

Charity Number: 1156974

For Jimmy

Report and financial statements
For the period ended 31 October 2015



For Jimmy

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For Jimmy

Reference and administrative details

For the period ended 31 October 2015

Charity number 1156974

Previous name The Jimmy Mizen Foundation (1130228)

Registered office and operational address 2nd Floor, Leegate House
Burnt Ash Road
LONDON, SE12 8RG

Trustees Trustees who served from registration of the CIO and up to the date of this report were as follows:

Sebastien Chapleau	resigned 14th September 2015
Bill Griffiths CBE BEM QPM	
Danny Mizen	resigned 1st August 2016
Nikki King	resigned 8th February 2016
Keith Everson	resigned 16th May 2016
Bridget Prentice	
Matthew Hone	resigned 8th February 2016
Phil Warnock	resigned 14th November 2014
Kerry Nickols	
Wendy Phillips	appointed 14th June 2014
Abigail Jones	appointed 14 th June 2014 / resigned 1 st April 2016

Patron Cardinal Vincent Nichols

Non trustee officers Treasurer Dimitrios Alafouzou

Principal staff CEO Bill Mizen

Auditors Sayer Vincent LLP
Chartered Accountants and Statutory Auditors
Invicta House, 108–114 Golden Lane
LONDON, EC1Y 0TL

Solicitors Bates Wells Braithwaite London LLP (BWB)
10 Queen Street Place
LONDON, EC4R 1BE

For Jimmy

Trustees' annual report

For the period ended 31 October 2015

The Trustees of For Jimmy are pleased to present their Trustees Annual Report for the 17 month period ended 31 October 2015. This is our first report as a Charitable Incorporated Organisation (CIO) and under the name For Jimmy.

Report of Barry Mizen, MBE and Margaret Mizen, MBE

It's been nearly eight years since we lost our Jimmy, but for us it still seems like yesterday. It's only when we sit down, and reflect on the people we've met – that we realise how much has happened. Over the past 18 months we've gone through some important changes at For Jimmy. We worked closely with a branding agency to update the look and feel of the charity, and changed the name from The Jimmy Mizen Foundation to simply, For Jimmy. This was such an important step for us moving forward as a charity, while keeping Jimmy firmly at the heart of everything that we do.

It may be eight years on, however, we still live in troubled times, and it's down to all of us as individuals to find a solution. We are continuing to lose far too many young people across the UK, but it doesn't have to be like this. We said that outside the Old Bailey in 2009 and we still passionately believe that there's something inside each of us that feels the same.

At the beginning of 2015 we moved into our new offices in Lewisham, just a short walk from our family home and the café where Jimmy lost his life. Compared to our small shop front we worked from since 2009, the new office is a huge space that has allowed both our team to grow and our work to expand and reach more young people. Our flagship programme in 2014 worked with eight primary and secondary schools across the London Borough of Lewisham. We finished 2015 with 13 new secondary and primary schools signed up to the programme with 572 socially and academically at risks pupils about to begin working with the charity.

We are so proud of our new partnership with Southwark Council for our Safe Haven scheme. Over two years we will create seven new Safe Haven zones throughout the London borough with 14 schools and youth centres. This is an extension to our work in Lewisham, where we continue to create Safe Havens and currently have 172 shops in 17 Safe Haven zones signed up to the scheme.

Alongside our flagship programme, we continue to get requests to speak in schools, confirmation groups, conferences and events and feel so humbled to be able to spread Jimmy's legacy of peace across the country. Travelling the UK, we realised there was a need for the work we do in London to be available across the UK. However, without the resources to send For Jimmy teams across the country, we realised that putting our work online was an exciting way to spread Jimmy's legacy up and down the country. We are currently piloting a new online version of our Flagship Schools programme. The aim is for schools to independently run social action projects in their schools and local communities.

Such is life; we've also had to deal with some setbacks. Our Café of Good Hope in Hither Green suffered a flood in September 2015 that left it in disrepair. In response to this, we began the process of starting a crowd funding campaign to call upon the local community to help us raise

the money required to get the café back open, so we can continue to employ young people and work closely with ASD Services.

We ended last year by inviting 50 schools from across London to the Southbank Centre as part of WHY? What's Happening for the Young Festival in October. Over four days we created an artwork of handprints along the Riverside Terrace café, symbolising a pledge of peace from both young people and members of the public. We often reflect on around our kitchen table in 2009 when forming The Jimmy Mizen Foundation, we never imagined we would be so privileged to share Jimmy's legacy with so many young people. It always touches our hearts to see how eight years on, people are still remembering Jimmy and working for peace in his name. Wonderful people supported us from day one, and we are humbled that they and many others still support Jimmy's charity.

The objectives of the CIO

To promote and support such exclusively charitable purposes as to advance in life and help young people including without limitation by:

- Acting as a resource for young people up to the age of 24, by providing assistance and organising apprenticeship placements
- Providing or assisting in the provision of activities that will enable young people to participate within the community as independent and responsible individuals
- Promoting good citizenship; providing or assisting in the provision of facilities and activities for recreation with the object of improving the quality of life in the community and advancing education
- To promote the protection of people and the prevention of crime and relieve all those afflicted by violence or abuse in their own lives. Whether they are aggressors, victims, or both.
- By empowering young people to develop the ability to manage anger and to develop skills in such a way that they are better able to identify, engage and participate more fully in society without resorting to violence
- By encouragement of greater public participation in the prevention and solution of crime with a view to the preservation of public order
- By assisting the police in measures designed to reduce the level of crime; and including provision of peer support to those affected by violent crime
- Promote any other purpose that is charitable in accordance with the laws of England and Wales that supports or assists young people and those affected by crime

The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning its future activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives that have been set.

