Community Works' AGM 2026

'Together for Change: Connecting Communities’

10 November 2026

www.communityworks.org.uk
@commworks_org #CWAGM

Ground Rules

- Speak slowly and clearly when speaking.
- Please raise your hand to speak or ask a question.
- Please put mobile phones on silent, but feel free to participate or share via social media
- Allow people to disagree. Challenge the issue not the person.
- Confidentiality: members may leave the meeting and repeat what was said, but not who said it.
- No jargon please.
- Don’t use language which could be construed as discriminatory or offensive to others and use the person's correct pronouns.
- Treat each other with respect.

COMMUNITY WORKS

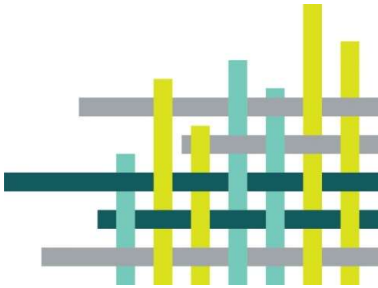
Agenda

9:45am – 10:15am	Registration and Networking
10:15am - 11am	Welcome and AGM Business
11am – 11:15am	Tea-break and Networking
11:15am – 11:50am	Key-note Speakers: 'What Leading with Joy in Community Work Can Teach You About Belonging' – Bud Johnston, Co-Founder, Black Anti-Racism Community Organisation
11:50 - 12pm	Allyship Principles and Practice – Community Works, Maria Antoniou
12pm – 12:10pm	'Communities Together' - Adur Voluntary Action and Community Works Partnership Project Karen Macleod, Adur Voluntary Action and Jess Sumner, Community Works
12:10pm - 1pm	Networking Lunch and Finish

COMMUNITY WORKS

Welcome

AGM Business



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COMMUNITY WORKS

Trustee Election



Trustees for re-election:

Ian Bretman

Pras Sasidharan

Thank you to all our Trustees and other volunteers who support us



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Special Resolution to adopt new Articles of Association

The Trustees of Brighton & Hove Community Works ("the Company") proposed that the Members vote on the following Special Resolution:

"That new Articles of Association in the form circulated to Members with the agenda for this meeting be adopted by the Company in place of and to the exclusion of its existing Articles of Association which shall no longer apply to the Company."

Special Resolution to adopt new Articles of Association was passed with

Yes: 57 (100%)

No: 0 (0%)

COMMUNITY WORKS

Thank you



Thank you to Clair Howell who acted as a trustee for us and who stepped down from our Board in 2026

We are keen to talk to members who would like to support Community Works in working with the VCSE sector and supporting our local communities. Please talk to one of our Trustees or a member of the team about joining our Board



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Annual Accounts

- As our Income did not exceed £1 million in 2025/2026 the accounts were not subject to a full audit by bk plus Limited. Our accounts were inspected, and an unaudited financial statement was prepared by bk plus Limited (previous name of Chariot House)
- The auditors had no adverse matters to report in respect to the 2025/2026 accounts
- Trustees approved the accounts in October (please note: There was an error in one of the data sets in reporting on page 2. The error was the number of volunteers registering their interest to do volunteering. The figure in the accounts states 2657 and it should be 1825. The updated accountants will be added to our website).
- Auditors to be reappointed via electronic vote: bk plus Limited

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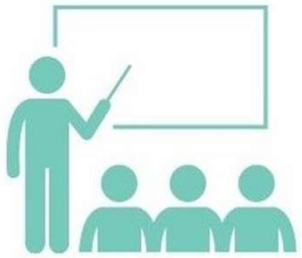
Annual accounts:
Financial summary 2025/26

	2025-26	2024-25
Total incoming resources	£674,000	£962,000
Total resources expended (including £236,000 carried from 2024/2025 into 2025/26 for ongoing project costs)	£822,000	£1,093,000
Distribution Payments to Partners	£96,000	£135,000
Surplus / Deficit	£2,000	£67,000
Unrestricted Reserves at 31 March 2025	£131,000	
Unrestricted Reserves at 31 March 2026	£ 129,000	

