



Menopause Café Trustees' Annual Report October 1st 2024 – December 31st 2025



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Introduction

This annual report covers 15 months from October 2024 to December 2025 inclusive.

The Trustees changed our reporting period from the year ending 30th September to calendar years. October is World Menopause Month, which is our busiest time of year. Aligning our reporting period with the calendar year avoids splitting this peak period across two reporting cycles, giving a clearer picture of our work and impact. It also spreads our workload more evenly across the year.

In this transitional 15-month report period, we have continued to grow our reach, strengthen our partnerships, and deepen our commitment to creating safe, inclusive spaces for open conversation about menopause.

Demand for our work continues to increase, highlighting both the scale of unmet need and the importance of accessible, community-led support. Throughout this period, we have remained guided by our core values of openness, inclusivity, impartiality and compassion, ensuring that everyone affected by menopause feels seen, heard and supported.

This report outlines our objectives, charitable purpose, and key activities during the year, celebrating achievements while also recognising the learning and development that will shape our future work.

Our Objective and Charitable Purpose

Our objective is to reduce isolation, stigma and misinformation around menopause by enabling open and supportive conversations within communities, workplaces and wider society.

We aim to empower people to talk about menopause, improve understanding of its impact, and help individuals feel more confident seeking information, support and appropriate care.

Charitable purpose: The provision of recreational facilities, or the organisation of recreational activities, with the object of improving the conditions of life for the persons for whom the facilities or activities are primarily intended. The relief of those in need by reason of age, ill health, disability, financial hardship or other disadvantage.

Our Activities

All our activities are delivered on a not-for-profit, impartial basis, and are open to everyone, regardless of age, gender or background.

We are deeply appreciative of the many hours of volunteer time which enable our activities. We're a small charity with a big impact!

a) Menopause Cafes

We continued to support and develop our network of Menopause Cafés, both in-person and online. These cafés provide regular opportunities for people to come together in a safe, welcoming environment to share experiences and listen to others.

In this report period our volunteers hosted over 738 Menopause Cafés, online and face-to-face – which was on a par for last year (12 months reporting) meaning over 7,380 people took part in a Menopause Cafe during the reporting period (1st Oct 2024 - 31st Dec 2025).

176 new people signed up to host events. We are grateful to all the volunteers, who hosted these events. Menopause Café would not exist without them!

Public Menopause Cafés worldwide included:

- Australia - Canberra
- Austria - Steiermark
- Bahrain
- Canada - South Winnipeg, Oshawa & Whitby, University of Waterloo
- Germany - Berlin
- Ireland - Headford
- Switzerland - Zurich
- The Netherlands - The Hague, European Space Agency
- USA - Virginia
- UK

Organisations hosting Menopause Cafés at Work included:

- Bayer - Belgium, Berlin, Italy, Switzerland
- The European Space Agency
- The Senedd, Wales
- The Scottish Parliament
- Aviva
- SAMH
- Mansfield Building Society, UK
- National Library for Scotland
- Port of Felixstowe
- Schools - Howell's School in Cardiff, Brunswick Park School in London, Parklands School in Helensburgh, Queen Ethelberga's in York
- Councils - Enfield, Perth & Kinross
- Church of England - Birmingham, Worcester & London
- Universities - Cambridge, Loughborough.
- NHS/Public Health - Borders Healthy Working Lives, Greater Manchester, Velindre NHS Trust in Wales, Walsall Healthcare Trust.

Common topics discussed at menopause cafes included:**1. HRT**

By far the most common topic

Questions about access, experiences, pros/cons, and decision-making

2. Supplements & alternatives

Vitamins, herbal supplements, and non-HRT options

Often discussed alongside symptom management

3. Sleep issues

Broken or poor-quality sleep

Tiredness and exhaustion

4. Anxiety & mental health

Anxiety

Mood changes

5. Brain fog & cognitive changes

Memory issues

Concentration and mental clarity

6. Perimenopause & menopause symptoms

Identifying symptoms

"Is this menopause?" type discussions

7. Physical symptoms

Hot flushes and night sweats

Joint pain and aches

8. Weight, body changes & self-image

Weight gain
Body confidence

9. Relationships & family life

Impact on partners
Parenting while menopausal
Caring for ageing parents

10. Work & menopause

Managing symptoms at work
Disclosure
Workplace understanding and support

b) Merchandise



We expanded our merchandise range by adding a range of clothing and gifts from Teemill and a Menopause Awareness pin badge. We continued to promote our previous six items including the world's first Menopause Awareness ribbon.

Many thanks to our volunteer, Andy Sanwell, for designing the merchandise, adding it to the online shop website and for the great modelling skills!

The aim of the merchandise is that as people wear the items it will spark conversation helping to make menopause part of everyday conversation. We focus on sales in World Menopause Month, October.

