

NOV 21- OCT 22



Annual Report

Chapter2

Writing hope into the fatherless story

CHAPTER ii



Our Mission

At Chapter2, we believe passionately that every boy should have a good man to guide him into adulthood.

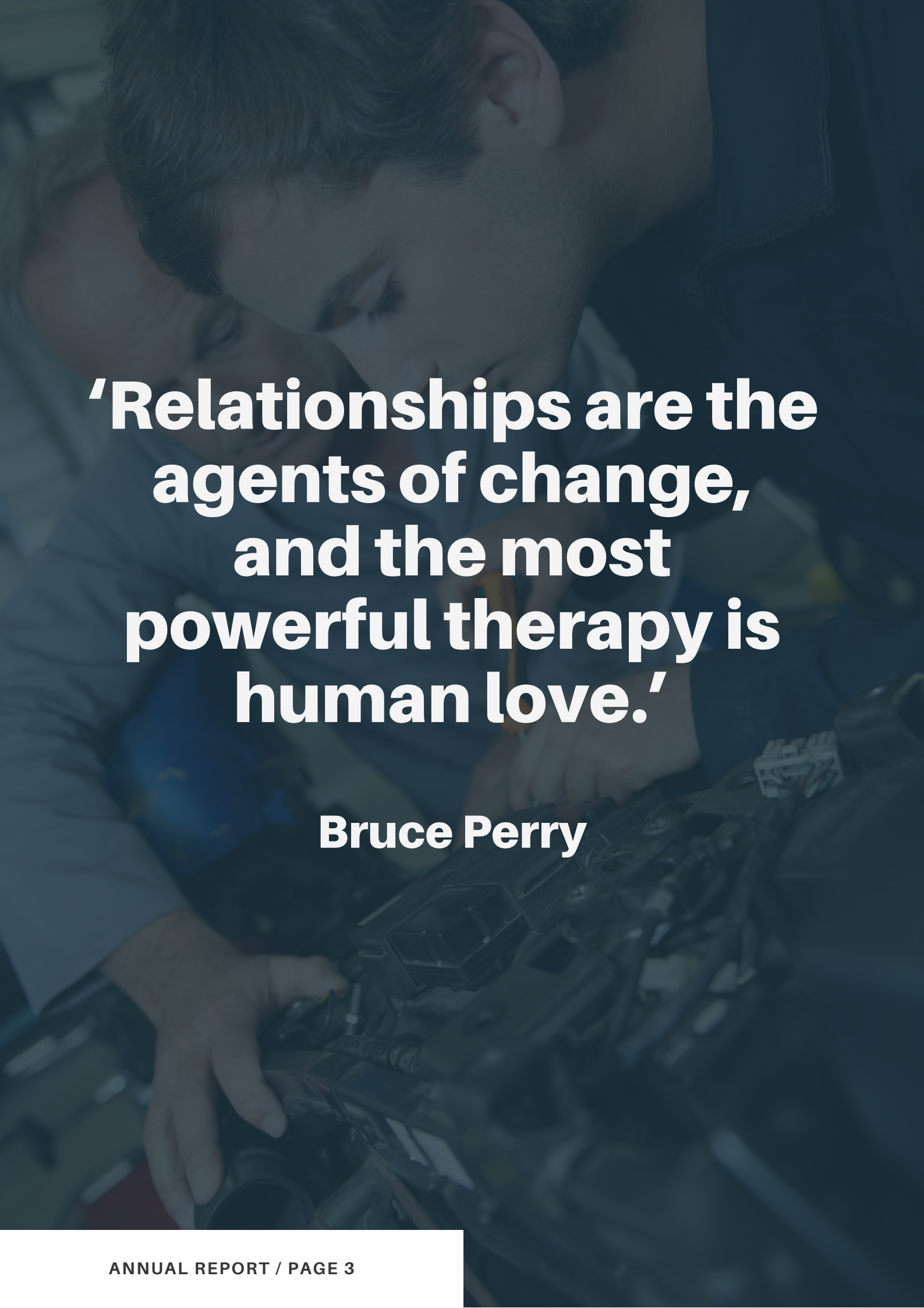
Working with local community organisations and through our newly developed Centralised mentoring program, we aim to provide a long-term male mentor and a community of men for boys growing up without a father.

