

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



The Metal for Life NI Board of Trustees hereby present their report and financial statements of the charity for the year ending 5th April 2024.

Chairperson's Report

Metal for Life NI maintains a charitable purpose which supports the mental health of Metal and Rock music fans in Northern Ireland. The group was founded by my husband and I, Gillian and Ahti Kansanaho in January 2018, in honour of our only son, Dani Kansanaho, who tragically took his own life in October 2017, aged 23.

Dani's death sent waves of shock and sadness throughout our Metal community. Depression and suicidal thoughts can affect anyone at any time, and we quickly realised that many other metal and rock fans can suffer from mental illness. Our new purpose in life is to preserve life and prevent other families from suffering the effects of mental illness and the devastating aftermath of suicide. Our beneficiaries are rock and metal music fans from all genres, of any age, within Northern Ireland.

The founders and Board of Trustees of Metal for Life NI are delighted with our achievements to date.

Metal for Life NI was declared a Charitable Unincorporated Company by HMRC in October 2019. In 2022, we were officially granted Registered Charity status by the Charity Commission of Northern Ireland, (Registration number NIC108508). Being registered is a statement to the public that we are confident in our ability to handle all aspects of the Charity. It conveys integrity, transparency and trust. This is a massive achievement and is testament to the continued dedication put in by the Metal for Life team.

The Board of Trustees adopted the Metal for Life NI Constitution in June 2019, our charitable purpose being the advancement of health and the saving of lives.

We have adopted a formalised organisational structure to clearly define the roles of our Members, Volunteers and Board of Trustees. We maintain a robust quality documentation system which complies with Charity Commission NI regulations and legal requirements. Our finances are clearly recorded and independently audited. All of this work assures members, the general public and regulatory bodies of our competence to provide services and activities which further our charitable purposes.

Our primary function is to run regular mental health peer support groups, which are free of charge. Two sessions per month are held upstairs in the Sunflower Bar, Belfast on Saturday afternoons. A monthly session is held in Ballyclare Town Hall on Thursday nights. Our voluntary Facilitators are well trained and experienced to make people feel welcome, relaxed, safe and part of the community. In the groups, there is no stigma, no judgement, everyone can be themselves and we support each other, whatever the issues may be. Our service users have given us great feedback and return to the support groups time and time again.

Metal for Life NI
Trustees Report and Financial Statement
For the year ending 5th April 2024



We've had great support from the Management and Staff at the Sunflower Public House, Ballyclare Town Hall, Antrim & Newtownabbey Borough Council, James Loveday at The Distortion Project, Amber Catering and Cakes, NICVA, Families Voices Forum, Grassroots Stay Alive and Zero Suicide Alliance, as well as many generous individuals. We are immensely grateful to our Metal music industry in Northern Ireland who have supported us from inception.

As chairperson, I would like to pay special tribute to the continuous dedication, professionalism and empathy from Trustees Chris Mulholland, Gareth Ruddock and Carol McKee.

I must also thank our dedicated Volunteers:

Facilitators: Dr Claire Armstrong, Chris Mulholland, Gareth Ruddock along with myself, Gillian Kansanaho and Events Volunteers: Ahti Kansanaho, Alice Nicholl, Connie Nicholl and Hana Louise Jamison.

You all truly make our charity a wonderful asset to our society.

We constantly remember that mental illness does not discriminate and can be devastating for anyone in its path. The number of genuinely kind and supportive people we come across every week is just breath-taking. Many of them are on their own difficult journeys and if we can walk with them while they find their way to recovery, we are privileged to do that. None of us will ever forget Dani Kansanaho, in honour of whom Metal for Life NI was founded. Dani, and others who have been lost in tragic circumstances, remain firmly with us as we continue to build on our passion for helping those in need of support.

Metal for Life NI – supporting mental health together.

Gillian Kansanaho
Chairperson
Metal for Life NI

**Metal for Life NI
Trustees Report and Financial Statement
For the year ending 5th April 2024**



Administrative Details:

Charity Name: Metal for Life NI

Charity status: Charity Registration Number: NIC108508
Registered February 2022

Organisation type: Non-profit, unincorporated association
HMRC: Charitable Unincorporated Company for tax purposes

Governing documentation: Constitution, adopted 15th June 2019

Correspondence Address:

31 Connor Road,
Parkgate,
Ballyclare,
Co. Antrim,
BT39 0DY

Email: info@metalforlifeni.co.uk
Web: www.metalforlifeni.co.uk

Founded: January 2018, in memory of Dani Kansanaho, by Gillian & Ahti Kansanaho.

