



# The Rob George Foundation

## ANNUAL REVIEW AND FINANCIAL STATEMENT 2021/22

OUR EIGHTH YEAR OF OPERATION



GRANT  
APPLICATIONS



75%  
APPLICATIONS  
SUCCESSFUL



AWARDS  
TALLING

£67,291



TOTAL  
RAISED

£66,731



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## Thank you!

We are once again very grateful to our dedicated and hard-working board of Trustees who give selflessly of their time to ensure that the RGF continues to run smoothly and in accordance with strict governance and financial requirements, and to our three amazing and committed patrons, Graham Gooch, Michael J Fitch, and Tammy Beaumont. We also wish to record our thanks to the large band of supporters, whether or not they are mentioned by name in this Review, who have contributed in so many ways during the year - as volunteers, fundraisers, or donors - and without whose sterling efforts we would not be able to continue with our work.

**Thank you once again**

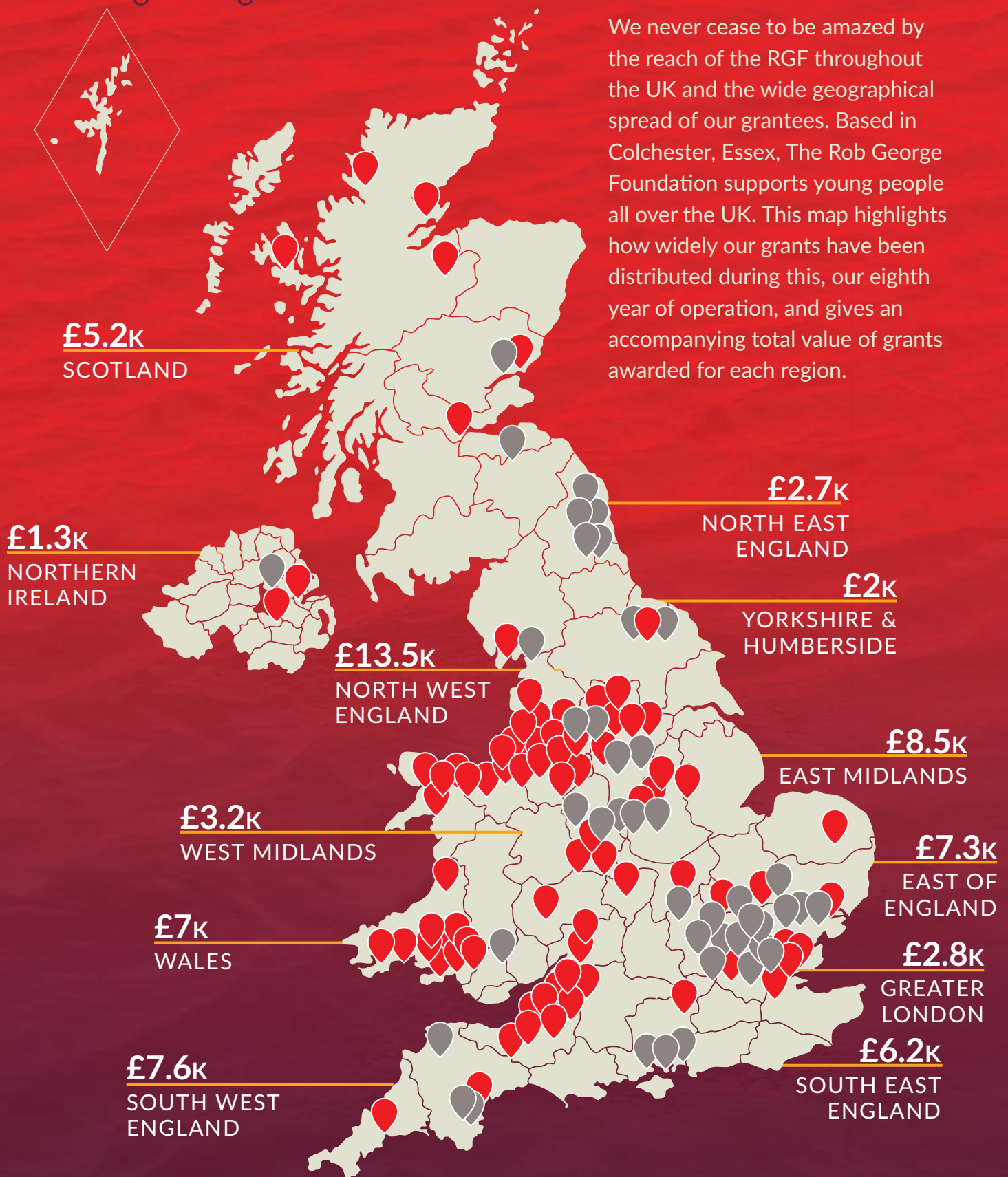
*Philip and Lorraine George*





# The Rob George Foundation

Reaching throughout the UK



Aim 1 - To prevent or relieve poverty and to promote the advancement of health by providing practical and/or financial support to young people with life threatening or terminal illnesses.



Aim 2 - To promote the advancement of amateur sport and the arts by providing financial support to young people who demonstrate exceptional commitment and/or ability in the worlds of sport or the performing arts but may be held back by their financial situation from pursuing their goals.

# Understanding how the RGF supports our Aim 1 grantees

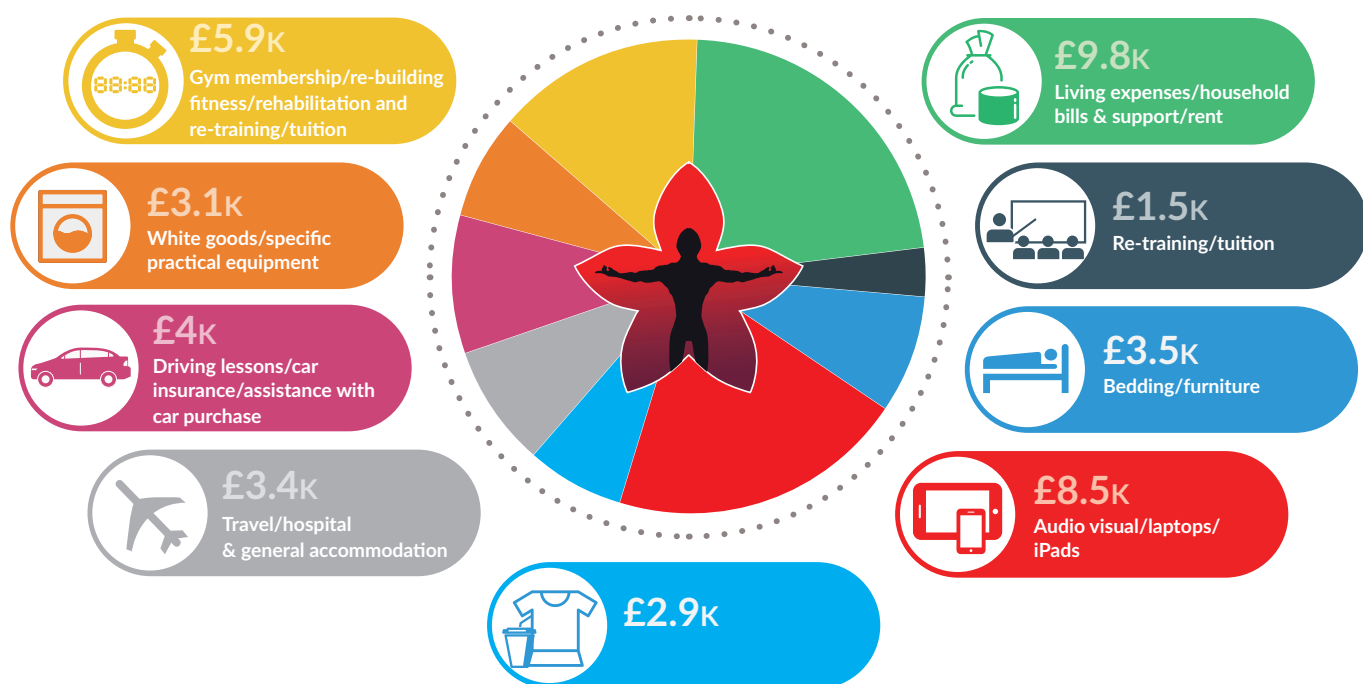
Due to the highly sensitive nature of dealing with serious and terminal illness, especially in young people, we are sure that supporters of the RGF totally understand the challenge we face in sharing and evidencing the work we do to support young people across the UK.

Our Aim 1 grantees are often at the early to mid stages of their illness and when applying for financial and/or practical support they often express the devastating effect the illness has had on their physical and mental well-being, notably drastic weight gain/loss, and issues with self-esteem and self-confidence. Sadly, in many cases they feel isolated, locked in their own world, unable to live a normal life and socialise with their friends or pursue any

of the activities they enjoyed before their illness.

