



FENIKS.
**Counselling, Personal Development and Support
Services Ltd**

A company limited by guarantee
Company No: SC329038

Scottish Charity No: SC039041

Annual Report & Financial Statements

For the Year to 31 March 2020



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FENIKS. Counselling, Personal Development and Support Services Ltd

Annual Report & Statement of Account

For the year to 31 March 2020

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FENIKS. Counselling, Personal Development and Support Services Ltd

Trustees' Annual Report

For the year to 31 March 2020

The trustees (who are also the directors of the company for the purposes of company law) present their report together with the financial statements and the independent examiner's report for the year to 31 March 2020

Reference & Administrative Information

Charity and Company Name: FENIKS, Counselling, Personal Development and Support Services Ltd

Charity Number: SC039041

Company Number: SC329038

Registered Office & Principal Address: St Margaret's House, 151 London Rd, Edinburgh EH7 6AE

Trustees
Angeliki Voulgari - Chairperson
Katarzyna Gasiorowska – Treasurer
Dr Wojtek Wojcik
Anna Kinross
Allie Haddlesey from May 2019
Kamila Baird from May 2020
Daria Klepacka from May 2020

Others who served during the period:
Maria Szeklicka until August 2019
Agnieszka Piotrowska until April 2019

Chief Executive Officer: Magda Czarnecka

Independent Examiner: Chris Smith BSc (Hons) FCIE

Bankers
CAF Bank Ltd
25 Kings Hill Avenue, Kings Hill, West Malling,
Kent MR19 4JQ

FENIKS. Counselling, Personal Development and Support Services Ltd

Trustees' Annual Report

For the year to 31 March 2020

Structure, Governance & Management

FENIKS. Counselling, Personal Development and Support Services Ltd., hereinafter FENIKS, was established as a Company Limited by Guarantee on 9 September 2007 and is governed by the terms of its Memorandum and Articles of Association. It was registered as a charity on 5 December 2007. Membership is open to people and organisations who support the aims of the charity.

The affairs of the charity are managed by a Board of Directors who are the Charity's Trustees. The Board consists of at least 3 Charity Trustees elected by the membership at the AGM. Charity Trustees serve for up to five years and can stand for re-election for a further 2 terms of five years each. The Board is supported by a Chief Executive Officer and small team of staff who deliver the services provided by FENIKS.

Objectives & Activities

The purpose of the charity is to support Central Eastern European community in Edinburgh and Scotland; to advance the education, relieve the poverty and otherwise promote the welfare of those in the community disadvantaged through circumstances; socially excluded on the grounds of their ethnic and cultural difference; provide counselling and support services for individuals who have adaptation problems connected to immigration, promotion of equality and diversity.

To achieve its purpose, the charity carries out the following activities:

- Provides therapy and counselling services
- Conducts therapeutic and development workshops
- Conducts research and raises awareness on health inequalities affecting the CEE communities in Scotland
- Promotes and initiates projects tackling social isolation affecting migrant communities in Edinburgh
- Supports personal and professional development to their clients and volunteers
- Supports migrant's integration and political participation with Scottish society.
- Represents the needs of the EU communities affected by Brexit and supports application to the EU Settlement Scheme

FENIKS. Counselling, Personal Development and Support Services Ltd

Trustees' Annual Report

For the year to 31 March 2020

Achievements and Performance

Last year Feniks made a substantial development leap. First of all, we gained three-year funding from the Edinburgh Integrated Joint Board to provide psychological support and promote integration and community development amongst the most vulnerable members of the Polish community. Thanks to it, we were able to employ a part-time Mental Health Services Manager; 4 part-time therapists and a part-time Community Development Worker who is now responsible for managing our community groups. She coordinates our Toddler Group, Active 50+ and Leith Conversation Cafés, and since June 2019 also manages our volunteering programme funded by the Volunteer Action Fund.

