



**CHALLENGE  
FOR YOUTH**

**ANNUAL REPORT 2011**



# Contents

	Page
Chairmans’s Foreword	3
Managing Directors Report	4
Youth Leadership Programme	8
Project Profile—Youth Works	9
Participant’s progress through the stages	10
Youth Safety Network	11
Statistics	12
Accounts	13



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## Chairman's Foreword The Challenge Continues

Challenge for Youth is so called because its purpose is to challenge young people to take control of their own lives and make the most of their potential. That can be a big task for anyone but particularly for young people whose lives may have been disrupted or thwarted by adverse circumstances or bad choices. Challenge for Youth knows that each young person has the capacity to be a self-aware, self-confident individual in command of their own destiny and challenges each one to find that ability within his or her self.

The challenge is not, however, to change your life on your own. It is to work with the staff and volunteers of CFY and with other young people in cooperation and offering mutual support. It is also, therefore, a challenge to make positive relationships, to discover what it means to be an autonomous human being by bonding with other people.

The challenge is also to stretch your body and mind – to take part in new activities which allow all to succeed but all to do more than they thought. The activities may be outdoor or indoor, physically or mentally demanding but the common thread is the need to cooperate, to trust others and to make things happen.

These are the challenges that we make to young people. But the organisation itself also faces challenges. It must find the resources, in money and people, that enable it to maintain its work with young people. In today's environment, that is an enormous challenge. This year Challenge for Youth has met these challenges and we are confident for the following year. It is a tribute to the work of all our staff and volunteers that the challenge continues.

**Brian Gormally**



## Managing Director's Report 2011

### '21 years—An opportunity to reflect on the journey so far..!'

This year represents a significant milestone in the journey and life of Challenge for Youth. As we begin our 21<sup>st</sup> year we are committed as an organisation to learn from our experiences, build on our strengths and ensure that we remain focused on our primary purpose; ***“Challenge for Youth exists to provide opportunities for young people to learn and grow in order to fulfil their full potential.”*** Looking back over the last 21 years clearly much has changed for the better; we have moved location three times before purchasing our existing building. We have refined our model of work and developed many new programmes, which are now delivered within our four stage model. We have also explored ‘distance travelled’ and developed our own evaluation tool ‘Now and Then’.

As well as building new relationships we still work with many of the same community partners and statutory agencies and shared in their growth and development over the years. There has been much change politically—many new structures, departments and agencies have evolved in line with devolution and the peace and reconciliation process. The capacity of community based youth work has increased during this time and networks of organisations have developed within and across communities.

Within this changing environment Challenge for Youth has needed to be both proactive and responsive in order to remain effective. Right now we need to be clearer than ever about our role and contribution and how we can best support this journey and the needs of the community. Consortium and Partnership working and Service delivery are very much part of our world, it is vitally important to enter the most appropriate consortiums and ensure that delivery of services remains in line with the core purpose of why we exist.

Challenge for Youth has a track record of responding to requests from the community and has always supported and worked for the empowerment of communities. In an increasingly difficult financial environment we are clear that we must add value to the efforts of others.. The key to this I believe lies in doing what we do well and ensuring that what we deliver is unique. There are still many gaps for communities and young people despite the multi-layered maze of government and community strategy groups, funding streams and consultation processes that we find ourselves involved with at this time.

During this 21<sup>st</sup> year we will run a number of events which are focused on exploring with our partners what it is that we do well and how can this effectively support the needs of young people into the future. We hope that you can be part of this process which will also celebrate the achievements so far.

### Achievements and Developments...

2011 has been a extremely busy year for the organisation we have worked with 736 individual young people over 55 personal development programmes. These programmes were delivered over 738 sessions of face-to-face work with groups of young people from across Belfast and beyond. Our impact as an organisation has expanded into new communities, this year 38% of our work was delivered to young people from outside of Belfast.



On average we would have 10-14 programmes being delivered across different times of the week/weekend. These programmes cross the four stages of the model and include programmes such as Belfast Outreach Project-Engagement Groups, Fit Futures, Minnowburn Community Service Project, Duke of Edinburgh/President's Award Groups, Community Support Groups, Defining Leadership, Understanding Choices, Time for Change, Youth Works, Youth Safety Network and the Youth Enquiry Service.

