



**SEEDS4SUCCESS**

YOUNG PEOPLE EARNING THE CREDIT



## ANNUAL REPORT 2020 - 2021

**SEEDS4SUCCESS  
MERE YOUTH CENTRE  
THE RECREATION GROUND  
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**WWW.SEEDS4SUCCESS.ORG.UK  
REGISTERED CHARITY NO.1151541  
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# FORWARD

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This year has been incredibly challenging for everyone, not least of all young people, who have seen huge disruption to their education, jobs, leisure time activities and social opportunities. For some young people this has been an opportunity to take a break from some aspects of their life that were causing them stress or negative behaviour. For many others it has created anxiety; about their futures, their friends, their families and their health. It has led to a reduction in face-to-face services for young people at a time when those who were most in need and living in the most challenging circumstances were facing increasing pressures and vulnerabilities.

The Covid-19 pandemic has had a significant impact on the everyone but I am encouraged by the support and community solidarity that has been displayed in South West Wiltshire. We are incredibly fortunate to be here in 2021, having adjusted our services to respond to the changing needs of young people during the year and to have received the ongoing support from local volunteers, funders and partners. We have benefitted from some specific funds designated to enable charities to continue their work through these challenging times, and the charity has established new projects to provide additional support to those individuals most in need.

The young people who have remained most engaged in the opportunities and services provided by Seeds4Success have helped shape and plan activities as we have emerged from various lockdowns to operate within the social distancing measures that were in place. As we move forward with optimism that we will be able to resume more face-to-face delivery in the coming year, these amazing humans are supporting through peer leadership, attending meetings to give their thoughts and opinions about what needs to change and improve for young people locally and they continue to shine as role models and advocates within the local community. I feel privileged to be part of an amazing team of dedicated staff, volunteers and trustees, who work tirelessly to ensure the wonderful young people of South West Wiltshire have the services and opportunities to develop and achieve what they so very much deserve.

*Jaki Farrell, Charity Director*

**“I know this is just the beginning for me and there is lots I want to do but my anxiety often stops me. I have found talking to people at Seeds really helpful. They just accept this is the way I am. They don’t give up and just keep asking whether I’m coming to sessions. Even if I say ‘yes’ and then just can’t make it, they understand. This support is really important, and it helps motivate me to keep going”**

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# INTRODUCTION

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Seeds4Success (S4S) is a youth work charity based in Mere, providing co-ordinated developmental youth work opportunities and targeted 1:1 support to young people across South West Wiltshire, it is the main provider of positive activities for young people in the area. Listening to the voices of local young people and developing projects and services which respond to their needs and wishes, the charity has grown significantly in recent years filling gaps in statutory provision and providing co-ordinated and wholistic youth support services that are embedded in the local community. The challenges of the past year have led us to adapt the way we deliver our work to enable us to continue to reach out to young people.

Our 3 key methods of youth work delivery; Open Access, Targeted Support and Social Action, have remained consistent, however, the medium of delivery has at times changed to online sessions via zoom, phone calls and text message conversations or remote opportunities linked to resource packs. When face to face delivery has been permitted we have continued to offer a range of opportunities to engage young people, including regular weekly sessions as well as defined projects targeting specific groups or individuals, albeit with various restrictions in place. Recognising that isolation has a huge impact on the social and emotional development and leisure time opportunities for young people living in rural locations, we provide transport to all our sessions, enabling access for those young people who would otherwise not be able to attend.

95% of the young people we engage with are from low socio-economic backgrounds, have additional needs, are not in education, employment or training (NEET), are participating in anti-social/risky behaviours or are rurally or socially isolated. With a history of providing support to some of the most vulnerable and disadvantaged young people in our community, we liaise closely with local partners to identify those who would benefit from our services and make personal approaches offering support where necessary. These relationships with partners have been even more important over the past year and will continue to be significant in enabling us all to work together to ensure the most vulnerable young people or those who have disengaged from all forms of support are not lost and, agencies are working together to provide the appropriate level of support or intervention. Often the young people identified face challenges and are not accessing any other services or organised activities We explore ways to enable participation so they can develop skills and resilience, engage positively in structured activities, increase their confidence and self-worth, reducing the risk of them disengaging or conflicting with mainstream society.

Our work empowers young people to be active and responsible citizens, caring about themselves, others and their surroundings. Providing opportunities to meet peers, in a safe, accessible and welcoming environment, at S4S young people discuss issues affecting their lives, gain experiences and qualifications that support their personal and social development, and make a positive contribution to the local community.

## 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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As predicted, this has been an unusual and challenging year. But one that our amazing staff, volunteers, and supporters have risen to with great dedication and commitment. Despite the many challenges that we have all faced in our personal lives, their commitment to Seeds4Success, our work, and the young people has remained absolute. The speed and versatility shown when adapting the service, we were able to offer during lockdowns with little guidance available to the youth work sector, was inspiring. It is this attitude that makes me humbled to be involved with S4S and that I know others truly value.

While we did everything we could to keep our service provision running it has inevitably been impacted. We have been able to engage with less young people at a time when they have faced increasing challenges personally and this has been hard for all. Delivering sessions also required more preparation than before adding additional burden to our staff. We were all relieved when face-to-face work could resume and are looking forward to doing more of this as restrictions ease. I am grateful to everyone for their patience, understanding, and community spirit as we have evolved our offering.

Despite the pandemic and the many uncertainties and challenges this has brought, I am extremely pleased with the progress that has been made in many areas. S4S is now a Charitable Incorporated Organisation (CIO) and we are in the process of transferring everything to this new legal body. This structure will better safeguard the charity and open new fundraising opportunities. The generous financial support of our Friends of Seeds4Success, including the family and friends of Jamie Mackaness and other local people, has enabled us to develop and implement our mentoring programme and while new is already making a real difference to young people involved. Plans for a new youth centre in Mere are ongoing with building plans and discussions with the landlord well under way.

Looking forward, we are excited about the possibility of working closer with Zeals Youth Trust and the potential to bring Zeals Green Pastures under our management. Doing so will not only provide S4S with a new versatile space to operate from and offer an increased range of services, it will also help safeguard the site for the local community and future generations.

I want to take this opportunity to thank all our amazing staff for continuing to deliver for young people and the local community. To the dedicated volunteers who give their time and expertise freely; our supporters, advisors, donors, fundraisers and funders – thank you. We could not do any of our work without you – you are at the core of our work and allow us to invest in the young people we work with and local community for a brighter future.

*Ben Williams, Chair of Trustees*

# OUR ACTIVITIES & ACHIEVEMENTS

## Summary

During a year of many challenges and restrictions we are proud to have been able to continue to reach out and support so many young people, who without access to our remote services, 1-to-1 conversations with youth workers or face to face support groups, would have found this period even more isolating.

We have **engaged 119 children** and **young people** in a range of **developmental youth work opportunities** through online and face to face contact our dedicated team of staff and volunteers have delivered **308 sessions** of group **youth work activity** recording a total of **2095 attendances**.

We have responded to the needs of local young people within the restraints of the lockdown and reduced operating procedures, reaching out to those most in need via **1:1 support** either via phone, social media, zoom or face to face meetings when permitted. This commitment has been significant **200 hours** of **1:1, keywork or mentoring support** being provided to **29 individuals** in addition to **102 sessions** of **targeted groupwork**. Through targeted **support**, **5 young people** have been enabled to move into **Education, Employment or Training**.