Community Works in numbers 2025 to 2026



Direct support for **672** people from **394** organisations in Adur, Worthing, Brighton & Hove and West Sussex



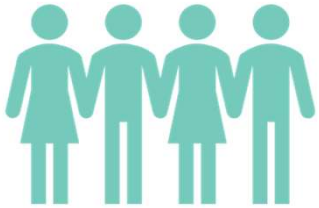
563 people from **223** organisations accessed training, events, and networks



Helping VCSE consortia and partnerships secure funding of over **£790,000**, including Climate Action and Sexual Health programmes. Over the past few years, we helped raise over **£2 million** across Adur and Worthing.

In 2025/26 we successful secured a further **£155,000** of funding for the important and much needed work of the Sussex VCSE Leaders Alliance.

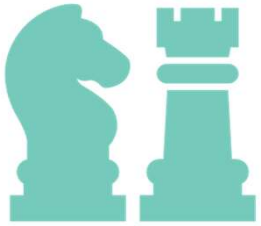
Community Works in numbers 2025 to 2026



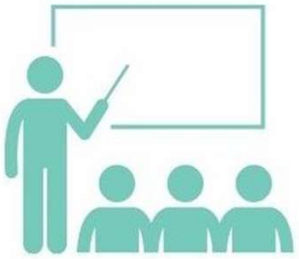
Total member organisations = **591**.



74,00 website visits and over **19,800** newsletters and e-lists updates were shared



Contributed to **76** areas of strategic and operational planning at local, regional, and national level



406 advice and support sessions

Voice and Representation

Community Works
Reps Programme: **25** elected community representatives represent the sector's interests and share knowledge and expertise to help influence strategy, policy and decision making.

Brighton & Hove City Council

Reps sit on BHCC boards and committees to highlight VCS questions and concerns and inform council's annual budget-setting process.



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Equity, Diversity and Inclusion