**In particular there are four specific developments this year in terms of new and innovative programmes; that I would like to highlight:**

1. Moving beyond the Pilot Phase - The Youth Safety Network is supported by the Big Lottery Safe and Well Funding. The network has been officially launched and is moving quickly toward expansion into four new communities in January 2012. It is delivered in partnership with The Terry Enright Foundation and Northern Ireland Alternatives; it is a network of youth led community safety initiatives that are being developed in local neighbourhoods throughout Northern Ireland.

2. New programmes 2011: We have worked alongside partners throughout this year to lay the foundations for two new and dynamic programmes in the year ahead:

- The Youthworks Programme is being delivered as part of a wider consortium involving Include Youth, North Belfast Alternatives and Artillery Youth Centre. It is funded by the DENI and IFI through the YCNI. It will engage 36 young people who are 16-17 not in Education, Employment or Training in the North Belfast area during the pilot phase of the project.
- The GAP Programme will create opportunity for 21 young people with Leadership capacity to play a dynamic role in local youth organisations and communities while completing an access to university training programme. The programme will specifically identify young people who for personal / social reasons are not likely to gain access to this sort of opportunity. This programme is supported by the Rank Foundation and the YCNI.

3. The Youth Enquiry Service - Since October 2008 Challenge for Youth has supported a group of young people in developing a project based in the shop front as a youth led enquiry service. A project led and staffed by young people will provide a space that other young people feel safe and comfortable enough to engage with. The YES project has introduced dedicated time and space to support young people who are in contact with the Justice and Care agencies. It aims to provide specific information and support alongside specialist youth work interventions. A series of new, short programmes delivered out of this space will be introduced over the year ahead.

4. CFY has achieved Approved Activity Provider status with the Duke of Edinburgh/President's Award scheme which authorises us to deliver expeditions and activities up to and including Gold Award. We are currently supporting a number of community groups and the Crossing Bridges



project which will result in 150 young people achieving various levels of the award.

**There are two specific landmark achievements this year in terms successful programmes which we have been delivering over recent years;**

- The Community Summer Camps – Challenge for Youth have delivered 8 years of summer camps passing the 50th individual camps. These camps have been delivered on a cross community basis to groups from across the North and South of Ireland, England and Scotland. Well over 1000 young people have been engaged by this programme.
- The Time for Change Programme – A recent evaluation of the Time for Change programme was completed to mark three years delivery of the programme. To date the programme has received over 100 referrals and a total of 77 have successfully completed the programme. The feedback from these young people and their referrers is that this programme is life changing and unique in its approach at this time.



### Funding

Fund raising activity across the organisation has led to an improvement in our financial position at the end of March 2011. This is a result of the hard work of volunteers, Board members and the whole staff team. The small surplus provides a welcome moment of relief after recent pressures. The success is linked directly to careful management of budgets on a weekly basis, a broad fund raising strategy which ensures that risks are shared across a range of sources and all staff and volunteers becoming clearer regarding how they contribute to securing future investment. Throughout the year we have had generous support from charitable trusts and foundations, alongside key consortium projects this has contributed to the success of this year. We are cautious in the current financial climate of becoming over dependent on government funding and service delivery contracts, however the partnerships with these agencies are key to ensuring that our programmes are accessed by those young people most in need of our services.

### Consortium and Partner Working

This continues to be a major focus for the organisation in terms of its delivery to young people and the strategic direction for the future. There is a growing sense that voluntary organisations like Challenge for Youth need to form strategic alliances and consortiums in order to compete in the changing financial climate. At this time we are involved in significant pieces of work under partnership arrangements with 3 other voluntary organisations NI Alternatives, The Terry Enright Foundation and Include Youth. We are working with The YJA, PBNI, The Belfast Health Trust and the Community Safety Partnership to improve existing services and pilot new projects. Our approach to working in partnership has highlighted and encouraged us to focus on our key strengths and build on these and bring them to the working relationship.

