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Looking back over the last year, I feel immensely proud of the work of the team. Each and every one of them have brought something to the table, with commitment, dedication and enthusiasm being at the top of a very long list.

With 824 visitors to Fuse last year, 21 staff, 24 volunteers & students, over 12 projects, sub-projects, countless monitoring reports, too many funding applications to mention and a building, you can appreciate just how busy the day-to-day operations are and just how many hats I and many of the staff adopt over the course of a day.

Last year saw us continue to grow the club membership with 473 members compared with 358 the previous year. This period also saw the development of the Children in Need funded Power-up Project, the Youth Volunteer Project from the lottery and the Holiday Food Programme funded by Glasgow City Council.

Attainment continues to remains high on our agenda, with Fuse Progressions making a significant contribution towards closing the poverty-related attainment gap. This shows that attainment can happen beyond the school environment and if we want to positively impact the lives of the young people we serve then we need to adapt and change our approach. Fuse has managed to provide an environment where real youth-led activity can take place and young people have equitable access to opportunities.

The volunteers have proved to be a significant and very important part of Fuse, supporting the programmes and bringing a wealth of creativity to the party.

The Holiday Food Programme is a sad reminder of the fact that child poverty and food poverty are still among us in 2018/19 however Fuse has seized the opportunity to captivate the audience, introducing the parents to Fuse and the suite of adult learning on offer.

Last year also saw us revisit our Vision, Mission and Values and ensuring the vision is the theme that will run through all programmes:

Please read on we are very proud to show you our years’ work.

Regards
Drop-In Sessions
Providing 5 junior drop-in and 6 senior drop-in sessions each week for young people 9 – 18 years, Fuse has a fairly packed programme of activities, offering Arts & Crafts, Music Workshops, Chess, Drama, Cooking, Fitness, Hair & Beauty, Pool, PC Building, IT & Digital workshops to name just a few.

A total of 595 young people participated in the drop-in sessions last year. This number is made up of 357 juniors, 116 seniors, 87 Wee Yins and 35 from the Friday night drop-in sessions in Carmyle. All sessions delivered were fun filled but also provided the opportunity for Fuse to address current youth issues and promote positive mental health & well-being as you will go onto read…….

Fuse Active Kids - “The Wee Yins”
For the first time ever, Fuse were able to offer a structured programme for children in P1-P4 focussing on positive play experiences and providing a free breakfast and lunch to each child. This was made possible with the provision of a new fund from Glasgow City Council’s Holiday Food Programme and was extremely popular, with a total of 87 children attending last Summer, October and February School Holidays.

Fuse Outreach – How we support others
Last year saw us develop youth activity in some of our neighbouring areas where no service existed. We provided support to the management committee at Carmyle to help identify funding, bringing Glasgow Life and Playbusters to the table and providing a regular Friday night drop-in for a total of 35 children aged 5 – 12 years.

Provision for the young people of Sandyhills took place each Tuesday evening on behalf of YoMo. This helped to introduce Fuse to the tenants, building confidence in parents and in particular those who were new to the area. We are delighted to say that we have a few new members attending our main programme regularly in Fuse.

Community Safety Glasgow requested our support to establish a youth service in Baillieston where there was a reported rise in anti-social behaviour coupled with a lack of youth activity. Fuse worked alongside a newly formed committee to support them in managing a service while delivering a couple of sessions each week.
**Fuse Progressions – Our contribution to closing the attainment gap**

Since opening our doors in 2009 Fuse has considerably developed activities to contribute to closing the poverty-related attainment gap. Fuse Progressions delivers the S4 employability programme in St Andrew’s RC Secondary School, offering individual support through the Fuse Journeys programme (read below), pathways to youth volunteering, support to gain accreditation for pupils who don’t participate in national certificates. Fuse Progressions also identifies the young people in the drop-in sessions who would benefit from additional support, delivering issue-based or emotional/mental health & well-being workshops in the club settings and promoting volunteering and attainment. Fuse Inclusion programme is a feature of Fuse Progressions, offering alternative education in Fuse to young people experiencing difficulties attending school.

