognize the signs that someone might be experiencing poor mental health.

100% felt more confident in having a conversation about wellbeing/mental health in their workplace.

100% were more aware of how to support mental health and wellbeing in the workplace.

#### **Counselling**

Our volunteer counsellors contributed over 13,000 hours of support over the year to 331 individuals who collectively made 4204 attendances to our Affordable Counselling Service.

At a time when everyone is still feeling the effect of the cost-of-living crisis, we know that having access to affordable mental health support is vital; for the majority of people attending our service, the affordability of the sessions was a factor in choosing to have counselling with us.

We understand it can take time to explore complex relationships, behaviours and emotions therefore clients can access our affordable counselling service for up to two years. On average, individuals choose to have around 12 sessions each with 100% reporting they were happy with their experience and 100% of people reported that counselling helped to improve their mental health/wellbeing.

*"Counselling has been transformative for me. I would recommend this service to anyone."*

# MID KENT MIND

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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*"I cannot thank my counsellor enough. Over the course of my time, she has helped me to understand myself and be able to cope with the way I see myself. I cannot change who I am, but I now understand myself better. I could not have reached this point without her guidance."*

*"I chose Mid Kent Mind because of the affordability but mainly because I felt the counselling would be meaningful. It is a minefield on knowing where to start when seeking counselling and I wanted to attend a setting that had my interests first and not money. Mid Kent Mind assessed my suitability and paired me with a counsellor who was able to help with my specific requirements. I will continually promote this service and encourage others to make contact should they feel the need to seek help. Thank you for all your support."*

### **Awards and recognitions**

It has been an honour to have our work recognised in several local awards.

Our Menopause Mind and Movement course and our Wellbeing Drop-in Café were recognised as Highly Commended in the Kent Mental Wellbeing Awards as were our Youth Services.

Our Chief Executive Henu Cummins won in the Mental Health Leadership category and our longstanding volunteer John Churcher won the volunteering award.

We were also presented with the overall, High Street Heroes Award from Gullands Solicitors as part of their annual celebration of Maidstone based organisations.

Meanwhile, our training team were awarded an Enhanced Quality Mark in March 2025 in recognition of the high quality and excellent value that our courses provide. This followed a rigorous review of all our courses by National Mind with every aspect examined from our booking and evaluation processes to course content and materials provided and we were pleased to have met the standard in every area.

### **Working in partnership**

Mid Kent Mind works alongside Mind, the national mental health charity, and is proud to be part of its network of over 100 local Minds across England and Wales. We work collaboratively with Integrated Care Boards, local government bodies, other not-for-profit organisations and grass-roots community groups to ensure we can offer a broad range of mental health support and recovery to people of all ages and backgrounds across our communities.

Providing meaningful wraparound support for all our clients has been possible because of support from our partners and we are grateful to everyone who has partnered with us throughout this year and remain committed to building new partnerships, enabling us to make a long-term, sustainable difference to our communities.

### **Volunteers**

We continue to support our volunteer workforce who give their time to our services and projects. We are proud of our volunteers, and value enormously the support they offer to both our organisation and service users. Many of our volunteers are ex-service users and their ability to progress into volunteering is an important next step in their own personal recovery.

These volunteers are also supported with broader community and corporate volunteers, and together, they make a huge impact on the volume and diversity of work we can offer.

### **Fundraising and donations**

Each year we are grateful to be supported by enthusiastic fundraisers who want to make a difference. This year was no different, with some incredible support from our community.

We would like to thank Allington Primary School; The Amanda Skinner Trust; BOOM hush Theatre Productions; The Coffee Beam; The Good Intent Pub; Hazlett Theatre; Home Start Ashford and District; Invicta Grammar School; Iwade Rock Fest; Kent County Football Association; Macknade Fine Food; Maidstone Dawn Patrol Rotary Club; Maidstone Grammer School for Girls; Maidstone Pride; H.M. Maidstone Prison; NCS Technology; The Neighbourly Foundation and South Eastern Carpentry Ltd amongst others, for their support in the past year.

We extend our sincere gratitude to Matt Evans and his dedicated team for their exceptional efforts in organising and completing a charity challenge spinathon—12 spin classes in 12 hours at Lockmeadow Health Club. This remarkable achievement raised an incredible £17,740, providing vital funds that enable Mid Kent Mind to continue delivering high-quality mental health and wellbeing support to our beneficiaries.

## **MID KENT MIND**

### **TRUSTEES' REPORT (CONTINUED)** **FOR THE YEAR ENDED 31 MARCH 2025**

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Our donors and fundraisers raised over £46,200 in the year and although it would be impossible to list all our fundraisers and donors in this small space, to everyone who supported us this year we would like to say thank you. You have helped us to make a huge difference in the local community.

#### **Financial review**

As at 31 March 2025, the charity held total funds of £780,748 (2023: £807,382), of which £1,190 is restricted and £779,558 is unrestricted.

