



**ANNUAL REPORT  
2018-2019**

**SEEDS4SUCCESS  
MERE YOUTH CENTRE  
THE RECREATION GROUND  
QUEENS ROAD  
MERE  
BA12 6EP**

**WWW.SEEDS4SUCCESS.ORG.UK  
REGISTERED CHARITY NO.1151541**

# FOREWORD

Young people's engagement with Seeds4Success is about a journey of developmental experiences; activities, opportunities, challenges, support, learning, ownership, friendships and communities. This year I have been privileged to work with our youth committee members and the board of trustees to develop our 'Theory of Change'. Listening to young people explain how the different elements of our work have contributed to their personal development has been inspiring. Young people have told us what is important to them, what they have been empowered to achieve and how these experiences have made a significant impact on their lives. We are Safe, Consistent, Reliable and Accessible and it is these values that young people say underpin our work. Young people are integral to all we do, they are shaping the way the charity is developing, enabled to support the planning and delivery of our projects, engaged positively with the local community and continue to embed our charity in the hearts of South West Wiltshire, aspiring to ensure its sustainability for the future.

*Jaki Farrell, Charity Director*



"Seeds4Success have given me unbelievable support with my education and my mental health and I couldn't be more grateful. I've made friends for life, unforgettable memories as well as amazing experiences to help towards my future. Since the summer, I have done so much with S4S: young leaders, youth committee, health and well-being and drop in sessions and I love being able to see everyone I became such good friends with. The qualifications I gained through S4S enabled me to get to college, gain two part time jobs, and I have been offered multiple apprenticeships. I really don't know what I'd do without youth club, if it wasn't for Seeds4Success I wouldn't be in college, employed, accessing mental health support from CAMHS (Child & Adolescent Mental Health Services) and I'm surrounded by so many supportive friends."

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# INTRODUCTION

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Seeds4Success (S4S) is a youth work charity based in Mere, which provides co-ordinated developmental youth work opportunities and targeted 1:1 support to young people across South West Wiltshire. The charity has developed and grown significantly since it was established in 2012, responding to changes in local needs with the decline of statutory services for young people. The charity's annual turnover multiplied more than 4 times between 2013/14 - 2018/19 and S4S is the main provider of positive activities for young people in this area.

We offer a wide range of opportunities for young people throughout the week using our 3 key methods of delivery; Open Access Youth Work, Targeted Support and Social Action. We run regular weekly sessions throughout the year as well as additional projects which target specific groups or run at set times. We provide transport to all our sessions, enabling young people living in rural isolation to access our services.

95% of the young people we engage with are from low socio-economic backgrounds, have additional needs, are participating in risk-taking /anti-social behaviours or are rurally or socially isolated. S4S works with local partners to identify the most vulnerable and disadvantaged young people in our community who are, often due to the challenges they face, not accessing any services. We reach out to these individuals, explore ways to support and enable participation so they are able to develop skills and resilience, engage positively in structured activities, increase their confidence and self-worth, reducing the risk of them from disengaging with, or coming into conflict with, mainstream society.

The underlying ethos of our work is to empower young people to be active and responsible citizens, caring about themselves, others and their surroundings by providing them with a range of opportunities to meet their peers, learn about and discuss issues affecting their lives, gain experiences and qualifications that support their personal and social development in a safe, accessible and welcoming environment.

## **Our Mission**

"Through inclusive engagement of young people in social action and a range of positive activities, our aim is to develop confident, healthy, skilful, valued and empowered members of our local community, providing targeted support to those facing additional barriers"

## **Our Charitable Aims and Objects:**

To act as a resource for young people aged 5 to 25 years living in Wiltshire and the surrounding counties by providing advice and assistance and organising programmes of physical, educational and other activities by means of:

- a) Advancing in life and helping young people by developing their skills, capacities and capabilities to enable them to participate in society as independent, mature and responsible individuals;
- b) Advancing education;
- c) Relieving unemployment;
- d) Providing recreational and leisure time activity in the interests of social welfare for people living in the area of benefit who have need by reason of youth, age, infirmity or disability, poverty or social and economic circumstances with a view to improving the conditions of life of such persons;
- e) Conserving and enhancing their natural environment

# CHAIR'S REPORT

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Our 5th full year as a registered charity has again been incredibly successful. We have built on the growth of previous years and have continued to offer a structured, week-long offer of positive activities for a diverse range of local young people. Young people continue to be at the heart of Seeds4Success and are engaged at all levels of everything we do.

## **Reflecting on the goals we set ourselves for 2018/19**

The website is looking great and the lay out and performance is a huge improvement on the previous version and it's now a great shop window for the work of the charity. Young people have been at the heart of the design and have been trained in, and are now responsible for, adding and updating content.

We've drawn up a Theories of Change model, which sets out the intended impact of our work. The model was drawn up at a residential weekend attended by young people, staff members and trustees and young people were at the heart of the discussions and agreements made.

We've increased the number of hours offered to support young people not in education employment or training both on a 1:1 basis and through group work, training and volunteering, to enhance their readiness for work.

Feedback from the external examination of our accounts demonstrated that good progress had been made over the year to improve the quality and clarity of the bookkeeping.

One notable achievement is the number of young people accessing open sessions in Mere who have gone on to access other opportunities offered by the charity. Providing access for all, and sessions offering early intervention are key, so it's no coincidence to learn that half of these young people have gone on to access additional positive activities.

Engaging young people with special educational needs is an area of our work that I am particularly proud of. The stand-out figure has been the percentage of young people (92%) who have gone on to actively participate in other projects delivered by the charity. As an advocate for the benefits of volunteering then the number of hours given by young people (4476) to benefit their local community is astounding and it's no wonder our presence within our local communities continues to grow.