**18 young people** have taken on roles of **responsibility** within the charity as either **peer leaders** or **youth committee members** (sometimes both) supporting staff with the reviewing of Covid-19 procedures, and the planning of appropriate delivery within the restrictions. The charity's board continues to have **3 young trustees**, **1** of whom has successfully moved on to **university** to study **French and Italian**. **17 young people** have achieved **awards or qualifications** through participation with S4S.

Fundraising activity within the local community has been tricky this year however, the support of our '**Friends of Seeds4Success**' has been significant in **increasing** our **unrestricted reserves** with **individual** and **group donations** totalling **£7804**. Young people, parents and carers and the local community continue to tell us that the work we do makes a significant difference to the lives of local young people and the wider community and our work has been recognised through awards; **The High Sheriff of Wiltshire's Service to the Community Award** and the **Wiltshire Life Community Group of the year Award**.

**"During lockdown I started feeling really rubbish about myself and I had had my phone taken away from me so I couldn't speak to anyone other than my parents and my younger brothers and I felt really isolated and alone. I was in a bad place mentally and I ended up self-harming.**

**My parents eventually found out and they were really worried so spoke to Jaki about it. Jaki then got in touch with me, and we met up and talked about things that had gone on, why my phone had been taken away and why I had ended up feeling so bad. Talking it through with someone I trust made me feel much better and I knew she wouldn't judge me. It made me realise that I just need to talk to people when I'm not feeling great and that there is always a way to solve my problems."**

## SEEDS4SUCCESS JOURNIES

"I first attended Seeds4Success when I was 12 years old, and I started coming along to the Friday Night Drop-in sessions with my older siblings. We were all home educated and I'd not been in school for over 3 years so coming to youth club was a way I could socialise and reconnect with my friends from primary school. I soon started attending Leisure Credits and I also went to the Bridging Project.

Over the next 5 years I took part in a range of projects and activities with Seeds4Success that helped me gain confidence, develop new skills and achieve a load of qualifications. I was part of the Building Bridges Programme where I was supported to access functional skills courses and work experience which led to a part time job. All of this along with taking part in the Local Youth Action Scheme during the summer of 2020 really helped me. With the support of staff at Seeds4Success I was able to put together a CV that was 2 full sides of work and volunteering experiences, skills and qualifications most of which were gained through Seeds4Success.

This meant I was able to get onto a level 1 course in Electrical Studies at Yeovil College and having earned lots of 'Leisure Credits' I was able to gain my Compulsory Bike Test (CBT) which meant I could get a 50cc motorbike and get myself to my part time job and college. Seeds4Success has made a huge impact on my life, I have developed leadership skills, made some great friends and had the chance to take part in loads of opportunities that I would not otherwise have been able to do. I have recently started an apprenticeship in property maintenance which I am really enjoying."

"Over my time with Seeds4Success, I have improved my confidence and teamwork through volunteering and NCS. The volunteering work in NCS and leisure credits in general has also given me more of an appreciation for the community and the environment around it. I've also been involved in building bridges, where I have built up key interview skills and other skills to be able to seek employment, which with the support of this, I have now obtained an apprenticeship."



## Open Access Youth Work

Open access youth work is a vital part of our delivery, ordinarily providing 'drop-in' facilities in the local community and enabling us to get to know young people, learning about specific needs or issues and building positive and trusted relationships. However, it is these activities that have been the hardest to sustain during this difficult and disrupted year. Where previously we would have seen up to 60 different young people during a week, restrictions on face-to-face delivery, group sizes and transport have presented us with challenges.

During periods of full lockdown and, when face to face delivery was only permitted for targeted projects, we delivered online sessions using 'Zoom'. These included physical activities, games and quizzes, individual challenges and practical initiatives. Young people were often joined by siblings or other family members on these sessions as this was the only way they could take part. We also created wellbeing packs and resource kits for some sessions, which were delivered to young people.

This was a completely new way of working for us and young people and there were limits to our reach and accessibility. For some young people who lacked the confidence to appear on screen or the IT skills, equipment or required internet connectivity, or the quiet space to join an online session, unfortunately this was not the solution for them. Where we were aware of issues or young people asked to be supported or included, we delivered resource packs so they could still access activities and we called to touch base if appropriate.

With no physical presence in the community, we were not able to just make contact with young people, or they could not just come and find us, impacting our reach and profile. It has been challenging to make new contacts and establish positive relationships with young people who were not previously engaging with us. New contacts have come via word of mouth or as a response to a specific need.

We know that open access sessions are often the first point of contact for the young people we work with, and it is from here that we build relationships and they become engaged in more opportunities and benefit from other programmes or services delivered by S4S. We hope that when restrictions ease, we are able to re-establish contact and engage new young people in these opportunities.

- 🌟 **61 individual young people recording 1068 attendances at 'open access' sessions using remote or face to face delivery methods**
- 🌟 **85 remote 'open access' youth work sessions delivered via Zoom with 570 attendances**
- 🌟 **37 face-to-face 'open access' sessions delivered with 345 attendances**
- 🌟 **62% of young people attending open access sessions benefit from multiple projects and opportunities through S4S.**

## Health & Wellbeing Project

The weekly health and wellbeing sessions at the Nadder Centre in Tisbury have been significantly impacted by the various lockdowns and associated restrictions. We have been as creative as possible and throughout the year have offered a range of opportunities in place of this previously popular session. We delivered online physical activity sessions on Zoom during the first lockdown and when restrictions eased in the summer we moved to socially distanced outdoor fitness and games. **16 online fitness sessions** were delivered with **17 different young people taking part**. We managed **4 sessions**, albeit with restrictions on group sizes and activities at the **Nadder Centre** in the Autumn before further periods of facility closure. In this time **2 young people** were able to complete **gym inductions**. During the **Winter lockdown** period we ran **19 targeted health and wellbeing support groups** at Mere Youth Centre where we did a lot of cooking and evening walks to enable young people to talk about how they were feeling and provide them with the opportunity to see friends and speak to youth workers in person. **27 face-to-face health and wellbeing sessions** were delivered from **Mere Youth Centre, with 24 young people benefiting from them during this time**. Young People told us that it was really valuable being able to access these opportunities during an incredibly challenging year, at a time when they were facing a lot of uncertainty, stress and anxiety.



Young people told us that the **third lockdown** was the **hardest**. Whilst they were still in school their leisure time opportunities and social lives had to stop, and this had a negative impact on their mental and physical health. We responded quickly by delivering weekly **health and wellbeing support group sessions** at Mere Youth Centre reaching **15 targeted young people**.

“During lockdown the Monday night fitness sessions became a family activity with both my younger and older brothers joining in...there was a bit of competition, but it was a good bonding session too”



**50%** of Health & Wellbeing support group participants recorded an **increase** in their **mental health** and **wellbeing**, with a further **25% maintaining similar levels** throughout lockdown 3.

## Wilton Junior Youth Club

With Covid restrictions in place for large parts of the year, our weekly junior youth club sessions for young people in school years 6,7,8 & 9 from the Wilton area took place remotely, via Zoom. We also created resource kits and delivered these, enabling those with poor connectivity or minimal IT resources to join in. These sessions provided young people with a safe space where they could come together online to chat with their friends and take part in a range of fun activities designed to ease a bit of the pressure and anxiety they were feeling and to bring a bit of social interaction and fun at a time when this was in short supply. **35 remote** and **13 face to face** sessions engaging **21 different young people** were delivered during the year, enabling us to remain in contact with those who needed us most during these tough times.