Total income for the year was £686,379 with a net deficit for the year ended 31 March 2025 of £26,634 (2024: net surplus of £99,276).

The net deficit for the year is comprised of an unrestricted deficit of £27,824 which will be funded by unrestricted reserves and a restricted surplus of £1,190.

#### **Reserves policy**

The Charity Commission's CC19 guidance Charity reserves: building resilience states: "There is no single level, or even a range of, reserves that is right for all charities. Any target set by trustees for the level of reserves to be held should reflect the particular circumstances of the individual charity. To do this, trustees need to know why the charity should hold reserves and, having identified those needs, the trustees should consider how much should be held to meet them."

In the current environment where grant funding has become more sparse and charities are competing against each other for income like never before, the Trustees of Mid Kent Mind have taken the decision that the Charity work towards maintaining 12 months operating costs in their reserves along with all other expenses that would need to be met in the closure of the Charity.

As Mid Kent Mind provide services to some of the most vulnerable people in our community that are vital in them maintaining their wellbeing and not meeting crisis points for their mental health, we believe that any loss of services would need to come with long term warning over the period of a year so we could assist everyone to transition to alternate providers where possible and protect them from potential self-harm or suicide.

Total free reserves as at 31 March 2025 were £495,561 being a contribution of 70% towards this policy.

#### **Going concern**

The Board of Trustees has assessed the financial position and ongoing operational commitments of the charity including a review of current resources, projected income and the external environment in which it operates. Based on this review the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. For this reason they continue to adopt the going concern basis in preparing financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

#### **FUNDS HELD AS CUSTODIAN TRUSTEE**

No funds are held by Mid Kent Mind as a custodian.

#### **FUTURE PLANS**

Mid Kent Mind has developed a new organisational strategy for 2025-2028, created with the input of all Trustees and members of staff.

It sets out a bold and compassionate vision for the next three years building on our proud legacy of community based mental health support while embracing innovation, inclusivity and collaboration.

It outlines how we will:

- Expand our reach to underserved communities,
- Strengthen our youth and adult services,
- Invest in digital and face-to-face support,
- Champion lived experience at every level of our work.

We are immensely proud of our team, volunteers, and supporters who make our mission possible every day. Together, we will continue to adapt, listen, and lead with compassion.

MID KENT MIND

**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

Mid Kent Mind recognises the challenges posed by a volatile funding landscape and the increasing pressures on the charitable sector. To ensure sustainability and growth, we will focus on strengthening Strategic Partnerships.

We will actively develop collaborative working relationships with local organisations to enhance service delivery and share resources.

We will continue to submit high-quality funding applications and diversify income streams to maintain financial resilience.

We will seek to replicate our highly successful counselling model across all areas of operation to meet growing demand increasing our counselling capacity by 25% to reach more people.

We will work closely with businesses to expand our training provision and achieve accreditation for our courses.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is a registered charity number 1167328 and is constituted under a Charitable Incorporated Organisation. (CIO).

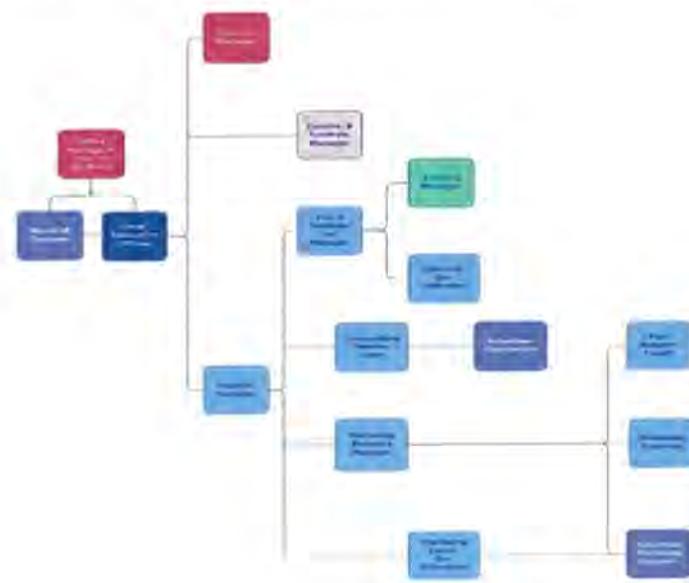
The trustees who served during the year and up to the date of signature of the financial statements were:

D. Watkin	
V. Edwards	
C. Eastwood	(Resigned 19 September 2024)
J. Lang	
P. Miller	
P. Miller	
R. Collins	(Appointed 23 May 2024)
K. Wright	(Appointed 23 May 2024 and re-
B. Hostead	(Appointed 23 May 2024)
R. Atiti	(Appointed 23 May 2024)

## Organisational structure

Mid Kent Mind continues to review and improve its organisational structure in line with furthering our strategic ambitions.

