



The Spearhead Foundation.

December 2020 until December 2021.



12 Month Report

01/12/2021



The Spearhead Foundation was officially formed in 2018 as a WhatsApp group. Focused on bringing individuals together following life after service. Granted the first few years, it sat off in the background with a slowly growing group that enjoyed sending banter back and forth between themselves with the occasional questionable video appearing. As it continued to grow one thing became clear, fighting men and women need to be alongside one another, a place which is safe, full of banter, a place to purge about our time in the service, a place to seek help should it be needed, alongside the common ground of sport, coffee, anything with an engine and the need to challenge our mind and body year in year out and this was the real start for the foundation to take off.

Partnering, well piggy backing on the back of others in a term known as collaboration, we set out to get people together, tackling social isolation and mental health within the veteran community. Following the covid-19 lockdowns where The Spearhead Foundation combined with other local initiatives to feed, talk and motivated others and it became very clear from the outset that there was a huge hole in the support system for those fighting men and women in the North West. As more service members became more aware of The Spearhead Foundation it continued to grow, exploding far beyond what our shared rented office and lounge space allowed and we could ever imagine. This in turn caused a separation from our partnership, resulting in us to stand alone amongst numerous other things but that's all bye de bye.

We are all well too aware of how temperamental and challenging it can be to support a community of veterans over the last few years, with one of our founders having first hand experience after being wounded in Afghanistan, to us all working within the charity sector over several years. Having now become well established as a foundation our view, like many veterans of the modern veteran era, is that there are still many operations out there just doing tick box exercises, whether that is to access funding, access special parties, shake hands with one another, or to cover some sort of covenant/look at how cool we are angle. Whichever it may be, we knew we didn't want to be caught short for these reasons or replicate what has been done in the past. Simply, we want to create something that helps aid the source of the crisis and the war fighting era faces within the community.

They are no 'cool clubs' anymore and we found this out whilst one of the founders sat in front of a funding board. Thankfully our attitude is 'know what everyone is doing, but don't bow to the pressures to be the same as everyone else'. This view led us to paying someone to go out to every initiative in Greater]



Manchester, from breakfast clubs to charities, and test what they are doing for veterans and report back. What was reported back caused alarm bells to ring, even to the point of having to raise some serious concerns to the charity commission. Our intention was never to go out and sink or damage projects, but something had to be done. What was reported back painted a clear picture of what we had to do to become the very best veteran initiative in the region allowing us to help hundreds of those that need it and highlighted the right collaborations to make sure that any donation creates the large possible impact to help the community.

We have adopted the above and it has been very successful and has seen us receive 2022 funding from Forever Manchester, The Armed Forces Covenant and has helped us receive an impressive grant to assist veterans of the Afghanistan war following Boris Johnsons' funding announcement in August 2021 after the withdrawal of British Forces on Operation Pitting.

The activity funding for 2022 currently exceeds £70,000.00 and this will be spent directly on helping our beneficiaries get the support they need and will also provide over 200 FREE activities for veterans across the next 12 months. These activities will be additional to the clinical support, the road trips, driving experience and training days whilst being separate to the foundation grants programme. But that's enough about next year, let us share with you the past 12 months.



Our year runs from December 2020 until December 2021 and included in this report will be our accounts, our impact and finally a thank you from the team.



INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 22nd November 2021

INCOME	£
Donations	22,436
Grants	40,000
Investment profits	17,944
Trip Bookings	3,875
Merchandise Sales	804
Investment by director	18,000
TOTAL INCOME	<u>103,059</u>
EXPENDITURE	£
Rent	7,920
Wages	26,000
Welfare costs	9,000
Activity Costs	14,000
Expenses	947
Travel	2,550
Promotional Costs	1,250
Merchandising Costs	355
Stationary Costs	188
Website Costs	67
Miscellaneous Expenses	2,000
Foundation Grant Scheme	21,384
Into Reserve Fund	7,036
TOTAL EXPENDITURE	<u>92,697</u>



Following on from our accounts for the year, which will be uploaded to companies' house, we would like to share our impact which we feel is extremely impressive in 202 and we hope you agree.

