



Bacup Family Centre Ltd

Trustees' Annual Report

April 2024 – March 2025

Bacup Family Centre.

Charity Number: 1129644

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Facebook – 'Bacup Family Centre'

Charity Trustees

1. Janice Lewer – Chair of Trustees
2. Jo Emberton – Treasurer Marketing & Publicity, Treasurer
3. Alison Perry - Secretary
4. Suzanne Craven - Trustee
5. Janet O'Neill - Trustee
6. Leila Allen- Trustee

Trustee recruitment and appointment

Leila Allen has been appointed as a Trustee in March 25 and we are certain she will be welcomed by everyone here at Bacup family centre and be able to support the project in the upcoming years. Leila is like a book of knowledge, and we look forward to having her back on the team!

Trustees continue to play an active, supporting role. Trustees' meetings are held bi-monthly and more frequently when needed. Trustees are responsible for the oversight and implementation of policies and procedures, safeguarding, project development, staffing and volunteers, recruitment, health and safety, funding and finance.

We are still actively recruiting and open to new Trustees.

Objectives and activities

Our Aims:

- Strengthen family relationships, supporting individuals as they develop their ability to care for themselves, their family, and the wider community.
- Help parents/carers understand and meet the needs of the children and young people in their care.
- Help people to overcome their difficulties and make lasting positive change, supporting them for the duration of time they need to make sought after changes.
- Enable service users to develop holistically, in mind, body and soul.

We will do this through:

- Individual support including emotional and practical care to children, young people, families, and individuals.

- Professional and affordable groups and activities for children, young people, and adults, developed in partnership with service users and other agencies.
- Developing, maintaining, and working in partnership with other agencies
- Offering a community focal point where individuals can meet and are encouraged to become actively involved in the decision-making process and service delivery.
- Opportunities that enable personal growth, self-confidence and esteem, respect, and positive self-image.

Intended Outcomes:

To help people turn their lives around, increasing the chances for everybody to have loving and secure futures with a sense of respect and of worth.

Staffing

There has been a lot of big changes over the last 12 months at Bacup Family centre. Leila retired in November 2024 after 34 years of hard work and dedication. Leila was the heart of the centre and had a huge amount of knowledge, we will miss her very much and wish her the best of luck in her retirement! Leila then took some time out and has returned as a weekly volunteer and more recently as a Trustee- Welcome back Leila!

Rachel is now Project Manager and is enjoying her new role and is looking forward to the years ahead for the project and hopefully running it for another 34 years!. Zoe Leyland is now Team Leader, she is doing really well and a great asset to our Team, and we have recruited 2 new Family support workers Stuart and Amelia-Welcome! This has been a huge change for the staffing team but everyone has taken it in their stride and are working well together. Tasha is also a huge part of our Team and we would like to thank you for your hard work and support.

Summary of main activities – ‘Giving a helping hand’

Individual Family Support (IFS)

Our dedicated team of Family Support Workers have made a profound impact on families and individuals facing various challenges. Through tailored support packages, we are fostering lasting change and resilience. We have worked closely with families to identify strengths, rebuild relationships, and create happier, healthier, and more hopeful lives.

Through our various programs and activities, we have continued to provide vital support and assistance tailored to the specific needs of each family. Our dedicated team of staff members and volunteers are committed to ensuring that

every individual receives the care and resources they require to thrive for as long as it is needed.

Through our IFS work this year we have provided support to 65 families / individuals. Comprising of 88 adults and 115 children.

Befriending and Mentoring

A project within the IFS arena that is a hugely valuable service providing child-led face-to-face support for children and young people. The project caters for a wide age range, from 6 to 18 years old, and offers weekly sessions ranging from 1 to 2.5 hours.

Issues covered in these sessions are diverse and essential for the well-being of the children and young people involved. Addressing difficulties at home, understanding self-identity and sexuality, managing struggles in school, self-control, self-harm and challenging behaviours, criminal activity, living with addiction and many more. By focusing on these areas and many more issues experienced, the project aims to mitigate negative impacts and help them develop positive coping mechanisms and experience, reassurance, positive change and relief.

