







Cre8 Annual Report 2016









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That's how much it's cost us to make and print each Annual Report. All the design, photos and words have been Homemade by Cre8'. We've done it ourselves using the skills we have.

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Why do we need Cres?



Our Trustees tell us why Cre8 is needed on the Moss Rose Estate in Macclesfield...

Pip - Chair of Trustees : As Chair of this amazing organisation now celebrating ten years of being in the Moss Rose Community, I am delighted to report that Cre8 has been blessed in having an excellent year! It has been a privilege and a pleasure to work with our faithful, hard-working and talented team of staff and volunteers. For me we very much need Cre8 because of it's continuing contribution to increasing the self-confidence and maturity of the young people with whom we work, allied with Cre8's contribution to the strengthening of the community of the Moss Rose Estate. I would personally like to thank all our staff, all our volunteers, all our supporters and all those who help to fund our work; we are eternally grateful for all you do.

Jenni : Cre8 has an impressive 10+ years track record of providing practical support for young people and their families, we need this to continue! The Queen's Award recognises Cre8's ability to help young people to make something good out of nothing.

Ameera: I'm inspired by the breadth of work we undertake at Cre8, the generosity of all involved, the ability to overcome new challenges and the journey our young people make. We need to continue to see positive changes happening in our local community because of the existence of Cre8.

Jayne: We need Cre8 because they try. When everyone else has given up. They try.

Martin: The last 10 years has seen Cre8 play a major role in the development of young people and the wider community of the Moss Rose Estate. I feel proud and privileged to play my part in the challenge of continuing and enhancing that very necessary work within the constraints of an extremely tough financial environment.

Rev Dave: Cre8 has been a great place for young people to explore their own potential, from them to grow in knowledge, skills and self esteem. It's been inspiring to see staff and volunteers united to give young people a great start in life.

Ruth: The dedication of Cre8 staff and volunteers always amazes me, especially in response to difficult circumstances. This year it's been good to see flourishing community events such as the hog roast, food giveaways and the storytelling sessions.

Cliff: Cre8 does a vital job helping young people and families face some of the bad things that happen in today's world. The strength do to this comes from within the people who live on the Moss Estate and they are an inspiring example of what can be achieved. It is right that St Barnabas Church works hand-in-hand with Cre8, as they give so much to each other. Anyone who lives in Macclesfield and doesn't know about Cre8 is really missing something!

Fundraising

The services we provide to support young people require many sources of funding. Individual fundraising and one-off or regular donors are critical to the ongoing provision of our services. This year, like previous years, we are so proud to share the many examples of individual generosity and commitment to Cre8. Our success is your success, long may that continue.

Four Cre8 volunteers and workers cycled 1,000 miles from Lands End to John O'Groats to raise money for Cre8's Bike project, reaching a total of £4,350! The blog posts during their trip were great stories for everyone supporting them.

"I want you to sponsor me so that young people will be able to have something exceptionally good to hold on to in the midst of rubbish and darkness. There is no better use of money and as someone once said... he is no fool who gives up what he cannot keep to gain that which he cannot lose."





Cre8 Boutique offering 'preloved' items

The Cre8 Boutique opens once a month and sells 'Preloved' clothing and accessories at affordable prices. We also offer young people and young adults volunteering work experience in a retail setting, as well as raising a bit of money for Cre8 at the same time.

Look out for the next Cre8 Boutique opening and pop in; you might grab a great bargain - like this bear suit for only £1!



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Jon took on Challenge Weymouth long distance Triathlon and raised £1,578 for Cre8.

"Thank you so much to all who sponsored me. I sobbed like a teenage girl at a One Direction Concert at the end."

Re:Cre8 organised a Spring Fair to raise funds towards the costs of their trip to Camas. We had burgers, Cre8 Boutique, Rossendale plant and craft stall, face painting, throw-a-sponge-at-Tom, challenge Isaac at Pool, guess the number of sweets, tombola and cake sale. All together they raised £609 towards the trip!

St Michael's Social Committee held a coffee morning, soup lunch and bake sale and raised £194. And we got lots of tree jobs for Cre8 Works! Thank you to all involved!

Rachel took part in an Aquatic Marathon and raised £248.

"I've been involved with Cre8 for 5 years and they're incredible (verified by the Oueen!)"



