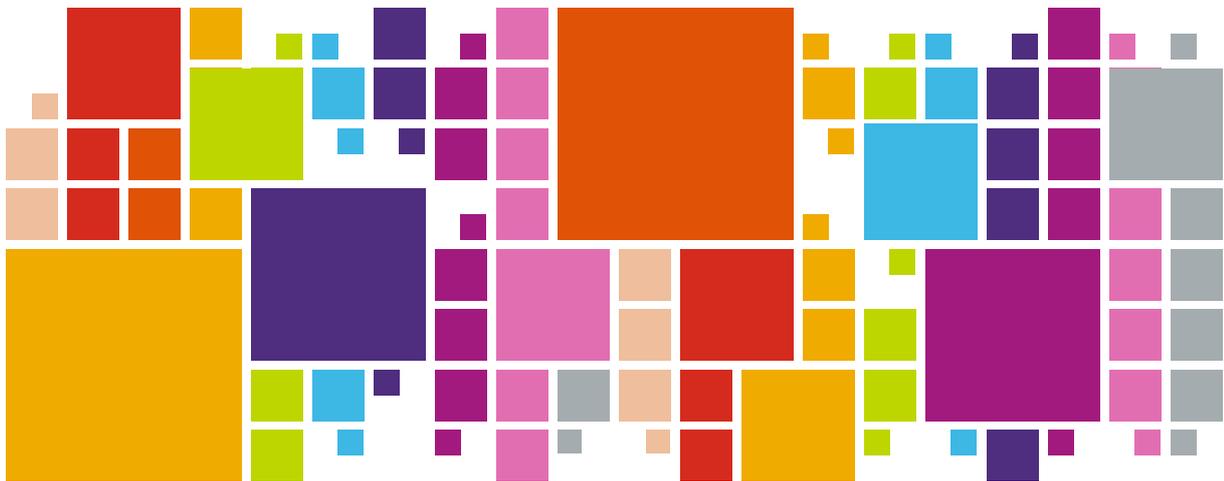


HOME-START STIRLING



ANNUAL REPORT

2013



***“Home-Start helps our society to ensure
we are not neglecting families.
We neglect at our peril, for young brains are shaped
by what parents are able to give their children.
If we do not support parents in that giving, we hurt ourselves,
in the costs of health, social work, prisons.
So Home-Start offers services not just to families
but to taxpayers and politicians.
Thank you, Home-Start.”***

Dr. Suzanne Zeedyk

Suzanne Zeedyk is currently Senior Lecturer
in Developmental Psychology at Dundee University.
Suzanne's work focuses on parent-infant relationships.
She is frequently invited to speak to groups of parents and
professionals on the importance of such relationships,
and how babies' early experiences influence the development
of their brain, bodies and psyche.



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WHO WE ARE, WHAT WE DO...

Home-Start Stirling was established in 1999 to provide home-visiting support to local families who have a child under the age of five years who are experiencing some kind of stress or crisis within their lives. The stress or crisis can include illness, disability, isolation, mental ill health, parenting difficulties, multiple children under five years, substance misuse, domestic violence, deprivation or family breakdown. The geographical area of support is Stirling Town, Raploch, Cornton, Bridge of Allan, Dunblane, Bannockburn and Eastern Villages.

The support is provided to families through trained volunteers who have all been parents themselves or who have had parenting experience. Our volunteers do not require any special qualifications or special skills but to have an awareness of the difficulties of parenting and be able to provide practical and emotional support to families in need.

In 2008 Home-Start Stirling established the Family Group which is held once a week and offers a different type of support to families as it encourages positive interaction between parent and child and reduces social isolation.

In any one year Home-Start Stirling aims to support around 57 families and upwards of 110 children through either home-visiting or group support or a combination of both.

By working in effective partnership with other organisations such as education, health and social services we contribute to ensuring positive outcomes for Stirling's children.

HOME-VISITING

Home-visiting support is our core work and the majority of families receive this type of support when referred to Home-Start Stirling. Over three quarters of our volunteers are home-visitors and they provide weekly support for 2-3 hours to families in need across the Stirling area. Support can take the form of either practical help, help with shopping, budgeting, attending appointments, household routines or emotional support; someone to talk to or being a listening ear. Our support is geared towards helping families to cope on their own and we have an ethos of working in partnership with parents towards their identified goals and outcomes.