“If it wasn't for youth club going online I wouldn't of been able to see my youth club friends, it was awkward at first but we soon became used to it. The quizzes were the most fun”

“I didn't attend the online sessions all the time but it was nice to know someone was thinking about me”

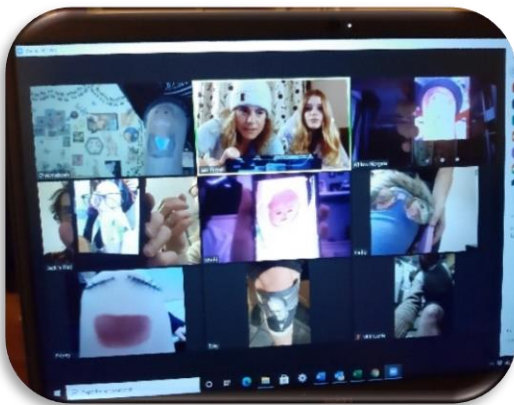
“I liked the challenges that were dropped of each week, I could do them with my family”

1/3 of the young people engaged in Wilton juniors attended over 50% of the sessions delivered.

“I was worried about seeing everyone in person again, nervous I guess because of covid. It felt good to be back again.”



## Mere Open Access Drop-In



The Covid restrictions and various periods of lockdown throughout the year have impacted on our ability to deliver open access 'drop-in' sessions, at Mere Youth Centre, in person. For much of the year we moved these sessions to online 'games' nights where young people, and their wider families, took part in a range of games, arts activities, 'taskmaster' also utilising the challenge packs that had been created. **34 remote youth work sessions** were **delivered** reaching 25 different young people.

"The online Friday Night sessions quickly became the highlight of my week with a number of my family, especially my 6 year old brother joining in with the games and activities"



When we were able to run face to face sessions we were working with limited numbers, both on the minibus and in groups, and most sessions took place outdoors. We delivered **12 Face to Face** youth work **sessions** in between periods of lockdown and heightened restrictions where we recorded **109 attendances**. In the summer evenings there was a lot of football rounders and other outdoor games played and when darkness came, we ran hide and seek type games and some fire nights, red light game, with some indoor cooking activities in small groups. Spending time outdoors also meant staff were able to make contact with young people who were not at the sessions and carry out some outreach work when it was appropriate.



"The Friday night games sessions were good fun and it was just nice to see other faces and be able to chat with friends. I really enjoyed taking part in different scavenger hunts around the house and taking part in different quizzes."



**75% of young people accessing Mere Open Access Drop-in sessions engaged with other opportunities offered by Seeds4Success**

## Targeted Projects

Targeted Youth Work Projects are a significant part of Seeds4Success's weekly delivery, and have been developed in response to the needs of local young people, with an understanding of the limited services and facilities available to those living in South West Wiltshire. With no schools or colleges in the area, very limited opportunities for part or full-time employment and poor public transport links, young people's ability to access after school clubs or leisure opportunities, meet up with friends, gain their own income and develop their independence is incredibly restricted. For young people living in disadvantaged households or who are facing additional barriers, there are significantly greater challenges and therefore the targeted work of Seeds4Success is incredibly important to these individuals, supporting them to access projects and services that meet their needs and develop their emotional well-being and confidence.

During the first lockdown, the staff team identified individuals whom they thought would be vulnerable and families where they knew there would be added pressure, making sure they were contacted and made aware that our team was still working, albeit at home, and could offer support where needed. This support included checking families had sufficient food, and arranging food bank deliveries where necessary, liaising with other agencies, in particular local schools regarding families of concern, escalating issues to social care as appropriate, and meeting up outdoors with vulnerable individuals to ensure they were ok, and they knew that they could still contact youth workers for support during this challenging time.

The National Youth Agency (NYA), recognising there were huge gaps in support with the closure of youth centres, took on a lead role liaising with cabinet members to develop a Covid-19 readiness framework, which meant that as the first lockdown eased targeted youth work could continue and this also ensured that during subsequent periods of lockdown targeted support groups and 1-to-1 work with vulnerable individuals was able to continue.

We know this past year has been incredibly tough on all young people and we have endeavoured to actively reach out to as many young people as possible, in particular those we know face challenges in their lives, however, this has not been easy. We are aware of young people who have developed significant social anxiety during this time and who do not want to leave their rooms. Some have experienced family break up or bereavement as a direct result of the pandemic and we have found ourselves supporting more young people who are on Child Protection or Child in Need plans.

Through a combination of 1:1 interventions and specific group work sessions, we have reached out to these young people, enabling them to develop the confidence, skills and resilience to get through the additional challenges of the year and empowered to embrace any post covid opportunities they are presented with.

- 🌱 45 different young people benefitted from support offered through targeted youth work programmes and 1-to-1 keywork
- 🌱 200 hours of 1 to 1, keywork or mentoring support provided to young people

## Building Bridges Programme



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 is jointly funded by the European Social Fund and The National Lottery Community Fund. The success of this project has led to an extension of the programme with funding committed until Autumn 2021, enabling Seeds4Success to continue to support those local young people aged 15-25 who need some extra support to access Education, Employment or Training (EET). For more information about the programme locally visit <https://buildingbridgessw.org.uk/>

This year has been incredibly challenging for anyone seeking employment, with furlough being the norm for many who had jobs and young people being disproportionately affected. The hospitality sector, one of the main providers of part and full time employment in South West Wiltshire has been hard hit and in many cases young people were on zero or minimal hour contracts for their work and this has impacted their entitlement to furlough pay. Individuals who had only recently secured work, also were 'laid off' with no entitlement to any financial support except universal credit.

Whilst some young people have found work in the care or retail sectors, individuals with learning needs or mental health issues have moved further from employment as anxiety around Covid-19 has led them to withdraw to their homes.





With most education providers switching to online delivery, those in the most disadvantaged situations or those with additional support needs have found remote learning inaccessible. Some young people have struggled to engage in mainstream education and whole year groups had their school year abruptly ended with no support around next steps or transitions.

Our 'Building Bridges' keyworkers have continued to provide 1:1 support to individuals, offering 'walk and talk' sessions to support their mental and physical health, remotely assisting with **CV writing & job search** and enabling **access to educational opportunities**. We have run **voluntary work experience days** when possible, which have enabled young people to develop their practical skills and enhance their readiness for work. 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**.

**22 young people** who were 'at risk' of becoming or who were already **NEET** have **engaged** with **keyworkers** during the past year. Of those exiting the programme this year, **83% gained jobs** and **17% have re-engaged in education**

"I just wanted to let you know I've been offered the job. I really appreciate you putting me forward for this role and for trusting and believing in me "

"We went on a walk and talked about the things that were causing me anxiety and how to try and fix my routine. We discussed small things that could make a difference and agreed some actions that I could take."

- 164 hours of 1-to-1 support provided to young people NEET or at risk of becoming NEET
- 92 face-to-face interventions
- 154 sessions of remote support provided via zoom or mobile phone
- 24 hours of voluntary work experience opportunities provided

## The Bridging Project

The Bridging Project is designed to engage young people with Special Educational Needs & Disabilities or those who find socialising within their peer group challenging, in developmental opportunities. Running weekly on a Tuesday evening, we offered online sessions via Zoom during the first Lockdown, moving to small group face to face support as soon as this was permitted. 10 different young people engaged with the 18 online sessions that were delivered. Throughout the summer we delivered small outdoor group work sessions, whilst offering Zoom sessions for those who were anxious about face-to-face attendance. It was evident that the young members had not engaged in Zoom activities, so we prioritised these individuals for the face-to-face sessions. Many of the older young people remained accessing support online and in the Autumn when the Zoom sessions ceased to enable longer face to face contact, the older young people remained engaged in the Bridging Project + sessions. We delivered 36 targeted face-to-face support group sessions for young people with additional needs benefiting 19



**“Coming to the Bridging Project has helped me have better behaviour and I have learnt to treat others with kindness and respect”**



During the year, membership of the Bridging Project has changed, as other opportunities have opened up, older members have moved to Bridging Project + and new younger people have joined. 26 different young people aged 11+ with additional needs have engaged with positive activities through the Bridging Project this year. Participants take an active role in planning sessions with the staff team. **Young people** have **gained practical skills** in bike maintenance, cycling, outdoor sports, cooking, woodwork, arts and crafts as well as **developing key independence skills** such as tying shoelaces, making hot drinks and preparing food.