The project also emphasizes highlighting positive aspects and achievements in the children's lives. By nurturing their self-confidence, self-esteem, and self-worth, empowering them to navigate life's challenges more effectively. One of the significant roles of the project is providing advocacy for the children and ensuring their voices are heard.

We have also introduced a new role in Volunteer Befriending and Kathryn has been regularly supporting 2 young people in a local primary school. Kathryn's previous role as an NSPCC call handler has lent to this role perfectly and she has already had such a positive impact on these children.

We have worked with 39 children this reporting year through the befriending & mentoring support, an increase of 25% from last year. 10 of these young people also attend youth club and 16 of them had wider family support. This shows the crossover of our services and how our reach continues to widen due to having access through school support and the youth club.

Listening Project

The Listening Project, held within the local high school, mirrors some of the Befriending and Mentoring support, providing consistency and a familiar approach for the young people involved. Young people are referred by school for a minimum of six weekly sessions that builds a commitment to providing ongoing support and

building a strong foundation for positive change and re-engagement with their education.

We have supported 30 young people in the reporting period. The range of issues that we cover include; self-harm, extreme anxiety, behavioural difficulties, drug use, home life, relationships, identity, sexuality, school avoidance, emotional mental health and well-being, and living with disabilities such as ADHD/Autism. If further intense support is required, young people are then open to access Befriending & Mentoring.

After two and a half years this partnership continues to work well, with staff working on site at The Valley Leadership Academy every Friday during term time. We are a consistent presence for both the young people and teaching / pastoral staff and this familiarity means children, young people and families engage well with us and welcome our support.

Baby & Toddler Group

Continues to be well attended running every Monday morning (term-time) Providing a chance for parents/carers to meet and allow their children to learn through structured play, language activities and make new friends. Not only do the children benefit from increased interactions with others they also learn new skills. Parents/carers are confident in seeking support and advice from the staff and volunteers in group. Parents / carers are always very supportive of new attendees and friendships have blossomed.

Over the reporting period we have seen 65 toddlers / babies and 71 parents / carers over 37 sessions.

Monday Drop In

Took place on Monday afternoons until February 2025. We offered an adult only group which was free, attendees came along for a brew, a chat, a game of bingo, quiz and crafts. Unfortunately, due to low numbers and failure to secure a regular volunteer to run this group we sadly made the decision to cancel this group so staff time could be allocated to family support.

We have held 30 sessions between April 2024 and February 2025 with 31 attendees.

In the future if a dedicated volunteer became available and we could identify enough attendees we could look to re-establish this group, or possibly open it in a different format, e.g walking / well being group.

After School Club

We are now 2 years in for after school club and despite lots of staffing and volunteer changes it continues to thrive, at one session we had 19 children the most we have ever had! The aim of the group is to provide a space that is safe, welcoming and socially inclusive where all children can embrace their individuality, have fun and be kids! We play games, offer a variety of crafts and activities and have a snack / light bite together where staff, volunteers and children “check in” with each other providing an opportunity to express what has been good or not so good about their week, any accomplishments or worries. The group is not reliant on technology, leaning towards traditional fun with board games, den building, junk modelling, team games and much more. In the summer we had a picnic and games day in the park which was great fun & we held a Special Person / Mothers Day tea party at the end of March.

Over the reporting period we have seen 29 children within 38 term time weekly sessions. A total of 277 attendances throughout the reporting period.

Solutions Community Child & Youth Project Update

“The Station” - youth hub has been open for almost 2 years (July 2025)

From there we run weekly drop-in youth sessions every Thursday evening with an early session 3.30 – 6.15pm for the younger age group (11 – 14 years / year's 7 – 9) and 6.30 – 9.30pm session for the older age group (14/15 – 18 / year 10 and up)

Navigating the needs of 25 – 30 children in each session does not always go smoothly but we have ploughed through and for all the challenges we have, we also see a lot of positives. Relationships between businesses and the young people have improved, there appears to be less negative comments on social media. Young people enjoy a cake on their birthdays where the whole group sings, this is also extended to volunteers and has become a Station tradition. We have had pool competitions, hot dog and pizza nights, pamper evenings, intense games of Uno, Fifa tournaments, visits from other agencies,

The Station has been supported by regular volunteers, Jayde, Pat, Andrew, Jane & Maggie.

