



**TIBAL**

(Together In Benarty And Lochgelly)

**BUSINESS PLAN**  
**2011 - 2013**

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Organisation Development Plan by Month

## **Section 1**

### **1.1 Executive Summary**

TIBAL (Together In Benarty and Lochgelly) is an organisation that constantly seeks to promote the benefit of the people of Lochgelly and Benarty. From tackling issues such as the exclusion and isolation of the elderly to offering new and exciting opportunities, experiences and personal development training for our young people - TIBAL seeks to improve the lives of the people in our community. Community consultation helps us to identify issues and to develop exciting, dynamic, and innovative solutions. After nearly eight years of intensive work TIBAL is now a well established, respected and accepted organisation which works in partnership with many different agencies and organisations in the area to develop and deliver much needed services. It presently has two main areas of involvement: the Edge Project for 5-18 year olds and the Elderly Befriending Project for over 60 year olds. Plans are also in place to develop the Gap Project which will work with the 18-60 age group ('the age gap', in between the projects we already provide).

The Edge Project, which began in 2004, has five distinct strands of involvement with the young people in our community: Primary and Secondary School Work, Out of School Youth Work Activities, Street Work, Alternative Curriculum Projects and Personal Development Training. Our Elderly Befriending Project began in May 2007 and is providing a much needed befriending service for the elderly in our community who are lonely and socially isolated. It also provides a comprehensive schedule of social events which both volunteers and clients eagerly look forward to. Our intergenerational work brings these two groups to share experiences, learn from each other and have fun together.

In light of the current economic situation and the difficulties in finding funding we have had to adjust our development plans. We have concentrated and will continue to concentrate our efforts on consolidation and survival. Funding for new services and additional staff has been difficult to find and even maintaining our existing services has been a challenge. In light of this situation our development plans have become more long ranging than short term.

### **1.2 TIBAL: The Organisation**

The founding vision for TIBAL arose from the partnership working of local faith communities. The organisation started in 2003 and has achieved its initial aims and objectives to meet the many diverse needs of the people of this community.

The underlying ethos of TIBAL is to work in partnership with other agencies, organisations and local and statutory authorities, wherever possible, to develop services that meet the articulated and non- articulated needs of the people in the areas of Lochgelly and Benarty. TIBAL's work method is one of careful research and consultation, and evaluation and monitoring.

### 1.3 TIBAL: Our Purpose

The purpose of the Project shall be:-

- i) As local faith communities to promote the benefit of people of Benarty and Lochgelly and its environs without distinction of political, religious or other opinions.
- ii) As local faith communities to associate with local authorities, voluntary organisations and inhabitants and also local and national funders in a common effort to advance education and to facilitate the interests of social welfare for recreation and leisure time with the object of improving the conditions of life for people in the area of benefit.
- iii) To promote the working together of local faith communities in such ways as are charitable by law to benefit the people of Benarty and Lochgelly and its environs.

The objectives of the Project shall be:-

- i) By developing a partnership in consultation with appropriate local agencies and organisations to provide a befriending service which will address current issues, including social isolation.
- ii) In partnership with appropriate local agencies to develop a children's and young person's project which takes its participants "beyond the EDGE" of their personal experience by engaging in creative and innovative pursuits offering opportunities for the development of potential, self confidence and skills.
- iii) To engage in ongoing research into the needs of the above area of deprivation and regeneration and addressing where possible emerging needs.

### 1.4 TIBAL: The History of the Organisation

TIBAL started by developing a unique project that had three elements. This project was called "TIBAL Connections". The three elements of the project were:

- The History and Drama Project (2003 - 2006)
- The EDGE Project (2004 - present)
- The Elderly Befriending Project (2007 - present)

**The History and Drama Project** was aimed at celebrating the history of each of the former mining communities bringing together memories, and photographs and pondering the area's future while the drama part looked at where power lay by means of a series of workshops leading to a live performance involving folk from 10-70 years of age and so creating an early opportunity in intergenerational, relational, contextual working.

**The EDGE Project** began with a Pilot year in September 2004. The EDGE Project is involved with young people of 5-18 years of age and is intent on listening to their voices and enabling the development of a sense of possibility and self-worth. This is

achieved by providing new choices and chances in the varied activities with which the young people engage.

