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Consortia of Ethnic Minority Organisations



“To establish a strong and viable black and ethnic minority voluntary sector within Bradford District”

2007

FOREWORD

Chair

What a year! So many developments and changes have taken place over the year. BME voluntary and community sector organisations across Bradford district continue to face many challenges. These changes pose greater challenges to this sector in terms of support, representation, voice and resources.

Reflecting on these issues, I have great pleasure in introducing COEMO's Annual Report. The report highlights the important role of COEMO in making links between the BME sector and the stakeholders. It also reflects the range of infrastructure support work that COEMO is delivering to the frontline organisations.

COEMO has, over the last year, applied to various funding bodies to enable us to take on additional project and staff to meet the growing needs of our frontline organisations and these are now coming to fruition.

The management committee and I are proud of the way our staff team has dealt with its increased workload and maintained a standard they can be proud of. I would like to take this opportunity to thank everyone involved for their contribution.

Finally, as we look ahead to the coming year, we recognise there are more changes on the horizon. We look forward to working with our partners, members and stakeholders to strengthen the BME voluntary sector in Bradford.

Imran Khan



Secretary



Yet again another eventful year. Our Board Members have worked well together to ensure a sharper shared purpose and an agreed direction of travel.

The small staff team led by Salam has coped immensely well with ever increasing challenges and availed itself to all the opportunities that have been created.

The direction of travel remains the same, building on our successes.

COEMO is achieving what it set out to achieve when it was launched in 2000. The excitement in the hall on that eventful day has not subsided. In fact it has been renewed with greater vigour with new faces on the Board who are highly committed to making it work for the BME sector within the District. The staff team itself, although far too small for the big challenges ahead has worked wonders.

There is so much talent and skill within the BME sector in the District. The trick is to tap into that talent for the greater good.

COEMO is uniquely positioned to provide the necessary support to make this happen and I look forward to playing my role to help strengthen COEMO's abilities to deliver its agenda.

Yusuf Karolia

Chief Executive's Report



Building the capacity of COEMO and improving the services to our frontline organisations were the theme of our work for this year. In achieving these objectives we ensured that we did not lose sight of our central position. This is to help build a strong, viable, vibrant, high quality and sustainable BME third sector. We also believe that frontline organisations must demonstrate real local change. This year we have tried to bring out more of the scale of our operations as well as their scope. COEMO has once again proved to be a key player for the BME sector in the district level and beyond.

We are committed to a collaborative working approach with our partners such as our fellow ISO group, officers in Council departments, the Primary Care Trust, the Police, the University and Colleges, Bradford vision, WYLDA, local community sector groups, local/regional network and many service providers.

This report gives you a small glimpse of the huge range of work carried out by COEMO in 2007. Few examples are:

- We have helped strengthen the capacity of 64 organisations. These organisations now have access to more funding streams, news and information. A total of over £60,000 has been secured for them and waiting results of further £450,000.
- BME frontline organisations are in a better position to take their organisations further with confidence, financial resources and improved capacity in governance & management, but there is still a long way to go.
- Our electronic circulation provides better communication with the frontline organisations on various issues.
- Our improved website provides links to many other services, funders, generic infrastructure support organisations and regional/sub regional & national contacts.
- We have organised 16 events on various issues which were attended by 585 representatives from various organisations.

In short, this year we have supported more BME frontline organisations than ever before.

Looking at the coming year, we have already begun the development of new services featuring a greater partnership approach. We will be providing direct training, working with Asylum seekers & Refugee groups. We will also be addressing Elder Muslim caring needs, unemployed women's needs into self-employment and the development of the sub regional BME network.

Finally, I would like to express my sincere thanks to all our partners, staff team and for the trust and support provided by the Board Members.

