



GHANA UNION MIDLANDS

ANNUAL REPORT & FINANCIAL STATEMENTS

FOR THE YEAR ENDING 31ST DECEMBER

20
22

GUM IS LEADING THE WAY TO CONNECT GHANAIAAN GROUPS IN THE
MIDLANDS REGION TO WORK TOGETHER TO SERVE OUR COMMUNITY
IN A COORDINATED WAY

'we are better together, so let them never be broken'

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Organizational Details

Name	-	Ghana Union Midlands [GUM]
Status	-	Registered Charity in England & Wales
Registration No	-	1160692
Chief Patron	-	Ghana High Commissioner to the United Kingdom & Republic of Ireland

Current Serving Commissioner - His Excellency Papa Owusu-Ankomah

Trustees

Dr Quaye Botchway
Odehye Nana Kwasi Asiedu-Ofei
Pastor Adje Wilson
Mr Emmanuel Asante-Odame
Mr Peter Amor



*'We are stronger together,
so let them never be broken'*

Secretary - Mr Selassie Kwame Tsekpo

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Independent Examiner - **YEVS & Co Chartered Certified Accountants**
130 Cape Hill Smethwick B66 4PH

Bankers - Metro Bank, 6-7 Dudley Street,
Wolverhampton WV1 3EY

Goodwill Message from **DR BEVERLY LINDSAY**



I am extremely humbled and honoured to be asked to write this year's goodwill message for Ghana Union Midlands Annual Report & Accounts for the year ending 31st December 2022. In my capacity as the Chair of the Association of Jamaican Nationals (Birmingham) UK, I am delighted to make this contribution in support of Ghana Union Midlands, which continues to carry out remarkable work even during extremely challenging times.

It would be futile to deny the impact that the Pandemic has had and will continue to have on our lives now, and without doubt for some time in the foreseeable future.

We must also be mindful that COVID-19 still poses real risks and challenges not only to individuals but also to organisations, particularly smaller community grassroots groups with limited resources, such as GUM.

The pandemic has undoubtedly left a legacy of upheaval across the world and again the third sector is being pulled on to fill the gap and provide true life-enhancing solutions for the most vulnerable in our society. Despite facing challenges in 2022, I am pleased to see that your organisation has managed to work within these constraints to support the Ghanaian community in the Midlands.

I would also like to commend the GUM Executives and your volunteers for the commitment and passion that you have demonstrated for your organisation in serving and maintaining the resilience and support for those who need it most in the Ghanaian community in the Midlands Region. It is evident that you have an amazing team of dedicated volunteers who regularly work above and beyond their duties, to ensure that your member's desires and wishes are fulfilled to make a big impact on the community that you serve.

I am confident that you have great plans for the years ahead and I would like to encourage you to continue with your partnerships working, building relationships, and togetherness between African and Caribbean groups. Working and collaborating with other groups and organisations, recognising our cultural differences and values, supporting, and encouraging each other to be the best we can be, will empower us all to be collectively stronger together.

COVID-19 has forced us to understand and adapt to technology as never before. I am pleased that you have been able to keep in touch with loved ones and share valuable information with your community through the adoption of technology during the pandemic. You should continue that path to improve your administrative systems and processes to become more efficient and user-friendly, which will benefit your members, volunteers, and supporters.

There are countless opportunities ahead to grow your income streams, so you should continue to capacity-build relationships with groups that are affiliated with GUM, to make them more effective and enable them to make valuable contributions in support of the Ghanaian community that you all serve. As we look to the years ahead, I am confident that GUM will continue to build a strong team to support the Ghanaian community in the Midlands for many more years to come.

Finally, I would like to take this opportunity to thank the dedicated management committee and officers of your Union, who have volunteered their services and time free of charge for the splendid and continuing work you do to serve your community. They have shown exceptional selflessness and commitment over the last year. I sincerely hope your members and other stakeholders associated with GUM will appreciate your accountability and transparency and enjoy reading your Annual Report & Accounts.

Best wishes for 2023 and beyond.

