

The Gathering



Community Group
Abergavenny

Business Plan

**Where People and Community Organisations
can meet and support each other.**

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1. Executive summary.

This business plan aims to outline the strategy for establishing a charity-incorporated organisation (CIO). The Gathering is a space for individuals, community organisations and charities to get together under one roof. This will enable constructive collaboration to be created where the sum of the parts will be significantly larger than its individual components. This sharing of an accessible building will enable the pooling of resources to support organisations concerned with the well-being of people with disabilities, mental health issues, additional needs, and carers.

We aim to provide a service where people can get together to make new and maintain existing friendships in an accessible building. We will have allocated spaces and sessions for activities like arts and crafts, sensory spaces, cooking, games, bingo, quizzes, and entertainment. Along with social activities we plan to provide training opportunities and look at community work placements.

There will be a variety of beneficiaries from the Gathering including but not exclusive to:

- People with learning disabilities
- People with additional needs
- People with mobility needs
- People with mental health needs
- Children* and adults of all ages

* In collaboration with the Parent & Carer Network we will provide a youth club, and we will rent space to organisations whose services include mother and toddler groups.

The well-being impact on society and the disabled community will be significant as there is currently no service nearby that is fully accessible for all members of the community.

Our current annual turnover breaks even and runs with volunteers and donations of craft materials and creativity of reuse and recycling of items. We will charge a fee to cover rental costs and run additional fundraising and social workshops. To expand the service, we plan to apply for grants, rent out space to other organisations for activities with service level agreements and develop a café.

2. Introduction

‘The Gathering’ is a constituted body* of like-minded people wishing to provide a space for vulnerable adults who have learning disabilities / physical difficulties, or/and mental health issues to socialise and take part in activities they want, based on individual person-centred plans.

**see appendix 16.1 and separate attachment*

3. Background

‘The Gathering’ community group is an organisation based in Abergavenny that was established in 2023 and combines resources with additional organisations to serve individuals with learning disabilities, mental health, and additional needs. The organisation has merged two main established groups ‘Find yourself in Crafts,’ which specialises in craft-orientated support providing accessible, person-centred activities weekly and was running from the Melville Theatre and the ‘Monday Club’ which was running weekly for over a year and run from Park Street Community Centre. The merged services now run from the Wellbeing information centre in Abergavenny bus station. It will focus on supporting individuals from the area in and around Abergavenny but will be open to individuals who are unable to have their needs met elsewhere who may be resident outside the area.

The need for disability support services is growing substantially, with an increasing focus on inclusivity and access ability across various sectors. According to our research data, there are approximately 100 disabled individuals within the Abergavenny area indicating a significant need for dedicated support services and resources. The target audience encompasses individuals with diverse disabilities, including physical, sensory, cognitive, and mental health conditions. This audience includes people with mobility challenges, visual or hearing impairments, learning disabilities, chronic illnesses, and mental health issues. To cater effectively to this diverse group, the organisation will consider accessibility in our

services and facilities, ensuring we are inclusive and accommodating to people with varying abilities and needs. Adapting communication methods, providing accessible information, and creating inclusive environments are crucial aspects of engaging with this target audience.

4. Accountability & personnel

The Trustees of the organisation will be the accountable personnel. Their skills are as follows:

Jenny Powell-Chair

Manager- Health and Social Care level 5. Level 3 Certificate in Assessing Vocational Achievement. Level 3 Award in Educational Training. Level 3 Customer Service.

Sarah Griffiths- Secretary

People's first representative. Lived experience.

Angela Bramman-Lewis

Social Work and training qualifications, including Mental Health and well-being trainer, employed by Coleg Gwent as a social care lecturer and professional trainer. Previously registered manager of Care Home.

Owen Bramman-Lewis

Ex-Support Worker, Health & Social Care Diploma Level 2, Degree in Creative Writing, massage therapist.

Gloria Jean Mann

Business acumen. Lived experience.

In addition to the trustees, we have a supportive committee some of whom are listed below with their expertise:

Jo Water- treasurer

Accountancy background.

Julie Miles

Networker, unpaid carer, member of local charitable organisations.

5. Mission & Vision Statement

Vision

“An accessible and inclusive space for all.”

Mission

“To provide a space for vulnerable adults who have learning disabilities / physical difficulties and/or mental health issues to socialise and take part in activities they want, based on individual person-centred plans. To promote the well-being of all individuals accessing and working within the service, offer a range of educational, vocational, and volunteering opportunities for these individuals and the wider community. To develop a vibrant atmosphere filled with purpose, with people achieving their potential and where our most vulnerable members are being supported by their community.”

Values

“To promote best practice through co-production and promoting the principles in the Social Services and Well-being Act, Future Generations Act, and the Six Senses framework*.”

For example:

**See appendix 16.4 The Gathering Well-being Policy and Six senses framework*

Social Services and Well-being Act (Wales) principles:

Voice and control – individuals who attend will be known as members and will be able to attend committee meetings and have voting rights. They will be able to choose what outcomes they want from attending the Gathering and staff and volunteers will work to person centred plans agreed with the individual.

Prevention and early intervention – our safeguarding and well-being policies expect staff to work in ways that provide support and encourage individuals to safeguard themselves and others and identify any issues arising early to prevent harm.

