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FiMT
FOUNDED
2011



£35 MILLION
ENDOWMENT



MEMBER

Cobseo
The Confederation
of Service Charities

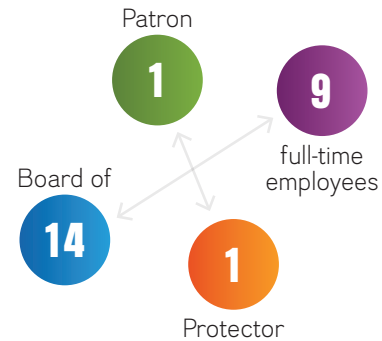
15,000
service leavers
per year




VISION
All ex-Service personnel and their families lead fulfilled civilian lives.

MISSION
To enable successful and sustainable transition.

STRATEGY
Fund evidence generation and influence activities for policy makers and service providers.



The challenges faced by our Service personnel and their families as they re-enter civilian life continue, despite the endeavours of the State and the third sector.

Understanding the reality of these challenges, and what preventative work could be undertaken, are key roles for the Forces in Mind Trust. That 2017 was another full year is clear from this Activity Report, and the Trust's move to become more influential is one I wholeheartedly endorse. The credibility of the Trust's work is well-established, and I would urge all to take it into full account when developing future policies and provision.

Admiral of the Fleet the Lord Boyce KG GCB OBE DL

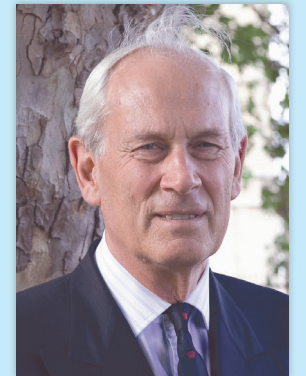
My first year as Chairman of the Forces in Mind Trust has flown by, and I am convinced that our efforts, working through a varied programme of activities and supported by strong partnerships, move us closer to our ultimate vision that all ex-Service personnel and their families lead fulfilled civilian lives.

Of course, this is very ambitious, and the Trust only plays a small part in working with a range of stakeholders—from our Cobseo military charities to government departments to wider third sector partners—to deliver this goal. Our distinct role in this challenge is to bring knowledge and evidence to bear in order to inform and influence the challenges of transition, while working in collaboration with others in the sector and building capacity to allow them to transform in order to achieve greater impact.

This Activity Report foreshadows a shift in the Trust's future activities to increase our influence activity and play a more active role in highlighting where evidence can be brought to bear on policy while still delivering a significant programme of research activity to provide a strong empirical base to inform our transition outcomes. We are seeking a greater balance between our knowledge and evidence-generating activities and our wider change mechanisms, particularly our influencing activity. Our grants will continue to move to a more strategic commissioning model, consistent with our change model, rather than relying on reacting to unsolicited proposals for funding. This will allow our work to be more coherent and focused on where we believe it will generate the greatest impact. We will also focus on supporting the FiMT Research Centre so that it becomes a reference point for evidence-informed data about our ex-Service personnel and their families. These are challenging goals, but our Board and Executive are determined we will achieve them.

Mr Hans Pung

Patron's and Chairman's comments



*Admiral of the Fleet the Lord
Boyce KG GCB OBE DL*



Mr Hans Pung

Key achievements

For every year that passes, the work of the Trust has expanded and its impact has grown.

2017 saw us deliver, at last, a real switch in emphasis from responsive grant funding to co-produced and collaborative work. We anticipated that this would require an increased amount of internal staff work, longer gestation times of new ideas, and a fall-off in total amount of grants awarded. All these things happened. Consequently our annual grant and commissioning award was £2¼ million, down £¾ million on 2016, and rightly so as we focused in on where the need was greatest (this figure doesn't though include the £2½ million Research Centre award).

At the other end of the funding cycle, where we ensure that our work makes a positive and measurable impact,

we invested time and effort, as well as modest finance, to the exploitation stage of a range of projects, many of which are described later in this Activity Report. We have secured strong political engagement, which is key to our changing policy, and I hope we have been fair in looking beyond the boundaries of the M25 both for our funding, and for our impact. Important activities in Belfast, Cardiff and Glasgow underlined our intent to be a balanced funder; after all, the Armed Forces community, who ultimately we serve, live across the United Kingdom.

Sitting at the right table matters to us – which is why we were grateful to

the Ministry of Defence for attending the launch of our **'Continue to work – 2017 Transition Mapping Study'** and listening to the sometimes uncomfortable results of our research. And to all four National Health Services, who each used the **'Call to Mind'** series to change their planning of veterans' mental health services. And to the many Local Authorities, who embraced the second edition of **'Our Community – Our Covenant'** and continued to improve their service delivery. And to the serious experts who attended our finance seminar. And to the many other independent thought leaders and charitable providers who absorbed our work, analysed it and

