

Community Development Association for Minority Communities LTD

**Annual Report and
Accounts
1 January 2018
to
31 December 2018**

Company No. 05659288

Charity No: 1114410

Contents

| | |
|---|---------------------|
| <i>Legal and Administrative information</i> | <i><u>1</u></i> |
| <i>Structure, governance and management</i> | <i><u>2-3</u></i> |
| <i>Mission, Aims and Services</i> | <i><u>4</u></i> |
| <i>Trustees' annual report</i> | <i><u>5</u></i> |
| <i>Achievement and performance</i> | <i><u>6-13</u></i> |
| <i>Financial review and future plan</i> | <i><u>14</u></i> |
| <i>Feedback and Case studies from service users</i> | <i><u>15</u></i> |
| <i>Statement of financial activities</i> | <i><u>16-17</u></i> |
| <i>Independent examiners' report</i> | <i><u>18</u></i> |
| <i>Our funders and supporters</i> | <i><u>19</u></i> |

Charity information

The organisation is a charitable company limited by guarantee, incorporated on 20 December 2005 and registered as a charity on 30 May 2006.

Directors/Trustees

- | | |
|-----------------------------|-----------------|
| 1. Jeilani Mohamed Al-Faqih | Chairperson |
| 2. Hussein Ali Ahmed | Secretary |
| 3. Abubakar Sheikh | Treasurer |
| 4. Abdulrahman Jeilani | Vice chair |
| 5. Safiya Mohidin | Women Organiser |
| 6. Kassim Bana Mohamed | Sport Officer |
| 7. Abubakar Qasim Mohiddin | Vice Secretary |

Staff:

- | | |
|-----------------------|-----------------|
| 1. Siti Ali Ahmed | Teacher |
| 2. Mohamed Abubakar. | Football Coach |
| 3. Mohamed Hagi Munye | Refugee Advisor |

Volunteers:

- | | |
|------------------------|-------------------------|
| 1. Abdulhamid Al-Faqih | 11. Abdulhamid Ali |
| 2. Muuna Shacir | 12. Suleiman Sheikh |
| 3. Hussein Ali | 13. Mohamed Hasan |
| 4. Amina Abubakar | 14. Abubakar Abdulkadir |
| 5. Abubakar Ahmed | 15. Abdulkhdir Mukhtar |
| 6. Ali Said Nurein | 16. Fathia Mohamed |
| 7. Mohamed Saeed | 17. Sheikh Ali |
| 8. Abubakar Nuurki | 18. Abdulahi Mohidin |
| 9. Rahma Mohamed | 19. Zahra Abubakar |
| 10. Baana Omar | |

Registered Office:

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[Tel:02035386066](tel:02035386066)
Mobile: 07946379095
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Bankers

TSB Bank
539 High Road, Tottenham, London,
N17 6SD

Structure, Governance and Management

Legal Structure:

The organisation is a charitable company limited by guarantee, incorporated on 20 December 2005 and registered as a charity on 30 May 2006. The company is governed by Memorandum and Articles of Association.

In order to meet our aims and objectives we have also internal governing policies and Procedures such as:

- 1. Health and Safety policy*
- 2. Finance Control Policy*
- 3. Equal opportunity policy*
- 4. Volunteers policy*
- 5. Confidentiality Policy*
- 6. Child Protection Policy*
- 7. Financial Procedures*
- 8. Training Policy*
- 9. Risk Management Policy*
- 10 Complain Policy*

Reserve policy:

The charity currently operates with reserve account balance of £15,000. The trustees are endeavouring to have sufficient reserves to cover core costs for a minimum of six months.

The above procedure and policy is reviewed annually.

Appointment of Trustees:

The directors of the company are also charity trustees for the purposes of charity law and under the company's Articles are known as members of the Management Committee under the requirements of the Memorandum and Articles of Association. The members of the Management Committee are elected to serve for a period of 3 years after which they must be re-elected at the next Annual General Meeting.

Trustee Induction and Training:

Our trustees are familiar with the practical work of the charity, having been encouraged to take up the "workshops and training", new trustees are encouraged to attend training sessions to familiarise themselves with the charity and the context within which it operates. The new trustee member will get the following:

- The governing document.*
- The Policies and Procedures Files.*
- The Annual Report.*
- The minutes of Trustees meetings.*
- Contact details of trustees.*
- The roles and responsibilities of trustees.*

Risk Management

Our management committee has the overall responsibility of the risk management of the organisation. They have the power to consult external organisations or consultants on risk management. The Trustees have a risk management strategy, which comprises: An Annual review of the risks the charity may face. The establishment of systems and procedures to mitigate those risks identified in the plan. The implementations of such procedures designed to minimise any potential impact on the charity should those risks materialise.

