

FiMT

forces in mind trust

SUCCESSFUL SUSTAINABLE TRANSITION



2020 Impact Report



Welcome



Hans Pung
Chair

As we began 2020, few of us would have anticipated the turbulence that lay ahead, the cumulative negative effect of which has highlighted the important role that charities, such as **Forces in Mind Trust**, play in both supporting the vulnerable in the midst of the storm and setting the conditions to build back better once things stabilise.

Our evolution into an impact-oriented charity nonetheless continued through the year. We accelerated our spend profile, directed through our seven programme areas, to achieve greater impact and meet urgent needs. We continued to refine the policy objectives of each programme so that we could better measure the impact, an approach validated by our being shortlisted in the Increasing Impact category for the 2020 Charity Governance Awards.

I have no doubt that the **Forces in Mind Trust**, working with our wider stakeholder community, will rise to the challenge of enabling ex-Service personnel and their families make successful and sustainable transitions into civilian lives.



Ray Lock
Chief Executive

This has been a remarkable year for **Forces in Mind Trust**. Faced with nine months of remote working, it would have been easy to slacken, or to allow our minds to wander. Quite the opposite. Working at a pace our grant holders could accommodate, we provided each of them with tailored support to help them deliver their projects. The impact of this, together with our largest ever project award total, will be a future of more successful transition and improved psychological well being.

But we also redoubled our efforts to build the capacity of Armed Forces charities, who remain under intense strain as resources dwindle and needs soar. And we used the work that matured this year to influence policy and provision, where we delivered unprecedented success.

I could not be more proud of what the team achieved last year, and the investment we have made in the future. Our annual impact reports will be essential reading for anyone supporting the Armed Forces Community for many years to come.



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2020 at a glance



31

We funded 31 new projects, up from 20 in 2019, awarding £4.2 million, more than any previous year.



18

We published 18 FiMT-funded reports, up from 13 in 2019.

160

We held more than 160 meetings with senior leaders and policy makers to influence change.



31

We made time or financial adjustments to 31 of our funded projects due to the impact of Covid-19.



15,000

Our work supported the 15,000 people who leave the Armed Forces each year, in addition to the 2.4 million veterans and their families who live in the UK.



Who we are

Forces in Mind Trust was founded in 2011 by a **£35 million endowment** from the National Lottery Community Fund.

As a **member of Cobseo**, the Confederation of Service Charities, we work to support the United Kingdom's Armed Forces Community, and particularly the 15,000 people who leave the Services each year.

Our Vision is for all ex-Service personnel and their families to lead fulfilled civilian lives.

Our Mission is to enable successful and sustainable transition to civilian life.

We deliver this mission by generating an evidence base that influences and underpins policy making and service delivery, and by strengthening the Armed Forces charities sector through collaboration and leadership, and by building its capacity.

FiMT's grants and commissions generate sustained change under seven programmes:



Housing



Employment



Health



Finance



Criminal Justice System



Relationships



Enabler

FiMT Executive Team



Ray Lock
Chief Executive



Tom McBarnet
Director of Programmes

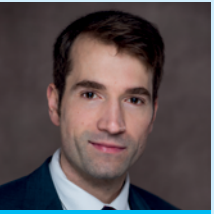
Programmes Management Team



Kirsteen Waller
Health Programme Manager



Clare Crookenden
Grants Manager

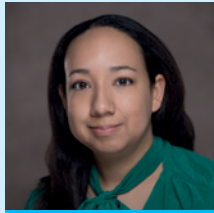


Robert Thorburn
Grants Officer

Operations Team



Rodrigo Voss
Operations Manager



Louisa Dominguez
Executive Assistant

Policy, Influence & Evaluation Team



Caroline Cooke
Head of Policy



Isabel Summers
Evaluation Officer



Genevieve Lazar
Communications Officer

FiMT Research Centre



Alex Cooper
Director



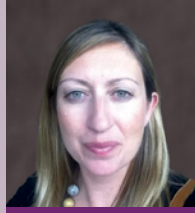
Mike Almond
Professor



Graham Cable
Research Fellow



Kristina Fleuty
Research Assistant



Chantal Radley
Engagement and Evaluation Manager



Caroline Tapper
Project Manager

Impact in 2020



Assessing the impact of the Invictus Games

In 2020, we published an interim report which found that participation in sports recovery via the Invictus Games has been shown to have a significant short- and long-term positive impact on the recovery journey of international wounded, injured and sick Service personnel and veterans. The final report will be published in 2022, but it has already had an impact on service delivery. Following the interim report's publication, the Invictus Games Foundation launched a programme of support to the NHS based on the Invictus Community on dealing with moral trauma and how it might help the NHS workforce in addressing the challenges of Covid-19.



