

Annual Report and Accounts

2011-2012



2011 - 2012

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Director's Report Home-Start Scotland

Once again Home-Start schemes in Scotland have supported more than 2200 families over the course of the last year. The figure compares to a total of 950 families in 1999, so this continues to be a significant achievement.

Of course, the figures are important to us, demonstrating as they do the strength of the Home-Start network. But of greater importance is the knowledge that these 2200 families, with over 5000 children, are invariably leading happier lives than would be the case without the existence of Home-Start. This is not just my opinion. It is supported by the monitoring and evaluation system which is in place to measure the outcomes of our activities and which charts the journey of change of all these families.

None of this would be possible without our fantastic volunteers, who so freely give their time and who form the heart of Home-Start. Whether they are home visiting volunteers or trustees (there are over 200 trustees in Scotland). I would like to take this opportunity to record my thanks to each and every one. They make Home-Start the organisation it is.

We are well aware we are living in difficult times. Difficult for families and difficult for our organisation. We are delighted that the Scottish Government is developing a parenting strategy for the first time and particularly that its focus is all parents. I expect that this will help ensure that we are well placed to continue delivering support and friendship to families.

Finally, congratulations to Home-Start Deveron for another successful year. Long may it continue.

Dave Milliken
Director for Scotland
June 2012

Who we are at Home-Start Deveron

Trustees

Fiona Mathers

**Chairperson, Company Secretary,
Finance & Human Resources**

Christine Cockburn

Minutes Secretary & QA Lead

Lorna Rennie

**Treasurer, Payroll, Expenses &
Accounts Liaison**

Alison Mair

Staff Liaison & QA contact

Edie Stephen

Fundraising & Property Maintenance

Vivien Rae

Marketing & Fundraising

Maureen Watt

Fundraising & Property Maintenance

Anne Robertson

Finance & Human Resources

Advisors

Jennifer Gerrard

Health Visitor

Det Sgt

Child Protection

Martin Macdougall

Staff

Reena Thom

Co-ordinator

Wendy Gray

Family Support Worker

Olive Bligdon

Administrator



Chairperson

I am delighted to report that the past twelve months has been one of our most productive years since we started. We have had stability with both Volunteer Trustees and Staff and together this has enabled Home Start Deveron to successfully deliver our strategic and operational aims and objectives.

The Volunteer Board of Trustees are confident and highly capable individuals who understand their roles and responsibilities and quietly get on with it. WE perform well as a team, recognising each others strengths and trust one another to make informed decisions and meet deadlines. WE have fun working together and 'a sense of humour' at our Board meetings.

Reena (HSD Co-ordinator) has now been in post for a year and she has been an absolute breath of fresh air. She is patient and pro-active, the staff have appreciated her open and honest approach with them and towards their demanding workloads. Reena has been supported and encouraged to challenge assumptions and beliefs and to adopt her own leadership style in managing the operational activities of the organisation. The results are evident in the quality and quantity of trained and supervised volunteers and staff who are actively supporting more families on a one-to-one basis and at structured groups throughout Deveron.

This year has of course included changes and challenges. Home Start UK reviewed their staffing structures and the Scottish team roles and remits are now different. This year we have our full quality assurance standards inspection which is due to begin in the autumn. This was re-scheduled from earlier in the year. We have also been informed by Aberdeenshire Council that 2012 will be the first year in 'tendering' for local authority funding.

Our service level agreement will continue to be in place until this new process is complete and Home Start Deveron has been advised of the outcome. Aberdeenshire Council currently fund approximately 60% of the operational budget. Last year we successfully reached stage 2 of the Big Lottery Fund but were then unsuccessful in the final stage and lost the potential three year funding to secure the 'shortfall' in the operational budget.

We continue to be both pro-active and positive about our financial future, but realistic that we must pursue every possible avenue to ensure collaborative work with all our funding partners and consistency for the organisation.

As always, I am grateful and say thanks to my colleagues on the Board of Trustees, to Reena, Wendy and Olive our staff and to the trained volunteers who continue to work with local families all year round.

