

Welcome

We are e:merge and we cannot wait to tell you our story.

For the last eight years we have worked in the Laisterdyke area of Bradford, our mission is to inspire young people to improve their lives. We do this by engaging with young people in a way and a place appropriate for them.

We help them find their own way, supporting them when they need it, advising them when they ask and providing exciting opportunities to experience new things. It is a recipe that works.

Our community has suffered from decades of decline.

Every few years the Government produces statistical information on the levels of deprivation in each community. The young people we work with face some of the biggest challenges in the entire country.

In particular our community suffers from problems in terms of skills, education and training (it is in the lowest 5% of areas in the country). People are used to failure and being written off.

For the young people we work with (aged mostly between 11 and 19) this is especially difficult. The type of deprivation they face has affected their parents and grandparents for decades. It has become normal.

We are working hard to break this cycle. We see potential in everyone who comes through our doors and we know that with the right support and encouragement that the young people we work with can achieve great things.

We hope you enjoy the glimpse into our work that this review provides and that it inspires you to find out more.





Percentage of BME users



Number of bike rides



Youth Council Meetings **22**

20534 Number of contacts with young people 

Statistics

 Individual young people accessing sports sessions **634**

2010/11 Sessions	
One-to-one	871
Small groups	127
Drop-ins	258
Sport	533

What has the last year brought ?

The last 12 months have seen us make some substantial changes to both the team and our home.

Jan De Villiers, who led the organisation since we started, stepped down from his day-to-day role (though he continues to provide support as a director) and he was replaced by Tim Elgar as Chief Executive. Tim has worked for e:merge for a number of years, previously leading our Outreach programme, and provides us with an ideal balance between continuity and new ideas.

We continue to build upon our ambition of becoming a sustainable social enterprise and a big part of this is having a building that delivers. 2009 saw us buying our home and undertaking the first stage of redevelopment. The following year brought even more fundamental change.

We now have a mezzanine floor connected by a balcony which is flooded with natural light and the sides of the building have been converted into offices and classrooms supplied with upgraded data, electrics and heating.

We also were successful in securing two substantial pieces of National Lottery grant funding, the first has allowed us to create an enhanced sports area and community garden in our grounds.



Education

Providing a safe and stimulating environment for young people to learn in is at the heart of our recent changes.

The e:merge Education Programme has been transformed this year. We have gone from one paid worker and volunteers, working in a small classroom (and sometimes a portacabin), to a team of four plus volunteers, working in an extremely well resourced and extensive facility.

From graffiti art to cup cake decoration, mountain biking to hair and beauty, our students have participated in a varied and exciting program, alongside more traditional subjects.

Working in partnership exclusively with Education Bradford, we have created a safe, welcoming environment for our students to continue their education.

Seeking always to inspire young people to improve their lives we give those who have run out of chances in mainstream education another opportunity to learn and grow as young adults.

Working in close partnership with Bradford Academy, we also host their Off-site Learning Centre. This provides intensive support to vulnerable students who might present challenging behaviour or are at risk of being excluded.

This facility is a part of a great relationship between Bradford Academy and e:merge, which allows maximum benefit to young people by capitalising on the different strengths we each bring.



Sport

Sport has always played a huge part in our work.

Since our very early days the young people we work with have jumped (literally) at the chance to play

together. For those who are not excited by academic learning it is a chance to achieve, for others it is an opportunity to blow off steam or simply have a bit of fun.

During term time our team of sport workers deliver a wide variety of exciting sessions in the community and in a number of surrounding schools.

Part of our new funding comes from the National Lottery Reaching Communities fund. This, together with our increase in demand has meant that we have been able to employ two additional sports workers.

This year, we have expanded our popular Sports Camps which run during school holidays, helped a number of local young people achieve recognised qualifications in Sports Leadership, and delivered a tailored mountain biking programme with the South Bradford BAC (Behaviour and Attendance Collaborative).

Our new outdoor sports area not only provides a great environment for our sessions, but means that local young people have a safe place to play when our doors are closed.



Outreach

Meeting young people at their point of need and moving them forward is at the heart of what we do.

Like every other area of e:merge the Outreach team

has seen several changes, including the addition of another qualified youth worker. The team continues to seek out ways to create encounters, add value to e:merge and put smiles on young peoples faces.

Over the course of the year, our team have met with young people through our drop in sessions, in our local parks, in schools and through numerous and diverse one to one sessions. Young people have the opportunity to really open up to our Youth Workers and get the help that they need to overcome the challenges that they face.

