



GUERNSEY COMMUNITY  
FOUNDATION

Impact Review 2014-2015



**FIVE YEARS OF BEING.  
FIVE YEARS OF GIVING.**

*promoting effective philanthropy*

Autism Guernsey.  
Funding from the Guernsey Community  
Foundation enables the development of  
its services.

## WELCOME FROM THE CHAIR WAYNE BULPITT



2015 is a celebratory year for the Guernsey Community Foundation. It marks five years of planning, five years of growing, five years of supporting, five years of giving.

We have achieved a great deal since we set out in 2010 and we are suitably proud of where we are today. We are undoubtedly making a positive difference. We are successfully working with both individual and corporate donors and have seen just over £1million distributed to charities and voluntary organisations through our various grants programmes.

Our Volunteer Matching Programme continues to source volunteers with professional skills and match them with voluntary organisations that require their expertise, with over 100 high quality, professional volunteers placed in key volunteer roles to date and a successful partnership with the Association of Guernsey Charities to promote wider volunteering. We are also supporting the sector through our new, free, consultancy services and our ongoing training courses and workshops for charities.

We are working hard to actively encourage and nurture effective partnerships between ourselves, the voluntary sector, the States of Guernsey and the business sector. We have been asked to offer our thoughts, advice and practical support on a number of the States of Guernsey's Social Policy work streams, and have most recently commissioned research into the measurement and monitoring of poverty.

We believe we have become an integral and trusted member of the voluntary sector and are happy working quietly behind the scenes - supporting, challenging and facilitating progress. Nonetheless, we are not frightened of speaking up to publicly challenge issues wherever we feel it appropriate.

**We actively encourage and nurture effective partnerships between ourselves, the voluntary sector, the States of Guernsey and the business sector.**

We hope that this Impact Review will whet your appetite for working with us for the good of the voluntary sector. As always, we welcome the opportunity to meet with new partners and supporters and to find ways for you to get involved.

**Wayne Bulpitt**  
Chair  
Guernsey Community Foundation

## NEW FACES AT THE FOUNDATION



Emilie

### Emilie Yerby Projects & Research Manager

Emilie is tasked to develop the Foundation's capacity for research and information provision on important social issues in Guernsey.

On completion of her University studies, Emilie joined the Civil Service as a Graduate Officer and worked in the Social Security Department, becoming involved in the review of Attendance Allowance and Invalid Care Allowance as well as plans for the modernisation of supplementary benefit. She was Disability Officer from 2011-13, working on the island's Disability and Inclusion Strategy, and most recently at HSSD on a wide range of projects.

Emilie is secretary to the local branch of the Samaritans and is a member of the executive committee of the Guernsey Disability Alliance.

### Alastair Bisson Director

Born and educated in Guernsey Alastair is co-owner of CBO Projects, a consultancy focussed on project and programme management. Alastair has held senior project management roles in the UK and Europe with Marks & Spencer, Royal Mail, JP Morgan, UBS, RBS and Lloyds, and in Guernsey with the States of Guernsey.



Alastair

President of the Guernsey Round Table in 2014/15, he has sat on the Round Table Council for the last four years and is on the Swimathon Committee for 2016.

### Vanessa Spiller Director

Vanessa is the Chief Executive at St John Ambulance, where she has overall strategic responsibility and operational oversight of the Commandery's voluntary personnel.

Previous to this, Vanessa was Operations Director for the British Red Cross in the London area, integrating all activity and promoting the British Red Cross's work whilst leading, managing, developing & implementing programmes. She received the Red Cross Badge of Honour for Outstanding Service, and the London area received the Queen's Diamond Volunteering Award for 2012.

Vanessa served as a Royal Navy Warfare Officer from 1983 to 2008. This ground-breaking career saw transition from being shore-based communications rating to first seagoing female warfare officer, rising to being second-in-command of a frigate and first female Commander.

In her spare time, Vanessa is a Trustee of InterHealth Worldwide, a committee member of Parkinson's Society Guernsey, and is an elected member of the Forest Parish Douzaine.



