



# Menopause Café Trustees' Annual Report for the period 1/10/19 – 30/9/20



**SUNDAY 23rd AUGUST  
3pm - 4.30pm**

Come and discuss all things Menopause in  
Crystal Palace Park at a Social Distance.

Bring a picnic rug or chair & your own refreshments.  
Please meet at the Crystal Palace Concert Platform just before  
3pm and we will find a secluded spot to start our socially  
distanced group discussion.

WEATHER PERMITTING

FOR MORE INFORMATION  
menopausecafesouthlondon@gmail.com  
[www.facebook.com/groups/menopausecafesouthlondon](https://www.facebook.com/groups/menopausecafesouthlondon)

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Menopause Café SC048435

## Our Objective and Charitable Purpose

**Our objective** is to increase awareness of the impact of the menopause on those experiencing it, their friends, colleagues, and families, so that we can make conscious choices about this third stage of life

**Charitable purpose:** The provision of recreational facilities, or the organisation of recreational activities, with the object of improving the conditions of life for the persons for whom the facilities or activities are primarily intended. The relief of those in need by reason of age, ill health, disability, financial hardship or other disadvantage.

## Our Activities

### a) Menopause Cafes

In this report period our volunteers hosted 208 Menopause Cafés with over 1500 participants, of whom less than 1% were male. Participants ranged in age from 23-70, including a mother with a 9-month old baby.

<p>132 Public Menopause Café in various locations worldwide including:</p> <ul style="list-style-type: none"><li>• Nairobi, Kenya</li><li>• Copenhagen, Denmark,</li><li>• Connecticut, USA</li><li>• Wisconsin, USA</li><li>• Chester, Derby, Hull, Tunbridge Wells, Llandough, Ipswich, Birmingham, Lancaster, Farnborough, Didcot &amp; Beverly UK</li></ul> <p>76 Menopause Cafes at Work in</p> <ul style="list-style-type: none"><li>• Command Control Centre - Police Scotland, Bilston</li><li>• COPE-Scotland, Glasgow</li><li>• Citizens Advice Bureau, Edinburgh</li><li>• National Library Scotland, Edinburgh</li><li>• St. Andrews University</li></ul> <p>We are grateful to all the volunteers, who host these events in their hometowns or workplaces.</p>		<p>We celebrated our 3<sup>rd</sup> birthday in June, with this summary of activity from June 2017 onwards.</p>
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Our compact operating base meant we could be relatively nimble in response to COVID. We rolled out over 40 online virtual Menopause Cafés from April 1<sup>st</sup>. This approach has significantly increased our reach. We had participants from Nepal, Australia, Spain, USA, Canada, Portugal, Switzerland, France, Ireland, as well as from all 4 corners of the UK. UK cafes included events for Mental Health & Wellbeing Hub at PKAVS, Neurodevelopmental Team at Sussex NHS partnership Trust, and Essex County Council.

The committee hosted Menopause Cafes at two conferences:

- *The 92<sup>nd</sup> STUC Women's Conference* in Perth, October 2019, where we gave a talk about the Menopause Café movement, and about menopause before hosted a café.
- *Scotland's Feminist Future* organised by Engender at Glasgow Women's Library in January 2020

Much activity went into planning #FlushFest2020, which was due to take place at Dewar's Ice Rink in May but had to be postponed due to the pandemic.

## b) Raising awareness nationally

To meet our aim of increasing awareness about the Menopause, we participated in several national events:



October 5<sup>th</sup>: Women of the World Festival in Perth (WoW).



Oct 9<sup>th</sup>: Telling Princess Anne about our work, at an Edinburgh University dinner at Holyrood Palace.



Oct 10<sup>th</sup>: Mental Health Awareness event at Aviva, Perth, with Andy's Man Club and Mindspace.



19<sup>th</sup> January: First Minister's National Advisory Council on Women & Girls Circle, Edinburgh, with FM Nicola Sturgeon, MSP Christina McKelvie and Louise MacDonald, CEO Youth Scotland.

25<sup>th</sup> January: Robert Gordon University, Aberdeen, Health & Wellbeing Festival, with Menopause Café Aberdeen host, Karen Bain.





