



The Trustees'

Annual Report

To the Charities Commission

June 2017 to the end of May 2018

HOBY UK is a registered charity number 1162859

operating address: 3 Mossville Close
Liverpool
L18 7JR



1. Executive summary

At the start of 2017-18 we set out an ambitious plan for HOBY UK. It proved to be our most successful year to date. The table below shows how we fared in each of our planned activities. (Note that the table covers the period September 2017- August 2018)

	Planned events 2017-18	Delegates			Volunteers			Notes
		Target	Actual	Volunteer hours	Target	Actual	Volunteer hours	
Main 4 day Seminar	HOBY 2018 Chester	60	49	196		25	2350	
1 day Community Leadership Workshops (CLeWs)	Oldham	40						Not held due to lack of capacity
	Manchester	40						
	Warrington	40						
	Liverpool		38	38		6	42	Not in original plan
	Wirral	40	23	24	7	7	84	
Community project	St Hilda's Pilot	25						Funding bid unsuccessful
8 day international conferences	ASLFL Dublin	10	7		1	2	320	
	WLC Chicago	4	1			1	120	
	Total		118	258		41	2916	

Key achievements included:

- The successful appointment of a new Seminar Chair and the establishment of a remodelled team of Directors.
- Over £10,000 of funding secured.
- Two successful one-day Community Leadership Workshops (CLeWs), opening up new seminar applications from Liverpool and The Wirral.
- A very successful HOBY 18 residential seminar: at a new venue, with increased numbers and significantly more delegates from disadvantaged backgrounds.
- The 2016-17 deficit erased and the establishment of nearly £8,000 in reserves.
- **118 young people attended a HOBY UK programme in 2017-18**
- **HOBY programmes provided 3,174 volunteer hours in 2017-18**

This success enabled the trustees and the management team to start to put systems and plans in place to facilitate the future expansion of HOBY UK. An ambitious plan has been drafted for HOBY UK to impact on 2,500 young people by 2025.

2. The HOBY 18 Seminar

'This year was one of my favourite HOBY seminars and I believe that it is has been the most impactful and successful one yet.' – HOBY 18 Volunteer feedback

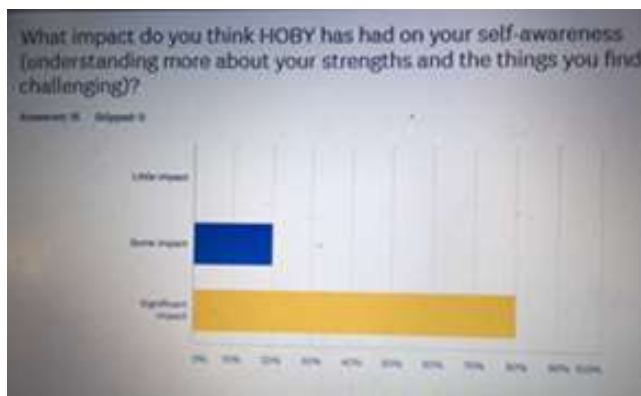
Delegates	2017	2018
Attended	36	49
Disadvantaged	2	16
Schools represented	6	10
OnSide Youth Zones	6	7

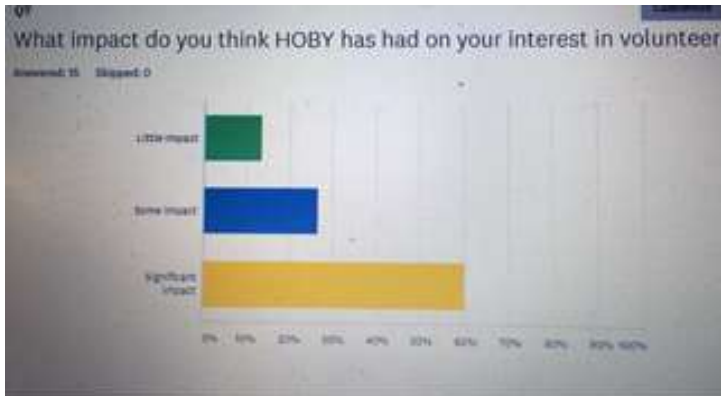


The 2018 HOBY Seminar was chaired for the first time by Regan Leahy. There was a 36% increase in delegate attendance from 2017 (greatly helped by Lottery-funded free places and a strong partnership with OnSide) and a 79% retention of volunteers from 2017 to 2018. The increased recruitment and a more efficient budget process helped the seminar return a profit of £9,126. We returned to Chester University, the site of the very first HOBY UK seminar, to lower priced and well-appointed facilities and food. Volunteers received comprehensive safeguarding, social media, and leadership development training, all of which received positive feedback.

The curriculum was updated to better align with the social change model of leadership and included new elements and speakers, such as Humanutopia and a session on the Sustainable Development Goals. The social media strategy utilised the skills of the young volunteers to make use of new methods of communication, which led to higher levels of engagement on all platforms. The whole event ran smoothly and there were no safeguarding incidents.

We continue to monitor and evaluate the impact of the programme through online surveys directed at delegates, parents/carers, and volunteers. Overall, 79% of delegate respondents reported a significant impact on their level of self-awareness, 64% reported significant impact on their leadership skills, and 64% reported significant impact on their interest in volunteering.





All in all, the 2018 HOBY UK seminar was a resounding success and provided a very strong platform for HOBY UK's future growth. This was due to Regan's expert leadership, supported by a superb team of directors and the talent, dedication, and enthusiasm of the entire volunteer team. The aim is to recruit 75 delegates onto the 2019 seminar. To achieve this target it is planned to use some of the profit from the 2018 seminar to make it easier for more disadvantaged young people to attend and also to engage

schools and Youth Zones that haven't previously been involved.

