



venturetrust

Reflections
ANNUAL REVIEW 2015-16

This year we said we would:

Support military veterans

This year, following the confirmation of funding from Forces in Mind Trust (FiMT), we launched a new 'Positive Futures' programme targeting support towards military early service leavers and veterans. Working in partnership, this programme will support up to 120 ex-military personnel over a three year period to overcome the challenges of transitioning to civilian life. By focusing on nurturing life skills such as problem solving, communication and forging positive relationships, individuals will be supported to address issues including homelessness, estrangement from family members, and overcoming alcohol and substance misuse. This programme offers the opportunity to gain renewed purpose in civilian life, including opportunities to mentor young people and share their knowledge and experience, enabling mentors and mentees to make and sustain positive changes in their lives.

We were delighted to secure funding from the Armed Forces Covenant to provide almost 200 places on our Living Wild personal development programme for veterans caught in the Scottish criminal justice system. Living Wild comprises a three phase approach with a wilderness journey at its core, and has been proven to significantly reduce the risk of reoffending, as well as being instrumental in helping individuals to gain control of other areas of their lives, such as homelessness, addiction, isolation and unemployment.

Enhance and expand our employability provision

Capitalising on the success in 2015, we have expanded our employability provision to deliver vocational training and qualifications. This has enabled participants to progress into further training, education or employment. In 2015, we took 15 young people through a pre-employability programme. As a result,

10 young people were interviewed for jobs, and 7 were employed within Venture Trust, and through our partners. Our pre-employability programme is a core component prior to work placement selection to ensure skills assessment, job readiness and role matching, or appropriate alternative progression for individual needs i.e. training or education. During 2015, we worked with 32 young people to achieve their SQA certificate, which brings a huge sense of achievement for individuals embarking on further education, training or employment.

Devise new 'needs led' programmes

We have been proactive in nurturing partnerships in order to devise innovative pilot programmes which support individuals, and address a gap in provision. Our niche in intensive personal development wilderness-based programmes underpinned by experiential learning techniques is pivotal to sustained behaviour change. Taking people out of their familiar environment, and away from peer pressure, offers participants a chance to take stock, to re-evaluate, and to see that it is possible to make positive changes to their future. We have evaluated these programmes, encouraging participants to share their experience. This has formed further evidence of our impact, and the efficacy of our approach. It has also enabled us to disseminate insights with stakeholders to secure further support, and influence policy and plans.

Accelerate growth of our social enterprise

Venture Mòr is now in its fourth year of operating Hartfield House as a Scottish Hostelling affiliate youth hostel on the Applecross peninsula, Wester Ross. During the year we have continued to invest in the fabric of the building and infrastructure to ensure the hostel offers high quality, affordable accommodation for visitors.

As such, we were delighted to achieve VisitScotland 4* status. We have continued to contribute to the local community and economy by increasing visitor spend. We have worked to generate interest and bookings for Venture Mòr's adventure and wellbeing experiences and holidays, charity challenges, and Duke of Edinburgh, moving towards trading sustainably. We are doing this through partnership working, and raising our profile through marketing and PR, particularly through social media.

Be fit for purpose

Over the last four years, we have implemented a significant programme of organisational change to deliver effective and increasingly efficient services. With support from LandAid, Wooden Spoon and Clothworkers' Foundation we have made the best use of our new National Participant Centre in Stirling. This purpose-built centre has anchored our wilderness-based operations, and provided a hub where participants commence and complete this phase of their development journey. Over the last year, the centre has provided the opportunity to showcase our work for partners and potential supporters, highlighting the distinctiveness and effectiveness of our personal development programmes.

This year we delivered our first leadership programme for aspiring and current managers, thereby enhancing our organisational capability and capacity, particularly in navigating an increasingly complex policy and funding environment. In October 2015, 9 members of Venture Trust staff completed their 4 day Leadership Development programme with the Social Enterprise Academy.

Looking ahead, in 2016-17, we aim to:

Support military veterans

Operationally we will build momentum, to establish links and relationships with a number of organisations who work with veterans. These will be key not only with regard to referring to Positive Futures and Living Wild but also in providing volunteering, training or employment progression opportunities.