Photos: Shopping at Aldi for ingredients for cooking on a budget & Cooking at Fuse Inclusion

Last year saw over 100 young people take part in Fuse Progressions.

Fuse Progressions is funded by Scottish Government People & Communities Fund, Fuse Journeys funded by Lottery Main Grants and Inclusion funded by Young Start.

**Fuse Inclusion – A journey of personal development & core skills**

A Young Start funded programme, delivering personal development and core skills through practical and educational workshops to support 14-18 year olds who experience emotional difficulties. This programme is an alternative to the school classroom and aims to build confidence and self-esteem in young people through practical activities such as shopping, budgeting and cooking. Outings were a large element of this programme to teach independent travel and confidence in doing everyday activities. Last year saw Fuse supported this group to take their National 3/4 papers in English and Maths through small tutorial sessions – this was not a group of young people who would normally have this opportunity. The success achieved here attributed to the thinking-out-the-box interventions developed by both St Andrew’s and Fuse.

**Girls Group**

Funded by the proceeds from the Tampon Tax administered by Foundation Scotland, The Girls Group formed as a by-product of developments from the drop-in sessions. 29 young girls have met each week to discuss issues that they feel affect them, offering peer support and advice and have even managed to squeeze in a couple of residential trips, sharing experience and fun.
Fuse Journeys – Youth Issues

The youth issues worker and volunteer coordinator creatively develop support for young people to be able to progress and attain. The interventions created can range from 1-2-1 support to discuss and work through issues, delivering themed workshops in club sessions to tackle current issues such as smoking, drugs & alcohol, sexual health, or building confidence to participate in fitness, cooking or the other things on offer at Fuse.

Volunteers have gained saltire awards for the hours they have put into their volunteering, they have completed high 5 awards, DYA and Youth achievement awards.

They worked on a number of programmes and developed skills in planning, time management, programme development and group work skills. Programmes centred on music, drama and fitness. Some of the junior participants even managed awards which were administered by the volunteers.

Fuse Journeys - Youth Volunteering

Volunteering is a popular option at Fuse, with the young people taking lead on much of the activity. Our volunteers are very much a part of the Fuse team, receiving dedicated support & supervision, attending full staff development days and have their own Fuse email address. You will see them support junior drop-in sessions and some of the volunteers even lead sessions and have developed funding applications for equipment for their sessions.

Fuse volunteers took part in an extensive suite of training alongside their Pavillion counterparts in the following:

- child protection,
- internet safety,
- anti-bullying,
- Issue based training including alcohol and drugs were completed by all volunteers. Some volunteers went on to further training and these included:
  - First aid certified training,
  - REHIS food hygiene certified training,
  - Youth Award training,
  - Autism awareness training,
  - Community achievement award training,
  - High 5 training and sexual health training workshops.

Volunteers have clocked up around 1000 hours last year.
A hive of activity with staff, volunteers and young members contributing towards raising the attainment levels in Fuse and supporting each other to complete awards.

Supporting young people to attain has been a significant achievement at Fuse, proving that youth work does make a contribution to their lives. **Changing Perceptions, Changing Attitudes, Changing Lives** is our strap line that we feel fits nicely with our work in the area of attainment.

Using the drop-in sessions as the platform, the project worked with over 100 young people ranging from ages 10 to 18. Youth Achievement uses everyday activities to self-reflect, identify key learning and of both self and peer reflection, supports the young person to journey through each stage, from participation to supporting, to eventually designing and delivering their own projects. Examples of workshops included:

- Dramatic Effects,
- oral health,
- health and nutrition-cooking,
- Sports and fitness,
- mental health,
- creative games,

Accreditation relies on a huge amount of staff and volunteer commitment to support young people to collate evidence before moderation. This has proven a worthwhile project as a total of 175 young people gained an award in either Hi5, Dynamic Youth, Youth Achievement or Community Achievement as well as the National 3/4 certification mentioned earlier.
The Power-up Project (PuP)

Following on from the success of Fuse Healthy Lifestyles, the Power-up Project turns the gas up on all thing’s food, nutrition and exercise. Recognising the key to optimal health is in both mind and body, being mindful of the vast array of fast food takeaway shops surrounding us, Fuse wanted to continue to provide free access to fun cooking activities, sports and fitness.

