

# Voluntary Action Shetland



Annual Review  
2014 – 2015



## Chairman's Foreword

This is the first annual report of my term of office and I am pleased to record that Voluntary Action Shetland (VAS) and the third sector tenants of Market House continue to operate at record levels and this is evidenced by the following key highlights :-

- Volunteer numbers, with positive outcomes, have increased as demonstrated by the high level of Saltire and Youth Volunteer Awards
- An increased demand for VAS to contribute to local service strategy committees and forums, including children's services, care in the community and inter agency working.
- Increased demand from the voluntary sector for the affordable checking of accounts to OSCR standards
- Continuing interest from local community groups for VAS's charity law advice, particularly the formation of SCIOs (Scottish Charitable Incorporated Organisations)
- Continuing demand for the passport service
- High waiting lists for the various segments of the Befriending Scheme
- The OPEN Peer Education Project continues to deliver a unique service in partnership with schools and the child protection committee
- VAS became the first organisation in Shetland to be awarded the "Carer Positive" kite mark and recently was shortlisted for the "Carers Scotland best for carers and eldercare award 2015"

While the above achievements are well worthy of celebration, we must also be aware of the challenges that lie ahead for staff and the Third Sector in respect of reduced funding and increased competition for funding sources such as the lottery.

The VAS staff, ably led by our Executive Officer, Catherine Hughson, have delivered outstanding, award winning projects that have contributed to a successful year. I thank them all for their commitment and professionalism.

I must also acknowledge and thank the VAS board members for their willing support to the organisation.

**Alec Miller**  
Chairman

## Voluntary Action Shetland's Vision

Voluntary Action Shetland's vision for Shetland is to achieve a position where all citizens and organisations are empowered and enabled to grow a strong and vibrant community. This includes:

- To support the growth, capacity and development of the third sector in Shetland
- To continue to promote volunteering through the Saltire Awards and locally developed schemes
- To utilise the knowledge of the skills and expertise of the third sector to enhance delivery of local services
- To support and encourage the development of social enterprises
- To deliver the outcomes in the Enterprising Third Sector Action Plan through work with partners
- To continue to be involved in the review of Community Planning locally

## Objectives and Activities

Voluntary Action Shetland's objects and principal activities are to:

- Promote any charitable purposes for the benefit of the inhabitants of Shetland and in particular the advancement of education, furtherance of health and the relief of poverty, distress and sickness
- Promote and organise co-operation in the achievement of the above purposes and to that end bring together Council representatives of the statutory authorities and voluntary organisations engaged in the furtherance of the above purposes or any of them within Shetland
- Do all other things as will properly attain the above purposes

The main objectives and activities for the year continue to focus on the four core objectives of the VAS Operational Plan.

- Building the third sector relationship with community planning
- Supporting and developing a strong third sector
- Social Enterprise development
- Volunteering development

## Achievements and Performance

### 1. Building the third sector relationship with community planning

#### Community Planning Partnership

We continue to contribute to the work of the Community Planning Partnership, and have been involved in development of the new integration project and the Joint Integration Board that will oversee various services currently provided by NHS and the SIC including community care.

We have supported Third Sector organisations gain additional funding through the reshaping care for the elderly which has assisted with the development of carers support, befriending, advocacy and respite services.

Because of the diversity of the Third Sector we assist with the indicators as required from the Single Outcome Agreement, through representing the interests of the Third Sector on various forums and committees, this assists the delivery of services around localities, community care, children and young people and health.

#### Third Sector Forum events

We facilitated two learning sessions during the year which were well attended by Third Sector organisations. Keegan & Pennykid (Insurance Brokers) Ltd delivered a presentation on the new statutory regulations regarding pensions and the introduction of auto-enrolment. The second session came about because of queries regarding service level agreements that prompted Ernst & Young to deliver a presentation on VAT regulations and how they affect charities.

Thematic sub groups have been feeding into the forum to ensure all views and issues are recognised and supported as needed, such as Mental Health and Shetland Halls Association.

#### Children Services

In Shetland there is a multi-agency team under the Community Planning Partnership (CPP) that acknowledges the view that partnerships between the public, private and third sector providers of children's services could and should work better. The development and implementation of multi-agency pathways of care, based on robust evidence and the improvement methodology introduced by the Early Years Collaborative (EYC) will provide CPPs with a method to support the implementation of the specific elements of Getting it Right for every Child (GIRFEC).

