



**CHAPTER 2**  
**ANNUAL REPORT**  
**2022-23**

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# 01

## MISSION, FAITH POSITION AND APPROACH

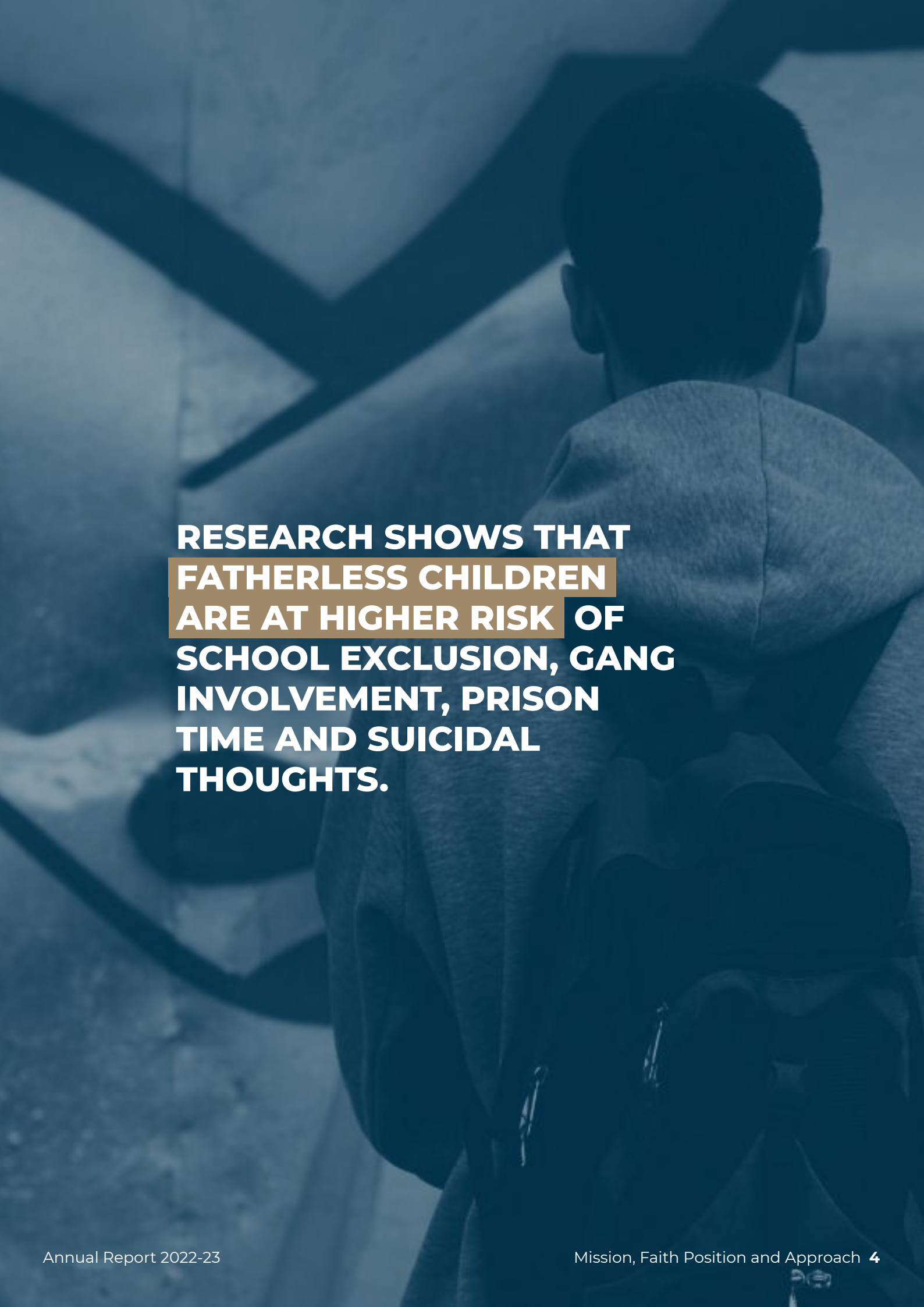
### MISSION

Rooted in the belief that God cares for the fatherless, Chapter2 believes every boy deserves a dedicated man to guide him into adulthood. Every year our waiting list for boys in need of a positive male role model increases. Working with local community organisations and through our Centralised mentoring program, we aim to provide a long-term male mentor and a community of men for fatherless boys.

Research shows that fatherless children are at higher risk of school exclusion, gang involvement, prison time and suicidal thoughts. Chapter2 is a Christian charity, and our core values provide a foundation to proactively address the growing number of fatherless boys in the Reading area.