We will use our partners to help us with raising Venture Trust staff awareness and potential training. We will look to launch a peer mentoring component which will also be important in supporting veterans in their development, connecting with local services and in combatting isolation. As this is a demonstration project, there will be a significant focus on evidencing impact and independent evaluation coupled with shared learning and wider communication.

Expand our employability, training and internship provision

Venture Trust is developing employability opportunities in the form of hosting traineeships within Venture Trust or our social enterprise Venture Mòr, and brokered external work placements hosted by a partner agency in the business or social enterprise sector. In conjunction with corporate partners and working closely with the 'Business in the Community Scotland' network, Venture Trust will enable individuals to experience different workplace environments. We will look to provide 4 traineeships taken up by participants within Venture Trust/Venture Mòr, and 12 placements brokered by Venture Trust with external organisations taken up by participants.

Pilot concepts have been developed with the aim of enabling individuals to develop employability and vocational skills within a range of sectors including rural land

management and conservation, tourism and hospitality. The pilots will combine personal development with vocational training, to better prepare participants for work within relevant sectors. Our ambition is to establish tailored approaches with employers to have co-developed programmes ready to secure investment in 2017-18. We will endeavour to deliver one vocational training pilot, benefiting 10 participants.

Venture Together is an innovative employability programme delivered jointly with a corporate partner that provides skills such as interview techniques, simple budgeting and personal presentation, alongside a residential conservation weekend. We will endeavour to deliver two Venture Together programmes reaching 20 Venture Trust participants.

Develop new business

With an increased scale of confirmed activity already in place for 2016-17, the emphasis is upon enhancing our provision to generate greater impact by enabling individuals to make and sustain positive changes in their lives, crucially to move towards training or employment. Venture Trust will continue to seek partnerships with socially responsible organisations who aspire to make a difference in the lives of young people and adults, creating opportunities for co-delivery and enhancement of all activities.

Expand and fine tune the provision of our social enterprise

Venture Mòr continues to achieve sound progress both in growing trading figures, and in its increasing profile and reputation. We are drawing nearer to becoming sustainable in terms of delivering our social purpose, and trading at a level to support running costs associated with Hartfield House. The key

aspiration for 2016/17 is for Venture Mòr to maintain its positive growth trajectory and customer satisfaction. Working in partnership with the Applecross Trust, we will complete the exterior upgrade of Hartfield House, and the access road. We will raise the profile of Venture Mòr, and by extension Applecross, as a destination via social media, targeted marketing and PR activities.

We will also launch intensive wilderness therapy provision aimed at young adults from across the UK, struggling with challenges of transition to adulthood.

Invest in our staff

Venture Trust's staff and the quality of the work they deliver are central to realising successful outcomes for people in need. We will look to deliver a programme of training and development to invest in capacity and capability, particularly in mentoring support, managing staff and delivering employability provision. We will further develop our SQA provision capability and capacity to offer more opportunities for participants. We will endeavour to attract pro bono opportunities to bring in external expertise and knowledge to accelerate development of Venture Trust's strategic aspirations. Finally we will develop and implement an induction programme and policy which supports accelerated development and ongoing continuous professional development of new staff.



“I feel the [Venture Trust] programme is very successful at enabling each service user to gain confidence, increase self-esteem and motivation to change, deal more effectively with the challenges of daily life and improve decision making and choices which, in turn, can lead to college, employment, improved social relationships and health and well-being.”

Referring partner

Chair's remarks

The Board of Trustees of Venture Trust applaud the organisation's tremendous achievement in consistently reaching people in a time when funding resources are ever more difficult to access. As an organisation, we are committed to providing vulnerable people in challenging situations with the support to make positive life changes. Our Venture Trust programmes utilise the outdoors as a learning environment for personal development, and a catalyst for change, which allows participants to gain valuable life skills, and attain qualifications and training in order to transform their future.