Structure, Governance and Management

For Jimmy is a charitable incorporated organisation (CIO) registered on 8 May 2014. On 1 June 2014, it acquired the assets and liabilities of the former unincorporated charity called the Jimmy Mizen Foundation.

The CIO has a board of trustees, who are listed on page 1, who were the trustees of the former charity.

Any person who is willing to act as a Trustee, and who would not be disqualified under the terms of the constitution, may be appointed a Trustee by a decision of the Trustees. Each Trustee shall retire from office at the third Annual Retirement Meeting following the commencement of his or her term of office. The Annual Retirement Meeting shall be the meeting of the Trustees at which the accounts of the CIO are adopted. Retiring Trustees may be reappointed, but a Trustee who has served for two consecutive terms must take a break from office for at least one year. There must be a minimum of three Trustees and a maximum of twelve.

Day to day management of the charity is delegated by the trustees to the CEO, Bill Mizen, and his team.

In January 2015 the charity moved from its office premises in Hither Green to Leegate. The new premises were provided by St Modwens at a peppercorn rent. In Mid 2015 the board decided that the time was right to review its governance and undertook a review. The review took place in October 2015 and identified the following:

- While the charity was clear on its reason for existing some more work should be undertaken on articulating its mission
- More work was required to bridge the gap between the board and the executive team
- The board should consider setting up several subcommittees to help identify and reduce risk
- A strategic review should be undertaken along with need to include and agree upon the charities "Theory of Change"
- New Trustees should be recruited to support succession planning in light of the CIO's requirement of fixed office terms

Achievements and Performance

Jimmy Mizen Schools

The strategic initiatives

- This is part of our strategic focus to spread Jimmy's legacy and challenge young people to work for safer, more peaceful communities. The awareness talks are age appropriate and designed to deliver a positive message that encourages young people

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- Following all assemblies, we provide an extended programme for the school to engage with our work. Our flagship programme is designed to work with the most socially and academically at risk pupils (identified by pupil premium and the school) working more closely on building their confidence and ability. Through the programme, the young people develop a social action project that engages the pupils outside the school gates, building relationships with key community members. Our flagship programme is only available to schools in Lewisham and the surrounding boroughs.
- Organise a borough wide social action called "Hello Lewisham". Showcase what is possible when communities unite.
- Develop our resources to be made available online for those schools who are outside Lewisham. Enabling support for school pupils to build stronger, more cohesive communities
- Adding to Jimmy's peace cloth, which showcases individual commitments to work for peace

Why do it?

In the aftermath of Jimmy's murder at the age of 16, in 2008, both Barry and Margaret spoke of compassion rather than revenge. In the months following they wanted answers as to why their son was killed on a Saturday afternoon, 100 metres from his home in their local bakery.

Barry and Margaret sought the answers to questions such as, what has gone so wrong that our young people are killing each other within our communities? What sort of values should guide our society and how do we ensure they are instilled in all our young people? And what can we personally do to make society a safer place? Shortly after Jimmy was killed in 2008, Barry and Margaret were asked to speak in a local school. Far from confident public speakers, they both shared stories about what they knew best – Jimmy. These awareness talks began to challenge young people to work for peace in their own communities, and looked at ways in which they themselves could take responsibility for their own safety.

Many interventions in 2009/10 brought the issue of violence to the forefront, by focusing on the weapon used in youth homicide, such as knife amnesty campaigns. In our evaluations with young people, a need emerged for those whom are socially and academically at risk to have the provision to feel connected to, and have the ability to make a difference to their own communities and future.

The team felt an all-encompassing programme, which worked on a rounded human centric approach to make improvements in effort, behaviour, attendance and academic progress would have a sustainable long-term impact to the safety of young people in their communities.

What did we say we would do and what did we do?

Our Awareness Talks have continued to see a demand from schools across the country with a total of 36 assemblies completed. Predominantly the schools outside of London are faith based schools and communion groups. Our commitment for the first 12 months was 25 assemblies. Our target

for our flagship programme was 15 schools split over two terms and we managed to secure 13 primary and secondary schools.

What impact did we have?

We are committed to demonstrating the value and impact of our work, and learning from it to find ways to extend and sustain it. At present, the impact measurement that we undertake is focused primarily on our Jimmy Mizen schools programme. Although primarily a social intervention we have been able to evidence academic benefits. This includes improvements amongst the participating young people in effort, behaviour, attendance and academic progress. Including a positive shift of 2–3 sub levels in Maths and English. In one school within a year 4 cohort, improvements were tracked over two terms with the following results:

- Effort 100%
- Behaviour: 98%
- Engagement: 100%
- Attendance: 92%
- Academic progress: 90%

Case Studies

HARRIS BOYS' ACADEMY EAST DULWICH

In October 2015 For Jimmy started working with Year 8 pupils from Harris Boys Academy East Dulwich, to launch Safe Havens on Peckham Rye Lane in London.

The project is the start of a two-year partnership between Southwark Borough Council, the local police and For Jimmy. Over the two years, we will create seven new Safe Haven zones throughout the borough with 14 schools and youth centres.

The young people signed up over 30 shops along the length of Rye Lane that will display a Safe Haven For Jimmy sticker in their window. As well as helping to keep young people safe in the community, the project has been vital in building relationships between young people, local businesses, the police, council and community in Peckham.

“It’s inspiring to see Year 8 pupils going out into the community and talking to shopkeepers about their safety. This project is breaking down barriers and building relationships that will have a positive impact on the wellbeing of our young people in Peckham.” PC Marcus Kudliskis, Safer Schools Police Officer, Peckham Police Station

ATHELNEY & ELFRIDA PARTNERSHIP PROGRAMME

We began working with Athelney and Elfrida primary schools' year 4 groups in October 2014. They were interested in our flagship intensive social and academic schools programme, and how it could impact on their pupils.

