

### OUR YEAR - A MESSAGE FROM OUR CHAIR



## A year like no other

Taking the helm as acting Chair of the Venture Scotland Board of Trustees in February 2020, I had no idea what lay ahead. While the last year has been enormously challenging, it has also shown the strength of Venture Scotland and its community. Our funders, existing and new, have offered us their continuing support. Our volunteers have stepped up and helped us in new ways. Our Ambassadors, all former participants of the Venture Scotland journey, have contributed to the organisation in more ways than I can count and brought an essential voice to the board table. My fellow board members committed many extra hours to supporting the Venture Scotland team. At the centre of it all, the Venture Scotland team made a commitment to supporting both the young people already in the programme and the organisation. They have all worked tirelessly throughout the pandemic, adapting to all of the operating challenges that lockdown restrictions have imposed.

As a result, now we are emerging from what is hopefully our last lockdown, Venture Scotland is in a stronger position than it was pre-pandemic. We stand ready to do all we can to meet an even greater need to support young people.



Evelyn Simpson, Chair

## **OUR FUTURE - MESSAGE FROM OUR CEO**



## Our year ahead

As we gradually emerge from under the cloud of the Covid 19 pandemic, there definitely feels to be some optimism in the air. Our organisation is in a more stable financial position than the last few years with strong foundations built on our values, young peoples mental health is coming to the top of the political priority list and we are well placed to be part of the recovery phase for our local communities. While we still have many mountains to climb (physically and metaphorically) the need for our work has never been greater, but as I look at our Ambassadors, our Board of Trustees, our volunteer team and our staff, I can recognise that the Venture Scotland 'family' has never been stronger. As we move forward into the coming year, we will all need to continue to work together, to support the young people asking us to help them to understand, maintain and improve their mental health.

#changingyounglives



David Brackenridge, CEO

## **OUR YOUNG PEOPLE**

## **Our Year In Numbers**

YP we supported through the pandemic

Moved onto a positive destination

Outdoor group sessions delivered [LAND



Online group sessions delivered

YP who completed Challenge





"I put down my biggest sense of achievement was (the bothy) just because it was quite a big thing to go away with a bunch of people that you don't really know and being in a small space and like, getting prepared for it, and your stuff and yeah all that. I was feeling very anxious before and but then I just need to do it and make it happen and then came back and was like 'Ah, that was fun'."

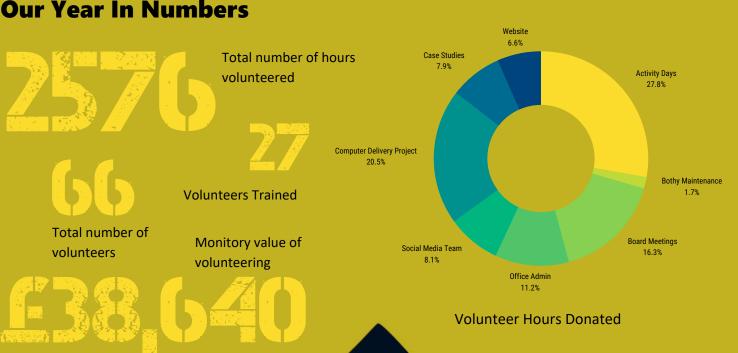
"This is ending, and it makes me sad. It feels like there's more to do but it also feels happy because I will be able to carry on doing stuff like this by myself or with other people if they want to. It's a double-sided thing."

"Just to be part of something, it's very special; and especially with the exceptional year being this year, a very unexpected turn of events...but its just really really challenging...I just can't imagine it without the routine and being outside."

"One thing I did like about this day was we got a sense of empathy. We got empathy and compassion for each other. We were nice and kind to each other."

## **OUR VOLUNTEERS**

#### **Our Year In Numbers**



VENTURE

'Volunteering with this group has been totally amazing, hard work, brilliant, one of the best thing I've ever done in my life, getting to know yous all. I am an anxious person as well, and seeing all of you guys getting out of your comfort zone, just doing stuff and talking to each other...it's been brilliant.'



'What everyone has achieve in this year has been ridiculous!'

