Our vision is a community where all people achieve their potential.
Once again it is time for Upper Springfield Development Trust to present its 2015-2016 annual report. It has been a very productive year with the organisation meeting all of its objectives. A number of new contracts have been awarded to USDT during 2015-2016. The senior management team together with all of our staff have delivered these contracts and provided services to the community at a very high standard which has been externally assessed. We continue to work with all of our key stakeholders, particularly in the community, public and private sectors to realise our community’s potential.

I would like to thank the Board for continuing to provide strategic leadership as well as their ongoing commitment and dedication during the last year. Like all community and social enterprise organisations we are rising to the challenge of becoming less dependent on public funding and developing income generation priorities that will hopefully sustain the organisation for many years to come.

The USDT is always ready and willing to play its role with area partners in the development of innovative projects and programmes that seeks our area’s social, cultural and economic benefit.

Noel Rooney
Chair
MEASURING IMPACT SEEMS AN OBVIOUS TASK FOR ANY ORGANISATION. THERE ARE A NUMBER OF REASONS TO ASSESS IMPACT:

- Demonstrate success to funders, ourselves, our community;
- Understand how USDT’s efforts impact on our community in order to ensure our effectiveness; to make a more significant difference in their lives;
- Be accountable to the people for whom we are working: we should not ‘do development to local communities’ but rather work with them to understand the changes they want to make and then to analyse progress (or no progress) together;

Use findings to advocate for changes in behaviour, attitudes, policy and legislation at all levels.

However, the word ‘impact’ may well be understood in everyday language, but somehow, when used as part of community development-speak, it seems to take on a complexity which creates a degree of uncertainty as to what we all mean by the word! USDT tries to understand the concept by answering the following questions:

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<tr>
<td>1</td>
<td>What has changed?</td>
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<td>2</td>
<td>For whom?</td>
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<td>How significant was it?</td>
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<td>4</td>
<td>Will it last?</td>
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<td>5</td>
<td>In what ways did we contribute to these changes?</td>
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So in this past year USDT has reflected and analysed as to what difference our projects have made to people’s lives. While there is much evidence to suggest our work makes a positive and real change we recognise the need for us to be even more robust in measuring our impact.
But in order to get to the impact stage there are a number of necessary stages none more important than: work! Over the year our staff members with volunteers excelled in the delivery of services. Their professionalism and commitment to change is exceptional. Community groups such as USDT continually provide more impact and value for money than most well-resourced statutory groups.

USDT is an effective organisation because as an organisation USDT:

- Has a clear organisational purpose;
- Has clear defined organisation aims, objectives and goals;
- Has coherent organisational activities; and,
- Can demonstrate results, outcomes and impact.

I take this opportunity to thank my board of directors, USDT’s management and staff along with our volunteers and all other partners for their support in helping USDT serve the community.

Mo bhuíochas ó chroí le gach duine a chuidigh liom i rith na bliana

Dónal McKinney
CEO
FACTS & NUMBERS
AND OUR IMPACT IN THE COMMUNITY

1. 333 people with disabilities supported
2. 1,134 young people supported
3. 788 children/young people availing of a summer scheme provision

OUR VISION IS A COMMUNITY WHERE ALL PEOPLE ACHIEVE THEIR POTENTIAL
38 volunteers supported

77 volunteering hours per week

582 Families supported

2934 home visits undertaken

69 parenting programmes

61 childcare places provided

482 people attending parent and child programmes

OUR VISION IS A COMMUNITY WHERE ALL PEOPLE ACHIEVE THEIR POTENTIAL
Friday and Saturday youth evening sessions

566 people provided with employability mentoring and support

516 job related training

471 people accessing training

232 people gaining employment

62 OCNs obtained

70

Our vision is a community where all people achieve their potential
331 people involved in arts activities

2198 counselling sessions delivered

858 people supported via health and wellbeing activities

372 0-4 year olds supported

571 Adults with disabilities provided with a summer scheme provision

70 carers supported

OUR VISION IS A COMMUNITY WHERE ALL PEOPLE ACHIEVE THEIR POTENTIAL
ABB works to improve disability services across Belfast by developing high quality responsive services to meet need. The project actively campaigns for the inclusion of disabled people within their own community; ensuring they receive the support needed within ordinary education, health, employment and social services settings. We are committed to improving the quality of life for people with disabilities.
Our Service User Forum gained momentum and is proving very successful. The meetings are hosted by the service users. The meetings are really interactive, the purpose of the forum is to give our service users a voice to help improve services and gain constant feedback.

