



“living, learning and working together”

Annual Review **2016**



AN INTRODUCTION



Welcome to the second Annual Review of the work of the Lantern Community. The first review was well received and we hope that this edition will continue to provide an insight into life of the lantern community during the last 12 months.

We are following a similar format to last year's Annual review and intend that this will sit alongside the Annual report and Accounts produced for the Charity Commission and Companies House. The Annual Report and Accounts have been sent to all members of the charity and will also be available on the Companies House website.

The essential purpose of the Lantern Community is unchanged but we are consulting widely on our Vision and Mission to ensure that they are fit for purpose as the community grows and develops. As this growth continues we will seek to ensure that the Camphill ethos of the community is maintained and developed.

Government and Management

The Committees involving both Trustee and Managers have worked well during the last two years and Estate and Strategy Committees have been added. The original short term Working Groups have completed their work and new Working Groups have been established for Retail Workshops, IT/Cyber security and Elder Care.

Four Neighbourhoods, 3 in Ringwood and one at Seahorses, have been developed. Each has a Registered Manager and the Neighbourhoods are registered with CQC.

Alan Hollands
Chair of Trustees

Bilge Hunt is no longer Registered manager for the whole of the Lantern Community but she remains as General Manager and is the Nominate Individual response to CQC for all four Neighbourhoods.

Finances

The Lantern Community remains in a sound financial position. We have completed the extension to Barn Cottage and enhanced the living spaces for two companions in Hillcrest. These new and improved spaces are now fully occupied. We have very recently purchased Badger Cottage which sits within the current Ringwood estate. Most urgently we will develop the outbuildings to increase our workshop capacity and later we will start on the cottage itself to increase the number of companions in Ringwood from 42 to 45. The new hall development is proceeding as planned. We have raised £250,000 of the £300,000 target we set ourselves towards the planned cost of £600,000. We still intend to start building in April 2018.

The funding situation, mainly with Dorset County Council, continues to be of some concern for the future. Dorset are changing their funding procedures and there will be a meeting with Lantern companion families and friends on October 28th when representatives from Dorset Adult Services will set out their plans. Members of Lantern Management will set out their preference for working with Dorset.

We hope that you enjoy this second Annual Review and we look forward to continuing to serve the community in the future. Liz Bord is taking over as Chair of the Board of Trustees and Alan Hollands has been proposed as a continuing Trustee.

Bilge Hunt
General Manager

PEOPLE FIRST companions



Catriona

I have the opportunity to dance. I did not really have that before. I can study dance and have projects.

My gran taught me how to bake. Now I can bake bread in the bakery and find out what goes into cookies or brownies- even make vegan cake.

“Coming here is like bringing friends together again.”

In Willow, we are close to each other. We are open to having friends over. We play games. Sometimes we have parties. We always have friends over for birthdays. We have a fantastic house coordinator. Having support makes it welcoming in this neighbourhood. They are so supportive.

As a group, the companions in my daughter's house are all involved in decisions. House meetings are held weekly and residents are very much encouraged to voice their opinions and discuss any matters of importance within the household. This will include menus, social outings, household activities and house rules. General information for the forthcoming week is also provided. I believe this opportunity for companions to have their voices and opinions listened to and for them to be included in decisions making is important and allows my daughter to feel respected, valued and equal within the household. In addition to group meetings, she also has a weekly one to one meeting with the house co-ordinator to discuss issues personal to her and provide individual support for any concerns she might have or any decisions she needs to make. I am involved in the decision making process for important decisions or when my daughter specifically asks for my help.

“Being part of the community has provided both security and an opportunity for my daughter to develop.”

She has gained a lot of independence with the security of knowing someone will always be available to help her if needed. She is always very positive about the co-workers and staff and her daily life. She considers the Lantern very much to be her home. She really values being part of a community and feels she makes a valuable contribution in creating that community.

Catriona's mum, Christine E.



PEOPLE FIRST **companions**



ziggie

I love the Lantern, being able to live together and enjoy the nature. It's like a family, like brothers and sisters together. Lantern is a very beautiful place. Lots of trees.

I like Saturday activities like going to Bournemouth or Salisbury. Eating together is fun. Morning gatherings are great and it's nice to catch up with my friends.

The staff are so kind and fun to be with. It was hard at first to get used to the co-workers leaving every year but now I think it's nice having change and I can be more calm about it. I am more confident.

“My favourite is Michaelmas. I like explaining about the festivals to new supporters and sharing their journey.”