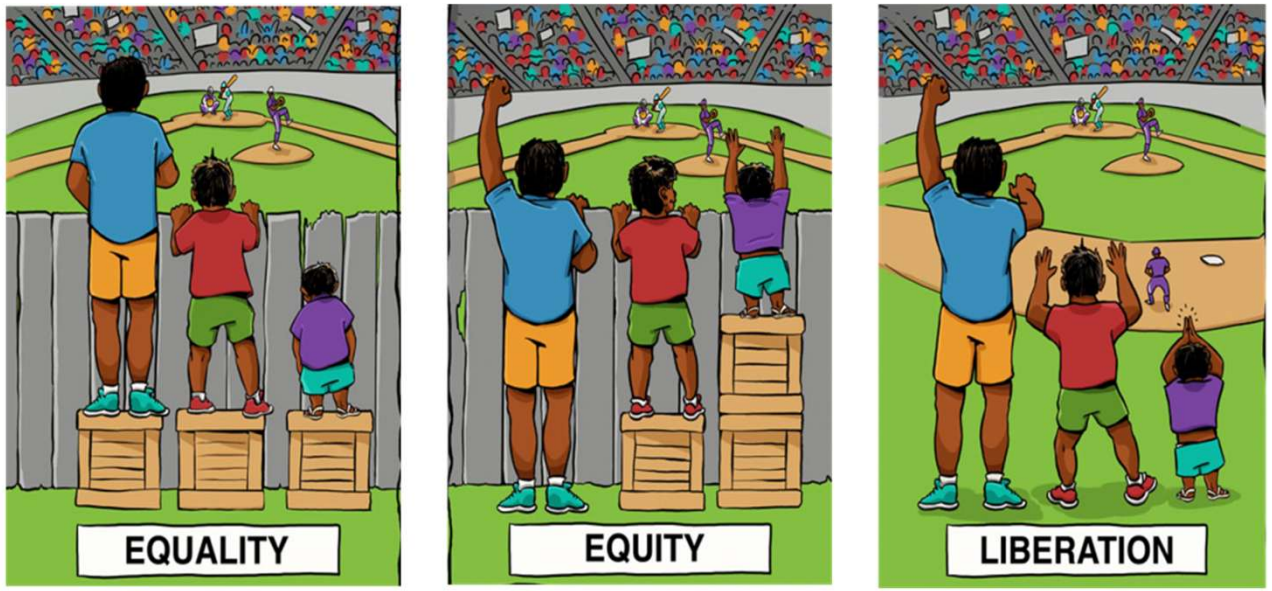


Image by Angus Maguire, Institute of Social Change

- We created an action plan to embed Equity, Diversity and Inclusion across all areas of our work
- We continued to prioritise delivery to smaller groups and marginalised groups including our volunteering support, training, policy and representation and networks
- We worked with specialist infrastructure partners (Bridging Change, Working to Connect) to ensure joined-up support for groups led by and for Black and Racialised Minority and LGBTQ+ communities.

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Environmental Work

- We began delivering our *Green Champions* programme, supporting 10 organisations each year over the next three years to take an Investors in the Environment accredited e-course and adopt more sustainable practices
- We delivered training on creating Environmental Policies, Managing Waste and other topics, plus peer support sessions for Green Champions. We supported Community Base to introduce food waste collection
- Green Champions is part of the city-wide *Climate for Communities partnership* led by TDC, funded by the National Lottery Communities Fund

Information and Guidance



406 advice, support and information sessions offered across our area



93% people reported **improvement in their knowledge** on leadership, governance and fundraising

Without Community Works it would have been impossible to get this project off the ground. You are the absolute lifeblood of community in Brighton.

Bella – Stanmer Sauna Gardens

COMMUNITY WORKS

Volunteering in 2025 to 2026



1825 people registered to be a volunteer from across Brighton & Hove, Adur & Worthing and West Sussex



51 Community Works volunteers gave **3229** hours to support our Volunteer Centre and Reps Programme



288 volunteering opportunities were advertised via our Volunteer Centre



Our Volunteer Centre prioritised support for **44** BRM, LGBTQI+ and disability groups to promote their volunteering opportunities

COMMUNITY WORKS

West Sussex Links
Voluntary & Community Sector Infrastructure Alliance

As part of West Sussex Links we collectively achieved:

£2.93 million in additional VCSE income generated across West Sussex

Over **2000** VCSE organisations directly engaged across the partnership footprint – for example through advice and support offers, training and events – with even wider reach through newsletters, e-lists and digital platforms.

Working with Horsham VSS

Voluntary Action Arun & Chichester

COMMUNITY PEOPLE

Crawley Community Action

COMMUNITY WORKS

Sussex VCSE Leaders Alliance

- This **alliance of VCSE leaders** from across the whole of Sussex represents VCSE and influences the development of health and social care services.
- As the lead partner for Sussex, Community Works worked closely with East Sussex Community Voice and Community People in West Sussex to support Strategic Leads for each Place.
- Reviewed governance through a co-design process, identifying thematic leads covering; older people, children and young people, health inequalities, physical disabilities and formalising links with existing VCSE partnerships relating to Mental Health, Learning Disabilities and Unpaid Carers.
- Ensured VCSE representation on key health and social care strategic boards and programmes, including the Neighbourhood Alliance Board and the Sussex Health and Care Assembly.
- Represented the South East Region as part of the national Alliance42 leadership group.