About Chapter2

1:1 Mentoring

The offer of a dedicated adult male mentor is at the heart of Chapter2. We know some of our mentees and their families will have experienced significant trauma. Studies since the 90s have looked at the impact of trauma in early life and adverse childhood experiences (ACEs). Research shows that the impact of a range of ACEs are long term and can manifest as both physical and mental health issues later in life. However, research like the 2019 study on positive childhood experiences (PCEs) has also revealed that with a number of protective factors, the outcomes for those who have experienced a high number of ACEs can be improved.

One of the main protective factors is an always available trustable adult which is what Chapter2 offers. All our mentors are fully trained, assessed and supervised. The absence of a relationship with a father requires a relational response because the unspoken message to a child with an absent father is “you do not matter”. Through a 1-2-1 mentoring approach, it is believed that this message can be slowly but steadily reversed by the constant and unconditional presence of an adult male mentor. The consistent and engaged presence of a man in a boy’s life can be an effective antidote to feelings of worthlessness and low self-esteem commonly associated with children with absent fathers. Whether the words are spoken or not, a boy will come to experience that “he matters”, simply because a mentor is prepared to be consistently available over the long term.



**'Relationships are the
agents of change,
and the most
powerful therapy is
human love.'**

Bruce Perry

About Chapter2

Community

Organised group activities are provided to support the development of the relationship between mentor and mentee in a practical and fun environment. The activities are designed to challenge, develop trust and model community spirit. In particular, we encourage activities which develop new practical skills and overcome challenges through the careful encouragement from the male mentors.

At Chapter2, we believe that masculine behaviours need to be demonstrated rather than taught or commanded. Boys need a path to follow and we believe that path is most powerfully shown through practical and challenging activities. Learning new practical skills can also be of tremendous value for a boy struggling with low self-esteem.



**'Community is vital
to mentoring.'**

**John Sowers,
author of Fatherless Generation**

Reference & Administration Details

Charity Name: Chapter2

Registered Charity Number: 1177011

Charity's Principal Address: c/o Reading Family Church Offices,
448a Basingstoke Road, Reading, Berkshire, RG2 0RX

Trustees:

Dr. Richard Daniel Kay (Chair)

Mr. John Philip Greville Neate

Dr. Claire Adebolanle Bankole

Mr. William Irwin Buchanan

The rate of lone parent households in the UK is much higher than in most European countries.

As of 2021, there are 8.2 million families with children in the UK:

63% are married couples with children

14% are cohabiting

23% are headed by a lone parent.

Around 90% of lone parents were women.

Family breakdown is the route by which many boys lose all meaningful contact with their fathers and it is now estimated that approximately 2 million children in the UK have no meaningful contact with their father.

(Source Children's Commission "Family and It's Protective Effect 2022")

Structure, Governance & Management

Governing Document

Constitution: Foundation Structure (whose only voting members are its Trustees)

How the Charity is Constituted: Charitable Incorporated Organisation

Date of Constitution - 6th February 2018

Trustee Selection Methods

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees. In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

The current (founding) trustees were appointed in accordance with these arrangements and were selected on the basis of their charity and business leadership skills and experience.

Management of Charity

The trustees for Chapter2 are responsible for its management. Chapter2 recruited two further part-time members of staff during this reporting period to support the day to day Operations of the charity and Service delivery. The trustees meet quarterly and therefore met on four occasions during the period under review.

Structure, Governance & Management

Chapter2 currently operates both a Partnership and Centralised mentoring programme.

