

Evolve Compass Impact Report 2023

Evolve



Programme Overview

ABOUT COMPASS

Compass is a high impact, volunteer support programme run for community organisations in East London via ELBA's Evolve Project. Initiated in 2022, and modelled on CoRe, a programme which has been delivered by BIG (ELBA's satellite charity in Islington) for the past 11 years, 2023 saw Compass in its second iteration.

From March to June 2023, teams of employee volunteers from Linklaters and Societe Generale worked alongside three East London-based community organisations to support in tackling an organisational issue they were facing.

As well as providing the framework and structure for the programme, ELBA facilitated a number of sessions and check-in points throughout. This included two Deep Dive sessions, which gave volunteer teams the opportunity to get to know the community partner they were supporting and to establish clear outcomes, and a midpoint event. Volunteer teams then met with the community partners bi-weekly on their own schedules.

Evolve marked the end of this programme in June with a celebration event, hosted at Linklaters. This was an opportunity to come together, celebrate the outcomes of the project and reflect on learnings and insights.

Compass in numbers

3 community organisations



11 volunteers engaged



3 businesses supported



200+ hours volunteered



Project summaries

VISION ABILITY

Vision Ability is a CIC, limited by guarantee, founded and run by visually impaired people, for visually impaired people. Led by Owais and his brother Shahab, Vision Ability aims to raise awareness of the needs of people who are visually impaired as well as providing support and services for those most in need.



As an organisation in its second year, Vision Ability sought support in some key areas including finance and accounts, business strategy and future planning and a policy/handbook review. They collaborated with volunteers from Linklaters and Soci t  G n rale.

OUTPUTS:

- Developed a Policy Handbook
- Created an advert for Trustee recruitment
- Fundraising material

OUTCOMES:

- Improved management processes
- Reach/engagement with more beneficiaries
- Improving existing services

"It was really good. Having the meetings fortnightly was very helpful, we felt we could reach out to the volunteers whenever we needed. The communication was great. They worked very well together as a team and everyone did what they needed. They were helpful, on the ball and knew what they were doing. The volunteer selection was good, everyone had something different to bring to the table."

- Owais Niaz, Director, Vision Ability

HOXTON HEALTH

Hoxton Health is a charity which offers low-cost or free complimentary therapy treatments to older and disabled people, and those with long term conditions from their clinic in St Leonard's Hospital.



Hoxton Health worked with volunteers from Linklaters and Soci t  G n rale on a project centred around their IT and booking system.

OUTPUTS:

- IT strategy
- Reviewed booking system and researched alternate options
- Made significant improvements to current system

OUTCOMES:

- Improved management processes
- Improved existing services

"The volunteers were great - Phill did some amazing brainstorming with us - and drove a lot of the project ideas. Richard was our project manager - kept everything working, and ran the prioritisation exercise which was the really helpful tangible outcome, and Mikael followed up on the governance/contract issues with our existing provider."

"It was a very good experience - we learned a lot about how to approach these kind of challenges, and some processes to use for decision making."

- Liz Hughes, Director, Hoxton Health

SKAPED

Skaped is an artist charity that works with young people in East London to educate them about community building and human rights through the creative arts.



Skaped had two main priorities coming into this programme; firstly to develop a business plan to bring together their operational policy for the next 12 months and secondly to review and update their governance and policies.

OUTPUTS:

- Developed organisational strategy
- Created governance strategy
- A Skaped handbook which included all information about the organisation and their internal policies. This was used for external comms

OUTCOMES:

- Improved management process
- Increased profile and network

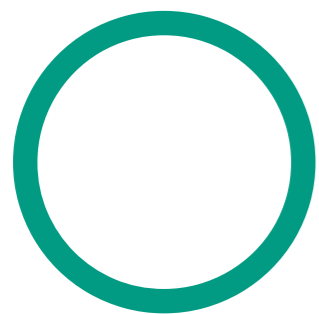
"It was a great experience, a different environment to how we normally work, but we were very pleased with the outcomes. They were better than anticipated."

- Sandy AbdelRahman, Co-Founder, Skaped

Volunteer learning and development

When asked what they have gained from taking part in the Compass programme, volunteers reported:

100%



- Did something rewarding and gave back to the community
- Had a positive impact on a charity
- Represented my organisation in a positive way
- Met new people, broadened my network, and worked with employees from a different work area to my own
- Did something different from my day job

86%



- Increased knowledge of the challenges that third sector organisations and their service users are currently experiencing
- Use or developed work-related skills outside of day to day role

They also reported improvement in skills in:

86%



Collaboration and relationship building

71%



- Strategic thinking
- Decision making
- Negotiation and influencing
- Adapting to change
- Problem solving

“A great opportunity to learn about the sector, the organisation and from own colleagues. Experience on this programme will be used in my day job.”

– Volunteer supporting Skaped

“Great for skills development and curiosity outside of day jobs. Owais was an inspiration to work with – all the hard work he puts in.”

– Volunteer supporting Vision Ability

“Overall, the experience has been brilliant. I would recommend to our colleagues to participate... The Compass project provides a great opportunity for professional people to help the community in need.”

– Volunteer supporting Hoxton Health

“Overall, my participation in the Compass project allowed me to gain valuable insights into the challenges experienced by third sector organisations and their service users. These insights have broadened my perspective, enhanced my understanding of the sector, and reinforced the importance of addressing these challenges to make a positive impact in the community.”

– Volunteer supporting Vision Ability

“I personally learnt some things about myself through this experience. I’m so used to dealing with trading type people who communicate in a certain way, and you get used to communicating in that way... I learnt about the sensitivity of communicating with people, and it taught me a little bit of subtlety around that, which was good. Overall it was a fantastic experience, very fulfilling and to get that sense at the end.”

– Volunteer supporting Hoxton Health



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