### FAITH POSITION

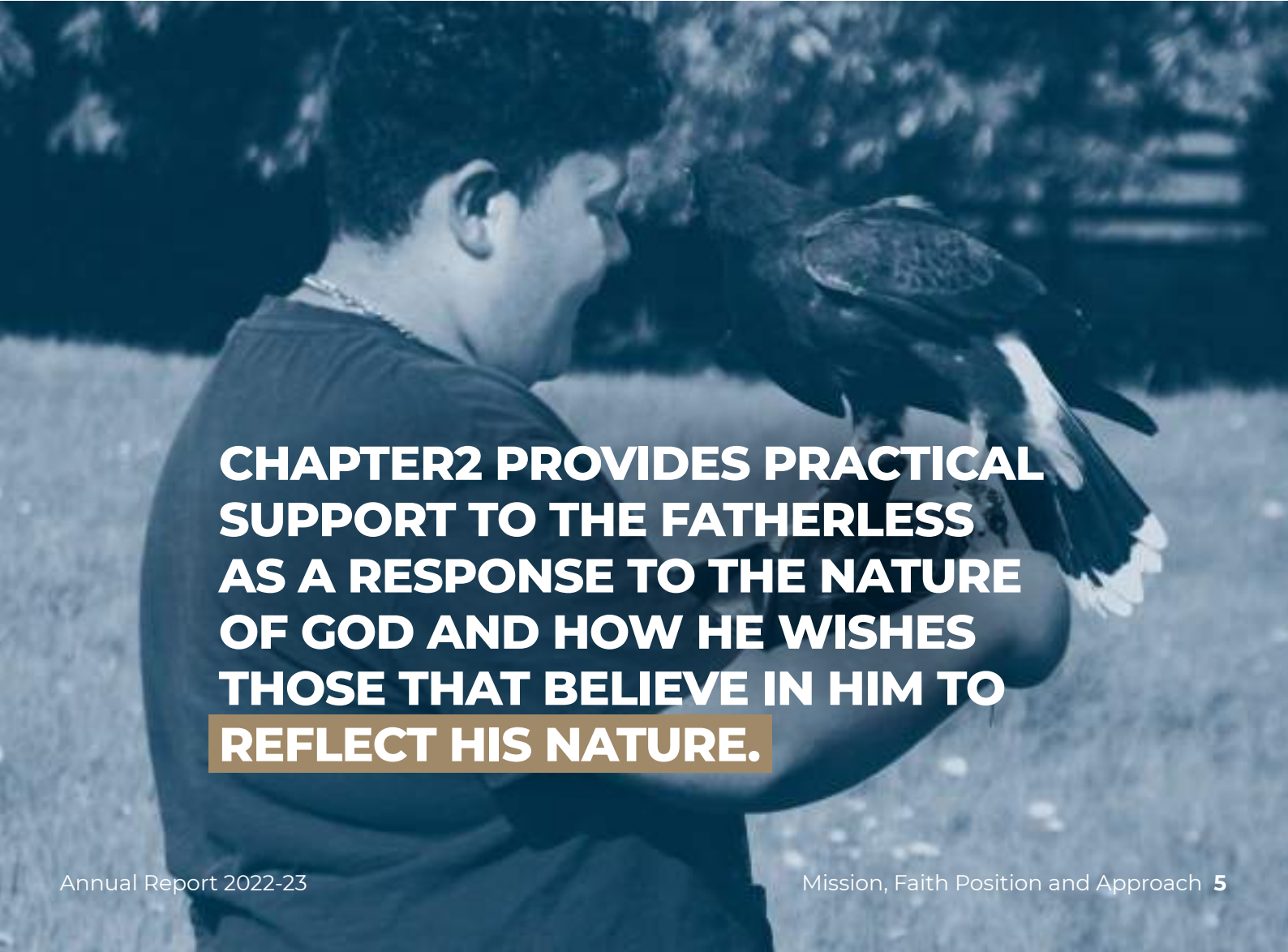
The Christian faith is at the heart of our mission, in that we believe God has a deep concern for the most marginalised in society and most notably the fatherless. Chapter2 provides practical support to the fatherless as a response to the nature of God and how He wishes those that believe in Him to reflect His nature. Our primary aim is to build trust with those we serve by acting with kindness, perseverance and a commitment to building enduring relationships. We do not actively seek to proselytize.

A young boy with a backpack is walking away from the camera on a sidewalk. The image is overlaid with a dark blue tint. The text is centered on the left side of the image.

**RESEARCH SHOWS THAT  
FATHERLESS CHILDREN  
ARE AT HIGHER RISK OF  
SCHOOL EXCLUSION, GANG  
INVOLVEMENT, PRISON  
TIME AND SUICIDAL  
THOUGHTS.**

In order to accomplish our aim, we work in partnership with churches that share our core beliefs and that wish to support the fatherless within their local communities. In addition to Chapter2's Partnership programmes we also operate a Centralised programme, in which all mentoring activities are managed solely by us.

We also believe that God wishes His believers to demonstrate love without judgement to everyone that we interact with regardless of their religious beliefs. As a consequence, we do not expect nor require all young persons and mentors to share our beliefs.



**CHAPTER2 PROVIDES PRACTICAL SUPPORT TO THE FATHERLESS AS A RESPONSE TO THE NATURE OF GOD AND HOW HE WISHES THOSE THAT BELIEVE IN HIM TO REFLECT HIS NATURE.**

## 1:1 Mentoring

Over the past few years, Chapter2 has developed a trauma informed approach which allows us to support our mentors and mentees with a deeper understanding of the impact of early life trauma. We know some of our mentees and their families will have experienced significant trauma such as domestic violence, parental drug and alcohol use, financial challenges and having a parent or family member in prison.

Studies have looked at the impact of trauma in early life and adverse childhood experiences (ACEs). Research shows that the impact of a range of ACEs are long term and can manifest as both physical and mental health issues later in life. However, research like the 2019 study on positive childhood experiences (PCEs) has also revealed that protective factors, like supportive relationships, can mitigate the behaviour and health outcomes of ACEs.<sup>1</sup>

Mentors serve as a protective factor by being a trustable adult building a supportive relationship. Our mentoring philosophy is primarily about showing up and remaining present in the life of a fatherless boy. A mentor is not a coach or a counsellor, but a trustable friend.

