



Menopause Café Trustees' Annual Report

1/10/21 – 30/9/22



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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.

We do this by creating spaces for conversations about menopause.

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

The Menopause Café charity has no paid staff; all our activities are run by volunteers, all our committee are volunteers. We are deeply appreciative of the many hours of volunteer time which enable our activities. We're a small charity with a big impact!

This year we bid farewell to Helen Kemp, a long-standing volunteer who kept the records of café events and managed our podcast, Twitter and Instagram accounts, as well as managing the inbox and supporting café hosts. This was a big loss. We are very grateful for all Helen's work over the years, especially during lockdown from 2020-2021 when she pretty much single-handedly kept the charity going.

We have been extremely fortunate to have a new volunteer, Carol Wheadon, take over managing the inbox and keeping statistics of café events. Carol has already made several improvements to our systems, which are now more transparent, as well as suggesting several improvements to the website, benefitting users and volunteers and streamlining our processes. Thank you, Carol!

a) Menopause Cafes

In this report period our volunteers hosted over 200 Menopause Cafés, with over 2000 participants.

Public Menopause Cafés worldwide including:

- Connecticut, USA
- Bahrain
- Kolkata, India
- Steiermark, Austria
- Co. Galway, Republic of Ireland
- Mexico City, Mexico
- Montrose, Hull, Jersey, Crewe, Kinross, Larne, Belfast, UK

Menopause Cafes at Work including

- Achieving Children
- Universities of Birmingham, Cardiff, Dundee & Angus College
- Dept of Work & Pensions
- East Suffolk & North Essex NHS Trust,
- Mid Yorkshire Hospital Trust
- Great Ormond Street Hospital for Children NHS Trust London
- Public Health Wales
- Scottish Government
- Highland Council
- Kent County Council
- BBC

Some Menopause Cafes were held online, others were face-to-face, one was held exclusively for the Deaf Community in South Wales.

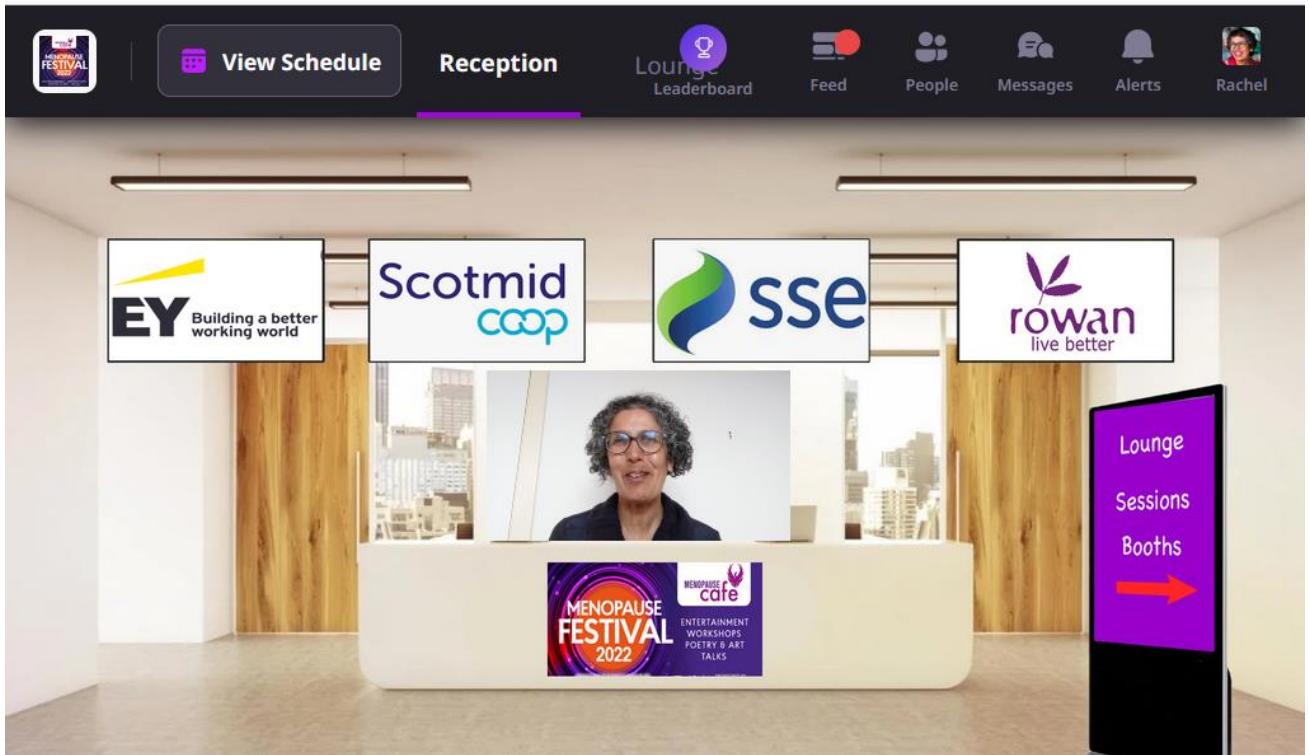
We are grateful to all the volunteers, who hosted these events in their hometowns or workplaces. Menopause Café would not exist without them!