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Like all of our work, the programme was introduced with a talk from Margaret Mizen. As well as sharing Jimmy's story, Margaret also spoke about the work of For Jimmy and invited the pupils to join us on our journey for peace.

After initial conversations and workshops with groups of pupils from both schools, it was clear that relationships between the schools and their local community weren't as strong as they should be. They also highlighted that Bellingham Green, the local park, felt unsafe and dirty. The young people felt that a partnership programme, based around the schools reconnecting and regenerating the park was needed.

As part of the programme, we ran sessions over two terms, looking at how we could develop character, confidence, leadership, problem-solving and teamwork skills in the young people.

For the final event the Year 4 pupils led a picnic in Bellingham Green with 200 Year 2 pupils from both schools. The picnic was a chance for the year 4 pupils to deliver Safe Haven training to the year 2 pupils with a view to helping them reconnect and feel safer in their local community.

Our Young Citizens For Jimmy group helped to create a handprint mural on the Green's central building and also planted a tree for peace. Jim Dowd, MP for Lewisham West and Penge, also came along to show his support and congratulate the young people on their efforts. This was not only an exciting project for both schools to work on, but has created an environment that young people and the community now feel safe to use.

YEAR 4 COHORT TRACKED OVER TWO TERMS

- Improved Effort – 100%
- Improved Behaviour – 91%
- Improved Engagement – 91%
- Improved Attendance – 79%
- Improved Academic Progress – 93%
- Academic – (Cohort shifting between 2–3 Sub Levels Maths/English over the programme)

YEAR 4 COHORT SURVEY RESULTS

- 90% more positive and happier at school
- 100% more confident in lessons
- 95% more positive about themselves and their future
- 95% more confident in English and Maths
- 100% would recommend programme to their friends
- 100% made friends through the programme

Training and Jimmy Mizen Cafés

The strategic initiative

The charity's work experience programme sees young people gaining work experience and training in a real life situation, interacting with paying customers and colleagues from diverse

backgrounds. This is provided to any young person between the age of 15–25. The young people have the choice to work in the cafés, the office or in our schools. Throughout the financial period, the charity has formed a good working relationship with Drumbeat School & ASD Service and we have started to focus our time and resources in developing this relationship.

Any young person who does work experience with us has the opportunity to continue working on a voluntary basis, which could lead to paid work. This year 17 young people began as work experience and continued on a voluntary basis. This has helped form our Young Citizens project, where young people come together to make Lewisham a safer place, gaining additional employment skills in the areas of project management and more specifically event management.

Why do it?

The 2012 'Lewisham Works' (A guide to employing people with learning disabilities in Lewisham) report highlighted that there are over 7600 learners in Lewisham with Special Educational Needs, 1200 of which are in receipt of an SEN statement. At age 16, aspirations between disabled and non-disabled young people are broadly the same. By 26, disabled people are more likely to be out of work than their non-disabled peers (at age 24 the employment gap is 36 per cent), more likely to feel hopeless and to agree that 'nothing I do makes any difference'.

Young adults with ASD face difficulties in finding gainful employment and can become socially excluded, resulting in wasted potential and a less fulfilling life. While as students they may have a support statement to address their needs and help in their education, they can often find their options upon completing 6th form become extremely limited.

Young adults with ASD, more than the rest of their peers need a receptive employer, a demonstrable track record of work experience, and a strong advocate who will help them get through the door to tell their story. Part of our role is working with those employers so that we don't just put qualifications and experience in the bank, but start young adults with ASD on the road to a fulfilling and sustainable career. The programme makes a difference by introducing our learners to employers that are part of the charity's supply chain or corporate network and are supportive of the employment ambitions of a programme graduates.

What did we say we would do and what did we do?

The charity has been able to provide 77 young people aged 15 – 19 training and employment opportunities in one of our two café's (45 young people), our new office or on our schools programme (31). From this number a total of 19 have gained part-time employment as Peer Mentors, four as part time lead organisers for our Young Citizens programme and nine within our café's, one of which was provided with a one-year apprenticeship. We also had one apprentice employed to work on events management. A total of 18 have been diagnosed with Autism.

Performing work experience, training and employment with For Jimmy, young people gain skills in the catering industry as well as in schools and general office management such as public relations and communications. Our main focus is within our café and performing the role of Catering Assistants. As catering assistants these young people learn key responsibilities and a wide range

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of skills. They have also received coffee training provided by Drury Coffee and the charity and have gained their Level 2 Food Safety certificate.

After finishing their placements, we often see a real change in these young people. On exit these young people have gained accreditations to add to their CV and a reference. They have received training on interview preparations and CV writing and have had the opportunity to talk through potential future careers.

When an employment opportunity is available, we support the young person through the interview and aim to do our best to work within the organisation. This is for many the first paid employment they have had. We aim that they are employed by us for no more than one year, encouraging them to pursue their chosen careers and interest.

Key challenges we faced were time constraints; it was hard to organise the Hygiene Certificate for the young people on a 5-day work experience placement.

We also faced challenges providing all the young people with coffee training with Drury Coffee as they could only train four people per time.

Not all young people enjoyed the idea of working in a café environment. This saw us develop work experience and training in other areas. However, this took some time to effectively organise.

What impact did we have?

Case Studies

STEVIE HAYES STARTED WORKING IN THE CAFÉS IN SEPTEMBER 2014, AND NOW ALSO SPENDS ONE DAY A WEEK IN OUR OFFICE.

In many places of work I might not be accepted. Being autistic and dyslexic can be a massive ball and chain for me, so to be accepted somewhere like For Jimmy means a lot.