Vanessa

## THE FOUNDATION'S AIMS AND OBJECTIVES

The Guernsey Community Foundation has the overriding objective of promoting effective philanthropy within the Bailiwick of Guernsey. The Foundation's aims of encouraging well directed giving, whether in the form of money, time or ideas, is based on its vision of a strong charitable sector contributing to a thriving society.

### THE FOUNDATION AIMS TO ACHIEVE THIS BY WORKING WITH:

**individual and corporate donors** willing to help with improving the flows of money and volunteers into the charitable sector

**voluntary organisations** wanting to make themselves more effective, and

**States of Guernsey** Ministers and their officials to develop social policy.

We raise money and distribute it to charities either directly or by matching causes with donors.

We supply time in the form of volunteers and ideas with advice and practical support for organisations in strategic thinking, business planning and training.

We look to build the capacity, skills and ability of voluntary and charitable organisations to enable them to survive, grow and prosper.

We celebrate voluntary work achievements in our annual Community Awards.

We work with the States by contributing to and influencing their social policy programmes and initiatives, identifying and creating new partnerships.

We act as a catalyst for charities and the States to deliver better together.

### Raising Money



### Supplying Time

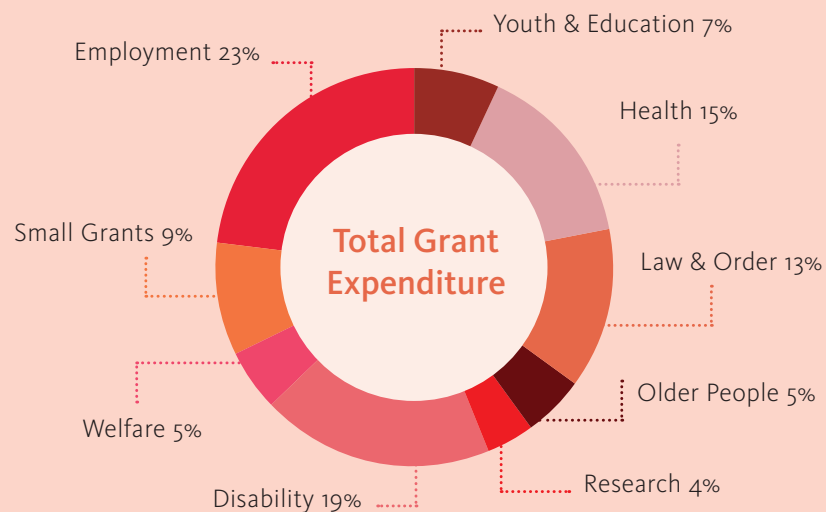


### Giving Ideas



## WHAT WE GIVE FACTS AND FIGURES TO DATE

The Guernsey Community Foundation has allocated grants through its Strategic Grants Programme to a wide range of organisations and initiatives, totalling £1,025,524 to date.



# £1,025,524

Total grants awarded to date

### Grants £3000+

Restorative Justice	£3,000	Safer	£46,840
Ageing Well in the Bailiwick	£5,000	Wigwam	£49,293
Volunteer Strategy	£5,000	Pargiter Trust Grants	£50,000
Guernsey Bereavement Service	£10,000	Autism Guernsey	£54,000
Drug Concern	£13,800	Caring for Ex-Offenders	£60,000
Poverty Plan	£14,500	Youth Commission	£75,000
Victim Support & Witness Service	£19,300	Guernsey Disability Alliance	£90,000
Maison St Pierre	£25,000	Small Grants	£91,231
Help a Guernsey Child	£25,000	Guernsey Mind	£128,000
States Intern scheme	£30,000	Guernsey Employment Trust	£230,560

## PARGITER TRUST GRANTS PROJECTS 2014/2015

We have continued to work with the Pargiter Trust, a UK-based charitable trust with Guernsey links, which aims to assist disadvantaged older people to be independent, healthy and socially included. The Foundation is acting on behalf of the Trust to distribute £50,000 p.a. to the charitable sector or to those working with older people.