The following organisational chart illustrates the current structure at 31 March 2025.



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## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

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### **Charity management**

The Trustees manage the affairs of the charity and the Trustee Board meets a minimum of four times a year.

The Trustees are ultimately responsible for all the operational activities and developments of the organisation. They have a particular responsibility for setting the strategic direction and agreeing to and monitoring the impact of policies and practice.

The charity trustees may delegate any of their powers or functions to a committee or committees, and, if they do, they shall determine the terms and conditions on which the delegation is made. The charity trustees may at any time alter those terms and conditions or revoke the delegation. This power is in addition to the power of delegation in the General Regulations and any other power of delegation available to the charity trustees, but is subject to the following requirements:

- (a) a committee may consist of two or more persons, but at least one member of each committee must be a charity trustee.
- (b) the acts and proceedings of any committee must be brought to the attention of the charity trustees as a whole as soon as is reasonably practicable; and
- (c) The trustees shall from time to time review the arrangements which they have made for the delegation of their powers.

The responsibilities of managers and staff for day-to-day operations are set out in Mid Kent Mind's scheme of delegation.

### **Risk Assessment and Management**

Mid Kent Mind's Risk Register is reviewed by the Board at every board meeting. This sets out how different initial risks are assessed in terms of probability and impact to generate a risk score to assess risk significance. For each risk, the control measure and remedial action plans are used to determine and then mitigate the level of residual risk, and for major decisions to assess risk appetite.

Safeguarding practice, Data Protection and Public Interest Disclosure (whistleblowing) policies are reviewed annually.

All staff undertake mandatory online safeguarding training in their first few days of employment and this is supplemented with in-person training on induction days.

### **Recruitment and appointment or election of Trustees**

Mid Kent Mind is committed to being a diverse and inclusive charity. We strongly believe that a diverse board can make better decisions, improve the quality of governance and increase public trust. Board members include both male and female, a range of ages, lived experience of mental health issues and diverse backgrounds. We strive to represent the communities we exist to serve.

To reach potential new trustees we advertise online via a range of platforms to reach a wide audience. These include: our website, newsletter and social media platforms; the National Mind website; charity-sector-specific recruitment platforms; and volunteer or trustee-specific recruitment platforms. We also aim to reach potential trustees via networking, personal recommendations and word of mouth.

After shortlisting and interviewing, the successful applications are presented to the board for review and approval. The applicants will be asked to declare any conflicts of interest and references will be sought and DBS checks carried out.

The Trustees are elected and co-opted under the terms of the constitution:

- Apart from the first charity Trustees, every Trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees. A Trustee cannot be voted in for more than three consecutive terms.
- In selecting individuals for appointment as charity Trustees, the charity Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.
- Officer roles must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity Trustees with the role of chairperson being held for a maximum of three years. A chairperson cannot be voted in for more than two consecutive terms in the role.

### **Induction and Training of Trustees**

Upon successful return of the DBS check and before starting their position, trustees undergo an induction with the Chair and CEO.

# MID KENT MIND

## TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

During the induction timeframe, new trustees are provided with an information pack, including:

- Minutes of previous board meetings.
- A copy of the latest Trustees' Annual Report and statement of accounts.
- A copy of the current version of the constitution.
- Access to all policies and procedures

All trustees undertake mandatory online training.

### Pay policy for key management personnel

The Trustees give their time freely and no Trustee received remuneration in the year. Details of trustee expenses are disclosed in note 10 to the accounts. The pay of key management personnel is reviewed and set annually.

### Affiliations

Mid Kent Mind is affiliated to **Mind, the national mental health charity**, as a Local Mind Association under the **Mind Federation Agreement (April 2021)**. This agreement allows us to set our own local policies and activities while sharing the same charitable objects as other Local Minds. We collaborate with neighbouring Local Minds through a Memorandum of Understanding to promote better mental health across Kent and Medway, and benefit from Mind's publicity, training, insurance, and national campaigning initiatives, while maintaining independence in our governance and finances.

### Mind Quality Mark

In October 2023, Mid Kent Mind was awarded the **Mind Quality Mark (MQM)** and received a highly commended for our robust risk management process. The MQM is the Mind Federation's framework ensuring organizations are well run, compliant, and deliver safe, effective services. This recognition strengthens our credibility, supports continuous improvement, enhances sustainability, and demonstrates our commitment to inclusive, person centered support.

### INDEPENDENT EXAMINER

Richard Place Dobson Services Limited were re-appointed as the charity's independent examiner's during the year and have expressed their willingness to continue in that capacity.

The trustees' report was approved by the Board of Trustees.



D. Watkin  
Trustee

Date: 18/11/25

## **MID KENT MIND**

### **INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF MID KENT MIND**

---

I report to the trustees on my examination of the financial statements of Mid Kent Mind (the charity) for the year ended 31 March 2025.

