

Nudge Community Builders Annual Report April 2022 - March 2023

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Welcome to the 2023 Annual Report!

This year has been all about taking risks, stepping into what we believe in (check out our values later in this report), delivering the change that is most important for local people, and supporting those around us to be brave.

We have prioritised sharing resources and collaborating this year. We do this because the street will only become a place full of opportunity for local people if we work together to create diverse uses, access different types of investment and advocate for lots of different businesses and organisations to be supported.

As we grow the team and our networks we are learning what it takes to make inclusive environments where we learn and build together. Holding safe spaces so we can build trust, adjust and create resilient change.

Big buildings take a lot of work, sometimes it might feel like progress is slow - we get frustrated too! We are pushing through all sorts of plans, permissions and red tape every week to bring these spaces alive.

We know we need to get more strategic and build on the tactical changes we have made so far. So we have been investing time to listen to you all and create a longer term plan so even more people can join in - watch this space!

Thank you for being on this journey with us and all the support to keep nudging.

This report gives a little flavour of what has been happening in our buildings and on the street; updates you on the board, staff team and finances. It includes:

- A message from the Chair of our board.
- Some of our highlights and challenges across the buildings and on the street.
- A quick look at our finances - what's coming in, going out and our approach to spending and recruiting locally. This is an important part of what we do as it supports our community and the local economy to be more resilient.
- A reminder of our aims and values and future plans. We would like to say a massive thank you to the funders, investors, small businesses, partner organisations and volunteers that have supported us along the way.

We hope you find the report a useful summary of some of the nudging that has been going on!

You know where we are, so if you have any questions or want to know more please stop by and have a chat with us or any of our board members.

Hannah, Wendy and all at Team Nudge x

Chairs update

I am proud to say that Nudge has had another year of growth and development.

The leadership has remained strong and focused on its aims thanks to its founding directors Wendy and Hannah.

Despite unseen challenges both of them have managed to keep us sailing through some choppy waters and on course throughout the year.

As always we are indebted to our sponsors, partners, shareholders and people working to bring our spaces alive for all their support towards Nudges dreams and aspirations.

We are grateful to our volunteers and those behind the scenes who show incredible support and love for what we do.

This year we said goodbye to some staff and welcomed aboard new members to a small but brilliant team.

We were successful in purchasing another building - C103, and work has begun on its development and usage for local businesses and residents.

Another highlight of the year which we were busy gearing up to during this financial year was The Awakenings. The pulse being brought back into the Millennium building with a series of concerts and performances - The Awakening was witnessed and enjoyed by many of its former regulars and more is planned for 2024.

We continue to be a local resource for change that attracts national interest, showing that great care and making connections through everything we do resonates and builds trust. We can do more together.

Thank you for your support.
It is always appreciated.

Andi



Andi with two volunteers with Mary and Erica

About Nudge Community Builders

Nudge was set up in September 2017 by local residents when they realised the importance ownership has in how communities can change.

We wanted to find ways to respond to what the community wanted on Union Street.

As a Community Benefit Society we have 595 investors who have supported The Clipper, and the Millennium. We have responsibility for 5 buildings – Union Corner, The Clipper, The Plot, The Millennium which we own with our partner Eat Work Art and C103.

We recognise the impact that empty neglected buildings have on the street and how this combines with the complex issues many local people are living with. It results in an environment that can feel unloved, unsafe and difficult to thrive in. Nudge is focused on finding alternative ways to address this.

Nudge vision: Union Street - a street the whole world loves

Nudge mission: We nudge lasting change in surprising and enterprising ways to build a strong local community and economy.

Nudge aims:

- 1. Place** - We nudge local buildings and spaces to be safe and loved.
- 2. People** - We nudge local people and businesses to be brave, creative, resilient and healthy, supporting themselves and their local community.
- 3. Power** - We nudge local and national change by using our voice and leading by example.

‘This is transforming and inspirational..They move forward with serious intent to change the city for the better.’ Edward, local resident



How Nudge work

We build trust - Our community's trust in us is precious and something we have nurtured and developed over time. It enables us to build strong and diverse personal connections, form lasting local relationships, and enables people to take their place as decision makers and participants.

