

STRIDE (UNINCORPORATED CHARITY) SC044225

Report of the Management Committee for the Period 01/04/2017 To 31/03/2018



**STRIDE
UNINCOPORATED CHARITY
SCOTTISH CHARITY NUMBER: SC044225**

**REPORT AND ACCOUNTS
FOR THE PERIOD FROM 01/04/2017 TO 31/03/2018**

STRIDE (UNINCORPORATED CHARITY) SC044225

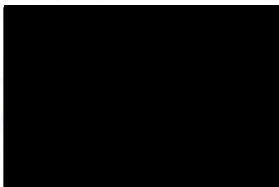
Report of the Management Committee for the Period 01/04/2017 To 31/03/2018

STRIDE (UNINCOPRATED CHARITY) SC044225

LEGAL AND ADMINISTATIVE INFORMATION

MANAGEMENT COMMITTEE (TRUSTEES)

CHAIRPERSON
EXECUTIVE SECRETARY
TREASURER
MEMBER 1
MEMBER 2



SCOTTISH CHARITY NUMBER: SC044225

PRINCIPAL ADDRESS 110 RESTENNETH DRIVE
FORFAR, DD8 2DD

INDEPENDENT EXAMINER TOUGHS CHARTERED ACCOUNTANTS
THE BUSINESS CENTRE, DENSIDE SCHOOL
DD8 3SQ GLENOGIL
01356 650200

BANKERS ROYAL BANK OF SCOTLAND
CHIEF OFFICE
3 HIGH STREET
DUNDEE
DD1 9LY

STRUCTURE, GOVERNANCE AND MANAGEMENT

STRIDE is a registered charity (Number SC044225) working in the UK and overseas. The charity was registered on the 26th August 2013. It brings together people from the African diaspora and other stakeholders to fight injustice and participate in efforts to relieve poverty and suffering in deprived communities in the UK and in sub-Saharan Africa.

Membership of the charity is open to any individual aged 18 or over who is sympathetic to the aims and objectives of STRIDE. The members of management committee, who are the trustees of the charity for the purposes of the charity law, are appointed by the membership at the Annual General Meeting and meet 3 times annually. At each AGM, all of the charity trustees must retire from office but are eligible for re-election. New members of the Committee are introduced to the aims and objectives of the charity by the chairperson.

Day-to-day operations are delegated to the Executive Director.

OBJECTIVES AND ACTIVITIES

The aims and objectives of STRIDE are:

- To relieve poverty and alleviate suffering of African people in Scotland, the wider UK and overseas.
- To advance the education of and about African people in Scotland and the wider UK on the difficulties encountered by such people and how to best support them

In order to achieve the aims and objectives STRIDE will:

- Raise funds, receive grants and donations
- Apply funds to carry out the work of the charity
- Co-operate with and support other charities with similar purposes
- Do anything which is lawful and necessary to achieve the purposes

ACHIEVEMENTS AND PERFORMANCE

From the time we established the organisation in the UK in 2013, our effort has been on putting in place structures to ensure our UK and overseas activities are properly set up and running in a manageable manner. We have largely succeeded in this, considering it is more than 5 calendar years since we were registered. We are developing crucial links in our communities in England, Scotland and in Kenya – thus moving from strength to strength.

The year 2017-2018 has been important for STRIDE in the sense that we reflected on the growth of the organisation and the prospects we have for developing our work and ensuring we have the absorptive capacity for funding, as well as the capacity to manage the programme well. One of the fundamental things we learnt was that we cannot effectively run the organisation with only volunteers. One of the Founding Trustees resigned to give more time to developing the charity. We got an office in Dundee. We got more funding to do more creative activities in Scotland. We became clearer about what we want to achieve as an organisation over the next years. All these have been important steps in preparing us for the future.

STRIDE activities, performance and achievements are reported in two categories. We have outlined our programs in the UK and Kenya.

