

BLACK HEALTH AGENCY



**ANNUAL REPORT &
ACCOUNTS
2001-2002**

challenging health inequalities

CONTENTS

	PAGE
INTRODUCTION & WELCOME	1
ACHIEVEMENTS & DEVELOPMENTS	2
□ Values in Practice	4
□ New Projects and Services	5
SERVICE INITIATIVES & PROJECTS	6
□ African AIDS Help line	6
- Embrace Programme	6
- National HIV Testing Campaign	7
□ Community Development Work	8
- African Women's Health Forum	8
- Sexual Health Development	9
□ Manchester Drugs & Race Unit	10
□ Manchester Race & Health Forum	11
□ Maternal Health & HIV Project	11
□ Minority Ethnic Community Health Council	12
□ Northern Forum	13
□ Peer Education Project	14
□ Support Services	15
□ Teenage Pregnancy	16
□ And coming soon.....	16
GOVERNANCE OF BHA	18
□ Board Members	18
□ Staff Profile	
FUNDING THE BLACK HEALTH AGENCY	21
STATEMENT OF FINANCIAL ACTIVITIES	22
APPENDIX ONE: BHA INTERIM STRUCTURE 02/03	24

INTRODUCTION AND WELCOME

'It gives me great pleasure to present to you Black Health Agency (BHA)'s Annual Report for 2001 – 2002. This has been a watershed year for BHA. It has seen us launch our new name (which is much more in line with the diversity and breadth of work we are now doing), new resources and an exhibition.

The highlight of the year was the LAUNCH of the Agency, which was held at the Contact Theatre. This brought together friends, supporters, partners and commissioners of the agency in a celebration of our achievements and an acknowledgement of the founding members of the organisation. It enabled us to thank all those who have helped us in our journey from pressure group to key voluntary agency.

We also held our first Fundraising Event with the support GlaxoSmithKline (who sponsored the event) and performers Robert Maseko, Tong Peng and Sister India who gave stunning performances and enabled us to raise over £2000 toward the setting up of a Hardship Fund for Black people living with HIV and AIDS.

As a celebration of our journey from BHAF to BHA, we produced 'Celebrating Ten Years of The Black HIV & AIDS Forum' which we hope will be a legacy for those who come after us, and a tribute to those who came before and helped us on our journey.

This year also saw BHA fulfil part of our ambition to broaden our remit and become an agency, which was focused on tackling health inequalities for our communities. It saw embark on a partnership with Cancer Black Care in the development of Cancer Support Services for Black people, we also won a prestigious contract with Manchester Drugs and Alcohol Action Team (DAAT) to develop and provide a Drugs and Race Unit in Manchester. The Unit would be a strategic body working closely with the DAT and communities in raising awareness on Drugs issues and its impact on BME communities. This work also saw us develop another significant partnership arrangements – this time with Wai Yin Chinese Women's Society and the

Ethnicity and Health Unit of the University for Central Lancashire. We also tendered for, and won a contract with Manchester City Council to provide Support Services to Black people living with HIV and AIDS.

BHA continues to grow and develop into a large Black Voluntary Sector organisation employing over 30 members of staff. In doing this we have spent a significant amount of time in strengthening our infrastructure to enable us to do this. We recruited a Corporate Services Manager whose role has been to develop BHA's infrastructure to ensure that we are and continue to be fit for the purpose ahead of us as well as rising to challenges and opportunities that are presented to us.

I have tried to give you a flavour of the work we have been doing over this past year and have highlighted some new developments here. This Annual Report presents in more depth the work we have been doing throughout the organisation. As you go through the report you will see that our core project work (Peer Education, Community Development) continues to grow and develop effectively.

It continues to be an immense privilege being part of BHA, the developments we have made in the organisation and to take this opportunity to thank all our staff, old and new, our board members, other supporters and funders for their continued belief and commitment to BHA'.

Vincent Okieimen
Chairman

ACHIEVEMENTS AND DEVELOPMENTS

This year, like those before, has been one of tremendous achievement throughout the agency, made possible by the continued commitment and hard work of all BHA staff.

A new name....

At the beginning of the year, we saw the launch of our new name and logo, with a fantastic launch event held at the Contact Theatre. Fundraising activities also took place in order to begin a hardship fund for Black people living with HIV who were having financial problems. Both events were incredibly successful and helped us raise over £2,000 towards the fund.



Raising the profile....

We have successfully raised our profile nationally through our involvement in the Sex Education Forum and the Teenage Pregnancy Strategy as well as other regional and national forums. These include:

- ❑ National Sexual Health Framework for the Development of HIV Prevention and Sexual Health Promotion for African Communities
- ❑ African HIV Care Standards – led by the African HIV Policy Network and the National AIDS Trust.
- ❑ Health Promotion Group of the National HIV and Sexual Health Strategy Group – led by the Department of Health

Growth....

