

The Bridge Collective C.I.C.



Annual Report April 2021 to March 2022

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Our Mission Statement

To be a company whose members are creating:

A democratic community where people who have experiences, beliefs, and feelings that have sometimes been labelled as mental illness are welcomed and can talk about these experiences freely, safely and without judgement; a place to participate in friendship, support, learning, teaching, discussion, being active, and making a valid contribution both within the collective and the wider community.

How the Bridge Collective Works

The Bridge Collective has a unique organisational structure. It is a flat organisation set up as a Community Interest Company with members; each member holds shared limited liability and shared control. Directors are appointed by vote at the Annual General Meeting (AGM). Directors serve company members and the Bridge Collective community; directors carry legal responsibility for company conduct.

The Bridge Collective aims for everyone involved to have access to the same power to make decisions as everyone else. Decisions about the running of the company are made at monthly Community Meetings and are open to all to participate.

Directors' meetings were renamed Community Meetings to emphasise the Bridge Collective's aim to give everyone within the community shared access to power and ability to contribute and participate in company direction and decision making. The Bridge Collective is governed through the emergent democracy of its community. There is no co-ordinator/manager of the organisation: management is by peer/collective management. Our invitation to all participants is that we all co-create our leadership and management style.

The Bridge Collective has a small part time paid employee team and all employees are paid the same hourly wage. The Bridge Collective's accomplishments are largely thanks to good will and volunteer input. Keyholders (employees and volunteers) open and lock up the building for groups and activities and are the responsible person whilst activity is taking place.

There is no assessment /referral process to take part in Bridge activities; people decide for themselves if activities are something they would benefit from. People within the collective may have multiple interchanging roles including director, employee, sessional worker, self-employed, facilitator, keyholder, trainer, volunteer, member, attendee, visitor, non-

defined role and self-defined role. The nature of the Bridge Collective is that it is about participating in something together. In essence that participation is equal for everyone regardless of 'roles' they have.

How this report was produced

This Annual Report has been compiled and edited from the following sources: feedback received during the year from people who have interacted with the Bridge; content generated collectively by those present at our AGM; reports submitted by group and project facilitators.

Activities at the Bridge

- Over the year April 2021 - March 2022 we advertised a total of 185 events and opportunities for participation.
- Most events were online because of the Coronavirus pandemic. There were 8 outdoor face-to-face events.
- We recorded the number of participants at 142 of our events and activities over the year. The average number of participants was 4.8 per activity.
- We do not record individual participants by name, so we don't have the precise number of individuals who participated in the Bridge over the year, but we estimate that it was approximately 105

The following are groups and projects that happened in 2021/22

- Art at the Bridge
- Community Meeting
- Company Secretary Team
- Company Systems Working Party

- Director Team
- Experts by Experience
- Greenwood Project
- Newsletter
- Open Minds
- Open Reflection
- Policy Review meeting
- Thursday Open Space
- (Wholefoods - on hold)

Additional activities and events

AGM and online lunch

Online Annual Big Dinner

Reflexology workshops

Laughter workshop

Sharing memories and gathering condolence meetup

Recruitment planning

Job review

Planning for Bloom festival at Exeter Phoenix

People at the Bridge

Our community: Estimated number of people involved in the Bridge groups and activities in a year: 105

Members: Members on 31 March 2021: 15; members on 31st March 2022: 15

Keyholders: Sarah Everson, Nicola, Fleur, Ben, Ashley, Andrew, Chris, Sarah Trickett, Gill, Margaret, June

Regular contracted employee hours: at 31/3/2022 were 114 hours/ week, 3 full time equivalent.

Voluntary hours: People input unpaid time into making the Bridge Collective happen both through informally getting involved, working parties and through named voluntary roles.

Volunteers (named roles):

- Company secretary: Ben
- Directors at 1/4/21: Sarah Trickett, Sarah Everson, Margaret Turner, Ben Durkin. Directors at 31/3/21: Sarah Everson, Margaret Turner, Ben Durkin, Tamasin Knight
- Experts by Experience workshop volunteers: Ashley, Ben, Caroline, Katrina, Petra
- Open Minds: peer support group facilitators: Ashley, Ben
- Thursday Open Space Volunteer facilitators: Andrew, Ben, Chris, Fleur, Gill, June, Nicola, Margaret, Sarah E, Sarah T
- Wholefoods Project facilitator: Mike

Bank employees:

- Experts by Experience speakers; Ami, Sarah T
- Experts by Experience facilitator: Sarah T

