CONGENS GROUP

(A Charitable Incorporated Organisation)

Annual Report

and

Financial Statements

For Year Ended
31st December 2025

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Company Information

Charity Registration No. 1159464

Trustees:	Grace Peddie, Chair Janet Mahay Judith Aldred
Governing Document:	Constitution for CIO (Charitable Incorporated Organisation) adopted 1 December 2014
Registered Office: Suite	19, 42 – 46 Derwent House, Waterloo Road, Wolverhampton. WV1 4XB
Accountants:	Craig Miller 81 Oakley Court Springmeadow Birmimgham B15 2GH

Message from the chair - Diversifying for Sustainability

As we reflect on 2025, I am proud of the way ConGens has continued to develop, adapt and diversify in response to the changing needs of the communities we serve. Sustainability has become an increasingly important focus for the organisation. For us, this means not only securing the resources needed to continue our work, but also broadening our activities, strengthening partnerships and creating new opportunities through which we can support and empower our communities.

At the beginning of 2025, we embarked on an exciting new chapter with the launch of Our Heritage of Caring. The project has enabled us to explore, record and preserve the experiences of Caribbean people who came to Britain and made a significant contribution to the development of the NHS. Heritage is a natural extension of ConGens' work. The people whose stories we are preserving are often the very people and communities we have worked alongside for many years. Their experiences, memories and contributions form an important part of our collective history and deserve to be recognised, valued and passed on to future generations.

Our Heritage of Caring has also demonstrated the importance and value of working beyond traditional organisational boundaries. Through the project, we have developed stronger relationships with a range of partners, bringing together different knowledge, skills and resources to achieve shared objectives. These partnerships have not only strengthened the project itself but have opened new opportunities for future collaboration.

Partnership working will remain central to ConGens' approach to sustainability. No organisation can meet the increasingly complex needs of communities in isolation. By working collaboratively with community organisations, heritage institutions, statutory bodies, educational providers and the voluntary sector, we can achieve more collectively than we could alone. Strong partnerships enable us to share expertise, reduce duplication, reach new audiences and develop innovative approaches to common challenges.

Alongside this diversification, we have continued our commitment to supporting local people through community-based activities, information, learning and opportunities for social connection. Our work remains rooted in listening to communities and responding to their needs. However, as the organisation grows, we recognise the importance of developing new areas of work that complement our existing services and strengthen our long-term resilience.

None of this would be possible without the commitment of our staff, volunteers, trustees, partners and supporters. I would particularly like to thank our volunteers, whose time, energy and dedication remain invaluable, and my fellow trustees for their guidance and commitment as we continue to navigate change and plan for the future.

I am also grateful to our funders and partners for their confidence in ConGens and their willingness to work alongside us. Their support enables us not only to deliver services, but to develop new ideas and create opportunities that can have a lasting impact.

As we look ahead, I believe diversification will be key to our continued sustainability. We will remain true to our mission and values while being open to new opportunities, new partnerships and new ways of working. Our Heritage of Caring has reminded us that understanding where we have come from can help shape where we are going.

With continued collaboration, creativity and commitment, I am confident that ConGens will continue to grow as a resilient, responsive and sustainable organisation—one that remains firmly connected to the communities it serves.

Grace Peddie, *Chair*

Structure and Governance

ConGens operates as a Charitable Incorporated Organisation with a management committee of three trustees. Its constitution adopted 1 December 2014 serves as its governing document and details its objectives and operational management. Committee meetings are held bi-monthly with Annual General Meetings scheduled for each year. There was no deselecting and reappointing of trustees at the last AGM as the constitution allows for trustees to be appointed for a term of two years.

The Board will consist of no fewer than three Trustees, which can be increased subject to the provision of the Constitution. Vacancies on the Board of Trustees may be appointed at any time in accord with the dictates of the Constitution. The Trustees deem that the organisation is not subject to corporation tax.

The organisation achieved full charity registration on 3rd December 2014, under registration number 1159464.

The Trustees all provide their services free of charge. They have a wide range of skills and experience in community engagement and development, and management in the public, private, commercial and voluntary sectors.

The Trustees set the overall policy and direction of the organisation.