Black Health Agency now has 35 members of staff and a growing number of committed volunteers. We have an effective Senior Management Team, a cohesive administrative and corporate function, supported through the recruitment of the Corporate Services Manager, and solid development in our services.

In our continuation to consolidate the organisation, the Senior Management Team has been working to review the structure of BHA to ensure we are fit for purpose. Interim (Appendix One) and long-term structures have been developed to enable us to move forward effectively.

Consulting staff....



BHA values the opinions of staff and volunteers and has begun to consult staff on issues that face them in the work place. Staff have lots of ideas about how to improve quality, customer care, and service delivery

as well as being able to advise on what does not work. Next year we plan to include staff in an organisational Away Day to assist in the future development and growth of BHA.

VALUES IN PRACTICE



Our philosophy and ethos has always been to work with Black communities developing their capacity where appropriate and needed. BHA develops those needs identified by communities themselves and this approach enables us to work across the wide diversity of Black communities ensuring initiatives are culturally appropriate.

BHA has a long history of working within Manchester and challenging health inequalities. We are ideally placed to understand the needs of inner city marginalized and excluded communities, having built up 10 years experience of working with Black communities and raising the profile of their health needs to mainstream statutory and voluntary providers and purchasers.

BHA believes in developing staff and volunteers through training and personal achievement goals to ensure they offer the best possible service to our clients and partners. In future we will be:

- ❑ Developing a training and staff development programme to ensure staff receive relevant and appropriate training to their jobs
- ❑ Employing a Volunteer Coordinator to ensure our volunteers are given support and assistance on placements.
- ❑ Links with external agencies to develop training opportunities for staff

NEW PROJECTS & SERVICES

This year has seen BHA expand and diversify our work areas. We tendered to develop significant new areas of work within the organisation. This included:

- ❑ Stockport Drugs Needs Analysis – this piece of work was to pull together information about Drug use and misuse within Black and Minority Ethnic communities living in Stockport. This has been a very successful piece of work which will be completed in 2002 –2003 and we hope be the beginning of further work within Stockport
- ❑ Manchester Drugs and Race Unit – winning this contract was a major achievement for the agency and our partners (Wai Yin and Ethnicity and Health Unit [UCLAN])
- ❑ BHA has, since its inception, provided support to people living with HIV from Black and Minority Ethnic communities. This year saw us winning the contract to continue to provide these services. Although this was a development of current work, the contract was significant, as it was the first time Manchester Local Authority had tendered for the work in this way.

SERVICE INITIATIVES & PROJECTS

The past year has been an exciting one for the Black Health Agency. We continue to provide sexual health (including HIV) as part of our core activities, however, the organisation has now broadened its initiatives to encompass the wider health agenda. The services we continue to deliver, including some new ones include:

AFRICAN AIDS HELP LINE

We continue to provide the African AIDS Help line. The Help line provides a wide range of information and advice to African people living in England who have issues around HIV and Sexual Health.

Since its start on the 16th December 2000, the Help line has grown from strength to strength with call numbers increasing. This highlights a real need for the service and the below figures show the volume of calls received:

DATE	TOTAL CALLS	BREAK DOWN
16.12.00 – 31.03.01	137	Not specified
01.04.01 – 31.03.02	487	251 women
		132 men
		104 not specified

Because of the increase in calls, the service has been revised over the year and now operates five days per week (Monday to Friday) 10am – 6pm. Service provision includes information advice in five languages including English, French, Shona, Luganda and Swahili.

Resources have also been developed in conjunction with the Northern Forum (see page 13 for full details) including the development of campaign packs, posters and leaflets as well as a dedicated web site found at; www.africaninengland.org.uk

The Help line now has a dedicated Team Leader, Julian Mushayi, to oversee day-to-day operations.

EMBRACE PROGRAMME supports African AIDS Helpline & HIV Support Services

'Embrace' is an HIV health promotion programme for African people living in the UK from GlaxoSmithKline (GSK). The objective of the *Embrace* programme is to reduce the levels of undiagnosed HIV infection within African communities in the

UK. This objective is delivered in partnership with UK HIV Community organisations through:

- i. The provision of culturally accessible information on HIV
- ii. Peer support for those already living with HIV and those who may be undiagnosed
- iii. Delivery of appropriate HIV healthcare services

Since November 2001 when the *Embrace* programme was launched, the Black Health Agency has worked in partnership with GSK to deliver the *Embrace* programme through the African AIDS Helpline. A range of culturally appropriate information materials were produced and distributed, all of which advertise and promote the African AIDS Helpline telephone number. These information materials include:

- i. Posters – providing basic information about HIV and advertising the African AIDS Helpline telephone number
- ii. Leaflets – providing basic information about HIV and advertising the African AIDS Helpline telephone number
- iii. 'Break the Silence' audiocassette – this includes: original Music by African musicians, interviews with African people living with HIV, Church leaders, HIV Physicians and HIV nurses; and details of how African people can get further help and advice from the African AIDS Helpline.