The Committee developed strengthened existing connections within the local community:

- Moira hosted regular Menopause Café in the Workplace events at SSE (Perth)
- Moira and Rachel spoke to Perth and Kinross Council Employability group about the impact of menopause on work on June 1st

We hosted Zoom get togethers for our Café Hosts in March and April, to share tips and for mutual support.

b) FlushFest22



FlushFest22 was held virtually on the Airmeet platform, thanks to the support of Johnston Media and our sponsors EY, Scotmid Coop and SSE. It ran on June 17th and 18th comprising:

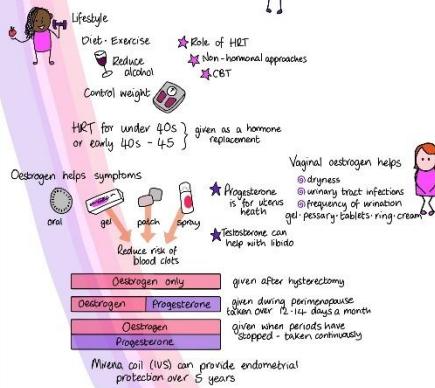
- Friday evening comedy night with MC Pauline Eyre, starring comedians Jo Romero, Ben Hodge, Alice Fraser, Suzy Bennet and the Marsh Family performing their Menopause funk son “Biological Clock”
- Saturday:
 - Nicola Sturgeon, First Minister of Scotland, in conversation with our patron, Kirsty Wark
 - Dr Haitham Hamoda, chair of the British Menopause Society explained the medical facts about menopause, followed by Q&A.
 - The Marsh parents on why they chose to release a Menopause single
 - Two workshops slots with a choice from Strength Training, Working through the menopause, Assertiveness, Vulva Painting, Mark Making and Mental Health, Sexual Desire, Yoga, Mind over Menopause, poetry, Feather of Hope mixed media.
 - Panel discussion

212 tickets were issued, of which 18% were repeat from last year, about 100 people attended live.

Ticket Type	Price full/concession	Number sold Full price	Number sold Concession
Friday comedy night	£15 / £10	21	4
Saturday talks and workshops	£28 / £20	51	3
Festival Pass	£35 / £25	114	12
Recordings post-festival	£28 / £20	5	2
Totals		191	21



MANAGEMENT:



SHOULD I TAKE HRT?

- Heart disease is leading cause of morbidity in women
- Osteoporosis - bone density decreases in first 5 years after menopause
- HRT reduces risk of fractures
- HRT protects against risk of depression symptoms
- Reduces vasomotor symptoms
- HRT is very effective when tailored to individuals
- No age limit
- No duration limit
- HRT should not be used to reduce the risk of dementia

graphic recording by www.listenthinkdraw.co.uk

Menopause = the end of female reproductive life cycle
Average age = 51 1/3 of life is after menopause

75% of women (or people with female reproductive system) experience symptoms
Symptoms average 7-8 years

1/3 experience long term symptoms

Vasomotor - hot flushes, night sweats
Sleeping problems
Memory & or concentration problems
Joint aches

Illustration of a woman with a hand on her chest, sweating.

WHEN SHOULD I STOP HRT?

Point for HRT
Regularly check whether you still need it:
Do symptoms outweigh risks?
If stopping, do it gradually
over at least 3 to 6 months
Monitor & if feeling worse it's NOT time to stop

WHAT ABOUT BREAST CANCER?