Fiona Mathers

Groups

Banff - 5-7 Strait Path

<u>Tuesday</u>	Twinkles (twins or more)	10-12noon
<u>Wednesday</u>	All Sorts (under 5 yrs) Baby Buddies (0-18mths)	10-12noon 1 – 3pm
<u>Thursday</u>	Baby massage (0-6mths) Booking required	10.30-12pm
	Bookbug (3-8mths) Booking required	1.30-3pm

Turriff - Turriff Resource Centre

<u>Friday</u>	(Stay & Play under 5 yrs)	9.30 -11.30am
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Aberchirder - St Marnans Hall

<u>Monday</u>	Stay & Play (under 5 yrs)	1-3pm
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Some comments from parents

Baby Buddies offers a fantastic, friendly place to meet other parents & babies. A safe place to discuss any concerns you have e.g. feeding & sleeping patterns.

Baby massage is therapeutic & a bonding experience that all parents & babies should be entitled to

The Twins group helped both me & my partner feel less isolated and enjoyed the company of others experiencing the same situations as myself

We especially enjoyed Bookbug and learned lots of new songs & rhymes that we all still enjoy.

Volunteers

Our Home-Start Deveron volunteers continue to support many families at home or at the various groups. They have been busy topping up their training in Child Protection, First Aid and Elementary Food Hygiene. Some have done a Confidence to Cook course which will allow them to pass on their skills to their families.

A recruitment course for new volunteers was held in April and we now have 7 more keen volunteers ready to start visiting families or helping at the groups.

Big thanks to you all.

Thanks to my time as a volunteer with Home-Start Deveron, I have met many people I would not ordinarily have met. I thoroughly enjoy the benefits of information sharing with my family e.g. knowing what car seat to buy for my new grand child.

I find volunteering for Home-Start Deveron very satisfying and fun. It is as much help to the family as it is to me

Helping at the groups as a volunteer is very enjoyable and helps to keep me young and active.



Volunteer Prep Course April 2012

Staff

There are three staff members at Home-Start Deveron; Olive who is part-time Admin, Wendy who is the full time family/group support worker, and myself (Reena), the coordinator.

I came into post in May of 2011, and it has been both an exciting and very busy time. It is never easy when someone new comes in with different ways of working and fresh ideas, and I would like to thank Wendy and Olive for their support (and tolerance!). It has been a very productive year, and I believe we make a great team!

Olive has spent considerable time over the last year inputting data into Home-Starts new MESH system (Monitoring and Evaluation System Home-Start), and we are hopeful it will prove a useful tool for producing reports and statistics for HSD in the near future.

Wendy as ever is really busy with groups; with 54 babies attending Baby Massage and Book Bug sessions over the course of the year. There have been up to 7 sets of twins attending Twinkles; and Allsorts and Baby Buddies have gone from strength to strength. There have been four volunteers supporting Wendy with group work and this has helped create more flexibility within Wendy's role and has also enabled the groups to be more structured in their approach. Due to the popularity of the baby massage classes, Pauline Rattray (HV support worker) is now coming to HSD to run classes in conjunction with Wendy. This will enable twice as many babies to secure a place. Stay and Play at Turriff is run by one of our volunteers, and it is always busy. The volunteer undertook Book Bug training earlier in the year, and she now runs this out fortnightly at the Turriff Stay and Play. The Foggie group remains busy, but due to staff changes there is no input at present from the Health Visitors, and Wendy is running the group alone.

In addition to Group Work, Wendy supports on average 5 families in their own home whose needs may be more complex. In addition she often supports families on a temporary basis to help out until a volunteer becomes available. In order to try to meet the ever changing needs within the community, Kirsty Basnett (Speech Therapy), Laura Hazelrigg (SPPA), Wendy Jones (Community Support Worker) and myself all completed a PEEP parenting course (Parents as Early Education Partners), on behalf of the Banff Early Years Forum. We have

just completed a pilot of this scheme at HSD with eight mums who had previously attended Baby Massage and Book Bug. It is hoped that this pilot is only the start of a proposed Early Years joint working programme that is being put together at present.

