

We want
choice and
control

We hope to see
a more inclusive
Society



More Disabled
people involved
in decision making

Impact Report 2021-22

About Merton CIL

Find out more about what is in our impact report this year...

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@MertonCIL

A message from our Co-Chair, Gina

Welcome to our 2021-22 Impact Report.

On behalf of the board of trustees, it is with great pleasure that we present to you our impact report for 2021-22.

Following the pandemic and a period of organisational change, we continued our work supporting local Deaf and Disabled people to:



1. Promote and increase independence and inclusion

Our information and advice service provided 1182 sessions of in-depth support to 272 unique individuals. We also supported with information, signposting, guidance, and connection in a further 416 cases. Our work throughout the year contributed £732,799 to the local economy. And, 51% of service users saw increased resilience after using our services. You can read more on page 8.

2. Identifying and challenge discrimination

Our pan London disability hate crime work went well. We supported 2 DDPOs to develop disability hate crime services. They were allocated 616 hours of dedicated support. You can read more on page 12.

3. Working with Deaf & Disabled people to achieve change locally

We spent over 700 hours on policy and strategy work speaking up with and for Deaf and Disabled people. We delivered 12 Craftivism & Chat sessions and worked with members to create 4 videos speaking up about access issues in Merton. You can read more on page 14.

We are very grateful for the continued support from funders and donors you can find out more on page 19. This income helps to keep our important work going.

Our annual survey found that 92% of people think that we address issues that are important to Deaf and Disabled people. Feedback like this confirms that people value our efforts and continue to support our direction.

Looking ahead, Merton CIL will continue to be led by the needs of local Deaf and Disabled people.

I will finish by thanking staff and volunteers of Merton CIL, whose hard work and dedication to supporting local Deaf and Disabled People is the reason why Merton CIL goes from strength to strength. I would also like to thank my fellow trustees who have supported and guided us so expertly throughout the year.

Let's continue to fight for the rights of Deaf and Disabled People, in Merton and Beyond!

A handwritten signature in black ink that reads 'Gina Vettese'. The signature is stylized with a long horizontal flourish extending to the right.

Gina Vettese Co-Chair of Merton CIL

About Merton CIL

Merton Centre for Independent Living (Merton CIL) is a user-led Deaf and Disabled people's organisation based in the London Borough of Merton.

We were set up in 2008 and we are incredibly proud of what we have achieved with Deaf and Disabled people over the past 14 years.

We support Deaf and Disabled individuals across the full spectrum of impairment including physical and sensory impairments, mental health, long term health conditions, learning difficulties and neurodiversity.

We are run and controlled by and for Deaf and Disabled people. We work hard to address the marginalisation of Disabled people and make a real difference in Merton and the wider community.



We want a society where Deaf & Disabled people can take control over their lives and achieve full participation

We work within the social model of disability and an independence charter, co-designed with Disabled people to ensure we can influence key issues affecting our lives in a variety of ways. We provide a holistic service, with all work feeding into our three aims:

1. To promote the **independence and inclusion** of Deaf & Disabled people.
2. To identify and **challenge discrimination** faced by Deaf & Disabled people.
3. To encourage Deaf & Disabled people and supporters to **achieving change locally**.

Headlines 2021-22



1182

Sessions of in-depth support delivered.

Information & Advice support provided in

303 cases



100%



of attendees rated Craftivism & Chat good or great



20

events and activities held including Craftivism & Chat, pop ups across Merton and My Voice Matters



"Merton CIL is caring, sensitive & supportive" ⁵



648

Hours spent supporting Disabled people to build skills ¹

£732,799



Contributed to the local economy through our work. ³

92% of people



that took our annual survey agree that we address the issues that are important to Deaf and Disabled People ⁴



100%

Service users agree that we are welcoming



707 hours

spent working on policy and strategy issues on behalf of local Deaf and Disabled People

419 members



This is a 4% increase since last year. ²

272

Unique individuals supported through our casework services



Information, signposting and guidance and connection provided in a further

416 cases

to people who Merton CIL could not support in depth



VOLUNTEERING



Volunteers and Trustees gave us

Over 225 hours



5

Consultation responses on behalf of our members



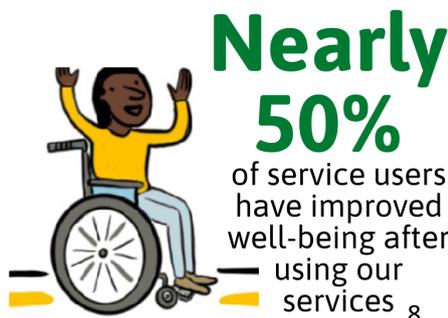
100%

Service users feel that we are **compassionate**



"Very happy with the service at Merton CIL. My caseworker changed my life for the better. I could only see darkness and now I see light." ⁵