We continued to promote the Menopause Ribbon as our flagship product and are grateful once again to the celebrities who joined us by creating a short video of them wearing our ribbon and saying "Support the cause – Menopause". Click [here](#) to watch one of our campaign videos.

We generated merchandise sales of £2,740. This provides a small income stream, as well as raising awareness.



c) Other Activities

New Patron

This year, we were honoured that Dame Kelly Holmes accepted our invitation to become a patron of our charity. Our invitation was prompted by reading her interview in *Menopause Matters* magazine, where she talked about her menopause experience and the importance of having menopause conversations.

Research

We supported menopause-related research from 19 universities, chiefly by sharing their call for participants on our social media channels.

Research topics ranged from

1. Lived experiences of menopause (with a strong focus on diversity).
2. Menopause in the workplace (performance, stigma, support).
3. Physical activity, nutrition, and health interventions during menopause.
4. Mental health, identity, and psychological wellbeing.
5. Menopause support, education, and policy initiatives.
6. Research seeking participants across a wide range of demographic groups.

We also wrote four letters of support for menopause research projects. Rachel attended planning meetings led by Anne-Marie Boylan of Oxford University on how to investigate the use of menopause commercial products and was a lay reader for the European Society of Endocrinology (ESE) guideline on menopausal hormone therapy and patient leaflet.

Awards

- November 2024 - Rachel Weiss received the **Association of Scottish Businesswomen's Lifetime Achievement Award** in recognition of her pioneering efforts in both the charitable and business sectors.
- February 2025 - Amy Young, who facilitates Menopause Cafe Tidworth, was nominated for **Tidworth Town Council's Community Awards**, winning the Community Group award!
- June 2025 **Finalist for the 2025 Scottish Charity Awards (SCVO) – Campaign of the Year** & Peoples Choice Award.
- September 2025 - Rachel won **outstanding achievement award** at The Scottish Women's Awards 2025
- September 2025 - Fort Saskatchewan Public Library, Alberta, Canada won the 2025 **Minister's Award for Municipal and Public Library Excellence** for their Menopause Cafe Fort Saskatchewan initiative in the category of Public Library Services (Over 10,000).
- November 2025 - Amanda & Julie from St Helens MC, Merseyside were invited to a **volunteer recognition award** at St. Helens Town Hall.

Radio, TV and bus stops

- 3rd October 2024 - **TalkTV** news on ribbon campaign
- 14th - 18th October 2024 '**Educate Yourself**', a nationwide campaign raising awareness of menopause and its diverse symptoms was shown on Clear Channel's Out of Home digital screens nationwide. Menopause Cafe charity was included on the resource pages and named as a partner. <https://educateyourself.org.uk/>



- World Menopause Day, 18/10/24: we featured on **BBC Radio Scotland's** Mornings with Stephen Jardine and Lunchtime Live with Fiona, on **BBC Radio London** with Jumoke Fashola and on **STV** 6pm news.
- 14th October 2024- Medway Towns, Kent café host, Jeanette, was interviewed on **BBC Radio Kent** talking about local menopause support, why she set up the Café and what benefit it has for menopausal people.

- 18th October 2024 Medway Towns Menopause Café host, Jeanette, was interviewed on her local TV news channel, **KMTV** talking about support for menopausal people and particularly how her Café bridges that gap.
- **Bus stops in Perth and Kinross** featured our Menopause Awareness Ribbon throughout October 2024 and October 2025.



- 11th July 2025 **BBC Radio Wiltshire** - Rachel spoke about Menopause Cafe Devizes.
- 26 July 2025 - **BBC Radio Scotland** — Lunchtime Live, Rachel discussed menopause in the workplace and supporting staff through awareness and conversations.
- 17 October 2025 - **BBC Radio West Midlands** interviewed Rachel on menopause awareness and community work linked to the Menopause Café movement; **Tay FM news** interviewed Rachel ; **That's TV Tayside** piece on MC Perth & Kinross; **STV news** at 6pm piece on MC Perth & Kinross
- 31 October 2025 - **STV News / TV piece**, covered menopause symptoms at work — Rachel featured or referenced.
- 9 November 2025 - **Go Radio Glasgow** interviewed Rachel on menopausal women leaving jobs, workplace culture & support.