## Commitment of Staff and Volunteers

The work of Challenge for Youth is underpinned by the support of an active team of young volunteers and sessional workers. Their contribution to the quality and quantity of work that we can deliver is something that we are keen to recognise through training and support but also through creating valuable volunteering opportunities which make a real contribution to the lives of others and their communities.

This year as we have introduced new partnerships and programmes we have asked a lot from our staff. I would like to recognise the flexibility of the staff who work in this organisation; it is their passion for supporting young people that is evident within these programmes and their ability to build relationships that makes work successful.



We would like to give a particular mention to John Cush and Kieron Fitzsimmons whose contracts finish at the end of 2011. John has worked with us full time over the past year and his commitment to both his own development and the development of the young people with whom he works has been an inspiration to us all. Similarly Kieron has played a key role in the delivery of adventure learning activities and the re-ignition of our relationship with the Duke of Edinburgh's Award Scheme this year.

## Inward Investment - Updating our Image

We have updated our organisations logo this year and this has been introduced to websites, graphics on new leaflets and publications and on the side of our new bus. These developments have come about from a commitment made last year to not forget about inward investment during difficult times. We have spent some time as a staff team exploring our approach and identifying are strengths. The themes will be explored further as part of our programme CFY21.

## Consultation and Evaluation

We have contributed to a range of consultations this year, in particular I would draw attention towards a submission to the Review of Youth Justice. The publication was a joint venture between the Youth Safety Network and Include Youth. The submission represented the comments of young people directly against a range of themes relevant to the review.

We have also completed an external evaluation of the People in Parks programme which was delivered for the Belfast City Council

Both of these documents will be available on the Challenge for Youth website

## Thank You For Your Support

Challenge for Youth would like to say a massive Thank-you to all the staff, partners, funders and friends who have contributed and worked alongside us over the years. There have been so many people and organisations that have given generously of themselves and their resources, to many to mention by name

In particular we give a specific thank you to all the young people who have participated in programmes and projects over the last 21 years. We hope that the time spent time building trusting relationships with our staff has contributed to your growth and learning and supported you to move forward in life. It has been a privilege for us to witness the adversity that you have overcome in your lives and your ability to transform the negative experiences into positive outcomes for both you and your community.

**Paul McKinstry**

## **Youth Leadership Programme 2011-12**

This years Youth Leadership Programme shows early signs of being the most thrilling and rewarding to date. Twelve young people have been recruited from the greater Belfast area to take part in this year's programme which started in September and will run to July 2012. Throughout their time on the programme the group will get the opportunity to reflect on and define leadership for themselves around three elements: leadership knowledge and skills; helping and giving to others and a physical expedition. Participants will record their experience, thoughts and feelings in a Leadership Journal and the whole experience will be recognised through a celebration event for family and friends at the end of next summer.



## Project Profile Youth Works Programme

The Youth Works Programme has been running since 19<sup>th</sup> September this year. This programme is aimed at young people aged 16 – 17 who are not engaging in education, training or employment. (NEETS). There were twelve places available in Challenge for Youth and to date we have met with 16 young people to encourage them to participate on the programme. The up take of the programme was 12 with a regular group of 8 young people regularly attending the programme at present.

The programme has a number of key elements that young people have the opportunity to take advantage of. These include one to one mentoring, community relations programmes, personal development group work programmes and an active lifestyle programme to help them look at their own health and fitness. The Youth Works programme encourages young people to avail of Essential skills, Maths and English and a number of other accreditation and training opportunities in the form of short courses.

At the beginning of the programme young people found it difficult to attend and take part in some of the sessions, finding new relationships and a new environment difficult to get used to. The relationships with staff and a number of programmes to date have made a huge difference to each young person and they feel much more comfortable with CFY staff and each other. Each individual has come a long way in a short space of time with young people using CFY in a constructive way. A relationship now exists where young people are asking for advice, phoning staff for support, taking part in accreditation and discussing their futures in a positive manner.