Dr Beverly Lindsay OBE OD DL
Chair of the Association of Jamaican
Nationals (Birmingham) UK

OUR YEAR AT A GLANCE

Biometric Passport Support	Information, Advice & Support	Bereavement Support	Social Gatherings Support
<p>220 people participated in a two-day Biometric Passport registration exercise organised by GUM. The registration was held in Coventry and the service was provided by the Ghana High Commission passport staff</p>	<p>208 enquiries received from members of the regional groups that are affiliated with GUM, and also from the community on various issues affecting them via phone and or web chat, A 32% increase on last year's figures.</p> <p>88 service users continued to access our telephone & online service for a Covid-19 information.</p>	<p>47 members registered on our Bereavement Scheme received information, advice, and financial support</p> <p>£4,213 paid to seven members of the scheme who were bereaved during the year and submitted a claim for benefit entitlements under different death categories.</p>	<p>283 people participated in Ghana @ 65 independence anniversary online celebration via ZOOM and Facebook.</p> <p>Also, 153 people participated in the interactive meeting with the Ghana High Commission in Birmingham.</p>
<p>96% of our members and families who took part in the biometric registration expressed overall satisfaction of the service provided.</p>	<p>87% of callers and service users reported that we gave them the right information, advice, and support they require.</p>	<p>100% satisfaction of members who submitted a claim for benefit entitlements described the overall service as very good or excellent.</p>	<p>92% of people who felt isolated at home by their personal circumstances were particularly happy to participate in the online Ghana's Independence Anniversary Celebration. They informed us that the online celebration enabled them to interact virtually with members, family, and friends from the comfort of their homes to relieve them of boredom.</p>

Introduction

The trustees of Ghana Union Midlands, popularly known as GUM are delighted to present our annual report and accounts for the financial year ended 31st December 2022. Each year, we publish our Annual Report & Accounts, which details our work and performance. It also showcases the impacts of the funds we receive from our generous donors are making in our community. This is the third annual report & accounts since GUM was formally separated from Ghana Union Greater Birmingham in 2020. It is also the seventh annual report & accounts since GUM was registered as a UK charity in 2015 with the Charity Commission.

GUM has always promoted transparency, probity, and accountability towards our members, funders, and other stakeholders interested in GUM affairs. Therefore, the production of our reports and accounts is part of the implementation of this policy. The production of this annual report and accounts is the collective responsibility of the GUM trustees to comply with UK Charity laws. Our annual reports and accounts chart how GUM is making progress toward our strategic objectives. The report provides an overview of our key activities and achievements, and also the financial performance of the umbrella body during the financial year under review.

The trustees' report and the financial statements will later be laid before our

members and other key stakeholders at our annual general meeting. In doing this, the trustees have complied with GUM's constitutional obligations, and also the requirements of the Charities Act 2011, having due regard to guidance published by the Charity Commission

Strategic Report

About us

Who We Are

Ghana Union Midlands, popularly known as GUM is the regional umbrella body for Ghanaian unions, associations, and other Ghanaian-related professional groups in the Midlands region. We foster good relationships and understanding amongst the various groups, which support the Ghanaian community in the Midlands.

What We Do

We bring together and unite the various Ghanaian unions, associations, and other related professional groups under one regional umbrella body, and to collaborate and work together in a coordinated manner to support our community in the Midlands region than any single group can do working alone.

Our Vision



Our vision is to create an environment that enables groups, organisations, and people from different racial, cultural, and diverse backgrounds to co-exist peacefully and to work together. Thus, appreciating diversity and valuing each other in the communities in which we operate.

Our Mission



Our mission is to bring and unite all Ghanaian-related groups under one regional umbrella body in the Midlands region. We aim to achieve this by means of collaboration and working together in partnership in a coordinated way as a 'hub and spokes' network umbrella body and to pursue our common interests and goals to serve the Ghanaian community much better in the region.

Our Values



Our core values are simply expressed as:

Teamwork: Together, as a team, we can achieve what individuals cannot. Our individual strengths energise our joint efforts to improve the lives of the people in the community that we serve.

Accountability: We hold ourselves personally and collectively responsible to do the right thing and adhere to openness and honesty.

Communication: We are committed to the timely and transparent exchange of information and ideas and encourage respectful interaction through listening, understanding, and the assumption of positive intent.

Service: We strive for the highest standards in all we do and seek continuous improvement through feedback from our affiliated group members and those we serve.

Our Strategic Approaches

At GUM, we believe that we can collaborate and work better together with our affiliated group members by how we work and coordinate our activities. We have identified four strategic approaches, which underpin our work and guide us. These are:

Service



As the regional umbrella body, we work closely with our affiliated group members seeking their views and listening to them on how best we can work together to achieve our common purpose of serving the Ghanaian community in the Midlands region much better rather than our own agenda.

Expertise



We share our skills, knowledge, experience, and expertise to capacity-build the leaders and key volunteers of groups that are affiliated with GUM, so they can rely on us to benefit from our expertise.

Collaboration



We create a good relationship by working effectively together with leaders of the local groups in the Midlands region that are affiliated with GUM, who understand and have direct experience with their members to help us achieve a common purpose of serving the local groups in a coordinated way.

Transparency



We are open and clear in our dealings with local groups that are affiliated with GUM. We share with them our plans, information, and also guidance that we give. We are not afraid to apologise when we get things wrong to demonstrate our sincerity and integrity.