Community Worker Team:

- Art: Chris and Fleur
- Experts by Experience: Gill
- Governance and Operations support: Andrew, Nicola, June, Sarah
- Greenwood Project: Andrew, Chris
- Newsletter: Andrew, Chris

Employee team development and capacity building

Following our successful bid for extended funding from the Tudor Trust, capacity building was an important theme for us this year. We welcomed Tamasin as a new Director and June as a new Community Worker and June has spent the year learning the role of Operations and Governance Support. We also put work into planning towards recruiting a new Community Worker with shared responsibility for facilitating the Experts by Experience project, and time into a job review for Gill. We've learnt more about confidence, competence and accountability in our governance and governance support roles.

Help we've received

Grants

We are grateful for grants received from the following organisations for work during this year and towards future work:

Devon County Council

The Tudor Trust

Tudor Trust wellness grant

Self-Heal Association

Received donations from private individuals

People that we want to thank

Nik Pitcher - helping us to work out how we want to do supervision

Von Mathieson - Payroll and accounts

Peter Smith - training, set-up, and support with new finance system

Chris Callaghan - for safety discussions

Robin Mulholland from Citizens Advice Bureau who came to a Thursday Open Space to talk about fuel payment

Julie Cornell - mentoring for confidence, reflective learning and accountability in governance work.

Judy Scott Consultancy

Our stakeholders and how we consult them

Our stakeholders include: Members, employees, volunteers, and other participants in Bridge activities; funders, commissioners of training, students, trainees, workers in local services. Some information on how we have consulted and communicated with our stakeholders can be found below.

During 2021/22 the following took place at the Bridge, through online conferencing:

Annual General Meeting: anyone welcome, Members can vote on appointment of Company Directors, Company Secretary and other formal company resolutions. All participants are invited to review the past year at the Bridge.

Monthly Community Meetings: these are the overall official decision-making meetings (Open Directors' meetings) at the Bridge and all participants in the collective are invited to contribute.

Bi-monthly Team supervision: for people with facilitation or governance roles. Meetings were held to discuss the format of future supervision.

Open meetings and working spaces: throughout the year to discuss plans for activities, events and projects, development of the Bridge, creation and review of policies and procedures, recruitment processes, and to participate in Company running and maintenance tasks.

Online Collaboration: we've been learning to make more use of cloud drives and online forms to share information and ideas.

Some feedback from participants

We spent some time together gathering thoughts and feedback at our pre AGM meeting and at our AGM, much of the following feedback are recorded thoughts from there

Memorable moments and impressions from last year

Appraisal of our 15th
years' work

Work towards experts
by experience
recruitment

Planting seeds
and beautiful
plant springs up

Recruited
June - good
positive
thing

We survived. Sometimes just
surviving is a beautiful thing,
holding something for future
growth and renewal. 2021 was
one of those times that you
have to hold on and survive

Enjoyed fire
Marshall training
and first-aid
training - was nice
seeing people in
the flesh

Didn't see people for
ages and ages, when I
did see people it didn't
feel like ages and ages

Remembering when we
got together as a group
to remember James

Tamasin joining the
director team

Enjoyed going
back to Yeo Vale
Wood - seeing
people again -
lovely environment

Christmas
meal

Experts by Experience
walk on the quay

Really
lovely
2021 AGM

Doing newsletter has been very enjoyable, something that draws us and our experiences together, a connecting thread

Real achievement where we've got to with doing online meetings – real warmth through the will of wanting to carry on and survive

One of my favourite things, exciting to see what's turned up

A lot of work going on in the background on health and safety and getting practical things set up towards opening

Thanks to Ben for sterling work in first year as company secretary

Gallery on website set up for rhinos - would be nice to use it more

Noticed the amount of research people have put into finding solutions

Community meeting working space is useful, helps to make community meeting go more smoothly