Articles and Blogs

- Oct 2024: We commissioned **Grainger PR** to publicise the Menopause Ribbon campaign [and she generated 18 pieces of coverage with an estimated 21K views](#)
- **The Courier** "[Perth-based charity ribbon makes menopause a talking point](#)" 2nd Oct
- **Sunday Post** feature [Ribbons can help start conversations over menopause](#) Oct 6th
- **Scottish Business News**, about Adam Smith Business School at Glasgow Uni supporting Ribbon campaign [Glasgow Business Leaders Blaze Trail for Menopause Support](#) Oct 9th
- **The Courier** 'Big Interview' feature [Rachel proud to bring women together to discuss menopause](#) Oct 14th
- **My Weekly** article "Menopause Unfiltered" Oct 15th
- In the **Guardian** Menopause supplement, Rachel co-wrote the editorial "[Why all workplaces need to be menopause supportive](#)" on Oct 18th

- [Why Menopause stigma persists and how employers can address it](#), article by Rachel in Health Awareness, Oct 18th
- **Perthshire Advertiser** "Perth joins the world in marking World Menopause Day" Oct 18th
- **The Scotsman** opinion piece by Rachel "[Its time to take menopause seriously in the workplace](#)" October 21st
- Dundee and Angus Chamber of Commerce "[Dundee University backs national menopause campaign](#)" Oct 21st
- **Evening Telegraph** "Cafe event offers menopause support for women" October 22nd
- **Evening Telegraph** "University Menopause campaign" Oct 23rd
- **City News**, Rachel was interviewed by three trainee journalists at City University www.city.ac.uk on Oct 15th.
- **Hayling Herald** piece about new MC Hayling Island in October.



- **Simple Things** magazine, February 2025, included a column on Menopause Cafe charity.
- **Perthshire Advertiser**, March 14th, article on First Minister, John Swinney's, visit to Menopause Cafe Perth for International Women's Day.
- **The Courier**, March 11th, had a column on the First Minister's visit to Menopause Cafe Perth for International Women's Day.
- **Hexham Courant** - 2nd April [Hexham Menopause Café gives women 'confidence and courage'](#)
- **BBC news - Stoke & Staffordshire** May 2025 [I set up a menopause cafe to help other women](#) about the new MC Cheadle. Also [radio interview with Cheryl](#) 2:09:10 time stamp
- **Perthshire Advertiser** 9th May, [SCVO awards](#) report
- Oct 2025 - We commissioned **Grainger PR** to publicise the Menopause Ribbon campaign this generated an [additional 14 pieces of coverage with an additional estimated 13.8K views](#)
- **Perthshire Advertiser** - promoting MC Perth & Kinross Council Oct 3rd

- **The Courier** - promoting MC Perth & Kinross Council Oct 4th
- **North Edinburgh News** - [article about MC at the Scottish Parliament](#) Oct 10th
- **CNCT News** "[UK Parliaments joining forces to support Menopause Awareness](#)" Oct 15th



- **Edinburgh Evening News** - Menopause Cafe at Scottish Parliament Oct 15th
- **The Courier newspaper** "[Conversation on menopause needed in communities most likely to be silenced](#)" opinion piece by Rachel, Oct 18th
- **BACP** "[Why we still need to talk about menopause](#)" by Rachel, Oct 17th
- **Krystal Website** - 17th Oct [Client story about menopause cafe](#)
- **Press & Journal** - 18th Oct - Rachel Weiss: [Businesses need to wake up to moral and legal case for supporting menopausal employees](#)
- **The Courier** 8th Nov about [Menopause Cafe, Perth](#)
- **Findra** blog "[Finding Strength Outdoors: a conversation with Rachel Weiss of Menopause Cafe](#)" Dec 5th

Talks

- 17th October 2024 – panel event at **EGIS** (a leading global architecture, consulting, construction engineering and operating firm) , Rachel
- 24th October - talk for **Wedlake Bell Solicitors** by Rachel
- 21st Nov - talk for **Trust Housing Association** by Rachel
- 7th January 2025 - **Christ's Hospital School** - talk by Dr Emma Woodcock, GP & Trustee
- 1st March - **British Association for Counselling and Psychotherapy** Rachel recorded a CPD session about menopause.
- 16th May - Rachel spoke on "*Improving Long Term HealthThe impact of socialization to support physical and mental health* at **EMAS 2025 , the 15th European Congress on Menopause and Andropause** in Valencia.
- 26th March 2025 -Rachel in **Knowledge Exchange** panel discussion, Edinburgh.

- June 2025 - Rachel spoke about Menopause Cafes and was in a panel discussion at the Bayer stand at the **Royal College of Obstetrics and Gynaecology Congress (RCOG)**, London.
- 13th-19th September 2025 - Facilitation of **Call of the Cailleach**:wise women week by Rachel on the Isle of Iona, for the Iona Community.
- October 2025 - Rachel spoke at the 4th **All Wales Menopause Network Conference** near Cardiff, on "Menopause: the Unseen and the Unheard"
- **Elizabeth Dalziel's TED talk** "Picturing Menopause" included her portrait of Rachel as founder of Menopause Cafe.