**50% of Bridging Project participants accessed other opportunities offered by Seeds4Success.**



## Bridging Project +

The lockdown led to increased isolation and heightened anxiety in our older young people with SEND and it was this group in particular who engaged well with the online Zoom sessions and who were most concerned about a return to face-to-face delivery. Historically our 'Project Night' had been for older young people, however during this year it was clear that it was those aged 15+ with additional needs who we were reaching, and they had developed a real sense of ownership of the group. With new younger members joining the Bridging Project it felt appropriate that the Thursday evening session became the '**Bridging Project +**', targeting young people aged 15-25 with additional needs.



With sessions running solely online for the first half of the year, we moved to a blended mix of alternate Zoom and face to face sessions (often with the option to join via zoom too) based at Fovant Youth Club, when we were able to. We delivered **37 online youth work sessions** via zoom which benefitted **13 different young people** who recorded **243 attendances**.



Online sessions included a range of quizzes and social activities as well as lots of sharing of hobbies, interests and skills. The young people have taken responsibility for designing and planning sessions and have each given presentations on subjects of interest or book reviews. We delivered **10 face-to-face sessions** which benefitted **11 different young people** who recorded **73 attendances**. These sessions included social activities as well as opportunities to develop independence skills such as cooking, sewing and woodwork.

"I don't go out often except with family. It was good to be able to come back to youth and meet others"

"I'd look forward to catching up with the group each week on zoom, even with the internet problems! felt good to be part of a group. It was fun playing games and challenges also learning about different stuff and each other."

**88% of participants reported that the Bridging Project + sessions had enabled them to connect with their peers and feel less isolated.**

## Mentoring and One-to-One Support

The mentoring programme provides for young people with an **independent adult** to meet and chat with regularly as well as positive experiences. Those accessing the service will be at risk of, or are already Not in Education, Employment or Training (NEET) and there could be any number of reasons why mentoring could work for them. The young person may have physical or mental health issues, few friends or negative social networks, anxiety or are being bullied. They may need time away from their normal situation and require transport to get them to a club, class or activity. They may be struggling to make progress at school through poor attendance, lack of motivation,



During the year we provided regular weekly contact by Zoom or phone, and despite Covid restrictions and lockdowns, over **20 sessions** of mentoring or keywork support by **3 mentors** and **2 youth workers** was delivered to **7 different young people**.

The new role of Mentoring and Support Manager began in March 2020, one week before the first lockdown. This had a significant impact on the type and availability of research needed and therefore the development of the programme and resources. However, the programme was established, and the first **6 mentors** were recruited and trained in the Summer of 2020.

Due to Covid concerns and changes in their situations, 3 mentors regrettably had to withdraw from or suspend their involvement in the programme. Recruitment and training of mentors continues and a huge thank you to all those who have voluntarily given time and commitment to mentoring with S4S.

“Ever since I started the mentoring, I have really enjoyed being able to meet up once a week and talk to somebody and just getting out of the house. I never used to want to get in the car or leave mere but with the motivation of these sessions I managed to slowly change this and I’m not saying it was easy because there are many times I almost didn’t go, and let my anxiety get the better of me but with hard work and determination I managed to go.”

## Jamie’s Fund



During his time in the military, **Jamie Mackaness** coached and mentored young recruits and his peers, leaving a lasting impression and legacy.

He wanted to put these skills into practice in the local community through his support of Seeds4Success.

Following Jamie’s sad passing in 2018, his family and friends raised and continue to raise a significant amount of funding in support of the mentoring programme.

We are so grateful for the support of Jamie, his family and friends, and their contribution to Seeds4Success is making a significant difference to the level of support we are able to offer local young people. The legacy of Jamie Mackaness will live long in the hearts and lives of young people in South West Wiltshire and all involved in Seeds4Success.

## Social Action Programmes

Young People's Social Action has been integral to Seeds4Success since its creation and it defines the charity's ethos underpinning all our work. This year we have faced challenges in reaching some young people and whilst Zoom has certainly enabled us to deliver some elements of our work, meaningful and inclusive discussions have been harder to facilitate.

Our Young Leaders planned and delivered some junior youth work sessions online, however these were not as well attended as the face-to-face ones, and it was clear that the juniors were less keen on this medium of delivery.

As the NYA introduced its Covid procedures and 'readiness framework' the youth committee and young leaders were consulted on our phased return to face-to-face delivery, reviewing each step of the road map when this was introduced. These young people have been incredibly supportive and helpful in enabling us to roll out face-to-face delivery safely, identifying individuals or groups of young people who they felt should be prioritised for face-to-face support.

We were due to deliver the second year of our Local Youth Action Scheme (LYAS) this year, and it became clear very early on that the year 11's due to benefit from this project were a high need group. Having had their formal education ended overnight, with no time for future planning, no closure, no celebration of their achievements, just a cancelling of exams and with that their years of hard work cast to one side, leaving a sense of complete abandonment by the system. These individuals needed something positive to do, they wanted to get out and help in any way they could and they were happy to take part in any elements of the LYAS programme we could salvage if it gave them a sense of purpose in the midst of so much uncertainty.

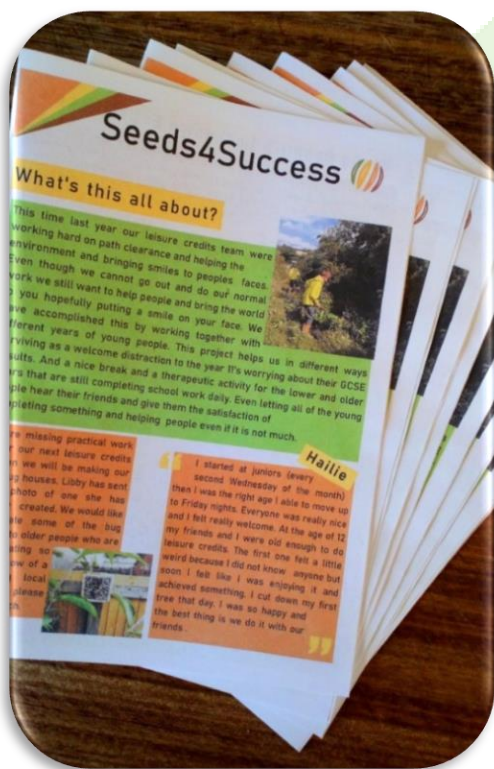
Through engagement in social action initiatives with S4S, young people are empowered to make a difference in their local community, improving rights of way, providing support to other groups such as older and younger people, helping with community events and enhancing local facilities. Opportunities for this type of work have been reduced this year, however, young people have been creative and have adapted where possible. From producing a newsletter for isolated older people to creating 'make at home planter kits' for young carers in the county, the young people of South West Wiltshire have been busy providing a little kindness to those who, due to Covid-19, were unable to leave their homes.