The money raised by the individuals supporting our Friends of Seeds4Success group has been amazing, particularly as this can be invested to fund our everyday running costs or to build up our reserves. The significant funding raised in memory of Jamie Mackaness, that is earmarked for the development of a mentoring scheme for young people provides an exciting opportunity for the future.

The work of Seeds4Success is made possible through the donation of time that our regular volunteers give. Jaki and the team continue to work exceptionally hard to ensure our objectives are met and that we have a sustainable future. We are backed by a team of committed trustees and advisors. The achievements of the past year would not have been possible without the support of local partners, funders and members of the community. Finally, I'd like to take the opportunity to thank the young people that have taken part in the projects we have offered. They are the best advocates for our work.

*Jon Rich, Chair of Trustees*

# OUR ACTIVITY AND ACHIEVEMENTS

## Summary

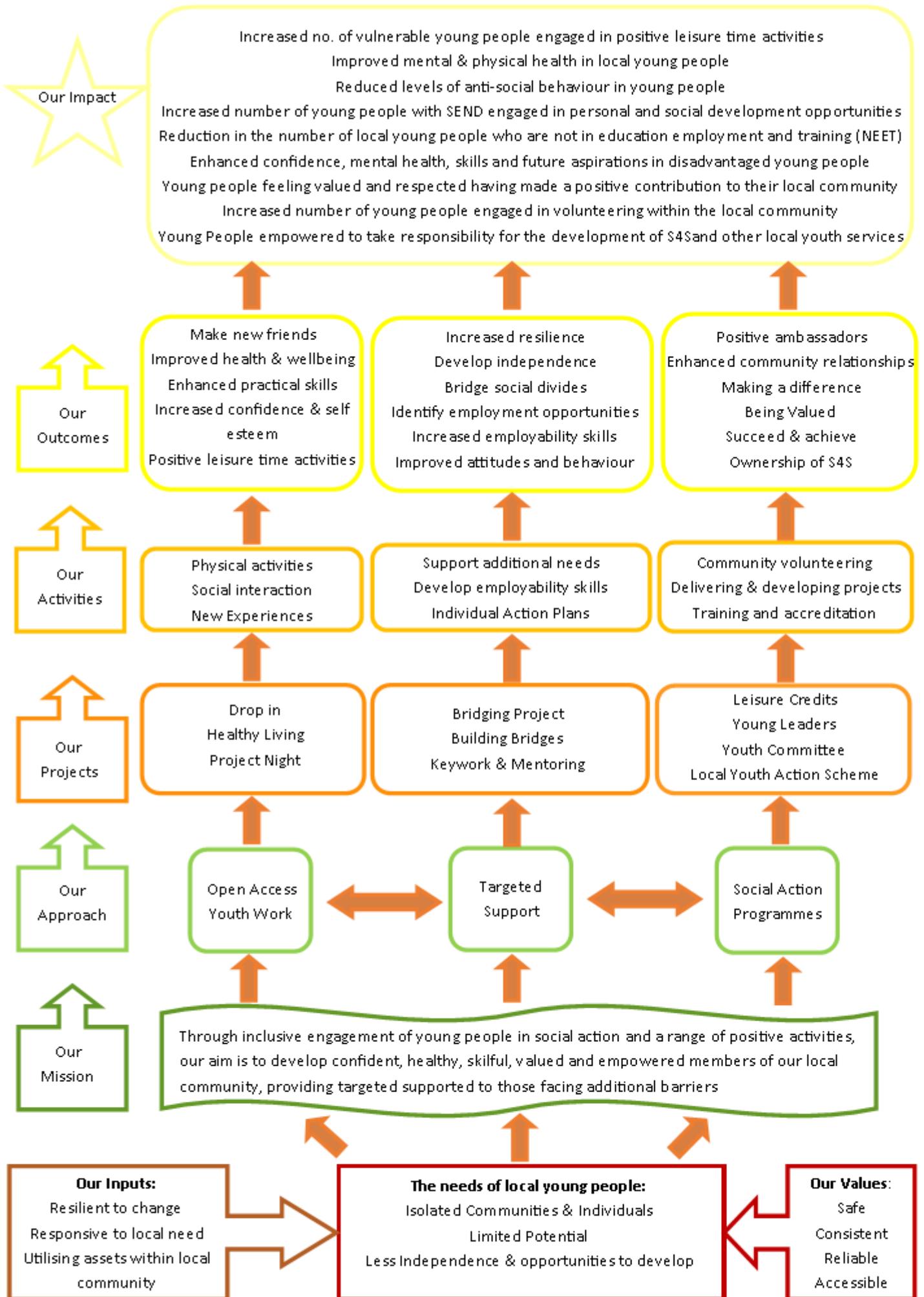
We have experienced another successful and positive year at Seeds4Success with continued growth and development of the charity and the impact on the young people engaged with us and the local community. **220** children and young people have engaged in a range of **developmental youth work opportunities** and our dedicated team of staff and volunteers have delivered **376 sessions** of **youth work activity** seeing a total of **5080 attendances** as well as providing additional support to the more vulnerable or hard to reach young people through **232 hours** of **1:1 support**. **12** of our **young people** have been **empowered** to take on the **additional responsibility** through our **youth committee** and taking an active role in the development of a **Theory of Change** for the charity. **35 young people** have achieved **awards** or **qualifications** and **15 young people** have been **supported** to **access Education, Employment** or **Training**, with **1** of our **young leaders** successfully moving on to **University** to study **Culture, Literature and Politics**. Fundraising within the local community with the backing of our **'Friends of Seeds4Success'** has **raised £8,517** in **unrestricted income**. This has been enhanced by the creation of **Jamie's Fund** in memory of our great supporter and friend Jamie Mackaness, who sadly passed away in November 2018, generating an additional **£4,319 restricted income** for the creation of a new **mentoring scheme** to support some of the most isolated and vulnerable young people in our community. Young people, parents and carers tell us that they value the work we do and that we make a significant difference to the lives of local young people.