Like for most people, 2020/2021 was hard work. With COVID restrictions still semi in place and the rollercoaster known as international travel, that still doesn't look set to correct itself anytime soon, cancelled a number of our plans. We were then hit with the fall of Afghanistan, the withdrawal, and all the heart wrenching images coming from The Parachute Regiment on Operation Pitting. As a modern era veteran foundation the fall of Afghanistan created one of the most challenging times we have ever faced on a personal level and on a community level. However, from the offset our message was clear: 'It's ok to feel down about it, confused and upset, if you need someone to speak too, we are here' and this was replicated and sent out by one of our founders, Craig Monaghan, who conducted over 24 interviews on national television, radio and social media which included BBC news, BBC NWT, ITV, LBC, SKY NEWS and GB NEWS using his own feelings on the situation and of those he is in contact with through the foundation.

It was a terribly sad time and we saw a huge increase in service requirements and opportunity to help in the withdrawal. With many veterans needing our support and many afghan nationals, who helped the war effort, being brought to the UK we combined the two. In a bid to help we stepped up and, with the help of Forces News and BFBS, we were able to provide clothing and comfort to 138 families. This amounted to around 500 people who were lifted as part of Operation Pitting and moved to the Greater Manchester region. Our veterans helped settle them within the Salford area and continue to remain in contact with many of those who moved here, including helping a handful who held British passports into employment. It was incredible to witness, men and women who'd served in Afghanistan, helping men and women who helped us out there, settle into their new country and new city here in the North West.





During 2021 we planned several events, the main one being the 'Race to Chernobyl'. This was to involve setting off from Manchester in the early hours, completing over 1,700 miles in 48 hours to reach Chernobyl and following a tour of the area getting back in the cars and heading back to Manchester in the following 48 hours. It was set to be a huge fundraiser for 'The Spearhead Foundation' which would have been solely used to help fund our new HQ but unfortunately due to COVID-19 this has been put back until April. But the silver lining is that we will be able to offer additional spaces and raise our aim will be to raise funds for additional 2022 projects.

Despite COVID-19 stalling some of our plans, it didn't stop our plans for expansion. Taking on new team members to assist Craig, Jase and Alex we brought in some fantastic additions with the main view to be able to increase our levels of engagement, establish new hubs and continued management of our grant scheme. Mike, a US Army veteran who served in Iraq and Afghanistan joined us in August. This was followed by Colin and Shaun, both Northern Ireland veterans with Colin having also toured Iraq and Afghanistan. The new trio settled in well from the get-go and are working hard to help get the foundation ready for all our plans in 2022 with an aim that our new HQ and hubs will help us reach over 200 more veterans over the next 12 months.

Across 2021 the foundation ran numerous engagement events, from hosting online gaming sessions to in person coffee clubs, with these events having a direct impact on over 700 veterans and an indirect impact on over 2000. We hosted a staggering: 86 separate events, increasing to 88 if you include our remembrance events. These events came in the form of 26 breakfast club mornings, 34 Thursday club evenings that are directed at post 2001 soldiers, 26 morning coffee club meets, and of course 2 incredible Remembrance Day events in central Manchester. In 2022 we hope we can host each of the club events every week provided that the Covid stays away and doesn't stop us doing what we love.