#### Getting it Right for every Child (GIRFEC)



We have been involved in the multi-agency implementation of Getting it Right for every Child in Shetland. GIRFEC introduced eight indicators of wellbeing: safe, healthy, achieving, nurtured, active,

respected, responsible and included (SHANARRI). In the GIRFEC approach, a child's Named Person may have concerns about the child's wellbeing, or other individuals or agencies may have concerns that they wish to share with the Named Person. This approach forms part of the Children and Young People (Scotland) Bill.

## VOLUNTARY ACTION SHETLAND MARKET HOUSE cont.

### Early Years Collaborative (EYC)



The Early Years Framework signified an important milestone in encouraging partnership working to deliver a shared commitment to giving children the best start in life and to improving the life chances of children, young people and families at risk. The objective of the EYC is to accelerate the conversion of the high level principles set out in GIRFEC and the Early Years Framework into practical action. This must:

- Deliver tangible improvement in outcomes and reduce inequalities for Scotland's vulnerable children
- Put Scotland squarely on course to shifting the balance of public services towards **early intervention and prevention** by 2016
- Sustain this change to 2018 and beyond

### 2. Supporting a strong third sector

#### Funding

We continue to assist with applications to funding agencies and act as referees to funders support them. Successful funding for this financial year is valued at £2,274,100 of which £1,114,583 was from external agencies, fund raising and donations.

#### Training

An effective way that VAS supports the Third Sector is to provide a variety of training which has had a focus this year on legal structures, sustainability and the various legalities associated with running a Third Sector organisation. Thirty-two workshops have been provided, attended by 219 volunteers representing 84 Third Sector organisations.

#### SCIO (Scottish Charitable Incorporated Organisation)

There are now 1537 SCIO's in Scotland with 19 in Shetland. VAS's development workers have supported all of these organisations through the process and are working with many more. One of the main reasons for transferring to a SCIO is to limit liability for the trustees, helping to sustain the organisations for the future.

#### Charity Law Advisors

We have two members of staff trained as charity law advisors. They have provided clear, correct, consistent and confident advice on charity law and regulation. This has included support for charities to become Scottish Charitable Incorporated Organisation (SCIO).

#### Association of Charities Independent Examiners



All Third Sector groups need to have their accounts checked to make sure their finances are managed properly and running smoothly and all registered charities need to file accounts and returns with OSCR. VAS has 5 members of staff who have gained their membership of the Association of Independent Charity

Examiners (ACIE) and are qualified to carry out independent examinations of voluntary organisations and charities with an income less than £100,000 and help them meet their legal requirements. VAS charges a fee for this service. VAS undertook 50 independent examinations last year.

### Community Portal Website

The Shetland Community Portal has provided a source of information for local groups and organisations including access to the 'Community Toolkit' which offers guidelines on setting up and running a community group, legal requirements and good practice recommendations. There is information for individual residents (and visitors) with local and national information and links to community groups, transport and emergency helplines. The portal has allowed the opportunity for Shetland community and voluntary groups to have their own web presence at a very low cost, with training and support included. Users have ranged from local churches and community councils to clay target and caravan clubs; with larger users such as VAS itself.



Voluntary Action Shetland continues to be a registered body with Disclosure Scotland to provide a service for voluntary organisations in Shetland to administer their applications to the PVG Scheme. VAS has 112 community groups registered for this service and, last year, processed 208 PVGs, 138 on behalf of volunteers and 70 for paid staff.

### 3. Social Enterprise Development

We have organised and facilitated Social Enterprise learning events in partnership with the Social Enterprise Academy and HIE over the last year. Working together, they have provided a workshop on 'Alternative Financing' to help people think out of the funding box, a two day training course on 'Trading Subsidiaries' for those looking to branch out and a six day Leadership course which started early 2015 and will continue throughout 2015 to allow 'leaders' time to reflect and explore leadership in depth, whilst working with like minded people.

VAS has been working closely with HIE on a range of subjects including Digital Inclusion and supporting organisations around legal structures and trustee roles and responsibilities and linking expertise to provide a coordinated service to Social Enterprise organisations.



### 4. Volunteering development

We managed a workload of 898 volunteers, of which 137 are adult volunteers. There are currently 529 organisations registered with VAS and have 115 locally registered opportunities for volunteers with a few more registered nationally.