Partnerships Programme

Through the Partnership programme the provision of trained and assessed mentors for young persons is achieved in partnership with a “Host Organisation” which is active within a given community. Chapter2 supports Host Organisations to; (i) connect with young persons within their community through a network of referral agencies managed by Chapter2 (e.g. Schools & Children's Services within the community local to the Host Organisation); (ii) establish and maintain a team of trained and assessed mentors; (iii) access leisure time activities provided / facilitated / funded by Chapter2 for Mentors and Mentees on the Chapter2 programme; (iv) and provide support, advice, and opportunities to share best practice. Partners are able to tap into this support through reviews and access to Chapter2 policy and procedure templates.



Structure, Governance & Management

Centralised Programme

In 2022, Chapter2 began developing a Centralised programme to supplement the work we do with our partners. Utilizing the expertise within the Trustee group and research undertaking by Shift Youth + Community, robust policies and procedures were created to form a strong foundation on which to begin pairing mentors not affiliated with a Host organisation.

In 2023, we will work to embed the Centralised programme and in the long term we hope the Centralised programme will be recognised for recruiting, training and supporting high quality mentors committed to being mentors for at least two years. We will utilise what we learn in the Centralised programme to develop quality of mentoring within the Partnership programme.



Objects & Activities

Objects of Chapter2

To advance in life and relieve needs of young people, in particular, but not exclusively through:

- A) The provision of mentoring and support;
- B) The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life and to develop their capabilities that they may grow to full maturity as individuals and members of society; and
- C) The provision of education and training for persons that mentor and support such young persons.

Summary of Activities

Provision of Mentoring and Support:

Chapter2 seeks to raise the profile of the need for and the benefits of youth mentoring services within the communities in which it operates. More specifically, Chapter2 continues to focus upon community organisations to encourage them to establish a mentoring programme within their community and seeking to highlight the benefits of mentoring to referral agencies for young persons (e.g. schools). The newly developed Centralised programme provides another route for increasing the number of mentoring pairs we can support.

Opportunities to create partnerships outside of the Reading area will be considered but only in situations where the potential partner has dedicated resource to support a partnership and a good strategic fit exists.

Objects & Activities

Leisure Time Activities:

Chapter2 also facilitates leisure time activities for the mentor and mentee with the approval of the guardian of the young person. Such activities are intended, firstly, to provide a fun and natural environment for relationship between mentor and mentee to develop; and secondly, to provide an environment for mentees to be mentored within a broader community of mentors.

In 2021-2022 we were able to provide:

- Laser Tag (Nov 2021)
- Bushcraft (Nov 2021)
- Laser Tag (April 2022)
- Go Karting (July 2022)
- Low ropes and Archery (August 2022)
- Go Karting (August 2022)
- Go Ape (October 2022)



Objects & Activities

Education and Training:

For all potential mentors whether they are part of the Partnership programme or the Centralised programme, Chapter2 offers an initial training day which provides a deeper understanding of the impact of fatherlessness and early life trauma, an understanding of what it takes to be a mentor and basic safeguarding training.

In 2021-2022:

Number of people attending training = 34

Number of people assessed = 8

Number of people matched = 4

A recent survey revealed 91% of the trainees rated their training experience as “excellent.” Participants particularly were very positive about the interactive elements of the training, knowledge the the trainers and the training manual.

In addition, Chapter2 provides training for mentors in specialists areas to help support their mentee (ie neurodiversity, trauma, attachment).

'I was very impressed with the quality of the materials used but also the content of the training was well researched and thoughtfully put together.'

Achievements & Performance

During this year Chapter2 continued to direct its focus towards:

1. Increasing the number of long-term mentors through developing new partnerships and the creation of the Centralised programme.
2. Supporting mentors through supervision, training and providing opportunities to be part of a community. Some of our mentors have been working us for more than 2 years, so we also found moments to celebrate and honour the work they do and the commitment they have given.
3. Executing its fundraising strategy to support the development of the organisation.
4. Growing and developing the capabilities and infrastructure of the organisation. This included: recruiting an additional employee, embedding a CRM system, consistently gathering mentee assessment monitoring with guardian feedback, developing a trauma informed culture, carrying out a 'lessons learned' exercise to inform future practice, developing our training programme and manual, implementing robust financial systems and processes as well as increasing our online presence through our social media profiles.