Responsibilities of trustees:

Company law requires the trustees to prepare financial statements for each financial year which gives a true and fair view of the state of affairs of the charity at the end of the year and of the incoming and outgoing resources for the year ended. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of error, fraud and other irregularities. Trustee board members are expected to follow the good governance including: understanding their role, ensuring delivery of organizational purpose, working effectively both as individual and a team, exercise effective control, behaving with integrity and being open and accountable.

Organisational Structure:

The Association has a Management Committee who meets quarterly for the strategic direction and policy of the charity. The Committee has three key members from a variety of professional backgrounds relevant to the work of the charity. The Chairperson is responsible for ensuring that the charity delivers the services specified. The Treasurer is responsible for all aspects of financial management, working closely with other members of the trustees to safeguard the organisation's finances. The Secretary has responsibility for the day to day operational management of the Centre, individual supervision and ensuring that the team continue to develop their skills and working practices in line with good practice.

Staff and volunteers:

The Association has three part-time staff, Refugee Welfare Advisor, Football Coach and a Supplementary school teacher. The daily activities and implementation of the organisational administration is run by trustees and eighteen volunteers. The Association provides various volunteer training and workshops to volunteers to: improve the quality and consistency of our services; ensuring we cater for a diverse range of volunteers and their needs; building our reputation as an organisation committed to supporting and developing our volunteers; help us to secure funding from trusts and foundations, government and service users; reward volunteers for their commitment and involvement; provide volunteers with pathways to work or study opportunities.

In 2018 our trustees and volunteers have undertaken a range of organisational development training in financial management, service delivery and governance, including the 7 principles of the Good Governance: Code for the Voluntary and Community Sector as a framework for improving its governance.

Mission, Aims and Services

The Community Development Association for Minority Communities LTD is a registered charity and company limited by guarantee managed by a board of trustees. Established in 2001, it is a successful, vibrant community facility and resource, providing a safe and welcoming meeting place. The centre exists to improve the quality of life minority communities by offering excellent services which provide a range of educational, recreational, cultural and social opportunities. In addition, it provides consultation meetings with service users, informal advice clients on a wide range of matters and signposts them to the appropriate place for further advice. It is a resource where people from a wide range of backgrounds come to socialise, learn and enjoy themselves. We work in consultation and partnership with the local community and statutory and voluntary agencies to develop our programme and respond to emerging need and new initiatives.

Our mission:

Our mission is to improve the life chances of disadvantaged people from minority communities, enable them to rebuild their lives, integrate into society, become good citizens and make a positive contribution to their communities.

Our vision:

Our vision is that the minority communities become members of the UK society who achieve good quality education, financial independence, self-confidence and social inclusive within the UK's multicultural society. We will continue to use our multi-level support system offering practical help to the community.

Our Values:

- *We treat people with respect, dignity and compassion;*
- *We involve and empower the people we work with;*
- *We are committed to a person centred way of working;*
- *We work together with communities and partners to transform lives;*

Our aims:

1. *To advance and improve the level education of minority communities in the UK and Somalia by providing early intervention education programmes.*
2. *To enhance social development by providing English and Maths classes, ICT Classes, vocational training, workshops to promote integration of ethnic minority communities.*
3. *To improve the lives of minority communities by providing key information, advice, practical support and guidance.*
4. *To reduce isolation, increase confidence and self-esteem by providing key projects to disadvantaged people from minority communities.*
5. *To improve the social welfare of minority communities by providing recreational and sport activities.*
6. *To empower women, children and young people to develop their personal skills through access to vocational training, high education and employment opportunities.*
7. *To work in partnership with local authority, government agencies, other organisations to improve the quality of life of minority communities.*

The Charity's Activities:

1. *Supplementary School Projects*
2. *Refugee Welfare Project*
3. *Sport Activities*
4. *Monthly Community Consultation Meeting:*
5. *Community Volunteering Services:*

Trustee's Report for the Year ended 31 December 2018

The year 2018 was incredibly busy and successful in terms of fundraising and service development and delivery. The year 2018 we supported more than 219 children and young people and 800 clients. The demand of our services increased significantly and we were able to sustain most of our key services. For the last 12 months, the association continues to improve the lives of many disadvantaged people by providing a safe and welcoming meeting place to improve the quality of life minority communities by offering a range of educational, recreational, cultural and social opportunities, consultation meetings, advice clients and signposts them to the appropriate place for further advice. We provided facility where people from a wide range of backgrounds come to socialise, learn and enjoy themselves.

Our Intervention Education Classes: provided a variety of learning and sport activities for more than 95 children which has improved their literacy and maths level, helped them integrate, improve their language skills and giving them a place to feel safe, make friends, and begin to look to the future. The funding enabled us to provide these children with access to fun and enjoyable education and physical activities that made them feel happy, excited and increased their confidence, well-being and transformed the lives of many children.