**“Jack has achieved a food hygiene certificate, a first aid certificate and a strimming certificate. All because the S4S team have the time and dedication to organise the courses. Jack has work experience because he has been at S4S, improving his chances of work as a young disabled person in the work place. With the S4S team’s assistance, Jack got his first part time job, which he has held for over a year. I can say, hand on heart, without the S4S team Jack would not have had the opportunities he has had ”** Parent

## Development of our 'Theory of Change'

In January 2019, 12 young people, 3 trustees and the Charity Director were engaged in a residential weekend where the work of the charity, it's growth and achievement in the past few years, the impact it has had on young people and how it should develop in the future, were discussed. The aim was to develop a 'Theory of Change', a tool for demonstrating how the charity responds to an identify need, the processes and activities applied to address this, the outcomes achieved and the resultant impact on the beneficiaries. We agreed this needed to be both articulated through our written business and development plan as well as visually displayed within a pictorial image which was easy to follow and understand. We have created a diagram (below) which illustrates the process, however we still hope to create a more engaging picture in the future.

## OUR THEORY OF CHANGE



## Open Access Youth Work

Our open access youth work offer aims to provide a minimum of 4 sessions of developmental youth work opportunities, throughout the week which are open to all young people aged 11 – 18 across South West Wiltshire. Through the provision of a range of positive activities, Seeds4Success enable young people to develop social and practical skills, providing them with the opportunity to meet with their peers, make new friends, experience new opportunities and build positive relationships with trusted adults in a safe and welcoming environment. These sessions are often the first point of contact for many of the young people we work with although, we hope that those who engage regularly, gain confidence and a greater understanding of the charity and it's work, and go on to access other aspects of our delivery to enhance their personal skills and develop their community engagement. We provide transport to enable young people living in rurally isolated locations to access these initiatives. Although these sessions are open to all young people, we know that 95% of those we engage with are from low socio-economic backgrounds, are rurally isolated, have additional needs, or are participating in risk-taking or anti-social behaviours.

- **149 individual young people recording 3055 attendances at 'open access' sessions**
- **95% of young people report that they are satisfied with the provision and feel welcome, safe and respected by staff**
- **52% of young people attending open access sessions benefit from multiple projects and opportunities through S4S**

## Health and Wellbeing Project

Our weekly health and wellbeing session at the Nadder Centre in Tisbury have continued to prove popular. These sessions enable young people to participate in a range of physical activities including team sports, roller-skating and jogging, as well the opportunity to take part in healthy cooking in a social setting. We also offer fitness classes on a monthly basis, providing an opportunity to experience instructor led, higher intensity sessions, with **17 young people taking part in fitness classes this year.** During the summer months we have offered swimming at the outdoor pool, assisting those with less ability to improve their water confidence. The gym is available for use on a weekly basis and **16 young people have completed an induction to the fitness suite this year.** The sessions are open to all young people in school year 7 and above with the emphasis on taking part, being active and trying something new. Young people tell us that the sessions are really enjoyable and **75% of those involved say they have increased their physical activity levels and their self-esteem and confidence have improved.**



**"I got involved with this session to improve my physical activity as I am not a fan of PE at school but I enjoy these sessions as it isn't so competitive and you can get a lot more out of the sport here"**



## Wilton Junior Youth Club



Our weekly junior youth club for young people in Wilton has grown over the past year and we have extended our age range to include those in years 6, 7, 8 & 9. Young people and staff create a programme for these sessions and, the activities chosen enable young people to develop new skills and meet new friends. **24 young people** in school years 6-9 have attended these sessions during the past year. **100%** of young people reported that they have **developed independence, creative or cooking skills** as well as **making new friends or improving their social skills**

**“It’s fun to meet new friends and catch up with old ones. I have enjoyed developing my cooking skills, especially pizza making”**

## Project Night

A ‘project’ focused weekly youth work session for young people in school years 10 or over has run from Wilton Youth Centre at various times throughout the year. Young people have created wooden items for sale, repaired bicycles and developed a range of practical skills. The focused nature of this groups means we are able to offer greater support young people with additional needs with **28 different young people benefitting from the project** over the past year, **50%** of whom identify as having an **additional need**. Young people tell us these sessions have helped to **increase their practical, creative and independence skills**.



**“It helps me get out of the house and make new friends. I’ve learnt new skills, such as how to use tools and do woodwork, and I’ve gained confidence”**

## Mere Open Access Drop-In



“I come to youth club because it is fun. I’ve also gained more confidence in talking to people”

“it gives me something to do and it keeps me out of trouble”

Our Friday night ‘Drop In’ sessions for young people aged 11 – 18 remain popular, reaching **113 different young** people this year, through 2 age group sessions - school years 7,8 & 9 in one and year 9 upwards in the other. Often the first contact a young person has with S4S is through these sessions, either by coming into the youth centre or through talking to youth workers out on the recreation ground during the summer months. Mere Youth Centre is a **safe and welcoming** space, with friendly, experienced and qualified staff. Young People are enabled to meet their peers, make new friends and take part in **positive activities**. These sessions are where initial **trusting relationships between youth workers and young people** are developed and they are the catalyst for **further engagement with S4S**. **65%** of those attending the ‘drop in’ sessions accessed other **personal development opportunities** offered by us.

## Targeted Projects

Rural and social isolation with limited access to services and facilities are the norm for young people in South West Wiltshire, however, for those with additional needs or facing other personal challenges, these things are magnified. The lack of local schools & colleges, part or full-time employment opportunities, limited facilities and services and poor public transport links all have an even greater negative impact on these young people. They find it hard to participate in leisure time activities, difficult to meet up with friends, struggle to access education, training or employment opportunities and their ability to develop independence is restricted. This often leads to poor emotional well-being and low self-confidence so the provision of targeted projects to prevent young people from becoming isolated or falling between the gaps in the limited support services, is a vital part of our work.