### Grants awarded so far:

**Milly's Foundation Alderney: £3,500**

To develop dementia service

**Guernsey Hard of Hearing Association: £4,300**

Digital listeners for care homes, specialist smoke alarms

**Guernsey Arts Commission: £5,650**

Bringing Memories to Life project

**Carers Coming Together: £3,500**

Away Days for carers, events, volunteer expenses

**Eldad Elim Church: £4,500**

Two grants - occasional free hot meals service to senior residents and to create a disabled access ramp

**Headway: £8,050**

A weekly drop-in social service and an IT Project, helping members to learn or re-learn computer skills

**Trinity Church: £1,340**

To offer weekly refreshments and transport to Trinity Seniors Club members

**Shiloh Church: £2,000**

Lunch programme for seniors

**St Saviours Community Centre: £1,854**

To create a disabled access ramp

Orla-Marie Manning (left), Service Manager, and Philippa Stahelin (right), Executive Director with Headway clients



### Headway

Headway supports islanders living with an acquired brain injury. With 75% of Headway's clients being over 60 years old, funding was awarded towards the charity's weekly social drop in service, where clients participate in various social activities. For some clients these sessions have become the highlight of their week, and allowing them to share their experiences in a supportive environment and increasing their confidence. Funding also went towards IT sessions, where members learn or re-learn computer skills. The benefits are enormous – members can start to communicate again and feel confident about re-engaging with people through the IT world.

[www.headwayguernsey.com](http://www.headwayguernsey.com)

### Eldad Church

Eldad Church has received two grants. The first was for a programme of hot meals to be provided to senior residents, many of whom are on low incomes. The service helps to alleviate loneliness and reduce isolation among these residents and also provides an access point to share any concerns. The second grant was towards the creation of a disabled access ramp at the Church, to make the Church and its services accessible to all.

[www.eldadchurch.org.gg](http://www.eldadchurch.org.gg)



A society where older people enjoy a better quality of life

This programme has now provided many substantial grants to voluntary organisations so that significant challenges, gaps or needs within the Bailiwick can be addressed. There have been a high number of applications to the programme, the theme of which is 'Strategic Initiatives': to improve the way a voluntary organisation operates or delivers its services so that it can better meet the needs of the community or its beneficiaries.

## STRATEGIC GRANTS PROJECTS 2014/2015

### Guernsey Mind

Guernsey Mind has been asked to lead the States Mental Health and Wellbeing Strategy. The Foundation has made donations totalling £128,000 over three years for staff costs and so that a re-structuring program within Mind can facilitate this important piece of work.

This key strategy will ensure better mental health care for islanders and the Foundation is pleased to be able to support its development along with funding Guernsey Mind in its work with employers and raising awareness about mental health problems, a significant issue in Guernsey.

[www.guernseymind.org.gg](http://www.guernseymind.org.gg)

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### Caring for Ex-Offenders

This developing charity has been awarded £60,000 for the costs of a coordinator over two years. Caring for Ex-Offenders provides support in the form of practical assistance, mentoring, advice, and financial aid to prisoners and their families in preparation for, and more significantly upon, release from prison. In addition to undertaking one to one work with individual prisoners, both within the prison and in the wider community, contact with and support of families, the coordinator's role includes inter-agency liaison and training, coordinating, recruiting, and supporting volunteers, liaising with NGO's and churches etc. together with managing the day to day running expenses and administration. This is the charity's first paid role and will enable further development and the capacity to support ex-offenders considerably.

[www.holytrinity.org.gg](http://www.holytrinity.org.gg)



The Mental Health and Wellbeing Strategy was passed by the States in 2013 but then stalled with no staff resources to implement the Strategy. Mind is seconding its Manager to undertake this work alongside the Policy Council and HSSD, demonstrating the close partnership between the States and the voluntary sector which will be vital to putting the Strategy into practice.



