

# THE SPARROW

*"Not Just Surviving but Thriving in Tower Hamlets"*

Issue 3 • Autumn 2014

The Newsletter for Tower Hamlets Voluntary & Community Organisations

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# We are Tower Hamlets Council for Voluntary Service

**We are an independent membership organisation for voluntary, community, faith and social enterprise organisations in the borough of Tower Hamlets.**

**We are not part of Tower Hamlets Council:**

Or any other public sector or government body. We are an independent, registered charity funded from a mix of sources (including the council) and we're here to support and represent our members - local voluntary and community organisations.

**We are a...**



**And we don't find volunteers for organisations:**

We provide direct advice, training and support to the staff, volunteers and trustees of voluntary and community organisations.

\* [ Volunteer Centre Tower Hamlets - [www.vcth.org.uk](http://www.vcth.org.uk) - can help your organisation to find volunteers. ]

## TO FIND OUT MORE...

The articles in The Sparrow give a flavour of the kind of things we are up to at the moment. To find out more turn to the inside back page for the contact details of our helpful team!



# WE SUPPORT A LIVING WAGE



**Following our 2013 commitment to the London Living Wage, in August 2014 THCVS was formally accredited as a Living Wage Employer.**

“ THCVS is committed to the London Living Wage and would recommend that all local Voluntary and Community (VCS) organisations support this commitment in their practices.

The Living Wage gives the poorest an opportunity to work out of the poverty line and improve their quality of life. We recognise that it is not always possible for some small organisations to pay the living wage, particularly in the current environment in which adequate funding is difficult to get. Also, many small organisations face particular challenges when making a transition from being run by volunteers only to employing paid staff.

THCVS will support VCS organisations to be good employers by providing appropriate advice and support to help them make a commitment to the Living Wage and work towards achieving it.”

*by Khadiru Mahdi, THCVS CEO*

The current UK Living Wage rate is £7.65 per hour and the London Living Wage is £8.80 per hour, a higher rate because of the higher cost of living in London. The main argument for paying the Living Wage is that it helps to lift thousands of people out of 'working poverty'.

The London Borough of Tower Hamlets requires all organisations applying for and delivering contracted services for the Council to pay the London Living Wage. We expect that this requirement may become a condition from other commissioners and funders over time. Organisations should therefore ensure that the Living Wage cost is included in their project and services budgets when applying for contracts and funding. There is a concern that the increased costs could make our proposals less competitive.

THCVS's advice is that organisations should highlight the case for paying the Living Wage in their proposals and the cost/benefit implications.

For more information on the Living Wage, please download our briefing paper from:

[www.thcvs.org.uk/livingwage](http://www.thcvs.org.uk/livingwage)

To find out how the rate is calculated visit: [www.livingwage.org.uk/calculation](http://www.livingwage.org.uk/calculation)

# ELECTIONS REPORT

**Last November Tower Hamlets Council for Voluntary Service held its third AGM. The meeting was hosted for the last time by outgoing Chair Shaynal Khan who began by welcoming members and supporters of THCVS.**

We were delighted to hold our meeting at Oxford House, an organisation with a history of stepping in and helping individuals in urgent need who have little hope or other means of assistance.

The theme of the day was 'Developing and Strengthening VCS Services'. Khadiru Mahdi, CEO of THCVS, spoke on how the organisation and its work developed over the previous year.

This period was a time of development and consolidation for us. We completed the Transforming Local Infrastructure programme funded by the BIG Lottery (BLF) which has left us with a potential legacy of:

- Go Ethical – a marketplace for goods and services.
- TH3 – an independent commissioning consortium for the local third sector.
- A Trustee matching programme in partnership with the Volunteer Centre Tower Hamlets, which was one of the most successful of the projects and used as a national case study by BLF.
- Tools for partnership working facilitated by Fossbox.
- A new THCVS website launched in November 2013 including a premises directory (so organisations can advertise and identify space) and an organisation directory, listing local voluntary and community organisations. We aim for both of these to be comprehensive and up to date resources for the sector. Please visit our site to check if your organisation is already listed, and to add your own organisation.
- A new VCS Strategy.