★ Oestrogen alone has little - no risk
★ Combined oestrogen & progesterone has a small risk

When HRT is personalised to individual's symptoms risk is lower
23 in every 1000 women aged 50-59 are diagnosed with breast cancer in the UK. This increases to:
27 in every 1000 on HRT
28 in every 1000 if consume 2 units of alcohol/day
29 in every 1000 if Body Mass Index (BMI) is 30 or more
Transdermal (applied to skin) should be first choice if there are risks of stroke/blood clot

SIDE EFFECTS

Oestrogen
Fluid retention
Breast tenderness
Headaches
Bloating
Nausea/heartburn

Progesterone
Fluid retention
Breast tenderness
Headaches
Moodswings
PTM like symptoms

BMFS
British Menopause Society
Summary on HRT
Key to management is informed choice
3 personalise

POOR SYMPTOM CONTROL

Doctor will check that you are taking HRT properly

Can also check your levels - how much oestrogen you're absorbing

WHAT ABOUT BIOIDENTICAL / BODY IDENTICAL HRT?

★ It means it's similar in chemical structure to what the body produces
★ Regulated prescribed products are recommended
! Compounded bioidentical hormones should be avoided



EVERYONE SHOULD BE ABLE TO ACCESS INDIVIDUALISED ADVICE

THE MENOPAUSE:
SYMPTOMS & WAYS TO
MANAGE THEM
Haiham Hamoda

Clare Mills from ListenThinkDraw provided graphic recordings of 4 of the talks

Recordings of the talks, panel discussion and 4 workshops were available to all ticket-holders and could be purchased after the event.



MENOPAUSE cafe

ENTERTAINMENT
WORKSHOPS
POETRY & ART
TALKS

17-18
JUNE 2022

SPONSORED BY

Scotmid coop EY Osse
Building a better working world

c) Raising awareness

Scottish parliament

On November 2nd Menopause Café was mentioned in the Scottish Parliament discussion on menopause by Gillian Martin MSP *“It is that campaigning, including the Pausitivity campaign, 50Sense and all the Menopause Cafe events, that has really prompted change. The change that has happened in the past few years has been incredible, not least in making discussions about the menopause more open, frequent and normal. In large part, it is those conversations and campaigns that have led to the Scottish Government’s “Women’s Health Plan”, which includes the development of menopause and menstrual health workplace policies, and the need to ensure that we have GPs who are menopause experts and access to specialist menopause clinics across Scotland.”*

British Academy Conference on [**“Menstruation: sharing experiences from the global north and south”**](#)

October 4th-6th 2021. As part of the session on Menstrual Inclusion, Rachel gave a talk on *Menopause Cafes: inclusive conversations about the menopause*, highlighting the intersectionality of menopause with disability, neurodiversity, race, gender and class. The conference was attended in London by about 100 people with online attendees joining from across the world.

European Menopause and Andropause Society curriculum

We were co-authors for “*The Essential Menopause Curriculum for Health Care Professionals a EMAS position statement*” <https://doi.org/10.1016/j.maturitas.2021.12.001> published January 31st 2022 in *Maturitas*, international journal of midlife health and beyond, volume 158, pp70-77

UK All Party Parliamentary Group

We were invited to a meeting hosted by Carolyn Harris MP, giving updates on the Menopause All Party Parliamentary Group’s inquiry into Menopause and its impact on women and families. We attended on May 3rd and learnt about the new Menopause Mandate movement and progress on making HRT prescription free in England.

Scottish Alliance

Rachel represented Menopause Café at the Scottish Alliance meeting about implementation of the Scottish Government’s Women’s Health Plan on May 31st. Moira represented Menopause Café at a Scottish Alliance meeting for user groups

NHS Inform website

Videos of Helen and Rachel, filmed for the NHS Inform website last year, were launched by Scottish Government. <https://www.nhsinform.scot/illnesses-and-conditions/sexual-and-reproductive/the-menopause/overview-of-the-menopause/menopause-and-your-mental-wellbeing> .

Society for Women’s Health Research (SWHR)

We were included in the resources section of the SWHR Menopause Preparedness toolkit https://swhr.org/swhr_resource/menopause-preparedness-toolkit-a-womans-empowerment-guide/

Local Radio

- [Loughrea Community Radio](#) on June 12th, talking about the charity and #FlushFest22
- BBC Radio Devon interviewed Rachel and held their own Menopause Café in the studio gardens.