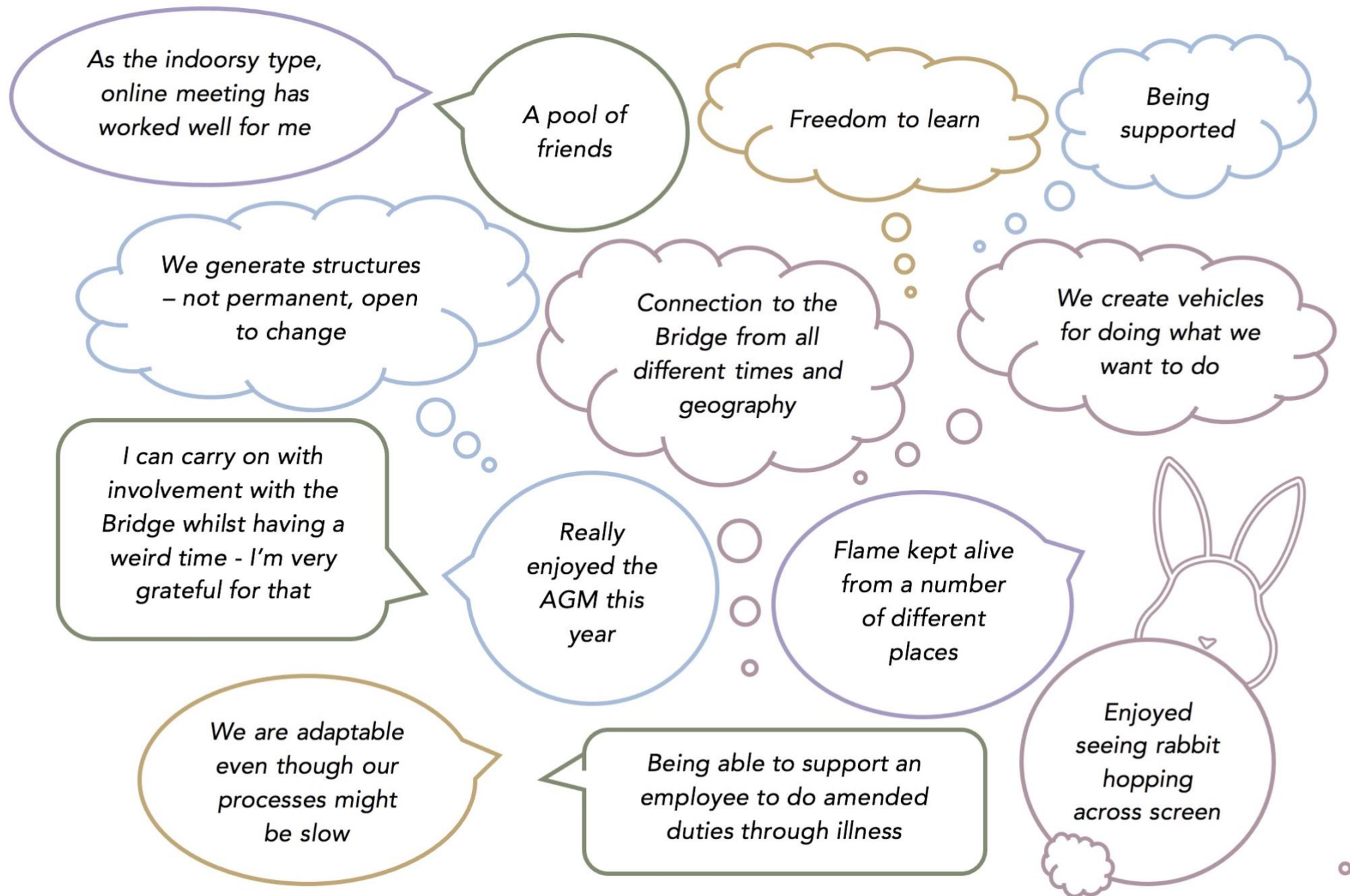
Safety discussions with Chris

Making decisions is sometimes hard and painful but we've kept going with conversations

Open minds - lots of meetings where it felt like something important was discussed. Just got the hang of doing online sessions in time to start doing blended

Work on our building: wall built in our loft as protection from roof asbestos





Appendix - Project Reports: 1 to 13

1. Art Group



The art group has met online twice a month on a Monday afternoon this year. Numbers of participants have been fairly steady, usually between 5 and 7. We've had enquiries and attendances by people new to the Bridge on 2 occasions. An estimated 11-12 individuals have taken part in the group this year.

At each meeting we have a theme, suggested by someone in the group and agreed in advance, which is sent out in a zoom invitation to the online art mailing list, and advertised on our Facebook page a few days before the group.

People make work in any medium and any style they choose, with accompanying conversation about what we are doing (and other things). At the end of the meeting, people are invited to show what they've done to the rest of the group if they would like to.

People have often shared the work they have made in the group with the rest of the Bridge, as contributions to the Bridge newsletter.