Michelle

Michelle spent 3 months on placement with Cre8 as part of her vicar training.

On her final day she pulled out a massive cheque! Michelle had been beavering away and had raised £1,526 for Cre8 through various fundraising initiatives, like having a stall selling jewellery inside the shop where she works!

"Awesome people, awesome kids, its totally (you guessed it) AWESOME!!!!" Thanks Michelle! We think you're awesome too!



Community

Ten years ago, in January 2006 we began our first regular weekly Cre8 youth club at St Barnabas Church. This followed on from two days of summer activities for 11 - 16 year olds which had been planned and run at the Church by a willing band of fresh-faced volunteers from around Macclesfield. I was the only volunteer at those summer activities who lived on the Moss Rose Estate; how times have changed.

The ten year longevity of Cre8 and its (hopefully) secure future has been down to it's ability to develop and sustain volunteers, supporters and workers from its own community and neighbourhood. This has been our greatest success in ten years; that we have developed a community-led organisation which is committed to improving the lives of its own children, young people and families. This is why we were nominated for the Queens Award for volunteering and which we were subsequently very pleased to receive, especially as the equivalent of an MBE for a community organisation.

Cre8 has not only developed volunteers for often challenging projects in its own neighbourhood, it has also supported those volunteers to train, study and become professional youth and community workers, administrators, team leaders on social enterprise businesses and managers of others. This is why Cre8 has been a success; because we believe in the abilities, skills and commitment of people in our own neighbourhood of the Moss Rose Estate. It has simply been wonderful to see those teenagers who came to

our first (often crazy) clubs, growing into mature adults with their own families, wanting to make our own neighbourhood better, and having lots of fun doing it.

Over the last ten years we have been building community; it's what we set out to do. Cre8 is a community of people who try to make the Moss Rose Estate a good place to be; mainly through enriching the lives of young people and young adults; enabling them to fulfil their true potential. We are a community of people in the Christian tradition, I am a community priest ordained in the Church of England. I believe that God sees us all equally, no matter what background, race, sexuality, gender, ability or for what we've done.

We have been able to run some brilliant communityled activities in the last year and it has genuinely felt that we have created something special, something to treasure where we have treated each other with kindness, forgiveness and respect. Our work on the Estate seeks to address some of the imbalance that "Luckily, my friends and I were amongst the first members of Cre8 and loved it! We more than tested the volunteers patience on a few occasions but they were always great with us and work so hard. As adults now, we all constantly speak about Cre8 and have so many great memories because of it. So from me a big thankyou!"

Kirsty came to Cre8 as a young person when it first started 10 years ago. She's now a volunteer at Cre8 Clubs and Residentials as well as helping out at community events.



exists in society, where we are often seen as people who are second best or worse, with no ideas, motivation, skills or common sense. I know this isn't true. And we do need help from outside our own neighbourhood because of those imbalances in society, and because of the difficulties we face, which are often profound in children and young people. We need financial help in particular.

Our work is sometimes very emotionally draining; we are often picking up the pieces when other agencies have been cut or just left. And we are not lazy, we do try and raise our own money for activities. Cre8 now runs two Social enterprise businesses and we are planning a third. These businesses generate income to fund our free activities for children and young people; at the same

time as providing employment experience for young people and young adults.

The principles of work, learning, sharing food and having fun are core to what we do; we try to do them in equal measure, with a recognition that our devotion to God and our love for each other is what drives us.

I hope we have another great year, it is always simply a privilege to represent Cre8 and the people involved. I look forward to watching more amazing things that young people and young adults achieve in our neighbourhood and community.

- Rob, Cre8 Director.

Ulant to make a difference in your own community?

There are lots of ways you can GET INVOLVED...

Financial support

Cre8 is an independent charity so financial donations from supporters are essential for our survival. Regular financial donations give us a stable financial base from which we can plan our activities.

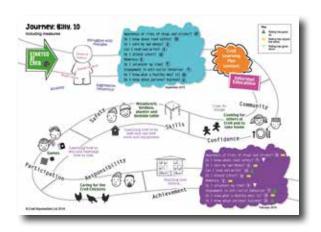
There are two key ways you can donate to Cre8; by becoming a regular monthly donor as a 'Friend', or holding a one-off fundraising event.