- iv. A series of adverts and features designed for key publications and Radio stations e.g. the Voice, Positive Nation, The Vanguard, Choice FM, Spectrum Radio, Premier Christian Radio, etc.



Examples of imagery for Help line advertising

The Black Health Agency delivery of the *Embrace* programme through the African AIDS Helpline has significantly increased the calls received on the Helpline, as the programme has continued to advertise and promote the African AIDS Helpline telephone number.

National HIV Testing Campaign for African Communities living in the UK

Black Health Agency (BHA), together with five other partners has worked with Terrence Higgins Trust (THT) to develop the national Department of Health (DOH) African HIV testing campaign. This was in response to the significant increase in the numbers of African people testing HIV positive in the UK, many of whom tend to present to healthcare services late. This campaign is aimed at encouraging African people living in UK to voluntarily test for HIV as a means of reducing the number of those diagnosed with advanced HIV disease or AIDS and consequently to maximise the benefits of anti-retroviral drug therapies.

To create awareness about HIV testing, the partner agencies planned to produce a range of publicity materials. These include:

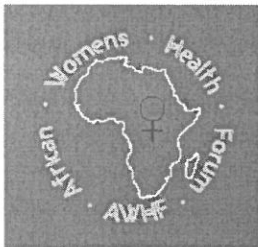
- i. Posters – using positive imagery and professional young adults
- ii. Booklets – *Why should I test?* Thinking about pregnancy & What to expect
- iii. Adverts in major publications e.g. African Times, The Voice, New Nation, Black Hair, Pride and Untold Magazine
- iv. A briefing paper for health professionals working with African people considering HIV testing

All the HIV testing campaign publicity materials advertise and promote the African AIDS Helpline telephone number as a source of further information about HIV testing.

COMMUNITY DEVELOPMENT WORK

This has continued to be a significant area of our work. Our staff work with Black communities using community development approaches which build the capacity of communities and enable them to engage in the health agenda. This assists in their active participation in the development of services to ensure they meet the diverse needs of Black communities.

African Women's Health Forum:



This work has included provision of developmental support to the African Women's Health Forum and is led by Julian Mushayi. This year saw the project to produce a resource targeting African communities on healthy eating and holding a launch event to promote the resource amongst the various African communities.

A number of plans for future work have already started and include:

1. Applying for funds to assist in developing resources focusing on mental health from an African Women's perspective
2. An Away Day focusing on the development of the forum with aims to produce a three year business plan
3. Gaining funds to produce a cookery / recipe book on healthy eating for African communities as well as developing a calendar providing sources of information advice for African communities.

Sexual Health Development Work: Asian Women



BHA aims to develop and provide sexual health awareness to Asian women in Salford, Trafford and Cheetham Hill.

By assessing overall community needs we develop and implement effective strategies to raise awareness on sexual health issues. Our sexual health development worker delivers focused training through workshops and seminars in which participants are encouraged to discuss topics in detail.

Through the use of community development techniques we also provide capacity building training for groups or individuals to develop and deliver sexual health and HIV prevention initiatives direct to their community.

Our sexual health development worker also works with the Maternal Health and HIV Project in the promotion of HIV testing amongst South Asian Women. This ensures knowledge from the variety of sessions held is strategically linked into our other initiatives.

A variety of stakeholders have been identified and BHA is successfully assisting the following groups to raise awareness around sexual health:

- ◆ Neesa Well Women Drop in Project
- ◆ Wai Yin Chinese Women's Society
- ◆ Sahali Refuge Centre for Asian Women
- ◆ Bangladeshi Women's Association
- ◆ Chinese Health Information Centre

So what have service users thought of the health sessions? Below are some comments made by Asian women involved in our sexual health work:

"I have found out today how they fit the coil"

"The talk was very informative and interesting"

"There should be more sessions like this"

MANCHESTER DRUGS & RACE UNIT

The Manchester Drugs & Race Unit is a new partnership initiative between Black Health Agency, The Centre for Ethnicity & Health (University of Central Lancashire) and Wai Yin Chinese Women's Society and is funded by Manchester Drugs and Alcohol Action Team.

BHA has been successful in recruiting the MDRU Manager, Policy Officer and a Community Development Worker for work with Chinese Communities.