Positive adult relationships with staff are supporting young people to become more confident. This is leading to an increased ability to identify their own needs and to ask for specific help in order to achieve personal goals.

Challenge for Youth staff are delighted with the opportunity to work so closely with young people on such an intense programme that provides us with the opportunity to support them in all aspects of their lives.



## Participant's Progress through Stages of the Model

John comes from a protestant background and has been moved from a number of communities in the last 10 years with his family due to alleged anti social behaviour. John has not had a lot of education with moving so much, he doesn't receive support at home and would say that he has very few positive memories of home life. At the minute he lives in a Catholic area where he has been threatened and does not feel safe, he leaves his house by the back door and always runs from place to place due to violent beatings in the past on the streets.

John has been coming into Challenge for Youth for the last year. He was met by street work team in the city centre and started using the drop in now and again. Like many others who use CFY he has a criminal record for offences such as car theft, resisting arrest, and rioting. He was later referred by Youth Justice Agency for 120 community service hours which he has completed recently. John has now progressed onto the Youth Works programme as he is not involved in any form of Education, Employment or Training.

John does not feel safe at home, due to fights with brothers etc, he also does not feel safe in his local community as his peers know he is a protestant living in a catholic community. Recently John has started to hang out with peers in the city centre and has stated that he feels safe at CFY. This shows in his attendance within all the programmes he has been involved in.

John can have a short attention span and he is working hard to improve his ability in reading and writing. Group work is difficult for him and he struggles with peers, always trying to impress and will do what ever it takes to "fit in". John can have a bad temper which he has struggled with to date when things don't go his way.

John's successes within Challenge for Youth are his ability to hold conversations with staff and peers, his ability to recognise his own needs and ask for support, and his participation which is amazing in all aspects of the Youth Works

programme but also within the Community Service programme, the Youth Enquiry Service and the Fit Futures programme.

Today John was with his essential skills tutor and stated he would have "loved to have stayed all day with her" as he was enjoying the English lesson, he also stated he is taking "anything going", (training) as he is changing. He has completed all short courses he has done with CFY to date and is keen to take part in more.

John's mannerism have changed so much since first coming to CFY, with the one to one support and the relationships he has built with staff. It shows in how he speaks to people when he is in the building and how he holds conversations with people without looking at the floor and he listens to what's being said. This is a huge step for John and helps him to think about what he's doing before he does it - which in turn helps him to make positive decisions in his life outside CFY.



## The Youth Safety Network

**The Youth Safety Network** is a consortium project involving Challenge for Youth, Northern Ireland Alternatives and the Terry Enright foundation.

The project aims to promote the safety and well being of young people, their families and their communities through a process of engagement, participation and communication. The aim is to establish 16 youth safety partnerships in communities across the north of Ireland which constructively engage and empower the hardest to reach young people.

The Youth Safety Network provides a frame work which is supported by a team of development workers who assist in the establishment of local youth safety partnerships. The partnerships are youth led and represent young people, local residents and the wider community. The partnerships are supported by a lead community organisation. The overarching aim is to help put young people at the heart of decision making. Each Youth Safety Partnership will deliver practical responses to local need and by developing and communicating a youth safety strategy for each community to relevant organisations and individuals. There have been 4 communities involved in the pilot stage; Coalisland, Bangor, Northside(New Lodge) and the Shankill. The project is currently seeking to engage with four new communities. The Project will be guided by a Youth Led steering group representing participating communities who will be supported by an advisory group representing a range of relevant agencies and stakeholders.

### Coalisland case study:

The Coalisland youth safety partnership was established in January 2011. For local young people the process started with a residential where they considered a wide range of issues raised as the result of a widespread local consultation. The youth partnership discussed and prioritised these issues and made recommendations for change they also drew up an action plan which they have been delivering on this year. The issues they prioritised were

- *The lack of services for local young people*
- *Dangerous driving*
- *The poor appearance of the town*



Their action plan was developed to deliver practical responses to these issues including

1. Organising and carrying out community clean up event.
2. Developing and distributing a directory of local services to young people in the form of a USB pen drive
3. Drawing up and carrying out a survey of local young people asking them about youth provision in the area and services available to them.
4. Presenting the findings of the survey to local service providers as a lobby for improvement in local provision.
5. Initiating a dialogue between the partnership and the Department Of Environment on the issue of dangerous driving with the view to introducing traffic calming measures in the town
6. Initiating discussions with the Local Neighbourhood renewal officer with a view to improving street lighting where necessary thus helping to tackle violent crime.

