

ECHO

For Extra Choices in Herefordshire

Annual Review

2018/19



Making a real difference to the lives
of disabled people in Herefordshire



OUR VISION:

ECHO's vision is of a society where all disabled people are valued, respected and supported to flourish.

OUR MISSION:

ECHO's mission is to make a real difference to the lives of disabled people in Herefordshire, supporting them to be valued members of their community.

OUR VALUES:

In all our work, ECHO believes that people need:

- to be recognised and treated as individuals
- to be valued in their local community
- to have friendships and relationships
- to be given meaningful choices which enhance quality of life
- to have expectations of achievement
- to have control over decisions
- to have support from good quality trained staff
- to take part in planning that affects their lives

GUIDING PRINCIPLES:

Inclusiveness – we recognise that diversity is strength and will seek to involve all people, as active participants in their community.

Responsive – we will work with individuals and groups to meet community needs and make a difference.

Quality – we will strive for excellence in the delivery of our services and activities.

Accessible – we will provide fair and open access to all our opportunities and support.

Forward looking – we will recognise the need for continual review and improvement.

Impact focused – we believe that success is measured by outcomes, and will seek to deliver results that benefit both individuals and the community.

Welcome by the Chair

ECHO prides itself on the quality of what we do. Whether the services that we provide or the things our participants make to sell, everyone is proud to share and shout about what we do.



Clever Betsy

There has been a lot of change for ECHO since the last Annual Review. Fiona Ritchie, Chief Officer of ECHO, decided that the time was right to hand over running the organisation to a new person. After a thorough recruitment process, we were very pleased to appoint Mike Cook as our new Chief Officer (who started in October 2018).

With the charity now much bigger, we have also had to look at how we work and have begun the job of improving our processes and updating our computer systems to help us support our participants more efficiently and effectively.

We also believe strongly in

involving our participants in all we do and ECHO is stronger for it. From consulting those who use our services and our Rep Group, which acts as a sounding board for things we want to develop, to our Participant Trustees working at the highest level of the organisation, we want to ensure that everyone has a voice on services they use and things that affect them.

As with any good charity, we ensure that we spend our funds effectively and that as much as possible goes to supporting our participants. We do, however, still need to find funds to help ensure that ECHO can continue to run and support as many disabled people as we can in

the county.

I would like to thank everyone involved in ECHO - the staff, volunteers, carers and participants - who have made ECHO the great charity that it is.



Joy House
Chair

Notes from the Chief Officer

'Our participants are at the heart of everything that ECHO does'.

This was the clear message that came across during my recruitment and one of the things that really attracted me to ECHO in the first place.

A change in Chief Officer is a time for reflection as well as an opportunity to look forwards and everyone involved in ECHO should be rightly proud of what you have achieved. Fiona, my predecessor, took ECHO from an idea to the largest supplier of day services in the county and the respected organisation that it is today, along the way changing the lives of hundreds of people with disabilities.

When I took up the role in October 2018, the Trustees were very clear with me about where ECHO was as a charity and the work that needed to be done. Meeting participants, volunteers and staff in my first few weeks, there were a number of things that were apparent. Firstly, there is a lot of



loyalty to ECHO and secondly people were keen that we the organisation continued to thrive, grow and meet the new challenges that face us.

There has also been some worry that as ECHO grows it will become more like a faceless big business. It is the responsibility of all of us to make sure that this does not happen. Yes, we need to change the way that we do things and be more professional in how we work and look but this does not need to be at the cost of what makes ECHO special. We have invested a lot of funds in the last six months to improve the systems and processes within ECHO. These improvements will mean that we can really focus on the services that we deliver and, more importantly, easily have the information needed to be able to shout about what we do.

We have also restructured and I was really pleased to appoint Cath Baker and





Maggie Percy as my deputies in charge of the projects. We have also grouped these projects into two new areas: **Social Enterprise**, that are those projects that create and sell things (Clever Betsy, Eaton Barn, Studio Mirai, About Face) and **Life Skills and Leisure** that are our day services (The Priory, Life Links, Story Telling, Sports and Leisure).

The Board and I are focussed on ensuring that ECHO is financially stable and that we have enough funds to properly resource our projects, continuing to provide high quality support

to as many people with disabilities as we can. By managing our money carefully, we have built up our reserves to ensure that we have enough to meet our costs, but pressures on grant funding and Council budgets continues to mean that raising funds is an area that we must focus on.