We know our social action programmes make a huge difference to the young people we engage, enabling teamworking, organisational, problem solving and leadership skills development and enhancing their confidence to interact with a range of people. Through a range of experiences, they gain practical skills and qualifications that enable them to progress into employment or further education.

The local community tell us that these projects have a real impact for them, the young people involved say they feel good about making a positive contribution to the community, and through being seen supporting local events or completing tasks that improve the area or enhance the environment, any negative stereotype of teenagers are well and truly challenged. It is this aspect of our work that empowers our future young trustees, inspiring them to want to ensure Seeds4Success is sustainable and that those individuals who it supports continue to thrive.

- 🌱 **42 young people taking part in social action projects during the year**
- 🌱 **922 hours of voluntary work carried out by young people for the benefit of the wider community**
- 🌱 **17 young people gaining qualifications or awards through engagement in social action projects**

## Leisure Credits Scheme



'Leisure Credits' is the most well-known and recognised of Seeds4Success's projects, where young people are **enabled** to develop **positive attitudes to work** and gain a range of **practical and teamwork skills**. This year we have faced challenges with lockdowns and then restrictions on group sizes when we have been able to deliver face to face sessions so, we have had to adapt our programme and find alternate ways of working at times.

One of the first projects the Leisure Credits team took part in online was to create a '**newsletter**' that could be distributed to **older residents** who were **isolated** and unable to leave their homes or see family and friends. It was also possible for those who didn't want to engage in online sessions to provide material and be involved in this project.

We followed this up making kits with instructions, which could be made by young people at home. These included mini planters, seed bombs, bug houses and bird boxes. These were delivered by staff and provided young people with something practical they could do to earn credits, whilst increasing the number of wooden items we had available to 'sell' at future community events when they resumed. Again, this was an opportunity for those young people who did not want to join zoom sessions to be engaged in this project and remain connected to us. We created **4** different 'make at home kits' and ran **5 remote leisure credits sessions** which **engaged 18 different young people** creating **47 sellable items**.



During the school summer and autumn holidays and the alternate Saturday sessions during this time we were able to run some face-to-face work sessions with social distancing measures in place. Through 23 work sessions, we carried out a range of tasks to benefit the local community and environment. This included weeding on the Fovant Badges, clearing and repairing footpaths in Tisbury, Mere and Fovant, creating a wildflower meadow in Wilton and pulling Himalayan Balsam from the banks of the River Nadder and Ragwort from Mere Downs.

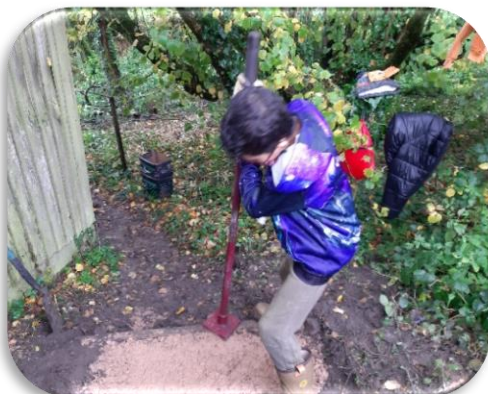
"Because of my anxiety I wasn't able to join zoom calls so having the kits delivered was really nice for me"



The amount of **'credits'** a young person **'earns'** is decided through a group discussion with the team and based on how hard they work during a session and how they have supported others in the group. These can then be used on **developmental reward opportunities**. This year, the leisure industry has been negatively impacted by the Covid-19 pandemic and thus organising reward trips has been a challenge. We were able to offer and **adventure activity day** at Brokerswood Country Park with canoeing, raft building, archery and axe throwing where young people were enabled to **try** some **new activities** and further **develop** their **team working skills**. **Theme Park trips** are incredibly **popular**, and we were fortunate to be able to visit **Thorpe Park** for **Fright night** in October before the second lockdown was imposed. One young person was also able to **use** their **credits** to **gain** their **CBT (compulsory bike test)** meaning they could get a motorbike on the road and access college. Benefits of this project include **removing barriers to participation** for those in **low-income households**, whilst **promoting a positive work ethic**.



“Completing the leisure credits kits was good fun and it gave me something to do with my younger brother that we both could enjoy during lockdown”



“I speak for both the Fovant Badges Society and the Parish Council in Fovant when say how much the FBS, FPC and indeed the people of Fovant appreciate the work and determination shown by S4S' young charges in their work on our footpaths, particularly FP07, and in helping keep some of the Badges clear of weeds”

- 23 days of practical conservation work completed by local young people
- 25 different young people engaged with leisure credits work sessions

## Local Youth Action Scheme

The **Local Youth Action Scheme** (LYAS) was a project **designed** and **developed** by **young leaders** from Seeds4Success who had previous experience of the National Citizen Service (NCS) programme and who wanted to ensure there was a replacement programme offering similar **opportunities** and **outcomes** for their **peers**. Following a successful pilot scheme during the summer of 2019, the plan was to run a further programme during the summer of 2020.

This project was probably the most significantly hit by the Covid pandemic but with young people in year 11 feeling a real sense of abandonment having left school in March with little or no follow up input, they were desperate to engage in whatever elements of the project we could offer, albeit with restrictions on numbers and programme content.



The LYAS team started off with a session of ragwort pulling at a local farm as a means of raising funding for their social action project. Recognising that a large community project mixing various groups of people would not be an option the group decided they wanted to make mini planter kits for young carers living in Wiltshire, many of whom would still be stuck at home isolating with vulnerable family members.

They sourced and repurposed pallet wood, spoke to local garden centres to get discounted seeds as well as having a number of free bags of compost donated. In total 50 mini planter kits were created by the team, each bagged with instruction sheets and some activity sheets that the group had put together.



One of the elements of LYAS that the young people were eager to access was the training and accreditation. There was a feeling amongst the group that they had been denied the right to show their worth in their exams and they were concerned about the value that would be placed on any results that they were given, thus they really wanted to gain some additional qualifications. Fortunately, we were able to organise both Food Safety and First Aid Courses with local training providers and S4S staff delivered ASDAN leadership training. Young People were also supported to write their own CV's as this was something else they had missed out on.



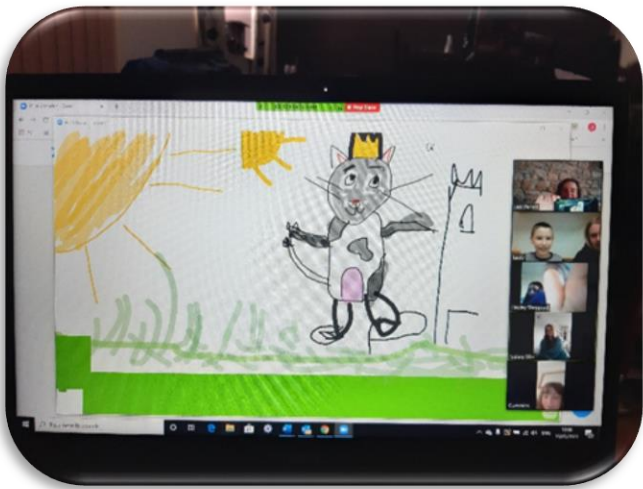
What would be seen as the 'fun' elements of LYAS, the team building activities and the reward residential were not possible for the team of 2020, nevertheless they really didn't mind. They wanted to get out and be with their peers, gaining skills and qualifications. An added bonus was being able to run a team building and activity day at Brokerswood Country Park at the end of the programme.

