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|  | | | | | | | | **Trustees' Annual Report for the period** | | | | | | | | | | | | | | | | | |  | | | | | |
| **From** | | | Period start date | | | | | | | | To | Period end date | | | | | |
| 01 | 09 | | | | | 2019 | | 31 | 08 | | | | 2020 |
|  | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Section A Reference and administration details | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| **Charity name** | | | | | | | | | | | | | **FRIENDS OF STAFFORDSHIRE’S YOUNG MUSICIANS** | | | | | | | | | | | | | | | | | | |
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| **Other names charity is known by** | | | | | | | | | | | | | **FOSYM** | | | | | | | | | | | | | | | | | | |
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| **Registered charity number (if any)** | | | | | | | | | | | | | 1037650 | | | | | | | |  | | | | | | | | | | |
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| **Charity's principal address** | | | | | | | | | | | | | c/o Church Cottage | | | | | | | | | | | | | | | | | | |
| Aston by Stone | | | | | | | | | | | | | | | | | | |
| Staffordshire | | | | | | | | | | | | | | | | | | |
| Postcode | | | | | | | | ST15 0BJ | | | | | | | | | | |
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|  | | | | | | | **Names of the charity trustees who manage the charity** | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | **Trustee name** | | | **Office (if any)** | | | | | | | | **Dates acted if not for whole year** | | | | | | **Name of person (or body) entitled to appoint trustee (if any)** | | | | | | | | | | |
| 1 | | Andrew Worrall | | | Chairman | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 2 | | Marilyn Calvert | | | Secretary | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 3 | | Michael Price | | | Treasurer | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 4 | | Maureen Compton | | |  | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 5 | | Killoran Wills | | |  | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 6 | | Cathy Lamb | | |  | | | | | | | |  | | | | | |  | | | | | | | | | | |
| 7 | | Jenny Mason | | |  | | | | | | | | From 01.04.2020 | | | | | |  | | | | | | | | | | |
| 8 | | Valerie Martin | | |  | | | | | | | | From 17.06.2020 | | | | | |  | | | | | | | | | | |
| 9 | | Steph Owen | | |  | | | | | | | | From 17.06.2020 | | | | | |  | | | | | | | | | | |
| 10 | | John Callister | | |  | | | | | | | | From 14.11.2019 | | | | | | The Music Partnership | | | | | | | | | | |
| 11 | | Penny Whitelock | | | Vice Chair | | | | | | | | To 06.01.2020 | | | | | |  | | | | | | | | | | |
| 12 | |  | | |  | | | | | | | |  | | | | | |  | | | | | | | | | | |
| **Names and addresses of advisers (Optional information)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Type of adviser | | | | | | | | | | | | **Name** | | | | | | | **Address** | | | | | | | | | | | | |
| Music education | | | | | | | | | | | | Paul Hughes | | | | | | | Entrust, Riverway, Stafford | | | | | | | | | | | | |
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|  | | | | | | Section B Structure, governance and management | | | | | | | | | | | | | | | | | | | | | | | |  |
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| **Description of the charity’s trusts** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Type of governing document  (eg. trust deed, constitution) | | | | | | | | | | | | | Constitution | | | | | | | | | | | | | | | | | |
| How the charity is constituted  (eg. trust, association, company) | | | | | | | | | | | | | Association | | | | | | | | | | | | | | | | | |
| Trustee selection methods  (eg. appointed by, elected by) | | | | | | | | | | | | | Appointed by Trustees and subject to re-election by members on a four year cycle | | | | | | | | | | | | | | | | | |
| **Additional governance issues (Optional information)** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| You **may choose** to include additional information, where relevant, about:   * policies and procedures adopted for the induction and training of trustees; * the charity’s organisational structure and any wider network with which the charity works; * relationship with any related parties; * trustees’ consideration of major risks and the system and procedures to manage them. | | | | | | | | | | | | | The charity has adopted a risk register. A declaration of pecuniary interest is noted at every trustee meeting. During the current year the charity has continued the process of revising its policies and procedures, led by the secretary. To support this the Charity has a governance group comprising the Chair, Secretary and Treasurer, which meets as required and reports to the Board of Trustees.  The Trustees agreed a new Strategic plan for 2019-22.  The charity has no paid officers. It is managed by the trustees, reporting annually to members. Members pay an annual, five year or lifetime membership subscription. In recognition of exceptional contributions to music education there is a category of honorary life members.  Young musicians who are FOSYM award or prize winners are invited to become five-year members at no cost.  The charity works closely with The Music Partnership (The North West Midlands Music Education Hub) and Entrust Music Service Staffordshire. Entrust is a joint enterprise between Staffordshire County Council and Capita plc.  The charity is a member of The Music Partnership and an amendment to the constitution at the AGM in October 2019 enables the charity to hold charitable funds on behalf of other partners.  The Chair of the charity is currently the independent, non-executive chair of the Music Partnership Board.  The charity has four Patrons: Prof. Yvonne Howard (opera singer), Tasmin Little OBE (violinist), Douglas Boyd (Conductor) and Mrs Margaret E Hassall BEM (Staffordshire musician and teacher).  The trustees recognise the value and importance of the charity’s members. Members provide a touchstone for the activities of the charity and hold the trustees and officers to account. Membership has remained largely stable during the year at about 50. Members’ subscriptions provide core funding for the charity. Volunteering to help at music education events and concerts is an important part of the charity’s work and volunteers are drawn from among the members.  All trustees are required to be members. All trustees are required to have a basic DBS (Disclosure and Barring Service check) and these have been facilitated for FOSYM by Entrust. | | | | | | | | | | | | | | | | | |