By identifying those young people who need some additional support and delivering a combination of 1:1 interventions and specific group work sessions to address their needs, S4S equips these young people with the skills required to make a successful transition to adulthood. We work with key partners such as schools, colleges, social care and targeted youth support services to identify young people aged 11 – 19 (up to 25 if they have additional needs) who they feel would benefit from these projects or some direct support, receiving referrals for young people who they feel are ‘socially isolated’, ‘at risk’ of becoming ‘Not in Education, Employment or Training’ (NEET) or becoming involved in ‘anti-social’ or ‘risk taking behaviour’.

- **35 different young people benefitting from support offered through targeted support**
- **7 young leaders supporting with the delivery of youth work sessions to young people with additional needs**

## The Bridging Project

The bridging Project is a weekly youth club session aimed at young people with Special Educational Needs & Disabilities and young people who are facing other significant barriers to participation. Young people attending the session are also supported by peer leaders who enable them to integrate into other activities delivered by the charity once they feel confident to do so.

Young people are involved in programme planning with the staff and volunteers, ensure there is a range of activities available on a weekly basis, which focus on developing practical, social and independence skills. These have included cooking, arts, crafts, sewing, woodwork, sports, games, walks and picnics.



Some young people require a little more support to access the Bridging Project or other clubs and facilities in the local community. We provide keywork support to these individuals, meeting them (and their parent / carer if appropriate), to identify specific barriers to participation, how these can be overcome, discuss needs and develop an action plan with some key goals and targets which will enable the young person to access opportunities in the future.

- 24 Young people aged 12+ with SEND engaged in positive activities
- 85% young people with SEND who engage in the Bridging Project, report an increase in self- confidence
- 92% of young people with SEND engaged in the 'Bridging Project' actively participated in other projects delivered by Seeds4Success
- 100% young people with SEND report an increase in social skills or making new friends

"Coming to youth club has helped me gain skills and prepare me for college... I have made a lot friends and I have also got a lot of people to talk to about life as it gets hard at times. I got bullied at school due to being autistic and people not understanding me so it made it very hard for me to make friends"

## Building Bridges

Building Bridges is a partnership of organisations, led by Community First, that has come together to deliver the Building Better Opportunities Programme across Swindon and Wiltshire. The project has received up to £6.4M of funding from the European Social Fund and The National Lottery Community Fund as part of the 2014-2020 European Structural and Investment Funds Growth Programme in England. The Department for Work and Pensions is the Managing Authority for the England European Social Fund programme. Established by the European Union, the European Social Fund helps local areas stimulate their economic development by investing in projects which will support skills development, employment and job creation, social inclusion and local community regenerations. For more information visit <https://www.gov.uk/european-growth-funding>



- **8 young people supported to gain employment**
- **100% of young people leaving the programme moved into full or part time work or education**

**“I have gained confidence, skills and made friends by taking part in group activities and I had some 1:1 support which helped me get my apprenticeship”**

Through 'Building Bridges', Seeds4Success have worked with **20 young people** aged 15 – 24 years old who were **'at risk'** of becoming or who are already **NEET**, **65%** of whom identified themselves as having additional needs. We have **supported** them on a **1:1** basis to develop a **personalised action plan**, including **CV writing & job search**, we have enabled them to **visit colleges** and set up **work experience opportunities**. We have empowered young people to **address barriers to EET** through support with other areas of their lives such as access to **substance misuse workers**, help with **benefit and housing issues**, access to **mental health services** and support with **grant/bursary applications**. Through group work sessions, training and volunteering we have developed their practical skills and enhanced their readiness for work. We have built relationships with local employers to identify employment opportunities that are suitable to young people on the project.

## Social Action Programmes

Social Action, developing responsible citizens and enabling community volunteering opportunities, is integral to the work of Seeds4Success and it informs and enhances the charity's development. Young People are empowered to take an active role improving their local community through our Leisure Credits and National Citizen Service schemes and they develop leadership and organisational skills through our Youth Committee and Young Leaders Programmes. This aspect of our work underpins the charity's ethos, it enables young people to experience a range of practical activities, develop key skills such as communication, co-operation, teamwork and problem solving, which enhance their confidence. These projects are very visible to the wider community, who tell us they make a real difference, and the young people involved say they feel valued and proud for making a positive contribution to the local community. Through engaging young people in social action projects, we are empowering active and informed young citizens, inspired and motivated to ensure Seeds4Success has a future to provide other young people with the opportunities they have had themselves.

- 49 young people taking part in social action projects during the year
- 4476 hours of voluntary work carried out by young people for the benefit of the wider community
- 80% of young people recording an increase in independence levels
- 60% of young people say they feel they have responsibility for the charity's development

“I feel that the young people who do fantastic things like this should be praised more as we seem to hear more about the negative side of our youth in the media rather than the wonderful things that many of them do” Local Resident

### Leisure Credits Scheme

'Leisure Credits' enables young people to become **engaged in their community**, through **volunteering**, whilst also earning **rewards for their hard work**. Working in partnership with many different local groups and organisations, including Wiltshire Rights of Way, South West Wiltshire Ramblers, footpath groups, Cranborne Chase Area of Outstanding Natural Beauty, land owners and parish councils, we identify jobs which enhance or conserve the natural environment or improve access to the countryside. We also provide support to community events, helping to set up and run stalls, carry resources, serve refreshments, run specific activities as well as clear up. Sessions runs alternate Saturdays as well as 2 days a week during the school holidays.



Young people **earn 'credits'** based on how hard they work during a session, which they can later use on **developmental reward opportunities**. Some may choose to spend their credits on **new experiences** such as learning to wakeboard or Quadbiking, going to a theme park or taking part in an outdoor activity residential opportunity or just simply choose a **social experience** such as the cinema or going to a waterpark with friends. Others may save their credits to **help with the cost of training**, such as **driving lessons** or a **CBT** (motorbike test). By enabling young people to access these opportunities through earning credits we are removing financial barriers to participation when part time employment is hard to find whilst promoting a positive work ethic.

