

BLACK COMMUNITY DEVELOPMENT PROJECT



Annual Report

06
07



BCDP'S MISSION AIMS AND OBJECTIVES

Our Mission:

To contribute to improving the quality of life and well-being of the visible Minority Ethnic Community and work towards social justice for all.

Our Aims:

To *challenge* discrimination and ensure the well-being of minority ethnic communities.

To *equip* individuals with appropriate advice and information which will enable them to make informed decisions on issues that affect their lives.

To *increase* the confidence and self-esteem of Minority Ethnic individuals in order that they can maximise their full potential and feel valued members of society.

To *assist* the Minority Ethnic community to recognise the importance of getting involved in political, social and community life to affect change.

To *address* the social isolation experienced by the Minority Ethnic community.

To *work* with a range of agencies to advocate on issues that affect the Minority Ethnic community.

To work towards community harmonisation and cohesion.

To work with a range of agencies working with excluded communities to share good practice.

Our Objectives:

Actively Gather Intelligence on the discriminatory practices that are experienced by minority ethnic people.

Provide accurate advice, information and one to one support on issues such as racial discrimination, benefits, housing, health, welfare, education, employment and others as identified by the users.

Provide group work opportunities for both adults/children and young people.

Assist individuals to participate in local structures, groups and community planning.

To organise events, conferences, seminars and other similar opportunities that bring people together.

To highlight the experiences of the Minority Ethnic community to local, city wide, national and international organisations to affect change in policies.

Identify causes of conflict amongst communities and create opportunities for minority and majority communities to come together to address differences and live in harmony.

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Acknowledgements:

BCDP is indebted to the various funders who believe in the work we do and give their financial backing to support its work. To Board of Trustees who commit their time to developing and leading the organisation. The staff and volunteers for their commitment to the work they do towards helping to improve lives. The service users without whom we would not be where we are today.



Junior Stars Club



CHAIR'S FORWARD

Mariam Galander

It is a great pleasure to present Black Community Development Project's 2006/7 Annual Report. Once again it has been a challenging year with sustainability and continuation of our services high on the agenda. But with clear thinking, hard work and commitment of other board members, I have lead the organisation to another successful year with delivery of a range of services and increasing the income of the organisation. I am also proud to see our organisation delivering support and advice to the excluded communities living in other parts of Edinburgh who have found our support invaluable.

The Board has also been setting time aside to equip their own skills by participating in training to carry out the business of the BCDP

effectively and to understand the guidance of the Office of the Scottish Charity Regulator (OSCR). We also used these training away days in order to consolidate a common and shared understanding of the vision of the organisation and also in order to get to know each other and strengthen as a group.

In the year we had four quarterly board meetings and another 4 office bearers meeting. The average attendance of the board meeting was 7 out of 10 existing members.

The overall work of the organisation is detailed in the report and I strongly encourage you to read this.



The Trustees

DIRECTOR'S OVERVIEW

Tesfu Gessesse



REPORT OF DEVELOPMENTS, ACTIVITIES AND ACHIEVEMENTS

It is a privilege to be the Director of one of the vibrant and credible organisations in Scotland and to provide a brief report of last year's achievements. 2006 has been another active and successful year for the Black Community Development Project in terms of organisational development and sustainability, expansion of our services to other areas and in terms of the number of people we reached and the services we provided for them.

The first quarter of the year was devoted to consult service users and plan an away day to agree on the annual work plan based on the secured funding for the year. The remaining 3 quarters were spent implementing the BCDP's 2006-07 work plan.

GOOD GOVERNANCE AND ORGANISATIONAL DEVELOPMENT

Good governance is about maximising participation of service users, reaching consensus, having good communication and understanding amongst ourselves, ensuring accountability, transparency, fairness and inclusiveness that follows the rule of law. It ensures that the views of minorities are taken into account and that the voices of the most vulnerable in society are heard in decision-making. It is also responsive to the present and future needs of society. All the above may sound like a bit of jargon but if we are going to have a strong and fit organisation, the first requirement is that we are clear in our commitment to the vision of the BCDP and the needs of our service users. As an example of this commitment to sound governance, BCDP organised two trainings for the Board of Trustees and equipped them with the necessary

management skills that allows them to give strategic leadership and guidance to the staff.