The Summer Play Schemes Project: supported more than 124 children aged 6-11 and provided them fun and enjoyable sport activities that made them feel very happy, less lonely, increased their confidence, well-being and transformed the lives of many children.

TIED Haringey Community Sport Project: Supported more than 165 refugees and provided enjoyable sports activities which promoted social cohesion, improved football skills, reduced the high levels of health inequality, improved the wellbeing of many refugees who were experience high levels of social exclusion and disadvantage.

Refugee Welfare Project: Helped over 375 people in need to access good quality advice, get their rights and entitlements, register with G.P., healthcare services, and access other services that enabled them to rebuild their lives. We helped clients to try to overcome financial difficulty and helped them to solve their problems and improve their wellbeing.

Employment Advice and Support Service: The Project supported more than 268 unemployed people and provided one-to-one support in careers advice, CV writing and cover letters, job application, job search techniques and interview preparation.

We would like to express our sincere gratitude and many thanks to **Trust for London, BBC Children in Need, London Community Foundation (Red Nose Day - Evening Standard Dispossessed Fund), St. James's Place Charitable Foundation, Sport England, The Hilden Charitable Fund, The Woodward Charitable Trust, Thomas Wall Trust, Wembley National Stadium Trust** and donations from our members.

We would like to thank all our funders, without their support we would not be able to offer all the services needed by our clients. We were able to help many people in need and make a difference in their lives, raise their aspiration, maximising their skills and enable them to achieve their full potential. Also we would like to thank the Renewal Bridge Trust, Refugee Council, Haringey Council and other voluntary organisations for their support, advice, guidance and the most useful information and training programmes they regularly provided to us.

This report was approved by the trustees on 10 January 2019 and signed on their behalf by.



Abubakar Sheikh
Trustee (Treasurer)

Achievement and Performance

Intervention Education Classes for Children with Special Educational Needs:

*This project is supported by **BBC Children in Need** for several years. The project runs every Sunday from 10:00-2:00pm, for children aged 6-11 years from minority ethnic background live in Haringey. The Project is delivered by a qualified teacher and three volunteers. The Project supported 54 children from low income families, helped them integrate, and giving them a place to feel safe, make friends, and begin to look to the future. Our monitoring and evaluation system showed that children improved their English and maths levels and social skills. During playtime children had great opportunity for socialising and receive vital support from our experience trained volunteers. The project provided voluntary opportunities for more than 17 university students who improved their work skills, gained more experience and confidence, improved community cohesion and reduce isolation.*

The project activities:

The project provided a variety of learning activities and opportunities for children to develop their literacy and maths skills. Children were taught in small groups of 4-6 children. They are grouped according to their maths and literacy levels which are assessed by the class teacher. As children progress at different rates, these groups are changed regularly. Children enjoy the activities because we offer them good care and many stimulating activities, making learning fun and helping boost their self-esteem. Children reported that they feel safe and they are well supported by staff and volunteers. At break time children were provided with enjoyable activities: Maths and Literacy games, P.E session and gymnastics, birthday celebrations and watch education video clips, etc. The children's welfare was fully safeguarded by the teacher and volunteers who have a sound understanding of child protection procedures and were aware of the procedures to follow if they had any concerns.

Assessment for Learning:

We regularly assess children and recording their progress. Information for assessment is gathered in various ways: feedback from children and parents, monthly assessment, marking their work. Our assessment and tracking of progress record show a clear view of children's strengths and weaknesses in all areas of learning. Teachers use this assessment to plan further work, setting specific tasks and set new targets.

Children who need additional support

Where children are not making progress at the same rate as their peers, additional support is given at their level either one to one or in a small group as soon as this is identified. Those children who find learning hard, make progress due to the extra help they receive.

The outcomes of the project reported by children, staff and volunteers were:

- *Improved children's level in maths, reading and writing.*
- *Reduced isolation, increased socialising and inclusion.*
- *Increased self-esteem and self-confidence.*
- *Improved interaction and social skills.*

The teacher and volunteers observed and noticed the playtime activities and on-line literacy and maths games are making huge difference to the children. The activities taught children to help each other, take in turns to play games, share laptops and talk to each other in a friendly way. The outcomes of playtime activities and English and maths games were:

- *Increased in children's engagement and motivation*
- *Improved children's computer skills.*
- *More independent work and less distraction*
- *Improved self-confidence and self-esteem.*

Education Classes for children with learning disability

*This project is supported by **St. James's Place Charitable Foundation**. The project was running at our centre, every Saturday from 10:00am-2:00pm. The Project was managed by a retired qualified teacher and two volunteers. The Project supported more than 47 children aged 6-10 - from Somali, Sudan, Ethiopia, Eritrea and other Arab ethnicities most of whom live in the most deprived areas of Haringey. The funding enabled us to provide fun and enjoyable education activities that made children feel less lonely, improved their level of reading, writing and maths, increased their confidence, well-being and transformed the lives of many children. The project provided voluntary opportunities for more than 12 university students and unemployed people who provided one to one support to the children as a result they gained more experience, improved their work skills and confidence.*

The Project provided well-planned activities that are fun, sociable, enjoyable and engaged children to learn new skills and form friendships. The children's welfare was fully safeguarded by the teacher and volunteers who have a sound understanding of child protection procedures and were aware of the procedures to follow if they had any concerns.