The Power-up Project provides a total of 4 sessions of cooking & food education and 4 sessions of sport & fitness within the drop-in sessions each week.

This project is funded by Children in Need Main Grants over a 3-year period and has provided 35 sessions last year to a total of 128 young people.
Pupils Equity and Family Learning
Fuse works with local primary schools; Eastbank Primary, Thorntree Primary and Avenue End Primary as well as St Andrew’s Secondary to provide family learning sessions. The sessions are designed to improve attainment through fun and informal learning, peer engagement (parent to parent) and getting to know what your community can provide.

Photos above and left: Avenue End
A combination of arts & crafts, cooking & games the parents, grandparents, brothers and sisters can’t get enough.

Photos Right of Eastbank Sessions
We worked with headteacher Gayle Minnis to create sessions that would support healthy living, discussing good habits, nutrition and the effect of food on the body and mind leading to fun and interactive family cooking sessions.

Last year we were lucky to have Principle Alan Sherry from Glasgow Kelvin College along to present our graduate families with their completion certificates.

Following on from these sessions Fuse, Glasgow Kelvin College and Eastbank Primary put their heads together along with parents at a coffee morning to discuss what to do next. Beauty Therapy classes were held from October to March and a total of 14 parents gained certificates in REHIS Food Hygiene and Emergency First Aid with a couple of parents and even a grandparent being supported to participate in ICT sessions each week at our Branching Out Sessions.
## IMPACT

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<td>Senior members</td>
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<td>Junior members</td>
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<td>Wee Yins</td>
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<td>Fuse Families 1st</td>
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<td>Girls Group participants</td>
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<td>Fuse Progressions</td>
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<td>Carmyle Drop-in</td>
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<td>Adult Learning &amp; Branching Out</td>
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<td>Family</td>
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<td>Volunteers</td>
<td>24</td>
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</table>

One word which describes working for Pavillion/Fuse?

[Word cloud image]
Volunteers

The Fuse Journeys programme has worked with a number of young people who have expressed issues in their lives that impact negatively in their day-to-day behaviours, with some young people missing school and failing to attain. Several volunteers have told us that the support they receive from the project has supported them to change “bad habits” such as not sleeping, staying up all night and sleeping all day. They now feel they have a place that they feel they can make a positive contribution.

Some of our young people have also benefited from being sign-posted to external support agencies to work through issues that are beyond the professional capabilities of Fuse staff and have told us that if it weren’t for Fuse, they would not have known about the support they could access.

Fuse Journeys is a fantastic source of support however for several young people we work with it is still a journey that they bob back and forth between support and withdrawal but we never lose contact with any young person with some coming back after even a year of withdrawal.

Feedback from a participant of the Girl’s Group

“The girl’s group has benefited me in many ways. Through the support of everyone there I have been able to build up the confidence to be able to talk about issues I’ve been facing and seek support which I was not able to do before I joined the girl’s group.

Also, I have now learned so much information and skills through the activities on topics ranging from body image to bullying to mental health to drug and alcohol. With having a new topic every week, it has allowed all of us there to talk and learn about issues that everyone is dealing with and how to cope with them.

As well as that I have been given an opportunity to meet new people who are both similar or different to me and they have become some of my greatest friends in the short space of time I’ve known them.

I really hope the girl’s group can continue so that I can continue to grow as an individual with the knowledge and support I have gotten through the girl’s group”
HOW DO WE MEASURE & COMMUNICATE OUR IMPACT?