We have seen a total of 121 young people on our registers over reporting period with a regular weekly attendance of between 50 & 60 young people, we have held 72 sessions, not including ad-hoc contacts, through the weekly set sessions we have had total attendances throughout the reporting period.

8 young people who attend the youth club sessions have also benefited from further befriending and mentoring and / or family support.

Empowered

In addition to our regular youth sessions we have re-established our targeted girls group Empowered – this now runs on a Tuesday evening at The Station with 10 – 12 girls attending for blocks of around 20 weeks. In our sessions we will discuss and debate topics with the aim to promote self-esteem and life skills, encourage friendships between peers, enabling mutual support and respect, give young people the chance to meet others in similar situations, discover self-identity and human rights and enable young people to keep themselves safe from harm

Our vision is for girls to be empowered and to lead happy, healthy safe lives, building positive relationships and to know their rights as an individual and to feel part of and contribute to family life and local community.

We have had 20 sessions so far with 19 young ladies attending.

We have introduced guest speakers with Alison from Metis delivering a talk about working rights, Rossendale Hospice came to visit, we have been to the Royal Court Theatre and Bacup Fire Station trying on the equipment and practicing drills and the group is supported by our volunteers Maggie & Lauren.

Community Drop In

After observing how many people pop in to our youth hub “The Station” believing it to still be the neighbour hood police office or just in passing we have introduced a monthly Community Drop In on the first Friday of the month. Rachel and Tasha work on site all day and are available for advice, sign posting to other agencies, reporting of any crimes or issues, filling in forms, applying for jobs / benefits etc. They benefit from the knowledge and experience of our Project Manager and the administrative help. On two occasions the Neighbourhood policing team dropped in.

Over 4 drop ins so far we have assisted or chatted with 30 people.

Ad hoc emergency provision

Such as housing items, food parcels, gas / electricity top ups, baby items. Usually no further support is needed beyond this.

We have supported 12 people (both families & individuals)

Achievements and Performance

Every year we are so grateful for the support from our local community, we are always so proud and touched by the generosity and willingness to support and help us and this has been no different this year.

Securing National Lottery Funding was probably our biggest achievement, having already supported us previously we really had to drive home the importance of our project continuing and how we will navigate the changes and challenges in grant funding. They have only partially funded us and the challenge now is to raise the shortfall but their support is crucial and will be encouraging for other grant makers to see that they continue to believe in the work we do.

Funding as always is still a huge challenge and our biggest threat! Rachel and Tasha are working extremely hard and are always looking for funding to continue the amazing work we offer. I would like to thank Tasha for your support and patience with me whilst we work together around seeking funding! We still have a great number of individual givers and this support is very much appreciated and needed. We have also carried out lots of local fundraising activities including The Carnival, 60's Festival, our Annual Christmas Quiz & Carol night, Pop up Shops, Christmas Fair, Jumble Sale. We are always so heavily supported in these activities plus we love getting involved and enjoying these days with our families, children and young people – even the fancy dress!

We would like to Thank our local churches, schools, businesses and our local GP surgery for their support and kind donations.

Alongside this our community continues to support us in other ways. They respond to our many appeals requesting donations for items for housing, new babies, clothes, toys, home wear and many other things. Our Facebook page has grown, and we are so thankful that people share our posts. We have increased our posting on here with updates, events, groups, sign posting and getting out there what good work we do in our community. We currently have over a thousand followers!!

Much of our existence relies on our amazing team of volunteers. Their dedication and hard work are invaluable, and we do really appreciate their experience and hard work. We would like to say a massive Thankyou to all our volunteers for their care, kindness and commitment over the last 12 months. Again we simply couldn't do what we do without you, many of our groups would not be able to run without regular volunteers and we thank you for your commitment, kindness and dedication.

Our volunteers generously share a wealth of experience, skills, diverse personalities, and invaluable advice, enriching the project and those around them. So, a huge thanks and appreciation to our volunteers Collette, Shirley, Naomi, Michelle, Di, Carol, Dave, Maggie, Kathryn, Stella, Janice, Jo, Suzanne, Alison, Janet, John, Andy, Pat, Jane, Andrew, Matt, Hayley, Leila, Jayde, and Cheryl. Over the reporting period we have logged almost 1200 volunteering hours (an increase of more than 300 hours). This figure is likely conservative as all our

volunteers give so much more behind the scenes and advocate for Bacup Family Centre!