#### **Responsibilities and basis of report**

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011.

I report in respect of my examination of the charity's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

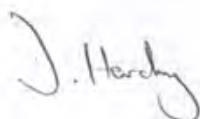
#### **Independent examiner's statement**

Since the charity's gross income exceeded £250,000, the independent examiner must be a member of a body listed in section 145 of the Charities Act 2011. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- 1 accounting records were not kept in respect of the charity as required by section 130 of the Charities Act 2011.
- 2 the financial statements do not accord with those records; or
- 3 the financial statements do not comply with the applicable requirements concerning the form and content of financial statements set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination.

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 financial statements to be reached.



**Darren Harding ACA FCCA DChA**

Richard Place Dobson Services Limited

Ground Floor

1-7 Station Road

Crawley

West Sussex

RH10 1HT

Date: 19/11/2025

# MID KENT MIND

## STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 MARCH 2025

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
Notes	£	£	£	£	£	£
<b>Income and endowments from:</b>						
Donations, grants and legacies	3	46,269	64,612	110,881	30,939	40,420
Charitable activities	4	153,302	409,676	562,978	91,285	630,000
Investments	5	11,960	-	11,960	10,375	-
Other income		560	-	560	725	-
<b>Total income</b>		<b>212,091</b>	<b>474,288</b>	<b>686,379</b>	<b>133,324</b>	<b>670,420</b>
<b>Expenditure on:</b>						
Raising funds	6	3,719	-	3,719	691	-
Charitable activities	7	236,196	473,098	709,294	20,151	683,626
<b>Total expenditure</b>		<b>239,915</b>	<b>473,098</b>	<b>713,013</b>	<b>20,842</b>	<b>683,626</b>
<b>Net income/(expenditure)</b>		<b>(27,824)</b>	<b>1,190</b>	<b>(26,634)</b>	<b>112,482</b>	<b>(13,206)</b>
Transfers between funds		-	-	-	11,121	(11,121)
<b>Net movement in funds</b>	<b>9</b>	<b>(27,824)</b>	<b>1,190</b>	<b>(26,634)</b>	<b>123,603</b>	<b>(24,327)</b>
<b>Reconciliation of funds:</b>						
Fund balances at 1 April 2024		807,382	-	807,382	683,779	24,327
<b>Fund balances at 31 March 2025</b>		<b>779,558</b>	<b>1,190</b>	<b>780,748</b>	<b>807,382</b>	<b>-</b>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

# MID KENT MIND

## BALANCE SHEET

AS AT 31 MARCH 2025

	Notes	2025	2024
		£	£
<b>Fixed assets</b>			
Intangible assets	13	13,948	15,625
Tangible assets	14	270,049	275,994
		283,997	291,619
<b>Current assets</b>			
Debtors	15	51,480	38,414
Cash at bank and in hand		533,807	600,973
		585,287	639,387
Creditors: amounts falling due within one year	16	(88,536)	(123,624)
<b>Net current assets</b>		496,751	515,763
<b>Total assets less current liabilities</b>		780,748	807,382
<b>The funds of the charity</b>			
Restricted income funds	19	1,190	-
Unrestricted funds	20	779,558	807,382
		780,748	807,382

The financial statements were approved by the trustees on 18/11/25



D. Watkin  
Trustee

## MID KENT MIND

### STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 MARCH 2025

	Notes	2025	2024
		£	£
<b>Cash flows from operating activities</b>			
Cash (absorbed by)/generated from operations	24	(74,719)	251,465
<b>Investing activities</b>			
Purchase of intangible assets		(3,402)	-
Purchase of tangible fixed assets		(1,005)	-
Investment income received		11,960	10,375
<b>Net cash generated from investing activities</b>		7,553	10,375
<b>Net cash generated from financing activities</b>		-	-
<b>Net (decrease)/increase in cash and cash equivalents</b>		(67,166)	261,840
Cash and cash equivalents at beginning of year		600,973	339,133
<b>Cash and cash equivalents at end of year</b>		533,807	600,973

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

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### 1 Accounting policies

#### **Charity information**

Mid Kent Mind is a charitable incorporated organisation registered in England. The registered office of the charity is 23 College Road, Maidstone, Kent, ME15 6YH.

#### **1.1 Basis of preparation**

The financial statements have been prepared in accordance with the charity's memorandum and articles of association, the Charities Act 2011, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements are prepared in sterling, which is the functional currency of the charity. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

#### **1.2 Going concern**

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

#### **1.3 Charitable funds**

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors or grantors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

#### **1.4 Income**

Income is recognised when the charity is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charity has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Grants are included in the Statement of Financial Activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance Sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

Investment income, including interest, is credited to income in the year in which it is receivable.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 1 Accounting policies

(Continued)

#### 1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges are allocated on the portion of the asset's use.

All expenditure is inclusive of irrecoverable VAT.