Well-being – our well-being policy and activities programme promotes the 5 ways to wellbeing approach*, and we provide training sessions to support this. Our activities are open to all including carers. We support members in making and sustaining relationships through social activities. We encourage those who are able to help others and take part in volunteering and fundraising. We encourage them to learn new skills through training and activities and to enjoy themselves whilst taking part. We encourage them to keep active with physical activity and mental activity to improve their physical and mental health.

Co-production –through questionnaires, discussion, and regular meetings we will involve members and carers in the design and delivery of activities and services.

Multi-agency – we will continue to work closely with Social Services, Health, other organisations, and professionals to identify those in need of our service and how we can meet gaps in provision rather than overlap.

*Five ways to well-being:

Connect-Talk & Listen. Be there.

Take Notice-Remember the simple things that give you joy.

Keep Learning- Embrace new experiences, see opportunities, surprise yourselves.

Be Active- Do what you can. Enjoy what you do. Move your mood.

6. Development Proposal

There is currently no service in Abergavenny and the surrounding locality that provides the following service that is fully accessible* for all members of the community, therefore, the development proposal is to deliver our services in the community through a long-term agreement with Monmouthshire CC for the asset transfer of Tudor Street.

*That is providing fully accessible toilets and changing rooms or entrances and access to activities without restrictive criteria for attendance. See appendix 16.5 for individuals currently accessing our service whose needs are not being met elsewhere.

7. Service Description

The Gathering aim to provide the following programme of activities and build upon them and our services within the next five years:

| Wellbeing activities including; | Educational activities including; | Work experience including; |
|---|--|--------------------------------------|
| sensory room movement classes martial arts story telling massage music sessions singing space to socialise quizzes and games outdoor space bingo arts and crafts | learning to cook computer skills craft courses martial arts radio singing lessons gardening opportunities wellbeing course educational courses | shop Cafe radio office work |

Services:

- Help transitioning vulnerable people from schools/colleges to employment/adult services (work with social services for referrals)
- Vocational and volunteering opportunities both within and outside the hub
- Advice/ support area – highlight activities, signpost to opportunities within the hub and broader community, and give information and support concerning disability and mental health services.

7.1 Aspirational Service Description – 5 years

The following plan shows how we aim to build on current activities to reach our goal of a community centre for vulnerable people with a variety of needs and to also include the wider community. It is a step-by-step approach and will progress dependent on funding accessed and partnerships developed.

The Gathering 5-year Plan

| Year | Main Activities | Staff | Development |
|--------|---|---|--|
| Year 1 | <p>Daily-</p> <ul style="list-style-type: none"> ● Arts & Crafts ● Well-being -sensory room ● Drop in-socialisation ● Swap shop/second hand books, etc/sale of craft work <p>Weekly-</p> <ul style="list-style-type: none"> ● Café (healthy/ethical) ● Baking days ● Radio workshops/training/set up ● Specialist sessions e.g. art, drumming, relaxation, massage, exercise, yoga, quizzes, story telling ● Rooms shared with other groups on the basis of a service level agreement with the organisations | <p>Volunteer coordinators & support workers</p> <p>Sessional facilitators- fees paid on self-employed basis</p> <p>Cleaner paid</p> | <p>Funding applications & fundraising</p> <p>Setting up of radio with volunteer support.</p> <p>Setting up of youth group for disabled people in transition working in collaboration with Gwent parent carer network association.</p> <p>Discussions with local organisations/ businesses on ways to collaborate / SLA's</p> |

| | | | |
|---------------|--|---|---|
| | concerned. | | |
| Year 2 | As above plus introduce new activities based on collaboration with other individuals and groups and interests of members- including more therapeutic options. Cafe open twice weekly. | Employed coordinators and caretaker | Funding applications & fundraising to enable more staff and develop facilities including kitchen / cafe area. |
| Year 3 | Cafe open 3 days a week Person centred plans developed for members to develop their interests and opportunities including education and employment for those who pursue these. | Employed support workers & cook | How to cater for complex care needs of those who require 1:1 support and more specialised care-in partnership with continuing care and social services training and career opportunities. |
| Year 4 | Cafe open 4 days a week with training opportunities | Employed more support workers & management team including trainers and kitchen staff. | As above |
| Year 5 | Cafe open full time | Full staff team | As above and SLAs/ Contracts with social services/ NHS continuing care. |

7.3 Café

The cafe element will be a way to increase our income. We plan to run the cafe on primarily a voluntary service especially initially. Elements which make the cafe different from other cafes in Abergavenny are as follows.

- Healthy options which include dietary requirements Vegan, vegetarian, GF
- Neurodiverse friendly
- Accessible toilet and changing room available.
- Training kitchen where we can support people to learn to cook healthy meals.
- Provide a range of food for people with a SALT* assessment/ need or dysphagia.
*(speech and language therapy)
- Offer training to struggling families on healthy eating with a budget.
- Provide a takeout option for people to have meals to reheat at home.