Stands

- Kirsty Dixon at York Community Stadium
- Womens Business Club Conference & Awards in Edinburgh, we had a free stand won in a competition for Women of Colour, and talked menopause with many delegates. 29/10/24
- Heather at the ASB Conference and Annual Awards, Perth 6/11/24
- Heather at Aviva for International Women's Day, Perth - 06/03/2025
- Heather and Rachel at Farmstrong Event, Perthshire 16th October 2025
- Heather at Pause Live Summit, Glasgow on 25th October 2025

Publications

- Rachel continued to write a quarterly column, *Café Culture*, for the Menopause Matters magazine.

Videos

- Heather won a 2 minute promotional video at the SCVO Gathering
 - 2 minute video: <https://youtu.be/mIfqX5VhrQc?si=E4EXeXLnT0-KRNxz>
 - 30 sec short: <https://youtu.be/cQGlVl9nfdg?si=5JHjOC2JX8pHOC9X>



- Jenni Minto's visit to MC Perth & Kiross Council was recorded on [video](#):
- That's TV video clip of MC Perth & Kiross Council can be found [here](#):
- [The video for Fort Saskatchewan's 2025 Minister's Awards for Municipal & Public Library Excellence can be found here](#)

Support for our Hosts

- Information Session: April 2025 [Medical Aspects of Menopause with Dr Laura Jarvis was recorded and can be found here](#)
- A [Q & A Video for New Hosts](#) was recorded by Rachel and two hosts, Kirsty and Sam, with timestamps added by volunteer, Frankie.
- Menopause Café Hosts held ten **Zoom Meetups** both evening and daytime sessions, to share tips and for mutual support. These events are facilitated by: Kirsty Dixon, Pat Duckworth and Sam Jones.
- **WhatsApp group:** administered by Helen Saaler 77 in group on Nov 29th 2023; 94 at end Sept 2024, 95 in group at end Oct 2025. It is a resource that the hosts appreciate, where they can ask each other questions and receive prompt replies.

Exhibitions

Museum of European Culture, Berlin exhibited several Menopause Café artefacts in their exhibition "Flow", March 2024-2025.

Rachel hosted a Menopause Café at the museum, as part of an activity day.

Governance

The Trustees focused on strengthening governance, safeguarding and sustainability to ensure the organisation remains resilient and well-positioned for future growth. They developed several organisational policies.



Photo credit: Staatliche Museen zu Berlin, Museum Europäischer Kulturen / Christian Krug

Social Media

Platform	Likes/Followers /Subscribers (as at 23/12/2025)	Increase on 2024	
Facebook Page	9,526	+1,147	+13.69%
Facebook Group	6,423	+792	+14.06%
Instagram	4,918	+864	+21.31%
X/Twitter	10,804	-757	-6.55%
LinkedIn	1,733	+502	+40.78%
Mailchimp newsletter	2,369	+41	+1.76%
YouTube	261	+34	+14.98%
BlueSky	47	Not previously recorded	N/A

We decided to stop posting on X/Twitter, since we didn't want to support a platform whose values are not aligned with our own.

Progress on opportunities identified in our previous Annual Report

Opportunity	Progress
Diversity and Inclusion	
1) Increase the percentage of men, trans men and non-binary attending Menopause Cafes.	Unknown - 22 men were recorded as having attend on our participants feedback forms. no "other" have been recorded.
2) Continue to be inclusive in our external comms in terms of diversity of those experiencing menopause, impact on mental as well as physical health, and on a holistic approach i.e. lifestyle as well as medication. Not all doom and gloom!	We continued to do this, referring to "people" experiencing menopause, as much as we can; mentioning mental health symptoms, and lifestyle medicine and the plus points of menopause, to counter the dominant negative narrative in the media.
3) Contribute to relevant events by speaking, networking, having stands.	Achieved. See p 11-12