Social Media

We continue to raise awareness of the menopause and to provide support through:

- a public [Facebook page](#), with 5,940 followers, up from 4300 last year
- a private Facebook group, with 3,300 members, up from 2,500 last year
- a Twitter account [@Menopause_Cafe](#) with 10,700 followers, up from 9000 last year
- an Instagram account [@Menopause_Cafe](#), 2.900 followers, up from 1800 last year

TV

BBC Wales' Westminster correspondent filmed Menopause Café Blackwood, Wales, hosted by Geraldine Norris in October 2022 . Gareth Lewis interviewed participants who had left their jobs or encountered difficulties managing menopause symptoms in the workplace. Two participants featured on BBC Wales News three times that day, and on BBC Wales Radio and BBC Wales Online. Thanks to Geri for welcoming the film crew and to Sarah Williams, erstwhile host of Menopause Café Cardiff for giving Geri's details to BBC Wales.

BBC Wales also interviewed Rachel in October 2021 about the UK Minister's announcement that in England prescription charges will be limited to one per year, and menopause will be a priority in England's Women's Health Strategy – as a result of campaign by Carolyn Harris for a private members bill and the APPG.

Scottish TV (STV) featured #FlushFest22 in their evening news on Friday June 17th, 2022.

Podcasts and YouTube videos

- Paola Stickell from California, made a short video about our work to add to her YouTube channel for [The Venus Quest Perimenopause around the World](#) .
- Sarah Philp interviewed Rachel for her [Changing Conversations podcast](#), aimed at people working in education in the UK.
- Polly Warren interviewed Rachel [for The Positive Perimenopause Podcast](#)

Newspapers and magazines

[Daily Express](#) , [The Courier](#) , [The Spectator](#) , [The Courier](#) covered Nicola Sturgeon's appearance at #FlushFest22, as did The Scottish Sun and The Times, both on June 20th, with contrasting headlines "Nic:HRT is helping to control my rage" and "HRT is calming me, says Sturgeon".

[Coop News](#) wrote about Scotmid Coop hosting their first café, which was mentioned in the Scottish Parliament by Monica Lemmon MSP.

Menopause Matters wrote a review of #FlushFest22 in their Autumn magazine.

A Swedish journalist, Ulrika Hammar, interviewed Rachel for a column on activists.

HEJ AKTIVIST!

Rachel Weiss
SVERIGE
Grundare av The Menopause Café, ett klimakteriekafé som startades i Stockholm och nu spritt sig över hela världen. Nu har det använts av 400 likmäende organisationer världen över och online. Allt gärna på volontärsbasis.

2. Vad kämpar du för?
»Vi hoppas att klimakteriet blir en obligatorisk del av läkarutbildningen.«

3. Hur går det och vad är din största utmaning?
»Den största utmaningen är den utbreddala okunskap som finns om vad klimakteriet är och hur det påverkar oss. Och även vilken insikt det kan ha på våra kolleger och familjemedlemmar. Det finns också en stor skam och stigande kring alla som upplever klimakteriet.«

3. Vad är på gång inom din hjärterräfaga?
»Vi planerar att göra ena klimakteriefestivalen återigen i februari. Detta är en gratis online, i juni 2022. I startet kommer klimakteriekaféet att vara huvudtemat. Vi hoppas att klimakteriet blir en obligatorisk del av läkarutbildningen, att det inkluderas i läseplanen för grundutbildning och utbildning och att arbetsgivare uppmanas att sätta ina antalhöga i klimakteriet mer.«

Sanna Vanno
SVENSKA
Löv och kroppsskötsel
är hennes huvudfokus, på främjande kommersialisering för att minska skam och föraktfullhet.

TEXT
ULRIKA
HAMMAR

Talks

Café Scientifique Glasgow, October 2021, Rachel was part of a panel for this session on the menopause, talking about the work of the café, alongside Dinah Tobias from Blooming Menopause and Abby Fraser on her PhD about menopause experiences during the pandemic.

The Fawcett Society invited Rachel to speak at their Women's Day event in Exeter in March, via Zoom.

We gave several talks about the menopause for staff of various organisations. These usually lasted about an hour including menopause definition, symptoms and treatments, together with information about Menopause café charity and time for sharing tips and questions. This added to our income, since organisations made a donation to our charity.

- Heriot-Watt University in Oct
- Liverpool John Moores University in Nov
- Kent County Council in April
- Henpicked seminar for employers in May
- Worldwide Cancer Research in August
- The Roberston Trust in August

Research

We were approached by many students researching aspects of the menopause, for help finding participants for their studies. We shared their call for participants on our social media channels.

