



GISDA

GISDA was established in 1985 to provide shelter and support to homeless young people in the area. We are a charity that provides intensive support and opportunities for homeless and vulnerable young people who live in Gwynedd, we do this through our homelessness and accommodation, employability, equality and diversity, voice and therapeutic projects.

gisda@gisda.co.uk



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www.gisda.org



@GISDACYF







Caernarfon



Pwllheli



Blaenau Ffestiniog













A word from the chairman

I am pleased to present to you the Gisda Annual Report for 2021-2022. Gisda's annual meetings for the past two years as a result of the Pandemic have been virtual. It's nice that it's not going to be a virtual meeting this year but a face-to-face meeting in Galeri. There is no need to remind us how challenging the last two years have been; not only to us at Gisda, but to all charities, organizations, companies and all of us.



Parch J.Ron Williams

When our usual work pattern was interrupted, as was the case with the Pandemic, it was pleasing to say that Gisda had overcome the difficulties to ensure Gisda's services remained as smooth as possible and saw a rapid adaptation to a new way of working. This was achieved due to the dedication of the management team and Gisda's employees and the desire to see the work succeed and develop, even in times of crisis. Today is an opportunity to thank everyone for your work.

The 2022 AGM is taking place at an exciting time in Gisda's history with all the plans going on to our buildings on the Maes including the Nat West bank building. While the work is completed many of Gisda's staff will have to adapt to work in other offices. As Gisda can adapt to different circumstances, I have every confidence that this will be achieved again. But we recognize the challenge for our staff as the work progresses.

Unfortunately, society's ignorance of Gisda's good work continues. When we come across this ignorance, we take every opportunity to share about the charity's work and share copies of Gisda's Annual Report with as many people as we can! People soon come to understand then the depth of the support given to the youth and families of Gwynedd.

Thanks to the board members; some on it for years and others are new. I know that every member of Gisda's board whether past or present is there because the work done by Gisda is important to the members. We appreciate your dedication and input into the work of the charity.

Some will know that I was one of the crew that set up Gisda back in 1985. Since then I have seen Gisda develop into the exciting and effective charity it is today. This will be my final Chair's Report, as I have decided that this is the right time to finish in my role. During my time on the board I was given opportunities at different times to act as Chair. It was a privilege to be part of Gisda's board and work - thank you all for your support.

We wish Gisda all the best for the future; keep up the good work done today as in the past. Many of our youth are indebted to Gisda for receiving service and support. This is because Gisda has and continues to make a difference to the lives of our young people. Thank you to everyone involved.

We wish you all the best in the future

A word from the Chief Executive

Here we are at the end of the second full year since the start of the pandemic which affected many of us in different ways. We slowly returned to normality continuing to follow the Government's guidelines to do our best to keep everyone safe while also moving forward to offer a high quality and face-to-face service to young people.



Sian Elen Tomos

In the same way as the previous year we tried our best to prioritize the well-being of staff and young people and equip them with everything needed to achieve the best possible support. We had a few meetings where all the staff got together and many went on various walks on staff well-being days etc. A number of fun and well-being activities were also organized for young people including a trip to London, climbing, paddle boarding and much more. Activities are a big part of GISDA's ethos to ensure provision that is therapeutic in nature for young people to help them be happy so that they are in a better place to work on developing independent living skills. New and exciting projects were developed and we will continue to develop them during the year.

What our staff have achieved during the year is exceptional and I am extremely proud and grateful to each and every one of them. Once again we went the extra mile to ensure that our most vulnerable young people get the appropriate attention, time and the best service to meet their needs. The time and attention given by our staff is unconditional and makes a huge difference to the outcomes of vulnerable and homeless young people. This is the strength of GISDA which is our staff and our ability and expertise to understand young people, to believe in them, to equip them and encourage them to follow their dreams. Over the year we developed our co-production skills with young people, empowering them to take responsibility for their own lives. It is a great privilege and honor to be able to collaborate with young people, I would like to thank each one for their faith and confidence in us and their permission to help them on their journey in life. I would also like to draw attention to our finance and administrative staff who work diligently every day to support the work of our projects.

Thank you from the bottom of my heart to the Management Team and the Management Board who have been a great support to me in steering the company through a busy but very exciting year. The contribution of each person within GISDA, whether a young person, Manager or Board Member, is equally important. Working in a team is essential to the success of any company and I am extremely proud and fortunate of everyone who plays their vital role to the smooth running of GISDA. I really look forward to working with you throughout the year. thank you very much.