UK PROGRAMMES

Our activities in the UK are aimed at supporting the African Diaspora to develop effective self-support systems, take active part in their communities in the UK and support development activities in sub-Saharan Africa. Other activities have included the following:

- Setting up a gardening project in Dundee City a community focal point and a new way of involving African people in community work and volunteering.
- Setting up opportunities for African people to improve their employability skills through IT sessions, volunteer role models, mentoring, buddy systems and peer connections.
- Organising holiday events and adventures to encourage young African boys and girls to visit and learn more about Scottish and English historical sites, woodlands, glens and natural heritage.
- Bringing together intergenerational African people to share the heritage and learn from each other on a range of lifelong skills such as cookery skills, computer skills, parenting skills, moms' groups, dads' groups, merry go around support groups and a variety of social capital and social network links.
- Organising and coordinating cultural events blending the African and the UK (Scottish and English) heritage such as Share My Food, Hogmanay, Africa day, Black History Month and other African country-based independence days.
- Setting up project to engage African women in volunteering and community work.
- Conducting research with and amongst African people on the best ways to involve them in Active lifestyles and healthy living.
- Delivery of community events and strategies aimed at helping African families to overcome loneliness and social isolation.

In the year 2017/2018, STRIDE delivered 6 themed projects in Scotland and England that brought together more than 300 African families. The projects promoted active lifestyles to help people integrate easily and deal with the numerous health problems such as obesity and anti-social behaviours among young people. STRIDE delivered community events and activities and networked with other ethnic minority organisations and other statutory agencies such as the Local councils, NHS, police and other interface agencies such as Voluntary Action Angus, BEMIS and Centre for Racial Equality Rights (CRER).