Project Activities:

Every week the teacher and volunteers provided carefully planned specific Maths targets allowing children to progress at their own pace. Most children attending the school made good progress towards their maths targets and were able to produce good work. Children improved their number skills and solving word-problems skills.

The staff and volunteers reported that children who attended the project have:

- *Improve and increased reading fluency and comprehension skills.*
- *Reduce isolation, increase socialising and inclusion.*
- *Improve motivation, self-esteem and self-confidence.*
- *Increase communication, social skills and improved ICT skills.*

The teacher and volunteers observed and noticed that the playtime activities were making a huge difference to the children. The activities taught children different life skills, such as how to: help each other, take turns to play games, share laptops and talk to each other in a friendly way. Children were very enthusiastic, which motivated them to improve their behaviour.

Break time activities:

- *Children drank water and ate fruits*
- *Children played with cards, darts, Noughts and Crosses, etc.*
- *Talking with friends.*
- *Literacy and maths games using Nintendo DS and laptops.*
- *Discuss the project activities with the children.*
- *Listen to their views, comments and suggestions.*

The staff and volunteers reported that children who attended the project have:

- *Improved their social skills.*
- *Improved interaction and increased confidence.*
- *Increased self-esteem and reduced isolation.*
- *Improved their engagement in learning.*
- *Improved their behaviour.*

The Summer Play Schemes Project:

*This project is supported by **The Hilden Charitable Fund**, the Summer Play Schemes Project was running at Down Lane Park, Tottenham, London N17 9EY, every Saturday and Sunday from 4:00am-8:00pm. The Project was managed by a qualified coach and referee with two volunteers. The Project supported more than 124 children aged 6-11 from Somali, Sudanese, Ethiopia, Eritrea, Nigerian and Ghana, most of whom live in the most deprived areas of Haringey. The grant enabled us to provide these children with access to fun and enjoyable sport activities that made them feel very happy, less lonely, increased their confidence, well-being and transformed the lives of many children. The project offered voluntary opportunities to 5 young people who improved their work skills, gained experience and confidence.*

The funding gave the children the opportunity to design and plan project activities to empower them and give them the chance to learn new skills, build confidence and exposed them to new experiences. The Project provided football tournament and training that are fun, sociable, enjoyable and engaged children to learn many skills and form friendships. The project provided enjoyable physical activities that enthused and inspired children to participate fully and develop a life-long love of sport. The children's welfare was fully safeguarded by the coach and volunteers who have a sound understanding of child protection procedures and were aware of the procedures to follow if they had any concerns.

The Project provided sport activities that are:

- *Safe and enjoyable football activities*
- *Safe and enjoyable training sessions*
- *Safe and enjoyable football tournament.*
- *Fun and sociable activities aimed at building self-confidence.*
- *Enabled children to form friendships.*
- *Helped children build physical activities into everyday life.*

The grant enabled us to provide enjoyable training sessions and football tournament that improved children's social skills, confidence, health and wellbeing. Children really enjoyed the selection of energetic physical activities which contributes to their healthy lifestyle. Every Saturday and Sunday there were wide range of sport activities that helped children develop control of their bodies. We noticed that during the sport activities children learned key values such as: honesty, teamwork, fair play, respect each other. These highlighted the impact of the project on the children's social and moral development.

The difference the project has made, reported by the coach, referee and volunteers were:

- *75 children reported improvements in their football skills*
- *45 children improved confidence and self-esteem*
- *25 children enjoyed the opportunity to be with friends*
- *48 children said they had more fun and feel better*
- *34 children reported they improved their health and wellbeing*

The grant encouraged us to expand the Sports activities we are offering to the children in the future and to help more children to achieve healthy and safe lifestyle outcomes. We will continue to provide this valuable project to reach more children and young people to offer them range of sport activities, other events and space to meet with friends and contribute to community life. We will ensure the Sport activities will be available to all children from disadvantaged background by advertising it in local schools and neighbourhoods.

