



**Marsha Phoenix
Memorial Trust
Annual Report
2008/09**

A photograph of a bedroom. In the center is a metal bed frame with a blue mattress and a blue duvet cover. A white pillow is visible on the left side of the bed. To the right of the bed is a white heater. The floor is covered with a grey carpet. A small, round, patterned rug is on the floor in the foreground. The background shows a window with floral curtains and a white wall with two small framed pictures.

Marsha Phoenix Memorial Trust Annual Report 2008/09

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2009 has been a hugely significant year for us here at MPMT. The plans developed over the last couple of years came to life in a rebuilding phase that lasted seven months and now 90–92 Tressillian Road has seen its most significant transformation since it was converted from two houses into a medium support hostel way back in 1974.

There are no longer any shared bedrooms at Marsha Phoenix – every resident has a room of her own. The most amazing part of the alteration is that we have managed to retain all 21 bedspaces through some ingenious design solutions from our architects, Gooch Associates, who also project-managed the construction process fabulously efficiently alongside our director Rebecca Long.

Thanks to meticulous pre-planning that contained all the building works to the relevant areas of the building, it was remarkably free of disruption for both the staff and residents. There was little of the chaos that usually follows in the wake of projects as major as this, thanks to the professionalism of Frencon Builders who completed the rebuild tidily, efficiently, on time and maybe most surprising of all, without going over budget! The new rooms already look like they have been occupied for years and the residents are very comfortable in them.

We look forward to a new kind of co-operative living in our reconfigured space, with much gratitude to our funders who have supported this build. Our thanks to Futurebuilders, City Bridge Estates, the Lee charity of William Hatcliffe and the Friends of Marsha Phoenix.

Woodrow Phoenix

Chair, Marsha Phoenix Memorial Trust



Our Mission Statement

Marsha Phoenix Memorial Trust will provide housing, support and care, with the aim of creating an environment that gives young women a secure base from which to develop self respect, independence and purpose in their lives.



Equal Opportunities Policy Declaration

Marsha Phoenix Memorial Trust is committed to equal opportunities in its provision of services, employment practices and management of the project.

As an organisation in a multi cultural and diverse area of the inner city, the Trust seeks to actively oppose all forms of discrimination on the grounds of race, sex, colour, nationality, sexual orientation, disability, age, religion, marital status, class and any situation where people are disadvantaged by conditions or requirements that cannot be shown to be justified. Marsha Phoenix Memorial Trust declares that we are taking positive steps towards promoting equality and combatting all direct and indirect discrimination.



The Principles of Marsha Phoenix Memorial Trust

We will be responsible for a high quality service, developing our skills and knowledge to ensure professional standards are met.

We will respect our Residents as individuals safeguarding their rights and promoting awareness of their responsibilities. We will work with residents in a clear manner, to ensure accurate expectations about us are held and that there is an understanding of our expectations.

We will not be discriminatory or prejudiced in ourselves nor tolerate discrimination or prejudice in or against others. We will seek to recognise and accommodate differing needs and backgrounds in order to serve all in the best and most appropriate way.

We will empower our Residents to participate in decision-making and to take responsibility for their own lives and future development.



We will seek to maintain a positive and helpful relationship with residents once they leave our service and this includes those who we may be unable to continue to house.

We will ensure professional responsibility takes precedence over personal interests in all our work. We will ensure we maintain confidentiality and that professional boundaries are in place.

We will ensure that outreach and promotion of our services within the wider community takes place both in the interests of individuals and to ensure any one who may benefit from it accesses our service.

We will monitor our services regularly to ensure we are operating both as a good employer and as an effective service provider.



Marsha Phoenix Memorial Trust 2008/09

Patrons

His Excellency, The High Commissioner for Guyana,
Laleshwar Singh
Dr Edward Adams, MB, BS
Ms Leticia Phoenix
Dr Pauline Webb, AKC
Ms Thelma Lewis, MILSO, MBE
Baroness Stern of Vauxhall, BA, BSC, LLB
Mr George A Mayor
Ms Sally Hawkins
Yvonne Thompson, MBE
Mr Allan Hudson
Joan Ruddock, MP

Executive Committee

Chair Woodrow Phoenix
Vice Chair Councillor Alan Till
Treasurer Jenny Rutter
Company Secretary Sybil Phoenix
Minutes Secretary Camelia Thomas (to September 08)