Some of this year's themes:

Picnics
Footsteps, footprints, footpaths
Harvest
Butterflies, bees and other pollinators

Leaves
Autumn colour
Decorated 'S.O.S' boxes
Card making workshop

Light
Christmas wreath workshop
Tissue paper 'stained glass'

Warmth inside
Shapes in Nature
Feedback session for the online group

Some comments and feedback received this year:

"Meeting on Zoom has been important to keep social connections & has made me learn a new skill of painting. I would be lost without the group"

"Well organised, friendly and most welcoming, great ideas, something to look forward to each fortnight, great to participate in all the conversation"

"Socialising with other people, relaxation and the feeling of accomplishment from making something"

"Sense of belonging and shared interest in a non judgemental space"

"Enjoy the art and seeing everybody else's work, get inspired"

"Relaxation, good company, something to get absorbed in, and when life can feel a bit rubbish and a bit too much, you can do some collage or some art and it makes you feel better"

"Even on not so good days still enjoy and end up feeling happier"

"One of the most valuable things is that The Bridge Zoom Art date helps me do art"

"Without it I know I wouldn't do anything like that"

“Looking back through my sketchbook I always date the work and write the theme down such as pollinators and their flowers and retrospectively it’s lovely to see the work I’ve done and enjoy the memory”

“Also I like the social aspect and making a cup of tea and chatting with people”

“Think the Bridge Art zoom group has helped me develop as an artist, I enjoy the regular meetings and the social contact is important for me”

“Thank you for the online art group. It’s really good to have something to look forward to when I can’t go out and about and to carry with me when I can’t always make it. When I do art I’ve started in the art group inbetween times, I can hear everyone’s tones of voices and the encouragement everyone gives each other when we share our work. This carries me even when I’m not there. Thank you all!”



2. Community Meeting

At our monthly Community Meetings, which are open to everyone, we make decisions about how the Bridge is run and what happens here. We discuss policies and training, report on activities and bring ideas for new ones, and agree decisions about how money is raised to fund the Bridge, and what we spend it on. There is an agenda which is prepared before the meeting, and an electronic form is available which can be completed by anyone who wants to bring an item. All who come are welcome to join the discussion and express their views, or just to listen and get a feel for how we work.

Originally called Directors' Meetings, these meetings are where company decisions which need to be agreed by directors are formally made, and a quorum of directors needs to be present in order for this to happen. The name was changed to Community Meeting to recognise that this meeting is open to all and our aim is for decisions to be made by the community together.

This year our community meetings were held online. We have one Community Meeting each month on the second Thursday, with occasional extra Community Meetings when needed. In all there were 15 online Community Meetings between 1st April 2021 and 31st March 2022. In all 17 people attended Community Meetings and the numbers attending each meeting ranged from 4 to 11.

Every month the meeting is chaired by someone who has volunteered to do this at the previous community meeting, and everyone is welcome to volunteer for this.

We have set up working spaces for planning and preparing for our Community Meeting. Currently this process has been facilitated by two paid employees (Andrew and June, starting in November) and a volunteer Assistant Community Meeting Secretary (Ben).

Since January 2022 we have had a monthly "Community Meeting Working Space", not a decision-making meeting but a space to explore Community Meeting agenda items in detail to help us be more focused when items come to the Community Meeting.

3. Company Secretary Team

June joined Ben and Andrew in the Company Secretary Team in December. We continue to meet monthly to keep up to date with company business like legal filings, membership applications, organising the Annual General Meeting, and coordinating writing the Annual Report.

4. Company Systems Working Party

This working party is for skill sharing, learning and doing bite size chunks of our company running systems, e.g., admin, safety and maintenance. During this year of mostly remote working we've used this space to work on planning for future return to our premises.

5. Director Team

This year the Director Team continued to operate with fewer than the minimum number. Ben Durkin, Sarah Everson and Margaret Turner continued as directors this year. Whilst we were able to recruit Tamasin Knight to the team, with regret Sarah Trickett did not wish to continue in the role. It was agreed by the membership that we would extend the resolution to operate with fewer directors whilst continuing in our efforts to recruit.

6. Experts by Experience

Achievements

- People have spoken about experiences including: self harm, suicide attempts, seeing and hearing things other people don't, peer support, medication side effects, anxiety, depression, neurodiversity, recovery, coping strategies.
- Organisations we've done workshops with: University of Exeter Medical School and Plymouth University School of Nursing, Langdon Hospital.
- We've delivered: 21 training sessions.
- We've spoken to approximately 235 people including: trainee doctors, trainee mental health nurses and hospital patients.