Board of Trustees:

Carol McKee, Trustee
Chris Mulholland, Trustee
Gareth Ruddock, Trustee, Adult Safeguarding Champion
Gillian Kansanaho, Trustee, Chairperson

Independent Financial Examiner:

Jennifer Gould
Sixmile Accountancy
18a Railway Street
Antrim,
Co. Antrim
BT41 4AE

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024

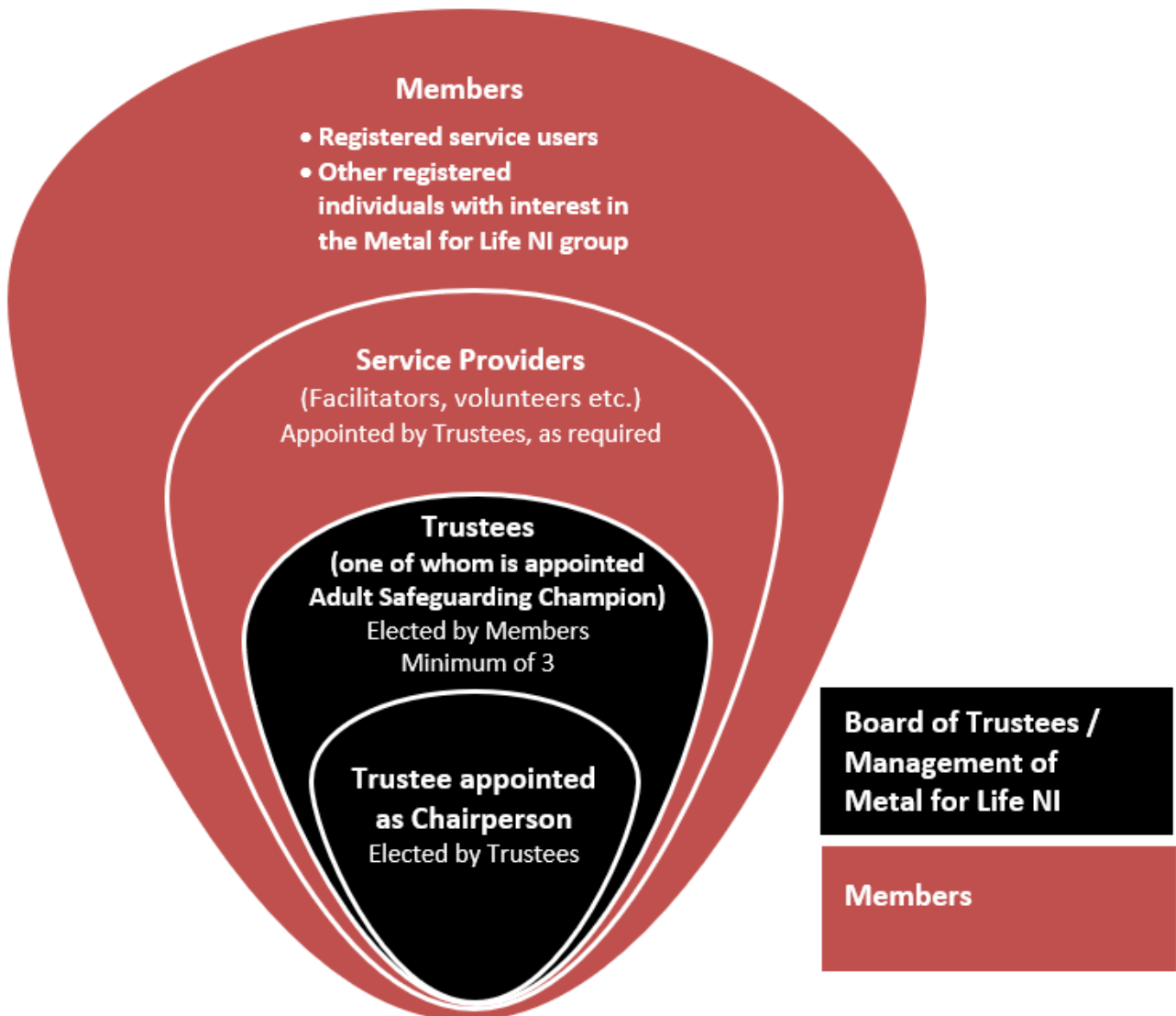


Governance and Structure

The governing document of Metal for Life NI is our **Constitution** which was developed by the Board of Trustees and adopted on 15th June 2019. An extensive quality documentation system has been implemented to manage the organisation and conduct of the Metal for Life NI services, including membership, Trustee and Volunteer roles & responsibilities, safeguarding, recruitment & training, accounts & insurance, concern & complaint handling, data protection, info security, document review and record-keeping.