4) Promote the Menopause Awareness Ribbon in October.	Achieved - sales were lower than we had hoped but we had great media coverage.
Spread awareness of menopause wider	
5) More Menopause Cafes held outside the UK	Achieved! Over 120 International Menopause Cafes were logged on our website, compared to 70 in 2023/24 and 31 in 2022/3.
6) Produce and sell merchandise enabling people to demonstrate menopause support.	Achieved! We added a menopause aware badge and a new range of clothing/gifts! .
Data Accuracy	
7) Improve our data collection by asking for annual returns from hosts e.g. number of cafes per year. We want to decrease the number of cafes held without being registered on our website, and increase the number of Facilitator feedback forms returned.	Not yet achieved.
8) Clean the list of cafe hosts, to remove ones who are no longer active, by asking them.	Started.
Website improvements	
9) Improve speed, accessibility, and environmental impact of our website.	Not yet achieved.
10) Add a webpage listing members of our Advisory Board.	Achieved - advisory board
11) Add a webpage listing our Trustees.	Created but not yet live.
Finance	
12) Continue to encourage donations from individuals	Achieved £1088 donated by individuals.
13) Continue to seek donations from companies	£4, 541 given by companies in return for talks, and £11k sponsorship from Bayer.
14) Continue to sell merchandise	Achieved! We spent £1,028 on merchandise, stock and p & p. Sales yielded £2,740 including p & p. Our stock at cost is £1,720
15) Look at other sources of finance such as grants	Not yet achieved.
16) Secure funding for admin post 10 hours/week and for a 3 hour per week social media and Internet Terrier.	Achieved for admin - Bayer donation of £11,000 will secure this post for a further 10 months. Decided not to recruit for 3 hour post.
Volunteers	
17) Recruit ambassador hosts for more regional engagement and possible in-person	Not pursued any further. We have 3 hosts in the UK who support other hosts and active hosts in Canberra, Australia and Connecticut, USA who are willing to help other hosts.

meet-ups and reviews, supporting potential and current hosts.	
18) Support Menopause Cafes Hosts through Zoom Meetups, WhatsApp group and social media. Provide hosts with menopause training online.	Achieved. Dr Laura Jarvis, Trustee, hosted an information session for our hosts, on medical aspect of menopause Available to watch on YouTube
Contribute to Research	
19) Broadcast calls for research participants on our social media channels.	Achieved! Also Prof Kat Riach, University of Glasgow conducted research on the impact of Menopause Cafes.
Governance	
20) Attend The SCVO Gathering to learn more about running a charity including fundraising, marketing and governance.	Achieved! Plus won the video prize.
21) Create policies eg safeguarding, complaints, volunteer, EDI, environmental.	Environment, EDI and Safeguarding policies are completed and on the website at https://www.menopausecafe.net/menopause-cafe-policies/ Complaints policy is written and awaiting approval by the Committee. We are in the process of completing our Volunteering Policy.
22) Recruit experienced Secretary and Treasurer.	Achieved! Vicki Amos, accountant, recruited as Treasurer and Elizabeth Carr Ellis as Secretary
23) Update the Administrator's role description.	Achieved: reviewed in December 2024
24) Review the Constitution.	Not yet achieved
Protect our brand and reputation	
25) Continue monitoring the use of our trademarked term "Menopause Café" and our logo on the web and challenge those who misuse it, inviting them to rename their events or sign the working agreement.	Ongoing
Develop the Advisory Board	
26) Send all members a copy of our Annual Report and clarify the level of involvement they are willing to provide.	We have strengthened links with our Advisory Board, and sent them the previous Annual Report.

Our Achievements and Impact

We are pleased to have had a positive impact on people's mental and physical health through our Menopause Café events and other activities, below is some of the evidence.

a) Feedback from Menopause Cafés



Menopause Cafe Perth with First Minister John Swinney, 2025

Perth - April 2025

- Knowing I'm not alone/going mad.
- Hearing of things that have helped others and may be worth a try.
- Feeling more confident to approach GP/other healthcare professionals

Heathfield Primary School - Oct 2024

- It felt really good talking to like-minded people and knowing others feel the same.
- Talking and sharing ideas, thoughts and feelings was really helpful.
- I enjoyed that it wasn't too serious. There were laughs as well as honest conversations.
- Although I haven't experienced what most of the ladies talked about yet, it was reassuring to hear their experiences.

York Online - October 2024

This was a great way to attend a menopause cafe, so relaxed and everyone was really chatty. I felt I could impart some of my knowledge and listen to other people's. It was more focused than the in person ones I run where people can sometimes go off on a tangent!



Menopause Cafe Athens

Winchester - May 2025

It is so wonderful to have women at all stages of this journey (perimenopause to postmenopause) to speak to and share with. It is mentally and emotionally beneficial and helps with the isolation felt during this time.

Walsall Healthcare - June 2025

As a young manager I had staff crying on my shoulder who experienced menopause. It was good to hear what this experience is like from listening to what was shared.

Mansfield Building Society, Workplace Cafe - August 2025

It's so nice to be able to speak openly and freely with others and knowing that I'm not alone in how I'm feeling is so important.

There were lots of print outs with information for us to take away and review in our own time which was nice.

Feel like my work has a good understanding and puts staff first and wants to help so that's nice.

Church of England, Worcester - December 2025

Really good to hear other peoples' experiences and thoughts, to share in a safe space and be able to laugh about the absurdities of some of it all!



