



"Salmon is fun and gets me out of the house. I

I am a young volunteer, because it is good to help other people. When someone has a problem at home and you are able to make them smile for two hours, you make them feel better about themselves. I like to be as helpful as I can.

The more you put into something, the more you get out of it. It doesn't hurt to be helpful! Not me anyway."

Anthony, 18





2010/11 was a rollercoaster journey **FOREWORD** for Salmon as the high water mark of funding receded under the impact of the national debt and deficit crisis. At the end

"We will continue to provide the best youth work activities and opportunities for our young people."

> funding, complete our re-structuring and set our course for the future. The riots of August 2011 have changed the way that policy-makers look at youth work. Interestingly, there was little trouble in Bermondsey. Even more interesting, people have started to talk about the importance of

of the year, our longstanding Executive

Director, Mark Blundell OBE, left to take

through the re-development of the building

so that today, Salmon is the largest purpose

built youth centre in the country – and all

With the award of significant amounts of

Transition Funding from the Government,

we have until April 2012 to find alternative

achieved without leaving us in debt.

Mark had been responsible for driving

up employment elsewhere.

Salmon has been running a very popular and successful club for 6-9 year olds for ages. For many of our kids, this is where those

ages, even as young as 8.

working with young people at much younger

important long-term relationships that are the foundation of successful youth work are

Many consider that the violence and looting was opportunistic; others that it indicated evidence of a moral breakdown and a broken society. But we must always remember that the vast majority of young people were not involved and were as shocked and horrified as everyone else.

For me, the disturbances highlighted the rootlessness and disconnectedness which some experience. Experiences which flow from the injustices and inequalities in the human condition and society, which Christianity, the rock on which our work is based, aims to address.

We will continue to provide the best youth work activities and opportunities for our young people. What drives our work is a belief that a personal relationship with Jesus offers a faith which provides meaning and purpose in life, hope for a better future and **love** which finds fulfilment in putting the needs of others before our own.



I met Marcus, along with his fellow HOW students, through their weekly adventure **FOURTEEN**class. Marcus has learning difficulties and was initially quiet, having trouble **YEAR-OLD** following instructions accordingly. **MARCUS** He started applying himself, even though he

MADE A

DIFFERENCE

initially appeared uncoordinated and fearful of heights. He enjoyed the physicality of the climbing wall, the Leap of Faith giant swing and trampolining.

Interestingly, none of the lads had climbed to the top of the wall during our adventure class. Given their age and fitness levels this was always curious to me, but I did not mention it to the group.

One day, Marcus came to our open climbing club session. Somehow he managed to climb to the top of the wall. He was committed, fearless and had a very clear intention to make it to the top.

During the next adventure class, he repeated his success and climbed to the top of the wall in front of his mates. He was certainly happy and proud of his achievement.

He surprised himself by what happened next. All of his classmates made it to the top of the climbing wall that very day. He was the inspiration and the break-through man and everyone knew it and acknowledged Marcus for what he had created. One can imagine the impact on his self-confidence and self-esteem.

same class of lads was working with staff members of Standard Chartered Bank in a corporate social responsibility workshop. Marcus once again rose to the challenge of the day. He communicated so openly and clearly. He became an inspiration to the attending group of people.

Soon after this break-through day the

At one point Marcus chose to stand on a chair to proclaim his success on the day. Shy no more. Marcus had made a difference, a contribution to the quality of living for other human beings. A true wonderful moment in time....

#### Robert Razz. Sports Worker – Adventure

The name of the young person has been changed for privacy reasons.



# A YEAR AT THE SALMON YOUTH CENTRE APRIL 2010 – MARCH 2011

We start our Music Trainee heme. Four young people ecialised training in the m





We introduce the Member of the Month, Every month a young person who has excelled in one of the clubs or activities is selected and awarded with a certificate. Their picture gets a place of honour in the fover.





We move into phase 2 of the uilding, which includes a gym. oike workshop, kitchen, IT facilities art room and enterprise spaces.

Ve launch our new website ith detailed information bout our work and direct input from young people writing about their



Our bi-monthly event D:Session

rows in popularity, with over

00 young people attending

have fun and celebrate the

alents of their peers.

cretary of State nildren and Fami ets our young eople and has a g on our climbing wall



volvement with Salmon.



ur dance compan

CAD performs a

he Youth Oscars

Awards at the Quee

Elizabeth Hall.



lany young people get the oportunity to escape London for a w days by joining us on trips and sidentials to places like Birmingha Hindleap Warren, the Edinburgh estival, Minnis Bay, Whipsnade, Littl Canada and Little Hampton.