A special thank you to our funders for their support especially Gwynedd Council, Betsi Cadwaladr Health Board, Community Lottery Fund, Welsh Government and Westminster Government. We are proud that we meet their needs as commissioners and hope that we can continue to work together over the next few years.

Before coming to an end, I would like to pay a special tribute to our Chairman, the Parch. Ron Williams, who is retiring from the Board this year. He was a member of the GISDA Management board for 37 years. He was Chairman on several occasions. He was faithful and loyal beyond words and without him GISDA would not be where the company is today. He led the Board and the company firmly ensuring that we always stick to our principles and values and that we always put the young people at the centre. On a personal level he was a rock of unwavering support and I owe him a huge debt. Thank you from the bottom of my heart Ron and all the best to you, your contribution to GISDA will never be forgotten, I can assure you.

765

Young people have received support from GISDA





You have helped me more in a few months than anyone else in 5 years! Thank you so much for everything you've done for me I should have had your support years ago.' - a young person that

received support

"I didn't know what help I needed, but I knew I needed someone to help me. I have felt listened to and could see a light at the end of a very dark tunnel. Thank you for everything "

- a young person that received support



DARPARU CEFNOGAETH A CHYFLEOEDD I BOBL IFANC PROVIDING SUPPORT AND OPPORTUNITIES FOR YOUNG PEOPLE







PROJECT Housing Support

young people on the waiting list

young people have been supported

00% referrals with accommodation needs

£45,000+

of successful grants directly for the young people

The housing support project provides support to young people who are homeless or at risk of homelessness. This is GISDA's largest project, with 62 young people receiving support from us across Gwynedd at any one time.

We currently have homes in Caernarfon, Felinheli, Llanrug, Blaenau Ffestiniog and Dolgellau.

These units accommodate and provide a home for 31 young people. 26 of these are single, and 5 are families supported in family housing. We also support thirty one other young people in our communities with referrals coming from every area in Gwynedd.

All our staff provide a tailored support package that focuses on the needs of the individual, delivered through our own therapeutic support model (Model FI). The main objective of our support is to help the young people have the skills, understanding and responsibility to be able to move on to live independently. We try to reach these objectives by meeting their needs, developing their strengths and resilience to move on from our service.

Our support includes the following:























Referrals to the Project

There were a total of 183 referrals to the service with 170 of these being successful.

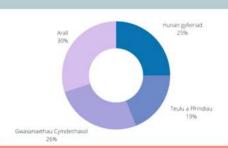
young people in need of support and referred to the service

young people have used our drop-in service

The main reason for needing a referral was a breakdown of relationship, with 62% stating this as a reason for being homeless or at risk of becoming homeless.



30% of drop-ins are "sofa surfing" or on the street



26% of referrals came from Social Services



Drop-In Service

Our referrals co-ordinator holds 3 drop-in sessions a week in Caernarfon, Pwllheli and Blaenau Ffestiniog, which are available to anyone who needs support or advice on accommodation, money, benefits, budgeting, work and education, mental health, the community and more.

young people visited our drop in sessions

young people called the service over the year

Drop-in sessions every week

Our support includes the following:















SOCIAL RETURN ON INVESTMENT Housing Support Project

Social Value Cymru was commissioned to analyze the value of the Housing Support project. The report has considered not only the impact of this service on young people, but also the value to other statutory services. By engaging with young people who receive the services, staff, and other stakeholders, and by examining the information and data available, appropriate estimates were made, and are supported by secondary evidence. We have analyzed the findings of the project during April 2021-March 2022 using the Social Return on Investment (SROI) framework.

OVERVIEW

- 151 young people received support through the Housing Support Project
- 85 young people have received support through the Drop-in Service
- 66% with mental health needs
- 19% are young parents
- 100% with accommodation needs



CAERNARFON

86% of young people in Caernarfon said their mental health was better.

86% of Caernarfon young people said they felt more independent.

BLAENAU FFESTINIOG

83% of Blaenau Ffestiniog young people said their mental health was better.

75% of Blaenau Ffestiniog young people said they felt more independent.

YOUNG PARENTS

100% of the young parents who took part say that they are more independent and that there are positive changes in their mental health.

40% felt less lonely

STAFF

100% of staff who took part in the assessment say they have developed their skills and get personal satisfaction from helping others.