I get to play football for a local team, which I love. I love the weavery. It's very hard to choose between the workshops as they are all so good and different but my favourite three are weavery, woodwork and seasonal performing. I like the tea breaks because it gives me the chance to have conversations with everybody else.

I like all the festivals. My favourite is Michaelmas. I like explaining about the festivals to new supporters and sharing their journey.



PEOPLE FIRST home support



Rose

I've been working in the Lantern for nearly three years. I support Companions in their daily life and decisions, enabling them to have

“Lantern is a lovely place to work.”

as much choice and control as possible. I am proud of having this role. I contribute to make their life purposeful and I may be tired by the end of the day but they do give back so much to me. I would never work anywhere else. The Lantern is a lovely place to work.

Lucy

Where do I start? I have been working within the Lantern Community for the last 8 and a half years doing a variety of jobs from Cleaner to Shop Co-

“The simple way of saying it is The Lantern isn't just a job, it's a vocation and a wonderful place to be.”

ordinator to Support Worker to my current role as a House Co-Ordinator. As soon as I arrived at the Lantern I knew it would be like no other job, the location is magical and filled with positivity, the companions are welcoming and eager to learn about you, the workshops are full of creativity and the houses are homely and individual to the companions living in them.

I have grown and developed as a person alongside the companions and the Community as a whole, watching and helping them learn new skills makes your day feel so much worth while. The management are supportive and always willing to listen, they have provided me with opportunities to expand myself and continue to develop in my roles.



The simple way of saying it is The Lantern isn't just a job, it's a vocation and a wonderful place to be.



PEOPLE FIRST workshops

Chris
Rachel
&
Helena

Our small team of floating workshop assistants is made up of three highly enthusiastic individuals, Chris Hawkins, Rachel Ford and Helena Lex.

As floating support workers our job is never the same, which makes for a very varied working day. In fact we never know quite what to expect when we start work in the morning.

The best part of our job is getting to know all of the Companions and seeing them develop and excel their various skills. We actually learn a lot from them.

We have to have a variety of skill sets and be adaptable and flexible, sometimes at the last moment and with little preparation.

Our role is an enviable one, as every day is different – we get a full sense of what it is to be part of a community, seeing it from all angles.

We aim to foster collaboration between the various workshops.

Our different backgrounds have given us a variety of skill-sets and experiences which have helped shape our 'Jack of All Trades' characters.

We feel privileged to work in such a friendly environment with fantastic facilities and such a great team made up of Companions, co-workers, staff members and volunteers.

We step in and assist in all nine workshops, whenever needed ie; covering staff absences, holidays or merely to lend an extra pair of hands.

I love my role as Floating Support Assistant. It is a unique opportunity to experience the incredible work across the different workshops and see the companions working across very diverse environments. No two days are the same and I get to meet so many people.

“I love my role as Floating Support Assistant. It is a unique opportunity to experience the incredible work across the different workshops”



PEOPLE FIRST coworkers

“I learned so much from the community life; it helped me to grow because I had a lot of responsibility for the Companions and the house.”



clarissa

The Lantern Community is a great place and I have had an amazing year here.

At the beginning, I was really scared because I've never worked so far away from home for so long, but all the people here are accepting, nice, friendly and always there to help you. I really enjoyed living and working in Dell Cottage. I also enjoyed working in Dell House and the Workshops. Dell Cottage and Dell House became my family.

I learned so much from the community life; it helped me to grow because I had a lot of responsibility for the Companions and the house.



Linde

My time in The Lantern has been so wonderful. I've learned and grown so much. It will always be in my heart and I will look back with love and happiness!



PEOPLE FIRST seahorses

Originally started in March 1999 as an initiative of the Lantern Community, Seahorses is a combination of supported living, workshops and a B&B with self-catering facilities all within a three-acre garden. The initiative is well known in the locality and has successfully integrated within the local community, mainly due to the Art Studio and B&B encouraging the general public to use and inter-relate with these facilities.

SUPPORTED LIVING IN SEAHORSES

In 2016-2017, we registered Seahorses as the fourth location of the Lantern Community with the Care Quality Commission. This new development has enabled us to deliver regulated activity 'personal care' to the companions who need assistance. We now have a Registered Manager in post. We have recruited staff with relevant qualifications who can deliver personal care and offer person centred support.

We have also increased the number of companions from three to five. Two residing in the Supported Living accommodation in the Seahorses building and three residing in Pine Lodge.

As well as having five resident Companions, Seahorses has also increased its number of day day-placement Companions. We have engaged with social services to provide respite when a local provision had to temporarily close. We are now actively seeking more Companions to join our small community.