The Unit will work on three levels:

1. Strategically with the Drugs & Alcohol Action Team, commissioners and purchasers to raise their level of awareness of issues facing Black and ethnic minority communities and feed into strategic developments around drug treatment and prevention services.
2. Operationally with providers of drug services, as well as other non-specific providers within the statutory and non-statutory sector, supporting their understanding and skills around the needs of Black and ethnic minority communities and anti-discriminatory practice in the delivery of services to Black and ethnic minority drug users, their families and carers.
3. On a localised / community level, the Unit will work with Black and ethnic minority communities using community development approaches which will build the capacity of communities and enable them to engage in the drug agenda and actively participate in the development of services to ensure they meet the complex needs of Black and ethnic minority communities.

The Unit has a Partnership Board to assist in the strategic direction of its work, which consists:

- ❑ The 3 partners - BHA, Centre for Ethnicity and Health at the University of Lancashire and the Wai Yin Chinese Women's Society
- ❑ The Manchester Drug & Alcohol Team
- ❑ The Federation – a support group for Black drug workers
- ❑ Manchester Drug Service

The Partnership Board's directive is to:

- ☐ Provide guidance and support for the units management and staff
- ☐ To share information and good practice
- ☐ To bring in knowledge, expertise and inputs from a wide range of partners
- ☐ To act as a vehicle to encourage joint working

The Unit is currently seeking to employ a temporary Research Assistant and full time administrator for the New Year.

MANCHESTER RACE & HEALTH FORUM



BHA has continued to provide administrative and development support to the Race & health Forum. Which has expanded in the year with the addition of as Policy Officer and new administrator. The Forum's aim is to improve equity to health care and promoting activities for all ethnic minority groups.

Funding has been delegated, through the Forum, to numerous projects for the purpose of developing work around Coronary Heart Disease. Projects have included;

- ☐ BAJI-G
- ☐ Ethnic Health Forum
- ☐ Manchester Black Health Forum
- ☐ Neesa Well Women Drop-in Project
- ☐ Zainab Language School
- ☐ Achi Zindagi.

All projects exist to address specific and identified needs for African, Caribbean and South Asian communities.

MATERNAL HEALTH & HIV PROJECT

In 2001 Black Health Agency (BHA) was invited to join a Steering Group overseeing the implementation of the Department of Health's Policy on antenatal HIV Screening.

As a Steering Group member BHA has contributed greatly to the development of the local Training Strategy, its content, structure and delivery.

BHA is ensuring that the cultural content of the training is appropriate and relevant and endeavours to share its expertise and experience gained through

providing a support service to black people with HIV and also through the provision of the National African AIDS Helpline.

Since the training program started, 33 sessions have been delivered with 460 number of practitioners attending. Even though the majority of those who have attended have been midwives, we have also had doctors, health promotion personnel and individuals working in the drug field attending. The training has attracted participants from other Greater Manchester districts including Stockport, Salford, Bury and Rochdale

The training program has in the main covered

- ❑ the rational underpinning the initiative
- ❑ performance indicators requested
- ❑ the common data set that need collecting for the Department of Health
- ❑ case studies
- ❑ sign-posting of information for other local provision

The training Steering group has agreed to expand on the above themes making them more relevant to the providers and users of maternal health services in Manchester. BHA's Sexual Health Development Worker has been publicising the antenatal HIV screening programme in black communities in Manchester in an attempt to raise awareness and sensitise various communities on this initiative well before pregnant women are actually offered the test either at a clinic or community booking.

A rolling training programme will be put together and publicised widely through the three antenatal clinics in Manchester in the New Year. Also alternative ways of informing and supporting frontline staff responsible for effecting and enforcing the antenatal screening initiative are being explored. For example, a handbook of frequently asked questions with answers will soon be published which we hope practitioners will find useful. It is envisaged that the sharing and learning that will contribute to the booklet content should be able to acknowledge concerns, calm worries/fears, confirm and reiterate good practice and highlight the fact that most worries are common across the board and not individualistic.

MINORITY ETHNIC COMMUNITY HEALTH COUNCIL

BHA provides administrative support to the Council which was established to support Community Health Council's (CHC) across the region and to encourage the involvement of Black communities and raise awareness on specific and targeted health issues in their locality.