Moreover, our work around the health of the borough has proven to be an immense success. THCVS facilitates a Health & Wellbeing Forum (with over 100 member organisations) to better our relationship with the CCG<sup>1</sup>, Healthwatch, Public Health and the Health & Wellbeing

Board and so open a dialogue on how to better work with the voluntary and community sector.

But, as Khadiru pointed out in his address, THCVS has also faced some challenging times and our funds have gone through many peaks and troughs. Voluntary sector organisations reading this will recognise such patterns. Which is why a forward looking funding strategy is essential for us all to continue working with a positive outlook.

We invited one of our members to speak at the AGM on how they have benefited from the support of THCVS. Dawud Marsh from the Inspire Challenge Motivate Foundation (ICM) has been working with adults with learning disabilities for the past twenty years. With advice from THCVS he was able to set up as a community interest company (CIC) and be awarded European Social Fund (ESF) grant money. He runs training workshops around working with people with learning disabilities, has implemented a trainee programme and prints a monthly newspaper called Core written and produced by ICM's service users.

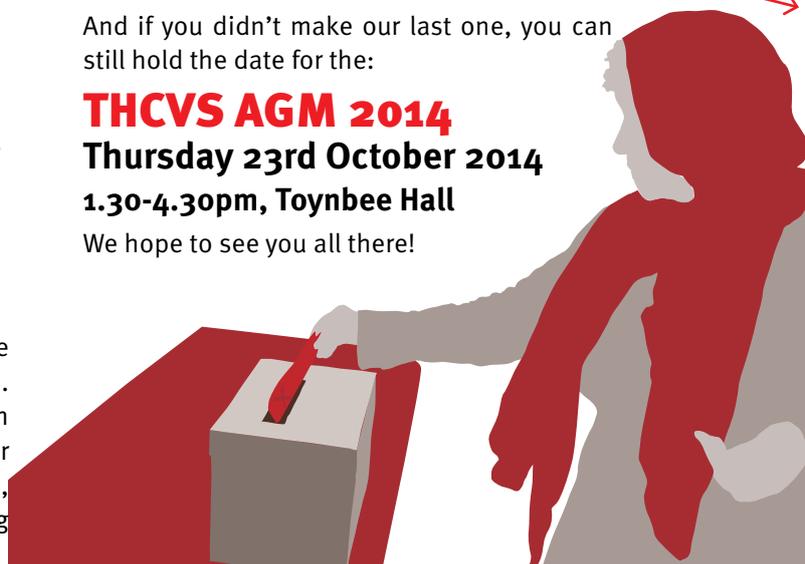
Before the formal election process, Jemma Grieve Coombs, Grant Officer for the City Bridge Trust was invited to speak on their new grants programme, which is now broken into twelve new support areas. This talk was useful to many of our members, as much of their work falls under the new grant priorities.

Elections then took place for the THCVS Board of Trustees. Full elections results and profiles of our newly elected trustees, are overleaf.

And if you didn't make our last one, you can still hold the date for the:

**THCVS AGM 2014**  
**Thursday 23rd October 2014**  
**1.30-4.30pm, Toynbee Hall**

We hope to see you all there!



# OUR NEW TRUSTEES:

**At our AGM in November 2013, elections took place for the THCVS Board of Trustees.** Suzanne Firth was elected as chair (replacing Shaynul Khan), Sharon Hanoomansingh continued as Vice Chair and Abdi Hassan took over as Treasurer from John Baker. The following members were also elected as Trustees: Helal Ahmed, Shaynal Khan, Abdur Rashid, Anne Wilding and Abu Mumin.

We would like to thank Farida Yesmin, Abu Mumin & Shahiyaz Alam who have now stood down from the board, for their hard work and diligent service. Special thanks also goes to former Treasurer John Baker and former Chair Shaynul Khan, for their devotion and skill in establishing THCVS as a strong and respected Council for Voluntary Service.