Our ‘Speak Out’ group was successful in obtaining funding from the Festival of Learning with Belfast City Council. The event ‘Have your Say, Disabled People Speak Out’ had a large attendance. Since then we have had individual requests to continue to deliver this training within different organisations. The Speak Out Group attended many events – Launch of the Human Rights Festival, Disabled Go, BCC development meetings, BCC accessibility guide and the Festival of Learning launch.

The befriending scheme continues to expand and develop giving vital support to service users. There were lots of successes with befrienders: a ladies dinner was held, and different befriending service users had joint sessions. Many have developed confidence with befriending support and have joined new groups, both within AAB and outside. One befriendedes said to her befriender ‘I’d be lost without you’

Individual advocacy cases saw some very successful outcomes. Two people were totally under represented with no support network and no services in place. The two people now have full self-directed support packages in place.
Over the year ABB organised many important social events, this included:

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<tbody>
<tr>
<td>1</td>
<td>Summer scheme</td>
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<td>2</td>
<td>AAB drama group held its fantastic production <em>Yeeha I’ll Tell Me Ma</em> at the Grand Opera House Belfast in September 2016 which included St Louise’s School youth choir.</td>
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<td>3</td>
<td>Christmas carol singing fundraiser at Victoria Square accumulated £1000 big thank you to all who helped out on the days.</td>
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<td>4</td>
<td>The Christmas party was a huge success many service users saying it was the best yet.</td>
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<td>5</td>
<td>New partnership initiated with Kids in Control with exciting future developments in the pipeline.</td>
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<td>6</td>
<td>New music programme initiated with Holy Family Youth Centre</td>
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<td>7</td>
<td>A very successful Buddy project – All Together Now was run in conjunction with St Michael’s Youth Centre. Both staff and the young people all gained a lot of insight and understanding on issues relating to disability.</td>
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<td>8</td>
<td>A varied range of activities was provided for carers. Many new carers have become involved and have benefited from respite and relaxation events.</td>
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<td>9</td>
<td>Baker Tilly Mooney Moore ran the marathon in May 2015 – raising a grand total of £1000</td>
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**AAB FLOATING SUPPORT**

The AAB Floating Support Service continues to provide support with re-housing, safety and security, social/ life skills, physical environment, finances and budgeting. Since the start of the year, four service users have been successfully re-housed in a Life Time Home, supported housing, sheltered and a wheel chair accessible bungalow. Some examples of comments from service users regarding the support they have received include:

> “I have been lucky enough to have the most amazing support from these people”,

> “I have regained my confidence through the help of these kind people”,

Elizabeth Gracey  
Programme Manager  

> I now have structure and positive outlooks for the future, helping me better cope with my disability and mental health.
USDT continues to develop innovative public art for the area. Public art has a significant impact on the local environment and can be used to encourage regeneration and enhancements of public or private spaces. Public art also plays an important role in our everyday lives as it can enhance and complement our environments, bring communities together, offer social and educational opportunities and promote tourism.

Roisin McDonough
Arts Council of N. Ireland’s CEO
GUERILLA GARDENING 50 PARTICIPANTS

Artists Deborah Malcomson, Julie Miller, Charlotte Bosanquet and writer Brenda Murphy delivered collaborative art workshops with Action Ability Belfast Expressions’ Group and Arts Group, and Saint Vincent DePaul ‘After Schools’ and Over 50s groups.

They creatively transformed Springhill Park with a pop up guerrilla garden, complete with a scarecrow, a textile pond, grass seed men, and various props to set the scene of a garden within an urban environment, such as the installation of a garden door and seating, bird boxes and bug hotels.
TRAILERS MOBILE CINEMA 48 PARTICIPANTS

Artists Lucy Turner, Charlotte Bosanquet, Michael Sheppard and storyteller Steve Lally worked with Newhill Youth, Hammer Youth Club, Divis Youth and the Cedar Foundation through a programme of art and storytelling workshops towards a public art showcase at the interface at North Howard Street security gates (up the street of the Falls Leisure Centre, between Falls Road and Cupar Way).