Thank you sooo much for this! I really appreciate you sharing my study and providing me this opportunity. I hope that in the future, research on menopause will not be as scarce as it is today and I hope I am able to contribute to that and glad that platforms like Menopause Café exist. You provide women a platform to share their voices and feel confident in as well as providing useful information on menopause. Thank you on behalf of all women out there, for that.

*Kind regards,
Anisa Hoque.*

Menopause Café Podcasts: our volunteer, Helen Kemp, who recorded our podcasts, stepped down in December 2021. We are not planning to add to the existing 20 episodes, which Helen created between August 2020 and July 2021. These are still available via our website and other sites.

An evening with Dr Perera

Dr Mahesh Perera, gynaecologist, gave two online evening Q&A sessions on Airmeet. Johnston Media kindly provided the tech for free and Dr Perera did not charge for his time and expertise. 112 people attended the March event and 56 attended the April event. The purpose was to spread knowledge about menopause, but a side effect was getting people used to the Airmeet platform and to gathering email addresses to publicise #FlushFest22.

Our Achievements and Impact

We are pleased and satisfied to have had a positive impact on people's mental and physical health through our Menopause Café events and #FlushFest22 and other activities, below is some of the evidence.

a) Feedback from Menopause Cafés

I work in A&E and would really like to thank you Rachel. The menopause cafe meeting I went to about a year ago helped me to find my voice and pass on your kindness and set up a Facebook group for NHS staff struggling with menopause symptoms.

Karen Edwards

To hear other ladies going through the same journey made me feel less alone . I've really not had anyone to talk to in the same position before now so I feel a weight has been lifted from my shoulders being able to talk. It really was fantastic and would like to thank everyone involved .

JR, after Perth Online Menopause Café Feb 2022

Thank you to you, for making this happen, raising awareness and guiding us to empowering one another. Although I was worried I may not 'fit in' I was so welcomed and comfortable and to feel accepted was really lovely.

Menopause Café at Work participant

For me on a personal level Menopause Café has been a wonderful step back into facilitation but on a much more relaxed level & where I don't have to know all the answers & information! It's wonderful to sit & chat with other women who are freely sharing their own experiences.

Menopause Café host

So thank you Rachel for your vision & passion in creating Menopause Café! Its going to make such a difference to many women, partners & their families (my own son is 21 & he's pretty knowledgable & prepared already 😊)

Rachel Webster, host of Bahrain Menopause Café

I am just starting out on my perimenopause journey and I felt encouraged by the openness and camaraderie of the group. Listening to others tell their stories made me feel I am not alone and I have picked up some helpful tips on how to chat with my GP. I am so glad I stumbled across this group on Facebook, I will be joining another session and encouraging my friends to come along.

Menopause Café Perth Online participant

We enjoyed hosting our first menopause cafe. We had fabulous support from all areas and ranks within the organisation. The Café was a great way for our people to come together in an open and honest space to share their own experiences with each other. It was lovely to see and hear all the smiles, laughter and interaction within the room from a number of people, and see new connections and friendships form. They also enjoyed the tea, coffee, cake and biscuits.

Feedback from host at a workplace café for Police

b) Feedback from FlushFest22

Positive Impacts on physical and mental wellbeing

“

It gave me a **sense of community** and the feeling that I was **not experiencing my peri-menopause alone**. It clarified evidence based information of which I understood easily and **broadened my knowledge**. I really appreciated the experts taking time to share their expertise. The mental health workshop with Diane Danzebrink especially **resonated with my mental health journey**. Many of her suggestions aligned with the many changes I have made in my own life over the past couple of years to minimise and alleviate multiple mental and physical symptoms. **I felt seen and heard.**

”

“

”

It helps knowing there are other women out there going through what I am experiencing. **It helps to know I am not alone**. Also, the session with Dr Claire on Desire in the doldrums? Getting your sexy back was one of the **most helpful seminars I have attended in my life**. Inspirational and life-changing.

”

FlushFest22 provided me with a lot of helpful information. It was a **really lovely, funny, touching and empowering event**. I **now feel a lot more confident that every woman can find her way through this sometimes challenging transition in her life**. I wish we had FlushFest in my country as well.



“I also wanted to say thank you so much for all you have done for menopause awareness. I have been knocked sideways by mine and the your hard work to raise awareness has been life changing for me.”

We received overwhelming positive feedback from participants at FlushFest22. The quotes above give a flavour.

c) Feedback from talks and podcasts



Helen Rippon @DrHelenRippon · 13h
Still thinking about @Rowan_Rachel 's fabulously funny and infinitely informative talk about #menopause during the @WorldwideCancer all-staff today.