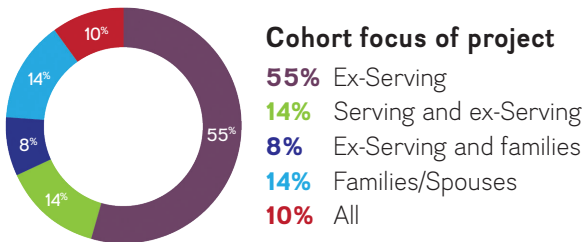
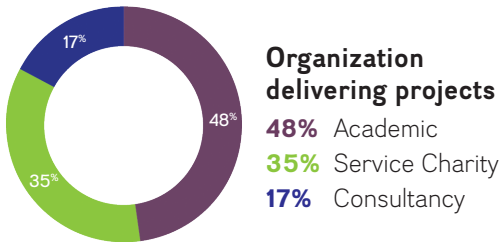
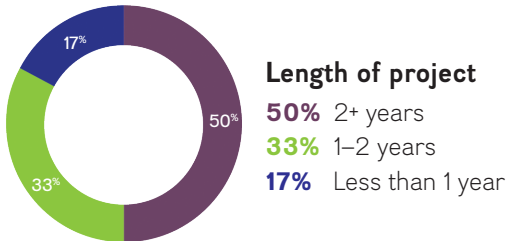
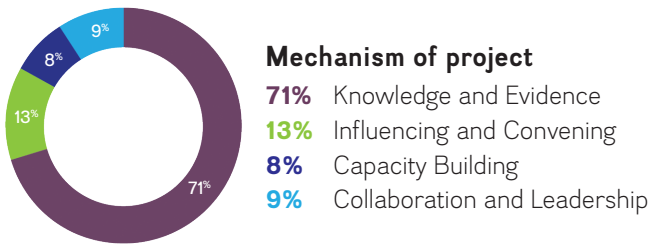
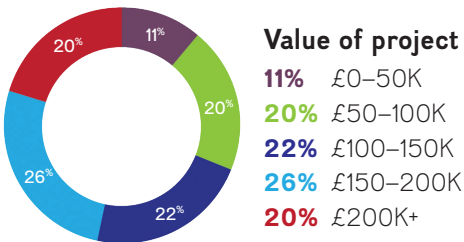
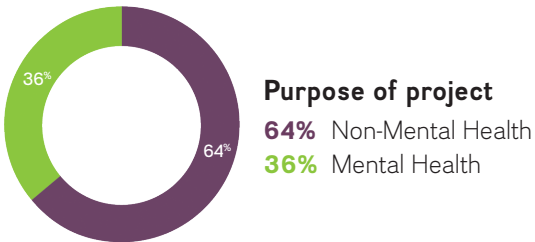
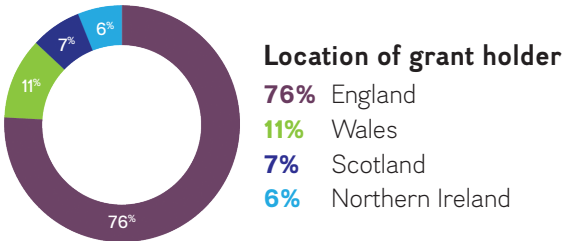
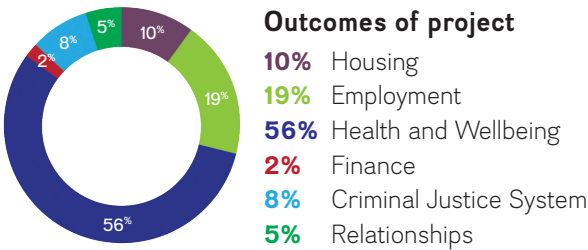
made better decisions because of it. And to everyone who collaborated with us this year, and who has undertaken to do so next year as well.

Reflecting on 2017, it has been a year of considerable investment in influence, staff and internal capacity, and a steady flow of increasingly better-focused funded projects. I am determined we will use the gift of our endowment to the maximum benefit of the Armed Forces community. And, as ever, I am personally grateful to our Board for providing the strategic direction, and to the Trust's outstanding executive team for its operational delivery. This constitutes the most important of our many partnerships.



Air Vice-Marshal Ray Lock CBE

Pies of Activities



Map of Activities

Awarded projects in 2017

London	6
Surrey	1
Liverpool	1
Cambridge	2
Edinburgh	1
Cardiff	1
Norfolk	1
Bristol	1
Belfast	1
Cranfield	1

Completed Projects in 2017

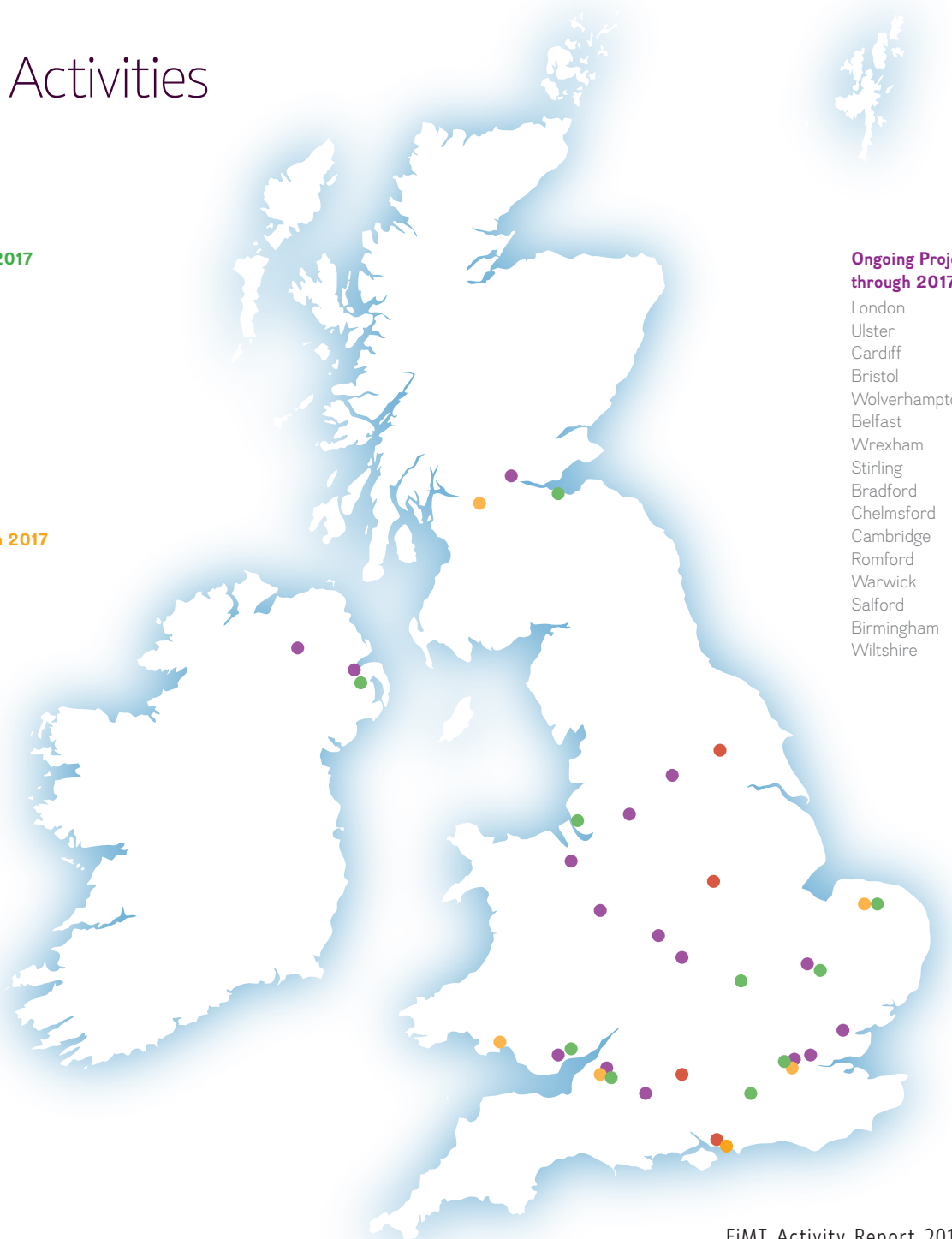
London	3
Glasgow	1
Swansea	1
Norfolk	2
Bristol	1
Portsmouth	1