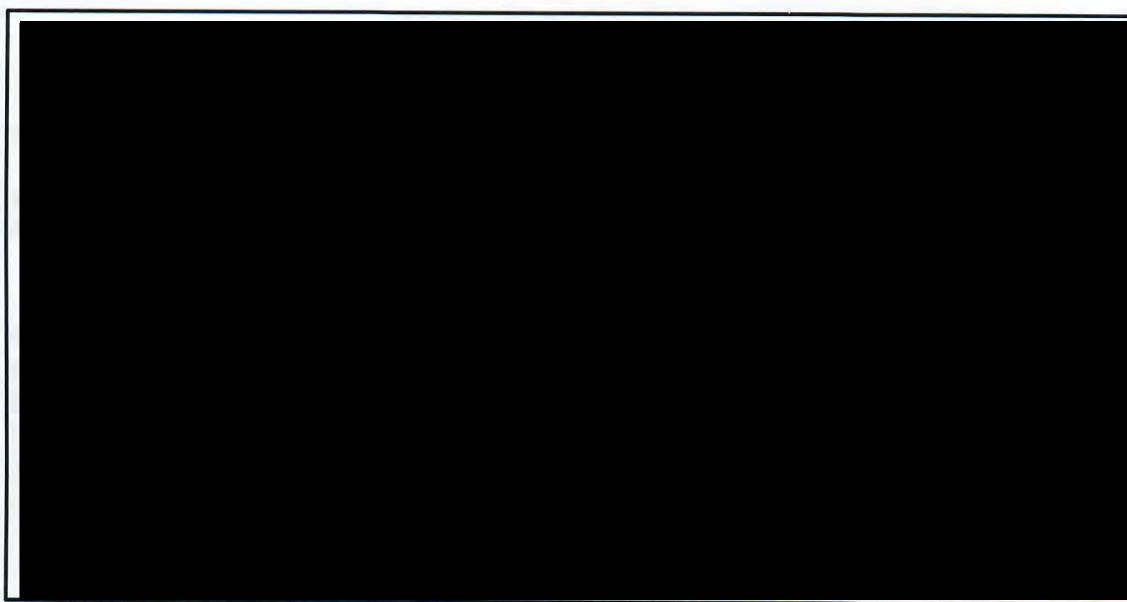


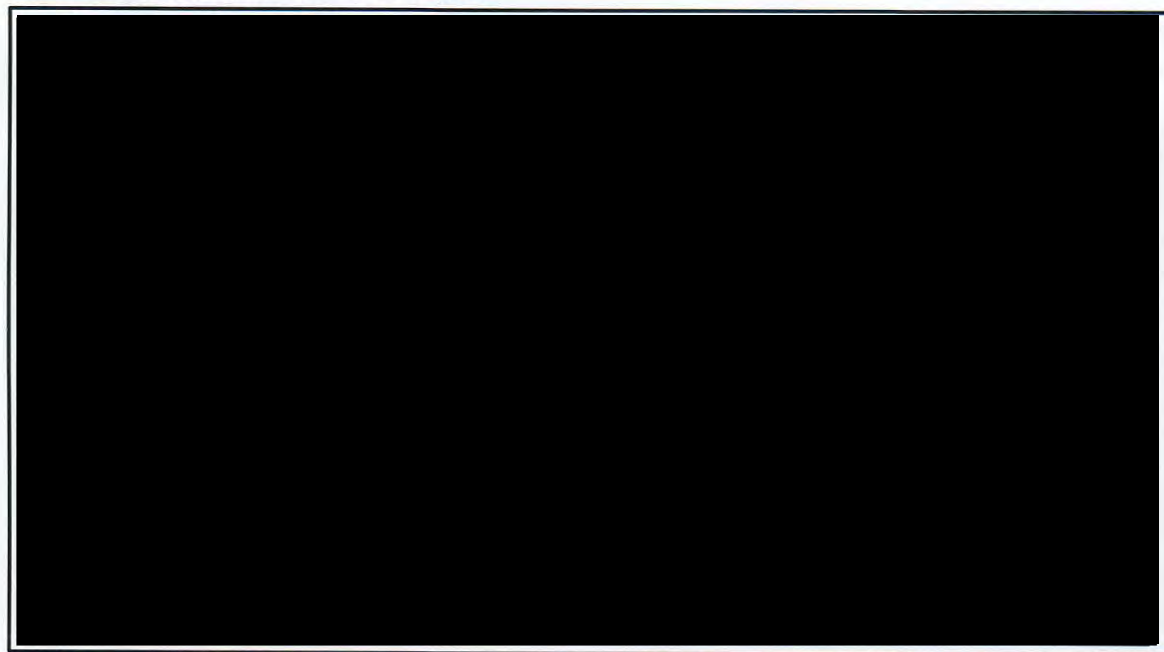
Figure 1: STRIDE Team in Aviemore

In 2017/2018 STRIDE focused on the following themes:

The Gardening Centre

STRIDE was allocated an allotment by Kinnaird Gardens Association in 2016. The allotment is located along Kinghorn Road on the iconic Dundee Law Hill. The allotment has become a focal point for many African people living in Dundee city and neighbouring towns. During the summer months of 2018, the garden centre was visited weekly by 5 African families. The Centre is organised and coordinated by a dedicated volunteer who has been helping young people, the elderly, women and men to get involved in volunteering through gardening activities. During the reporting period, the garden centre was visited by 30 African families who engaged in a range of activities such as clearing the plot, planting vegetables, watering the plants and harvesting the fresh produce for their home consumption. It was also used as a training venue for families interested in gardening – and as a venue for African people to meet interact – enabling them to overcome isolation and loneliness. The gardening centre is a major project for STRIDE as we are using it to support young people to engage in volunteering as well as using it as a meeting point for African people in Dundee city. Since African people lack a community drop in centre in Dundee city, the garden centre has become a very important venue for African people in Dundee city to meet over a BBQ or training session. The garden project has also enabled 10 families to set up their own garden projects in their own gardens and influenced 6 young people to enroll in college to gain skills in gardening.

Figure 2: Our Garden Centre in Progress



Employability Skills through Volunteering

In the year 2017/2018, STRIDE delivered a variety of projects offering intergenerational people opportunities in volunteering and enhancing their employability skills. STRIDE delivered a project entitled Engaging African Communities in Active Life Styles through Volunteering funded by Voluntary Action Fund (VAF). Through this grant, we recruited a Volunteer Coordinator who recruited and trained 15 volunteers who helped in delivering the volunteering project. Through this project, we worked with 30 intergenerational African people living in Dundee city and Angus, involving them in indoor and outdoor activities.

Through funding from SCVO Community Capacity & Resilience Fund (CCRF), STRIDE was able to engage 10 African women in volunteering as a way of overcoming the negative outcomes of the welfare reforms. By

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delivering this project, African women who were lonely and isolated were able to come out and engage in gardening activities while meeting other women and their families. Through funding from Al Maktoum (Foundation Scotland), STRIDE delivered a project entitled Building Employability Skills for Ethnic Minority Young People in Dundee.