We enjoyed seeing so many of you at our Volunteer Christmas Meal and really enjoyed getting to catch up with you all.

We continue to nurture and improve our partnership working to provide the best outcome for the families, young people and the individuals we support.

We have worked closely with other agencies such as Children's & Adult Social Care, local schools, CVS, Citizens Advice, local policing team, Community Alcohol Partnership, the ABD Centre, Rossendale Borough Council and ward Counsellors, GP's, Health Visitors, Children's Family Wellbeing Services, Inspire and We are with You (Adult and Youth addiction support and advice services), Probation Service, Training Providers, hospitals, paediatricians, housing, the Valley Churches, Bacup Business Association, Bacup Cultural Consortium, Benefit Agency and providers, Job Centre's, Raft Food Bank, Home Start, Local Businesses', Bacup Fellowship of Churches charity shops and Bacup Pride.

We were very humbled and honoured to be nominated for a number of awards. We were awarded Bacup's Best Community Organisation for our work at The Station in Bacup Business Association annual awards evening. We were highly commended in the Rossendale Business Awards in the Community Enterprise category. Whilst we do not do what we do for awards or accolades the nominations from people in our community were reward in themselves – with such kind words highlighting the importance of our work.

We were very grateful to receive the kind donation of a Christmas Party for our families from Bacup Borough Football Club and with sponsorship from Brsk Broadband. This was organised through our volunteer Jane and all the families and children attending had a lovely time, with everyone receiving a gift. Jane is also resident chip lady at the Youth Club, on behalf of the Bacup Business Association - through her business contributes a monthly donation which allows the young people to enjoy hot food in sessions.

We received a record number of donations / gifts to give out over Christmas - our lounge was overflowing! Seeing this the local police loaded their van and visited valley primary schools, together with the teachers they were able to identify families and children to donate a number of gifts to. With their help we reached so many more people and brightened their Christmas!

Training & Development

We have worked to develop a robust training programme for all staff & volunteers alike. Our initial training programme consists of safeguarding, prevent training, Food hygiene & safety, child mental health & challenging behaviour training.

Further training that has been offered to staff / volunteers where appropriate is:

ADHD Awareness, Autism Awareness, Child Sexual Exploitation & Child Criminal Exploitation, County Lines, Diabetes Awareness.

All staff have refreshed their sexual harassment for employees training in line with the new policy legislation.

Staff & volunteers took part in a Drug & Alcohol awareness Training Day down at The Station delivered by Georgia from Be With us.

Staff and volunteers were also able to access further substance training online with Be With Us.

Breathing Space Days – May & November 2024 – Staff take the time out to reflect and unwind in nature and with prayer, take part in team building activities, grab lunch and plan for the future of the project.

During the last year we have continued to provide both practical and emotional support to families and individuals within the following areas;

- Living with addiction i.e., drugs/alcohol detox and rehab and the effects that the addiction has on children, family and self.
- Prisoner families (both when the family member is in prison and back home adjusting to family life)
- Family relationships and new ways of living.
- Support and intervention within incidents of anti-social behaviour within the community/other settings.
- Advice and the provision of activities & groups that have improved physical and mental health and well-being.
- Health and safety within the home.
- Living with hoarding – addressing the root cause and adapting to a new way of living.
- Provided essentials for the home/setting up a home, family living i.e., furniture, clothes, beds/bedding/curtains etc.
- Skills in managing a home, finance, living within and budget and reducing debt.
- Assisted people and attended health/other appointments, providing transport, advocacy, and emotional support.
- Attending Safeguarding and educational reviews and assessments – PIP.
- Securing appropriate housing, working with social and private landlords.
- Provision and delivery of food parcels, gas, electric in times of family/individual crisis.
- Financial support and provision of school uniforms and equipment.
- Provided Christmas and birthday presents.