LEGAL STATUS, GOVERNANCE, AND MANAGEMENT



Our Legal Status & Structure

GUM is a registered charity in England and Wales under Charity registration number 1160692. It comprises various Ghanaian groups in the Midlands region, who have come together to form a regional umbrella body. It operates as a hub and spokes network organisation, with members collaborating and working together to support the Ghanaian community in the Midlands region in a coordinated way. This concept allows each group member of the umbrella body to retain its autonomy and identity in the day-to-day management and steering of its affairs at the local level.



Governance

GUM is governed by a board of trustees whose purpose is to ensure that as an organisation, all the groups forming the regional umbrella body are cooperating and working effectively together towards achieving our vision and common goals. The GUM trustees are the people who form the governing body and are regarded as the persons having the general control and management of our charity's administration.

The Trustees have full legal responsibility for GUM's actions, and as a board has ultimate responsibility for good governance and strategic direction of the regional umbrella body. Thus, ensuring that the charity upholds its ethos and values, and delivers its objectives. The trustees also ensure that as a regional umbrella body, all its affiliated member groups are working together effectively and efficiently in a coordinated way to serve the Ghanaian community in the Midlands region much better. The board's role and functions are laid out in our constitution adopted on 24th January 2015, which set out our rules of governance.



Board of Trustees'

The GUM trustees are the representatives from the local groups in the Midlands region that are affiliated with the regional umbrella body. They have been appointed to serve on the GUM governing body. The Trustees meet at least four times a year.

For the period, from 1st January 2022 until the date of approval of this report, the following people served on the board of trustees.

The trustees are:



Dr. Quaye
Botchway



Odehye Nana
Kwasi Asiedu-Ofei



Mr. Emmanuel
Asante- Odame



Pastor Adje
Wilson



Mr. Peter
Kennedy Amor



Administration & Management

The GUM trustees have delegated the day-to-day administration and management of the regional umbrella body to the secretariat team of the Ghanaian Residents Association in Northamptonshire [GRAIN], an affiliated group member of GUM on a rotational basis. The GRAIN secretariat team is responsible for the implementation of policies as set out by the trustees, and also responsible for the operational management of the day-to-day running of the regional umbrella body's affairs. However, the trustee body collectively retains the overall control and administration of the regional umbrella body and is responsible for making sure it is doing what it was set up to do.

Use of Volunteers



Ghana Union Midlands is an inclusive organisation, which embraces different types of people from diverse backgrounds to participate in the running of our organisation affairs. Volunteers play a vital part in GUM's work in many different ways including:

- helping to deliver services to meet the needs of our members;
- providing new skills and perspectives;
- providing administrative support;
- fundraising; and
- helping to run events.

None of our work would be possible without the passion, commitment, and hard work of our volunteers. The benefits to GUM of volunteer's support and their involvement in our union affairs throughout the year are invaluable. This cannot be easily quantified or expressed in monetary terms, and their impact on our work goes way beyond money. The trustees would like to record their thanks and appreciation to our volunteers. Without their professionalism and hard work, we would not be able to serve our members and the community well.

Membership



We ended the financial year under review with 21 group members. The overall core of our membership base continued to remain stable, which indicates a strong level of member satisfaction. GUM keeps in regular contact with our members mainly through online quarterly meetings, WhatsApp, Facebook, and annual general meetings, which serve as a channel of communication to keep our members informed and updated with the progress and development of our union. One of the most important duties of our members is to elect officers into office and to approve the Annual Report & Accounts.

Other Reporting



Our Commitment to Equality, Diversity, and Inclusion

Equality, Diversity, and Inclusion (EDI) are central to our work to help us achieve our missions and goals. Ghana Union Midlands is an inclusive organisation that supports diversity to ensure fair treatment for all, and create equal opportunity for everyone that participates in our affairs. This means that all our activities and interactions are underpinned by a commitment to non-discrimination and the elimination of inappropriate behaviour.

Our work on equality, diversity, and inclusion continues to be a significant priority. During the next year, we will build on the work already undertaken and realign our equality, diversity, and inclusion action plan. This is to ensure that it puts us in the best position to create a culture and environment that is equitable and inclusive and that recognises, encourages, and celebrates diversity.



Risk Management

The GUM Trustees have the responsibility to ensure that the regional umbrella body maintains comprehensive risk management systems, and that appropriate actions are being taken to manage and mitigate risks when they occur. A formal risk management strategy and process guide are in operation and provide a robust framework for managing risk for our union. The trustees ensure that GUM maintains sound risk management systems that allow appropriate actions to be taken to mitigate risks properly when they occur. The risk register is reviewed and monitored regularly to ensure that they are operating with sufficient effectiveness. The Trustees are confident that they understand the governance, organisational, financial, and operational risks to which GUM is subject to and robust systems are in place to mitigate those risks when they occur.