Through this funding, we brought together a group of 10 ethnic minority young people 13 years to 16 years from the most deprived neighborhoods of Dundee such as Coldside, Hill Town, Lochee, Kirkton and Douglas to meet up and learn a range of employability skills in the form of computer packages such as MS word, MS excel and MS publisher. The young people were helped by our 6 well-trained volunteer role models to learn skills such as CV-writing, filling job or college application form, and how to develop publicity materials such as flyers and leaflets. Through funding from Awards for All Scotland, STRIDE has been able to support 10 African people in Dundee to acquire new skills through volunteering and community work.

Sharing Heritage: Our Lives Our Stories

In the year 2017/2018 STRIDE delivered a variety of projects and activities aimed at sharing our heritage. STRIDE was funded by BEMIS 2017 under the theme of Year of History, Heritage and Archaeology to deliver a project entitled Celebrating African Heritage in Tay side. The heritage event brought together 50 African families helping them rekindle their stories, sample African cuisine, enjoy the dance and share the history that connects them to their motherland Africa. Through funding from the Heritage Lottery Fund, STRIDE set up a project aimed at Researching, Documenting and Sharing the Heritage of Black History in Scotland.

Figure 3: Share My Food

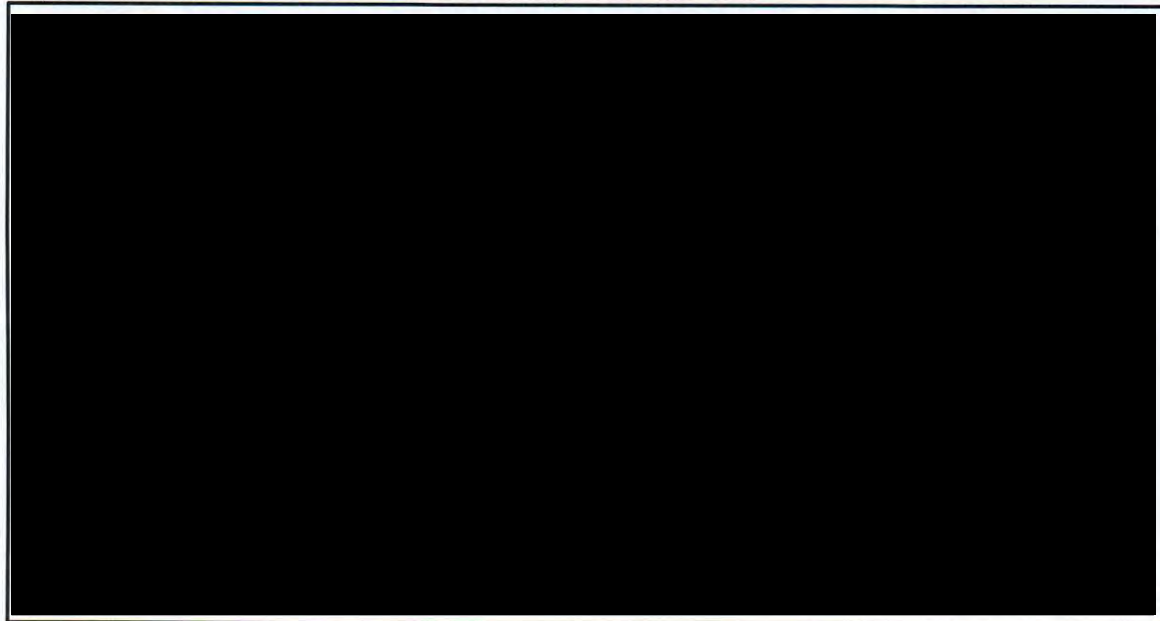


Intergenerational African Connection Project

In the year 2017/2018, STRIDE set up an African Intergenerational Connection Project in Dundee city. This is a new project that has overwhelming support from most African people who are members of STRIDE. This project is working towards connecting Africans in Dundee city through gardening activities, community outreach, sharing IT skills and sharing heritage all aimed at helping to overcome social isolation and loneliness. The project has received support from the People's Health Trust through funding to recruit a project coordinator and deliver intergenerational connection activities. In 2017/2018, the project benefited

20 families in Dundee city and the surrounding towns with 150 people attending our summer community event held at the Camperdown park in Dundee.