2020 is ECHO's 30th year and we will be looking to celebrate this in a number of ways and use this milestone to help demonstrate that ECHO has a wealth of experience and remains as dynamic, effective and fun as it has ever been.

Most of all I would like to say thank you to our team of staff and volunteers – I've been so impressed with the care and support that they show our participants. The benefits of this are shown by the affection our participants clearly have for them and the way that this helps them to develop.

ECHO has a bright future ahead and it's a journey we are looking forwards to making.



Mike Cook
Chief Officer

Strategic Aim

ECHO will continue to provide a wide range of opportunities which are sustainable, high quality and meet the needs of disabled people in Herefordshire.

PROVIDING HIGH QUALITY OPPORTUNITIES

Running an interesting and varied programme of activities has been key to the success of ECHO. We currently run 28 projects in the county, each headed up by a dedicated team of staff and volunteers. Running such a wide and varied programme means that there is something for everyone, whatever their abilities. As well as any particular skills that they learn on our projects, the days also provide opportunities to socialise with friends, as well as promote independence.

Some of the highlights this year: **Studio Mirai** continues to produce high quality upcycled furniture, so much so that we are now selling from two outlets; **The Retro Station** in Leominster and **Blue Penguin Antiques**

in Brimfield. Participants are encouraged to work on a piece of furniture from start to finish, so they can have a full sense of achievement when it is completed. Our participants from the project also had the opportunity to branch out into other arts and try their hand at ceramic sculpture and blacksmithing.

ECHOfest also returned this year and was bigger than ever with support from Leominster Town Council and S & A produce. Nine hours of entertainment saw music, theatre, circus skills and inclusive dance return once again to Leominster. The weather was glorious and proceedings were opened by the Mayor of Leominster. We see ECHOfest as a real community event, hosted by our participants, but open to



About Face Theatre

everyone. Everybody had a great time and it was fantastic to see the event supported so well.

Once again we were able to run a rich and varied programme of training courses funded via Adult and Community Learning. Courses included: Baking, Signalong, Recycling and Women's Health.

In January **About Face** began the process of developing their new show 'Creation'. The show combined creation stories from around the globe to produce a piece of theatre that reflects on the world today and the challenges that it faces. Funded by the Arts Council and Elmley Foundation, the



ECHOfest 19

project was also supported by the Leominster Stitchers who created a host of miniature props and puppets to bring the story to life. The show has been incredibly well received and has toured to many locations including the Courtyard in Hereford, Hay Festival, ECHOfest, Ludlow Fringe and Nozstock.

We were sad to see Kris Betterton retire after 21 years great service and with her leaving we decided to close the **Rural Crafts** project. All participants were able to move to other activities, with some going to Eaton Barn to carry on with their outdoor skills.

The Priory Centre has continued to run a full programme of activities which includes sessions of massage and meditation, led by our volunteer Humphrey. Both these activities add a moment of calm to what can be a busy week for our participants, packed as it will be by cooking, crafts and other activities.

Saxon Hall Café



Saxon Hall Café, alongside the community centre itself, was officially opened in October. The Lady Mayoress opened the café along with a representative from the Co-op and Lottery who funded it. The café also provided the opportunity for four of our participants to take and pass their Level One Food Hygiene Certificate. This qualification is recognised in the industry and is a great qualification to have if they decide they would like to have a job in catering.

We continue to run a really varied programme of **Leisure and Social Activities**, with two regular sessions of football, tennis with Leominster Tennis Club, as well as badminton, ten pin bowling and yoga. There are three **Yam Jams** music workshops a week, **Boogie Nights** club night and **The Rendezvous** for younger participants, as well as our weekly **Friday Club**.

Social and Leisure activities



Community Games

are pay as you go sessions and are good value if someone is on a tight budget. These kinds of activities are also good for promoting independence, as participants are generally expected to make their own way to them and they are often held in community venues.

The **Community Games** day took place on September 26th 2018, with some 130 participants attending, taking part in more than 20 different activities including tennis, boxing, athletics, football, trampolining and rugby courtesy of the Worcester Warriors.

The Community Games was officially opened by seven times Paralympic champion Sascha Kindred OBE and we worked alongside newly formed **Special Olympics Herefordshire**. This meant that whilst most of the sports activities ran as fun taster sessions, some had a competitive element with gold medals to be won.