SUSTAINABILITY

This year our income has increased and we made a surplus of **£4870.00** compared to a deficit of **(£14,349.00)** in 2005-2006. We also reached more people and increased the level of our services. We sustained ongoing services and introduced new services.

EXPANSION OF THE BCDP SERVICES TO OTHER AREAS

Our work has developed well and grown across the year securing new and continuing existing services. We have also continued our strategy of expanding existing services and entering new geographical areas. The quality of our work continues to grow and it is evidenced by the feedback and evaluations we collect from our service users and the amount of successful grants we received. Our successful grant application for funding to the Commission for Racial Equality and the Scottish Executive to provide race specific casework in North Edinburgh and other parts of the city to roll-out BCDP's model to other parts of Edinburgh has allowed us to expand our services to Central West and the Craigmillar area of Edinburgh. As a result we have been providing services every Tuesday morning from Castlebrae High School, Craigmillar, and every Thursday from St Georges West Church on Shandwick Place.

Finally we remain enthused by the many opportunities that exist to develop the organisation and we will continue to build long-term value for our service users, funders and the whole community.

ENGAGEMENT WITH COMMUNITIES

These days, discussions about 'Community Engagement' are everywhere. However for the BCDP, Community Engagement means the process of involving our service users in the prioritisation and development of services in their own area. During the year we had 13 community engagement events that brought our service users together to discuss the issues that affect them. These community engagement events also allowed us to shape our own services but also to present key issues to policy makers and funders.

As part of our community engagement and EQUAL ESF activities we commissioned and carried out three distinctive pieces of research. These were: -

1 The experience and opinions of Minority Ethnic respondents in post devolution Scottish political life. This describes what people think about national and local politics and what prevents minority ethnic citizens from actively engaging in formal civic structures, including trade unions and what they think might be done to foster democratic participation.

The report also includes opinions from a sample of Scottish national and local politicians about the level of minority ethnic communities' participation in Scottish political

life. It highlights what strategy each political party offers to change the current lack of engagement and under-representation.

2 A study of the training needs of BME people living in Greater Pilton.

This is designed to determine the courses and training that people wish to undertake and to identify the appropriate educational and training providers, suitable courses and training costs. BCDP conducted a training needs analysis (TNA) aimed at **50** visible minority ethnic people in Greater Pilton and we reached **41** individuals.

The outcome of the survey highlighted that it was of paramount importance for the BCDP to advance the educational and training of the visible minority ethnic people in the Greater Pilton area in order to raise awareness of the opportunities for engaging in higher education, training, social development, voluntary services and employment.

3 Inclusion of Minority Ethnic businesses in public procurement.

The purpose of this research was to investigate the experiences of inclusion or exclusion of minority ethnic businesses in public procurement. Nineteen (19) various public bodies were interviewed. The sample included representatives from the Local Authorities, Scottish Police Forces and the Health Sector.

ENGAGEMENT WITH AGENCIES

BCDP believes in interagency/partnership working. Working in partnership helps the BCDP to avoid duplication, to engage with other agencies strategically and to communicate effectively with agencies and the professionals working with them. As a result, the BCDP staff had a total of 136 agency meetings during the year. Through these partnerships the BCDP has managed to solve many cases, raise the awareness of the other professionals about the needs of our clients and we also learned a great deal through observing the working procedures and methodology of other organisations and colleagues.

BCDP hosted 10 interagency meetings at which 32 individuals from a number of agencies attended and benefited from BCDP's practice of working with minority ethnic community.

COMMUNITY DEVELOPMENT WORK

GREATER PILTON YOUTH AND CHILDREN'S WORK

The BCDP provides children and young people from Greater Pilton a range of opportunities to come together in various settings. Over the year we ran **3** after-school youth groups for **5 – 16 year olds** and also provided a specific weekly homework club for children of primary school age. A number of activities over school holidays in Easter, Summer and October were also organised.