Events in 2017

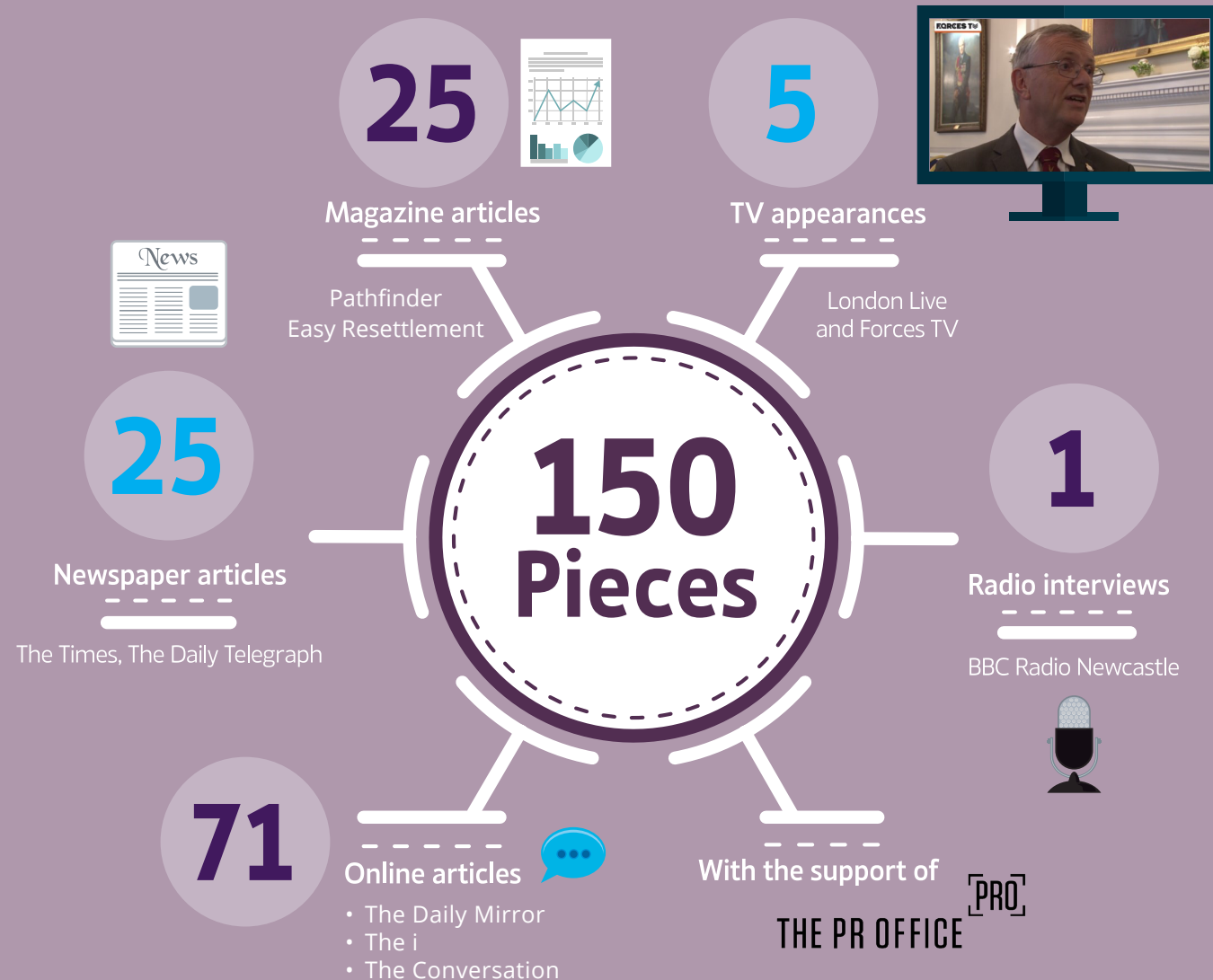
Portsmouth	1
Andover	1
York	1
Nottingham	1

Ongoing Projects through 2017

London	14
Ulster	2
Cardiff	1
Bristol	1
Wolverhampton	1
Belfast	1
Wrexham	1
Stirling	2
Bradford	1
Chelmsford	1
Cambridge	1
Romford	1
Warwick	1
Salford	1
Birmingham	1
Wiltshire	1



Media Coverage in 2017



Follow us on Twitter

and join the **1,300** followers we've gained over the last year



Forces in Mind Trust @FiMTrust

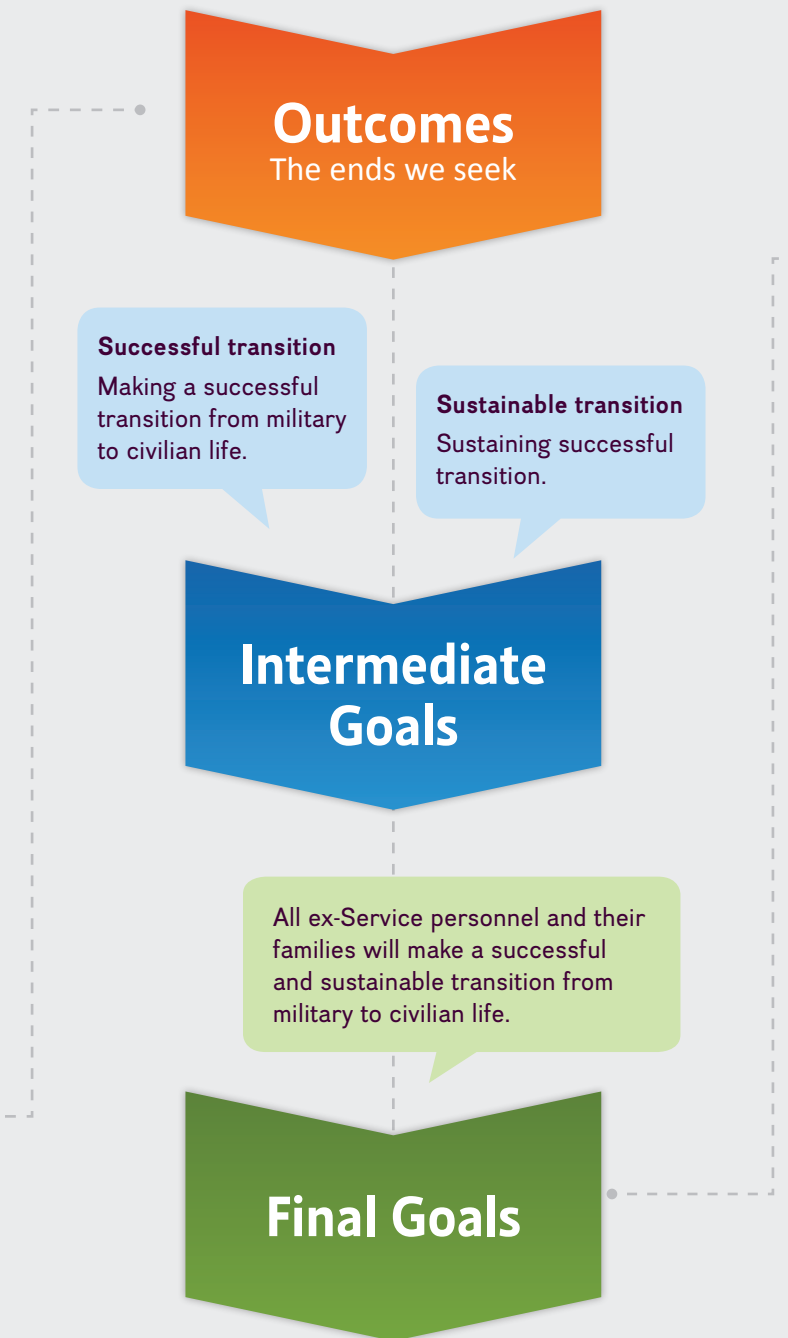
Great to see our work on the [#ArmedForcesCovenant](#) and [#mentalhealth](#) mentioned by @LordKPatel [#QueensSpeech](#)