This consisted of temporary public art and activities, mobile cinema showing short films made by the groups and life size free standing cut-out cinema characters.

Free art postcards designed in the workshops were distributed as souvenirs of the project. Each group printed and distributed 25 golden tickets which gave the owner the choice of a t shirt or bag that they then screen printed on the night. Inspired by the design of puffin books the groups created high impact posters each with their own signature colour. These were showcased at the event. Hi Vis screen printed bunting with designs by the participants was draped across the interface.

It gave me the confidence in doing art and has helped me want to go back and do it; as I did art in university

Katrina, The Cedar Foundation

ROISIN MCDONOUGH
Arts Council of N. Ireland’s CEO, said:

Trailers is part of a wider programme by the Upper Springfield Development Trust that is encouraging new participants and audiences for the arts. This proactive approach to engaging with marginalised groups in the area, taking art to unusual and challenging locations in West Belfast, offers an inspiring example of how the arts can be brought within the reach of everyone.
BOOK DRIVE MOBILE LIBRARY
102 PARTICIPANTS

Artists Deborah Malcomson, Tonya Mc Mullan, Casey Rubenock and storyteller Steve Lally have been working with: Glenalina Court, Bleach Green Court, Coláiste Feirste, Upper Springfield Youth Team, Action Deaf Youth, the Education Authority - Inclusion and Diversity Unit on an art project that will result in a temporary mobile library built on the back of a bicycle trailer. The groups involved have been making little hand-made books and artefacts they will gift to people on the day of the public art showcase at Springhill Park. There will also be interactive arts activities and storytelling sessions for people to get involved on the day.

A big congratulations to all the young people and to the artists.

This project is funded by the National Lottery through the Arts Council of Northern Ireland.

This is also funded by Department for Social Development’s Belfast Regeneration Office

Deirdre Mackel
Arts Manager
The Top of the Rock Healthy Living Centre is a neighbourhood based, community led approach to health improvement. It provides a range of high quality services and support in a community which experiences disadvantage and health inequalities to:

1. Identify and define the key health and well being issues and needs impacting on local people.
2. Design and implement a needs-led approach addressing inequalities in health and well being, taking a holistic approach and recognising the wider determinants of health.
3. Build social capital in terms of bonding within communities, bridging to create and support opportunities and linking to act as a conduit for better external connectedness.
4. Participate in and influence wider decision making processes that affect health and wellbeing.
2015 – 2016, like previous years, presented the centre with a range of successes and challenges, however an in-depth appreciation and understanding of the current funding environment, a culture of strategic planning embedded across the whole organisation, and an emphasis on building and maintaining effective working relationships with a range of stakeholders ensured that the successes definitely outweighed the challenges.

These included:

1. Leading a consortium of community based counselling organisations which secured a tender with the Public Health Agency to deliver psychological interventions and support services for people, from across Belfast, who self harm.

2. Greater engagement with the local community via a range of approaches, which ensured greater participation by hard to reach members in our physical activity programmes.

3. Leading a consortium of community based counselling organisations which secured a tender with the Belfast Health and Social Care Trust to deliver a range of primary care talking therapies to service users from across West Belfast with common mental health disorders.

In September 2015 Neil Gillan replaced Kevin Bailey as the manager of the Healthy Living Centre and we would like to take this opportunity to thank Kevin for his commitments and foresight and wish him well in his new role as head of mental health services with the Simon Community.

As we move into 2016 - 2017 the Healthy Living Centre will continue to improve its engagement with the local community ensuring that it has every opportunity to identify and define the key health and well being issues and needs impacting on the lives of local people.

Neil Gillan - Manager
Our daughter has turned her life around and is extremely happy with her course and part time job. Relationships within the family have also improved greatly.

As a leading employability service in West Belfast, JAC continue to provide employment and training interventions for people out of work across West Belfast and beyond.