As an organisation we place great emphasis on equipping the young people we work with in terms of not only providing activities but building their confidence and self esteem in the process of taking part in those activities, creating space for them to extend their social networks, allowing them to learn of opportunities that exist around them and use the staff support to benefit from any issues they may be experiencing. Below are some of the Group's that have been running:

YOUNGER AGE GROUP – UNDER 8'S

The **Under 8's** is a lively group with some enthusiastic young people who love to come together, play games and get their head down to producing some excellent art work. As always their highlight is getting out and about and this year they have been to a number of local parks, Gorgi City Farm, Arthur Seat and visited local organisations like Pilton Youth and Children's Project (PYCP) or Muirhouse Library for indoor fun. The attendance for this group has ranged from **8 to 10** young people.

JUNIOR AGE GROUP – OVER 8'S

The **Over 8's** group is full of energy and enjoy challenges. It is one of the difficult age group to work with due to stage of their development but it is at this age that we see the rewards of the work that we do when they question and challenge authority. The young people in this group have participated in directing the group to having activities that interest them and not

those that have been imposed on them. They have participated in health workshops, outdoor excursions, and a range of indoor activities. The attendance for this group has ranged from **10 to 12** young people.

OLDER AGE GROUP – OVER 12'S

The **Over 12's** group is made up of some committed young people who have been attending BCDP's groups for some years. Their development is our success story, particularly because some of them are now also attending youth groups in other agencies. The young people in this group have over the year carried out a number of interesting and challenging activities that stimulate and provoke their thinking. They also benefited from having speakers from other agencies to make them aware of opportunities that are available to them in the big wide world. This group's attendance has ranged from **5 to 8** young people.

SCHOOL HOLIDAY ACTIVITIES

BCDP recognises the pressures that are imposed on families during school holidays and hence make a concerted effort to engage with children and young people during this period. We organised a number of different activities and trips during Easter break ranging from visit to Dalkeith Country Park, Wall



Climbing, trip to Saughton Park, and art and craft activities. Total of **17 children** under the age of 12 attended these activities from a range of ethnicities. Over the summer period a 4 week summer programme for all age groups was organised with some activities planned by other agencies but our young people being supported to attend them. The Over 12's had an exciting trip to M&D's theme park, learnt to become local reporters by participating in Roving Reporter's course, experienced the challenges of mountain biking at Glentress, Sailing in Granton and participating in Peer Leader's Course that equip the young people to become leaders.

JUNIOR STARS STUDY SUPPORT CLUB

5-12 years of age

Junior Stars Study Support club continued to run over this financial year and once again achieved positive outcomes for the young people. This was done through providing **32 sessions** over the year at which an average of **15 young people** attended. We enabled young people to improve their verbal and written English communication skills by participating in a range of informal activities. We have witnessed the development of young people's enthusiasm for learning over the year and this is also evident from their increased use of Muirhouse library where the club is based.

Over the 3 school terms the young people worked on a theme of the environment, the aim of which was to develop an understanding of environmental issues, particularly focusing on their personal surroundings, and for them to consider ways to improve their environment and take action on issues that matter to them. They had an opportunity to visit Dalkeith Country Park which was a highlight and great fun for the young people. The group also visited the Scottish Parliament to see where political decisions are made about issues that

affect their everyday lives. Through the process of working on this theme the young people developed their group skills, improved their interpersonal skills, became aware of what action to take if they are affected by particular issues and whom to contact in such an instance. In addition to this, the Junior Stars Study Support Club helped to improve young people's literacy and communication skills.

The continuation of this club proved difficult after the end of funding from OOSHLA (Out of School hours Learning Activities). However due to the benefits of this club to young people BCDP continued to resource the club from existing resources until the funding application to Awards for All was successful.