Objects and Activity

The objects of the charity are:

- To relieve financial hardship and to promote social inclusion for the benefit of the public by preventing people from becoming socially excluded, relieving the needs of those people who are socially excluded and assisting them to integrate back into society.
- In furtherance of this object, but not otherwise the group shall provide support, experiences and access to resources and information to enable people to improve their confidence and capacity as members of society.
- For the purpose of this clause 'socially excluded' means being excluded from society, or parts of society, as a result of one of more of the following factors: financial hardship; youth or old age; ill health or disability.

All activities of the charity are for the public benefit.

Achievements and Performance

In 2025, ConGens continued to strengthen its role as a community-focused organisation dedicated to wellbeing, inclusion, and heritage. Building on the foundations laid in previous years, we expanded our programmes, deepened partnerships, and broadened our impact across the local area.

Our seated exercise programme grew significantly, now delivered across two retirement living schemes managed by Nehemiah Housing, an independent housing association providing culturally sensitive supported and retirement living for African Caribbean, Asian, Irish, European and wider communities across the West Midlands. Their commitment to wellbeing and independent living aligns closely with our own aims, and this partnership has enabled us to reach more older residents with accessible physical activity sessions that encourage mobility, confidence, and social connection.

A major development this year has been our diversification into preserving local Caribbean heritage, recognising the importance of capturing the experiences of the Windrush generation who contributed to the establishment and growth of the NHS. Our two-year *Our Heritage of Caring* project has strengthened relationships with the Caribbean community and expanded our network to include groups such as the Wolverhampton Retired Nursing Group. Two significant outcomes of this work will be the creation of a dedicated website and a published book documenting the stories of pioneering Caribbean nurses and healthcare workers—ensuring their legacy is accessible to future generations and celebrated within the wider community.

Digital inclusion remains central to our mission to tackle disadvantage. Throughout 2025, we delivered practical classes that helped residents make better use of their digital devices, including smartphones and tablets. These sessions have opened the door to greater digital confidence, enabling participants to access online information, services, and opportunities that are increasingly essential in everyday life. Many residents reported feeling more connected, more capable, and more independent as a result of this support.

Another important accomplishment has been the establishment of our Arts and Crafts Day Centre, providing a welcoming space for older people to meet, create, and socialise. The centre offers a variety of activities from painting, model making to card decorating which all help reduce isolation and promote wellbeing through creativity and companionship. As part of these sessions, we arrange visits from a local nurse to deliver health checks and talks on topics such as arthritis, ensuring that participants receive both social and practical support in a familiar and friendly environment.

Together, these achievements reflect ConGens' ongoing commitment to community wellbeing, lifelong learning, cultural preservation, and reducing inequality. Our work in 2025 has strengthened partnerships, broadened participation, and laid the groundwork for continued growth and impact in the years ahead.

Funding and Finance Review

In 2024, our charity's income stood at £107,770.91. For 2025, our total income was £101,774.56, representing a further decrease of approximately 5.6%. This modest reduction was anticipated as we continued to transition beyond previously secured multi-year funding and adjusted to the financial implications of relocating to new premises. Despite this, our forward planning and proactive approach to seeking new resources ensured that we remained financially stable throughout the year.

Our main funder for 2025 was The National Lottery Heritage Fund, whose support has been instrumental in enabling us to deliver our two-year heritage project *Our Heritage of Caring*. This investment has strengthened our capacity to preserve and celebrate the contributions of Caribbean NHS workers, while also expanding our partnerships and community engagement. Additional income was generated through local fundraising efforts, which helped bolster our financial position and sustain our wider programme of activities.

Together, these funds have enabled us to continue addressing the evolving needs of our community, expand our work in heritage, wellbeing, and digital inclusion, and drive positive change across the estate. We remain committed to transparency and prudent financial management, ensuring that every penny is utilised effectively to further our mission and maximise the impact of our work.

Risk Management

The Trustees review periodically risks it may face in respect of its finances and operations and militate against these with the implementation of policies and procedures in order to eliminate or minimise any potential or adverse impact harm to the charity and the public.