Thanks to the EIJB fund, 95 service users accessed our free Mental Health Support (psychotherapy, group therapy and SMART Recovery) and 318 service users joined the community groups. Including our Fast Track service, 900 hours of counselling and therapy hours were provided in the last financial year

The Project Development Manager managed to strengthen the Board of Trustees, whose members have keen insight into the specific issues faced by the organisation's service user group. The trustees come from a wide range of professional backgrounds relevant to the issues Feniks addresses in CEE communities in Edinburgh, such as psychiatry; domestic abuse; honour-based violence; and counselling and psychotherapy. They also have a keen insight into the issues facing migrant communities through lived experience. The six members have transferable skills to help to support the organisation's smooth operation and they have brought opportunities for Feniks to grow and develop.

Later that year, the Board promoted the Manager's title to Chief Executive Officer to recognise and appreciate the contribution she has made to the organisation. Thanks to the Robertson Trust and Corra Foundation foundation we were able to support this position.

Domestic abuse

Over the years Feniks developed strong relationships with the women's organisations (such as Edinburgh Women's Aid and Shakti Women's Aid) in Edinburgh to provide emotional support to Polish victims of domestic abuse. The services have been shaped to respond to the growing numbers of referrals and to the culturally-specific aspects of domestic abuse in the community. Thanks to the Tampon Tax grant two support groups were delivered on the weekly basis for the Polish Survivors of Domestic Abuse between 1st of March 2019 and 28 of February 2020. This project has been complimented with the Comic Relief/Corra #ShiftthePower Fund which supports emergency counselling for the women who have recently separated from the abusive partner. Both projects aim to help 30 women. However, the Board recognises that the demand for the trauma relief service for Polish adult and children victims of domestic abuse is a lot higher and they are looking into sustainable and long-term solutions.

Trustees' Annual Report

For the year to 31 March 2020

Brexit and EU citizens' rights

Brexit has had a significant impact on the mental health and well-being of our service users. Research Feniks conducted in partnership with Robert Gordon University revealed that the uncertainty around Brexit has had a strong impact on the mental health of the EU nationals, particularly those already suffering from mental ill-health or those depending on state benefits for support. (See the full report here: <http://www.feniks.org.uk/document/brexit-and-mental-health-research/>). The report has been formally recognised by the Scottish Government and played a fundamental role in the motion "Protecting the Rights of EU Citizens in Scotland" introduced by the Minister for Europe, Migration and International Development, Ben Macpherson. The motion recognised the significant contributions of the EU citizens make to Scotland and the rest of the UK socially, culturally and economically. It acknowledged that EU citizens enrich Scotland, are an integral part of communities across the country and noted that the approach of the UK Government towards the rights of EU citizens since 24 June 2016 has created long-running insecurity and anxiety for millions. The report and articles written on the basis of this report were mentioned many times during the debate and convinced most of the politicians to vote for the motion that EU citizens should not have to apply to retain rights they already have if the UK leaves the EU.

Brexit and the introduction of the Settled Status Scheme have posed an additional challenge on our already vulnerable clients. People with mental ill-health, victims of domestic abuse, people affected by alcohol misuse or otherwise disadvantaged community members are at risk of not applying and hence become illegal immigrants after December 2020. Hence, in partnership with the Citizens' Rights Project we applied to the Home Office for a grant to open a service supporting EU Settled Status (EUSS) applications for the most vulnerable members of the CEE community. Our bid was successful and in June 2019 Feniks gained the Immigration Services Commissioner's accreditation to provide immigration advice at the EUSS Level 1. The full time EUSS Project Officer developed the service; consolidated existing partnerships; and recruited and trained 14 volunteers. Within the year 3,478 people accessed the service and supported 514 applications for the vulnerable EU nationals.

Suicides in the Polish community

Thanks to the partnership with See me Scotland we are able to continue our research on suicides within the Polish community in Scotland. At the end of this funding round, we finished running focus groups aiming at understanding the stigma and barriers to help-seeking amongst Polish men. The research will hopefully raise awareness around Polish men's mental health, but also about the gaps and barriers to accessing statutory and third sector services. The dissemination event of the research was planned for mid-March 2020, but due to the COVID-19 pandemic it had to be rescheduled. At the time of completing this report, Scotland is in Phase 1 of easing lockdown restrictions so it is anticipated that this dissemination event will take place at the end of 2020 or in early 2021.