@FiMTrust

Change Model

We use our Change Model, based on a Theory of Change, to realize our vision and conduct our mission. We consider transition around six **'Outcomes'** that outline the ends we seek, and we fully appreciate their interconnectedness. Our **'Change Mechanisms'** demonstrate the way we work. This is a summary of our change model.

Change Mechanisms: The way we work



Outcomes: The ends we seek



Housing



Forces in Mind Trust defines ‘Housing’ as: Housing that provides the essentials of shelter, safety and support.

Grants Awarded

Community Self Build Agency

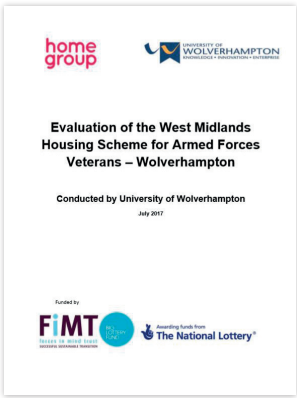
Awarded extra funds by **FiMT** to build their capacity and create the foundations for sustained success.

Completed Projects

Stonham



evaluation found that a combination of housing and employment support, as used in one of their projects, was successful and it set out how the model could be replicated.



Grants Awarded

Female Service leavers and employment



to explore employment outcomes for **female Service leavers**.

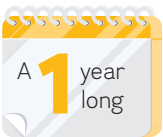
Older Veterans and Employment



by the Officers’ Association of the unique transitional challenges faced by older veterans (aged over 50) in the job market from the perspective of both employee and employer, and will consider the three Services and all ranks.

Completed Projects

Veterans’ Employment Initiatives



project with **The Royal Foundation** concluded. This was the second phase of a project with Business in the Community, who researched and took forward how Service personnel could be supported into training and work, through the

creation of a network of ‘military champions’ within businesses across the UK. Improved engagement between the MOD and employers looking to recruit, and resulted in new projects and training initiatives.

The Royal British Legion Mentoring Evaluation – construction

An evaluation of **TRBL’s** mentoring pilot project which connected business people from the construction industry with Service leavers and ex-Service personnel via online support and networking. concluded this year with some positive findings and recommendations.

“ I didn’t recognise the support and development I gained from my first mentor when I left the Royal Navy because it wasn’t referred to as mentoring then. He saw that I had potential and an enquiring mind. He merely provided me with opportunities to develop and was a sounding board for my ideas and thoughts. Without that it is unlikely that I would have made the progress I did. — Royal Navy/ Skanska UK

Employment



Forces in Mind Trust defines ‘Employment’ as: Engaged in employment of choice eg full/ part time, self/not employed, and volunteering or a combination (education, qualifications and skills are also considered here).

Outcome 2

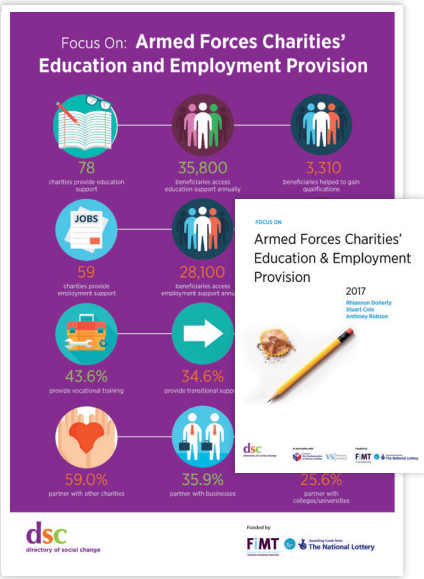
Employment



Forces in Mind Trust defines ‘Employment’ as: Engaged in employment of choice eg full/ part time, self/not employed, and volunteering or a combination (education, qualifications and skills are also considered here).

Focus On: Armed Forces Charities’ Education and Employment Provision

The **2nd** of six reports from **DSC** published October 2017 provided a detailed insight into the support available for those in the Armed Forces Community who are in, or are seeking, employment or educational opportunities. Key findings highlighted how a large need is being met by a relatively small number of charities. Last year 22,302 individuals were helped into employment and over 3300 gained qualifications.



Final report, available to download from our website

Spotlight

Continue to Work

In July, **FiMT** launched ‘**Continue to Work: Transition Mapping Study 2017**’ which focused particularly on the transition from the Armed Forces to civilian employment, including the transferability of skills and qualifications. Launched at the RAF Club to an audience with a range of roles and interests, the report highlighted the good work done so far in this area, and recommended further steps which could be taken by the MOD, other organizations and individuals.



Recommendations include:

- The need to create a right of ‘permission to prepare’ for leavers so they are not disadvantaged by operational requirements
- Provide greater exposure of Services personnel and those in transition to civilian workplaces, through short personnel attachments.