*Suzanne Firth*  
Green Candle Dance

## THCVS Chair

I am currently employed as the Administrator for Green Candle Dance Company based in Bethnal Green. Green Candle operates across the whole of the Tower Hamlets borough. In common with most charities I am involved in all aspects of the work, not just the financial and administrative duties required. As part of my professional development I have also attended many of the THCVS courses on offer. As THCVS Chair, I will offer commitment, extensive administrative and educational experience, knowledge of the arts and the voluntary sector and last but not least, plenty of energy!

## THCVS Trustee

Since 1993, I have been working and volunteering in the community in Tower Hamlets through a number of different organisations - e.g. Working Well Trust, TADCO and TBG Learning - providing training, project management and development support. Currently I am Project Manager, Trainer, NVQ Assessor and fundraiser for the Community Development Institute and Trustee/Secretary for Maximal Learning.

Over this period I have built good relationships within the local Bangladeshi and other communities, through which I have learned about their needs. I have also developed good relationships with local community organisations, Councillors, and Tower Hamlets CVS. I have witnessed THCVS and its valuable work, supporting community organisations within the borough. This has inspired me to be involved where I see an opportunity for me to share my ideas and expertise.



*Abdur Rashid*  
Community  
Development  
Institute (CDI)



*Anne Wilding*  
Heba

## THCVS Trustee

I am currently the manager of Heba, a centre based on Brick Lane offering training, advice and enterprise opportunities to isolated women.

In my six years at Heba, I have been involved in every aspect of our work: teaching, fundraising, offering a shoulder to cry on, and referring women on to Tower Hamlets' valuable voluntary sector services. I have met many of Tower Hamlets' brilliant organisations through my work and come to understand the common struggles that bring us all together, including how the need to deliver essential services and ensure financial sustainability constantly compete for our time. I have benefited a lot from THCVS, both through training and one to one support.

As a trustee I offer commitment, financial and administrative experience, understanding of the barriers to employment and integration faced by many Tower Hamlets residents, especially women, and a track record of doing the best job I can.

# IS BECOMING A CIO RIGHT FOR YOU?

The Charitable Incorporated Organisation (CIO) first came into existence with the passing of the 2006 Charities Act, so calling CIOs 'new' seems a little misplaced. However, the process for registering them has only recently begun and the structure is still quite unfamiliar to many organisations.

## What is the CIO?

The CIO is an incorporated, charitable structure that combines the benefits of becoming a company with those of a charity. It is regulated by charity rather than company law, and as such only needs to be registered with the Charity Commission.

### Incorporation

Unincorporated organisations have no 'legal personality' of their own, so commitments like signing a lease have to be taken by individual trustees and the responsibility rests with the individual person, not with the organisation.

## Advantages

- Unlike charitable companies, which have two regulators and therefore have to file returns with both the Charity Commission and Companies House, CIOs are only regulated by the Charity Commission.
- As an incorporated structure, the CIO offers limited liability to trustees.
- Before CIOs, new unincorporated charities had to wait until they could show an income of £5000 before they could register. New CIOs don't have to reach this threshold; they can register immediately.
- CIOs with an annual income of £250,000 or less can prepare simple receipts and payments accounts; their accounts do not have to fit with company law requirements.
- More flexible governance arrangements.

## Disadvantages

- As CIOs are new, a lot of the law around them is unfamiliar and untested.

**Gemma**

Development Manager

- The Charity Commission does not maintain a public register of charges (i.e the security an organisation might have given for a loan; when an organisation is a company a register of their charges is kept with Companies House), which might make it harder for larger CIOs to borrow money.

## Becoming a CIO

The CIO structure is currently only available to brand new organisations and existing unincorporated organisations.

Plans to allow existing *incorporated* bodies (e.g Companies limited by guarantee that are currently registered with both Companies House and the Charity Commission) to convert into CIOs are currently on hold. No date has been set for when this is going to be allowed, check the Commission's website<sup>1</sup> for the latest.