"Merton CIL helped me when I was at my lowest and didn't judge. I found the service very helpful and welcoming." ⁵



616 hours



of disability hate crime support provided through the pan London hate crime project

73

people engaged with Merton CIL in person through events activities outreach and another

2278

across our social media platforms



We're motivated and guided by our members

40%

of service users agree that we listen

51%



of people have increased resilience after using Merton CIL ⁷

4

Monitoring and Evaluation steering group meetings



Nearly 5 in 10

people have increased confidence after working with us ⁶



29,523

unique visitors to our website.



Footnotes:

1. This includes time invested in the trainee caseworker programme and volunteering programme.
2. Correct as of 01/09/2022
3. Amount obtained directly for Deaf and Disabled people through benefit awards, also including social value and net salaries of local Disabled staff and local staff.
4. Based on our 2021-22 annual survey
5. From in-depth feedback collected covering 2020-21
6. Based on the ladder outcomes 'I am confident talking to professionals', 'I can speak up for myself' and 'I am aware of my rights' for people whose case ended in 2021-22
7. Based on the ladder outcomes 'I can access the services I want and need', 'I feel listened to' 'My finances are secure and 'I feel safe' for people whose cases ended in 2021-22
8. Based on the ladder outcomes 'I am satisfied with my life, 'I am optimistic about my life' and 'I am confident taking control in the future' for people whose cases ended in 2021-22

Promoting Independence & Inclusion

Our Information & Advice Service



We provide an independent and free AQS accredited information & advice service that supports on issues relating to:

- Welfare Benefits.
- Social Care.
- Concessionary Travel.
- Grant applications.
- Health.
- Housing.
- Hate crime.

We are the only pan disability specialist service in the London borough of Merton.

The pandemic taught us that digital appointments were more accessible for some Disabled people. Therefore, we moved to a new hybrid model. Service users were able to access advice through face to face appointments (home or office visits), digital appointments (video or telephone) or a mixture of both. We supported on 303 cases in 2021-22.

**Delivered
1182 sessions
of support**

**£732,799
contributed to the
local economy**

**272
unique service
users**

Our information and advice service provided 1182 sessions of support to 272 unique individuals during the pandemic. Our work contributed £732,799 to the local economy. We also supported with information, signposting, guidance, and connection in a further 416 cases. 51% of service users saw increased resilience after using our services.

In March 2022, we were re-awarded the AQS accreditation mark for the third time.



**Increasing independence
and inclusion**

Find out more about our service and how we can help here - <https://www.mertoncil.org.uk/services/information-and-advice-service/>

To book an appointment or refer to our Information & Advice service please contact us on 0203 397 3119 or info@mertoncil.org.uk

Gail's Story: Promoting Independence Through support with Benefits

Gail is a local Disabled woman. She was receiving support from another local organisation around Personal Independence Payment (PIP), but they were unable to help beyond the filling of the application form. Gail had informed the Department for Work and Pensions (DWP) that she was going to send extra medical evidence to support her claim and they were not making a decision until this information had been received.

Gail asked Merton CIL for help to complete the full PIP application process. Gail was allocated a caseworker and together they sorted through pages of medical records and compiled the best evidence along with a supporting cover letter to send to the DWP to support her claim.



Gail was then asked to attend a PIP health assessment, which Merton CIL supported at. Before the assessment, Gail was given an appointment to prepare. The caseworker explained the role they would play at the assessment and went through questions that could be asked by the health assessor. Together they made notes on Gail's key conditions and ways her daily activities and mobility are impacted. Gail informed that past negative experiences with welfare benefit processes have resulted in her getting very anxious and upset. The caseworker allowed Gail to ask any questions and share any concerns she had about the assessment. This helped Gail to feel less worried and more confident.

Gail was supported to attend a 3-hour telephone health assessment at Merton CIL's offices. The health assessor was thorough and asked lots of questions about her conditions and how they impact her day to day life. Gail handled it well but often forgot questions due to anxiety and confusion. This was helped by prompting and reassurance from the caseworker.

Outcome: Following the assessment, Gail was pleased to be awarded Standard rate for daily living (13 points), but no mobility component (0 points) and was back-paid over £3,000. However, Gail wanted to appeal the mobility decision with which we were also able to support with. Merton CIL worked with Gail to complete a mandatory reconsideration and she was awarded 10 points for mobility, bringing her total PIP award to the enhanced rate for daily living and standard rate for mobility. Gail was back paid a further £2,000 because of this appeal.