Current policies and procedures include the following:

- Safeguarding Adults
- Safeguarding children
- Health and Safety
- Complaints Policy
- Equality and Diversity policy

Statement of Director's responsibilities

The trustees are required under UK Company law to prepare financial statements for each financial year, which give a true and fair view of the company's financial activities during the year and its financial position at the end of the year. In preparing those financial statements, the directors are required to:

a) Select suitable accounting policies and apply them consistently;

b) Make judgements and estimates that are reasonable and prudent;

c) State whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;

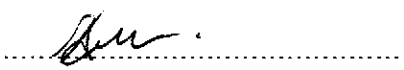
d) Prepare the financial statements on a going concern basis unless it is inappropriate to presume that the company will continue in operation.

The trustees are responsible for keeping accounting records, which disclose with reasonable accuracy the financial position of the company and which enable them to ensure that the financial position of the statements comply with applicable law and regulations. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities. The directors have identified the major risks to which the charity are exposed and have adopted suitable mechanisms to manage those risks.

This report has been prepared in accordance with the special provisions of the Companies Act 2006 relating to small companies.

Approval

This report was approved by the directors on 4 November 2025, and signed on their behalf by:



Ann McKen, Trustee

ConGens Group

Income and Expenditure Summary Statement 2025

BALANCE AS OF 1 JANUARY 2025 - £14088.96

Income

Grants	96,913.00	
Donations		
Fund Raising	606.00	
Other (incentive payment & reverse credit)	12.04	
payments from chargeable activities		
Interest		
Refunds	4187.52	
Total Income	**101,774.56**	

Expenditure

Professional Fees	39,491.73	
Salaries	20,572.00	
Equipment	686.89	
Administration/Subsidiaries	176.96	
Projects	8,931.16	
Running Costs	12,645.91	
Expenses - Travel/Refreshments	2,291.00	
Hire - Venue/Equipment	632.91	
Petty Cash		
Miscellaneous	16.04	
Total Expenditure	**85,444.60**	

Funds carried forward from last year (if any)	14,088.96	+	
Funds received in year	101,774.56		
	Total		**115,863.52**
Funds spent in year	85,444.60	-	

CLOSING BALANCE AS OF 31 DECEMBER 2025 £30,418.92

Independent Examiners Report

I report on the accounts of the Charity for the year ended 31st December 2025, which are set out on pages .....

Respective responsibilities of trustees and the examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's consider that an audit is not required for this year under section 144 of the Charities Act 2011 (the Charities Act) and that an independent examination is needed.

It is my responsibility to

- Examine the accounts under section 145 of the Charities Act;
- To follow the procedures laid down in the general Directions given by the Charity Commission (under section 145(5)(b) of the Charities Act and
- To state whether particular matters have come to my attention.

Basis of Independent examiner's report

My examination was carried out in accordance with the general directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair' view and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention (other than that disclosed below):

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

    - To keep accounting records in accordance with section 130 of the Charities Act

2. Attention should continue to be drawn and detail given in order to enable a proper understanding of the accounts to be reached. Recommendations will be given to assist the Charity to achieve this.



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Craig Miller
81 Oakley Court
Springmeadow Rd
Edgbaston
Birmingham
B15 2GH

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STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Incoming Resources						
incoming resources from generated funds		-	-	-		-
Donations, Legacies & other Voluntary Income		-	-	-		-
Activities for generating funds	2	606	-	-	606	1,323
Investment Income	3	-	-	-		-
		606	-	-	606	1,323
Incoming resources from charitable activities	4	96,913	-	-	96,913	103,808
Other incoming resources	5	4,200	-	-	4,200	2,640
Total incoming resources		101,719	-	-	101,719	109,093
Resources Expended						
Costs of generating funds		-	-	-		-
Costs of generating voluntary income		-	-	-		-
Fundraising trading: costs of goods sold		-	-	-		-
Investment management costs		-	-	-		-
Other costs of generating funds		-	-	-		-
Charitable Activities		84,991	-	-	84,991	118,347
Governance Costs		150	-	-	150	150
Total Resources Expended	6	85,141	-	-	85,141	118,497
Net incoming (outgoing) resources before transfers		16,578	-	-	16,578 -	9,404
Gross transfers between funds			-	-	-	
Net Income (expenditure) for the year/ Net movement in funds		16,578	-	-	16,578 -	9,404
Fund balances as at 31 December 2024		15,411			15,411	24,815
Fund balances as at 31 December 2025		31,989	-	-	31,989	15,411

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2026

None of the charity's activities were started or discontinued during the current or previous year and all operations continue.