#### 1.6 Intangible fixed assets other than goodwill

Intangible assets acquired separately from a business are recognised at cost and are subsequently measured at cost less accumulated amortisation and accumulated impairment losses.

Intangible assets acquired on business combinations are recognised separately from goodwill at the acquisition date where it is probable that the expected future economic benefits that are attributable to the asset will flow to the entity and the fair value of the asset can be measured reliably; the intangible asset arises from contractual or other legal rights; and the intangible asset is separable from the entity.

Amortisation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Software	3 years straight line basis
Website development costs	3 years straight line basis

Intangible assets in the course of construction are not amortised.

#### 1.7 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses.

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Freehold land and buildings	2% straight line basis on buildings
Computers	3 years straight line basis

Freehold land is not depreciated.

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

#### 1.8 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 1 Accounting policies (Continued)

#### 1.9 Financial instruments

The charity has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charity's balance sheet when the charity becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

##### *Basic financial assets*

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

##### *Basic financial liabilities*

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

##### *Derecognition of financial liabilities*

Financial liabilities are derecognised when the charity's contractual obligations expire or are discharged or cancelled.

#### 1.10 Employee benefits

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the charity is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

#### 1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

### 2 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised where the revision affects only that period, or in the period of the revision and future periods where the revision affects both current and future periods.

## MID KENT MIND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

#### 3 Income from donations, grants and legacies

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Donations and gifts	46,269	-	46,269	30,939	-	30,939
Grants	-	64,612	64,612	-	40,420	40,420
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	46,269	64,612	110,881	30,939	40,420	71,359
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Grants received, included in the above, are as follows:

	£
Kent Community Foundation and The Lawson Trust	1,000
Kent Community Foundation and the Vulnerable Adults Fund	2,083
Mind - Business Continuation Fund	21,529
The Garfield Weston Foundation	40,000

## MID KENT MIND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

#### 4 Income from charitable activities

	Unrestricted funds 2025	Restricted funds 2025	Total 2025	Unrestricted funds 2024	Restricted funds 2024	Total 2024
	£	£	£	£	£	£
Wellbeing services	22,151	325,639	347,790	13,796	569,524	583,320
Mental health courses	28,025	72,217	100,242	12,007	51,655	63,662
Counselling services	103,126	11,820	114,946	65,482	8,821	74,303
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	153,302	409,676	562,978	91,285	630,000	721,285
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

Restricted grants and contracts received during the period, included in the above, are as follows:

	£
Kent County Council - Suicide Prevention Training & Everyday Mental Health	72,217
Maidstone Borough Council – Helping you Home	11,820
NHS Kent & Medway ICB - Wellbeing Cafés	60,961
Shaw Trust (Livewell Kent and Medway) - Crafts and Chatter	27,352
Shaw Trust (Livewell Kent and Medway) - Innovation Fund	5,584
Shaw Trust (Livewell Kent and Medway) - Coping with Life	21,496
The Cobtree Charity Trust Fund	3,105
The Cole Charitable Trust	1,500
Colyer Fergusson Charitable Trust - Investing in Families	19,500
Hollick Family Foundation	10,000
Involve Kent Green Spaces	10,192
Involve Kent Social Prescribing VSC Fund	1,297
Kent County Council - Councillors Grant	1,000
Kent County Council - Perinatal Support	9,106
Kent Community Foundation - Infrastructure Support Fund	6,561
Maidstone Borough Council - Creative Communities Fund	1,500
Maidstone Borough Council - Winter Community Support Fund	2,488
The National Lottery Community Fund	97,013
The Lawson Trust	10,000
The Nineveh Charitable Trust	747
The Phillip and Connie Phillips Foundation	9,885
Swale Borough Council - Shared Prosperity, People and Skills	14,996
Social Enterprise Kent - Cost of Living Fund	4,832
SGN - Safe and Warm Scheme	5,000
The Whitehead Monckton Charitable Foundation	1,524

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 5 Income from investments

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Interest receivable	11,960	10,375

### 6 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
<b>Fundraising and publicity</b>		
Other fundraising costs	3,719	691

### 7 Expenditure on charitable activities

	2025 £	2024 £
<b>Direct costs</b>		
Staff costs	321,315	342,103
Recruitment, training and other staff costs	2,490	2,379
Delivery costs	28,255	30,164
IT equipment and software	6,305	719
Premises and equipment costs	1,786	546
Telephone costs	250	202
Other direct costs	6,081	4,691
	<hr/> 366,482	<hr/> 380,804

### Share of support and governance costs (see note 8)

Support	325,121	301,366
Governance	17,691	21,607
	<hr/> 709,294	<hr/> 703,777

### Analysis by fund

Unrestricted funds	236,196	20,151
Restricted funds	473,098	683,626
	<hr/> 709,294	<hr/> 703,777