Volunteering

Cre8 relies on enthusiastic, passionate and wonderful volunteers. Whether you can offer a couple of hours to help during the Festival or a regular commitment to our projects throughout the year, then we'd love to hear from you.

... so get in touch: 01625 503740 or hello@cre8macclesfield.org

Journeys



"The way the Case Studies are presented is excellent – they convey so much more information on one sheet of paper than could be conveyed in a wordy report"

Alison Tansey, Grants Manager, Cheshire Community Foundation

Our Cre8 Journeys system, known to us as CRIS, helps us to produce our 'Journey Diagrams' for young people, funders, supporters, and Trustees. Data from the system is entered into a unique visual diagram called a 'Journey Diagram' which demonstrates the progress made by each young person, adult or project.

How does it work?

All information about a young person and the projects they're involved in is stored in CRIS. Things like: registration details, contact information, location, background information, attendance at activities, description of sessions, and data from the outcome measures (see below).

What is a Journey Diagram?

Each Journey Diagram is produced using the same template, which is adapted to make a unique visual representation of the young person's progress. The data is imported into the template from CRIS.

A Journey Diagram includes the data for ten outcome measures which have been rated in an outcome measures meeting between a young person and a youth worker. A young person's progress is measured over a period; with a measures meeting at the beginning and end of a period.

The young person's ratings for the measures are included in their Journey Diagram in the form of a billboard. Comments and narrative from the outcome measures meeting are also used in the Journey Diagram together with visual and narrative representations of the Cre8 activities and projects that the young person has been involved in.

They're personal, they're unique and they show young people how far they've come and they things they've done. We love them!



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Other highlights from the year



Receiving an honorary
Award from the High
Sheriff of Cheshire for our
community work. A very
glamorous Beverley &
Rachel from our Learning
Plus project received
the Award at a special
reception.



We had 22 passes in Rockschool and Trinity exams this year (in guitar, vocals and drums). That continues the 100% pass rate since the Music project began. Fantastic!



Earned income over 12 months from our two social enterprise businesses; Cre8 Works and Cre8 Facilities. What an achievement to earn their own income, employ young people and support the charity.

Young people attended Clubs and Residentials during the year.



In July 2015 we had a big summer party to celebrate receiving the Queen's Award.

"My daughter Keirra was presented with the Queens Award as a representative of Cre8. So proud of her for all the hard work she has put in, so very proud. Cre8 work so hard for the community" - Judith.



Music

£65

could buy a series of five professional music lessons for a young person, leading to a grade exam and a sense of huge achievement

Cre8 Music has been operating for five years delivering music making activities at the Cre8 Building on three afternoons per week. Activities include drop-in sessions and professionally tutored music lessons in guitar, drums, singing and theory, studio recording and song writing. All of this is provided free to young people on the Moss Estate who wouldn't otherwise have music making opportunities. The project has been funded for the last four years by Youth Music.

We're really pleased that attendance at drop-in and lessons has steadily increased over the year, improving our opportunities to make a positive impact in young people's lives. Throughout the last year we have engaged 55 young people in Cre8 Music. Around 70% of these young people are eligible for free school meals or pupil premium. Almost all the young people involved in the project were beginner musicians, with Cre8 Music being their first access to musical provision outside of schools.







Cre8 Music Christmas Concert at St Michaels Church

This year we took the Cre8 Music Christmas Concert to St Michaels Church. This new bigger venue was a tremendous success for us, it was great for the young people to perform in this prestigious venue and performance space. Over 100 people came to see and hear the wonderful performances by the young people.

The key message we wanted people to see was that this group of young people support each other through their music - they make community; when someone forgot the words others joined in and helped them remember; when the nerves began to take over people smiled, cheered and whooped encouragement! The young people, and the team of music tutors and youth workers support each other to play instruments and to make their performances the best they can be.







The Cre8 Youth Music Christmas Concert at St Michaels Church. For the first time we had a band made up entirely of young people.

"Hugely inspirational to see the talent and excitement. Yet again Cre8 exhibited such a loving and welcome presence"

Comment at a Music Concert

Learning Plus

Cre8 Learning Plus works with young people who are severely struggling with the challenges of mainstream education to such a degree that it affects their behaviour and attendance at school.