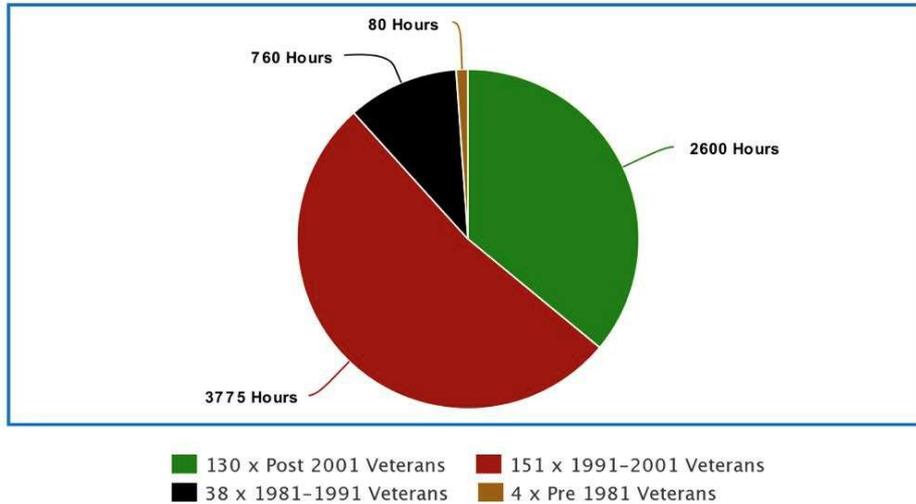
Then of course there is the clinical side of the charity. For this we teamed with Op Courage and other mental health partners that allowed for the foundation to provide 7,215 hours of counselling sessions to 323 different veterans, some truly amazing numbers. We believe that this has really combated a rise in mental illnesses within the veteran community and that the work we are doing is having a positive impact on those in need.





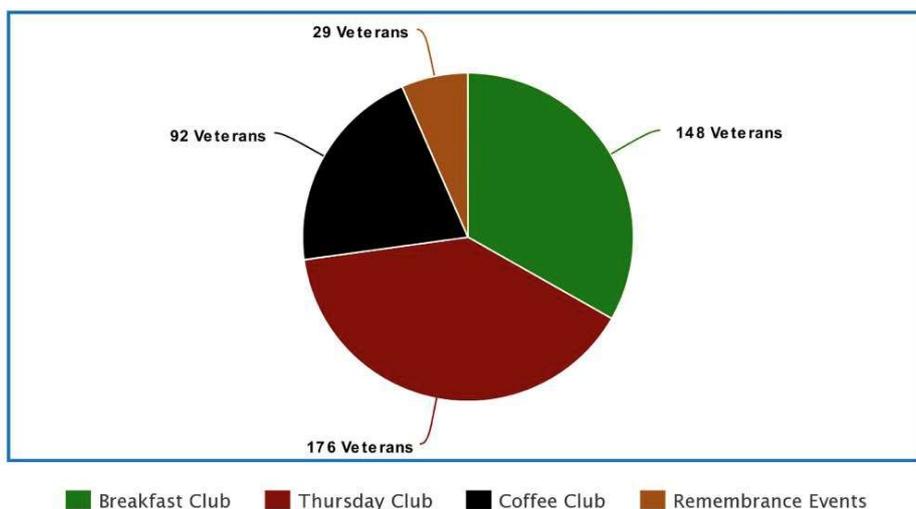
To expand on the information on the engagement and clinical care above we have gone into more detail on a few areas to show our reach within the veteran community in regard to numbers and the era that the veterans we engage with were operational.

2021 Clinical Care Hours
The Spearhead Foundation



The clinical care provided to veterans is what we pride ourselves on and is something that isn't as easily available to all as it should be. This graph shows the break down of eras of veterans that made use of our clinical support throughout 2021, with a total of 7,215 hours dedicated to Veterans mental wellness. These figures use the data we collected, so it is based on those who have used our service and they are not a national figure, so we are not suggesting that pre 1981 veterans are not suffering and need help, purely that fewer have come forward to us. This does show that there are a huge number from all eras that need our help and thanks to our clinical partners the foundation was able to help 323 different veterans throughout 2021 and we aim to continue and grow the help available throughout 2022 and beyond.