### There are two types of CIO:

- Foundation CIOs where the same people are both members and trustees.
- Association CIOs, which may have a body of members quite distinct from the trustees.

Model governing documents<sup>2</sup> for both of these are available on the Charity Commission website. Although they can be used wholesale, it is also possible to alter them to reflect your organisation's particular needs.

A CIO will need trustees, who must be over 16. Trustees of the CIO will NOT also be company directors, as CIOs are not regulated by company law.

For more about CIOs, or other aspects of charity law and organisational structures, contact Gemma at [gemma.cossins@thcvs.org.uk](mailto:gemma.cossins@thcvs.org.uk)

**Or book now for our free 'First Thursday' workshop - Organisational Structures & Charity Registration - on 6th November** (see back page for booking details).

<sup>1</sup>Charity Commission: [www.charitycommission.gov.uk](http://www.charitycommission.gov.uk)

<sup>2</sup>Foundation CIO Model document (pdf): [www.bit.ly/CCFoundationModel](http://www.bit.ly/CCFoundationModel)

<sup>3</sup>Association CIO Model document (pdf): [www.bit.ly/CCAssociationModel](http://www.bit.ly/CCAssociationModel)

# VCS TRAINING CONFERENCE 2014

THCVS held yet another highly successful Voluntary and Community Sector Conference this spring, this time amidst the high rises of Canary Wharf at the Museum of London Docklands. This free event, held on the 27th March 2014 in the museum's converted sugar warehouses which boast over 200 years of history, was attended by over a hundred delegates from local voluntary and community organisations and statutory partners.

**We invited three speakers to give their perspectives on the main theme for this year's conference - voluntary sector independence in a changing and challenging world.**

Our first keynote speaker, **Caroline Slocock**, Director of **Civil Exchange** outlined some of the findings of the **Panel on the Independence of the Voluntary Sector**, the secretariat of which she leads. She argued that there is a real threat to voluntary sector independence through Gagging clauses, the Lobbying Bill, reduced consultation and changes to judicial review. The panel also found that dependence on state funding can result in loss of identity and self-censorship. Caroline concluded that a more assertive voluntary sector is needed, monitoring independence and working together to raise and resolve issues.

This led on nicely to our next speaker **Rita Chadha**, Director of the **Refugee and Migrant Forum Essex and London (RAMFEL)**, whose inspirational talk included tips on the 'art of challenging'. She advised delegates to take a stance when threatened, and to use social media to get their point across and generate support, but also be open to constructive criticism. She used the Government's controversial 'Go Home' vans as a case study on how RAMFEL successfully challenged the Home Office. In later feedback, some delegates noted her talk as the highlight of the day.

The speeches concluded with feedback from **Graham Fisher** on the **Tower Hamlets Fairness Commission** and its *Time to Act* Report. The Tower Hamlets Fairness Commission was set up by the Mayor of Tower Hamlets, Lutfur

*Rushena*

*Admin & Information Officer, THCVS*

Rahman, to tackle inequality in the borough. Chaired by Dr Giles Fraser, the commissioners have been gathering evidence since November 2012 from residents, businesses and voluntary groups on housing, jobs and money. *Time to Act* challenges the council, big business and government to adopt radical policies to stimulate housing, jobs and fair credit in Tower Hamlets.

The report's wide-ranging recommendations include: increasing access to jobs; greater collaboration between business and the community; viewing housing as homes rather than investments; and increasing availability of childcare. The commissioners have agreed to meet yearly to review recommendations and feedback to the local authority.

**Throughout the day delegates attended mini workshops and information sessions or remained in the quayside room to network and visit stalls.**

Workshops included social media, bid writing, safeguarding, legal & policy updates and an overview on the work of the Tower Hamlets Clinical Commissioning Group (CCG). Amongst the stallholders were East End Community Foundation, BIG Lottery Fund, the Volunteer Centre, Local Giving, Early Years Network, the Co-operative Development Agency, Link Age Plus, account3, Tower Hamlets Credit Union, and Social Action for Health.