Executive Committee Members

Dione Dennie
Reverend Corinne Tournay
Gurbakhsh Garcha
Councillor Barrie Anderson
Councillor Darren Johnson
Mewbourne Huntley

Denise Stanford
Jenny Berbeck
Co opted members;
Derrick Martin,
Patricia Cunningham 09.03.09

Others

Liaison Officer, London Borough of Lewisham
Community Sector Team Alison Licorish
Liaison Officer, London Borough of Lewisham
Supporting People Team Samantha Samuels
Liaison Officer, London and Quadrant
Housing Trust Gemma Carmody

Staff Team

Director Rebecca Long
Project Manager Sybil Carey
Project Manager, Erlanger Rd Althea Gayle
(Maternity cover July 08–May 09 Samantha King)
Project Worker & Health and Safety officer Adebimpe Oputa
Project Worker & In-house Counsellor Samantha King
(Cover from July 08 Gillian Lee)
Project Worker & In-house Counsellor Dr Christine Hunt
Project Worker Jackie Doyley
Night Waking Staff Elaine Reid
Night Waking Staff Lorraine Phoenix
Night Waking Staff Dorrett Russell
Education Project Coordinator Jona Thorpe
Cook Fiona Turnbull
Bookkeeper Sue Lockwood
Sessional & Sunday Staff Veronica Roberts
Sessional Staff Panceta Seagal, Leticia Holland, Christine Grizzle

Lewisham College Tutors

English Tutor Martha Mathew
IT Tutor Janice Charlton
Art Tutor Geraldine Walsh

Volunteers

Gillian Lee, Amy Bignell, Hannah Dickinson (Counselling)
Deborah Williams, Donna Elliott

Contract cleaning by Adfen Contractors

Statistics

Referral source	Number	%
Youth Aid	7	13.72
Lewisham SHIP	29	56.8
Lewisham College	3	5.88
Connexions	5	9.8
Alone in London	4	7.8
Marsha Phoenix Memorial Trust internal	2	3.92
Croydon College	1	1.96
2.Outcomes of Referrals		
Housed	30	57.6
Waiting list	6	11.53
Applicant refused	5	9.6
Marsha Phoenix Memorial Trust refused	5	9.6
Did not attend interview	2	3.84
Found alternative Housing	3	5.76
Agency withdrew	1	1.92
3.Reasons for Referral		
Family breakdown	7	13.46
General		
<i>Relationship with;</i> Mother	16	30.7
Father	6	11.53
Step parent	2	3.84
Evicted	4	7.69
Violence/ Abuse	8	16.38
Overcrowded	1	1.92
Homeless	3	5.76
Other	2	3.84
4.Ethnicity		
Black Caribbean	15	30
Black African	12	24
Black British/ Other	7	14
White British	6	12
Mixed race	5	10
White other	1	2
Other/not known	5	10



Treasurer's Report

The summarised financial statement included in this report is for the financial year ending March 2009. The figures are not for a "normal" year as during this period the major refurbishment work referred to elsewhere in this report commenced. The financial figures therefore include grants and loans received for the building project but not yet spent. The Trust is grateful for the loan from Futurebuilders, the grant from the City Bridge Estates and the tireless fundraising efforts of the Friends of Marsha Phoenix that have enabled the building work to proceed smoothly.

During the refurbishment upheaval the day to day life of the Hostel continued. The staff worked tirelessly to ensure that rent was collected and rent arrears remained low and that all rooms remained occupied, ensuring regular income.

Apart from the rental income, the main source of funding continued to be the Supporting People grant while the London Borough of Lewisham Community Sector grant (now awarded for 3 years) continued to provide additional services e.g payment for a cook and a regular meal during the week.

Grants from the Lee Charity of William Hatcliffe and the Hilden Trust, plus regular contributions from individuals and the Friends have continued to fund the Education Project.

A summarised financial statement is included in this report. The statutory annual accounts were audited without qualification and approved by the Trustees on September 29 2009. A copy of the Accounts and Auditors' Report can be obtained by written request from the Trust.

I am pleased to submit the Audited Accounts of Hedley Dunk Ltd, Chartered Accountants and I recommend that the Trust retain their services.