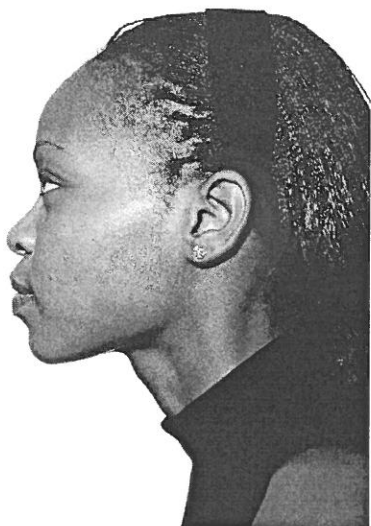
NORTHERN FORUM



Formed in February 2001, and managed by Black Health Agency, Northern Forum is a collective of organisations working with African and other Black communities across the North of England. The Forum provides a mechanism for local providers to feed appropriate information into national issues on sexual health and HIV and seeks to promote the development of culturally relevant health services, strategies and initiatives for Black communities across the region. The Forum gives member agencies opportunities to share good practice and build partnership approaches to HIV and sexual health work. Many organisations have been involved in the development of the Northern Forum, including:

- ❑ Agency for Cultural Change and Management, Sheffield
- ❑ Barnardos Castle Project, Leeds
- ❑ Black Health Agency, Manchester
- ❑ BCAT, Leeds
- ❑ Leeds Health Promotion Unit, Leeds
- ❑ Newcastle PCT Health Promotion Unit, Newcastle Upon Tyne
- ❑ Newcastle Social Services, Newcastle Upon Tyne
- ❑ Nigerian Society, Leeds
- ❑ Refugee Lifeline
- ❑ Sahir House, Liverpool
- ❑ Sheffield Centre for HIV and Sexual Health, Sheffield
- ❑ Terrence Higgins Trust, Yorkshire
- ❑ University of Bradford, Bradford

In April 2000, the Northern Forum successfully argued for resources as part of the Department of Health's National Primary HIV Prevention Campaign with African Communities. This means the Forum has been able to undertake a programme of HIV prevention strategies targeting African Communities in the North of England. This year has seen the Forum work come together. We worked really hard to produce a range of resources (copies of these resources can be obtained through the Black Health Agency), which would be used across the North as well as individually members working on Sexual Health Promotion and HIV Prevention work in their respective areas. Examples of this work follow:



- ❑ Community Health Programme for African Communities in Leeds
- ❑ Development of audio resources focused on the experiences of HIV amongst Africans living in and around Sheffield
- ❑ Development of advertising material for the African AIDS Help line including posters, campaign packs and leaflets
- ❑ Mapping of African Communities across the North of England
- ❑ Young People's Drama Group
- ❑ Compilation of the *Northern Forums Directory of HIV/AIDS Services and Health Related Support Services to African Communities in the North of England*

PEER EDUCATION PROJECT



PEP continues to be one of our flagship services. BHA has secured resources from SRB (Single Regeneration Budget) funding schemes and the PPP Foundation to enable future growth.

To ensure this future growth is planned during 2002 – 2003 BHA will recruit a Project Coordinator and Training and Development Worker for PEP meaning the project has a clear line management structure and development of service initiatives.

During this year, the Project has recruited further Peer Educators. The first recruited via the Teenage Pregnancy Strategy Implementation Fund to work with young men around parenthood issues; the second as part of the Trafford SRB 5 Positive Alternatives for Young People. This post works with young people in Old Trafford and Gorse Hill around sexual health and prompting healthier lifestyles.

Our Young Women's Development Worker has remained active in Manchester, Salford and Trafford areas and has delivered programmes for mixed and single gender groups in Sexual Health, Peer Education, Self Esteem and Confidence Building. Amongst others, partners in this work have included:

- ❑ WHIZ Project
- ❑ Whalley range High School
- ❑ Ducie High School
- ❑ Hideaway Education Project

- ❑ Procter's Young People's Centre
- ❑ Young Black & Asian Young People Drop-in

Comments from young people involved in this work have been extremely positive and have included:

'I believe since I have been involved in the Peer Education project I have become much more confident. I find I'm able to express my opinions much more and feel more confident introducing myself to new people. I'm also more assertive when delivering sessions'

'From working with the project I've decided to enrol at college in September where I'd like to undertake Part One of a Counselling Course'

I started volunteering for the project in November 2001; at first I came in one and half days a week..... after two months I was given a post as a sessional worker where I cam in three days a week'

International visits to Sweden have also taken place to promote the work of PEP and to explore creative ways of working with young people from minority ethnic communities.

SUPPORT SERVICES



This year has seen us develop services across the breadth of health issues. Black Health Agency was successful in securing a contract with Manchester City Council Social Services Department to develop Support Services for Black and Minority Ethnic communities living with HIV in Manchester. We also secured funding from Bolton Social Services to deliver the same support function to those living with HIV in Bolton.

The agency also developed a partnership with Cancer Black Care to develop Cancer Support Services for Black and Minority Ethnic communities in Manchester. In December 2001, we recruited a Cancer Support Services Development worker to develop a drop-in facility and to raise awareness amongst the different Black and Minority Ethnic communities living with Cancer in Manchester.