CITYWIDE YOUNG PEOPLE'S PROJECT

BCDP's overall ethos of improving the life and well-being of young people across the city may have had a slow start last year but we failed to give up. With determination and hard work we managed to get a boys group started in Southside area, based at Nelson Hall. The boys group has been running once a week every Tuesday with up to **10 young boys** attending. The young people valued the opportunities provided to them in that area. They have participated in a number of activities ranging from break dance, cooking, pool and snooker, making 3D cards, having a visit from Fast Forward to talk about drugs, alcohol, tobacco and a trip to Edinburgh

Dungeons. We have

also been establishing local groups in other areas in partnership with other minority organisations across the city.



Summer Outing

REACHING AND CONNECTING WITH ADULTS

OUTREACH WORK

Throughout the year we undertook a number of on street and door to door outreach sessions to ensure that we reached out to new arrivals in the area and informed them about the work of the BCDP and other local agencies. Through these outreach sessions we reached 54 individuals.



Summer Trip

SUMMER TRIP AND WINTER SOCIAL EVENT

We organised two summer outings for the local minority ethnic community and one multicultural family winter social event in November. The aims of these events were to bring people together, address isolation and allow space for them to meet in a relaxed setting. **Over 50 people** attended each event from different cultural backgrounds.



Dancer at Winter Social Event

FAMILY NETWORKING GROUP

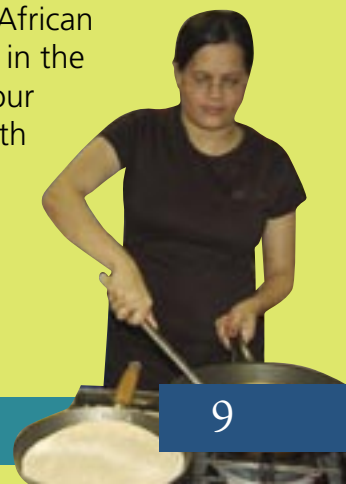
During the year, a local Family Networking Group was established. This met fortnightly at Craigroyston Community Centre and was attended by **13 to 18 people**. A programme of activities was designed in consultation with the group and included family outings as well as presentations by various agencies to address issues of interest to the group.



Family Networking Group

COOKING CLASSES

In partnership with Pilton Community Health Project, we organised cooking classes for the local community. The aim of this 8-week pilot project was to encourage healthy eating, introduce participants to new ingredients, and share cooking knowledge and experience. 2 Chinese, 1 African and 5 Pakistanis participated in the pilot project. We also kept our service users up to date with information on available learning, volunteering, employment, and other services and encouraged them to take advantage of these opportunities.



Cooking Class

MEN'S HEALTH WEEK

We organised a Health Promotion event for Minority Ethnic men in June. The event was organised in partnership with Pilton Community Health Project and Minority Ethnic Health Inclusion Project (MEHIP). Nine ME men from different ethnic backgrounds participated in this event. The evaluation showed that majority of the participants found the event very useful to them. Complementary therapy, smoking cessation information, and health checks were particularly popular.

MINORITY ETHNIC MEN'S SUPPORT GROUP

We facilitated 6 meetings for the men's group. As a result of these meetings, members planned and participated in other activities that are provided by local agencies such as the Journeys to Here Project. The project allowed participants to share their experiences and to highlight the diverse culture of North Edinburgh. The project was undertaken in partnership with Community Learning and Development, Telford College and CLAN Edinburgh. The programme enabled the group to work in producing a sound and vision project. 9 people attended the classes. We also assisted 6 new male service users who required individual support.

WEEKLY SPORT ACTIVITIES

We organised weekly football sessions at the Meadows in the summer. Each session was attended by an average of 6 men, the

majority of whom were Africans. We also organised weekly football, table tennis and badminton sessions in the period October to December at Ainslie Park Leisure Centre. 7 individuals attended each session mostly from African and Chinese ethnic backgrounds. The aims of these activities were to reduce isolation, encourage physical activities and promote social inclusion & active citizenship amongst the local minority ethnic community.

LOCAL MULTICULTURAL FOOTBALL TOURNAMENT

We organised a multicultural football tournament in October at Ainsley Park Sports Centre to mark 'Week of Action Against Racism'. 48 men (6 teams) from different ethnic backgrounds participated in this event. The event proved to be very successful to engage with the minority ethnic community and raise awareness about racism and to build solidarity and positive links amongst different communities.

