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Charity (CIO) number: 1201412

## ***ANNUAL REPORT from 16 /04/2024 TO 15/04/2025*** ***A - Z COMMUNITIES INCLUSION***

### **1. Introduction**

A-Z Communities Inclusion (AZCI) is a grassroots charity dedicated to advancing social inclusion, improving mental wellbeing, and empowering marginalised populations – especially migrant communities, unaccompanied youth migrants, and BME (Black and Minority Ethnic) groups. Over the past year, we have significantly expanded our reach by incorporating eco-energy and AI-based skills training as part of our commitment to innovation, sustainability, and equity.

### **2. Key Achievements (April 2024 – April 2025)**

- 187 young people from migrant and marginalised backgrounds trained in green energy and artificial intelligence.
- 28 community workshops on digital literacy, entrepreneurship, and climate resilience.
- 27 structured training sessions covering employability, language support, AI integration, and eco-energy solutions.
- 2 public forums addressing community leadership, mental health disparities, and racial equality.
- 3 open community events and exhibition sessions promoting inclusion, storytelling, and migrant heritage.
- 28 mental health & wellbeing sessions, including social prescribing and culturally competent support services.
- Developed new partnerships with local councils, academic institutions, tech specialists, and green innovation hubs.

- Enhanced the governance and skills of our trustees, staff, and volunteers through targeted leadership and safeguarding training.

### 3. Impact Overview

Our activities this year directly benefited 679 individuals, many of whom face barriers related to migration, racial discrimination, and socio-economic exclusion.

We have seen notable increases in:

- Digital and green skills among young migrants.
- Community confidence and civic engagement.
- Volunteer engagement, with our team growing in diversity and expertise.
- Cross-sector collaboration, allowing us to amplify our impact through shared resources.

### 4. Strategic Focus and Vision

In line with our vision to build resilient, inclusive communities, our strategy prioritised:

- Skill development in renewable energy and AI to align with future job markets.
- Promoting mental health awareness through culturally sensitive outreach.
- Addressing systemic barriers faced by BME women, unaccompanied youth migrants, and marginalised families.
- Developing social prescribing models tailored for underrepresented communities.
- Strengthening our internal systems to ensure compliance, impact measurement, and long-term sustainability.

### 5. Financial Overview

Financial Year (2024–2025)	Amount (£)
Opening Reserve (as of 16/04/2024)	£12,500
Total Income	£151,000
Total Expenditure	£150,000
Closing Reserve (as of 15/04/2025)	£17,400*

\*Subject to audit confirmation. All funds were used in line with our charitable objectives. Independent financial examination was conducted by our designated accountancy service, ensuring compliance and transparency.

### 6. People Power: Our Team and Beneficiaries

- Volunteers: Over 60 active volunteers supported our work in various capacities.
- Beneficiaries Reached: 679 directly engaged individuals.

- **Trustee Development:** We facilitated bespoke trustee training sessions on charity governance, safeguarding, digital transformation, and grant management.
- **Community Voices:** Through feedback, we documented increased trust, satisfaction, and empowerment across our service users.

## 7. Looking Ahead

As we move forward, we aim to:

- Expand our green skills programme to include solar technology installation and ethical AI.
- Establish a social prescribing network that links health, employment, and heritage.
- Strengthen our focus on intergenerational mentoring and women-led innovation.
- Launch a mobile outreach hub to better serve hard-to-reach communities.
- Scale our mental health offer with professional partnerships and digital tools.

## 8. Gratitude and Accountability

We express our deepest gratitude to our funders, partners, volunteers, and the communities we serve. Your belief in our mission fuels our work and enables us to continue creating real change. We remain committed to the values of transparency, impact, and inclusion.

## 9. Wellbeing and Skills Outcomes

Throughout 2024–2025, A-Z Communities Inclusion embedded the ‘Five Ways to Wellbeing’ into our delivery framework:

- **Connect:** We nurtured connections by running regular group sessions, forums, and community events that encouraged shared experiences and support.
- **Be Active:** Activities such as wellness walks, creative workshops, and group sports helped improve physical and emotional wellbeing.
- **Take Notice:** We integrated mindfulness, storytelling, and reflective exercises in our mental health sessions to build awareness and resilience.
- **Keep Learning:** Through 27 specialised training sessions and 28 workshops, participants acquired new skills in eco-energy, AI, employability, and digital literacy.
- **Give:** Volunteers and peer mentors were empowered to contribute their time and talents, fostering a culture of mutual aid and leadership.

We also focused heavily on uplifting disadvantaged communities, particularly BME individuals, by offering pathways into employment and self-employment. Our tailored training in green energy and artificial intelligence helped participants enhance their CVs, access apprenticeships, and gain confidence to start freelance or

community-led initiatives. Several beneficiaries have since reported improved career prospects, launched micro-businesses, or gained work placements.