We remain extremely conscious of the juxtaposition of our two aims: one fighting serious and terminal illness, the other all about dreams and aspirations. But this is what we think makes the RGF so special; it epitomises Rob's aspirational and competitive, fun-loving personality, *and* encapsulates his fighting spirit – what a legacy!

We are very proud to share with you, on this, and the following page, a comprehensive overview of how our grant aid is categorised and how we've supported Aim 1 & 2 grantees, giving you a real feel for their needs.



## RGF grantee, Josh, on the road to recovery

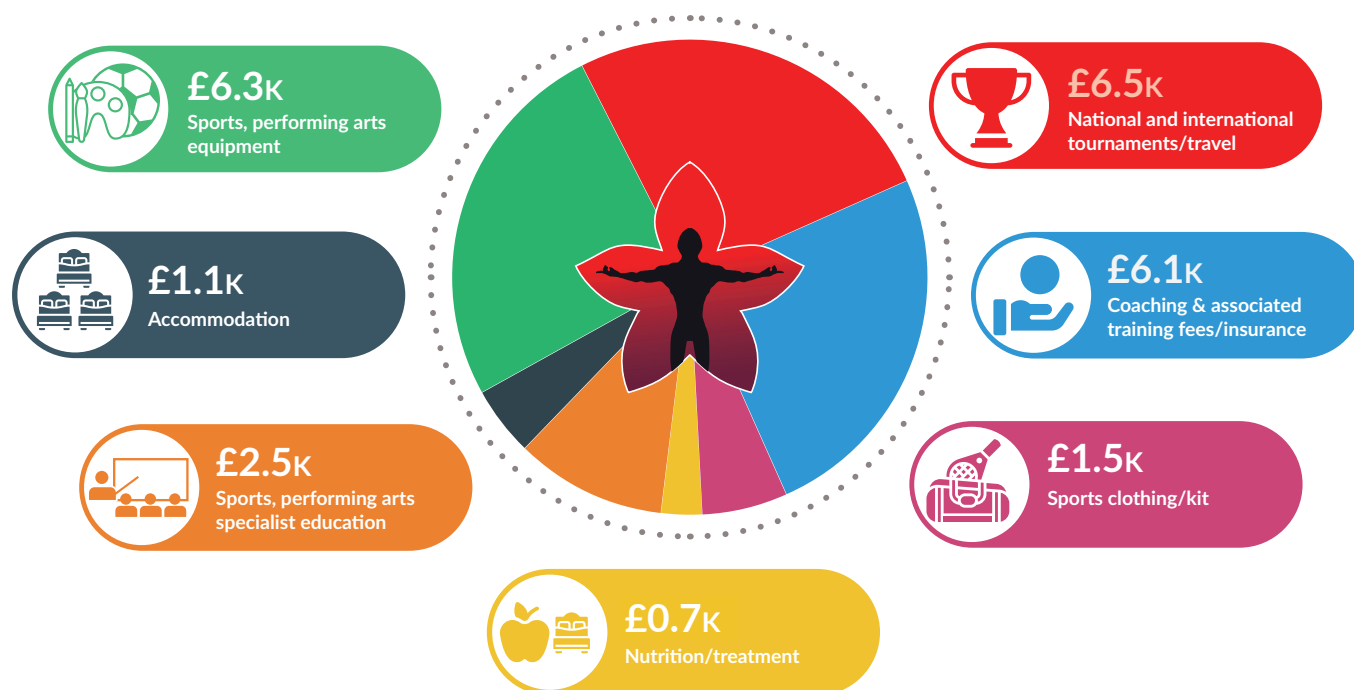
Back in August 2021 the RGF awarded Josh a grant to help fund the purchase of an exercise bike. We're delighted to share with you that Josh has now purchased his new bike and his mum, Sarah, sent us an update on his progress so far.

"A big thank you to the RGF for their kind contribution towards the purchase of this exercise bike for Josh, which will without a doubt be a massive help towards his recovery! Josh was diagnosed with grade 1 chondrosarcoma in his right femur; he was an extremely talented footballer and all round sportsman. Josh underwent surgery to remove the sarcoma and is now on the road to recovery and making full use of his new bike. Josh hopes that in the months to come he can get back to his football, but is already back on the golf course!"

We all wish Josh a speedy and full recovery and hope he's back playing football soon.



# Understanding how the RGF supports our Aim 2 grantees



## RGF grantee, Tumi, making great progress at the Bristol Old Vic Theatre School

Tumi is clearly enjoying life at the Bristol Old Vic Theatre School, one of the most successful and well-respected conservatoire drama schools in the UK. Tumi has been in touch with an update. She told us: "I would like to say a huge thank you to the RGF for their support of my studies at the Bristol Old Vic Theatre School. During my training so far, I have learnt so much about myself and improved exponentially due to the care and rigour of the training, which I could not have afforded without your support."

"Acting has always been my passion, but drama school was never presented as a possibility when I was growing up. As a result, I followed the traditional path from school to university. Whilst studying my eyes were opened to the joys of student theatre and the possibility of full-time training at a conservatoire."

"For the first time in my life I am being taught to take up the space which is rightly mine and have been pushed to levels I did not know I could reach. I am extremely grateful for the generosity of the Foundation and hope we can continue to



work together as I continue my training over the next two years and begin my career.

Without the RGF I would not have been able to embark on these studies and develop in the way I have. I will be eternally grateful for their support and for believing in me!"



# Trustees' Report

The Trustees present their report and accounts for the period from 1st April 2021 to 31st March 2022. The accounts comply with the requirements of the Charities Act 2011, RGF's Trust Deed dated 16th January 2014 and the Financial Reporting Standard for Smaller Entities (FRSSE).

206  
APPLICATIONS

AWARDS  
TOTTALLING  
£67,291



## Emmanuel thanks the RGF

Para-athlete, Emmanuel, is currently the fastest in the UK - in his category - for the 100m sprint. The 20-year-old from Essex has his sights set on becoming Commonwealth and World Champion in the future, and the RGF is helping him on his way.

He told us: "My name is Emmanuel Oyinbo-Coker, a sprinter in the T47 category. I am one of many aspiring athletes being supported by the Rob George Foundation this year. The support



I have received from the RGF has been AMAZING! It has given me access to training facilities, kit, and better equipment; it has also helped me plan my season efficiently. I have outlined my ambitions and goals this year and together we are committed to making my dreams a reality."



## Promising times ahead for RGF grantee, Jess



Originally a heptathlete, Essex athlete, Jess, is now focusing on the shot put and after a very frustrating 2020/21 she is now looking ahead with optimism and high expectations.

Jess has been in touch with an update: "After having a near non-existent season in 2020 it was great to get back to competing during 2021.

"During my season I competed at the U20 National Championships against the top athletes in England. I was able to throw a lifetime personal best of 13.05m to secure third place and a chance to compete at the Manchester International Championships. At the Manchester International I competed for England against athletes from Scotland, Ireland, and Wales. I was again able to improve on my personal best and threw 13.33m, securing another bronze medal.

"My next competition is the indoor British Championships, which will be my first championship as a senior athlete. I am extremely excited and am equally grateful for the continued support of the Rob George Foundation to allow me to fully prepare for this opportunity."

We all wish Jess every success for the coming season and look forward to hearing about some more personal bests!

# Chairman's Review





The number of applications for grants was 206, slightly down on the previous year (2020/2021: 236); a reflection of the continued impact of COVID restrictions in the early part of the year and the consequent reduction in applications from Aim 2 candidates. The number of successful applications increased to nearly three-quarters of the total received and awards totalling £67,291 were made (2020/2021: £82,309). Total funds raised amounted to £66,731, much improved from the previous year (2020/2021: £38,719) but still well below pre-COVID levels. This figure included £28,703 (2020/2021: £2,902) from fundraising events and £35,662 (2020/2021: £34,031) from donations.

The Charity is once again indebted to a number of trusts and other organisations who have kindly made significant donations during the year (including Persimmon Homes, Fowler Smith and Jones Charities, Hargreaves Foundation, The Girdlers Company, Capital Group and Baker Chapman and Bussey) as well as to some generous individuals who wish to remain anonymous. We are also grateful to Birkett Long Solicitors, Loughborough and St Andrews University Student Cricket Clubs, Strutt and Parker, Essex Chambers of Commerce, Colchester Golf Club, Colchester & East Essex and South Woodford Cricket Clubs, Hamro Foundation Essex Cricket League, WRS Insurance Brokers, and Smith & Watts Printers for their continuing support.

The Charity achieves its objectives by fundraising and awarding grants to young people who meet certain criteria.