Public Benefit

The GUM Trustees have a duty to comply with Section 17 of the Charities Act 2011 which outlines the Charity Commission's general guidance on public benefit. The Trustees can confirm that GUM has fulfilled the public benefit requirement and that this requirement is strongly embedded within the procedures of implementing our activities and spending plans.

The Trustees have referred to the Charity Commission's guidance on public benefit in undertaking the public benefit duty. The Trustees ensure that all our activities and spending plans contain identifiable public benefits that are clear and meet the objectives of GUM and support our charitable purpose relating to the community that we serve. The Trustees consider the strategic goals and activities of GUM and compare these with the achievements and outcomes and review the benefits brought to the public.

Our Future Plans

Our plans for the year ahead are briefly summarised:

- ✓ We will be working with Fund Advisors to help us develop a fundraising strategy to raise funds to improve our finances.
- ✓ We will establish links with corporate bodies to either improve or raise the brand awareness of GUM to seek sponsorships.

- ✓ We will mobilise our resources and build on our resource strategy to focus on groups that are affiliated with GUM to create an impact on their local members and service users.
- ✓ We will focus on strengthening our organisational culture to become a distinctive and inclusive regional umbrella body that will benefit and have an impact on regional groups that are affiliated with GUM that will benefit their local members.
- ✓ We will revive our youth leadership programme and apply for further funding to continue our youth training and train participants as future leaders.

Review of Activities & Achievements

The ongoing pandemic continued to challenge us throughout the year. In view of this, we decided to curtail our programme of activities and restricted them to a few activities that we could manage with fewer resources and costs. The activities we undertook during the year under review are described below.

Information, Advice, & Support



During the year under review, 208 enquiries were received from members of the regional groups that are affiliated with GUM, and also from the Ghanaian community on various issues affecting them via phone and or web chat. A 32% increase on last year's figures. Although our Covid -19 vaccine project finished in November last year, we kept open the telephone lines that were set up for the project to provide further information and advice. 88 service users continued to access our telephone & online service for covid-19 vaccine information. It is pleasing to note that 87% of callers and service users reported that we gave them the right information, advice, and support they require.

Ghana's 65th Independence Anniversary Celebration



Ghana gained its independence on 6th March 1957 from British Colonial rule, thus becoming the first Sub-Saharan African Country to become an independent nation. 6th March 2022 was exactly the year that Ghana turned 65 years when Kwame Nkrumah on this historic occasion declared Ghana's independence, and our beloved country freed itself from British colonial rule forever.

On 6th March every year, this historic landmark is celebrated throughout Ghana. This is often marked by parades in the regional and district capitals simultaneously across the country with pomp and pageantry. Ghanaians in the Diaspora also celebrate this occasion in grand style with different activities in the countries in which they reside abroad. Here in the Midlands in the UK, Ghana Union Midlands [GUM] mobilise the Ghanaian groups that are affiliated with GUM and their members, and also friends of Ghana in the Midlands region to celebrate this great occasion.

Online Celebration



Due to the uncertainties surrounding the coronavirus pandemic, we thought it safe and wise to experiment with an online celebration through ZOOM and Facebook to mark the occasion. In fact, to the best of our knowledge, GUM is the first Ghanaian group in the UK to organise and celebrate this historic occasion online for people to participate and enjoy the event from the comfort of their homes.



HE Papa Owusu-Ankomah

The format of the event was the delivery of an address and goodwill message by the Ghana High Commission, a video presentation of all the leaders who have ruled Ghana from 1957 to the present time, and their major achievements. Also, videos of traditional music and dance from the major tribes. The closing ceremony was fantastic and electrifying with members and friends of Ghana popping champagne from their homes to loud cheering to celebrate the occasion. This was followed by participants dancing to various highlife music from their homes. It is worth noting that 283 people participated in the event virtually via ZOOM and Facebook.

Biometric Passport Application



In March 2010, the Government of Ghana adopted the use of a biometric passport, also known as a digital passport or an e-passport to conform to recommended international standards. The old Ghana passports were completely phased out in 2015, and it became compulsory for travellers using a Ghanaian passport either to acquire or change to a biometric passport before they can travel abroad. In 2015, the Ghana High Commission in London started issuing biometric passports. This meant that Ghanaians living outside the London region had to travel to London for their biometric details to be taken before they can be issued a Ghanaian biometric passport.