- 43 days of community volunteering opportunities provided
- 44 young people engaged in practical conservation tasks
- 90% of young people recording an increase in practical skills
- 90% of young people recording an increase in groupwork skills and awareness of others



“Everyone in Ebbesbourne Wake is hugely appreciative of what you and your team have done to help in the clearing of our footpaths. It has made a huge difference and dog walkers and riders are very pleased not to have to battle their way through the jungle!” Parish Council

- 16 young people gained John Muir Discovery Awards
- 4 young people achieved LANTRA Brushcutter operator qualifications
- 2826 hours of volunteering by young people through ‘Leisure Credits’

### National Citizen Service (NCS)

NCS is a government backed social action project for young people in school years 11 & 12. Seeds4Success delivered one team based in Mere in partnership with Youth Action Wiltshire. The project ran during the summer engaging young people in a **team building residential**, a **skill development residential** and the **planning and delivery of a project to benefit the community**.

Our team of **13 young people** from various locations across South West Wiltshire, was made up of individuals who would not access the project through mainstream recruitment as well as young people with a range of needs with whom we are already working. They all participated fully in the programme and as a team delivered projects to **benefit the environment and younger children** and **older residents** locally.





“NCS helped me to make new friends develop as a person in a safe environment. I gained lots of qualifications as well as skills such as leadership”

- 12 young people gained a First Aid Qualification
- 13 young people completed ASDAN Leadership & Sports Leaders UK GoLead Awards
- 11 young people gained Level 2 Certificate in Food Safety

The NCS Team of the summer of 2018 were a very mixed group of individuals, who **overcame their own personal challenges and barriers**, to **complete** a truly amazing range of **social action projects together**. They individually wanted to help older people, younger people and make a difference to the environment so they agreed on 3 projects to achieve these goals. They ran a day of activities for the juniors, made a cracking start on the restoration of a dew pond as well as supporting the leisure credits group with this activity on a couple of occasions. Their biggest achievement, however, was clearing an overgrown area and creating an accessible path behind a sheltered housing complex in Mere.



## Young Leaders



**Young Leaders** have continued to play an **important role** in the **planning and delivery** of junior **youth work sessions** for Seed4Success throughout the year as well as providing **peer support** at a number of other sessions delivered by the charity. These young people have been consistently engaged in the work of S4S, have demonstrated an understanding of the youth work process and shown they are able to take on the additional level of responsibility required to be **positive role models**. Some are also graduates of our NCS programme.

- 15 trained young leaders taking an active role in the delivery of junior youth clubs across South West Wiltshire
- 12 monthly junior youth club sessions for children aged 9-11, planned and delivered by young leaders
- 10 young leaders completing safeguarding training

The monthly Junior Youth Club sessions, for those in school years 5, 6 & 7 are a real credit to the work of the young leaders. They plan the activities, thinking about resources, the roles of each group member, how to keep everyone safe, as well as promoting the project in local primary schools. The activities have included nature walks, team building games, cooking and arts and crafts. We have seen a number of juniors' progress on to our other projects once they reach school year 7.



“Junior Club helped me with socialising and meeting other people that would be going to Gill (Secondary School) with me. I enjoyed doing the activities like team building and cooking”

- 48 children aged 9 – 12 took part in junior youth club sessions
- 621 volunteer hours committed by young leaders to the planning and delivery of junior sessions

“I have developed leadership skills, learnt about keeping children safe and have gained the confidence to plan and run sessions for younger people”

## Youth Committee

The Seeds4Success Youth Committee, are a group of young people from different communities and backgrounds, of varying ages and abilities, who take part in a range of our projects and who want to be more involved in the running and development of the charity. These individuals help gain feedback from their peers and friends about the charity, bringing new ideas and opinions to the charity director and trustees. These young people have been actively engaged in developing our theory of change as well as giving ideas and creating and uploading content for the new website. They have also helped to plan and run events in the local community, assisting with fundraising, and representing their peers and the charity at Council meetings, the South West Wiltshire Community Area Board and the South West Wiltshire Local Youth Network.

- 13 young people actively involved in the development, growth and running of the charity
- 327 young volunteer hours committed to youth committee activity



“I got involved in the youth committee because I wanted to have more responsibility and feel important. It has helped me to understand the charity more and what it takes to keep it running.”

## OUR PLANS FOR NEXT YEAR

As we look towards the future, we can be positive about the impact we are having on local young people and the difference we make to our community. We will embrace our 'Theory of Change' and the information and ideas gathered through its development, to continue to develop and grow in an informed and sustainable way.

We will deliver a range of youth work opportunities under the 3 main themes of 'open access', 'targeted' and 'social action', responding to the needs of local young people with the support of the local community. Enabling access through the provision of or support with transport, will remain a priority as we continue to remove barriers to participation and increase opportunities for all young people.

We will continue to extend our targeted work by actively reaching out to more young people who are struggling to access support and opportunities. We will strive towards the establishment of a mentoring programme for young people in memory of Jamie Mackaness that will utilise the many skills and assets in our local community to enable young people to grow and develop.

We will continue to improve and update our website with the support of young people, ensuring it is attractive, informative and user friendly, with links from our Social Media platforms providing current and regular images.