8. Objectives and Success Indicators

| Objectives | Success Indicators |
|--------------------------|---|
| Membership Growth: | Increase the number of community centre members by 30% within the first year |
| Programme Participation: | Achieve high participation rates in various community programmes and events, measuring success through attendance numbers and satisfaction surveys. |
| Community Engagement: | Foster strong community connections by organising and hosting regular events, focusing on positive feedback and increased community involvement. |

| | |
|---------------------------|---|
| Financial Sustainability: | Maintain a balanced budget and achieve financial sustainability by securing diverse funding sources, such as grants, donations, and partnerships. |
| Facility Utilisation: | Maximise the utilisation of the community centre's facilities by ensuring a consistent schedule of activities and events and letting of rooms. |
| Impact on Well-being: | Measure the impact of health and well-being programmes through surveys and tracking improvements in participants' physical and mental well-being. |
| Diversity and Inclusion: | Identify the range of diverse members through equal opportunities monitoring and ensuring equal access by consultation with members and potential members. Continue to encourage a wide range of individuals with differing needs and abilities to join, including those with complex needs and their carers. |
| Community Satisfaction: | Conduct regular satisfaction surveys to gauge community sentiment and identify areas for improvement in services and facilities. E.g. suggestion boxes, mood boards and PEC's |
| Volunteer Engagement: | Establish and maintain a strong volunteer base, measuring success through volunteer retention rates and their positive impact on community initiatives. Volunteer feedback through supervisions and ongoing training programmes and CPD Continuing development plans. |

| | |
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| | |
| Partnerships: | Develop partnerships with local businesses, organisations, and multi-agency providers, assessing success by the number of collaborations established and their impact on community programmes. |
| Sustainable: | Encourage recycling and sustainable energy use. |

9. Marketing Plan and Strategy

We have a Facebook page link: [facebook.com/the.gathering.abergavenny](https://www.facebook.com/the.gathering.abergavenny)

We have a website link: thegathering.wales

We utilise the local newspapers to advertise our activities and successes.

We currently use a variety of these to promote the Gathering's activities.

We advertise with posters and social media pages and articles like the Abergavenny Focus, Abergavenny Voice and associated social media pages.

We are currently setting up a radio station which will initially be online radio. This will be run by one member and a volunteer who will support and train additional members to participate, they will create various podcasts and vlogs which will be used for promotional purposes.

We are regularly hosting fundraising events and opportunities such as a Quiz night with live music on 14-12-23 raising £179, and where we hosted the Community canteen event on 16-3-24 raising £290.

We intend to continue and build on these as we expand.

10. Potential Partners and competitors

Understanding potential partners and competitors will help us to identify opportunities for collaboration and navigate competitive landscapes to serve our community better.

Potential Partners or collaborators.

We are currently working with:

- All Wales People first
- QB
- Bridges
- Gwent Parent carer network association (formerly Magic)
- Cornerstone Evangelical Church.
- Heads of the Valley Tang Soo
- Gravity Core Fitness
- Stories by John
- Kazyrel vocals
- Mencap

We will have hire contracts or service level agreements in place to support these partnerships.

We are aware of other services locally with a similar target group although some of our members are unable to access these:

- My Mates
- MDML

- All Wales People First
- Growing Spaces
- Mencap

Although these could be seen as possible competitors, we are aiming to work in partnership rather than compete and fill gaps in provision rather than take over existing provisions.

Potential competitors for room hire are:

- Abergavenny Community Centre,
- Mardy hall
- Llanfoist hall
- Wellfield hall
- Melville Theatre

We have however researched these facilities and found that there is very little rental availability in these venues to run activities on a regular basis. *See appendix 16.6 for existing community venues with hire spaces to show lack of service and space available and accessibility issues.*

11. Promotion & Outreach Plan

Define Objectives:

- increasing awareness- run activities to draw in new members and visitors.
- attracting new members- running open days and workshops and fun events. Liaising with social workers, residential homes, Health Board, and wellbeing coordinators.
- promoting particular programmes. - developing a communication strategy to promote programmes and engage with the target audience.

Understand the Target Audience:

- Individuals with identified needs in relation to learning disability, mental health, and physical disability-see *appendix 13.5*
- Individuals with complex needs who need additional support with daily activities.
- Individuals whose wellbeing needs are not being met within the community through isolation and loneliness.
- Unpaid carers and family members to engage in respite and join others for socialisation and activity support.
- Members of the community who wish to support each other as volunteers or be part of the community group.

12. Financial Forecast – 5 years

Please see appendix 13.9 for 5 year financial plan

We have attended training on how to apply for grants successfully with Justin Horton and feel our applications will be successful. We have approached various funding opportunities such as the National Lottery and are confident they will support us to gain a substantial pot when we have secured the premises. We currently have an ongoing application with Pitch your project and an application ready to go in on the opening day for the next round of the Rif grant with Gavo.

12.1 Expenditure

Forecasted expenditure has been based on figures from a similar type of building, grossed up to account for Tudor Street being a larger building. These figures are shown in the “TS Cost Sheet” tab.

Two adjustments have been made to the figures provided. First of all, the rent figure has been changed from a peppercorn figure of £10 a month to an estimated £12,500 pa. Second, the estimation for repairs and alterations has been replaced with a figure produced from a detailed and fully costed breakdown of the work required (see “Remedial works” tab). We have further reduced this figure by 50% as we are hoping to work with local building companies who may be willing to reduce or eliminate their fees by writing them off as charitable donations.

Expenses for 2024 (“Expenditure 2024” tab) has been broken down by month and is based on actual for the year to date, 2 months based on the assumption that we will still be based in the old building until the end of May, then June onwards based on the new Tudor Street

(TS) cost model. Expenses for 2025-28 (“Expenditure 2025-28” tab) are simply taken from the new TS cost model with an increase of 5% per annum.