The Charity continues to work for a change in the law to recognise that students who are forced to take a temporary break in their studies as a result of life-threatening illnesses should qualify to receive State benefits. Justin Tomlinson, then Minister of State in the Department for Work and Pensions, confirmed in 2020 that he was fully signed up to the need for

change; there was no doubt, he assured us, that change would come, and he believed that this would be "sooner rather than later". He subsequently wrote to us to confirm that the matter will be considered at a future fiscal event, but unfortunately he has since left the post, and events have been overtaken by the COVID pandemic. Now that we are moving out of the pandemic, we intend to seek an early meeting with Justin's successor, Chloe Smith.

TOTAL RAISED 		2020/21	2021/22
 Applications		236	206
 Awards made		£82,309	£67,291
 Total funds raised		£38,719	£66,731

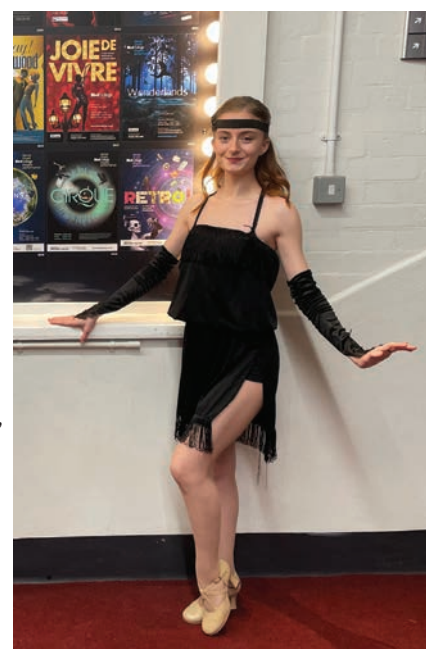
## The RGF supports performing artist, Eloise

Dance and musical theatre student, Eloise, approached the RGF in August 2020 to help fund her fees to attend Bird College – Conservatoire for Dance and Musical Theatre in Kent. As you can imagine, the last couple of years have been tough for Eloise, but she improvised and found ways to continue through the pandemic.

Eloise told us: "I started at Bird College studying Professional Musical Theatre in September 2020. The first year was very strange for everyone and throughout the year I danced, acted, sang (and tapped!) at home in my front room, in my college kitchen via Zoom and partly in the studios, but I am pleased that I passed all my year 1 assessments. Year 2 has been a lot better working on two projects, 'Promises Promises' and 'The Roaring 20s,' where I was lucky enough to work with directors and choreographers to create 25 minute musical numbers. Later in 2022 I will be working on another showcase, 'Money Money



Money.' With my third year just around the corner, I am thoroughly enjoying my time studying musical theatre, and I am very grateful to the Rob George Foundation for their ongoing support and help towards paying my fees."



# Objectives

Under the terms of the Trust Deed dated 16th January 2014, the objectives of the Charity are:

**Aim 1** To provide practical and/or financial support to young people with life threatening or terminal illnesses ("Objective 1").

**Aim 2** To provide financial support to young people who demonstrate exceptional commitment and/or ability in the worlds of sport or the performing arts but may be held back by their financial situation from pursuing their goals ("Objective 2").

## RGF grantee, Destiny, preparing for better times ahead!

Destiny has been in touch to tell us what it's like for a sprinter trying to compete and make progress in these very challenging times for up-and-coming athletes.

"For nearly two years, everything has been very strange and difficult for most people. In my case, trying to develop as a sprinter, tracks and gyms were shut across the country, meaning all athletes were expected to train just about anywhere they could find. For me this meant grass pitches, local hills, paths, and various home workouts. There has been so much uncertainty due to little real understanding as to when competition would return, and whether, or not, there would be any championships happening in 2021 at all! I had to continue to press forward with the hope that I could make something of the season despite being unable to train on a track for a total span of around eight months. With the support of the RGF providing me with a grant to fund training costs, gym sessions and training equipment, I can now better prepare myself for the exciting season ahead with all the tools I need to perform to the best of my ability. Being able to fund my full-time training endeavours with the help of the RGF makes life much easier as I can concentrate fully on my training. This upcoming season is set to be exciting and prosperous for sure! I can't thank the RGF enough for their support!"



## The RGF grant making principles:

In awarding grants, the Trustees apply the following principles:

- Applications from any geographical area within the UK (but not overseas) are eligible for consideration.
- Applications must be made by individuals, not organisations.
- Applications from previous recipients of grants or from previously unsuccessful applicants are considered by the Trustees on their own merits. Although the Trustees have regard to the outcome of the previous application, any new application does not in any way receive preferential or adverse consideration. In the case of a second or subsequent application under Objective 2, the Trustees expect to see evidence of active fundraising and/or other support for the Charity since the previous award was made.
- Both successful and unsuccessful applicants will typically not be considered for second and subsequent applications within twelve months of their most recent grant application decision.
- Applicants under Objective 1 are normally between five and twenty-eight years of age and applicants under Objective 2 are normally between eleven and twenty-five years of age. In exceptional cases, the Trustees may consider applications from persons outside these parameters.
- The Charity does not, save in exceptional circumstances, make individual awards for sums in excess of £1,000.
- Grants for IT devices (e.g. laptops, phones, iPads, tablets, etc) will typically be limited to a fixed award not exceeding £400 towards the cost of the device.
- In the case of applications under Objective 2, applicants must be amateurs, not professionals, and the total number of grants and the total sum awarded in any one sport or performing art in any consecutive period of twelve months will not normally exceed three, or £3,000 respectively.
- The Charity will willingly work in partnership with other organisations to fund initiatives beyond the financial scope of a single organisation.
- The Trustees will not normally approve the use of the Charity's funds for medical research, postgraduate study, or purposes for which the Government has a statutory responsibility to provide.



# A message from our patrons

## Another challenging year!

"Fundraising certainly didn't get any easier over the last year, but as always, I've been impressed that the RGF managed to continue organising and promoting fundraising events, enabling the Foundation to make a considerable number of grants to provide financial and practical support to young people across the UK.



"It's very clear to me that the RGF is wonderfully supported by a number of dedicated and committed supporters, who have shown so much loyalty since the Foundation was launched and ensured that their objectives can be met, month in, month out. It's a privilege to be one of their patrons and I thank you all for your support and wish the RGF a highly successful 2022/2023."

*Graham Gooch* OBE DL

## The RGF just keeps on giving

"Here we are celebrating another fantastic year at the RGF. Undeterred by the continued presence of COVID 19 the RGF continued to operate at full capacity, raising funds, still meeting every month to award grants, still focused on supporting young people across the UK. I'm so proud to be one of their patrons and I wish everyone connected to the RGF continued strength and support for the next year and beyond!"



*Michael J Fitch*

## It's great to see Rob's legacy still making a difference to so many young people across the UK

"My motivation for supporting the RGF is that I believe passionately that every young person should have the opportunity to explore and develop their talents in the world of sport and the performing arts, and that they should not be held back through lack of funding, thus thwarting their potential. Once again, over the last year the RGF has supported so many young people across the UK ensuring that Rob's legacy lives on!"



*Tammy Beaumont*

## Cameron selected for Birmingham 2022



Triathlete, Cameron, applied for a grant from the RGF in October 2021 to enable him to purchase vital training equipment including a new bike helmet, and to fund the ongoing use of key training facilities, club membership, and general bike maintenance. We supported Cameron's impressive application. It was clear he was incredibly determined to qualify for the Commonwealth Games in Birmingham.

Roll on a few months and we received this amazing message from his mum, Tammy.

"Just to let you know we got the exciting news yesterday that Cameron has been selected for Team Scotland Triathlon squad for Birmingham 2022.

"We are so proud of him achieving this honour, he is so committed and works so hard."

We are delighted that Cameron will be competing for Scotland, and we wish him every success.



# Adios Sam, but not goodbye!

It's been a privilege to work alongside Sam as a fellow Trustee of the RGF and it was very important to my fellow Trustees (especially mum and dad – Lorraine and Pip) and me that Sam had the opportunity to 'sign-off' in style.

Looking back – whether it's his inspirational performance of Broken (Sam's own composition) at the RGF launch back in 2014, or the impromptu (but totally anticipated) closing speeches at each and every RGF Anniversary Ball at the Hurlingham Club, or his peerless technical knowledge to keep all RGF technical processes in the 21st century, Sam's contribution to the RGF has been colossal and although he's retired as a Trustee his spirit is still very much here in everything we do, and the decisions we make. In so many ways he will always be centre stage (with Rob, of course!) and that's just what Rob would have wanted - I'll hand over to Sam to tell us a little of the joys and heartache of the past few years. Thank you Sam. You will be missed.

