



Clydesdale  
Community  
Initiatives

# Annual Report

2010 / 11



# Chairman's Report

This has been another successful year for Clydesdale Community Initiatives.

Our turnover is up from £215,000 to £228,000 and within this, the proportion of grant income is down from 44% to 36%, social care contracts have increased, employment and social inclusion activities have remained consistent but commercial activity has increased from 50% to nearly 60%. This is a gratifying response to the Board's stated intention to increase commercial income to offset the predicted fall in grant income.

In the personnel field our long serving bookkeeper Ian Wallace left to be replaced by Karen Tennant, Alex Crossan a supported employee moved on to higher education, Ian Reeve our most experienced landscaper left and Catherine McCluskey and Amy Palmer came in as replacements. Raymond Rodgers was replaced by Joe McCrae and Ian Grant continued to work for us on a consultancy basis.

Partnerships remain with NHS through the Clydesdale Resource Network, the Harry Smith Complex, the Scottish Society for Autism, Integrated Children's Services in South Lanarkshire, Skills Development Scotland and a number of local schools. I would like to take this opportunity to thank all the partner organisations with whom we work for their continued support and cooperation.

In 2010 we completed a business plan for moving forward with the help of Community Enterprises Ltd and then an Architectural building Feasibility study was commissioned and undertaken by Richard

Shorter. A market research study was completed as part of the business plan.

We have come to the end of a cycle of grant funding with grants from Lloyds TSB, the Moffat Trust, the Voluntary Action Fund and the Leader Programme. This year we were supported through new grants from the Rank Foundation and the Robertson Trust for 2 more years. The generous grant from Borders Biscuits came to an end and again I'd like to thank them for supporting a local enterprise in this way. Our commercial income was centred around major projects such as the Carluke town centre landscaping project through the Carluke Development Trust, together with work at Ridgemark School and New Lanark Primary School. We have started significant private work and have entered a partnership with builders McCarthy and Stone which is growing.

We continue to provide for a small number of individuals from social work alongside a considerable increase in demand for supported work placements for youngsters at risk of joining the NEAT category.

We received a significant contribution from NHS Lanarkshire for our work with adults experiencing mental health issues. We have increased our reserve from £20,000 to £35,000 in line with the Board's aim to create a reserve to cover 3 months running costs. New grants we have secured for the future are £18,000 from the Henry Smith Trust and we are part of VAF cluster project sharing funding in excess of £40,000 with the Healthy Valleys project and the WRVS.

Around two dozen private gardens received spring tidy ups which have generated additional commercial income through larger gardening or landscaping projects for some clients. As an organisation we organised two community activity tidy up days at the Lanark Moor Sensory Garden days. Our staff undertook a programme of training with 'routes to work (south)' which included abrasive wheels manual handling, power tools including power barrows, and CSCS skills cards

We have acquired a new crew cab tipper, a powered wheelbarrow and a new range of landscaping and horticultural equipment. Towards the end of 2010 we created a trading subsidiary called CCI trading to take over the commercial side of the business.

Looking to the future, we intend to appoint a landscape manager to professionalise our activities. CCI has joined the steering group of the Clyde and Avon Valley landscape partnership and have project managed the community engagement process for the partnership. If successful the partnership will offer a wide ranging set of opportunities for conservation, training and access and community engagement to towns and villages throughout the valleys.

Can I conclude by thanking all our fantastic staff, particularly Niall, and my fellow Board members for their work and commitment to a project which continues to go from strength to strength and of which we can be justly proud.

**Ron Waddell** *Chair of the Board of CCI*



# Project Manager's Report

This is perhaps the most varied job on the planet, the reason being that it is in fact three jobs - landscaper, social worker, community development worker and gardener (I know that is four but I don't garden).

Three jobs that have to have one consistent vision, creating opportunities for people with support needs to make a contribution to their communities. The trick is to maintain a balance between the three and the tension arises where we are over committed to one aspect and the others don't receive enough attention.

This tension is more pointed when that balance fundamentally comes down to a conflict between creating worthwhile placements and having a viable financial strategy for the organisation. This year has really brought that tension into focus, as grants have been coming to an end and it has proven very challenging replacing them.



Of course we always knew that we would be here, it was part of the plan that our grant dependency would reduce and we always

intended to replace it with commercially viable business income. I happily admit that this comes as a bit of a shock. Having

to drum up business, plan and deliver projects ensuring that they generate surplus to support our inclusion practice is not as easy as you might think. It requires a large amount of time, skill and acumen and we have successfully identified where our gaps are in all of these departments. The board, management and staff have been very active in considering these issues and a plan has been developed to address them.