- E by E training has brought £4200 into the Bridge this year.
- We spoke to more Mental Health Nursing students from Exeter University than ever before, adapting our format, increasing the number of training sessions we facilitated and rising to the challenge as a small team of trainers. Feedback can be found below.
- Due to the pandemic all our meetings were still online. We successfully continued to do all of our bimonthly meetings and training planning meetings using this platform throughout the year along with specific project development and recruitment planning meetings.
- All of our training and workshops with other organisations had to be conducted online still due to the pandemic.
- We met with Mark Pilkington who is an approved Mental Health Professional (AMHP) in Devon and discussed coproducing a leaflet and holding a workshop with other AMHPs about communication during assessments under the Mental Health Act. This is still in discussion.
- We have had 9 new enquiries about our project.
- We have had 4 new attendees.
- We have shared our learning with 4 different organisations about delivering lived Experience workshops and integrating Lived Experience into organisations strategies.
- We have planned and delivered a successful recruitment process for a new project co-facilitator.
- We managed to get together for a meet up and walk in Exeter in November, which was our first face-to-face activity since Covid hit.

Team work

- Throughout our online project work and meetings there we have had regular participants. There we have found that some people have become tired with meeting online and this has led to some people stepping back from the project. However, being online has meant that 3 new people could attend our meetings from other parts of the country

- Over the last year we have been planning to recruit a new co-facilitator for EbyE and held many productive meetings as a team to create a recruitment team and an interview panel. Advertising went live at the end of March. A new facilitator was formally recruited in July 2022 and is now learning the role.
- Despite having a small team of speakers and trainers we managed to fulfil all of our training commitments and in fact carried out more training sessions with more students than the 2 previous years.
- We have continued to send out project updates over the last year via email and have kept in regular email contact with people who have requested hearing about online working.
- Following some advertising about our project in national bulletins we had several new enquiries about our project and new people attending.
- 21 individual people have participated in Experts by Experience activities, taking part in Experts by Experience training sessions, workshops, monthly meetings and development meetings with a total attendance of 224. This highlights that fewer participants have been attending a lot more activities and have been instrumental in keeping our project going in difficult times.
- Volunteer input into Experts by Experience training over this year is estimated at over 76 hours.
- Paid bank hours input by speakers into Experts by Experience training over this year is estimated at over 41 hours.
- There were 3 people facilitating sessions this year

Challenges

- Continuing to deliver training to students has been a challenge as we have had to deliver all sessions online once again. We have had a smaller team of speakers due to people's capacity to be a speaker online, but we have risen to the challenge and carried out more training sessions with Student Mental Health Nurses than in the previous 2 years.
- We had to delay recruitment of a new co-facilitator, as the Bridge team first needed to recruit a new Governance and Policy Community Worker and this needed to take priority with our capacity as a team.

- We have continued to work on training resources for our team. This has been challenging due to unforeseen impacts on the capacity of the Bridge team as a whole and EbyE going down to 1 facilitator. It has been hard to work through what training is needed for which roles and this has also been connected to working out the content and requirements for role descriptions for the EbyE speaker role.
- Difficulty for some participants to continue participating online. The challenges of technology and also the personal impact of the pandemic has continued to be a barrier to participation, and we have struggled to overcome this. We worked hard as the Bridge team to work out safety measures and since April 2022 we have begun to carry out some meetings in person in an evolving way.
- Only having 1 EbyE facilitator has meant extra strain on that person, especially during periods of student training. It has been hard for her to hold the project day to day pressures and has been an extra emotional strain to keep the project going.
- We have been learning about how to keep the project accessible for everyone and have been working together to understand our project and participant responsibilities. This has included listening to one another, understanding how feedback is given and received and making suggested changes and additions to our project documents and agreements.

Hopes for the future

- We are planning a public workshop entitled 'Medicating Madness' for September 2022 and hope that this will go ahead successfully.
- We hope to continue to foster a welcoming and inclusive project and address any challenges to our team working if they arise.
- Having been approached by Bournemouth University Approved Mental Health Professionals course to facilitate a workshop with them we hope that this will become a regular yearly session.