All in all it has been a very productive year with 2 volunteer training sessions running, increasing our numbers to a far healthier number. At present we have 11 volunteers actively working with families and 5 volunteers helping run groups. We also have 5 new volunteers ready to be placed with families, and 3 more ready to start working with groups. However, we felt it was important that we should offer a volunteering opportunity to young people in the community; and to date 3 school leavers have completed our course, are gaining practical experience working with our groups and have been given the opportunity to undertake additional training. We now also have our first male volunteer, and we are hoping to start a 'dad's group' facilitated by him in the Autumn.

Over the course of the last year 38 families have been supported by home visiting volunteers and in excess of 100 families have attended our different groups. Our families come from all walks of life, and their needs and circumstances varies enormously. One common factor however, is that they all benefit from the support that HSD offers them. Whether it is isolation, depression, illness, disability or any other factor that makes the parenting of an under 5 a struggle; the volunteers at HSD can offer a listening ear, and both practical and emotional support at these difficult times.

It has also been a year of going out and about and raising the profile of HSD. We have given talks to various groups and I spoke at a Business Association event. I have also attended numerous networking groups throughout the area promoting our service and making contact with other agencies. Our 'open door' policy has also proved very fruitful, with many members of the public just popping in for a chat and asking questions about what we do at HSD. This has resulted in new families coming to groups, donations being handed in, new volunteers being recruited and a greater understanding within the community as to what we do.

We often receive donations, both big and small, the largest being 49 mattresses that we distributed free of charge to families in the area!

After the success of 2011's Activity fun week, we have continued in that vein, offering play sessions in the holidays. In the October break and at the Easter Holidays, Myra McRobbie (Early Years Development Worker) joined us for three

separate activity days, offering singing, dancing, games, crafts and messy play. We also intend to run three themed activity days during the summer holidays for the under 8s, with one afternoon set aside specifically for toddlers under 18 months. We also intend to run two open days, to further raise awareness in the community.

At Home-Start Deveron, we are excited about the coming year; building on our past achievements, working jointly with other agencies and responding to the ever changing needs of the families within our community. However none of this can be achieved without the tireless work of our volunteers, both those who work directly with families, and those on the board of trustees who manage the scheme from behind the scenes. A big 'thank you' goes out to all of the volunteers for supporting me in my new post and for their continued support and dedication to Home-Start Deveron.

Reena Thom



Baby massage



PEEP course



Messy play



Mattress delivery

The MESH System (Monitoring and Evaluation System Home-Start)

This is a new system used by most of the Home-Start schemes throughout the country. It is used to monitor and evaluate the work we do in the scheme i.e. how we support our families.

Information gathered from various forms filled in by volunteers and Co-ordinator is inputted into this system which in turn allows us to export reports of such things as:-

- Number of families with a disability
- Number of families who are lone parents
- Ethnic origins of families
- Types of groups we provide
- Type of support families need
- Gender of main carer

The main purpose of MESH is to show the journey that each family undertakes while supported by each scheme. Shown below is an example of a type of report that can be created from the information in this system.

