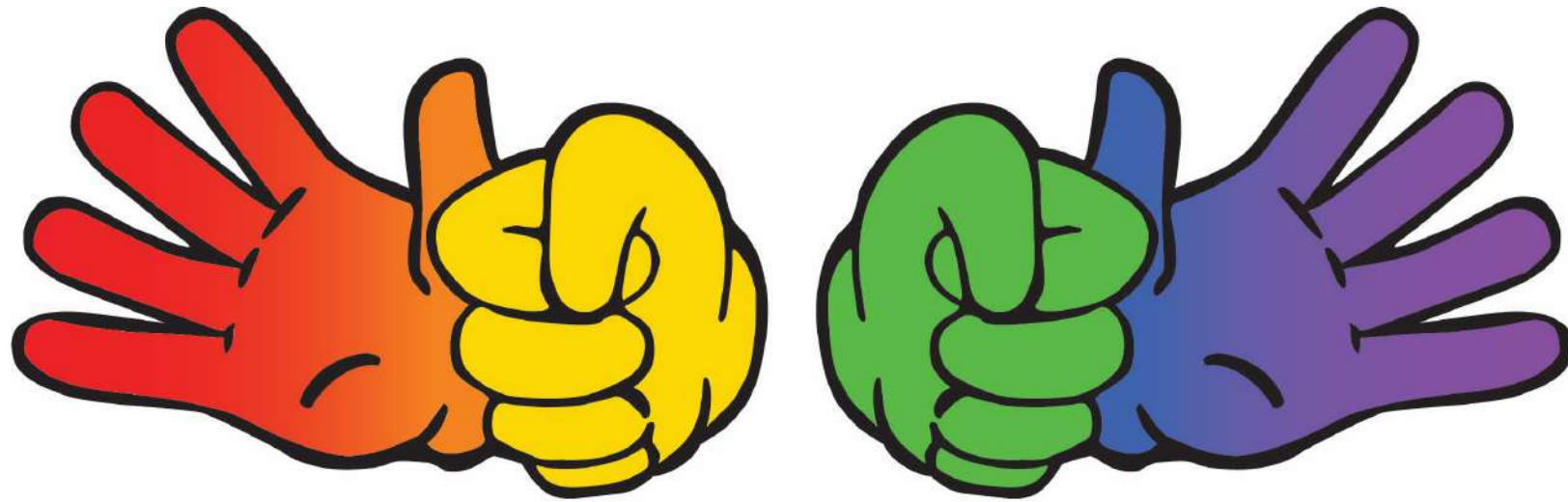
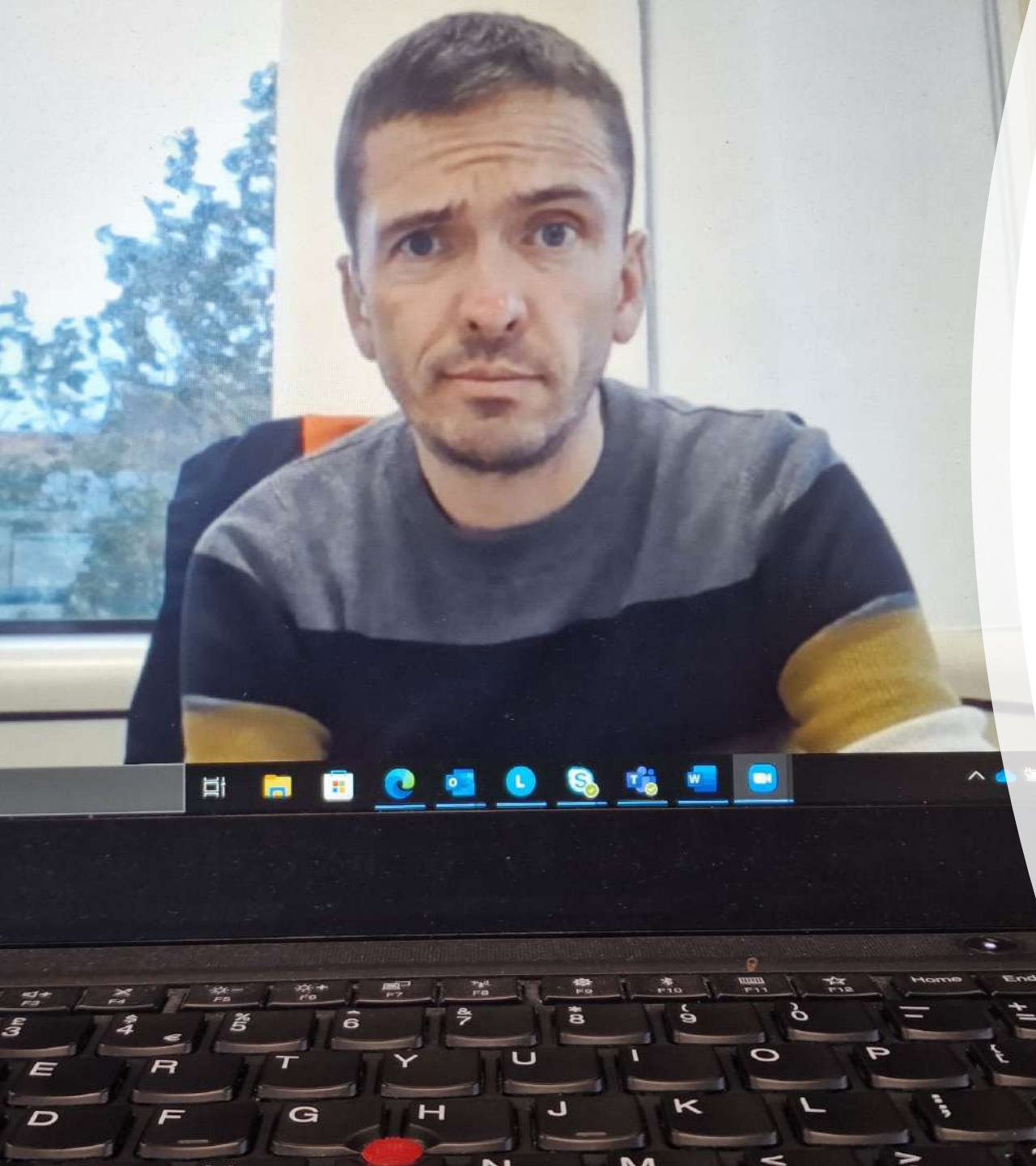