The workshops were a hit with delegates whose feedback helped us ensure that the topics covered on this year's open training programme (such as social media, and fundraising) were useful and relevant (our complete list of courses is on the back-page).

**For the afternoon session we invited local organisations to explain how they have coped with the challenging financial climate.**

**Farida Yesmin**, Director of the **Limehouse**



Photo: Carmen Valino • www.carmenvalino.com

**Project**, talked about how they coped with funding cuts. Through self-reflection, greater partnership work (especially with referrals), improving back office efficiency with new software and investing in the purchase of their own centre, they were able to generate income.

**Denise Bentley**, Manager of **Foodbank Tower Hamlets**, explained that by partnering with advice services and creating a strong referral network, Foodbank were able to not only provide food but a triage service where clients could access advice on benefits and housing, and could therefore take the first step to a solution. Denise advised local organisations to approach non-traditional funders such as large local businesses, who she found quite receptive to Foodbank's mission and values.

*"Listening to the speeches from other organisations who have 'weathered the storm' of austerity was inspiring and thought provoking"*

We also heard from **Jack Gilbert** chair of **TH3 the Tower Hamlets Commissioning Consortium** who officially launched the consortium and demonstrated the new TH3 website.

At this conference delegates also agreed to set up a process to develop a consortium model to enable organisations of all sizes to work together in bidding for and, ultimately, delivering contracts. TH3 is a charitable company designed to fairly and transparently promote collaboration and to level the playing field, so that organisations of all sizes can potentially benefit from public contracting opportunities. TH3 is open for membership, see their website for more information.

Thanks to everyone who attended the conference, we really enjoyed meeting you all and we hope you got some useful tips on how to cope in these challenging times. And thanks for all the positive feedback and suggestions so far, we will take them on board for next time which - while while we're on the subject - is likely to be **Thursday 12th March 2015**, so hold that date!

# SUPPORT THE SECTOR...

**Over the past decade or so, average milk consumption in this country has declined by 11%. Since 2011, the proportion of voluntary sector income from Government has dropped by 9%. Interesting facts - but so what?**

OK, yes, the causes of these trends are not directly linked, but perhaps the voluntary sector could learn something from the dairy industry's experience. In 1994, after 60 years of government protection and regulation, the UK dairy industry was finally left to fend for itself in international markets. Inevitably, competition drove down prices then profits and jobs suffered. Meanwhile, tastes and public health advice were also changing, and milk lost its privileged status as the Government-backed 'superfood' for family health.

## **THE MILK MARKETING FORUM**

But in response to these shifts, a consortium of dairies fought back. Drawing on the style of public health campaigns of the past, the Milk Marketing Forum has tried to reclaim the healthy image of milk by sponsoring Olympic athletes and celebrities to appear in their 'Make Mine Milk' campaigns - with some degree of success.

Without stretching the analogy too far there does seem to be some parallels with the recent voluntary sector experience. We have seen not only a decline in traditional sources of income, but also a deregulation of the environment in which the voluntary sector operates. In the old days, public services were funded by taxes, the voluntary sector was primarily funded through grants (from private and public bodies) to identify and address emerging social needs, while the private sector provided additional services to those who could afford to pay.

*Ryan*

*Admin & Information Officer, THCVS*

Public Private Partnerships, outsourcing, and the shift from grant funding to commissioning, has transformed the funding landscape. Facing a diminishing pot of traditional grant funding, charities and community groups now find themselves competing with private firms for government contracts.

The once assumed ethical and social value of the third sector is not enough to guarantee funding for its activities. Organisations now also have to prove to commissioning bodies that their services are 'value for money'. Many therefore find it hard to balance their social objectives with the demands of competing with larger, more 'efficient', service providers from the private sector.

## **'MAKE MINE A VCO'**

So perhaps we need our own 'VCS Marketing Forum' to remind Government and the public of the 'healthy' advantages of charitable and voluntary action over commercially driven services. It is also important to explain to the communities we serve what voluntary and community groups do, why we are the best placed to do it well, and what they can do to support us.