- We hope that we can continue to have face-to-face meetings and activities and that more people feel able to come along and join in.
- We hope that the new co-facilitator will settle in well and add to the richness and capacity of our team.
- We hope to be able to carry out our regular yearly student training in 2022 - 23 in person instead of online.
- We hope to carry out a further workshop with Langdon Hospital in the Autumn of 2022.
- Having been approached by Shaping our Lives organisation to write a piece about our project we hope to be able to complete this in the coming months.
- We hope to resubmit funding applications sometime in the future when we have capacity.
- We would like to be able to engage more project participants and create opportunities to speak about our lived experiences together.
- We would like to have more discussions and talks within our project and being able to meet up with project participants for more social activities

A selection of feedback from this year:

From our training with Student Mental Health Nurses and Student Doctors

“Hearing personal stories that help to make you think about your own practice and the practice of others, enabling a new patient perspective that you can learn from.”

“Offered space for insight into the experiences of those with lived experiences.”

“Hearing the experiences of engaging with mental health professionals, reminded me to ensure that my expectations of engagement must not cloud the situation...Hearing about individual experiences of therapy and how it can be helpful at some time points and not others, so being mindful of this for future care planning. I learned how

sometimes sitting along with the person is just what they need the most. I heard of some of the reactions from staff with self-harm and how this drives me to help ensure that myself and the team are having debriefs and support to ensure we provide valuable support in difficult moments.”

“Most helpful was listening to the good and bad experiences the EbyE had had with MH professionals in the past, it really made me think about what kind of MH nurse I want to be and what I want to carry forward in practice.”

“Listening to people’s stories helped me normalise my own experiences.”

“Hearing experiences of creative therapy; drawing, writing, poems etc all very insightful and made me reflect on my own experiences and how I would do watercolour painting when I was young as a means of distraction from difficult situations.”

“I really do not like cameras not being on so I can only imagine how disconcerting this must be for the speakers.”

“More of it! But our course and your time is limited, more experts and a variety of lived experience would be amazing but perhaps unrealistic.

Just in terms of feeling drained at the end of sessions, maybe shorter sessions, or maybe even longer sessions with breaks built in?”

“Dear Gill and team

Thank you so much for all of your hard work and dedication. The sessions were amazing.”



Feedback from EbyE speakers and project participants

“Thank you for organising a nice walk. It was lovely to see everyone.”

“Just a note to say, I am consistently impressed by your news and information emails... you obviously put a lot of care and attention into them and they are a pleasure to receive.”

*“Dear Gill and other friends at the Bridge Collective,
It was wonderful to read about the excellent work being done by the people at the Bridge Collective, enhancing the learning of those who need to know about our experiences, knowledge, skills and values. Also, it is good to hear of the opportunities for members to develop their self-empowerment and take further steps on their journeys. Both of the Reports were very positive, and I hope that everyone feels energised to continue their journeys within and outside the Bridge Collective.
Also well done to you Gill for supporting the Project to continue its valuable contributions to wellbeing and happiness.”*

*“Dear Gill,
What a marathon!
I just wanted to say how brilliantly you’ve navigated the seemingly endless (!) student training sessions that we’ve been doing over the last few months. As P and I were saying earlier, it’s exhausting enough to be doing the facilitating but to be speaking as well and often at very short notice is especially demanding.
Thank you for putting up with my almost non-existent IT skills and my capacity to dry up when I’m answering a question!
Have a very strong gin and tonic and see you soon.”*

"We should congratulate ourselves

Lots of new insights

Thought S's picture was so expressive

We had lots of interesting ideas - we could have elaborated on a lot of them for lot longer

They spoke more in their groups and appreciated the group time

Overall, it was really good

I thought your talk was great C

I thought your talk is very natural and people can relate to you

All of our talks were good because they were different"

"Thank you, Gill, for the attached and enjoyed the input and being part of the group!"

7. Greenwood Project



The Greenwood Project met online once a month from April 2021, and started planning collectively for the possibility of face to face outdoor meet ups, which began once a month from July 2021 at Yeo Vale Wood. These were booking only meetings, with ground rules in place for covid safety, with numbers restricted to 6 people to allow for safe distancing.

We continued while the weather was warm enough to be outdoors comfortably, with a break from December 2021 – February 2022. Over the year we've held 12 online meet ups and 6 face to face. On average online groups have had 6 participants, and in person groups 5.

