

Spear Brighton Impact Report 2023-2024: Transforming Potential into Success

A Heartfelt Journey of Transformation

Dear supporters, partners, and friends of Spear Brighton,

As we reflect on another impactful year, we are filled with gratitude for the young people we have had the privilege to support, the partners who have championed our cause, and the businesses who have invested in brighter futures. From September 2023 to August 2024, Spear Brighton has continued to empower young individuals facing significant challenges, equipping them with the skills, confidence, and support to overcome barriers and build sustainable careers.

Our Participants

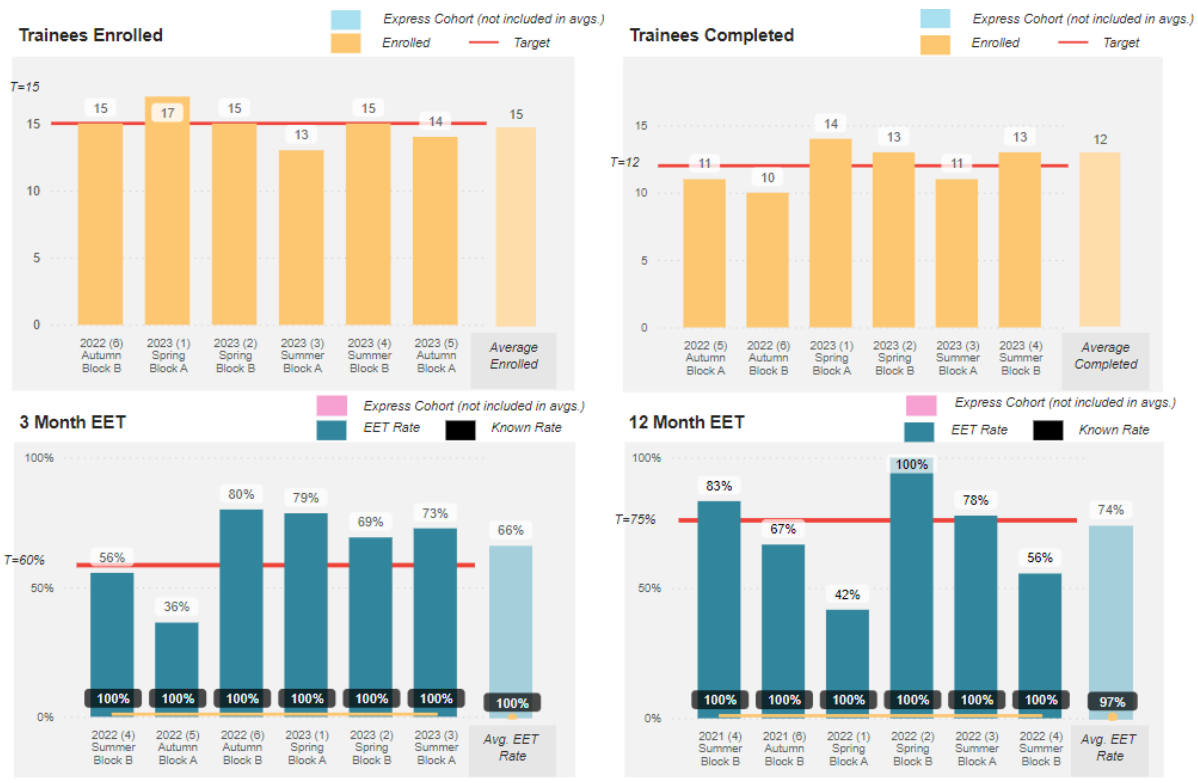
This year, we welcomed **86 young people** into our programme, each with their own unique journey and challenges.

- **63 young people (73%) successfully completed the programme.**
- **86% of participants faced one or more barriers** to employment, with many experiencing significant challenges such as:
 - Care experience
 - A criminal record
 - Living in supported accommodation
 - Leaving school with fewer than five GCSEs
 - Caring responsibilities
 - Physical, mental health, or learning difficulties impacting daily life
- **59% (51 of the 86 participants) faced three or more barriers**, highlighting the complexity of challenges our young people navigate.

Celebrating Success

Despite these hurdles,

- **49% of participants were in employment, education, or training (EET) within three months of completing the programme.**
- More significantly, **78% were still employed or in education at the 12-month mark**, demonstrating the long-term impact of our support in enabling sustainable career progression.



Our Referral Partners

None of this would have been possible without our collaboration with remarkable referral partners: Barnardos, BHASVIC, Brighton Job Centre, Brighton MET College, Brighton Youth Hub, CAMHS, Clocktower Sanctuary, East Brighton YES, Elev8, Mind, Moulsecoomb Family Hub, Skills Training UK, Supported Employment Team, Whitehawk Foodbank, YMCA Evolve and Youth Employability Service.

They opened doors, connected hearts, and together, we orchestrated a beautiful symphony of change.

Businesses Partners

We extend our heartfelt gratitude to our partners who helped realise our vision and deliver the program by providing funding, volunteers, company visits and work opportunities. Without these partners our program would not be able to function.

Thank you to Brewers, Chichester College Group, Fonthill BCA, Hiscox, LYNN Foundation, No Fear Bridge, OneFamily, Riverstone, Rosaz, Sussex Community Trust, The Bid Give, Waitrose and the individual givers. Thank you for investing in our vision!

Other regular supporters through volunteering, work placements and offering apprenticeships include Best Insurance, Elucidat, Graphite, Hungry Minds Childcare, Marstons, Southern Water and others.

These organisations did more than just contribute; they are the backbone of our endeavours. From inspiring company visits to nurturing through work placements and apprenticeships, these businesses embodied the spirit of community.

