



DYNAMIC
CHRISTIAN
YOUTH
WORK



Transforming Young Lives

**Annual Activity Report
2023-2024**

Reflection from the Trustees



Jaffrey Wein
Trustee Convenor

Our annual activity report reflects the positive impact the KYTHE team has had on the lives of our young people. KYTHE has grown as an organisation and that has been driven by the need to support them. This has provided exciting opportunities as we plan for the next five years that will help make KYTHE sustainable.

We now employ a team of seven - two of which are new recruits Paul Beautyman and Abbie Leitch, who has completed her apprentice training. This composition of frontline youth workers and back-office team ensures good ongoing governance of KYTHE. Resources are challenging in this economic climate, and KYTHE needs your support to ensure its future through your donations and volunteering.

Many thanks for your support to the team and ultimately the young people of Kinross-shire.

Welcome to our 2023/24 annual activity report



Robert Packham

Chair of the Management Committee

We have supported a lot more young people this year, because of a strengthened front-line and a growing team of youth work volunteers. In line with our KYTHE 2025 strategy, we have increased our management team and continue to benefit from the tireless volunteer efforts of our busy management committee and trustees.

KYTHE is a growing network of people, places, partnerships and activities. As we hoped last year, the brilliant Mobile KYTHE has evolved into regular local activities in Bridge of Earn and Crook of Devon thanks to local volunteers and facilities in Dunbarney and Fossoway.

We have welcomed Paul Beautyman, who has responsibility for operational management, allowing KYTHE and the youth workers and volunteers to deliver a wider range of activities for young people.

Looking forward, we are in the process of developing "KYTHE Connects" a new initiative funded by the Church of Scotland, with a new role to strengthen the KYTHE team as we learn more about the needs of young people in our area. We look forward to welcoming you to the KYTHE family and working with you in the future.

Reflections on the year

Over the last year we have created a multitude of opportunities for young people to engage in the work of KYTHE. We are seeing lives transformed as our person-centred approach ensures young people are welcomed, listened to and supported at their point of need.

Through the development of Mobile KYTHE, we have reached further into communities and supported the development and growth of new youth clubs. We continue to see good outcomes from the work we engage in and enjoy the privilege of a fantastic team of committed volunteers. They work tirelessly to deliver the highest standard of youth work across Kinross-shire.

We continue to work alongside the Perthshire Youth Work Partnership, Gannochy Trust and Perth and Kinross Council. These partners collaborate to create innovative opportunities for young people and training for our team. We have continued to develop our partnerships with the local schools continuing to offer support and development opportunities for young people.

It has been a privilege to work with the team, our volunteers and supporters to transform young lives in Kinross-shire.



Barry Dougall
Head of Youth Work

Welcomed into the KYTHE family

When I consider my first few months as Head of Operations for KYTHE, it could be described as white-water rafting.

Like a fast-flowing river, KYTHE is driven by different currents. We are shaped by the ups and downs of young peoples' lives, by the dedicated commitment of volunteers and staff, by our partners' aims, by safeguarding legislation and the legal requirements around finance and human resources. As KYTHE has grown over the years, ensuring our work, people and young people remain safe, supported and strong is essential.

My role as Head of Operations is to take some of the work from our committed volunteers, while valuing their contribution, and ensuring that our front-line youth work staff provide the best service to young people across Kinross-shire.

Reflecting on this year I am grateful to have been welcomed so warmly into KYTHE and I look forward to what we will achieve together.