We have transformed the small community in Seahorses with vibrant day placement opportunities, festivals and an integrated approach.

B&B

The four-star B&B has for over sixteen years offered a base for people with learning disabilities, both as groups and individuals, to explore the wonderful coastal walks of the rural West-Wight.

The self-catering accommodation (Studio Cottage) is also very popular, some guests ask to join in with the creative activities of the Art Studio, as do many others from the locality who come and join on a more regular basis.

We now have a dynamic Location Manager in post for the B&B and many new influences have taken place this year. One of the success stories is the advertising of the B&B on air B&B, advertising exposure has generated an interest for the use of the facilities for a Meditation Group and this will take place in the quieter months keeping the B&B busy as a year round venture. Seahorses is the only B&B on the West Wight, which is open in the low season.

The Art studio has also been commissioned to create various public space murals on the island such as St Marys Hospital and Freshwater Bay seafront (the fused-glass 'Wave' disc was a gift to the new Lantern Workshops).

We are also able to offer the B&B as a hospitality workshop for those with learning disabilities and one of our new residents has had training at Foxes Academy in hospitality.

In addition to the above, another important aspect of Seahorses is the horticulture with the large gardens composed of a vegetable garden, orchard and of course, the flowerbeds and lawns.

We have recruited new staff for the B&B joining existing staff members to create a unique B&B experience.



WHY WE ARE HERE **vision and mission**

Vision



WHY WE ARE HERE

vision and mission

Mission

We are a Camphill community with a holistic vision. We believe we achieve this through creativity, flexibility, understanding, learning and adapting in a rapidly changing world. The work of Karl Konig and Anthroposophy inspire what we do. In living, working and growing together we offer a wide variety of opportunities and support for adults with learning disabilities where the qualities of openness, respect, trust and care are nurtured.

Our **Ethos** and attitudes are founded on the work of Karl Konig and the body of knowledge contained within Anthroposophy, from which we establish our core principles and values and which defines the character, customs, practices and culture of The Lantern Community.

The Lantern Community has the key **Responsibility** to ensure that it is capable of exemplary and efficient management, environmental stewardship and self-regulation. Through this we fulfil the public responsibility towards statutory organisations, legal requirements and other public governance.

We continue to develop our

Abilities by drawing on the expertise and experience from a wide variety of sources in the spirit of mutual aid and equality for the benefit of all community members. We provide training and schooling in a variety of subjects ranging from the crafts,



operates with due transparency and accountability. We will build, maintain and strengthen both professional and communal relationships to facilitate the primary tasks of the Lantern as an inclusive community which includes the companions, their circle of support, the employed staff, short-term co-workers and long-term vocational co-workers, as well as trustees.

We ensure **Protection**, guaranteeing contractual relationships for all the members of the community and to also support a spiritual environment that fosters the values upon which the community is built.

Acumen and excellence is fostered in **Finance** to enable the delivery of services, future development and a solid financial foundation, balancing the task requirements with brotherliness and ethical consideration.

Organisational **Structures** are in place to provide guidance and clarity, and define roles, relationships and responsibilities, as well as enhancing good communication and harmonising functions.

management, governance and aspects of social care and support etc.

We operate with the **Freedom** to develop and nurture new initiatives creating an environment which encourages the growth of Anthroposophical and Camphill endeavours.

We seek to develop **Trust**, ensuring that the organisation

Objects and Activities

CHARITABLE OBJECTS

Under the Memorandum and Articles of Association adopted on 29 August 2014, the objects of the charity are as follows:

To relieve sickness, promote good health, provide care to and advance the education and training of people with a disability (whether mental or physical), the young, the old, or people otherwise in need, in accordance with the principles of Dr Rudolf Steiner, particularly (without limitation) by the establishment and maintenance of intentional communities in the form of villages, residential houses, day centres, kindergartens, schools, colleges or other types of social and / or educational community in which beneficiaries live and / or work and / or to which they otherwise resort, in community with persons providing support (known as "Coworkers").

ACTIVITIES

1. The provision of housing for its beneficiaries who choose to live within a social and therapeutic community. The Lantern Community consists of ten houses for beneficiaries, all with easy access to the towns of Ringwood in Hampshire and Freshwater on the Isle of Wight. The Lantern Community continues to include the tenants of Tawa (which belongs to the Oliver Trust) within its full life and provides care and support to them in their own home. There is a residential population of sixty seven people in the Lantern Community in Ringwood (including Tawa). Forty two are adults with learning difficulties who hold their own tenancies, seventeen are short term volunteer workers, six are long term Coworkers and two are employees who rent accommodation. Seahorses on the Isle of Wight has six beneficiaries, four of whom have learning difficulties.