This created a lot of inconveniences, hardships, and extra costs for Ghanaians living outside the London region. They had to travel to London to have their biometric details taken. To ease the problem of travelling to London, the Ghana High Commission decided to go to the regions on a rotational basis to take the biometric details. This means that applicants must first complete an online application form, submit the necessary documentation, and pay the required fee before they can be given an appointment to have the biometric details taken.



Ghana Union Midlands negotiated with the High Commission to come to the Midlands region to take the biometric details, thus saving applicants the time and money to travel to London. The Ghana High Commission passport team came to the Midlands in May 2022 to take the biometric details. This exercise took place on Friday 13th and Saturday 14th of May in Coventry. In total, 220 Ghanaians from the Midlands region took part in this exercise. This was the third time that the High Commission has come to the Midlands region to take biometric details on a rotational basis.

Interaction with the Ghana High Commission in the Midlands



Her Excellency, Madam Rita Tani Iddi addressing the Ghanaian community

On the 18th of June 2022, the Deputy Ghana High Commissioner to the UK & Ireland, Her Excellency, Madam Rita Tani Iddi, and her team from the Ghana High Commission paid a courtesy visit to the Ghanaian community in the Midlands region. She was accompanied by a high-powered delegation consisting of Mr. Peprah Ampratwum (Head of Chancery), Mr. Gabriel Owusu Ansah (Head of Consular & Welfare), and Mr. Papa Kow Bartels (Minister Counsellor, Trade and Investment). Other members of the delegation included Mr. Eric Yeboah and Mr. Vincent Amano. The meeting was held at the Pentecost Church in Birmingham.

The purpose of the visit was to enable the High Commission to get first-hand knowledge and information about the issues affecting the Ghanaian community in the Midlands region.

This is to help the Commission formulate the right policies and provide support to address the issues that Ghanaians living in the Midlands are facing.

The Deputy High Commissioner addressed the audience and updated them on key Government policies and initiatives. This was later followed by a Questions & Answers session, where the Deputy High Commissioner and staff engaged with the community. Light refreshments were served after the Questions & Answers session, and the Ghanaian community had the opportunity to interact with the Deputy High Commissioner and her team. This was later followed by a photo session with the Deputy High Commissioner and her team.

Strategic Alliance & Links



Over the past six years, GUM has formed strategic alliances and established links with a number of organisations at regional and national levels including the Birmingham Commonwealth Association, also known as BCA. The Birmingham Commonwealth Association comprises a network of academia, businesses, individuals, and organisations from across Birmingham who are committed to improving the lives and prospects of the Commonwealth community. BCA has three strands consisting of Trade & Business, Communities', and Education. GUM is part of the communities' strand and has been an active member of BCA for the past six years.

As an active member of BCA, GUM has always participated in their activities. Commonwealth Day has been one of the key events of the BCA's yearly activities. On Monday 14th March 2022, GUM took part in the celebration of Commonwealth Day that was organised by BCA to promote shared Commonwealth values of peace, democracy, and equality.

This was a three-part event. The first part was the raising of the Commonwealth flag in the morning at the forecourt of the Birmingham City Council, which was hosted by the Lord Mayor of Birmingham. The second part of the event was linked with the presentation of certificates to people from Commonwealth countries who have naturalised to become British citizens. The celebration was rounded off by a special dinner in the evening. Dr. Quaye Botchway, the President of GUM, led a delegation of 10 members to represent the Ghanaian community in the Midlands at the dinner.

GUM Bereavement Scheme



Bereavement is the experience of losing someone important to you. It is characterised by grief, which is the process and the range of emotions people go through as they gradually adjust to the loss. In view of this, GUM the regional umbrella body for Ghanaian groups in the Midlands region, has set up a Bereavement Scheme for groups affiliated with the regional umbrella body. This is to provide information, advice, and financial support to benefit individual members of the affiliated groups registered on the scheme who are bereaved.

The scheme is a bereavement intervention and support plan and is not for profit-making. It serves as a form of 'insurance policy' for members taking part in the scheme in the event of the death of a member or close family relative of a member of the scheme. We deem a close family relative to be a spouse, children, siblings, and parents. All the people chosen as beneficiaries can either be natural or nominated close relatives. In addition to providing financial help to support the scheme members, GUM also provides information on bereavement and suggestions to help members and families cope with grief.

As of 31st December 2022, we had 47 members registered on the scheme. From the period 1st January 2020 to 31st December 2022, in addition to providing information and advice to support our bereaved members, we also paid out £11,347.75 benefitting 20 members who submitted claims for benefit entitlements under different death categories.



Financial Review



The financial review of GUM covers the calendar year for 12 months period, from 1st January to 31st December 2022, and provides an overview of GUM's financial performance and position. In preparing and presenting the financial statements, we have followed the Charity Commission's guidance on charities accounts, and have adapted the format to present our financial statements to reflect the special nature of our activities.