*Gail is not their real name and posed by a model.

Promoting Independence & Inclusion

Our Trainee Caseworker Programme

This programme is funded by Trust for London until 2024.



**We currently
have 3 Trainee
Caseworkers!**

Our trainee caseworker programme aims to build advice skills and confidence around employment in Deaf and Disabled people or people with long term health conditions. In the longer term, we also hope that this programme will help support more Disabled people to move into leadership positions.

**576 hours of
coaching and
support**

In 2021-22, three individuals were on our trainee caseworker programme where they received specialist training, coaching, ongoing support and practical work based learning. Trainees begin supporting service users with benefit and concessionary application forms. As they progress they begin to move into advice around social care and housing.

We provided 576 hours of internal training and coaching to our three trainee caseworkers throughout 2021-22.

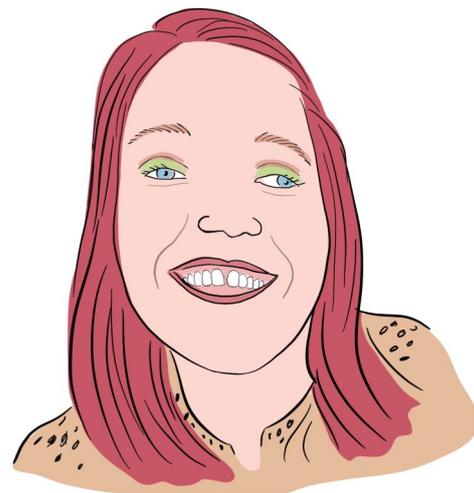


Photo: Trustees and Joint CEO David saying farewell and thank you to trustee Slim Flegg who stood down from the board.

Sarah's Story: Promoting Independence and Inclusion through our trainee caseworker programme

Sarah is a Disabled person who began engaging with Merton CIL when she was keen to speak up about the inequality faced by Disabled people. Sarah had previously worked in organisations that provided services to Disabled people.

Sarah wanted to donate some of her time to support Merton CILs work and began volunteering in a casework support role. Sarah supported service users to apply for and appeal concessionary travel applications. She also provided administrative support to the information & advice service.



“When I started volunteering at Merton Centre for Independent living, I was lacking in confidence due to having taken a year's break from paid employment. I found the team to be extremely friendly and encouraging and soon regained my confidence when I realised that everyone within the organisation valued my lived experience, knowledge of working with Disabled people and understanding of impairments.”

During the pandemic, we advertised a temporary admin role to volunteers and Sarah joined the team. She was able to complete this role from home which she found accessible. At the end of her contract, Merton CIL had a trainee caseworker vacancy which Sarah was successful in securing.

Sarah said “I am extremely fortunate to have secured two consecutive roles at Merton CIL. I recognise that my experience of volunteering was instrumental in providing me with the up-to date knowledge and skills to re-enter employment.” This role has supported Sarah to maintain an up to date understanding work how work affects benefits and navigating the welfare system. Speaking up for others has also helped Sarah with developing her own independent living skills. The increased connection with other Disabled people, opportunity to actively learn and build skills, along with a feeling of purpose has helped Sarah to maintain good mental health and wellbeing.

Outcome: Sarah's confidence has grown personally and professionally. She sees her career progressing at Merton CIL. Sarah knows her lived experience is valuable and feels comfortable feeding into decision making processes that will affect her life as well as other Disabled people.

Challenging Discrimination

Pan London Disability Hate Crime Project



We continued to work with Inclusion London and Stay Safe East on the pan London disability hate crime project. The project aims to increase support for Deaf and Disabled people in London around disability hate crime and raise awareness.

We identify relevant Deaf and Disabled Peoples Organisations (DDPOs) across London and work with them to build and develop their hate crime projects. We do this by providing a seconded hate crime advocate and developing their recording, evaluation and monitoring approaches. We hope that this will provide them with strong evidence to secure funding to keep their hate crime services going.

**2 DDPO's
involved in
the project**



**616 hours of
hate crime
support**

Disability Hate Crime Big Learning Event

In 2021, we worked with partners on the pan London disability hate crime project to deliver an event that built upon the relationships within the partnership and shared learning on anti-hate crime work delivered across the partnership.

Disability Hate Crime Policy Work

In October 2021, we published 'Starting to Stop It' a report that reviews the recommendations and what has been done in the borough over the past 4 years since we published the report Making It Stop – Tackling Hate Crime Against Disabled People in Merton in 2016. It was a call to action for us and for our partners in maintaining and improving the safety and wellbeing of Deaf and Disabled people in the borough. You can read the report on our website.