2. The provision of personal care services to meet the care needs of beneficiaries. The Lantern Community offers Personal Care services to people who live in or near the Lantern Community Estate or who use the Day Services on the estate. The Lantern Community has a certificate of registration with the Care Quality Commission (CQC) for the regulated activity 'personal care'. The Lantern Community as a service provider has four registered locations: one on the Isle of Wight and three on the Ringwood site.

3. The provision of support services to assist in developing the beneficiaries' independence and enabling them to maintain their tenancy. The Lantern Community works closely with East Boro Housing Trust and they continue to provide expertise in managing tenancies and related matters such as fire risk assessment. Another link to external expertise is maintained with Ellis Whittam providing advice on employment law, HR and health and safety in an unlimited support agreement covering these important areas.

4. The provision of Day Services which create opportunities for work experience, lifelong learning, artistic and educational development. The work and training facilities are: Estate Work, Pottery, Art Studios, Woodwork, Weaving, Seasonal Crafts, Home Making Skills, Café, Bakery, Gift Shop and Horticultural Nursery, many of these selling products to the general public. At Seahorses, the running of the guest house, Art Studio, Crafts and estate work are the central activities in the community.

5. Supporting holidays and short breaks for the general public with a particular emphasis upon providing holidays and activities for people with learning difficulties at Seahorses on the Isle of Wight.

6. Seahorses has strong links with its local community and provides creative and social opportunities for local people.

OBJECTIVES

- To provide a range of accommodation, workshops and social settings, staffed by highly motivated employees and volunteers able to support adults who have learning difficulties.
- To provide opportunities for adults with learning difficulties to meet and interact with a wide range of people within the security of The Lantern Community and to develop the skills to engage with the wider community, supporting people to build relationships and develop their confidence so that they can take a full and active role in society.
- To extend and develop the range and quality of the services offered in direct response to the needs of those adults with a learning disability.

Actions and Impact highlights of our year 2016/17

ESTABLISHED A
NEW MANAGEMENT
STRUCTURE

REFURBISHED OUR
HOMES TO OFFER
MORE COMFORTABLE
ACCOMODATION TO
OUR COMPANIONS

COMPLETED
BARN COTTAGE
PROJECT AND
OPENED WITH A
CEREMONY!

35 EMPLOYEES WERE
AWARDED CERTIFICATES
IN CARE, 5 EMPLOYEES
ARE WORKING TOWARDS A
PROFESSIONAL QUALIFICATION,
AND 86 CERTIFICATES WERE
AWARDED FOR CONTINUED
PROFESSIONAL
DEVELOPMENT

NET ASSETS OF
£8,149,960

CHANGED OUR
REGISTRATION
WITH QCQ AND
CREATED 4 LOCATIONS
/ NEIGHBOURHOODS
WITH 4 REGISTERED
MANAGERS

STARTED A
FUNDRAISING
PROJECT FOR OUR
NEW HALL AND
RAISED £109,763
DONATIONS

48
BENEFICIARIES/
RESIDENTS

OUR
WORKSHOPS
PARTOOK IN
'HAMPSHIRE OPEN
STUDIOS' AND
'WELCOME TO
HAMPSHIRE
PROJECT'



Achievements and Performance

- The Lantern Community has grown in the last ten years. This growth has accompanied many changes in the organisation. One of the major changes, which was implemented in the last year, is the new management structure. According to the revised management structure, the managers will be autonomous and experts in their own fields and will advise the other managers according to their expertise, and will be responsible for making decisions in their departments. The core of the new structure is communication and involvement. To improve communication between different teams and to empower and involve community members in shaping the future of The Lantern Community there are regular staff team and community meetings.
- We have created four locations under The Lantern Community CQC registration for the regulated activity 'personal care'. The new implementation regarding the locations ensures that beneficiaries can speak directly to the Registered Manager for their location and that the care and support teams remain small enough to know everyone in their neighbourhood.
- We have maintained our funding to a satisfactory level despite the turbulent times in social care; however, we are aware that we should be prudent in our approach regarding our future budget to reflect any changes.
- During the year ended 31 March 2017, we have increased the number of beneficiaries from three to four in the Seahorses location. Subsequently the number has increased to five. The funding from the additional increase in our beneficiary numbers will strengthen our financial position and the staff recruitment allows an opportunity to continue our strategy for service continuity going forward.
- As described in the aims of the Lantern Community, we continue to house both short-term and long stay volunteer co-workers in Lantern Community properties so life sharing still continues among the beneficiaries and short-term co-workers in the houses but also it takes a new form and shape in the whole Community on different levels. Currently, we are trying to create a neighbourhood shared by employees, co-workers and beneficiaries. As a result, the ethos remains one in which adults who have learning disabilities experience living and working alongside others rather than primarily receiving care and support. A major achievement has been maintaining this ethos whilst employing increasing numbers of skilled staff for essential roles. Through gradual progressive growth and the good will of employees, the Lantern continues to be a Community rather than a service provider. The trustees have a Community & Ethos committee, which meets regularly.