SUSSEX VCSE
LEADERS ALLIANCE

Looking ahead…prioritising:

- Expanding our work on Community Resilience; helping community organisations prepare for climate change, major incidents and emergencies
- Continuation of our work on Community Cohesion and working with Brighton and Hove City Council with their cohesion road map
- We will work to support the wider sector with areas of development with devolution including community engagement and expertise in adapting to changes brought about by local government reorganisation
- Taking Account: state of the sector in 2027. Keep an eye out for our member survey next year

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Tea-break and Networking



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Key-note Speakers: ‘What Leading with Joy in Community Work Can Teach You About Belonging’

Bud Johnston, Co-Founders, Black Anti-Racism Community Organisation



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BARCO

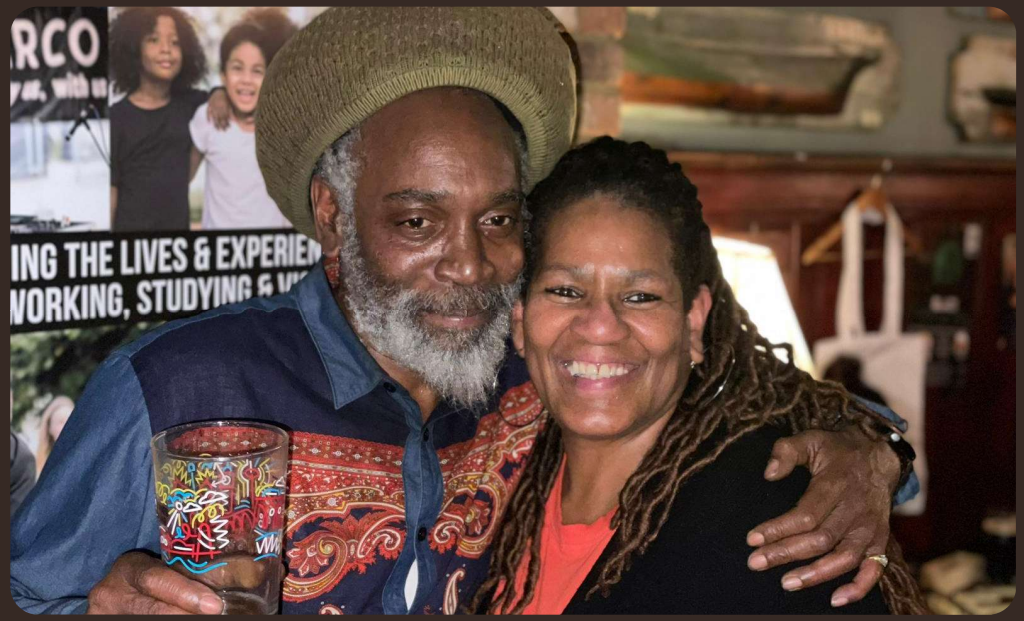
FOR US • BY US • WITH US

COMMUNITY WORKS AGM · 10 NOVEMBER

JOY AS RESISTANCE

Choosing joy as a way of working

Bud Johnston and Annie Whilby
Co-founders, BARCO





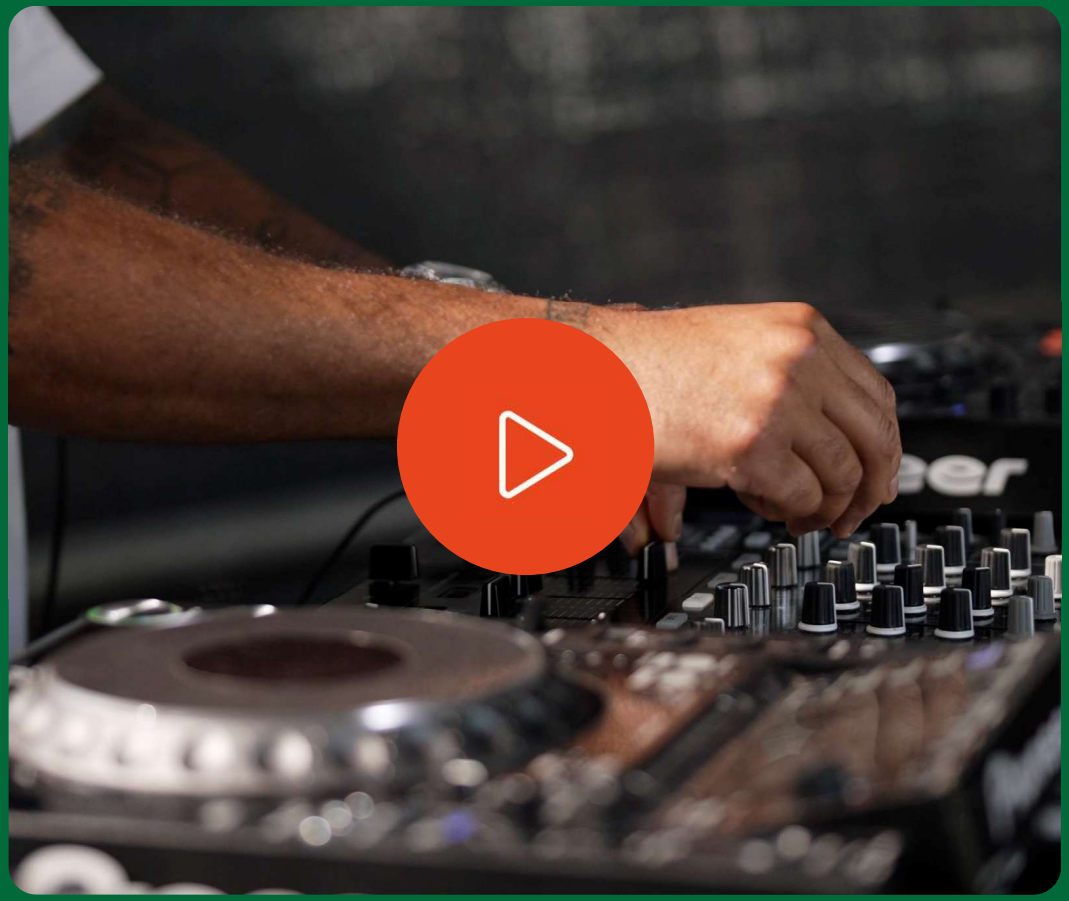


BEFORE WE BEGIN

LET'S START WITH JOY

Captions on, sound up

youtu.be/Fmy9xTGOxq4



FOR US • BY US • WITH US

WHERE IT STARTED – 2020

WHY JOY?

So much of the conversation about race was about pain, harm and trauma.

We made a different choice: to start from celebration, culture and community, without ignoring the harm.

JOY TAKES UP SPACE