**We run 28 projects from 17 locations
We support over 100 people in
over 200 hours of activities each week**

Strategic Aim

To involve, include and listen to our participants about the services we provide and how ECHO is run.

INVOLVING OUR PARTICIPANTS

One of ECHO's real strengths is the way in which we involve our participants in determining what we do. This is fundamental to the way we work and the reason that we have participants and not customers or service users. Being a participant is about everyone playing an active role in our activities; we don't deliver a service to people, we share our activities with our members.

At its simplest, we ask that everyone who attends our day services become members of ECHO. This gives them ownership of the organisation and the right to vote at the **AGM**, where they can decide on the charity's direction and leadership.

We make sure that every project gives our participants meaningful choices about what they do when they are

with us. We involve them in planning and ensure that we get feedback about what they did. Every participant will have a review and we will help them to set personal goals for the year. These goals will help us to set the aims for the project, ensuring that we can be really focussed on what we want to achieve.

Our **Rep Group** is really important in helping us to shape our ideas and giving feedback on what we do. This group also works outside of ECHO and responds to issues that they think are important to all people with disabilities and have written to decision makers like our MPs, to make it clear how they feel.

The Rep Group is always



looking at how it can improve, strengthening and embedding this group in our activities and recruiting some new members.

We aim that at least one third of our **Board** is made up of people with disabilities and we have been very grateful that Bev, Jason, Mand, Michelle and Paul have taken on this role. Our **Participant Trustees** are full members of the Board and have all the same





Priory Centre

responsibilities as other trustees. Our Board is stronger for their support and ensures that we fully represent our members.

Both our Rep Group and Trustees are supported by our **Participant Involvement Worker**, who works with them on a weekly basis to give them the time to explore the topics in discussion and help them to communicate their thoughts.

Our participants are actively involved in their communities. **Lifelinks** in Hereford helps in their community by undertaking tasks like delivering flyers and shopping for those who cannot get out themselves. **Eaton Barn** has built up really strong and loyal community support. This support was very clear when in October the project was broken into and a number of power tools and bicycles were stolen. The community

of Leominster really rallied round and we were inundated with offers of support and donations. This not only allowed us to replace what was stolen but also to improve the security to ensure that it is less likely to happen again.

It is really important that our participants are a real presence in the community and we always take opportunities to ensure this happens. **Clever Betsy** is our high street presence and our participants can always be found

there creating fantastic items and serving the customers who come and visit. **The Priory Centre** can often be found at the Leominster market, selling the crafts, jams and preserves that they make and there is always a buzz around their stall.

ECHO continues to play a leading role in the disability sector in the county and represent our members at meetings like the **Learning Disability Partnership Board, Hereford Action Together** and running a multi-agency volunteering group.

As funding becomes tighter it will be more important that we maintain close working relationships with

other service providers to maximise funding available and ensure that we don't waste resources by running conflicting activities. Working together also means a wider choice of activities in the county for everyone, which allows participants to explore new things and decide what they want to do.



A good example of partnership working continues to be the **Yam Jams** music workshops, run jointly with **The Music Pool**. This collaboration allows over 120 people each week to take part in interactive music sessions.



'Bikes for Trikes' Fundraising

7 Rep Group members
5 Participant Trustees
Rep Group has been running for 23 years!

The year with ECHO...



I like all the different things we do here and all the help I get...

It's very interesting and very exciting at Clever Betsy...



They understand my disability and they help me to join in and do my best...



We have fun as well as making plans and learning things...

We move our skills on and learn a lot...

In words and pictures...



I look forward to Saxon Hall, Wednesday is a good day...



We do interesting things...



Being at the Priory is not just about doing one thing, it's being part of a group...



It's a safe place and I see all my friends...



I feel I do a good job...

Strategic Aim

To build and sustain a sustainable organisation which is financially secure has high quality staff, volunteers and governance with an excellent reputation.

BEING AN EFFICIENT AND SUSTAINABLE CHARITY

To ensure that we are able to deliver the high quality projects that we deliver with our participants, ECHO needs to ensure that the charity is run effectively and efficiently. By doing this we can continue to develop and grow. This year, ECHO has invested time and resources, with help from **Values Based Leadership**, to review the organisation's strengths and create an action plan for areas we need to develop.