When I first started at the cafés back in September, I was really nervous because I don't like meeting new people. I just came for one day and I felt really welcomed. That soon escalated to having a job working at weekends in the cafés, and on Wednesday's in the office.

I think when it comes to the world of work; certain things will always hold me back. Keeping time, getting organised and coordination can be difficult, along with reading, writing and doing maths. When you first go into the world of work you have everyone watching you and they may not understand, but that's what I felt was different working here. I felt accepted. Working in the cafés has made me more confident, especially in my speaking. I've often felt like I'm not listened to as a young adult with additional needs. There can be a stereotype attached to me that my opinion doesn't matter.

When I first met Danny, Jimmy's oldest brother, I just thought it would be another work experience that wouldn't affect me in any way. But I noticed that when I started, not only did he listen; he always tries his absolute hardest to get me what I really want.

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When I talk about what I want to do with my future, like working in media and doing photography. Sometimes it feels like I'm just being spoken to, with no real path of communication to discuss it. That is one of the most difficult things, feeling like I have no control over it. With Danny, it actually felt like he was giving me a chance. He told me I may fail and that's fine, because I will have the chance to fail instead of not being given one at all. I feel like he forgets that I'm autistic and dyslexic, and that's what I need. Not people to just completely forget it, but for people to think that I'm Stevie first with autism and dyslexia attached, rather than the other way round.

I want a chance to choose my own future, rather than have people choose it for me. I want to see myself do what I want to do. At the moment it may seem a bit unsteady, but I know with help from my family and the charity, I'll get there.

Peer Support

The strategic initiatives

In October 2014 Child Bereavement UK and For Jimmy were commissioned by Victim Support, to work in partnership to develop and provide a robust national peer support programme to support families bereaved by homicide since 2010.

The aim of the service is, "Through shared experience, to provide a confidential listening and support for people bereaved by homicide to help them manage the impact of this huge loss in their life."

The service works together with a diverse group of volunteers, who have all been bereaved by homicide. The volunteers are recruited, trained and supervised to support family members referred to the service via Victim Support Homicide Service. For Jimmy's main focus was on the referrals.

What did we do and what did we learn?

To date, a total of 86 referrals have been received. All of the referrals into the service are made via Victim Support Homicide Case workers across England and Wales.

All referrals received are contacted by telephone initially, to introduce and explain the service and to assess their needs and wants from a peer supporter, in order to assist the effective matching with one of the volunteers. Due to the geographic location of the volunteers and referrals, at this point most of the contact is by phone call or text as oppose to face-to-face. However, due to the introduction in of a Peer Support Group in London, it is now possible to offer that option where appropriate to those referrals who have engaged with telephone support.

During this first year, a clear pathway for making and receiving referrals has been established and procedures are both safe and effective. Numbers of referrals continues to increase from 37 in the first six months to a total of 86 at the end of November. The original plan of how support would be offered was that the volunteers would contact referrals. Who would arrange structured weekly telephone contact appointments, initially for six weeks, to be reviewed up to 18 sessions. To date,

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it seems that this has happened in a couple of cases but for the majority of referrals who have engaged, the need has been for a far less structured approach with maybe an initial call followed by weekly calls for a few weeks. This would then move to every fortnight, then monthly, with a couple of texts then another call in a month or so.

Relationships continue to build with Case workers. When reflecting on the service, it was identified that a more effective way of updating Case Workers was necessary it was recognised how important it was that everyone was kept well informed at each stage of the Peer Support process. A pathway of doing this was established and to date appears to be running well, with regular contact informing case workers of progress or difficulties with referrals they've made is proving very effective in all working together to meet the needs of the families being supported.

What impact did we have?

A quote from one of our Peer Support Volunteers regarding someone they support:

"John (not real name) is a sexist, he is racist, homophobic and a fundamental Christian. To me he represents many of the things that are wrong in society, yet every week I pick up the phone and we talk for an hour or an hour and a half. This can happen because we are members of the same club, you know, the one nobody wants to be a member of, the club of people who have had their children murdered. The connection we have is greater than the differences."

Trading Subsidiaries

On the 23rd May 2014 the board of Trustees agreed to form The Jimmy Mizen Foundation CIO and transfer all assets and liabilities of the unincorporated trust to it. At the meeting it was agreed to wind down the old charity to save confusion. A transfer agreement to cover equipment, grants, IP ownership, goodwill etc, indemnities and warranties was set up, with the new charity taking on all assets and liabilities of the previous charity.

The charity's trading subsidiary JMF Good Hope Trading Limited, which acts as a holding company for the other trading companies, was also formally transferred into the ownership of the CIO on the same date.

Café of Good Hope

Our Café of Good Hope ended the financial period closed due to a major flood. The flood placed pressure on the cafés to be able to support the number of people we employed. However, due to our work in schools offering some part-time work, we were able to not have to make any redundancies. The community supported us and in January 2016 we raised £15,000 through a crowd funding campaign to repair and refurbish the café. The café was reopened in February 2016 and had a very successful reopening.

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Throughout the period we:

- Opened a café in Ladywell Fields Park, which has provided additional training space as well as increased the café's income
- We made the decision to close our café in Mountsfield Park due to lack of business
- Provided employment to three young people with ASD
- Provide our space for 17 community events

Good Hope Training and Consultancy

- The company secured a contract with Family Mosaic Housing to project manage the opening of a café in Lewisham. This was for a total of 100 days and the aim was to "replicate" the success of Good Hope
- We employed a training manager at the end of October 2015 to help develop our training contracts

Good Hope Festivals

- Due to the financial investment required to organise the festival we made the decision that we would place this project on hold. We did however:
- Secure the licence to place a large event on Blackheath – the licence is in perpetuity
- Built extended relationships with On Blackheath Festival and LeeFest.