Menopause Cafe at Holyrood



Menopause Cafe at The Senedd



Menopause Cafe Bahrain

b) Hosts and Facilitators' Feedback

Menopause Cafe Solihull, West Midlands, UK January 2025

It was an emotional cafe as a host as the stories of some of the participants resonated with my own, and it hurt to see that some women are still going through so much pain and are still dismissed and unheard for years, for some of them, decades.

Walsall Healthcare NHS Trust, March 2025

Thank you for your help. The online hosts event before running our first café was very informative and useful to attend. It really helped us to shape the session.

Menopause Cafe Hayling Island, Hampshire, June 2025

A lovely evening and had a very nervous attendee contact me prior to the event who had been trying to pluck up courage since we started 4 months ago and.....she did it! She arrived and we had the biggest hug. A great feeling.

Workplace Cafe - Worcester Diocese Office, December 2025

Smaller number of attendees this time, but good conversations were held and everyone seemed more energised after attending



Nepal - first Cafe - December 2025

I wanted to share some wonderful news — we hosted our very first Menopause Café Kathmandu dec 11 2025, and it was an absolute success. We had such a warm, open, and energetic gathering that participants didn't want to leave!

We talked about everything from menopause, menstruation culture, and the silence around women's health, to the importance of support from husbands and sons, phytoestrogen-rich foods, strength training, yoga, HPV and Pap smear awareness, work-life balance, divorce, and even sexual wellness. The conversation flowed so naturally, and everyone truly loved the idea and concept of Menopause Café.

The response was so positive that I would love to host it again — both for the same group as a follow-up session, and for a new group as well.

Thank you for inspiring this global movement. It felt meaningful to bring it to Kathmandu, and I'm excited for the journey ahead.

From our Facebook Group - Oct 2024



LinkedIn post from Sam Jones, MC Lichfield. January 2025

These photos popped up recently as a memory in my camera reel, and it felt poignant as I had been talking about volunteering with my colleagues. The picture shows my very first Menopause Cafe in Hinckley in 2019. I also started hosting cafes in my hometown of Rugby some months before. Everything went well until the lockdown hit in March 2020. It felt like the world stopped, and everyone went online, including Menopause Cafe. By the end of 2020, I'd moved house to Staffordshire, started new face-to-face cafes in 2021, and cafes in Hinckley and Rugby were no longer open until recently.



Last Sunday, I assisted my friend Emma, who is launching Menopause Cafe Cotesbach (last



photo). If you don't know, Cotesbach is a small village on the A426 between Rugby and Lutterworth. The venue is the treasure trove known as the Garden Barn, which serves delicious cakes and coffee and has many home and garden gems. The cafe is open from 11 am to 1 pm, and you can stay for 20 minutes or 2 hours. There is no agenda as you start the conversation. We usually begin with a brief introduction, then open the floor for anyone who wants to share their experiences or ask questions.

Menopause Cafe is a charity, and all of its hosts are volunteers. They generously give their time to create a safe and welcoming space where people of all ages and genders can come together to talk about menopause, share stories, experiences, tips, and support each other. These cafes are open to everyone, regardless of where they are on their menopause journey.

Having a supportive network around you as you navigate the path of menopause can be a tremendous relief. Menopause Cafe is a beacon of this support, offering a space to talk and learn from others and feel understood.

Participant’s comment on Facebook - Dec2025

Menopause Cafe has been so helpful. I came across Sam who runs the Burntwood/Lichfield cafes, via a ladies motorcycle group on Facebook...

It was only after meeting the fab ladies at Menopause cafe and talking to everyone about their experiences and finding out that there was so much out there treatment wise! that it gave me the **confidence to change doctors**. Now got a mirena coil fitted and just on oestrogen patches. It's made such a difference!

I always come away from the meetings with a smile on my face.

Key risks

Risks	Impact	Likelihood	Mitigating plans
Failing to raise the £20K needed to cover the charity’s annual operational costs beyond 2026	High	Medium	<ul style="list-style-type: none"> • Seek corporate sponsorship • Deliver talks and training for a fee • Raise funds by selling merchandise • Apply for grants • Consider feasibility of using Patreon
Menopause Café name being used for events which don’t meet our principles, thus tarnishing our name and reputation.	Medium	High	<ul style="list-style-type: none"> • Continue policing use of the term “Menopause Café” on web and challenge those who misuse it, inviting them to rename their events or sign the working agreement. • Assign this “Internet Terrier” role to suitable volunteer when available.
The charity is highly dependent on Rachel, what if she steps down?	High	Low	<ul style="list-style-type: none"> • Rachel focus on securing funding for Administrator. • List Rachel’s responsibilities and role, see which ones are vital and could be covered by other Trustees.
Charity is dependent on Andy (volunteer) for website support, what if he steps down?	High	Medium	<ul style="list-style-type: none"> • Consider paying an IT company to maintain the site or training administrator to be able to do so
Spreading ourselves too thinly in response to demand from hosts and public	High	Low	<ul style="list-style-type: none"> • Keep focus on our aim (raising awareness by creating space for conversations), resisting pressure to provide many stands (unless nearby and selling merchandise), and to become experts on menopause.