The Board of Trustees take guidance from The Charity Commission of Northern Ireland, the Code of Governance 3rd Edition 2021 and Adult Safeguarding regulations. A record of our compliance can be found in our Code of Good Governance Health Check.

Metal for Life NI organisational structure



Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024

Members of Metal for Life NI

Members are those who fulfil the criteria and can be support group attendees (service users) or simply have an interest in supporting Metal for Life NI. Registration is completed on an official form and the Board of Trustees have the right to decline membership requests or terminate membership. A list of registered Members is held confidentially and securely by the Board.

Volunteers

Volunteers help us to run the charity and are officially recruited, appointed, trained and monitored. Our voluntary Peer Support Group Facilitators are specifically appointed and trained according to a strict application process, to ensure the safety and well-being of our service users. All Volunteers strictly adhere to a Code of Behaviour and are annually appraised.

The Board of Trustees

There must be a minimum of 3 Trustees at any given time and additional Trustees can be appointed by the residing Board of Trustees throughout the year, if required. Trustees must agree to follow the responsibilities laid out in Metal for Life NI quality documentation. Qualified Trustees are elected by registered members at the AGM. Trustees must then sign a Declaration form. Trustees appoint one of themselves as Chairperson following the AGM. These and other details are documented in the Metal for Life NI Constitution.

One Trustee is appointed as Chairperson. One is also appointed as Adult Safeguarding Champion, overseeing Safeguarding policies and activities at all levels to ensure the safeguarding of our members. Metal for Life NI's activities are not considered to be "regulated activities." Nevertheless, our duty of care to our Service Users, other Members, Volunteers and the wider public is important to us.

Mission and charitable purpose

The Board of Trustees have regard to the Charity Commission for Northern Ireland's Public benefit requirements. The mission and activities of Metal for Life NI fulfil charitable purpose number 4: **The advancement of health or the saving of lives.**

The charitable purpose of the Metal for Life NI is:

The advancement of health and saving of lives for the public benefit by supporting and promoting the mental health of adults in Northern Ireland who are fans, artists and employees of the Metal and Rock Music industry together with their families, colleagues and friends, in particular but not exclusively by the provision of the following:

- a) *Support for mental ill health including the facilitation of peer support groups;*
- b) *Information regarding mental illnesses and the promotion of good mental health and well-being;*
- c) *Information regarding the support available for those with mental ill health;*
- d) *Information to increase awareness and understanding of the public regarding mental ill health.*

Beneficiaries

Our beneficiaries are Metal and Rock Fans from Northern Ireland, over the age of 18. We do not discriminate against age, gender identity, disability, religion, politics, wealth or up-bringing. We expect members of the public to complete a membership & registration form in order to use our services, support the charity, or attend and contribute to general meetings. The Board of Trustees has the right to decline or remove membership from any individual if it is agreed to be in the best interests of the charity.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024

Duty of Care

We take mental health very seriously.

Our duty of care to the mental health and well-being of our service users and the wider public is critical and is supported by effective recruitment and training, good team communication and strict compliance with legal requirements.

As a registered charity, we are bound to follow best practices for safeguarding our service users and we do so through implementation of a Safeguarding Policy, Safeguarding Manual and associated procedures, forms registers and records. Our Safeguarding practices are overseen by an officially appointed Adult Safeguarding Champion.

Adult Safeguarding Policies, Work Instructions and official records ensure that all of our Volunteers know how and when to report situations where adults could potentially be at risk of abuse, harm or neglect.

Recruitment policy ensures that all our Volunteers are background checked and deemed appropriate for every official role.

All Volunteers must strictly adhere to a Code of Behaviour and are trained in every aspect of their roles.

Risk is re-assessed regularly and we have a process for responding to feedback, complaints and concerns from service users.

Service Users and people who contact us can be assured that we handle all sensitive personal information in strict confidence and we have security measures in place to protect client and charity information.