We don't over promise - This community is used to failed promises. We are carefully raising expectations and deliver.

We trust our instincts - Our approach has developed naturally from our instincts as residents, parents and volunteers. We use our learning, local knowledge, experience and connections in our community to make good decisions.

We listen and question all the time - Everything we do is led by residents. Nudging from behind we nurture individuals to reach their potential. We are always listening and using what we hear to inform our decision making. We learn from mistakes.

We build on little things with love and care - we join dots, people leave their mark and we make time for the little things that mean a lot. We know that this adds up to long term impact whilst showing day to day love and care.

We say yes - we create a culture where things feel possible. We create permissive environments, creatively negotiating barriers and formal requirements and supporting others to do the same.

We recognise whole people - We bend and flex to adjust to peoples' needs, skills and interests. We monitor wellbeing of staff, volunteers and associates. We hope to make lasting impact by offering great experiences and opportunities for individuals.

We love joy and colour - our community says they want to see more of this and love the creativity and surprises that happen on the street.

We are angry - we have had to learn to be resilient and stand up for what we believe, we seek to support others to do the same. We challenge power structures that have held our community back and look for alternatives. We encourage each other and our community to find their voice.

We create space for magic to happen - we create spaces for local people to thrive; creating environments where people feel valued, equal and comfortable to step-up and be part of the solution. By energising people in this way, we welcome connections as we allow space for people to join in. Our community is hesitant and nervous of new things. There will always be space for whoever comes along.



We talk about money and value -This community is poor. With that in mind we seek to show good value in tackling some of the areas they are concerned about with fun and creative solutions, to be open about budgets and to recruit and spend locally.

We work through making connections - we are well connected across our community through personal relationships, a shared purpose and friendship. We share information to raise awareness about issues and opportunities and are open to making new connections.

We are brave and take risks - we are tackling long term issues with new solutions requiring us to be brave, be different and take risks.

We care about the future - we are growing a community and organisation that talks about and acts on key issues affecting our futures such as the climate and the young peoples chances. We reuse materials and buildings. We create opportunities with and for young people - showing alternative pathways and listening to their views.



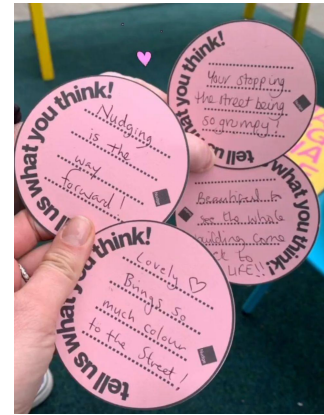
Key moments and updates

We bought C103 and started planning its future

In September we bought another building that had been causing problems and holding the street back. We were able to do this with amazing support from MSUBs who invested as a local business to help us secure the building alongside funding from Power to Change.

We were able to share the news at the Street Party and started to hear what people wanted to happen on the site and their priorities for the street. This led us to explore housing and opportunities for young people.

'I look out of my window and it just gives me hope now.' Local resident



By December 2022 we were visiting examples of housing for young people and talking to experienced local providers. We then started to bring together potential partners, experts and funders that could support this idea to happen.

In February 2023 we unveiled a repaired and refreshed frontage despite it being a complete state inside! We did this because we knew it would make a big impact for local people. With the

support of Community Service and our volunteers the new look building was unveiled with some pop up music and yummy food provided by Wings next door.



By April 2023 we had developed a plan. Treating the building as two sites (as they used to be). The old coach factory being renovated to become an indoor urban farm with spaces for organisations working with young people; and the rest of the site creating homes for young people. Since then we have been building up the detail plans around this, and how it can be resourced and delivered.

'I would love to be part of this journey in anyway I can x' Local resident

'Kudos for not just talking the talk but walking the walk.' Dave, local resident

'It looks fabulous! I love the separation of the buildings bringing back to the street scale.' Jo, local resident

'Fresh, vibrant but a little bit traditional, I think it's been well thought through.' Kenny

'This means so much to me, it's where I met my wife. To know it's in safe hands is such relief.' Local resident

We had a wedding on the street...eventually!