ECHO has a skilled and dedicated staff team that help to make ECHO the vibrant and dynamic organisation that it is. Our teams are always focussed on the well-being of our

participants and supporting them to lead full and independent lives.

Due to the increase in the size and complexity of what ECHO does, the Trustee Board took the decision that we needed to review our staff structure to ensure that we could work effectively. The first stage of this process has been carried out and we were really pleased to appoint Maggie Percy and Cath Baker as Deputy Chief Officers.

These roles strengthen our senior management capacity in ECHO and have allowed us to reorganise our projects creating two work areas of

complimenting projects; **Social Enterprise**, and **Life Skills and Leisure**. Having two Deputy Chief Officers also means that we are much better placed to respond to any issues that arise.

As part of the restructure we will also be looking at the projects themselves and reviewing the staff roles to ensure that



Cath Baker



Maggie Percy

they reflect the great work that our teams do. We are really keen that our staff have the confidence and support to develop their projects and help ECHO to develop and thrive.

Our volunteers continue to be the life blood of ECHO and we could not do the work we do without their care and dedication. We now have over 100 volunteers helping out in almost all of our projects.

Volunteering for ECHO



This year saw the start of our **Inclusive Volunteering Project** funded by the National Lottery. The aim of the project is to strengthen our excellent volunteering offer and look to ways that we can attract and support volunteers from harder to reach groups or those with additional support needs themselves. We are learning a lot through this process and improving our support and systems as the project develops.

As part of this project we ran a social learning day for our volunteers, where provided sessions in managing challenging behaviour, active listening and Makaton. Feedback from the day was that **100% of attendees would recommend volunteering with ECHO** and that it had improved their confidence, wellbeing or enjoyment of life.

Funded by the Tudor Trust, we have worked with a company called Lamplight to purchase and customise a new database for the organisation. The database will improve the way we work in a number of ways. Most importantly, it will allow us to provide a better service to our participants, especially those who take part in different activities with us, as we will be able to see what they are achieving and hold all their information in one secure place. The database will also allow us to report on the outcomes of what we do in a much clearer way.

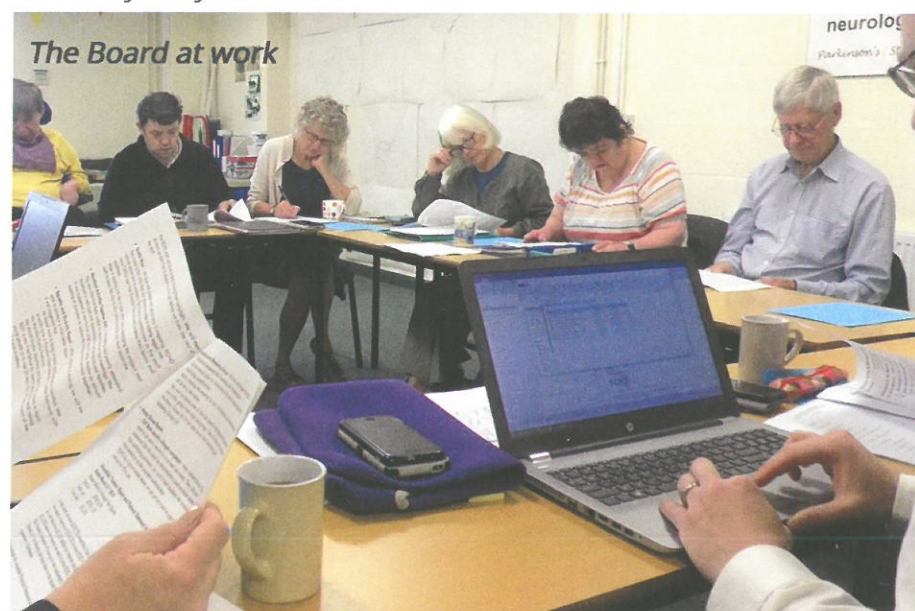
We have also moved our email and IT systems over to

Office 365 which allows us to improve our IT equipment to make sure that our team can make the most of what the new system can offer. This work and staff training were supported via the National Lottery **Building Capabilities** funding that we were able to access via our Inclusive Volunteering project.

This year has also seen a lot of work go into developing our Trustee Board. Our Board can have a maximum of 15 members, but we currently only have 11. We

board members, starting in September 2019.