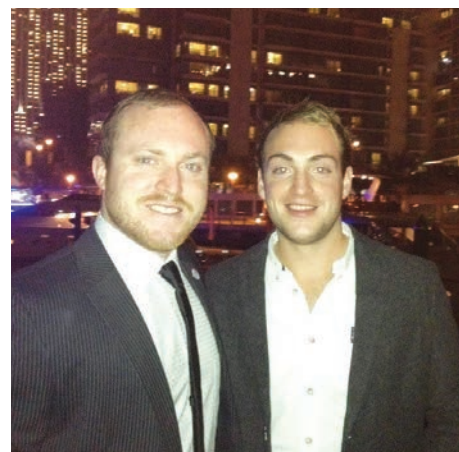
*David Cant* Trustee

## 'Sadness and relief in equal measure'

I am no longer a Trustee of The Rob George Foundation. This statement brings me both sadness and relief in equal measure. As I said to the Trustees when I announced I was to depart, being part of the RGF family has been one of the most inspiring, heart-breaking, cathartic, and humbling experiences of my life and one that I will cherish forever. I shall endeavour to justify these sweeping statements as best I can in the following lines.

Fortunately, stepping down as a Trustee was not a decision I had to make but one that was made for me. I knew that I did not want to be a Trustee forever, but I knew it would be difficult to identify the correct time to step down of my own accord. Being so emotionally involved in something can make it impossible to make rational decisions – love and passion can often overrule reason and judgement. However, my wife, Estrella, and I had decided it was the right time to move to Spain due to the imminent expansion of our family. It did not seem sensible to continue as a Trustee whilst living abroad; the timing was right to step down.

Mum and dad may remember the origins of The RGF slightly differently than I do, but I can assure you the whole thing was my idea! I realised that having spent months and months at Rob's bedside, when he died there would be an enormous Rob-shaped void that would need filling. With... something. When you have a hole shaped like a person, the best thing to fill it is something that looks as similar to the person as possible. I tested the water with Rob first before broaching the topic with mum and dad, to see if us starting a charity in his name would be something with which he was comfortable. Having obtained the green light, I pitched it to mum and dad, and they ran with it. They did not need much persuading to find the light in the dark, the ember in the ashes. The idea was simple enough. The people we



Sam and Rob

helped had to be people that Rob would have wanted to help: people in genuine need with no other help available and people who needed someone to believe in them. He had no interest in doubling up on what someone else was already doing. He wanted the RGF to satisfy a specific niche. He was also clear that how we raised money to help those people had to be done in such a fashion that he would have wanted to participate.

As you will probably already know, what mum and dad have done with the RGF since then is spectacular. They found the one glistening ember in the ashes; they nurtured it, loved it like their own, and helped it develop into a giant Rob-shaped star to fill the void he left. This on its own is spectacular. There are plenty of other charities founded off the back of family losses, and they all do good in their own ways. But my highly biased opinion is that there is something pretty special about the RGF. It is easy to cite that special something as my parents, and that is probably true, but it can be expressed in more objective ways.

1. The RGF has next to no running costs. Nobody is creaming a salary off the top. No giant marketing bills. No premises expense. No travel cost to TedX here or CancerCon there. With my hand on my heart, I can promise you that you will not find another charity with running costs proportionately any lower than the RGF. Every second contributed by its Trustees is done so for nothing. And a lot more besides comes out of the pockets of its board. This is special because it means all monetary contributions go precisely where they are meant to: to the young people who need them. If you do not believe me, make a side-by-side comparison of our accounts versus another charity. You will be shocked. And if you cannot get hold of another charity's accounts easily, it's not too tricky to figure out why.





From left to right: Sam, Lorraine and Rob

2. The RGF's mantra of helping young people 'one individual at a time', is special. Every application received (which is almost a daily occurrence) is painstakingly pored over by its Trustees – all of them. The board considers each applicant's case, assesses the situation and level of need and urgency, and contributes their thoughts in the monthly grant-making meeting. Mum and dad carefully selected the balance and range of individuals on the board to ensure that although each Trustee had a personal connection to Rob, they would complement each other in their expertise to ensure the fairest, most transparent grant-making process was accessible to all. Did I mention they do all this for nothing?

3. In my opening paragraph I referred to the RGF family. This is the third thing that I believe makes the RGF special. The Trustees see it as their personal responsibility to spend the RGF's money with the utmost care. Nothing is given away frivolously. And its grantees understand that. They know that the support they receive is a personal care package from the RGF. They understand that the grant is sent with love and with the hope that it will help to provide the support that a young person requires to carry on, whether they fall under Aim 1 or Aim 2. This is why you see so many of its grantees keeping in touch with the Charity and updating them and the Charity's patrons on their progress. They understand that, by being awarded a grant from the RGF, they have become a member of a unique family unit that cares.

Allow me to refer to those sweeping statements I made in my opening. The RGF is the most wonderful thing I have been part of that I wish I had never done. To help so many young people is incredibly rewarding. Yet, I wish I had never had to support any of them. Every Trustees' meeting, every grant application I reviewed, every social media post I scheduled, or hour spent re-writing an application form was time spent in pain. All that time spent was time reflecting on the death of my brother, my best friend, and no amount of good done by the work we were doing would ever heal that grief. Even now, reflecting upon my time as a Trustee almost a year after stepping down, I wish I had never had to do

any of it. I wish I had spent all that time with Rob. Yes, being a Trustee for the RGF was inspiring and humbling, but it also broke my heart daily. It was cathartic in ways: it continually forced me to confront Rob's death rather than further burying it. But in the same breath, perhaps it increased my intolerance too. Seeing so many young people fighting for their lives or fighting for what they are passionate about on a daily basis inevitably made me less tolerant of those around me who lacked drive or motivation.

It is important to reflect on life's experiences. It is only by evaluating one's successes and failures that one can learn from them. So, what has the RGF taught me? Life is a journey. It goes from A to B. A is a clearly defined point, but B is undefinable. B could be tomorrow or in 50 years. And whilst we try our best to control the route between A and B, the truth is we can never fully control its course. There will always be diversions, undulations and obstacles that challenge us. For Rob, his point B came a lot sooner than anyone expected. But I am confident in saying he set a great example of how to live every moment to its fullest throughout the journey he had. This is what the RGF has taught me. Everybody has a point B somewhere in their future. The RGF is a beacon for people doing their best to make the most of their journey. And this is what I have taken away with me. Every day I try to make my journey to point B a little better, a little more enjoyable. Because, like Rob, we simply never know how many more days we have.

*from Sam*





# Activities

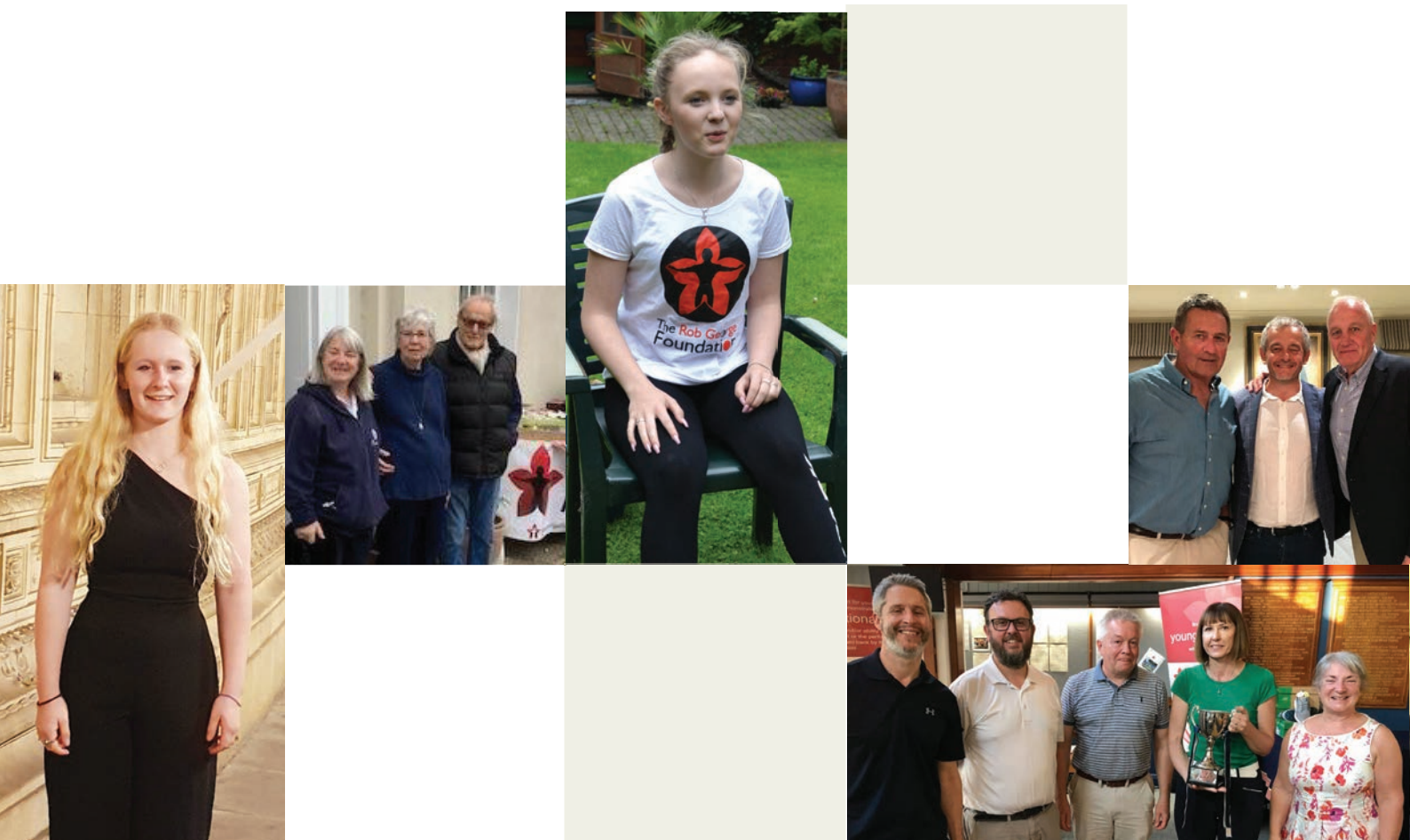
To mark the country's official release from lockdown, Rob's Big Walk, which had first taken place in 2019 but which could not be held in 2020, was rescheduled on the summer solstice weekend. The event, in which companies and other organisations are invited to enter teams to walk 81 miles along the Essex Way from Epping to Harwich, was very well supported and raised in excess of £12,000.