Staffing costs have been reduced to 50% for 2024 and 2025.

12.2 Income

Forecasted income has been broken down in the “Income Budget” tab. Where possible these figures are based on current operations which will be continued and expanded upon moving into Tudor Street. Estimates for two new sources of income, room rentals and cafe, have been based on rates agreed with our first potential rental client (see “Building Usage” tab) and on the profit made from running a recent Community Cafe evening respectively.

As with expenses, we have broken down projected 2024 income by month (See “Income 2024” tab) with the assumption that April and May will be spent in the current building with the move to Tudor Street building happening in June. The basis for each quarter’s income is shown to the right of the figures on this page, with the assumption that income capacity will gradually increase during the year with the aim of achieving our full income budget in 2025.

12.3 Five Year Projection

The final front tab shows a full five year projection with a cash flow budget added to show that we should have liquid funds across the whole period. Expenses figures are taken from the 2 expenditure tabs. Income figures for the current year are taken from the Income 2024 tab. Years 2025 to 2028 are based on the Income budget, with a 5% pa increase from 2026 on

12.4 Funding Opportunities

Corporate Sponsorships:

-We are seeking financial support or in-kind contributions from corporations who can support the initial outlay under the SEWSCAP construction framework.

Grant Funding:

- We are applying for grants. E.g. £900 from the Rotary club already received. Application

submitted to National Lottery and Community Ownership fund.

Fundraising Events:

- We regularly organise events such as walks, litter picking, quiz night, live music and auctions to raise funds and increase community engagement.

Online Fundraising Platforms:

- We have utilised online fundraising platforms to reach a broader audience, making it easy for supporters to contribute and share the charity's cause. E.g. Crowdfunding which raised over £2,000.

Membership Programmes:

- We are establishing a membership programme with annual or monthly fees, providing exclusive benefits to members while generating consistent revenue.

Participation Fees:

- We charge nominal fees for participating in activities, workshops, or events organised by the charity.

13. Appendices

13.1

Please see below our constitution agreed at our inaugural meeting, using the GAVO template, however we have since completed a CIO application which includes the up-to-date constitution which I have sent as a separate attachment.

COMMUNITY GROUP CONSTITUTION

[THE GATHERING]

1) NAME

The name of the group shall be the 'The Gathering' Community Group Abergavenny, hereafter referred to as the Group.

2) OBJECTS

The objects of the Group shall be:

- to provide a range of social, educational and creative activities in a safe, comfortable and accessible venue in Abergavenny for the benefit of vulnerable adults*
- to encourage the goodwill and involvement of the wider community
- to foster community spirit and encourage civic pride

*someone aged 18 or above who may need community services for reasons like mental health issues, disability, age or illness. They are considered more vulnerable because they may not be able to protect themselves from harm or exploitation.

3) POWERS

In furtherance of the objects, but not otherwise, the Management Committee may exercise the power to:

- (i) Promote the health and well-being of individual's accessing activities** irrespective of age, sex, ethnicity, ability, religion or political view.
**hereafter referred to as individuals.
- (ii) Promote coproduction and active participation with individuals.
- (iii) Invite and receive contributions and raise funds where appropriate to finance the work of the Group and to open a bank account to manage such funds.

- (iv) Publicise and promote the work of the Group and organise meetings, training courses, events or seminars etc.
- (v) Work with groups of a similar nature and exchange information, advice and knowledge with them, including cooperation with other voluntary bodies, charities, and statutory and non-statutory organisations.
- (vi) Employ staff and volunteers (who shall not be members of the Management Committee) as necessary to conduct activities to meet the objectives.
- (vii) Take any form of action that is lawful which is necessary to achieve the objectives of the Group.

4) MEMBERSHIP

- (i) Membership shall be open to anyone interested in assisting the Group to achieve its aim and willing to adhere to the rules of the Group.
- (ii) Where it is considered that membership would be detrimental to the aims and activities of the Group, the Management Committee shall have the power to refuse membership or may terminate or suspend the membership of any member by resolution passed at a meeting. Members shall have the right to appeal via an independent adjudicator determined by mutual agreement of the management committee.
- (iii) Any association member may resign their membership by providing the Secretary with written notice.

5) MANAGEMENT COMMITTEE

- (i) The Group shall be administered by a management committee of at least three (3) people and at most fifteen (15), who must be at least 18 years of age. Members will be elected for up to one year but may be re-elected at the Group's AGM.

6) OFFICERS

- (i) The Group shall have a committee consisting of:
 - The Chairperson
 - The Treasurer
 - The Secretary
 - Along with any additional officers the Group deems necessary at the meeting required to carry out the required activities.

7) MEETINGS

- (i) The committee shall meet at least three times a year. Meetings shall enable the Group to discuss actions, monitor progress to date, and consider future developments.
- (ii) All members shall be given at least fourteen (14) days' notice of when a meeting is due unless it is deemed an emergency.
- (iii) Two-thirds of committee members must be present for a meeting to occur.
- (iv) It shall be the responsibility of the Chairperson to chair all meetings or a designated deputy in their absence. All meetings must be minuted and accessible to interested parties.
- (v) The AGM shall occur three months after the end of the financial year. At least fourteen (14) days notice must be given before the meeting
- (vi) All members are entitled to vote at the AGM. Voting shall be made by a show of hands on a majority basis. In the case of a tied vote, the Chairperson or an appointed deputy shall make the final decision.