FENIKS. Counselling, Personal Development and Support Services Ltd

Trustees' Annual Report

For the year to 31 March 2020

Befriend Depression-Mental Health Awareness Month

Traditionally, Feniks staff and volunteers coordinated the 6th edition of 'Befriend Depression' which falls in November every year. The aim of Mental Health Awareness Month is to tackle the stigma of poor-mental health and to promote the services of the members of the Polish Psychologists Networking Group. This year there were 17 free events talking about all aspects of mental health (depression, anxiety, sexual dysfunctions) and the techniques to improve it (yoga, meditation, volunteering). The festival is also a good opportunity for the networking event for all the Polish professionals employed in support services.

Evaluation

Thanks to the incredible work of the staff and volunteers, Feniks has achieved truly remarkable outcomes and continues to have a lasting impact on our service users' lives. 90% of our services users reported feeling less isolated as a result of participating in our projects, while 97% reported improved awareness of support services. This is a key step towards reducing the health inequalities facing our target service user group.

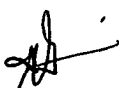
Our Mental Health professionals receive the highest marks in the satisfaction surveys (95%) and they achieve impressive results. Seventy seven percent of the service users reported that their mental/emotional health improved. They became more aware of things that affect their mental/emotional health and wellbeing (85%) and 70% were able to cope with the "ups and downs" of everyday life since using the project.

Financial Review

With income of £155,115 (primarily from grants and fees) and expenditure of £156,431 FENIKS had a deficit for the year of £1,316 which was funded from reserves brought forward from the previous year. At the 31 March 2020 FENIKS held funds totaling £37,639 of which £17,628 are restricted funds and £20,011 are unrestricted.

The Trustees believe that FENIKS should work towards holding a minimum level of reserves to ensure there are funds available to pay liabilities as they fall due and have concluded that free reserves equivalent to three months' operational expenditure or £39,000 is an appropriate and realistic level. At the 31 March 2020 FENIKS held free reserves of £20,011 and had not met this target.

This report has been prepared in accordance with the provisions for small companies under part 15 of the Companies Act 2006, was approved by the trustees on 10 July 2020 and signed on their behalf by:



.....
Angeliki Voulgari - Chairperson

FENIKS. Counselling, Personal Development and Support Services Ltd

Independent Examiner's Report

I report on the accounts of FENIKS, Counselling, Personal Development and Support Services Ltd for the year to 31 March 2020, which are set out on pages 9 to 17.

Responsibilities and basis of report

The charity's trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts in accordance with the requirements of the Charities and Trustee Investment (Scotland) Act 2005 ("the 2005 Act") and the Charities Accounts (Scotland) Regulations 2006 ("the 2006 Regulations") and the Companies Act 2006.


I have satisfied myself that the charity is not subject to audit under Regulation (10)(1)(a)-(c) of the 2006 Regulations or company law and is eligible for independent examination. I have therefore examined your charity's accounts as required under section (44)(1)(c) of the 2005 Act and Regulation 11 of the 2006 Regulations. In carrying out my examination I have followed the guidance issued to independent examiners by the Office of the Scottish Charity Regulator (OSCR).

My role is to state whether any material matters have come to my attention giving me cause to believe:

1. that accounting records were not kept as required by section 44(1)(a) of the 2005 Act and Regulation 4 of the 2006 Regulations; or
2. that the accounts do not accord with those records; or
3. that the accounts do not comply with the accounting requirements of Regulation 8 of the 2006 Regulations; or
4. that there is further information needed for a proper understanding of the accounts.

Independent examiner's statement

I have completed my examination and I have no concerns in respect of any of the areas (1) to (4) listed above and I have found no other matters that require drawing to your attention.



Chris Smith BSc (Hons) FCIE
Glascairn Cottage
Aytounhill
Cupar
KY14 6JH

Date: 07 / 13 / 2020

FENIKS. Counselling, Personal Development and Support Services Ltd

Statement of Financial Activities (Incorporating the income and expenditure account)