Peer support groups are carefully planned and conducted, ensuring that our service users are safe.

Peer Support group facilitators have been trained in communicating with people who may be in emotional distress, guiding them to explore their own needs and helping them to stay safe. Training includes:

- Safeguarding Practices,
- Mental Health First Aid,
- Suicide Prevention,
- Understanding and supporting those who are suicidal or self-harming,
- Handling the implications of Drugs and Alcohol on mental well-being,
- Understanding Autism...and
- Understanding Identity.

Our aim is to preserve life, first and foremost. Anyone who contacts Metal for life NI in need of support is treated with respect, dignity and confidentiality at all times.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



Activities

A. Support Services

a) Peer Support Groups

Our main function is to run regular peer support groups, which are free of charge and no referral is required. We can bring new attendees in as soon as they contact us and there is no time limit on how long they can stay. Two sessions per month are held upstairs in the Sunflower Bar, Belfast on Saturday afternoons when the bar is closed. A monthly session is held in Ballyclare Town Hall on Thursday nights. Groups last for 2 hours and are kept purposely small. All attendees must register and sign a confidentiality agreement at each session. We include exercises to promote relaxation and mindfulness.

Our voluntary facilitators are well trained and experienced to make people feel welcome, relaxed, safe and part of the group. We don't judge. Everyone can be themselves and we support each other, whatever the issues may be.

In the last financial year, we supported a total of 49 attendees. We had 415 attendances over 40 peer support group sessions and events. We held 12 Support Group sessions for the Ballyclare catchment and 19 for Belfast and we hosted several outdoor events.

Our support group sessions often cover planned themes and have included topics which encourage managing our mental health and coping with difficult life events including: Difficult relationships; Depression, Anxiety and Panic; Abuse; Living with physical or mental diagnoses; Overwhelm and exhaustion; Self-esteem, criticism and imposter syndrome; Survival Mode and staying safe; Asking for help; and Self-care awareness and tools.

We actively encourage attendees to explore how they can improve their well-being, supported by the 5 steps to well-being (Take 5) initiative from the Public Health Agency. This promotes being active, giving, connecting, learning and noticing as helpful ways to improve and maintain good mental health.

At every session, we always leave time to ensure that our attendees can talk about any issues of concern to them and these have included suicidal thoughts, grief and loss, bullying, loneliness, social anxiety, low self-esteem, domestic abuse, substance and alcohol abuse, financial and work stressors, anxiety and depression, living with ADHD, Autism, Bipolar Disorder, PTSD and physical illness.

Support groups are often an empowering experience for attendees as they talk through what they are facing, getting great support from others in the group. We regularly discuss tools for well-being, challenging negative thinking, where to seek professional or voluntary help, how to discuss what we need and managing our time. New people coming into the groups develop a new way of expressing themselves and can feel a sense of relief that they aren't alone in the way they feel.

We often hear people say they feel much better after the session. We do talk a lot about music and other media interests and this often gives a sense of normality and belonging to the group.

We truly appreciate the effort our Facilitators put into our support groups before, during and after each session, several times a month, every month of the year. This voluntary work is the very heart and soul of what we do. It requires constant dedication and we are very grateful to all our Facilitators.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



b) Support group projects & workshops

In the last financial year, we funded a project called CORE.

Between October 2023 and March 2024, we invited attendees to learn more about their core beliefs, recognising and challenging distorted, unhelpful ones. We spent time focussing on our attitude to self-help and intentional healing. We also offered sessions and workshops to challenge our thoughts and make well-being central to our lives.

All attendees were given a sand-timer to encourage them to think about their well-being. We were able to identify several uses for the sand-timers including:

- Living in the present
- Intentional productivity and progress
- Task or time management
- Slowing down and taking time to relax.

Attendees enjoy receiving gifts relating to mental health. It helps remind them that self-care is an important part of the ethos of Metal for Life NI.

We developed session worksheets to help attendees learn how their negative thoughts can be recognised and challenged, as well as being creative in finding more helpful thoughts instead. Attendees have indicated that these worksheets are helpful as they are learning or relearning useful tools and can refer back to them when needed.

In January, we invited Joanne Hudson from Bluebird Counselling NI to run a workshop about Core Beliefs. The workshop was well attended and Joanne helped us:

- to understand our core beliefs and where they originate,
- to recognise common distorted (negative) core beliefs and how they may impact our lives,
- and she described techniques to challenge and overcome negative core beliefs.