8) FINANCE

- (i) Any funds acquired by the Group, including donations, contributions and bequests, shall be paid into an account operated by the Management Committee in the name of the Group. All funds must be applied to the objects of the Group and for no other purpose.
- (ii) Bank accounts shall be opened in the name of the Group. Any deeds, cheques etc., relating to the Group's bank account shall be signed by at least two (2) committee members: Chairperson, Treasurer, and Secretary.
- (iii) Any income/expenditure shall be the responsibility of the Treasurer, who will be accountable for ensuring funds are utilised effectively and that the Group stays within budget. Official accounts shall be maintained and examined annually by an independent accountant who is not a member of the Group. An annual financial report shall be presented at the AGM. The Group's accounting year shall run from 01 April to 31 March.

9) ALTERATION OF THE CONSTITUTION

- (i) Any constitutional changes must be agreed upon by a majority vote at an extraordinary general meeting.
- (ii) Amendments to this constitution or dissolution of the Group must be conveyed to the Secretary formally in writing. The Secretary and other officers shall then decide on a particular general meeting date to discuss such proposals, giving members at least four weeks (28 days) notice.

10) DISSOLUTION

- (i) The Group may be dissolved if deemed necessary by the members in a majority vote at a special meeting. Any assets or remaining funds after debts have been paid shall be returned to their providers or transferred to local charities or similar groups at the discretion of the Management Committee.

This constitution was adopted at the inaugural meeting held at Wellfield Hall Abergavenny

Date 27-7-23

13.2 SWOT analysis

| | |
|---|---|
| <p><u>Strengths</u></p> <p>Service is based on best practice principles enshrined in the Social Services and Well-being Act, Future Generations Act, and 6 Senses approach.</p> <p>Community focussed.</p> <p>Will meet a need for a designated and accessible space as identified in the Practice Solutions review of MDML.</p> <p>Join and target services to ensure equal access to all who need them.</p> <p>Current successful service provided 2 days a week at Well-being Hub</p> <p>Success in fundraising and grant applications</p> <p>Trustees and committee members experience of working in the social care and voluntary sector</p> | <p><u>Weaknesses</u></p> <p>We are reliant on continued volunteer support and goodwill.</p> <p>We have only just over a year’s experience of running activities and hiring venues as a group.</p> <p>Limited experience in building management as a group.</p> <p>No secure income streams established at present.</p> |
| <p><u>Opportunities</u></p> <p>Tudor Street would be an ideal building to develop the service if reopened.</p> <p>Enthusiasm of the community for saving the building and offers of help to reopen it.</p> <p>Identified needs through review, attendance at The Gathering at the Well-being Hub—numbers of potential current and future adults requiring service.</p> | <p><u>Threats</u></p> <p>Proposed sale of Tudor Street or MCC having other use for it.</p> <p>Difficulties in obtaining other premises.</p> <p>Difficulty securing funding in the current economic climate. Difficulty securing financing for a short-term lease, i.e. less than ten years.</p> <p>Financial constraints, regulatory compliance.</p> <p>The organisation remains sustainable/mission drift.</p> |

13.3 Letters of support from current or potential collaborators.

I have also sent a letter from the Cornerstone Church as a separate attachment but their potential involvement is also included in the financial plan. Another letter from David Davies MP is also attached.

Date: Tue, 19 Mar 2024 09:44:49 +0000 (UTC)

From: Louise Rixon <lourixon@yahoo.co.uk>

To: Owen Lewis <mynameisowen3@gmail.com>

Cc: Jenny Powell <jepowell1982@gmail.com>

Subject: Re: Business plan

The Gwent Parent Carer Network supports over 1,300 parent carers across Gwent, over 600 of these are in Monmouthshire. We are currently pursuing funding through the Lottery Community Fund and if successful will be requiring a permanent office base in Abergavenny, in addition we run workshops and activities locally. Tudor Street would be an ideal location for our group, not only is it in the heart of the local community but it also offers a known location to our parents, many of whom would go on to access services for their children there as they enter adulthood. Tudor Street would provide an accessible and safe environment for our families.

From: Kim Catley <kim.catley@poblgroup.co.uk>

To: "jepowell1982@gmail.com" <jepowell1982@gmail.com>,

"mynameisowen3@gmail.com" <mynameisowen3@gmail.com>, Steve Pritchard

<Steve.Pritchard@poblgroup.co.uk>

Subject: The Gathering

Thread-Topic: The Gathering

Date: Tue, 9 Jan 2024 18:03:08 +0000

Hi All,

I'd like to thank you for your commitment and passion in developing "The Gathering " to people in the local Community of Abergavenny. It has been a long time coming.

Personally, working as a Support Worker in Abergavenny and coming out of the Covid Pandemic, being aware that My Day My Life wasn't going to reopen it has been incredibly hard trying to support people to find meaningful activities that they could attend and enjoy reengaging back into the Community after being isolated for so long.

I have supported a young lady recently who has enjoyed participating in the Art and Craft sessions each Tuesday and today listening to the Interactive Storyteller John.

As an onlooker it was great to observe not only the people sat around John intently listening and laughing but the other people in the background who were doing Arts and Craft or other and enjoying the ambient atmosphere and thoroughly enjoying each other's company.