“The shooting of the gun is about the only non-transferable skill” — Expert interviewee, member of a research unit on military health

Mental Health Research Programme (MHRP)

The **MHRP** was launched in October 2015 with an annual disbursement of £1 million for up to 5 years. **FiMT**, in collaboration with the **Centre for Mental Health** and the **King’s Centre for Military Health Research**, established it to support one of the Trust’s founding priorities: ‘to promote better mental health and well-being’ and ‘to build organisations’ capacity to deliver evidence-based prevention and rehabilitation’. The Programme is overseen by a steering group of experts from across academia, military charities and other statutory and non-statutory service providers, who provide expert assessment to **FiMT** of relevant project proposals and help guide the Programme’s strategic direction. The MHRP’s current research priorities can be found at <http://www.fim-trust.org/mental-health/research-programme/>

Currently half-way through the Programme’s five-year life cycle, and having recently undergone a strategic redesign to align it with **FiMT’s** Change Model, by the end of 2017 the MHRP had made 13 awards, totalling £1,780,288. The Programme also undertook a number of activities including issuing a highlight notice to

encourage applications to help fill an evidence gap around unemployment, underemployment and mental health, and issued its first commission – a systematic review of mental and related health needs of serving and ex-Service personnel and their families.



Completed Projects

Call to Mind Northern Ireland, and UK

A review of how the mental and related health needs of ex-Service personnel and their families were being met and supported by health needs assessments. The Northern Ireland report, the final of the devolved nations; launched in June in Belfast, and the culminating UK-wide report launched in July showcasing best practice areas and improvement opportunities.

Outcome 3

Health and wellbeing



Forces in Mind Trust defines ‘Health and Wellbeing’ as: A condition of physical and mental health and wellbeing where any issues are appropriately identified and treated/managed.

Health and wellbeing



Forces in Mind Trust defines 'Health and Wellbeing' as: A condition of physical and mental health and wellbeing where any issues are appropriately identified and treated/managed.

Spotlight

Problem gambling

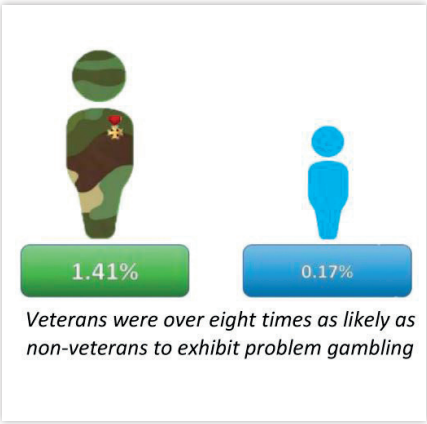
A 6 month analysis of gambling behaviour among post-national service ex-Service personnel using the 2007 Adult Psychiatric Morbidity Survey to assess relationships between length of service and gambling-related problems and comorbidities.



Low levels of problem gambling across the population mask some much higher levels amongst... particularly vulnerable groups such as... ex-military. — GambleAware



Panel at Excessive Gambling Wales Conference 2017



Barriers to accessing services

An 18 month study into the internal and external barriers experienced by ex-Service personnel accessing mental health services was combined with a longitudinal study of how barriers and facilitators to help seeking may change over time.



Final report, available to download from our website

Grants Awarded

University of Liverpool – Alcohol issues

An investigation into what determines whether ex-Service personnel recognize they have an alcohol problem, which personnel are more likely to have alcohol issues, and related impacts on help-seeking and mental health.

King's College London – Pathways Feasibility Study



A study exploring the mental health problems for which ex-Service personnel seek medical help, and their treatment pathways compared to those of the wider population.

King's College London – Domestic Violence and Abuse

An 18 month research project with ex-Service families to understand the issues around domestic violence and abuse from the spousal perspective.

Combat Stress – Teletherapy

A project exploring the acceptability and feasibility of delivering **Cognitive Processing Therapy** to UK ex-Service personnel suffering PTSD using video (Skype) over the internet.

Health and wellbeing



Forces in Mind Trust defines 'Health and Wellbeing' as: A condition of physical and mental health and wellbeing where any issues are appropriately identified and treated/managed.

Health and wellbeing



Forces in Mind Trust defines 'Health and Wellbeing' as: A condition of physical and mental health and wellbeing where any issues are appropriately identified and treated/managed.



University of Bristol – Domestic Violence and Abuse

A project to investigate what criteria would define a support service as offering a domestic violence and abuse specialism for Armed Forces families.

Resilience and Transition from the UK Armed Forces

A 1 year project by RAND Europe to undertake a review of international evidence and stakeholder views on how resilience affects transition.

Queen's University Belfast – Negative Transitions

A 3 year study into the experiences of British ex-Service personnel who have experienced a 'negative transition' back into civilian life.

Beyond the Finish Line

A 4 year project exploring the long-term impact of sport participation through an examination of the Invictus Games. The wellbeing of competitors across all nations will be measured alongside non-competitors, with additional insight into the different team strategies.



Invictus Games, Toronto 2017

Spotlight

Finance Seminar

In November we convened a seminar in London entitled 'Financial Resilience in the Armed Forces Community'. We brought together an audience comprising people from a range of sectors and organizations, including those who support members of the Armed Forces Community directly, and those who have interests in the financial education, support, and services for the general population more widely. The aim was to understand where the financial issues faced by the Armed Forces Community differ from those faced by the wider population, and where they are unique.



Ray Lock and Meri Mayhew from FiMT at the Finance seminar



Outcome 4

Finance



Forces in Mind Trust defines 'Finance' as: Financially sustainable and resilient.

Criminal Justice System



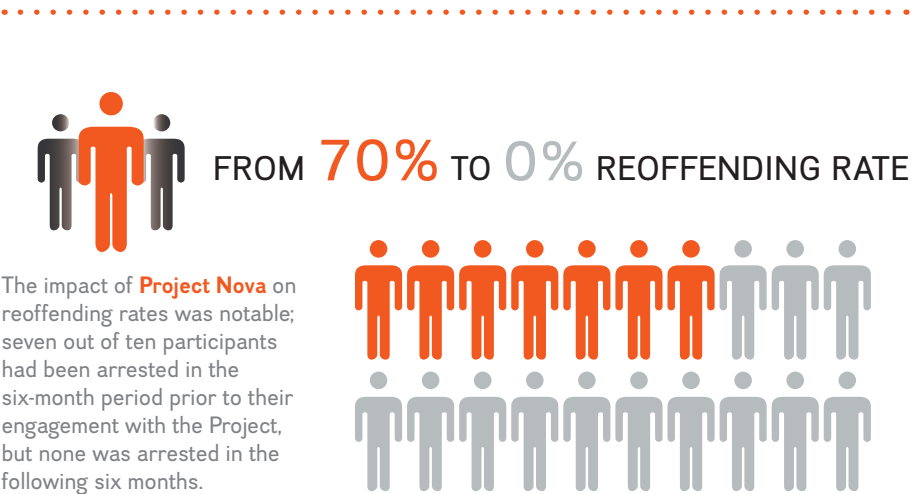
Forces in Mind Trust defines the 'Criminal Justice System' as: A positive outcome if Service leavers are not in the criminal justice system.