After being all set for the Union Street Party, we made the decision to reschedule when The Queen passed away. So it all happened a few weeks later but was just as special. Volunteers were all dressed in unique tie dye T-shirts made by Free Radical Creations at The Plot. We hosted the first ever wedding on the street as Chi and Slain shared their special day with the community, we showed the Lord Mayor around, Off The Wall aerial dancers joined us for the first time, and once again all of you turned up to fill the street with activity, music, colour, joy and gorgeous randomness.



'Such a fantastic, fun packed afternoon!'



'Thank you to the organiser, all the volunteers and amazing community - what a party!'



'Absolutely fantastic day! Thank you to all involved, especially the beautiful bride and groom for inviting us to join in on their special day.'

The Plot continued to blossom

We welcomed Nadine to the Nudge team to nurture The Plot and make sure it's a welcoming and well run space for everyone.

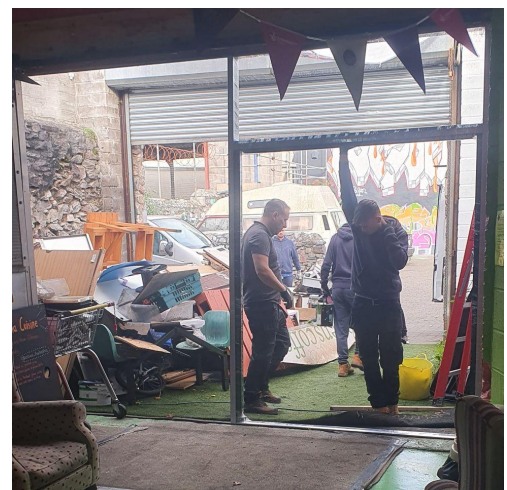
Helen and The Care Nest moved out as they had just grown from strength and strength and needed bigger space - it wasn't good bye though as we still work together and support each other.

We welcomed Bridget and BB Excell Designs who quickly brought colour and style to the place! We then welcomed Vicky with The Flax Project, Gifted Women and P-Town Radio - finishing the year with a buzzing and full space and a waiting list.

Pop ups started to happen with Naomi bringing her yummy baked treats and Colleen setting up shop with second hand clothes and all sorts of other items to browse through.

We welcomed Ellie as a Low Carbon Intern funded by Low Carbon Devon. She supported us to develop plans for us to play our part in addressing the climate and ecological emergency and exploring what this means for our buildings and community. She started with The Plot pulling together plans to install better quality doors and solar panels with the support of Sail GP and Plymouth Energy Community.

Supported by the UK Community Renewal Fund The Greenhouse and Jabulani grew their offer and several people in The Plot joined in to offer courses, access training and support that strengthened our resilience.



'Everytime I enter Nudge ground, regardless of who greets me I feel so warmly welcomed, however I turn up and whatever challenges I'm holding at the time. I count my lucky stars that I have been able to be part of it.' Helen Care Nest



Jabulani continued to develop their offer, catering for events across the city, hosting events and creating a space where communities can gather and supporting people on their food business journey. This is some of the feedback they got last year:

'It's my favourite place, I always meet interesting people, so nice to see huge diversity.'

'Amazing food, warms the soul. It's like feeling back home.'

'Shared food, random conversations, warmth, acceptance and sense of belonging.'



The Clipper continues to thrive

Maryam and her team at Plymouth Jollof Kitchen CIC have been serving up their delicious food alongside supporting the local communities and students and families that are isolated and new to the city. This was supported by a Loneliness and Isolation grant from the Rank Foundation.



Our first residential tenant left after 4 years living at The Clipper, having rebuilt his life and getting ready to move on. Working with Gifted Women we were able to offer this flat to a young person who had volunteered with us and was living in unsuitable housing. We also continued to improve and maintain the property and look after our community share investors.