NATIONAL FOOTBALL TOURNAMENT

The BCDP football team was invited by 'Kick Racism Out of Football' to participate in the Unity Cup Festival in Sheffield. The aim of this Festival was to build solidarity and links amongst minority ethnic men from different parts of the UK and aid the exchange of information and experiences amongst different minority ethnic communities. **10 local minority ethnic men** from different ethnic backgrounds participated in this trip.

The Unity Cup





Football Team

CHINESE WOMEN'S GROUP

The Chinese Women's Group has been meeting weekly at Muirhouse Millennium Centre. This group continues to provide isolated women with a space to come together and take part in programmes of activities that meet their interest. With the support of the Chinese Support Worker, the group has developed over the course of the year with new members joining. In total **40 group sessions** took place with **8-15 women** attending regularly.

One of the group's highlights was traditional Chinese Dance Class and Keep Fit class. On average 10 members attended the classes regularly. All participants highlighted that they felt physically and mentally relaxed from their isolated and long-working-hours daily life after taking these classes. In addition, a practice nurse was invited to give a talk on Diabetes and High Blood Pressure, followed by check-ups for blood pressure, blood sugar and cholesterol levels. This was designed to raise awareness of Chinese communities on health issues. **40**



members including partners of members attended the session and they all found it very informative.

CHINESE NEW YEAR CELEBRATION

Due to the fact that there is a noticeably higher Chinese population living in the Greater Pilton Area, which has been reached by the BCDP, the Chinese New Year Celebration took place in February at Drylaw Neighbourhood Centre. The aim of the event was for the community to come together and to celebrate their diversity and appreciate the communality that exists among them. It provided an opportunity for the local Chinese community to get to know each other and establish social relationships and also to find out more about the BCDP and the services that are being offered by talking to the staff and its service users. The highlight of the event was the Dumpling Competition in which **20 people** participated. This was followed by traditional Chinese Opera and instrumental performance delivered by a local Chinese family and ended with dinner. Food served was mainly homemade by local Chinese people. In total, **55 people** attended the event and everybody thoroughly enjoyed the event.



ADVICE & INFORMATION WORK

As part of the Black Community Development Project's strategy to roll out its model of community development work and services to other socially excluded areas of Edinburgh, the organisation established two new services, one in Central West Edinburgh & the other in Greater Craigmillar, with weekly surgeries providing case work service.

Success of the project led to building relationships with the local Police & Housing Department in each of the areas. An Action Plan was agreed with both institutions, covering how to deal with referrals and service provision, language sensitivity and attitudes to rights and enforcement.

Data and information were gathered to inform communication with the Police, Housing, and Community Education Departments of the City of Edinburgh Council. Targeted advertising was done via Castlebrae Adult Education newsletter, BCDP in-house publication, and communication with the Police.

One to one advice, information, support, and advocacy were provided to **89 families**, of which **61 were New Cases** and **28 from previous years**. The main issues that we dealt with during the year were racism, harassment, anti-social behaviour, housing, welfare, immigration, and health. The following case study illustrates this support work.

Case Study

Family X came to BCDP for support after being referred by the Police. They were being victimised by local youths in what was evidently racial harassment. Family X has been living in private accommodation for the past 3 years. They had been subjected to verbal and physical abuse from the local youths on a regular basis. The family's two cars were vandalised repeatedly, one which was for business. They had also lost their insurance claims due to repeated damage to their vehicles. The family had reported some of the incidents to the police in the past, but as there were no positive outcome from those reports, they decided not to report most incidents. Some of the horrific experiences of racism experienced by family X were:

- Eggs, 'dung' and stones being thrown through their windows
- Their 10 year old son being threatened with a knife
- House windows smashed, car windows smashed
- Attempts to kick front family door down
- Obscene gestures made towards the family, monkey noises made
- Children stopped from going into local shop by local youths
- Children's bike taken from them when out to play by these youths

The situation was taking a huge toll on the family as their children had become too terrified to step outside their home for fear of being harassed or attacked. The family business was regressing. Series of meetings/communication with the Snr. Police Officer lead to the following measures being put in place:

- Alert concierge service personnel to keep an eye on family home and also gather any evidence of race hatred or crime against the family.