One exciting new area of work is the Bus Project. This involves e:merge taking our own brand of exciting youth work out into communities that have little or no provision of their own. The project requires partnership working, sensitivity to local needs and a willingness to be creative and responsive to deliver what young people want.

This year has also seen our work in BD3 grow, with a full programme of activities. The building of a solid youth council and a real sense of community are both very exciting developments. This continues to be a great relationship between Communityworks and e:merge.

Our aim continues to be building positive relationships with young people to have a significant lasting impact on their lives. We will never lose sight of the great privilege it is to be let into young peoples lives, and we will continue to endeavour to find out as much as we can about them as individuals and to personalise our help to their particular need.





Our Community

For many of the young people who come to us we are their only source of support and positive influence.

Being a teenager presents a challenge to almost everyone and we look to give the advice that our young people need. Whether it is about relationships, health, looking for work or simply addressing the fears that everyone has from time to time.

We are building excellent relationships with a range of other agencies who add value to this area of our work, we will continue to develop this way of working to ensure that we can offer the best advice possible.

We are an organisation based on Christian ethos and values. This means that we also offer some of our users spiritual support through Xstream, a weekly meeting which allows young people to explore their relationship with God and helps them to develop their own role as a contributing member of society. Sanctuary, an annual retreat gives a chance for Xstream members to take a timeout from their normal lives and to learn more about their faith. This year more than 40 young people took this opportunity.

Our faith informs and inspires our work, and helps us to empower young people to make good choices. All are welcome at e:merge whether they are share our faith, have another faith or have no religious beliefs at all.

Helping every individual to reach their potential is our ambition.

Planning for the future

The last year has seen us improve both the activities we offer to our users and the financial stability of e:merge. We want this to continue.

The improvements we have achieved over this period have come from being bold and taking the opportunities that have presented themselves to us. More often than not we

have been instrumental in creating these chances by taking an active role in the networks we take part in and adopting a proactive role.

It would be easy for us to take a year to consolidate and to enjoy our achievements, but it does not really fit with the type of organisation that e:merge is. We have a constant urge to grow, to expand our services and to evolve in response to what the young people we work with need.

We have already looked at options for growth both in terms of physical premises and in the programmes that we deliver. We will measure these against two key criteria - the positive impact that they will make on the people we work with and the financial sustainability of each option. We will not risk our long term viability by delivering work that compromises the ethos and values of e:merge.

We will continue to seek opportunities through grants, partnerships and contracts. We want to build on our successes, as well as creating a long term sustainable project to meet the needs of young people.

The last few years have been a whirlwind. The coming year is just as exciting.



Final words

A message from Tim Elgar, Chief Executive

Thanks for taking the time to catch up on what we are doing here at e:merge. As you can see we are growing at a rapid rate and continuing to deliver what the young people of the local areas need.

It is an exciting time to take on the responsibility for leading such a dynamic and innovative organisation. We are passionate that the work we do remains of the highest quality and relevant to the young people we work with.