At Chapter2 we believe in one-to-one, activity-based mentoring and encourage our mentors to seek out activities that they and their mentees can enjoy together. We focus on building trusted relationships and outwardly this may look different for each mentoring pair. The common thread is a trustable adult who is consistent, non-judgmental and empathetic. Mentors are trained, assessed, supported and celebrated by the Chapter2 team at every step of their mentoring journey.

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<sup>1</sup> (Bethell C, Jones J et al. 2019)

**PROTECTIVE FACTORS,  
LIKE SUPPORTIVE  
RELATIONSHIPS, CAN  
MITIGATE THE BEHAVIOUR  
AND HEALTH OUTCOMES  
OF ACES.**

Bethell C, Jones J et al. 2019

## Community

Chapter 2 believes that positive masculine behaviours need to be demonstrated rather than taught or commanded. Boys need a path to follow, and we believe that path can be powerfully shown through practical and challenging activities. Learning new practical skills can also be of tremendous value for a boy struggling with low self-esteem.

We deliver an ongoing programme of 10-12 group activities per year, which are not only fun, but challenge our mentors and mentees to stretch themselves and build confidence. By overcoming challenges together, relationships and trust are strengthened. Throughout the year, we also encourage our mentors to get to know and support each other through additional training, socials and doing activities with another mentoring pair.



**... POSITIVE  
MASCULINE  
BEHAVIOURS  
NEED TO BE  
DEMONSTRATED  
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COMMANDED.**

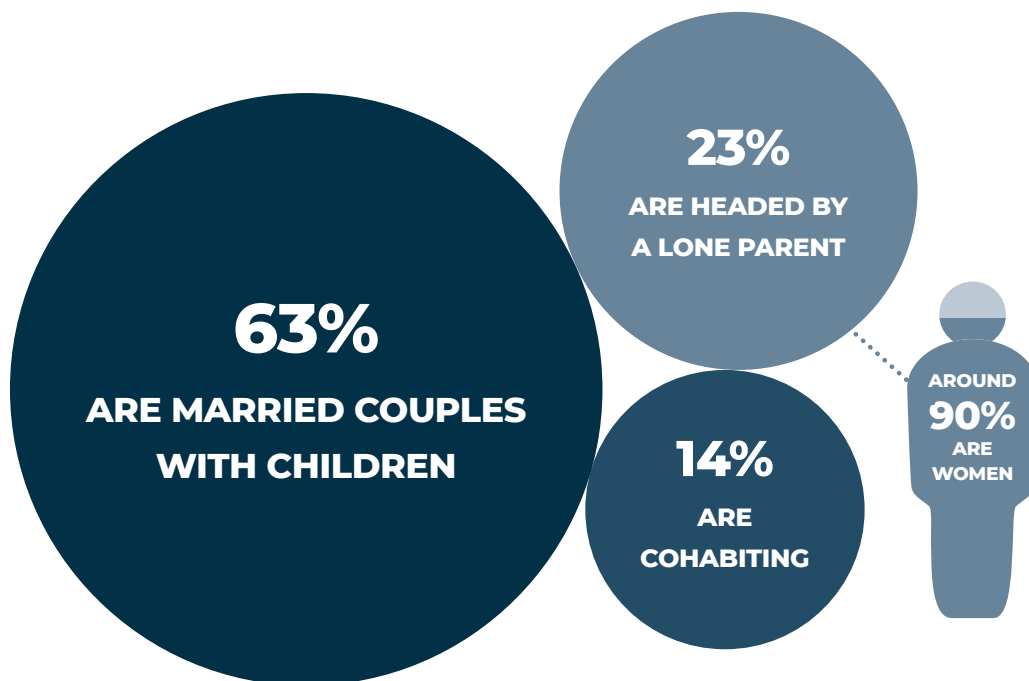


## Background

Family breakdown is the route by which many boys lose all meaningful contact with their fathers and it is now estimated that approximately 2 million children in the UK have no meaningful contact with their father. <sup>2</sup>

The rate of lone parent households in the UK is much higher than in most European countries. As of 2021, there are 8.2 million families with children in the UK.

## Lone Parent Households in the UK

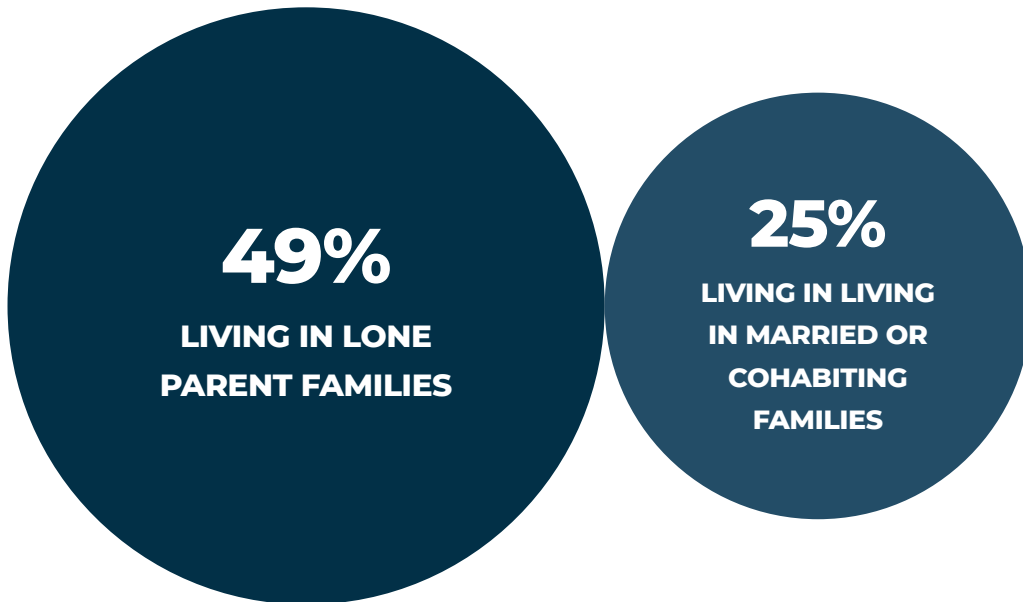


There are a number of challenges faced by broken families. For example, lone parent families are more likely to be experiencing financial difficulties. Lone parents are less likely to be employed with around 50% of lone mothers of a child aged 0 to 4 employed, rising to 75% when children are aged 5 to 16.