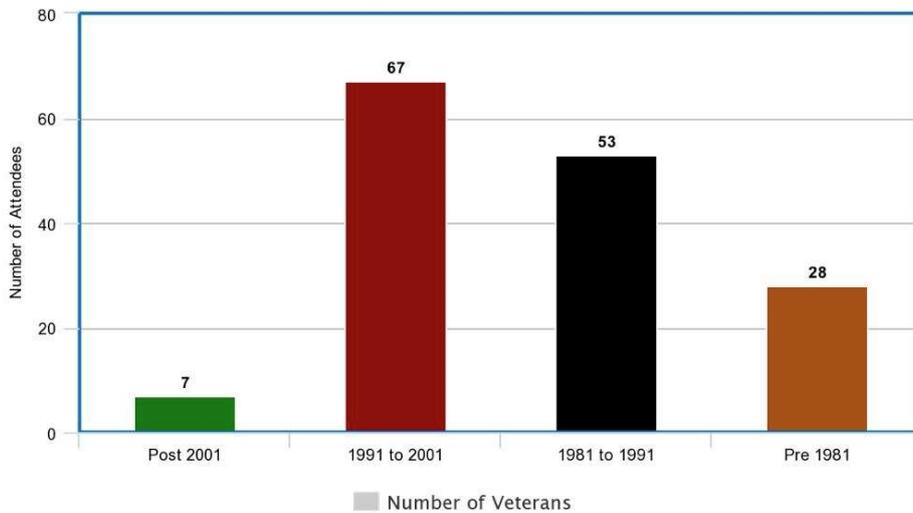
2021 Event Attendees
The Spearhead Foundation



The above graph shows the number of attendees at each type of event throughout 2021, and even with the disruption from covid we were able to put on 88 events during the year with 445 attendees. Our Thursday Club, an evening each week for post 2001 veterans to get involved in, has been the most popular and we aim to continue to grow these during 2022 and we hope to start more new weekly events as well.

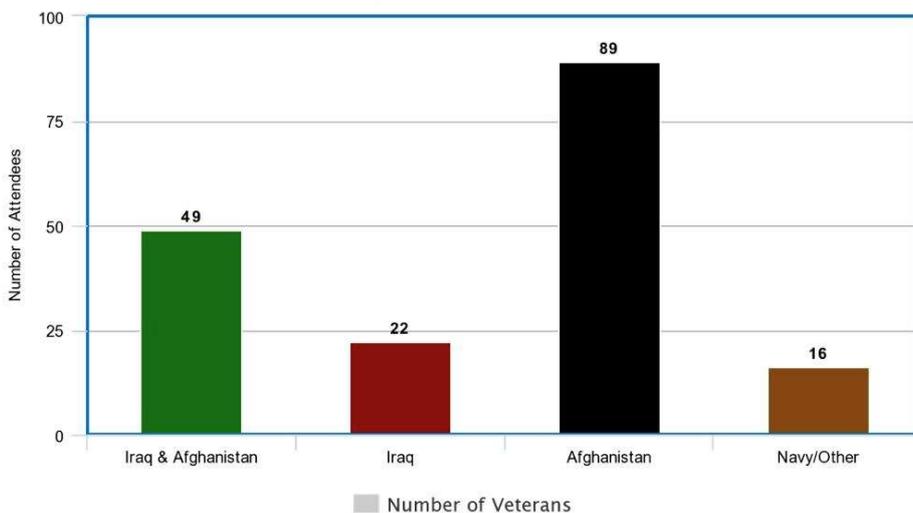


2021 Weekly Breakfast Club Attendees
The Spearhead Foundation



In our next graph, we show our breakfast club attendees broken down into eras. This information was collated through sign in sheets at each event that asked questions such as services dates, service number and operational tours. It shows that that some of our events work for different eras and not others. The breakfast club largely accommodates the old and bold generation, as they are sometimes known, as they have a greater attendance at the breakfast clubs that we ran in 2021.

2021 Post 2001 Thursday Night Club Attendees
The Spearhead Foundation



Our last graph shows the break down of attendees to the Thursday Evening Club, set up to get the harder to reach generation, the post 2001 veterans, together and talking. The data collected shows that the majority of attendees were operational in either Afghanistan, or both, but some were a part of just the Iraq operations or other operational tours during the era.