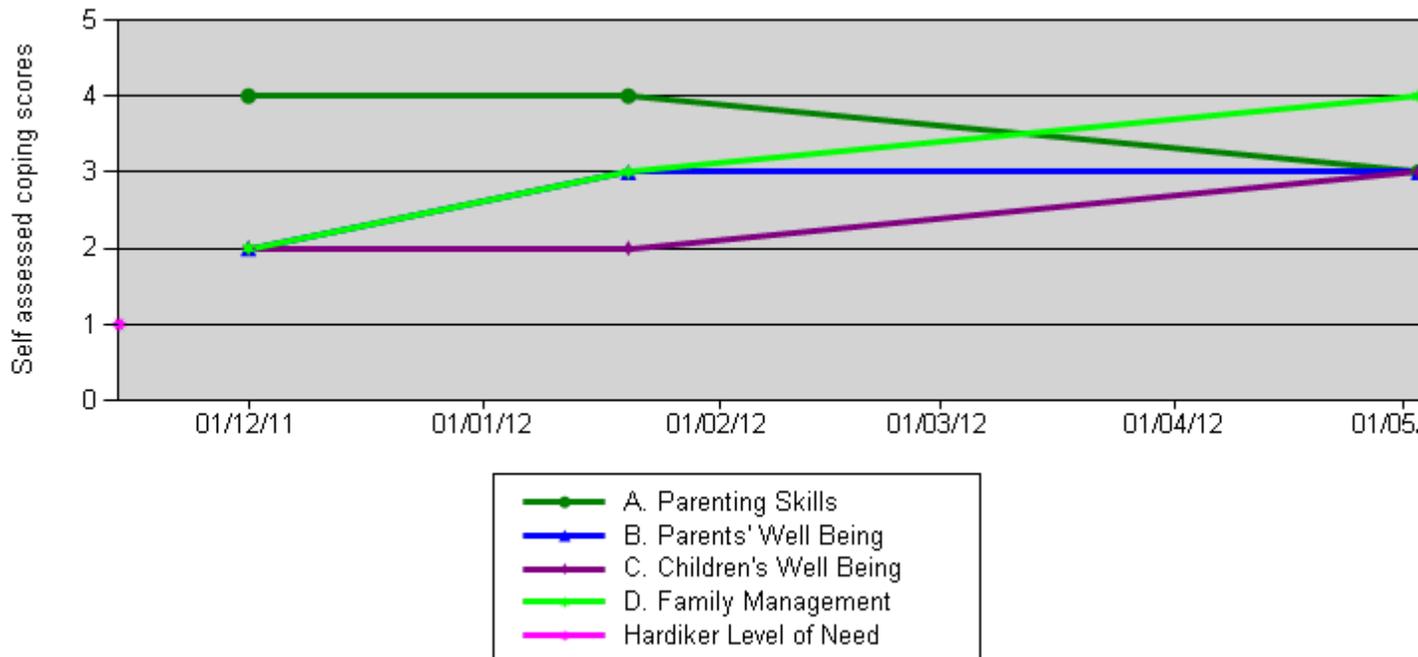
It is a time consuming task having to input the amount of information needed to gain these reports but this has become easier - practice makes almost perfect. Hopefully the benefits will be positive when used in future funding bids.

Olive Bligdon

Family Journey of Change

Report for Home-Start Deveron

Family No: A1



Family No	Date	Activity	A. Parenting Skills	B. Parents' Well Being	C. Children's Well Being	D. Family Management
A1	14/11/11	Hardiker Change				
A1	01/12/11	Initial Visit	4	2	2	2
A1	20/01/12	Review Visit	4	3	2	3
A1	03/05/12	Review Visit	3	3	3	4

Treasurer

We have come to the end of another challenging year for Home-Start Deveron. Our core funding from Aberdeenshire Council continued but we no longer had a grant from Children in Need or Capability Scotland. This meant that our income had to be boosted with fundraising in order to cover our Family Support worker, the volunteers' expenses and also the day to day running of the scheme.

We were unsuccessful in our application to the Big Lottery Fund and we are currently trying to secure funds from various sources to enable us to continue supporting vulnerable families in the area.

Easy Fundraising continues to raise money from friends shopping on the internet and our donation boxes help with the day to day expenses of running the various groups.

We must once again thank the Companies, Groups and individuals who have contributed towards our funding be it through donation, grants or putting cash into the donation boxes. All of these gifts are greatly appreciated no matter how large or small and this year came to nearly £16,000.

The year ahead will be challenging and we will need to address the financial situation so that we can continue to grow and provide the much needed support to all our families and groups.

My thanks go to Lynn MacKinnon for auditing our accounts and to Rosemary McKay at Allathan Associates for managing the payroll, making my role as Treasurer that much easier.

I would also like to thank the staff, volunteers and members of the Board for their help, patience and understanding during the past year.