We continue to provide employment and training interventions to people out of work across West Belfast and beyond as our engagement and activity figures demonstrate opposite. Across the year we have continued to design and deliver employment services which have worked with 984 people, supported 516 job-related training interventions resulting in 232 people gaining employment.
1 Roisin called to Job Assist for assistance to get back into work. She was made redundant from her post as a receptionist and wasn’t confident where to look for work and how to complete applications. She was quite nervous and her confidence was really low. Our mentor registered Roisin with LEMIS+ and began the job process, supporting Roisin in her job search and provided one to one support in preparing for interviews and confidence building. Roisin applied for a number of jobs and attended the interviews. She eventually secured a post with the Belfast Trust and has been employed now for over six weeks. Roisin told us today,

“I am loving every minute of my new job.”
2 Chloe is 17 years old and joined the CFSP programme with her parents. Her parents were extremely worried about her as Chloe had ongoing issues with drugs/alcohol; she was very lethargic and stayed in bed all day. The CFSP team worked with Chloe on her issues bringing in specialist drugs and alcohol advisers and worked with her on her aspirations for the future. The team also worked with Chloe intensively: by way of one to one mentoring she got involved in some of our softer skills classes such as an evening make up class and blanket making class. Her self-esteem and self-confidence started improving. The CFSP team then made a referral for Chloe to start an NVQ in hair and beauty at Springvale. In addition to this we also assisted Chloe in getting a part time job. Chloe’s parents have reported that:

“Our daughter has turned her life around and is extremely happy with her course and part time job. Relationships within the family have also improved greatly.”

3 Donna had been out of work for some time. Having worked in administration many years ago she was worried that the sector had moved on without her, and felt she would have no chance ever finding work again. Her confidence was low; she thought that returning to administration was her only hope and that it would never, ever happen. After contacting Job Assist, Donna realised that there was plenty of reasons to be confident of securing a new post and realised there were endless possibilities for her to pursue new avenues for training, new career paths to help build her confidence again. Donna attended a number of training courses, gained new qualifications and even achieved interviews for excellent administration opportunities. Donna now believes she would like to explore a new employment sector and is currently working towards her counselling qualification.

“I had been out of employment for a number years and was trying to get back into employment. I sent Job Assist a message on Facebook to see if they could help me. Dermy replied to my message & it all kicked off from there. I met with him, got my CV sorted and the next thing I knew I was attending interviews. He also got me into a supervisory development course which I passed and I’m currently doing a counselling course which I am really enjoying. Thanks to Dermy my confidence has lifted a lot and I am very grateful for all of his help. If it wasn’t for Dermy and Job Assist I would probably still be sitting worrying about applying for jobs.”
Sarah has been unemployed for over 30 years, suffering from low self-confidence and dealing with a family bereavement. Due to her lengthy unemployment she was extremely anxious about completing application, interviews and working with benefits. Sarah and her mentor devised an action plan that would suit her and allowed her to focus on her goals in a timely, supportive manner. She completed the GOALS course which allowed her to develop self-esteem and have a clearer career path. From this Sarah completed health and safety training with the Education Authority and together with her mentor completed job application forms and discussed possible interview questions. Sarah was successfully interviewed and began employment with Education Authority. This has now helps provide a structure to her day, enhance her quality of life, widen her social circle and enhanced her self-belief.

“Being able to complete the courses was a real turning point as it was able to open up new opportunities for me. I am now more confident when in interviews and when applying for jobs. I feel good about this. They helped and empowered me as I have been out for so long, I was worried and felt stressed. I am not struggling as much as I was two month ago. I am more content and it makes it easier to know that I all I need to is pick up the phone and you are always there to support me. I am glad I made the initial phone call.”

Sinead O’Regan - Manager
MISSION STATEMENT:
To provide a quality assured, cost-effective and added value financial management service for community groups that will ultimately build on and develop individual, organisational and a community capacity.

SERVICES:
Outsource is a social enterprise (a business with a social aim) service that offers affordable and responsible financial services to individuals, groups and businesses in the setting up or the refining of payroll, bookkeeping, auditing, PAYE and budgeting systems. It also works with groups to promote and embed best practice in all their financial functions.