Last year VAS found new placements for 30 volunteers and helped organisations find volunteers for 20 new volunteering opportunities along with helping to fill ongoing opportunities and dealt with 1801 enquiries from volunteers and 1503 from organisations.

In January 2015 we hosted a visit from New Direction students to give information on the benefits of volunteering and how it can also help individuals as a step into work.

### Shetland Youth Volunteering Awards 2014



The 5th annual Shetland Youth Volunteer Awards took place in November 2014 at a civic reception hosted by the Convenor of Shetland Islands Council in the Lerwick Town Hall. The event was attended by over 110 nominees, nominators and guests. The 3 awards were sponsored by Voluntary Action Shetland, The Rotary Club of Shetland and BP Sullom Voe. The local organising committee were delighted to announce another record breaking year with 8 nominations in the organisation's category, 14 nominations in the "One Team" category and 14 nominations in the individual volunteer's category. Disability Shetland was announced the overall winners of this year's organisation award. Scalloway Youth Cafe Volunteers were winners of the SYVA "One Team" award for groups of young volunteers and Liam Brannan a volunteer with South Mainland Youth Clubs, Disability Shetland, Cunningsburgh Show and Shetland Young Promoters group was announced winner of the Individual award.

In July 2014 Voluntary Action Shetland were delighted to announce the official launch of their Short Volunteers promotional film "Opening the doors of opportunity". The film was made in conjunction with the Shetland "BP Young

Leader Project" and was produced by Dave Donaldson and JJ Jamieson. The video can be viewed on youtube by typing in the words Voluntary Action Shetland or by entering the following link; <https://www.youtube.com/watch?v=ycj5UPOBAUK>. This has been uploaded to Facebook and in its first 24 hours received 5000 views and received 10,000 hits.

### Saltire Awards 2014



Last year 147 young volunteers between the ages of 12-25 registered for Saltire bringing the total up to 760.

In March 2015, 200 Guests and volunteers attended a record breaking night in Shetland for volunteering as 163 young people in Shetland (the highest number in a single year) collectively received 431 Saltire awards between them ranging from 10 hours to 500 hours which were completed through 63 local organisations, schools and groups. 17 young volunteers also received the high accolade of Saltire Summit Awards. As the name suggests, Summit is the pinnacle of the Saltire Awards and can only be achieved by volunteers who have been nominated by their supervisor for making an outstanding contribution to volunteering. In addition to achieving their 200 or 500 hour award its purpose is to recognise those who have performed exceptionally in their volunteering role often going above and beyond the call of duty to carry out their role to the highest standard.



## VOLUNTARY ACTION SHETLAND

### Projects

#### **Carers Support**

It has been another busy year for the VAS carer support project. A successful carers cruise ran in June 2014 with visitors from Arthritis Care Scotland joining us on the boat to lead a Thai Chi session designed specifically for people with long term conditions so all joined in.



#### **Belmont House 'Come Along By' Carers Residential 2014**

In December 2014 the doors of Belmont House, Unst, opened for the first ever 'Come Along By' probably the most northerly carers residential event in Scotland!

The idea behind the event was first and foremost to cater for carers in the north isles of Shetland. The event was of an informal nature offering a mix of information sessions, focus groups and social interaction.

The accommodation was open for those wishing to stay overnight but could be flexible to accommodate for care needs and allow carers to dip in and out of sessions as necessary.



It was opened with an introduction given by Jo McPherson and Karen Hannay. A full programme of focus groups and discussion sessions followed, the first being lead by Stephen Plunkett, Health and Social Care Alliance on using the Virtual Carers Centre for information gathering.

Other sessions covered Telehealth with demonstrations lead by Clint Sentence, Tele Health Manager, a short breaks and respite options discussion group, a short presentation on a new parent plus group due to start both in the Isles and in Lerwick. This included a presentation on the VAS scoping project by JoAnne Connors and Jo McPherson.

#### **Summer Trips**

This year carer support benefited from the use of the new VAS community minibus. A trip to Sumburgh lighthouse and visitor centre was one of the highlights despite the summer mist. The Unst, Fetler and Yell groups were able to enjoy a workshop visit to Glansin Glass. Everyone agreed that a combination of group meetings and joint trips worked very well. Another joint venture was organised in March where everyone came together to try their hand at basket weaving with Lois Walpole.