Lorna Rennie

MARKETING REPORT

Home-Start Deveron has continued to build upon the good marketing efforts of the past few years. We continue to create and take advantage of various marketing opportunities within the local communities – especially free and low cost ones.

The support from the local media is ongoing, as we continue to use it to promote our services and events. We have over the past year continued to submit group photos to the local media, showcasing our services and facilities and encouraging uptake from new families, as well as highlighting successful fundraising efforts and various competition winners. We have also advertised in several local publications including the 'Banff Buzz' magazine and Community Planning Newsletters.

Following a successful bid for funding to the Community Food and Health Scotland scheme, we were included as a case study in their newsletter, highlighting the work we do to promote healthy eating and cooking.

As part of our Confidence to Cook sessions, we produced a cookbook of simple recipes for sale within the local community and offered local businesses the opportunity to advertise in the book – the popularity of the book has been great and as such it has also acted as a great marketing tool!

We continue to maintain these good relationships with local businesses. Home-Start Deveron teamed up with the Banff and Macduff Community Trust to operate the 'Giving Tree' during Christmas 2011, which saw many Home-Start and other local families benefit from the goodwill of local residents. We have also received numerous and generous competition prizes from various business owners in the Deveron area.

Home-Start representatives regularly attend local Business Association Networking events within the community, forging new, and maintaining existing, relationships. Our coordinator Reena Thom has been invited as a guest speaker to talk about her leadership role and we gladly used this as an opportunity to promote Home-Start Deveron.

Home-Start Deveron staff and trustees are increasingly being invited to present the service at various local groups, including the Ladies Circle and Women's Guild groups.

Our Fundraising Lunch in October 2011 not only raised valuable funds, but also marketed Home-Start Deveron to a wide section of the community. Events such as this are invaluable in generating support and an awareness of Home-Start Deveron and what we do.

Ever mindful of our prominent location in the town centre, we continue to make good use of our window space to highlight what we do, the events we hold and also to appeal for new volunteers and trustees.

A variety of localised posters, leaflets, information sheets and business cards have been produced to communicate both Home-Start as an organisation, but also to market, at a local level, the services and groups we at Home-Start Deveron provide.

Online marketing is still increasingly important for Home-Start Deveron. Our Facebook page continues to provide an informal network for families, as well as a place to advertise and market forthcoming events and volunteering and training opportunities. Our website has been revamped by a web designer to provide a better source of information for local families (www.homestartdeveron.org.uk). We have now also added our details to websites such as 'NetMums' so local families can find us with ease to gain information about our services.

We wish to thank everyone who has contributed towards and supported our marketing and advertising efforts to date.

Viviene Rae



Fund Raising Report

Home-Start Deveron Trustees, Staff, Volunteers and loyal supporters continue to work hard to raise much needed funds to supplement our basic core funding, which at this point in time, does not cover staffing costs; therefore the money raised is vitally important to enable us to continue to deliver the excellent level of service that we are known for, and is expected of us.

We commenced our activities with the AGM in September followed by a Pub Quiz and Raffle. We are indebted to the proprietors of the Market Arms, Banff for the use of their premises, Olive's brother Alan for setting the questions, and Wendy's brother Ian for supplying the winning team prizes. £336 was raised.

In October we hosted a fund raising lunch at the Fife Lodge Hotel, and were excited to launch our cookbook, "Cooking with Confidence". Doug Duthie joined us once again, and entertained everyone with his "life stories". There was an excellent array of raffle prizes, kindly donated by local businesses and friends. Proceeds from the day's events raised £1064.50, and since then the cookbook has sold out, raising £527.

Also in October, the Foggie Firemen donated the proceeds of their car wash, £80, the Clydesdale Bank donated £500 from their community fund, and Derek McDonald (Julie, a local Health visitor's husband) donated his sponsorship money of £700, raised from running the Moray Marathon in September.

In November we received a donation of £250 from CNR Ltd, Aberdeen. We completed sales of "guess the last three digits" of the £100 note, and this raised a total of £630.