'In a very low point of my life my first flat was offered to me by such a good group of people. Thank you.' Residential tenant

'I feel that Nudge is a home. I get a lot of information from them, and support which is different to what I've had before.' Maryam, Plymouth Jollof Kitchen

'I was unfortunately made homeless. The Plot was introduced to me when I started Gifted Women. I got to know Nudge and they were able to offer me a safe home that I could make my own. As they do more there will be more safe spaces for me to go to which is quite nice.'

Residential tenant

Union Corner refresh time!

Thanks to support from The National Lottery Community Fund we continued to develop the activities on offer at Union Corner. This has included life drawing, choirs, collage workshops with Aga, drag events, a women's group, Climate Friske, Earth Cafe and Timebank and many more. We also hosted the Manor Street Markets every month.

'We had our first national autism society meeting today. The space was appreciated by members as comfortable and spacious. Thank you Amie for helping us to keep going.' Event organiser

Working with the original architect Robert Bedner from Cura Design we revisited some of our original aspirations to integrate nature and wooden materials into the garden fence. We are working with Albion Carpentry CIC to bring these changes to life. We are also working with SW Highways and YGS Landscaping to refresh the garden - more to come over this year.

We also continued to meet the increase demand for free food and warm spaces thanks to support from Plymouth City Council.



Out on the street

We had our final few months of Creative Civic Change funding that we made sure we used in ways that had lasting impact. This included support Azza to do a standout mural on the site next to The Plot, Low Profile to showcase their project to celebrate local volunteering 'People' on the outside of Millennium at the time of the British Art Show, and investing in final pieces of infrastructure like extra electric points along the street.

We marked National Kindness Day by hiding little treats all around the street and local community to brighten peoples days.



'I just love how I feel different when I walk along the street now.'

Local resident



Millennium



This year we got all the surveys and investigations done and developed our plans to a point where they could secure planning permission. The new Albion unit got onsite and walls started to go up to create their space.

We enabled Dog House Gym to operate temporarily from the space so they could keep going when they lost their regular space. This supported 50 young people and families to continue their boxing.

We continued to support local bands to use the space to film including Eyes of Caelum to create their video.

We started gearing up for the Awakening nights. This included getting in touch with original promoters and DJs from the buildings nightclub hey day, reaching out to local talent and developing a line up that would reach a broad audience and honour the buildings history. It required us to navigate the logistics of ensuring a derelict building had the infrastructure in place to operate safely and the risk management in place to ensure that the nights operated according to licensing and health and safety requirements. It also included a large team of volunteers helping to make seating, decorations and signage as well as getting the building in the best condition possible.



Other work

Outside of our spaces we work on a range of other projects and shared learning experiences that fit with our values and local need. This year that has included Wendy going on Suicide Prevention training, attending the Plymouth Music Network and joining the Design Museum on their Delivering Differently programme. Hannah has been on panels for the School for Social Entrepreneurs and attended the Public art Steering group and Plymouth Culture meetings.

We were featured in a national campaign to support communities to take back high streets for Power to Change which created a film sharing the impact and change that we are making and what it means to local people.

We continued to take on some consultancy work that fitted with our values and skills, but recognising the impact this can have on our capacity. We continue to prioritise work that directly relates, this included mentoring local organisations like Firestone Society, Vacancy Atlas and the Pioneers Project and supporting Plymouth Culture with their City Centre Blueprint work.

We increased the number of projects we are involved with at the University of Plymouth including the GOALD project supporting people with long term health conditions to explore how technology can support them and ICONIC.

We continued our partnership with Oxford Brookes University - welcoming them to The Plot to share their ideas for future development opportunities and learning about the climate crisis and the impact it will have on the street.



Planning for the future!



With support from the Community Renewal Fund we have been having discussions with a wide range of people to develop a strategy for change on the street together which can then inform what Nudge does to contribute to this.

After a review of all the buildings along the street and some events to start to explore what would work best. We've had discussions with local people and organisations, worked with students around possibilities and started to weave in what we hear from local people to create a plan that works for the street and our community.

We have looked at the economic impact this could have on the street, and investigated different ways we can secure finance to make change happen.

Working with Incremental Urbanism and Vacancy Atlas we are now writing a plan that embeds the Nudge processes, values and community ownership principles into long term changes that could happen along the street.