Future Plan 2015 – 2016

Target	Actions
<u>Income</u> Establish a long-term sustainable funding model	<ul style="list-style-type: none">● Achieve forecasted income from grants and match-fund with identified schools from Sept/Oct 2016● Secure a corporate supporter to part fund our work in Lewisham● Maximise donor, fundraiser and support relations● Explore income from new sources to reduce reliance on grants and schools in the long-term
<u>Impact</u> Make a measurable impact; proving that a community is safer as a result of For Jimmy's intervention	<ul style="list-style-type: none">● Understand the local need and issues facing the chosen locality for the charity via a listening campaign● Develop our Theory of Change model to help identify clear outcomes of the charity● Set impact measurement timeframe and capture schedule – baseline, mid and end phases initially, then follow-up with additional measurements for future phases● Use support to create impact capture systems that track and report on the impact

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Schools

Build long-term relationships with primary and secondary schools within a defined area

- Identify what the ideal number of schools and programmes is to deliver for the next 1, 2 and 3 years
- Build relationships with Heads and Teachers at chosen schools (if not already)
- With funding in place, set agreements with schools to deliver programmes that work alongside the curriculum.
- Update and adapt delivery programmes for schools that fit within the aims of the Beacon of Peace

Community

Build strong relationships between young people and the wider community

- Establish community Champions to lead on community action projects, build local relationships within the community and inspire young people
- Build stronger relationships and gain support from residents, shops, businesses, MP's/Council and Police via a working group.

Team & Resources

Have a team with the resources and skills to deliver high quality programmes with young people, schools and community

- Plan the ideal staff structure and skills required to successfully deliver the next three years plans
- Recruit candidates and provide training

Location

Choose an ideal location to focus our work

- Identify what location would benefit most and fit For Jimmy's requirement.

Partnerships

Develop strategic partners that enable our strategy to become more successful

- Identify required partnership, support and build links. For example:

Governance

Following Governance review create clear actions and follow them through

- Recruit new Trustees to support Succession planning
- Develop on-boarding programme for new Trustees
- Develop Training plan for Trustees
- Set up and agree required sub committees to support governance structure

Finance

- Evaluate strategies and financial feasibility of existing and future projects.
-

Develop sustainable financial model by focusing on building recurring income streams and full cost recovery of core projects.

- Focus on building recurring income streams to support fixed operating expenditures.
 - Implement full cost recovery method for all key projects.
 - Actively manage financial and compliance risks of the charity and promote risk awareness in charity's culture.
 - Ongoing monitoring of reserves level.
 - Monitor key performance indicators of the trading subsidiaries and implement effective controls.
-

Financial review

During the financial period covering June 2014 to October 2015, the charity has grown very rapidly. Income at £692,114 is the highest ever for the charity. The average twelve months income level for the current financial year is 89% higher compared to the previous financial year.

The primary source of income for the period is through charitable activities at 68% of the total income. The flagship school programme remains the key driver as 68.7% of the charitable income is raised in relation to the school programme. Peer support and Good Hope training generates the remaining 27.6% and 3.7% funds respectively. The second biggest source of the income is Donations (29% of total income). Donations are raised through fundraising events (mainly 21 Bridges), charity collection boxes and Charity of the year awards.

For Jimmy spent 88% of the total expenditure towards charitable activities. For generating funds and governance, For Jimmy spent 7% and 5% respectively.

The net income for the financial period is 9% of total income, increased by 4% from the last financial year. At the financial period end, 68% of the funds were unrestricted and 32% restricted.

The charity's trading subsidiaries were operating at a loss during the financial period. Therefore, there was no income donated from the subsidiaries. It is important to note that the principal trading subsidiary, The Café of Good Hope has also gone through a rapid growth stage (57% increase in turnover from last year) and has played a critical role in delivering some of the charitable objectives of For Jimmy. The strategic objective for the Good Hope Café is to build on this growth and deliver strong financial performance while continuing to play an important role in delivering the charity's mission over the next three years.

The high growth of the charity and the subsidiaries meant a greater need for working capital funding and effective financial management. The charity has invested heavily in the financial system and controls to monitor performance and plan effectively.

Reserves Policy

It is the policy of the Charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to between three and six month's operating

expenditure. The Trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the Charity's current activities while consideration is given to ways in which additional funds may be raised. The charity will aim to maintain this level of reserves throughout the year.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' annual report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources of the charity for that period. In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the charity's constitution. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

For Jimmy

Trustees' annual report

For the period ended 31 October 2015

Auditors

Sayer Vincent LLP were appointed as the charity's auditors during the period and have expressed their willingness to continue in that capacity.

Approved by the trustees on 1 August 2016 and signed on their behalf by

Bill Griffiths
Chair of Trustees

Independent auditors' report

To the members of

For Jimmy

We have audited the financial statements of For Jimmy for the period ended 31 October 2015 which comprise the statement of financial activities, the balance sheet and the related notes. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the trustees those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of trustees and auditors

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees are responsible for the preparation of financial statements which give a true and fair view.