Our dedicated team of highly skilled Venture Trust staff are at the heart of this success, with their ability to go above and beyond their job description in order to support those most in need of our help. During the year Mark Bibbey, CEO, moved on to a new post. We thank Mark for the significant contribution he made to Venture Trust. Our new CEO, Amelia Morgan brings a wealth of experience, is highly committed to the aims and values of Venture Trust and we believe that commitment and her energy will continue the task of ensuring that Venture Trust plays a positive role in helping to transform the lives of some of the most vulnerable individuals in our communities.

The changes for the Scottish criminal justice system, uncertainty over our place in Europe, and continued pressure on public funds are key influences in shaping the work of the organisation. In 2016-17, we will expand our work with both men and women in the criminal justice system, young people aged 16-30, and continue to grow our needs-led programme for military service leavers. By working in partnership, gaining support and working effectively, we aim to deliver on our strategic intent and be a stronger, more resilient organisation.

My thanks go to our network of partners and supporters, and for your enthusiasm and dedication to our core reason for being: supporting some of the most vulnerable people, providing them with the skills to live a healthier, safer and better life.

Trustees' statement

These summarised financial statements incorporate all the operations of Venture Trust, and are intended to give the reader an assessment of the overall financial position but are not the statutory accounts. This information is taken from the audited financial accounts, upon which the auditors' opinion was unqualified. The full report and accounts were approved by the trustees on 23 August 2016 and have been submitted to the Office of the Scottish Charity Regulator, the Registrar of Companies, and the Charity Commission. A copy is freely available from Venture Trust's website, on request from the Venture Trust office, or on the Charity Commission's website.

Signed on behalf of the Board

Mairi Brackenridge, Chair of the Board of Trustees

For more information please visit www.venturetrust.org.uk/finance

www.venturetrust.org.uk/about-us

Fundraising and Finance

What we've raised

- Our income in 2015-16 was £2,507,132.
- The majority of our income comes from grants, with 42% (2015: 34%) from statutory bodies, 50% (2015: 61%) grants from the National Lottery, trusts and foundations.
- For 2016-17 we anticipate Venture Mòr again contributing more significantly, and we will continue working towards diversifying and stabilising our funding base by widening our network of supporters and voluntary donations.

What we've spent it on

- We spent £1,177,631 on our outreach and community activities plus a further £977,002 on the delivery of personal development journeys in the wilderness.
- As in previous years, we continue to identify and realise efficiency savings wherever possible, in particular reviewing telephone and IT contracts during the year and reducing vehicle running costs by consolidating our fleet and moving to leased vehicles where appropriate.

"Having taken on volunteering at Venture Trust a few years ago I can highly recommend it. I learnt new skills not only in fundraising but in communication, working in a team, working in an office, juggling workload and many others! I also gained confidence in myself and my working ability! For me it also opened the doors to the world of work and played a part in me getting a full time job at another charity. This really is an opportunity to be grabbed with both hands!"

Volunteer

Our year in figures



5,564

Meals cooked on expeditions



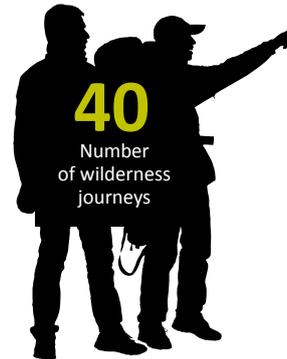
1,104

Participant tents pitched



655

Hours volunteered



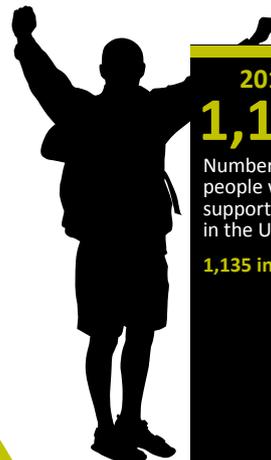
40

Number of wilderness journeys



1

Skydiver fundraiser



2016

1,106

Number of people we supported in the UK

1,135 in 2015



2016

257

Number of people entering jobs, training or volunteering

382 in 2015



“ I’m leaving with so many different skills... I know exactly what I want in life and now I can also say that I have the motivation to do something instead of getting so far then bottling it. If it wasn’t for Venture Trust I don’t think I would be able to lead a normal stable life so thank you.”