<sup>2</sup> The Centre for Social Justice, The Forgotten Role of Families

## Children Living in Relative Poverty

In 2020, children living in relative poverty after housing costs were as follows:<sup>3</sup>



*"... of children born in 2000-2001, 44% do not live with both biological parents throughout their entire childhood."<sup>3</sup>*

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<sup>3</sup> Children's Commissioner, Family and It's Protective Effect, 2022

# 02

## STRUCTURE, GOVERNANCE & MANAGEMENT

**Governing Document Constitution:** Foundation Structure (who's only voting members are its Trustees) .

**How the Charity is Constituted:** Charitable Incorporated Organisation

**Date of Constitution:** 6th February 2018

### TRUSTEE SELECTION METHODS

Apart from the first charity trustees, every trustee must be appointed for a term of three years by a resolution passed at a properly convened meeting of the charity trustees.

In selecting individuals for appointment as charity trustees, the charity trustees must have regard to the skills, knowledge and experience needed for the effective administration of the CIO.

The current trustees were appointed in accordance with these arrangements and were selected on the basis of their charity and business leadership skills and experience. In the next year we expect to recruit additional trustees to support the ongoing growth and development of the charity.

### MANAGEMENT OF CHARITY

The trustees for Chapter2 are responsible for our management. We recruited one part-time member of staff (fixed one-year contract) and one part-time intern

(fixed 6-month contract) during this reporting period to support the day-to-day communications, marketing and administrative aspects of Chapter2.

The trustees meet quarterly and therefore met on four occasions during the period under review.

We currently operate a Partnership and Centralised programme.

## **PARTNERSHIP PROGRAMME**

The Partnership programme remains at the heart of Chapter2. Through the Partnership programme the provision of trained and assessed mentors for young persons is achieved in partnership with a “Partner Organisation”.

We support Partner Organisations to:

- i. connect with young persons within their community through a network of referral agencies managed by Chapter2 (e.g. Schools & Children's Services within the community local to the Host Organisation);
- ii. establish and maintain a team of trained and assessed mentors;
- iii. access leisure time activities provided / facilitated / funded by Chapter2 for mentors and mentees on the Chapter2 programme;
- iv. and provide support, advice, and opportunities to share best practice. Partners are able to tap into this support through the Project Manager, quarterly reviews and access to Chapter2 policy and procedure templates.

Chapter2 currently works with 3 Partner Organisations which support 11 mentoring pairs.



**THE CENTRALISED PROGRAMME PROVIDES OPPORTUNITIES TO RECRUIT MEN FROM THE WIDER COMMUNITY, DEVELOP AND TEST NEW POLICIES AND PROCEDURES, AND SHAPE BEST PRACTICE.**

## CENTRALISED PROGRAMME

In the year 1 November 2022 to 31 October 2023 the Centralised programme matched its first mentoring pair with eight other pairs joining throughout the year. During this year there were an additional four men who completed our assessment and are ready to be matched in 2023-2024.

The Centralised programme provides opportunities to recruit men from the wider community, develop and test new policies and procedures, and shape best practice. We hope the Centralised programme will be recognised for recruiting, training and supporting high quality mentors committed to the programme for at least two years.

We will utilise what we learn in the Centralised programme to develop the mentoring within Partnership programmes.

**THERE  
WERE NINE  
MENTORING  
PAIRS IN THE  
CENTRALISED  
PROGRAMME  
THIS YEAR.**



# ADMINISTRATION DETAILS

*Charity Name: Chapter2*

*Registered Charity Number: 1177011*

*Charity's Principal Address: c/o Reading Family Church  
Offices, 448a Basingstoke Road, Reading, Berkshire,  
RG2 0RX*

*Trustees: Dr. Richard Daniel Kay (Chair)*

*Dr. Claire Adebolanle Bankole*

*Mr. William Irwin Buchanan*



**“MY MENTOR HAS  
HELPED ME WITH  
MY CONFIDENCE  
AND MEETING  
OTHER PEOPLE.”**

# 03

## OBJECTS & ACTIVITIES

### OBJECTS OF CHAPTER2

To advance in life and relieve needs of young people, in particular, but not exclusively through:

- a. The provision of mentoring and support;
- b. The provision of recreational and leisure time activities provided in the interest of social welfare, designed to improve their conditions of life and to develop their capabilities that they may grow to full maturity as individuals and members of society; and
- c. The provision of education and training for persons that mentor and support such young persons.

### PROVISION OF MENTORING

In 2022-23 Chapter2 increased our provision from 10 mentoring pairs to 17. We continue to focus on building partnerships with Partner Organisations to encourage them to establish a mentoring programme within their community alongside delivering an in-house mentoring programme. Two new Partner Organisations were added this year. Opportunities to create partnerships outside of the Reading area will be considered but only in situations where the potential partner has dedicated resources to support a partnership and a good strategic fit exists.