In February, Gillian ran a workshop about activating self-care. The aim was to:

- consider benefits of self-care,
- consider why we may find self-care difficult and consequences of not practicing self-care,
- explore ideas to activate our own self-care, using Take 5 Steps to Well-being and
- introduce the concept of personal boundaries.

This workshop was well received, with attendees indicating that it was a useful reminder to take time for ourselves, avoid burn-out and improve well-being, guilt-free.

In March, we arranged Archery sessions at Breckenhill, with some additional activities outdoors. Many of us had never tried archery before and it was an enjoyable, social event for all involved.

At the end of every Metal for Life NI Project, we seek anonymous feedback from attendees, asking how beneficial they found each part of the project, and about the service Metal for Life NI provides overall. We also ask them to suggest ideas for future projects, workshops or events and this way we can plan our service in the future and keep the support service relevant.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



c) Support Group Events

Once a quarter we gather a team of volunteers to visit Breckenhill Estate, near Ballyclare. Here we help owners David and Henrietta Reade keep the estate looking great while conserving the environment and wildlife.

We've completed some great projects over the last 3 years including planting trees, flooring a willow arbour, creating a waterfall, cutting and logging dead trees, and helping to build a pizza oven, a bushcraft shelter, "dead-hedges", and more recently, a wooden camping shelter.

We try to keep the events inclusive for all Metal for Life members, arranging activities that suit people of all abilities, and we provide transport for those who need it, as well as food and drinks.

Some of the other projects we've achieved include building and installing bird-boxes, building a bug hotel, making wreathes from willow and decorating signs and rocks for an upcoming music festival at Breckenhill.

We have learned a lot from David and Henrietta and have built a genuinely lovely relationship with them. We're very grateful to have the opportunity to visit this unique and beautiful place. We'd also like to give a special thank you to our volunteers Ahti Kansanaho and Tom Clarke who give up their free time to help with the heavier work.

The Breckenhill days give us all a great sense of purpose. It's good exercise, really good for communication, building on friendships and having a well-deserved laugh.

We appreciate the difficult life challenges people face and it's wonderful to see members building friendships, reaching out and helping each other when they need it. We are very proud of the service we offer. We all love it and there will be plenty more projects to come.

d) Metal Minds

In 2020 we started a small, private facebook group called Metal Minds. This is only available to support group attendees and allows us to keep each other informed about event dates. Crucially, it is a great way for attendees to chat to each other and seek out support between sessions. We're very grateful to everyone who posts into the group with inspiring quotes and images.

It is encouraging to see that a supportive bond has been developed between many of our attendees, often from completely different paths in life, connected through music and mental health.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024

B) PROMOTION OF MENTAL HEALTH SUPPORT AND METAL FOR LIFE NI SERVICES

a) Social Media

Outside of our own group activities, we are mindful that we cannot offer peer support groups in all parts of Northern Ireland. Not everyone has the ability to travel, so social media is ideal for reaching others further away. It also helps us promote our cause. We share our media to a wide variety of music, community and mental health networks. Around 5,000 people follow our social media accounts combined.

We have had great success with our Metal for Life branded social media posts, on topics which support mental health and promote suicide prevention.

In addition, we provide regular educational and inspirational posts to encourage followers to help themselves and others. We share news and information about mental health courses and services in our community, making sure we raise awareness on key dates such as World Suicide Prevention Day, Mental Health Awareness Week and Men's Health Week.

We regularly promote Grassroots Stay Alive, Zero Suicide Alliance and Public Health Agency guidance on Mental Health and we have had several articles written about our services over the years including in Chordblossom and the Belfast Telegraph.

We like to encourage new clients to join us in our support groups by sharing anonymous feedback from existing members. This is critical for those who can't imagine what a peer support group is like and need reassurances that it is a beneficial place for healing and growth.

b) Website: www.metalforlifeni.co.uk

We also have almost 1,500 visitors to our website annually, where we provide information about our services & events and host our merchandise shop.

c) Presence in the Music Community

We try as much as possible to raise awareness of mental health within our local metal and rock community, too. Gigs are a great opportunity for us to create a presence in the community. Wherever we go, we will always promote the shows we attend and support the bands in whatever way we can. This year, we recruited 3 fantastic new Events Volunteers to the Metal for Life team – Hana, Connie and Alice. It's been a pleasure to have them promoting our Charity and services out in the community and we're delighted to have them on board.