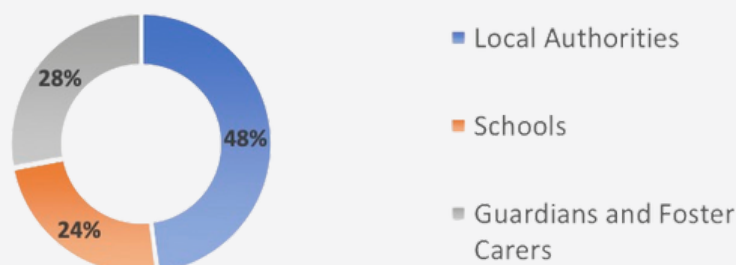
Achievements & Performance

In the year 1st Nov 2021 - 31st Oct 2022:

Number of Referrals Received = 25

- 12 were from social services (ie Brighter Futures for Children, West Berks Council)
- 6 were from schools (ie a family worker usually, or SENDCO)
- 7 were from guardians/foster carers

Referrals Received

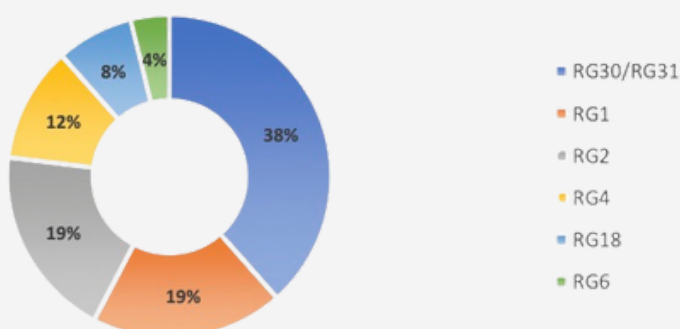


We have also seen an increasing number of referrals from W. Reading and Tilehurst area making up the largest concentration of referrals this past year; with Whitley and Central Reading, including Coley, providing the next highest concentration.

Referrals received from across Reading and W. Berks came from the following postcodes:

- 10 were in RG30/RG31 (W. Reading and Tilehurst)
- 5 were RG2 (Whitley)
- 5 were RG1 (Central Reading and Coley area)
- 3 were RG4 (Caversham)
- 2 were RG18 (Newbury)
- 1 was RG6 (East Reading)

Referral Areas



Achievements & Performance

An increasing number of the mentees referred to Chapter2 have additional needs. This includes those with Autism Spectrum Condition (ASC) and Attention Deficit Hyperactivity Disorder (ADHD). While these needs may result in different behaviours depending on the individual, there are a number of strategies that can be used to support those with ASC and/or ADHD and promote understanding for those working with neurodivergent young people. Each year we provide additional training for mentors in this area through our connection with Parenting Special Children.

Some of these young people will have a diagnosis and may have received an Educational Health and Care Plan (EHCP) from their local authority.

Chapter2 Referrals with Additional Needs in 21/22:

- 2 diagnosed as ASC
- 3 diagnosed with ADHD
- 1 waiting for ASC assessment
- 2 waiting for ADHD assessment
- 4 waiting for ADHD and ASD assessments
- 6 have an EHCP
- 3 waiting for an EHCP

We have also invested in training for Chapter2 staff to understand areas around attachment and trauma through courses and attendance at partnership meetings where best practice is shared. This knowledge is then passed on to mentors at the mandatory training and subsequent supervision.

Feedback from Mentees

In 2021/22, our mentees gave us feedback on the mentoring:

- 88% rated their 1:1 mentoring sessions as excellent or good,
- 50% rated the group activities as excellent or good.
- 88% rated their mentor as excellent or good
- 88% rated talking with their mentor as excellent or good
- 63% rated the activities they did 1:1 with their mentor as excellent or good, 25% rated these as OK.
- 100% were unsure about the mentoring at the start, 86% are happy with the mentoring now and 86% were happy about the mentoring in the future.
- When asked what three words they would use to describe the mentoring to a friend, four chose "fun". Four chose "helpful", three chose "exciting", two chose "confidence building", one chose "worthwhile" and "life changing".
- When asked to describe their mentor they said "calm, kind, fatherly", "fun", "very morally strong, self-assured, calm, content", "helpful", "calm with rigid, clear-cut morals."