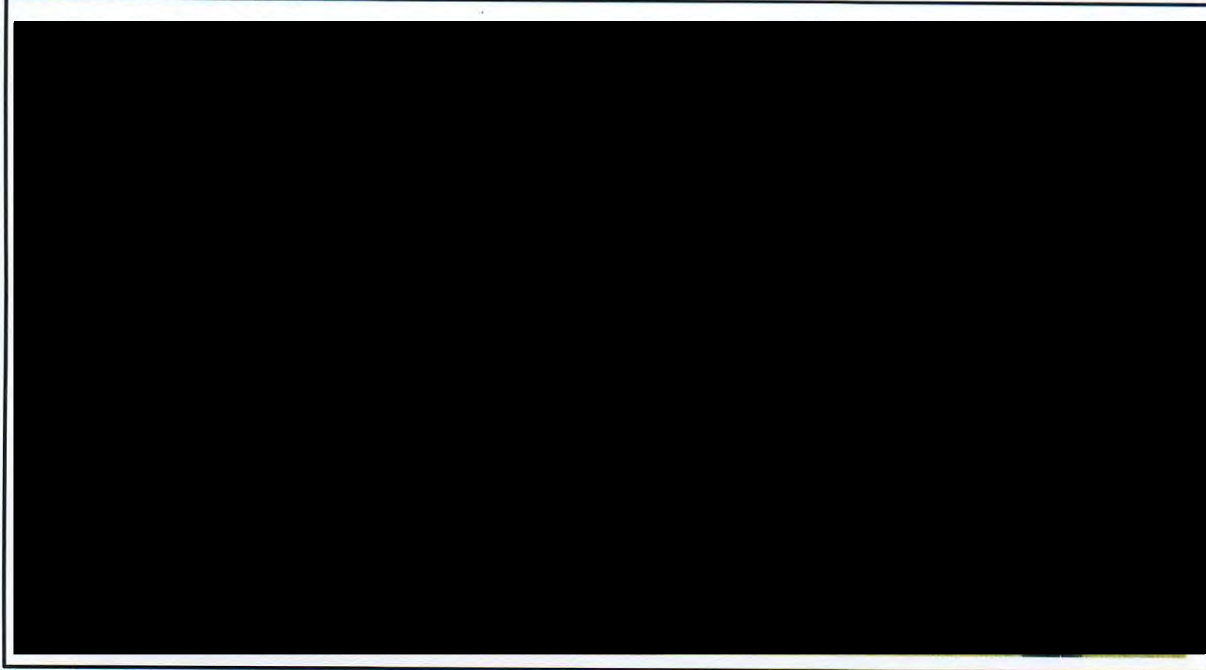
Figure 4: Intergenerational Africans at Cairngorms Mountain



Active Lifestyles

In 2017/2018 STRIDE delivered a variety of activities all aimed at keeping African people active to reduce social isolation and loneliness as well as helping people to lead healthy and active lifestyles. Through funding from Tesco Bags, STRIDE was able to engage 10 African families in a weekly walk in the woods of Croydon, South London. Through funding from The Henry Smith Charity, Dr. Guthrie Charitable Trust and Allander Youth Activities Charitable Trust (AYACT), STRIDE was able to take a group of 20 young people to an adventure trip to Aviemore and the iconic Cairngorms Mountains in the Scottish highland. Through funding from Voluntary Action Fund-Social Isolation Fund, STRIDE continued to engage African Communities in Active Life Styles.

Figure 5: Active People



Community Outreach

In 2017/2018 STRIDE was active working within the community to recruit volunteers and involve African people into community work. STRIDE recruited and trained 5 African women who have visited other African families supporting them with a variety of issues. Through regular visits, meetings and involvement in community activities such as gardening activities, IT skills and community events, many people who had never met before are talking to each other, learning from each other and sharing skills. The women have taken on some activities such as 'share my food' where they have been sharing cooking skills using different recipes.. Some African men and women have mentored younger boys and girls on how to prepare the sections for growing vegetables. The sharing of skills and connection has been through community events where people meet to share heritage, food and talk to each other. The young people have also helped elderly people with IT skills, including how to use their phones to make payments and do online purchase making life easier for them.