Jenny Rutter
Treasurer



**Marsha Phoenix Memorial Trust is a
Charitable Company Limited by Guarantee**

Registered charity number 1063698
Registered company number 2552186

Bookkeeper Sue Lockwood

Auditor Hedley Dunk Chartered Accountants
Trinity House, 3 Bullace Lane, Dartford DA1 1BB

Bankers HSBC Bank
Deptford High St, London SE8 4RQ



Auditor's Statement to the Trustees of Marsha Phoenix Memorial Trust

We have examined the summarised financial statements set out in this Annual Report.

Respective responsibilities of Trustees and Auditors

Trustees are responsible for the preparation of the summary financial statements. We have agreed to report to you our opinion on the summarised statements consistency with the full financial statements, on which we reported to you on 30.06.07

Basis of Opinion

We have carried out the procedures we consider necessary to ascertain whether the summarised financial statements are consistent with the full financial statements from which they have been prepared.

Opinion

In our opinion the financial statements give a true and fair view of the Charity's state of affairs as at 31.03.09. The summarised financial statements are consistent with the full financial statements for the year ended at 31.03.09.

Registered Auditors

Hedley Dunk

Trinity House

3 Bullace Lane, DA1 1BB

30.06.09

MARSHA PHOENIX MEMORIAL TRUST
(A company limited by guarantee)

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE PERIOD ENDED 31 MARCH 2009

	Restricted Funds 2009 £	Unrestricted Funds 2009 £	Total Funds 2009 £	Total Funds 2008 £
Note				
INCOMING RESOURCES				
Incoming resources from generated funds:				
Voluntary income	2	74,228	-	74,228
Investment income	3	10	6,802	6,812
Incoming resources from charitable activities	4	-	387,481	387,481
Other incoming resources	6	-	1,386	1,386
TOTAL INCOMING RESOURCES	74,238	395,669	469,907	415,001
RESOURCES EXPENDED				
Charitable activities	12	9,022	328,244	337,266
Governance costs	8	-	2,292	2,292
TOTAL RESOURCES EXPENDED	11	9,022	330,536	339,558
NET INCOMING RESOURCES BEFORE REVALUATIONS		65,216	65,133	130,349
Gains and losses on revaluations of investment assets		-	200	200
NET MOVEMENT IN FUNDS FOR THE YEAR		65,216	65,333	130,549
Total funds at 1 April 2008		2,942	352,885	355,827
TOTAL FUNDS AT 31 MARCH 2009		68,158	418,218	486,376

The notes on pages 9 to 17 form part of these financial statements.

MARSHA PHOENIX MEMORIAL TRUST
(A company limited by guarantee)

BALANCE SHEET
AS AT 31 MARCH 2009

	Note	£	2009 £	£	2008 £
FIXED ASSETS					
Tangible fixed assets	15		156,000		160,000
CURRENT ASSETS					
Debtors	16	58,948		7,069	
Investments	17	19,678		19,477	
Cash at bank and in hand		<u>277,502</u>		<u>201,242</u>	
		356,128		227,788	
CREDITORS: amounts falling due within one year	18		<u>(15,927)</u>		<u>(22,861)</u>
NET CURRENT ASSETS			<u>340,201</u>		<u>204,927</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			496,201		364,927
CREDITORS: amounts falling due after more than one year	19		(9,825)		-
PROVISIONS FOR LIABILITIES					
Other provisions	20		<u>-</u>		<u>(9,100)</u>
NET ASSETS			<u>486,376</u>		<u>355,827</u>
CHARITY FUNDS					
Restricted funds	21		68,158		2,942
Unrestricted funds	21		<u>418,218</u>		<u>352,885</u>
			<u>486,376</u>		<u>355,827</u>

The financial statements have been prepared in accordance with the special provisions of Part VII of the Companies Act 1985 applicable to small companies, and in accordance with the Financial Reporting Standard for Smaller Entities (effective January 2007).

The financial statements were approved by the Trustees on 10th September 2009 and signed on their behalf, by:


Woodrow Phoenix

The notes on pages 9 to 17 form part of these financial statements.



Director's Report

This year has seen a plenty of activity at the Trust not least due to the major building works we commenced in February 2009, which was prefaced by extensive preparation work and fundraising. The focus of the work was to upgrade our premises in general and specifically to create single bedrooms for all the residents. We also carried out the work with everyone in situ which presented some special logistical challenges to overcome. I am happy to report that with the help of Frencon Builders and Matthew at Cooch Associates acting as our project manager we achieved a project that was on time and on budget, with no void loss throughout! I must admit I was secretly dreading the works and attendant problems as well as managing the finances, but I can honestly say that things really have gone smoothly. I would like to thank everyone involved for making this possible. We also thank our Funders; Futurebuilders, City bridge Trust, the Lee charity of William Hatcliffe and the Friends of Marsha Phoenix.