As a charity, funding is a constant challenge and ECHO works hard to bring in money from a wide range of sources. Participant fees are our main income and these are supported by funding from grants, donations and sales. We manage our finances carefully and we spend wisely to ensure we can invest in delivering high quality services. As the organisation has grown, so



are working towards a full complement of trustees on the board, with five Participant Trustee members, as we believe this will give us the mix of skills and experience needed to run the organisation effectively.

Each year the board completes an audit to ensure that we have the right skills and knowledge needed to steer the business. We have been running a recruitment process to attract new Trustees and have four potential new

has our financial responsibility. We make sure that we always have reserves to cover any financial commitments we have and our costs for six months. This means ECHO as a responsible charity having £234,500 available in the bank or invested and accessible. We are confident that the work we have done so far and what we have planned will help ECHO to continue to meet the needs of our participants now and in the future.

41 Staff*
157 Volunteers
444 Volunteer hours given per week

*as of September 1st 2019

Looking Ahead: ECHO Going Forwards

ECHO is always open to new ideas for projects or activities and wants to ensure that what we do meets the needs of our participants.

Below are just a few thoughts as to what ECHO might like to do if we had the opportunity and resources.

Our Social Enterprise projects are like mini businesses. Whether they are upcycling furniture, growing produce or making and selling crafts, we would like to see them thrive and grow. To do this we need to invest in developing them and look at how they might increase the income that they can generate from sales. In an ideal world we would like to get to the point where we can provide employment for some of our participants, giving them the opportunity to use their skills to earn a wage.

Herefordshire is a vibrant county but one that is mostly rural. This means that travelling around the county can be difficult. We would like to make our activities available to more people across the county and make



it easier for people with disabilities to join in with what we do. By looking at new places to deliver our activities across the county, this could make getting to us easier.

ECHO projects work from a number of locations in Hereford and Leominster and we are keen that these meet the needs of the people who attend. In the Priory Centre, for example, we are keen to improve the facilities to make it better for those needing one-to-one support and would like to develop a sensory room that everyone could enjoy.

We also want everyone who attends ECHO activities, whether they are staff, volunteers or participants, to have the

quality of surroundings that reflect the great work that they do. We'd like, therefore, to be able to decorate or upgrade those buildings that need some repairs. ECHO doesn't own any of the places where we deliver our work and so if the right opportunity arose, it would be great to be able to purchase a building or land to secure our projects and give us the opportunity to develop them

how we would like.

As with all opportunities within ECHO, whatever we do will be developed with the support and guidance of our participants .



Ways to Support Our Participants

As a charity we need funds to help support people with a disability across the county. Knowing we have the funds available to continue our work is crucial to providing the best possible service we can.

We have seen social care funding reduced in recent years and further cuts are likely as local authorities struggle to make ends meet. At ECHO we make a little go a long way and are proud of the quality of the projects and events that continue, no matter what.

If you would like to support us there are many ways to do this; you could make us your Charity of the Year, organise your own event, have a collecting tin or box, donate regularly or do something for sponsorship.

Donate

Just the price of a single cup of coffee or a pint of beer

each month as a regular donation will help us continue our varied programme of activities.

We are grateful for any amount that you can give and if you are a UK tax payer then we can claim Gift Aid on what you donate, making it worth 25% more to those we help. It's really easy to do, just go to: www.goldengiving.com/secure/donation/echo

Organising an event

Want to be a more active help to ECHO? A sponsored run or swim or, if you are less sporty, a coffee morning, as a fundraising event for ECHO can raise our profile and much needed funds. Got an idea - let us know!

Making a lasting gift

Many people decide to leave something in their will to help charities that they have supported during their life. These gifts will help future ECHO participants to live



varied and fulfilling lives in their community.

If you are interested in including ECHO in your will then please contact us at the office where we will be happy to support you through the process.