During the past year Outsource has worked with a number of groups to ensure the development of compliance and governance issues. Allied to this work the unit also helped to support organisations redevelop their financial management practices and put in place robust finance structures that ensure greater organisational sustainability.
OUTSOURCE CURRENTLY OFFERS THE FOLLOWING RANGE OF SERVICES:

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<td>1</td>
<td>Helping with the start-up of your business</td>
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<td>2</td>
<td>Preparing financial forecasts</td>
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<td>3</td>
<td>Assisting with the installation and management of accounting packages</td>
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<td>4</td>
<td>Advising on business tax affairs</td>
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<td>5</td>
<td>Preparing management accounts</td>
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<td>6</td>
<td>Calculating VAT returns</td>
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<td>7</td>
<td>Monthly Bookkeeping</td>
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<td>8</td>
<td>Payroll</td>
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<td>9</td>
<td>Self-Assessment Tax Returns</td>
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<td>10</td>
<td>Preparing statutory year end accounts</td>
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<td>11</td>
<td>Grant management</td>
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<td>12</td>
<td>Real Time</td>
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<td>13</td>
<td>VAT returns</td>
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<td>14</td>
<td>Finance training</td>
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<td>15</td>
<td>System review and development</td>
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TEAM

1. The current staff team of eight have a wide range of experience and expertise who are always willing and able to advise new clients of their service needs. Currently the team manage a wide portfolio of clients from individuals, charities and small companies.

2. As a social economy project all resources earned are reinvested into the development of the Upper Springfield Development Trust.

Anne McEvoy
Asst CEO of Finance and Corporate Services
Sure Start works in partnership with parents and carers, and many organisations throughout the local community, to deliver the best start in life for every child by bringing together early education, childcare, health and family support. Sure Start is not just for those families who receive benefits or for lone parents – anyone who is pregnant or has a child under four years old and who lives in the Upper Springfield, Whiterock or Falls Park ward can register with Saol Úr Sure Start and receive our services, free of charge. We welcome children and families from all backgrounds and of all abilities.

I just don’t know what you do to them up there, but he comes home chatting away!!

I’m delighted
1 DENTAL

Parent and children weren’t registered with dentist. The parent had thought that her child would attend the dentist in primary school and that this was early enough.

Staff member brought the form to the parent’s home and got the children registered with the dentist. The staff member encouraged six monthly visits to the dentist.

2 SMOKING CESSATION

A mother who smoked heavily while pregnant had support from a staff member trained in smoking cessation. The mother then successfully give up smoking during her pregnancy.

3 BEHAVIOUR

Parent R who came along to a group found it difficult to set routines and boundaries. With the family link worker’s support, the parents set themselves an achievable task each week. By the end of the course the parent had bedtime and mealtime routines in place and was finding it easier to manage behaviour in the home.

Maternity support

The maternity team visited 100 different adults for home visiting support last year. Of these mums we visited 35 of these for breastfeeding postnatal visits.

Although we only made two trips to the MLU with some mums these visits made a big impact with the mums who decided to birth in a MLU.
MIDWIFE-LED CARE

A first time mother was supported in her choice of midwife-led unit. She used hypnobirthing techniques learned through Sure Start and had a positive, drug-free birth which she described as fantastic.

“Went fantastic. I simply breathed my baby down...they want to know who taught me they said they had never seen anything like it not even on gas and air!! Had one of the midwives crying too lol although I did look and feel drugged like those women in the videos!! Can’t thank u enough for all your help and guidance. U really made this birth exactly wot I wanted!!”

Speech and Language Therapy

The SLT service provided 169 home visits for identified children who had speech and language difficulties this year. These home visits allowed parents to learn the best techniques to help their child’s speech, language and communication skills to develop. 18 sessions of speech and language nurture group were offered for those children who required specific treatment. 25 group sessions were ran for pregnant and new mums to upskill them with the aim of preventing communication difficulties in their newborns.

NURTURE GROUP

One mum who had been very concerned about her child’s development was delighted with his progress after attending the speech and language nurture group.