DEAF RAINBOW UK

AGM - Thursday 24th November 2022



Chairperson's report - 2022

Paul Welton

About Deaf Rainbow UK

- Deaf Rainbow UK was originally set up as a Facebook group in 2018.
- The group was set up to support the Deaf LGBTIQ+ community through **Informing**, **Representing** and **Supporting**.
- The group was originally called **Deaf LGBTIQ+ Plus**. Through a nationwide consultation in 2019, the group was renamed **Deaf Rainbow UK**.
- Deaf Rainbow UK was registered as a charity in November 2020.



About Deaf Rainbow UK (cont.)

- The Facebook group was led by Tyron Woolfe, who then became the first chairperson when the group was registered as a charity.



- Tyron Woolfe stepped down at the charity's first AGM in December 2021; passing the baton to Paul Welton, who was voted in as the new Chairperson by the trustees at that time.

Tyron's handover meeting with Paul (December 2021)

Deaf Rainbow UK's trustees

At the last AGM meeting, these 4 long-serving trustees said goodbye to Tyron Woolfe....



Michelle Goodwin
Secretary



Arran Masterman
Treasurer



Calum Medlock
Website Officer



Hannah Evans
Social Media

.... and welcomed Paul Welton as their new Chairperson, along with 4 new additional trustees who were voted in at the same meeting.



Paul Welton
Chairperson



Jamie Rea



Tammy Broskom



Davey Nauth



Chris Coles

Since then, there have been a few updates;



- Tammy was voted in as a Vice-Chairperson



- Davey left the charity in October



- Hannah is leaving, and today is her last day as a trustee

Trustee's board meetings

A board meeting is held once a month to discuss and plan Deaf Rainbow UK going forward.



Away Day, Birmingham. May 2022

This includes discussing/planning;

- Workshops
- Events
- Partnerships with other charities
- Finance/fundraising
- Recruiting volunteers
- And many more!

The first board meeting with new trustees in January 2022



Trustee's welfare

Since Paul Welton took on the role of Chairperson, he's explored the infrastructure of Deaf Rainbow UK to identify what needs to be done to take the charity forward.

Deaf Rainbow UK is led by a group of trustees in a volunteering capacity. They do not have a salary and have other commitments alongside this role, such as family, work, sport and time for holidays. They dedicate a lot of time throughout the year to ensure the day-to-day management of Deaf Rainbow UK.

Paul recognises the importance of ensuring trustees are supported to do their volunteering roles while managing their daily commitments.

Therefore, Paul developed the following.....



- Supervision for the trustees to have 1-1 meetings with the Chairperson to give feedback, keep each other in the loop, resolve issues, and help the trustees grow in their roles.
- Sub-committee groups to concentrate on the details of individual projects so as not to take up too much of the Board of Trustees' monthly meetings time. Additional volunteers will also be recruited, as and when needed, to provide extra support and specifically help to reduce demands on the trustee's time. More information about these sub-groups will be revealed in the Secretary's report.
- Standard application forms for future trustees and volunteers to ensure the right people are being recruited. More information about this will be revealed in the Secretary's report.

- New policies to protect trustees (and volunteers) are developed such as Code of Conduct. Further policies will be developed in the coming months.

Paul also wanted the trustees to feel valued and recognised as members of Deaf Rainbow UK, while at the same time representing the charity, and so official Deaf Rainbow UK tops were purchased with our logo on it.



Michelle Goodwin, Paul Welton, and Arran Masterman in their new branded top to represent the charity. Photo taken in June 2022.

What have the trustees done this year?

The trustees have done an amazing job this year – both initiating and attending various events, such as.....

BSL Rally in London – 18th March 2022

The BSL Rally event was an important day for British Sign Language users, to fight for our language to be recognised as a legal language and Paul Welton (Chairperson), Hannah Evans and Calum Medlock (trustees) from Deaf Rainbow UK went along to show their support.



Deaf Day – April 23rd 2022

Paul Welton and Calum Medlock attended Deaf Day in London and had a stall to spread the word about Deaf Rainbow UK, which was a success. Many people were not aware of the charity and over 150 people came over to find out more.



The previous chairperson, Tyron, came over to say hello!



Nearly
200
leaflets
were
picked
up

Away Day – 7th May 2022

The Board of Trustees had an Away Day in Birmingham to talk about Deaf Rainbow UK's future.

This was the first face-to-face meeting. (Unfortunately Jamie Rea could not join).

Trustee's roles, the charity's infrastructure and Deaf Rainbow UK's website were discussed in details.



Deafab – 10th – 12th June weekend



The biggest event of the year for the Deaf LGBTIQ+ community was held in Bristol, spreading over a long weekend with a variety of events taking place. Including;



Workshops



Social gatherings



Dinner & entertainment

Deafab – Workshops

There were 5 workshops;

- **Sexual identities**
30 people attended.
- **Queer TV**
25 people attended.
- **Safe Dating**
23 people attended.
- **Youth Coming Out**
19 people attended.
- **Drag Tips & Make up**
12 people attended.