I witnessed and could see from observing that a little community was developing and was humbling to see.

Today the lady I supported is interested in joining the movement class next Tuesday morning, we also picked up some questionnaires and I will support everyone I can to participate in completing to gather feedback on activities they'd like to see or attend soon. By doing so we as a Community can aid and support you in building such a much-needed Community Group for people with Learning Disabilities.

I will bring all completed questionnaires along with me next Tuesday morning.

Prior to Covid some Ladies / Gents I used to support attended a Drumming Class with a local lady called Chrys Blanchard, these sessions were brilliant= Chrys would give some attendees personal attention maybe with a musical sensory tune via her Flute as well as group activity. Just an idea for the future of "The Gathering"

If there is anything further, I can assist you with in supporting you to grow "The Gathering" please don't hesitate to get in touch.

Yet again many thanks for the great work you have all done and continue to do it's not gone unnoticed.

Regards

Kim Catley

Sessions held at the Gathering hub

Julie GARDINER kiickfitjulie@gmail.com

To jepowell1982@gmail.com; mynameisowen3@gmail.com

Cc Angus Rogers hovtangsoodo@gmail.com

Good morning Jenny,

Lovely to catch up with you on Monday, as requested here is an email report from our sessions held in the gathering Hub on Mondays.

Martial arts/movement classes. One hour sessions per week.

Heads of the valleys Tang Soo Do

We have held *** sessions for one hour per week with approx. group size of 3-6 persons, during those sessions we have noticed a marked improvement with each persons who attended regularly, some of which after watching the first session they were unsure but then became very engaged after joining in subsequent sessions.

We saw a huge improvement with their confidence and cognitive learning after each session (One gentleman with limited mobility even took part with the use of a chair) These sessions helped each person gain new skills on a gradual learning basis, which not only improved their physical health but aided to their wellbeing.

The only issue we had was the room itself, as there were other activities running alongside our session all held in one room, this became very distracting for not only the persons involved in our session but for those taking part in the activities in the same space at the same time.

Our sessions need a quiet space with room for movement so that persons involved can fully engage with regular sessions to build on skills learnt over the course of the classes.

We would very much like to continue these sessions but feel that to really benefit all involved it would need to be held in a bigger building/space to enable those taking part to really gain the full experience of the sessions going forward.

Sessions were covered under a grant from GAVO Monmouthshire, but this has now since been spent (Not just with the Gathering Hub, but with other charities/schools and hubs within the area) This unfortunately means that's further sessions would need to be funded for this to continue.

Cost of which has been discussed and agreed at £60 per hour, once a week for 6 - 8 persons.

Day/times of further sessions can be flexible depending on need/space/attendance.

I hope this report is helpful to you for your records and pursuing the larger space in Tudor street.

Best

Julie Gardiner

Kiickfit/heads of the valleys tang soo do

13.4 The gathering Well-being policy and Six Senses framework

This policy is based on the principles of:

The Social Services & Wellbeing Act- 5 principles

The Six Senses Framework- Developed by Sheffield Hallam University based on research with patients with dementia and their carers who found that 'Good care can only be delivered when all 'senses' are experienced by people with dementia, staff & family carers' and now part of the core values in the Health and Social Care qualifications

Five ways to well-being

We will promote well-being by:

Following the principles of the Act:

Voice and control-members having a say through regular evaluation meetings and suggestion box

Prevention and early intervention-recognising member's needs and signs and symptoms that cause concern and providing or making referrals for support

Well-being-providing activities to support physical, emotional and mental well-being and following Safeguarding policies and guidance including Respect & Safety ground rules

Co-production-involve members in forward planning for the Gathering

Multi agency-make connections with different agencies by making the Gathering a welcoming space to use to work together in a spirit of cooperation

Use of the 6 Senses Framework:

| Senses | For members | For family/ carers | For staff /volunteers |
|-----------------|---|--|--|
| Security | <p><i>Attention to essential physiological needs, to feel safe and free from threat, harm, pain, discomfort. To receive competent and sensitive care by:</i></p> <p>Provision of regular, clear information</p> <p>Visibility of support staff/volunteers</p> <p>Accessible complaints procedure</p> <p>Access to management/trustees</p> <p>Individual needs being recognised.</p> <p>Regularly being asked for their opinion or how they feel</p> <p>Individual risk assessment</p> <p>Clear boundaries understood and adhered to</p> | <p><i>To feel confident in knowledge and ability to provide good care without detriment to personal well-being. To have adequate support networks and timely help when required. To be able to relinquish care when required</i></p> <p><i>Provision of regular, clear information by:</i></p> <p>Visibility of support by staff/volunteers</p> <p>Safety of the member and their needs being recognised.</p> <p>Regularly being asked for their opinion or how they feel</p> <p>Individual risk assessments and reviews</p> <p>Freedom to challenge poor practice without censure.</p> <p>Policies and procedures available</p> | <p><i>To feel free from physical threat, rebuke or censure. To have secure conditions of employment. To have emotional demands of work recognized and to work within a supportive but challenging culture. Structured mechanisms for supervision and mentorship by:</i></p> <p>Experienced staff available for role-modelling and problem solving.</p> <p>Freedom to challenge poor practice without censure.</p> <p>Known boundaries within which to operate.</p> <p>Having clear and explicit goals, policies and procedures</p> |