Spotlight

Project Nova

This innovative pilot project, delivered in partnership by RFEA and Walking with the Wounded, provides practical and emotional support for veterans who have entered police custody.

The evaluation, 'A Pilot Study to Support Veterans in the Criminal Justice System', was undertaken by Anglia Ruskin University, to examine the engagement and impact of Project Nova.



“ When I got to the Police Station they said... could they contact me... and I said yes. [Nova team member] phoned me I think just before I got released and said he would come out and see me at home and he did and we went from there. — Participant ”

Spotlight

Right Turn

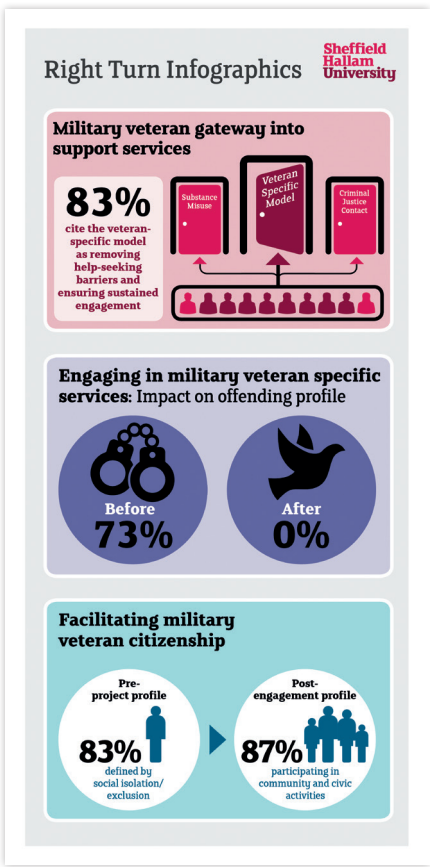
The findings from research undertaken by Sheffield Hallam University revealed that ex-Service personnel who are recovering from alcohol and drug problems are more likely to succeed in recovery through veteran specific services.

'Right Turn' is a programme developed to support veterans with awareness-raising, treatment, support and education, and by helping reintegration into civilian life.

The report recommended the development of a Right Turn referral pathway ensuring that the current dominance of the internal Addaction referrals are supplemented by other local agency referral routes.

Grants Awarded

Tros Gynnal Plant



of a new service that utilises Restorative Engagement to help ex-Service personnel and their families to improve relationships, communication and family functioning.

Relationships




Forces in Mind Trust defines 'Relationships' as: Supportive family, social and professional networks and relationships.



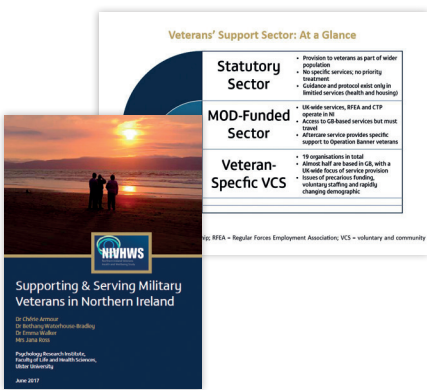
Understanding the scale and nature of the issue, evidence of what works best, and what does not work.

Behavioural Insights Team

 awarded funds to see how the application of behavioural science can help improve engagement between Service families and the organizations offering services and support.

Northern Ireland Veterans' Health and Wellbeing Study

 continues, focused on understanding, supporting and serving the community of ex-Service personnel living in Northern Ireland (NI), including their mental health needs and associated services. Two reports were launched in 2017, covering the support and services available, and current and future needs.



Final report, available to download from our website

Our Community – Our Covenant second edition

In June we launched the second edition of 'Our Community – Our Covenant' with more about the London Boroughs and an enhanced self-assessment toolkit. We have commissioned a further study on Covenant delivery in other sectors.

Report recommendations include: The LGA, CoSLA and Government agree a statement on the legitimate expectations flowing from the Covenant, including what it can and cannot deliver, which should form the core text of national and local statements on the Covenant.



Final report, available to download from our website

Officers' Association

Report mapped out the size and makeup of the serving and ex-Officer community, and their future needs..

Party Conference Fringe Events

FiMT co-hosted with Centre for Social Justice (CSJ), a fringe event at both the Labour Party and Conservative Party Conferences. The topic for discussion at both events was: **"Tackling Disadvantage Experienced by the Armed Forces Community"**. Both consisted of a panel-led discussion and Q&A session, chaired by our Chief Executive.

The Labour Party event panellists were Clive Lewis MP, Gordon Marsden MP, Gerald Jones MP and Catherine Sermon from Business in the Community.

The Conservative Party event panellists were the Rt Hon Tobias Ellwood, Minister for Defence People and Veterans, Councillor Izzi Seccombe, Catherine Sermon and Ed Boyd from CSJ.



Veterans' Mental Health Conference 2017

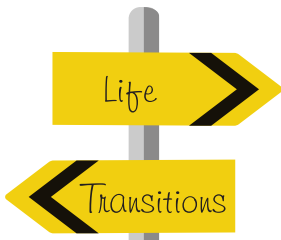
A FiMT-sponsored conference, entitled **'Veterans' Mental Health – The Wider Perspective'**, hosted by the King's Centre for Military Health Research, attracted over 200 delegates to hear speakers of world-class reputation presenting on and debating mental health issues concerning the Armed Forces community.



Prince Harry speaking at the FiMT sponsored event at King's College London

St George's House report

In February we published the report from our St George's House consultation on the subject of Life Transitions beyond just military to civilian.



Influencing policy makers and service providers and convening experts.

Collaboration and Leadership



Promoting collaboration and leadership in the sector, including in policy making and service delivery.

Clöre Social Leadership programme

3 FiMT funded Specialist Fellowships on the **Clöre Social Leadership Programme** to grow leadership potential in the military charity sector and promote shared

learning and connections between sectors. Fellows came from The Poppy Factory, the Army Families Federation, and ABF-The Soldiers' Charity.



Liz George, Poppy Factory, Head of Fundraising



Louise Simpson, AFF, Policy and Research Director



Vikki Muir, ABF, The Soldiers' Charity Executive Assistant



Forces Friends Working Together Winners 2016

Working Together award

This was the **second** year of FiMT sponsorship for the **Soldiering On Awards, Working Together Award**. Presented to a team or organization that has demonstrated an enduring commitment to innovative collaboration throughout the sector, the 2017 winner was **The Forces Friends Project**.

Veterans Scotland

A grant was awarded to enable Veterans Scotland to hold a series of events across the country, designed to promote communication and collaboration within the

communities that seek to uphold the Armed Forces Covenant, and to promote the wellbeing and needs of the ex-Service community.