Deafab – Workshops



Deafab – Dinner & Entertainment

91 tickets were sold for the dinner & entertainment that took place in the evening



Deafab – under new ownership



A surprise announcement was made during the weekend, that Deafab was being taken over by Deaf Rainbow UK, in order to keep Deafab going for many years to come.

Richard Carter and Ian Glover, who have run Deafab for 10 years, felt it was time to pass on Deafab to new management and Deaf Rainbow UK agreed to take custody of Deafab under its umbrella.



Paul Welton (R) the chairperson,
with Richard (M) and Ian (L)



**What will happen next?
All will be revealed in the
Secretary's report!**



Deafab – special mention

Our thoughts will always be with the Deaf LGBT+ community across the world who may not be as fortunate as those in the UK, such as those experiencing poverty, not being able to escape from war, unable to express who they are because of anti-LGBT+ laws, and many other reasons.

Deaf Rainbow UK will always welcome and support Deaf LGBT+ people wherever they are from, and recently they had the privilege of welcoming Dima Prykhodko, who is Deaf and gay, from Ukraine.

With Deaf Rainbow UK's generosity & support, Dima was able to attend Deafab where he had the opportunity to meet many Deaf LGBTIQ+ people. This is an example of how Deafab events can bring people together, whatever their circumstances, and why Deafab must continue.





The moment when Dima Prykhodko met Paul Welton, the chairperson, for the first time to express his gratitude for Deaf Rainbow UK's support.

London Pride – 2nd July 2022

Deaf Rainbow UK took part in the London Pride Parade, which turned out to be a great day with almost 40 people turning up to take part.



Deaf Rainbow UK made an appearance on some well know social media platforms such as Gay Times, which caught the attention of many people, raising awareness of the charity.



Partnership/collaboration

Deaf Rainbow UK have been working with other charities and organisations to explore or develop collaborative projects and to secure sponsorship, to ensure Deaf Rainbow UK can continue to be **Informing**, **Representing** and **Supporting**, for years to come. Thereby fulfilling the purpose of setting up the charity.

The trustees have worked hard to explore this further.....

Royal Association for Deaf People



Deaf Rainbow UK has a partnership with RAD to develop a project for the benefit of the Deaf LGBTIQ+ community, with funding recently obtained from the LGBT+ Consortium to take the project off the ground.

£20,000 was awarded by the LGBT+ Consortium to employ part time staff to develop and manage the project which will last until August 2023. The project will involve:

- Developing 12 videos to cover various subjects such as Domestic Violence, Gay Pride, Dating, etc. Topics are yet to be agreed and finalised with RAD. The videos will be published on Deaf Rainbow UK's website & social media.
- Developing Deaf LGBT awareness information & training for organisations across the UK



SignVideo

Deaf Rainbow UK has collaborated with SignVideo to provide tips from the Deaf LGBTIQ+ community in enabling organisations and businesses to support Pride and diversity throughout the year.



Various topics are covered, such as Introduction to Pride Month, 5 tips for Queers, 5 tips for Parents, Family or Friends, and many more.

Go to Deaf Rainbow UK's website to see some of these videos. Please also watch out for the release of further videos.



Sign Health

THE DEAF HEALTH
CHARITY
SIGNHEALTH

Deaf Rainbow UK has collaborated with SignHealth, a Deaf led charity focused on improving Deaf people's mental health and wellbeing. Informative videos have been created in BSL for topics including; understanding the 'power & control wheel' for ensuring healthy LGBTIQ+ relationships and Monkey Pox.



This power & control wheel video was first shown at a workshop at the Deafab & Deaf Rainbow UK weekend in Bristol in June 2022.



Three videos were produced about Monkey Pox. They are available on Deaf Rainbow UK & Sign Health's website.



Future collaborations

Deaf Rainbow UK are still receiving queries from other charities and organisations with regards to developing a collaboration to cater for the Deaf LGBT+ community.

Currently Deaf Rainbow UK is discussing a potential collaboration with one or two other charities, but this is still at the early stages. Watch this space!

Deaf Rainbow UK is clear about any collaboration; it is essential that any collaboration must be about **Informing**, **Representing** and **Supporting** the Deaf LGBT+ community.

Do you think you can develop a collaboration with Deaf Rainbow UK to create a service/event for the Deaf LGBT+ community? Please get in touch for a chat!



What's next?

In the past few months, the trustees have been working together to explore how Deaf Rainbow UK go forward in their support for the Deaf LGBT+ community, through **Informing**, **Representing** and **Supporting**.

The Secretary will reveal in her report what Deaf Rainbow UK has planned for you all next year and beyond!

If you have any questions about the Chairperson's report, please contact
hello@deafrainbowuk.org.uk





Secretary's report - 2022

Michelle Goodwin

Administration

In the past few months all aspects of the administration have been looked into, such as; managing emails, developing policies to protect the trustees and volunteers, creating new application packs to recruit the right people for the trustees or volunteer roles, setting up committee meetings, and arranging appointments.

Materials are being developed such as leaflets and posters that can be given out at events, such as at the Deaf Day.

It is important that Deaf Rainbow UK is in a good hands to develop further as a charity.

So, what happens now?

The Chairperson, Paul Welton, has talked about what Deaf Rainbow UK has been doing over the past 12 months since he took on the role.

Paul explained the trustees explored the infrastructure of the charity to ensure the Deaf LGBTIQ+ community are continuously being informed, represented and supported.

Paul has mentioned **Informing**, **Representing** and **Supporting**, but let's explore what these terms actually mean?



Our mission

- **Informing**

- To supply you with information or facts.

- **Representing**

- To speak and act in a way that positively reflects you.

- **Supporting**

- To give you encouragement to succeed.

How can Deaf Rainbow UK **inform**, **represent** or **support** you?