THE MAIN OUTCOME FOR YOUNG PEOPLE

Better Independence

Better Mental Health Feel less alone with a better network of support

Better physical health

COST OF GISDA'S PREVENTIVE
WORK PER PERSON

£2,671

COST OF HOMELESSNESS
PER PERSON TO STATUTORY
SERVICE

£20,000 i £30,000

Social Return on Investment

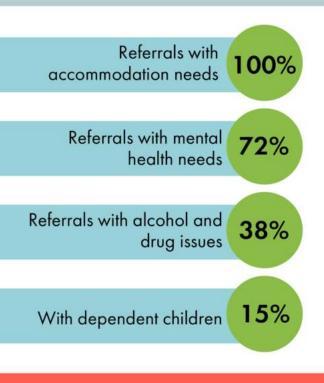


FOR EVERY £1 INVESTED IN GISDA, THERE IS A PROFIT OF £5.77, ACCORDING TO THE REPORT

PROJECT Homelessness Prevention

The Welsh Government funded Homelessness Prevention project supports young people who are at high risk of becoming homeless. The Co-ordinator is responsible for preventing homelessness by supporting the individual and looking for affordable accommodation and also ensuring that all their support needs are met whether that is through the support of the project or directing them to the most suitable support. The project works in very close partnership with the homelessness department, Gwynedd Council.

An individual receives intensive support to assist in receiving emergency accommodation, establishing benefits, budgeting, access to food banks and grants for clothing, mental health support, employability support, building confidence and motivation and more. The worker will also continue to support the individual after finding accommodation to apply for grants for furniture, to help with bills and budgeting and to help with independent living skills.



referrals completed to ensure that the young person received specialist additional support e.g. mental health service, employability service, homelessness department, DWP and so on.

£8,000
of grants received directly for the young people to be able to move on.

35
individuals have received support

PROJECT Care Leavers

120
Care Leavers have had specialist support from us

Leaving care can be one of the most difficult times in a young person's life, so it is essential that they are properly prepared and ready for the challenge.

This service is funded by Gwynedd Council's Social Services. The project offers support to individuals between 16 and 25 years of age who have been in the care of the Local Authority and where there is a responsibility to continue to support them after they have left their care setting. The personal advisers offer support, advice and guidance to prepare the young person for their journey to become independent adults. All young people will receive a pathway plan which focuses on accommodation, education, training, health, family, social relationships and their rights. The education and employment worker ensures that these young people who leave care get the extra support to continue to keep their job, attend college or any training.

PROJECT Academi Cyfleon

Academi Cyfleon supports young people to create a clear plan to identify different ways of equipping the individual with the skills, confidence and / or qualifications to enable them to progress from support to living independently and to employment.

We have a drop-in service in Caernarfon, Pwllheli and Blaenau Ffestiniog which is open to any young person who needs help, support or wants to ask a question!

- Therapeutic employment support
- Activities to build confidence
- Employability skills creating a CV, interview skills, how to behave at work.
- Independent living skills time management, cooking, cleaning, using public transport etc.
- Work and volunteering experience
- Support to move forward
- Support with jobs/education/training-
- AND MORE!





Progress to paid work

41

Progress to further education

7

Moving out of Gwynedd

8

Progress to education or training

Move on to volunteering

8









Driving/Theory with the Academy



young people attended a theory study session



arranged a theory test



hours of driving lessons arranged for young people









Funded from the Active Inclusion fund by the European Social Fund and administered by WCVA.









KICKSTART



GISDA are representatives for employers in Gwynedd through the Government's employability scheme - Kickstart The Kickstart scheme offered fully funded jobs with local employers and we were successful in placing 30 young people in various jobs across Gwynedd along with offering an intensive support package to ensure that the young people gain valuable experience.

"Kickstart has been a worthwhile experience for us and the young people. The Company and the employees have benefited greatly from the whole experience. We have been able to offer a job to 4 young people following their placement"

Ross Hughes Flooring (Employer through the GISDA Kickstart scheme)

30 young people placed with local employers.

young people have been retained in employment or progressed to education.

"Kickstart has given me the boost I needed to get back into the world of work" - Lois Jones Hughes (Young Person on placement with GISDA)

VOLUNTEER



Volunteering has become a vital and very important part of GISDA in recent years. This year we were successful in receiving CIST, Gwynedd Council, Welsh Volunteering, Welsh Government and WCVA grants.