The annual Golf Day at Colchester Golf Club – another casualty in 2020 – again took place, but in September rather than the traditional May date. Jenny McEvoy organised the event superbly, and a sum in excess of £4,000 was raised.

Another regular feature of the Charity's calendar has been the exclusive dinner hosted by the Charity's patron, Graham Gooch and his friend and fellow England cricket captain, John Emburey. The event was held in September, and the guests were treated to a wonderful evening of stories and anecdotes supplied by Graham and John, whilst enjoying the delightful cuisine from Milsoms.

New and innovative ways of raising money continued to be the order of the day. For instance, Jennie Skingsley, one of the Charity's most loyal supporters, marked her 40th birthday by holding a virtual quiz night for her family and friends, whilst Liz Webber took up Captain Tom Moore's 100 Challenge by baking and selling 100 buns to raise £100. Another of our very loyal supporters, Victoria Fenner, took part in the Virtual London Marathon and was joined by Cassandra Surfield and Naomi Palmer-Tichener; between them they raised in excess of £2,000. Hazel Reid ran five kilometres a day for May and David and Virginia Druitt revived the Curry for Rob initiative and found this to be an excellent way of entertaining friends whilst supporting the Charity. And Tim and Christiana Sherwen organised the Charity's first ever table-top sale to dispose of items no longer needed because of a house move and raised an astonishing four-figure sum.

John Davey and the other members of the North Countrymen's Club in Colchester have been loyal supporters of the Charity from the very beginning. They reached a significant milestone during the year when their total fund-raising exceeded £6,000.



Amongst the Charity's other very loyal supporters are Nigel Hughes and Elizabeth Hornung, who once again organised a most enjoyable and financially successful Santa's Cycle from their home in Fingringhoe, and the Brooks family, with Hannah once again producing a most attractive calendar and donating the proceeds of sale to three charities including the RGF, whilst her mother, Louise, again donated monies from the sale of her beautiful stained glass.

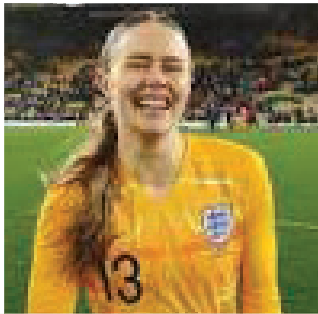
During the year, Charity Trustees Pip and Lorraine George moved to Wivenhoe having acquired the Sentinel Gallery there. All proceeds arising from the Gallery are being donated to the Charity, and this is providing a new and regular source of income. Further details of this initiative can be found elsewhere in this Annual Review.

Colchester 367 Round Table once again chose the Charity to be one of the beneficiaries of its Christmas Santa's Sleigh collections, and a number of supporters were pleased to join the Round Table team as they walked the streets of St Michael's Estate in Colchester.

Funds continue to be raised by the Charity's membership of makeasmilelottery, run by St Helena Hospice. This is a very easy way to help the Charity, and supporters are strongly encouraged to sign up. Other welcome sources of funds come via Facebook when supporters invite donations to mark their birthdays and other significant occasions, and from initiatives such as Give as You Live, Easyfundraising and Amazon Smile, which enable significant donations to be raised by supporters as they shop on line, at no additional cost to themselves.

The Charity continues to encourage its Aim 2 grantees and their families to support our own fundraising efforts, either themselves or through their families, clubs, schools or universities. Aimee Carrington and her family showed particular commitment by enduring a second ice-bucket challenge on the Charity's behalf.

The Trustees always take great pride and pleasure in learning of the success of grantees and former grantees. They were therefore thrilled to learn that Brioni Crowe, a flautist and Aim 2 grantee, performed live at the Royal Albert Hall with the National Youth Orchestra of Great Britain during the BBC Proms season. In addition, Hannah Hampton, a professional footballer who plays as goalkeeper for FA Women's Super League club Aston Villa, and a former grantee of the Charity, continues to be a regular member of the England squad.



# Summary of financial activities

## Principal funding sources

Total income for the year to 31st March 2022 amounted to £66,731, up from £38,719 in the previous year. Although fundraising activities were able to resume to a limited extent, we remain grateful to our many supporters who contributed the majority of these funds (£35,662) directly by way of individual donations.

The charity paid a total amount of £67,291 to grantees, down from £82,309. The decision to reduce the maximum grant available was a contributory factor in this reduction. Administrative costs, including administration and website support, insurance and printing/postage etc., reduced slightly to £5,610, from £6,491.

## Investment performance

Investments held by the Charity increased in value during the year by £23,287. The market value of these investments at 31st March 2022 was £210,752 and represents an increase in value of £110,752 on the original investment of £100,000. No investments were sold during the year. At 31st March 2022, the Charity also held cash deposits with banks totalling £67,124, although income generated by cash balances continues to be negatively impacted by the low interest rate environment.

## Internal and external factors

There are no internal factors currently affecting the Charity. Market uncertainty arising from the situation in Ukraine and global inflationary pressures may however impact the value of investments held, whilst rising inflation in the UK and its effect on disposable household income may also negatively affect income, whether through direct donations or fundraising activities.

## Investment and reserves policy

The Charity has not undertaken any long-term funding commitments and has not considered the creation of a permanent endowment. A formal reserves policy is not currently considered necessary.

## Principal funding sources

The Charity's funds are derived from fundraising activities, donations and investment income. It receives no grants from national or local government, nor from health or other public bodies.

## Structure, governance and management

### Governing instrument

The Rob George Foundation was established by a Trust Deed dated 16th January 2014.

## Recruitment and appointment of new directors

The power of appointing new Trustees is vested by the Trust Deed in the current Trustees. Every Trustee must be appointed for a term of three years by a resolution of the Trustees passed at a special meeting called under clause 15 of the Deed and may be re-appointed. In selecting individuals for appointment as Trustees, the Trustees must have regard to the skills, knowledge and experience needed for the effective administration of the Charity.

## Induction and training of new directors

The Trustees share responsibility for the induction and training of new Trustees (who will be provided with copies of the Charity's Trust Deed and latest accounts). They will also be asked to read and familiarise themselves with the Charity Commission's guidance note CC3 – The Essential Trustee.

## Organisational structure

The Trustees manage the Charity generally and meet monthly to take jointly all decisions necessary to review the Charity's activities, the achievement of its objectives and the making of all grants. Some Trustees attend meetings by means of video-conferencing facilities.

## Wider network

The Charity is not part of a wider network.

## Public benefit statement

The Trustees are aware that the Charities Act 2011 requires charities to demonstrate that their work is of direct benefit to the public. They pay due regard to the Charity Commission's guidance on public benefit in deciding which grants the Charity should make, focusing particularly on the prevention or relief of poverty, and the promotion of the advancement of health, amateur sport and the arts. In addition, they consider that the Charity itself gives added public benefit by its rapid and flexible responses to applications from potential grantees.