“We know from what the competitors, their friends and families, and those cheering them on from the stands have been telling us, that the positive impact of the Invictus Games on recovery is remarkable. **Thanks to Forces in Mind Trust funding this research**, it is beginning to tell us how we can ensure that we maximise those benefits and influence the development of best practice for sport programmes to support the wellbeing of the international wounded, injured and sick Armed Forces Community.”

— Dominic Reid, CEO of the Invictus Games Foundation

Impact in 2020



Helping veterans find employment in construction

The BuildForce programme supports veterans to transition into the construction industry. Following a key contributor suspending funding due to Covid-19, FiMT provided interim funding of **£40,000** over three months.

Thanks to the funding, the BuildForce team were able to keep their project running. They adapted their delivery model during the lockdown, focusing their efforts online. This included virtual 'career chats' led by veterans in industry, virtual mental health sessions and veteran support videos.

More than 100 ex-Service personnel already registered on the programme were able to complete the process, while support was made available to an additional 74 who signed up. **12 veterans commenced employment** and an additional **18 veterans secured roles** during the grant period.

Since receiving the funding from FiMT, BuildForce have been appointed the military partner by HS2, providing many roles to veterans over the next 10 years.

“Thanks to the funding from FiMT, we were able to continue running our veterans programme. Veterans were able to benefit from our adapted online programme, and we have been helping them with training, mentoring, mental health support and industry exposure.”

— Angela Forbes,
BuildForce Chief Executive

“Their support has so far improved my CV, grown my professional network, and opened dialogue with potential employers.”

— BuildForce participant

Photo by BuildForce



Our Programmes

Our work falls under seven programmes, which are linked to the outcomes we seek to achieve. They are interconnected and most of our projects will work towards more than one outcome.

Through our programmes, we aim for ex-Service personnel and their families to:

Housing



access good quality, affordable, secure and sustainable accommodation solutions.

Employment



achieve successful employment outcomes.

Health



enjoy a state of positive physical and mental health and wellbeing, enabling everyone to contribute to and benefit from wider society.

Finance



achieve an appropriately substantial and stable financial state according to their circumstances and needs.

Criminal Justice System



avoid adverse contact with the Criminal Justice System, with effective support being available if needed.

Relationships



access effective support to enjoy positive inter-personal relationships in family, professional and social environments.

Enabler



This programme improves the capability of organisations that work with the Armed Forces Community by generating better understanding and enhancing capacity.

FiMT in the media

We increased our reach in the traditional media and on social media, in addition to launching a new website. This was despite 2020 being a challenging year to achieve media coverage, due to a busy news agenda, smaller media outlets furloughing staff and planned report launches being delayed due to Covid-19. With our media partners Amazon PR, we:

- **Found new audiences.** As well as reaching the Armed Forces Community, we had coverage in press for other sectors, such as housing, criminal justice, government and health, to ensure that their audiences are aware of their responsibilities in supporting the ex-Service community.
- **Had a national reach.** We secured coverage in **17** national titles, including BBC Online, BBC Radio 4 Today, LBC, Evening Standard, The Sun, Daily Telegraph and The Times.
- **Established FiMT as thought-leaders.** **22** thought leadership pieces were written by FiMT Chief Executive Ray Lock, up from 9 in 2019, using our evidence base to explain what needs to change.
- **Reached more people.** We achieved **162** pieces of coverage, which 20 million people had the opportunity to see – more than in 2019.

FiMT's new website

We launched a new website in the summer of 2020. Our aims were to engage stakeholders with our programmes, to make the grant application process smoother and more accessible, and to improve security and governance.