Feb 6<sup>th</sup>: Menstruation Research Network “Go with the Flow” workshop on Menstruation and Sport at University of Stirling.



9<sup>th</sup> February 2020 – Menopause Café in the Community with The Coop at North Muirton



6<sup>th</sup> March 2020 – we were invited by Netball Scotland CEO Claire Nelson, to attend the opening game of Strathclyde Sirens, part of the Women’s Professional Netball League, in Glasgow.

## c) Raising awareness internationally

### Uganda



7<sup>th</sup> March  
Menopause Café participated in Women's Health Uganda's Walk for Menopause event.

This was held in Uganda at 7am, so we ran around George Square, Glasgow at 4am!

### Nepal



26<sup>th</sup> May We participated online in the *Menstrual Talk, Dignity First* event hosted by Nepalese Ministry of Women, Children and Senior Citizen, in conjunction with the Global South Coalition for Dignified Menstruation.

### Australia



Sept 10: We held a special Perth twinning virtual Menopause Café to mark *International Gynaecological Awareness Day*, with folk in Perth, Western Australia and Perth, Scotland, coming together.

### South Korea

July 9<sup>th</sup>: We joined a group of young people from *Asan Frontier Youth* via Zoom to discuss the societal narrative around menopause, and the role Menopause Café events play in shifting this discourse.

## d) Articles, Books, Talks and Podcasts

**Social Media:** we continue to raise awareness of the menopause and to provide support through:

- a public [Facebook page](#), with 2,800 followers and a reach of 33,000 in the last year.
- a private Facebook group, with 1,880 members
- a Twitter account [@Menopause\\_Cafe](#) with 6700 followers
- an Instagram account [@Menopause\\_Cafe](#), 1180 followers

**Media:** we featured in some podcasts, newspaper articles and radio. Links can be found on our [Media History webpage](#).

- The Perth Podcast, Episode 14, March 2020
- The Happy Menopause Podcast, S1, Episode 14, March 2020
- Lisa Cherry Trauma Resonance Resilience podcast, episode 13, April 2020
- Soulkraft Stirling City Radio, May 2020
- Radiant Menopause podcast episode 16, July 2020
- Politiken, the Danish newspaper wrote up Menopause Café Copenhagen, July 2020
- Hartford Courant for the first Menopause Café in Connecticut, USA, Sept 2020

**Journals:** Maturitas, an international journal of midlife health and beyond, invited us to write the editorial for their Volume 132 published February 1st 2020.

**Books:** We were commissioned, by editor Caroline Harris, to write a chapter for the book “*M-Boldened: Menopause Conversations We All Need to Have*” published by Flint Books.

### Talks

- Women Into Business and Finance, Edinburgh
- Soroptomists, Perth
- Union of Catholic Mothers, Perth
- D C Thomsons, Dundee
- 92nd STUC Women’s Conference, Perth
- Edinburgh City Council Wellbeing Roadshow, via Zoom

**Festival** Sadly we had to postpone our Menopause Festival until next year, due to the pandemic. But this means we already have a great line up of talks, comedy, cabaret and creative workshops ready for #FlushFest2021.

**Menopause Café Podcasts:** In May 2020 we launched the ‘Menopause Café in conversation with...’ podcast and have published 11 recorded conversations about menopause with a variety of guests including Rachel Gotto, Dr Melanie Santorini, Sue Berry, Radha Paudel, Elizabeth Bandeen and Sam Bunch.  
<https://anchor.fm/menopausecafe>

## Our Achievements and Impact

### a) Participants' feedback from Menopause Cafés:

*"Made to feel like we were all a great group of trusted friends, even though we were strangers."*

*"It was really informative and heart-warming to hear the women bearing their souls in what is clearly a warm and sharing space you have created."*

*"What a brilliant experience. Such a warm and inviting space. Full of articulate and friendly people, sharing their innermost feelings and experiences, really supportive and helpful."*