"LYAS was a good opportunity for me because having the schools close so abruptly left my year group in a rough spot. I left school with no qualifications and no idea how to write a CV. Doing LYAS helped me put my CV together and I got my food hygiene certificate which helped me get into work in a kitchen and kickstarted my career. It also got me ready for college in September and helped us all come out of our shells and socialise again after spending months indoors. It was time we all needed to help us get back on track".

- 8 young people completed ASDAN Leadership Awards.
- 9 gained HSE Emergency First Aid Qualifications.
- 6 achieved a level 2 award in Food Safety in Catering



## Young Leaders & Youth Committee



Peer and Young Leaders and Youth Committee members have continued to make a **significant impact** on the **youth work planning and delivery** over the past year. There have been changes in the membership of these groups as young people's circumstances have altered, they have gained jobs or additional responsibilities, more studying as for some the need to meet online for much of the year has been a challenge.

Peer leaders are primarily **responsible** for the **planning and delivery** of the **monthly junior youth club** in **Mere**, however, they also provide **significant peer support** at a range of **other youth work sessions** including Wilton Juniors, the Bridging Project, and Leisure Credits. Engaging juniors with online sessions proved tricky so we only ran **2 remote sessions**. The various lockdowns and restrictions on open access youth work meant we were only able to run **2 face-to-face junior youth club sessions** this year, which involved a night walk and campfire and a festive Arts & Crafts session.



"I did the online sessions during the first lockdown but not many juniors came to these, so it was really good when we were able to go back to Mere and meet everyone again. I enjoyed the nightwalk with campfire and marshmallows afterwards"



With much of the year spent under Covid restrictions many of the young leader planning sessions and youth committee work took place online and it made sense to combine these sessions as the amount of time spent in front of a screen for everyone was beginning to have a negative impact. These young people were key in discussing the resumption of face-to-face delivery and how we could make things work and identifying individuals or groups of young people that they felt should be a priority. The group also reviewed the Theory of Change but this was quite challenging on line and we hope that once things reopen fully we are able to complete this work more effectively and enhance the membership and scope of the youth committee.



“Peer leading at the Bridging Project during the lockdowns was a real positive for me. It meant that I could still get out of the house and interact with people whilst also being able to make a difference to others”

- **13 trained peer leaders** supported junior youth work delivery
- **7 peer leaders** completed **safeguarding training**

# OUR PLANS FOR THE FUTURE

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Following a somewhat different year for Seeds4Success (and the rest of the world) we are proud to have been able to support some of the areas' most vulnerable young people during these challenging times. We know however, that there are young people who have become withdrawn and isolated during this year, who face increasing bigger challenges to re-engage with education or employment or who have simply lost the confidence in themselves and their own abilities to go out and socialise with their peers.

We want to resume much of our 'pre-covid' delivery, using our three key methods of delivery: Open Access, Targeted Support and Social Action, whilst also developing new initiatives which reach out to those young people who we know have been disproportionately impacted by the global pandemic and those who are struggling to engage in the opportunities available to them. Our key aims for the year are

- Resume face to face delivery of open access opportunities, when we are permitted to do so, ensuring that these are promoted within local networks and partners such as social care, youth offending, local schools, education welfare officers and specialist services such as Motiv8 are aware of our programmes and are able to signpost young people to us
- Resume full face to face delivery of our social action programmes when permitted, running a summer LYAS project that is a blend of new recruits and participants from last year, recruiting and training new peer leaders, re-establishing our monthly peer led junior sessions and reaching out to new young people to enhance the work of our youth committee
- Enhance our targeted work through establishing a regular volunteering and work experience group for young people who are NEET or at risk of becoming NEET, are home educated, unemployed or have part time jobs and who want to make a difference to their local community
- Recruit and train more volunteer mentors, enabling a greater number of young people to benefit from this programme
- Develop a functional skills hub for young people at Mere Youth Centre where young people who are not accessing formal education or those who have not achieved grade 4 or above in GCSE Math and English are able to attend weekly sessions and access online support to work towards these qualifications.
- Work with Wiltshire Council and local partners to deliver a summer Holiday Activity and Food (HAF) project for children and young people (aged 8-13) living in South West Wiltshire who are eligible for free school meals
- Develop a monthly support group for young people aged 13 – 25 who are questioning their gender identity or orientation, or already identifying as lesbian, gay, bisexual, transgender, queer, intersex, asexual or other.
- Provide a twice monthly 'drop in' opportunity for young people in school years 9-13 living in Wilton and the surrounding area
- Deliver a 'workshop' session twice a month from Mere Youth Centre, for young people in school years 7 and above to come and develop a range of practical and creative skills
- Investigate the potential of Zeals Youth Trusts site at Zeals Green Pastures with a view to developing the space into a facility for outdoor learning for local children and young people

We are still keen to redevelop our base at Mere Youth Centre, and to ultimately achieve a more accessible, energy efficient and welcoming space for local young people, however, any progress on this has slowed with the ongoing health crisis. We continue to liaise with Mere Town Council (on behalf of Mere Peace Memorial Trust) to finalise ideas, plans and agree future arrangements regarding the lease of the building and site.

## FUNDING

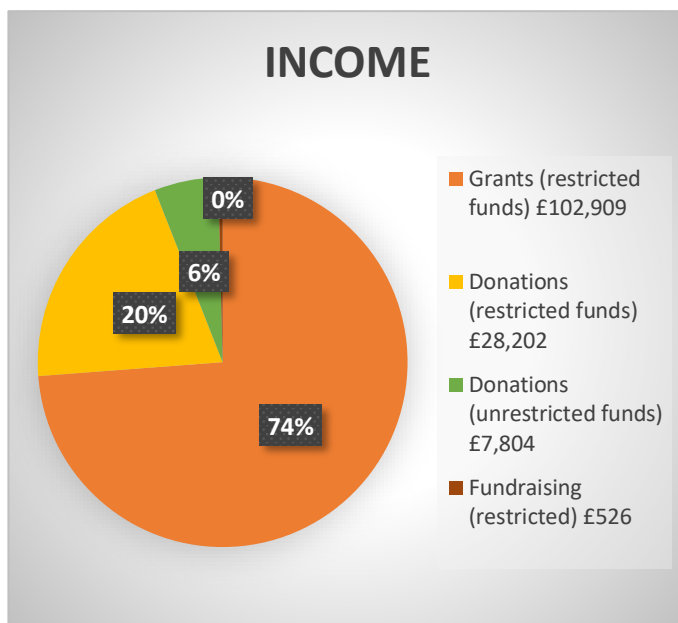
2020/21 has been a challenging year for all charities and we are incredibly grateful to have been able to access some grant funds that were established specifically to support charities through the Covid-19 pandemic. We are also thankful to our funders who have been incredibly understanding of our desire to adapt services to respond to needs and accepted that core costs for the charity still needed to be covered.

With a reduction in face-to-face delivery, our expenditure has decreased during the year and the closure of leisure facilities has meant reductions in programme costs for projects such as Health and Wellbeing, Leisure Credits and LYAS. Again, funders have remained flexible and enabled us to carry these funds forward into the next financial year where appropriate.

The lack of opportunity for fundraising through community events or private endeavours has impacted on our income through these sources. Young People have been able to raise some funds for social action projects through ragwort pulling for a local farmer and selling some of their wooden items through private sales, however this has been much less than in previous years

We received grant income from 14 different funders this year with amounts ranging from £276 to £30,000. There were also multi-year grant payments from local funders such as Wilton Middle School Education Trust (WMSET) and Wiltshire Community Foundation (WCF) which were received in 19/20 for projects to be carried out this year, however, grants from Herefordshire Community Foundation and Wessex Water (via WCF) have been received this year for work in 21/22.