Paul Beautyman
Head of Operations



Barry, Head of Youth Work



Abbie, Youth Worker



Katy-Beth, Youth Worker



Gillian, Youth Worker

The people of KYTHE



Annika, Book-Keeper



Lynn, Youth Worker



Liz, Fundraising Lead



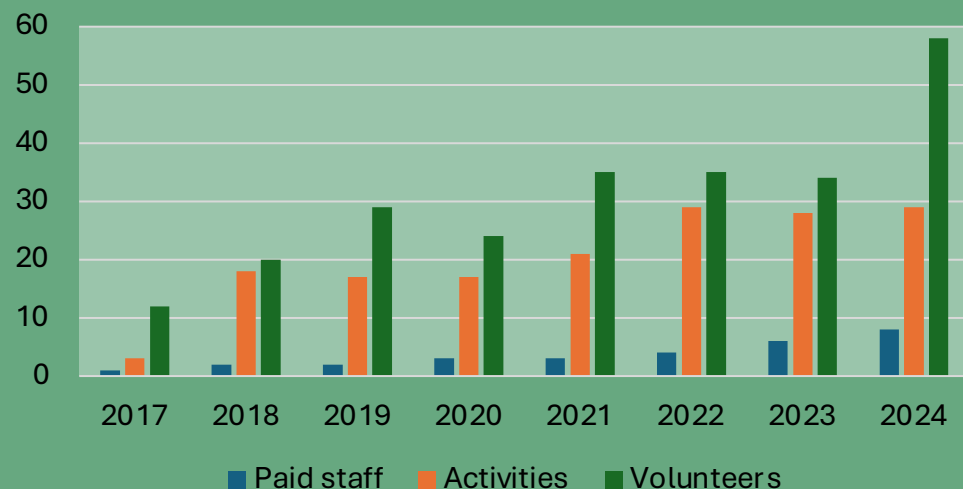
Paul, Head of Operation

Summary of the year

Since KYTHE started in 2014, we have grown in the number of staff, volunteers, activities and instances of youth work.

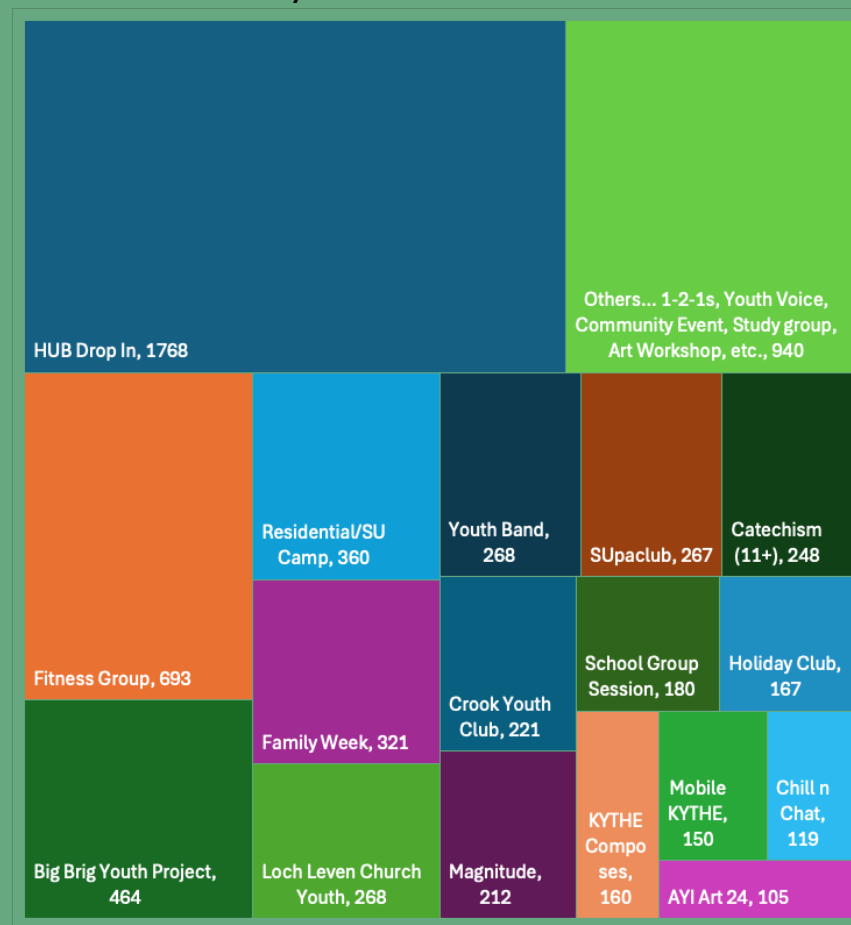
2023/2024 has been no different with increasing youth work activities supported by increasing number of volunteers, especially young volunteers.

How KYTHE has grown



An "instance of youth work" is an interaction with a young person at a planned activity

Areas of youth work & instances



Fundraising

It's been a wonderful year, getting to know the team and seeing how much support there is in the community for KYTHE. The highlights for me have been getting some amazing new initiatives funded like the KYTHE Composes project and the Art programme and seeing the positive impact these projects have had on the young people.

I've also been delighted to get support for our key services from a range of national and local funders who are very supportive of the work we do with young people in Kinross-shire.

Finally, I'm incredibly grateful for the fundraising in the community such as sponsored bike rides and music nights. These are so important for us to run our daily activities and free school holiday programme.