This can be done in different ways such as;

- Through Deaf LGBT awareness information & training
- Through workshops covering different subjects that are important to you
- Through events e.g., Deaf Day in London or Prides
- Through our website & social media platforms

We have developed plans for 2023 and beyond.....

2023 and beyond: Deafab

The chairperson, Paul Welton, explained Deaf Rainbow UK has taken over Deafab.

Why did Deaf Rainbow UK do this? It was recognised that the event is a safe space for all Deaf LGBT+ people to meet, to be informed, represented and supported which is in line with our charity's aims.

Deaf Rainbow UK is excited to announce that after a successful weekend in Bristol recently, Deafab will be back again, but in two different versions; **Small Deafab** and **Big Deafab**.



Small Deafab



Small Deafab will be an event taking place every 2 years for socialising purposes.

This will enable you to meet new people and develop friendships.

This is especially important for those who may feel isolated and want Deaf Rainbow UK's support to meet new people.



**The next one will be in 2023!
Stay tuned for further details
on how to buy your tickets!**

Big Deafab



Big Deafab will be the main weekend event taking place every two years, on the alternate year to the Small Deafab event, and will feature the following:



Workshops



Social gatherings



Dinner &
entertainment



Stalls

Other features are being considered such as including Deaf LGBTQ+ exhibitions, etc

The next one will be in 2024! Stay tuned for further details!



2023 and beyond: Deaf Sisters

Deaf Sisters was set up in 2002 by Tammy Broskom, Anna-Marie Reilly and Lynn Stewart-Taylor to create a safe space for Deaf Lesbians. The first event was a weekend away in Brighton.

Deaf Sisters then ran for 10 years before the final event, a ball, was held in Brighton.

There is a strong interest in the reinstatement of Deaf Sisters, and Deaf Rainbow UK have agreed to offer their support with this.

Stay tuned for further details!



In Dublin



Lynn, Anna and Tammy in Brighton



2023 and beyond: Workshops

Deaf Rainbow UK recognises the importance of developing workshops for the Deaf LGBTIQ+ community; to give everyone the opportunity to be informed, to request representation and to learn how to be supported.

Deaf Rainbow UK is excited to announce there will be two separate full day workshops in 2023 which will be followed by a small social event in the evening.



**Stay tuned for further
details to sign up for
workshops!**

2023 and beyond: Prides across the UK

After the success of taking part in the London Pride parade recently, Deaf Rainbow UK feels it is important to represent the Deaf LGBTIQ+ community across the UK.

Deaf Rainbow UK are excited to announce they have plans to take part in at least one pride parade in each nation of the UK in 2023;

- England
- Wales
- Scotland
- North Ireland

**Stay tuned for
further details on
how to take part!**



2023 and beyond: Other opportunities

Deaf Rainbow UK will continue to explore opportunities to **Inform**, **Represent** and **Support** such as attending Deaf-related events to showcase the charity and continue to reach out to the Deaf LGBTIAQ+ communities and individuals across the UK.

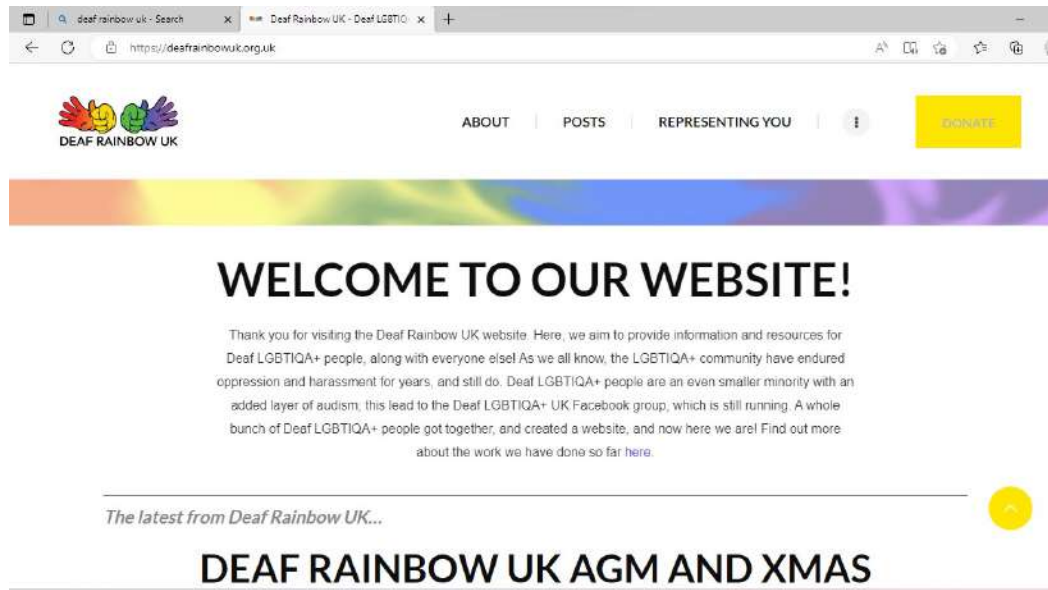
There are events across the UK that Deaf Rainbow UK plans to attend, such as the Deaf Day in London, and Norfolk Deaf Festival in Norfolk.

If you know of any events that it would be good for Deaf Rainbow UK to attend, please let us know!