Trustees and Program Partners

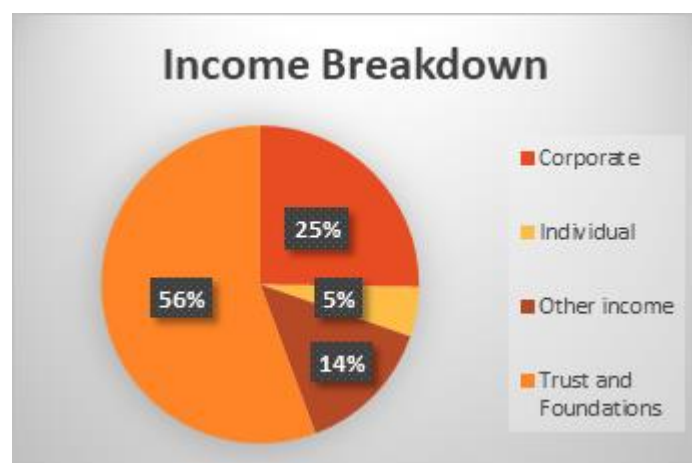
We thank our trustees, all of whom are unpaid volunteers, for their dedication and service. During this year the chair of trustees, Sam Brewer, who had the vision for Spear back in 2017, stepped down as chair and the treasurer, Les Taylor took her place. We honour Sam for her tireless campaigning internally and externally to get Spear launched and running in a sustainable and successful way. Les was part of the team of six that founded Spear and carries the same drive and vision to effect positive change in Brighton.

And last but not least our heartfelt thanks to our two key partners in Spear. **Resurgo** developed Spear more than 20 years ago and provide ongoing innovation of the program, leadership and annual training for our team including supply coaches when we hit a gap and centre swaps where our coaches can join a program at another of the 15 Spear centres nationally. Then **St Peter's Church** in Brighton who provide us the space and support to allow us to run the program in suitable and safe facilities. Without these partners, Spear would not exist and would not be able to run in Brighton. Thank you!

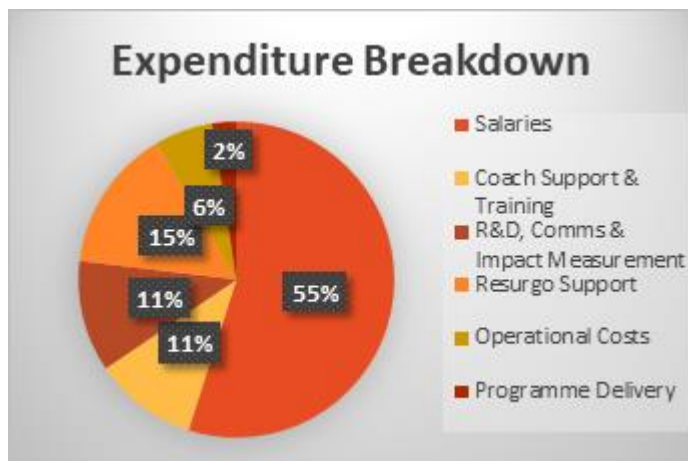
Financials

Through the generosity of our funders, we entered our 2023-2024 financial year in a stable position with £100,660 in cash reserves. We slightly exceeded our goal to have a reserve of £50,000 and a working capital buffer of £50,000.

The reserve exists to fund the program for two cohorts and guards against a sudden lack of income from donors. The cash buffer on the other hand aims to smooth our working capital to allow for the inevitable lags, peaks and troughs of income from successful grants. Our reserves are in place to ensure that our team has peace of mind and that they can focus on the main thing; coaching and mentoring of the 90 young people that they work with each year.



We are so grateful to all our financial supporters in helping us to achieve a total income of £130,847 last financial year. This is slightly down from £142,253 for 2022/23 mostly as a result of fewer corporate donations.



Our total expenditure for 2023/24 was £142,224, slightly down from £151,144 the year before. We are grateful to St Peter's Brighton, for their continued support in providing office and workshop space helping to keep our programme delivery costs low.

Salaries and investment in our coach team is our biggest investment but is fundamental to the impact of Spear on the lives of the trainees. We review salaries annually to ensure that we are paying a fair wage for the charity sector in an expensive part of the country.

The next big item is the subscription to Resurgo comprising R&D, coach support and line management and support with fundraising and HR. Resurgo constantly evolves the Spear programme to meet an every-changing set of needs. They undertake significant research and development impacting both programme delivery and impact measurement which ensures Spear is having the greatest impact on the lives of our young people here in Brighton!

We therefore ended 2023/24 with a deficit of £11,377, slightly down from £8,812 for 2022/23. This was due to the drop in income, but has not impacted the operation given that we entered 2023/24 with above expected reserves and we were able to manage costs well.

Through the generosity of our funders, we have entered our 2023-2024 financial year in a stable position and continue to focus on longer-term partnerships. For the coming year we are recruiting new trustees to focus on fundraising in corporate and individual donors.

Looking Ahead: A Future of Impact and Growth

As we move forward, the chapter ahead is one of hope, growth, and deeper impact. Our mission remains the same: **to equip young people with the confidence, skills, and resilience to break through barriers and build fulfilling careers.** With the continued support of our partners, funders, and the wider community, we aim to expand our reach, deepen our impact, and create even more success stories in 2025.

We invite you to continue this journey with us—to be a part of the change, to invest in potential, and to help transform futures.

Thank you for believing in the power of young people. Together, we are building a future where every young person, regardless of their background, has the opportunity to thrive.

With heartfelt thanks and warm regards,
The Spear Brighton Team