Ve hold a successful

ndraising event at

any young people

as had on their lives.

form and bankers a

Ve organise our first Salmon Community Day, Photographers from all over London come in to take portraits of families living in Bermondsey for free.

staff members attending differe

nare about the work we do in the

ommunity. It is followed by a lunch

entation of our latest annual rep



8-year-old Lorelle Lambert, together with the

help of a local journalist and a group of commit

oung people, sets up SKN magazine and

unches the first issue at one of our events.



We are awarded £120,000 from

the Mayor's Sports Fund. This

during the new financial year.

nbee visits the ntre, meets wi<sup>.</sup> ır young people d writes a colur out the importa d impact of our ork in the Guardi



Director Mark Blundell and 21-year-old Rebecca alawu speak at the ommons' Education Select Committee about he importance of services for young people. Their visit s broadcasted on London BBC News and we take bart in an interview for Th World Tonight on Radio 4



versity of London, release

s report evaluating two years o

our work, stating that the Salm

outh Centre is "one of the bes

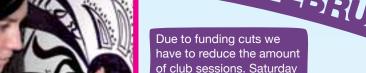
ourced buildings for youth wo

the country, along with one of the

st experienced, committed ar

pwledgeable teams of staff."





vening sessions cease.

osts and salaries. Dance, Mus nd Drama work continues.

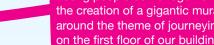


For the first time since the opening of our new building we have a full resident community! All ten people livir at the centre are committed to volunteering in clubs at least two evenings a week.

volunteers in our work.

We are not successful in attracting money from the Department for ducation's new funding stream and plans to cut back numbers of staff United St Saviour's Charitable om 30 to 13 become very real





arty for older people in

the first five staff members to leave the centre due to

We prepare for

lack of funding.

DECEMBER.

We organise a Christmas



We look to recruit an Adult Volunteer Co-ordinator who can train and support more



We introduce a new activity Salmo Sunday. Young people are invited t meet up and explore issues of faith

We take an active part in the Bermondsey Carniva over a meal on a Sunday evening. oining the procession and running activities in



uring the Arts Week sixty young people their hand at graffiti, painting, poetry orytelling and dance. We also run an dventure week for the more daring on



ith the new government in place a ding streams coming to an end o imbers of staff have started

# LOOKING **FORWARD**

We carry with us an enormous hope for the future – not only in the face of each individual young person that we encounter, but for the skilled and passionate workers that remain, for the enthusiastic young volunteers and new shiny cohort of trained adult volunteers.



We will keep on enjoying our vibrant Thursday evening club, where 100 plus children between 6 and 9 take part in a range of activities, including sports, arts and lots of games. This is the place where children start building relationships with staff members and volunteers that will hopefully last for the rest of their teenage years.

We want to continue to see the talent of the future take their place on the stage of today. We will encourage emerging artists, build on partnerships with leading **arts** organisations, see young people getting accreditation for their artistic exploits, celebrate diversity and support young people to lead the way.

With the Olympics just round the corner, we hope young people will be inspired and get involved in different **sports**, sports competitions, sports teams and sports trips over this next year. We aim to provide accreditation for all our young people in a variety of sports.

We will continue to engage young people in small **projects** that relate to their social, political and physical environment. Young people will be involved in focus groups, events, campaigns, volunteering, fundraising, disability work, Duke of Edinburgh scheme and contributing to their wider community.

We will start our weeks with our Salmon Sunday sessions, offering young people an opportunity to explore Christianity. We hope that they may discover faith, hope and love for today, helping them to stay strong in their ourney of life, whatever comes their way

## **FINANCES**

The past year saw us perform resiliently in what was, and continues to be, a challenging time for the voluntary sector. A number of revenue grants ran out during the year contributing to a 20% fall in revenue income. As a responsible organisation, services to local young people to the usual high we have considered and implemented the measures needed to ensure our ongoing viability. These included halving our staffing compliment from thirty, undertaking careful cost analysis and achieving efficiency savings where feasible.

Our focus and commitment to young people however remains strong and the current staff members are responding well to the challenges. They remain skilled and committed to delivering standard. But it is only with the continued support of funders and supporters that we can continue to deliver these much needed services to young people now and well into the future.