Deaf Rainbow UK's website

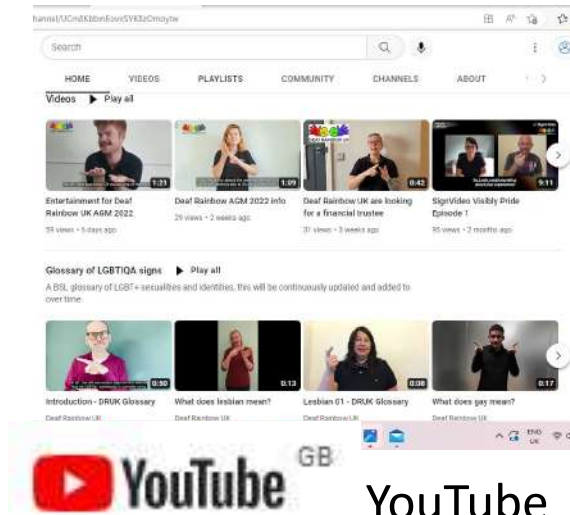
Deaf Rainbow UK's website was reviewed to ensure it was continuing to meet the current needs of its users. However, it was identified the website will need to improve its accessibility and features.



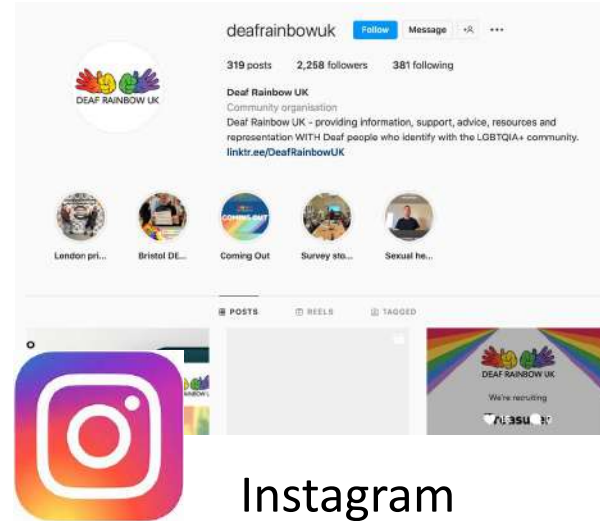
Deaf Rainbow UK are now exploring the potential idea of revamping the website to introduce new features and to improve accessibility such as having information translated into BSL and to make the site navigation-friendly.



Deaf Rainbow UK's social media



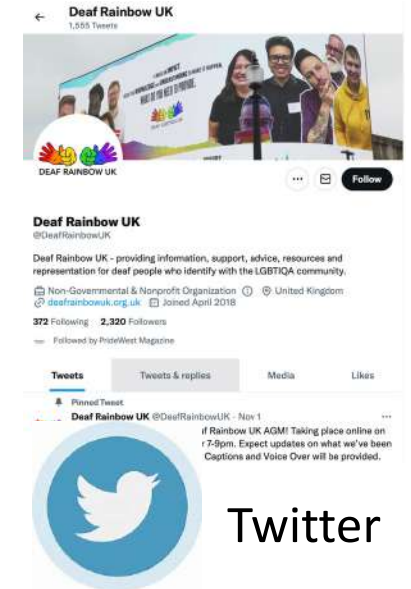
YouTube



Instagram



Facebook



Twitter

Deaf Rainbow UK has 4 social media platforms to share information etc – YouTube, Instagram, Facebook and Twitter.

Deaf Rainbow UK are looking for volunteers to manage these 4 platforms. Is that you? Please get in touch!



Deaf Rainbow UK's support

Deaf Rainbow UK's mission also extends to providing guidance to other established groups as well as to individuals. Trustees first need to agree to providing this assistance and ensure the roles and responsibilities of all parties are clear.

Examples include - Brothers & Sisters club in London (a well known Deaf LGBTIQ+ club, established nearly 45 years ago) and Deaf Cymru Pride in Wales (currently being managed by one person) have both been offered support and guidance to nurture and develop their clubs.

If you or your organisation think you would benefit from Deaf Rainbow UK's support, please do get in touch and we can discuss this further.



We need your help!

We have exciting plans to take Deaf Rainbow UK forward, but we cannot do this without you. We are looking for volunteers to help us to set up, develop, and manage the following;

- The Small Deafab event in 2023
- The Big Deafab event in 2024
- Deaf Sisters
- Workshops
- To take part in the Pride parades across the UK, to represent Deaf Rainbow UK
- To represent Deaf Rainbow UK at events like Deaf Day.
- The social media platforms.

**Are you interested?
Contact us to find out
how you can join us!**



Taking Deaf Rainbow UK forward

To take Deaf Rainbow UK forward, the charity needs to consider how costs are to be covered, such as paying for the website revamp, development of workshops, setting up of events and covering any travelling expenses.

The Treasurer will reveal in his report Deaf Rainbow UK's income & outgoing expenditure and how the charity can bring in more money.

If you have any questions about the Secretary's report, please contact
hello@deafrainbowuk.org.uk





Treasurer's report – 2022

Arran Masterman

Deaf Rainbow UK's financial

The 2022/2023 financial year is clearly different from the 2021/2022 period.

It is noticeable that the income and outgoing expenses for 2022/23 are less than the previous year. This is due to several factors including the recent focus of Deaf Rainbow UK on the infrastructure of the charity, concentrating on how the charity can move forwards and attending various events, all of which were minimal or cost free activities for the charity.

Deaf Rainbow UK is not concerned about the difference between the financial years, and they are expecting the charity to go from strength to strength in the year to come.

Outgoing expenses were largely in relation to making videos accessible, covering the cost of leaflets, purchasing new tops with logos, covering travelling expenses, purchasing an iPad and other administrative duties such as paying for a Zoom package.

Income was largely through donations such as Facebook's birthday fundraisers, regular standing order donations and one-off payments from individuals or organisations. This also includes grants or sponsorship payments for projects.

Series of meetings were conducted between the chairperson and the treasurer to discuss how the charity's financial are managed and to attract funding etc.

The next 4 slides will show you the summary of incomes and expenditures.