The fact that we came so close to meeting our targets for commercial income last year only serves to underline the challenges that we face in the coming



year when we have to push on in the face of the current funding environment which is exceptionally difficult for all third sector organisations.

The fundamental success of this organisation is clearly portrayed in the report that Helen and Kayleigh have been able to provide for this annual report. I am confident that we continue to provide the opportunity for a wide range of individuals with support needs to participate in varied and worthwhile tangible projects.

I am also delighted that we have a model that enables those individuals that participate to extract the maximum

amount of learning, health improvement and personal development from their placements.

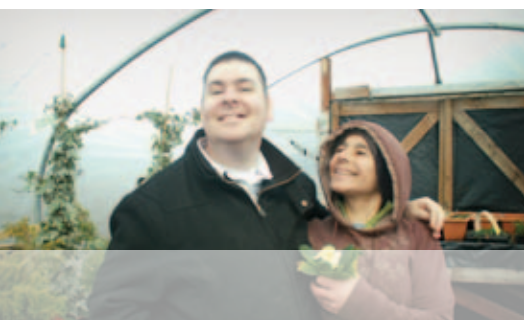
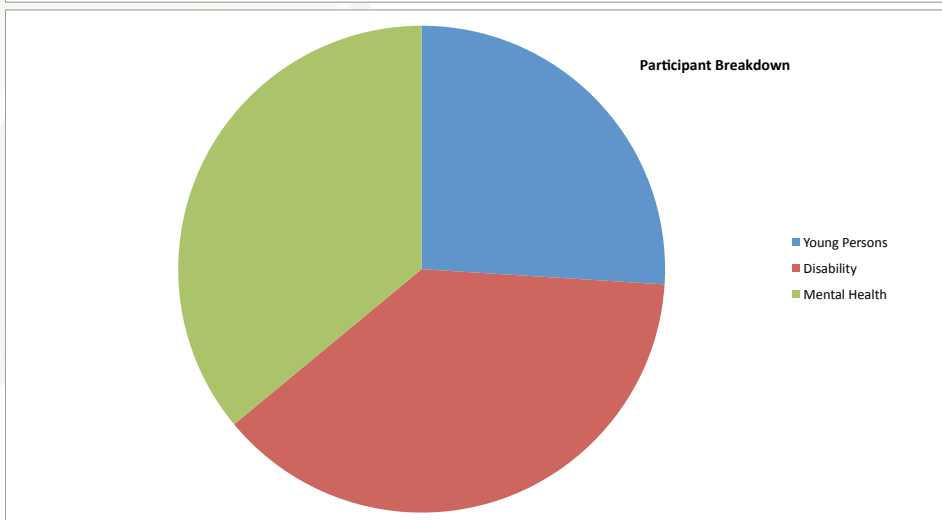
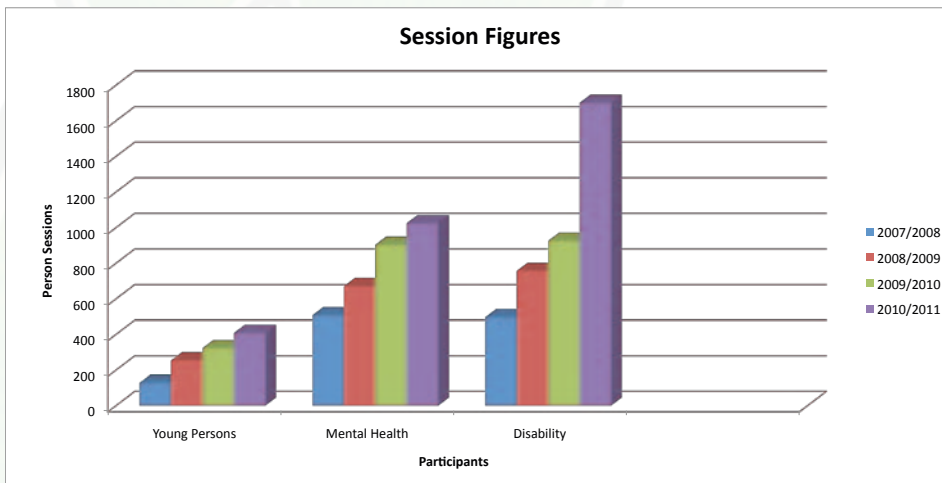
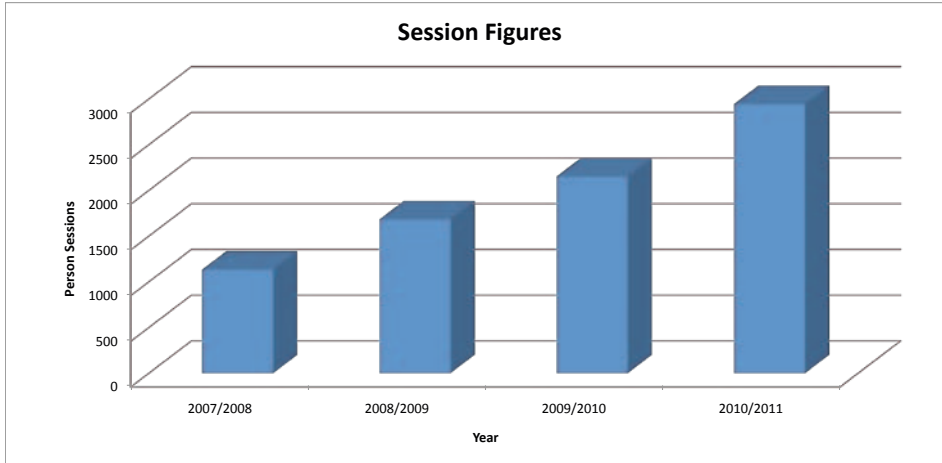
Once again the board are actively aware of everyone in the organisation, board members, management, commercial staff, placement support and participants are acutely aware of the need to maintain this as a priority. We are also aware that we need to be financially viable...so let's continue this dance for another year!