To discuss any of these options, please get in touch, we would love to hear from you. Ring the office on 01568 620307 or email our fundraising co-ordinator:

lisa.woakes@echoherefordshire.co.uk



Fundraising Bike Ride

Managing Our Money

*This is a summary of how we have spent our money this year.
Full copies of our accounts are available from the ECHO Office*

Summary Income & expenditure for the year ending 31/3/19

	2018	2019
INCOME FROM:		
Generated funds	£70,684	£99,587
Charitable activities	£535,866	£668,569
Total income	<u>£606,550</u>	<u>£768,156</u>
MONEY SPENT ON:		
Fundraising costs	£37,436	£16,332
Charitable activities	£545,429	£741,798
TOTAL MONEY SPENT	<u>£582,865</u>	<u>£758,130</u>
Balance	£23,685	£10,026
Money brought forward	<u>£307,960</u>	<u>£331,645</u>
Money to carry forward	<u>£331,645</u>	<u>£341,671</u>

Balance Sheet for Year ending 31/3/19

	2018	2019
Current Assets	£368,886	£388,530
Creditors	<u>£(37,241)</u>	<u>£(46,859)</u>
Net Current Assets	<u>£331,645</u>	<u>£341,671</u>
FUNDS		
Restricted	£48,126	£49,368
Unrestricted General	£194,826	£189,021
Unrestricted Designated	<u>£88,692</u>	<u>£103,282</u>
TOTAL FUNDS	<u>£331,645</u>	<u>£341,671</u>

ECHO would like to say a huge thank you to all our volunteers, whose energy, skills and commitment make all the difference to our projects.

Board of Trustees

Bev Davies
Mandy Hamblin
Joy House (Chair)
Rose Hunt
Sue Robbins
Paul Scott
Jan Smith
Richard Smith
Jason Stuchbery
Michelle Tillbury
Blaise White

Rep Group

Nick Burt (Chair)
Bev Davies
Mandy Hamblin
Matt Jones
Aida Kiledjian
Marianne Simpson
John Stuchbery

Project Volunteers

Aimee McCormack
Alison Jones
Amie Hicks
Angela Jauncey
Ann Marshall
Ann Tether
Anna Smith
Anne Penning
Annie Evans

Annie Gamble
Astrid McBride
Barbara Dowse
Bella Hesbrook
Beth Sanderson
Bethany Layton
Bryony Cummings
Carol Cross
Carole Hill
Caroline Arthur
Caroline Gwyn
Caroline Wood
Chantal Ellis
Chelsea Newton
Chris Blum
Claire Tolley
Daphne Anne Beven
Darren Morgan
Dave Marshall
David Cross
David Holton
Debbie Parker
Della Ellison-Smith
Demelza Richards
Deryn Walsch
Donna Helme
Edmund Proctor
Ellie Chowns
Elizabeth Chapman
Emma Garvey
Emma Tustin
Emma Marvel
Esta De La Torre



Yam Jams Volunteers at an Awards Evening

Flo Holder
Gavin Long
Geriant Jones
Gillian Craddock
Glenys Nash
Godfrey Moss
Hannah Segar
Heather Hughes
Helen Richards
Hetty Scott
Humphrey Clement
Ian Banks
Imogen Bufton
Jackie O'Connor
Jan Hollbrook
Jane Thomson
Jeanette Reid
Jeanette Washington
Jennifer Harrison
Jim Howden
Jocelyn Hughes
Joe James
John Hales
Kathryn Smith
Kathy Knill

Kayleigh Hicks
Kevin Stuchbery
Kieran Levett
Lama Choesang
Lauren Ware
Leslie Walker
Linda Crump
Lindsey Evans
Louise Ingram
Louise Jordan
Mark Harrison
Mark Rusling
Mark Wakeman
Mark Thomas
Mary Horner
Maureen Morton
Mel Townsend
Melody Breeze
Mike Jones
Monika Kupisiewicz
Nick Haines
Nicola Honey
Nicola Hurley
Olivia Evans
Owen Cowden
Paul Baines

Volunteers

Pete MacKenzie	Sophie Jenkins
Peter Cooper	Stacey Ewers
Peter McKay	Steve Estell
Peter Turner	Su Pollard
Philip Brown	Sue Hall
Rachel Borland	Sue Jones
Rachel Exelby	Sue Nash
Rebecca Gratton	Susan Harvey
Rhian Jones	Susan Holland
Richard Crook	Susan Blake
Richard Hyde Smith	Suzanne Thomas
Richard Pollard	Suzie Owens
Richard Williams	Thomas Arthur
Sara Lewis	Tony White
Sara Siloko	Tracey Caine
Sarah Buchanan	Vicki Davies
Sarah Haile	Vicky Acker
Sarah Heffernan	Viv Geen
Sarah Jenkins	Vivian Webb
Shelley Sinclair	Walter Van Straaten
Sheila Hebbs	Wendy Brooks
Simeon Blackwell	Wendy Holton
Simon Conway	Wendy Powell
Sonia George	Yvonne Mifflin

Della's Story

"I volunteer for About Face and have done for two years. We do singing, dancing, plays, puppetry and we work as a team - that's the thing I enjoy the most.