Through these themed projects, excursions, hiking trips, consultations and community events with African people we focused on a range of issues such as active lifestyles, African heritage and the impact of loneliness and isolation to their health and some of the issues that African people raised during the events are as follows:



Figure 6: A Variety of Activities

- African people in Tayside are 1st generation migrants who have moved in this country. They have no extended families and hence lack social networks and social capital.
- Some come here as asylum seekers and refugees with a myriad of problems such as mental health problems due to the war trauma suffered, lack of recourse to public funds hence unable to work and earn a decent living.
- Some are under-employed or unemployed after doing very many studies in the UK hence they lack equal peers to talk to as the jobs they end up doing are menial jobs where they cannot feel happy to connect with their workmates. This increases their isolation and work based loneliness.
- Most African families do not have extended families to help them with child care hence their children grow up without the contact with cousins, aunties, uncles and grand-parents.
- Bullying and racism is also another recipe for young African people feeling different hence not able to connect with others hence they just stay indoors on computer games. Due to cultural barriers some women are isolated in houses and lack the networks.

KENYA PROGRAMMES

Our education project in Kenya funded by The Waterloo Foundation (TWF) combines the education of girls at secondary school level with leadership training. All the students supported are in year 2 of the 4-year programme. Our progress is outlined below:

What Went Well

All the 8 girls completed Year 2

The 2nd year of the project was very successful. This is despite replacing one of the girls whose relatives volunteered to fully cater for her school fees. The second term of the 2017 academic calendar began in early May after the April holidays and went on through to mid-August, where the students went on a short break for 2 weeks. There was no contact with the students during this period since they spent most of their time in boarding school. However, we had met during April Holiday for the 2nd phase of our leadership academy.

The third term is usually the final term of the year in the Kenyan academic calendar, which runs from early September to mid-November. The plans for this term included conducting monitoring and evaluation for the girls under our scholarship program when they returned home for the December holidays. The monitoring and evaluation was successful.

The Teen Leadership Academy was immensely successful

None of the students missed exams in second and third term. Some of the girls had missed exams earlier on citing lack of fare to school and sent home for school fees. We taught them how to negotiate with teachers in charge and explain their cases. We also encouraged them to tell us when they miss fare so that we can step in. The girls narrated how they used the skills taught during the leadership academy to overcome some of their personal challenges e.g. in setting their next academic targets and working towards them.

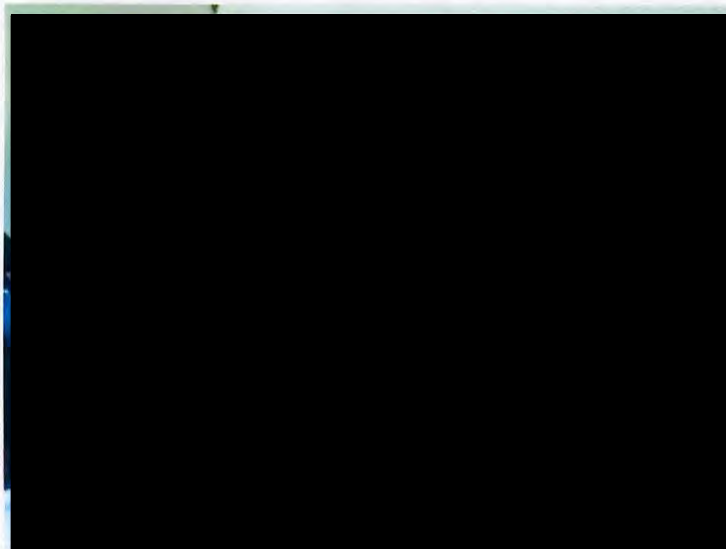


Figure 7: Participants at the Training.

Our academic clinics extensively covered career guidance. During the personal counselling session, we addressed individual needs and experiences at a personal level.

Our leadership academy will continue expounding on drug abuse, sexual engagements and peer pressure during our facilitation.

During the next year, we will be on building mental strength and focusing on one's goals helps to with most highlighted challenges.