**Niall McShannon**



# 2010 / 11 Facts and Figures



# Volunteer Placement Support 2011

As the CCI drive towards social enterprise status continues apace, the volunteer participant programme is thriving, several changes within the staff has led to an increase in skills/expertise within the team which is impacting very positively on participant development.

## Landscaping

Within the Landscaping Team participants are benefitting from quality work experience where they are required to work to commercial standards and where they learn to adjust to the real pressures of commercial work. This is allowing vulnerable adults and young people who would otherwise be excluded from such opportunities, to gain maximum benefits from their work placements. Many young people are discovering their positive qualities and are having their personal expectations



raised. In some cases participants are seeing that they have the potential to walk in the footsteps of the landscapers.

Indeed CCI recently employed a volunteer into their team as a full time landscaper; another participant has gone into full time education and several young people have developed enough to move into mainstream work placements.

## Horticulture

With a growing emphasis on financial sustainability, Horticulture has also been playing catch up with the Landscaping Team. Since early spring, the Gardening Team have undertaken several private jobs over and above the usual horticulture work (sensory garden, schools, organic herbs etc) as well as an ongoing contract for window boxes with the housing developer McCarthy & Stone. This work is very varied and has taken the team all over Lanarkshire and far beyond. Participants are again benefitting from being part of a dynamic, professional team which prides itself on delivering top quality/beautiful gardens and gardening products. More young participants are getting involved as gardening increases its status and individuals, particularly those with mental health issues continue to benefit from the therapeutic side of horticulture.

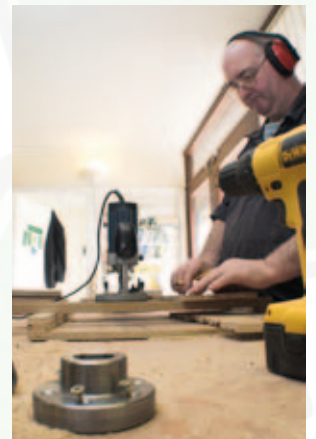
Our new Horticulturists Catherine and Amy have brought in new skills and a wealth of experience and expertise which has allowed this expansion to happen. Participants are benefitting from expert onsite training and confidence levels are rising across the board. The blend of commercial and non commercial gardening is proving to be a good mix of work for participants. From challenging commercial work to quieter therapeutic sessions we are offering participants the chance to grow at their own pace in an ever changing environment which is healthy and safe, real and exciting at the same time.

Our own Lanark Moor Sensory garden continues to provide a space for learning,

skills development and therapy. We have held two open days and are hoping to improve the signage for the garden for the local community's benefit. We are also hoping to start working with local children, possibly running a monthly garden group.

## Woodwork

Last but certainly not least - the workshop continues to provide therapeutic work placements to several participants. This is an invaluable and integral part of CCI. In this setting participants receive one to one training and supervision. This is particularly beneficial to participants who struggle in groups and/or who have a particular interest in developing woodcraft skills. For example one of our current participants has developed wood turning skills to a near professional standard. The workshop provides a quiet, safe space for individuals to develop skills at their own speed while working on top quality commercial products.