Raising Awareness of Disability Hate Crime

We attended a number of events throughout hate crime awareness week to support Safer Merton and other local partners to raise awareness of hate crime. We also hosted an information session at Craftivism & Chat during hate crime awareness week.

Photo: above Trustee Chris & Joint CEO David, to the right caseworker Pippa during HCAW



Oscar's Story: Reporting a Disability Hate Crime and Raising Awareness

Oscar is a Disabled adult and lives in Merton. Oscar has a visual impairment and his father supports him to live independently. Oscar got in touch with Merton CIL for support with a disability hate crime.

Oscar had issues with the way development works were being carried out in his local community. Oscar used a social media app to speak to other local residents about the issues. Some people did not like the comments about the development works and Oscar began to experience disability hate crime in person and online. Oscar went to the police but felt they were unhelpful. The police didn't take action and treated the issue as a neighbour dispute placing blame on both sides. Oscar began to see a decline in his health.



Oscar then approached Merton CIL after unsuccessfully engaging with several local organisations. He was feeling suicidal, and his family were experiencing increased levels of stress too.

Oscar was relieved to find out that his caseworker would support his interactions with the police. Oscar felt ignored after making several attempts to share evidence with the police. Merton CIL collated all the evidence Oscar collected and presented the case as disability hate crime. Oscar felt that Merton CIL had been instrumental in changing the attitude of the police but felt there was still a long way to go. The case is now being treated as a criminal case and has been transferred to the CPS.

The support was still ongoing when Merton CIL's disability hate crime service closed due to the end of a grant from MOPAC.

Outcome: With Merton CIL's support, Oscar was able to identify that the abuse he was receiving was a disability hate crime. The support received also helped Oscar to successfully shift the narrative from it being a neighbor dispute case to a discrimination case.

*Oscar is not their real name and posed by a model.

Achieving Change Locally

Policy & Strategy Work



Our Policy and Strategy work enables Deaf and Disabled people to speak up and make change happen on a local and national level.

We work with local Deaf and Disabled people to ensure that we are informed about our rights and have the confidence to be involved in decision making by sharing our lived experiences as expertise. We also push for the priorities of local Deaf and Disabled people to be represented in groups, forums and consultations.

You can read about some of our policy work from 2021-22 below:

**707 hours
spent on policy
work**

**92% agree we speak
about issues important
to Disabled people**

**5
consultation
responses**

Coronavirus, Lockdown, Shielding and Beyond

We worked with Deaf and Disabled people to speak up about how the pandemic, lockdowns and shielding were affecting us and what could be done to support us to remain independent and emerge with resilience. We also collaborated on a piece of Craftivism that highlighted the impact of the pandemic on Merton CIL members.

Push for more accessible housing

Merton CIL expressed that we would like to see the council commit to implementing the recommendations the Equality and Human Rights Commission made for local authorities to improve the housing situation of Deaf and Disabled people in 2018.



This would include improving the way Deaf and Disabled people are treated on the waiting list for social housing and making it easier to make adaptations to properties to ensure they are accessible and promote independence.

Photo above: Craftivism created by members and supporters during the pandemic.

#MakeMertonAccessible

Merton CIL is working with local Deaf and Disabled people to highlight access barriers in the borough and make Merton more accessible for all.

This group of Disabled people and supporters are called Merton CIL’s access champions.

Access champions discuss key issues, how we can engage decision makers and the best ways to push for change. They also share their ideas and feedback with organisations, partners etc on accessibility of places, spaces, information and services. In 2021-22, members of our access champions group created 4 YouTube videos sharing their experiences of access issues in Merton.



#MakeMertonAccessible - Charles' Story - Merton CIL

We also shared feedback on local plans, spoke up about inaccessible transport options and more.

Interested in joining our access champions? Find out more on our website.

Scrap care charges

In support of the Scrap Care Charging Coalition, We wrote to local MPs asking for support changes to make care fairer. We also conducted policy work around issues service users mentioned relating to social care.

Speaking up about trends we notice in our advice caseworker

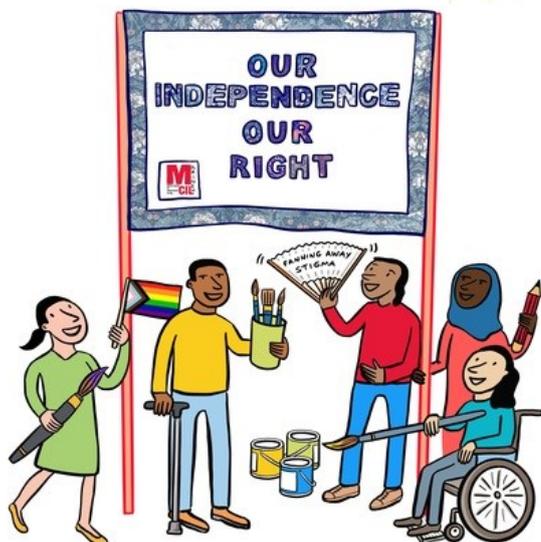
Our social policy work is integrated with our information and advice service. This means that we use real life examples and lived experience of our service users as evidence when speaking up about issues affecting local Deaf and Disabled people. In 2021-22, we pushed for a fairer process around financial assessments for social care support and more.