Participant



Our supporters

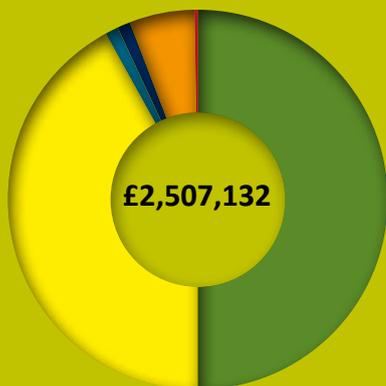
- Continued long-term support from Inspiring Scotland and the Scottish Government remains fundamental in enabling us to deliver effective programmes and achieving positive impact.
- We have received vital support from trusts and foundations including Comic Relief, The Souter Charitable Trust, The Volant Charitable Trust, The Gannochy Trust, The Rank Foundation, The Robertson Trust, Porticus UK, BBC Children In Need, The Dulverton Trust, The Hugh Fraser Foundation, The Clothworkers’ Foundation, The RS Macdonald Charitable Trust, LandAid, Wooden Spoon, The Imlay Foundation, The Agnes Hunter Trust, Wessex Youth Trust, Whirlwind Charitable Trust, and many others.
- We are grateful to the Big Lottery, Heritage Lottery and Forces in Mind Trust for supporting our work and the Lottery’s Coastal Communities Fund to help us grow our social enterprise activities.
- Thank you to statutory and other partners including Local Authorities, Community Justice Authorities, Edinburgh & Midlothian Pipeline, Skills Development Scotland Employability Fund, Youthlink Scotland, and the Department for Work and Pensions (Jobcentre Plus).
- We were delighted that more companies chose to support us this year, and special thanks go to Barclays Wealth, McCrea Financial Services, State Street/Business in the Community Scotland, The Co-operative, Miltime Limited, John Lewis, Persimmon Homes, Sainsbury’s, Unite Students, and Craigie’s Farm, for their donations, events, and in-kind support.

Our overall financial position

Net incoming resources for the year amounted to £64,416 (2015: £142,118). This includes a surplus of £38,192 (2015: £85,730). Unrestricted reserves increased to £182,558.

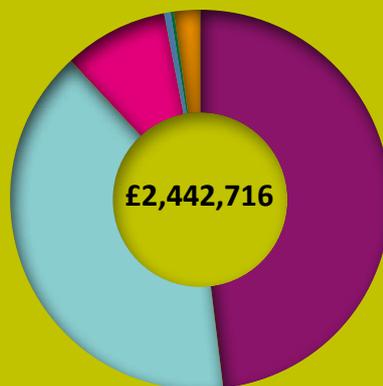
Sincere thanks to every single one of our individual supporters including those who have abseiled, run, and got muddy to raise money for us – you are vital to the work we do.





INCOME 2015

- Trests, foundations & lottery
- Statutory grants
- Donations
- Training & events
- Venture Mòr
- Interest



EXPENDITURE 2015

- Outreach & community support
- Wilderness journeys
- Coastal Communities
- Fundraising
- Governance
- Venture Mòr

Financial figures 2015

Income	2016	2015
Trests, foundations & lottery	£1,259,597	£1,571,329
Statutory grants	£1,053,182	£864,887
Donations	£24,756	£18,846
Training & events, other income	£29,817	£50,490
Venture Mòr Ltd trading income	£139,614	£68,286
Interest	£166	£943
Total	£2,507,132	£2,574,781

Expenditure	2016	2015
Outreach & community support	£1,177,631	£1,072,281
Wilderness journeys	£977,002	£1,214,479
Coastal Communities & related costs	£215,693	£114,567
Fundraising	£12,345	£9,728
Governance	£9,875	£10,342
Venture Mòr Ltd trading costs	£50,170	£11,266
Total	£2,442,716	£2,432,663





To support people on their journey to see themselves differently
Visit www.venturetrust.org.uk/support
Text VTUK22 followed by £2, £5 or £10 to 70070

venturetrust

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The Venture Trust is a registered charity in Scotland (Number SC038932) and in England & Wales (Number 285891)