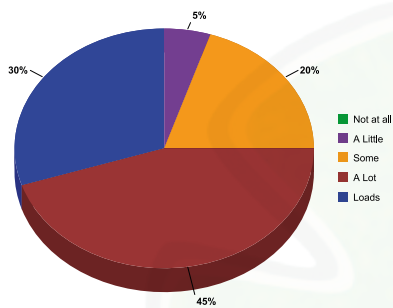


**Helen Thomson**

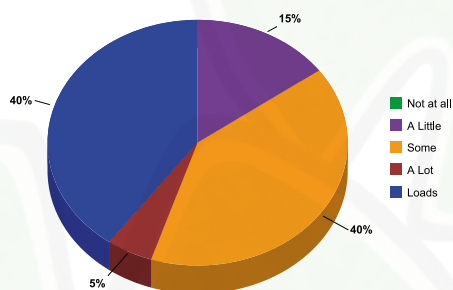


# Annual Review

## I have increased my skills?

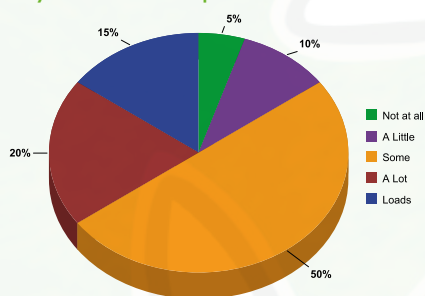


## I feel better prepared for work?



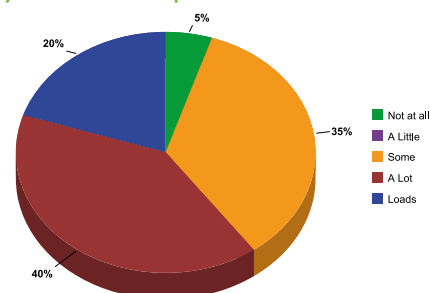
"I know I can get up out of my bed and do a hard day's graft – it makes me feel good about myself."

## My health has improved?

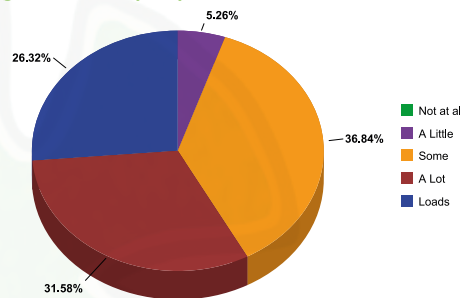


"The distraction of work helps me stop worrying about myself. My mental health has improved because coming to CCI has given me a focus and something to look forward to."

## My fitness has improved?



## I am more confident and find it easier to get on with people?



"I feel more confident about meeting new people and I am becoming less anxious when around people I am unfamiliar with."

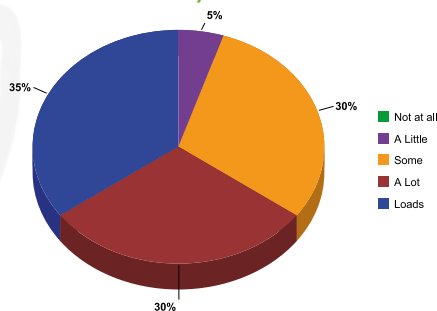
"I've learned how to mix with people."

"It's important for me to work with people."

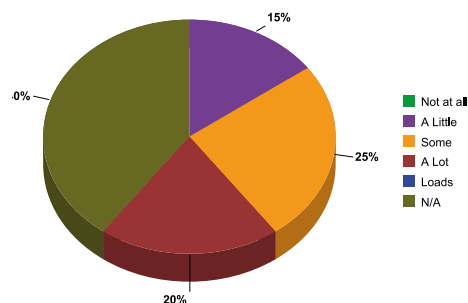
"I now help CCI participants who have learning needs and have no problems communicating with folk – my confidence is up I suppose."

"I realise what skills I already have."

## I feel I am doing something worthwhile for the community?

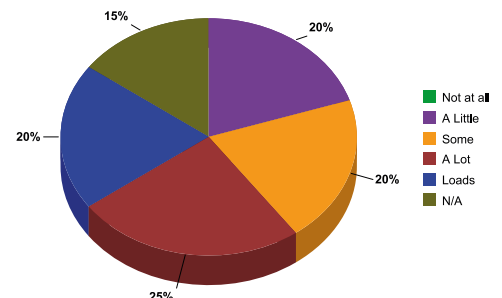


## I am finding it easier to deal with change at CCI?



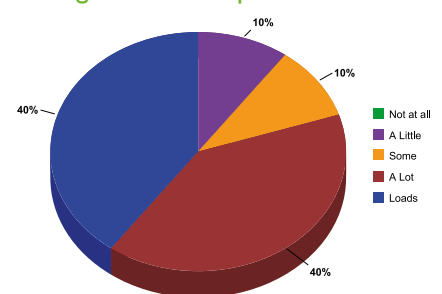
"Before coming to CCI I found change difficult. I was more anxious about meeting new people and set in my ways. I am coping better with these issues now and feel change can be positive."