We have been supported throughout by local bands and promoters, but most especially by James Loveday from the Distortion Project. We attend a lot of James' gigs, including all of the Belfast Metal 2 The Masses shows. It's always a pleasure to attend James' gigs and, like the rest of the Northern Ireland Metal community, we are very grateful that he continues to keep metal and rock alive in our wee part of the world. Thank you so much James!

We'd also like to thank Acid Age, Astralnaut, Cursed Sun, Drakonis, ForeignWolf, Haint, Indominus, Nomadus, Ren Marabou, Sinocence, Slomatics, Survivalist, Skypilot, Teras and The Boat Sank for their friendship and support. It never gets old seeing a band promoting us on social media, or best of all, a band member wearing one of our Metal for Life shirts on stage.

Metal for Life NI
Trustees Report and Financial Statement
For the year ending 5th April 2024



d) Networking

We feel it's important that we reach out to the wider public, too.

We are now listed on several charity and mental health networks including Stay Alive, Here2Help, Find Help NI, Community NI, NICVA and the Hub of Hope.

We continue to build connections with the HSC Trusts in Northern Ireland and have welcomed several clients who have been referred directly to us from there.

These networks help us to raise awareness of mental health and the different kinds of support available, but also make sure the public knows about our services!

e) Merchandise and promotion

We have had great success⁰ in raising awareness through our branded merchandise. Our logo is unique and attractive to our target group and to the wider public. We aim to stock products which are high quality at reasonable prices. We've all sorts of merch available, which helps massively with fund-raising and building presence. This year we introduced our new black-on-black T-Shirts, beanies and lanyards.

In the last financial year we attended our first Community Markets, organised by Donna and Micky from Alternative Mid-Ulster. We really enjoyed it and look forward to future ones.

We also use beer mats or coasters as our business cards. These have been a very useful tool in raising awareness for us. We distribute them out to public and private mental health services, as well as bars, venues, tattoo parlours and other charities and organisations. We give a lot out to local bands and promoters too, to pass on to anyone who may be interested.

We have our beer mats and flyers with us today. Please take some away with you and share them as you wish.

We're always open to other ideas to help promote the charity and are more than happy to attend gigs, markets or events if we're asked.

If being visible in the community helps motivate even one person towards seeking help, it's a job well done. We want to save lives. We mean business and we are here to stay.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



Financial Report

We have been determined to keep good records of the accounts since we started back in April 2018.

- The Board of Trustees have a sound financial policy documented in our Metal for Life NI Constitution.
- HMRC recognise that all our trading income is charitable, so all money raised goes back into the charity to fulfil our purpose.
- We have made use of the NICVA financial training courses, ensuring that our accounts meet regulatory requirements.
- Money and assets are only used to further the charity's purposes and the Board of Trustees ensure that activities and expenditure remain financially sustainable.
- Money is largely held in a business bank account with 2 account holders who are elected Trustees.
- The Board of Trustees agree annually on a financial reserve, which is at least £1000, to keep the charity solvent and to protect the effective running of the charity.
- All expenditure over a value of £200 is resolved by majority vote from Board of Trustees.
- We do not lend any money to any other organisation or person, nor do we have outstanding bills.
- We maintain a detailed record of all incomings and outgoings electronically, backed up with invoices, receipts and bank statements. The accounts are consolidated and reviewed by the Trustees every month.
- We compile an annual review of the charity's accounts which is approved by our Financial Auditor and submitted to the Charity Commission of Northern Ireland.
- An Assets register is maintained by the Board of Trustees. Equipment owned by the charity may, with the agreement of the Board, be held in a Trustee's home in pursuance of his/her designated role until such time as the member's tenure of office ceases or the Board of Trustees request its return.

ANNUAL ACCOUNT SUMMARY for the year ending 5th April 2024

The financial year of the charity follows the UK tax year calendar (6th April 2023 – 5th April 2024). We had a very healthy balance of **£ 6,210**.

A. INCOME:

Our total income was £4,268. This can be broken down as follows:

- Restricted funding - zero - none required or applied for this year.
- We gained £2,056 in donations from friends, family and the metal community.
- We also gained £2,212 from the sale of Metal for Life NI merchandise.