*I am 36 and didn't have much of an idea of what will happen to me when this moment will come. Actually I didn't think much about it, until recently, when I started researching about ways in which tech can help improve women's lives, and found that apart from period tracking and fertility, the google search results became more chaotic and the tech solutions more scarce on the topic of menopause. That's how I came across Menopause café, on the site they clearly stated that it was for all ages and genders, so I felt welcome to join. I was curious to learn from real life stories of real people. The meeting was very heart warming, new people were joining and being welcomed as if they were long members of the club, myself included. It was a safe space for them to share their experiences, without judgement. To support others and get support by being and receiving an empathic ear. We talked about their recent symptoms, since when they were in the process and how they were coping. It was eye opening to hear these experiences first hand and being welcomed in such a warm and safe space. Thank you for having me and giving me the opportunity to learn more about the journey I too will embark on sometime"*

Melissa Romero

*Thank you for all the work you are doing for the cause it is amazing and you are very inspiring."*

Victoria Keen, Menopause Café South London

*Thoroughly enjoyed chatting with all of you, made me feel super happy and not so alone/isolated.*

Tricia Chambers @triciamarketing on Twitter.

*Thank you so much for today, I really enjoyed meeting everyone and sharing. Would definitely like to come back*

@tanyapascaul7 on twitter

*During the first lockdown period I was fortunate to discover the online menopause café and joined regularly, usually on a weekly basis. Initially I listened and gained a lot of comfort from hearing the stories of other ladies going through this phase of life, each one unique. I truly appreciated the non-judgmental and respectful atmosphere of the cafés and the support received when I finally started to share more about my own story. As a result, I have gained a lot of confidence about my particular situation and I am now able to identify and articulate my needs more clearly than before my attendance of the café. I feel very grateful for the sense of community, support and space that we as women are able to offer each other in the online café is an extremely valuable resource at this time. It's particularly important to me as I am based outside the UK and have few people I can really talk to about all things menopause.*

*Many thanks to the volunteer team behind the menopause café, in particular Helen who has been hosting all the online cafés during the lockdown and after.*

## b) Facebook feedback

On our Facebook pages we asked: Has Menopause Café' social media made a difference to you?

*Absolutely yes, it has made a positive difference to me. It's a source of friendly non-judgmental advice and it's so comforting knowing i am not alone. I loved the meno festival in 2019 and learned so much and was gutted it was cancelled this year. Keep up the great work. X x x*  
Sharon Nicol

*So helpful to hear other people and share experiences solutions and laughs*  
Krusty McC Calder

*It's light and informative. Perfect!*  
Susie Black

*It's a fantastic resource. Even though I don't post often I find comfort in the posts of others and join in when I feel I have something to add. The Non-judgemental and truthful conversations that you facilitate are so needed when at least 50% of society seem to think that menopause is a breeze and not to be talked about.*  
Vicky Barden

*Its been invaluable. Helped me understand what was happening to me. I felt supported and got so much help to fight for HRT. It's a lifeline, thank you xx*  
Karen Wilson

*The Menopause Cafe has helped so many women and also men to understand what happens to our bodies and minds during this time and enables a dialogue to happen that was previously too much of a taboo. Just the simple opportunity to talk with like-minded people and with people with different opinions in a safe environment is priceless. Thank you, Rachel, ❤️.*  
Victoria Keen, Facilitator at Menopause Café South London