Here is what some of our users have said about their experience:

1. "This training has opened my eyes to green jobs – I now know I can be part of the solution and earn from it." – Abdul, 24, Sudanese migrant
2. "Thanks to A-Z, I'm no longer isolated. I've started teaching digital skills to others in my community." – Amina, 31, Somali single mother
3. "Learning AI felt impossible before, now I'm volunteering with a local tech hub!" – Samuel, 19, Congolese youth
4. "The mental health sessions were a lifeline. I found a safe space to talk and heal." – Grace, 38, Nigerian mother of two
5. "We were guided step-by-step into creating a business plan. I now run a small home-based food business." – Fatima, 42, migrant entrepreneur
6. "I felt recognised and respected here. The team truly listens." – Joseph, 22, Eritrean unaccompanied migrant youth

Report approved by:

Mr Deo Lubangi – Trustee

Dr. Eyang Maswana – Trustee

Date of Approval: 20 April 2025



CHARITY COMMISSION  
FOR ENGLAND AND WALES

Charity Name  
**A-Z COMMUNITIES INCLUSION** No (if any)

Receipts and payments accounts

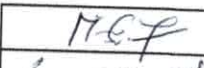
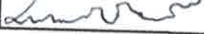
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For the period from	Period start date	To	Period end date
	16/ 04/20224		15/04/2025

**Section A Receipts and payments**

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
<b>A1 Receipts</b>					
ECOE/ ENERGY/BIO	9,534	35,500	-	45,034	-
AWARDS FOR ALL MAIN GRA SALFORD IF	3,283	28,000	-	31,283	-
CRH CHARITABLE 69 CRH D	-	7,500	-	7,500	-
POSCODE NEIGHBOUR	23,980	-	-	23,980	-
EDWARD HOLT TRUST	-	20,000	-	20,000	-
THE GADDUM CENTRE	-	2,143	-	2,143	-
VERNON BUILDING SO	-	1,100	-	1,100	-
<b>Sub total (Gross income for AR)</b>	<b>36,797</b>	<b>114,203</b>	<b>-</b>	<b>151,000</b>	<b>149,860</b>
<b>A2 Asset and investment sales, (see table).</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total receipts</b>	<b>36,797</b>	<b>114,203</b>	<b>-</b>	<b>151,000</b>	<b>149,860</b>
<b>A3 Payments</b>					
Running and Admin cost	12,000	14,000	-	26,000	-
Training for volunteers and trustees	10,000	25,000	-	35,000	-
Professional fees	12,000	9,000	-	21,000	-
interpretation and translation	6,000	12,000	-	18,000	-
Travel expenses and Refreshment	2,000	14,500	-	16,500	-
Digital output equipment	-	8,600	-	8,600	-
Room and Equipment hire	-	8,600	-	8,600	-
Events, workshops and Forum	-	12,400	-	12,400	-
<b>Sub total</b>	<b>42,000</b>	<b>104,100</b>	<b>-</b>	<b>146,100</b>	<b>137,360</b>
<b>A4 Asset and investment purchases, (see table)</b>					
	-	-	-	-	-
<b>Sub total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total payments</b>	<b>42,000</b>	<b>104,100</b>	<b>-</b>	<b>146,100</b>	<b>137,360</b>
<b>Net of receipts/(payments)</b>	<b>- 5,203</b>	<b>10,103</b>	<b>-</b>	<b>4,900</b>	<b>12,500</b>
<b>A5 Transfers between funds</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>A6 Cash funds last year end</b>	<b>12,500</b>	<b>-</b>	<b>-</b>	<b>12,500</b>	<b>-</b>
<b>Cash funds this year end</b>	<b>7,297</b>	<b>10,103</b>	<b>-</b>	<b>17,400</b>	<b>12,500</b>

**Section B Statement of assets and liabilities at the end of the period**

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		7,400	10,000	-
		-	-	-
		-	-	-
	<b>Total cash funds</b> (agree balances with receipts and payments account(s))	<b>7,400</b>	<b>10,000</b>	<b>-</b>
B2 Other monetary assets	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
CCXX R2 accounts (SS)			Dr Eyang Maswana Deo Lubangi	20/04/2025
		 2		20/04/2025



Section A

Independent Examiner's Report

Report to the trustees/  
members of

A Z COMMUNITIES INCLUSION

On accounts for the year  
ended

2025

Charity no  
(if any)

1201412

Set out on pages

1 To 2

*(remember to include the page numbers of additional sheets)*

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 15/ 04/ 2025.

Responsibilities and  
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent  
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below \*) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

*\* Please delete the words in the brackets if they do not apply.*

Signed:

Date:

20/04/2025

Name:

John Smith

Relevant professional  
qualification(s) or body  
(if any):

B A Hons F.F.A

Address:

DIGITAL World Centre

1 Lorry Plaza, The Quays

M50 3UB

**Section B**

**Disclosure**

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

**Give here brief details of any items that the examiner wishes to disclose.**

I don't have any specific updates to report, as the association (A Z COMMUNITIES INCLUSION) is operating smoothly within legal boundaries and upholding charitable principles with respect.