## LEISURE ACTIVITIES

Chapter2 also facilitates group leisure activities for the mentor and mentee with the approval of the guardian of the young person. We offer a wide range of activities to try to suit the interests of the mentors and mentees, but also provide new experiences for them. Such activities are intended, firstly, to provide a fun and natural environment for relationship between mentor and mentee to develop; and secondly, to provide an environment for mentees to be mentored within a broader community of mentors.

In 2022-23 Chapter2 were able to provide:

- Bowling (Nov 2022)
- Laserquest (January 2023)
- VR Experience (February 2023)
- Bushcraft Day (March 2023)
- Rock Climbing (May 2023)
- Cinema (June 2023)
- Archery and Clay Pigeon Shooting (July 2023)
- Beach Day (July 2023)
- Bushcraft Weekend (September 2023)
- Bird of Prey Experience (October 2023)
- Go Karting (October 2023)

## TRAINING

For all potential mentors whether they are part of the Partnership programme or the Centralised programme, Chapter2 offers an initial training day which provides a deeper understanding of the impact of fatherlessness and early life trauma, an understanding of what it takes to be a



**... PROVIDES  
A DEEPER  
UNDERSTANDING  
OF THE IMPACT OF  
FATHERLESSNESS  
AND EARLY LIFE  
TRAUMA**

mentor and basic safeguarding training. In 2022-23 we held two training courses in March and September 2023.

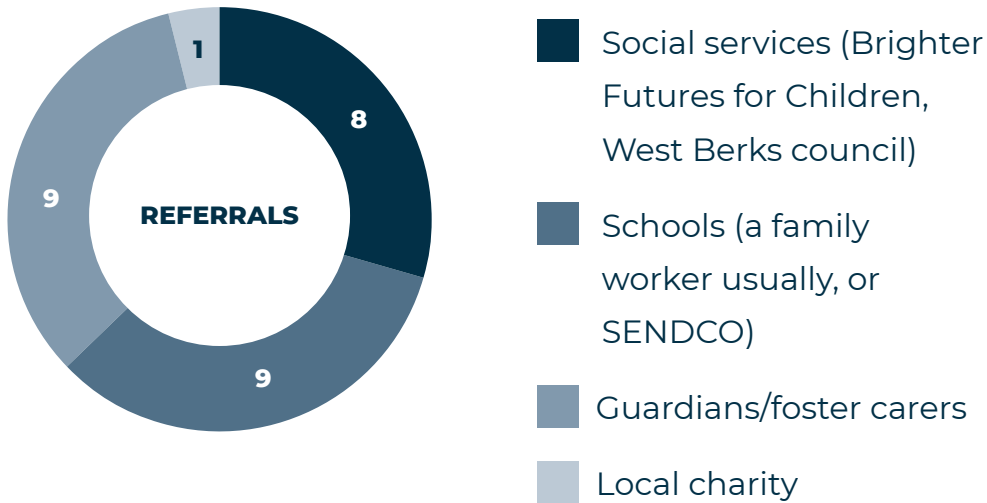
Surveys from the two trainings revealed 100% of the trainees rated their training experience as “good” or “excellent.”

Participants particularly were very positive about the variety and depth of topics covered, the interactivity of the sessions, and the knowledge of the trainers.

In addition, Chapter 2 provides training for mentors in specialist areas to help support our mentee (ie neurodiversity, trauma, attachment).

## REFERRALS

Number of Referrals Received = 27



Number of people attending training: 25 <sup>4</sup>

Number of people assessed: 11

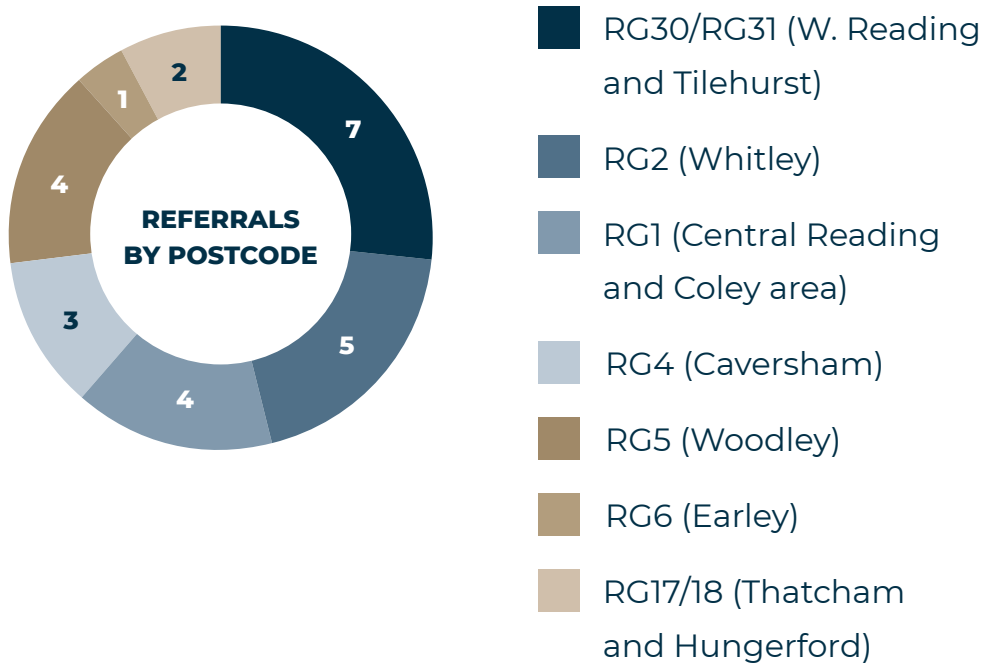
Number of people matched: 6

West Reading and Tilehurst area continue to make up the largest concentration of referrals. With Whitley and Central Reading, including Coley, providing the next highest concentration.