**The Elderly Befriending Project** started in May 2007. The project seeks to care for, and bring friendship to, elderly people in the area who are lonely and socially isolated, resulting in an increased quality of life, improved sense of wellbeing and beneficial effects on health.

## 1.5 TIBAL - Our Geographical Area

Lochgelly and Benarty consist of a series of seven former mining towns: Lumphinnans, Lochgelly, Glenraig, Crosshill, Lochore, Ballingry and Cardenden, situated in Fife between the larger towns of Dunfermline and Kirkcaldy.

There are 2061 children aged 8 - 18 for whom low self esteem and a lack of self confidence, (confirmed by head teachers, social workers etc) poor academic achievement (45.53% of homes with no qualifications) result in a poverty of spirit. 94.5% are born locally and in such a tight community they are limited by their geographical boundaries which promote a narrow view of the world. Poverty pervades in Benarty with 33% of 16 - 24's being unemployed (SIMD Employment of 59) and an overall SIMD Rank of 51 while Lochgelly is also in the lowest 20%.

These statics clearly show the need for The EDGE Project which is dedicated to young people in this area.

A recent report from West Fife Local Health Service: Responding to Needs, (Second Report of the Needs Assessment Task Group) Appendix C, gives figures to support the rise of numbers of elderly by 2016.

"15% of the population is aged 65 and over. By 2016, the population of West Fife is projected to have grown by 2% to 76,996. . . . The age population will have changed too - 19% will be aged 65 and over".

The need for a service such as the Elderly Befriending Project will increase as the elderly population numbers increase. This increase in potential users of our proposed project is even larger if, as we intend, our client group will be aged 60 years and over.

## 1.6 Current Supporting Bodies

Charles Hayward Trust  
Children In Need  
St. Serfs Church of Scotland  
St Finnians Episcopal Church  
European Social Fund  
Fife Council  
Garfield Weston  
Lloyds TSB Foundation for Scotland  
Napier Trust  
Robertson Trust  
Generations Together

## **Section 2**

### **2.1 TIBAL Staff**

TIBAL presently employs:

- Three part-time members of staff: the Elderly Befriending Project Manager, the TIBAL Administration Worker and the EDGE Face-to-Face Young Persons Worker.
- One full-time member of staff, the EDGE Project Manager, seconded from St Serf's Church of Scotland.

It also engages the services of:

- A bank of Sessional Workers with a variety of different skills and talents.
- Many enthusiastic Volunteer Workers who are involved as Members of the Committee, Befrienders, Facilitators and Helpers.

### **2.2 Project Management**

TIBAL has a Management Committee which currently comprises eight members who come from many different areas of the community. Line Management and staff support and development are provided by members of the Management Committee.

### **2.3 Delivery of Objectives**

Our aims and objectives will be addressed through, the agreed policies of the Management Committee, the Business Plan and subsequent Work Plans which run on a three yearly basis and address the needs within the community with possible responses. The Plans are not rigid but flexible; able to adapt to the developing needs of the people in the Benarty and Lochgelly areas. The Work Plans will be delivered by TIBAL staff, Sessional Workers and Volunteers in partnership with other relevant agencies and organisations.

### **2.4 Three Year Development Plan**

Sections 4 and 5 give descriptions of individual projects and individual Development Plans for the EDGE Project and the Elderly Befriending Project. A Development Plan has also been provided for TIBAL in section 3. We are currently in discussion with Cowdenbeath Initiative regarding a possible merger in the near future. This will considerably affect our future development plans.

## Section 3 - TIBAL Development Plans

### 3.1 Development Plan 2010 - Update

Objective	Date
Source continuation funding for all 3 EDGE Team members	Ongoing priority
Source continuation funding for EBP Manager	Completed
Recruit replacement Administrative/Finance Worker	Completed Feb 2010
Art studio set up in annexe	Completed Jan 2010
Review of Business Plan and Policies and Procedures	Completed
Change financial records to SAGE format	Completed Feb 2010
Source funding for activities and rent	Ongoing Priority
Marketing package and working plans for Annexe	Not completed due to funding
Move Management Committee meetings to Annexe	Completed Feb 2010
TIBAL AGM	Completed May 2010
Introduce quarterly funding review meetings	Completed
Open day event in partnership with BRAG	BRAG did not hold an open day
Review finance reporting	Completed
Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff	Postponed due to current economic climate
Review financial situation regarding development of "Gap project"	Postponed due to current economic climate
Joint youth management committee and TIBAL Management committee training	Incomplete