We passed our second Supporting People review successfully in October 2008 and also monitoring by the Community Sector unit who continue to fund our welfare and food service. We now await a new twist in the Supporting People funding saga, as we prepare to tender to join the "Framework Agreement" of supported housing providers.

The staff team have been as hardworking and reliable as ever. Our longstanding sessional and weekend worker Joy McCalman left us in January and she is missed, although we know the pressure of her "day job" made it hard to continue. She remains a great supporter and active member of the Friends group. In her place we welcomed Lorraine Phoenix, reprising her role of many years ago working at the Trust. The project workers all pitched in to help with our "dejunking" prior to the works, and I thank them for their hard work and forbearance during the year. Special thanks to Sybil Carey who we helped to cel-



celebrate a significant birthday in September 2008. Her endless work on curtain hanging, lock changing, and cleaning and moving residents about was a major contribution to the smooth running of the project. During the year we were again able to vary some roles by taking advantage of Althea Gayle's maternity leave to allow for some in-house cover. We have taken on a few volunteers this year too and welcome them to the Trust, hoping they get the work experience they need whilst helping us cut down on lone working on some of the shifts. We have continued to try to continue to invest in our staff by maximising training and development opportunities with some 45 training activities amongst 11 staff being undertaken throughout the year.

Resident satisfaction with the service in general has remained high, and we continue to seek ways of meeting needs in as many ways as possible. Our main referral route changed during the year to the new centralised service of the London Borough of Lewisham SHIP team. As a consequence we have welcomed both a younger age group and a more challenging group of young people in of late, which has tested our patience and skills.

Year 3 of the business plan concluded successfully and Year 1 of our new business plan commenced in April 2009. Progress towards our goals has been good, with all of our key objectives intact as we move towards the coming years, trying as ever to be independent and unique.

Finally we were proud to see Sybil Phoenix collect her well-deserved OBE this year. Now we hold out for her Damehood in recognition of her hard work and commitment to the Trust and to the community.

Rebecca Long
Director



Project Manager's Report

I still love my job at Marsha Phoenix. The climate is ever changing, depending on the clients who come and stay with us. It is interesting and varied so you can't get bored

The plan has been to renovate the house to turn it into single bedrooms. Hoorah, no more sharing and no more arguing about who's used or worn whos' what! The constant mediating, you know the usual teenage angst!! Everyone is looking forward to the finished result but not the work involved.

Most of the young women are either in work or in education. Education is THE key to a prosperous existence and most of the young have taken this on board. There are quite a few university entrants pending this year.

The London Borough of Lewisham has changed how referrals are made to the various agencies. The Supported Housing Intervention and Prevention (SHIP) is to be the central referrer. We won't be able to take referrals from anywhere else in the first instance and I envisage a few voids which is not our usual status, as we are usually full with a waiting list that has too many people on it.

Staff development remains a priority. My thanks to the staff for their continued commitment and support. Our Director is as usual fully grounded, keeping in the know and up to date. As per usual Mrs Phoenix has been very, very busy fundraising for the refurbishment of the house. The executive committee are fully on board and supportive.

Sybil Carey

Project Manager



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As the year draws to a close it is a good time to reflect on the experiences shared at Erlanger Rd project. It is hard not to get confused as the year has passed with such speed, yet gracefully we have all maintained the pace.

Although no improvements have been made to the house this year, it did benefit from the annual spring clean in June carried out by our longstanding contractor ADFEN. It has given the house a zestful odour and a shine you never want to fade! The weekly cleaning rota, shared equally between the residents helps maintain the upkeep of the house until next year. The handyman Phillip who is always on hand in a crisis has maintained the front and back gardens and both areas look absolutely lovely and very pleasing to the eye. Thank you Peter and ADFEN and Phillip and we look forward to another year of heartfelt labour! All of our periodic maintenance programmes are proudly up to date and the house remains solid as the day it was built. We are currently awaiting confirmation from L&Q of the external painting and window replacement programme to the building. We hope to have a positive update by next report.