Photo: left - screenshot of members Charles Barraball and Susan Spencer’s video on the danger and access issues on Lower Downes Road, Raynes Park. Right - Banner created at Craftivism & Chat with @Made_In_Merton

Achieve Change Locally, Continued

Craftivism & Chat



Craftivism = Craft + Activism

Our Craftivism and Chat project aims to build confidence and connection within local Deaf and Disabled people to encourage speaking up and sharing of lived experiences to ensure that Deaf and Disabled voices are heard in decisions and conversations that affect our lives.

Our group meets monthly and we hope that it reduces isolation and loneliness and promotes connection. The agenda is direct by Deaf and Disabled people and allows space for local organisations and partners to connect with Deaf and Disabled people and hear our perspectives.

12 sessions delivered in 2021/22

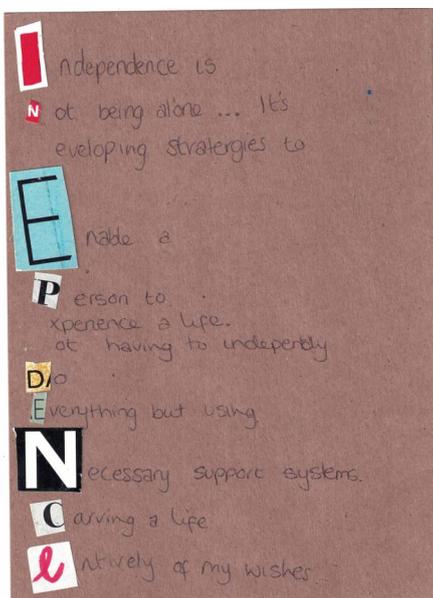
100% of attendees rated Craftivism & Chat good or great.

6 sessions hosted by Disabled People

Getting involved with Craftivism and Chat - If you are a Disabled artist (do not have to be Merton based), a non Disabled artist based in Merton, creative or have a skill/hobby you would like to share with people, please get in touch! We can organise for you to run a paid supported session. We are also keen for Deaf and Disabled People to come together, socialise and share experiences. If there is a topic that you wish to speak about at the group,

Craftivism created by Merton CIL Members

Take a look at some of the Craftivism created by our members and supporters here <https://bit.ly/3X5p2iS>



31 unique individuals got involved with Craftivism & Chat

Estifanos' Story: From local Disabled person to Vice Chair of Merton CIL



Estifanos is a Disabled person that lives in Merton. He came across Merton CIL when he was in search of volunteering opportunities where he could use his IT skills and learn something new. Estifanos signed up as a member and then became an admin volunteer. During his time volunteering Estifanos grew his confidence and was keen to get involved in more.

"I'm making a meaningful contribution to the Disabled community and this role has given me added purpose in my life, which makes me feel good."

Estifanos supported the founding of Merton CILs monitoring and evaluation steering group which feeds into the organisation's development. As part of this work he hosted focus groups that led to the creation of Craftivism & Chat and improved our engagement work.

His active role in Merton CIL led to Estifanos being a great fit for the board of trustees and he was elected in 2018. The board were so impressed with Estifanos' performance that they made a recommendation to members to elect him as vice chair. He was promoted in 2021.

Estifanos is Black & Disabled and stated "it's important to be Black & Disabled leading a DDPO because I bring a different perspective to an organisation as well as making it more representative of the community that it serves'.

Estifanos feels that his journey through Merton CIL has helped him to feel more knowledgeable on the issues that affect Disabled adults around independent living and social care. He said "this role makes feel like I'm making a meaningful contribution to the disabled community." and "it has helped me to realise the importance of Disabled people being to talk about our issues together and not feel isolated, as well as working together to try and achieve change".

Outcome: Estifanos has become a Disabled leader. He now has the confidence to steer Merton CIL and use his lived experience to make meaningful contributions to the organisation and pushing for a more inclusive society for Disabled people. Estifanos said "this role has given me added purpose in my life, which makes me feel good."