At our online meetings we have often been able to watch the wildlife locally through the windows or in the garden. We've also had a seasonal activity for each online session, making art with natural materials, cooking seasonal foods, and singing together at our Christmas meetup and our virtual camping/residential weekend, held in May 2021



Some of this year's online activities:

Flower pressing
Recycled bottle bird feeders
Decorating the May Day
hobby horse
Making flatbreads

Making jam
Clay faces in trees
Paper lanterns
Pumpkin carving
Leaf quiz

Leaf mandalas
Wassailing and apple stars
Bridie dolls
Making pancakes

Feedback about the Greenwood Project:

'On a day when I was feeling lost and found it hard to gather myself.....I came to an online Greenwood event. I sat quietly for a while and watched people make mobiles out of stars made from apple slices, strings and sticks. I listened to the conversation about nature and everyday things. I joined in chatting a little. Life felt better and more possible. Thank you.'

8. Newsletter



We have continued to produce the newsletter collectively. Open working spaces for being involved in producing each newsletter are advertised in the monthly What's On. Recently these meetings have been blended – in person in the Bridge and online. There is a deadline for contributions which is advertised in posts on our Facebook page, with a dedicated email address. Three issues have been produced this year: Summer 2021, Autumn/Winter 2021 and Spring 2022, with What's On information, reports from groups and events, posters advertising upcoming events, descriptions of roles within the Bridge and opportunities for getting involved in our activities, as well as individual contributions of artwork and photos, poetry and prose, recipes; and in the Spring 2022 edition introductions from June who joined the Community Worker team and Tamasin who joined the director team. There has been information about our drive to recruit new directors, and about reopening outdoor activities for meeting in person after relaxation of Covid restrictions. Each issue

had a theme; these were Outdoor Living (summer), Shadows and Reflections (autumn/winter), and Journeys Through Time (spring). There were written contributions and images from 33 named contributors and at least 9 anonymous contributors. Each quarter an average of 170 people received the newsletter by post or email. The newsletter was also posted on our website.

9. Thursday Open Space

Thursday Open Space is a place for people to come and find out about the Bridge, and to meet up with new people and old friends.

We have record of 18 Thursday Open Space sessions this year, between 1 and 2 a month on average, and average participator numbers of 4-5 people per session. This was increased by the Annual Big Dinner online on 23rd December, when 13 people came and shared an online meal, and someone present drew up a map showing the surprisingly wide geographical spread of participants that day, which was lovely to see.

The Thursday Open Space is facilitated by volunteers; while we have been online rather than face to face in the Bridge each one is an hour long from 1-2pm, with 3 volunteer facilitators.

From March 2022, there have been 2 Thursday paid coordinators, June and Chris, to contact people on the Thursday volunteer list each month and make up the rota. The paid coordinators also co-facilitate the first Thursday Open Space each month, and act as reserves for other times if volunteers are unable to fulfil their space on the rota.

In March 2022 we were contacted by Robin Mulholland of Exeter CAB, offering to come and talk to us and advise about how to manage fuel bills after the recent price rises. He gave very useful information about getting the best deal from energy suppliers, and we had a thoughtful and interesting discussion about fuel sustainability. He has given us links to information on this subject which can be shared with Bridge participants.



Some feedback about Online Thursday Open Space this year:

Thank you for precious conversations at online Thursdays. I've felt nourished, warm and inspired. I've really appreciated being able to connect whilst propped up in bed, meeting new people and hearing about all different things I didn't know before.



10. Open Minds

Open Minds is a confidential, safe space for sharing our experiences of seeing, hearing, or sensing things that other people don't (often labelled 'psychosis'.) we meet once a month to offer a place where we can talk freely about our experiences without feeling overheard or judged. Open Minds is open to anyone who identifies with this description. We have been meeting on Zoom for the past year, which has made it possible for people to attend from further afield, but we miss in-person meetings so we aim to move towards blended meetings in the coming year.