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| **Section C Objectives and activities** | | |
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| **Summary of the objects of the charity set out in its governing document** | | The objective of the charity is to advance the music education of children and young people resident in Staffordshire.  (Note: our definition of young people is those under the age of nineteen.)  Involvement in music has been shown to benefit young people in many ways including:   * increased motivation * improved self-confidence * a more positive attitude to learning * enhanced aspirations * greater empowerment and responsibility.   We have focussed our activity on widening participation wherever we have seen an opportunity, as well as recognising excellence both in musical talent and commitment to music education. |
| **Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)** | | The key aspects of charity activity in this year have been:   * The work with Entrust Music Services Staffordshire in funding grants to enable pupils in need to receive music tuition and ensemble membership. There is a robust but uncomplicated process for awarding and monitoring. During the year more than thirty youngsters within and beyond the pilot school have become involved in the scheme, which has now been made available to young people in schools across the county. * The award of prizes and grants for talented and committed young musicians. These include the award of Lavey Fund and Trustees awards, and grants to youngsters attending auditions at Conservatoires for post-eighteen education. * Organisation of adult volunteers at music education events   The Trustees confirm that they have referred to the Charity Commission’s general guidance on public benefit when reviewing the Charity’s aims and objectives and in their grant making activities.  The Trustees’ preferred option is to support individual young musicians to take advantage of educational opportunities rather than to provide grants to other organisations or service providers. (Though please note the arrangements made in respect of the Edward and Dorothy Cadbury Charity grant and the exceptional provision in respect of Covid-19, below). |
| **Additional details of objectives and activities (Optional information)** | | |
| You **may choose** to include further statements, where relevant, about:   * policy on grantmaking; * policy programme related investment; * contribution made by volunteers. | | The coronavirus pandemic has had a profound impact on the work of FOSYM in the second half of the year. Trustee meetings have taken place remotely and a large number of activities which would have been supported by FOSYM have been cancelled. These include the Young Singer and Young Musician events.  However, the charity has remained very active, continuing its programme of developing its ways of working, making more grants than ever before, and being responsive to the changing environment in which it has had to work.  **Governance.**  We have been fortunate to make four trustee appointments during the year, which will help the sustainability, knowledge and skills of the charity. They are (1) Mrs Valerie Martin, a singer with extensive professional experience in banking and local government finance, (2) Mrs Stephanie Owen, a teacher and musician who manages the British Police Symphony Orchestra, (3) Mrs Jenny Mason who, having retired from the management team of Entrust Music Service, will bring her unrivalled experience of Staffordshire music education and (4) John Callister, head of Entrust Music Service and leader of the Music Partnership who is appointed by the Hub under the terms of the constitutional amendment, October 2019.  We were very sorry to lose Penny Whitelock as a trustee in January 2020, because of the pressure of her work. We have benefited from Penny’s commercial experience, energy and judgement. She worked very effectively with other trustees and Entrust to establish the systems underpinning the FOSYM Pupil Support Scheme. It was great to have her as part of the team and we wish her well for the future.  **Volunteers.**  The Autumn Term saw the usual number of events at which the volunteer group were requested to help with refreshments, stewarding and raffles, which made the events efficient and the Music Service staff were supported.  We enjoyed a splendid showcase from young musicians at our September Awards evening and many awards were given to young people both for their success at Grade 8 in Music Exams and also for their additional support for the Centre ensembles. FOSYM and Mr and Mrs Bebbington funded these awards and volunteers looked after the refreshments and welcoming roles.  The AGM catering was also supported by volunteers in October, making sure that Members felt welcomed upon their arrival.  From the end of November and through December, there were 5 large events in Stafford, Lichfield and Stoke which again the volunteers helped by supporting the Music Centre staff mainly with raffles and stewarding.  The Hark the Herald concert at St Mary's Church in December was very well attended and was a delightful evening of Christmas music and readings. The volunteers organised the refreshments, including mince pies, which were generously donated by ASDA, Stafford.  On February 8th 2020 the enormous task of supporting the Young Musician and Young Singer heats was scheduled. Several of the volunteers who usually work at this event were unavailable and thanks must go to the volunteers who took it on and made it an efficient and successful day.  Sadly that event was the last for the Academic Year. Coronavirus / Covid-19 affected all of us in that it stopped everything overnight, and the many events which were schedule for the Summer Term were cancelled and the volunteers were required no more. They have been regularly updated and kept informed about the impact of the Government restrictions, and hopefully when events are able to happen again, they will be willing to continue with their excellent support.  We currently have 11 regular volunteers and we are hoping to recruit more in the future. |