There ar no recognised gains or losses other than those passing through the income and expenditure account

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BALANCE SHEET
AS AT 31 DECEMBER 2025

			2025		2024
Fixed assets		£	£		£
Tangible Assets	9		35,127		36,222
Current Assets					
Debtors	10	-	-		-
Cash at bank and in hand		30,418			13,703
Creditors	11	- 13,703			14,089
Net Current Assets			16,715	-	386
Total Assets less current liabilities			51,842		35,836
Income funds					
Restricted funds	12		2,235		24,815
Unrestricted Funds			49,607		11,021
Designted Funds	13				
Other charitable funds					
			51,842		35,836

For the year ended 31/12/2025 the company wasa entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Director's responsibilities:

a) The members have not required the company to obtain an audit of its accounts for the year in question in accordance with section 476;

b) The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of accounts;

These accounts have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The accounts were approved by the Board on.....

Ann McKen, Trustee

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NOTES TO THE ACCOUNTS

FOR THE PERIOD ENDED 31 DECEMBER 2025

1 Accounting Principles

1.1 **Basis of preparation**

The accounts have been prepared under the historical cost convention

The charity has taken advantage of the exemption in Financial Reporting Standard No.1 from the requirement to produce a cash flow statement on the grounds that it is a small charity.
The accounts have been prepared in accordance with the Statement or Recommended Practice, "Accounting and Reporting by Charities" issued in March 2005 and the Companies Act 2006

1.2 **Incoming Resources**

Restricted Grants received in advance at the year end for expenditure in a future accounting period are carried forward as deferred income. Restricted grants received but not fully utilised at the year end are carried forward as balances on the basis that they may become repayable.

Voluntary donations and gifts are accounted for as received.

The charity receives help and support in the form of voluntary assistance in advising the public. No entries are required to be included in the accounts for the financial value of such help.

The charity enjoys the us of various buildings, in some cases at below market rental. Similarly some services are provided on beneficial terms and information is given in the Notes to the Accounts.

Interest receiveable on the charity's various bank accounts is allocated in full to unrestricted funds.

Resources expended

a) Cost of generating voluntary funds
These include functions, publicity and fundraising costs. Publicity costs include local promotional advertising, printin leaflets and the cost of producing the annual report.

b) Charitable activities
Resources expended on charitable activities include all costs incurred in the pursuit of the charitable objects of the charity

c) Governance costs
Governance costs include the cost of premises maintenance, the Independent Review together with the cost of the AGM

1.4 **Tangible fixed assets and depreciation**

All assets costing more than £100 are capitalised. Tangible fixed Assets other than freehold land are stated at cost less depreciation. 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:

Equipment	0% per annum on the fixed installment basis

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1 NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

Accounting Policies (Continued)

1.5 **Taxation**

The company, being a registered charity with minilmal trading income, has been granted exemption from tax under Section 505 of the Income and Corporation Taxes Act 1988. No provision for taxation has therefore been made in these accounts.

The charity is not registered for Value Added Tax (VAT)

2 Activities for generating funds	**2025**	**2024**
	£	**£**
Fundraising activities	606	1322.5

3 Investment Income

	Unrestricted Funds	Restricted Funds	Total 2025	Total 2024
	£	£	£	£
Interest receivable	0	0	0	0

4 Incoming resources from charitable activities

	Unrestricted Funds	**Restricted Funds**	**Total 2025**	**Total 2024**
	£	**£**	**£**	**£**
Heart of England	-			9,508
Main Grants(National Lottery Fund)	-		19224	
Wolverhampton City Council	-		2268	2499.99
Lottery Community Fund	-			91800
Localgiving	-			
Postcode Community Trust	-		25000	
National Lottery Heritage Fund			50421	
	-	-	96,913	103,808