When families are matched with a volunteer great consideration is given to the matching process and in most cases that volunteer will remain with the family through the duration of support which is anywhere between 9 months and 3 years. Family support is only ended when everybody feels that it is no longer required and the support is terminated on a phased basis.



FAMILY GROUP

The Family Group has become an established service within Home-Start Stirling and this is reflected in the attendance and participation of the families attending the group. The group aims to reduce social isolation and enhance the positive interaction between parent and child.

Every family who attends the group is provided with a hot and nutritious lunch prepared by our volunteer cook who caters for all dietary requirements. Following lunch, Ally and Stacie (Play/Group Workers) prepare play activities for the children that are designed to support and encourage child development. The parents have the additional support of Ashleigh (Coordinator) who is often on hand to provide advice and guidance about family life. The Family Group also regularly welcomes in visitors from other organisations to look at issues such as healthy living, adult learning, budgeting etc.

The Family Group runs for our younger children (0-5 years) during term time and the school holidays are broken up with fun activities for all ages to enjoy.



SOCIAL ACTIVITIES

Through 2012 - 2013 we have continued in providing a range of social events and activities for supported families.

CHRISTMAS PARTY

Our main highlight of the year remains the Christmas Party where families are invited to join in the festive fun and our younger children look forward to a visit from Santa. As in years gone by, we have enlisted the support of musician and puppeteer, Scott Lovat who keeps the children entertained until Santa arrives.

The Christmas party remains a lot to organise and special thanks are given to all volunteers who helped with the last Party, organising and wrapping gifts, baking and cooking, attending and tidying up.

Every year we have more good quality presents donated by various different organisation which allows each child to receive a present from Santa. This is always greatly appreciated by the staff, volunteers, families and especially the children of Home-Start Stirling.



EASTER PARTY

Due to the success of the Easter Party last year we decided to have another this year during our Family Group session at Cornton Baptist Church. The activities included an Easter Egg Hunt, face painting, guess the eggs in the jar and the age of the bunny and Easter themed craft activities.

The Easter Party was organised by staff and volunteers at the Family Group and was open to all Home-Start Stirling families.

SUMMER PICNIC

This year our picnic was not affected by the torrential rain of last year and 10th July saw a beautiful summer's day where supported families, staff and volunteers met at Kings Park to enjoy the good weather, have some fun and a picnic to eat. The parents enjoyed the time to catch up with others and the children played in the glorious sunshine.

TRIP TO BRIARLANDS FARM

On the 7th August 2013 it was a glorious day as we all ventured off to Briarlands Farm for a few hours of fun on a beautiful sunny afternoon. There was a really good attendance and we had lots of fun on the bouncy pillows, go-carts and in the sand pits. Many of the children visited the small animals to watch them being fed and others went to pick some of the super sweet strawberries that Briarlands is famous for. The staff at Briarlands were very helpful and made us feel very welcome and everybody agreed it was a lovely day out for the children. After the success of the last two trips to Briarlands we hope to make this an annual event.



OUR VOLUNTEERS

The majority of support to Home-Start Stirling Families is through our committed volunteers who provide a minimum of 2-3 hours a week to support at least one family. All home-visiting and family group volunteers who join Home-Start Stirling are expected to undertake the Preparation Course that covers all aspects of being a Home-Start Stirling volunteer including child protection, confidentiality, child development etc. We have volunteers of all ages from 21 – 80 years and they all have an important part to play in supporting families. Our volunteers do not require any special qualifications but many bring with them the attribute of compassion and the ability to listen and empathise.

At any one time Home-Start Stirling aims to have a pool of about 30 home-visiting/family group volunteers which is sufficient to support our target of around 57 families per year.

In 2012 – 2013 we would like to welcome Janet Murtha, Margaret Sinclair, Mike Youde, Amy Beaton, Zoe Gray, Kathy Docherty, Pauline McCluskey and Julie Morrison to our team of volunteers.

In addition to home-visiting and family group volunteers we have other volunteers who we refer to as management volunteers to support with various operational issues such Human Resources, Profile Raising and Information Technology. These volunteers play a vital role in ensuring the effective running of the organisation.



VOLUNTEER TRAINING

Along with attending the Preparation Course all the volunteers are encouraged to attend training events that are organised throughout the year.