To some extent this is already happening on a national and regional level. Bodies such as NCVO, LVSC and NAVCA<sup>1</sup> conduct research to map the state of the sector and promote its needs at a national level. From this valuable work we already know that the economic impact of the sector (taking volunteering into account) is equivalent to more than £35 billion per year - 2.5% of the UK's industrial output. This is larger than the UK higher education sector (£23 billion). We also know that there

<sup>1</sup>National Council for Voluntary Organisations (NCVO) • London Voluntary Service Council (LVSC) • National Association for Voluntary & Community Action (NAVCA)

are **161,000 third sector organisations** in the UK (half of them with income less than £10,000), employing 800,000 people<sup>2</sup>.

On a national level then, the case for both the social and economic value of the sector is clear. But there are some good reasons why data on the sector needs to be collected locally and used to inform local campaigns:

- Even national surveys rely on the data provided by local organisations.
- Local organisations often depend on local funding. In particular, **micro-organisations receive 65% of their funds from local individual donors**. Mapping the local sector could help support local fundraising.
- Some small local organisations lack the capacity and experience to compete for government contracts and often need to collaborate with other organisations to survive. **84% of UK voluntary organisations receive only 2% of the sector's total income from government**.
- The biggest area of decline in statutory funding is local government. Despite Tower Hamlets' relatively generous community funding provisions, this may not last.
- The impact of austerity and welfare reforms is felt locally, as is increased demand for local services - especially where public provisions have been cut. According to LVSC's report - *The Big Squeeze 2013*<sup>3</sup> - welfare cuts, cuts in housing allowance and benefits, and increases in debt and unemployment are disproportionately affecting residents of Tower Hamlets.

Many CVSs have been conducting campaigns along these lines. Greater Manchester CVO and Gloucestershire CVS have commissioned their own *State of the Sector*<sup>4</sup> surveys over the past year or so. Community Action Southwark's *Value the VCS*<sup>5</sup> campaign is also gathering local data and building support to lobby local commissioning authorities to embed social value as a key criteria for service providers.

### THE THCVS DIRECTORY

In a time of funding cuts and welfare reforms it has become vitally important to promote the work of local voluntary and community organisations (VCOs). But to do this we first need accurate information about what

groups exist, what they are doing, what they need and what impact they are having on our communities and local economy.

To help us gather and maintain this information, THCVS have launched a new online directory of local organisations. This powerful tool will:

- Help us sign-post potential service users donors and partners to appropriate services and organisations.
- Help organisations to find and work with each other - by sharing resources and premises, or by setting up new forums and consortia.
- Allow us to research the overall value and impact of the sector, and its changing needs and priorities over time.
- Provide a firm, factual foundation on which to build powerful campaigns - reaching out to local authorities and funders, individual donors and to the communities we serve.

### WE NEED YOUR HELP!

**A directory is useless without accurate information, so we need you to get involved by listing your organisation** (see below) or by encouraging organisations you know about to do the same.

The sector is definitely facing challenges, but it is important to celebrate its positive impacts, success stories and innovative approaches. As the experience of the Milk Marketing Forum shows, negative trends are not irreversible. With a bit of imagination and perspective, the glass may not be half-empty after all.

### STEP 1 - SIGN-UP

- Sign up your organisation and enter your basic details now at:  
**[www.thcvs.org.uk/join-directory](http://www.thcvs.org.uk/join-directory)**

### STEP 2 - JOIN-UP

- Apply to join THCVS at:  
**[www.thcvs.org.uk/membership](http://www.thcvs.org.uk/membership)**. Here we will request a few more details about your organisation to help us identify your needs

**PLEASE NOTE:** We will only publish the data you want us to. All sensitive data is confidential and will never be shared without your explicit permission.