We are proud to say that move on for this year is moving at a steady pace and so far three ladies have moved into permanent accommodation, benefiting from the Homeseach housing scheme. One of our ladies, who is soon to become a mother, has been accepted by an Ekaya Housing Association's Mother and baby project in the area. We thank them for continuing to be a great partner to us in this respect.

We continue to extend the good work as our predecessors (the Tressillian Rd house) and the team spirit makes every day worth it.

A big thank you to both independent supporters and main funders. We especially thank Jackie Beckford who has started a regular "treats" contribution to help the Erlanger Rd residents. This year we have enjoyed theatre trips, meals out and we plan to go horse riding at a local stables soon. We also plan on an educational trip to Paris in the future as now all our current residents have current passports sorted. Bon Voyage!

Althea Gayle
Second Stage Manager



Residents' Reports

Since moving on ...

All the advantages at Marsha Phoenix Memorial Trust; When I was at Marsha Phoenix all I was thinking about was "when I am I going to get my own place?" At that time I was concentrating on my course work and on the weekends I went out with my friends. I used to pay £10 per week and get free food and drink and classes and could also cook whatever I wanted for myself. When I got my own place I had all the responsibility for the things the staff at Marsha Phoenix used to help me with, for example all the admin like form filling, if I needed to make a quick emergency phone call the staff used to let me use the office phone for free, doing my coursework I used to use the computer room with free internet and save my work there. I didn't used to pay any bills like gas, electric, Internet and now I no longer have food ready for me and I have to do my own cleaning!

–Najah Ismail left 23.12.07

Coming to Marsha Phoenix Memorial Trust was a big step for me because (due to my situation) I had to put on hold everything including my education. I was studying for a BA Hons in Business Administration at the University of Greenwich prior to coming to the Trust and the truth is that although I did well I didn't enjoy the course as I only chose to do it as my parents wanted me to study business. However Ethel, the (then) Education advisor at Marsha Phoenix made it her main priority to see that I had a plan for the future and she advised me that I didn't have to put everything on hold as MPMT would be there to give me the support I need if I return to university. Ethel was always looking out for things she thought I will be interested in, like apprenticeships and she made sure she booked an appointment with me and got to know me more, we made a list together and with this my interest was matched to accounting and Finance. I returned back to university to study for



a BA in Accounting and Finance, in which I am doing really well and also enjoying the course in general. I also got a grant from Marsha Phoenix Memorial Trust as part of my support. So I guess it was thanks to Ethel's constant push and interest in making sure I have plan for the future that got me to make a step and decide no what step I want to make towards the future.

–Onome Akpbaro left 09.03.09

I stayed at Marsha Phoenix last year and it was a great experience. The staff were very helpful to me and very supportive throughout my stay in the house. I learnt a lot of new skills and am no w able to use them in the future. Thanks to Mrs P and all the staff for their help and support throughout my time with the Trust.

–Yasmin Isaacs left 2009

And still with us....

"I feel well protected, surrounded and cared for by the project."

"Marsha Phoenix Memorial Trust is helpful and I'm glad to have been offered a place here even though there are always ups and downs wherever you go. Some staff are more helpful than others!"

"I love my key worker."

"So far, so good"

–Various surveys 2008/09



From a resident from 1989 who we re-met in 2009...

When I look back on my time at 90-92 Tressillian Road, it is with eternal gratitude, knowing that without the house, I may not be where I am today.

For me, Marsha Phoenix was a 'last resort.'

In 1989 at the age of 16, I put myself into voluntary care as a result of a range of issues I was facing at home. Initially my social worker placed me with a lovely family in Brockley. The fact that it was such a lovely, close-knit family was the reason I had to leave after a few weeks; it just wasn't an environment I was used to and I found it very hard to settle in. My social worker managed to get me a place at Marsha Phoenix, the place I would call 'home' for the next two years until I moved into my own council flat.

Over these next two years I made many friends in the house. It was an atmosphere in which I felt safe, cared for and where I had the chance to grow as a teenager. Whilst at the house I completed my GCSEs and a gained a BTEC National Diploma in Business and Finance.

I received a lot of support from the staff at the house in particular Mrs Carey and Mrs Caesar. Sybil Carey was quite new when I started, but was kind, considerate and did all she could to support an emotionally challenged teenager such as myself.



During my time at the house my dad suffered a stroke and I was helped through that difficult period by those in the house.