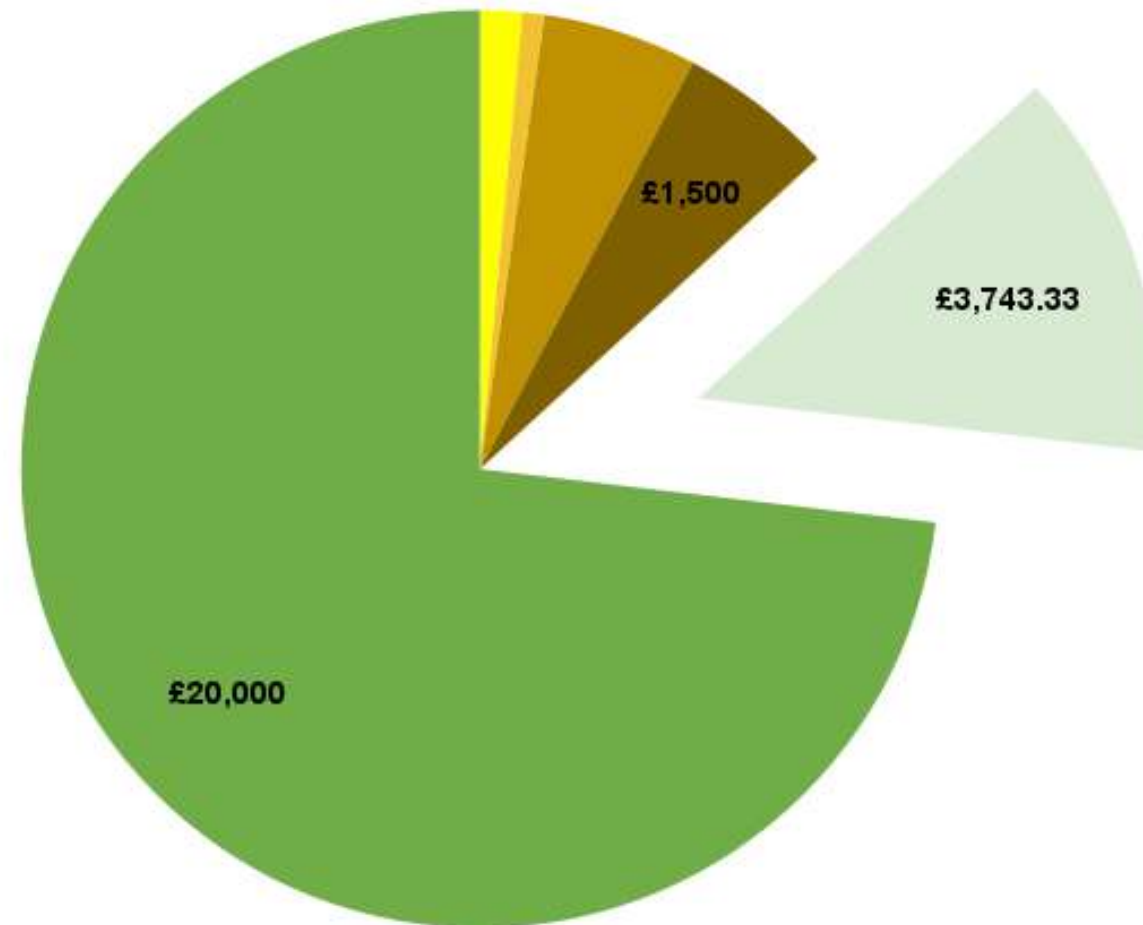


Arran with Paul
to discuss finance
in London, June
2022

Income

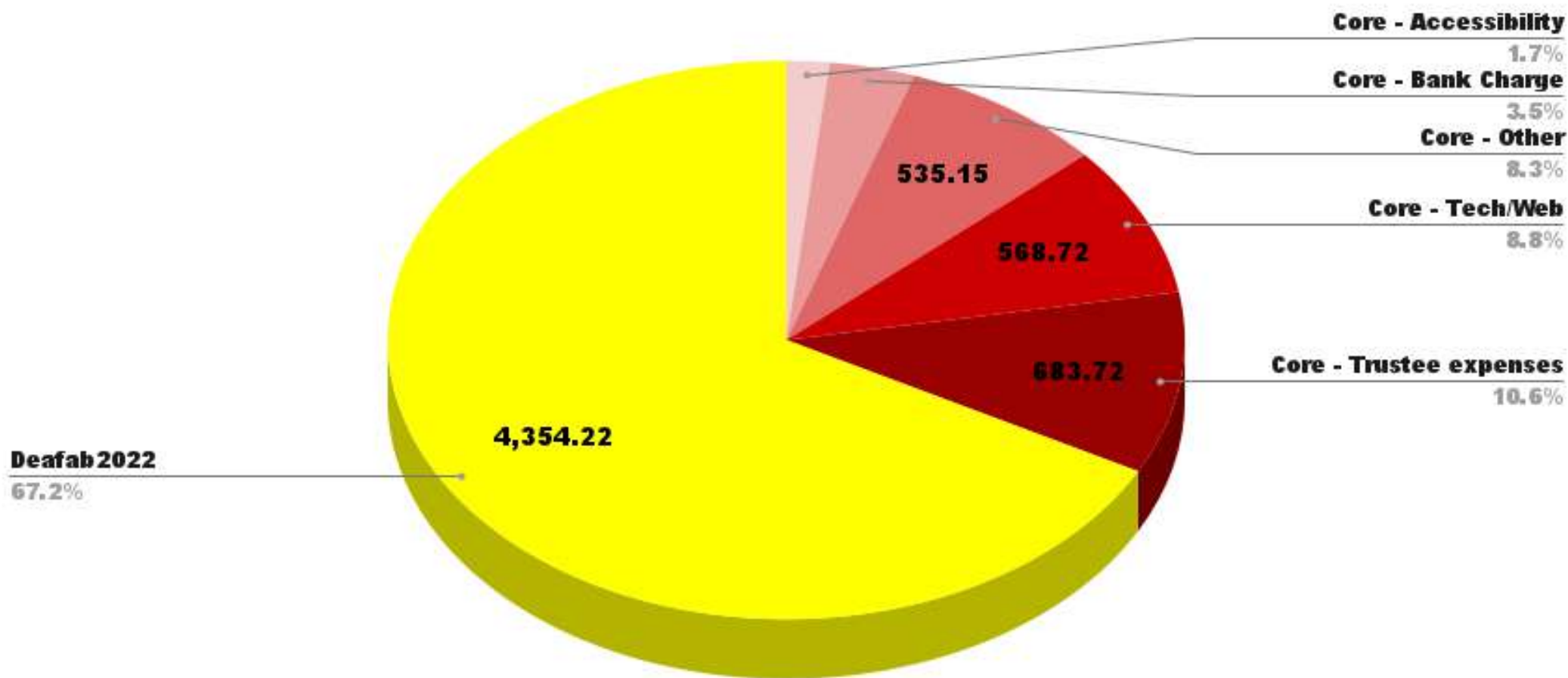
Dec 2021 - Dec 2022

● Donation - One Off ● Donation - Regular ● Donation - Large ● Donation - Sponsor ● Deafab2022 ● Grant - RAD