Our aim is to help these young people grow in selfawareness, self-esteem and interpersonal skills, and so be equipped to reconnect and be more engaged at school.

Young people referred to us have one to one sessions. This fosters trust in adult teachers from the young person and so increases self esteem and confidence. Sessions teach life skills and begin to deal with issues such as anger management, sexual health, low self worth and lack of confidence. Learning Plus shows young people that they are valued and that people are interested in their contributions.

£59.98

will pay for a 2 hour one to one session with a youth worker on Learning Plus



"I use Cre8 Learning Plus as a positive intervention for pupils who are struggling to engage fully with mainstream education."

Karen Bayley, ASPIRE Manager - Macclesfield Academy

National Open College Network Award

We are now a delivery centre for NOCN, a nationally recognised and accredited education programme. The programme covers a wide range of subjects from art and cooking to emotional well-being, gardening and bike maintenance. The flexibility of NOCN allows us to offer accreditation for young people through specifically tailored and personalised sessions. Many young people are working towards their first NOCN qualifications that will build their confidence and help them access other education in the future.

Kapow! Cheese.

For over a year now, Rachel has led regular sessions with Alexa on a Friday. Here's what they do...

"We begin by catching up on the week's events over a brew and biscuit. With the world put to rights we then set about on our current project. That sometimes includes the NOCN food cooking course; Alexa has made some awesome meals which she generously shared with the rest of the Cre8 House. The cookery terminology can get a bit dull so we've done the project with a satirical edge. We made a cartoon strip of the cooking implements so the cheese grater is presented like a piece of Pop Art – Kapow! Cheese.

We've also been working on a mental health board game. Alexa designed the board to double up as a piece of



artwork which illustrates the diversity of mental health conditions and how they can be managed and treated positively. This has fuelled some great discussions.

Most recently, Alexa has begun to do some work experience sessions. For this we have been painting metal artworks in the wildlife area behind the Cre8 Community Building. This has enabled Alexa to contribute to the community while hopefully preparing her for the world of work."

- Rachel

Segwaying at Tatton Park with a group from Learning Plus. It was cold and wet but we didn't care! We got the hang eventually!

Clubs.

We've been running clubs since Cre8 began 10 years ago. They're full of fun, volunteers, food, games and challenges! We now run three clubs every week.

Owen's Story

"I volunteer at Cre8 because it has helped me become who I am today and it will continue to help me through my teenage life, I hope it can help other people too.

I first got involved with Cre8 when I was in primary school and I've been involved with pretty much every Cre8 project at some point! I've been taught to play the guitar, gut fish at Camas, and use a sewing machine. All amazing memories that I will never forget.

Cre8 is important because it helps children mature and grow into good young adults. The people there and the experiences and activities helped me through some tough times and I hope that it can help other people through tough times too."







Cre8 at the Treacle Market

We've had a Cre8 stall at several Treacle Markets during the last year. It's really good to take Cre8 into Macclesfield town centre and share what we do with a wider audience.

It's also great for our young people to be around such a fun and friendly atmosphere as the Treacle Market, and for them to tell people about Cre8 themselves.

So if you're about at Treacle Market look our for us and come and say hi!

Our display in the Barnbay Kiosk in the centre of the Treacle Market. A wonderful display of all the amazing things our young people do.









Zoe's Story

"I've been a volunteer at Cre8 for several years now and have such fun working on projects for them. I've done teaching drawing, sewing, dressmaking, English, History and even Maths! I'm one of the leaders in the weekly Primary Club and I really enjoy catching up with our young people and finding out what they think. Their input keeps me on my toes and up to date with what they find interesting - from music and clothes to computers games and what's good on TV. I'm also involved with planning and taking part in the Girls' Residential as well as the Cre8 Festival. Both are annual events which require brainstorming sessions to keep them fresh and fun, which are stimulating and challenging.

Cre8 is a big family that I'm proud to be a part of. We all support each other - young people and leaders - it's a two-way flow, as it should be in a good family. My biggest reward is watching our young people flourish and grow into their full potential - over the years it has been a privilege to be part of that special time in their lives."

This is how Zoe tells her story (very modestly), however if you saw the things she has created with young people, like the legendary bunting at St Barnabas, or the gorgeous prom dress, you'd realise how completely awesome she is and how lucky Cre8 is to have her! Thank you Zoe.