Our new website is bright and clear, with easy-to-navigate information about applying for grants, the work we fund and the reports we publish. We are delighted with the positive feedback we have heard from a range of stakeholders, and users now spend longer on the website and are more likely to return.



We shared an animation film about the Armed Forces charities sector, based on our Sector Insight report with the Directory of Social Change (DSC) which challenges some common misconceptions.



Social Media

We reached further than ever before on Twitter, with:

- a **90% increase in impressions**
- **4,500 followers**, up from 3,860 (**17% increase**)
- an **increase of referrals to the website** from social media of **more than 50%**.



Covid-19



We were well positioned to cope with the challenges brought by the pandemic and UK lockdowns, despite the consequences of Covid-19. We provided support for existing grant-holders, continued to fund new projects and worked in collaboration with other organisations to support the wider Armed Forces charities sector.

How we helped

Supporting our grant-holders

We pride ourselves on being an agile and supportive funder. We contacted existing grant holders during the first lockdown to offer immediate support and to discuss the likely effects on our funded projects. As a result:

Five projects received additional awards totaling £164,033

26 were given no-cost time extensions

Continuing to award new grants

Thanks to our team's ability to adapt to a new way of working, our grant-making activities continued throughout 2020 and we awarded more than ever before, **funding 31 new projects (55% more than 2019) in addition to publishing 18 new reports (up from 13 in 2019).**

The Armed Forces charities sector

We worked together with Cobseo, the Confederation of Service Charities, to understand the support needs of the Armed Forces charities sector, and focused on building an evidence base to assess the impact of Covid-19 on the sector. With FiMT funding, our partners at the Directory of Social Change (DSC) surveyed Cobseo Members, enabling Cobseo to put forward a successful bid for emergency government funding for the sector. The DSC evidence showed that by October 2020, 60% of respondents had reported an increase in beneficiary numbers since May, while 72% reported a decrease in monthly income.

23% of respondents believed the financial stability of their organisation would be compromised within a year.

With our media partners, Amazon PR, we supported some of the smaller Armed Forces charities facing catastrophic shortfalls in income. This resulted in almost 300 pieces of media coverage, highlighting the important work being undertaken by the Armed Forces Community.

“We saw an increase in donations, website visits and social media followers. We are extremely grateful for the support you gave us throughout the process.”

— Marketing and PR Officer, Care for Veterans

“Without this support I am not sure that Veterans In Action would have survived as a charity by the end of Covid-19.”