- Support with issues of separation, bereavement/grief, and loss.
- Support for people experiencing isolation and loneliness.
- Supporting children and young people within family relationship - bonding/attachment issues.
- Supported parents in increased awareness and ability to provide basic needs- food, safety, warmth, sleep, shelter, clothing, care and protection and love.
- Parental awareness and responsibility I.e., guidance and boundaries – reinforcing a sense of family security and of being loved/valued.
- Personal safety – within the home and community.
- Support for those who self-harm and want to end life.
- Support for and increased confidence, self-esteem, and self-image/identity for children, young people, and adults.
- Support for children and young people around gender identity and sexuality.
- Support and parental increased confidence in managing children/young people challenging behaviours.
- Parental and young people support in anger management, verbal and physical aggression & understanding the root causes of their/another's anger.
- Domestic Violence - support and help for victims of abuse and support for those who harm others.
- Abuse – support for victims of abuse in all categories, supporting children, young people and adult victims of childhood abuse.
- Supporting people who are experiencing or at risk of homelessness.
- Support with managing challenging behaviour for parents and individuals - learning and gaining skills to practice self-control and discipline.
- Support around issues of actions and consequences and taking personal responsibility and criminality ASB.
- Support with personal development and taking on new challenges.
- Living with and understanding/managing mental ill health and its effect on all areas of life and relationships.
- Providing for daily living needs - food, clothes, furniture, and emergency gas and electric and much more....
- Supporting families going through court proceedings, including attending court.
- Support families and young people with Education.

Staff are now settled into their new roles, and the staff team works really well, we've had to navigate some big changes but everyone has adapted and worked flexibly. Due to being short staffed at the beginning of the reporting period and new workers shadowing and training we were not able to accommodate as many new referrals and at times had a waiting list of 1 – 2 weeks but our numbers have still exceeded last years! We are really busy with supporting families, providing groups and schoolwork as well as The Station. Our family workers have supported 65 families with 8 of those on Child Protection. We are working with families at high intensity to low intensity support and their needs are extremely varied. We

have seen an increase in young people accessing befriending services and a rise in Mental health with young people. There has been more of a crossover this year with our services too. 16 of our Befrienders also received wider support for the whole family, 10 of our befrienders also attend our youth sessions with some crossing over into all 3 areas. Which is testament to how much trust is placed in our workers.

It has to be noted the struggles we have with applying for funding, how time consuming, evaluations etc.

As always Funding is our biggest threat, and we have found it increasingly more challenging to secure funding. The current grant funding climate is extremely hard with more CIC groups and charities requesting funds and less pots available, we have looked at other ways to increase our finances such as increasing individual giving, doing online funding platforms and local fundraising. We are extremely grateful to all our individual monthly givers for their support and kind donations. Rachel and Tasha are constantly looking for funding and grants and this can be extremely time-consuming searching, looking if we fit the criteria, the application process and completing budgets and evaluations. It is essentially a full-time job in itself but is vital for keeping our services running and available to the community.

Staff meetings/weekly “Huddles”, supervision and caseload supervision have continued at regular intervals throughout the year. Within each of the meetings safeguarding, risk-assessments, finance, premises, training and the well-being of staff and volunteer are regular items on the agenda. The well-being of staff and volunteers is always a priority given the nature of our work and the amount of change that has undergone over the reporting period.

This year we have provided:

- *Intensive family support to 65 families / individuals comprising of 88 adults and 115 children / young people.*
- *Ad-hoc emergency relief and support to 12 individuals / families*
- *39 young people received 1 on 1 befriending and mentoring individual support.*
- *28 young people benefitted from our Listening project in The Valley Leadership Academy*

Group Attendances:

- *Toddlers – 65 babies / children & 71 parents / carers*
- *Monday Group – 31*
- *After School Club – 29*
- *The Station Youth Sessions – 121*
- *Community Drop in – 30*
- *Empowered Targeted Girls group – 19*

Throughout the year we have worked with a total of 578 people through our support projects and groups.

Monitoring & Evaluation

We have robust monitoring and evaluation processes rooted in highly effective record keeping and regular team meetings and supervisions.