Within Home-Start Stirling we organise four training evenings each year which always includes a Child Protection update. Other subjects have included substance misuse awareness, domestic violence awareness and childhood nutrition. In addition to these short training events many of the staff and volunteers completed Level 1 Child Protection Training that was facilitated by Anne Salter (Lead Officer, Child Protection, Stirling and Clackmannanshire) and family group volunteers completed First Aid Training.

Providing training for volunteers is very important as it gives the organisation an opportunity to share news guidance and ideas about pertinent issues.

SPECIAL THANKS

Marcia Gordon

who joined Home-Start Stirling for its very first Preparation Course in 1999 and has been supporting families for 13 years.

Margaret Currie

is our volunteer cook at the Family Group but always provides buffets and refreshments for all the activities and training events.

Jacqueline Paterson

has shown constant commitment to our Family Group and is seen as a real asset in providing this service to our families.

Chrissie Morrison

joined Home-Start in 2000 and has supported numerous families throughout this time and fondly considered by many of the families she has supported.



CHAIRMAN'S REPORT

This AGM ends my first year as Chair of Home-Start Stirling. For me it has been an excellent year of learning and working for Home-Start in a different way. Before joining the Board, I had been a home-visiting volunteer for 9 years and found that job fulfilling and enriching in many ways. Joining the Board and then being elected as Chair, has been a new challenge.

The last year has been a year of consolidation for Home-Start Stirling. We had experienced a lot of changes in the previous year, including staff changes, a complete move of office and changes to the Board of Trustees. All these changes have been well managed and have resulted in a very positive year. Over 2012-13, we have supported more families than in any year since Home-Start Stirling was established and we are working with more families from other ethnic backgrounds than we have before. We have also prepared very fully for our Home-Start UK Quality Assurance Review and are confident that we are strong in this area. The staff has undertaken 2 very successful fundraising ventures and we are now working significantly to increase our fundraising efforts and raise the profile of Home-Start Stirling across Stirlingshire. Our Senior Co-Ordinator Rachel is involved in delivering GIRFEC training across Stirling and Clackmannanshire and this is also helping to raise the profile of Home-Start Stirling.

A significant achievement this year, especially given that we have increased the number of families we have supported, is that we have kept our costs under tight control and reduced our expenditure slightly. This is primarily down to the staff team of Rachel, Ashleigh and Margaret

managing operations efficiently and effectively and for this we wish to formally thank them. Funding continues to be difficult. Next year will see a cut in funding from Stirling Council/NHS FV of 5% and even though we have reduced our expenditure from last year, any cut in our funding makes life more difficult. In general procuring funds for voluntary bodies like ourselves has become even trickier as many of the charitable organisations and funding bodies that we have previously applied to, prefer to give funds for 'new and innovative projects'. Applications for funding to continue core business therefore are more and more difficult. However, we continue to make applications and we are ever more creative about how we apply for funding and we still do not lose sight of the wish to develop the services that we offer.

Once again this year we are grateful to the Robertson Trust, Lloyds/Henry Duncan and the Henry Smith Foundation for the funding they have granted us and we continue to be very well supported by Children in Need. We also have a number of private donors to Home-Start Stirling, including the Carse of Stirling Rotary Club, the 4th/85th Forth Valley (Dunblane) Scout Group, the Stirling Soroptomists and many churches, individuals and our own home visiting volunteers and trustees. We wish to thank them and everyone who gives in any way to our organisation. It costs us approximately £2,000 a year to support a family so all donations are gratefully received.

As mentioned above this year we have supported more families than in any other year that Home-Start Stirling has been in existence. We do this with a core of dedicated home-visiting and Family Group volunteers and we cannot forget

that they are at the very core of Home-Start Stirling and what we do. We could not operate without them and we take this opportunity to formally thank them all for the work they do for Home-Start Stirling and the families they support.

The Board of Trustees has changed considerably over the last couple of years and this year we welcomed 2 new members, Chris Whaley and Jane Hunter. We also thank Rodger Lyall for his contribution during his short term with the Board. Mike Seal continues in his role as Vice Chair and supports me with great patience as do Charlie Armstrong, Rod Mathieson and Jean Hamilton. Nick Pascazio has unfortunately had to step down from the Board, but he continues supporting Home-Start Stirling as a Management volunteer in HR matters. Jane MacDonald also continues as a Management volunteer as does Graham Bland. We thank them all for the expertise they bring and the work they do for Home-Start Stirling.