— Chief Operations Officer, Veterans in Action

The staff team

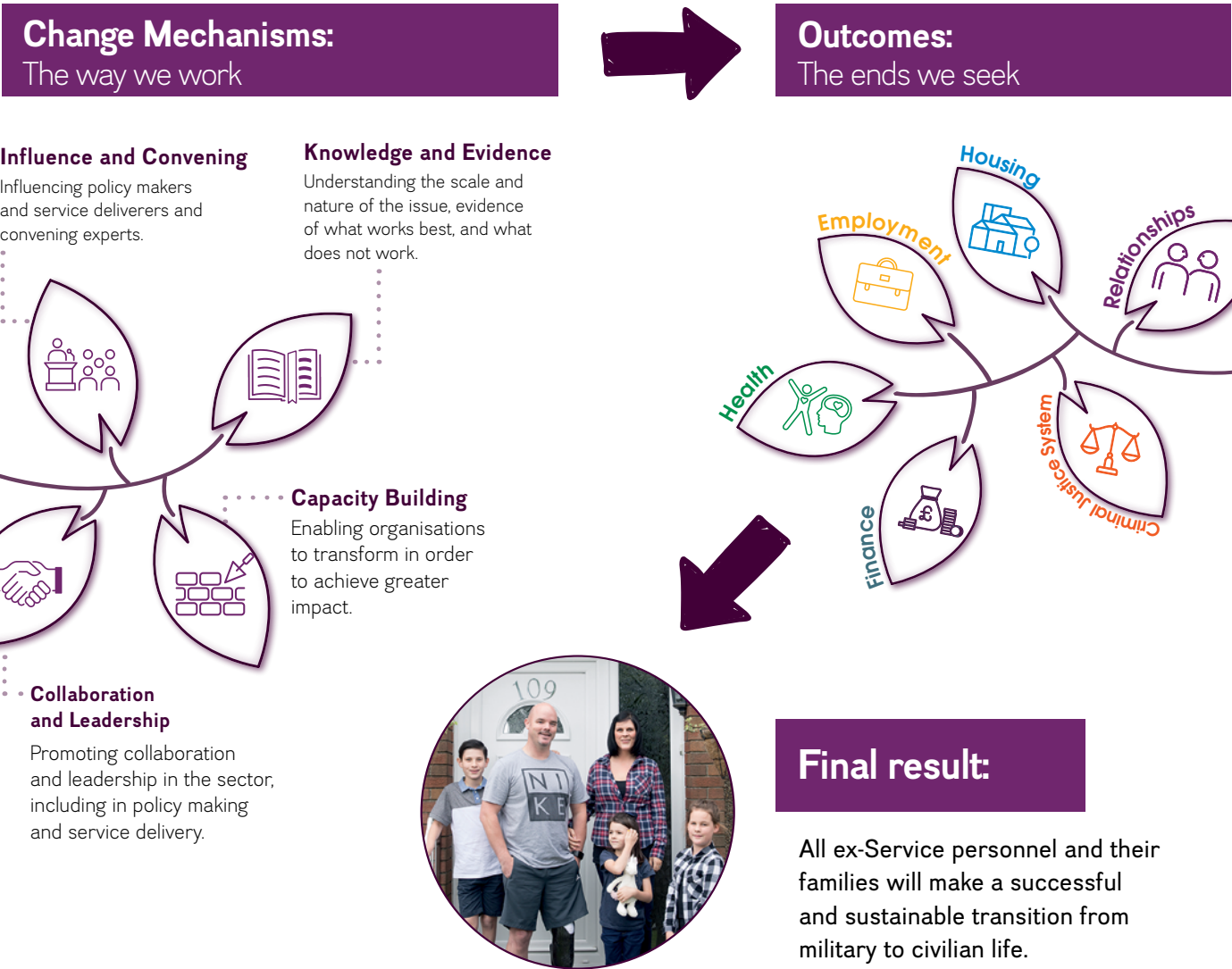
Whilst ensuring that FiMT's work could continue uninterrupted, our staff team also gave their personal time to support their communities and the pandemic response, through:

- the First Aid Nursing Yeomanry, who were deployed at the North London Coroner and the London Nightingale Hospital
- a local school council, contributing a military perspective to school leadership
- serving in the Reserves, mobilised for six months during the pandemic
- chairing the Stoll trustee board, supporting vulnerable veterans with housing
- serving on a Church Council, making small grants related to Covid-19
- participating in Covid-19 community support networks during lockdowns.



Our Change Model

We use our Change Model to realise our vision and conduct our mission. Ultimately our beneficiaries are all ex-Service personnel and their families, although in the main we support them indirectly through front-line organisations and policy makers.



Impact through influence

One of our change mechanisms to support ex-Service personnel and their families is **Influence and Convening**. Using the evidence base generated through our grants and commissions, we influence policy development and practice, convening stakeholders and experts who can effect positive change. In 2020 we:

➤ Convened a seminar for Labour Friends of the Forces on Mental Health in the Ex-Service Community.	➤ Provided the evidence needed to secure £53,500 as part of the Chancellor’s £6m of funding for Armed Forces charities during the Covid-19 pandemic, through our evaluation of The Veterans Advocacy People service.
➤ Spoke at meetings of Westminster’s All-Party Parliamentary Groups on Veterans and the Armed Forces Covenant, the Welsh Government’s Expert Group on the Armed Forces, and the Scottish Parliament’s Cross-Party Group on the Armed Forces.	➤ Met with the head of the Drug Misuse and Firearms Unit at the Home Office, about our report with York University, Fighting Their Own Battle: Families of Veterans with Substance Use Problems, which he shared with a cross-Whitehall group.
➤ Submitted evidence to the Health Select Committee on Delivering Core NHS and Care Services during the Pandemic and Beyond.	➤ Met with Baroness Finlay of Llandaff, who chaired the Commission on Alcohol Harm, and has since used FiMT evidence speaking in parliament.
➤ Created policy statements on Housing, Health and Criminal Justice, outlining our evidence-based recommendations – each resulting in meetings with policymakers.	➤ Continued to influence change using research from previous years; a 2019 report on the needs of Commonwealth personnel and families was used by Cobseo to secure meetings with the Ministry of Defence and Home Office.
➤ Shared our 2019 report Sanctions, Support and Service Leavers with the Department for Work and Pensions, to be used in the development of its Armed Forces support strategy.	