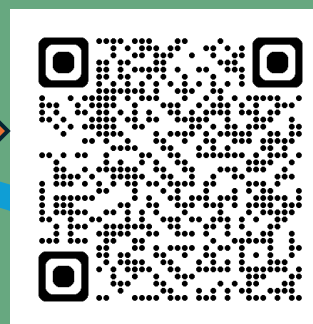
If you'd like to support KYTHE through a fundraising event or challenge, please contact me on fundraising@kythe.org.uk



Liz Logan
Fundraising Lead



To donate, as a one-off or regularly, scan the QR code here



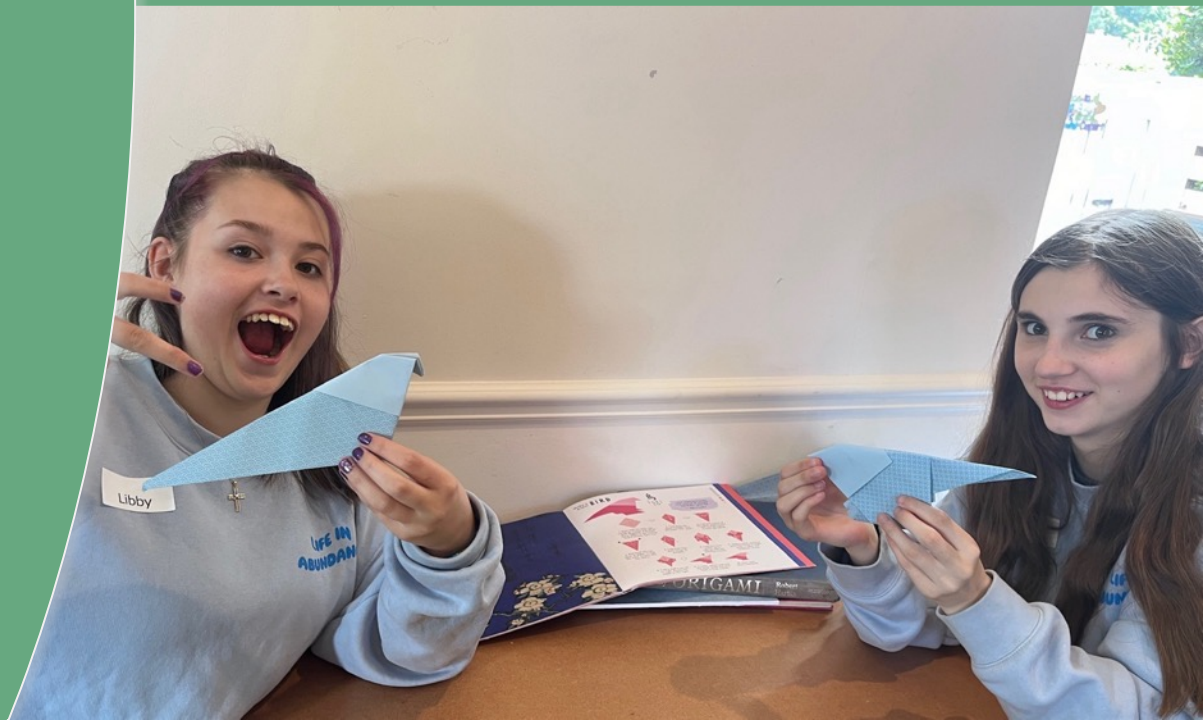
Person centred working

KYTHE's mission is to ensure that every young person in Kinross-shire is given the opportunities they need to reach their potential.

Every young person is an individual, and regular group activities may not suit everyone. Our flexibility creates a bespoke environment where the young person can be themselves, be at ease with what they're doing and connect with the youth workers and others.

Some of the activities offered in the last year:

- Cooking and baking
- Woodwork
- Employability
- Art
- Fitness group
- Youth Awards
- Crook of Devon youth club
- Mobile KYTHE



Developing new skills

KYTHE supports young people to gain new skills to support their onward journey, either to new areas of education or employment.

APEX

Partnering with Kinross High School, KYTHE ran our first, successful, enterprise project, known as APEX. This aimed to equip young people with the skills and tools for entrepreneurship. Local company Ogilvie Ross sponsored the program and became the “dragons” panel. The young people pitched their ideas to them and in turn decided which project idea gained seed money to kickstart their business plans.

They sold baked goods, fidget toys, second-hand books and bespoke wooden products (on a sale or return basis from Kinross Wooden Products), who gained commission from this partnership. The young people attended three events, the KYTHE Car Boot Sale, KYTHE LIVE 2.0 and the Fossoway Gathering. The team successfully sold their goods, with a profit for the team to receive a cut. The money was also replenished back into the project for future cohorts.