## Related parties

The Trustees will willingly work in partnership with other organisations to fund initiatives beyond the financial scope of a single organisation, but will not normally approve the use of the Charity's funds for medical research, postgraduate study or purposes for which the Government has a statutory responsibility to provide. Applications introduced by other charities such as Macmillan Cancer Support, Young Lives Versus Cancer (Formerly CLIC Sargent), Teenage Cancer Trust and Essex Community Foundation continue to be welcomed.



## Risk management

The Trustees have a duty to identify and to review the risks to which the Charity is exposed and to ensure appropriate controls are in place to provide reasonable assurance against fraud and error. Where a risk is identified, it is reported on and discussed at subsequent meetings. The Trustees have reviewed the risks to which the Charity is exposed and consider that they have established robust systems and procedures to mitigate those risks.

## Patrons

The Charity's three patrons, the former Essex and England cricketer Graham Gooch OBE, magician and entertainer Michael J Fitch, and England cricketer Tammy Beaumont MBE continue to be great supporters and ambassadors.

## Trustees

The following Trustees held office during the year:

David Cant	Philip George ( <i>Chairman</i> )
Beverly Davies	Sam George
Glen Dobbs	Andrew Kennedy
Lorraine George	John O'Connor ( <i>Treasurer</i> )

## Independent examiner's report

I report to the Trustees on my examination of the accounts of the Rob George Foundation ("the Trust") for the year ended 31st March 2022.

As the Charity Trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which give me cause to believe that, in any material respect:

- Accounting records were not kept in accordance with section 130 of the Act; or
- The accounts do not accord with the accounting records.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

28th July 2022, Andrew Rutherford ACCA

1 The Courtyard, Balls Farm, Tye Road, Elmstead Market, Colchester CO7 7BB

Income	2022	2021
Donations	£35,662	£34,032
Fundraising events	£28,703	£2,902
Merchandise sales	£1,744	£584
Credit interest	£622	£1,201
<b>Income total</b>	<b>£66,731</b>	<b>£38,719</b>
Expenses	2022	2021
Awards	£67,291	£82,309
Fundraising event costs	£4,207	£84
Printing/postage	£889	£140
Merchandise costs	£1,831	£540
Admin & website	£4,380	£4,651
Sundry	£341	£1,700
<b>Expenses total</b>	<b>£78,939</b>	<b>£89,423</b>
<b>Excess (shortfall) for the year</b>	<b>(£12,208)</b>	<b>(£50,704)</b>
Gain (loss) on investments for the year	£23,287	£36,799
<b>Net movement in funds</b>	<b>£11,079</b>	<b>(£13,905)</b>
Funds brought forward at 1st April	£266,797	£280,702
<b>Funds carried forward at 31st March</b>	<b>£277,876</b>	<b>£266,797</b>

## Balance sheet as at 31st March

Current assets	2022	2021
Cash deposits	£67,124	£79,332
Investments	£210,752	£187,465
<b>Total</b>	<b>£277,876</b>	<b>£266,797</b>

# Making a difference...

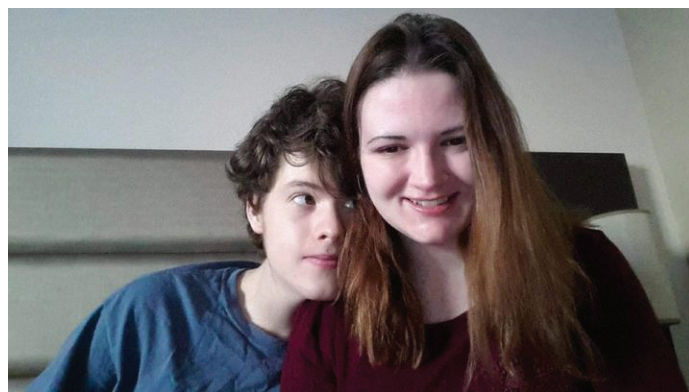
...one individual at a time

## ★ While My Guitar Gently Weeps

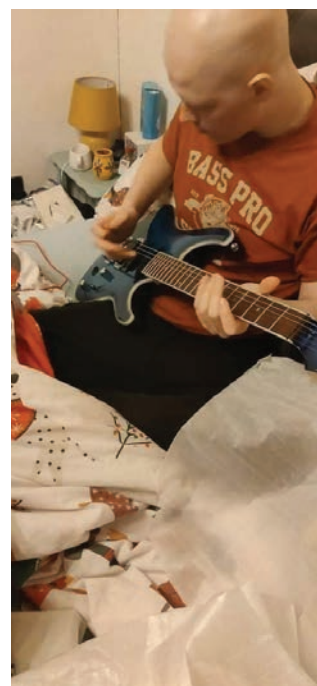


"My husband, Chris, loved to play guitar and take part in MMA (mixed martial arts), and was set to start training in the British Army as a vehicle recovery mechanic. But in late 2019 he started to feel unwell - a cough, night sweats, fatigue, chest and back pain - and after a trip to A&E, a chest x-ray revealed a tumour on his chest. Following a biopsy, he was diagnosed with T-cell lymphoblastic lymphoma. He responded well to his treatment and

went into remission quickly. By summer 2021 he started looking for a job and he'd started working out again, but then in late summer he started to cough again and get night sweats and felt a pain in his chest again. An x-ray taken in August 2021 confirmed our suspicions: sadly, his cancer had returned. Again, he responded well to treatment and the tumour shrunk quickly. However, by late November 2021 the tumour stopped responding to chemotherapy. Chris' doctor hoped that a large dose of radiation could put him into remission in time to get a stem cell transplant; but his cancer grew very quickly and aggressively and in December 2021 he was put into palliative care and given roughly two weeks to live. He made it to three weeks and died on Christmas Day at the age of 22. He was an energetic, funny and kind person whose loss has left a huge hole in my life and the lives of his family and friends.



"Chris wasn't able to work out much during his treatment and recovery, and MMA was just impossible, but one thing he was usually able to do was play guitar. The grant provided by the Rob George Foundation enabled Chris to purchase a beautiful blue Ibanez bass, which was something that brought him comfort in the final weeks of his life. He had been talking about getting a new bass guitar for months but was always worried about money. The Rob George Foundation really did help him immensely by gifting him his Ibanez bass and I am forever grateful to them."





# Making a difference...

## ...one individual at a time

### ★ RGF supports photographer, Austin

Keen photographer, Austin, approached us back in June when he applied for a grant to purchase a lens for his camera. As you will see, Austin enjoys photography, and this has been particularly so during his illness as it took his mind off his treatment.

Austin has been in touch to thank the RGF and share some of his stunning photography. He told us: "I am Austin, a 22-year-old software engineering student, who loves nature and photography.

"I completed my first degree and progressed to a Masters, but this was interrupted during the second term by a diagnosis of testicular cancer. Since then, my life has been on hold, including my studies and hobbies.

"I have now had surgery, chemotherapy and radiotherapy. I am currently waiting for blood tests and a CT scan to confirm I am all clear, once the treatment has had its full impact. Then, I can return to complete my studies!

"This ordeal has had a huge impact on my mental health, especially as I suffer from anxiety. I heard about the RGF when my Young Lives Vs Cancer Social Worker discussed with me the possibility that they could aid financially with something to help



me get through my situation.

"Given my love of photography and nature, I chose a camera lens. When I am outside among nature, especially with a camera, I forget about my current problems and feel more like myself. It has been amazingly helpful to my mental health, and I am making very good use of it.

"The RGF has facilitated a hobby

that, among other things, has got me through a difficult part of my life. Thank you so much to the Rob George Foundation. I am so grateful for the support, and glad that it is available to other people like me."



### ★ Success for RGF grantee, Imola

Swimmer, Imola, is having a very successful 2022.

In February this year she competed at the Swim England Hertfordshire Championship where she finished second overall in the 16-year-old age group.

More recently, Imola competed at the Swim England East Region Championship in Norwich. She qualified in four events and achieved two personal best times and also qualified to swim in the final of



the 200 metres breaststroke.

Imola also swam for the 4x 200 freestyle relay team in the age group 15 and over where her team finished fourth in the region.

Imola said: "I am doing my GCSEs at the moment and thanks to the Rob George Foundation I can continue swimming and can travel to my first International Competition in Zagreb. I am so excited about this and cannot thank the RGF enough for their amazing support."