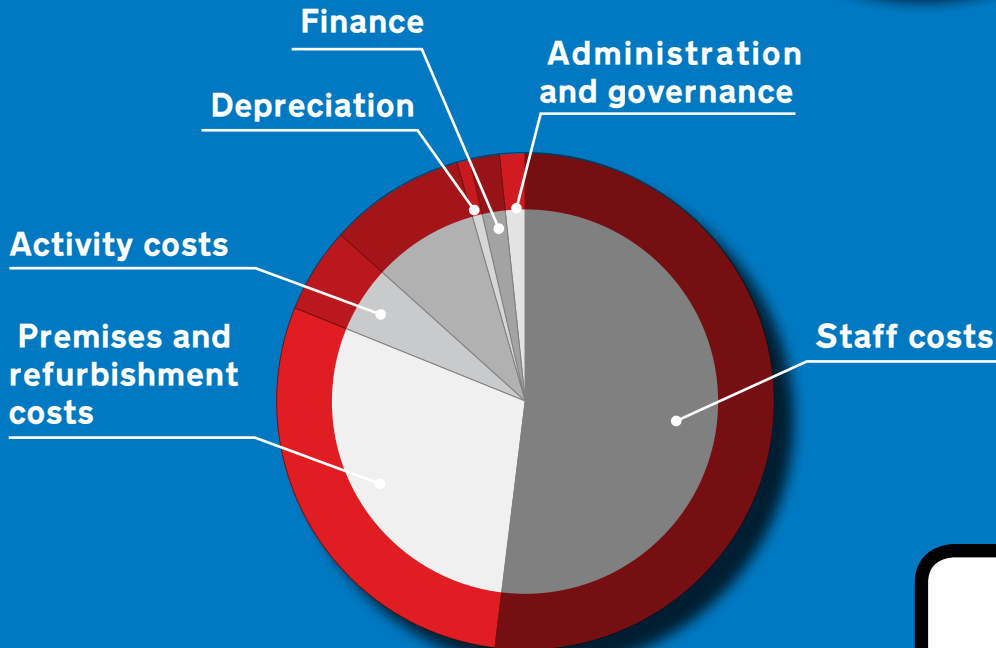
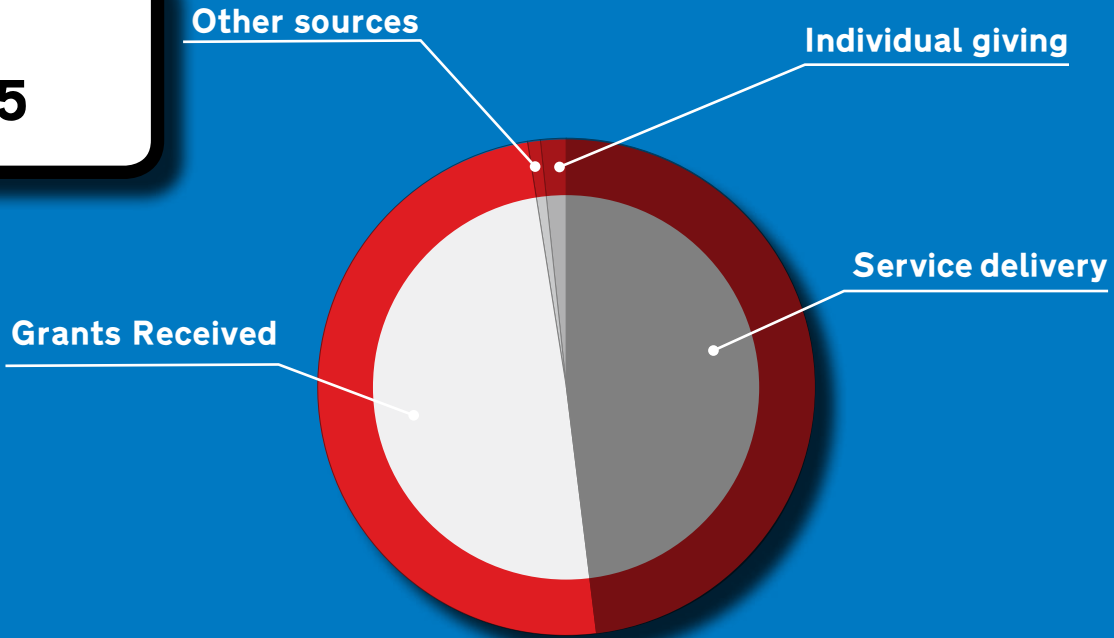
I want to pay tribute to the staff at e:merge. They are a talented, dedicated and inspiring group of people, passionate about what they do. The change we see in the young people we work with is truly amazing and makes sure that we turn up every day despite the occasional disappointment and frustration.

I would like to thank our many supporters, whether their help comes in the form of time, money or advice. The backing we receive is tremendous and in many cases makes the difference between delivering an activity or not. We take a great deal of encouragement from the obvious affection that e:merge is held in.

Finally, I want to thank the young people themselves. Supporting their journey into adulthood is extremely fulfilling and if ever we doubt ourselves we only need to look at the leaps forward that our users make every day in becoming leaders in their own community.



Income
£641,725



Expenditure
£638,294

As you can see there is a great deal already being done, but there are still things we would like to do and opportunities we would like to explore.

Want to get involved?

If you are reading this as a funder we hope that you can see how the work we do fits with the ambitions and goals of your organisation. Perhaps you may be able to offer us a contribution to our running costs or, even better, you might want to commission us to deliver an innovative programme?

If you have a heart for young people and some time to give, why not consider volunteering? Our amazing volunteers are essential to e:merge's ability to fulfil its mission. Perhaps you have seen something in these pages that makes you think would like to help a young person have a better chance in life?

Whoever you are, we welcome your involvement and your interest. We look forward to welcoming you to e:merge.



For all the latest info and opportunities, check out our website - www.emergeonline.org.uk

e:merge
18 Pawson St
Bradford
BD4 7LN

Tel 01274 660244

Email admin@emergeonline.org.uk

e:merge (Bradford) Community Interest Company 5296407

Part of the OBT group Charity number 1120091

Full copies of our audited accounts are available on request.