### 3.2 Development Plan 2011

Objective	Date
Complete move to Lochgelly Town House	Jan 2011
Review of Business Plan and Policies and Procedures	April 2011
Source continuation funding for Admin/Finance worker	ongoing
Fundraising and information event (coffee morning)	April/October 2011
TIBAL AGM	May 2011
Secure funding for current staff members	ongoing

Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff	September 2011
Review development of "Gap project"	September 2011
Management committee negotiating with the Initiative over potential merger	ongoing
Secure funding for core costs and activities of the project - to be considered in every funding application	ongoing
Continue regular funding meetings	ongoing

### 3.3 Development Plan 2012

Objective	Date
Review of Business Plan and Policies and Procedures	Jan - April 2012
Fundraising/ Open day event	April/October 2012
TIBAL AGM	May 2012
Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff	September 2012
Review financial situation regarding development of "Gap project"	September 2012

### 3.4

### 3.4 Development Plan 2013

Objective	Date
Review of Business Plan and Policies and Procedures	Jan - April 2013
Fundraising/Open day event	April/October 2013
TIBAL AGM	May 2013
Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff	September 2013
Review financial situation regarding development of "Gap project"	September 2013
Investigate possibility for funding for new minibus	2013



## Section 4 Development Plan

# THE ELDERLY BEFRIENDING PROJECT

## Section 4 - The Elderly Befriending Project

### 4.1 Project Description

The Project was set up in a response to social isolation and loneliness within the over 60's age group. The aim of the Elderly Befriending Project is to show care for, and bring friendship to, elderly people in the area who are lonely and socially isolated, resulting in an increased quality of life, improved sense of wellbeing and beneficial effects on health.

The Project also offers social events for all clients and befrienders, who are able, on a regular basis. This enables clients to re-make social contacts and skills, and rebuild confidence. We also have regular intergenerational events where opportunities are created for young and older people to interact and share experiences. These have included reminiscence, art and crafts and dancing.

### The Elderly Befriending Project Development Plan

#### 4.2 Development Plan 2010

Objective	Date
Ensure that elderly befriending meetings are held on a regular basis	ongoing
Complete video of Elderly and volunteers	incomplete
Hold regular meetings/supervision with volunteers and encourage ideas for the EBP	ongoing
Develop intergenerational work carried out in 2009	ongoing

#### 4.3 Development Plan 2011

Objective	Date
Evaluation of EBP project in conjunction with volunteer friendly award	June 2011
Arrange regular social events using feedback from befriendees and volunteers	ongoing
Fundraising/information day	April/October 2011
Continue to consolidate project/working with other agencies in the area	ongoing
Investigate main stream funding from lead players ie Fife Council, NHS	Sept 2011
All volunteers to have manual handling/first aid training	Dec 2011
Investigate expanding the EBP into wider catchment area	Dec 2011
Dementia training for volunteers	Dec 2011

#### 4.4 Development Plan 2012

Objective	Date
Elderly befriending social meetings to be held regularly over the course of the year	ongoing
Consultation for expanding EB services into other communities	Jan-April 2012
Fundraising/information day	April/October 2012
Funding for 1.5 posts for EBP plus admin support	Sept 2012
Recruit/train volunteers to cover wider community	Dec 2012

#### 4.5 Development Plan 2013

Full external evaluation of EBP project since 2007	Ongoing
Review financial situation and staff funding/core costs	2013
Fundraising/information day	April/October 2013
Review gaps in provision for elderly and investigate expansion of service	2013



## **Section 5 Development Plan**

### **THE EDGE PROJECT “Making things happen for young people”**

## Section 5

### 5.1 Project Description

The EDGE Project works where young people are: schools, community centres, church halls, and on the street. The Project offers regular imaginative, age appropriate opportunities in the arts, sports, multimedia and many other areas. It provides weekly drop-ins, special holiday activities and residential taking young people beyond the EDGE of their present situation. We have developed the project and now offer Personal Development and Alternative Curriculum programmes. Much of our work in the EDGE Project is done in the context of small groups (around 8-12). We also offer the opportunity of larger groups (around 30) at the 'drop-ins.