## I feel more confident and find it easier to deal with new situations outside CCI?



"When I went for my interview with the army I found it easy to meet and talk to people. Basically you helped me through everything. I've been accepted in the army and start my training soon."

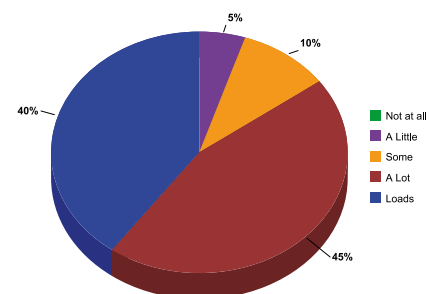
## Coming to CCI is helpful to me?



"I just feel better about myself. I have more self respect."

"It gives me a focus knowing that every Wednesday I will be doing something useful and worthwhile with my day."

## My life is better because of my work at CCI?



"CCI gives me a boost, a pride in my work and helps me communicate with the people in my community."

# Our Customer Feedback

"CCI work with integrity and show a real commitment to providing a quality product that has real benefits to the community."

**Ruth McElhinney, Central  
Scotland Forest Trust**

"I was happy to recommend to the Garden Committee that CCI be used for new contract to construct a boardwalk."

**Bill Gow  
Bothwell Community Garden**

"Very happy, provides a service unavailable elsewhere. The Eco Garden [is] outstanding, a whole new focus for the school."

**Janine McCulloch,  
Ridgepark School**

"100% Satisfied. Final outcome exceeded expectation"

**William Steel**

"We were delighted with the service and the standard of work. Timeliness, attention to needs and aspirations of the client and professional end product."

**Ruth McElhinney, Central  
Scotland Forest Trust**

"The input from the team to problem solving was very constructive... I was very pleased with the standard of work, the attitude of the work team and final result."

**Maggie Botham and Andrew  
Smith**

**100% of customers completing our satisfaction questionnaire said that they would recommend CCI.**

# A Year in Quotes

"CCI has enabled the individuals that I have referred to date gain and develop a whole range of skills and confidence building experiences that have supported them significantly in dealing with mental illness. This has resulted in several people gaining paid employment or moving into fulltime education/training courses. They got what they came for."

**Community Resource Network**

"CCI is a unique project in the rural area that balances vocational skills with a supported learning environment. The opportunities and support provided by CCI are a valuable resource that can match the often complex needs of the young people referred."

**Integrated Children's Services**

"CCI provides our clients with experience of skills such as gardening and woodwork which they can be supported to transfer to other areas of their lives such as their own homes. Being able to work as part of a group, learning about turn taking and sharing, meeting people and making new friends from the local community and working outdoors in the fresh air is all beneficial to health and wellbeing along with the physical exercise aspect."

**Scottish Society for Autism**

"Being able to learn skills that can provide a service to others instead of being the person that is provided for is a major personal development for the people involved in such a project. People who access this service

would all like to be involved for more days per week. There is no other similar service in this area."

**Social Work Department**

"It's like they take a little acorn and then help it become a tree. I don't feel there are any areas that need to be improved. My only recommendations would be that the programme available for everyone. It's a very good and necessary thing.

CCI does REAL work. This affects A's self esteem in a very positive way. A is treated as a member of the team and feels equal to all others in the organisation."

**Carer Evaluation**



# Our Supporters

## Our Funders

Scottish Community Foundation

LEADER

Lloyds TSB Foundation

The Robertson Trust

South Lanarkshire Greenspace

Border Biscuits Foundation

Voluntary Action Fund

Moffat Trust

Hugh Fraser

Bailey Thomas Trust

The Henry Smith Charity

Rank Foundation

## Social Care Partners

NHS Lanarkshire

Clydesdale Resource Network

South Lanarkshire Council

Scottish Society for Autism

COVEY



Clydesdale  
Community  
Initiatives

39 North Vennel, Lanark, ML11 7PT

**Tel.** 01555 664211

**Email.** [niall@cciweb.org.uk](mailto:niall@cciweb.org.uk)

Visit us online: [www.cciweb.org.uk](http://www.cciweb.org.uk)