Across the UK

Although our Executive Team is based in London, the projects we fund take place across the UK. In 2020, we awarded funding, held meetings with Ministers and saw impact in Scotland, Wales and Northern Ireland, as well as in England.

Commissioning research

We awarded **£306,956** to **Queen's University Belfast** to identify the psychological health and wellbeing needs of families of ex-Service personnel across each of the four UK nations.

“ This award allows us to investigate what the impact of service is on the family and their own personal health and wellbeing, and to provide a solid evidence base which family support providers can call upon when designing support services. ” — Professor Cherie Armour

Advising policymakers

We met with Welsh Government officials from **Homelessness Prevention**, to advise them on how to support veterans facing homelessness in Wales.

Trialing new services

A **three-year trial is underway with TGP Cymru**, a charity based in Wales focusing on children, young people and families, working with Veterans NHS Wales. FiMT has funded the trial of a community based mental health support service for ex-Service personnel and their families from Cardiff and the Vale of Glamorgan, who have a service-related mental health problem. It began in 2018, and the results of the trial will be published in 2021.

“ This funding from FiMT will allow us to develop a much-needed service model aiming to enrich the family lives of ex-Servicemen and women that can then be adopted across the UK. ” — Jackie Murphy, Chief Executive Officer of TGP Cymru

Evidencing impact

We awarded **£112,074** to support an external evaluation of **SSAFA's Glasgow Helping Heroes** initiative with Glasgow City Council. The initiative has supported 2,000 veterans and their families in need so far.

“ The support provided by Forces in Mind Trust will enable us to independently evidence the impact that we are having through this service and the difference that we making to the lives of so many who need our support. ”
— Sir Andrew Gregory, CEO at SSAFA

Building on successes

Following the success of **Informing Scotland**, a three year FiMT-funded project to improve the delivery of the Armed Forces Covenant, we awarded **£209,700** to **Veterans Scotland** to extend the programme. This additional funding will provide regional gatherings and staff training for local authorities on supporting the Armed Forces and veterans community in Scotland.

“ This additional grant enables us to continue that work and ensure that the Armed Forces Covenant is understood at all levels and embedded within those statutory organisations that our Servicemen and women, our veterans and all of their immediate families may call upon. ” — Jim Wilson, Veterans Scotland

Finding new treatments

We published the final report for a Cardiff University study, which found that a new treatment for PTSD can be effective for ex-Service personnel. **PTSD symptom severity was statistically and clinically reduced by 37%** in an immediate treatment group who undertook 3MDR (Modular Motion-assisted Memory Desensitisation and Reconsolidation).

“ The results of our study are very encouraging and should pave the way for further research into a new treatment that has the potential to make a real difference to a significant number of ex-Service personnel with PTSD that has not responded to standard treatments. ”
— Professor Jonathan Bisson



Impact in 2020



Improving support for Armed Forces families

We have been instrumental in informing and supporting the Ministry of Defence's (MOD) revised strategy for Armed Forces families, which is due to be shared in 2021. Following an independent review into the needs of UK Service families, which FiMT supported in 2019, we led a series of workshops to consult with Armed Forces charities, helping to build evidence to shape the MOD's strategy.

We hosted an online launch event for the report, [Living In Our Shoes](#), bringing together more than [300 people](#) to hear from the Secretary of State for Defence, the Rt Hon Ben Wallace MP and Lieutenant General James Swift, Chief of Defence People alongside Andrew Selous MP and Professor Janet Walker OBE, who led the research.

As a result, Government ministers have promised a response to the more than [100 recommendations](#) which were made in the report.

“I think we have moved a lot as a country to look after veterans much better than we did which is absolutely fantastic. As a whole country, we need to do the same thing for Armed Forces families because they are sometimes invisible, but they are indispensable for a strong defence.”