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<sup>4</sup> This number includes participants who are interested in understanding more about Chapter2 but were not looking to become mentors.

Referrals received from across reading came from the following postcodes:



Chapter 2 continues to see a high percentage of mentees who have additional needs. Fifty-two percent of referrals had a diagnosis of additional need (cognitive low ability, Autistic Spectrum Condition (ASC)/Attention deficit hyperactivity disorder (ADHD)) or suspected/awaiting assessment; twenty-six percent of referrals mentioned a mental health condition.

While these needs may result in different behaviours depending on the individual, there are a number of strategies that can be used to help support those with additional needs and promote understanding for those working with neurodivergent young people. Each year we provide additional training for mentors in this area.

Some of these young people will have a diagnosis and may have received an Educational Health and Care Plan (EHP) from their local authority.

Referrals with additional needs:

- 5 EHCP
- 5 diagnosed as autistic (ASD)
- 1 diagnosed with ADHD
- 7 waiting for ASD assessment
- 6 waiting for ADHD assessment
- 6 mental health condition mentioned

Chapter2 has also invested in training for staff to understand areas around attachment and trauma through courses and attendance at professionals meetings where best practice is shared. This knowledge is then passed on to mentors at the mandatory training and subsequent supervision and targeted training.



**FIFTY-TWO PERCENT  
OF REFERRALS HAD  
A DIAGNOSIS OF  
ADDITIONAL NEED  
(COGNITIVE LOW  
ABILITY, ASD/ADHD)**

**“THE SESSIONS WERE WELL ORGANISED, INTERACTIVE AND ENGAGING. THE MATERIAL WAS EXCELLENT. I TOOK AWAY SO MUCH FROM THE SESSION. THE DELICATE TOPICS WERE HANDLED WITH SENSITIVITY, AND IT MADE IT LESS DAUNTING.”**

Participant from Sept 23 Training

# 04

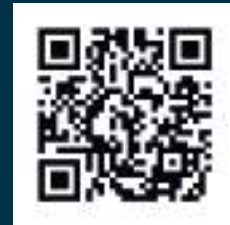
## ACHIEVEMENTS & PERFORMANCE

During this year Chapter2 has directed its focus towards:

- Raising awareness by increasing the number of long-term mentors through developing two new partnerships and establishing the Centralised programme.
- Deepening both trauma-informed practice and safeguarding within the culture of the organisation.
- Developing policies and procedures based on best-practice which can be used for the centralised programme and shared with partner organisations.
- Building relationships with local schools.
- Supporting mentors through supervision, training and providing opportunities to be part of a community. We have seven mentors who have now been mentoring for 2+ years, therefore we have begun thinking about how we support mentors as the mentee moves into adulthood. We also find moments to celebrate and honour the work of mentors and the commitment they have given through anniversary cards and gifts, and social events.
- Executing our fundraising strategy to support the development of the organisation (see Financial Review).
- Growing and developing the capabilities and infrastructure of the organisation. This included recruiting two part-time employees.
- Producing a short animation with Wonderstory to share Chapter2's vision (see next page).

# WONDERSTORY ANIMATION

Is this a Solution to the Fatherless Crisis?



**"WITH NO QUALIFICATIONS AND A  
DESPERATE NEED FOR BELONGING,  
HE'S MORE VULNERABLE TO GANG  
INVOLVEMENT."**



# 05

## FEEDBACK FROM THE GUARDIANS OF MENTEES

In 2022-23 from the feedback Chapter2 gathered from guardians and care providers:

- 89%** SAID THE MENTORING HAD A **POSITIVE EFFECT** ON THEIR SON
- 100%** WERE HAPPY WITH THE **FREQUENCY** OF THE MENTORING
- 94%** SAID THEY WERE HAPPY WITH THE **COMMUNICATIONS** BETWEEN CHAPTER2, GUARDIAN AND MENTEE
- 72%** SAID THE MENTORING HAD IMPROVED THEIR SON'S **CONFIDENCE**
- 56%** SAID THE MENTORING HAD IMPROVED THEIR SON'S **RESILIENCE**
- 89%** SAID IT HAD HELPED THEIR SON **TRY NEW THINGS**
- 94%** SAID THE MENTORING PROVIDED A **POSITIVE MALE ROLE MODEL** FOR THEIR SON
- 67%** SAID THE MENTORING HELPED THEIR SON'S **MENTAL AND EMOTIONAL WELLBEING**
- 72%** SAID IT IMPROVED THE **PHYSICAL HEALTH** OF THEIR SON

## QUOTES FROM GUARDIAN OF MENTEES

*"They speak to each other a lot more now, it's all about trust isn't it? For my son to trust someone it is a huge thing."*

*"At home his behaviour is better."*

*"Mentoring has got him out of the house."*

*"My son doesn't stop talking. They get on very well and just 'click'. It's really nice to see them together."*

*"The mentoring is the only good thing that's happened to my son in the past year."*

*"The mentor is amazing, very kind, patient and he doesn't give up, even when my son doesn't want to go out. I'm extremely grateful for this, it makes me very emotional when I see they are building a bond."*

**"IT'S  
REASSURING  
TO ME THAT  
MY SON HAS A  
POSITIVE MALE  
ROLE MODEL  
HE IS MEETING  
WITH."**



# 06

## FEEDBACK FROM MENTEES

In 2022-23, mentees gave the following feedback on the mentoring:

**100%** RATED THEIR **1:1 MENTORING SESSIONS** AS EXCELLENT OR GOOD

**80%** RATED THE **GROUP ACTIVITIES** AS EXCELLENT OR GOOD

**100%** RATED **THEIR MENTOR** AS EXCELLENT OR GOOD

**100%** RATED **TALKING WITH THEIR MENTOR** AS EXCELLENT OR GOOD

**80%** RATED THE **ACTIVITIES** THEY DID 1:1 WITH THEIR MENTOR AS EXCELLENT OR GOOD

**WHEN ASKED WHAT THREE WORDS THEY WOULD USE TO DESCRIBE THE MENTORING TO A FRIEND, THE MOST FREQUENT WORDS WERE “FUN, HELPFUL, CONFIDENCE BUILDING, EXCITING.”**

**WHEN ASKED TO DESCRIBE THEIR MENTOR THEY SAID “CALM, COLLECTED, FUN, AWESOME.”**

## QUOTES FROM MENTEES

*"My mentor challenges me to do things out of my comfort zone... as i get older, I feel we'll be able to do more things together, go further and go to different places."*

*"My Mentor has helped me with my confidence and meeting other people."*

*"My mentor has helped me through a lot of stressful times."*



**"MY MENTOR HAS CHALLENGED ME TO DO THINGS OUTSIDE MY COMFORT ZONE, LIKE BUSHCRAFT."**

# 07

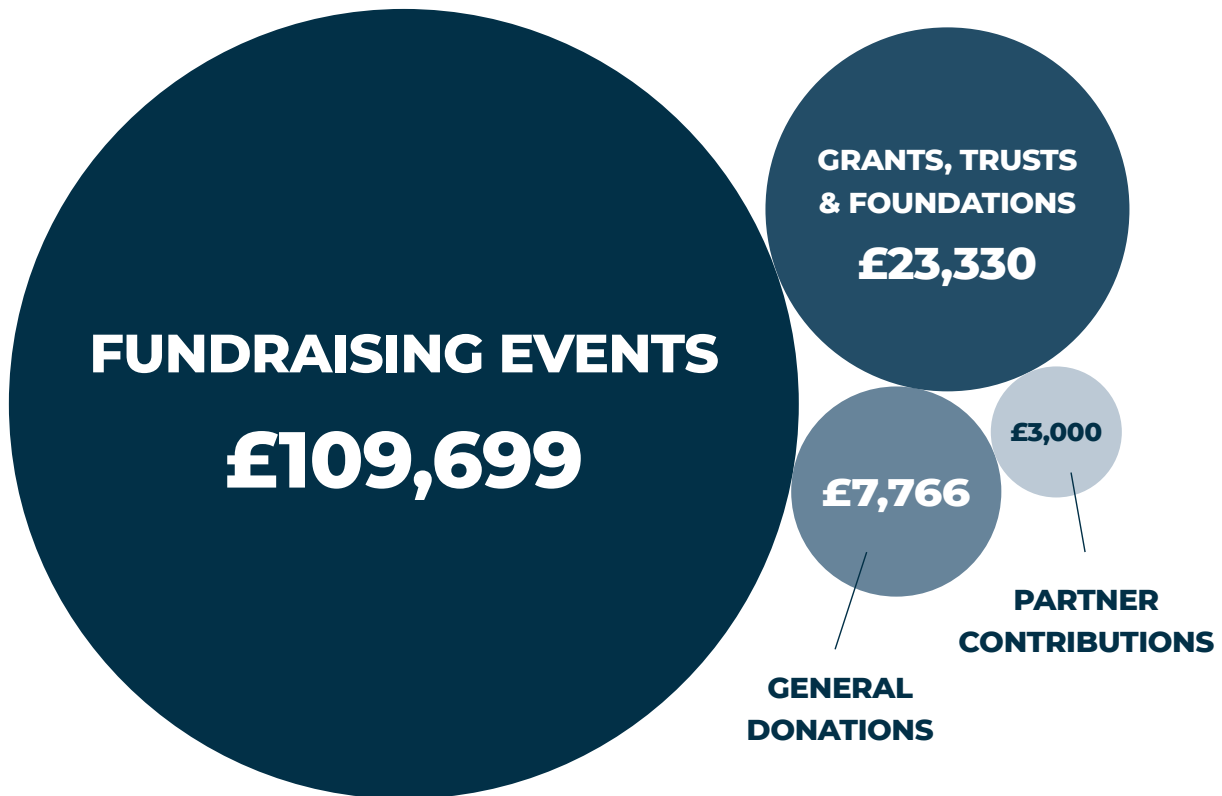
## FINANCIAL REVIEW

### YEAR ENDING 31ST OCTOBER 2023

A summary of the financial accounts for the 2022-23 financial year can be found below. Chapter2 employed one additional part-time member of staff, one part-time intern during this reporting period and remained reliant entirely on a volunteer workforce for the mentoring activity.