TIED Haringey Community Sport Project

This project is supported by Sport England. The Project is running at Selby centre, Selby Road London N17 8JL, every Saturday and Sunday from 5:00am-7:00pm. The Project is run by a qualified coach and four volunteers. The project provided enjoyable sports activities for more than 165 refugees from minority communities, promoted social cohesion and enhanced life skills. The project activities reduced the high levels of health inequality exist among refugees and improved the wellbeing. The project provided voluntary opportunities to 12 young people who worked as coach assistants and gained more confidence, improve community cohesion and reduced isolation.

The project provided regular physical activity that brought positive attitudes, improved health, wellbeing, and give many refugees the best sports and training sessions, promoted social cohesion and enhanced life skills. The project activities helped refugees feel better improved and their mood. We observed the activities provided enhanced health, boosted mental wellbeing, built resilience and contributed to academic achievement across the whole community gave the young people the life skills they need to succeed. The sport activities reduced the young people's risk of involvement in crime and anti-social behaviour whilst improved their health and wellbeing. The Sport brought refugees together and contributed to breaking down social/cultural barriers as well as achieving community cohesion.

The Project provided sport activities that are:

- *Safe and enjoyable training activities*
- *Safe and enjoyable football sessions*
- *Safe and enjoyable football tournaments.*
- *Fun and sociable aimed building self-confidence.*
- *Engaged participants on a weekly basis.*
- *Enabled participants to form friendships.*
- *Helped players build physical activities into everyday life.*

The outcomes of the project reported by clients, staff and volunteers were:

IMPROVED HEALTH AND WELLBEING

- *Increased levels of sport among disadvantaged people.*
- *Reduced health inequalities*
- *Improved confidence and wellbeing*
- *Improved physical and mental health*
- *Improved social cohesion*
- *Promoted active lifestyles*

STRONGER, SAFER COMMUNITIES

- *Reduced levels of crime among youth*
- *Reduced levels of anti-social behaviour*
- *Improved community cohesion*
- *Increased opportunities for social connection*

The Project motivated us to seek more funding and expand the Sports Activities and offer more enjoyable physical activities in the future to help more children and young people to achieve healthy and safe lifestyle outcomes. We will continue to provide this valuable project to reach more children and young people to offer them range of sport activities and space to meet with friends and contribute to community life. We will ensure the Sport activities will be available to all children from disadvantaged background by advertising it in local schools and neighbourhoods.

Refugee Welfare Project:

*This is a two years project supported by **Trust for London**. The service is run by Refugee welfare Advisor and two volunteers, every Tuesday and Thursday from 10:00am-3:00pm. The project delivered 96 sessions over 12 months, 2 sessions every week. The Advice services helped over 375 people in need to access good quality advice, understand their rights and entitlements, register with G.P., healthcare services, and access other services that enabled them to rebuild their lives. The project provided voluntary opportunities for more than 24 unemployed people who improved their work skills, gain more experience and confidence. We helped clients to try to overcome financial difficulty and help them understand the benefit system and the changes that have recently happened. The free advice we have provided helped people to solve their problems and had a life changing impact.*

The Project provided the following services:

Drop-in 1:1 support sessions:

- We provided advice and supported 55 refugees and supported them to Enrol for Basic English and maths classes to improve their language and maths skills.*
- 29 clients were helped to solve problems related to overpayment and debt arrears.*
- We helped 84 people to get their welfare benefits by helping them to complete all the necessary form required and helping them to open a bank account.*
- We helped 47 clients to overcome isolation by inviting them to come for consultation meetings, women and elderly social clubs.*
- We helped 39 people to secure immigration documentations to enable access to mainstream services by helping them to complete application forms and referring them to a solicitor.*
- We helped 64 clients to understand their housing options, and assist them to make homelessness applications and secure hostel or private accommodation.*

Sign-posting:

- 37 clients signposted to local Advice Bearue.*
- 24 families signposted to local social services.*
- 48 Asylum seekers were signposted to solicitors for immigration matters*

Translation and interpretation services:

- We helped 24 clients register with a GP.*
- 22 clients were supported to attend hospital appointment.*

Letter writing:

- We wrote 64 letters on behalf of our clients to local housing office, MH revenue and other government agencies.*

Consultation meetings:

- Throughout the year we invited 47 refugees to come to our office for consultation meetings, to have tea, coffee and light refreshment.*

Employment Advice and Support Service:

This Project is supported by London Community Foundation (Red Nose Day - Evening Standard Dispossessed Fund). The Project started in July 2017 and finished in August 2018. The Project was delivered by an experience Employment Support worker and four volunteers. The project provides 2 sessions every week, Monday and Tuesday from 11:00 am to 02:00 pm, at 28 Church Road, Tottenham, London N17 8AQ. The Project supported more than 268 unemployed people and provided one-to-one support in careers advice, CV writing and cover letters, job application, job search techniques and interview preparation.