# Statistics

During **April '10 – March '11** Challenge for Youth worked with **736 individual young people** in **55 unique programmes** (excluding streetwork, drop-in, and the many one-to-one conversations prior to engagement in a programme). These programmes were delivered over **738 sessions of face-to-face work** with groups of young people.

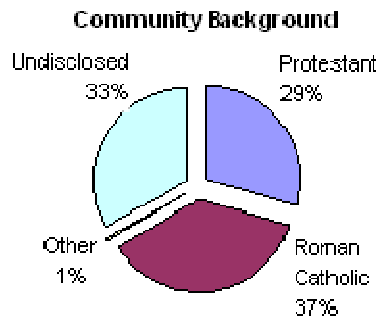
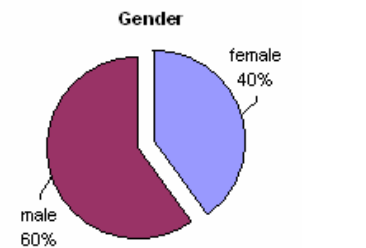
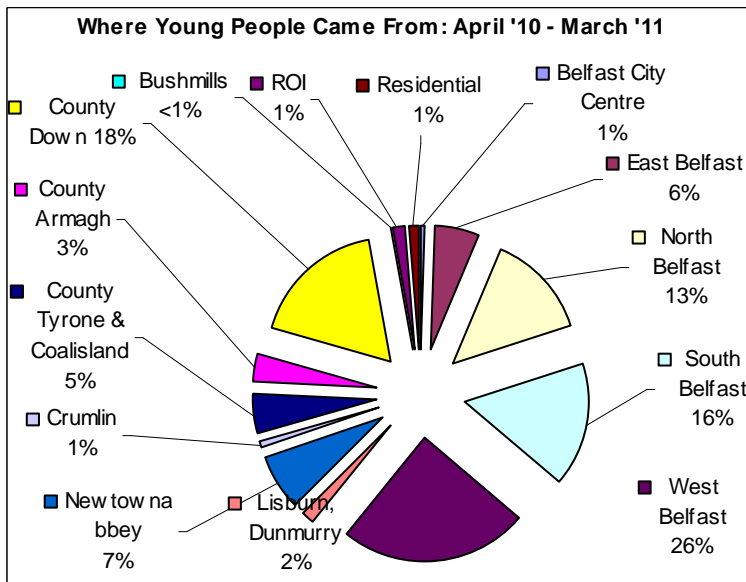
**Types of Contacts:** Over the year, 6 of 55 programmes were delivered at stage one of the CFY Model of Work, 35 at stage 2, 6 at stage 3 and 8 at stage 4.

### The Challenge for Youth Model

- Stage 1:* Making Contact (introductions, relationship building, signposting)
- Stage 2:* Process-Based Group Work (short courses, issues, citizenship, reflective learning, focus on individual etc)
- Stage 3:* Area-Focussed Programmes (citizenship, community, leadership skills etc)
- Stage 4:* Beyond Participation (leadership, accredited learning, steering group, volunteering, GAP scheme etc)

West Belfast provided the larger share of participants at 26%. The rest of Belfast combined provided 36% of participants. This year Challenge for Youth increased its relationships with communities outside of Belfast to 38%, with participants for example involved in the Youth Safety Network ie Kilcooley and Coalisland. Summer Camp participants came from across the province.

The **average age was 17.5 years old** and **attendance on programmes averaged 80%**



**Streetwork Stats April 2010 - end Mar 2011**

Period	Total Contacts	New Contacts	Regular Contacts	Referrals
April - Jun 10	228	154	74	81
Jul - Sep 10	618	131	487	6
Oct - Dec 10	306	198	108	147
Jan - Mar 11	495	260	235	36
<b>Total</b>	<b>1647</b>	<b>743</b>	<b>904</b>	<b>270</b>

**Note:** These statistics are not inclusive of all the work undertaken by the consortium project (Youth Safety Network & Belfast Outreach Project).