Mohammed Salam

SUPPORT TO FRONTLINE ORGANISATIONS

This year we have supported 64 BME frontline organisations in the following areas of activities: -

- Provided information on funding & other key issues
- complied funding bids and secured funding for them
- Acted as accountable body
- Developed projects
- Provided partnership facilities
- Organised training for Management Committees
- Provided practical support on constitutional issues
- Provided practical support on employment issues
- Provided practical support on policy documents & POASSO
- Provided practical support on recruitment of staff and volunteers
- Conducted AGMs
- Organised workshops/networking events for improved participation

10 of the 64 groups were given intensive support on a regular basis covering a range of issues.

Our Project Manager Mushtaq Hussain has been very proactive in providing first hand quality services to the frontline organisations.

Some comments from groups who were supported:

The support from COEMO has been very valuable at a time when funding and surviving for community organisations is under threat. The staff have been helpful in proving training events, support with funding and developing policies. Keep up the good work and thanks.

[Rehana Kauser, Centre Manager, Hutson Street Community Association](#)

COEMO have provided us with exceptional support and advice. We have managed to secure a range of funding for some much-needed projects. The regular contact and up-to-date information on funding and training is very much appreciated, we hope this continues, as the funding situation is very tight for the sector.

[Mohammed Akhlaq, Chair, Manningham Youth Project](#)

You enabled us to look for funding where we would not have known where to look; we are grateful for the networking you helped us to engage in and will be eternally grateful for future invites. Thanks!

[Richard Latouche, BME Drugs & Alcohol Outreach Worker, Caleb Project](#)



[Management training held at Derbyshire \(residential\) for Bangladeshi Community Association Bradford](#)

FILLING THE GAPS

Young People Into Management (YPIM)

There is currently a gap in the representation of young people (men and women) on the management committees of BME Organisations. Funders and external agencies would like to see a balance of young people on the BME management committees. There is also a desire from the BME voluntary sector organisations to see more young people to be represented in the management of BME voluntary organisations.

To address this issue we under took a pilot programme called YPIM. We recruited 8 young people from diverse ethnic backgrounds e.g. Indigenous White, African Caribbean, Bangladeshi, Indian and Pakistani. They were mentored by 4 key voluntary sector organisations. Mentors were: Ms Jenny Pupius, Chief Executive (Bradford Action for Business Ltd); John Corbishley, Chief Executive (Bradford CNet); Ms Surji Cair, Centre Manager (Millan Centre) and Peter Tate, (MAPA). All trainees received training provided by Ms Laura Eden Training Officer from Bradford CVS, and David Niblock from BYDP. Trainees obtained NVQ level 2. Soon they will be absorbed in various Management Committees / Boards.

This programme proved to be very useful and we have been receiving requests from other parts of the country to facilitate this type of scheme.



Mentors



Trainees

BME Voluntary Sector Workers Network

Since the demise of Bradford Council's Community Development Services, there is no platform for BME workers from the voluntary sector to share their knowledge, experience, good practice or to seek support in a safe environment. Again to address this issue we facilitated the BME Voluntary Sector Workers Network. Over 20 workers from the sector have been meeting to take this further. COEMO will continue to support the BME workers network. The network will provide opportunity in linking and developing the BME organisations at sub regional and regional level. We hope that eventually this network will be self-managed.



STRATEGIC WORK

We have undertaken various activities to gather Knowledge and information regarding BME frontline organisations. This has enhanced COEMOs' ability to raise BME issues at a strategic level in the District, sub regionally, regionally and nationally. Key examples are:-

Community Consultations

We have recently conducted a series of consultations with South Asian, African Caribbean, East European Communities and in Keighley (area based) to identify some key strategic issues which requires a long term (5 to 10 years) intervention.

We are in the process of preparing a report on the findings. We will start sharing these issues with relevant stakeholders.



Asylum Seekers & Refugees

COEMO has recently identified that there are more than 10 organisations that are supporting the Asylum Seekers & Refugee groups in Bradford, but there is no coordination and no one knows who is doing what.

COEMO is working with others to look for a long-term solution.