#### **Research on carers needs**

Over the summer of 2014, VAS undertook a scoping exercise with local children, young people and their families, to identify and get their views on person centred respite and short break needs. The full report is now available on the virtual carers centre website [www.shetlandcarers.org](http://www.shetlandcarers.org)

**'CARER POSITIVE' EMPLOYER****- OPEN PEER EDUCATION PROJECT****'CARER POSITIVE' EMPLOYER**

VAS became the first organisation in Shetland to be awarded the Scottish Government 'Carer Positive' kitemark when they received the award certificate in November 2014. The Carer Positive kitemark is awarded to employers in Scotland who have a working environment where carers are valued and supported. This might be through flexible working policies or with simple practical measures which can make a big difference to carers. VAS received the award at Level 1, 'Engaged', the criteria for which are:

- The organisation has awareness of carers within the workforce and has made a commitment to support carers through workplace policies/working practices
- There is some evidence that systems and processes have been developed to support this
- Carers are supported to identify themselves as carers and can access support within the organisation to help them manage their work and caring responsibilities



Having undergone the process of aligning policies with practice to meet the criteria for the Employers Kitemark, VAS entered the Scottish Top Employers for Working Families Awards: designed to highlight good and emergent good practice in the field of flexible working. VAS were shortlisted for the "The Carers Scotland best for carers and eldercare award 2015" and attended the finals at the Surgeons' Hall in Edinburgh at the end of March. Whilst VAS was not the winning organisation, as they were shortlisted, VAS is entitled to use the finalists logo and have submitted an application for the UK Top Employers for Working Families Awards.

*Pictured above is Sue McIntock, Senior Policy Officer – Employers Kitemark, Carers Scotland presenting VAS Chair Alec Miller with the award with Sue Beer and Catherine Hughson looking on.*

More information about the kitemark is available at: [www.carerpositive.org](http://www.carerpositive.org)

**OPEN PEER EDUCATION PROJECT**

OPEN is a project that trains young people (16-25) as 'peer educators', to deliver workshops and training to other young people across Shetland. The issue-based training focuses on sexual health and relationships, alcohol and drug use, mental health, online safety and child protection issues.

This year they have recruited 25 young people and there are 9 trained peer educators delivering OPEN workshops in schools, youth clubs and projects across Shetland.

OPEN peer educators have contributed 799 volunteering hours with the project, which is recognised through the Saltire Awards Scheme. This has increased the productivity of the project whilst demonstrating the value of volunteering.

**Awareness raising workshops**

Fifty-three OPEN workshops were delivered to 417 young people in Shetland Schools last year. The workshops have been designed by young people in partnership with service providers. The workshops use a range of participation exercises to raise awareness, support discussion, and signpost to services.

Last year the project worked in partnership with the Child Protection Committee to create the "OPEN Online Safety" workshop. *"Involving young people in our work is a key objective for the Child Protection Committee, especially dealing with such an important issue which plays a large role in young people's lives, so we greatly appreciate being able to contribute to this joint initiative by the OPEN Peer Education Project and are delighted with the progress made in delivering the training."* – (Kate Gabb Lead Officer Adult & Child Protection)

**Personal Development Training – Introduction to Peer Education**

The OPEN Project has provided a Personal Development training programme with Club XL, (3rd and 4th year pupils at the Anderson High School) and the Bridges Project, to support and train young people to build on their self-esteem and confidence. Last year 15 sessions were delivered with Club XL and 5 sessions with Bridges, working with 25 young people.

OPEN meetings continue every Tuesday evening at Market House to provide support to the existing peer educators and to encourage new young people to get involved.

VOLUNTARY ACTION SHETLAND

**Projects**  
**SHETLAND BEFRIENDING SCHEME**

**SHETLAND BEFRIENDING SCHEME**

This project continues to be in high demand from members of the Shetland community. Supporting those aged from 7 to 25 years and 60+ years, the service is into its 15th year of operation and the team delivers a quality 1:1 befriending service to those who wish to access it.

Last year the service as a whole recruited 34 volunteers to be matched on a 1:1 basis and since the service started in 2000 a total of 391 matches have been supported by the service.

The service continues to work in partnership with a range of agencies through the GIRFEC and With You For You process to best meet the needs of the service user.

The Project Co-ordinator has been successful in securing local and external funding to allow the service to continue to deliver at the current level.