I am a 44 year old woman. HOW DID I NOT KNOW THIS STUFF???

1 2 5

Helen Rippon @DrHelenRippon · 13h
It was literally the only topic of conversation after we finished the day. And brilliantly, all our chaps were totally engaged too.

1 1 3

‘Thanks for organising that Y. I was a bit unsure about coming - purely because I didn't want to make others feel uncomfortable. But I think it's really important that it's normalised, taboo is removed and there is a greater understanding, so I found it really useful. I thought Rachel was great at creating an atmosphere where everyone felt able to talk and welcome to be there.’

Male participant at a workplace talk on menopause, given by Rachel.

Dr Helen Rippon, CEO of Worldwide Cancer Research

I want to acknowledge that in the UK we have a very small but very vocal minority of quite privileged cis women who spend a lot of energy online challenging instances of inclusion of trans narratives in the menstrual discourse. We've seen in this wonderful panel how essential it is to highlight the inclusion of marginalised groups in this research. Thank you for persevering in support of trans menstruators and menopausal women.

Chella Quint at the British Academy conference Q&A.

Hello Rachel, I have just finished listening to you speaking with my cousin Polly Warren on her Podcast. Just wanted to say how inspiring and encouraging you were to listen to. Your pragmatic and insightful advice and perspective was a joy to listen to.

I look forward to looking into more of your work.

Best wishes Rachel

Rachel Kili (June 2022)

We asked our Facebook page followers what difference our page had made to them:

PRESS ENTER TO POST

 **Heather McQueen**

Mental wellbeing just from getting to talk to others who are going or have gone through it. Stops you feel like you're going mad. Physical by trying out things others have tried and learning about services and clinics out there that I didn't even know existed. Just nice to normalise menopause!

Like Reply 1 w

 3



Gina Parker Jackson

Heather McQueen live in the United States, and after I found MC, I felt like I had a warm blanket and a good friend.

Like Reply 4 d

 2

All comments ▾



Clare Schnaar

The support from others going through the same thing, the advice from professionals and peers and a place to ask things where you can be anonymous and not be judged has been crucial to understanding what is normal, what coping mechanisms are out there to try and that whatever methods you chose to use to get through this, you are not alone.

Love Reply 6 d



Progress

We identified several opportunities in our 2021 Annual Return, which are listed below together with progress made on each one.

Helen Kemp, our stalwart volunteer, stepped down from volunteering with us in December 2021. Helen covered a multitude of roles, so our main energies went into the committee covering those roles and then recruiting volunteers to fill them. Most of our available time and energy went into these operational matters rather than progressing the more strategic opportunities. Nonetheless good progress has been made, especially on data collection.

Our new volunteer, Carol Wheadon, is a star, doing at least 6 hours per week managing our inbox. Carol identified new opportunities for improvement and has already implemented these, with help from Andy, including

- A spreadsheet listing all registered hosts and cafes held from January 2022
- A new menu on the website to make it easier to navigate

Opportunity identified	Progress
Diversity and Inclusion	
Focus on inclusion: that menopause affects women, trans men and non-binary people	We now include the slide above from Queer Menopause in all our talks, and mention trans men, non-binary and gender fluid folk in interviews and on social media. This has resulted in some insults and trolling on Twitter.
Focus on inclusion: by speaking about the intersectionality of menopause with mental and physical health issues, race, disability, gender issues, poverty and trauma.	Rachel gave a talk on Menopause and Inclusion at the British Academy conference. She mentions intersectionality in interviews and some talks.
Increase the percentage of men, trans men and non-binary attending Menopause Cafes	We hope the above actions will encourage this. There has been no increase in attendance, but we are pleased to have a male host now and some male co-hosts.
Become a collaborator of the Menopause Inclusion Collective	Achieved!
Spread awareness of menopause wider	
We have been invited to write a quarterly column for the hard copy magazine, Menopause Matters. Use this to raise awareness of the menopause and of our activities and continue participating in media requests to talk about the menopause.	Achieved! We have had four columns published and Menopause Matters wrote a review of #FlushFest22.
More Menopause Cafes held outside the UK.	Achieved, more countries are now hosting menopause cafes
Increase participation in #FlushFest22, aim for 500 participants	Numbers increased to 200 in #FlushFest2022.
Investigate translating our website into other languages	A volunteer, Paola Stickell, enabled Google translation, so our website can now be read in 7 languages. It's imperfect and we can't edit it.