For the year to 31 March 2020

	Note	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
Income from:		£	£	£	£
Donations		3,917	-	3,917	10,560
Grants	5	-	136,286	136,286	32,237
Fees		14,912	-	14,912	16
Total income		18,829	136,286	155,115	42,813
Expenditure on:					
Staff expenses		33	1,329	1,362	186
Rent, IT, Phones & Insurance		-	11,596	11,596	1,540
Management & admin		-	1,387	1,387	1,152
Counsellor fees		13,047	-	13,047	10,785
Other		451	1,906	2,357	1,275
IE fee		400	-	400	466
Staff costs	6	-	115,382	115,382	22,128
Workshops & training		456	3,220	3,676	641
Design & development		-	300	300	-
Volunteer expenses		234	1,780	2,014	843
Office consumables		7	1,198	1,205	448
Sub-contractors		-	3,705	3,705	-
Total expenditure		14,628	141,803	156,431	39,464
Net income/(expenditure)		4,201	(5,517)	(1,316)	3,349
Transfers		2,634	(2,634)	-	-
Net movement in funds		6,835	(8,151)	(1,316)	3,349
Reconciliation of Funds					
Funds brought forward		13,176	25,779	38,955	35,606
Funds carried forward		20,011	17,628	37,639	38,955

The statement of financial activities includes all gains and losses recognised in the period. All incoming resources and resources expended derive from continuing activities. The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006. The notes on pages 11 to 17 form an integral part of these accounts.

FENIKS. Counselling, Personal Development and Support Services Ltd

Balance Sheet

At 31 March 2020

	Note	Unrestricted Funds	Restricted Funds	2020 Total	2019 Total
		£	£	£	£
Current Assets					
Debtors		1,712	5,645	7,357	500
Cash at bank & in hand		21,729	17,564	39,293	46,625
Total current assets		<u>23,441</u>	<u>23,209</u>	<u>46,650</u>	<u>47,125</u>
Current Liabilities					
Creditors	7	3,030	5,581	8,611	7,237
Accrual of examination fee		400	-	400	933
Total current liabilities		<u>3,430</u>	<u>5,581</u>	<u>9,011</u>	<u>8,170</u>
Net current assets		<u>20,011</u>	<u>17,628</u>	<u>37,639</u>	<u>38,955</u>
Net assets		<u>20,011</u>	<u>17,628</u>	<u>37,639</u>	<u>38,955</u>
Funds of the Charity					
Unrestricted funds		20,011	-	20,011	13,176
Restricted funds		-	17,628	17,628	25,779
Total Funds		<u>20,011</u>	<u>17,628</u>	<u>37,639</u>	<u>38,955</u>

The directors confirm that for the financial year ended 31 March 2020: -

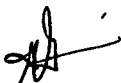
- the company was entitled to exemption under section 477 of the Companies Act 2006, and
- no members have required the company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act. However, the accounts have been examined by an independent examiner whose report appears on page 8.

The directors acknowledge their responsibilities for complying with the requirements of the 2006 Companies Act with respect to accounting records and the preparation of accounts.

The accounts have been prepared in accordance with the provisions applicable to companies' subject to the small companies' regime of the 2006 Companies Act.

The notes on pages 11 to 17 form an integral part of these accounts.

Approved by the trustees on 10 July 2020 and signed on their behalf by:



.....
Angeliki Voulgari - Chairperson

Notes to the Financial Statements

For the year to 31 March 2020

1 Basis of Preparation

1.1 Basis of accounting

These accounts have been prepared on the basis of historic cost in accordance with: -

- (a) The Charities & Trustee Investment Act (Scotland) Act 2005, and
- (b) The Charities Accounts (Scotland) Regulations 2006 as amended
- (c) The Company's Act 2006
- (d) Financial Reporting Standard 102 (FRS102) (Effective January 2015),
- (e) Charities SORP (FRS 102) (Effective January 2015)

1.2 The charity meets the definition of a public benefit entity as defined by FRS102.

1.3 The charity is dependent on the continuing support of donors. However, the trustees have no reason to consider that this will not continue or that there are any material uncertainties about the charity's ability to continue as a going concern.

1.4 The previous years figures have been adjusted to account for a misallocation of funds. The effect of the adjustment is to move £891 from the general fund to the Management restricted fund.

2 Accounting Policies

2.1 Form of Financial Statements

The charity maintains two types of funds for accounting purposes: -

- (a) A general unrestricted fund that can be expended at the discretion of the trustees on furthering the objects of the charity, and
- (b) Restricted funds that may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for specific purposes.