Residentials

The following is taken from a blog post during our stay at Camas in August. Camas is an outdoor centre run by the Iona Community in a remote area of north west Scotland. We took a group of 16 teenagers from Cre8. This blog gives an insight into what it's like on residential and why we do it. #cre8atcamas

From the photos it might seem as though it's all just fun and games, but it's definitely not. There are things that happen here that shouldn't and sometimes we come close to arranging for someone to be sent home.

Youth work is about dealing with the unwelcome things that come along, while keeping your eyes fixed clearly on the goal. Not the short term goal, but the thing that you are trying to create, maybe over months or years. The goal in Cre8's eyes is to live well in community, just as God commands us to do. To do this we know that we have to live in love and peace with each other; this is not always easy when you are living with 16 teenagers 400 miles from home.

Teenagers nearly always have their own personal 'stuff' to deal with. It doesn't matter where they were born or what their life experience has been; teenagers all have 'stuff'. But in addition to this 'stuff', which gets in the way of being happy and getting on with growing up, many of the young people involved with Cre8 have other hurts. These can lead to anxieties and other symptoms which can make living together volatile and difficult.

As leaders and volunteers, we try to keep everyone feeling OK. We do our best to keep the young people looking beyond their own individual selves, to look outside themselves and towards the needs of each other and of living together in a positive, supportive and loving community. This is not easy when squabbles (or worse) break out. This is when the going gets tough, when all our skills are called for and when we work together as a team; we have to, good teamwork is essential. Constantly, we put our efforts into 'being with' the young people; to encourage, celebrate, challenge, discipline and console them. Being quick to challenge them when they aren't 'good' with each other, and being quick to encourage and thank them at other times, when things are good and smiles are everywhere. Fun, laughter, helpfulness, kindness, consideration and compassion. It's not always fun and games, but it's more than sometimes.



One of our Club residentials stayed at Gradbach scout camp for 2 nights. Highlights included the performances from everyone during 'Cre8's Got Talent', an afternoon in Buxton Park and Sarah's yummy hot choc before bed.





Cre8 Music took a group to Greenbelt Arts & Music Festival in Northamptonshire, with free tickets kindly provided through Greenbelt's Open Festival programme. Highlights included World Poetry Slam Champion Harry Baker and getting very, very muddy on the way home.

greenbelt_



Our Primary Club went to the Boys Brigade in Kirkham for the 2nd year running. The young people loved the activities and facilities on offer. Especially the 'assault-course-in-a-cupboard'; does what it says on the tin!



Cres Works

Tree Work

Our Cre8 Works Team Leader is a qualified tree surgeon which means we are doing increasing amounts of tree care work and gaining a reputation for high-skilled quality work at a very competitive price. We provide a full service from completing a professional survey to reinstating the site following tree and stump removal and disposal.

The young people love this type of work! They learn about safe systems of work, using appropriate machinery, seeing a job through from start to finish and the importance of customer satisfaction.

We do:

- Surveys
- · Tree felling
- · Tree stump removal
- On-site logging
- Pruning and shaping including crown reduction, thinning or lifting

So, if you've got a tree problem give us a call on 01625 503740.







Last October all the young people employed on Cre8 Businesses did an overnight team-building residential in the Lake District. They camped and conquered Blencathra in the rain!



Community Pathways

For over five years we have employed local young people to clear and maintain community pathways around Macclesfield. This is our Work Plus project, where young people are employed one or two days per week whilst they are studying at college. Their paid work with us gives them employment experience and financial support whilst they're studying.

We have received good feedback about this work which keeps the pathways well maintained and accessible. In January this year we were told by Peaks and Plains Housing Trust that they would be terminating our pathways clearing contract due to financial pressures. We're busy looking for new sources of income so that we can restart this work before the pathways become impassible again! A big thank you to Gary Beard and his team at PPHT who have supported our work for the past five years.

"Your work on the pathway is amazing! I can now get my sons wheelchair down the path which means we can walk to school. Thank you!

Comment on social media from a local resident





Cres Facilities

At a business breakfast over two years ago, a Director of Creamline Dairies in Manchester asked if Cre8 would be interested in cleaning their fleet of milk floats. Over the following six months we built up and agreed a business plan with Creamline, based on us employing one young person plus one team leader kitted out with a high pressure jet wash and all the safety equipment. We agreed safe systems of work and risk assessments and made a start!

