



impact report 2022



about concordia

Concordia is a charity based in Brighton, founded in 1943 to recruit volunteer labour to encourage peace and reconciliation in the aftermath of the Second World War.

Since then, Concordia has supported around three-quarters of a million people to undertake incredible programmes that support local communities all over the world. Our work as a charity supplies five core services:

**Wellbeing Programme,
National Citizens Service,
Concordia Youth Action,
International Volunteering,
Seasonal Workers Programme.**

Although all our programmes vary, they are all motivated by our desire to make the world a better place. We run programmes that change lives and nurture global citizens who care about each other, their local communities and the world.



**supporting
people
to thrive**



our values

community

We are part of a global community, however, we always support local projects that respond to local needs.

partnership

We value collaborative practices – working together is always our preferred way of getting things done.

ethical

We ensure that we only deliver ethical and impactful programmes that truly work for our participants.

our vision

is a world where people can fulfil their potential.

our mission

is to support people to develop skills and gain experiences that they need in order to thrive.

our strategy

- 1 Be a leading charity that promotes and supports people to have intercultural experiences and journeys.
- 2 Be a financially resilient charity with a broad range of income streams that support the delivery of our purpose.
- 3 Deliver excellence in intercultural experiences and journeys that truly impact our service users.
- 4 Be the ethical leaders in intercultural experiences and journeys.
- 5 Support more people to have life-changing experiences.
- 6 Work in collaboration and partnership with others to achieve our charitable purpose.

emotional wellbeing



Concordia's Emotional Wellbeing Programme supports the positive wellbeing of young people in secondary schools across Sussex. Our 11 week programme helps young people to understand their emotions, build an emotional toolkit, grow their self esteem and foster healthy relationships.

255 young people supported

341 hours of delivery

90% of our pre & post evaluation statements received a positive change which demonstrates a collective positive impact on the young people attending the programme.

“By taking part in this programme, I have felt like I am worth something and this has helped me trying to understand my emotions and all the challenges I am facing and how to deal with them.”

– Young person.

“Thank you for all your support – I have enjoyed the sessions and working with the young people. I still have lots to learn and I’m looking forward to the spring term.”

– Alex, EWP Facilitator.

We are proud to work in collaboration with local schools to support the wellbeing of young people aged 11-14 in the Sussex area with our free service. 255 young people with 341 hours of delivery, accessed the EWP from January 2022-December 2022.

Our 11 week programme has been designed to be delivered during schooltime by our experienced Emotional Wellbeing Programme Facilitators. Our sessions are fun, informal and creative – giving young people the space and scope to explore topics in a safe and supportive environment.

We work with small groups of young people who have been invited by the school onto the programme. We place a lot of emphasis on tailoring our sessions to ensure that they meet the needs and dynamics of each group that we work with.

Our programme lays the foundation for young people to build on creating and preserving positive habits. We want young people to feel confident in maintaining healthy mental wellbeing. When young people have positive emotional wellbeing they can: Build healthy personal coping strategies, improve resilience to pressure & stress, improve relationships with peers & adults, as well as having a positive impact both inside and outside of education.

national citizen service



Concordia is proud to be a Delivery Partner for the National Citizen Service programme (NCS) in the Sussex area. NCS is a life changing experience available to all 15-17-year-olds in England, no matter what your background is or if you are at school or not. It is a Government funded scheme to encourage young people to become more active in their local communities.

618 participants **17,340** hours invested in social action

£9,282.53 raised for local causes

The NCS experience might last just a few weeks, but the impact? That lasts a LOT longer.

Brighton Period Project

Group of NCS 2021 graduates and a charitable organisation dedicated to tackling period poverty.

Sleep Out Project

Raising awareness for the Turning Tides homeless charity with a SleepOut event!



Designed especially for 16 and 17-year-olds, the NCS experience will give young people a clearer idea of what they want from their future. NCS is a Government funded scheme to encourage young people to become more active in their local communities.

During a four-week programme, including two residential weeks away from home where Week 1 is an Adventure Centre for 4 nights and then after a weekend at home Week 2 takes place at University Halls. The young people build upon their life skills by developing teamwork, communication and independent living skills. Each group designs a social action volunteering project for a charity of their choice to help enhance local community, which further develops their confidence, self-awareness, and responsibility.

concordia youth action



Are you a young person living in Sussex who wants to make positive change, but don't know where to start? The Concordia Youth Action (CYA) programme can help you do just that. The programme is accessible for anyone age 14 to 19 in Sussex and offers the opportunity to not only get involved, but to help develop the activities that interest you the most.

151 participants

751 hours invested in social action



As an official partner of the National Skills Builder Programme, our CYA programmes improve participants transferable skills, support engagement and improvement of the local community, and develop citizenship.

The Concordia Youth Action programme blends online & face to face volunteering that supports young people in Sussex to engage with their local community. Underpinning all our sessions is the drive to develop the young people's skills and giving them experience that help them thrive. We are aligning our activities with the Skills Builder Framework, to help you get ready for the next steps both inside and outside of traditional education.

The young people we work with locally are passionate about making positive change and we help them do so. Launched in 2020, Concordia Youth Action (CYA) is a programme of blended volunteering (on and offline sessions and social action) that enables young people in the UK to engage with their local community through regular volunteering and skills sessions. By connecting young people from our programmes to local schools, charities and organisations across both counties, we can bring a positive change to our backyard.

international volunteering



By joining a Concordia International Volunteering Project, you are not only making an impact on the local community but also on yourself. We work hard with our global partners to ensure that our projects are ethical and inclusive, addressing the needs of the communities of the world.