Monitoring and evaluation framework
We use an online system to gather and collate information called Upshot®. We feed information into Upshot gathered from the session plans, feedback reports, accreditation updates and registers. The register lets us know who attended the drop-in clubs and what activities they took part in throughout the session each day. The session plans are a staff planning and communication tool to plan what activities they will deliver in each session, what resources they need including staff and also feature a feedback and observations section to share at staff meetings. The purpose of the feedback and observations is to communicate any highlights or issues from each session. We also use this section to gather feedback from the young people, to let us know how they enjoyed sessions or what else they would like to take part in within the club. The Attainment officer has regular support meetings with all staff and peer mentors who are supporting young people through accreditation and updates Upshot through the Timelines section – each individual has a profile created where everything they have taken part in; photo evidence and accreditations are logged. We can create an individual report of each young person over the last few years, showing us their journey through Pavillion and Fuse. A recent addition has been QA visits on both organisations to ensure standards are kept as high as possible. The Board are invited to view the initial reports and commit to shadowing the staff on these visits.

COMMUNICATION
Keeping people informed, being fully inclusive and having equal access to opportunities are key when trying to develop a team and maintain a team. The Pavillion team include the Board paid and unpaid staff as well as volunteers young and old. To this end we:

· Ensure all team members have an email address
· Ensure all team members have access to training, development days and team meetings
· Ensure all team members are invited to the 4 development days per year
· Ensure all team members are invited to the team meetings

In addition:
· We may create smaller forums to deal with certain areas of the business in more detail. Senior Youth Workers for the clubs and projects which will deal with programmes delivered out with the Pavillion.

Management
· There will be 9 Board meetings per year
As another AGM nears and the year behind us closes, I want to say my thanks to Gerry and all the staff at Fuse for the amazing work they do in our community. The work the Fuse does has inspired hundreds of young people from the East End to better their lives and that credit is down to all of you who make it possible.

Programmes like the ones here in Fuse are the reason why I am who I am today, they’re the reason why I am now an elected councillor. They helped me find my talents and show my passion, a passion which many of the young people who enter the doors of Fuse never known they have but leave having found it and better their lives because of it. This organisation isn’t just your normal youth club it is so much more than that and with every child you help the better our community in Shetteleton and further will benefit.

Thank you for all the work you do and as a young person myself for the constant inspiration you provide. Your work is one of the most valuable to us all and here’s to much, MUCH more of it in the future.”

Cllr Thomas Kerr  
Leader of the Conservative Group  
Ward 19 Shetteleton

Fuse youth café is dedicated to supporting the health & wellbeing of young people and their families.

The youth work team, volunteers and facilities are an important asset to Shetteleton & neighbouring communities”

Stephanie McCulloch  
Health Improvement Practitioner  
Youth Health  
North East Health Improvement Team

“The team at Fuse are a pleasure to work with and are always looking for new opportunities to engage with young people in the area. The staff we are currently working with are extremely dedicated to their roles and the delivery of Fuse services”.

Rebecca McBride  
Assessor | Galloway

“BBC Children in Need is proud to continue funding Fuse Youth Café, who are making a massive positive difference to the health and wellbeing of children and young people in the area”.

Paul Liddell  
BBC CIN
“Fuse has been a great resource for the children in Thorntree, both as a place to go after school to meet other children and enjoy a range of activities and as a partner in delivering projects supporting children and families. The transition project we ran last session with our P7 pupils encouraged children who had not thought of attending Fuse to visit and to join the youth club. We are keen to re-run this project in the new session. The staff are a great asset and work really well with a broad range of children and parents”.

Shona Heggie
Headteacher Thorntree Primary

“I have been on the Board of Directors for Fuse for just over 4 years. As a board member I am very proud to be associated with such a proactive and innovative project. There is a dedicated staff team who are passionate about the work that they do with the young people.

It is such a nice atmosphere when you walk in the door and there are lots of young people in and staff busy with activities. There is always something happening and most recently has seen the addition of the office space which is beautiful and a lovely new kitchen for staff”.

Debbie Hamilton
Board Member

“I am delighted to see the continued progress of Fuse within the local community. The direct work with our young people, particularly supporting learning in Homework classes and the new introduction of a mental health worker, addresses the direct need of the children in the local area. I am pleased to note the good work of both Fuse and The Pavilion is now filtering into a number of local schools who will most certainly reap the benefits of the support and contribution of the service”.

Tony Byatt
DHT St Benedict’s RC Primary School

“Playbusters is pleased that partnership working with Fuse Youth Café has continued throughout the year resulting in tangible outcomes for the young people the project supports”.