We were successful with applications for 2 Covid relief grants; 1 for £1666 from WCF and 1 for £15,000 from new funder the Rank Foundation and, we have been fortunate in securing a £1,000 grant from the St James Place Foundation, which is another new source. We have received repeat grants from some funders including the Ernest and Marjorie Fudge Trust, Herefordshire Community Foundation and Wiltshire Council, through the South West Wiltshire Community Area Board and the commissioning team for our work with older young people with SEND. The European Social Fund and the National Lottery Community Fund have provided £21,997 from our work on the Building Bridges Programme. With the agreed partnership in its final year, there is work in place to secure a further extension to the programme for a further period until the winter of 2023.



We are also incredibly fortunate to have received significant financial support from some local family Trusts, along with multi-year grants from the Adrian Swire Charitable Trust and BBC Children in Need. An ongoing partnership with Mere and District Link Scheme has enabled support with transport costs and donations from various parish councils and private individuals have also underpinned much of our social action work.

We aspire to hold between 4 and 6 months in unrestricted reserves in our accounts and, at the end of the financial year 20/21 we held £47,951. We have a projected expenditure of £206,937 for the coming year with new projects planned in response to need and programme costs anticipated to resume to our previous projections pre covid.

Whilst we have been able to secure funding for most of our work in the coming year, many grant making trusts are reviewing their grant making processes following the global pandemic and we are aware that funding for future years and for sustained periods is still very uncertain. We know we will need to identify new sources of funding for the coming year and submit applications to new grant making trusts whose priorities fit with our mission.

We hope that opportunities for fundraising increase during the coming year as we know there are friends of Jamie Mackaness who are keen to resume raising money in his name, ensuring his legacy, our new mentoring programme continues to develop.

The significant support of the local community, our friends and partners remains vital to our sustainability and it is important that we maintain these relationships and continue to raise the profile of the work of Seeds4Success across South West Wiltshire and beyond.

## GOVERNANCE & ADMINISTRATION

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. On 8<sup>th</sup> March 2021 Seeds4Success received confirmation that their application to become a Charitable Incorporated Organisation (CIO) had been approved with the Registered Charity Number 1193737 with the constitution for this new body being agreed previously (date if poss) During the next year both legal bodies will be running, although there will be a transfer of assets from 1151541 to 1193737 once there is a new bank account linked to this body. The plan is for 1151541 to close on 31<sup>st</sup> March 2023. The Board of Trustees oversee the management of the charity (and the CIO) and its assets, supported when required, by advisors from other local bodies. A regular advisor to the board of trustees during the year has been Steve Crawley Head of Youth Action Wiltshire as well as young people from the Youth Committee as appropriate.

The changing picture around us and the need for staff to work from home and much of our work with young people to be carried out remotely has prompted a review of a few areas of the charity's infrastructure, in particular in regard to IT. We have bought additional laptops for staff who needed them to be able to work from home as well as purchasing reconditioned devices for use by young people. We have moved to a cloud-based system where all files can be shared between users and Office applications as well as Teams can be accessed by all users. We have begun using a new online data recording system, 'Upshot' and have moved to a cloud-based accounting system 'Wero'. These changes will bring about efficiencies in the charity in the coming years, saving staff time and enabling us to reduce paper in the office.

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:

Andy Noble (Safeguarding and HR Lead)

Ben Williams (Chair)

Barbara Thomas (Treasurer)

David Corbin

Emily Kelly

Jon Rich (Lead for Volunteers)

Miranda Roberts

Ross Coad

Sarah Reed

The board of trustees have met quarterly throughout the year. The charity continues to welcome additional trustees or advisors who are able to bring key skills and take on identified roles. 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, overseeing and managing the charity's 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. Between December 2020 and March 2021 Jaki took part in the National Youth Agency's 'Routes to Success' Organisational Development Programme, which provided training, development, professional support and networking opportunities, enabling the space to focus on aspects of the charity's strategic development that can be taken into the coming year.

A second full-time member of staff, Lee Cherry joined the S4S team in March 2020 a week before the pandemic hit. His role is mentoring and support manager and during this challenging year he has worked hard to set up and our new mentoring programme, recruiting and training volunteer mentors for the project and matching them with young people most in need of this additional support. On top of this work, Lee has provided valuable support to the Charity Director in reviewing and updating the website, sourcing and setting up a new online data recording system 'Upshot' and a new IT system using 'SharePoint' to enable better online sharing of documents between staff and trustees. With a background in teaching, he will also be helping with the development of our 'Functional Skills Hub' ensuring this is appropriately accredited so we can offer these much needed qualifications to local young people who are not in education.

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, which is subsequently renewed within every 3 years. This year staff working with young people with additional needs have also completed an NSPCC course in safeguarding 16-25 year olds. One member of staff is currently working towards a Level 3 qualification in Education and Training to enable them to deliver our new functional skills programme and another has completed training in ecopsychology and nature based practice to enhance their outdoor work with young people. All staff

are encouraged and supported to access specific training opportunities in addition to inhouse staff training and staff meetings ensuring their skill and knowledge are current and ensuring good quality delivery of our services.

The youth work staff team is made up of a mix of casual and part time contracted staff and we have continued to employ them during this challenging time. One of the team asked to be put on zero hours at the start of lockdown to save the charity money as they had other employment, they gained alternative evening work when things began to reopen so have not worked for the charity at all this year. Another casual member of staff left the country leaving us with a team of 6: Gavin Sheen, Josh Howell, Karen Johnson, Ollie Lister, Rob Haynes and Rose Salmi-Wright. They carry out a range of roles including key work support to specific individuals and leading or assisting in the delivery of youth work sessions. Their hours equate to just over 2 full-time workers.

The team all have substantial experience of working with young people in a range of settings, but also bringing their own skills in areas such as conservation, outdoor activities, woodwork, art, cooking, mechanics and sport. Four of the team have been consistent members of staff from the first year when the Charity began employing staff from October 2014. As well as directly delivering youth work sessions, some of the staff also support with the provision of 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. Throughout the past year much of Jo's work has been from home where she has supported the Charity Director by overseeing financial matters, managing the payroll, recording financial transactions and carrying out other administrative roles such as collating data. She has also begun work inputting financial information into a new online Finance programme Xero, which we will be running for the full year 21/22.

## Volunteers:

Volunteers make a significant difference to the work Seeds4Success and we are incredibly grateful and thankful for the time they contribute. A combination of health vulnerabilities, additional responsibilities and a lack of confidence in IT has meant that volunteer engagement has been a bit different this year. We are incredibly fortunate that Chris Brantingham has continued to support the Bridging Project + sessions online and in person when this has been possible. Chris's quizzes have been a popular feature of Zoom sessions, and this has encouraged young people to take on the role of quizmaster themselves.

Donna Denham has continued to provide regular support at the peer led junior youth club sessions when they have been able to run face to face, with occasional support from Keiran Castle and Jamie Crosier, 2 of our young leaders who have turned 18 this year.

New volunteers have been recruited and trained as part of the mentoring programme, with huge thanks going to Ali Cundick, George Brutton and MaryAnne Mackaness for their work with their mentees at this early stage.