CANCER BLACK CARE - MANCHESTER



To ensure these services are effectively developed to meet the needs of our communities, we recruited a Support Services Manager to take this work forward.

TEENAGE PREGNANCY

Over the past few years BHA has delivered a number of administrative support functions to a range of agencies, and initiatives already mentioned in our report. BHA has provided administrative support to Teenage Pregnancy Link worker initiative.

And coming soon..... future developments within BHA

In addition to the work mentioned throughout this Annual Report, the coming year will also see Black Health Agency continue to grow and develop, however, we will be concentrating on the development of business opportunities which will enable us to develop our unrestricted funding and have more control over the development of our core services. To further develop our strategic vision and enable us to review our work to date and look at how we move on into the future, we will be undertaking an organisational review. This will give us the opportunity to review our progress to date against our organisational development programme. It will also provide use with the opportunity of developing and Organisational Development Programme for BHA to take us forward in the coming years. The focus will be:

- ❑ Develop a portfolio of business options, which will look at the development of consultancy and training services. BHA is entering into discussions with the Big Life Company and HARP about developing a Training Company.
- ❑ Further development of our Support Services and look into diversifying our work. This will see us further developing our HIV and Cancer work, building and creating new partnership. We will also be supporting our service users to take a much more proactive lead in the design and development of these services.
- ❑ Development of the Manchester Drugs and Race Unit and continue to raise our profile and expertise in the drug field. This is a very exciting area of work and the coming year will see us further refine the work we will be doing and recruiting more staff to the Unit. We will also be undertaking a review of current drug services to identify the gaps within provision.
- ❑ Mental Health Services for asylum seekers – This work is the development of Mental Health support Services for Asylum Seekers and Refugees living in North Manchester in partnership with Ethnic Health Forum.

Administrative support to Focus On BME (an Network aimed at Black and Minority Ethnic Communities and organisations, Groups in Manchester)

□

Corporately we will continue to develop our infrastructure to ensure that as an organisation we are fit for purpose. To meet this end we will:

- Acquire appropriate premises for the entire organisation to enable us to bring all our services together
- Develop and implement a Communication and PR Strategy to effectively raise our profile regionally and nationally
- Develop and implement a Fundraising Strategy to enable us to support and develop our business goals as well as raise our profile
- Develop Quality Standards for the organisation and undertake PQASSO and Investors in People

GOVERNANCE OF BHA

Board Members

Black Health Agency has a Board of Trustees of 8 members. Their role is to assist in the strategic development and management of the organisation and participate in the agency's three sub-committee groups. These include:

1. Finance Sub Committee
2. Personnel Sub Committee
3. Strategic Development Sub Committee

The Board of Trustees meets on a bi-monthly basis, with the Sub Committee meetings on the same frequency however in-between Board meetings. Members include:

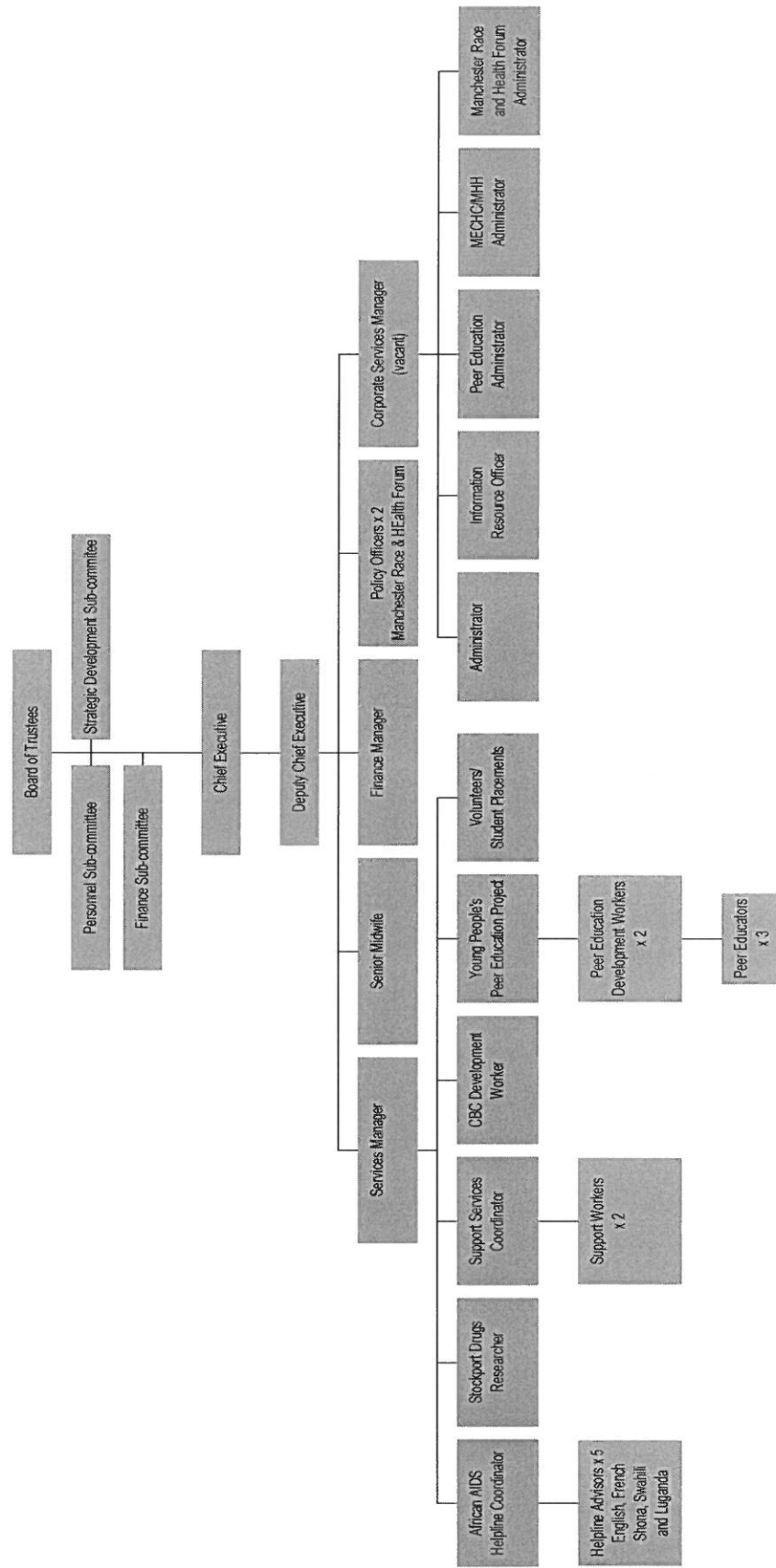
Vincent Okieimen	Chair
Delana Lawson	Secretary
Coren Caines	Vice Chair
Donna Ngan	Treasurer
Paul Sutton	Board Members
Deanne Allen	
Mansoor Shah	
Christopher Binns	

The board has been an integral and important part of BHA's strategic development. The commitment of the board members has been outstanding. During the year we had to say good by to some of our board members as they moved on to other things in their lives. We would like to thank Linda Fitzpatrick; Anthony Nixon and Jean Erica Barrett for their hard work and commitment to the agency and to wish them the very best of luck in their future endeavours.

Staff Profile

BHA has now become a key employer in the Black Voluntary Sector. When we started in June 1990 we had 2 part time employees. We now have over 25 full and part time staff, who make an invaluable contribution to the work and life of Black Health Agency.

BHA ORGANISATIONAL STRUCTURE 2001 - 2002



Key: CBC: Cancer Black Care
 MECHC: Minority Ethnic Community Health Council
 MHH: Maternal Health and HIV

BLACK HEALTH AGENCY**STAFF MEMBERS 2001-2002**

STAFF NAME	POST TITLE
Senior Management Team	
Evelyn Asante Mensah	Chief Executive
Priscilla Nkwenti	Deputy Chief Executive
Qurab Ahmed	Finance Manager
Kirit Patel	Services Manager
Administration	
Vikki Morgan	Corporate Services Administrator
Dona Marie Mairs	Administrator: CBC, MH &HIV, MECHC)
Phil Martin	Administrator (Peer Education Project)
Helen Williams	Administrator (Race & Health Forum)
Peer Education Project	
Paul Mattis	Young Men's Development Worker
Vanessa Bridge	Young Women's Development Worker
Shevonne Mansell	Peer Educator
Tyrone Wong	Peer Educator
Jason Sampson	Peer Educator
African AIDS Help line	
Syson Namaganda – Laing	Help line Coordinator
Julian Mushayi	Help line Advisor
Brigitte Barnes	Help line Advisor
Line Payne	Help line Advisor
Rachel Matondane	Help line Advisor
Lilian Senabulya	Help line Advisor
Patience Motsi	Help line Advisor
Ruth Nakakawa	Help line Advisor
Muteba Kabwebwe	Help line Advisor
Remla Mramba	Help line Advisor
Jameson Munsaka	Help line Advisor

May we take this opportunity to thank all our staff for their continued hard work and commitment to the organisation. Over the year a few of our staff members moved on to other opportunities. We would like to wish them the very best of luck in their future endeavours. These have included: Tyrone Wong, Ruth Nakakawa, Remla Mramba, Jameson Musaka and Helen Williams

FUNDING THE BLACK HEALTH AGENCY

This year has again seen BHA's funding continue to grow. In 2000 –2001 we increased our income to £364,697, 2001-2002, saw our income grow to nearly £700,000 well on our way to our first million. Whilst we have seen our income grow we have still experienced difficulties in obtaining funding for core costs within the organisation.