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

8	Support costs allocated to activities	2025	2024
		£	£
Staff costs	196,787	176,828	
Depreciation	12,030	8,333	
Recruitment, training and other staff costs	2,406	6,492	
Delivery costs	-	75	
IT equipment and software	68,812	65,459	
Premises and equipment costs	20,427	19,506	
Insurance	7,678	6,086	
Telephone costs	4,681	4,177	
Other support costs	12,300	14,410	
Governance costs	17,691	21,607	
	342,812	322,973	
<b>Analysed between:</b>			
Mental health services	342,812	322,973	
	=====	=====	=====
	Governance costs comprise:	2025	2024
		£	£
Audit fees	5,160	4,980	
Consultancy fees	6,330	7,088	
Legal and professional fees	5,514	9,539	
Memberships and fees	687	-	
	17,691	21,607	
	=====	=====	=====
9	Net movement in funds	2025	2024
		£	£
The net movement in funds is stated after charging/(crediting):			
Fees payable for the independent examination of the charity's financial statements	5,160	4,980	
Depreciation of owned tangible fixed assets	6,949	6,642	
Amortisation of intangible assets	5,080	1,690	
	=====	=====	=====

### 10 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charity during the year (2024 - £Nil).

During the year ended 31 March 2024, trustee costs were incurred by the Charity amounting to £Nil in respect of mileage for one of the trustees (2024 - £Nil).

## MID KENT MIND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

#### 11 Employees

The average number of full time equivalent employees during the year was:

	2025 Number	2024 Number
Administrative	7	6
Wellbeing and community development workers	8	9
Total	15	15

Employment costs	2025 £	2024 £
Wages and salaries	468,864	473,555
Social security costs	39,149	37,319
Other pension costs	10,089	8,057
	518,102	518,931

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2025 Number	2024 Number
£80,000 - £90,000	1	1

#### Remuneration of key management personnel

The remuneration of key management personnel was as follows:

	2025 £	2024 £
Aggregate compensation	174,024	171,768

The trustees consider the charity's key management personnel to consist of the CEO and the Senior Management Team.

#### 12 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 13 Intangible fixed assets

	Software	Website development costs	Total
	£	£	£
<b>Cost</b>			
At 1 April 2024	5,069	14,922	19,991
Additions - separately acquired	-	3,402	3,402
At 31 March 2025	5,069	18,324	23,393
<b>Amortisation and impairment</b>			
At 1 April 2024	4,365	-	4,365
Amortisation charged for the year	704	4,376	5,080
At 31 March 2025	5,069	4,376	9,445
<b>Carrying amount</b>			
At 31 March 2025	-	13,948	13,948
At 31 March 2024	703	14,922	15,625

### 14 Tangible fixed assets

	Freehold land and buildings	Computers	Total
	£	£	£
<b>Cost</b>			
At 1 April 2024	295,881	-	295,881
Additions	-	1,005	1,005
At 31 March 2025	295,881	1,005	296,886
<b>Depreciation and impairment</b>			
At 1 April 2024	19,888	-	19,888
Depreciation charged in the year	6,642	307	6,949
At 31 March 2025	26,530	307	26,837
<b>Carrying amount</b>			
At 31 March 2025	269,351	698	270,049
At 31 March 2024	275,994	-	275,994

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 14 Tangible fixed assets

(Continued)

Mid Kent Mind owns the property at 23 College Road Maidstone which is its principal address. Some of the funding to purchase the property was provided by The Maidstone Health Authority.

The following restriction is registered against the property: "No disposition by the proprietor of the land is to be registered and none shall take effect unless made with the consent of the Housing Corporation (being The Maidstone Health Authority), when such consent is required under the provisions of section 9 of the Housing Associations Act 1985".

The property is registered at H M Land Registry under the name of Maidstone Association of Mental Health (latterly Maidstone and Mid Kent Mind) registered with the Charity Commission on 9th December 1969 – registration number 260122. The funds and all associated assets were transferred to Mid Kent Mind on 16 November 2018, a CIO registered with the Charity Commission on 25 May 2016 – registration number 1167328.

The Trustees are taking steps to ensure the records held at H M Land Registry are up to date.

### 15 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Trade debtors	27,672	11,556
Other debtors	55	863
Prepayments and accrued income	23,753	25,995
	<hr/>	<hr/>
	51,480	38,414
	<hr/>	<hr/>

### 16 Creditors: amounts falling due within one year

	2025	2024
Notes	£	£
Other taxation and social security	11,472	10,137
Deferred income	17	61,413
Trade creditors	6,522	4,158
Other creditors	2,082	1,730
Accruals	7,047	6,407
	<hr/>	<hr/>
	88,536	123,624
	<hr/>	<hr/>

### 17 Deferred income

	2025	2024
	£	£
Other deferred income	61,413	101,192
	<hr/>	<hr/>

Deferred income is included in the financial statements as follows:

## MID KENT MIND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

17 Deferred income	(Continued)	
	2025	2024
	£	£
Deferred income is included within:		
Current liabilities	61,413	101,192
 Movements in the year:		
Deferred income at 1 April 2024	101,192	395,222
Released from previous periods	(101,192)	(395,222)
Resources deferred in the year	61,413	101,192
 Deferred income at 31 March 2025	61,413	101,192

Deferred income relates to income for the 2025/26 financial year received in advance of which £46,155 relates to restricted funds.