60+ Christmas group activity – Lunch at the Lerwick Hotel with a surprise visit from Santa!

**PARENT LINK**

Parent Link has been busy organising and delivering universal parenting support to parents across Shetland. VAS has two new fully qualified facilitators who have been delivering courses from Dunrossness to Mossbank and plans are being made to visit the North Isles very soon. In addition to running courses, Parent Link is keen to help in areas where a need is identified and has been involved in starting a new parents group in Eshaness. The main course being delivered is 'Getting on with your Child/Teenager' which helps parents with their listening and assertive communication skills and also explores the child's and parent's needs which all adds up to a calmer and more relaxed family environment.

VOLUNTARY ACTION SHETLAND

**COMMUNITY MINIBUSES**

January 2014 saw VAS taking over the Community Minibuses from the SIC. Over the last 15 months VAS has maintained this service allowing 48 organisations to hire the vehicles which has been of benefit to 2392 people. VAS has provided MiDAS training for 45 drivers to enable more drivers to access the service. If any organisation would be interested in using the service they can contact Market House reception on 01595 743900.



VAS publishes The New Shetlander, a quarterly literary magazine. It gives space to writers, poets, critics and others with items of interest to residents of Shetland. This magazine is thought to be the oldest literary magazine in Scotland and is supported by a committee of dedicated volunteers, contributors and advertisers.





Adults can be interviewed for their first passport at Market House by appointments arranged with Her Majesty's Passport Service. Application forms are available at the post office and Market House. Last year 99 Shetland residents obtained their first passport in this way.



### BBC CHILDREN IN NEED APPEAL (CIN)

VAS is the area distributor for the small grant welfare fund which awards grants to families with children aged 18 and under who are experiencing financial difficulties. These grants are awarded for clothes, shoes and special projects and are allocated by referrals from social workers, doctors, health visitors, teachers and other agencies. VAS received £7000 from the BBC Children in Fund and £1000 from Zetland Educational Trust. 37 children were helped by the CIN fund and 9 were helped by the Zetland Education fund.

## VOLUNTARY ACTION SHETLAND ORGANISATIONS SUPPORTED (CASE STUDIES)

### SHETLAND BEREAVEMENT SUPPORT SERVICE 2014-15

SBSS continues to fundraise and seek funding to resume the free and confidential one to one client service in Shetland. SBSS's new business plan was launched in Spring at Mareel and was warmly received by Tavish Scott MSP and local third sector agencies.



*'minding you while you mind them'*



SBSS's online presence has grown rapidly, with over 400 likes on Facebook, and new pages on Justgiving and Twitter.

Partnership working with CLAN is a new development for SBSS, and it is hoped to deliver a pilot bereavement service through CLAN in the next financial year – keep your eyes open for this.

SBSS would like to thank everyone who has donated to the service over the past year and the volunteers who helped organise events.

*Left: Dana Millarkie, CLAN – Shetland Area Co-ordinator and Ellen Hughson, SBSS.*

### SHETLAND SOFT PLAY AND CAFÉ 2014-15

During this last year VAS has been providing ongoing support to a group of parents who have put in an enormous amount of hard work and dedication. VAS has supported them to establish a structure and gain charitable status as a SCIO. Guidance has been given through the business planning process, working with them and the SIC regarding lease agreement for the property and the initial stages of sourcing funding. The trustees have accessed training on funding and trading subsidiaries and VAS will continue to support through development of the project as needed in the future.