Baroness Newlove, UK Victims' Commissioner (left) with Marilyn King, Manager, Victim Support & Witness Service



Mary Herve, Co-ordinator, Caring for Ex-Offenders

**Autism Guernsey has a mission to ensure a positive future for individuals affected by autism in the Bailiwick of Guernsey. It aims to provide high quality professional services and support to individuals on the autistic spectrum, and their families.**

### Bailiwick of Guernsey Victim Support and Witness Service

£19,300 was awarded to the Service to support salary costs during a period of staff development. The Service provides emotional support, practical help and information to victims and witnesses of any crime and their families and friends, whether or not the crime has been reported and regardless of when it occurred. Staff and volunteers are trained to help people cope with the effects of crime, listen while people talk through their feelings and reactions to the crime and try to help each victim find the way that best suits them to overcome the crime. The complexity and stress of the justice system can be very difficult to deal with so the Service provides very valuable support to its clients. In the last five years the charity has supported nearly 5,000 witnesses and victims. The grant will enable staff development so that the future work of the charity can be progressed.

[www.gov.gg/victim-support-witness-service](http://www.gov.gg/victim-support-witness-service)

### Autism Guernsey

This rapidly developing charity, only formed in 2013, has been awarded a grant for the amount of £54,000 to support salary costs, particularly for the new post of Office Manager. Autism Guernsey has a mission to ensure a positive future for individuals affected by autism in the Bailiwick of Guernsey. It aims to provide high quality professional services and support to individuals on the autistic spectrum, and their families. The charity also works to raise public awareness and understanding of autism, promote joint working with all agencies involved in the provision of services and to ensure that autism spectrum conditions are appropriately considered in policy development. The charity's services include the Befriending and Independent Living Schemes, outreach services and school support. The Office Manager role allows Autism Guernsey to increase its efficiency and develop work with their valued volunteers.

[www.autismguernsey.org.gg](http://www.autismguernsey.org.gg)



# FIVE YEARS OF BEING FIVE YEARS OF GIVING



Nikki Ioannou-Droushiotis, Manager, GET



The aim of the newly formed Guernsey Employment Trust (GET) is to create employment opportunities for disabled people and to assist people with disabilities to prepare, find, and maintain work in Guernsey.

## GUERNSEY EMPLOYMENT TRUST CREATING EMPLOYMENT OPPORTUNITIES

### Guernsey Employment Trust

The Foundation has worked with HSSD to create a new model for supported employment services, transferring Interwork into a new charitable Trust. GET is designed to address the employment needs of not only people with disabilities but also to support employers and respond to the needs of the disability community. GET has also identified specific gaps in provision that it recommends are addressed by new services.

The Trust provides a centralised infrastructure supporting and improving the opportunities for training, mentoring and employment. GET acts as a facilitator for social enterprise projects that offer training to enable clients to become work ready and meaningful short or long term employment for those requiring more support. The new services will better assist clients/job seekers to become prepared for the world of work and also help employers retain existing employees with disabilities. GET will also work with voluntary sector organisations to provide meaningful opportunities within social enterprises for training, work experience and supported employment. Its aim will be

to get as many people as possible into main stream employment while recognising that there will always be those who will require some form of sheltered employment.

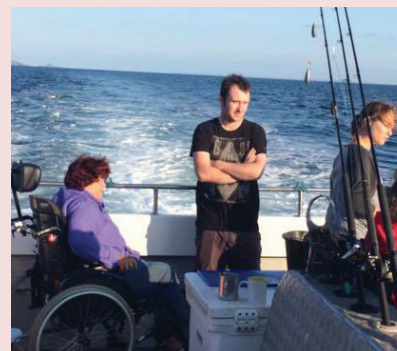
A main objective is to create a Social Enterprise which can provide training opportunities and skill development in a range of relevant employment areas that it is hoped will ultimately lead to employment opportunities. The future development of social enterprises is a way of creating new training and employment

Separate sites for the Supported Employment Service (offices) and the Social Enterprises (workshop) are being progressed with offices obtained at the Fort Complex. A formal launch of GET's new home is planned for November 2015 and the Bailiff, Sir Richard Collas, has agreed to open the new premises.

[www.get.org.gg](http://www.get.org.gg)



## IT'S TIME TO GIVE TIME VOLUNTEERS REQUIRED



### Charities need your skills, not just your money

Not a day goes by where we don't see some sort of fundraising event or charitable donation in the paper. Charities are looking out for financial support, but that's not all.