Our success, our outputs and outcomes are monitored by: -

- i. individual action plans completed by the family/worker at the start of and throughout their support
- ii. evaluations carried out by family at end of support
- iii. regular supervision sessions and team Huddles of staff held by the Project Manager
- iv. observations and verbal comments by others; parents, family members, staff, volunteers and other supporting professionals e.g., health visitors, teachers, social workers who all report progress and positive change
- v. multi agency meetings allow for the sharing and receiving of information/good practice and mutual support and advice, working this way makes the entire support package more effective
- vi. modelling best practice to families, volunteers and partner agencies

To help with our assessment of family's needs we refer to the levels below;

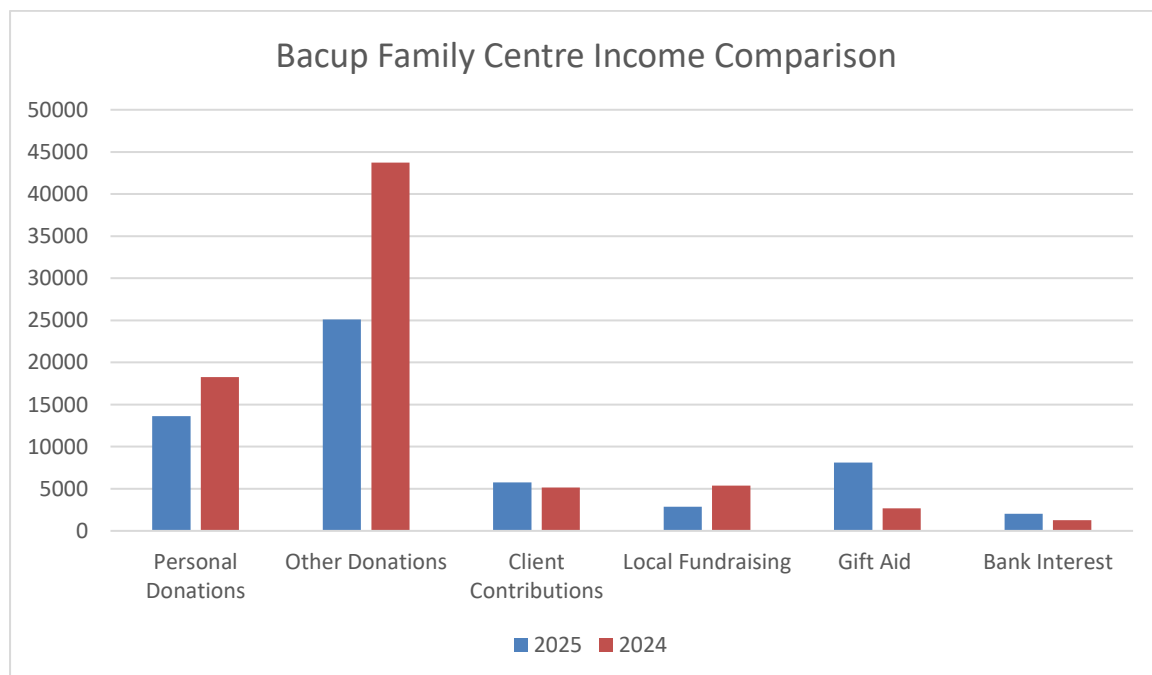
- Level 1 - need minimal support, occasional visits or contact and can be supported effectively with a befriender. Reduced need for professional family support.
- Level 2 - has more complicated needs and will need the support of a professional. They will require at least weekly contact but little need for accompanied visits.
- Level 3 - has the highest need. They have complex interrelated problems and will need multiple visits and support, including accompanying them to appointments and extensive contact, to reassure and set and monitor clear targets.

The outcomes for families over the reporting period has shown a reduced need for statutory intervention and improvements have been made in the following areas for e.g.

- Improved family relationships.
- Parents are more able to cope with children / young people with challenging behaviours.
- Increased ability to manage daily life and issues they may face.
- Provide a home that is safe, secure, and loving.
- Improved confidence in looking after their finances and working with a restricted budget.