People may not realise the importance of somewhere like Marsha Phoenix. To some girls it may seem like a place where everyone wants to keep tabs on you; where your life isn't really your own; or a stop-gap until you get a flat. But for many girls it can be a place of refuge, an escape from a life of seeming misery. For others it may represent a space where they can think, develop and enter into adulthood in a less stressful way than may have been the case if they hadn't been at Marsha Phoenix. For me it was a place where I began to learn how to talk freely and express my feelings. Somewhere where friends became family and where new life began.

I appreciate the hard work and dedication put in by the staff at Marsha Phoenix. Leaving their own families to look after what at times may have been somewhat of an ungrateful 'second family.' I count it a blessing to have been a resident. It is testimony to the fact that out of tragedy, something good can come. I thank Sybil Phoenix for her tireless work to help the many hundreds of young people that were just like me.

My prayer is that future residents take time to appreciate what they have and remember that this is just the beginning of what can be something great.

–Amanda Wilson nee Dua resident 1989 -1991



From Sybil Phoenix

Over the last few years the Friends group and myself have tried to up our game in terms of fundraising in order to meet the challenge of funding the refurbishment works at the Trust.

Aileen Buckton, Executive Director of Community Services spoke at our AGM in November and we thank her for her long association with the Trust and her support of our work.

Our Christmas coffee morning took place in December and I would like to take this opportunity to thank Father Owen for organising the school children and teachers who year by year start our Christmas by singing a first Christmas carol and brighten up our day. Thanks a million. I would also like to thank Lady Bullock for her splendid address and Mr Derek Johnson for his support of this event and of the annual party for the blind which follows it. We give thanks to all the helpers who contributed to this event and make it a success every year.

At our Annual Dinner this year we honoured Professor Geoffrey Crossick, Warden of Goldsmiths College and patron of the Friends group. I thank him for his special support of the Trust, especially hosting our Annual Memorial Lecture each year in the Guiland Lecture theatre which we do appreciate so very much. Our guest speaker for the evening was Sir Steve Bullock, Mayor of Lewisham. Canon Malcolm S H Johnson provided the grace. The evening was further enlivened by a communal salsa dance class, run by Geraldine Walsh our art tutor and William Dash, salsa tutor. We thank Lewisham College as usual for hosting this event in the Phoenix restaurant. Indeed we take this opportunity to say a fond farewell to our dear Dame Ruth Silver, as she retires as Principal of Lewisham College after so many years of distinguished service in the borough and at the college. We thank you for all your support and friendship and I pray God's richest blessings for you, dear Sister. I know many others will miss your support and friendship too.

Professor Ann Phoenix delivered our Annual lecture at Goldsmiths College in May. The topic was "Adults looking back; Reconceptualising non normative childhoods" which



gave a great insight into how adult behaviour and attitudes reflect the childhood experiences they have had in both negative and often very positive ways. This event was hosted by Professor Simon McVeigh the Deputy Warden of Goldsmiths College and chaired by Woodrow Phoenix, Ann's brother and the Chair of MPMT.

Sir Hermann Ouseley hosted our House of Lords tea during the summer. Our guest speaker was Rev Dr Malcolm White and his speech was truly inspiring; I will never hear the phrase "mind the gap" again without thinking of his analogy whereby the voluntary sector and other caring organisations take on the role of "minding" the gap of need left by mainstream funding and attention.

All year we were very grateful to have had generous support from all sorts of sources. The Friends led by Sonia McLeod ran a successful Caribbean Dinner to help fundraising and Joy McCalman and the students of Bromley College enjoyed a fundraising graduation lunch.

I thank my old friend Baroness Howells of St David's for sponsoring a fundraising lunch for us at the House of Lords earlier in the year. My birthday this year provided me with an overwhelming amount of support and help from our friends and I am so grateful for all who came to buy plants, raffle tickets, eat and be merry. I especially thank my daughter Leticea for her sponsored runs which have contributed so brilliantly to our fundraising during the year. Of course the support of the entire Friends group remains at the heart of why our activities are so successful and I thank each and every one of you so very much. Other contributors I must mention are Rev Corinne Tournay for the St Peter's Easter art auction raising money on our behalf, and Rev. Roddell for his ongoing support.

Last but not least my thanks to "Big Joan" who in memory of her Mother and from herself made a generous donation to the Trust to enable all the new rooms to have bedside rugs; a lovely homely touch for which we are most grateful. And from my heart I ask you all to accept thanks on behalf of all the young people.