11. Open Reflection

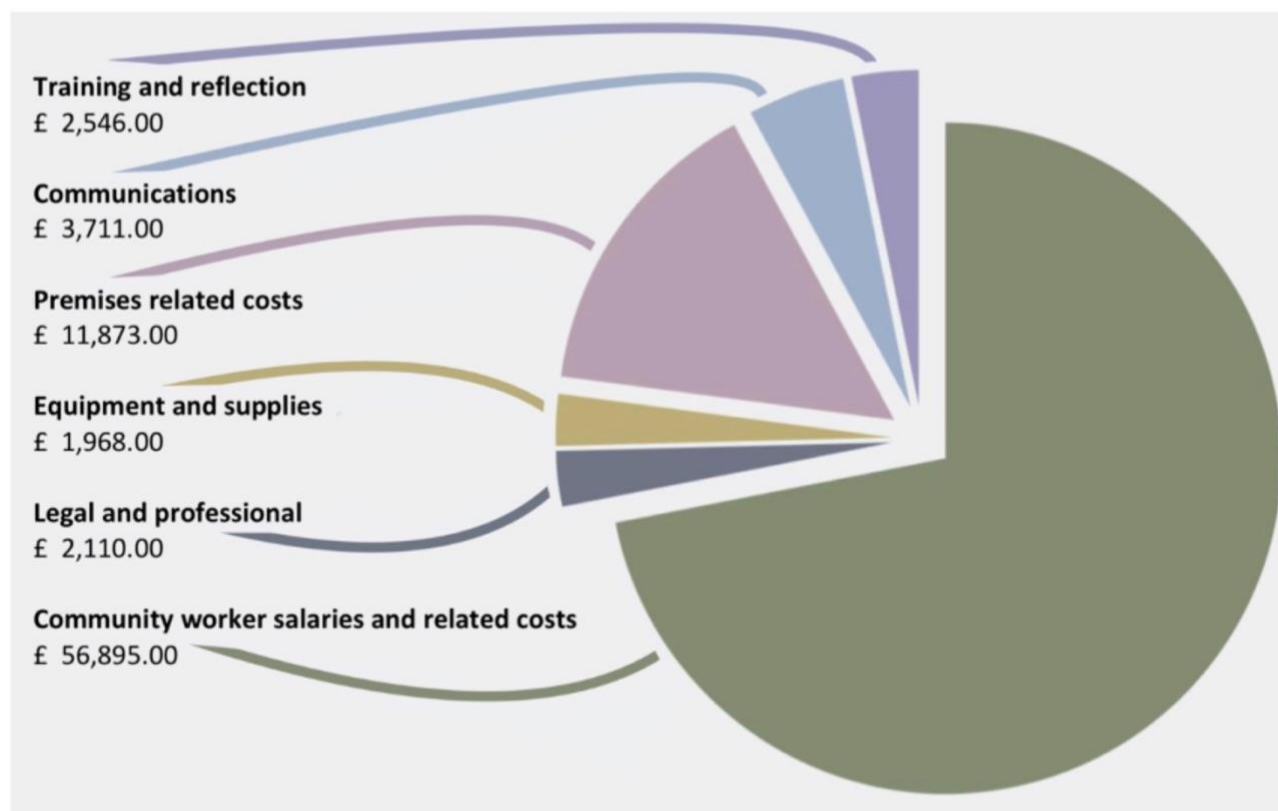
There were no Open Reflection sessions during this period. However, we looked at previous thoughts about what the purpose of Open Reflection was and gathered information from The Bridge collective Community about what we wanted

from future sessions. In February, we contacted Marc Gardiner at Zebra Collective to start the process of planning the next Open Reflection as a blended event.

12. Policy review

We started a series of open meetings with the aim of reviewing and refreshing Bridge Collective policies. We aim to hold meetings online on the second and fourth Thursday of the month, focusing on one policy at a time. When we feel we have agreed a refreshed version of a policy we will take it to the Community Meeting for discussion, feedback and agreement. We will then publish the updated policy on the website and in the newsletter. These meetings have given us the opportunity to come together to look at what we hold valuable as a community and to ensure our values are reflected in our policies and procedures. We have achieved a lot in a short period including work on updating our Keyholder Policy. The meetings have been an interesting opportunity to work collectively on these live and important documents for our company and community.

FINANCIALS



EXPENSES

Communications	£ 3,711.00
Community worker salaries and related costs	£ 56,895.00
Equipment and supplies	£ 1,968.00
Legal and Professional	£ 2,110.00
Premises related	£ 11,873.00
Training and collective reflection	£ 2,546.00
TOTAL EXPENSES	£ 79,103.00

SUPPORT AND REVENUE

Donations	£ 5,374.00
Grants	
Devon County Council – Open Access	£ 38,214.00
Exeter City Council – Covid relief	£ 1,900.00
Self Heal Association	£ 3,178.00
Taw Valley Ventures	£ 1,483.02
Tudor Trust	£ 25,000.00
Tudor Trust - Wellbeing	£ 306.00
TOTAL GRANTS	£ 70,081.02
Memberships and subscriptions	£ 145.00
Other income	£ 2,010.00
Training	£ 2,590.00
Wholefood	£ 558.00
TOTAL SUPPORT AND REVENUE	£ 75,384.02



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