Christine McCarron
Playbusters Manager
Glasgow Kelvin College has worked in partnership with Fuse since it was first established in 2009.

The College provides support in many ways.

The College provide a CLD worker on three evenings per week to provide support for the learning centre, supporting access to College certification, resources and tracking young people’s progression. This enables the College to extend its reach to young people based on their Fuse membership;

Fuse learning centre, which is part of the John Wheatley Learning network provides Fuse members, partners and staff access to digital opportunities through the Internet and creative and office software. Technical and service support is also provided for the learning centre;

Parents from Eastbank Primary School and local residents have taken part classes delivered via the College’s Wider Access programme, such as First Aid and Food Hygiene, with more courses planned for 2019/20;

The College works with Fuse to support wider youth services planning in the context of local arrangements as part of the Glasgow North East Strategic Youth Alliance;

The College supported Fuse’s ‘Game Pilot’ which was delivered June 2019, by developing a database which was used to record output.

Fuse supports the College through its services which, using the facilities above, enable local people to reach College learning services who would otherwise be unlikely to access them. The College regards Fuse as a valuable and exemplary partner.

Stuart Lowe
Glasgow Kelvin College
## Fuse Youth Cafe Glasgow

**Company Limited by Guarantee**

**Detailed Statement of Financial Activities (continued)**

**Year ended 31 March 2019**

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<tr>
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<th>2019</th>
<th>2018</th>
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</thead>
<tbody>
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<td>Youth Cafe Grant Income</td>
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<td>Light and heat</td>
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<td>Repairs and maintenance</td>
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<td>Youth Café - running costs</td>
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<td>Youth Café - activity costs</td>
<td>17,399</td>
<td>9,510</td>
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<tr>
<td>Youth Café - staff costs</td>
<td>34</td>
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<td>Youth Café - security costs</td>
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Fuse Youth Cafe Glasgow

Company Limited by Guarantee

Notes to the Detailed Statement of Financial Activities

Year ended 31 March 2019

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<th>Expenditure on charitable activities</th>
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<td></td>
<td>465,648</td>
<td>406,931</td>
</tr>
</tbody>
</table>

Governance costs

| Independent Examination Fee         | 1,920     | 1,860     |

| Expenditure on charitable activities | 467,568   | 408,791   |
THE TEAM

VOLUNTEERS

Aaron Cunningham  Cody Reilly
Abbie McMahon     Caitlin Henderson
Alishia McGowan   Chloe Millar
Carragh Flynn     Ryan Stirling
Conor Coyle      Angie Slater
Emma Ballantyne  Christine Hume
Kate Lowe        Gerald Baldwin (Snr)
Kelsiey Tollan   Suzanne Brown

STAFF

Gerry Baldwin – Chief Executive
Denize McKernan – Human Resources & Project Worker
   Alan Murray – Sessional Youth Worker
   Ashley Thomson – Youth Issues Worker
   Michelle Haggerty – Attainment Coordinator
   Laura Maguire – Youth Volunteer Coordinator
Sharon Baldwin – Business Development Manager
Leeann Kearney – Fuse Progressions Coordinator
   Donna Sanderson – Finance Worker
Elaine Mulholland – Dramatic Effect Project Manager
Sam Kelly – Health & Wellbeing Coordinator
   David Purcell – Activities Coordinator
      Grant McManus – Fuse Tech
      James Campbell – Fuse Tech
      Jim Duffy – Facilities Manager
Paul Brady – Sessional Youth Worker
Jordan Shaw – Sessional Youth Worker
Ciaran Shearer – Sessional Youth Worker
Teresa Aitken – Sessional Youth Worker
Emma Granger – Sessional Youth Worker
Connor McGlone – Modern Apprentice
BOARD OF TRUSTEES

Elizabeth Geary
Debbie Hamilton
Tracey Slaven
Paddy Hanrahan
Neil Patterson
Mary Stobo
Tony Byatt
Agnes Bell
Gayle Minnis
Louise Taylor

New Appointments

Alan Sherry
Rosemary Dickson