Young people have reported:

‘It’s given me business experience and good life experiences. I’ve learnt new skills.’

‘I have learned about things I never knew before. Abbie really encouraged me and made it fun. I felt the environment wasn’t as controlling as school, I was more interested in it, so I focused more on it.’



PX2 consists of ten units all around the theme of 'becoming me' this is done by exploring the way we think, habits, self-image and goal setting. It gives young people opportunities consider this and practically apply it to their own lives as they see fit.

The young people engaged in the topics well and took opportunities to use the learning in real time, for example, during exam time, to manage stress and create good habits and attitudes, which was very apt.

'It's helped me learn more about my goals, my mind & overcoming things in the way of my goals.'

'It has helped me realise things about myself that I didn't know before.'



Duke of Edinburgh awards

Young people were supported to learn a new skill for their Duke of Edinburgh Awards. They have learnt some basic woodwork skills in the KYTHE Workshop and developed their design skills, worked as a team and learnt through new experiences. Their first project made a disability accessible table for one of our volunteers. They used most of the hand and power tools safely and effectively and make decisions about how the table would be presented and what would work for him. They created a brilliant piece of work which was presented to Ross who was delighted with his custom-made table.

Afterwards they designed their own items and made some plinths, and cake stands for the Apex program and their table-top sales. The young people who took part were able to explain their learning well, using the tools safely and helping each other out.



Mobile KYTHE

Mobile KYTHE can be summed up as meeting young people where they are and going on a journey together.

This year the van has travelled to various places including Gannochy Green, Oudenarde, Fossoway and Abernethy. It is encouraging driving into the place and see young people waiting for the van. A game of UNO with juice and snacks is simple, but a staple part of the journey with the young people we meet.

Having visited one area for several years, the joy of seeing the same young person is wonderful. It feels just like a catch-up as you do with friends and family; finding out how they are, what's happening in their life and encouraging them to be their best self.

Taking Mobile KYTHE to bigger events allows our team of young volunteers to take on responsibilities within the session, such as organising games, helping serve food and tidying up, supporting them in their own development as they support others.

Lynn, Youth Worker



Volunteering at KYTHE

“Volunteers don’t get paid, not because they’re worthless, but because they’re priceless.”

– Sherry Anderson

This is often quoted by one of KYTHE's original trustees, Euan, because of the positive impact that volunteering has, both for those supported, but also for the individual volunteering.

KYTHE are delighted to be supported by so many volunteers, both young and older. To support our volunteers KYTHE facilitates recognised qualifications, such as Lynn and John receiving their PDA in youth work.

Our volunteers support KYTHE in a variety of ways – helping with face-to-face youth sessions, supporting fundraising events, back-office support or raising awareness in the community.

**Volunteer hours in 2023-2024
were 3,680 – equivalent to more
than two full-time youth workers**



Lynn and John at the PDA awards event



Volunteer Ross at Crook of Devon youth club



KYTHE Composes

KYTHE Composes was our latest and exciting, new music project at KYTHE. It focussed on original songwriting and creativity, rather than playing other artists' materials. Along with Kevin Miller, a dedicated musician and volunteer, the programme was developed using different songwriting techniques including a more 'prescriptive' approach, which in turn created an inclusive approach as it removed barriers such as 'I'm not good at' or 'I can't'. This way, everyone 'could'.

The songs that the young people have written are really very good! They're now realising they CAN do it and are starting to apply the skills learnt over the course of the project.

The project was enhanced by the visit of Pete Wishart, a local member of parliament and former keyboard player of Big Country and Runrig, who visited the group at work and joined in the 'round robin' exercise and decided 'the best line anyway'. Many thanks Pete for your support!



The engagement from the young people was really focused and good so we wrapped up the first term, ending with a food and fun night, where each of the attendees successfully completed a Dynamic Youth Award alongside the project!

The young people expressed themselves eloquently through the media of songs. From social and political issues to nonsensical songs about fish slices and the Antarctic, variety has not been in short supply! The young people split into four groups, which weekly whittled down to two bands and two solo artists, who along with a few other local musicians, performed at the KYTHE Live 2.0 on a Saturday in June. Some of the young people had never performed and sung live before, so they had to navigate new-found stage nerves. However, they all persevered and none succumbed to stage fright, thankfully, though it was close, and the evening was a huge success!

This is a project we have always wanted to explore at KYTHE, and I am very grateful to have been able to run the project with the hugely helpful funding input from The Pear Tree Fund, Albert Hunt and Mary Janet King Trusts.