Volunteer Support		
Support our volunteer hosts and potential hosts		This has been a challenge since Helen, our star volunteer, stepped down, but now that Carol is volunteering, she and Rachel are liaising with hosts
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.		We held two Zoom calls for Hosts in March and April, where they discussed the challenges of hosting cafes.
Define the various roles that our volunteer committee do and increase the number of people able to fulfil each role.		We have created a list of roles.
Recruit more volunteers to support the committee and to provide sustainability by having more than one person who can do each role.		We have started recruiting volunteers to help with some of the roles previously done by Helen eg social media.
Data collection		
Improve our data collection eg by asking for annual returns from hosts or making it easier for them to inform us of events in advance and to submit their feedback.		Carried forward to next year, as part of automation.
Provide online forms for event notification and facilitator feedback and signed Working Agreements.		All achieved, well done Andy! They still require manual authorisation before appearing on the website.
Revise our Guide to Holding a Menopause Café		In progress, the first draft of the revision is being reviewed by some hosts and by Carol.

Key risks

Risks	Impact	Likelihood	Mitigating plans
Financial loss on Menopause Festival 2023	Low	Medium	<ul style="list-style-type: none"> • Sell lots of tickets • Apply for commercial sponsorship and grants • Rowan Consultancy will underwrite any loss • We have financial reserves
Menopause Café name being used for unregistered events	Low, but could tarnish our reputation	High	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	High	Medium	<ul style="list-style-type: none"> • Recruit and train volunteers, so that more than one person can cover each role. • Run #FlushFest23 using paid professionals to reduce dependency on the Chair • Improve website to automate upload of events and enable hosts to cancel and edit their events
Loss of main volunteer admin person	High!	Low	<ul style="list-style-type: none"> • Recruit volunteer who can provide backup when main volunteer is not available. • Apply for funding for paid admin post.

Opportunities

Diversity and Inclusion

- Continue to say that menopause affects not just women, but also trans men and some non-binary , gender fluid and intersex people.
- Maintain or increase the percentage of men, trans men and non-binary attending Menopause Cafes

Spread awareness of menopause wider

- Continue participating in media requests to talk about the menopause
- Create a photographs page to make images easily available to journalists
- Continue writing a quarterly column for Menopause Matters magazine.
- Encourage more Menopause Cafes held outside the UK.
- Hold a hybrid #FlushFest23, with 100 participants in person and 200 online

Support research into the menopause

- Continue to share calls for research participants on our social media channels

Volunteer support

- Support our volunteer hosts and potential hosts eg with individual phone calls and group Zoom calls.
- Increase the number of people able to fulfil each volunteer role.
- Apply for funding for admin post
- Recruit more Trustees, preferably with event or marketing experience

Data collection

- Improve our data collection eg by asking for annual returns from hosts
- Investigate automating event registration by hosts, enabling them to edit and cancel events.
- Revise our Guide to Holding a Menopause Cafe

Financial Review

Main expenditure: #FlushFest23

Donated facilities and services:

- The Menopause Café hosts spend hours selecting suitable venues and advertising and hosting the events.
- From October 1st to November 30th, Helen Kemp gave the equivalent of a full-time post responding to emails, running the Twitter and Instagram accounts, hosting the Menopause Café podcast, supporting prospective café hosts and collating statistics and feedback.
- Carol Wheaton, our new admin volunteer spent at least 6 hours weekly from January, responding to emails, collating statistics & feedback, and supporting current & prospective volunteer hosts.
- Heather Broderie, Treasurer, prepared our monthly & annual accounts, and occasionally managed the Facebook group and page.
- Moira MacLeod, Secretary, wrote up the minutes for committee meetings, spoke with prospective café hosts and spent hours preparing for #FlushFest22, meeting with Johnstone Media and preparing the programme together with Rachel Weiss.
- Andy Sanwell updated events listings on the webpage, created ticketing sites and website for #FlushFest23 and automated the registration of café events and submission of Working Agreements. He also took photographs at events and made these available to journalists and created a Press Release web page.
- Gaynor Ptak updated the Facebook page events and managed the Facebook closed group.
- Rachel Weiss posts on the Facebook page, managed Twitter and Instagram between Helen leaving and Ellie taking this over, and co-ordinated sponsorship, marketing, programming and operations for #FlushFest23
- Ellie Goodyear volunteered to manage our Twitter and Instagram accounts, posting weekly about upcoming events from September.
- Dinah Tobias helped to gain sponsorship for #FlushFest23
- EY donated the time and skills of their staff to create a Powerpoint summary of the feedback from #FlushFest23 and the demographics of the participants.
- Scotmid Coop donated the services of their graphics designer to create a poster for #FlushFest22 and the services of their PR company to create and issue press releases for #FF22.