Clients have free access to computers and telephone; receive support using the internet for job searches. The Project helped unemployment refugees in Haringey to access appropriate training, find employment, voluntary work and access high education courses. The project provided voluntary opportunities for more than 47 unemployed people to take part in exciting and innovative projects, developing their skills, confidence, improve community cohesion and reduce isolation. This helped us to engage with more clients who are the hardest to reach and from disadvantaged communities.

Project Activities:

- *Carry out initial assessments.*
- *CV and cover letter writing.*
- *Help completing job applications.*
- *Providing voluntary work opportunities.*
- *Support clients to register with universal Job match.*
- *Register with local employment agencies.*
- *Job interview preparation.*
- *Advise on benefits.*
- *Free access to computers.*
- *Free telephones and internet.*

The project achievements:

Our staff, trustees and volunteers reported that:

- *268 participants benefited from the project.*
- *24 participants were helped and enrolled for training courses.*
- *65 clients supported in CV writing and cover letters.*
- *54 clients supported to complete job applications.*
- *47 volunteers were offered work placements.*
- *27 users supported for job interview preparation.*
- *34 people have been provided with job reference.*
- *15 clients enrolled for English and maths classes.*

The following were achieved and recorded by staff and volunteers:

- *5 clients started their own business.*
- *17 clients gained employment.*
- *26 clients became self-employed.*
- *47 new volunteers gained work experience.*
- *15 clients improved their English and maths skills.*
- *21 people gained qualifications.*
- *24 users increased work experience*
- *36 clients improved job-search and work skills*
- *43 user report feeling less socially isolated*
- *28 people improved communication and social skills*

Community Consultation Meeting:

The Consultation meeting is run by three trustees and two trustees, every Wednesday from 11:00am-3:00pm at our centre. The aims of the consultation meetings are to provide facility to local people to bring their views and suggestions that will improve and reshape our services.

The meeting helped us to work together with our service users, young people, elderly, refugees and asylum seekers and involve them in planning and delivering our projects, empower and give them the opportunity to learn new skills, build confidence and expose to new experiences.

This meeting provided many opportunities to more than 85 local people in Haringey, offering and hosting an expanding range of services, community events and space to meet friends and contribute to community life. This service created a unique relationship with the local people to exchange views and helped people to:

- *Develop inspiring projects that bring local people together.*
- *Engage service users in the development of our services.*
- *Support with people in need to improve their lives.*
- *Support the development of community-led activities to improve their wellbeing.*
- *Motivate local people to become more involved through volunteering.*
- *Equip local people with the skills and motivations they need to improve their life chances.*

Changes and benefits reported by participants, staff and volunteers:

- *Improved social awareness and promoted diversity and equality.*
- *People feel less isolated as a result of participating in meetings.*
- *People feel have a greater voice in issues that affect them.*
- *Increased sense of community through engagement in projects.*
- *Improved the healthy lifestyle, relationships and inclusion.*

During the consultation meetings many people suggested a wide range of activities that are intended to meet the needs of the local community and improve their confidence, skills and employment prospects. These most key activities include educational Sport learning opportunities, family learning, vocational training and computer skills.

Needed services suggested by our service users are:

- *Elderly Social Club:*
- *Youth Support Services:*
- *Women Befriending Services:*
- *Employment based project.*
- *Health & Well-being programmes:*
- *Sport Projects for children and young people:*

Community Volunteering Services:

The year 2018, we provided voluntary opportunities for more than 122 unemployed people students from local colleges and university students to allow them to develop their skills, learn about their community, make new friends and build a network for future opportunities. The service offered the chance of new learning experiences, improved community relationships, a sense of pride in the environment and improved mental and physical wellbeing through volunteering opportunities.

Our centre offer different types of activities, including teaching experience, administrator, support groups, Sport activities, Advice services, group meetings. The volunteer scheme brought together many people from different communities, to volunteer in our organisation to give a broader overall experience. Through this work we wanted to develop the volunteers' skills in working practices, personal growth and encourage intercultural learning and increased tolerance and understanding.

The volunteer scheme offered the chance of new learning experiences, improved community relationships, a sense of pride in the environment and improved mental and physical wellbeing through volunteering opportunities. This will bring people into contact with each other and share experiences, whilst developing and improving their knowledge and experience, and reducing the burden on an overstretched alternative service provision.

Our continual investment in our volunteers' development ensures our clients receive quality advice and support. It also has tangible benefits for volunteers and society, through happier, healthier and more productive citizens. These benefits are wide-ranging and interlinked, but we have explored four key broad areas in this report. They are skill development and employability; soft skills and resilience; health and wellbeing; and community cohesion and engagement. Our volunteers does not just have an impact on individuals, it benefits their communities too. Our volunteers are local people, and through volunteering, they increase their knowledge about community issues and build relationships with their locality. This creates stronger communities, with engaged and active members, and more social action.