Our finances

	2018	2019	2020	2021	2022	2023
Traded income	19,320	22,343	35,565	57,642	107,848	111,133
Grants	16,762	118,499	143,701	308,140	567,672	440,384
Grants shared with others					302,700	144,103
Expenditure	44,111	126,000	176,191	242,946	567,572	539,203
Profit	-8,018	11,832	-1,605	76,181	14,020	2,280

Traded income

We had a small increase in our traded income this year earning **£111,133**, reflecting the Plot being fully tenanted, and The Clipper ground floor and flats being occupied for the full period.

Within traded income, our consultancy income dipped slightly as we have directed our focus to managing the five buildings we now run, whilst still contributing to the local and national networks with consultancy where we can. We earned consultancy income from the University of Plymouth, Power to Change, Plymouth Culture and the School for Social Entrepreneurs.

Grant Income

Nudge claimed **£435,384** in grant income this year which included deferred income from the previous financial year from Power to Change, the National Lottery, the Community Renewal Fund (CRF), Creative Civic Change (CCC) and Rank

We **shared £144,103 (33%)** of the deferred grant income last year to our CRF partners. We didn't receive any significant new grants in the year. We ended the year carrying forward £54,111 of Power to Change, Rank and Lottery grants into next financial year accounts.

Grant vs Traded income split

Nudge's board has set a target for the first five years for Nudge to trade 40% of it's income through rents and 60% of its income through grants with a target to reduce grants for each building as they become more established.

This year taking out the money we claimed on behalf of others, our traded income was 28% of overall money received and grants solely for Nudge accounted for 72%.

We will work with our Board to refine this target over the coming year. As we take on larger building projects we will apply for capital grants which will impact negatively on this target. Instead we are likely to look at each building so we get a more accurate figure of what each building costs us to run and the income it is making.

If we look at buildings in isolation and take the Plot as an example, the running costs to keep

the Plot open are £93,378 in 2022 - 23 and we generated an income of £53,358 through rental income equating to 57%, so 43% of the running costs comes from different sources including some grant income and consultancy.

Shareholders

In this financial year Nudge has repaid community shareholders £16,237 of their investment they made in 2018 in The Clipper and paid out 3.6% interest to shareholders.

Historically, we have always allowed £20,000 per annum for repayment of equity and interest on shares to our shareholders. The last four years of repayments shows an average of 45% of this amount is requested to be paid to investors as interest on their shares.

As we have made a small profit this year, given the take up rate, we will be proposing to our board to still offer the 3.6% interest payment to our shareholders, to be approved at our AGM.

We also had a £69,000 (less fees) investment from Resonance Community Developers during the year in the form of community shares to enable us to begin pre-development work on C103.

Loans

We have one year left to repay the Social Enterprise Investment Fund the loan they offered in our first year. We have also paid off four more instalments of the £65,000 loan from Rank (used for the Millennium) and aim to clear this loan by the end of financial year 2025.

During the year, a private investor, Plymouth-based MSubs Ltd came forward to loan us £550,000 to buy C103 in September 2022. This has been partially paid back post year end, and the remainder will be paid back once the building is earning traded income.

Assets

Nudge has three properties where we own the freehold and one where we have a lease with a net asset value of £1,319,391.

Challenges

We are bringing back buildings that have been empty for a significant length of time, neglected and in an area with significant market failure.

We rent out spaces to established, new and emerging social businesses who are also vulnerable to market forces and can find it hard to pay their rent. We have had to carry high rent arrears in the last year in both The Plot and The Clipper and work with our tenants to support them in being able to repay them and prioritise their rent going forward.

Local Spend, local skills and local love

Nudge continues to prioritise spend with local organisations, contractors and to employ local people. Out of our current staff team all of our staff live within a mile of Union Street with five living in Stonehouse. The only things we spend money on outside of the city is for insurance and utilities and items we can't source locally. This amounted to 13% of our spend which gives us a 86% local spend in Plymouth for this financial year.