Achieve Change Locally Continued

My Voice Matters 2021

Each year we hold an annual consultation event called 'My Voice Matters' to hear the current needs and views of Deaf and Disabled people. This feedback helps shape our work and/or services. In 2021, we collaborated with Ignite Me Theatre Workshop on a short drama performance that was set in 2036 and looked back on what Merton CIL could have achieved. This was followed by an interactive discussion with attendees about new ideas and suggestions for improvement that would help shape strategic development discussions over the next year. We also had a poetry performance from Richard Downes.

Photo: Photo: Staff, Trustees and Service Users at My Voice Matters 21.



Volunteering

Throughout 2021-22, Merton CIL provided volunteer opportunities for Deaf & Disabled people and supporters. Our volunteering service was put on hold in 2022, an plans to reopen after a period of review.

**223 hours
donated by
volunteers**

**4 Monitoring and
Evaluation Steering
Groups.**

A huge thank you to all the volunteers who donate time and expertise to support our work. Your contribution to the organisation is invaluable.



Our User Led Monitoring and Evaluation Steering Group

We would like to thank the 7 Merton CIL members who volunteer to develop and contribute to the monitoring and evaluation steering group. This group aims to help improve Merton CIL both internally and externally. The M&E group has been responsible for the development of Craftivism and Chat, staff surveys, and much more. If you would like to join the group, you can find out more here - <https://bit.ly/3o1ZBPZ>

Thank You to our Funders & Supporters

We would not be able to provide our services without the support from funders, supporters, the local community and volunteers. We would like to say a huge thank you to everyone who supported us financially in 2021-22. Your money helps us continue to our important work supporting local Deaf and Disabled people.



Thank you to the following organisations: City Bridge Trust, Trust for London, Henry Smith, The London Community Foundation, National Lottery Community Fund, Wimbledon Foundation, MOPAC, Merton Giving, Edward Gostling Foundation, Barchester Foundation and Inclusion London.



A special thank you to Tom Killick and our anonymous donors. As well as everyone who made generous donations online via the Aviva Community Fund, give as you live and more. Also, to the individuals who donated craft supplies to Craftivism & Chat.

Also a big thank you to; Our hard-working staff, trustees and all our enthusiastic volunteers who have supported us at events, consultations and on the front line. Our committed trustees who have steered the organisation. Our service users, members, supporters and partners. We appreciate you all! We are achieving our aims due to your continued support.



..and £9,473 in other income which is made up of things like contributions for consultation involvement, service fees and more.

The Year Ahead

Throughout 2021/22, we implemented learning from a period of instability and change, to emerge a more resilient and sustainable organisation so that our work supporting local Deaf and Disabled people could continue without future interruption.

Over the next year we plan to put measures in place to safeguard the management of the organisation and think more closely about succession. Merton CIL's board of trustees decided to formalise the streamlined Joint-CEO structure in April 2022, giving stability to the management of the organisation. In Dec 2021, we

decided to mirror the joint management structure within the board to provide more routes into leadership for Disabled people.



Over the next year, we plan to:

- Continue work to develop our new strategy. The pandemic, lockdowns and current cost of living crisis have changed a lot for local Deaf and Disabled. We will work to ensure that our strategic priorities meet our new, evolving, and interlinked needs.
- Provide support to local Disabled people with issues arising from the cost-of-living crisis/cost of disability and the effects of the pandemic.
- Continue delivering information and advice around welfare benefits, health, grant applications, housing, and social care. Explore ways to respond to the needs identified within local Disabled people during the pandemic.
- Continue raising awareness of disability hate crime through the pan London project and local work.
- Develop our trainee caseworker programme that is funded until 2024.
- Continue to work with Deaf and Disabled people to achieve change locally and speak up about issues affecting our community.
- Increase our capacity to facilitate more member led social policy work.
- Improve our strategic communications work to increase engagement with members and supporters.
- Better connect craftivism & chat with our strategic policy work to increase impact.
- Increase engagement with the local authority and councilors to work towards more local co-production work.
- Continue campaigning for reduced social care charges.
- Conduct a review of our volunteering programme to ensure that it's meeting the needs of local Disabled people, and the organisation.
- Expand capacity around fundraising and bringing in unrestricted income.
- Aim to secure multi-year funding to provide security for services and allow for growth.
- Strengthen our internal culture and embedding learning and innovation.

Get Involved

Help us to grow our membership

Sign up as a member or help us spread the word and get more Disabled people and supporter to become on board. It's free and we are stronger together.

Come along to Craftivism & Chat

Get to know members of Merton CIL and share your lived experience to help make our work together more impactful.