Opportunities and Future Plans

Raise awareness about menopause, including diversity of experience

1. Continue to be inclusive in our external comms in terms of diversity of those experiencing menopause and impact on mental as well as physical health, and on a holistic approach and not all doom and gloom!
2. Contribute to relevant events by speaking, networking, having stands.
3. Respond to requests for articles, blogs and media appearances to talk about menopause.
4. Promote and sell merchandise to raise menopause awareness.

Data accuracy

5. Improve our data collection by asking for annual returns from hosts.
6. Clean the list of cafe hosts, to remove ones who are no longer active.

Finance

7. Encourage donations from individuals.
8. Pursue donations from companies.
9. Investigate other sources of finance, eg grants, Patreon
10. Secure funding for admin post 10 hours/ week

Hosts and Volunteers

11. Support Menopause Cafes Hosts through Zoom Meetups, WhatsApp group and social media.
12. Chair to hold and record annual reviews with volunteers.

Contribute to research

13. Broadcast calls for research participants on our social media channels.
14. Help publicise the results of Professor Kat Riach's research at University of Glasgow into the impact of Menopause Cafes on participants and hosts.

Governance

15. Review existing policies and Constitution every 2 years.
16. Disseminate environmental, safeguarding and EDI policies.
17. Complete complaints and volunteering policies
18. Review Guidance for Hosts
19. Explore using the Advisory Board collectively in addition to individually.

Protect our brand and reputation

20. Continue monitoring the use of our trademarked name and our logo.

Structure, Governance and Management

Type of governing document: The charity is a Scottish Charitable Incorporated Organisation (SCIO). It is governed by its constitution for single tier SCIO, available on its website.

Trustee recruitment and appointment: Trustees are recruited by advertising vacancies in our newsletter and sometimes by headhunting. We interview potential Trustees and the Board then decides whether to appoint that person, by way of a resolution passed by majority vote at a board meeting. At the conclusion of the next AGM any new charity trustees retire from office and are eligible for re-appointment at the next board meeting, in accordance with our constitution.

Reference and Administration Details

Charity Name and Number: Menopause Café, SC048435
Principal Address: 14 Fraser Avenue, Wolfhill, Perth PH2 6DG
Bank: Bank of Scotland
Independent examiner: Leona Ramsay CA CTA
Paid Admin post: Heather Borderie

Names of charity trustees on date of approval of Annual Report:

	<u>Date of appointment</u>	<u>Role</u>
Ms Rachel Mary Weiss	11/01/2025	Chairperson
Dr Emma Woodcock	11/01/2025	Policies Advisor
Dr Laura Jarvis	11/01/2025	Policies Advisor
Victoria Amos	18/03/2025	Treasurer

Names of all other charity trustees during period covered by this report:

During this report period, the following trustees resigned:

Elaine Luck	11/01/2025
Andrew Sanwell	29/04/2025

Commented [RW1]: Heather to complete please

Financial Review

Donated facilities and services

- The hosts spend hours selecting suitable venues and advertising and hosting
- Kirsty Dixon, Pat Duckworth and Sam Jones facilitated regular Hosts meetups on Zoom
- Perth & Kinross Council provided free advertising of the ribbon campaign at bus stops.
- Gaynor Ptak managed and monitored the Facebook closed group.
- Andy Sanwell maintained the website and designed new merchandise
- Helen Saaler administered and moderated the WhatsApp group for hosts.
- Rachel Weiss gave talks and interviews and wrote articles and blogs on behalf of Menopause Cafe

Main expenditure

Administrator Post and PR in World Menopause Month 2024 and 2025.

Financial Summary

This report period, a surplus of £26 arose as a result of £19,520 total receipts and £19,494 total payments. Sales of merchandise continue to be a good source of income. We spent £1,028 on merchandise stock and P&P, and sold merchandise to the value of £2,740.

Two other key contributors to the total receipts of £19,520 were a significant donation of £11,000 from Bayer, alongside various payments totalling £3,591 received in exchange for Rachel's services, including delivering talks and hosting cafés.

We are still in a good place, with sufficient money to fund the £11.5K administrator post next year. We remain financially sound with adequate reserves in the bank to continue our activities going forward, but will need to look to raise £11.5K to maintain the administrator post going forward.

Our policy on reserves

We have regular expenses eg admin post. advertising menopause café events, but no regular income. Sometimes we need to commit to activities before we have secured the funding, this is when we need our reserves, ie for cash flow. We only apply for funding, or fundraise, when we have an expense to meet, this way we will not accumulate excessive reserves. All monies raised by or on behalf of the Charity shall be applied to further the objectives of the Charity. It is the charity's policy to maintain reserves equal to 12 months of average expenditure, approximately £15000.