“just don’t know what you do to them up there, but he comes home chatting away!! I’m delighted

Another told us

P just loved the group and the company of other children. You have done an amazing job with hm. Thank you

Childcare

Our childcare team provide high quality services, with lots of children and families benefiting from these services on a daily basis.
Some recent feedback we received from parents included.

“Brilliant for parents, great for kids, a brilliant service”

“Sure Start provided me with day-care so that I could attend counselling. I don’t know where I would be today without Sure Start.”

“My child’s speech has developed so much from Rhyme Time and me learning Baby Sign.”

“The Sure Start summer scheme is great for children.”

“Programme for two year olds gave my child the best start in life.”

We work alongside many external agencies which include, local childcare centres and nursery schools. Some feedback we have received from nursery schools includes:

“You can notice a child who has attended Sure Start.”

“The final observations provided by Sure Start help nursery staff settle the children.”

“Staff are fantastic and treat every child like their own.”

6 HOLISTIC WRAPAROUND SERVICES

Parent A has attended Sure Start since 2009, and has used a wide range of services such as midwifery, family support, programme for two year olds, parenting programmes, parent and child programmes, events, respite, day-care. This parent has also received additional help at Christmas, and gone through periods of receiving food parcels.

In addition, this parent has had support from Sure Start regarding an autism diagnosis for her child. She has also accessed support from social services and counselling.

Seána Talbot
Sure Start Co-ordinator
Members continue to identify opportunities to work better together...

NEIGHBOURHOOD RENEWAL - ANNUAL REPORT 2015-2016

The Neighbourhood Renewal Programme aims to reduce the social and economic inequalities which characterise the most deprived areas. It does so by making a long term commitment to communities to work in partnership with them to identify/prioritise needs and co-ordinate interventions designed to address the underlying causes of poverty.
Our various community development projects are always trying to strengthen the area by prioritising the actions of communities, and their perspectives in the development of social and economic policy. Our collective work develops people’s capacity to become active citizens through community groups, organisations and networks; and the capacity of agencies (public, private and non-governmental) to work with the area to determine what changes are required.

Good community development is action that helps people to recognise, develop their potential and organise themselves to respond to problems and needs which they share. It supports the establishment of strong communities that control and use assets to promote social justice and help improve the quality of community life.

**INTEGRATED PARTNERSHIP**

Members continue to identify opportunities to work better together, identify areas for collaboration and partnership working. This year we worked with local residents’ groups, political representatives, local organisations and statutory bodies to regenerate a number of sites across the area and support good community development policy (Community Planning).

The development of the ‘Community Corridor’, in which partnership members worked with Belfast City Council (who committed £1.7m) to transform the land between the Whiterock Road and the leisure centre into an integrated community area provision. The first phase is now completed with the Glór na Mona building: the play park will be completed by September 2016.

**CORRIGAN VILLAGE**

Political representatives, partnership members and local residents continue to work on Corrigan Village’s regeneration. Now established as a community interest company and with an agreed master plan the site has the potential to act as major community asset on the old St Thomas’ school site.

Other initiatives supported is the 4G pitch at Gort na Móna GAC and Holy Trinity primary school; this replaces the school’s existing upper playground and vacant land; the partnership are also supporting developments in the Sliabh Dubh estate and at the Haribo site.

Area groups have been involved in a community planning pilot in Westrock Whiterock. Community planning is a process which helps public agencies work together with the community to plan and deliver better services which make a real difference to people’s lives.

Deirdre McVeigh - Co-ordinator
The youth team continue to deliver programmes for young people from the Upper Springfield Area using: informal group work, experiential learning, detached work and accredited training. We do this through our core team and with the support of young people on placement (International Fund for Ireland's Peace Impact Programme).

“This has been good because I have gained experience but also the finance has allowed me to get the experience.”

Community Peer Leader
The team delivered services to 535 young people from the Upper Springfield area, who participated in a range of programmes which contributed to enhance their levels of social inclusion, confidence, self-esteem, and health and well-being. We also coordinated the delivery of Newhill Youth Club with the Newhill Community Association.

This year the youth team gained OCN accredited centre status and are in the process of developing a menu of relevant local courses. During the year young people completed a number of OCN courses: youth work; sexual health; drugs and alcohol awareness; social media and peer mentoring.