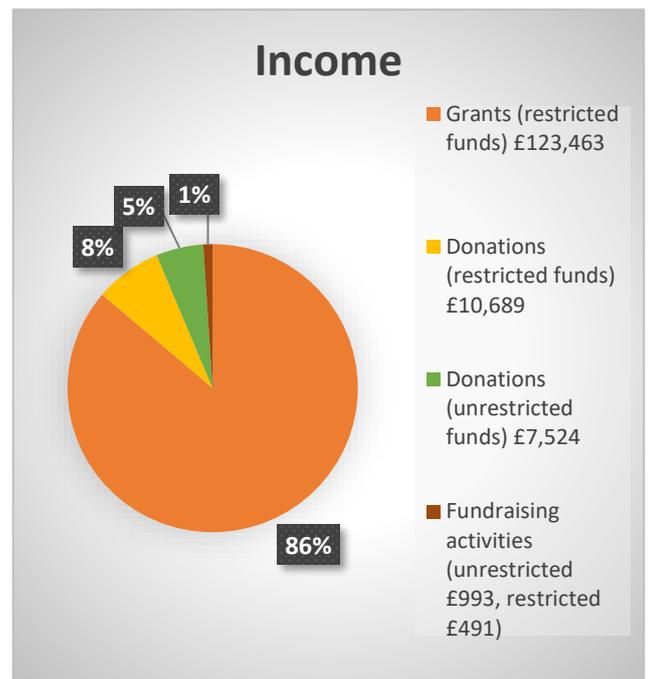
As our partnership agreement with NCS comes to an end we will develop a new 'Local Youth Action Scheme' with the support of young leaders and graduates of this summer's NCS programme, in response to their request that there be a similar, more flexible programme in its place.

Our base at Mere Youth Centre is dated and not as accessible or energy efficient as we would like. A group, in consultation with young people and Mere Town Council (on behalf of Mere Peace Memorial Trust the building owners), will begin working up plans to redevelop the centre with the aim of creating a more effective, welcoming space which meets the needs of local young people.

We will review the existing infrastructure, governance and legal status of the charity, in line with Charity Commission Guidance, to ensure we are growing and developing in the most efficient and appropriate way. This will include a review of our staffing to ensure we are making the best use of resources and with a view to increasing our staff hours to provide more support to the charity director, to enable the growth of new projects and to create a more sustainable structure for the future.

# FUNDING

2018-19 has been a positive year with regard to the charity's finances. Our income has continued to grow and the range of funding is diversifying. The amount raised through grants has increased by 43% from the previous year with donations increasing by 52%. The figure for donations includes the funds we have received in memory of Jamie Mackaness, which is earmarked for enabling us to set up a mentoring scheme in the future. The 'Friends of Seeds4Success' fundraising campaign continues to attract donations from private individuals and these, mainly unrestricted funds, have enabled us to grow our reserves in line with the growth of our expenditure. At the end of the year we held £34,184 in unrestricted funds, which is between 3 and 4 months running costs based on a projected annual spend of £120,000, putting us just below our target of 4-6 months.



Our grant income has come from 19 different funders this year with grants ranging from £250 to £30,000. We are very fortunate to have received a 3 year grant commitment from the Hoare Family Trust and combining this with some of our other key funders, Wilton Middle School Education Trust, The Blagrove Trust, Wiltshire Community Foundation and BBC Children in Need also providing multiple year grants. Our partnership with the Building Bridges Programme and thus, the funding we receive from The European Social Fund and the Big Lottery Community Fund for this project, is in its final year, however, due to success of the programme it is expected that there will be a 2 year extension to the programme and we have been asked to remain a partner for the additional time period. These multi-year commitments account for 66% of our funding for 2019/20 and we already have 40% of funding confirmed for 2020/21 through these grants.

We have also received repeat support from some very local charitable trusts such as the Ernest & Marjorie Fudge Trust, Mere Forest Charity's and the Alice Coombes Trust, all of whom have made financial contributions to the building or transport running costs. A partnership with Mere and District Link Scheme has seen them continue to provide financial support toward the transportation of young people from outlying villages to enable them to access our services.

Wiltshire Council, through the South West Wiltshire community area board, have provided grants towards our open access youth work as well as supporting our health and wellbeing project which is run in partnership with the Tisbury Parish Council funded, Tisbury Youth Club. The commissioning team also provide a grant to support young people aged 16-26 with SEND to access our wider projects.

Our partnership arrangement with Youth Action Wiltshire to deliver a local National Citizen Service (NCS) project and the associated funding ended this year after our final summer team. This was enhanced through a grant from Joanie's fund, via Hereford Community Foundation, to support with the accreditation costs which are an added extra to our local scheme, but something young people really value.

Young people continue to support with fundraising making a valuable contribution to the charity's income. They have carried out 'bag packing' at Morrisons Supermarket in Warminster, made wooden items which have raised money at local stalls and helped with local community events receiving donations for their efforts. Much of the funding raised by young people goes back into the reward element of the Leisure Credits programme or towards the Social Action Project of the NCS scheme.

The overall picture of funding for Seeds4Success as we enter the financial year 2019-20 looks promising although securing ongoing funding will always be a challenge. We have over 75% of our funding secured for the year, with other applications in the pipeline which we hope will be successful. As we go forward, we will continue to reach out into the local community for support, look to new grant making trusts who have priorities which fit our mission, as well as building on the positive relationships we have with existing funders.

## GOVERNANCE

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Seeds4Success is a Charity, registered with the Charity Commission for England and Wales, registration number 1151541. The charity is governed by our constitution which was adopted in July 2012 and outlines the charities objects and the powers of the trustees. The Board of Trustees oversee the management of the charity and its assets, supported when required, by advisors from other local bodies. Advisors to the board of trustees during this time include Steve Crawley Head of Youth Action Wiltshire, Brett Norris from Mere Town Council, Cllr Bridget Wayman from Wiltshire Council and young people from the Youth Committee.

Seeds4Success has utilised the services of specialists to support specific areas of development, for example MJC Safety Services provide professional advice and support on Health and Safety for the Charity.