## Statement of Financial Activities For 31st March 2011

	Notes	Unrestricted Funds £	Restricted Funds £	Restricted Capital £	2011 Total £	2010 Total £
<b>Incoming resources</b>						
Incoming resources from generating funds:						
Voluntary income	2	139,458	412,898	21,000	573,356	437,034
Capital grant release		<u>6,011</u>	<u>-</u>	<u>-</u>	<u>6,011</u>	<u>12,021</u>
<b>Total incoming resources</b>		<b><u>145,469</u></b>	<b><u>412,898</u></b>	<b><u>21,000</u></b>	<b><u>579,367</u></b>	<b><u>449,055</u></b>
<b>Resources expended</b>						
Charitable activities		102,890	381,188	6,700	490,778	380,751
Governance costs	3	<u>18,579</u>	<u>75</u>	<u>-</u>	<u>18,654</u>	<u>20,523</u>
<b>Total resources expended</b>		<b><u>121,469</u></b>	<b><u>381,263</u></b>	<b><u>6,700</u></b>	<b><u>509,432</u></b>	<b><u>401,274</u></b>
<b>Net incoming resources before transfers</b>		24,000	31,365	14,300	69,935	47,781
<b>Transfers between funds</b>		<u>(8,000)</u>	<u>(2,500)</u>	<u>10,500</u>	<u>-</u>	<u>-</u>
Net incoming resources for the year		16,000	29,135	24,800	69,935	47,781
Total funds brought forward		<u>(5,779)</u>	<u>32,201</u>	<u>-</u>	<u>26,422</u>	<u>(21,359)</u>
<b>Total funds carried forward</b>		<b><u>10,221</u></b>	<b><u>61,336</u></b>	<b><u>24,800</u></b>	<b><u>96,357</u></b>	<b><u>26,422</u></b>

The statement of financial activities includes all gains and losses in the year and therefore a separate statement of total recognised gains and losses has not been prepared.

All of the above amounts relate to continuing activities.

## Balance Sheet

For 31st march 2011

	Notes	£	2011 £	2010 £	£
<b>Fixed assets</b>					
Tangible assets	8		480,744		472,220
<b>Current assets</b>					
Debtors	9	69,997		63,427	
Cash at bank and in hand		<u>1,200</u>		<u>1,253</u>	
		71,197		64,680	
<b>Creditors: amount falling due within one year</b>	10	<u>(55,015)</u>		<u>(88,514)</u>	
<b>Net current assets/(liabilities)</b>			<u>16,182</u>		<u>(23,834)</u>
<b>Total assets less current liabilities</b>			496,926		448,386
<b>Creditors: amounts falling due after more than one year</b>	11		(292,378)		(307,762)
<b>Accruals &amp; deferred income</b>	12		<u>(108,191)</u>		<u>(114,202)</u>
<b>Net assets/(liabilities)</b>			<u>96,357</u>		<u>26,422</u>
<b>Funds</b>	13				
Restricted Capital funds			24,800		-
Restricted income funds			61,336		32,201
Unrestricted income funds			<u>10,221</u>		<u>(5,779)</u>
<b>Total funds</b>			<u>96,357</u>	-	<u>26,422</u>

The financial statements were approved by the board on 28th September 2011 and signed on its behalf by

Mr Brian McKeivitt and Mr Philip Black

**Challenge for Youth would like to acknowledge the following organisations for their funding and support:**

The Children's Fund (DHSSPS)	The Youth Council for NI	Proteus
Youth Justice Agency	The Probation Board for NI	Belfast Health & Social Care Trust
Children in Need	The Rank Foundation	Community
Sport NI	Foundation for sport & the Arts	Ulster Garden Villages
The Big Lottery	Comic Relief	
Belfast City Council—Community Safety Partnership		