Conclusion and way forward

STRIDE will implement the programme and ensure we support the 8 girls to become even more ready for the world of further education and work. They are just two years away from doing their end of secondary school exams (in 2019), so our Leadership Training will focus on 'SAMRT' reading, building on key strengths and ensuring girls have a clear understanding of what they need to do to ensure they are ready for the exam year in 2019. Ideally, we would like to ensure there is a leadership training each term to ensure we are supporting girls as much as possible to maximise returns on investment.

STRIDE will also start preparing the students to understand where they are likely to apply for and get scholarships for further education. Part of this preparation centres on them knowing the requirements for these scholarship providers such as Equity Bank, the Safaricom Foundation, among others.

FINANCIAL REVIEW

During the year under review, STRIDE relied on one-off small grants and donations from trusts and foundations. Key among them were Heritage Lottery Fund, Voluntary Action Fund (VAF) Volunteer Support Fund (VSF), Voluntary Action Fund (VAF) Social Isolation and Loneliness Fund (SIALF) and the NHS Scotland Community Food and Health. Others included Foundation Scotland, Communities and Families, Investing in Ideas, BEMIS, SCVO, Angus Council, Al Maktoum Trust, Tesco Bags, and Co-Op Local Community Fund. We also continued to get funding from The Waterloo Foundation (TWF). Our other funders included Dundee City Council, The Henry Smith Charity among others. Most significantly, STRIDE managed to secure a 2-year funding from the People's Health Trust to set up a Dundee Based Intergenerational African Connection Project.

Our fundraising efforts are, ongoing and we would like to extend our sincere thanks to the following organisations and individuals from whom we received financial support in this accounting period: The Big Lottery Fund, Heritage Lottery Fund, Voluntary Action Fund, Foundation Scotland, BEMIS, Scottish Government, AYACT, Dr. Guthrie Charitable Trust, The Henry Smith Charity, SCVO CCRF, Angus council through ACCG, People's Health Trust, Dundee City Council, and other donors.

FUTURE PLANS

The Trustees will continue to secure further funding for STRIDE by sending requests to various organisations and trusts, also applying again to those who have supported us in the past. We hope to expand the service by working overseas mostly in the Sub Saharan Africa supporting education projects and child protection issues. We will recruit and train more volunteers so as to expand our service provision.

In future, our approach will thus be anchored on the following:

- Work towards setting up an **African Resource Center** to act as a focal point for African people living in the UK to meet and channel their problems
- Support Africans in the Diaspora to coalesce around issues affecting them and to offer support to each other.
- Provide practical support to Africans in the Diaspora through advice, letter writing services and providing information on other sources of support on a variety of issues including citizenship, immigration and life in the UK.
- Promote an understanding of Sub-Saharan Africa in the UK, and of the UK in Sub-Saharan Africa.
- Actively help in building the capacity of nascent African Diaspora organizations through consultancy, mentoring and advice.
- Engage African people in Active lifestyles and community events that help to prevent social isolation and loneliness.
- Develop and implement an intergenerational African Connection Project Aimed at bringing together African people in the UK to network and support integration.
- Leadership training for young people. We will continue to expand this programme, enabling young girls (and boys too) to access and complete 4 years of modulated leadership training.
- Educating vulnerable children: Our projects will focus on improving the quality of education particularly at pre-school and primary school level through a combination of teacher training, providing sanitary facilities and improving infrastructure. We will continue to support a select group of young women to access and complete secondary school education.
- Encouraging intergenerational African people to get involved in Volunteering activities as a way of

transforming their lives, learning employability skills, connecting with other people and overcoming loneliness and social isolation.

INVESTMENT POLICY

The Trustees have the power to make financial investments as they see fit. They have not made any investments during the year.

RESERVES POLICY

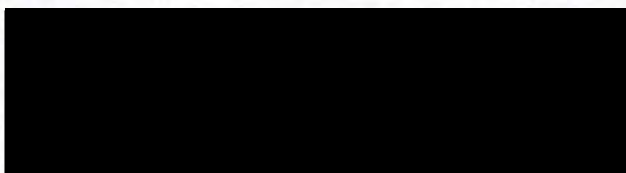
The charity aims to maintain unrestricted funding at a level to cover expenditure for a 6 month period in the event of an end of restricted funding. Since the organisation relies on restricted funding which is time limited it is prudent for the organisation to maintain some sort of reserve fund to cover for such costs for a period of 6 months. At present the charity does not meet this objective.