'Volunteering has been life changing for me, opening up new cultures, languages and experiences at a formative age, building the foundations for a successful international business career. I would recommend this path to anyone looking to widen horizons, develop people skills and open up their full potential. To this day, the volunteering I did through Concordia remains a key milestone in my life - unsurprisingly I'm still volunteering now.'

- Ross James, Trustee.

'When I first signed up to volunteer as a student at university, I could never have imagined the impact that action would go on to have on my life. Many of the most exciting and interesting things I have done have come about through volunteering and I've even managed to make a career of it. Volunteering really can be life changing.'

- Felicity Lambert, Trustee.



Group Volunteering



UK Volunteering



International Volunteering

Our international volunteering programme supports people of all ages to undertake meaningful and locally driven volunteering projects worldwide, either individually or as groups. Group volunteering projects are organised in close partnership with our global partners who are based in the country where the project is planned to take place. Partners communicate with the local community to identify what problem the group of volunteers can solve.

As part of two of the biggest international volunteer networks, the Alliance of European Voluntary Service Organisations and the Committee for International Voluntary Service Organisations (CCIVS), we share with them quality standards for our projects as well as the ethos that drives our work. Each year, we collaborate with our global partners, to develop more than 1,500 volunteer projects that take place all over the world. These projects are designed for individuals. Volunteer projects take place throughout the year and vary in length, so you can fit your experience around work and study commitments.

seasonal work



Concordia is a government-trusted recruiter of seasonal labour for the UK agriculture and horticulture industry, with the mission to foster cross-cultural understanding between citizens all over the world. We only use agricultural recruitment specialists, all of whom have a GLAA licence. We also run our annual Agents' Conference in Autumn, to review how the season has gone.

9,773 people from more than

20 countries around the globe



"Concordia has worked with growers since 1943, giving us an unrivalled knowledge of seasonal horticulture work placements. Our extensive experience and expertise allow us to empathise with the challenges you face, and consequently, offer the support you need to ensure everything runs effectively."

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Every worker (including returnees) benefits from the Concordia membership package and wrap-around support. It is of the highest importance to us that we are at the forefront of ethics and worker welfare. Concordia workers pay no fees to Concordia or its agents during the recruitment process.

Given our prominent position in the industry, Concordia is a trusted partner of, and regularly feeds into, the National Farmers Union (NFU), GLAA and Defra. This means that we are in a prime position to make sure that our network of growers has a voice at the highest level. Our Chief Executive a vocal advocate for our growers and the sector.

concordia as an employer



Concordia continues to be an investor in people. We have an Equity, Diversity, Inclusion, Working Group who look at all our working environment to increase our openness to all. In 2022 our staff grew exponentially allowing us to deliver even more impactful programmes. We are always striving to do better and would like employees to feel that their voice is heard.

100%

everyone is satisfied with their role at Concordia

This is the best result since the first survey was conducted in 2012.

96%

recommend Concordia as a great place to work

This is an increase of 49% over 2022's result.

432

hours of training our team undertook in 2022

Covering a range of topics such as Modern Slavery Awareness, Safe-guarding, LGBTQ+ Awareness, First Aid at Work and more

Enabling staff and volunteers to do their best.

We consulted with the staff team regarding opportunities to connect with each other and look after our wellbeing. And we have since begun introducing new & informal ways of getting together as team, in addition to our **2 x annual socials**.

We received a really positive response to our monthly informal coffee & baked good get togethers, with over 83% of you saying it was your cup of tea. **"Loved the previous coffee morning!"**

Over 65% of you are keen to come along in the summer months to our informal bring your own lunch to Vale Park get together. Over 65% of you said count me in for the optional monthly wellbeing activity. **"This is my favourite idea so far, I love the sound of mindfulness at work."**

**INVESTORS[®]
IN PEOPLE**

our results



2022 was another challenging year for the charity. We had plans to source many of our workers from Ukraine and despite the difficulties, we still managed to bring thousands of Ukrainian workers safely to the UK. In the last three years, we have experienced a pandemic a change in visa and immigration rules and a war on the fringes of Europe. Concordia has risen to all of these challenges and we continue with our mission to support people from all over the world to thrive.

"We are immensely proud that during this year, we were able to support more people to thrive than ever before."

£2,820,348

total incoming resources in 2022

2021: £3,201,121

£20,254

net deficit in 2022

2021: net surplus £431,406

£2,147,032

total funds in 2022

2021: of this the General Reserve was £1,692,734

Results

Total incoming resources for the year were £2,820,348 (2021: £3,201,121). The net deficit for the year was £20,254 (2021: net surplus £431,406), including a loss on investments of £131,937 (2021 - gain £78,128). Principal funding was from fee income and funding through the NCS contract, enabling the support and provision of opportunities to volunteer and work in areas that fulfil Concordia's objectives.

Funds & General Reserve Policy

A policy of keeping general reserves at 55-70% of anticipated annual expenditure was agreed in November 2019 and general reserves were within the policy range at 64% (2021 - 60% of anticipated annual expenditure). Sums in excess of the General Reserve policy are available for future investment. At year end the total funds held were £2,147,032 (2021 - £2,167,286) and of this the General Reserve was £1,751,130 (2021 - 1,692,734).

supporting people to thrive

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