Now you've seen the data, we want to explain a bit about how we capture it. To make sure we are collecting relevant and accurate data we put in place a few simple systems, firstly to not over complicate it and secondly so that those attending don't have to spend 30 minutes filling out multi page questionnaires before they can get involved in what they are there for. We take the time to get to know the people we are helping and keep a strong eye on how we can better it for those attending through feedback. This is something we have since advised on to regiments who are looking for the best ways to look after service leavers, including The Rifles, The Royal Welsh and The Parachute Regiment. We aim to keep developing these methods, so we can offer a helping hand to others when needed.

The last thing we need to cover, which is possibly the proudest moment for the foundation so far, Remembrance. Something so close to our heart, due to personal loss of our service users, but also something we want to touch on that we have noticed and set out this year to try and combat.

Each year, when Remembrance comes around, most people have a view that it is old people marching with medals on for the 'wow' factor along with raising of millions for the Royal British Legion, but for us and those that we aim to help, it is almost like being hidden away. Well not hidden away but unnoticed, almost like being stood on the side-lines. Each year, you see people marching with medals on display, Northern Ireland medals, Falklands Medals and unfortunately less and less World War 2 medals, you even see people marching with no medals. It is all relevant to the occasion, but as you scan the outskirts of the parade hundreds of veterans each year with sandy, multicoloured medals on can be seen. These medals are from Iraq, Afghanistan, Diamond Jubilee, ISAF, all recent wars and conflicts, worn by the modern years' personnel. Unfortunately, all too often they remain unnoticed and ignored. They, and we, just stand off to the side, pay our respects and leave. It is an issue that very few see but eventually there will be nobody left to march, just service personnel like our staff and a large portion of our beneficiaries just off to the side not engaging in the events and the tradition will slowly disappear. So, this year, we wanted to change that.

To do this we put on two events for those who wanted could get involved in. The first being a port evening, port being a common special occasion drink in the military. We gathered in the silent hours off Armistice Day and we toasted together to those from past generations. We laid a few crosses bearing the foundations' logo and we nodded to our friends lost in Iraq and Afghanistan before dispensing of two full bottles of port between 10 of us. It was our own way to remember, away from the usual. The second event was Remembrance Sunday. A special thanks to one of our service users, Lewis, who planned the meeting location. It was decided that we would meet and then as a group attend the cenotaph together and lay a wreath. Across the day, 19 service users of the foundation, dressed in smart attire, draped in medals attended. Thanks to BBC NWT who captured it as we aim to change the perception of avoiding remembrance and we hope in the future the group will grow and more people will come out to support our fallen friends, support Remembrance and support the foundation.





Congratulations! You've made it to the end of our 2021 impact report. We want to thank all our service users, all those that have donated to help us with our work and those who continue to support our cause.

Further thanks to the NHS in Greater Manchester, and special thanks to Op Courage, Healthier Heroes, Veterans Tribe and NHS MVS. We look forward to working with you all in 2022.

If you'd like to donate you can do so via our website: www.thespearheadfoundation.com

Please ensure you are following us on social media for all updates on the work we are doing.

Facebook: @TheSpearheadFoundation

Instagram: @SpearheadFoundation

Twitter: @Team__Spearhead

If you are interest in what we are doing and would like to find out more, please email: info@rfngroup.co.uk

If you wish to speak with one of the directors, you can by emailing,

Craig for all things charity and fundraising - craig@rfngroup.co.uk

Jason for all things events, experiences and motorsport - jason@rfngroup.co.uk

Or Alex for all the boring stuff like policies and any HR Information - Alex.R@rfngroup.co.uk

If you are a veteran and want to get involved or need support, then please email: welfare@rfngroup.co.uk



In 2022, our aiming to open first specialist complex in the North West. The complex will hopefully be an eye opener into how other cities around the country can treat their veterans, a way they can learn to stem the out of control issue many councils are facing. This new building will become our headquarters in Greater Manchester. The new HQ will be the home of our engagement activities including a café space for the current clubs, games rooms, counselling rooms and classroom space along with our charity offices and will also house the motorsport team. This project is being privately funded through corporate sponsors and the whole project and the work the foundation does is also being supported by a documentary into life after conflict which will begin filming in 2022 but we can elaborate on that further in the future.