## VAS Staff 2014/2015

<b>Catherine Hughson</b> Executive Officer .....	743901
<b>Anne Robertson</b> Development Officer .....	743902
<b>Lynette Nicol</b> Finance Officer P/T .....	743903
<b>Ellen Hughson</b> Administration Assistant P/T .....	743912
<b>Kathleen Williamson</b> Volunteer Placement and Support Worker P/T .....	743911
<b>Neil Pearson</b> Youth Volunteering Development Worker .....	743910
<b>Jo McPherson</b> Support Worker .....	743923
<b>Kirsten Harcus</b> Support Worker P/T .....	743980
<b>Wendy Hand</b> Development Worker .....	743905
<b>Sue Beer</b> Development Worker – Volunteering P/T .....	743909
<b>Hansen Black</b> Parent Link Co-ordinator.....	743952
<b>Lynn Tulloch</b> Shetland Befriending Scheme Co-ordinator .....	743907
<b>Mairi Jamieson</b> Shetland Befriending Scheme Development Worker .....	743964
<b>Amanda Brown</b> Shetland Befriending Scheme Development Worker P/T .....	743907
<b>Laura Russell</b> Shetland Befriending Scheme Development Worker .....	743946
<b>Elaine Mouat</b> Shetland Befriending Scheme Development Worker .....	745898
<b>Pauline Mackie</b> Shetland Befriending Scheme Development Worker P/T .....	743908
<b>Una Murray</b> Peer Education Co-ordinator P/T .....	745074
<b>Saul Day</b> Peer Education Co-ordinator P/T.....	745074
<b>Wayne Leask</b> Peer Education Support Worker P/T.....	745074
<b>Kate Massie</b> Administration Assistant – ASCC/Reception .....	743906
<b>Joan Hughson</b> Cleaner P/T <b>Claire Antonio</b> Cleaner P/T <b>Marilyn Moar</b> Cleaner P/T	

## VAS Directors 2014/2015

- **Mr Alec Miller** Chairman
- **Mr Les Irving** Vice Chairman
- **Mr Leslie Angus** Director
- **Mr Willie Henderson** Director
- **Mr John Hunter** Finance Director
- **Mrs Marilyn Stewart** Director
- **Mr James Shepherd** Director
- **Mr Allison Duncan** Director
- **Mrs Margaret Stevenson** Director (resigned Feb 2015)

# EXTRACT OF ACCOUNTS

## INCOME AND EXPENDITURE ACCOUNT – 31 MARCH 2015

	£	2015 £	£	2014 £
<b>INCOME</b>				
Grant income		655,262		880,326
Other income		143,182		145,750
		<u>798,444</u>		<u>1,026,076</u>
<b>EXPENDITURE</b>				
Charitable activities	949,912		847,376	
Governance costs	9,917		10,242	
		<u>959,829</u>		<u>857,618</u>
SURPLUS / (DEFICIT) OF INCOME OVER EXPENDITURE		(161,385)		168,458
Bank interest receivable		2,238		2,170
SURPLUS / (DEFICIT) BEFORE TRANSFERS		(159,147)		170,628
Capital Reserves movement		95,388		100,323
INCREASE IN INCOME FUNDS		(63,759)		270,951
		=====		=====

## BALANCE SHEET – 31 March 2015

	£	2015 £	£	2014 £
<b>FIXED ASSETS</b>				
Tangible assets		1,379,350		1,468,575
<b>CURRENT ASSETS</b>				
Debtors	36,450		29,969	
Cash at bank and in hand	612,136		687,532	
		<u>648,586</u>		<u>717,501</u>
<b>CREDITORS:</b>				
Amounts falling due within one year	(54,639)		(53,632)	
NET CURRENT ASSETS		<u>593,947</u>		<u>663,869</u>
TOTAL ASSETS LESS CURRENT LIABILITIES		<u>1,973,297</u>		<u>2,132,444</u>
		=====		=====
<b>REPRESENTED BY</b>				
Restricted capital funds		1,365,858		1,461,246
Restricted income funds		523,016		587,509
Unrestricted income funds		84,423		83,689
TOTAL FUNDS		<u>1,973,297</u>		<u>2,132,444</u>
		=====		=====

The figures contained within the income and expenditure account and the balance sheet shown above were extracted from the company's audited financial statements. These were approved by the board of directors on 16 June 2015.

A copy of the company's audited financial statements for the year ended 31 March 2015 can be obtained from our main office or by writing to the following address: Registrar of Companies, Companies House, 4th Floor, Edinburgh Quay 2, 139 Fountainbridge, Edinburgh EH3 9FF (quoting ref SC165677)



Advice  
 Good Practice  
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 Information  
 Respresentation  
 Development  
 Volunteering  
 Training

**VOLUNTARY  
 ACTION SHETLAND**

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 Web [www.va-shetland.org.uk](http://www.va-shetland.org.uk)

**QUALITY  
 ASSURANCE**



**FUNDERS**

Voluntary Action Shetland would like to sincerely thank the following funders and those who have donated to the various projects. Without the financial support much of the work undertaken over the last year would not have been possible.



**SHETLAND YOUTH  
 ACHIEVEMENT  
 AWARDS**