Money is a necessity, yes, but don't be fooled into thinking that's the only way you can help. Charity committees across the Bailiwick need skilled volunteers to plug gaps in knowledge, and they are coming to us for help.

### Volunteer Matching Programme

Here at the Foundation, we successfully match volunteers from the business community with charities who need their professional skills. We have placed over 100 excellent volunteers into high level positions and they are making a real difference.

### Positions available

Our current list of 'positions vacant' far outweighs our list of volunteers, such is the high demand for help.

**Positions range from Treasurer, Accountant, Fundraisers, Secretary, to IT Support, Director, Travel Coordinator and Committee Members... the list is long and there is something for everyone!**

**If you think you might be able to help, we want to hear from you. Please contact Sadie at the Foundation on 748056 or email [sadie@foundation.gg](mailto:sadie@foundation.gg).**

**We look forward to getting you started!**

### Need help?

**If your charity needs skilled volunteers, we'd like to know. Contact Sadie on 748056 or email [sadie@foundation.gg](mailto:sadie@foundation.gg)**

## GIVING IDEAS SOCIAL POLICY

The importance of government and community sectors working together to co-create policy is increasingly recognised, and the Foundation continues to develop its role as a trusted partner, adviser and critical friend, as well as enabling other voluntary sector organisations to engage more closely with the States on social policy priorities.

### Ageing Well in the Bailiwick

This has been a pivotal year for Ageing Well in the Bailiwick, with the publication of the first stage of consultation on the Supported Living and Ageing Well Strategy in July.

Ageing Well in the Bailiwick organised a meeting of all its member charities and organisations to discuss the questions raised in the consultation. It was a lively and productive meeting, which really engaged the membership, and put the group in a position to give a substantial response to the States. The values and principles of the Strategy were supported, but Ageing Well in the Bailiwick was also able to provide more evidence showing why some issues affecting older people should be treated as a priority, and to draw attention to others which seemed to have been overlooked by the consultation.

The Foundation provides Ageing Well in the Bailiwick with a part-time executive officer, which means the group can build up its presence in the community and its work on championing ageing well & living well in old age. In September, the group held an event looking at its future direction, which attracted around 60 delegates and has begun to open up a new chapter in the group's development.



### Social Policy Internships

In February, the Foundation was pleased to announce that it would sponsor two new six-month internships within the States' Policy and Research Unit, to assist the States with social policy projects that also have a benefit to the voluntary sector.

Ciara Harnden and Ciara Lihou joined the team in July 2015. Based at Frossard House they have a range of exciting projects among their responsibilities, including work on measuring and monitoring poverty; looking at the States' relationship with the voluntary sector through the Social Compact; and assisting with strategies such as Supported Living & Ageing Well and the Children and Young People's Plan.

### Mental Health and Wellbeing Strategy

Through its Strategic Grants programme, the Foundation has funded Guernsey Mind to employ new staff members and to enable Emily Litten, Operations and Development Manager to take a lead role in implementing the island's Mental Health and Wellbeing Strategy – a role that she began in the second half of 2015. While remaining an employee of Mind, Emily is working with HSSD, demonstrating the close partnership between the States and the voluntary sector which will be key to putting the Strategy into practice.

### Moving Forwards

The Foundation recognises that well-directed social policy enhances the impact of the voluntary sector; allowing areas of need to be recognised and tackled, and creating opportunities for voluntary organisations to provide important services.

In 2015, the Foundation has been represented on the States-led Third Sector Liaison Group, and the Foundation's Chair, Wayne Bulpitt, has been a member of the Steering Group for the Children and Young People's Plan. The Foundation has also strengthened its internal capacity to engage with social policy development, through the creation of a research role within the team. All this, together with the funding of internships and service developments (such as the Guernsey Employment Trust), reflects the sense of partnership and mutual respect on which the Foundation's relationship with government is built – a relationship which continues to evolve.