We are truly grateful for all the donations we receive and we appreciate how challenging the last few years have been for everyone. Many people have started Facebook or Instagram fundraisers on our behalf, including friends at Breckenhill, The Gathering Drum, Metal Messiah Radio and Zombie Bunny Inc. These are always welcome. Many donations have come from events organised to fundraise for us, including Bands: Truckasaurus, Puresonic Outcasts, and Ren Marabou and the Alternative Mid Ulster Christmas Market in Cookstown in December 2023. We often receive donations from attendees at local gigs and for that we thank James Loveday from the Distortion Project and all the bands for having us on board at their shows.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



B. EXPENDITURE

Our Total expenditure was £3,516, which can be broken down as follows:

a. Restricted Funding

Zero – no restricted funding used

b. We spent £3,943 of unrestricted funds on the following:

CATEGORIES	EXPENDITURE
Accountancy Fees	-£100.00
Catering	-£553.97
Insurance Fees	-£84.00
IT / Website Fees	-£476.75
Postage	-£76.33
Purchases for Advertising / Promotion	-£606.91
Purchases for Resale (merchandise)	-£978.66
Service to Clients (all funded by Metal for Life)	-£536.00
Stationary	-£8.30
Training and Access NI Costs	-£54.00
Transaction Fees (Meta, Paypal, SumUp and Bank)	-£80.55
Venue Hire	-£388.00
GRAND TOTAL	-£3,943.47

c. Minimal spend policy

The Trustees are very careful about spending and aim to keep expenses to a bare minimum.

We are grateful for all the support that we receive at no cost, for example, the use of the upstairs room at the Sunflower. We aim to waste nothing, keeping the environment in mind. We try to organise trips and events for free, hopefully inspiring our service users that it is possible to enjoy life without spending a fortune.

C. ASSETS

We have one colour printer, which is used for supporting support group activities and promotion. This is held at the Chairperson's address. We also have a healthy stock of merchandise and promotional materials.

Independent financial Examination

The Metal for Life NI annual accounts presented to the year ending 5th April 2024 have been independently examined by Sixmile Accountancy, appointed by the Board of Trustees.

It is the accountant's responsibility to examine the accounts under section 63 of the Charities Act and follow procedures and general direction of the Commission under section 65(9)(b) of the Charities Act. It is also the accountant's responsibility to state any matters for concern with the accounts reviewed.

The accountant found no concerns or non-compliances with the Metal for Life NI accounts.

Metal for Life NI

Trustees Report and Financial Statement

For the year ending 5th April 2024



Private Benefit

None of the Volunteers benefit financially from the running of Metal for Life NI. In fact, we have agreed to waive reimbursement of any expenses incurred for travel or other costs throughout the year.

We ALWAYS personally pay our way into gigs when we are there with the Metal for Life NI stand, to support the bands and the Music industry.

Risk and Insurance

The Board of Trustees review key activities and services through our Risk Assessment. We ensure that the organisation and Volunteers are appropriately insured against public liability and professional indemnity.

Opportunities for Improvement

We are always developing the Charity. Continual improvement and the effective handling of concerns is critical to us.

In addition to full in-house training for our Volunteers, our Trustee Gareth has also been trained in Safeguarding regulations and processes.

Our documented practices are reviewed annually by Trustees, along with relevant Charity, Safeguarding and Fundraising Regulations.

This year, we also started up quarterly Facilitator Discussion Meetings, to give our hard-working team a chance to discuss all aspects of the service and provide support to each other.

This year we also documented our policies on Equality, Diversity and Inclusion, something which has always been a key factor for us.

We constantly listen to our clients through anonymous feedback and other discussions throughout the year. We build as many of their ideas as possible into future support groups. We're very grateful for the feedback, as this is what keeps the Metal for Life service relevant and "alive".

The biggest change made to the Charity this year was to recruit 4 additional volunteers to the team.

Hana Jamison, Connie Nicholl and Alice Nicholl joined us as Events Volunteers in January and Carol McKee was appointed as a Trustee in June. Having additional people on board brings additional support and fresh ideas and we are very grateful to have all of these amazing volunteers with us.

Acknowledgements and thanks

Metal for Life NI would like to acknowledge our Funding bodies, Public, Community and Voluntary agencies, Suppliers, Volunteers, Family, Friends and Supporters who have helped us provide the best service we possibly can. We couldn't do this without you. Thank you so much and let's continue supporting mental health together.

Metal for Life NI – supporting mental health together.