'I noticed a progress in everyone from the first day I met everyone, and I can say that you are all friends, staff, volunteers and everyone; and whenever we go our way separately, I'd come home and tell the stories...I feel like it's re energising me.'



#### **OUR AMBASSADORS**



'The Ambassador Programme started at a time in my life when things felt very stagnant and I was on the verge of regressing but the programme has helped me recognise how far I've come in the last few years and given me a new boost in confidence. I feel like I have purpose again and I'm learning new skills which I wouldn't have learned so quickly otherwise. Thank you for helping me grow as a person (again)!

'The Ambassador Programme has given me a purpose and structure in these turbulent times, a chance to connect with people, learn new skills, keep up old ones and a chance to give back to a place and people that changed my life. It gave me hope; something to hold on too.'



# 20%

Average increase in feeling: Achieving, Nurtured, Respected, Responsible and Included

10%

Average increase in perceived skills in: Confidence, Communication, Building Relationships, Looking After Myself

825

Average rating of the Ambassador Programme out of 10

0.25

Average rating of VS staff out of 10

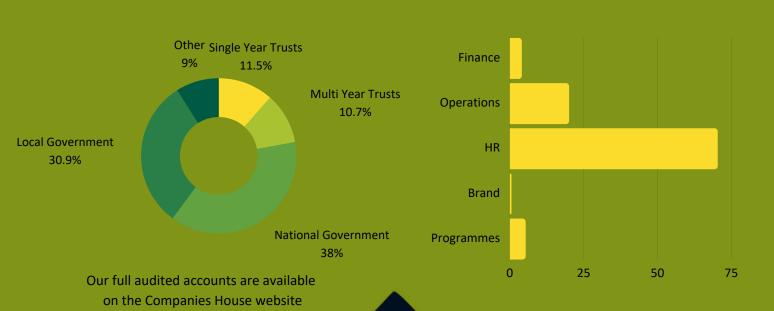
#### Our Ambassador Programme this year has included:

- Sitting on our Board of Trustees meetings
- Writing personal 'thank you' letters to our funders
- Making videos for funding applications
- Supporting the manifesto for Youthwork
- Attending Volunteer training
- Sitting on interview panels for new trustees
- Sitting on interview panels for new staff
- Representing Venture Scotland at funders interviews
- Representing Venture Scotland at referrers meetings
- Helping develop social media content
- Inputing into the design of our programmes

## **OUR FINANCES**

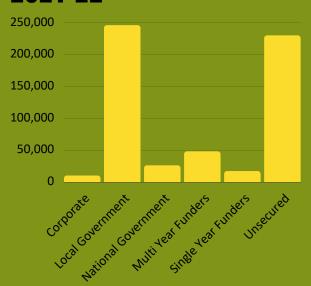


## **Our Expenditure 2020-21**





## Our Secured Income 2021-22



## **Our Planned Expenditure 2021-**

22



#### **OUR FUNDERS**

#### **National Government**

- Third Sector Resilience Fund
- Cashback Youth Work Fund
- National Voluntary Youth Organisation Support Fund
- Wellbeing Fund
- Youth Work Education Recovery Fund
- Social Isolation and Loneliness Fund
- Communities Recovery Fund
- Adapt & Thrive Programme

#### **Multi Year Trusts**

- Garfield Weston Foundation
- Agnes Hunter Trust
- The Gannochy Trust
- The Robertson Trust

#### **Local Government**

- Edinburgh Integrated Joint Board
- City of Edinburgh's Communities & Families Grant
- North Lanarkshire Council's Community Learning & Development in Cumbernauld

#### **Corporate Donations**

- Saffery Champness
- Absolute Escapes
- Standard Life
- Aviva Community Fund
- WL GORE & Associates(UK) Holding Company Ltd.