- Ability to communicate more effectively with family members and professionals.
- Ability to recognise issues that have a negative effect on lives and make changes to improve this.
- Recognise the benefits of a healthier lifestyle and make changes to improve health and wellbeing.
- Respond positively and make changes to inherited negative behaviours and attitudes
- Identify for themselves areas requiring change, improving life for themselves and family.
- Make positive choices.
- Improve confidence to make their views / voice heard.
- Access and part-take in therapeutic support.
- Reduce stress within the home and increase health and well-being.
- Ability to recognise the early signs of crisis and seek support.
- Understanding positive and healthy relationships.
- Increased school attendance and education.

Financial review –



Statement of the charity's policy on reserves

Bacup Family Centre believes that the charity should hold financial reserves equating to a minimum of 6 months operational costs (the "Emergency Operation Reserve" - EOR) because:

- It has no endowment funding, or significant income, and is entirely dependent for income upon donor funding from year to year which is inevitably subject to fluctuation.

- ii. It requires protection against, and the ability to continue operating despite, catastrophic or lesser but damaging events.
- iii. Family work cannot be stopped immediately, and sufficient funds must be available to allow an appropriate “winding down” of support.

Principal funding sources for 2024/25

In the last 12 months we have been funded by a number of grants (National Lottery (Year 1 of 5), Council for Social Aid (Year 2 of 3), Trust house (Year 2 of 3) an anonymous one off donation of £10,000 for the youth club and Police & Crime Commissioner funding (ended in December 24) Local Members Grant, Community Partnership Grant, Rossendale Community Fund & ASDA grass roots funding.

Other income sources are Individual Monthly Giving, one off gifts / donations, local fundraising, local business and local church donations.

Please see financial statements / accounts for 2024/2025

Future plans

Our priority for 25/26 is to source funding to cover the shortfall in our 5-year budget and replace reserves which we relied heavily on last year.

Although we have carried deferred income from grants, this year alone (25 / 26) we are currently around £63000 short for our predicted expenditure, additionally we would like to get our reserves back up to 6 months running costs for added security which means an additional £60,000 would need to be found. Then begin to fill the shortfall for future years.

We are pleased to announce that in the first 2 months of 2025 we have been successful in securing funding from Garfield Weston, Community Foundation for Calderdale, Bishop Radford Trust and ASDA Young Futures Fund. We have had some funding from a local business donor in partnership with the police for a new pool table for the Youth Cub and it's great to see that partnership. We have also applied for other funding which we are hopeful to receive. We continue to identify and submit multi-year funding bids and continue driving our local fundraising and increase individual giving.

We aim to increase the number of sessions available at The Station and increase volunteer numbers, offering increased training and responsibility for current volunteers, and to continue to nurture and increase partnership working.

We aim to continue and expand our Family Support services and see more young girls attending our Empowered group through school and community referrals, there is also scope for our Community Drop In to become a more regular event.

We want to increase our social media engagement and update our website.

We aim to increase our befriending and mentoring Volunteers - Kathryn is currently working with two young people and is doing an amazing job! It is lovely to see how the young people have taken to her and we would like to Thank her for her care, understanding and commitment to them.

We would love to build up a small team of volunteers who take up low level family support and befriending roles. This role is perfect for those families who don't need intense support but would benefit from a friendly ear and guidance. It would mean we can accommodate more referrals, freeing up staff time and allowing workers to concentrate on the more intense families and group work.

We would also like to see more of our young people give their time voluntarily to groups / events / fundraising, now staff have settled into their new roles we hope this is something we can build on.

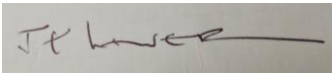
It is a period of great change for the Family Centre—one filled with fresh possibilities and renewed energy. Change can bring challenges, but it also opens doors to growth, collaboration, and new beginnings. With the support of the Trustees and a shared sense of optimism, we know the team is in a strong position to continue making a meaningful impact in our community. Trusting in God's plan as he guides each step with faith and assurance.

Structure, governance and management

Type of governing document	MEMORANDUM AND ARTICLES OF ASSOCIATION INCORPORATED 19 MARCH 2009
How the charity is constituted	Limited company
Trustee selection methods	Appointed by existing Trustees

Declaration

Signed on behalf of the charity trustees:



Print name

Janice Lewer

Designation

Chair of Trustees

Date

09.06.2025