**VOLUNTEER TESTIMONY**

*I first began working with the Upper Springfield Development Trust youth team two years ago when I began a group with Sean that involved learning about health and community awareness.*

*The following year, I was given the opportunity to work alongside Féile in the organisation of West Belfast Youth Talks Back, which was an event that involved young people and politicians coming together in order to discuss the topic of apathy and the wide range of topics related to it. This was a great experience as I was able to develop and learn many new skills such as cooperation when working with new people.*

*Recently, I had the opportunity of beginning the volunteer group which will enable me to have my OCN certificates in youth work at the end. This group is important to me as it has made me realise that I would like to follow a career in working with young people. It also gives me somewhere to go during the week.*

As well as that, I am currently a steering committee member which is a group where I and five other young people come together each week. At the minute, we are training to give our views and opinions on what happens within the Upper Springfield youth team.

*All of these projects have provided trips and residential that have incorporated fun as well as the development of many communication and interpersonal skills. However, if the funding is cut then many other young people will lose these opportunities that I believe are vital in our community. The various groups and projects provided by the Upper Springfield youth team create a safe place for young people to go to during the week which I believe is necessary not only for us, but for the future youth of our area.*
I have now been involved with the project for five months and have gained a lot of experience in different settings with different types of young people. I had minimal experience before I came here and now I have gained loads of experience working with different young people, different ages and in different ways. I have learned how to develop relationships with young people and what the professional boundaries of those relationships should be…. I have also learned how to plan and evaluate youth programmes…..I now have five months practical work experience which will put me in a better place if I’m going for jobs in the future. I will be able to talk about different experience within an interview setting…. It’s also been good having money in my pocket.

It’s been a really good experience, not just doing the job I like and enjoy but because I can’t get this experience as a volunteer due to finances and kids. This has been good because I have gained experience but also the finance has allowed me to get the experience.

I am more confident as a result of the project. I am more confident working with young people. I couldn’t talk in front of a group when I started but now I am running my own groups and talking in front of groups. It’s also good having extra money in your pocket which allows me to buy things that I like and go out and enjoy myself more. My relationships with young people have got better and my listening skills have got a lot better. The job has also helped me improve my problem solving skills and having to think on my feet to resolve conflict or sort out a problem on the spot….it’s all been a good experience, a brilliant experience taking groups, detached work, drop in its all been brilliant.

The team has been brilliant always support me to improve work, showed me correct practice. Supervision was great always getting advice about how to improve, especially paper work and session planning has really improved because of the support.
UPPER SPRINGFIELD DEVELOPMENT TRUST BOARD MEMBERS

Noel Rooney    Chair
Seamus O’Prey   Chair, Finance, Audit & Risk Committee
Des Hewitt   Chair, Human Resources and Governance Committee
Tommy Holland   Board Member
Brenda Turnbull   Board Member
John McGeown   Board Member
Conchur O’Muadaigh   Board Member
Joe Reid    Board Member
Company Secretary   Dónal Mc Kinney

SENIOR MANAGEMENT TEAM

Dónal Mc Kinney    CEO
Ann-Marie Mervyn   Assistant CEO (Operational Services)
Anne McEvoy    Assistant CEO (Finance and Corporate Services)

Auditors

Jones Peters
44 Elmwood Avenue
Belfast, BT9 6AZ
Telephone: 028 9066 4638   Fax: 028 9068 2007

Solicitors

Edwards & Company
28 Hill Street
Belfast, BT1 2LA
Telephone: 028 9040 8390
## UPPER SPRINGFIELD DEVELOPMENT COMPANY LIMITED