# Making a difference ...

...one individual at a time

## Ben's story.

 **It's not just a Nintendo – it's a 'life-saver'**

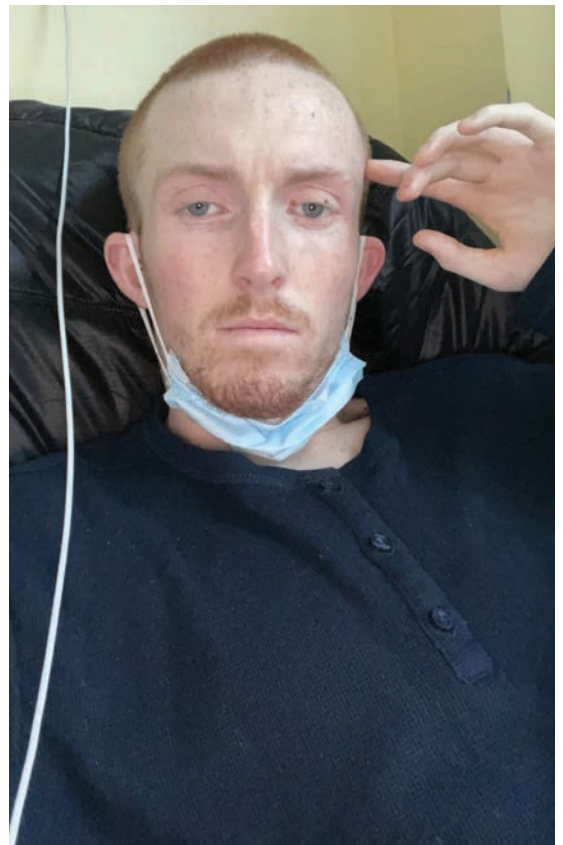
In 2020 Ben, then aged 22, was diagnosed with tonsillitis. Following two months of struggling to eat and breathe, often having to miss work, Ben's nagging doubt that it was something more sinister was sadly realised. On 26th December 2020, feeling desperately ill, Ben was rushed to the Great Western Hospital in Swindon and a few days later, following various tests including one on his bone marrow, he was diagnosed with acute lymphoblastic leukaemia. Ben and his partner, Mark, were stunned by this diagnosis and naturally Ben felt his world had been shattered. With Ben living in Swindon, but his mum and family living in Wales, together with extra complications presented by COVID, his only contact with the outside world was via Facetime and this lack of physical contact just added to the pain and anguish.

Ben was transferred to Oxford University Hospital to commence his chemotherapy treatment and throughout 2021/22 has been making good progress, massively aided by the support of the hospital, Mark, his mum, and the wider family. Ben has even managed to raise money for Young Lives Vs Cancer (formerly Clic Sargent).

Latterly, Ben has been receiving maintenance chemotherapy at Cardiff Hospital and is living back home in Swansea. In November 2021 he approached the RGF for a Nintendo




Switch console and game. RGF Trustee, David Cant, contacted Ben and asked him how the RGF was making a difference. Ben said: "I am eternally grateful to the RGF and the other charities that have helped through this traumatic phase of my life. To most people a Nintendo is just a game. To me, it enabled an escape from my dreadful reality. The process of receiving chemotherapy can be mind-numbingly long and dull; playing Nintendo makes the time go much faster and keeps me focused and when I am in the zone (notably I once played the Lego game for 14 hours) nothing else matters. Sometimes that is all you need to get you through!"



# The Rob George Foundation

Rob's legacy in numbers. Eight years and counting!

The Trustees are proud to share these key cumulative numbers that evidence the success achieved since 2014 when the Foundation was launched. The figures clearly demonstrate just what a huge difference the Foundation has made to young people across the UK. Based in North Essex, our loyal and eternally generous followers have supported countless crazy (as well as some more normal) fundraising initiatives, and as a result the scale of the Foundation's influence and reach has become simply staggering.



Total income to date (incl. unrealised gains)	£1.28m
Total number of grants awarded	1,154
Total amount of grants paid	£692k
Average grant paid	£600

1,777 TOTAL APPLICATIONS RECEIVED

472 TOTAL APPLICATIONS DECLINED

98 TOTAL APPLICATIONS WITHDRAWN/ NOT PROGRESSED

53 APPLICATIONS PENDING (AS AT 31 MARCH 2022)



Sometimes a word (or two) is worth a thousand pictures and here are three quotes that personify the RGF:

**Luke:** "The Foundation was incredibly easy to navigate and I could communicate with the appropriate people to help me achieve my goal. **The donation itself gave me significant purpose in life at a time when my main purpose was to survive. Something I'm certain I wouldn't have had without the Rob George Foundation.** The Foundation was a huge blessing at a dark time for me."

**Cameron's mum:** "It's not the money, it's the gift! I just wanted to reach out, particularly to Lorraine (as one bereaved mum to another) **to let you know we are aware this is not just money but a gift of support from Rob, thank you so much for what you do in Rob's name.**"

**Kurts:** "I would like to remind you how **life changing** your grant truly was. At that time, my athletic career was entirely saved by your grant, without a doubt. **I would boil down your support to: you were there for me, when nobody else was!**"



# Fundraising

## Rob's Big Walk 2021

'We celebrated summer solstice with the second 'Rob's Big Walk'

The Essex Way is a stunningly beautiful 81-mile marked footpath through relatively gentle Essex countryside; along the way the route takes in Rob's home town, Colchester.

Rob's Walk inspires and appeals to all - from local businesses to friends, families and individuals. Teams of walkers cover the 10 stages of the Essex Way in relay fashion. Once again we were able to use the authentic RGF baton from the London Olympics, which was passed from team member to team member at each stage.

Rob's Walk 'booted off' at the unquestionably inhospitable hour of 5:00am from Epping Station, en-route to Chipping Ongar, then on to Good Easter - with each waking moment we were seeing some encouraging signs of chatter, smiles and lots of mud!

Even more smiles on reaching Good Easter as the sun came out... and then promptly went in again! Good Easter to Little Leighs passed without incident, and those contemplating multiple stages wondered why they had thought it was a good idea, with the menacing 10.1 miles Little Leighs to Cressing just around the corner (literally!).

The Little Leighs to Cressing walk saw spirits high and blisters bulging, contained by mud laden boots, trainers or assorted inadvisable walking gear, but hey, who cares, it's only skin and for the best of causes!

The final stage of the day, a mere 9.5 miles from Cressing to Great Tey, was tough, but resilience and good humour saw the walkers home. So, with day one complete, no wholesale injuries or lost reputations, day two beckoned, or beaconed would have been more appropriate as darkness descended!



At the 'magical' hour of 5:00am day two kicked off with the more manageable stage from Great Tey to West Bergholt - very well supported by legendary walkers from Ellisons, Birkett Long, Strutt & Parker and Healthcare Homes. A lovely short walk and home for breakfast for the one-stagers!



The beautiful walk rambled on from West Bergholt to Dedham (always a great spot for a photo) and from Dedham, a scenic and slightly hilly stage to Bradfield. Having completed the route from Bradfield to Ramsey the final leg of the journey along the coast to Harwich Lighthouse awaited. The finish line was in sight as, more importantly, were fish and chips!

So, reflecting at the end of another hugely successful Rob's Walk, big thanks go to the collective 120 intrepid walkers who supported the event, between them completing the Essex Way over two days, every step raising both fellow walkers' spirits, and funds for the RGF! The weather was kind to us; wet underfoot, but a drying sun prevailed and kept walkers comfortable. In any event the uplifting experience of walking through the Dedham Vale, Constable country and the Stour Estuary kept morale high and the pace steady.

Pip and Lorraine George were ever present, meeting and greeting all our walkers at every stage, handing out well deserved refreshments, and ensuring that spirits and energy levels remained high.

Pip commented "It was wonderful to get back to staging a physical live event and start fundraising again - circa £12k is a stunning amount of money and we would like to thank our supporters who have given most generously. It has been a very tough year and our heartfelt thanks go out to all the walkers, pacesetters and helpers that made this event the enormous success that it was. Thanks also to Essex Chambers of Commerce for their very welcome and generous sponsorship."





# Fundraising

## Victoria's Story

Virgin Virtual London Marathon:  
Sunday 3rd October 2021

Victoria Fenner, an Administrator in Birkett Long's Intellectual Property team, completed last year's Virgin Virtual London Marathon to fundraise for the RGF.

Victoria said: "I love walking and have a puppy so when I heard that you could walk, run or jog the Virtual London Marathon I thought 'this is for me'. I last walked this distance in 2007 when I completed The Playtex Moonwalk in London. However, this was prior to major surgery to remove my colon and create my stoma 'Gertrude'. All I had to do now was secure a place."

Victoria has supported the RGF since its launch in 2014 and she was delighted to hear that the Charity had three spaces for the Virtual London Marathon. She put her name forward to one of the Trustees, David Cant, Birkett Long's Director of Business Development and Marketing, and, shortly after, she heard back advising that she had been successful.

Having set up her Virgin Money Giving page with a target of £1,200 as it equated to approximately the value of three laptops, she drew up a training plan.