Join our access champions and push to #MakeMertonAccessible

Let's work together to speak up about access issues in Merton to make our community more inclusive for all.

Get involved with our monitoring and evaluation work

Join our quarterly meetings to share your thoughts on our work and services and ideas for improvement to ensure that our work is directed by local Deaf & Disabled people.

Making a donation - Help us Raise £ to keep our important work going

Merton CIL relies upon the generosity of donors and we are extremely grateful for any support that we receive. You can make a donation online here -

<https://bit.ly/3zFlkCK>

We understand that not everyone can afford to make a financial donation. We have developed a list of activities which you could carry out to raise funds on our behalf. Find out more by visiting the link above.

Follow us on social media @MertonCIL

Share and support our content online to help us extend our reach. Please follow us on social media **@MertonCIL**.

All of our work and services are provided through funding which we have to raise. We are extremely grateful for the support of our community.

Scan the QR code to the right to find out more about getting involved At Merton CIL.



Meet our Trustees

Hello, I am Amanda



Merton CIL has expanded quickly and now needs to sustain that growth and good reputation.

I am keen to use my experience of how organisations work gained from my time at SCIE and the Department of Health to give an independent view.

I enjoy being on the board of Merton CIL because I share the values of inclusion and equality

Amanda Edwards
Co-chair of Merton CIL

Hi I'm Gina



I am vice chair of Merton CIL and have been involved in the organisation since it was a steering group.

I have been disabled since I was 13 years old. I use a mobility scooter and I live in Merton. I am very passionate about speaking up about accessibility in Merton and on transport.

I am also a talented seamstress and I enjoy creating wedding dresses in my spare time.

I enjoy being vice chair at Merton CIL because it gives me a voice and I feel like I am being of service to Disabled people.

Gina Vettese
Co-chair of Merton CIL

Hello I'm Roy



I have been chair of Merton CIL since we were incorporated in 2011. I am blind and I live in Merton with my guide dog and wife.

I have a background in social care and I was a city councillor in Birmingham. I have always been an ardent campaigner for equality.

I enjoy being chair at Merton CIL because it gives me a buzz to see Disabled people getting a voice and making a difference.

Through my working life I have enjoyed challenging injustice and like to think that through my experience I have something to contribute to Merton CIL.

Roy Benjamin
Trustee of Merton CIL

Hello, my name is Raheema



I am a Disabled Merton resident. I joined Merton CIL to fight for the rights of Disabled people and help to make things better.

I worked as a Civil Servant for many years and was on the Disability Advisory Group in my department.

I am also a founding member of Merton CIL's monitoring and evaluation steering group, which improves our services.

I enjoy being on the board at Merton CIL because I want to help make things better for Disabled people.

Raheema Olajide
Trustee of Merton CIL

Hallo, I'm Estifanos



I joined the board at Merton CIL in 2017. I began volunteering and getting involved at Merton CIL in 2015. I am disabled and I live in Merton.

I have grown to represent Merton CIL at a number of community engagement meetings and forums. I am also a founding member of our monitoring and evaluation group which improved our services.

I am keen to contribute to Merton CIL's future direction. I like being able to contribute more to Merton CIL's work and feed into Merton CIL's strategic direction.

Estifanos Habtesellasié
Vice-chair of Merton CIL

Hi, I'm Claire



I am a visually impaired mum of two Disabled children. I have lived in Merton for over 15 years

I have worked passionately for the past 20 years in the public sector, promoting the involvement of Disabled people in decisions that affect their lives

I like being a trustee of Merton CIL because it gives me a sense of **empowerment** and **achievement** to work with other disabled people in order to promote **equality** and **independence**.

Claire Benjamin
Trustee of Merton CIL

Hi, I'm Sarah

I am Disabled living in Merton.



I try to bring my sense of fun and adventure to every board meeting.

I have been very involved with developing our **Craftivism & Chat** project as I love to paint and speak up about issues that affect Disabled people.

I enjoy being on the board at Merton CIL because I can use my own lived experiences to help others and feel my learning impairment brings a unique perspective.

Sarah Henley
Trustee of Merton CIL

Hi, I'm Chris



I've been involved with Merton CIL since it was a steering group

I am a Disabled Merton Resident, living in the east of the borough

I have a physical disability and use an electronic wheelchair

I am an active member of Merton CIL - part of our monitoring and evaluation steering group and regularly attend **Craftivism & Chat**.

I am also an **access champion**

I am keen to work to improve the lives of local Deaf and Disabled people by sharing my lived experience.