**'My mentor has helped me
with building my
confidence.'**

Mentee age 12

Feedback from the Guardians of Mentees

In 2021/22 from the feedback, we gathered from guardians and care providers:

- 100% said the mentoring had a positive effect on their son
- 100% were happy with the frequency of the mentoring
- 100% said they were happy with the communications between Chapter2, guardian and mentee
- 95% said they thought their son was satisfied or very satisfied with the mentoring
- 74% said the mentoring had improved their son's confidence
- 37% said the mentoring had improved their son's resilience
- 95% said it had helped their son try new things
- 100% said the mentoring provided a positive male role model for their son.
- 74% said the mentoring helped their son's mental and emotional wellbeing
- 79% said it improved the physical health of their son



Quotes / Stories

"My son is more confident to go out with his mentor now and do different activities he wouldn't have tried before. He enjoyed going to fix the coffee machine with him, doing everyday life. He's learned how to calm himself more when he's getting angry. It's the one thing he really needed a positive male role model. He's usually in a positive, more chatty mood when he gets back." (Nov 2021)

"It's helped me, because his mentor has done activities with him, he wouldn't have done otherwise - so helped provide him with physical activities." (Oct 2021)

"My son is more confident and has courage to do things." (Dec 2021)

"I can relax, don't need to worry about him. I trust the mentor 100% and it's had a massive impact on our lives. When he says he'll do something, he does it. He is committed." (Dec 2021)

"My son has gone from not being keen to meet his mentor at first to wanting to and asking when he's seeing him again." (May 2022)

"When my son's mentor contacts me it's really nice and welcome, I ignore quite a lot of calls and texts that come through because I feel "oh no here we go" but not with the mentor. I really value him." (May 2022)

"He is very keen - it's been three years now. He always gets ready early." (May 2022)

"They banter together and the mentor is like an older brother to my son." (June 2022)

"My son is very antisocial and scared to get attached. The mentor is amazing, very kind, patient and he doesn't give up even when my son doesn't want to go out. I'm extremely grateful for this. It makes me very emotional when I see they are building a bond, which D doesn't have with his father or any male at all." (Nov 2022)