- Ask Police Youth Action Team to check if any of the reported youths are known to them.
- Community Beat Officers carried out regular patrols of the areas at the times identified by the family when incidents were occurring.
- Police and City of Edinburgh Council's Antisocial Behaviour Investigation Team, who installed a camera in the family home, worked together to collect evidence.

Family X reported recently that due to police patrolling the area regularly, they have not experienced any new incidents. Family X is also beginning to pick up their confidence and courage to report any incidents to the police.

Breakdown of casework is detailed below:

New Cases	61
Follow up cases from previous years	28
Total one to one sessions with users	252
Total phone, emails, correspondence	573
Total case conferences	6
Quarterly joint meetings with Housing and Police	5

Ethnic Origin

Ethnic Origin	No
African	26
Chinese	9
Indian	10
Pakistani	18
Bangladeshi	3
Other	23

Types of cases

Types of cases	No.
Info and advice	183
Health	23
Housing	78
Welfare	130
Anti-social Behaviour	27
Emotional Support	149
Immigration	49
Advocacy	71
Education	14
Racism	24
Social Work	7
Referrals	23

Gender

Gender	No
Male	40
Female	49
Total	89

CAPACITY DEVELOPMENT WORK

Education, Employment and Language Support

HOLISTIC OPPORTUNITIES PROGRAMME (HOP)

HOP is a partnership of local agencies and it provides support to unemployed people with advice training and guidance. During the year a substantial amount of time was channelled to support the local minority ethnic community to develop their skills, gain access to further education, and job opportunities. We supported **17 beneficiaries** through HOP. These have been assisted as follows: **6 with training and further education, 4 with ESOL needs, 4 with employment issues, 2 with general support and guidance and with 1 numeracy skills.** The gender of the beneficiaries was **9 male** and **8 female** and their ethnicity was (**6 Africans, 6 Asian, 2 Kurdish, 2 Polish and 1 Chinese**).

EMPLOYMENT AND EDUCATION OPEN DAYS

We organised 2 Employment, Education & Training Open Days for minority ethnic people in Greater Pilton. The first Open Day took place in June 2006 and was attended by **43 individuals** from twelve different ethnic backgrounds. Of these, **27 female** and **16 were male** service users.

The second follow up Open Day took place in November and was attended by thirty individuals from nine different ethnic backgrounds. The gender of participants was **16 female** and **14 male**. The events brought many agencies together such as Stevenson College, North Edinburgh Child Care, City Literacy and Numeracy (CLAN), Working Links, Waterfront Recruitment Centre, Careers Scotland, Business Incubator, Linknet Mentoring Project, Hanover & Bield Housing Association, Learn Direct, Nisus Scotland, Telford College, Community Education,



Women Onto Work, Muirhouse Library, Community Based Adult Learning and the Business Incubator. The evaluation showed that majority of the participants found both Open Days very informative and engaging. (Photo)

ENGLISH LANGUAGE SUPPORT FOR MINORITY ETHNIC COMMUNITIES

BCDP receives regular requests from members of the minority community to provide English Language classes. This is an ongoing barrier for people to integrate and make progress in various aspects of their life. We have been working primarily in partnership with other agencies to address this issue. Below are examples of how we have tried to address this issue for the community.

We worked in partnership with CLAN to organise English for Speakers of Other Languages (ESOL) evening classes for people not participating in our other training programmes. Two evening classes took place at Edinburgh Telford College for a period of 9 weeks. One class was attended by **8 Kurdish** men and the other class was attended by a mixed group of **9 Latvians**.

Chinese community members requested particular English language support for their individual needs to address their everyday use of the language without having the pressure of attending structured classes. To address this BCDP provided language support on a weekly basis over a 8 week period specifically for the Chinese members. On average **6 people** attended regularly and found this additional support invaluable.