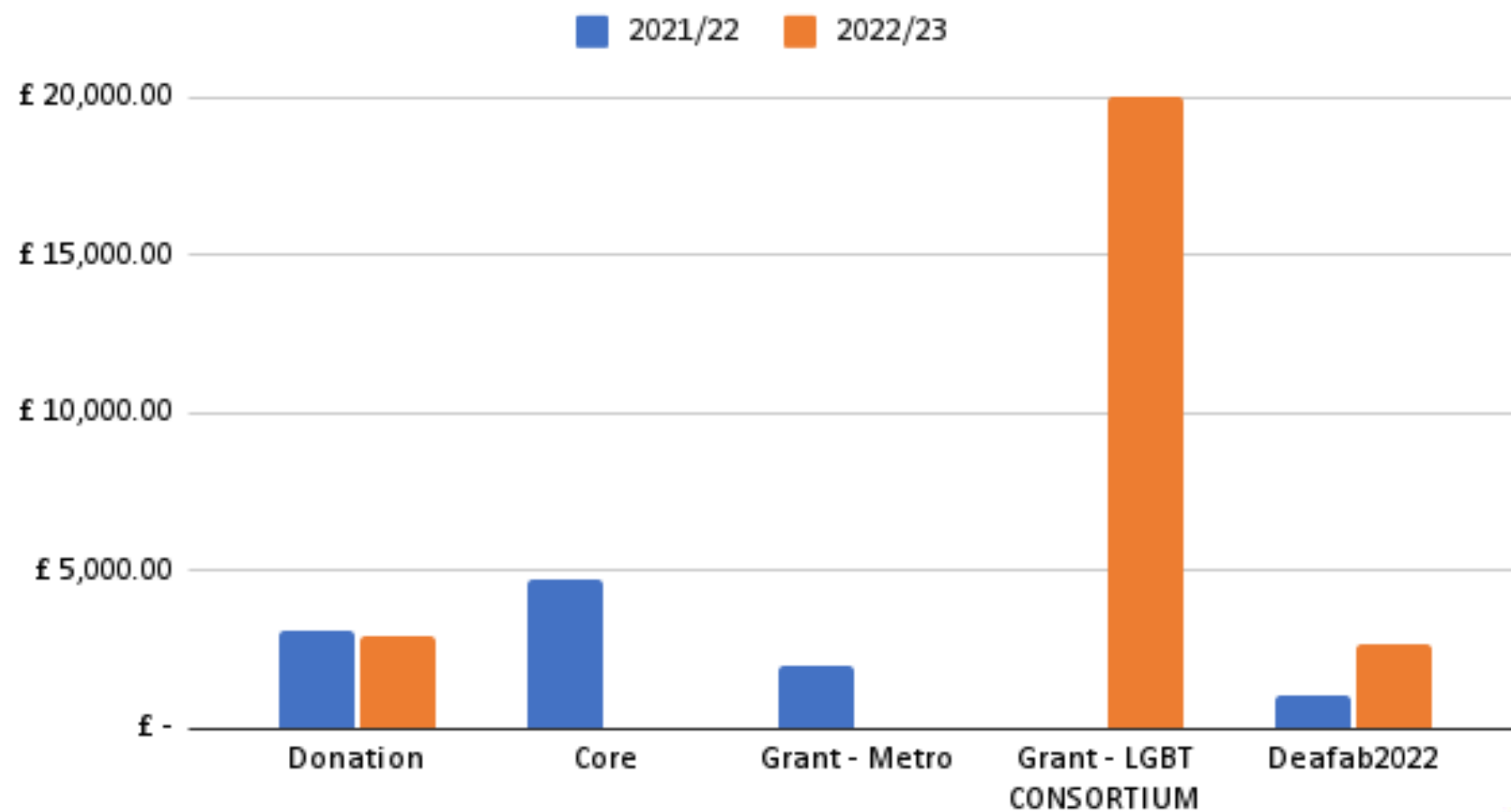


Expenditure

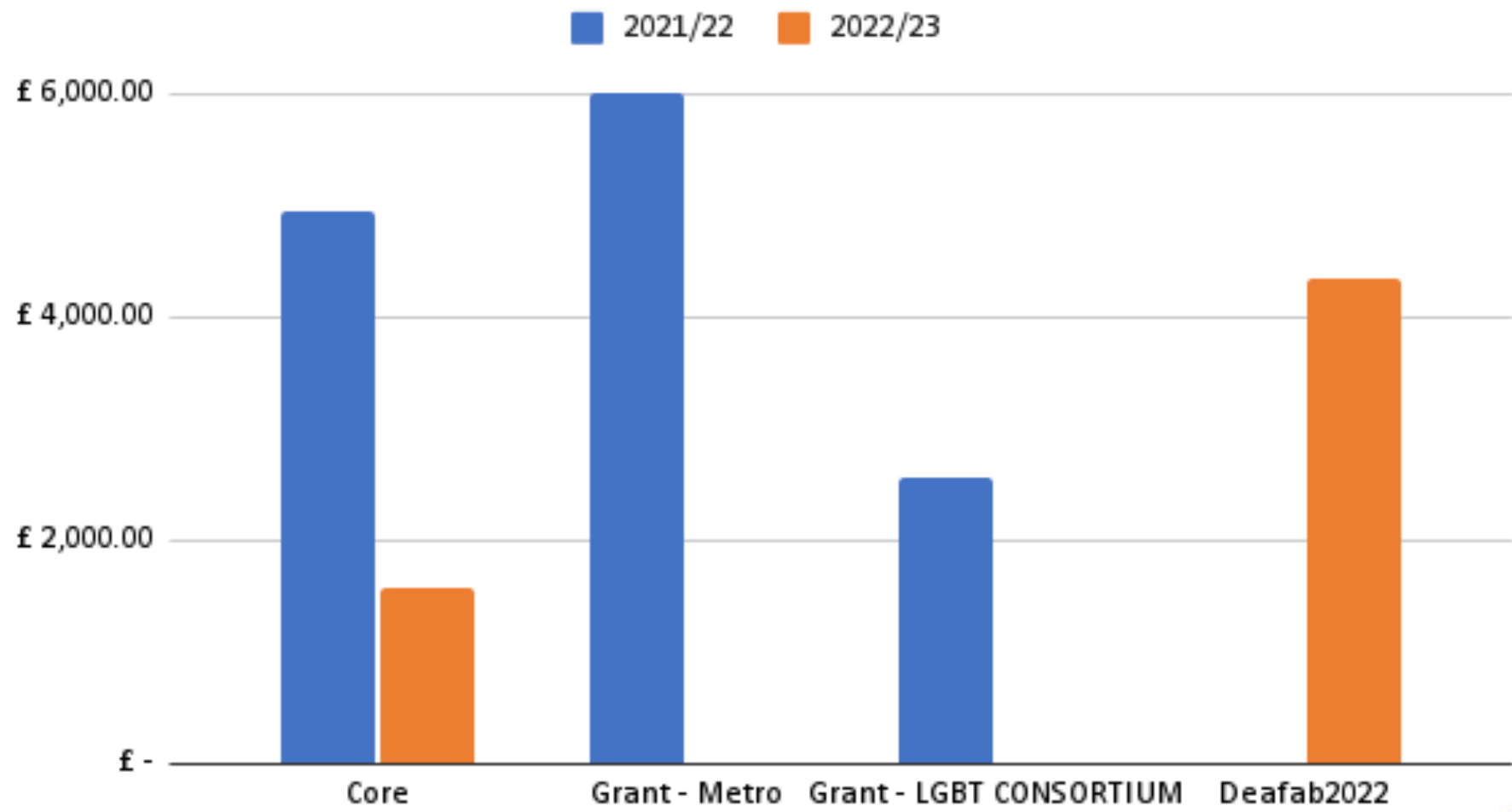
Dec 2021 - Dec 2022



Income



Expenditure



Donations

Deaf Rainbow UK relies on donations or grants to cover expenses such as developing workshops and events or covering the cost associated with the trustees attending meetings, in order to fulfill their roles effectively.

Not all trustees live in London! We have ones in Scotland, Wales, Nottingham and in Bristol, so travelling expenses are an important consideration. Additionally, catering needs are considered if trustees are expected to be out all day or away for a weekend on charity business.

Revamping the website is important so as to make it more accessible, but this isn't cheap.

This is where you can come in and help us!



Donations

Can you help by making a donation, small or big? This could be a one-off payment or something more regular.

Perhaps you want to offer Deaf Rainbow UK a sponsorship?

Perhaps you could arrange a fundraising event to raise money for the charity?

If you want to know more about how you can help Deaf Rainbow UK, please get in touch for a chat!