### BALANCE SHEET as at 31st March 2015

<table>
<thead>
<tr>
<th></th>
<th>31/03/2015 £</th>
<th>31/03/2014 £</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fixed assets</td>
<td>41,451</td>
<td>39,400</td>
</tr>
<tr>
<td>Current assets</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>986,021</td>
<td>961,768</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>192,467</td>
<td>220,575</td>
</tr>
<tr>
<td></td>
<td>1,178,488</td>
<td>1,182,343</td>
</tr>
<tr>
<td>Creditors:</td>
<td>-42,112</td>
<td>-15,489</td>
</tr>
<tr>
<td>Amounts falling due within one year</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Net current assets</td>
<td>1,136,376</td>
<td>1,166,854</td>
</tr>
<tr>
<td>Net assets</td>
<td>£1,177,827</td>
<td>£1,206,254</td>
</tr>
<tr>
<td>Represented by:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted funds</td>
<td>1,116,098</td>
<td>1,092,224</td>
</tr>
<tr>
<td>Restricted funds</td>
<td>61,729</td>
<td>114,030</td>
</tr>
<tr>
<td></td>
<td>£1,177,827</td>
<td>£1,206,254</td>
</tr>
</tbody>
</table>

Seamus O’Prey - Director    Noel Rooney - Director
### FINANCES

#### UPPER SPRINGFIELD DEVELOPMENT COMPANY LIMITED

**FINANCES 1st April 2014 – 31st March 2015**

<table>
<thead>
<tr>
<th>Total Incoming Resources</th>
<th>Total Resources Expended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Donations</td>
<td>Cost of generating Funds</td>
</tr>
<tr>
<td>70,568</td>
<td>156,232</td>
</tr>
<tr>
<td>Activities to further the charities activities</td>
<td>Charitable Activities</td>
</tr>
<tr>
<td>2,043,695</td>
<td>2,251,672</td>
</tr>
<tr>
<td>Activities for generating funds</td>
<td></td>
</tr>
<tr>
<td>265,214</td>
<td></td>
</tr>
<tr>
<td><strong>£ 2,379,477</strong></td>
<td><strong>£2,407,904</strong></td>
</tr>
</tbody>
</table>

#### SOURCES OF INCOME

<table>
<thead>
<tr>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>European Social Fund</td>
</tr>
<tr>
<td>Belfast Regeneration Office</td>
</tr>
<tr>
<td>Eastern Childcare Partnership</td>
</tr>
<tr>
<td>Arts Council of Northern Ireland</td>
</tr>
<tr>
<td>Belfast Health &amp; Social Care Trust</td>
</tr>
<tr>
<td>Belfast City Council</td>
</tr>
<tr>
<td>Public Health Agency</td>
</tr>
<tr>
<td>Belfast Metropolitan College</td>
</tr>
<tr>
<td>International Funds For Ireland</td>
</tr>
<tr>
<td>NI Housing Executive</td>
</tr>
<tr>
<td>Department of Education &amp; Learning</td>
</tr>
<tr>
<td>Direct Payments</td>
</tr>
<tr>
<td>Donations</td>
</tr>
<tr>
<td>Generated Income</td>
</tr>
<tr>
<td><strong>2,379,477</strong></td>
</tr>
</tbody>
</table>
### SOURCES OF EXPENDITURE

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff Costs</td>
<td>£1,571,453</td>
</tr>
<tr>
<td>Premises Costs &amp; Other Operating Costs</td>
<td>£146,068</td>
</tr>
<tr>
<td>Training</td>
<td>£14,559</td>
</tr>
<tr>
<td>Depreciation</td>
<td>£14,589</td>
</tr>
<tr>
<td>Programme Delivery</td>
<td>£650,149</td>
</tr>
<tr>
<td>Governance Costs</td>
<td>£11,086</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>£2,407,904</strong></td>
</tr>
</tbody>
</table>

### PROGRAMME DELIVERY

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community Capacity Programmes</td>
<td>£80,245</td>
</tr>
<tr>
<td>Action on Disability Programmes</td>
<td>£38,368</td>
</tr>
<tr>
<td>Community Arts Programmes</td>
<td>£31,506</td>
</tr>
<tr>
<td>Health Related Programmes</td>
<td>£22,840</td>
</tr>
<tr>
<td>Employability &amp; Training Programmes</td>
<td>£232,233</td>
</tr>
<tr>
<td>Youth Activities &amp; Training Programmes</td>
<td>£50,614</td>
</tr>
<tr>
<td>Sure Start Programmes</td>
<td>£194,343</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>£650,149</strong></td>
</tr>
</tbody>
</table>

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**USDT** committed to green issues and sustainability