Our policy on reserves: We 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 £20,000, to cover the anticipated costs of Menopause Festival 2023. 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 £6,354 arose as a result of £20,729 total receipts and £14,375 total payments. The surplus puts us in a good place for 2023 as we are proposing to hold an in-person and virtual Flush Fest2023 event. Thus, we remain financially sound with adequate reserves in the bank to continue our activities going forward.

We received donations from the following for hosting Cafes or giving talks:

Perth & Kinross Council	£100
Women Ahead	£ 50
Nature Scot	£ 25
East Lothian Housing Association	£400
Liverpool J M Uni	£500
Kent County Council	£190
World Wide Cancer Research	£150
Total for Hosting/Talks	£1,415

Other donations received

Karen Edwards	£ 25
Givey	£ 10
Stripe	£ 12
Amazon Smile Donations	£ 39
SSE	£3000
Scottish Midland Co-Op	£5000
Ernst & Young	£5000
TOTAL Other	£13,086

Reference and Administration Details

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

	<u>Date of appointment</u>	<u>Role</u>
Mrs Heather Ann Borderie	01/10/2017	Treasurer
Mrs Moira Jane MacLeod	22/10/2020	Secretary
Mr Andrew Sanwell	15/01/2022	Trustee
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

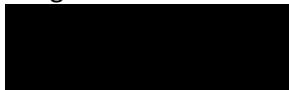
Trustee recruitment and appointment: trustees are recruited by advertising vacancies in our newsletter and sometimes on social media. Sometimes we identify a potential trustee, with the required skills, and approach them asking whether they would be willing to become a trustee. If willing, we interview 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: January 7th 2023

Independent Examiner's Statement

I report on the accounts of the charity for the year ended 30 September 2022 which are set out on pages 19 to 21.

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: 10/01/2023

**STATEMENT OF RECEIPTS AND PAYMENTS FOR THE PERIOD ENDING
30 SEPTEMBER 2022**

Receipts	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Grants	2, 5	0	0	0	0
Receipts from fundraising activities		0	0	0	0
Donations	4	1501	13000	14501	1506
Gross receipts from other charitable activities	6	6228	0	6228	4019
TOTAL RECEIPTS		7729	13000	20730	5525

Payments	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Expenses for fundraising activities		0	0	0	368
Payments relating directly to charitable activities	7	1326	13000	14326	8193
Governance costs: Accounting fees		50	0	50	50
TOTAL PAYMENTS		1376	13000	14376	8611
Surplus / (Deficit)		6354	0	6354	(3086)

The notes on pages 20 & 21 form an integral part of these accounts.

STATEMENT OF BALANCES AS AT 30 SEPTEMBER 2022

Cash Funds	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Cash & Bank Balances at start of year	8012	0	8012	11098
Surplus/(Deficit) shown on receipts and payments account	6354	0	6354	(3086)
CASH & BANK BALANCES AT END OF YEAR	14366	0	14366	8012

The notes on pages 20 & 21 form an integral part of these accounts.

Statement of balances approved by trustees on January 7th 2023 and signed on their behalf by:

Signature: 

Full name: Rachel Mary Weiss

Position: Chairperson

Date: January 7th 2023

NOTES TO THE ACCOUNTS FOR PERIOD ENDING 30 SEPTMEBER 2022

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 purposes. There were no grants received this year 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 2022	Total Funds 2021
Donations from members of the public	86.00		86.00	0
Business donations £500 or less	1415		1415	773
SSE		3000	3000	0
Scottish Midland Co-Op		5000	5000	0
Co-op			0	773
Ernst & Young		5000	5000	0
TOTAL DONATIONS	1501	13000	14501	1506

5. Grants received

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	0	0	0	0
TOTAL GRANTS	0	0	0	0

6. Gross Receipts from other Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Income from Menopause Festival	6204	0	6204	4019
General	24	0	24	0
TOTAL from Charitable Activities	6228	0	6228	4019

7. Cost of Charitable Activities

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
Marketing	218	0	218	40
Menopause Festival	882	13000	13882	8193
Misc.	275	0	275	378
TOTAL from Charitable Activities	1375	13000	14375	8611