Nudge Board

Andi Higginson (Chair) – Andi is a big believer in 'sharing' spaces and facilities and works with people who are physically disabled and who may have learning difficulties. He has worked within the arts as a dance practitioner and is interested in how public spaces can create better health for everyone.

Mary Embleton – Mary is a local GP and resident. She was born and raised in Plymouth . Mary is part of Nudge because she believes it can make a difference to the wellbeing of local people with its approach to community change and involvement.

Patrick Knight - Patrick has a long track record in Economic Development at Plymouth City Council including being key to the success of the City Centre and Waterfront Business Improvement Districts. He is currently involved with the National Marine Park.

Kitty McEwan - Kitty is a Stonehouse-based illustrator and comic artist studying at Plymouth College of Art. She is the creator of the comic strip The Stonehouse Detectives, and also curates the Plymouth Zine Library, she also leads the Plymouth branch of Laydeez Do Comics.

William B Milon - Will lives locally and loves technology. He is a freelance developer, creating websites for businesses, teaching people how to use technology, and working together with the local community on how we can use technology to bring people together.

Ruth Mostert - Ruth is a qualified social worker working as a senior mental health practitioner for a NHS crisis mental health service for the last 3 years. Prior to this, she have worked alongside people who have left hospital with care and support, people who are seeking support from adult social care, children in care, adults struggling with alcohol and drug dependence, children and families who are on child protection/child in need plans, asylum seekers and refugees, women who have experienced sexual assault and adults with a learning disability.

Joe Holdsworth - Joe established a furniture manufacturing company in 1982 and sold to his employees in 2011, since then he has revived his interest in his degree subject, sociology – including the related fields of politics and economics. Plymouth is the generational home of his father's family, and he is deeply committed to using his time and experience to support Nudge's bold endeavour to revive a community that has become stranded by the forces of change that challenge the city and its residents.

Wendy Hart (Founder and Co-Director) - Wendy is a local resident with professional experience in housing and community development. For many years she was a senior manager for a housing association leading on housing improvements in key regeneration areas in the city.

She has an amazing ability to connect with communities and supporting local people who want to make things happen. She is a powerhouse of passion for the local area, has fantastic links with local businesses.

Hannah Sloggett (Founder and Co-Director) - Hannah is a local resident who is nationally recognised for innovation and community engagement she managed whilst working as Neighbourhood Planning Manager at Plymouth City Council. Previously she led on audience development programmes at Plymouth City Museum, the Ragged School Museum and the Science Museum in London. She loves finding creative ways forward with tricky challenges, she is passionate about communities finding their own solutions.



Low Profile shared their latest work PEOPLE, recognising volunteering in the city, on the front of The Millennium.

Growing a team to keep nudging

Over this year Team Nudge continued to grow alongside the two Co-Directors Hannah and Wendy. Our staff team look after our five buildings, all the activity we make happen in them and on the street, and all the work behind the scenes to keep Nudge running smoothly.

Our staff team has been recruited with our values and impact in mind. We are a Living Wage employer.

This means we:

- Prioritise local people for interview
- Employ people with direct experience of living in our community
- Put in place additional support to enable them to thrive recognising they may have additional barriers to work.

It is vital that the Nudge team reflects our local area so that we continue to be an organisation that local people connect with.



Amie started in December 2020 as Volunteer Coordinator funded by the National Lottery. She has been giving lots of love and care for Union Corner, looking after our volunteers and the List of Love, and supporting more people to get involved in Nudge.

Nichola started in February 2021 on the Time to Shine programme and now continues with us full time. She immediately got involved with planning the mural for Union Corner and picking up some of our social media communications. She now supports a range of events and opportunities for people to access and use our buildings.

Fiona joined in September 2021 to help keep all our spaces clean and tidy, she helps out at events and regularly volunteers at The Plot. She keeps us running behind the scenes in all sorts of important ways.

Yvonne joined us in May 2021 as a part time book keeper but she's got involved in all sorts of projects and has supported us to manage and monitor funding we've received. She has also shared her knowledge with other local organisations and individuals involved with us helping us all get stronger with how we manage finances.