### 5.2 Project History

Since 2004 the EDGE project has been making an impact in the lives of young people in the Benarty and Lochgelly area. We have strived to "make things happen" for young people. We have delivered high quality projects, providing new, innovative and exciting opportunities while enabling young people to develop, participate and lead. The Management Committee see them as the future. Young people have been able to grow from being participants in the program, to becoming Volunteers and Sessional Workers. The EDGE staff members anticipate that this pattern will continue to the point where young people will be employed with the EDGE Project. It is this organic process, investment in young people and the ethos in all groups that sets the EDGE project apart from other initiatives.

Examples of activities offered

- Taster sessions of different experiences.
- 'Bitesize' opportunities. These have included subjects such as: 'Multi Media', The Arts' and eco-awareness projects
- 'Alternative Curriculum Projects' including subjects such as: sports, arts and personal development opportunities and active citizenship
- Holiday Provision has included Easter, summer and October weeks of activities including an Old Firm Soccer School, residential events, and trips which took the young people beyond their present situation.
- For the older young people unique team building activities, area analysis, and political decision making research, including a visit to the Scottish Parliament, meeting with local MPs and witnessing a debate.

### 5.3 Purpose

The purpose of this Development Plan is to clearly identify and lay out ways in which the EDGE project can further progress. The EDGE project has developed beyond expectation. The EDGE is always looking for ways to develop, grow and improve. This plan aims to set out clearly objectives and mechanisms for achieving what we want to accomplish in the coming years.

#### 5.4 Development Plan - 2010 update

Objective	Date
Continue street work project on a Tuesday and Friday evenings with The Zone. Add an additional evening for Cardenden.	Completed
Continue Alternative Curriculum Project's in Lochgelly High, Lochgelly South Primary and Benarty Primary schools.	Completed
Explore offering other Alternative Curriculum Projects to other schools and young people.	Completed
Launch of Time To Talk project in Benarty Primary School.	Did not take place due to other school commitments
Easter Holiday Programme: <ul style="list-style-type: none"> <li>• Old Firm Soccer School partnership with Rangers, Celtic and Lochgelly High School.</li> <li>• One off - on Street activities in partnership with The Zone Re-</li> </ul>	Completed
Launch the EDGE Project.	Re-launch did not take place due to other pressures
Edinburgh Festival Fringe Sunday Special Event.	Did not take place due to funding parameters
Summer 2010 holiday programme: <ul style="list-style-type: none"> <li>• Activities for young people aged 12-18</li> <li>• Activities for 8-12 year olds</li> <li>• Activities programme in partnership with The Zone</li> <li>• Summer Residential in partnership with Fife Council</li> <li>• Summer Programme Evaluation</li> <li>• Week long Holiday Club in partnership with St Serf's Parish Church.</li> </ul>	Complete
Develop intergenerational work carried out in 2009 by offering 5 new experiences	Some intergenerational events did take place. Not as many as planned due to staff changes
Culmination of 18 month long Citizenship Project	Project completed but no America trip due to funding
Source funding for streetwork and youth work teams	Funding not found as other priorities were more important
EDGE Project evaluation	Incomplete due to staff shortages/changes
Facilitate 4 special events for young people aged 10-16. Examples might be: <ul style="list-style-type: none"> <li>• Mountain biking</li> <li>• Skiing/ snow boarding</li> </ul>	Incomplete, other priorities more important

Theatre	
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## 5.5 Development Plan 2011

This year we aim to build on the success of past years and offer several programmes in both term time and holidays.