Sub-Regional BME Network

Currently BME organisations network in this sub region is in very different stages. Some district level are well organised and some district are not well organised. We are now working with WYLDA to bring this together. We were invited to make presentations to Kirklees BME Network and Calderdale BME Network (Calderdale CVS).



We are now acting as a lead body for the Sub-Regional BME Network funding application to the Capacity Builders.

ADVOCACY & REPRESENTATION

We have a voice on:

- Bradford Vision Board
- Bradford Community Network (C-Net) Board
- Infrastructure Support organisations (ISO Group)
- Yorkshire & Humber Regional Forum
- West Yorkshire Local Development Agency (WYLDA)
- District's Learning Partnership – (NLDC)
- Bradford Warmth Housing Strategy
- BME Learning Network (sub-regional)

CAPACITY OF COEMO

Management Committee

We have a strong 18 members management board with extensive skills, knowledge and experiences. The Board members are from diverse ethnic backgrounds. The Management committee meets every two months in addition to spending a planning / strategy event as part of annual training programme. COEMO also has three sub committees namely Employment, Finance and Projects.



Resources

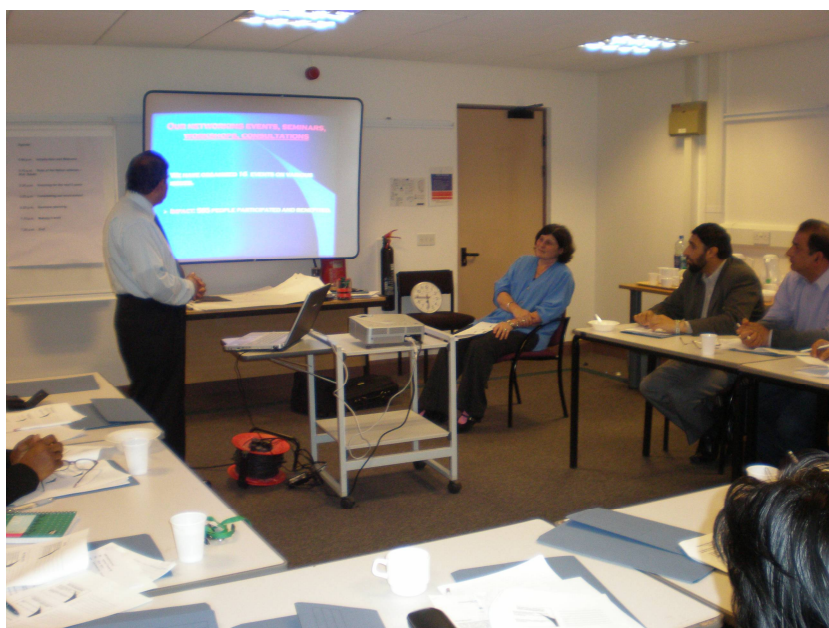
This year we have increased our financial capacity better than any previous years. We have secured reasonable sustainable funding. We are now working on a three year advance rolling programme than on a year basis. This has been possible due to securing funding from Capacity Builders and Big Lottery (BASIS) to run from 2008 to 2011.

Policies & Procedures

We have improved our operational and management practices. We have the following policies in place – Health & Safety, Equal Opportunities, Complaints, Confidentiality, Smoking, Tendering, Child Protection and Volunteering.

Quality Assurance

We comply with PQASSO



EVENTS

Capacity Builders Networking

COEMO were very proud to have Simon Hebditch, Chief Executive of Capacity Builders, as the Keynote speaker for Improving Reach Seminar. This was a very well attended networking event, which allowed BME organisations to understand the future of the Third Sector. Workshops were also delivered to enable frontline organisations to access local funding such as funding from Bradford CNet and LSC's NLDC



Big Lottery Funding



With the current ambiguous funding climate, COEMO delivered a very innovative networking event, which was presented by the 'Big Lottery Fund'. This event gave BME organisations support in applying for the fund, and also allowed organisations to look at developing Social Enterprises.