### Trustees:

Jon Rich (Chair and lead for Volunteers)  
David Lacey (Vice Chair)  
Andy Noble (Safeguarding and HR Lead)  
Barbara Thomas (Treasurer)  
Emily Kelly  
Georgia Allen  
Sarah Reed  
Ben Williams (from 7/11/18)  
Ross Coad (from 16/1/19)

The board of trustees have met quarterly throughout the year. The charity continues to seek additional trustees who are able to bring key skills and take on identified roles on the board. All Trustees complete safeguarding training and have current Disclosure and Barring Service (DBS) clearance.

## Staff Team:

The Seeds4Success staff team is led by full-time employee and Charity Director Jaki Farrell. Jaki is responsible for the day to day running of the charity, the recruitment, supervision and management of staff and volunteers, overseeing and managing the charities finances including fundraising and report writing, the development of policies and procedures, as well as leading on youth work delivery and 1:1 support to specific young people.

Seeds4Success has an experienced and committed part-time staff team who support the charity's work. All staff are DBS cleared and are required to complete an induction including Safeguarding Training. Staff are supported to access other specific training opportunities to enhance their skills and improve the quality of our delivery.

The youth work staff team is made up of 7 individuals Gavin Sheen, Josh Howell, Karen Johnson, Maaike Pope, Rob Haynes, Rose Salmi-Wright and Tony Nye, who carry out a range of roles including key work support to specific individuals, leading or assisting in the delivery of youth work sessions. Their hours equate to just over one and a half full-time workers. The team all have substantial experience of working with young people in a range of settings, with a number having been consistent members of the team since the charity first began employing staff in October 2014. As well as directly delivering youth work sessions, some of the staff also support with transport to enable young people to access programmes when required.

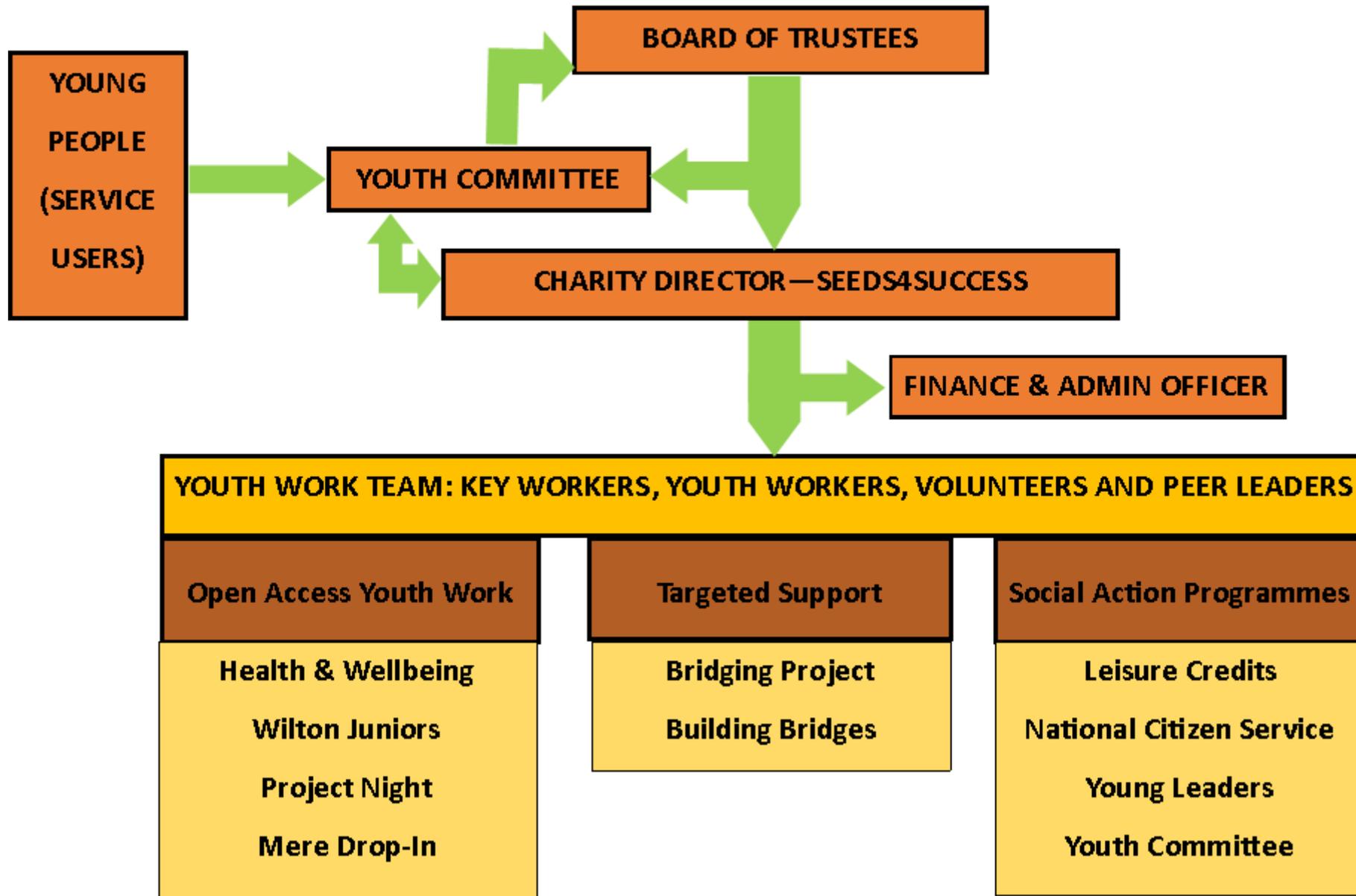
The charity employs a part time (8 hours a week) Finance and Administration Officer, Joanna Lowndes. Jo supports the Charity Director by overseeing financial matters, managing the payroll, preparing evidence for funding reports, recording financial transactions as well as other administrative roles such as data recording and office management.