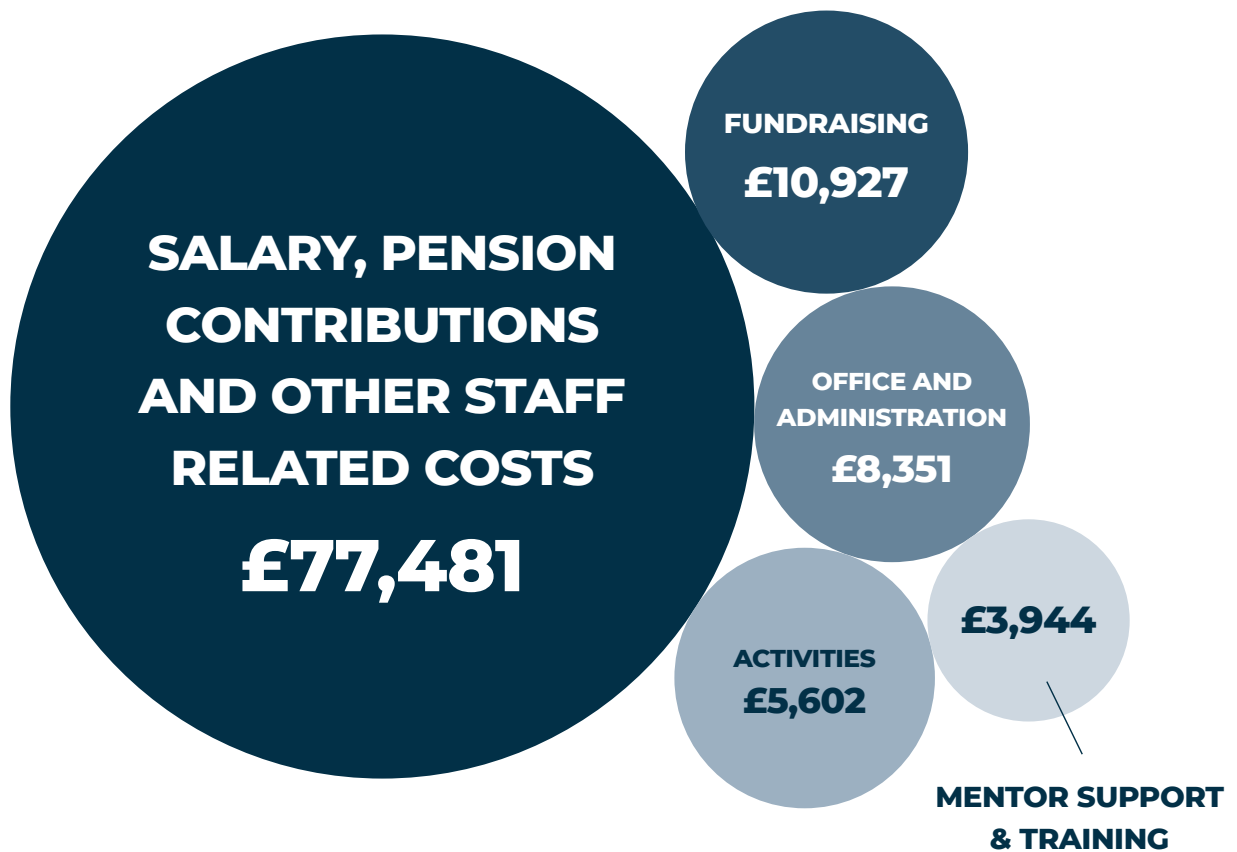
### INCOME

Total income: £143,795



## EXPENDITURE

Total Expenditure: £106,305



## FUNDING SOURCES

This financial year, Chapter2 has maintained funding generated to support the charity's activities through grants from Trusts and Foundations, the annual fundraising event, contributions from partners and personal donations. This year's fundraising event proved to be their most financially successful event thus far and raised in excess of £109,000. In the 100K Challenge there were 45 participants and 1559 donors.

Chapter2's freelance Fundraising Consultant continues to develop a Grants, Trusts & Foundations strategy and has

had a number of successful applications resulting in a slight increase in additional funds of £22,855.

## UNRESTRICTED CASH RESERVES

The Reserves Policy of Chapter2 is to maintain a level of unrestricted funds of between six- and twelve-months' operating expenditure. In developing this policy, the Trustees considered the following key principles:

- a. Significant Growth: Chapter2 is a relatively young charity (incorporated in Feb 2018) which has seen a rapid rise in demand for our services. The number of mentoring pairs has doubled in the last year, and we anticipate more significant growth over the next three years. The planned growth in expenditure will be enabled by the successful fundraising campaign in 2023, sustained through similar activity in future years and underpinned by the charity's reserves.
- b. Long-Term Service: The core service provided by Chapter2 is the creation and support for long-term mentoring relationships with vulnerable young people. Sustainability is therefore vital.

In consideration of the above, the Trustees believe a minimum of 6 months unrestricted cash reserves is prudent. This reflects the reserves needed to support the growth of the charity and to maintain the charity on a sustainable basis, as well as creating provision to find alternative services to support beneficiaries if Chapter2 ceased to operate.

# 08

## DECLARATION

The trustees declare that they have approved the trustees' report above.

Signed: 

Full Name: Richard Daniel Kay

Position: Chair of Trustees

Date: April 2024

## REFERENCES

**Bethell, C, Jones J et al. 2019. Positive Childhood Experiences and Adult Mental and Relational Health in a Statewide Sample, Associations Across Adverse Childhood Experiences Levels.** Available at <https://shorturl.at/L1QvC> <sup>5</sup>

**Children's Commissioner. 2022 Family and It's Protective Effect.** Available at: <https://shorturl.at/kBC38> <sup>6</sup>

**The Center for Social Justice. The forgotten role of families: why it's time to find our voice on strengthening families.** Available at <https://shorturl.at/iv247> <sup>7</sup>

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5 Accessed May 2024

6 Accessed 22 February 2024

7 Accessed 22 February 2024





Chapter2.org.uk