Working Together In Bradford



The Working Together in Bradford Project is being developed and led by the Bradford and District Learning Partnership, with a range of partners to be involved, both strategically and operationally. COEMO has been a partner and has delivered a range of activities related to BME interests.

EVENTS

COEMO AGM 2007



Top right: sitting from left to right Yusuf Karolia-Secretary COEMO; Neil Bennett-Regional Coordinator Capacity Builders; Imran Khan-Chair COEMO; Cllr Rangzeb-Lord Mayor of Bradford and Mohammed Salam-Chief Executive of COEMO

Consultations on The Bradford Development Plan



COEMO, in partnership with Yorkshire Planning Aid (YPA) hosted two consultation events on The "Bradford Development Plan" and "Bradford City Centre Area Action Plan" in June & December 2007. It covered big issues like 'the mirror pool', the Broadway scheme, and the future of the Odeon Cinema. It was important that BME communities had their say on the plan and help to shape the future of Bradford City Centre over the next 20 years and well beyond.

COEMO presented an award to Iqbal Bhana on his appointment as Deputy Lieutenant of West Yorkshire



COEMO BOARD MEMBERS, STAFF & MEMBER ORGANISATIONS

BOARD MEMBERS

Imran Khan *Chair*
Ashok Nair *Vice Chair*
Yusuf Karolia *General Secretary*
Mohammed Abbas *Treasure*
Abdul Hamid Ismail
Balu Lad
Cora Browning
Clement Katulushi
Herbert Wuver
Javed Khan
Mohammed Mahmood
Mahbubus Samad
Jenny Pupius
Nisar Raja

Peter Tate
Salim Khan
Shafiq Ahmed
Surji Cair
Yemi Fagbourn *Co-opted*

STAFF

Mohammed Salam *Chief Executive*
Mushtaq Hussain *Project Manager*
Masuma Gardee *Administration Officer*
FoZIA Yasmin *Research Assistant*

MEMBER ORGANISATION

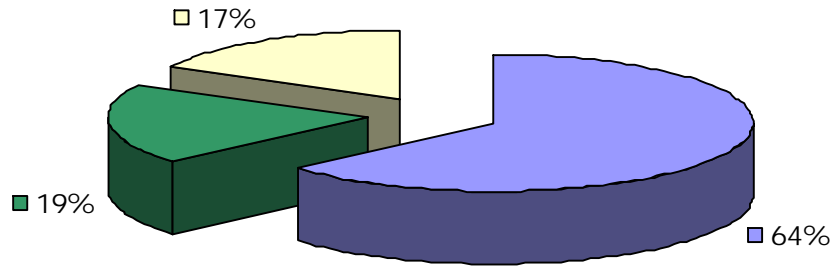
Action for Black Community Development (ABCD) Ltd
Action For Business (Bradford) Ltd
African Community Support Project
African Network (Anet)
Ahmadiyya Muslim Association
Ashiana Elderly Day care Centre
Asian Trades Link (ATL) Ltd
Asian Youth and Cultural Organisation
Association of Bradford Deaf
Astana Aliya Naqeebiya
Attock Community Association
Bangladesh Parishad
Bangladeshi Community Association Bradford
Barnados
BPI Drama Group
Bradford & District Women's Forum
Bradford Action for Refugees
Bradford Black and Asian Gov Assoc
Bradford Eid Committee
Bradford Muslim Welfare Society
Bradnet
British Filipino Association
Cantebury Advice Centre
Cophthorne Community Association
Council of Mosques
East African Muslim Association
Fresh Start
Frizinghall Community Centre
Frontline Initiative
Grange Interlink Community Centre
Gujrat Welfare Society
Guru Nanak Gurdwara Day
Heaton Community Centre
Hindu Cultural Society of Bradford