We have been appointed as auditors under section 145 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act. Our responsibility is to audit and express an opinion on the financial statements in accordance with applicable law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the charity's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the trustees; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the trustees' annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Independent auditors' report

To the members of

For Jimmy

Opinion on financial statements

In our opinion the financial statements:

- Give a true and fair view of the state of the charity's affairs as at 31 October 2015, and of its incoming resources and application of resources, for the period then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Charities Act 2011

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities Act 2011 requires us to report to you if, in our opinion:

- The information given in the report of the trustees is inconsistent in any material respect with the financial statements
- Sufficient accounting records have not been kept
- The financial statements are not in agreement with the accounting records and returns
- We have not received all the information and explanations we require for our audit

18 August 2016

Sayer Vincent LLP, Statutory Auditors

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

Sayer Vincent LLP is eligible to act as auditors in terms of section 1212 of the Companies Act 2006

For Jimmy

Statement of financial activities

For the period ended 31 October 2015

	Note	Restricted £	Unrestricted £	Period ended 31 October 2015 Total £	Year ended 31 May 2014* Total £
Incoming resources					
Incoming resources from generated funds					
Donations and legacies	2	-	198,056	198,056	48,896
Activities for generating funds		-	12,640	12,640	41,781
Incoming resources from charitable activities	3	217,250	250,198	467,448	113,066
Other incoming resources		-	13,970	13,970	13,038
Total incoming resources		<u>217,250</u>	<u>474,864</u>	<u>692,114</u>	<u>216,781</u>
Resources expended					
Costs of generating funds		-	44,225	44,225	2,356
Costs of charitable activities		204,979	347,408	552,387	174,524
Governance costs		<u>7,800</u>	<u>24,568</u>	<u>32,368</u>	<u>26,612</u>
Total resources expended	4	<u>212,779</u>	<u>416,201</u>	<u>628,980</u>	<u>203,492</u>
Net incoming resources before transfers	5	4,471	58,663	63,134	13,289
Transfers between funds	12	<u>(4,372)</u>	<u>4,372</u>	<u>-</u>	<u>-</u>
Net incoming resources before other recognised gains and losses		99	63,035	63,134	13,289
Other recognised gains and losses					
Provision against investment in joint venture		-	-	-	(10,000)
Net movement in funds		<u>99</u>	<u>63,035</u>	<u>63,134</u>	<u>3,289</u>
Reconciliation of funds					
Total funds brought forward		-	-	-	76,480
Transferred from the Jimmy Mizen Foundation		<u>45,100</u>	<u>34,669</u>	<u>79,769</u>	-
Total funds carried forward	12	<u><u>45,199</u></u>	<u><u>97,704</u></u>	<u><u>142,903</u></u>	<u><u>79,769</u></u>

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Restricted funds are disclosed in Note 12 to the financial statements.

* The comparative figures are for the Jimmy Mizen Foundation (charity number 1130228) for the year ended 31 May 2014. They are included for memorandum purposes only and further information is given within the accounting policies in note 1.

For Jimmy

Balance sheet

As at 31 October 2015

	Note	£	Period ended 31 October 2015 £	Year ended 31 May 2014* £
Fixed assets				
Tangible fixed assets	7		6,680	14,519
Investments	8		<u>100</u>	<u>100</u>
			6,780	14,619
Current assets				
Debtors	9	152,841		54,576
Cash at bank and in hand		<u>11,744</u>		<u>20,552</u>
		164,585		75,128
Liabilities				
Creditors: amounts falling due within one year	10	<u>(28,462)</u>		<u>(9,978)</u>
Net current assets			<u>136,123</u>	<u>65,150</u>
Net assets	11		<u>142,903</u>	<u>79,769</u>
Funds	12			
Restricted funds			45,199	45,100
Unrestricted funds				
Unrestricted income funds			<u>97,704</u>	<u>34,669</u>
Total charity funds			<u>142,903</u>	<u>79,769</u>

Approved by the trustees on 1 August 2016 and signed on their behalf by

Bill Griffiths
Chair of Trustees

* The comparative figures are for the Jimmy Mizen Foundation (charity number 1130228) for the year ended 31 May 2014. They are included for memorandum purposes only and further information is given within the accounting policies in note 1.

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

1. Accounting policies

a) Basis of preparation

The accounts have been prepared under the historical cost convention.

The accounts have been prepared in accordance with applicable accounting standards, the Statement of Recommended Practice, "Accounting and Reporting by Charities", issued in March 2005 and the Charities Act 2011.

The financial statements cover the 17 month period to 31 October 2015 in respect of For Jimmy. On 1 June 2014 the Jimmy Mizen Foundation transferred all its activities, assets and liabilities to a new charitable incorporated organisation (CIO), For Jimmy. These financial statements are for For Jimmy from 1 June 2014. Comparative figures of its predecessor charity, the Jimmy Mizen Foundation (charity number 1130228) are included for the year ended 31 May 2014 for memorandum purposes only. The assets and liabilities acquired from The Jimmy Mizen Foundation are shown on the balance sheet as the comparatives.

b) Incoming resources

Donations are included in the accounts in the period in which they are received.

Grants are credited to the Statement of Financial Activities in the year in which the charity becomes entitled to them.

Income from charitable activities including fundraising and sponsorship is recognised in the period to which it relates.

c) Resource expended

Liabilities and related expenditure are recognised in full in the financial statements as soon as an obligation arises.

Costs of generating funds include fundraising expenses.

Charitable activities relate to the cost of providing support to different youth organisations and providing resources for young people and have been allocated directly to functional headings as shown in the Statements of Financial Activities, and also note 5 to the accounts.

Governance costs include those costs associated with meeting the constitutional and statutory requirements of the charity and include independent examination fees, legal and professional fees and bank charges.

The support costs are costs which are required to run the charity on a day to day basis, they consist of office costs and staff travel, training and governance.

d) Tangible fixed assets and depreciation

Tangible fixed assets are stated as cost less depreciation and the threshold for capitalisation is £500. Depreciation is provided at rates calculated to write off the cost less estimated residual value of each asset over its expected useful life, as follows:

Plant and machinery	33% Straight Line
Fixtures, fittings and equipment	20% Straight Line
Motor vehicles	25% Straight Line

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

1. Accounting policies (continued)

e) Investments

Fixed asset investments are stated at cost unless provision for impairment. Investments in joint ventures are stated at cost less diminution in value.

f) Taxation

As a charity, the company is not subject to Corporation Tax or other taxes on income and gains arising from its charitable objectives.

g) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity.