In order to build on the above and continue the English language support offered, a class called 'English for Life' was organised in partnership with Telford College for the Chinese but also other members of the local minority ethnic community. This class attracted up to 14 people and has been running on a weekly basis during school term time.

BCDP also makes regular referrals to other agencies and educational institutions who offer English Language classes.

Finances

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure Account) YEAR END 31 MARCH 2007

	Designated Funds 2007	Unrestricted Funds 2007	Restricted Funds 2007	Total Funds y/e 31/03/07	Total Funds y/e 31/03/06
	£	£	£	£	£
INCOME RESOURCES					
Incoming resources from generated funds:					
Voluntary income		33,787	317,570	351,357	292,573
Activities for generating funds		2,385		2,385	7,227
Investment income		810		810	1,696
Incoming resources from charitable activities		1,127		1,127	12,938
Total incoming resources	0	38,109	317,570	355,679	314,434

Finances continue over the page...

Finances cont...

	Designated Funds 2007	Unrestricted Funds 2007	Restricted Funds 2007	Total Funds y/e 31/03/07	Total Funds y/e 31/03/06
RESOURCES EXPENDED	£	£	£	£	£
Charitable activities		44,950	273,964	318,914	292,566
Governance costs		6,664	25,231	31,895	36,217
Total resources expended	0	51,614	299,195	350,809	328,783
Net incoming / (outgoing) resources					
Before transfer	0	(13,505)	18,375	4,870	(14,349)
Transfers:					
Gross transfers between funds		7,347	(7,347)	0	0
Net movement in funds	0	(6,158)	11,028	4,870	(14,349)
Reconciliation of funds:					
Total funds brought forward	10,000	33,625	22,733	66,358	80,707
Total funds carried forward	10,000	27,467	33,761	71,228	66,358

Dalkeith Country Park



CONSOLIDATED BALANCE SHEET

YEAR END 31 MARCH 2007

	2007 £	2006 £
FIXED ASSETS		
Tangible assets	6,979	4,188
Total fixed assets	6,679	4,188
CURRENT ASSETS		
Debtors	39,862	42,076
Cash at bank & in hand	32,201	28,794
Total current assets	72,063	70,870
LIABILITIES		
Creditors: amounts falling due within one year	7,814	8,700
Net current assets	64,249	62,170
Net assets	71,228	66,358
The funds of the charity:		
Restricted funds	10,000	10,000
Designated funds	27,467	33,625
Unrestricted funds	71,228	66,358

BLACK COMMUNITY DEVELOPMENT PROJECT

Management Committee

Mariam Galander	Chair
Violet Scott	Vice Chair
Eddy McGregor	Treasurer
Norman Duncan	Member
Jacintha Canary	Secretary
Viola Dhana	Member
Chui-Nig Lau	Member
Percy Mapira	Member
Vas Francisco	Member
Helen Hsu	Member
Saghir Mughal	Member
Masud Khan	Co-opted Member
Sarah Low	Children and Families Department Representative



Staff

Tesfu Gessesse	Director
Khalida Hussain	Operations Manager
Jacinta Barker	Community capacity Development Worker
Neeru Bhatnagar	Community Case Development Worker
Adil Ibrahim	Community Development Worker
Shum Cheung	Chinese Support Worker
Shamylla Syed	Youth Development Worker
Moira Findlay	Senior Administrator/ Personnel

Sessional Staff

Wing Li
Saima Sheikh
Ian Hepburn
Gael Cochrane
Brendan McGeever
Ross Shoemark
Pat Tennant
Alia Mediouni
Angela Austin
Anna Martinea - Volunteer





BCDP is funded and supported by the following organisations:



SCOTTISH EXECUTIVE



Room D6
Craigroyston Community High School
Pennywell Road, Edinburgh, EH4 4QP

Tel: 0131 467 7990
Fax: 0131 467 7991
Web: www.bcdp.org.uk

 SOURCE www.designbysource.com