The project has developed significantly over the past five years and can now envisage a clearly identifiable pattern of working. This manifests itself in the form of five distinct strands. These are:

1. Primary and Secondary School Work
2. Out of School Youth Work Activities
3. Street Work
4. Alternative Curriculum Projects
5. Personal Development Training

Objective	Date
Continue street work project on a Tuesday, Thursday and Friday evenings with The Zone.	On-going
Continue Alternative Curriculum Project's in Lochgelly High, Lochgelly South and Benarty Primary schools.	On-going
Reprogram EDGE Project to work with two members of staff	January 2011
Re-package of Alternative Curriculum type projects both within and outwith schools	April 2011
Easter Holiday Programme: <ul style="list-style-type: none"> <li>• Streetwork Easter activity programme in partnership with The Zone</li> </ul>	April 2011
Source funding for all staff salaries	June 2011
Offer some one off cultural events for young people	August 2011
Summer 2011 holiday programme: <ul style="list-style-type: none"> <li>• Activities for young people aged 12-18</li> <li>• Activities for 8-12 year olds</li> <li>• Activities programme in partnership with The Zone</li> <li>• Summer Programme Evaluation</li> <li>• Week long Holiday Club in partnership with St Serf's Parish Church.</li> </ul>	Summer 2011
Develop intergenerational work carried out in 2010 by offering 5 new experiences	September 2011
Facilitate an achievement event enabling parents to see what has been offered, meet staff and showcase opportunities available in volunteering and Sessional work	October 2011
Source funding for streetwork and youth work teams	October 2011
EDGE Project evaluation	November 2011

Theatre trip experience	December 2010
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## 5.6 Development Plan 2012

In 2010 we hope to develop further by exploring the following possibilities.

Objective	Date
Offer joint youth forum and management committee training	March 2012
Redevelopment of project after potential Merger with Initiative Youth Project	April 2012
Recruit, interview and provide training for new Sessional workers to add to our current bank	May 2012
Recruit, interview and provide training for 5 new volunteers	May 2012
Provide a "Young People to Youth Work" Summer training residential programme	July 2012
Develop intergenerational work carried out in 2011	September 2012
Investigate feasibility of the concept of offering scholarships for young people who show particular aptitude in a particular field	October 2012
Investigate and develop new programme for October Eg. Citizenship, community awareness	October 2012

## 5.7 Development Plan 2013

In 2011 we anticipate extending and developing the services offered by the EDGE project

Objective	Date
Offer joint youth forum and TIBAL Management committee training during a residential weekend	March 2013
Investigate feasibility of a more widespread befriending project for young people using both trained workers and volunteers	June 2013
Offer Arts therapy package	August 2013
Investigate possibility of TIBAL retailing Alternative Learning packages, training and project management	September 2013
Investigate any possible role for TIBAL into vocational training courses	November 2013

## Organisation Development Plan by Month

### Development Plan 2011

DATE	OBJECTIVE
ongoing	<ul style="list-style-type: none"> <li>• Source continuation funding for Admin/Finance worker</li> <li>• Secure funding for current staff members</li> <li>• Management committee negotiating with the Initiative re merger</li> <li>• Secure funding for core costs and activities of the project - to be considered in every funding application</li> <li>• Continue regular funding meetings</li> <li>• Arrange regular social events for EBP using feedback from befriendees and volunteers</li> <li>• Continue to consolidate EBP working with other agencies in the area</li> <li>• Continue EDGE street work project on a Tuesday, Thursday and Friday evenings with The Zone.</li> <li>• Continue Alternative Curriculum Project's in Lochgelly High, Lochgelly South and Benarty Primary schools.</li> </ul>
Jan 2011	<ul style="list-style-type: none"> <li>• Complete move to Lochgelly Town House</li> <li>• Reprogram EDGE Project to work with two members of staff</li> </ul>
April 2011	<ul style="list-style-type: none"> <li>• Review of Business Plan and Policies and Procedures</li> <li>• Fundraising and information event (coffee morning)</li> <li>• Re-package of Alternative Curriculum type projects both within and outwith schools</li> <li>• Easter Holiday Programme:</li> <li>• Streetwork Easter activity programme in partnership with The Zone</li> </ul>
May 2011	TIBAL AGM
Jun 2011	<ul style="list-style-type: none"> <li>• Evaluation of EBP project in conjunction with volunteer friendly award</li> <li>• Source funding for all EDGE staff salaries</li> </ul>
Summer 2011	EDGE Summer 2011 holiday programme: <ul style="list-style-type: none"> <li>• Activities for young people aged 12-18</li> <li>• Activities for 8-12 year olds</li> <li>• Activities programme in partnership with The Zone</li> <li>• Summer Programme Evaluation</li> <li>• Week long Holiday Club in partnership with St Serf's Parish Church.</li> </ul>
Aug 2011	<ul style="list-style-type: none"> <li>• Offer some one off cultural events for young people</li> </ul>
Sept 2011	<ul style="list-style-type: none"> <li>• Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff</li> <li>• Review development of "Gap project"</li> <li>• Investigate main stream funding from lead players ie Fife Council and NHS for EBP</li> <li>• Develop intergenerational work carried out in 2010 by offering 5 new experiences</li> </ul>
Oct 2011	<ul style="list-style-type: none"> <li>• Fundraising and information event (coffee morning)</li> <li>• Facilitate an EDGE achievement event enabling parents to see what has been offered, meet staff and showcase opportunities available in volunteering and Sessional work</li> </ul>