Restricted funds are subjected to restrictions on their expenditure imposed by the donor or through the terms of an appeal.

2. Donations and legacies

	Restricted £	Unrestricted £	Period ended 31 October 2015 Total £	Year ended 31 May 2014 Total £
General Donations	–	123,618	123,618	48,896
21 Bridges Donations	–	39,438	39,438	–
Charity of the year awards	–	35,000	35,000	–
Total	–	198,056	198,056	48,896

3. Incoming resources from charitable activities

	Restricted £	Unrestricted £	Period ended 31 October 2015 Total £	Year ended 31 May 2014 Total £
School Visits	–	204,976	204,976	35,906
Grants to support schools work	71,000	45,222	116,222	77,160
Grants to support training	17,500	–	17,500	–
Grants to support peer support	128,750	–	128,750	–
Total	217,250	250,198	467,448	113,066

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

4. Total resources expended

	Staff costs £	Depreciation £	Other costs £	Period ended 31 October 2015 £	Year ended 31 May 2014 £
Costs of generating funds					
Cost of generating funds	14,537	-	29,688	44,225	2,356
Charitable activities					
Activities undertaken directly	219,875	7,839	111,040	338,754	146,609
Support Costs	128,626	-		128,626	
Staff training and travel costs	-	-	6,649	6,649	5,136
Office costs	-	-	78,358	78,358	22,779
Total charitable expenditure	348,501	7,839	196,047	552,387	174,524
Governance costs	24,568	-	7,800	32,368	26,612
Total resources expended	<u>387,606</u>	<u>7,839</u>	<u>233,535</u>	<u>628,980</u>	<u>203,492</u>

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

5. Net incoming resources for the year

	Period ended 31 October 2015 £	Year ended 31 May 2014 £
This is stated after charging / crediting:		
Depreciation	7,839	3,809
Trustees' remuneration	-	-
Trustees' reimbursed expenses	-	-
Auditors' remuneration:		
▪ Audit	6,500	-
Independent examiner's remuneration:	-	2,500
	<u> </u>	<u> </u>

6. Staff costs

Staff costs were as follows:

	Period ended 31 October 2015 £	Year ended 31 May 2014 £
Salaries and wages	353,578	66,514
Social security costs	34,028	29,633
	<u>387,606</u>	<u>96,147</u>

No employee earned more than £60,000 during the period.

The average weekly number of employees (full-time equivalent) during the period was as follows:

	Period ended 31 October 2015 No.	Year ended 31 May 2014 No.
Total employees	<u>15.5</u>	<u>12.0</u>

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

7. Tangible fixed assets

	Plant and machinery £	Fixtures, fittings and equipment £	Motor vehicles £	Totals £
Cost				
At the start of the period	<u>2,524</u>	<u>687</u>	<u>18,250</u>	<u>21,461</u>
At the end of the period	<u>2,524</u>	<u>687</u>	<u>18,250</u>	<u>21,461</u>
Depreciation				
At the start of the period	30	50	6,862	6,942
Charge for the period	<u>1,180</u>	<u>195</u>	<u>6,464</u>	<u>7,839</u>
At the end of the year	<u>1,210</u>	<u>245</u>	<u>13,326</u>	<u>14,781</u>
Net book value				
At the end of the period	<u>1,314</u>	<u>442</u>	<u>4,924</u>	<u>6,680</u>
At the start of the period	<u>2,494</u>	<u>637</u>	<u>11,388</u>	<u>14,519</u>

8. Fixed assets investments

	31 October 2015 £	31 May 2014 £
Cost at 1 June 2014	100	100
Acquisitions at cost	-	10,000
Impairment provision	-	(10,000)
Cost at 31 October 2015	<u>100</u>	<u>100</u>

Holdings of more than 20%

The charity held more than 20% of the control of the following entities:

JMF Good Hope Trading Limited	100 % of ordinary share capital
The Cafe of Good Hope	100 % of ordinary share capital
Good Hope Festivals Limited	100 % of ordinary share capital
Good Hope Training and Consultancy Limited	100 % of ordinary share capital
The Pelican Charity Boutique	50% of beneficial interest (investment paid back)

JMF Good Hope Trading Limited was dormant during the period but acts as a holding company for the shareholdings of the other subsidiaries.

The investment in The Pelican Charity Boutique was repaid at cost during the year.

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

8. Fixed assets investments (continued)

JMF Good Hope Trading owns the whole of the issued ordinary share capital of **The Cafe of Good Hope**, a company registered in England. The subsidiary is used for trading activities. Activities have not been consolidated as the total income of the group is below the threshold for preparing group accounts. Available profits are gift aided to the charity. A summary of the results of the subsidiary is shown below:

	2015 £	2014 £
Turnover	263,194	178,954
Administrative expenses	<u>(295,429)</u>	<u>(185,509)</u>
Profit / (loss) for financial year	<u><u>(32,235)</u></u>	<u><u>(6,555)</u></u>

The aggregate of the assets, liabilities and funds was:

Assets	33,437	64,755
Liabilities	<u>(82,014)</u>	<u>(81,291)</u>
Funds	<u><u>(48,577)</u></u>	<u><u>(16,536)</u></u>

JMF Good Hope Trading owns the whole of the issued ordinary share capital of **Good Hope Festivals Limited**, a company registered in England. The subsidiary is used for non-primary purpose trading activities. Activities have not been consolidated as the total income of the group is below the threshold for preparing group accounts. Available profits are gift aided to the charity. A summary of the results of the subsidiary is shown below:

	2015 £	2014 £
Turnover	-	10,000
Administrative expenses	<u>(17,801)</u>	<u>(31,519)</u>
Profit / (loss) for financial year	<u><u>(17,801)</u></u>	<u><u>(21,519)</u></u>

The aggregate of the assets, liabilities and funds was:

Called up share capital not paid	100	100
Assets	4,526	4,526
Liabilities	<u>(45,144)</u>	<u>(26,045)</u>
Funds	<u><u>(40,518)</u></u>	<u><u>(21,419)</u></u>

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

8. Fixed assets investments (continued)

JMF Good Hope Trading owns the whole of the issued ordinary share capital of **Good Hope Training and Consultancy Limited**, a company registered in England. The subsidiary is used for non-primary purpose trading activities. Activities have not been consolidated as the total income of the group is below the threshold for preparing group accounts. Available profits are gift aided to the charity. A summary of the results of the subsidiary is shown below:

	2015 £	2014 £
Turnover	16,118	-
Administrative expenses	<u>(26,985)</u>	-
Profit / (loss) for financial year	<u>(10,867)</u>	-

The aggregate of the assets, liabilities and funds was:

Assets	17,961	-
Liabilities	<u>(28,728)</u>	-
Funds	<u>(10,767)</u>	-

9. Debtors

	31 October 2015 £	31 May 2014 £
Amounts owed by connected undertakings	97,731	35,283
Other debtors	<u>55,110</u>	<u>19,293</u>
	<u>152,841</u>	<u>54,576</u>

10. Creditors: amounts falling due within one year

	31 October 2015 £	31 May 2014 £
Taxation and social security	15,130	3,499
Other creditors	5,532	4,079
Accruals	<u>7,800</u>	<u>2,400</u>
	<u>28,462</u>	<u>9,978</u>

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

11. Analysis of net assets between funds

	Restricted funds £	General funds £	Total funds £
Tangible Fixed Assets	-	6,680	6,680
Investments	-	100	100
Net current assets	45,199	90,924	136,123
Net assets at the end of the year	45,199	97,704	142,903

12. Restricted funds

	At the start of the period £	Incoming resources £	Outgoing resources £	Transfers £	At the end of the period £
Restricted funds					
Release the Peace	7,433	-	(7,433)	-	-
Awareness Project	4,465	41,000	(26,365)	-	19,100
Peer Support Work (MOJ)	-	17,500	(12,340)	-	5,160
Jimmy Bus	4,372	-	-	(4,372)	-
TCG Holdings Ltd – Lewisham Council	16,139	30,000	(46,139)	-	-
Lloyds TSB	7,191	17,500	(24,691)	-	-
Community Development Fund	2,500	-	(2,500)	-	-
Youth Philanthropy YPI Grant	3,000	-	(3,000)	-	-
Victim Support	-	111,250	(90,311)	-	20,939
Total restricted funds	45,100	217,250	(212,779)	(4,372)	45,199
Unrestricted funds					
General funds	34,669	474,864	(416,201)	4,372	97,704
Total unrestricted funds	34,669	474,864	(416,201)	4,372	97,704
Total funds	79,769	692,114	(628,980)	-	142,903

All restricted fund balances were transferred from the Jimmy Mizen Foundation on 1 June 2014.

Purposes of restricted funds

Release the Peace – A fund to run the Release the Peace programme via St John Ambulance. This included costs of Sarah Jarman, Margaret Mizen, Grace Idowu as well as various projects costs like travel, printing, stationary.

Awareness Project – From Porticus UK for our awareness programme towards costs such as Barry and Margaret Mizen fees and auditors' fees.

Peer Support Work – From the Ministry of Justice (MOJ) and covered the cost of a part time peer support coordinator.

Jimmy Bus – This fund covered the purchase of a Jimmy Bus in a previous accounting period. The restricted fund has now been fully expended in relation to the depreciation charged on the bus, so the balance has been transferred to unrestricted funds.

TCG Holdings Ltd – Lewisham Council – A fund for running school programmes.

For Jimmy

Notes to the financial statements

For the period ended 31 October 2015

12 Purposes of restricted funds (continued)

Lloyds TSB – For covering the costs for community development.

Community Development Fund – A fund provided to assist in community development.

Youth Philanthropy YPI Grant – Grant to cover the cost of community development.

Victim Support– Funding for Peer Support Work

13. Related parties

The charity provides working capital to fund the activities of its three wholly owned subsidiary companies. At the end of the year the charity was due the following amounts under these arrangements:

	31 October 2015 £	31 May 2014 £
Café of Good Hope	30,367	28,098
Good Hope Festivals Limited	45,102	6,045
Good Hope Training and Consultancy Limited	<u>22,262</u>	<u>1,140</u>
	<u><u>97,731</u></u>	<u><u>35,283</u></u>

The following transactions occurred with individuals during the financial period (17 months) :

Name	Relationship	Nature of transactions
Tommy Mizen	Brother of Danny Mizen, a trustee	Paid £34,800 (2014: £16,728) as an employee of the charity
Billy Mizen	Brother of Danny Mizen, a trustee	Paid £49,136 (2014: £20,944) as the CEO of the charity
Barry Mizen	Father of Danny Mizen, a trustee	Paid £44,765 (2014: £20,944) as a consultant of the charity
Margaret Mizen	Mother of Danny Mizen, a trustee	Paid £35,255 (2014: £20,944) as a consultant of the charity
Keith Everson	Trustee during the year	In the previous year, £2,755 was paid to Orion Alarms, which is owned by Mr Everson. No amounts were paid in the current year.