18 Retirement benefit schemes	2025	2024
Defined contribution schemes	£	£
Charge to profit or loss in respect of defined contribution schemes	10,089	8,057

The charity operates a defined contribution pension scheme for all qualifying employees which is held with the National Employment Savings Trust (NEST).

The assets of the scheme are held separately from those of the charity in an independently administered fund.

Amounts totaling £2,082 (2023 - £1,730) were payable to the fund at the balance sheet date and are included in creditors.

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 19 Restricted funds

The restricted funds of the charity comprise the unexpended balances of donations and grants held on trust subject to specific conditions by donors as to how they may be used.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March 2025
	£	£	£	£	£
KCC - Suicide Prevention & Mental Health Awareness	-	72,216	(72,216)	-	-
Maidstone BC - Helping you Home	-	11,820	(11,820)	-	-
NHS Kent & Medway ICB - Wellbeing Cafés	-	60,961	(60,961)	-	-
Shaw Trust - Crafts and Chatter	-	27,352	(27,352)	-	-
Shaw Trust - Innovation Fund	-	5,584	(5,584)	-	-
Shaw Trust - Coping with Life	-	21,497	(21,497)	-	-
The Cobtree Charity Trust Fund	-	3,105	(3,105)	-	-
The Cole Charitable Trust	-	1,500	(1,500)	-	-
Colyer Fergusson Charitable Trust - Investing in Families	-	19,500	(19,500)	-	-
Hollick Family Foundation	-	10,000	(10,000)	-	-
Involve Kent Green Spaces	-	10,192	(10,192)	-	-
Involve Kent Social Prescribing					
VSC Fund	-	1,297	(1,297)	-	-
KCC - Councillors' Grant	-	1,000	(250)	-	750
KCC - Perinatal Support	-	9,106	(9,106)	-	-
Kent Community Foundation - Infrastructure Support Fund	-	6,561	(6,561)	-	-
The Lawson Trust	-	10,000	(10,000)	-	-
Maidstone BC - Creative Communities Fund	-	1,500	(1,500)	-	-
Maidstone BC - Winter Community Support Fund	-	2,488	(2,488)	-	-
National Lottery Community Fund	-	97,013	(96,573)	-	440
The Nineveh Charitable Trust	-	747	(747)	-	-
The Phillip and Connie Phillips Foundation	-	9,885	(9,885)	-	-
Swale BC - Shared Prosperity, People and Skills	-	14,996	(14,996)	-	-
Social Enterprise Kent - Cost of Living Fund	-	4,832	(4,832)	-	-
SGN - Safe and Warm Scheme	-	5,000	(5,000)	-	-
The Whitehead Monckton Charitable Foundation	-	1,524	(1,524)	-	-
The Garfield Weston Foundation	-	40,000	(40,000)	-	-
Kent Community Foundation and The Lawson Trust	-	1,000	(1,000)	-	-
Kent Community Foundation and the Vulnerable Adults Fund	-	2,083	(2,083)	-	-
Mind - Business Continuation Fund	-	21,529	(21,529)	-	-
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	-	474,288	(473,098)	-	1,190
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# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 19 Restricted funds

(Continued)

Previous year:	At 1 April 2023	Incoming resources	Resources expended	Transfers	At 31 March 2024
	£	£	£	£	£
KCC - Suicide Prevention & Mental Health Awareness	-	51,655	(51,655)	-	-
Maidstone BC - Helping you Home	-	8,821	(8,821)	-	-
NHS Kent & Medway ICB - Wellbeing Cafés	-	362,860	(351,739)	(11,121)	-
Shaw Trust - Crafts and Chatter	-	7,787	(7,787)	-	-
Shaw Trust - Mental Health Recovery	-	31,312	(31,312)	-	-
Ashford BC - PCC Crime Grant	-	8,119	(8,119)	-	-
Barnados - Mental Health and Wellbeing Grant	-	11,042	(11,042)	-	-
Colyer Fergusson Charitable Trust - Investing in Families	-	19,000	(19,000)	-	-
Involve Kent - Social Prescribing Grant	-	2,500	(2,500)	-	-
KCC - Perinatal Support	-	10,904	(10,904)	-	-
Maidstone BC - Creative Communities Fund	-	1,500	(1,500)	-	-
Maidstone BC - Warmer Spaces Grant	-	1,500	(1,500)	-	-
Sport England and Active Kent & Medway	-	5,777	(5,777)	-	-
Sport England and Versus Arthritis	-	10,000	(10,000)	-	-
The Big Lottery Fund - Reaching Communities	24,327	95,348	(119,675)	-	-
The Cobtree Charity Trust Fund	-	1,875	(1,875)	-	-
Kent Community Foundation and The Lawson Trust	-	1,000	(1,000)	-	-
Kent Community Foundation and The Polebrook Fund	-	3,000	(3,000)	-	-
Kent Community Foundation and the Vulnerable Adults Fund	-	417	(417)	-	-
MIND Funds	-	35,003	(35,003)	-	-
Southern Water - Community Centre Grant	-	1,000	(1,000)	-	-
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	24,327	670,420	(683,626)	(11,121)	-
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# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 19 Restricted funds