If you have any questions about the Treasurer's report, please
contact hello@deafrainbowuk.org.uk



Thank you for your generous support over the past
few years!

We look forward to seeing you all in 2023!

Deaf Rainbow UK

Paul Welton
Tammy Broskom
Michelle Goodwin
Arran Masterman
Calum Medlock
Jamie Rea
Chris Coles
Hannah Evans

(All information correct as on 24th November 2022)



Deaf Rainbow UK
April 2022 - March 2023

	Credit	Debit		
	£	£	£	£
			<u>£ 6,372.34</u>	Open balance from 21/22
Income				
Donation - One Off	£ 552.05			
Donation - Regular	£ 399.36			
Donation - Large	£ 932.52			
Donation - Sponsor	£ 1,500.00			
Grant - RAD	£ 20,000.00			
Deafab2022	£ 2,669.07			

£26,053.00

Expenditure		
Core - Accessibility	£ 313.00	
Core - Trustee expenses	£ 753.72	
Core - Tech/Web	£ 528.72	
Core - Bank Charge	£ 240.00	
Core - Other	£ 445.81	
Core - Project	£ 500.00	
Deafab2022	£ 4,378.22	
Grant - RAD	£ 10,000.00	

£17,159.47

£ 8,893.53 surplus for this year

£ 15,265.87 Closed balance for 22/23

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