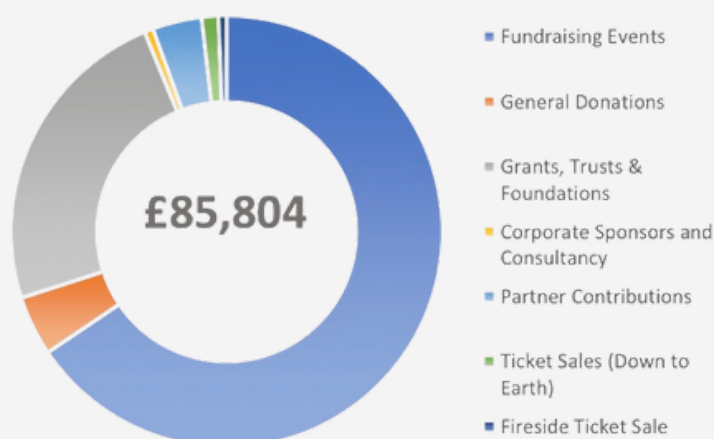
Financial Review

Accounts for Year Ending 31st October 2022

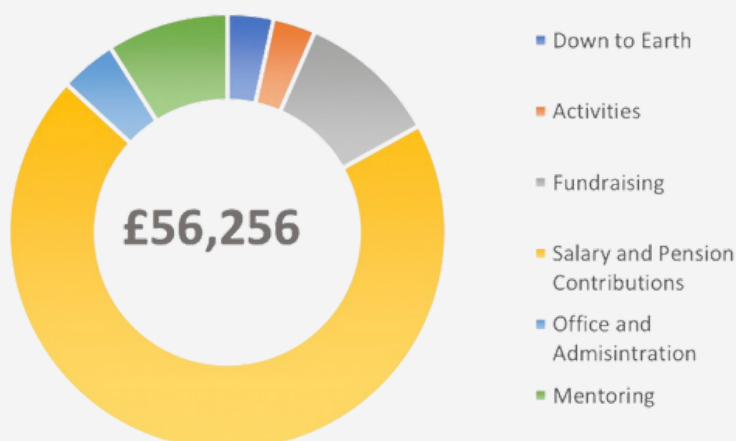
A summary of the financial accounts for the 2022 financial year can be found below.

Chapter2 employed one additional full-time member of staff during this reporting period and remained reliant entirely on a volunteer workforce for the mentoring activity.

Income



Expenditure



Financial Review

Account	2022
Income	
Fundraising Events	57,690.10
General Donations	3,944.24
Grants, Trusts & Foundations	20,900.00
Corporate Sponsors and Consultancy	579.33
Partner Contributions	3,250.00
Ticket Sales (Down to Earth)	-1098.41
Fireside Ticket Sale	538.84
Total Income	85,804.10
Expenditure	
Down to Earth	1923.83
Activities	1777.93
Fundraising	5863.59
Salary and Pension Contributions	39491.63
Office and Administration	2349.74
Mentor Support and Training	5076.41
Total Expenditure	56,256.00

Funding Sources

This financial year, Chapter2 has maintained funding generated to support the charity's activities through grants from Trusts and Foundations, the annual fundraising event, contributions from partners and corporate sponsors and personal donations. This year's fundraising event raised in excess of £57,000. In the 24 Peaks Challenge there were 29 participants and 1018 donors.

Our freelance Fundraising Consultant continues to develop our Grants, Trusts & Foundations Strategy and has had a number of successful applications resulting in additional funds of £20,900. It is our intention to continue to build on the momentum of this success and to further develop our Fundraising Strategy to produce a sustainable income to support our core activities.



Financial Review

Funding Sources

Unrestricted Cash Reserves:

The Reserves Policy of Chapter2 is to maintain a level of unrestricted funds of between six and twelve months' operating expenditure. In developing this policy the Trustees considered the following key principles:

- The core service provided by Chapter2 is the creation and support for long-term mentoring relationships with vulnerable young people. Sufficient unrestricted funds are to be maintained to allow for young people's transition to alternative support in the event that Chapter2 ceases to operate.
- As a relatively young charity, Chapter2 has seen a significant increase in income through fundraising activity in a very short period of time. The policy will enable Chapter2 to gradually expand the organisation to support further growth in a sustainable manner.

In 2021/22, Chapter2 ended the year at the top end of the stated policy range as the charity seeks to diversify its sources of funding. To date, income has predominately come from a single annual fundraising challenge which provides a relatively unpredictable increase in unrestricted funds over a short time period. However, as the organisation continues to expand and diversify its funding sources the Trustees aim to reduce the unrestricted cash reserves within the stated policy range.

Declaration

The trustees declare that they have approved the trustees' report above.