December was a busy month, Lorna and Edie had the pleasure of attending the Nativity concert at Markethill Nursery, where the children decided to donate the collection from their parents to HSD, £155.30. The Turriff Health Visitors were busy with their knitting needles, making Christmas decorations for sale, and also had a "fine piece" morning, raising a total of £300. They as professionals are delighted with the service we provide in the Community and wanted to give something back.

Dunnydeer Drama Association donated £100, and Fiona and Reena took time out to visit the Nexen petroleum office in Aberdeen to accept a cheque for the grand sum of £10000, a major financial boost to HSD at the end of 2011. We are eternally grateful for their generosity; this is our third major donation from the company.

In January 2012, KCA Deutag sent a donation of £100 and in February representatives of Banff & District Ladies Club visited our premises in the Strait Path, spent some time playing, and presented a cheque for £150. Reena and her husband Niall held a celebratory ceilidh at the beginning of March and divided the proceeds between HSD and Banff Pipe Band; we received £504.74, and had a lovely evening of dancing and merriment.

Marnoch church donated £96.55 in March too, and a big thank you to Wendy's nephew Ian for raising £775 for HSD while taking part in the Garioch half marathon.....his first.

Throughout the year Reena, Wendy and Olive with the help of visiting professionals and Volunteers have held activity days, nearly new sales, and been visited by the Ragman! Their efforts have raised £758.48.

Also ongoing is the percentage of sales we receive through our loyal supporters shopping online via: www.easyfundraising.org.uk, so far this year we have raised £121.98, and a total of £676.79 since first registration. Those of us who use www.homestartdeveron.easysearch.org.uk as our search engine have raised £16.71 since September 2011 and a total of £41.10 since first registration. We have also been selling "Sticky Savers" cards throughout the year, discount cards to be used in local businesses and raised £45 to date.

Looking forwards HSD are attending the Scottish Traditional Boat Festival this year, providing a breast feeding area, followed by the Creche at Turriff Show. We are committed to working hard to continue to raise much needed funds to boost our core funding.

Edie Stephen

Derek and Julie pictured at Turriff Hospital after presenting the cheque to Wendy and Edie.



Nursery staff with Lorna and Edie at Markethill Primary school



Auntie Wendy accepting the cheque from Ian



Reena with some of the HSD guests and Band members at the Ceilidh



Bill Barrows, Fiona, Reena and Gordon Bremner



A lovely display of fresh fruit and vegetables
Compliment our "Cooking with Confidence" cookbook.

Acknowledgements

Aberdeenshire Council	£64144.00
Children in Need	£2412.50

Financial Donations

Jennifer Gerrard	£19.50
Turriff Show Committee	£400.00
AAAS	£255.98
Curves	£76.10
Trampoline Club	£300.00
Derek McDonald	£700.00
Clydesdale Bank	£500.00
Moray Young Persons Group	£58.25
CNR International	£255.00
Foggie Fire Brigade	£83.50
Markethill School	£155.30
Turriff Health Visitors	£300.00
Nexen	£10,000.00
Dunnydeer Drama Assoc	£100.00
KCA Deutag	£100.00
Banff & Dist. Ladies	£150.00
Reena & Neil Thom	£504.74
Marnoch Church	£96.55
Ian A Esslemont	£775.00
Ian Esslemont	£100.00
Volunteers	£157.00

Local Support

Lynn MacKinnon (Auditor)
Rosemary McKay (Allathan Associates)
Rob Woods (IT Support)
Alan Mathers HSD Website
Iona Sim & Dave Fusco Market Arms Banff (use of premises for AGM & quiz)
Kenny & Tracey Grant Broken Fiddle Banff (donation of Easter eggs)
Crown Motors (A & I) Ltd(van hire for Turriff Show)
Alan Masson (Quiz master)
Doug Duthie (speaker at fundraising lunch)
James McKinnon (Christmas & Easter gifts)
Instant Neighbour Aberdeen (Christmas gifts)
The Green Tree Banff (Christmas gifts)
Peter Guy, Arcadion (mattresses)