— Andrew Selous MP
Speaking at FiMT's launch event

“It is so important that we capture the views of the charitable sector and reflect these in the refreshed strategy and the work you've done will enable us to do this.”

— David Adams, Assistant Head
Families Policy, Ministry of Defence



Impact in 2020

Supporting Scottish veterans with online mentoring

Shoulder to Shoulder Online is an online mentoring pilot supporting vulnerable ex-Service personnel in Scotland, operated by TimeBank. In addition to providing additional funding to increase capacity during the lockdown, we funded an 18-month evaluation conducted by The Lines Between, which found that the scheme had a **significant positive impact** on the lives of ex-Service personnel during the Covid-19 pandemic.

80% of participants reported an improvement in their emotional wellbeing, and mentoring sessions were vital in reducing isolation during lockdown.

Thanks to the evaluation report demonstrating the impact of the programme, FiMT has since provided **additional funding** to incorporate the learning and practice from the project into the SSAFA mentoring programme.



“We listened carefully as veterans shared their stories and experiences and we were struck by the profound changes that had taken place in their lives – some really transformational.”

— Lorraine Simpson,
MD of The Lines Between

“The huge success of Shoulder to Shoulder has demonstrated the tremendous contribution that volunteers can make. Now it's time to share our learning and expertise to take it to the next level and consolidate it into wider veterans' support services in Scotland.”

— Phil Pyatt, Chief Executive of TimeBank

“It's a wonderful thing actually, being able to get that close distance with someone on the video link without leaving your armchair.”

— Participant

Who participated in the programme?

53

Average age of mentees,
ranging from 25 to 84

**23 participants were
paired with a mentor**



91%

either unemployed
or retired

70%

served in the Army (RAF and
Marines also included)

Mentoring was delivered
across 12 local
authorities, including
Aberdeenshire and
Scottish Borders



2020 Timeline



February

We published a report with Barnardo's on veterans in custody and their families.

March

We sponsored the King's Centre for Military Health Research Veterans' Mental Health Conference.



Professor Neil Greenberg

January

January

Veterans Work: The Debate challenged the myths and stereotypes of veterans in the workplace.



April

We published research which found that over a third of veterans aged 50+ experience discrimination when looking for work.



May

May

We submitted a response to the Health Select Committee's Call for Evidence on Delivering Core NHS and Care Services during the Pandemic and Beyond.



July

FiMT's new website launched.



www.fim-trust.org

September

The FiMT Research Centre Conference was held online.



November

FiMT announced a grant of £500,000 for the ADVANCE Study, a 20-year project exploring outcomes for UK battlefield casualties.



£500,000

July



August

The Initial Perspective paper was published for Lifting Our Sights, a project on future trends and the Armed Forces Community.

August

The 2020 Sector Insight report from the Directory of Social Change was published, giving a comprehensive overview of the Armed Forces charities sector before Covid-19.



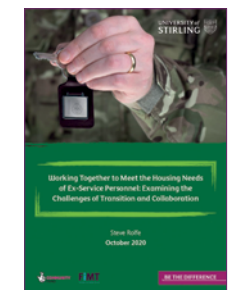
October

November

December

December

A report with the University of Stirling highlighted the barriers to housing for ex-Service personnel.



Impact in 2020



Exploring moral injury in UK military veterans

In October, we published the [first research into moral injury](#) in UK Armed Forces. The research, from King's College London and Combat Stress, found that the symptoms of moral injury are distinctive from mental health conditions such as PTSD.

The research has implications not just for the military community, but also for front-line workers in the Covid-19 pandemic. Dr Victoria Williamson spoke on [BBC Radio 4 Today](#) about the research, five papers were published in academic journals, and a short animation film was made to raise awareness of the widely unknown concept of moral injury.

As a result of the study, the research team developed a new measure, the [Moral Injury Scale \(MORIS\)](#) to assess the impact of moral injury on UK veterans. In June 2020, FiMT awarded a new grant to the research team to develop treatments for mental health problems related to moral injury.

“We very much hope that our work, which the Forces in Mind Trust have kindly sponsored, will be able to help a great number of organisations take better care of their staff and thereby reduce the likelihood of them experiencing mental health disorders and requiring treatment.”