2.2 Income

- (a) Income is recognised and included in the Statement of Financial Activities (SOFA) when the charity becomes entitled to the resources; their receipt is probable; and the monetary value can be measured with sufficient reliability.
- (b) Where income has related expenditure the income and related expenditure are reported gross in the SOFA.
- (c) Funds received in advance and which specifically relate to a future accounting period are treated as deferred income.

FENIKS. Counselling, Personal Development and Support Services Ltd

Notes to the Financial Statements

For the year to 31 March 2020

2.3 Expenditure & Liabilities

- (a) Expenditure is accounted for on an accruals basis.
- (b) Liabilities are recognised as soon as there is a legal or constructive obligation to pay out resources; it is probable they will be paid and the monetary value can be measured with sufficient reliability.

2.4 Assets

- (a) Tangible fixed assets are capitalised if they have a value greater than £500 and can be used for more than one year. They are valued at cost or, if gifted, at their value on receipt.
- (b) Depreciation is calculated on a straight-line basis to write off the cost of tangible assets over their useful economic life as follows:
Office equipment – 20%

2.5 Debtors

- (a) Debtors are recognised at the settlement amount due
- (b) Prepayments are valued at the amount prepaid

2.6 Cash

Cash at bank and in hand includes cash and bank deposits repayable on demand

2.7 Creditors

- (a) Creditors are recognised where the charity has an obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due can be measured or estimated reliably. Creditors are normally recognised at their settlement amount, usually the invoice amount.
- (b) Accrued charges are normally valued at their settlement amount.

2.8 Taxation

The charity is not liable to income or capital gains tax on its charitable activities. Irrecoverable VAT is included in the asset cost or expense to which it relates.

3 Trustee Remuneration & Expenses

No remuneration was paid to any Trustees or connected persons during the year (2019: Nil).
No expenses were paid to trustees (2019: Nil).

Notes to the Financial Statements

For the year to 31 March 2020

4. Restricted Funds

4.1 Restricted Funds

During the year, the charity maintained the following restricted income funds:

STV Project – Restricted to support to children and young people. Funded by the STV Children's Appeal.

Domestic Abuse Survivor's Project – Restricted to support for survivors of domestic abuse. Funded by Foundation Scotland.

Volunteer Management – Restricted to the administration and management of volunteers. Funded by Impact Funding Partners.

Shift the Power – Restricted to crisis counselling sessions for recently separated Polish and other Central-Eastern European (CEE) victims of domestic abuse. Funded by Comic Relief Scotland.

European Union Settlement Scheme (EUSS) - Restricted to practical support to vulnerable EU Citizens and their family members to help them make their EU Settlement Scheme application. Funded by the Home Office.

Edinburgh Integration Joint Board (EIJB) - Restricted to develop services that reduce social isolation, health inequalities and the mental health stigma affecting CEE communities in Edinburgh. Funded by City of Edinburgh Council.

Rent - Restricted to the rent of office premises, funded by the Polish Consulate.

£eith Chooses - Restricted to the support social and cultural integration of the isolated over 50 year old Polish people with other ethnic groups of Leith. Funded by £eith Chooses.

See Me - Restricted to tackling mental health stigma and discrimination by growing social contact based work within the CEE Community. Funded by See Me Scotland.

Management - Restricted to management costs funded by the Robertson Trust and the Corra Foundation.

FENIKS. Counselling, Personal Development and Support Services Ltd

Notes to the Financial Statements

For the year to 31 March 2020

4.2 Movement in Restricted funds

Restricted to:	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
STV Project	1,595	-	408	-	1,187
Domestic Abuse Survivors Project	9,555	-	7,691	(1,864)	-
Volunteer management	154	9,826	9,608	-	372
Shift the Power	-	8,000	850	-	7,150
EUSS	-	34,681	34,681	-	-
EIJB	-	68,221	64,540	-	3,681
Rent	-	6,000	4,570	-	1,430
£eith Chooses	-	3,808	-	-	3,808
See Me	-	5,750	4,980	(770)	-
Management	14,475	-	14,475	-	-
Total	25,779	136,286	141,803	(2,634)	17,628

The transfer of £1,864 and £770 from the Domestic Abuse Survivors and See Me projects represents the surplus funds that, with the permission of their respective funders, were transferred to the unrestricted fund.