#### INCOME AND EXPENDITURE HISTORY

#### INCOME

Year Ending	Income Total	Income Redevelopment	Income Excluding Redevelopment
31-Mar-2009	£1,349,373	£809,059	£540,314
31-Mar-2010	£2,316,545	£766,304	£1,550,241
31-Mar-2011	£1,823,788	£590,292	£1,233,496

#### **EXPENDITURE**

Year Ending	Expenditure Total	Expenditure Redevelopment	Expenditure Excluding Redevelopment
31-Mar-2009	£752,836	£257,710	£495,126
31-Mar-2010	£1,490,287	£168,363	£1,321,924
31-Mar-2011	£1,441,904	£202,547	£1,239,357

## **INCOME EXCLUDING REDEVELOPMENT 2010/11**

Youth Work including Arts & Sports	£1,029,429	84%
Donations	£91,905	7%
Lettings	£61,600	5%
Residents Fees	£27,920	2%
Subscriptions, Investment Income & Other Inco	ome £22,641	2%

### **TOTAL INCOME**

Total Income	£1,823,788	100%
Redevelopment Income	£590,292	32%
Income excluding Redevelopment Income	£1,233,496	68%

#### **EXPENDITURE EXCLUDING REDEVELOPMENT 2010/11**

Youth Work including Arts & Sports	£1,114,949	90%
Fundraising	£109,180	9%
Governance Costs	£15,228	1%

#### **TOTAL EXPENDITURE**

Total Expenditure	£1.441.904	100%
Redevelopment Expenditure	£202,547	14%
Expenditure excluding Redevelopment Expenditure	£1,239,357	86%







009	£7,568,930
010	£8,911,024
011	£9,292,474

"If I wasn't coming to Bermondsey to volunteer, I really would be in a bubble."

Like the young people who come to the Salmon Youth Centre, all our volunteers have something to offer, whether it be good advice, encourage or new skills. From the extrovert, to the sporty, to the artistic, practical, quiet and thoughtful, all can bring something new and positive to vouth work - and to their own lives in doing so. Among the volunteers at Salmon, there is someone for every young person to relate to.

"I like to go to the art room. Because the young people have chosen the activity it tends to be about calmly sitting down and keeping busy, sewing, painting and getting to know each other happens so naturally, without any rush. Being creative lends itself to that."

Mary (51), Play Therapist



"Just being able to relate to young people is great. To have a conversation. to get them to open up. It's a really good feeling.

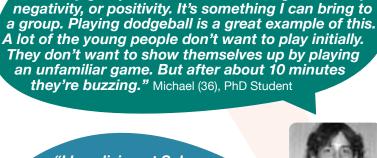
Sometimes you sit there and sort of think they're just bored. Sometimes they don't come and I know I will have to go to them. You can see they're looking at you, trying to figure out what you're about and you're looking at them thinking 'what are you all about'. But if they want to talk, they choose you, rather than you choose them."

Natosca (28). Film Student

"I like teaching people new skills, like playing chess. I'm not very good at chess, but I know the rules. I enjoyed finding out that I had the patience to teach them the rules. I actually think youth work is quite a self-reflective activity. It makes you think about how you interact with people of every creed and colour.

I grew up in a small town in the countryside, my dad had a tractor, I live in Highgate and work in the media. If I wasn't coming to Bermondsey to volunteer, I really would be in a bubble."

Richard (29), PR Consultant



"The thing that brought

me into youth work, that gave me

inspiration, was when I was younger. The

dynamics and insecurities of teenage years.

The way groups can be lifted or brought down by

"I love living at Salmon as a Resident. We have a lot in common because we all enjoy working with young people and sharing our friendship and faith. The feeling of community is really strong. My favorite is working in the same clubs with a few other Residents and knowing that we make a great team."

Jenny (22), Resident

"My children of 8. 9, 11 and 15 all come to different activities at Salmon. That's why I wanted to get involved myself, as a volunteer.

It is good that children recognise you as a local parent in the club. They know who I am and see me walking on the streets of Bermondsev.

I enjoy getting involved in cooking. Me and my daughters learnt to make crumble at Salmon and now we make it at home as well."

Tina (32), Full-time Mum





# **PEOPLE**

BETWEEN APRIL 2010 – MARCH 2011 Thank you to everybody – staff, volunteers, residents, parents, funders, supporters, fellow Trustees and Council of Reference members for making our work with young people possible!