Through this project we have encouraged young people to volunteer among our projects assisting with the work of LLAIS, creating campaigns, cleaning, holding sessions, assisting staff with workshops, peer mentoring and more. We have also focused on trying to encourage young people to volunteer in the community. We believe this is extremely important, especially after the COVID period in order to integrate the young people into the local community and create new connections.



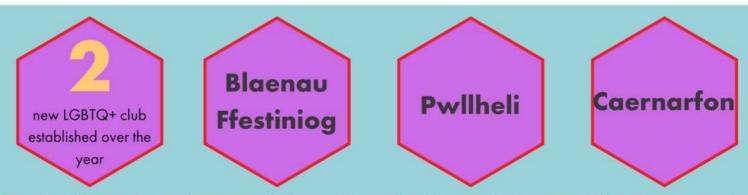




PROJECT LGBTQ+

GISDA's LGBTQ+ club was established in 2017. It had been clear for a few years that a high percentage of young people who were referred to GISDA's main homelessness service were young people from the LGBTQ+ community but there was no specific support for them. We were successful in receiving a Lottery grant for £100,000 and a new LGBTQ+ project started in February 2021.

The project has gone from strength to strength with clubs established in Caernarfon, Pwllheli and Blaenau Ffestiniog. The team leader supports GISDA projects with LGBTQ+ issues and also holds LGBTQ+ awareness raising sessions in schools, with other organizations and groups in the community.



3 weekly LGBTQ+ clubs have been established across Gwynedd with Blaenau Ffestiniog and Pwllheli being new over the past year.

"I have been with the group for about a year. Before I had always felt insecure and out of place and that has been the biggest change for me as a result of being a member of this group, I have friends, I have a home through GISDA, and for the first time, I can be myself, I am more social and I feel welcome. I can now talk to people in openly. I don't have that social sense of shame any more."

A young person who is a member of an LGBTQ+ club







TRAINING AND ALTERNATIVE EDUCATION

Along with our clubs, we offer accredited training and awareness sessions on LGBT+ issues and deliver them to schools, colleges and other organizations that support young people.



training sessions have been held

classes have completed accredited sessions

Awareness session

ALTERNATIVE EDUCATION

We have been providing alternative education across Gwynedd and Anglesey schools with children and young people who are disengaged or find it difficult to cope in the education system. Alternative education gives young people the opportunity to gain accreditations, experiences and essential life skills in practical ways and in a therapeutic atmosphere.

Number of schools visited

Number of sessions held

469
Number of participants

WE HAVE HELD WORKSHOPS:

WORKSHOP

Emotion management sessions, mental health awareness and well-being sessions.

Agored Cymru Accreditations

Independent living qualification including units such as: money management, cooking, telling time, shopping for food, using transport, personal hygiene and more.

Agored Cymru Accreditations

A personal and social education qualification including units such as: building confidence, alcohol awareness, creating healthy relationships, assertiveness and more.

LGBTQ+ PROJECT

LGBTQ+ awareness sessions (with some accredited)



GISDA's ICAN Hub provides early, therapeutic and easy support for young people who are struggling with their mental health and wellbeing. The hub supports and complements the specialist services of the National Health Service.

Through ICan you can access various services including.

- o Various workshops
- o 1:1 Support
- o Drop-in hubs
- o Refer forward
- o Therapeutic interventions
- o Suicide awareness training

Together for mental health

young people have received support

61% of referrals get help with their depression and anxiety.

"I've been able to talk to someone about my life choices and get a helping hand in general. I feel like I have someone there for me" "I feel that talking to staff and getting support has helped me to reduce my self-harm and talk about my emotions" "Thank you for everything you have done to help me, I really feel great now, back on track!"

Physical Health

Gym membership, work out clothes, fitness classes, water bottles, yoga lessons.

Therapeutic Material

Self-help books, activity books, art material, fidgets and more!

Transport

Pay for driving lessons, driving licence, theory test. Reimbursement of bus costs.

Digital

Provision of six month sim cards, use of laptops at our hubs.

Creative

Sewing activities, art, theatre, art in the woods and more!







PROJECT GISDA Creative

Creative work is a therapeutic method that allows young people to express themselves and their feelings. We strongly believe in providing creative opportunities for young people so we have invested in a team: GISDA CREATIVE. GISDA will be working strategically with Fran Wen this year!