5. Grants

	2020 Total	2019 Total
	£	£
City of Edinburgh	68,221	-
Home Office	34,681	-
See Me Scotland	5,750	-
£eith Chooses	3,808	-
Polish Consulate	6,000	-
The Robertson Trust	-	14,500
Comic Relief Scotland	8,000	4,000
Impact Funding Partners	9,826	3,737
Foundation Scotland	-	10,000
	136,286	32,237

FENIKS. Counselling, Personal Development and Support Services Ltd

Notes to the Financial Statements

For the year to 31 March 2020

6. Staff Costs	2020 Total	2019 Total
Salaries	108,724	21,895
Employers NI	4,699	-
Employers Pension	1,959	233
Total	115,382	22,128

No employee received remuneration of more than £60,000 (2019: None).

The average monthly number of employees during the year was 8 (2019: 3).

The company operates a defined contribution pension scheme in respect of its employees. The assets are held by independent managers. The employer's pension of £1,959 represents contributions due from the charity for the year.

7. Debtors	2020 Total	2019 Total
	£	£
Home Office	5,645	-
Fees	1,512	500
Facebook	102	-
Edinburgh Students	98	-
	7,357	500

8. Creditors	2020 Total	2019 Total
	£	£
Salaries	-	2,790
HMRC	3,009	654
Pensions	1,023	153
Counsellor fees	3,030	1,670
Staff & Volunteer expenses	157	479
Management	-	700
Other trade creditors	1,392	792
	8,611	7,237

FENIKS. Counselling, Personal Development and Support Services Ltd

Notes to the Financial Statements

For the year to 31 March 2020

9. Previous year information

In order to comply with the SORP (FRS 102) to show corresponding amounts for the previous year for every item in the Statement of Financial Activities (not just the prior year totals), the unrestricted and restricted funds from the previous year, set out in accordance with the requirements of the SORP (FRS 102), is shown below:

9.1 Statement of Financial Activities for the year ended 31 March 2019

	Unrestricted Funds	Restricted Funds
Income from:	£	£
Donations	10,560	-
Grants	-	32,237
Other	16	-
Total income	<u>10,576</u>	<u>32,237</u>
Expenditure on:		
Staff expenses	-	186
Printing, stationery & postage	-	448
Rent, IT, Phones & Insurance	17	1,523
Management & admin	-	1,152
Counsellor fees	10,785	-
Other	1,146	129
IE fee	466	-
Staff costs	-	22,128
Training	-	641
Volunteer expenses	-	843
Total expenditure	<u>12,414</u>	<u>27,050</u>
Net income/(expenditure)	(1,838)	5,187
Transfers	2,931	(2,931)
Net movement in funds	1,093	2,256
Reconciliation of Funds		
Funds brought forward	<u>12,083</u>	<u>23,523</u>
Funds carried forward	<u>13,176</u>	<u>25,779</u>

FENIKS. Counselling, Personal Development and Support Services Ltd

Notes to the Financial Statements

For the year to 31 March 2020

9.2 Balance Sheet at 31/3/2019	Unrestricted Funds	Restricted Funds
Current Assets	£	£
Debtors	500	-
Cash at bank & in hand	15,366	31,259
Total current assets	15,866	31,259
Current Liabilities		
Creditors	1,757	5,480
Accrual of examination fees	933	-
Total current liabilities	2,690	5,480
Net current assets	13,176	25,779
Net assets	13,176	25,779
Funds of the Charity		
Unrestricted funds	13,176	-
Restricted funds	-	25,779
Total Funds	13,176	25,779

9.3 Restricted funds for 2018/19	Opening balance	Income	Expenditure	Transfers	Closing balance
	£	£	£	£	£
Leith Conversation café	10,823	-	7,892	(2,931)	-
STV Project	1,632	-	37	-	1,595
Domestic Abuse Survivors Project	6	10,000	451	-	9,555
Admin volunteer manager	3,488	3,737	7,071	-	154
Management	7,574	18,500	11,599	-	14,475
Total	23,523	32,237	27,050	(2,931)	25,779