Hindu Swayamsevak Sangh
Horton Grange Regeneration Partnership
Indian Women's Association
Islamic Men & Women's Association
Kala Sangam
Karmand Community Centre
Keighley Asian Women & Children Centre
Khidmat Centre
M A Community Development
Madhav Elderley Day Centre
Manningham And Girdlington HEAT Project
Manningham Housing Association
Manningham Sports and Youth Club
Manningham Youth Project
Marshfield Community Association
McMillan Adventure Playground Association (MAPA)
Millan Group
Millan Centre
Millet E Islamia Cultural Society
Mother & Toddler Group
Nigeria Friendship Society
Pak Kashmir United Forum
Pakistan Community & Neighbourhood Assoc
Pan African Arts & Cultural Groups
QED UK
Roshni Ghar
Sant Niran Kari Mandal
Shree Prajapati Association
Sultan Bahu Trust
The Peacemakers
West Bowling Advice & Training Centre
West Bowling People's Partnership
West Bowling Youth Initiative (WBYI)
WomenZone

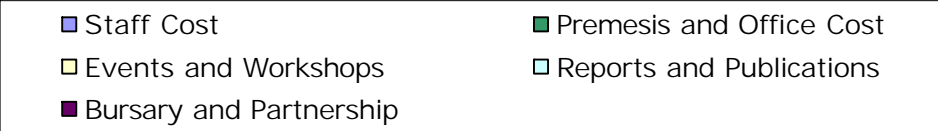
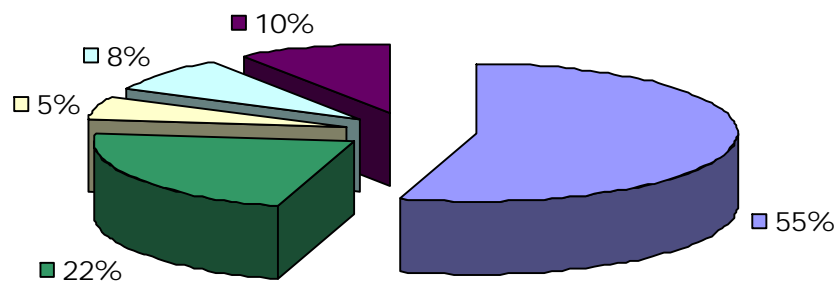
FINANCIAL OVERVIEW

(April 06 - March 07)

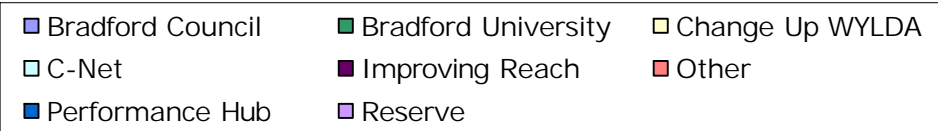
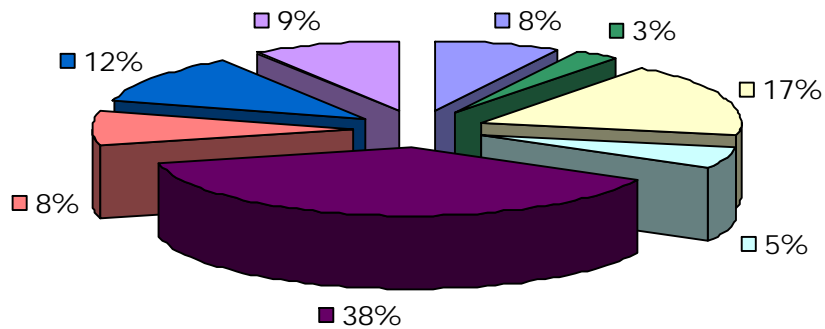
INCOME



EXPENDITURE



FUNDING



ACKNOWLEDGEMENTS

Management of COEMO would like to thank
all our partners, members & funders
for supporting COEMO over the year



Working Together in BRADFORD



For further information & support please contact:
Mohammed Salam JP, M.Sc, MBIM, AMITD
Chief Executive

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