	<ul style="list-style-type: none"> <li>• Source funding for EDGE streetwork and youth work teams</li> </ul>
Nov 2011	<ul style="list-style-type: none"> <li>• EDGE Project evaluation</li> </ul>
Dec 2011	<ul style="list-style-type: none"> <li>• All EBP volunteers to have manual handling/first aid training</li> <li>• Investigate expanding the EBP into wider catchment area</li> <li>• Dementia training for all EBP volunteers</li> <li>• EDGE Theatre trip experience</li> </ul>

### Development Plan 2012

Date	Objective
Ongoing	<ul style="list-style-type: none"> <li>• Elderly befriending social meetings to be held regularly over the course of the year</li> <li>• Redevelopment of project after potential Merger with Initiative Youth Project</li> </ul>
Jan - April 2012	<ul style="list-style-type: none"> <li>• Review of Business Plan and Policies and Procedures</li> <li>• Consultation for expanding EB services into other communities</li> </ul>
Mar 2012	<ul style="list-style-type: none"> <li>• Offer joint youth forum and management committee training</li> </ul>
April 2012	Fundraising/ Open day event
May 2012	<ul style="list-style-type: none"> <li>• TIBAL AGM</li> <li>• Recruit, interview and provide training for new Sessional workers to add to our current bank</li> <li>• Recruit, interview and provide training for 5 new volunteers</li> </ul>
July 2012	<ul style="list-style-type: none"> <li>• Provide an EDGE “Young People to Youth Work” Summer training residential programme</li> </ul>
Sept 2012	<ul style="list-style-type: none"> <li>• Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff</li> <li>• Review financial situation regarding development of “Gap project”</li> <li>• Funding for 1.5 posts for EBP plus admin support</li> <li>• Develop intergenerational work carried out in 2011</li> </ul>
October 2012	<ul style="list-style-type: none"> <li>• Fundraising/ Open day event</li> <li>• investigate feasibility of the concept of offering scholarships for young people who show particular aptitude in a particular field</li> </ul> <p>Investigate and develop new programme for October</p> <ul style="list-style-type: none"> <li>• Eg. Citizenship, community awareness</li> </ul>
Dec 2012	Recruit/train EBP volunteers to cover wider community area

### Development Plan 2013

Date	Objective
ongoing	<ul style="list-style-type: none"> <li>• Investigate possibility for funding for new minibus</li> <li>• Full external evaluation of EBP project since 2007</li> </ul>

	<ul style="list-style-type: none"> <li>• Review EBP financial situation and staff funding/core costs</li> <li>• Review gaps in provision for elderly and investigate expansion of service</li> </ul>
Jan - April 2013	Review of Business Plan and Policies and Procedures
Mar 2013	Offer joint youth forum and TIBAL Management committee training during a residential weekend
April 2013	Fundraising/Open day event
May 2013	TIBAL AGM
June 2013	Investigate feasibility of a more widespread befriending project for young people using both trained workers and volunteers
Aug 2013	Offer EDGE Arts therapy package
Sept 2013	<ul style="list-style-type: none"> <li>• Review financial situation and plans for recruiting additional members of staff eg. EBP development worker, finance worker, EDGE staff</li> <li>• Review financial situation regarding development of "Gap project"</li> <li>• Investigate possibility of TIBAL retailing Alternative Learning packages, training and project management</li> </ul>
Oct 2013	Fundraising/Open day event
Nov 2013	Investigate any possible role for TIBAL into vocational training courses