<sup>2</sup>UK Civil Society Almanac 2014, NCVO - [data.ncvo.org.uk](http://data.ncvo.org.uk)

<sup>3</sup>The Big Squeeze 2013: a fragile state, LVSC - [www.lvsc.org.uk/research-policy/big-squeeze.aspx](http://www.lvsc.org.uk/research-policy/big-squeeze.aspx)

<sup>4</sup>GM CVO: [www.gmcvo.org.uk/state-sector-survey](http://www.gmcvo.org.uk/state-sector-survey) • <sup>5</sup>CAS: [www.casouthwark.org.uk/get-involved/value-vcs](http://www.casouthwark.org.uk/get-involved/value-vcs)

# BACK TO SCHOOL

## THCVS Training & Events 2014-15

We run a range of high quality training courses, aimed at anyone who works or volunteers for a local voluntary organisation. We also run and facilitate a number of forums and networking events for the sector throughout the year.

### OPEN PROGRAMME Courses

Our open training programme is subsidised by LBTH to keep it affordable. Prices start at just £29 per person (£22 for THCVS members), and vary according to the income of your organisation. Small groups can apply for free THCVS membership to receive training discounts and other benefits.

### #1TH FIRST THURSDAY Workshops

Over the coming year, in addition to our usual programme of subsidised training courses, we will also be running a range of free 'First Thursday' workshops on – yes, you guessed it – the first Thursday of every month! Open to all, each themed workshop will cover a different development area. Workshops are free to attend, but places are limited, so please book a place only if you are sure you will turn up.\*

### FORUMS

Forums and networks provide environments for organisations to share expertise and information, address issues of common concern and find solutions, including influencing policy and decision makers. For more details of the voluntary sector forums in Tower Hamlets please visit our Voice & Representation pages, or contact Rushena at [rushena.miah@thcvs.org.uk](mailto:rushena.miah@thcvs.org.uk) to be added to a forum mailing list.

### IN-HOUSE Training

We also offer tailored in-house training courses to give a real focussed boost to your staff or trustee teams. Call or email us to discuss your requirements on **020 8980 8427** or [info@thcvs.org.uk](mailto:info@thcvs.org.uk)

\*[We reserve the right to charge your organisation for non-attendance. If you must cancel, please let us know by 5pm on the Tuesday before the workshop.]

**We run a range of high quality training courses, aimed at anyone who works or volunteers for a local voluntary organisation.**

**Our full list is on the back page >**



# Our Team



**Ryan O'Kane**

**Admin & Information Officer**  
[ryan.okane@thcvs.org.uk](mailto:ryan.okane@thcvs.org.uk)

When you ring our offices it will usually be either Ryan or Rushena that you talk to first. They will always do their best to help, or find you someone who can. They also manage the training programme, membership services, website, forums and e-bulletins - that's why there's two of them!

**Rushena Miah**

**Admin & Information Officer (p/t)**  
[rushena.miah@thcvs.org.uk](mailto:rushena.miah@thcvs.org.uk)



**Gemma Cossins**

**Development Manager**  
[gemma.cossins@thcvs.org.uk](mailto:gemma.cossins@thcvs.org.uk)

Gemma's expertise in all things organisational is the foundation of our development services. Email her to arrange an appointment.



**Khadiru Mahdi**

**THCVS Chief Executive Officer**  
[khadiru.mahdi@thcvs.org.uk](mailto:khadiru.mahdi@thcvs.org.uk)

As well as heading our team, Khadiru provides leadership and quality assurance mentoring, as well as commissioning support.



**Abiodun Noibi**

**Finance Manager (p/t)**  
[abiodun.noibi@thcvs.org.uk](mailto:abiodun.noibi@thcvs.org.uk)

By keeping their eagle eyes on our accounts and our records, Abiodun and Sanober make sure we spend our money wisely and fairly, and that we can demonstrate that to the outside world. They also seem to find finance work very entertaining, which is of course a bonus!