The trustees have elected to present this year's accounts on a Receipts and Payments basis, and not on an accrual basis. Therefore, all incoming resources are recognised and accounted for as the actual cash received and banked irrespective of the financial year to which it relates. Likewise, expenditure is also recognised only when an invoice or receipt has been presented for payment. The expenses are then entered into the accounts irrespective of the financial year to which they relate.

The threshold required for an independent examination of accounts set by the Charity Commission is where gross income is between £25,000 and £500,000. However, this rule does not apply to GUM in this financial year as our income is well below the required threshold. Therefore, our trustees have complied with this requirement, and so no Independent Examination and Examiner's report will be presented on this year's accounts.

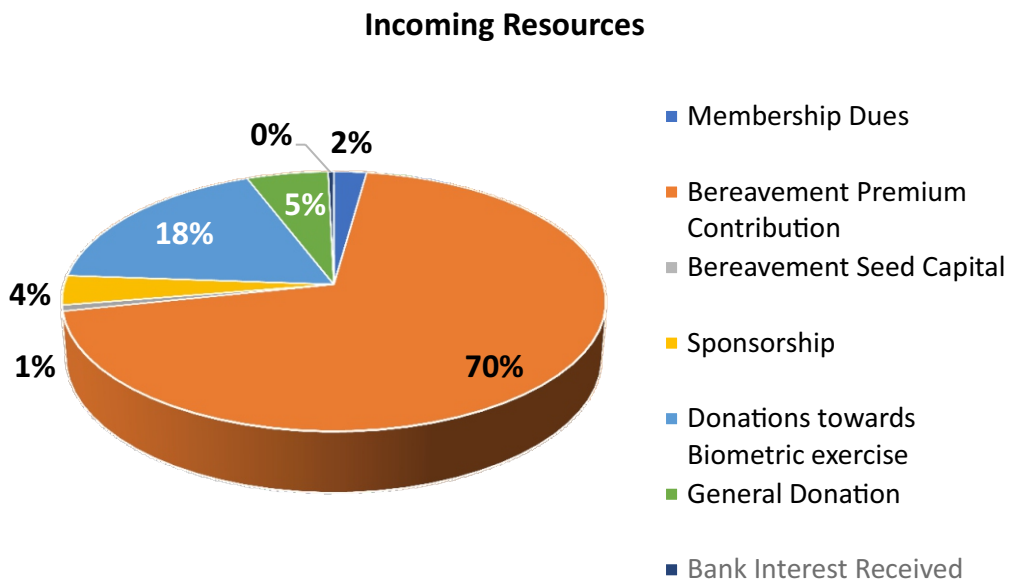
A full commentary on the financial results for the year is given in the Financial Statements on pages 22 to 23. The accompanying notes on pages 24 to 26 of this report also form part of these statements.

Incoming Resources [Receipts]

There was a significant change in our incoming resources which dropped from £23,031 in 2021 to £6,282 in 2022. A decrease of £16,749 or 72.7% on last year's figures. Most of our income this financial year was generated through donations, dues, and premium contributions collected for our bereavement scheme, which was used to pay for the bereavement benefit entitlements. Despite having 21 groups registered as affiliated members, we were only able to collect £120 in membership dues. We need to come up with a more effective and innovative system of collecting membership dues from our affiliated group members.

Sources of Our Funds in 2022

The chart below depicts the pictorial representation of how our money was raised during the year under review. This has been classified by the nature of the income generated.

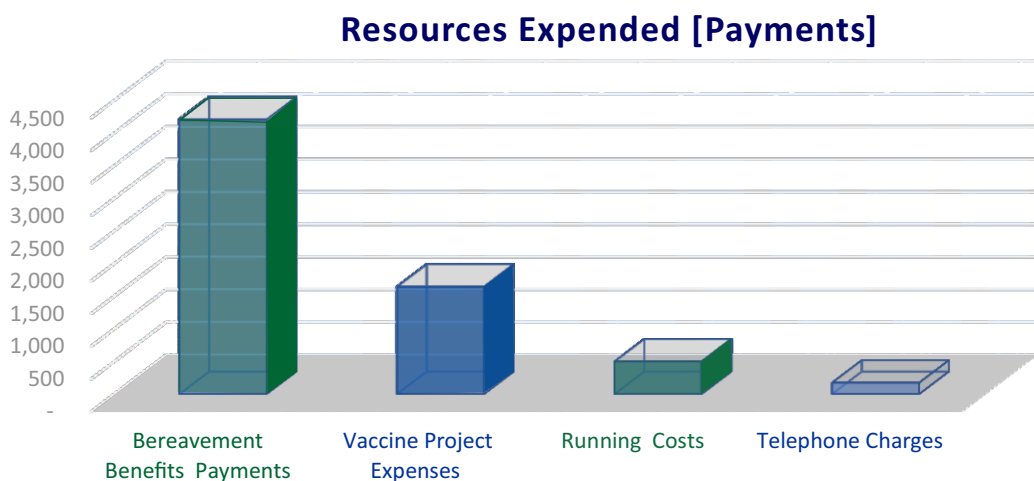


Resources Expended [Payments]