What does the next year bring for us? There are many opportunities and challenges in our sights. Not least we will continue to support our families and to manage our budgets and strive to improve efficiency. Among the opportunities are the possibilities for extending our service in different ways, developing a parent user group and pushing again to develop a rural service. The challenges include continuing to secure core funding and to secure funding to allow us to develop and grow our service, raising the profile of Home-Start Stirling, and recruiting volunteers.

I have been with Home-Start Stirling now for 12 years. It is a wonderful charity that does amazing work and we will strive to ensure that it continues to do so.



Gill McBride



SENIOR COORDINATOR'S REPORT

This past year has seen some changes with Home-Start Stirling including a move to new premises and some changes within the staff group. This has presented us with a variety of challenges but ultimately this has led to us consolidating our team and practices to provide a more effective service to families.

Within 2012 -2013 we supported 59 families including 122 children all with a range of needs and issues. We have seen a huge increase in the number of referrals we have received in the last year indicating the importance of our service and the need for it to continue. This last year has also seen an increase in the number of referrals from families from different ethnic backgrounds resulting in our service seeing a significant amount of diversity. It has been a very busy year for us but we feel that it is important to ensure that the families that need and want the support do receive it.

I would like to welcome Margaret Alexander to our team in the office as our new administrator. Margaret has been a very welcomed addition and her knowledge and skills in the office environment have been greatly appreciated. I would also like to welcome Ally Cullen and Stacie Govan who are our new Play/Group Workers who help facilitate our Family Group with Ashleigh McDiarmid. Stacie and Ally have breathed new life into the Family Group and come to us with new ideas to help and support our families. Ashleigh McDiarmid continues in her

role as Coordinator and remains a huge support to me in effectively running the service and providing support to families.

Year on year I continued to be amazed by our volunteers who support our families for no other reason than they simply want to help. I am regularly told by Home-Start families that the support the volunteers give is invaluable and they do not know how they would have managed without it. Our ethos is to work with the family until a point when they are able to cope on their own and although it is very sad to say goodbye to a family it is a huge sense of reward that we have made a difference in that family's life. This change is in, most cases facilitated by our very committed volunteers who are the very core of the support provided to families.

Home-Start Stirling continued to be supported by a very talented and strong Board of Trustees and we are very lucky to have their level of experience and skills to help and guide us. This year Gill McBride, a home-visiting volunteer and then trustee joined us as Chair of the Board of Trustees. As Gill was a home-visiting volunteer for 9 years she is very aware of the issues and factors that affect our families in their day-to-day lives. This knowledge has helped in the recent shaping of the organisation and planning for the future.

In the current economic climate we could state that the future looks bleak as funding becomes more difficult to source. Funding is more difficult to source but this means that the staff team have to look at more innovative and cost effective ways of running the service without reducing the support to families. This is a challenge but it is one

that we have tackled and over the last two years we have become more cost effective. In the years to come it is our plan to expand the service to support more families from a greater area as we will not allow the economic difficulties affect our strategic aims, our goals and our vision.

Home-Start Stirling is described by our families as a wonderful service and we hope that within the next year we can ensure that more families receive this support.



Rachel Cameron



TREASURER'S REPORT

I am once again pleased to report that the financial year to 31 March 2013 has seen a satisfactory financial position for Home-Start Stirling despite my concerns expressed last year about the economic climate.

Income at £102,111 was almost exactly the same as the previous year (£102,197) and spending of £94,641 was held well within budget of £107,561. As a result our overall surplus for the year was £7,470.

Our reserves at the year-end were £50,830, up from last year's figure of £43,360.

While money in itself is of no use unless it is used for worthwhile purposes, we do need to keep a sum aside "just in case".

In line with policy and Care Commission guidelines, a figure of £50,000 - equal to 6 months' spending - has been retained as a designated reserve, leaving general reserves of £830.

As always, a huge debt of gratitude is due to our funders and I should like to thank our larger donors, including:

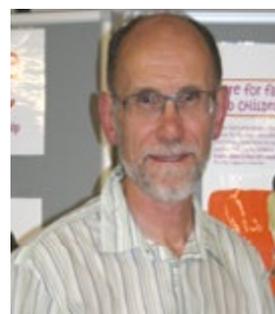
- Buttle UK Trust
- Children in Need
- Henry Smith Foundation
- Lloyds TSB Foundation for Scotland
- NHS Forth Valley
- Robertson Trust
- Stirling Council Children's Services

As well as our larger funders, many clubs, groups and individuals in the Stirling area have helped us.

