

APPENDIX 1



Office of the Scottish Charity Regulator

Trustees' Annual Report for the period							
Period start date				Period end date			
	Day	Month	Year		Day	Month	Year
From	01	January	2025	To	31	December	2026

Reference and administration details

Charity name
Other names charity is known by
Registered charity number
Charity's principal address

Rare-Breed Men Tribe (SCIO)
SC 051792
12 Maxwell Grove, Armadale, EH48 3FP
SCOTLAND
Postcode: EH2 3JP

Names of the charity trustees on date of approval of Trustees' Annual Report

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Kelechi Robert Nwosu		1 January 2025- 31 December 2025	
2	Olusegun Akintola			
3	Oluwarotimi Ayeni			
4	Emmanuel Akhimien Ofeimu		1 January 2025- 31 December 2025	
5	Mrs Ayodeji Lawrence			
6	Praise Fowowe			
7	Omojolade Celestina Osuntubo			
8	Bokun Imoukhuede			
9	Ganiyu Madoti	Secretary		
10				
11				
12				
13				
14				
15				
16				
17				

18				
19				
20				

Reference and administration details

Names of all other charity trustees during the period, if any, (for example, those who resigned part way through the financial period)

Name	Dates acted if not for whole year
Kelechi Robert Nwosu	1 January 2025- 31 December 2025
Olusegun Akintola	
Oluwarotimi Ayeni	
Emmanuel Akhimien Ofeimu	1 January 2025- 31 December 2025
Mrs Ayodeji Lawrence	
Praise Fowowe	
Bokun Imoukhuede	
Omojolade Celestina Osuntubo	

Structure, governance and management

Type of governing document

SCVO Model SCIO Constitution (two tier)

Trustee recruitment and appointment

clauses 65 - 94

Objectives and activities

Charitable purposes

Rare-breed Men Tribe seeks to empower and inspire African men to create robust, wholesome, and authentic male friendships. The organisation seeks to fill the gap of fatherhood absence in African families by addressing issues that relate to them as it relates to their mental well-being, career, business, and mentorship. The organisation is created for citizenship and community development. It seeks to assist African Men and their families to live better, safer or more fulfilled lives by encouraging social inclusion.

The organisation's purposes are:

- a) The prevention or relief of poverty
- b) The advancement of education
- c) The advancement of health
- d) The promotion of equality and diversity
- e) The advancement of citizenship or community development.

Summary of the main activities in relation to these objects

To achieve the above purpose, we will.

a. Influencing Policy: We will champion the rights of African men and their families and advocate for fair and just policies and practices, making sure those seeking protection have a platform and are heard.

b. Collaboration: We will nurture relationships with the public, private and the community organisations for more significant benefit of African men and their families.

c. Engaging Society: We will engage with the Scottish public to grow to understand, promote positive attitudes, and build a welcoming environment for African Men in Scotland for better integration through seminars, workshops, interactive discussions.

d. Advisory: We will offer help to the group members regardless of which stage they are of their life in various capacities like Health and well-being, skills development, counselling, Finance, Career, Parenting, Fatherhood, self-improvement, legal support, Food support, and Business support. We will do this by partnering with other organisations and experts in those areas.

APPENDIX 1

Achievements and performance

Summary of the main achievements of the charity during the financial period

Overview

During the financial year ending 31 December 2025, Rare-Breed Men Tribe (SC051792) made significant progress in delivering on its charitable purposes: empowering African and Black men in Scotland to build authentic brotherhood, protect their mental wellbeing, and contribute meaningfully to their communities. Grounded in the Ubuntu philosophy "I am because you are" the charity moved from early concept into consistent, funded programme delivery across Dundee and Edinburgh.

Four active programmes were delivered: Thrive Together, Brothers on the Pitch, the Afro-Caribbean Summer Adventure (ASA), and the inaugural Festival of African Culture and Cuisine (FestACC®). Alongside programme delivery, the charity built important strategic relationships with community organisations, outdoor providers, local authority teams, and funders, foundations that will underpin sustainable growth in the years ahead.

The period also saw investment in governance infrastructure, with formal safeguarding, data protection and HR policies developed to ensure the organisation's internal capacity is growing alongside its external activity.

1. Thrive Together Programme

Thrive Together is the charity's flagship structured wellbeing and life skills programme. Funded by The National Lottery Community Fund (Awards for All), it was designed to support individuals and families on low incomes who are navigating the compounded pressures of the cost-of-living crisis, financial stress, and social isolation.

The programme delivered 12-week of sessions. Each session combined a 30-minute mental wellbeing activity (mindfulness, breathing techniques, and light exercise), a 60-minute life skills workshop covering budgeting, nutrition, employability, Hangouts (circles of Strength), and communication, and a 30-minute peer mentoring and creative expression session using role-play, music, art, and storytelling.

During 2025, an Edinburgh cycle of the programme was delivered and completed. Learning, case studies, and participant feedback from this cycle are being captured to inform future delivery.

Achievements during the period:

- Completed the Edinburgh programme cycle with 67 participants enrolled.
- Participants reported a positive impact on their wellbeing and confidence.
- Participants achieved practical financial outcomes including opening ISA savings accounts, consolidating pension arrangements, and developing personal budgeting plans.
- Free light lunches were provided at every session, reducing a key barrier to access for participants on low incomes.
- Volunteer support, including childcare facilitation for parents, enabled broader participation from families who would otherwise have been unable to attend.
- Community feedback identified sustained demand for sessions on housing, career development, and business skills, informing the programme design for 2026.
- Learning from the Edinburgh cycle is being used to inform how Thrive Together will be adapted for the West Lothian context in 2026.