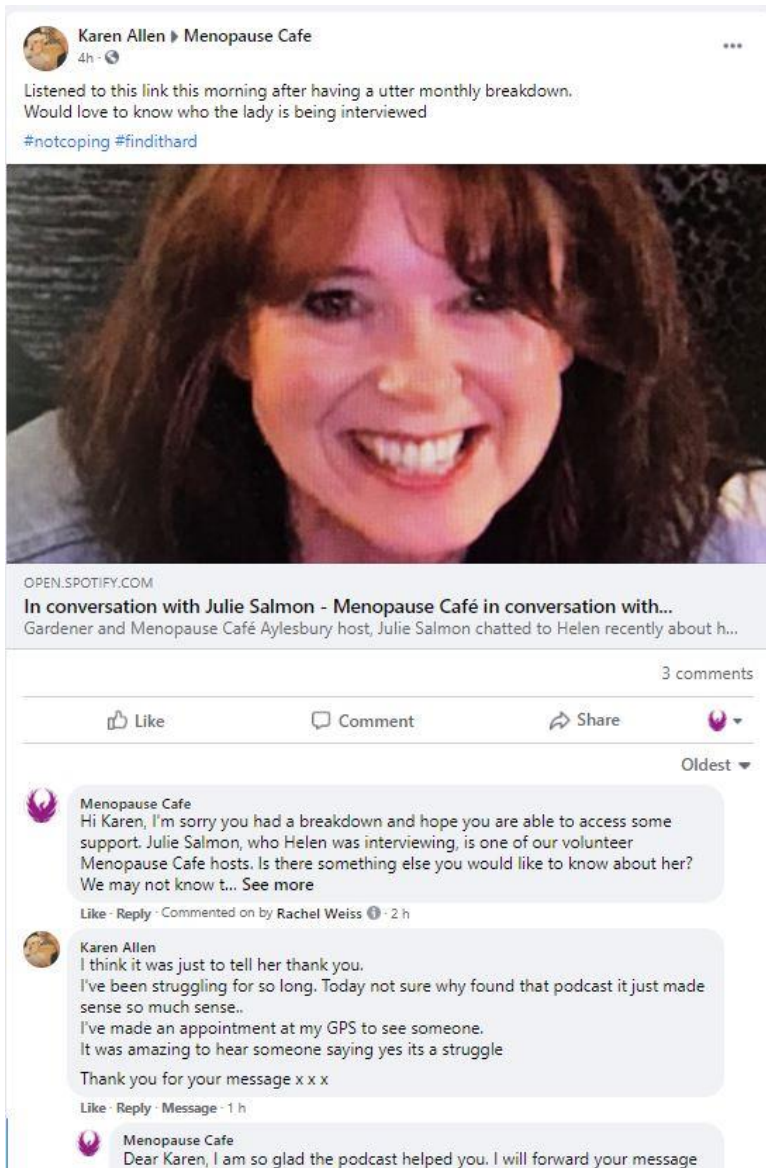
*Knowing I'm not alone. And being part of a conversation that will dismantle the myths and the shame and embarrassment that can be associated with menopause. Thank you*  
Caroline Oglesby, on Facebook Nov 1<sup>st</sup>.



## c) Feedback on the podcast

*"Listened to this link [the podcast] this morning after having a utter monthly breakdown....I've been struggling for so long. Today, not sure why found that podcast it just made sense so much sense. I've made an appointment at my GPs to see someone. It was amazing to hear someone saying yes, it's a struggle."*

Karen Allen



## d) General feedback

*Thank you so much for your work  
Dr Nighat Arif, GP, on twitter*

*You have and continue to do awesome work – I'm so glad I became involved with you. Thank you for the opportunity.*

Gayle Stevens-White, Menopause Café host

*Thank you, Helen, for organising it and to everyone who participated. It's very powerful to share our experiences and support each other. Together we are helping ourselves and future generations and w should be proud of that.*

@oadbyfsf on Twitter

## Key risks

Risks	Mitigating plans
Covid-19 precautions making Menopause Festival unviable in present format	<ul style="list-style-type: none"> <li>Investigate how to run the Festival online, preferably in tandem with a face-to-face event.</li> </ul>
Financial loss on Menopause Festival 2021	<ul style="list-style-type: none"> <li>Sell lots of tickets</li> <li>Get sponsorship and grants</li> <li>Rowan Consultancy will underwrite any loss</li> <li>See if stall holders can have a useful online equivalent</li> <li>Focus on running an online conference only, rather than a hybrid event.</li> </ul>
Menopause Café name being used for events which don't meet our principles, thus tarnishing our name and reputation.	Continue policing use of the term "Menopause Café" on web and challenge those who misuse it, inviting them to rename their events or sign the working agreement
Burnout of Trustees	<p>Could just focus on supporting Menopause Café hosts.</p> <p>Recruit new committee members with event planning skills to share the workload.</p> <p>Get funding to pay an admin person.</p>

## Opportunities

- A virtual Menopause Festival would increase our reach.
- More Menopause Cafes held outside the UK.
- Hold a Zoom call for all Menopause Café hosts (past and present) to explore the evolving model and variations: invite those who can't attend to submit a paragraph report on activity in their area.
- Commission more research into the impact of Menopause Café on participant wellbeing.
- Review our GDPR compliance
- Support workplaces in becoming more supporting of menopausal women eg through menopause policies
- Increase the percentage of men attending Menopause Cafes
- Continue to write and feature in articles about the menopause
- Encourage media coverage of Menopause Café, especially TV, to normalise conversations about the menopause



Helen receiving a cheque from the co-op Local Community Fund, due to Co-op members choosing to donate to Menopause Café charity.