OUR PROCESS

HOW WE GOT HERE

01

LISTEN

Community research: asking Black residents what they needed and what they missed

02

TEST

Gatherings, then the BRIGHTON BASH CARNIVAL: seeing what brought people out and together

03

COMMIT

Joy as a deliberate approach, built into how we design, fund and run everything

JOY IN PRACTICE

CHOOSING JOY, ON PURPOSE

CULTURE FIRST

Music, food, games and celebration at the heart

REMOVE BARRIERS

Transport, culturally appropriate food, welcoming spaces

PAY BLACK TALENT

Roots & Routes: carnival stage to paid gigs

OPEN THE DOOR

Inviting the wider community to share it with us



FOR US • BY US • WITH US

STORY · DOMINOES & VINYL

BRINGING OUR ELDERS BACK OUT

After lockdown, our community research showed elders facing isolation, uncertainty and fear.

We invited them back out to play dominoes and bring their own music, often on vinyl, to share with the wider community. We arranged transport and culturally appropriate food.

Belonging | Connection | Cohesion | Joy







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BARCO
FOR US • BY US • WITH US

× AUDIOACTIVE

FROM DJ LESSONS TO THE CARNIVAL STAGE

Learn. A young man from Moulsecoomb learns to DJ through AudioActive's lessons

Perform. Our partnership gives him a platform: a set at the BRIGHTON BASH CARNIVAL

WHAT IT GIVES OUR TEAM

Moments like this are the energy that keeps the work going



ALONGSIDE, NOT INSTEAD OF

JOY IS NOT AVOIDANCE

FORMAL ANTI-RACISM WORK

Tackles what harms us: policy, accountability and challenge. We respect it, and we need it.