Tom joined us in January 2022 as a Site Manager funded through the Rank Foundation Time to Shine Programme helping to pick up the day to day maintenance and running of our buildings. He celebrated this time at The Rank Conference in September and has stayed on to continue to grow this role.



Nadine then joined us in May 2022 as Front of House Manager at The Plot. If you have been in to The Plot you will have met her and seen some of the improvements she's made to how we run the space. Fiona continues to be our regular cleaner, she is brilliant and we can't imagine being without her.

Dom is a local young person who works at The Plot on Saturdays funded by the National Lottery Community Fund.

Volunteers

Nudge is supported by a team of dedicated volunteers that make so much of what we do possible. This year we have seen an increase in volunteering including companies wanting to give their time.

Over the last few months, we have particularly focused on building a relationship with the Community Service team who have worked in Millennium; loading skips and decorating the front of C103.

'I'll feel proud to say I helped paint that building when I walk past this with my children' Community Service volunteer.



We have developed a stronger package to thank volunteers and make sure they feel valued. This has included tickets to activities, opportunities to access training and making connections with other projects and opportunities.

103 people have contributed 403 volunteer hours doing 34 different roles over the last year.

Michelle was a volunteer and her experience helped towards her successful application to start a job at the Millfields Trust. Beverly has gained confidence and has now gone on to work in Aldi.

Henock joined us for his Work Experience placement from Stoke Damerel Community College - he got involved in making sure The Plot ran smoothly, making collection boxes and learning to make tea!

We've strengthened our relationship with Gifted Women and Firestone Society enabling people they are supporting to volunteer.



Some key facts since Nudge began in 2017

- We have taken over 4000sqm of buildings on the street in 5 years - equivalent to 347 parking spaces.
- 37.22% of the empty buildings on the street are being brought back into use but 6748sqm still stands empty.
- We have created 2 homes and space for 26 businesses
- We have raised £557,000 in community shares from 595 people.
- We have secured £1,797,577 in grants that have been used to support local people, support volunteers and make special things happen along the street.
- We have shared 23% of our grants with other local organisations - that's £404,700 supporting our community to do more.
- We have borrowed £1,336,000 to help buy buildings and already paid ⅓ back.
- We hosted 107 interventions and improvements along the street.
- We have created 8 jobs, 6 of these people live within 1 mile.
- We have supported 87 people to develop projects or businesses in Stonehouse.
- By reusing buildings instead of demolishing them, we have retained 5.14m KgCO₂ of embodied carbon.
- We worked with 286 organisations and individuals to host 1479 events attracting 54,000 people
- Created a free WIFI area along the street which was used over 2000 times in the first 6 months
- We shared knowledge and skills with 97 other organisations

And so much more... all made possible thanks to loads of support locally and nationally. Together we are creating change that makes a difference to people.

Looking ahead to 2023-2024

Since April 2023...

We have had some changes in the staff team - saying good bye to Nichola in June for new adventures at the Stoke Village Hub, and Amie in September as she joins Trevi as their new Volunteer Co-ordinator. We wish them both all the best and are really pleased they are continuing to contribute to the community sector in the city. We've been busy recruiting so look out for new team members starting soon!

We hosted the Awakening nights at Millennium - 9 nights of DJs; live music, cinema and comedy reflecting the vibrant history of the building and celebrating the memories and communities that it has created. It was a huge learning curve, only made possible by the volunteers and local expertise that joined in to make it all run smoothly and the Art Council supporting us for the first time - making things happen safely in derelict buildings is expensive!

We have planning permission for change of use at Millennium and thanks to regular project meetings with Eat Work Art and the support of the architects and structural engineers we are ready to go out to tender for the final stage of capital works on the ground floor.

We have developed the plans for C103 significantly thanks to support from Resonance and will share these at the AGM and on our website. We have started to make improvements and the University of Plymouth have created a 3D model for people to explore the building safely.

We have welcomed new tenants in The Plot - Bridget needed more space and moved out to the City Market in July and we welcomed NeuDice, Queer Out Loud and Gia into The Plot. Pop in and say hello!

There's lots more news but we'll leave that to next year...**keep nudging everyone x**





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