Total Resources Expended decreased significantly from £28,416 last year to £6,536 this year, a decrease of £21,880 or 77% on 2021. It is pleasing to report that we were able to pay all our expenses from the income generated during the year under review apart from the vaccine project expenses which were carried from last year to 2022. This expenditure was paid from the grant received from the Coventry City Council in 2021. The tight cost control and continuous monitoring of our expenditures through our monthly budget performance reports helped us to operate within our budget limits.

How we spent our money

The bar chart below shows the pictorial representation of how we spent our money during the year under review. This is illustrated and classified by the nature of the expenses incurred.



Reserves Policy

Reserves are an inherent part of the risk management process. The need for reserves will vary depending on our financial position and the assessment of the risks GUM faces at a particular time.

GUM's reserves policy is designed to reflect the underlying risks facing our charity, and to ensure that GUM has an appropriate level of reserves to

safeguard its operations and services to our members. The Board of Trustees considers the key measure of sustainability for GUM to be the current and future liquidity cover, rather than the surplus or deficit of the accounting position.

As a consequence, the trustees have set appropriate reserve policies relating to liquidity based on the relationship between readily cash requirements, and sufficient funds available to cover operating costs. The trustees have decided to retain some reserve of funds to ensure the continued furtherance of GUM's objectives. These free unrestricted funds are required to maintain sufficient cash reserves enough to provide funds to cover administration, fundraising, and support costs without which GUM could not function.

Based on our current cash flow forecast, this policy requires us to hold a minimum of £2,500 in liquid cash. This allows us sufficient time to organise and execute any short-term fundraising activities that might be required. On 31st December 2022, our liquidity of £6,183 was sufficient to cover the defined operating costs.

Financial Risk Management

GUM is not exposed to credit and external borrowing risks as all our income is generated through bereavement premium contributions, membership dues, fundraising activities, and donations to fund our operations on a cash basis. However, liquidity risk is what our union will encounter raising enough cash to meet its day-to-day operating costs when they fall due. To mitigate this factor, an annual budget and rolling cash flow forecasts are prepared to ensure the short-term viability of GUM to minimise liquidity risk. As part of the financial management, the finance team monitors its exposure to liquidity risk monthly to make sure that there are sufficient cash balances to cover its predicted obligations.

Going Concern

GUM is currently being financed mainly by funds generated through donations, membership dues and other fund-raising activities. The trustees have reviewed GUM's financial forecasts, including an assessment of a severe but plausible downside scenario in relation to the impact of COVID-19. We have

used this assessment to determine whether or not we are a going concern.

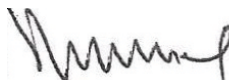
The trustees, having assessed the financial situation of GUM concluded that the regional umbrella body has adequate resources for its purposes. Therefore, it is reasonable to assume that GUM intends to continue in business and is able to do so in the foreseeable future. The trustees remain confident that the union has adequate resources to continue in business as a going concern.

Approval of Report

The Trustees' Report was approved on 28th September 2023 by the GUM Board of Trustees and signed on its behalf by:



Dr Quaye Botchway
Interim Board Chair of Trustees



Odehye Nana Kwasi Asiedu- Ofei
Acting Treasurer/Trustee

RECEIPTS & PAYMENTS ACCOUNTS FOR THE FINANCIAL PERIOD 1st JANUARY - 31st DECEMBER 2022

	Notes	Restricted	Unrestricted	Total Funds	Total Funds
		Funds	Funds	2022	2021
INCOMING RESOURCES (RECEIPTS)	2	£	£	£	£
Membership Dues		-	120	120	180
Bereavement Premium Contribution		4,436	-	4,436	4,110
Bereavement Seed Capital		40	-	40	20.00
Sponsorship	2.1	200	-	200	-
Donations towards Biometric Exercise	2.2	-	985	985	-
General Donation	2.3	-	480	480	-
Bank Interest Received		-	21	21	1
Coventry City Council Vaccine Grant					18,720
TOTAL INCOMING RESOURCES [A]		4,676	1,606	6,282	23,031