## **Single Year Funders**

- Bank of Scotland Foundation
- Covid-19 Response, Recovery & Resilience Fund (Foundation Scotland)
- Dr Guthries Association
- Ian Fleming Charitable Trust
- James T Howat Charitable Trust
- Miss E C Hendry's Charitable Trust
- Souter Charitable Trust
- The Johnnie Johnson Trust
- The Mugdock Children's Trust
- The Murdoch Forrest Charitable Trust
- The Nineveh Trust
- The Pleasance Trust
- The Robert McAlpine Foundation
- The Trades House of Glasgow
- William Grant & Sons Ltd

#### **Individual Fundraisers**



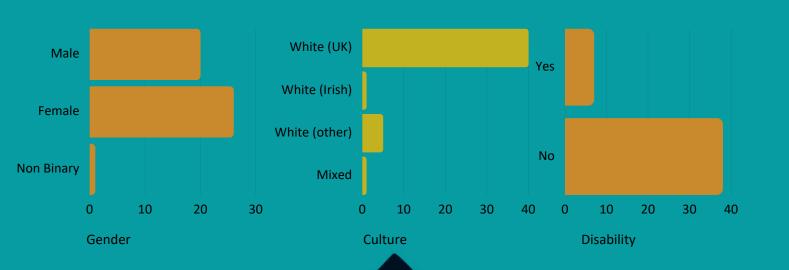
THANK YOU

To everyone who has fundraised for Venture Scotland

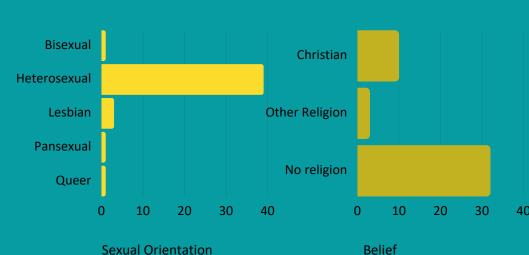
## **OUR DIVERSITY**



## **Baseline Survey 2021**







# Our Commitment To Diversity

Venture Scotland are committed to increasing the diversity of our organisation. This year we will develop and start to implement a strategy to reach out to under represented groups to ensure the diversity of our organisation represents the local communities we aim serve.

## **OUR STAFF TEAM**





## **Our Staff Support**

We recognise that working for Venture Scotland can be challenging and the mental health of everyone employed by our organisation is our top priority.

#### We offer all staff:

- Advanced mental health first aid training
- External employee support scheme
- Bi monthly support and supervision sessions
- Fortnightly workplan meetings
- Bi monthly all team meetings
- Flexible working
- Paid sick leave
- Peer support meetings
- Individual personal development / training opportunities
- 5 days paid personal training days
- Whole team training opportunities



Sick days taken off by staff

Staff trained in advanced mental health first aid

Total number of staff training hours

## **OUR TRUSTEES**





#### **Board Achievements**

- Prepared, agreed and implimented new Risk Register
- Board members have taken 'ownership' for each risk
- Advertised, recruit and inducted 3 new trustees
- Selected and appointed new Chair
- Carried out 360 reveiw of Board with key stakeholders
- Agreed new 3 year strategy
- Brought 2 x Young Ambassadors into all Board meetings as advisors

"VS has given me stability and a focus over the pandemic period. Board meetings and board business have helped me feel part of the real world, from debating whether to shut down and furlough, seeing the financial position improve, reassessing risks, fighting for Glasgow, seeing and hearing about the new Glasgow office and expanding our capability with new staff and board members"

Trustee feedback



Hours volunteered by the Board

New Board members this year





Number of Board / Committee meetings this year

## T-IANK YOU

To every single venture volunteer, supporter, Board member, staff member, Ambassador, funder, fundraiser, facebook liker and sharer, retweeter, admin volunteer, bothy maintenance volunteer, social media volunteer, website design volunteer, case study writer, unofficial photographer, external influencer, advocate, pro bono advice giver and mentor.

We could not do the life changing work we do, without each and every one of you.

Please continue to support us as we help young people from our local communities recover from the pandemic.

## **#CHANGINGYOUNGLIVES**

Venture Scotland 4 Norton Park Edinburgh EH7 5RS

Tel: 07956 158 281

Email: admin@venturescotland.org.uk







Find us on social media Scottish Charity no. SC013901 www.venturescotland.org.uk