We have been able to link the contributions from our two major funders to a Service Agreement,

where we are in effect paid for specific services. This should give a degree of protection to our income stream in future years.

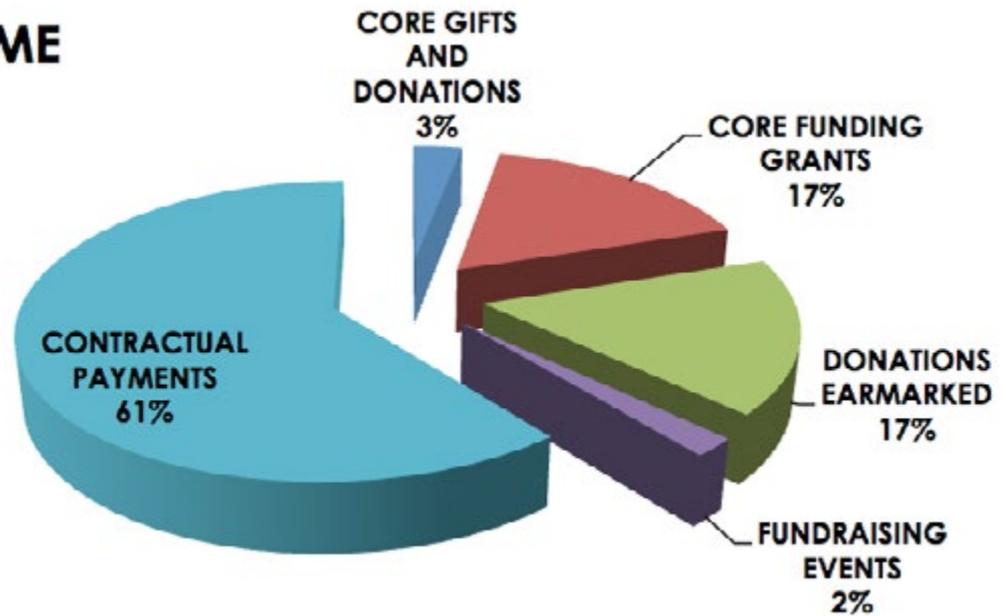
We are also looking at ways to broaden the income base by developing new sources such as sponsorship, regular giving and other local fund-raising activities. This way we can protect our income from the effects of economic pressures on our funders, this will in turn protect the services we provide to our families.



Charlie Armstrong

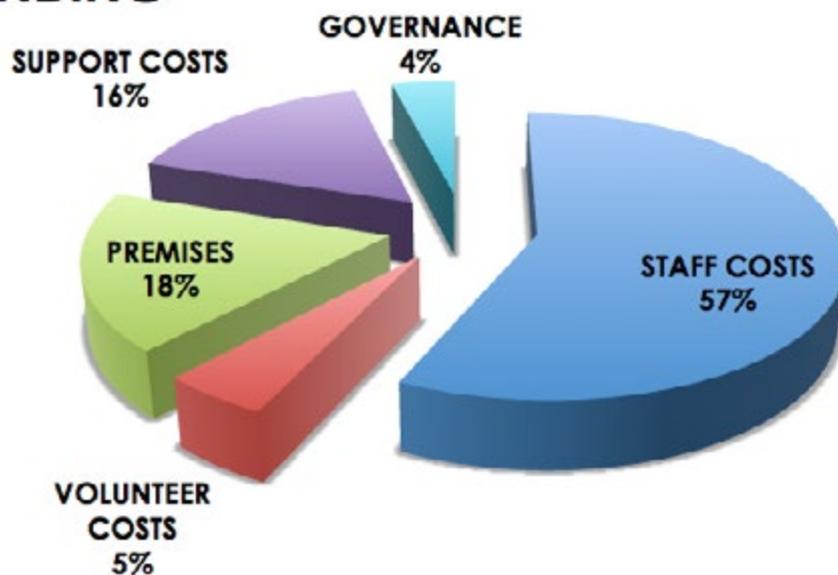
WHERE THE MONEY CAME FROM

INCOME



WHERE IT WENT

SPENDING



FUNDRAISING ACTIVITIES

BINGO

This year's annual Prize Bingo event was held on 27th September 2012 at the Mayfield Centre in Stirling. We had a healthy turn out and the top prize of a spa day was donated by Andrew Seal of Foresthills Hotel and Spa in Aberfoyle.