JOY AS RESISTANCE

Builds what sustains us: belonging, culture, opportunity and a community that thrives.

BOTH MATTER. WE CHOOSE TO LEAD WITH JOY.

OVER TO YOU

TALK AT YOUR TABLES

1. What underpins how your organisation works, and was it a conscious choice?
2. Where could joy build belonging in your work, for your community and your team?
3. What would change in your culture if joy were a strategy, not a bonus?



BARCO

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YOUR PART IN IT

- Come to the BRIGHTON BASH CARNIVAL 2027
- Partner, volunteer or sponsor
- Buy Black, book Black







bud@brighton-barco.org · brighton-barco.org

COMMUNITY WORKS

Allyship Principles & Practice

- Last year, we completed the NAVCA Allyship Programme – for local VCSE infrastructure organisations across the country
- Led by **Gamiel Yafai, founder of Diversity Marketplace**
- **We are still involved in the NAVCA allyship learning network**

navca
local focus national voice

Diversity Marketplace

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What is Allyship?

- **An ally is a person from one social identity group who speaks up in support of members of another group, to call out discrimination or to help them be heard**

- An ally is typically someone with more social privilege and power speaking up for a community that is being treated unjustly or discriminated against. For example:

  - White people speaking out in support of Black and Brown people
  - Men standing up for women and other genders
  - Non-disabled people speaking up for Disabled People
  - Heterosexual people standing up for people who are lesbian, gay, bi, queer
  - Cis gender people standing up for trans, non-binary and intersex people



Allyship is a practice

An ally uses their voice, influence and privilege to support people facing injustice - and help change the systems that allow it.

It goes beyond sympathy and showing you care. It's about influencing **change**.

01

RECOGNISE

Notice privilege, bias and unequal outcomes.

02

LEARN

Do your own reading; listen without expecting education from those you're an ally for.

03

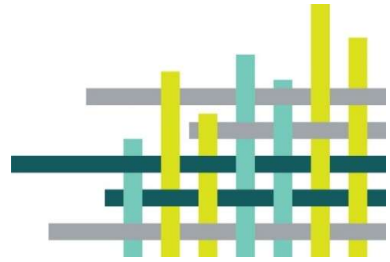
SPEAK UP

Challenge harm and use your influence in conversations and meetings.

04

CHANGE

Shift decisions, policies and resources to address power imbalances, barriers and exclusion



Allyship benefits people, organisational culture and services

01

PEOPLE

Feel safer to be themselves, express their needs and ask for support.

02

ORGANISATIONS

Discrimination is challenged rather than normalised, ignored or left to those who are affected to speak up.

03

SERVICES

Barriers and discriminatory practice are noticed earlier and solutions are shaped with communities.

PEOPLE FEEL WELCOME · SAFE · SEEN · HEARD · SUPPORTED

Start with yourself and keep learning

01

REFLECT

Examine your assumptions, habits and reactions. Notice any defensiveness you feel without letting it end the conversation.

02

RECOGNISE

Understand the advantages and privileges attached to parts of your identity and how they shape whose voice is heard and carries weight in different contexts.

03

LEARN

Read, attend community events and seek varied perspectives. Do your own work rather than asking people who experience discrimination to educate you. Take responsibility.

It’s uncomfortable. Stay curious, accountable, and open to being corrected if you get it wrong.



Ways of responding to harm in the moment

1 ASSERT

Name and challenge the behaviour briefly and calmly: “That comment isn’t okay here.”

2 INTERVENE

Interrupt or redirect the situation without 'debating’ back and forth. "Let's move away."

3 CHECK IN

With the person affected, during the incident or afterwards: “I'm standing with you. Are you okay? What support would be useful?”