| Section D Achievements and performance: see C, above | | |
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| **Section E Financial review** | |
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| **Brief statement of the charity’s policy on reserves** | Reserves are retained in an interest-bearing account provided by Stafford Railway Building Society. |
| **Details of any funds materially in deficit** | N/A |
| **Further financial review details (Optional information)** | |
| You **may choose** to include additional information, where relevant about:   * the charity’s principal sources of funds (including any fundraising); * how expenditure has supported the key objectives of the charity; * investment policy and objectives including any ethical investment policy adopted. | **Grants made**  FOSYM Awards £75.00 each to 13 young people, total £975.00    Lavey Awards £100.00 each to 4 young people, total £400.00.    In addition, one individual grant of £280.00 was made.    The Pupil Support Scheme expanded and a total of £3814.00 was spent supporting 31 pupils from around Staffordshire. £468.00 will be from the Murfin (percussion fund). This compares with expenditure of £1780.00 last year.  £1000.00 each was awarded to Saxon Hill and Rocklands Schools to support more than 150 children in special music education (with. This was supported by a grant of £1500.00 from the Edward and Dorothy Cadbury Trust.    **Income**  There have been significant donations from:  £450 from Mr. and Mrs G Bebbington (Lavey Fund)  Eccleshall Charity Concert (Mr Martin Jones) £340.00  Uttoxeter Community Matters (Waitrose) £490.00  Mr & Mrs Elsom £ 216.22  We also received donations from music centre concerts which had taken place in the summer of 2019 totalling £417.69.  Building society interest was £182.34.  The most significant income (£8,155.08) came from the Friends of Lichfield and Rugeley Music Centres when this charity was wound up. We should like to express our appreciation to the trustees of the charity, and all who have contributed to it over the years, for their hard work and very great dedication. We have expressed our desire to respond positively to identified needs in respect of music education in Rugeley and Lichfield, and have already supported a significant number of young musicians in this area through the Pupil Support Scheme.  The charity is grateful for all donations, membership subscriptions and earnings from refreshments, programme and ticket sales and raffles.  In addition to financial income we acknowledge the volunteers, members and trustees who continue to give generously of their time and resources.  Considerable benefit in kind is received through the support of Entrust Music Service Staffordshire and The Music Partnership.  As indicated in the detailed accounts management expenses have been kept to a minimum.  The Treasurer keeps the Trustees appraised of our financial situation at every Trustee meeting as well as providing expenditure projections.  The accounts have been independently examined by Deans, Chartered Accountants, and are submitted to members at the AGM.  **Coronavirus emergency measures:**  At the meeting in June 2020, the Trustees agreed to identify £20,000.00 to provide a fund to assist schools in the purchase of music education from the Music Partnership in the event of difficulties arising from the Covid-19 pandemic. This facility will be administered by Entrust Music Service and is for the academic year 2020-21 only.  **Banking**  The Charity has for some years used the services of the Yorkshire Bank but the Stafford Branch has now closed and the online and digital services do not meet the needs of the charity or our anticipated development into electronic banking. The treasurer (with the assistance of Val Martin) has therefore compared the banking services available through all the major local banks. As a consequence the trustees have accepted the Treasurer’s advice to change our bank to the Co-op.  **Treasurer**  Finally, it is with great regret that the trustees have received the resignation of the treasurer, Michael Price, with effect from the AGM 2020. Mike (with the generous assistance of Liz Price) has made a decisive and profound impact on the financial management of the charity, during a time when the income and funds under management have grown very considerably. He has established computerised systems, clear forward planning, and detailed reporting to trustees, in respect of both money and membership. FOSYM, the Trustees and members owe Mike a great debt of gratitude. We are delighted that Mike will continue as a trustee and Mike and Liz have agreed to continue as membership secretaries.  As reported above, we have been fortunate that Val Martin has become a trustee and subject to the approval of the AGM as to her trusteeship it is the intention of the trustees to ask Val to assume the role of treasurer as from the AGM. |
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| **Section G Declaration** | | | | | | | | | |
| **The trustees declare that they have approved the trustees’ report above.**  **Signedon behalf of the charity’s trustees** | | | | | | | | | |
| **Signature(s)** | | | | Andrew Worrall | | |  | | |
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| **Full name(s)** | | | | Andrew Worrall | | |  | | |
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| **Position (eg Secretary, Chair, etc)** | | | Chair | | |  | | | |
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| **Date** | | | 21st September 2020 | | |  | | | |