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5 NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

Other incoming resources	2025 £		2024 £
Other Income	12.04		79.16
Refunds	4187.52		2561.26
	4,200	-	2,640

6 Total Resources expended	Staff costs £	Depreciation £	Other costs £	Total 2025 £	Total 2024 £
Costs of generating funds:					
Fundraising and publicity	-	-	-	-	-
Charitable expenditure					
Direct Project Costs		-	21,577	21,577.07	16,538.37
Staff and Volunteer Costs	20,572	-	2,291	22,863.00	20,404.76
Premises costs		-	687	686.89	5,250.00
Legal and Professional costs	39,038	-		39,037.91	45,258.67
Administration Costs		-	826	825.91	1,914.82
Costs in furtherance of the Charity's objectives	59,610	-	25,381	84,990.78	89,366.62
Grant funds returned (due to project ending)					28,980.00
Management and Administration	-	-	150	150.00	150.00
	59,610	-	25,531	85,140.78	118,496.62
	59,610	-	25,531	85,140.78	118,496.62

7 Management and administration costs include payments to the Independent Reviewer of £150 (2024-£150) for fees.

Trustees

During the Year remuneration for sevices as a director/ trustee and expenses were paid, directly or indirectly, out of funds of the charity to trustees and persons known to be connected with them for services renderred.

8 NOTES TO THE ACCOUNTS (CONTINUED)

FOR THE PERIOD ENDED 31 DECEMBER 2025

Employees	2025 Number	**2024** **Number**
Number of employees		
The average number of employees during the period was:	0	2
	0	2

Activities in furtherance of organisations objects

Management & Administration

Employment Costs	2025 **£**	**2024** **£**
Wages and Salaries	20,572.00	19,823.88
Social security costs	-	3,509.99
Pension Costs	-	531.71
	20,572.00	23,865.58

There are no employees whose anual emoluments were £60,000 or more.

9 NOTES TO THE ACCOUNTS (CONTINUED)
FOR THE PERIOD ENDED 31 DECEMBER 2025

Tangible Fixed Assets	**Unrestricted Funds**	**Restricted Funds**	**Total 2025**
Equipment, F & F			
Cost			
At 1 January 2025	4,763	31,459	36,222
Additions	-	-	-
Disposals	- 1,095	-	- 1,095
As 31 December 2025	3,668	31,459	35,127
Depreciation			
At 1 January 2025	-	-	-
Charge for the period	-	-	-
Disposals	-	-	-
As 31 December 2025	-	-	-
Net Book Value			
As 31 December 2025	3,668	31,459	35,127
As 31 December 2024	4,763	31,459	36,222

10 Debtors	**2025 £**	**2024 £**
Trade debtors	-	-
other debtors	-	-
Prepayments and accrued income	-	-

11 Creditors	**2025 £**	**2024 £**
Taxes and social security costs	-	-
Other creditors	-	-
Accruals	13,703	14,089
	13,703	14,089

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NOTES TO THE ACCOUNTS (CONTINUED) FOR THE PERIOD ENDED 31 DECEMBER 2025

12 Restricted Funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes

	Movement in funds				
	Balance at 01-Jan-25	Incoming Resources	Resources Expended	Transfers	Balance at 31-Dec-25
	£	£	£	£	£
Mains Grant (National Lottery Fund)		19,224	19,224	-	-
Heart of England Community Foundation	2,235		2,235	-	-
Wolverhampton City Council		2,268	2,268	-	-
The National Lottery Community Fund		50,421	36,718		13,703
Postcode Community Trust		25,000	25,000		-
	2,235	96,913	85,445	-	13,703

13 Designated Funds

14 No funds have been set aside out of unrestricted funds by the trustees for specific purposes

Commitments under operating leases

At 31st December 2025 the company had no commitments under non- cancellable operating leases

15 Reserves Policy

The directors have considered the level of reserves they wish to retain, appropriate to the charity's needs. This is based on the charity's size and level of financial commitments held. The directors aim to ensure the charity will be able to continue to fulfill its charitable objectives even if there is temporary shortfall in income or unexpected expenditure. The directors will endeavour not to set aside funds unnecessarily.