— Professor Neil Greenberg

Moral Injury:

Psychological distress which results from actions, or lack of actions, which violate an individual's moral or ethical code.



Image by expertinfantry

Image by defence images

Image by Adam Jones PhD Global photo Archive

Image by DFID





Lifting our sights to the future

by Ray Lock, Chief Executive

This activity report marks the mid-point of the Trust's maximum 20-year life, and the end of my time as its Chief Executive. I leave behind a gift for the sector. Admittedly it's not something I bought personally, and the whole FiMT team has played a part in its making. Lifting Our Sights is foresight – it's neither a prediction, nor a plan. But it is a helpful guide that comprehensively sets out what ought to be considered as part of any strategic planning for the next decade. I say helpful, but that can only be true if the gift is firstly accepted, and secondly used for its intended purpose.

It would be easy to dump another report on coffee tables, convincing ourselves that we've done a splendid job. Not this time. This time, the report itself marks the start of what will be a decade of utility. After what 2020 threw at us, there probably isn't a better time (or greater need) for us to say:

“Look, at FiMT we're fortunate not to be overwhelmed by the daily challenge that so many face, and we've used that good fortune to lift our sights towards the next few years. What we've seen is so compelling that we want to share it with you.”

The report provides insights from the United Kingdom, specific to the Armed Forces Community, relevant to the Armed Forces charities sector. If you have any interest at all in those areas, Lifting Our Sights is gift-wrapped for you.

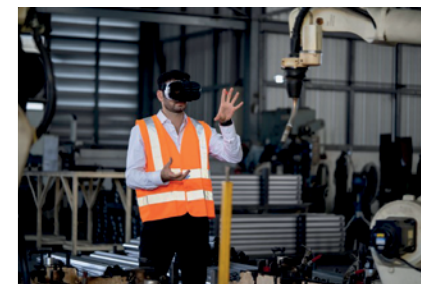
Rather too often over the last decade we've failed to put the evidence we've generated to a useful, impactful purpose. But we have at least built up a decent reputation for credibility and like to think that people place considerable trust in our work: the FiMT imprimatur now matters. For Lifting Our Sights, and indeed for all our evidence, we'll always be at the mercy of the proverbial 'leading a horse to water'. Making that water so thirst-quenching, and easy to drink, is our challenge for the next decade.

And then there's collaboration, about which a great deal continues to be written, for good reason. Whether it's delivering services, sharing information or data, or aligning policy positions, there's much to be gained from working together. But there can also be a cost – such as a loss of autonomy or blurring of focus; and those efficiencies don't always materialise.

What is FiMT's role in enhancing collaboration? We fund sector leadership development, we sponsor an

annual 'Working Together' award and we lead on some of our infrastructure body's most important work. We can surely do more too – yet we're frustrated that sometimes we can move only at the pace of the slowest, least willing, organisation. We must find ways to apply our funding and expertise not just to encourage collaboration, but also to deliver it, resulting in a more effective sector.

It will be for my successor, Mike Ellicock, to lead the charge and make Lifting Our Sights that seminal piece of work it deserves to become; to give FiMT the influence it has earned the right to wield; and to enable others to deliver their purpose. In the final reckoning, we will chalk our successes up to the work of others; but our achievements will be measured by the more fulfilling lives enjoyed by the ex-Service personnel and families whom we serve.



Five years of our Mental Health Research Programme

In 2015, we established our **£5 million, 5-year Mental Health Research Programme (MHRP)** in partnership with the Centre for Mental Health and King’s Centre for Military Health Research (KCMHR), part of King’s College London. Our aim was to develop an understanding of the UK military mental health environment, and to identify where we could best deploy our finite resources to maximum effect. Since then, it has accounted for the largest share of expenditure each year and some of our most significant impact.

We fund activities which connect researchers and encourage collaboration, and provide the evidence needed for policymakers and service deliverers to effect change.

Total spend:
£4,510,835



38
grants
awarded

The MHRP has been funded for a further **five years**

MHRP Impact:

Our **Call to Mind series** was the first UK-wide review of service provision and the assessment of mental health needs. It was key in securing an extra £10m for NHS England’s dedicated mental health crisis service, which included the creation of a Veterans Trauma Network.