TRIPS TO LOCAL GALLERIES SEWING CHRISTMAS CRAFTS

VARIOUS ART HALLOWEEN CRAFTS

THEATR FFORWM
DRAMA CIRCUS

TIE DYE







PROJECT Caffi Creu

The Caffi Creu project aims to raise awareness of reducing waste and the circular economy through workshops, initiatives and campaigns on reuse, recycling and re-creation. The project aims to educate the young people of the future and equip them with the skills they need to adopt positive environmental behaviours.



over 40 workshops have been held!

CAFFI CREU X DREF

CAFFI CREU IN THE COMMUNITY

Throughout the year the project has collaborated with a number of organizations throughout Gwynedd, as they set out their mission to raise awareness on recycling, re-use and upcycling of goods.



CAFFI CREU X MSPARC We are collaborating with MSPARC to host a "MAKERS SPACE" space in Caernarfon. With mug-making machinery, T-shirt creation and a 3D printer, it gives young people the opportunity to learn new skills and have fun!



WERDD
An Art in the Woods session
was organized as part of the
Caffi Creu project where
young people had the
opportunity to paint and
create art material with nature
while chatting and having a
cup of tea with others from the
community!



CAFFI CREU X GŴYL LLES
A Wellbeing Festival was
organized by Gwynedd
Council for the county's young
people. As part of the festival
Caffi Creu ran well-being
workshops for the benefit of
young people.



CAFFI CREU X PONTIO'R CENEDLAETHAU A series of pilot workshops for

A series of pilot workshops for GISDA young people and the older generation. An opportunity for the generations to exchange skills and learn from each other. As part of the pilot we have held felting, sewing, cooking and printing workshops.







PROJECT Voice of Young People

VOICE is one of GISDA's strategic aims and we are working to ensure that the voice of young people is central to our work, that it is heard and that we produce new ideas together!

We employ a Consultation and Voice Officer who maintains our Young People's Board. The Young People's Board was established to ensure that the young people's voices are a central part of the service they receive and to create opportunities for them to build their self-confidence by expressing themselves about their experiences, the community and learning more about local politics and national.

Who are our members?

Service users from the hostels and flats,
"floating support" young people, young
people from the Care Leavers project and
members of the LGBTQ+ Club

35 Board meetings

young people have

hours of volunteering

Wales Youth Parliament

GISDA is a Wales Youth Parliament Partner for the next two years and the Young People's Board held hustings in November 2021 to elect a young representative between the ages of 11-18 to represent the voices of GISDA young people in parliament in matters relating to mental health, LGBTQ+ rights and homelessness.



"I have gained confidence by being in an open space with different people. The more I returned - the more I grew in confidence."

We also:

- Hold resident meetings to ascertain their views on our housing support service
- Provide anonymous feedback boxes
- Provide person-centred support
- Working WITH the young person for their needs
- Lobbying and raising awareness using the voice, experiences and opinions of young people

The Young People's board have been working with the Gwynedd Youth Service / The Council on a report on homelessness among young people

Our Young People's Board has taken part in the Mind Our Future Partnership. We have been successful in receiving the grant as a partnership. CARN and Syrcas Cimera consulted with our Young People's Board and as a result we were able to participate with Project Lleu



We are extremely fortunate to have received funding from the UK Government's Community Renewal Fund.

TAPI aims to take the lead of young people in collaboration with other organizations in the field to improve services for young people in Gwynedd. We will evaluate the importance of providing a tailored holistic service to ensures that access to various services is a smooth process for the young person.

Many organizations provide services for young people but finding the right one can be very difficult for the individual. Nor does it get easier when support is accepted- it is then very difficult for a young person to coordinate all the support without a support network and someone to lead the way.

It is essential that statutory and third sector organizations work together to make things easier for young people- to create the Team Around the Young Person (TAPI)

Throughout the pilot we will:

Identify gaps in provision to prepare a business plan in collaboration with young people to address those barriers and gaps.

Investigate the most effective ways of working with vulnerable young people in Gwynedd and seek to identify the merits of practice that ensure successful intervention with good outcomes.

Identify the legislation, policies and procedures that apply to vulnerable young people.

Asking whether we are hearing and listening to young people's voices through GISDA's Young People's Board.

Collect data and map the needs of vulnerable young people in Gwynedd.

Identify ways of improving joint working between partners in Gwynedd for the benefit of young people.

> Pilot and measure various therapeutic interventions for young people in Gwynedd.