| | | | |
|-------------------|---|--|--|
| | Safe, secure and warm space provided. | | |
| Belonging | <p><i>Opportunities to maintain and/or form meaningful and reciprocal relationships, to feel part of a community or group as desired by:</i></p> <p>Staff using their preferred name</p> <p>Recognition of importance of relationships with other members/visitors</p> <p>Families encouraged to participate as appropriate</p> <p>Being treated like family</p> <p>Having designated members of staff to support them</p> <p>Flexible routines-drop in facility</p> <p>Tea and coffee available for members and visitors</p> | <p>To be able to maintain/improve valued relationships, to be able to confide in trusted individuals to feel that you're not 'in this alone' by:</p> <p>Encouraged to participate or drop in</p> <p>Views taken into consideration</p> <p>Feeling welcomed</p> <p>Tea and coffee available</p> <p>Respite for time away from caring responsibilities</p> | <p><i>To feel part of a team with a recognised and valued contribution, to belong to a peer group, a community of staff. Core team of stable staff by:</i></p> <p>Valued roles and clear sense of belonging to a team</p> <p>Strategies for keeping staff informed e.g. team briefing,</p> <p>What's app group</p> |
| Continuity | <p><i>Recognition and value of personal biography; skilful use of knowledge of the past to help contextualize present and future.</i></p> | <p><i>To maintain shared pleasures/pursuits with the care recipient. To be able to provide competent standards of</i></p> | <p><i>Positive experience of work with older people from an early stage of career, exposure to good role models and</i></p> |

| | | | |
|--------------------|--|--|--|
| | <p><i>Seamless, consistent care delivered within an established relationship by known people by:</i></p> <p>Regular activities</p> <p>Consistent approach</p> <p>Key worker system</p> <p>Partnership approach involving family carers and other community members</p> <p>Person centred plans followed by staff</p> | <p><i>care, whether delivered by self or others, to ensure that personal standards of care are maintained by others, to maintain involvement in care across care environments as desired/appropriate by:</i></p> <p>Knowing what to expect</p> <p>Consistent approach</p> <p>Being involved</p> | <p><i>environments of care. Expectations and standards of care communicated clearly and consistently by:</i></p> <p>Key worker system including all staff. Working closely as a team and with partners.</p> <p>Multidisciplinary documentation encouraging continuity of communication.</p> <p>Explicit process for inducting new members of staff (Wales induction Framework)</p> |
| Purpose | <p><i>Opportunities to engage in purposeful activity facilitating the constructive passage of time, to be able to identify and pursue goals and challenges, to exercise discretionary choice by:</i></p> <p>Regular meetings to discuss mutually agreed goals and achievements.</p> <p>Being a genuine partner in planning and evaluation.</p> | <p><i>To maintain the dignity and integrity, well-being and 'personhood' of the care recipient, to pursue (re)constructive/reciprocal care (Nolan et al., 1996) by:</i></p> <p>Feeling they can contribute to ensuring the member feels respected as a person and is offered purposeful activities</p> | <p><i>To have a sense of therapeutic direction, a clear set of goals to which to aspire by:</i></p> <p>Regular appraisal and goal-setting for all staff</p> <p>All staff encouraged to review practice and suggest improvements (e.g. critical incident audit)</p> |
| Achievement | <p><i>Opportunities to meet meaningful and valued goals, to feel satisfied with ones efforts, to make a recognized and valued contribution, to make progress towards</i></p> | <p><i>To feel confident in knowledge and ability to provide good care without detriment to personal well-being. To have adequate support</i></p> | <p><i>To be able to provide good care, to feel satisfied with one's efforts, to contribute towards therapeutic goals as appropriate, to</i></p> |

| | | | |
|---------------------|---|--|---|
| | <p><i>therapeutic goals as appropriate. Being involved in review of progress by:</i></p> <p>Evaluation carried out individually and with groups of members.</p> <p>Individual plans and progress sheets accessible</p> <p>Opportunities to gain certificates e.g. food hygiene or make arts and crafts to sell or display</p> | <p><i>networks and timely help when required. To be able to relinquish care when required Seeing their member achieving goals by:</i></p> <p>Being part of evaluation and reviews</p> | <p><i>use skills and ability to the full by:</i></p> <p>Recognition of effort e.g. award schemes</p> <p>Designating additional responsibilities</p> |
| Significance | <p><i>To feel recognized and valued as a person of worth, that one's actions and existence are of importance, that you 'matter'. Equity of access to activities and opportunities by:</i></p> <p>Sense of ownership and involvement and well-being of all</p> <p>Recognising individual preferences, strengths and needs</p> <p>Resources invested in making the environment comfortable and attractive</p> | <p><i>To feel that one's caring efforts are valued and appreciated, to experience an enhanced sense of self by:</i></p> <p>Role and opinions valued.</p> <p>Being recognised as an individual not just someone's carer</p> | <p><i>To feel that your practice is valued and important, that your work and efforts 'matter' Investment in personal professional development by:</i></p> <p>Opinions valued and listened to</p> <p>Adequate equipment to carry out role</p> <p>Work with members and visitors valued and recognised as important</p> <p>Training available</p> |

FIVE WAYS TO WELLBEING



Providing:

A space for members, and their carers to talk, listen and feel connected by socializing with their friends and making new friends.