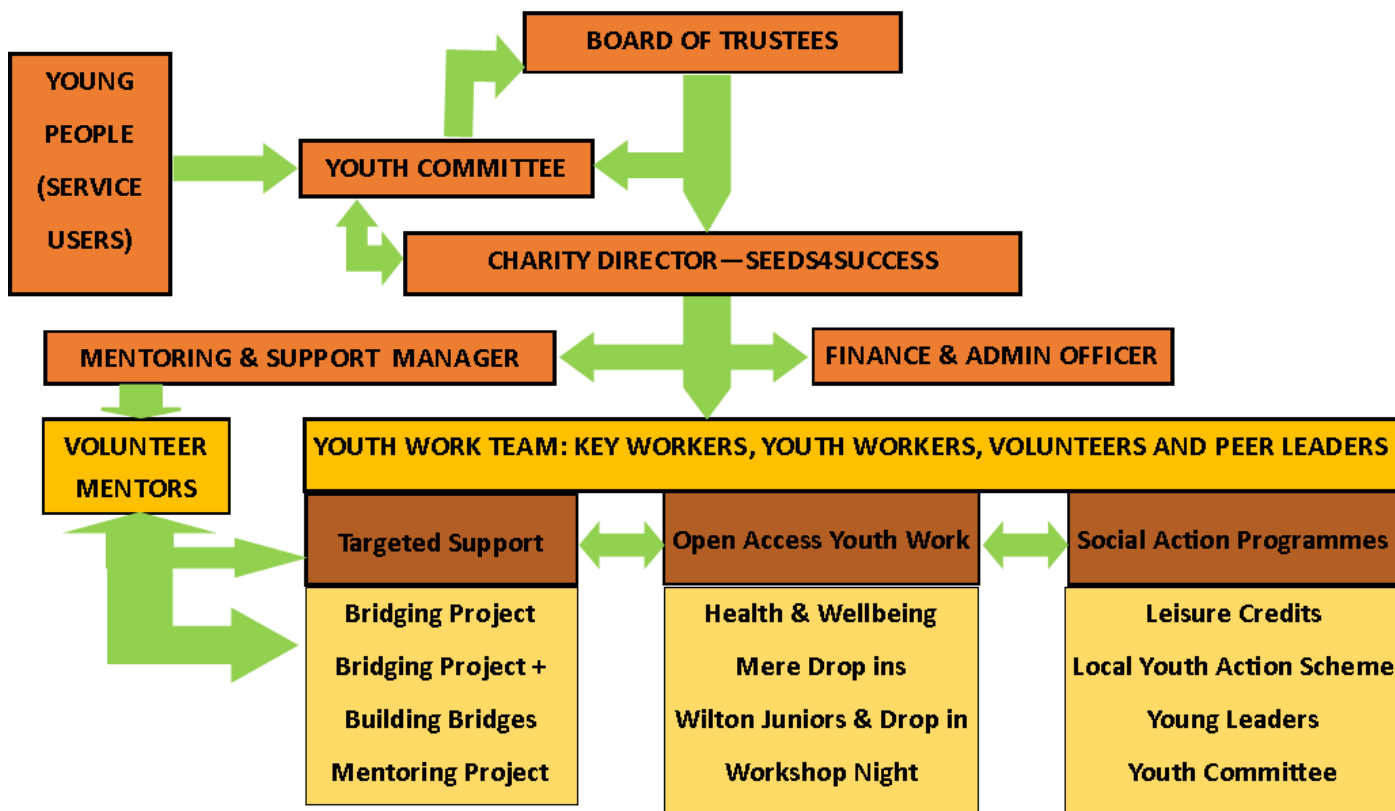
Other members of the community have played significant roles in the support of the charity through promoting the charity and its work and encouraging financial support through our 'Friends of Seeds4Success'. We welcome all the support we can get and are incredibly grateful and appreciative of anything 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



## ORGANISATIONAL STRUCTURE



# ACCOUNTS

## Statement of Financial Activities for the year ended 31 March 2021

<b>Balance Brought Forward at 1/4/20</b>	<b>£193,630</b>		
<b>Restricted</b>	<b>£153,483</b>		
<b>Unrestricted</b>	<b>£40,147</b>		
<b>Income:</b>	<b>Unrestricted Funds</b>	<b>Restricted Funds</b>	<b>2020/21</b>
Grants		£102,909	£102,909
Donations	£7,804	£28,205	£36,009
Fundraising		£526	£526
Asset Investment			
<b>Total Income</b>	<b>£7,804</b>	<b>£131,640</b>	<b>£139,444</b>
<b>Expenditure:</b>			<b>2020/21</b>
Salaries (Youth Work delivery)		£86,916	£86,916
Salaries (Management & Admin)		£12,790	£12,790
Programme		£12,446	£12,446
Transport		£5,861	£5,861
Building		£5,166	5,166
Management, Admin & Running Costs		£9,118	£9,118
<b>Total Expenditure</b>		<b>£132,297</b>	<b>£132,297</b>
<b>Balance Carried Forward to 2021/22</b>	<b>£47,951</b>	<b>£152,827</b>	<b>£200,778</b>

This summary uses information taken from the Annual Accounts for Seeds4Success for the financial year ended 31 March 2021. 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 2020 – 31<sup>st</sup> March 2021 can be requested from [chair@seeds4success.org.uk](mailto:chair@seeds4success.org.uk). Thanks go to our external auditor Lilian Russell and to Alison Heard who created some bespoke spreadsheets to aid our accounting this year.

# ACKNOWLEDGEMENTS

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**:

Adrian Swire Charitable Trust

BBC Children in Need

Bowerchalke Parish Council

Ernest and Marjorie Fudge Trust

Fonthill Park Cricket Club

Fonthill Gifford PCC

Fovant Badges Society

Fovant Parish Council

Hindon Parish Council

Herefordshire Community Foundation

Hoare Family Trust

Mackaness Family & Friends

Mere & District Link Scheme

Mere Town Council

Morant Charitable Trust

Sedgehill & Semley Parish Council

S4S summer LYAS team

The European Social Fund

The National Lottery Community Fund

The Rank Foundation

Tisbury Parish Council

Trustees of Lord Arundel of Wardour

Wilton Middle School Education Trust

Wiltshire Community Foundation

Wiltshire Council

Zeals Parish Council

A huge thank you must also go to the **numerous individuals** who have made **personal donations** in these difficult times – these contributions have been significant in enabling the charity to continue its work throughout this year and beyond.

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

<b>Cranbourne Chase AONB</b>	<b>Wiltshire Community Foundation</b>
<b>Fovant Youth Club</b>	<b>Wiltshire Council Rights of Way Team</b>
<b>Gillingham School</b>	<b>Wiltshire Outdoor Learning Team</b>
<b>MJC Safety Services</b>	<b>Youth Action Wiltshire</b>
<b>The Nadder Centre</b>	<b>Zeals Garage</b>
<b>Tisbury Motors</b>	<b>Zeals Youth Trust</b>

The final thank you goes to our **amazing** team of **peer leaders** and **youth committee** members who have provided such important support during this challenging year. They have assisted with the delivery of junior youth club sessions, the Bridging Project and LYAS as well as engaging in planning the charity's phased return to face-to-face delivery and acting as advocates for their peers within Local Youth Network meetings. They have helped with the updating of our website, and have acted as positive role models at youth work sessions and within the local community:

<b>Archie</b>	<b>Ben</b>	<b>Bernie</b>	<b>Cam</b>
<b>Dan</b>	<b>Duncan</b>	<b>Erin</b>	<b>Hanna</b>
<b>Hailie</b>	<b>Hayley</b>	<b>JC</b>	<b>Josh</b>
<b>Kieran</b>	<b>Leon</b>	<b>Libby</b>	<b>Lucy</b>
<b>Milli</b>	<b>Sophie</b>		

# APPENDICES

## Seeds4Success: Our Theory of Change