We had lots of other lovely prizes including a party at Bearheart Castle for 10 children donated by Acrewood Nursery, an overnight stay at Hilton Strathclyde and individual prizes donated by supporters of Home-Start.

The evening was supported by many of our volunteers and trustees and we raised over £800 which goes directly towards local support to families.



LUSH-A-LICIOUS LADIES NIGHT

The staff at Home-Start Stirling decided to try a new fundraising evening this year which took the form of a Ladies Night at the King Robert Hotel in Stirling on 10th May 2013. Local businesses and beauticians attended to provide an evening of shopping and pampering. With pole dancing lessons, karaoke and raffle the evening was a success and everybody had a great time. For a first time event we were delighted to raise just about £800.



OUR STAFF

Rachel Cameron, Senior Co-ordinator

"Since qualifying as a Social Worker in 2000 I have worked with children in a variety of settings but mainly residential care. I have known about Home-Start for many years as I completed a student placement with Home-Start Leith in Edinburgh. I fully believe in the notion of early intervention and prevention to be the key of the work we undertake with families and feel this is pivotal to the work of Home-Start Stirling. I am also mum to two small boys so I can understand the pressures that parenting can bring."



Ashleigh McDiarmid, Co-ordinator

"I joined Home-Start Stirling in 2008 as Co-ordinator, having previously worked for Home-Start Denny. My main role with Home-Start Stirling was to establish and run our weekly family group, which I am pleased to say is a very successful additional service to the families supported by Home-Start Stirling. I fully believe in the ethos of Home-Start, that of one parent helping another through a difficult time and as a mum of three children I can certainly empathise with what they are going through. I also believe in the concept of early intervention and feel that this is the key to enabling children to reach their full potential in life."



Ally Cullen, Family Group worker



"My career to date has mainly involved working with children and young people, apart from a few years working in the music business. I was interested in working with Homestart as it gave me an opportunity to work with children and their families. I find working with people both challenging and rewarding and being a single Mum of two I hope I can empathize and understand some of the issues that families face on a day to day basis."

Margaret Alexander, Administrator



"I joined Home-Start Stirling in October 2012 having previously worked for another local charity. I am mum to two children and I believe that Home-Start Stirling provide a valuable service to local families."



OUR BOARD OF TRUSTEES

Gill McBride, Chairman

...came to Home-Start 12 years ago, when she was a Children's Panel member. Attending the first Home-Start Stirling AGM for the Panel Gill was so drawn to Home-Start's work that she signed up there and then to become a home visiting volunteer!

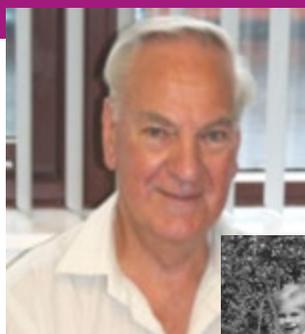
"I volunteered for nine years and then was asked if I would consider joining the board. This was perfect. I could continue to work for and support a charity that I respect and believe in. I've now been on the board for three years and hope to continue for many years to come!"



Mike Seal, Vice Chair

...enjoyed a successful management career across a range of industries and then ran his own management support company until retirement in 2000. Mike has participated in management committees for several community and charitable organisations, including Home-Start Stirling, where he has been a trustee for nearly eight years, including being Chair of the Board.

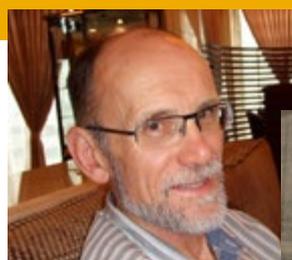
"My commitment to Home-Start is driven by a belief that children brought up in a stable and caring home with parents who enjoy being parents stand the best chance of becoming responsible and caring parents themselves."



Charlie Armstrong, Treasurer

... joined the board in 2010 when he retired from a life-long career in local government finance, with his last 10 years as Director of Finance for Aberdeenshire Council.

"Working in the public sector and with social work departments had shown me just how much of a difference early support and guidance can make, which is why Home-Start's ethos appealed to me."