The project helped the volunteers to:

- *Improve social skills, Leadership skills and team work skills*
- *Improve ICT and book keeping skills.*
- *Increase self confidence and self-esteem and reduce isolation.*
- *Volunteers gained qualifications as a result of attend the training courses*
- *Increase employment opportunities and user's ability to find work.*
- *Improve social and communication skills.*
- *Improve relationship and bring volunteers together which helped individuals feel less lonely, have a more vital and interesting life, stay healthy and feel happier.*

For younger people we provided new experiences, a confidence boost and a path into work or education. Our older, or retired, volunteers say it keeps them active, in touch with the community, and means they can 'put something back'.

Our continual investment in our volunteers' development ensures our clients receive quality advice and support. It also has tangible benefits for volunteers and society, through happier, healthier and more productive citizens. These benefits are wide-ranging and interlinked, they are skill development and employability, resilience; health and wellbeing; and community cohesion and engagement.

Financial review

Reserve Policy:

The purpose of the reserve is to ensure that the Charity is capable of meeting any shortfall in funding which would result in a reduction in the organisation's activities and its inability to meet immediate financial commitments. As a charitable company we are committed to sustainable development for both risk management and sustainable services. The trustees examine the Charity's reserves each year. The board of trustees have decided to create six months worth of running cost as a reserve to be available in case of delays to funding. This will help the organisation to be sustained in the long term.

Reserves:

The trustees have established a policy whereby the unrestricted funds should be six months of the core committed costs and this year 2018 we had free reserve to £10490. At this level, the trustees feel that they would be able to continue the current activities of the charity in the event of a significant drop in funding.

Restricted Fund:

The restricted fund at 31 December 2018 was £23472. The restricted fund is for Refugee Welfare Advice Project, Intervention Education Classes and Sport activities.

Future Plan:

The charity plans to increase its services the coming years:

- *Seek more funding to expand our services and open our office 7 days a week.*
- *Apply for grants to employ a Manager and project coordinator who will ensure the management and smooth running of the Centre and develop more needed services for a very diverse community in Haringey.*
- *Develop more youth services that bring young people together.*
- *Carry out community consultation to reshape and improve services.*
- *Apply funding for projects that improve community cohesion and address the challenges our clients are facing.*
- *Motivating people to become more involved through volunteering.*
- *Improve our current partnerships with statutory and non-statutory bodies.*
- *The Association plans to implement two projects in Somalia: Supplementary School project and Healthcare Project.*

The following Projects have been requested by our clients during our consultation meetings and we are seeking fund in order to meet the needs of our services users:

- *Elderly Social Club:*
- *Youth Support Services:*
- *Women Befriending Services:*
- *Refugee Employment Advice & Support Service*
- *Health & Well-being programmes:*
- *Sport Projects for children and young people:*

Feedback and case studies from our service users

Name: Asha

Comment: "I am very impressed with the education activities you are providing to children and they are really enjoying the activities"

Name: Mohamed

Comment: "My children are pleased with school activities and they wake up early in the morning."

Name: Amal

Comment: "I am very impressed with my daughter's progress and she is really enjoying the school activities"

Name: Zahra

Comment: "I think my child has improved a lot with his handwriting and reading."

My name is Abulhamid, I have been volunteering at the Community Development Association for more than 2 years. I have taken part in various jobs including admin work, filing, helping with form filling and making telephone enquiries. I have improved my social skills, confidence and learnt new ICT and admin skills and now I have secured full time.

Abubakar said "I am pleased to say I do visit the community centre on a regular basis. I am registered as a volunteer and actively engage with different projects and members of my community, it has changed my social engagement and I am now a lot more positive and active. This is also helping me to gain more confidence and reduce my loneliness and isolation."

Ramla said "The Association provided me a placement at supplementary school and they have been a great help for anything I have needed. The Centre helped me a lot by supporting me as a single parent and provided me with a job reference and I finally secured a part-time job."

Omar said "The really nice thing at the centre is, there is a really warm and friendly atmosphere. You walk in here and everybody is calm and happy. I like seeing people enjoying themselves. It is great to see our centre so well used by the local people."