"Hoby has helped me with my inner confidence and self-belief. I have now applied for the opportunity to be head girl in year 11." -HOBY 18 delegate.

3. CLeWs (Community Leadership Workshops)



In December 2017 and January 2018 HOBY UK ran two one-day CLeWs.

The first was organised in partnership with OnSide's Birkenhead Youth Zone, 'The Hive'. A dedicated team of volunteers gave up their Saturday to run the event, expertly led by Mohsin Kahn. 25 young people attended and the day finished with a very worthwhile service project with NEO Community, helping to tackle food poverty.

The second CLeW was an afternoon/evening event organised in partnership with St Hilda's CE High School in Liverpool. Again the volunteer team did an excellent job, this time superbly led by Melissa Birdsall. 42 of the students attended and 8 of them later signed up for the HOBY 19 seminar.

The CLeWs proved to be a very effective way of giving more young people the chance to experience a HOBY programme and to encourage them to take part in the residential. They also provided excellent volunteering opportunities for our alumni and gave the novice CLeW Directors fantastic leadership experience.

More CLeWs are being planned for next year, building on the success of these 'trailblazer' events.



4. Finance

HOBY UK started the financial year (June 2017-May 2018) in a difficult position with a deficit of £1,650. For several months, we were kept afloat by a donor's interest-free loan. This situation greatly influenced planning for the 2018 seminar. It was decided to move the venue from Lancaster University to the University of Chester, thus saving over £6,500. Also, all volunteers were asked to cover the cost of their board and lodging. With Regan Leahy leading the planning, John Sharples was released to secure additional funding.

A £7,500 grant from the National Lottery Awards for All programme was received in December and this enabled us to pay back the loan and offer free places on the HOBY 18 seminar for disadvantaged young people. Another grant of £2,400 was received from Cheshire Community Foundation to support places at the seminar for Cheshire-based volunteers.

The increased number of delegates at the seminar, the cheaper venue and the much more tightly controlled budgeting resulted in a profit for the seminar of £9,126. At the year end, our bank balance was a very healthy £7,867. The CEO and trustees really appreciate the pro bono support provided this year by Gary Huddleston. He provided HOBY UK with record-keeping templates which made our accounting much more efficient and reliable. He also scrutinised the final accounts.

5. International Networks

5.1. Ireland

In July 2017, HOBY UK alumni Charlotte Yarwood and Katie Agnew attended the international Albert Schweizer Leadership for Life conference in Dublin, accompanied by John Sharples. Since then we have been working more closely with the Schweizer organisation, using our experience to help them develop their structure and programme.

5.2. USA

HOBY UK volunteers Abi Jackson and Harrison Ratcliffe attended HOBY's World Leadership Congress (WLC) in Chicago in 2017. There have been preliminary discussions with HOBY USA about closer liaison between our two organisations and ambitious plans for expansion.

6. Strategic plan 2018-2025

HOBY UK has drawn up a detailed business plan which builds on our achievements to date. We have set an ambitious target of reaching 2,500 young people by 2025. The key strands which will enable us to achieve this goal are as follows:

- To secure core funding to enable us to provide the capacity for expansion
- To appoint an Executive Director to drive the plan
- To create a vibrant website which efficiently manages our relationship with our volunteers and delegates, manages our information systems and can also process financial transactions

- To develop our CLew curriculum and expand the programme organically, building on our existing partnerships with OnSide Youth Zones and schools and expanding to engage new ones.
- To further embed and develop our residential seminar
- To improve our image and develop our profile across a range of media.

7. HOBY UK’s Objects as a charity are

“To advance the education of young people between the ages of 14 and 18 for the public benefit by organising and facilitating leadership training programmes and by providing support for young people to undertake volunteering activities.”

The public benefit of its activities to young people are intended to be:

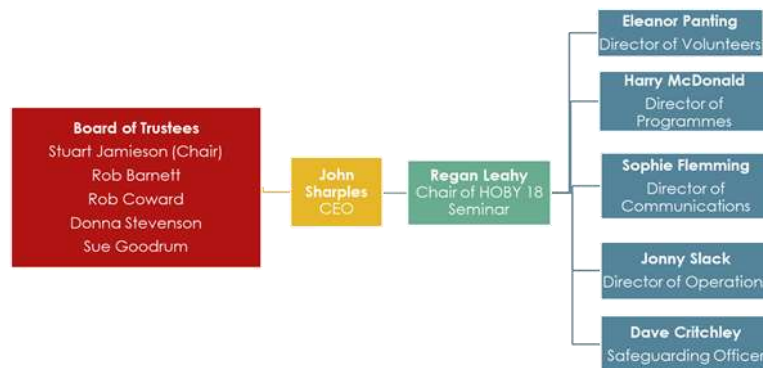
- Developing their skills, capacities and capabilities.
- Helping them become independent, mature and responsible individuals.
- Improving their self-esteem.
- Enabling them to become effective and compassionate leaders.
- Motivating and supporting them to make a positive difference within our global society.

8. Background information

Bank: NatWest
 Account name: HOBY UK
 Account number: 43319378
 Branch Sort Code: 60-01-11
 IBAN: GB30 NWBK 6001 1143 3193 78

At this stage, HOBY UK currently has no paid staff and is managed and governed entirely by volunteers. The Board of Trustees was recruited because of their relevant skills and experience and their commitment to HOBY UK’s aims. They meet at least four times a year and ensure that the charity uses its resources well, operates safely and focusses its efforts effectively on achieving the aims outlined in the constitution.

In 2017-18, the structure of as follows:



organisational HOBY UK was