**Sanober Ismail**

**Finance Officer (p/t)**  
[sanober.ismail@thcvs.org.uk](mailto:sanober.ismail@thcvs.org.uk)



call 020 8980 8247  
 email [info@thcvs.org.uk](mailto:info@thcvs.org.uk)  
 visit [www.thcvs.org.uk](http://www.thcvs.org.uk)  
 follow [twitter.com/thcvs](https://twitter.com/thcvs)

Globe Road

Our Lady of the Assumption Church

Victoria Park Sq.

The Museum of Childhood

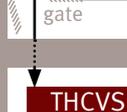
Victoria Park

Find us here

Old Ford Road

**Tower Hamlets CVS**  
 15a Old Ford Road, London, E2 9PL

Gallery Cafe & St Margaret's House



York Hall

Bethnal Green Tube

Cambridge Heath Road

## JOIN THCVS TODAY and you will receive...

- 25% discount on all training
- One free training place
- An organisational 'Health-Check'
- Free mailing of this newsletter
- A newsletter 'spotlight' on your work

As well as a stake in the development of an independent voice for Tower Hamlets voluntary & community sector. Call **020 8980 8427** to find out more.

Follow us on Twitter @THCVS



# BACK TO SCHOOL

## THCVS Training & Events 2014-15

**Leadership Forum**  
Wednesday 17th September 2014, 9.30am-12pm

Contact Rushena at [rushena.miah@thcvs.org.uk](mailto:rushena.miah@thcvs.org.uk) to be added to the **Leadership Forum** mailing list.

**Commissioning in Tower Hamlets**  
Wednesday, 24th September 2014, 10am-4pm

An introduction to the processes of commissioning, with an emphasis on local systems and priorities.

**Skills for Representing Others**  
Tuesday 30th September 2014, 1pm-4pm

Become an effective voice for the voluntary and community sector.

**Premises Forum**  
Tuesday 30th September 2014, 10am-12pm

Contact Rushena at [rushena.miah@thcvs.org.uk](mailto:rushena.miah@thcvs.org.uk) to be added to the **Premises Forum** mailing list.

**#1TH Navigating the Fundraising Landscape**  
Thursday 2nd October 2014, 1pm-4pm

Find out where to look for new resources if the money runs out.

**Finance Essentials Toolkit**  
Tuesday 7th October 2014, 10am-4pm

The essential financial procedures and controls for small and medium organisations.

**Health & Wellbeing Forum**  
Thursday, 16th October 2014, 10am-12 pm

Contact Rushena at [rushena.miah@thcvs.org.uk](mailto:rushena.miah@thcvs.org.uk) to be added to the **Health & Wellbeing Forum** mailing list.

### THCVS AGM 2014 • Thursday 23rd October 2014, 1.30-4.30pm • Toynbee Hall

**#1TH Organisational Structures**  
Thursday 6th November 2014, 1pm-4pm

A step by step guide to the basics of setting up an organisation.

**Management and Leadership**  
Tuesday 25th November 2014, 10am-4pm

A course for new and existing managers wanting to develop their leadership skills.

**#1TH PQASSO Workshop**  
Thursday 4th December 2014, 10am-1pm

An introduction to the PQASSO quality standard.

**#1TH How Tower Hamlets Works**  
Thursday 8th January 2015, 1.30am-4.30pm

A participative workshop outlining local authority structures for representing your organisation and service users.

**People Skills and Customer Care**  
Tuesday, 20th January 2015

Become more confident and effective in engaging with service users.

**#1TH PQASSO Workshop**  
Thursday, 5th February 2014, 10am-1pm

An introduction to the PQASSO quality standard.

**A Crash Course in Design & Publicity**  
Tuesday, 10th February 2015, 10am-4pm

If you produce or commission design and publicity for your organisation, this course is definitely for you!

**#1TH Strategic Planning**  
Thursday, 5th March 2015, 10am-1pm

A free workshop that could make a big difference to the future of your organisation.

For more details and to book on a course visit  
[www.thcvs.org.uk/training](http://www.thcvs.org.uk/training)

#### Tower Hamlets CVS

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**TOWER HAMLETS**