Staff Reports

Health and Safety Annual Report 2009

It is another year and I will like to congratulate the staff and service users for our collective ability to comply with the health and safety rules, responding to demands with regular checks.

We were confronted with some challenges in the year 2009 and despite those challenges, we have come through successfully without breaking health and safety rules. We were consistent with room checks, the weekly and monthly inspections. The new health and safety rules demand that all staff be trained on fire safety which includes the use of fire extinguishers. Although we have always done this, the formal training started last year and we have another group training session scheduled for September 2009.

We are currently due for annual review of fire risk assessment. The review demands proper examination of the refurbishment carried because of changes to fixtures and fittings especially where fire safety is concerned. There have been a series of other changes, some of which include the regular monthly water test for legionellas and we have introduced an ongoing invitation of the girls to join me in carrying out most of the inspections, so they can get experience of being involved in this which will be useful for their own homes.

Each resident completes a health and safety survey during their time here to ensure they have understood all aspects of this and the results are encouraging and show that we are getting our message across at induction and day to day. I must say that being the health and safety representative is quite challenging but I am enjoying this role.

Adebimpe Oputa

Project Worker and Health and Safety Officer



I first became involved with MPMT as a volunteer, however I was fortunate enough to be offered paid employment for a period of time (covering maternity leave). I have thoroughly enjoyed my time at Marsha phoenix. I feel I have learnt a great deal and have been able to put the knowledge, experience and training I have gained into practice throughout. My position as a support worker has been challenging, but nevertheless a pleasant and rewarding experience. I am happy that I have been a part of the organisation and hope that I have made a positive contribution for the residents and staff members. I am looking forward to continuing my involvement with MPMT.

Gillian Lee

Temporary Project Worker and Volunteer

I have worked for Marsha Phoenix for 6 years as a key worker and I still enjoy my job. I enjoy meeting different people and helping to meet the difference they might bring. For example this year I have helped a young lady with virtually no English and low confidence graduate from key work meetings with a translator to now living semi independently at our second stage project .It is a good feeling when the residents I work with feel they can come to me comfortably and seek advice or talk though problems; I feel a bit like a substitute mother figure and give advice as I would to my own family on matters like relationships, money management and career advice. I run the house meetings each month; we see different faces but often hear the same issues raised. However we generally get good results through airing problems and trying to put them right. We enjoy day trips and outings and this allows us all to see a different side to each other away from the house. These outings are well appreciated and we get plenty of thanks afterwards, which makes it worthwhile.

Jackie Doyley

Project Worker





Report from the Executive Committee

I have been involved with the Marsha Phoenix Memorial Trust for over a decade. Over the past year I have had the privilege of sitting and praying with staff at their regular staff meeting. It is very striking how much every single staff member cares about all the residents. They have such good knowledge of each young woman as a person and as a result the staff are not just giving practical support and help but also actually acting as a surrogate Mother, Auntie or sister. Each young woman is treated with same care that you or I would give to our own families. It has been a privilege to be involved in the work of the Trust and to support the house and I hope, dear reader that you will do the same!

Rev Corinne Tournay
Marsha Phoenix Memorial Trust
Executive Committee Member



Education and Resettlement Reports

Resettlement

Resettlement has changed again this year, with two significant factors impacting on our work in this area; Firstly the Council decided to alter how the move on quota to supported housing project is allocated. Secondly the opening of the centralised SHIP referral service meant any onward referrals between projects became centrally managed. The changes to the move quota were hampered for the borough by a large backlog of cases who had been waiting to move under the "old" system and as this backlog contained some of our longer standing residents, a process to prioritise them for rehousing was very welcome.

Alongside this some of the residents who qualified for rehousing under the homelessness legislation also secured housing during the year.

All in all we managed to move on 31 people, 5 more than last year, almost a 120% turnover. We had 14 going to permanent housing (double last year's figures) and 7 to second stage projects. 8 went to family and friends, and 1 to university. We thank the London Borough of Lewisham for their continued help with re housing by the different departments involved and we also thank London and Quadrant for the nominations for Erlanger Rd we secure from them each year. We are particularly grateful this has increased to 3 for the coming year, which represents an extra chance of move on for these older residents.

We did have to ask 2 people to leave Tressillian Rd during the year, but tried to help these people to resettle elsewhere in spite of this. 4 residents left us because they became pregnant during the year.