RISK FACTORS

The trustees have assessed the major risks to which the charity is exposed, in particular those relating to the operations and finances of the charity, and are satisfied that systems are in place to mitigate exposure to the major risks.

The report was approved by the Management Committee on 01.09.2017 and signed on its behalf by:-

Asayya Imaya



CHAIRPERSON

Independent Examiner's Report to the Trustees of Stride SC044225

I report on the accounts of the charity for the year ended 31st March 2018

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006. The charity Trustees consider that the audit requirement of the regulation 10(1) [d] of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44(1) [c] of the Act and to state whether particular matters have come to my attention.

Basis of independent examiner's statement

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006. An examination includes a review of the accounting records kept by the club and a comparison of the accounts presented with those records. It also includes consideration of any unusual items of disclosures in the accounts and seeks explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit and, consequently, I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In the course of my examination, no matter has come to my attention;

1. which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with Section 44 (1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 9 of the 2006 Accounts Regulations have not been met, or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signature:

Name

Date



6/9/2018

Relevant Professional qualification/Professional body

FCCA

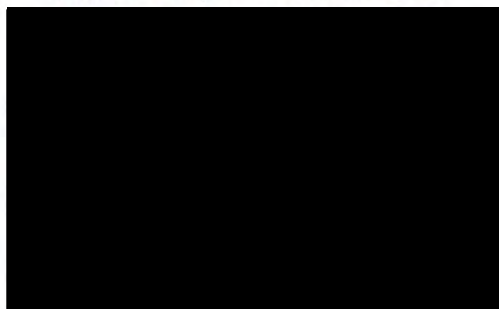
Address:

The Business Centre
Denside School
Glenogil
DD8 3SQ

STRIDE (UNINCORPORATED CHARITY) SC044225**Report of The Management Committee for The Period From 01/04/2017 To 31/03/2018****Balance Sheet as at 31st March 2018**

	2018	2017
Bank	16173	6647
Cash	<u>0</u>	<u>0</u>
	<u>16173</u>	<u>6647</u>
Represented by		
Reserves		
Restricted funds		
Opening balance	4635	6269
Surplus (deficit) for year	<u>5908</u>	<u>(1634)</u>
Closing balance	<u>10543</u>	<u>4635</u>
Unrestricted funds		
Opening balance	2012	1485
Surplus for year	<u>3618</u>	<u>527</u>
Closing balance	<u>5630</u>	<u>2012</u>
	<u>16173</u>	<u>6647</u>

Approved by the Committee on

**Treasurer**

01.09.2018

STRIDE (UNINCORPORATED CHARITY) SC044225**Report of the Management Committee for the Period 01/04/2017 To 31/03/2018****INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31ST MARCH 2018**

	2018 Restricted funds	2018 Unrestricted funds	2018 Total	2017 Total
Income				
Donations	0	7601	7601	523
Interest received	0	7	7	4
Grants	45894	0	45894	40165
	<u>45894</u>	<u>7608</u>	<u>53502</u>	<u>40692</u>
Expenditure				
Activity costs	1956	594	2550	0
Childcare	688	123	811	0
Community events	2515	155	2671	2662
Equipment	4967	0	4967	206
Printing, postage and stationery	0	29	29	75
Provisions	2205	338	2542	3888
Publicity	1763	0	1763	1871
Rent, rates and room hire	2524	1165	3690	4883
Telephone	0	0	0	0
Volunteer costs	5570	710	6280	5707
Website costs	0	0	0	0
Salaries	14863	0	14863	19484
Educational support	2934	0	2934	3023
Management costs	0	876	876	0
	<u>39986</u>	<u>3990</u>	<u>43976</u>	<u>41799</u>
Surplus (deficit) for year	<u>5908</u>	<u>3618</u>	<u>9526</u>	<u>(1107)</u>
Reconciliation				
Bank balance opening		6647		
Cash balance opening		<u>0</u>		
			6647	
Bank balance closing		16173		
Cash balance closing		<u>0</u>		
			16173	
Surplus for year			<u>9526</u>	