*Performing with
About Face*

Giving *my* time means that the actors can work in smaller groups or one-to-one and get more help; help with learning lines, making props and costumes and so on.

I love my volunteering. I've learned so much, it's really changed me. It's an absolute privilege.

If anyone was thinking about volunteering for ECHO, I say do it, absolutely. It will bring you so much joy".



Della

The ECHO Staff Team

April 2018 - August 2019

CHIEF OFFICER

Mike Cook
Fiona Ritchie (*Until October 2018*)

MANAGEMENT TEAM

Cath Baker
Nick Baker
Jess MacKenzie
Maggie Percy

ABOUT FACE THEATRE COMPANY

Nick Baker
Letty Flynn
Martha Fosberry (*Until June 2019*)
Jess MacKenzie
Linzi Morgan Whitting
Paul Murray (*Until August 2018*)
Suzie Owens
Juliet Strouken

OFFICE TEAM

Nataliya Asenova
Kay Beeden
Paulina Dallaway (*Until August 2019*)
Jodie Gorle

CLEVER BETSY

Liz Evans
Julie Steadman
Rebecca Tabram

EATON BARN COMMUNITY GARDEN

Sarah Powell
Bev Waterfield

FINANCE

Mary-Jane Bayliss

INCLUSIVE VOLUNTEERING

Denise Kerwood
Claire Mee

LEISURE & SOCIAL

Nick Baker
Lucy Tisdale

LIFELINKS (Friday)

Pete Kerwood
Lyndsay Maples
Jacqui Stewart

LIFELINKS (Wednesday)

Liz Evans
Lyndsay Maples

MARKETING & FUNDRAISING

Lisa Woakes

OUR NEWS OUR VIEWS

Mary Simpson

PARTICIPANT INVOLVEMENT

Steph Baines

PRIORY CENTRE

Dave Bordewey
Zoe Bradley
Elaine Heal
Gill Hill
Kelly Holland
Hannah Segar
Ian Waterfield

RELIEF TEAM

Mabel Bostock
Martha Fosberry
Caroline Fuller
Elaine Heal
Sarah Hefferman
Hannah Segar
Lucy Tisdale
Helen Richards
Terri Wilson

ROSE TINTED RAGS

Karen Meiklejohn
Tina Walton

RURAL CRAFTS

Kris Betterton (*Until October 2018*)

SAXON HALL CAFE

Jacqui Stewart

STORY TELLING

Denise Kerwood

STUDIO MIRAI

Dave Bordewey
Gill Hill
Sue Parkinson
Jonathan Stevenson (*Until August 2019*)

WEAVING

Maggie Percy

Thank you...

...to everyone who gives a regular monthly donation by direct debit and all the people who have made a one off donation, organised a fundraising event, bought a draw ticket or put a coin or two in our collecting tins...

A special thank you to our funders:

Arts Council England
Baily Thomas Charitable Fund
Childwick Trust
Co-op
Croft Trust
EF Bulmer Benevolent Fund
Elmley Foundation
Eveson Charitable Trust
GMC Trust
Herefordshire Council
Lottery Community Fund
Tudor Trust

And to our kind donors:

Alfreda May Trust
Aviva
Barclays
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Brightwells
Haygrove
Herbfarmacy open days
Kington Lions
Leominster Co-op
Leominster Town Council
Lyonshall coffee morning
NGS Elspeth Thompson
Poston Mill Charity Day
Powell & Co
Powell family
Richard Castle Soap Box Derby
Royal Edward Lodge
Clarnor Estates
Slimming World Leominster and Bromyard
Leominster Vintage Club
Waitrose
Weobley Craft Group



European Union

European
Social Fund



Skills Funding
Agency

ECHO
40 West Street,
Leominster,
Herefordshire,
HR6 8ES

Registered Charity No. 1096449
Company No. 475254

Contact
t: 01568 620307
f: 01568 620308
e: echo.info@echoherefordshire.co.uk
w: www.echoherefordshire.org.uk

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