Identify and outline the barriers facing vulnerable young people.

We have already identified some of the barriers, for example the weakness of young people's literacy, lack of public transport, lack of appropriate accommodation and lack of employability support to name a few.

The funding GISDA has received will look at the above elements in collaboration with others. Some of the participants include Cwmni CELyn, Bangor University, Antur Waunfawr, Plas Menai, Mantell Gwynedd, Fran Wen and Copronet Cymru. We also include input and discussions with statutory organizations such as Gwynedd Council, Betsi Cadwaladr Health Board, Housing Associations and Department for Work and Pensions.



EMPYRE ERASMUS



We started our EMPYRE project in September 2019. Empyre is a very exciting project that has been funded by a European social fund through the famous Erasmus + scheme. GISDA is one of 8 partners from 4 countries. A University from the 4 Countries- Poland, Wales, Finland and Austria have befriended a youth work charity within their country and the idea is to study and learn about different youth practice across Europe. Over the last 2 years we have been working together to develop a university course for youth workers of the future. GISDA is included as good practice in working with young people in the module. We have seen great benefit from the project from learning from other countries, creating partnerships with similar organizations across Europe and sharing experiences! The project will end in 2022 and GISDA will integrate the module into the company's training plan and hope to be able to collaborate with the partners on future projects.

GISDA is one of 8 partners from 4 countries



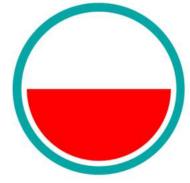




AUSTRIA



FINLAND



POLAND





Where would you be without GISDA?

"JAIL! as i had no support from anywhere else. Staff are classed as family!!"

Probably dead, my mental health was really bad at the time i had plans for suicidal until the phone call to come to Hafan

"Mae'n debyg ar y strydoedd ac ar goll yn llwyr gan na fyddwn i'n gwybod am yr adran ddigartref"

"Still living at home,
overcrowded and no option to
move on and live
independently. Always
support there for me more
support system for me to be
independent."

"I would probably be in trouble. I have grown since being in GISDA, confidence and self esteem"

"Syrffio soffa yn nhŷ ffrindiau, byddwn i mewn gwaeth cyflwr meddwl gyda fy iechyd meddwl heb GISDA a fy ngweithiwr allweddol."



'I have felt that someone is listening and have been able to trust the GISDA staff as they have explained how everything works, I would not have coped without the support. Talking to the staff has helped me a lot and made me laugh at bad times!! Thank you very much for everything.'-

A young person that received support





Social Return on Investment



FOR EVERY £1 INVESTED IN GISDA, THERE IS A PROFIT OF £5.77, ACCORDING TO THE REPORT



GISDA Summary Accounts

Year ending: 31 March 2022

Independent auditor's statement to the trustees of GISDA

Rydym wedi astudio datganiad ariannol crynodedig GISDA Cyfyngedig am y flwyddyn hyd 31 Mawrth 2022.

Respective responsibilities of trustees and auditors

The trustees are responsible for preparing the summarised financial statements in accordance with applicable United Kingdom law and the recommendations of the charities SORP. Our responsibility is to report to you our opinion on the consistency of the summarised financial statement with the full financial statements and Trustees' Annual Report. We also read the other information contained in the summarised annual report and consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the summarised financial statements. We conducted our work in accordance with Bulletin 2008/3 issued by the Auditing Practices Board. Our report on the company's full annual financial statements describes the basis of our opinion on those financial statements and on the Trustees' Report.

Statement of financial activities (including income and expenditure account) For the year ended 31 March 2022

INCOME £38,330 £20,325 Grants and Donations £38,330 £20,325
Voluntary income £38,330 £20,325
Grants and Donations
INCOME FROM CHARITABLE ACTIVITIES Grants, rental agreements etc £1,588,459 £1,509,058
Profits on disposal of fixed assets - £14,350
Bank interest £70 £59
Other income £20,478 £23,825
TOTAL INCOME.
TOTAL INCOME £1,647,337 £1,589,286
EXPENDITURE
Charitable activites £1,440,077 £1,309,862
(NET EXPENDITURE AND NET MOVEMENT
IN FUNDS FROM THE YEAR £207,260 £279,424
Funds at 1 April 2022 £1.517.476 £1,238,052
Funds at 1 April 2022 £1,517,476 £1,238,052
Funds at 31 March 2022 £1,724,736 £1,517,476