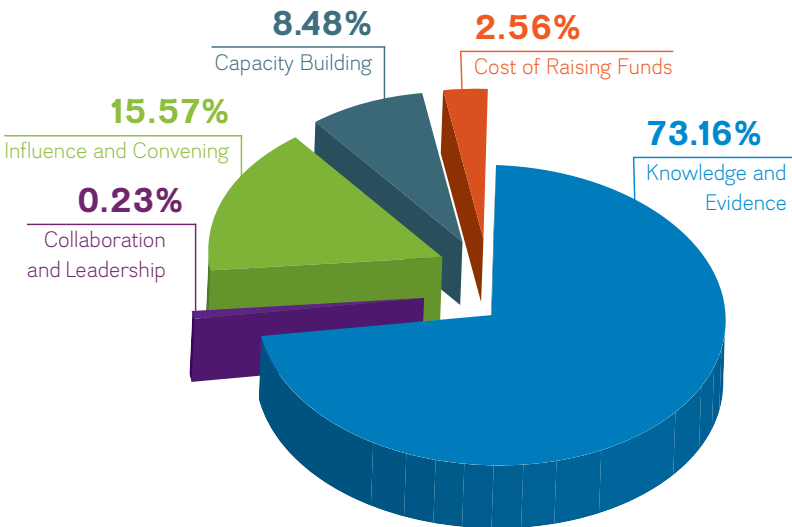
We funded a report on domestic violence and abuse (DVA) in military families. The report led to better identification of DVA specialist support services for Armed Forces families. The report also recommended holding a conference, which took place in 2020, raising awareness of DVA in the Armed Forces Community.

“Without the independent findings in the Call to Mind report we would not have secured the NHS England commissioning of new Mental Health services for Veterans and their families TILs and CTS services.”

— Kate Davies, NHS England’s Director of Health & Justice, Armed Forces and Sexual Assault Services Commissioning

Overview of funding 2020

- **31 grant awards** (up 55% from 20 in 2019).
- **Total expenditure of £5.121 million** (up from £3.637m in 2019).
- 2020 saw the **largest total of awards in FiMT’s history.**
- **£871,000** of Trust-commissioned work into long-term employment outcomes, family health and futures (up from £150,000 in 2019).



FiMT focused expenditure on the following areas of work:	
Knowledge and Evidence	£3,844,321
Collaboration and Leadership	£11,837
Influence and Convening	£818,023
Capacity Building	£445,649
Cost of raising funds	£134,644
Total	£5,254,473

Statutory accounts for the year ending 31 December 2020 have been audited by Sayer Vincent LLP, and are available in the annual report.

Non-grant expenditure is allocated proportionally across change mechanisms.

Statement of financial activities 2020	Total (£)
Total incoming resources	455,695
Total resources expended	5,254,473
Net incoming/(expenditure) before net gains / (losses) on investments*	(4,798,778)
Gain (loss) on investment assets	1,284,205
Net movement in funds	(3,514,573)
Reconciliation of funds	
Total funds brought forward	27,192,854
Total funds carried forward	23,676,681

*We do not solicit donations or fundraise.



Thank you

Collaboration and Leadership is one of our Change Mechanisms, and is of great importance to our work. We are proud to work in collaboration and partnership with others across government, the charity sector, academia and directly with service deliverers.

We would like to thank everyone who has supported our work in 2020:



FiMT Board



Directors (As of June 2021)

Katie Alpin	Adrian Bell
Ross Campbell	Richard Harries
John McColl	Kate McCullough
Deirdre Mills	Dominic Murphy
Anaïs Reding	Nick Roberts
Martin Rutledge	Andrew Ward

Chair

Hans Pung

Protector

Simon Martin

Patron

Admiral of the Fleet the Lord Boyce KG GCB OBE DL

Honorary President

Air Vice-Marshal A J Stables CBE

Lay Advisers

Richard Gray	Nicholas Lambert
Katy Sawyer	Tom Wipperman

Ambassadors

David Lyon	Michael Morley
Noel Scott	Isobel Brown

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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.

FiMT
forces in mind trust
SUCCESSFUL SUSTAINABLE TRANSITION