4 GET SUPPORT

Ask a manager, safeguarding lead, venue staff or another trusted person to step in if things escalate.

5 DOCUMENT

Record facts when safe; offer them to the person affected and follow their wishes about follow-up action.

Prioritise safety. Do not escalate. Centre the person affected, not a confrontation.

Stand with people, rather than speaking over them

Allyship is done

with people,

not to them.

Follow their lead. Share power. Carry their request forward.

ASK	Check what support is wanted; do not assume.
ENABLE	Create opportunities and remove barriers to access, inclusion, goals, joy
PAY & CREDIT	Recognise lived expertise with payment, attribution and power to influence
AMPLIFY	Repeat their points and act on their requests, especially when they are absent from the conversation.

Make space for other voices.... Use your influence without taking ownership.

Build allyship into your organisation...

PEOPLE & PROGRESSION

Who is recruited, developed, promoted and heard? And where do barriers persist? Who can influence decisions?

POLICIES & COMPLAINTS

Are expectations clear? Can people raise concerns safely, and is action and decision-making visible?

SERVICES & ACCESS

Which people and communities experience exclusion, disadvantage or unmet needs? How do you know? Have you asked / listened?

EVENTS & EVERYDAY CULTURE

Who is making the decisions and who is missing? Whose needs are designed in from the start - venues, language, cost, timing and conversation?

Turn good intentions into actions

SHORT TERM

Individual staff members act as allies to specific or all communities.
Provide time for sharing learning and developing practical actions (be mindful of how less socially privileged staff may feel in these conversations and how they can be safely facilitated).

MEDIUM TERM

Examine your policies, procedures and organisational culture to ensure they are inclusive and supportive of diverse people and communities.
Have conversations, seek feedback and consider changes you need to make in response.

LONGER TERM

Report what changed, what did not, what you learned and what you will do next.
Create a system for reviewing your progress.
Continue to learn and listen.
Train staff and volunteers to be good allies.

COMMUNITY WORKS

Community Works' support

Further support:

info@communityworks.org.uk



Communities Together:

An update on Adur Voluntary Action and Community Works partnership project

Adur Voluntary Action
www.adurva.org

Community Works
www.communityworks.org.uk

Communities Together

- In 2025 Community Works and Adur Voluntary Action joined forces to develop Communities Together, a project to help build connection, inclusion and belonging across Adur and Worthing.

- This project is funded by the Adur & Worthing Councils Thriving Together grant fund

ADUR & WORTHING COUNCILS

Communities Together

Through training, events, toolkits and free resources the project aims to:

- bring local people and groups closer
- share learning
- strengthen understanding between communities
- make sure everyone feels welcome and supported in Adur & Worthing.