RESOURCES EXPENDED (PAYMENTS)	3				
Bereavement Benefits Payments		4,213	-	4,213	3,339
Payment of Outstanding Vaccine Project Expenses Paid in 2022		1,648	-	1,648	-
Running Costs		-	500	500	518
Telephone Charges		-	175	175	-
Lottery Covid Project 20/21				-	7,487
Coventry Vaccine Project 2021				-	17,072
TOTAL RESOURCES EXPENDED (PAYMENTS) [B]		5,861	675	6,536	28,416
Net of Receipts / [Payments] [A-B] = C		- 1,185	931	- 254	- 5,385
CASH FUNDS					
Cash funds at last year end B/fwd.		1,648	4,789	6,437	8,496
Cash funds at this year end [31/12/2022]		463	5,720	6,183	6,437

GHANA UNION MIDLANDS [GUM]

STATEMENT OF ASSETS & LIABILITIES FOR THE PERIOD ENDED 31 DECEMBER 2022

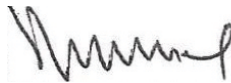
	Restricted	Unrestricted	Total	Total
	Funds	Funds	2022	2021
	£	£	£	£
CASH AND BANK BALANCES				
Cash funds this year end	463	5,720	6,183	6,437
OTHER MONETARY ASSETS				
Debtors (amounts falling due within 12 months)	-	-	-	-
Assets Retained for Charity's Own Use	463	5,720	6,183	6,437
LIABILITIES				
Creditors (amounts falling due within 12 months)				
Coventry Vaccine Project expenses to be paid in 2022	-	-	-	1,648
Total Liabilities	-	-	-	1,648

The financial statements are outlined on pages 22 to 23 and the accompanying notes on pages 24 to 26 form part of these financial statements

The financial statements were approved by the GUM trustees on 28th September 2023 and signed on its behalf by:



Dr Quaye Botchway
Trustee/ Acting Chair of Board of Trustees



Mr Kwasi Asiedu- Ofei
Trustee/ Acting Treasurer

Notes Forming Part of the Financial Statements for the Year Ended 31st December 2022

1.0 Accounting Policies

a) Basis of Accounting

The financial statements have been prepared on a Receipts & Payments basis in accordance with applicable accounting standards, and comply with section 133 of the Charities Act 2011, which allows Charities registered in England & Wales that are not companies with gross income not over £250,000 to prepare the accounts on this basis.

b) Fund Accounting

1. Unrestricted Funds represent general funds that are available for use at the discretion of the trustees in furtherance of the objects of GUM. The funds have not been designated for any other purpose. The unrestricted funds in our accounts include membership dues.
2. Restricted Funds are funds that are to be used in accordance with specific restrictions imposed by donors, which have been raised by GUM through the terms of an appeal for specific purposes. The costs of administering such funds are charged to the specific fund. The restricted funds in our accounts include the Bereavement Premium Contributions, and the Seed Capital collected for the Bereavement Scheme.

2.0 Income Recognition: Incoming Resources (Receipts]

All incoming resources are recognised as the actual cash GUM is legally entitled to and physically received and banked during the financial year. The amounts are quantified and classified with reasonable accuracy and are included as receipts in the financial statements. Receipts are classified as voluntary income received by way of membership dues, bereavement scheme seed capital, bereavement premium contributions, and donations.

2.1 Sponsorship

Tap Tap Send sponsored the Ghana 65th Independence virtual celebration

2.2 Donations towards Biometric Exercise

Donations received in 2021 for the biometric exercise and banked in 2022	£225.00
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Donations received in 2022 for the biometric exercise	£760.00
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2.1 General Donations

The affiliated groups with GUM listed below donated towards Ghana's 65th independence anniversary celebration. This is included in the general donations.

Ghana Union Greater Birmingham [GUGB]	£50.00
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Ghana Union Wolverhampton [GUW]	£50.00
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Ghanaian Social Workers Association [GHASWA]	£50.00
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Ghanaian Nurses Association in the Midlands [GNAM]	£50.00
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Ghanaian Residents Association in Northamptonshire [GRAIN]	£50.00
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Precious Pearls Association [PPA]	£50.00
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3.0 Expenditure Recognition: Resources Expended (Payments)

Expenditure is recognised only when an invoice has been paid and not on an accrual basis as and when a liability is incurred. All expenditure is accounted for on a cash basis and has been classified under headings that aggregate all costs related to the category. Costs are inclusive of gross Value Added Tax (VAT).

4.0 Cash & Bank Balances

4.1 Opening Bank Balance

The opening bank balance of £6.437 on 1st January 2022 includes an amount of £1,648 which relates to the Vaccine Project, funded by the Coventry City Council. These are monies owed to the creditors [Delivery Partners] who submitted their invoices late for payment.