Nearly two years on and we have progressed several young people through the business; Creamline are very pleased with our work, and we are delivering on the business plan.

Our next move is to expand Cre8 Facilities by approaching additional fleet owners, particularly in the Macclesfield Area. So if you've got a fleet of vehicles that need regular cleaning give us a call on 01625 503740.





"Cre8 offers a fantastic contribution to the Macclesfield area and we're delighted to support them. Creamline is committed to serving local communities so it seemed a perfect fit teaming up with Cre8, a charity that sets out to offer support to young people by creating opportunities for individuals to gain the hands on experience they need."



Chris Swallow - Joint Managing Director at Creamline Dairies

- Commercial vehicle cleaning
 - Inside and outside cleans
- Mobile high-pressure jet washing
- Food hygiene standards



Sparkling Milk Floats

We have been cleaning milk floats at Creamline Dairies depots, three days a week for nearly two years and the Creamline Directors told us during one of our internal audit spot checks that they are very pleased and impressed with our work.

Well done to the Cre8 Facilities Team! And you are earning valuable funds for our work with young people in Macclesfield!

Cres 2033







Cre8 JOBS is about giving young people supported employment experience to improve employability and get them ready for the world of work. Other businesses would naturally employ those young people who are <u>most</u> able to fill in application forms, make appointments, turn up for work, manage their time and behave well. However, Cre8 JOBS supports and employs those young people who are <u>least</u> able to do this, and help them to improve their employability.

There are many schemes that train young people for work, help them write CVs and practice interview skills, but few actually offer supported employment experience. We want to work with the hardest to reach young people who are very difficult to recruit, train and employ.



Mayfield Wildlife Area

We're giving massive thanks to Comic Relief who are funding some of the renovation work in the Wildlife area behind the Cre8 Building.

Watching Sport Relief reminded us to say again how grateful we are to those people who raise money for what we're trying to do here, and for young people and families in Macclesfield.

Hopefully we will have the Wildlife area more available to local people in the future, with a new pond dipping platform, circular pathway, bird feeders, ducks and lots more wildlife to see!

During 2015 we supported 41 young people through our Cre8 JOBS project.

Our work over the last year...

- Garden clearances
- Rubbish removal
- Moving and storing equipment for Macclesfield Homeless Night Shelter
- Removing garden sheds
- Low scale garden

maintenance work

- Maintenance of the grounds at St Barnabas Church
- St Barnabas Allotment garden

Excavation for the new electricity supply

In June last year Cre8 JOBS excavated for and laid the ducting for the new electricity cable to the Cre8 Building - over 150 metres long! We dug through roadways, footpaths, carparks, tree roots, around drains and across a field. When we had finished laying the ducting Electricity NorthWest inspected our work and gave us a big thumbs up.

The really impressive thing was that local young people were practically involved in providing an electricity supply to their own community building (after running on a generator for three years!).



Finances

These financial figures cover the year 2014-15 and relate to Cre8 Macclesfield - the charity.

Income .	Income (£'s)	Income (%)
Donations & fundraising	£69,560	29%
Grants & Trusts	£97,993	41%
Charitable activities	£68,679	30%
Total Income	£236,232	
Expenditure	Expenditure (£'s)	Expenditure (%)
Charitable activities	£12,094	5%
Wages & salaries	£144,796	67%
Premises	£23,614*	11%
Legal & Professional	£10,309	17%
Total Expenditure	£217,602	

^{*} This is extraordinarily high as it includes £15,000 of expenditure for reconnecting the Cre8 Community Building on Mayfield Terrace, to the mains electricity connection. We secured a grant to cover some of this cost but also had a considerable donation from an individual to cover the cost of this work.

Income for Cre8 was up £45K over the previous year, reflecting higher grants and donations to the charity itself and the start of a new business - Cre8 Facilities.

The success of Cre8's two social enterprises, has enabled them to donate to the charity and fund the services we offer to young people and their families.

Our reserves grew overall in the year by £11K. This means that Cre8 is in a strong position to weather the budgeted deficit and challenging funding circumstances in 2016 and beyond.









FOUNDATION





Thank you!









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