(Continued)

Wellbeing services during the year and their funders:

The provision of wellbeing support including crisis avoidance for adults within the community in Ashford and Maidstone funded by NHS Kent & Medway ICB; Hollick Family Foundation; The Phillip and Connie Phillips Foundation and SGN.

The provision of wellbeing support to adults through community groups and courses in Ashford, Maidstone and Swale funded by Shaw Trust (Livewell Kent and Medway); The Cobtree Charity Trust Fund; Involve Kent; Kent County Council; Maidstone Borough Council; Social Enterprise Kent and Swale Borough Council.

The provision of wellbeing support for young people within the Mid Kent area funded by The National Lottery Community Fund; Colyer Fergusson Charitable Trust; Kent County Council Councillors Fund; The Cobtree Charity Trust Fund; The Cole Charitable Trust; The Lawson Trust; The Nineveh Charitable Trust and The Whitehead Monckton Charitable Foundation.

The provision of funding for attendance at community events funded by Maidstone Borough Council.

The provision of education and training in mental health funded by Kent County Council and Kent Community Foundation.

The provision of specialist counselling services funded by Maidstone Borough Council.

Additional funding support received from The Garfield Weston Foundation; Kent Community Foundation; The Lawson Trust and National Mind.

### 20 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used. These include designated funds which have been set aside out of unrestricted funds by the trustees for specific purposes.

	At 1 April 2024	Incoming resources	Resources expended	Transfers	At 31 March
					2025
General funds	807,382	212,091	(239,915)	-	779,558
	=====	=====	=====	=====	=====
<b>Previous year:</b>	<b>At 1 April 2023</b>	<b>Incoming resources</b>	<b>Resources expended</b>	<b>Transfers</b>	<b>At 31 March 2024</b>
General funds	683,779	133,324	(20,842)	11,121	807,382
	=====	=====	=====	=====	=====

# MID KENT MIND

## NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

### 21 Analysis of net assets between funds

	Unrestricted funds 2025 £	Restricted funds 2025 £	Total 2025 £
<b>At 31 March 2025:</b>			
Intangible fixed assets	13,948	-	13,948
Tangible assets	270,049	-	270,049
Current assets/(liabilities)	495,561	1,190	496,751
	<hr/>	<hr/>	<hr/>
	779,558	1,190	780,748
	<hr/>	<hr/>	<hr/>
	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £
<b>At 31 March 2024:</b>			
Intangible fixed assets	15,625	-	15,625
Tangible assets	275,994	-	275,994
Current assets/(liabilities)	515,763	-	515,763
	<hr/>	<hr/>	<hr/>
	807,382	-	807,382
	<hr/>	<hr/>	<hr/>

### 22 Operating lease commitments

#### Lessee

At the reporting end date the charity had outstanding commitments for future minimum lease payments under non-cancellable operating leases, which fall due as follows:

	2025 £	2024 £
Within one year	50,484	50,484
Between two and five years	33,763	84,247
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	84,247	134,731
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### 23 Related party transactions

During the year, the charity entered into no related party transactions (2024 - £nil).

## MID KENT MIND

### NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 MARCH 2025

		2025	2024
		£	£
<b>24</b>	<b>Cash (absorbed by)/generated from operations</b>		
	(Deficit)/surplus for the year	(26,634)	99,276
	<b>Adjustments for:</b>		
	Investment income recognised in statement of financial activities	(11,960)	(10,375)
	Amortisation and impairment of intangible assets	5,080	1,690
	Depreciation and impairment of tangible fixed assets	6,950	6,643
	<b>Movements in working capital:</b>		
	(Increase)/decrease in debtors	(13,067)	485,572
	Increase/(decrease) in creditors	4,691	(37,311)
	(Decrease) in deferred income	(39,779)	(294,030)
	<b>Cash (absorbed by)/generated from operations</b>	<b>(74,719)</b>	<b>251,465</b>

### 25 Analysis of changes in net funds

The charity had no material debt during the year.