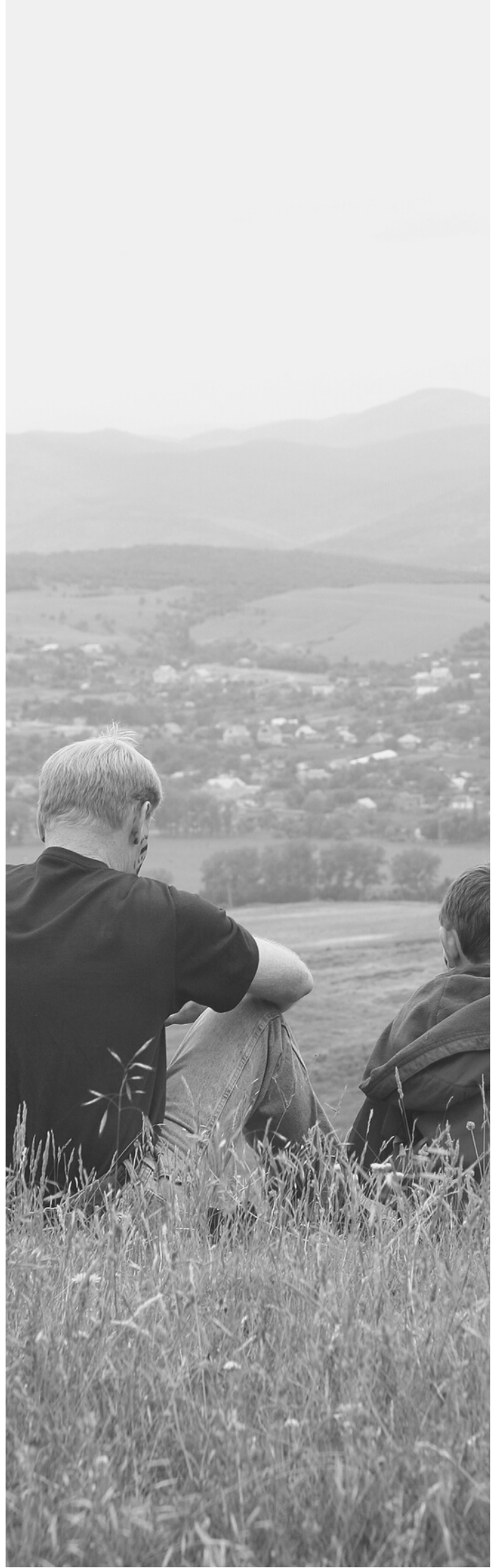
Signed:



Full Name: Richard Daniel Kay

Position: Chair of Trustees

Date: May 2023





CHARITY COMMISSION
FOR ENGLAND AND WALES

Chapter2

No (if any)

Receipts and payments accounts

CC16a

For the period
from

1st November

To

31st October

Section A Receipts and payments

Unrestricted
funds
to the nearest
£

Restricted
funds
to the nearest £

Endowment
funds
to the nearest £

Total funds
to the nearest £

Last year
to the nearest £

A1 Receipts

Voluntary Receipts	71,754	14,000	-	85,754	-
Receipts from Charitable Activities	- 529	-	-	- 529	-
Corporate Sponsors	579	-	-	579	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	71,804	14,000	-	85,804	-

A2 Asset and investment sales, (see table).

	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-

Total receipts	71,804	14,000	-	85,804	-
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A3 Payments

Cost of Charitable Activities	56,256	-	-	56,256	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	56,256	-	-	56,256	-

A4 Asset and investment purchases, (see table)

	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-

Total payments	56,256	-	-	56,256	-
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Net of receipts/(payments)	15,548	14,000	-	29,548	-
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A5 Transfers between funds	-	-	-	-	-
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A6 Cash funds last year end	-	-	-	-	-
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Cash funds this year end	15,548	14,000	-	29,548	-
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Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds		71,804	14,000	-
		-	-	-
		-	-	-
	Total cash funds	71,804	14,000	-
	(agree balances with receipts and payments account(s))	Agreement Error	OK	OK
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Richard D Kay	13/04/2023



CHARITY COMMISSION
FOR ENGLAND AND WALES

Independent examiner's report on the accounts

Section A

Independent Examiner's Report

Report to the trustees

Charity Name
Chapter2

On accounts for the year ended

31st of October 2022

Charity no
(if any)

1177011

Set out on pages

1-17

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **31 / 10 / 2022**.

Responsibilities and basis of report

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or
- the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Signed:

S. M. F. L. I I

Date:

21/04/2023

Name:

Stephen Mitchell

Relevant professional qualification(s) or body (if any):

CIMA cert BA

Address:

8 Harcourt Drive, Earley, Reading, Berks, RG6 5TJ