Achievements and Performance

- After many years of investment in training and raising awareness regarding 'Keeping Safe' there was a reduction in safeguarding referrals in the last year.
- We have completed two major building projects. One is the extension to Barn Cottage; the other project was the refurbishment of the living quarters for two tenants in Hillcrest. In both projects we have created en-suite facilities for the beneficiaries, which will contribute to the improvement of personal care services.
- We have created workplaces for senior management. Registered Managers have their offices in the locations and the finance coordinator's office has also been upgraded.
- Further landscaping and new footpaths were extended into the surroundings to offer a village green area and gentle walks in the green fields and woodland. These developments will make the estate better suited to older people who have learning disabilities. We have improved the heating and facilities in some of our homes to enhance energy efficient savings. We have conducted a thorough review of the estate, both of the buildings and the general infrastructure. This will help the community to plan future maintenance requirements.
- As part of our Statement of Development Intentions, we have applied for and received planning permission for our new Hall, which we intend to start building in April 2018. We have received a number of donations which will enable us to contribute to the construction costs of the new Hall.
- Five senior managers are partaking in further professional training for their new roles. One of the senior managers has completed his Level 5. To equip our current workforce we have invested in CIPD and Health & Safety training. All senior support staff related to residential care and support hold the relevant Health and Social Care qualifications. We have also recruited two apprentices to join our residential workforce. To address the issue of the living wage we have incorporated an incremental increase to bring those on lower salaries in line with government legislation.
- Net income for the year was £350,357 compared to £299,218 for the seven month period ended 31 March 2016. As at 31 March 2017 net assets were £8,149,960 (2016: £7,799,603) and net current assets were £1,279,394 (2016: £1,480,900).



Plans for the Coming Year & Medium Term Plans

Demolish the old art studio and commence the building of a multi-use hall on the site in April 2018.

Increase the number of beneficiaries at the Ringwood site from forty two to forty eight and then maintain this level. Due to its geographical boundaries at the Ringwood site, The Lantern Community has decided not to exceed fifty beneficiary tenants unless a new, strategically important property becomes available within close proximity. Should this occur, plans will be reviewed accordingly.

Enable as many individuals as possible the chance to be involved in meaningful day opportunities and skills training in craft and service workshops.

At the Seahorses location, achieve full occupancy of beneficiaries based on existing capacity and maintain a viable Supported Living provision. Meanwhile continue to maintain a viable guesthouse, where beneficiaries can partake in meaningful activities.

A revised Statement of Development Intention (SDI) submitted to East Dorset Council has been approved and will enable us to move forward with a

planning application for the Barn Cottage/Weavery development, the later creation of a new Lantern Social/Community Centre and much needed office accommodation. Other than the Barn/Weavery development there are at present no further plans to increase the accommodation for companions.

Medium Term Plans

Achieve 'outstanding' CQC ratings in all locations under The Lantern Community registration and maintain the delivery of excellent support and care to the beneficiary group.

Create a strategy for the ageing beneficiary group in the community and implement a system which will meet the need of our changing population. As part of this strategy, future professional development of staff will be needed in elder care, including end of life and dementia care.

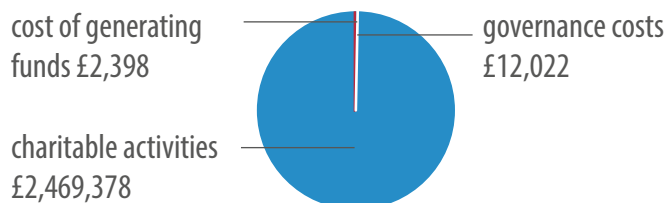
Meet the changing needs of our beneficiaries, create another workshop (day services opportunities) for those who may wish to have a slower pace of life in their old age.