This year has seen us broaden our funding base to ensure continued development and sustainability. Full details of our funders are contained within our Annual Accounts (which can be obtained from BHA administrative department). However our main funders for this year have been:

- Manchester City Council (Social Services Department and Drugs and Alcohol Action Team)
- Department of Health (for the African AIDS Helpline)
- Stockport Drug Action Team
- Neighbourhood Support Fund
- Comic Relief
- Health Action Zone (final year)
- Manchester Health Authority
- Enfield and Haringey Health Authority
- Bolton and Wigan Health Authority.
- Salford and Trafford Health Authority

BHA has been further supported in our work by numerous organisations, all of whom cannot be mentioned here. We would like to particularly thank the following people for their continued support of our work:

- GlaxoSmithKline (through the Embrace programme and also their continued support in helping us develop our corporate infrastructure and identity)
- David Andrassy and Andrassy Design for their endless patience in putting together our new resources and exhibition.
- Robert Maseko, Tong Peng and Sister India for supporting our Fundraiser and making our launch such a success.
- Claud Cunningham for her dedication and tirelessness in ensuring the launch was successful
- Lord Mayor and Lady Mayoress for supporting the fundraising and launch events.
- Nigerian High Commission for supporting our launch event
- Martin Pagel – Deputy Leader of Manchester City Council

And finally to all the people who contributed to the launch event and donated to the fundraiser – you are too numerous to mention by name but we would like to take this opportunity to thank you for your contribution and continued support of the Black Health Agency.

STATEMENT OF FINANCIAL ACTIVITIES

INCLUDING INCOME / EXPENDITURE ACCOUNT FOR YEAR END 31ST MARCH 2002

An extract from our Audited Accounts follows. For a copy of the full Financial Statements please contact Qurab Ahmed (Finance Manager) on 0161 226 9145.

<u>INCOMING RESOURCES</u>	Unrestricted	Restricted	Total Year end 31.03.02	Year Ended 31.03.01
	£	£	£	£
Donations and Gifts	1,179	1,000	2,179	7,621
Activities in furtherance of the charity objects:				
Grants received	270,971	409,528	680,499	352,284
Capital grants	-	-	-	3,051
Training	7,893	-	7,893	2,678
Other income	14	-	14	343
Activities for generating funds:				
Investment income	2,959	-	2,959	1,771
Fundraising events	2,292	-	2,292	-
<u>TOTAL INCOMING EXPENDITURE RESOURCES EXPENDED</u>	285,308	410,528	695,836	367,748
Cost of generating funds:				
Fundraising costs	22,289	-	22,289	1,354
Charitable Expenditure: Costs of Activities in furtherance of the charity's objects:				
Project costs	-	317,704	317,704	176,161
Support costs	177,984	-	177,984	91,999
Management & Administration	28,137	-	28,137	33,788
Grants payable	-	68,060	68,060	-
<u>TOTAL RESOURCES EXPENDED</u>	228,410	385,764	614,174	303,302

	Unrestricted	Restricted	Total Year end 31.03.02	Year Ended 31.03.01
<u>NET RESOURCES FOR THE YEAR</u>	56,898	24,764	81,662	64,446
Transfer between funds	(217)	217	-	-
Net movement of funds	56,681	24,981	81,662	64,446
Fund Balance bought forward at 01.04.01	(1,190)	98,864	97,674	33,228
Fund balances carried forward at 31.03.02	55,491	123,845	179,336	97,674

The statement of financial activities includes all gains and losses recognised in the year
All incoming resources and resources expended derive from continuing activities

FIXED ASSETS

Tangible assets	34,810	29,444
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CURRENT ASSETS

Debtors	40,213	22,853
Cash at bank	138,704	141,951
Cash in hand	216	408
	<u>179,133</u>	<u>165,212</u>

LIABILITIES

Amount falling due within
one year

	<u>34,607</u>	<u>96,982</u>	68,230
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NET CURRENT ASSETS

NET ASSETS

	<u>£179,336</u>	<u>£97,674</u>
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CAPITAL

Restricted funds	123,845	98,864
Unrestricted funds	55,492	(1,190)
	<u>£179,336</u>	<u>£97,674</u>

Approved by the Board of directors and trustees on 24th September 2002

APPENDIX ONE: BHA INTERIM STRUCTURE 2002-2003

INTERIM PROPOSAL 1 - 2002/03