Adur Voluntary Action
www.adurva.org

Community Works
www.communityworks.org.uk

Communities Together Event

October 21st 2026

Southwick Community Centre

Adur Voluntary Action
www.adurva.org

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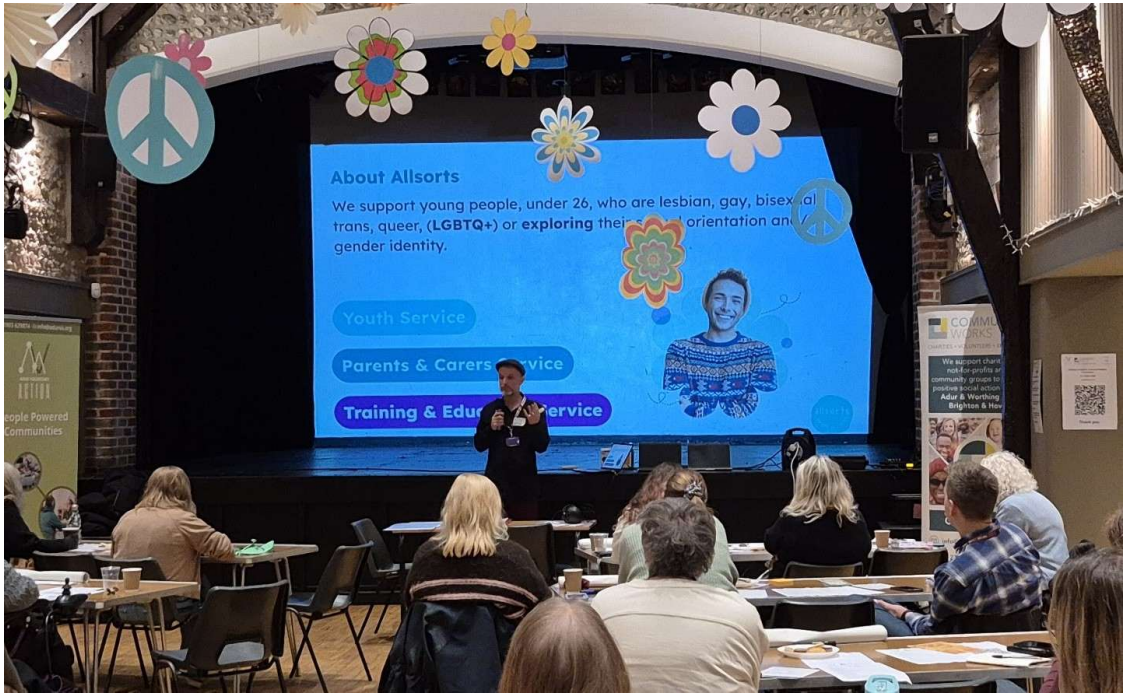
‘What Leading with Joy in Community Work Can Teach You About Belonging’

❖ Bud Johnston and Annie Whilby Co-Founders, Black Anti-Racism Community Organisation (CIC)

This session introduced BARCO's 'joy as resistance' approach and shared what's worked and what hasn't in getting Black communities to walk through the door and stay engaged.

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‘Introduction to LGBTQ+’

- Ben Dew
  Training & Education Service
  Manager, Allsorts Youth Project

A session to help participants better understand the experiences of LGBTQ+ people and the related terminology. A safe learning environment where people can ask any questions .

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‘Beyond one size fits all – Working together with young adults to create inclusive environments’

❖ Emma Edwards, CEO, Esteem

Fostering environments and practices which build connection and belonging with young adults; understanding the breadth of neurodiversity and exploring accessible communication and participation and building together as a tool for inclusion.

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www.adurva.org

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www.communityworks.org.uk

What participants said they learned and found useful

- Meeting colleagues and hearing from organisations who are leading examples of inclusion
- Tools and ideas to be more inclusive and adaptable in my work
- Lots of incredibly useful things to take away and consider in terms of how we deliver services and reach people
- I am now aware of more diverse groups within our area and what their needs might be.

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Highlights of the day

- Great speakers, lovely to get out amongst my sector peers, and a delicious lunch!
- All the speakers were amazing and you could really feel their enthusiasm for what they do
- The passion each of the three organisations have to bring communities together
- The facilitators were all so different in style and approach which kept things engaging and inspiring

The tool kit

- Practical tools and resources to support groups in making their activities more inclusive and welcoming.
- Templates, guidance and resources any group can use to strengthen their equality, equity, diversity and inclusion approach.
- Information packs from local groups to give better understanding of the needs and experiences of communities that people may have less knowledge and experience of working with.

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Communities Together'
A lasting legacy for Adur and Worthing

One of the most important parts of Communities Together is what it will leave behind.

The project will create:

- Long-lasting relationships between local groups supporting one another.
- A toolkit with templates, guidance and resources any group can use to strengthen their equality, equity, diversity and inclusion approach.
- Shared learning and stronger relationships that help communities work together when challenges arise.

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Next Steps

- Workshops and training days including hands on workshops
- A mix of face to face and online training and meetings
- Information Packs

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Thank you!



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Lunch

Bon Appétit!