## Volunteers:

Seeds4Success is fortunate also to have a team of regular volunteers who support the delivery of our youth work sessions. These individuals commit a significant amount of their time to help Seeds4Success and the young people engaged in our projects bringing a wide range of skills and experience with an abundance of energy, enhancing our offer to young people. Chris Brantingham and Nigel Lloyd have been regular and consistent volunteers at the Bridging Project throughout the year and Clare Ridley has enhanced our health and wellbeing project through leading a regular jogging group. Emily Kelly and Georgia Allen, both graduates of our young leaders' programme have, despite their own personal growth and thus new commitments, continued to provide a significant level of support to our youth work delivery throughout the year. Georgia has been a consistent asset at the Wilton Junior project and assisted with Leisure Credits reward activities when possible and Emily has supported the Bridging Project, NCS and the open access drop-ins in Mere whenever she has been available. This group of volunteers are valuable to our youth work delivery and are a huge benefit to the charity as a whole.

Other members of the community have played significant roles in the support of the charity through promoting the charity and its work and encouraging financial support through our 'Friends of Seeds4Success'. We welcome all the support we can get and are very grateful and appreciative of anything anyone does to help us. The contributions made by volunteers and supporters are valued and crucial to the charity's future, enhancing the services we offer and the organisation as a whole.

## ORGANISATIONAL STRUCTURE



# ACCOUNTS

## Statement of Financial Activities for the year ended 31 March 2019

|   |                           |                         |                 |
|---|---------------------------|-------------------------|-----------------|
| <b>Balance Brought Forward at 1/4/18</b>  | <b>£ 59,840</b>           |                         |                 |
| <b>Restricted</b>                         | <b>£34,173</b>            |                         |                 |
| <b>Unrestricted</b>                       | <b>£25,667</b>            |                         |                 |
|   |                           |                         |                 |
| <b>Income:</b>                            | <b>Unrestricted Funds</b> | <b>Restricted Funds</b> | <b>2018/19</b>  |
| Grants                                    |                           | £123,463                | £123,463        |
| Donations                                 | £7,524                    | £10,689                 | £18,213         |
| Fundraising                               | £993                      | £491                    | £1,484          |
| Asset Investment                          |                           |                         |                 |
| <b>Total Income</b>                       | <b>£8,517</b>             | <b>£134,643</b>         | <b>£143,160</b> |
|   |                           |                         |                 |
| <b>Expenditure:</b>                       |                           |                         | <b>2018/19</b>  |
| Salaries (Youth Work delivery)            |                           | £56,432                 | £56,432         |
| Salaries (Management & Admin)             |                           | £12,369                 | 12,369          |
| Programme                                 |                           | £26,406                 | £26,406         |
| Transport                                 |                           | £9,656                  | £9,656          |
| Building                                  |                           | £2,757                  | £2,757          |
| Management, Admin & Running Costs         |                           | £4,721                  | £4,721          |
| <b>Total Expenditure</b>                  |                           | <b>£112,341</b>         | <b>£112,341</b> |
| <b>Balance Carried Forward to 2019/20</b> | <b>£34,184</b>            | <b>£56,475</b>          | <b>£90,659</b>  |

This summary uses information taken from the Annual Accounts for Seeds4Success for the financial year ended 31 March 2019. This information may not contain sufficient detail to enable a full understanding of the financial affairs of Seeds4Success however a copy of the receipts and payments accounts for Seeds4Success for the financial year 1<sup>st</sup> April 2018 – 31<sup>st</sup> March 2019 is available on request from the Chair of Trustees. This annual report and accounts will be submitted to the Charity Commission and the Registrar of Companies after our AGM on 6<sup>th</sup> November 2019.

Seeds4Success aspires to hold between 4 – 6 months of running costs in 'unrestricted reserves'.

# ACKNOWLEDGEMENTS

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The achievements of Seeds4Success in the past year would not have been possible without the support of several local partners, funders and members of the local community.

Our thanks go to the following organisations and groups who have **funded** our **core costs** and our **youth work delivery**:

**Alice Coombes Trust**

**British Horse Society**

**Ernest and Marjorie Fudge Trust**

**Hindon Parish Council**

**Hoare Family Trust**

**Mere & District Link Scheme**

**Mere Forest Charity**

**Mere, Gillingham & Shaftesbury Lions**

**Morrisons Warminster customers**

**Sedgehill & Semley Parish Council**

**The National Lottery Community Fund**

**The European Social Fund**

**Tisbury Parish Council**

**Wiltshire Community Foundation**

**Wiltshire Wildlife Trust**

**BBC Children in Need**

**Ebbesbourne Wake Parish Council**

**Herefordshire Community Foundation**

**Hindon Flower Show**

**Mackaness Family & Friends**

**Mere Carnival**

**Mere Gardening Club**

**Mere Town Council**

**NCS Trust - through Youth Action Wiltshire**

**S4S summer NCS team**

**The Blagrave Trust**

**Tisbury Carnival**

**Wilton Middle School Education Trust**

**Wiltshire Council**

A huge thank you must also go to the **numerous individuals** who have made **personal donations** through fundraising campaigns or community events – these contributions have been significant in enabling the charity to continue with its work.

There are some **key partners** in our work, who provide in kind support to the charity and their contribution is greatly appreciated and valued:

**Cranbourne Chase AONB**

**Wiltshire Council Rights of Way Team**

**Youth Action Wiltshire**

**Wilton Town Council**

**Wiltshire Outdoor Learning Team**

**Zeals Youth Trust**

The final thank you goes to our **amazing** team of **young leaders** and **youth committee** members who have supported the delivery of junior youth club sessions, assisted with the development of the new website, our theory of change and have supported fundraising activities on behalf of the charity:

**Archie**

**Ben**

**Bernie**

**Dan**

**Emily**

**Erin**

**Georgia**

**Hanna**

**Hayley**

**Jack**

**JC**

**Kieran**

**Lauren**

**Leon**

**Maizie**

**Miranda**

**Sarah**

**Simone**

**Sophie**