Jean Hamilton

... joined the Board of Trustees at Home-Start Stirling board when she retired in 2009 from primary education.

"I am very aware of the needs for early intervention to get the best possible outcomes for children. I have recently become a grandmother to two baby girls so my parenting skills are being put to the test yet again!"



Rod Matheson



...has been a trustee of Home-Start Stirling for over four years coming from a career in financial services.

"Prior to becoming involved with Home-Start I had only a vague impression of the charity. I knew it did good work with families but didn't know the details. I now know the difference our volunteers can make to the lives of local families. Life can be hard for so many these days and having an experienced person to help and mentor somebody can be a huge asset."

Chris Whaley

...left the oil industry in 1991 and became both employee and volunteer in the Stirling social work environment, with Stirling & District Association for Mental Health and served on the board of directors of the Princess Royal Trust Stirling. After 2000 Chris worked for Streets Ahead, supporting adults with learning disabilities, and served on the Stirling Children's Panel.

"Appreciating the need for early intervention and the practical support parents can bring to young families in difficulty, I decided to rejoin the voluntary sector."



Jane Hunter



...has recently joined the Board of Trustees having served on a number of small charitable committees in rural Stirlingshire for the past 16 years.

"The hard work, dedication and energy of the whole team at Home-Start Stirling were great inspiration for me to join. Life is tough for so many people especially when raising young ones. The support Home-Start provides is crucial to a lot of families and provides an essential lifeline."

WITH HUGE THANKS TO...

Although people are still finding times financially hard, so many still continue to give us donations – either in cash or in kind.

We are very grateful and it really does make a difference to the amount of support we can give to local families.

St Saviour's

St Mary's

The Church of the Holy Rude
all of whom helped make Christmas extra special for our families with their donations of gifts, cash and hampers

Ruskie WI

Bridge of Allan Round Table

Carse of Stirling Rotary

Soroptimists

Meadows Nursery

K Peart

Marcia Gordon

Drs D and N Brown

Gill McIlwaine

Dr Richard Simpson MSP

Janette Wilson

Stirling Observer 'Give a Gift

Appeal

Chrissie Morrison

Jennie Heaney

Doris Littlejohn

Margaret Currie

Mary Lou Kerr

Andrew Seal, General Manager

of McDonald Forest Hills Hotel &

Spa for a bingo prize

Cathy Johnstone, owner of
Acrewood Nursery for a bingo
prize

RSVP for their knitted chicks and
chocolates for our Easter Party

Many thanks also to: OUR HOME VISITING AND FAMILY GROUP VOLUNTEERS

Marcia Gordon

Jennifer Heaney

Jean Kelly

Brenda Lees

Jane McDonald

Barbara McElhinney

Siouxie Mackenzie

Sarah Malcolm

Chrissie Morrison

Christine Neil

Jacqueline Paterson

Katrina Preston

Beatrice Robino

Karen Bellingham-Baird

Mary Perry

Mair Gilbride

Lynn Hatton

Melissa Sutton

Maureen McBrearty

Maragaret Currie

Julie Morrison

Kathy Doherty

Mike Youde

Pauline Mccluskey

Amy Beaton

Janet Murtha

Margaret Sinclair

THE BOARD

Gill McBride, Chair

Mike Seal, Vice Chair

Charles Armstrong, Treasurer

Rod Matheson

Jean Hamilton

Chris Whaley

Jane Hunter

MANAGEMENT VOLUNTEERS

Nick Pascazio

Graham Bland

Jane McDonald

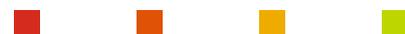
NOT FORGETTING...

Jan Grant

Robert Jackson

Dianne Jackson

Anne Salter And Murray Swan
From Stirling Council for all their
help and advice and everyone
else who helps and supports us -
sometimes anonymously.



To minimise cost and maximise
funds going to support our
families in need, this entire
report has been produced by
our in-house Team and
volunteers -
huge thanks to them all.
We print this Report on request,
hence there is no cost, paper or
environmental wastage
associated with its production.



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Co-ordinators: Rachel Cameron & Ashleigh McDiarmid

Family Group workers: Ally Cullen and Stacie Govan

Administrator: Margaret Alexander

A Company Limited by Guarantee

Registered in Scotland

Company Number: SCO276401

Scottish Charity Number: SCO23619