TRUSTEES
Adrian Greenwood (chair)
Bob Gleaves
Bob Mayo
Columba Blango
Guy Sears
Jane Keefe
John White
Juanita Fan
Kat Casson
Linda Turton
Michael Askwith
Sara Manwell

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Part-time Handyman
Andy Wilson,

Pastoral & Mission Manager **Anthea Davis,**Training & Enterprise Manager

Brenda Yearwood, Receptionist

Chantal Bardouielle, Part-time Dance Worker

Charlie Pelling, Youth Ambassador

Claire Sexton, Part-time Arts Worker

Colin Bascom, Finance Director David Mellis, Senior Development Manager

**Dawn Anderson,** Youth Worker – Inclusion

**Debraham Anoma,**Community Sports Coach **Donna Wallace.** 

Part-time Youth Worker **Eugene Ankomah**,

Artist

Godiva Apedo, Youth Worker, Dance & Arts

**Guy Foxell,**Youth Work Manager – Sports

James Davis, Youth Worker – Inclusion

Jamie Anglesea, Volunteer Co-ordinator

**Jessica Bell,** Youth Worker – Health

Jim Guild, Administration & HR Manager Laura Fawcett.

Youth Work Manager – Arts

**Lorelle Lambert,** Youth Communication Officer

**Lucy Frankenburg,** Development Manager

Marcus Senior, Youth Work Manager – Projects Mark Blundell,

Executive Director

Matt Perkins, Youth Worker – Outreach Michael Smith.

Development Manager

Miranda Haslem,

Youth Worker – Disability

Mirjam Ngoy-Verhage, External Relations Manager

Reny Jaiyeoba, Community Sports Coach

Robert Razz,
Adventure Worker
Paul Ayul,
Community Sports Coach
Sam Adofo,
Deputy Director
SJ McIntosh,
Project Co-ordinator at HCYP

GAP-YEAR STUDENTS (GAPPERS) Emma Tierney Gabriel Kingston

James Hynes

Jason Terry

Jason Terry
Molly Vandyke
Nathan McAdam Freud
Rebecca Joslyn
Rebecca Salawu
Rowan Bolashodum

Stephane Irie Tanya Biyani Tresor Kimbien

Victoria Razzell

MUSIC TRAINEES
David Bransbury
David Elson
Jason Neufville
Kheron Gilpin

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Amy Salter
Bella Tran
Charlie Pelling
Derek Ballo
Emma Tierney
Funmi Ohiosuma
Katie Newman
Masai Lawrence
Michael Emberson
Rachel Kelso
Rachel Salawu
Zara Kelly

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Amy-Louise Ellis
Claire Bates
Claire McCleod
Claire Sexton
Gillain Ahston
Heather Stevenson
Jade Rochester
Jason Terry

Jade Rochester
Jason Terry
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Lindsay Burns
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Mary Wilson
Matthew Galliers
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Nailah Burnett
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Pauline Phipps
Richard Botley

**Sharon Morrison** 

Stacey Carpenter Steven Akintewe Tina Kelly Trevor Gordon

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Jenny Paramonov
Jeremiah Harris
Jessica Walsh
Katie Roe
Mandy Cunningham
Michael Petersen
Miranda Haslem
Mirjam Ngoy-Verhage
Paul Ayul
Paula Phipps
Tom Green
Tom Newby

Names in purple are of people that left during the year.

11110





#### **FIND US ON:**



"It is the spirit of wanting to help the young people that is sustaining us. Staff members don't see their work as a job, they see it as a vocation. We don't want the lives of young people to be affected by the cuts so we are doing all we can."

Sam Adofo, Director

## **OUR MISSION**

THE SALMON YOUTH CENTRE IN BERMONDSEY AIMS TO INSPIRE YOUNG PEOPLE TO REALISE THEIR POTENTIAL, TO CONTRIBUTE POSITIVELY TO THE COMMUNITIES IN WHICH THEY LIVE AND DISCOVER MEANING AND DIRECTION FOR THEIR LIVES.

## **OUR VISION**

OUR HOPE IS THAT THE YOUNG PEOPLE MAY RECOGNISE AND RESPOND TO THE CHRISTIAN FAITH, WHICH IS THE BASIS OF OUR WORK, AND WHICH WE BELIEVE GIVES TRUE MEANING AND DIRECTION FOR LIFE.

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Patron: Lord George Carey former Archbishop of Canterbury

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