We calculated the average stay at the main hostel was 42 weeks, which we are satisfied with. Stays at Erlanger Rd averaged 86 weeks due to the long-standing residents finally moving on.

We surveyed those who had moved as usual and found the majority still housed and happy at the year's end.

Thanks to St Christopher's and One housing for helping with move on over the year. All this help has been much appreciated by us and more importantly by those we seek to house.

Again we thank the Lee charity of William Hatcliffe who provided a move on grant to two full time students setting up home for the first time. We thank One housing for providing ongoing floating support to those who moved on who still need this support.

Social Events, Education and Welfare

Funding from the Lee Charity of William Hatcliffe and the Hilden foundation meant the Education coordinator continued in post and we could continue to provide a range of cruises and educational projects for our residents throughout year. This was supplemented by a successful application to the One Lewisham Fund twice during the year enabling us to run both a fashion show and art exhibition for Black History Month and a salsa dance project for international women's week. Thank you to all at Lewisham Arts Service for this opportunity. Thanks to Ben and Jane Goss for their ongoing monthly private donations which have provided a funding stream for this project which has been invaluable to us and which we have been able to maximise by use of Gift Aid. Ethel attends the project every week and is always in demand to give some time to any number of young women wishing to use her expertise and mentoring to realise their educational goals.

We thank Lewisham College for our excellent tutors; allowing us to offer activities which are both educational and fun throughout the year. In terms of "extras" our make up class run by Yvonne Bethune was especially popular. We also ran salsa dance classes and some self-development one to one mentoring sessions were run by Esther Austin of www.emotionsintransit.co.uk.

Meanwhile our Education access fund has continued to grow and we have once again supported a number of young women over the year with rent, books and equipment. We thank Citibank, HSBC, The British and Foreign school society and Housing for Women all for donations to the Fund and sponsorship of individual students, which means we can continue with this work.

We thank to the London Borough of Lewisham Community sector unit for their contribution to our education work as well as to our cook and food provision. Their contribution also means the "added value" we can offer can continue to be a reality, providing as it does the wherewithal to organise trips and outings, meet welfare needs and support our in-house counselling service. We have also supported residents with course fees, exam costs, school trip costs and equipment, as well as supported people when their benefits have gone awry, meaning they can still eat.

As usual we had plenty of trips during the year, to the theatre and cinema and out for meals. Our usual lovely "family" Christmas dinner was cooked by Mrs Phoenix and our Executive Committee member Gurbakhsh made a wonderful Father Christmas. Our summer trip was to Thorpe Park, and all had a good day. Last but not least a summer barbeque and blessing helped us celebrate the end of the building works.

Rebecca Long



The Art Project: Project Exhibitions and Work

This year we had our Salsa/Arts project which saw Lewisham up and dancing at our Lewisham College, Phoenix restaurant, fund raising dinner. A project using Salsa in the form of line dance and ending with classic Merengue. Also an exhibition of art work that came out of the theme of dance using collage.

The Salsa classes were taught by William Dash and took place in Marsha Phoenix garden studio. The classes were also open to the local community. Liam O'Sullivan from Rokeby House project played a key role in inspiring the project and encouraging their residents to be involved.

We also had a salsa project again in June 09 culminating in an event at Sydenham Arts festival, where William ran a workshop in Mayhew Park with festival goers ranging from adults to young children. Despite the rain people were willing to dance.

We also took part in an Art Auction at Easter organised by St Peter's church by contributing artwork from the workshops and local artists. All funds raised in aid of Marsha Phoenix.

Geraldine Walsh
Art Workshop







Education

It has sometimes been a slow process trying to get the girls to be interested and participate in educational activities this year.

They say they are in need of the service but they find it a struggle to commit. I have been having one-to-one contact and mentoring sessions with the girls and this seems to be more effective. The girls lack motivation and I find this challenging. They tell me of their interest but then they are not willing to venture any further. We respond by trying to provide a range of different services through the education project.

The beauty class was a success. Quite a few girls turned up and regularly attended the classes. They enjoyed this and showed their interest by participating in setting up and clearing away without being asked. One of the girls assisted Yvonne at weekends and intends to continue with a beauty career. Their positive reaction was encouraging.

Maybe after a long summer break they will realise the value of a good education in helping them to succeed and prepare for the future.

Jona Thorpe
Education Co-ordinator



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