Families Federations Transition Officers

The Transition Liaison Officers in each of the three Families Federations worked to understand the process of transition from the perspective of Service families. They attended training and meetings to advocate on behalf of the Armed Forces families to represent their views and worked directly with

families to provide information and support through a range of mediums.

Transition Liaison Managers: Louise Briggs, RAF Families Federation; Kate McCullogh, Army Families Federation; Lucy Heaven, Naval Families Federation



Louise Briggs



Kate McCullogh



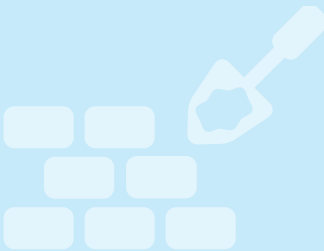
Lucy Heaven

Healthcare Navigators

This feasibility study took place throughout 2017. The navigator position was filled by the Defence Medical Welfare Service and the service was launched resulting in referrals being received and the navigator engaging with GP practices in Birmingham.



Capacity Building



Enabling organizations to transform in order to achieve greater impact.

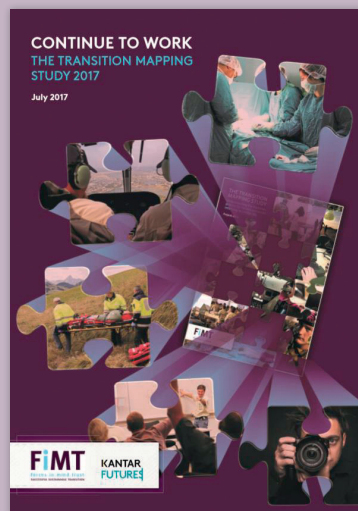
& Impact Influence

Impact

Understanding the impact of our work is important to us, but as a social funder this is no easy task! One of the ways in which we try and do this is through supporting and funding our grant holders to measure their impact, ranging from independent evaluations through to randomized control trials. We funded an independent evaluation of our **Transition Mapping Study** reports to better understand their impact on service providers and policy makers, and we continually seek to understand the contribution of our work in effecting policy change wherever possible.

Influence

Generating robust evidence is only part of our ambition: **using the findings to stimulate change across a range of outcomes** is critically important. We try and increase our UK-wide influence through being credible and working with others. At the end of 2017, we tendered our strategic communications capability and this was awarded to Amazon PR working in partnership with BDB. Using their expertise and guidance, we will seek to exploit the findings from our broad and robust range of evidence (to maximum effect).



Final report, available to download from our website

Collaboration

Collaboration with others is a core tenet of our approach.

Being such a small organization, working in partnership with others who are well established in their field frequently enables the output to be greater than the sum of the parts.

One of the most important collaborative relationships for FiMT is with **Cobseo the Confederation of Service Charities**. Working alongside the charities who are supporting our Armed Forces Community means we are able to gain a deeper understanding of the problems and issues faced, and identify potential partners in delivering the solutions.

We collaborate in other ways too, for example with the Local Government Association for the commissioning of **'Our Community – Our Covenant second edition'**. In this work, collaboration with a whole range of partners across Great Britain has meant that this resource to help those delivering community pledges continues to be cited frequently and represents a focus for improving the delivery of the Armed Forces Covenant.

Core infrastructure to deliver the Armed Forces Covenant

Individuals

- An elected member champion
- An officer point of contact with the council

Collaboration

A Covenant Forum or co-ordinating group that meets at least twice a year. It includes the following: military representatives; military charities; public sector representatives; military charities; public sector representatives; effective council members (senior elected members on cabinet); and the officer champion. Each forum should review its membership, agenda and frequency of meeting every three or four years.

In some places (for example London) councils and their partners may wish to establish a mechanism for collaboration at a sub-regional level. This could include: joint forums and action plans, applications for the Covenant fund, training packages and a shared web presence.

Communication

- A web page of presence to support delivery of the Covenant with key information and links for members of the Armed Forces Community. A clear public statement of what members of the Armed Forces Community can expect from the council.
- A route through which concerns can be raised,
- Training of frontline staff
- A vehicle for reporting action and achievements such as an annual report, newsletter or forum minutes.

Vision and commitment

- An action planning process that is proportionate to local needs and circumstances. For example, an action plan, a time line, or minutes with recorded actions.
- Policy reviews
- Enthusiasm and commitment

FiMT Research Centre

FiMT established a new Research Centre in October, funding Anglia Ruskin University to develop and operate a UK-based research facility enabling easy access to UK and international research on veterans and their families. The Centre launched with a free to use, state-of-the-art online Hub: the Veterans and Families Research Hub (VFR Hub). Policy makers, professionals and members of the public with an interest in ex-Service personnel and their families are among those to benefit as the Centre directly aids **FiMT's** mission to bring evidence to decision makers supporting the ex-Service community. Among several roles, the Research Centre will advise and support charities and service providers, produce fresh research into key issues facing the veteran community, curate the VFR Hub, offer forums to help strengthen links between the academic community, government organisations, service providers and the media, and run an annual Conference and Awards ceremony, the first of which is on 11 October 2018.



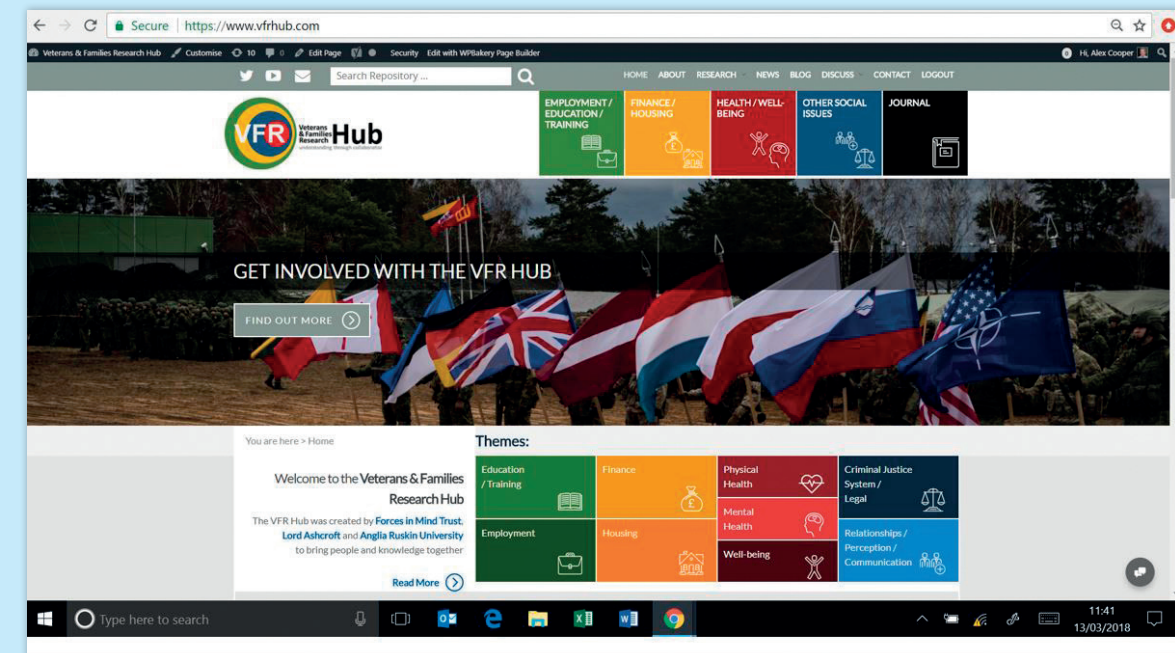
Alex Cooper, Director, Forces in Mind Trust Research Centre; Hans Pung, Chair, Forces in Mind Trust; Matt Fossey, Director, Veterans & Families Institute, Anglia Ruskin University and Prof Iain Martin, Vice Chancellor Anglia Ruskin University.