2. Brothers on the Pitch

Brothers on the Pitch is the charity's flagship sports wellbeing initiative, using football as a gateway to male mental health support, peer connection, and community integration. The programme ran regular weekly sessions, match days, and community tournaments in Edinburgh during 2025, with plans to formally launch in Dundee in 2026.

The programme is built on the understanding that sport creates conditions for open conversations about mental health, stress, and life challenges in a way that many men find more accessible than formal or clinical settings. Wellbeing workshops were embedded within pre- and post-match time throughout the year.

Achievements during the period:

- Engaged over 90 men across Scotland during the 2024–25 programme cycle.
- Delivered regular football sessions in Edinburgh every Friday.
- Ran community friendlies that brought African, Caribbean, and wider community members together.
- Participants reported improved confidence, reduced feelings of isolation, and stronger community connections as a direct result of their involvement.
- Strong partnerships were established with local organisations and men's groups, creating referral pathways to broader support services.
- Groundwork was completed to support the formal launch of a Dundee branch of the project in 2026.

3. Afro-Caribbean Summer Adventure (ASA)

The Afro-Caribbean Summer Adventure was a pilot wellbeing and integration programme delivered during the summer of 2025. It was developed directly in response to a community needs survey conducted by the charity in March 2025, in which Black residents in Dundee identified strong interest in outdoor activities, sports, wellness support, and networking opportunities. The survey gave the project a clear, evidence-based foundation and ensured it was shaped around expressed community need rather than organisational assumption.

The programme used outdoor adventure and cultural activities to reduce social isolation, strengthen community bonds, and support employability. Sessions ranged from 90 minutes to a full day in length. Activities were delivered in partnership with Ancrum Outdoor Centre and included archery, bushcraft, tree climbing, indoor climbing, hill walking, bowling, table tennis, laser tag, and cultural visits to the V&A Dundee. Employability support sessions were integrated throughout, with connections made to Enable Works and Dundee City Council employability officers.

Achievements during the period:

- Delivered the programme to an estimated 10 to 15 participants per session, with a projected reach of 100 to 150 individuals across the programme period.
- Established a working partnership with Ancrum Outdoor Centre, a relationship that brought a new type of provision to Dundee's Black migrant community.
- Actively challenged barriers of discrimination and exclusion by normalising Black community presence in Dundee's outdoor and cultural spaces.
- Improved the mental, physical, and emotional wellbeing of participants through active participation in varied activities.
- Connected participants to employment pathways through Enable Works and Dundee City Council partnerships.
- Generated participant feedback, case studies, and evidence to support future scaling of the programme.

4. Festival of African Culture and Cuisine (FestACC®)

FestACC® was piloted as Dundee's first large-scale African cultural celebration during the festive season, held on 15 December 2025. The event was designed to reduce winter isolation among African migrants, provide a platform for African heritage and creativity, and invite the wider Dundee community into a shared intercultural experience.

Activities included cultural stalls and displays of African crafts, fabrics, and traditions; food tasting stations showcasing dishes from across the African continent; storytelling and interactive children's activities; light-themed installations; and a community memory wall where attendees shared messages of belonging.

Achievements during the period:

- Successfully delivered the inaugural FestACC® event in Dundee on 15 December 2025.
- confirmed attendance figure was 137 across African, Caribbean, and wider Dundee communities.
- Generated a stronger sense of cultural pride and visibility for African communities in Dundee during a period when isolation tends to peak.
- Produced the evidence base and community feedback needed to consider establishing FestACC® as an annual signature event in Dundee's cultural calendar.
- Created a replicable model of intercultural community celebration.

5. Partnerships and Relationship Building

The charity invested significantly in building strategic and community relationships during 2025. These relationships are understood as a long-term asset, not a short-term project requirement.

Key relationships established or deepened during the period include:

- African and Caribbean community organisations and networks in Dundee and Edinburgh.
- Outdoor providers including Ancrum Outdoor Centre, and local venues and community spaces in Dundee.
- Local authority teams, funders, and equalities staff in Dundee, including Dundee City Council and Enable Works.
- Community organisations and networks whose work complements the charity's activities.
- The National Lottery Community Fund, through successful grant delivery and reporting.

These relationships have shaped realistic and relevant project ideas, built trust among community members who may be cautious about engaging with newer organisations, and demonstrated that Rare-Breed Men Tribe is committed to long-term presence and genuine community investment, not short-term visibility.

Partnerships remain a central building block for the charity's future growth and financial sustainability.

6. Organisational Development and Governance

Alongside programme delivery, 2025 saw substantive internal development across governance, policy, and communications.

Achievements during the period:

- Developed and adopted formal governance documentation, including safeguarding, adult support and protection, and HR policies, bringing the charity into line with OSCR expectations for growing SCIOs.

- Launched the charity's new website (rarebreedmentribe.co.uk), enabling membership sign-up, project information, gallery content, and donation functionality.
- Grew the charity's social media presence across Facebook, Instagram, and LinkedIn.
- Conducted the March 2025 community needs survey, providing an evidence base for programme design.
- Maintained regular communication between the Chief Executive and the Board of Trustees on project progress, risks, and opportunities.

Financial review

A brief statement of the charity's policy on reserves

--	--

Details of any deficit

N/A

Donated facilities and services (if any)

N/A

APPENDIX 1

Other optional information

--	--

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)		
Full name(s)	Ganiyu Madoti	
Position (e.g. Chair)	Trustee (Secretary)	
Date	06/05/2026	