Financial Activities for the year

Ended 31 December 2018

| | Unrestricted Funds 2018 | Restricted Funds 2018 | Total Funds 2018 | Total Funds 2017 |
|---|--|--------------------------------------|---------------------------------|---------------------------------|
| Incoming Resources | £ | £ | £ | £ |
| <i>BBC Children in Need</i> | | 9120 | 9120 | 5280 |
| <i>Trust for London</i> | | 6250 | 6250 | 6250 |
| <i>St. James Palace Charitable Foundation</i> | | 2500 | 2500 | |
| <i>Sport England</i> | | 9600 | 9600 | |
| <i>Wembley National Stadium Trust</i> | | 2000 | 2000 | |
| <i>Hilden Charitable Fund</i> | | 1000 | 1000 | |
| <i>The Woodward Charitable Trust</i> | | 1000 | 1000 | |
| <i>London Community Foundation</i> | | | | |
| <i>Evening Standard Dispossessed Fund)</i> | | | | 11100 |
| <i>Membership Fee & Donation</i> | 540 | 1400 | 1940 | 1415 |
| Total Incoming Resources | 540 | 32870 | 33410 | 24045 |
| Resources Expended | | | | |
| <i>Volunteer Expenses</i> | | 3415 | 3415 | 3152 |
| <i>Transport & Refreshment</i> | 175 | | 175 | 136 |
| <i>Stationery, Post, Ph. Copies</i> | | 225 | 225 | 240 |
| <i>Tel, Gas and electricity bills</i> | | 991 | 991 | 744 |
| <i>Advertising & Promotion</i> | | 155 | 155 | 150 |
| <i>Staff and Volunteer Training</i> | | 375 | 375 | 315 |
| <i>Education Resources</i> | | 125 | 125 | 364 |
| <i>Staff costs and sessional workers</i> | | 17600 | 17600 | 11520 |
| <i>Insurance</i> | | 378 | 378 | 567 |
| <i>Sport Equipment</i> | | 1597 | 1597 | |
| <i>Rent</i> | | 6569 | 6569 | 6020 |
| <i>Repair and Maintenance</i> | | 58 | 58 | 95 |
| Total Resources Expended | 175 | 31488 | 31663 | 23303 |
| Net Incoming Resources | 365 | 1382 | 1747 | 742 |
| <i>Fund balance B/F</i> | 10125 | 22090 | 32215 | 31473 |
| Fund Balance C/F | 10490 | 23472 | 33962 | 32215 |

Balance Sheet as at 31 December 2018

| | 2018 | 2017 |
|---------------------------|--------------|--------------|
| Current Assets | | |
| Cash At bank and In Hand | 33962 | 32215 |
| Debtor | | |
| Net Current Assets | 33962 | 32215 |
| Unrestricted Fund | 10490 | 10125 |
| Restricted Funds | 23472 | 22090 |
| Total Funds | 33962 | 32215 |

For the year ended 31/12/2018 the company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

The members have not required the company to obtain an audit in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibility for complying with the requirements of the Act with respect to accounting records and for the preparation of accounts.

These accounts have been prepared in accordance with provisions of applicable to companies subject to the small companies' regime.

The accounts were approved by the trustees on 10/01/2019 and signed on their behalf by:



Abubakar Sheikh
Trustee (Treasurer)

**Report of the Independent Examiner to the trustees of
Community Development Association for Minority Communities LTD**

I report on the accounts of the company for the year ended 31 December 2018 which are set out on pages 16 to 17

Respective responsibilities of trustees and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;*
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and*
- state whether particular matters have come to my attention.*

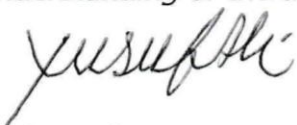
Independent examiner's statement

1 In connection with my examination, no matter has come to my attention: 1 which gives me reasonable cause to believe that, in any material respect, the requirements:

- to keep accounting records in accordance with section 386 of the Companies Act 2006; and*
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities*

have not been met; or

2 to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



*Independent Examiner
Yusuf Ali*

*Association of Accounting Technician
BA (Hons) Accounting and Finance
21 Avondale Crescent
London EN3 7RY*

Date: 10/01/2019

Our funders and supporters

We are hugely grateful to our funders and supporters who have supported us over many years and made it possible for us to serve the people of Haringey and make a difference to so many lives.



BBC Children in Need has funded our organisation for more than 10 years for Intervention Education Classes which provided children with many learning opportunities that improved children's attainment in maths, literacy, developed social skills, increase confidence and improve behaviour.



The Trust for London has supported our organisation grants for 4 years to help refugees and asylum seekers to access good quality advice, understand and get their rights and entitlements, maximising their income, helping them solve their debt and overpayment problems.

**The London
Community
Foundation**



The London Community Foundation provided us a grant to run Employment Advice Support services which helped unemployment people to find employment, vocational training and voluntary work opportunities.



The grants from Sport England, Wembley National Stadium Trust and Hilden Charitable fund enabled us to provide fun and enjoyable sport activities for children, young people and refugees and made them feel less lonely, increased their confidence, well-being and transformed their lives.

Community Development Association for Minority Communities LTD

**Annual Report and
Accounts
1 January 2018
to
31 December 2018**

Company No. 05659288

Charity No: 1114410