A space for them to use their time and strengths to help others.

Activities e.g relaxation, yoga, arts and crafts that enable them to be in the moment and enjoy things that make them happy.

Activities that give them new experiences to learn from and new opportunities to explore their potential.

Activities that enable them to keep active e.g. gentle exercise, signposting to other opportunities.

Encouraging members and visitors to follow the ground rules:

Be ready- to take part in activities provided

Be respectful- of yourself and others

Be safe- look after the environment, yourself and others

Ground rules:

Be ready- If you have asked if you can do an activity be ready to take part and join in with the fun!

Be respectful-

*To others-*When using the space show kindness and consideration to others-do not shout, interrupt and respect others' opinions even if you don't agree.

Think how you would feel if people were unkind to you.

Take time out or talk to a volunteer if you are feeling angry or upset. Remember we are all different and have different needs, likes and dislikes.

To yourself- Only do what you feel comfortable with or feel supported to try. Make choices for yourself and give your opinions (but in a polite way).

If you are doing an activity- listen to the facilitator and others in the group.

Take turns if necessary. Do not interrupt others but politely have your say.

Be Safe-

Do not give personal information to people unless you know you can trust them.

Do not allow others to hurt you or do anything to hurt them. Ask for help and move to a safe space if needed.

Let volunteers know if you have any special requirements e.g. allergies or support needs.

Express any concerns to volunteers or someone you can trust. You have a right to complain if you are unhappy and to have your complaint listened to.

Keep the space clean and tidy-if you spill or drop something and cannot sort it yourself, ask a volunteer or member for help.

Follow food hygiene rules in the kitchen.

Follow instructions when carrying out activities and using any equipment. Always ask for help if you need it.

Please note that if behaviour occurs that falls outside these rules and it is felt that members or staff are being exposed to unacceptable risks, individuals may be excluded from the Gathering for a period of time until we can be reassured it will not reoccur.

13.5 Meet our target group:

The Gathering currently runs 4 sessions on a Monday and Tuesday morning and afternoon at the Wellbeing Information Centre and has a regular attendance of between 11 and 26 people over these sessions. Some come for all 4 sessions, some come for one or two and some just attend for specific activities or drop in to see friends. This is what we are trying to encourage by putting on a range of activities to suit different members. We have discussed with attendees what they would like to get out of these sessions and our aim

is to be able to take over a bigger venue like Tudor Street to be able to widen our offer and cater for the needs of an even more diverse group including those with more complex needs. Our reason for putting in a bid to take over Tudor Street is because it would afford us the space we need, and it is the only place locally that has the accessibility to meet our aims.

Here is a snapshot of some of the people we are supporting or would like to support in the future. All of these people attended Tudor Street in the past, but some are no longer receiving the service of My Day My Life:

A-A local artist who attended Park Street Monday club and has attended a few sessions at the Well being centre. He likes to do his own art projects whilst observing the activities that his friends are doing. His next project is to draw the Well-being Centre having just completed a drawing of the café in Linda Vista.

S & T & L-Live in the community with support. Regularly attended Monday morning club at Park Street and now come to the Monday morning sessions at the Well-being centre. Love drawing and colouring but will join in with other activities if encouraged. S did a flower arrangement last week and made a bracelet the previous week. T enjoyed martial arts. L loves karaoke.

S-loves arts and crafts but will also join in with other activities. Is involved with the Gathering Committee.

K & L -have been having singing lessons on a Monday morning which they both enjoy, and which has given them the confidence to perform in public. L also enjoys arts and crafts and will join in other activities as well and comes to the sessions on both days. K would like to serve in the shop as well and do admin type work.

D- Attends all sessions. Would like to set up the radio station with his friends as they used to go to Able Radio when at Tudor Street. Does his own art projects at the centre as he did at The Monday Club but would like to do more advanced projects which we don't currently have the space for. Also brings his mother who has dementia. She also enjoys taking part in arts and crafts and games.

A-comes sometimes for particular activities or events with her PA. She enjoys meeting friends and taking part in more active pursuits but is not so keen on arts and crafts.

S- Comes with his mother for specific activities. Is particularly keen on martial arts and exercise but joins in competitions and enjoys socialising with friends.

A-Has complex needs and has only come twice as reliant on MDML carers to bring him, and the toilets are not accessible for him. Enjoyed the singing on the first day he came.

S- attends virtually every session and enjoys crafting, exercise classes and entering competitions.

R- attends every Tuesday and lives independently. Since first starting a year ago R has grown in skill and confidence. R was very quiet and would only really talk to 1 person who she knew previously from My Mates. Now R talks to all regular attendees and staff from MDML have also said how much she is improving to the point that MDML are now ceasing to support her. MDML did not bring her to the club but supported on different days.

L- enjoys attending craft sessions on a Tuesday morning with support from MDML staff although we can tell her confidence has grown with the volunteers and often sits in different rooms from the staff

D & L attends with support staff from their homes and although they are fairly new have participated in a range of activities from music, exercise and arts.

K- attends with support from MDML and has become a regular attendee and although found the move from a different building when informed the volunteers were inside by name adapted well and now lights up as soon as they walk in. K enjoys music playing on top of crafts. K has become more confident and moves around the room to be included in exercise class as well.

13.6

Please see Hall Comparison Survey as separate attachment

13.7

Please see 5 year Financial plan as separate attachment