Veterans and Families Research Hub (VFR Hub)

The requirement for a research hub to facilitate the study of veterans and families was identified by **FiMT** and Lord Ashcroft KCMG in 2014. The VFR Hub project began in February 2015, funded by **FiMT**, the Cayo Foundation and Anglia Ruskin University, and developed by the University's Veterans and Families Institute.

The Hub website was launched in September 2017 as a key component of the **FiMT** Research Centre, and provides an accessible and authoritative source of UK and international research-related resources on military veterans and their families, including transition to civilian life. The Hub has been designed to inform and stimulate research and policy development and to improve service delivery and journalistic enquiry: it is available to everyone at no cost. Visit www.vfrhub.com/ where you can:

- Search for research by subject area
- Interrogate a database of published and 'grey' literature
- Identify researchers and institutions with common interests
- Work together to generate and share ideas
- Raise questions and engage in discussion
- Identify research gaps to facilitate funding and collaborative opportunities



FiMpacT 2018

Moving forward together

The Third Age of FiMT

Six years into our 20-year life, and we're still talking about activity rather than impact; input rather than outcome.

But is that so bad? As a systematic transformer who started from a point of relative ignorance, our considered approach has a neat agricultural analogy.

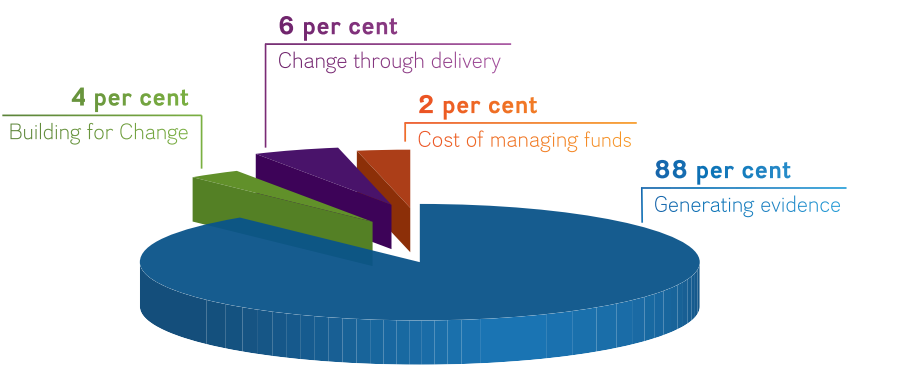
A farmer prepares then seeds a field, nurtures the crop as it grows and continues to sow elsewhere, harvesting early growth before eventually reaping the full crop to make the best use of it.

This is where we are – the dawning of the **Third age of FiMT**. And what does it look like?

- Focus and emphasis of future spend
 - From responsive grants to commissioning
 - From broad to more targeted (but larger-scale) projects
 - More activity in non-research change mechanisms
- Achieve greater impact through influence
 - Guided by Board and our new Virtual Influence Panel
 - More outward facing engagement and collaboration
- Take greater programmatic approach to activity
 - More strategic approach to change model outcomes
 - Increased integration of activities across our change mechanisms
 - Better evaluation of impact

First age of FiMT Foundation	Second age of FiMT Investment	Third age of FiMT Impact
Set up the Trust, our operating model, and governance arrangements.	Establish our initial research programme, define a change model, and build strong relationships with key stakeholders.	Leverage the generated evidence and work alongside stakeholders to drive change and so deliver our mission of successful, sustainable transition.

What we've spent our money on



FiMT focused expenditure on the following areas of work:

Generating Evidence	£4,673,946
Change through delivery	£321,602
Building for Change	£209,786
Cost of managing funds	£102,711
Total	£5,308,044

Statement of financial activities 2017	Total (£)
Total incoming resources	879,861
Total resources expended	5,307,682
Net incoming/(expenditure) before net gains / (losses) on investments*	(4,427,821)
Gain on investment assets	2,171,737
Net movement in funds	(2,256,084)
Reconciliation of funds	
Total funds brought forward	33,849,609
Total funds carried forward	31,593,525

***We do not solicit donations or fundraise**

Accounts for the year ending 31 December 2017 have been audited by Sayer Vincent LLP.



Partners

THANK YOU TO OUR PARTNERS

Our thanks go as always to those who have contributed to our work.



THOSE WHO HAVE SUPPORTED US

Our thanks to some of the organizations who have supported our work through various awards and commissions in 2017.



Contact Us

www.fim-trust.org/contact-form

Telephone

0207 811 3228

Charity number

1145688

Company Number

07855145

Registered office

Alexandra House
St Johns Street
Salisbury
SP1 2SB

Operational address

Mountbarrow House
6–20 Elizabeth Street
London
SW1W 9RB

Where to go for more information

FiMT is always looking to hear from applicants and stakeholders who have an interest in and believe as passionately as we do about promoting a successful transition to civilian life for Service Leavers and their families.

We would be happy to discuss your interests and where you wish to make a difference in helping us fulfil our charitable aims.

Please visit us in the first instance at www.fim-trust.org

You can also follow us on Twitter [@FiMTrust](https://twitter.com/FiMTrust)

Directors

Andrew Barnett
Isobel Brown
Ross Campbell
Andrew Cowan
Neil Greenberg
Sir John McColl

David Murray
Anais Reding
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Operations Manager
Research & Support Manager
Grants Manager
Grants Officer
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Evaluation & Exploitation Officer
Executive Assistant



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