Illustrated Financial Statement

HOW WE HAVE KEPT COUNT OF, SPENT A

The board of trustees presents the report and financial statement of Merton CIL at year end 31st March 2022



Company law requires the trustees to prepare financial statements to give a true and fair view of the state of affairs of Merton CIL, and the surplus or deficit each year



We received money from:



Cost of Charitable Activities:

	NOTE	£
Independence & Inclusion	4e	226,477
Challenging Discrimination	4g	66,770
Achieving Change Locally	4f	68,657
Total Cost of Charitable Activities		£361,904

Total reserves:



This includes £103,752 unrestricted funds and £27,502 restricted funds

AND RAISED MONEY IN 2021 - 2022

Lesley Cornwell of Cornwell & Cornwell → independently examined our accounts for 2021 - 22



We brought forward



from the previous accounting period.

Final balances to carry forward on 31st March 2022 : £131,254

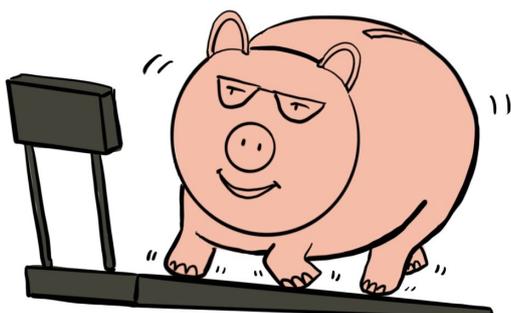


..and £9,473 in other income which is made up of things like contributions for consultation involvement, service fees and more.

Total expenditure for 2021 - 2022 is :



Reserves help to cover future running costs in the event of lack of funding.



The board has set aside £13,600 to secure immediate business continuity

Merton CIL will hold unrestricted funds to meet at least 3 months running costs and aim towards holding 4 months by 2023 - 24.



This will enable provision of services over the long term as well as a safety net

Finance

Statement of Financial Activities for year ended 31st March 2022 2a

	Note	Un-restricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Incoming Resources	2b				
Incoming Resources from Charitable Activities	3a	53,927	279,166	333,093	364,179
Voluntary income	3b	1,243	-	1,243	8,536
Other Income	3c	9,473	-	9,473	109
Total Incoming Resources		64,643	279,166	343,809	372,824
Resources Expended	2c				
Charitable Activities	4d	64,755	287,404	352,159	345,574
Governance Costs	4l	-	9,745	9,745	7,662
TOTAL RESOURCES EXPENDED		64,755	297,149	361,904	353,236
Net Incoming /(Outgoing) Resources		(112)	(17,983)	(18,095)	19,588
Total Funds Brought Forward	3d	103,864	45,485	149,349	129,761
Total Funds Carried Forward	3e	103,752	27,502	131,254	149,349

Finance

Balance Sheet at year ended 31st March 2022

	Note	2022 £	2021 £
CURRENT ASSETS:			
Cash at bank and in hand		145,276	206,529
Debtors and prepayments		13,987	8,350
		159,263	214,879
LIABILITIES:			
Creditors: amounts falling due within one year	4k	28,009	65,530
NET CURRENT ASSETS		131,254	149,349
TOTAL ASSETS LESS CURRENT LIABILITIES		131,254	149,349
RESERVES	5		
Unrestricted Funds		103,752	103,864
Restricted Funds		27,502	45,485
TOTAL RESERVES		131,254	149,349

For the year ending 31 March 2022 the company was entitled to exemption from audit under section 477 of Companies Act 2006.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006. The Directors' acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts. The financial statements were approved by the Board on 21st November 2022 and signed on its behalf by:

 (Giovanna Vettese, Co-Chair)

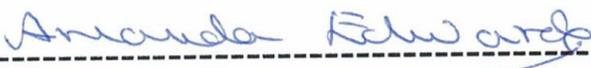
 (Amanda Edwards, Co-Chair/Secretary)



Photo: Staff and co-chair Gina at The Alexandra, Wimbledon for Christmas Lunch in Dec 2021

Thank you to our team in 2021-22:

David Jenkins - Acting Joint CEO/Project & Evaluation Manager

Charlet Wilson - Acting Joint CEO/ Communications & Office Manager

Stuart Butler - Information & Advice Service Manager

Michael Turner - Policy & Strategy Manager

Karly Francis - Senior Caseworker (Until Jan 2022)

Pippa Maslin - Caseworker

Maddie Cowey - Caseworker

Adrienne Di Rizzio-Palmer - Disability Hate Crime Caseworker/ Trainee Caseworker

Paula Brown - Trainee Caseworker

Sarah Jones-Nash - Trainee Caseworker

Lisa Dors - Advice & Office Administrator



Registered charity number: 1152825

Registered company number: 7645926