Summary Financial Information

RESOURCES EXPENDED

**TOTAL RESOURCES
EXPENDED £2,483,798**

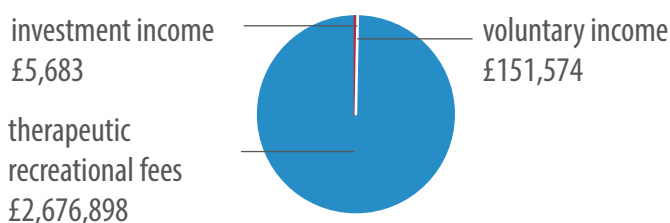


The purpose of the summary financial information is to present an overview of the financial year.

These figures are taken from the annual accounts audited by PKF Francis Chartered Accountants. This summary may not contain sufficient information to allow for a full understanding of the financial affairs of the charity.

GENERAL RESOURCES

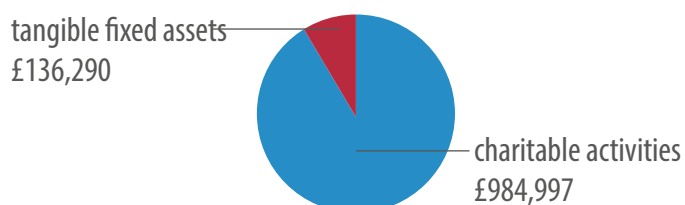
TOTAL INCOME £2,834,155



For a full version of the accounts approved by the Trustees on the 24 July 2017 and submitted to the Charities Commission and Registrar of Companies, please write to: The Charity Correspondent, The Lantern Community, Folly Farm Lane, Ringwood BH24 2NN or go to our web site www.lanterncommunity.org.uk

GENERAL RESERVES

TOTAL £1,121,287



Administrative Details

TRUSTEES/DIRECTORS

Liz Bord - (reappointed by rotation 24 September 2016)

Mimi Verhoeven

Ian Humphries - (reappointed by rotation 24 September 2016)

Alan Hollands – Chair

Louise Tonkin - (reappointed by rotation 24 September 2016)

Luigi Carnelli

Anna Iveson

Lorraine Morgan

All trustees are elected by the charity's membership or appointed by the trustees to fill any interim vacancies, in accordance with the charity's Articles of Association. In such cases those trustees are required to offer themselves for re-election at the next following AGM.

REGISTERED COMPANY NUMBER: 3773749

REGISTERED CHARITY NUMBER: 1075845

PRINCIPAL ADDRESS AND REGISTERED OFFICE

The Lantern Community
Folly Farm Lane
Ringwood
Hampshire BH24 2NN

BANKERS

National Westminster Bank plc

11 High Street, Ringwood,
Hampshire BH24 1BA

KEY MANAGEMENT PERSONNEL

Bilge Hunt

General Manager / Nominated Individual

Carol Cheeseman

Operations Manager

Emma Borbely-Bartis

Day Services Manager

Jeremy Haddon

Finance Coordinator

Burga Liddiard

Registered Manager Dell Willow

Ann Stevens

Registered Manager Phoenix

Alex Taban

Registered Manager Seahorses

Immanuel Verhoeven

Registered Manager Field Maple Tree

Catalina Taban

Location Manager Seahorses

Richard Pestell

Estate & Maintenance Manager

LEGAL ADVISORS

Pitmans

46 The Avenue, Southampton SO17 1AX

Bates Wells Braithwaite

10 Queen Street Place, London EC4R 1BE

AUDITORS

PKF Francis Clark

Towngate House
2-8 Parkstone Road
Poole
Dorset BH15 2PW

A Special Thank You

DONORS

The generosity of our donors enables us to achieve so much more

FAMILIES AND FRIENDS

Who by their interest and partnership support The Lantern Community

COMPANIONS

Who by their presence enrich the lives of so many and make a unique contribution, as members, to the life and future of The Lantern Community

MEMBERS

Through their membership of the charity they continue to provide support for the aims and objectives of The Lantern Community

EMPLOYEES, CO-WORKERS AND GUEST VOLUNTEERS

For their genuine commitment and dedication to their roles within The Lantern Community, and for their care and concern for the wellbeing of all.

VOLUNTEERS

The time and individual skills that are freely offered to The Lantern Community is highly valued

AND.....

For the many acts of kindness that help create the foundation of The Lantern Community, and that are at the heart of Community



Thanks to our co-worker Laura Isabella Caballero for the lovely photos.



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Company No. 3773749 | Charity No. 1075845