**“There is also a need for a change of mindset and culture to recognise that the provision of policy advice and research can no longer be the sole preserve of the civil service. Increasingly policy needs to be co-created with the assistance of representatives of the private and third sectors ... The collaborative work done on the Children and Young People's Plan, the Supported Living and Ageing Well Strategy and the Disability and Inclusion Strategy are pathfinders in this respect...”**

(Policy Council States Report on Public Service Reform, para 6.5, p1933, Billet d'Etat XVI September 2015)



Social Policy interns Ciara Harnden and Ciara Lihou with Stephen Langford, Head of Government Strategy and Business.



## CONSULTANCY SERVICES PARTNER ORGANISATIONS



Chris



Allister



Kate

We now offer FREE consultancy services to voluntary organisations in Guernsey through two partner organisations - Chris Atkinson and Organization Development Legacy.

### Good to Great

Chris Atkinson's 'Good to Great' service can be a rewarding experience for you and your team. Through a series of highly interactive workshops, tailored to your needs and charity mission, your team will explore and answer the following questions: What are the characteristics of a great team? What are the vital differences between leadership and management? Is everyone in the team truly on the same page regarding opportunities, priorities and goals? Does everyone in the team share a common vision of what success looks like and by when? How do we inspire commitment and build emotional connection? How do great teams hold each other accountable? What are the four secrets of great execution?

**For more information  
visit our website  
[www.foundation.gg](http://www.foundation.gg)**

### Organize and Develop

Organization Development Legacy offers support to charities in three key areas: developing Strategy, developing governance and developing people.

Desk research and conversations with all key players enable the ODL consultancy team, Allister Langlois and Kate Richards, to recommend organisation development actions, activities and strategies.

Voluntary sector organisations are under increasing pressure to meet governance and regulatory requirements similar to those experienced by commercial and public sector organisations. The ODL consultancy team can provide support and advice on how to meet those demands.

Volunteers may need to develop organisational, managerial and other skills to raise the efficiency of using valuable people, resources and time. ODL can advise on how best to achieve this through action learning, coaching and other personal development activities.

## COMMUNITY AWARDS 2014 A CELEBRATION OF GIVING

Our annual signature event continues to attract hundreds of people to St James each November to celebrate the hard work, dedication and successes of Guernsey's vibrant charity and voluntary sector.



### The Community Awards 2014

Our seven award categories cover the depth and breadth of good work happening right here in our community and further afield whether by charities, individuals, teams, committees or local businesses. Community spirit is rife in our island.

Congratulations again to our 2014 winners and thank you to everyone who took the time to nominate them.

The Awards received over 75 nominations and seven awards were presented on the night.

[www.communityawards.gg](http://www.communityawards.gg)

#### Charity of the Year

Young People Guernsey: The HUB

#### Fundraising Team of the Year

Male Uprising Guernsey

#### Overseas Award

The Eleanor Foundation

#### Outstanding Individual Achievement

Trevor Kelham

#### CSR Award

BWCI

#### Organising Committee of the Year

Floral Guernsey Schools Project Team

#### Youth Award

André Dias

# THE COMMUNITY FOUNDATION GET INVOLVED

There are many ways to get involved with local charities – whether you want to donate money, help out with fundraising events, or if you'd like to join a committee to help a charity to develop and grow. As more people understand how the Foundation can help the charitable sector, we need more people to fulfil requests.


## Contact us


Dave Chilton, Chief Executive  
Telephone 01481 748056  
davec@foundation.gg

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[www.foundation.gg](http://www.foundation.gg)

 Guernsey Community Foundation

 The Community Awards

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 guernseyvolunteers

Registered Charity CH331

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Alastair Bisson  
Paula Williams

## Staff

Dave Chilton, Chief Executive  
Sadie Siviter De Paucar,  
Development Manager  
Emilie Yerby, Research Manager



FIVE YEARS OF GIVING.  
FIVE YEARS OF DONATING.  
FIVE YEARS OF SUPPORTING.  
FIVE YEARS OF HELPING.  
FIVE YEARS OF GROWING.



## THANK YOU

The Guernsey Community Foundation would like to extend its sincere thanks and gratitude to all of its supporters, sponsors and donors whose continued generosity enables the work of the Foundation.