Payments received from organisations in return for services:

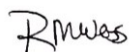
COSCA - Rachel's talk	£200
Museum of European Culture, Berlin - Rachel hosted cafe	£213
EVH - Rachel hosted cafe	£150
Wedlake Bell - Rachel's talk	£800
EGIS - Rachel's talk	£300
Trust Housing Association - Rachel's talk	£400
Christ's Hospital School - Emma's talk	£200
BACP - Rachel's CPD session	£600
Knowledge Exchange - Rachel's talk	£200
Wales Menopause Talks by Rachel	£345
The Iona Community - Rachel facilitated a Wise Women retreat	£100
Fair Issac Corporation - Rachel's talk	£183
Pass the Mic - Rachel's article for Press and Journal	£100
Support Staffordshire - menopause survey by Samantha Jones' cafe participants	£7500
Total for services	£4,541

Donations received

Donations from individuals	£1088
Donations from companies: Bayer	£11000
Total donations	£12088

Declaration

The trustees declare that they have approved the trustees' report above.
Signed on behalf of the charity's trustees



Full name: Rachel Mary Weiss

Position: Chairperson

Date: May 18th 2026

Independent Examiner's Statement

I report on the accounts of the charity for the year ended 31st December 2025 which are set out on pages 28 to 29.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity trustees consider that the audit requirement of Regulation 10(1) (d) of the 2006 Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) (c) of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the 2006 Accounts Regulations. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention which gives me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
- to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations have not been met, or
- to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached



Name: Leona Ramsay CA CTA

Signed: .

Address: 119 Curlew Way, Inverkeithing, KY11 1FF Date: 31 May 2026

**STATEMENT OF RECEIPTS AND PAYMENTS FOR THE PERIOD ENDING 31
DECEMBER 2025**

Receipts	Note	Unrestricted Fund	Restricted Fund	Total Funds 2025	Total Funds 2024
Bank interest		151	-	151	90
Donations	4	12,088	-	12,088	13,834
Gross receipts from other charitable activities	5	7,281	-	7,281	2,241
TOTAL RECEIPTS		19,520	-	19,520	16,165

Payments	Note	Unrestricted Fund	Restricted Fund	Total Funds 2025	Total Funds 2024
Payments relating directly to charitable activities	6	19,434	-	19,434	19,434
Governance costs:					
Accounting fees		60	-	60	50
TOTAL PAYMENTS		19,494	-	19,494	19,484

Surplus / (Deficit)		26	-	26	(3,319)
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STATEMENT OF BALANCES AS AT 31 DECEMBER 2025

Cash Funds	Unrestricted Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
Cash & Bank Balances as at start of year	16,316	-	16,316	19,635
Surplus/(Deficit) shown on receipts and payments account	26	-	26	(3,319)
CASH & BANK BALANCES AT END OF YEAR	16,342	-	16,342	16,316

1 Basis of accounting

These accounts have been prepared on the Receipts and Payments basis in accordance with the Charities and Trustee Investment (Scotland) Act 2005.

2 Nature and purpose of funds

Unrestricted funds are those that may be used at the discretion of the trustees in furtherance of the objectives of the charity. The trustees maintain a single unrestricted fund for the day to day running of the charity.

Restricted funds may only be used for specific purposes. Restrictions arise when specified by the donor or when funds are raised for a specific purposes. There were no grants received this year for specific charitable projects.

3 Related party transactions

No remuneration was paid to any trustees or connected parties during the year.

4 Donations received

	Unrestricted Funds	Restricted funds	Total Funds 2025	Total Funds 2024
Bayer	11,000		11,000	10,000
Other donations	1,088		1,088	3,834
TOTAL DONATIONS	12,088	-	12,088	13,834

5 Gross Receipts from other Charitable Activities

	Unrestricted Funds	Restricted funds	Total Funds 2025	Total Funds 2024
Merchandise Sales	2,740		2,740	812
Payments in exchange for services	4,541		4,541	265
Income from Menopause Festival (2023)				1,164
TOTAL FROM CHARITABLE ACTIVITIES	7,281	-	7,281	2,241

6 Cost of charitable activities

	Unrestricted Funds	Restricted funds	Total Funds 2025	Total Funds 2024
Marketing	4,256		4,256	317
Menopause Festival (2023)	-		-	6,824
Merchandise Costs	1,028		1,028	3,287
Administrator	13,330		13,330	8,700
Misc.	820		820	306
TOTAL FROM CHARITABLE ACTIVITIES	19,434	-	19,434	19,434