# Financial Review

## Main sources of income:

We were delighted to receive grants from:

The Robertson Trust	£600
The Guildry Incorporate of Perth	<u>£500</u>
<b>Total Grants</b>	<b>£1100</b>

Other sources of income were:

STUC	R Weiss speaking at STUC conference	£100
Edinburgh University	R Weiss writing an opinion piece	£250
Various	R Weiss speaking at events	£295
Amazon Smile	Donations	£42.51
Co-op	Community Donations	£470.56
History Press	R Weiss writing a book chapter	£500
Lindsay's	Sponsorship of FlushFest2020/21	<u>£3,500</u>
<b>Total Donations</b>		<b>£5,158.07</b>

**Main expenditures:** marketing Menopause Cafes, some expenses from cancellation of the Menopause Festival.

## Donated facilities and services:

- Each Menopause Café is hosted by volunteers who spend hours selecting suitable venues and advertising the event.
- The Menopause Café committee donate hours of their time every month responding to emails, updating social media and the website, talking to the media, supporting to prospective volunteer hosts, collating feedback and paperwork from events, sending out resources to volunteer hosts, monitoring the internet for events which call themselves “Menopause Café” but haven’t signed our Working Agreement.
- Since lockdown, Helen Kemp, committee member has single-handedly been hosting weekly online Menopause Cafes
- Helen Kemp has launched the Menopause Café podcast with several episodes
- Other volunteers update the website and Facebook page.

**Our policy on reserves:** We do have some regular expenses eg advertising menopause café events and hosting the Menopause Festival, but no regular income. Sometimes we need to commit to activities before we have secured the funding, this is when we need our reserves, ie for cash flow. We only apply for funding, or fund-raise, when we have an expense to meet, this way we will not accumulate excessive reserves. For the coming year, we need reserves of £7000, to cover the anticipated costs of Menopause Festival 2021. All monies raised by or on behalf of the Charity shall be applied to further the objectives of the Charity. It is the charity’s policy to maintain reserves equal to 12 months of average expenditure.

## Financial Summary

This year, a surplus of £6115 arose as a result of £7511 total receipts and £1396 total payments.

It is anticipated that the charity will continue to remain in surplus during the next period with ongoing grant funding in the pipeline.

## Reference and Administration Details

**Names of the charity trustees** on date of approval of Trustees' Annual Report:

Mrs Heather Ann Borderie	01/10/2017	Treasurer
Dr Helen Felicity Kemp	01/10/2017	
Mrs Moira Jane MacLeod	22/10/2019	Secretary
Ms Rachel Mary Weiss	01/10/2017	Chairperson

**Charity Name and Number:** Menopause Café SC048435

**Registered Office:** c/o Rowan Consultancy, 4 Kinnoull Street, Perth PH1 5EN

**Bank:** Bank of Scotland

**Independent examiner:** Leona Ramsay CA CTA

## Structure, Governance and Management

**Type of governing document:** The charity is a Scottish Charitable Incorporated Organisation. It is governed by its constitution for single tier SCIO, available on its website

**Trustee recruitment and appointment:** trustees are recruited by advertising vacancies in our newsletter and sometimes on social media. Sometimes we identify a potential trustee, with the required skills, and approach them asking whether they would be willing to become a trustee. If willing, we interview them and the Board of Trustees will then decide whether to appoint that person to be a charity trustee, by way of a resolution passed by majority vote at a board meeting. At the conclusion of the next AGM any new charity trustees retire from office and are eligible for re-appointment at the next board meeting, in accordance with our constitution.

## Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature:



Full name: Rachel Mary Weiss

Position: Chairperson

Date: 15/11/2020



## Independent Examiner's Statement

I report on the accounts of the charity for the period ended 30 September 2020 which are set out on pages 14 to 16.

### Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

### Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. 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 seeks 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 I do not express an audit opinion on the view given by the accounts.

### Independent examiner's statement

In the course of my examination, no matter has come to my attention: -

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

- to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations
- to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulations have not been met, or

2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Name: Leona Ramsay CA CTA

Signed:

Address: 24 St Francis Way

Edinburgh

EH16 4XN

Date: 8/12/20

## STATEMENT OF RECEIPTS AND PAYMENTS FOR THE PERIOD ENDING 30 SEPTEMBER 2020

Receipts	Note	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Grants	2, 5		1100	1100	3060
Receipts from fundraising activities				0	745
Donations	4	1658	3500	5158	2395
Gross receipts from other charitable activities	6	1253		1253	4493
<b>TOTAL RECEIPTS</b>		<b>2911</b>	<b>4600</b>	<b>7511</b>	<b>10693</b>

Payments	Note	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Expenses for fundraising activities					5709
Payments relating directly to charitable activities	7	1228	118	1396	
Governance costs: Accounting fees		50			
<b>TOTAL PAYMENTS</b>		<b>1278</b>	<b>118</b>	<b>1396</b>	<b>5709</b>

<b>Surplus</b>		<b>1633</b>	<b>4482</b>	<b>6115</b>	<b>4984</b>
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The notes on pages 15 & 16 form an integral part of these accounts

## STATEMENT OF BALANCES AS AT 30 SEPTEMBER 2020

Cash Funds	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Cash & Bank Balances at start of year	4984		4984	0
Surplus/(Deficit) shown on receipts and payments account	1633	4482	6115	4984
<b>CASH &amp; BANK BALANCES AT END OF YEAR</b>	<b>7266</b>	<b>4482</b>	<b>11098</b>	<b>4984</b>

The notes on page 15 & 16 form an integral part of these accounts.

## NOTES TO THE ACCOUNTS FOR PERIOD ENDING 30 SEPTMEBER 2019

### 1. Basis of accounting

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities and Trustee Investment (Scotland) Act 2005.

### 2. Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objectives of the charity. The trustees maintain a single unrestricted fund for the day to day running of the charity.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for a specific purpose. During the year, £1100 was received in grants for specific charitable projects.

### 3. Related party transactions

No remuneration was paid to any trustees or connected parties during the year.

### 4. Donations received

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Donations from members of the public	0		0	239
Local businesses - donations less than £500 each	1158		1158	300
Lindsay's		3500	3500	
History Press	500		500	
SSE				500
Donation on 1st Day of Charitable Status				1356
<b>TOTAL DONATIONS</b>	<b>1658</b>	<b>3500</b>	<b>5158</b>	<b>2395</b>

### 5. Grants received

	Unrestricted Funds	Restricted Funds	Total Funds 2020	Total Funds 2019
Guildry Fund	0	500	500	
Robertson Trust	0	600	600	
<b>TOTAL GRANTS</b>	<b>0</b>	<b>1100</b>	<b>1100</b>	<b>3060</b>

Guildry Fund For Menopause Festival 2020 & Promo Items

Robertson Fund For Menopause Festival 2020

Confirmation was received from both of the above that due to the 2020 festival being cancelled, they were happy that the restricted grants be utilised instead for the planned 2021 event

**6. Gross Receipts from other Charitable Activities**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2020</b>	<b>Total Funds 2019</b>
Income from Menopause Festival 2020	1253	0	1253	4377
General				116
<b>TOTAL from Charitable Activities</b>	<b>1253</b>	<b>0</b>	<b>1253</b>	<b>4493</b>

**7. Cost of Charitable Activities**

	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>Total Funds 2020</b>	<b>Total Funds 2019</b>
Marketing	766	118	884	1833
Menopause Festival	444		444	3423
Misc.	68		68	453
<b>TOTAL from Charitable Activities</b>	<b>1278</b>	<b>118</b>	<b>1396</b>	<b>5709</b>