Victoria said: "My friend, Justin Hamilton-Lamont, and I were already 'walking buddies'. Signing up to the Virtual London Marathon just meant that we would be covering a much larger distance. We started off by increasing my walking pace – Justin was already a very quick walker. After that we worked on distance walking. We always set off very early in the morning, around 3am or 4am because we are both early birds and walking early is better for my stoma. Plus it meant that we could both

relax and watch television in the afternoon in the knowledge that we had walked 10 miles or more!"

On the day of the marathon it was time to put all the hard work and the training plan to the test. Justin and Victoria set off at 2.51am and completed the first 15 miles together. Victoria took a short break, during which a welcome diversion was meeting Justin's new kitten, and then set off for the next stage alone. This was important to Victoria as she wanted to reflect on why she was doing the Virtual Marathon and who she might be helping.

Her partner, Nev, then joined her for a little while before going home in order to drive to the finish line with their puppy. Not long after he left she was joined by David Cant and they completed the last five or so miles together. Victoria said: "This was the perfect end to my challenge. He kept me chatting and the last miles flew by."

On reaching the finish line, set up at Birkett Long's Colchester office in Sheepen Road, she was welcomed by friends, family and her puppy. Victoria said: "I was so very pleased to see them and it was the perfect finish line."

Victoria was very happy that she had broken her anticipated time of 9 hours with a time of 7 hours 46 minutes and 53 seconds.

Victoria raised £1,406.70 including Gift Aid, exceeding her original target.

She would like to thank everyone who supported her with this challenge and said: "I could not have done it without that support and I will be forever grateful."



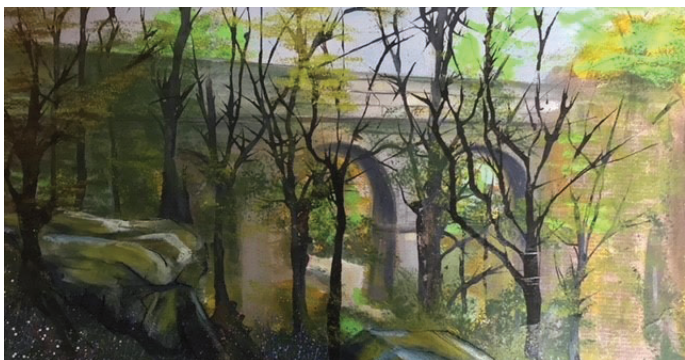


# The Sentinel Gallery

I'm certain many families have their COVID stories. Pip and I - along with everyone else - found ourselves looking, for the first time in our memories, at an empty diary. The programme of RGF fundraising events, along with our social life, had been deleted. If you set the anxiety of a world pandemic aside, it gave us an opportunity to regroup and reflect - in many ways a very good thing.

We surprised ourselves by deciding to move home. The back of an envelope was quickly populated with our wish list; Wivenhoe on the River Colne was identified as our preferred location, and the search commenced. In fact, it didn't take Pip long to find The Sentinel (maybe 10 minutes on Rightmove) and we were on our way.....

The fact that our new home, The Sentinel, came part and parcel with The Sentinel Gallery, was a real gift. Many of the previous events on the RGF's rolling programme have been substituted by the on-going exhibitions at the RGF's very own gallery. Fundraising either comes from the rent paid by visiting artists and their exhibitions, or from a percentage of sales when we put our own exhibitions together. It's all good fun and far removed from all those miles spent on our bicycles in the early days



of the RGF. Mind you, we wouldn't have missed a single mile!

The Sentinel Gallery has a website - [www.thesentinelgallery.co.uk](http://www.thesentinelgallery.co.uk) - where you can find details of all the exhibitions - both upcoming and past.

If you are ever looking for a great day out, please do consider visiting Wivenhoe. It's on the mainline train from London. We have beautiful river walks, great pubs and restaurants, and of course a fabulous art gallery!

*Lorraine (and Pip)*





# Future events for your diary

and other fundraising initiatives



## RGF ANNUAL SIX-A-SIDE CRICKET DAY APRIL 2023

DATE TO BE CONFIRMED

Why not enter a team and enjoy a fabulous day of cricket at Castle Park, Colchester, home of Colchester & East Essex Cricket Club (Rob's Club!) • BBQ, fully licensed bar



Currently at the planning stage, but provisionally booked for the Summer Solstice weekend (24/25 June 2023)

A sponsored walk for teams and/or individuals with the walk split into 10 stages, each approx. 8 miles in distance. The Essex Way runs for 81 miles from Epping to Harwich.



## Our Vision

To help you strengthen your local community so that together we will build a better society.



If you're thinking of running a fundraising campaign for the RGF, please use InvestMyCommunity.

InvestMyCommunity is the UK's only dedicated fundraising platform for local community fundraising.

Simply visit - <https://app.investmycommunity.com/fundraise/the-rob-george-foundation-2745> where you will be able to create, manage and promote your own fundraising pages for the RGF. The platform will give you an opportunity to achieve great results for your fundraising campaign. You can use the dedicated pages you create for a team or individual campaign (click on 'Start Fundraising').

Or you can make a one-off donation by visiting - <https://app.investmycommunity.com/donation/the-rob-george-foundation-2745>

**WIN**  
up to  
**£25,000**

Make a smile lottery is a fun, easy & affordable way to support **The Rob George Foundation**. Every week there are 127 guaranteed prizes up for grabs, ranging from £10 to £1,000 and a rollover jackpot of £500, which if not won, rolls over each week to a maximum of £25,000!

**£1 makes a huge difference**

It is now even easier to support us by purchasing **single tickets** online for each make a smile lottery weekly draw. Whether you play regularly & want to boost your chances of winning as the rollover gets higher, or just want to try your luck one week, **single tickets** are an easy way to play.

Simply pay for plays you would like in the next draw. Each ticket costs just **£1!**

Keep your fingers crossed!  
[www.makeasmilelottery.org.uk](http://www.makeasmilelottery.org.uk)

Help us reach **100** players!

Scan me to support

Sign up today and help us reach 100 lottery players in support of RGF so we can continue to support young people with life threatening and terminal illness, through financial and practical difficulties. For just £1 per week, that's cheaper than your daily latte!

You must be 18 or over to play make a smile lottery. Please play responsibly. Responsible gambling support: [www.begambleaware.org](http://www.begambleaware.org). make a smile lottery is wholly owned by 5 independent, charity trading and other children's charities: The Rob George Foundation, The Rob George Foundation, The Rob George Foundation, The Rob George Foundation, The Rob George Foundation. Registered in England and Wales Number 0151415. Registered Charity Number 200916. Registered Office: The Rob George Foundation, 100, Colchester Road, Colchester, Essex, CO1 1JY. make a smile lottery office: 4 The Abbey, Phoenix Square, Highgate Road, Colchester, CO1 1JY. make a smile lottery Privacy Policy and Terms & Conditions can be viewed on our website.

Keep up to date with all of the RGF fundraising events and initiatives mentioned above and others that will appear in due course by visiting our website [www.therobgeorgefoundation.co.uk](http://www.therobgeorgefoundation.co.uk) and contact us for further information.

Follow us on [www.facebook.com/therobgeorgefoundation](https://www.facebook.com/therobgeorgefoundation), or twitter [@RGFcharity](https://twitter.com/RGFcharity)



## Governance

The management and oversight of the Charity's affairs are under the direct supervision of the Trustees, one of whom is a partner in, and another is a consultant to, the firm Birkett Long, solicitors to the Charity. None of the Trustees receive remuneration or other benefit from their work with the Charity, and in the current year there are no related party transactions to be reported.

The Trustees regularly examine the major risks that the Charity is likely to face, and believe that they have in place robust systems to mitigate them. They also have regard to, and regularly review, the Charity Commission's Internal Financial Controls for Charities Checklist.

## Advisers

### Bankers:

Handelsbanken  
Greenwood House, 91-99 New London Road,  
Chelmsford, Essex CM2 0PP

### Solicitors:

Birkett Long LLP  
1 Amphora Place, Sheepen Road,  
Colchester, Essex CO3 3WG

### Independent examiner:

BAS Accountants  
No 1 The Courtyard, Balls Farm, Tye Road,  
Elmstead Market, Colchester, Essex CO7 7BB

**The Trustees of the RGF would like to thank the following businesses for their kind and generous support during the eighth year of the Charity's operation:**



The RGF would like to express their sincere gratitude to the businesses featured below, all of whom have made donations to offset the cost of this RGF Annual Review, thereby ensuring that our funds are maximised towards helping young people across the UK.

Also, huge thanks to Sam, Peter and Amanda and all their colleagues at Smith & Watts for helping us design and print this Annual Review. Finally, thank you to all our wonderful grantees whose stories and photos they have shared with us. They are truly inspirational and motivate us all to continue "making a difference..one individual at a time".

**Working together – making a difference...one individual at a time!**