Gillian, Youth Worker



Holidays at KYTHE

Holiday activities are always popular at KYTHE. This year, there has been the return of the ever-popular Adventure Week, with away days to laser tag, trampolining, Willowgate Activity Centre and ice-skating; Band Camp and many more over Spring, Summer and October holidays.

As well as providing these activities to boost confidence, skills and socialising, KYTHE supports the physical needs of the young people by providing a free meal to everyone who attends any of the holiday activities. Funding for this equitable project is provided by The Food Holiday Insecurity Poverty Fund, also known as Fuelled for Fun, funded by Perth and Kinross Council. With food poverty increasing, this is especially important during the school holidays when young people cannot access free school meals.

In addition to supporting physical needs, providing food enables communication, as it's easier to chat over a sandwich or cookie. It's a good introduction, an icebreaker and it allows some of the young people to prepare the food and serve each other.



Art Story

A new art project allowed young people to experience the work of different artists and express themselves through new media. This included ceramics, portraiture, photography and journaling workshops, along with Christmas decoration-making.

One young person who attended said 'I've really enjoyed all the art workshops, and I've learned a lot of new skills. I've developed a lot of transferable skills such as my communication but have especially developed more specialised skills in the areas of the art we have covered. I really enjoyed the clay workshop and learned a different way of sculpting during the session and enjoyed the "Remembering Together" workshop which used art to reflect on my personal experiences throughout the pandemic'.

This young person, like many others, has struggled with their mental health over the last few years. They have valued putting the time and energy into the art projects as a way of expressing themselves through their creative outlets. It's been a pleasure to watch them grown and develop as they work towards the end of school and the start of the next chapter.

Katy-Beth, Youth Worker



Fossoway, Dunbarney & Oudenarde Youth Clubs

KYTHE has continued to have regular satellite youth work sessions in Dunbarney and Oudenarde, and Crook of Devon.

Having trialled a monthly event, the Crook of Devon Youth Club is now a regular weekly drop-in. With a good group of 10-12 faithful, weekly attendees, it has really built up the atmosphere and, they bring such a good vibe with them as they are all thrilled to be there weekly!

The group has naturally moved towards a much more 'together' approach to youth work activities with the installation of a youth space in Fossoway Parish Church, hosting card games such as Uno and Dobble. We now see young people are bringing in their own card games from home to show the young people and to join together to play. This has been excellent to witness this move towards more of a youth-led session! These sessions are supported by regular volunteers.

At Dunbarney, the church is undergoing renovation, so there has been alternative accommodation which has been unsettling, but those there are looking forward to returning to their space once renovations are completed.



Magnitude



In July, we attended the Magnitude festival with a team of staff, volunteers and 30 young people, camping at Lendrick Muir in typical Scottish weather!

There were talks about God, worship music, activities, karaoke, silent disco and other fun things to get involved in. This gave young people who wanted to, the opportunity to learn more about God and experience worship music live. As they delved into what the bible says, we had time for questions with our groups. The team of leaders were awesome, and the young people were incredible.

I felt privileged that so many young people wanted to come to Magnitude with us. I enjoyed continuing the young people's faith journeys at the event. Watching all the young people feeling free in worship and asking questions with their leaders was incredible.

'This year at Magnitude was very impactful for me. It gave me the chance to worship with other people and hear more about God. I can't wait for next year.'

Abbie, Youth worker



Wall of Recognition

Youth Scotland Awards

Throughout the year, KYTHE supports young people who challenge themselves to complete nationally recognised Youth Awards in areas such as art, woodwork and graphic design. We were delighted to recognise their progress and achievements at the KYTHE Awards Giving event in May.

We were delighted that Steven Greig from The Gannochy Trust presented the awards to the 31 young people, and it was lovely for them to be joined by family and friends to recognise their achievements. Youth Awards are nationally recognised awards and the details of these are included in SQA award certificates. Our youth work team are so proud of the progress the young people have made, as this helps to support young people reach positive destinations and recognition of progress and achievements are so important in that journey.

There are a variety of award levels and young people can progress through these to their preferred levels with the time commitment reflecting the award level.

KYTHE's first Gold Award

Hannah first engaged with KYTHE in July 2020 during a photography course. With a natural eye for photography composition, Hannah was encouraged to start a bronze youth award in 2021 to develop her skills in photo editing.



This progressed further through different challenges creating activity videos, the staff and volunteer photo board and KYTHE montage, culminating in a presentation in July 2024 to complete her gold award. These challenges took 110 hours to complete, and the gold award is the equivalent of an SQA Higher.

Reflecting at the end, Hannah said, 'Overall I really enjoyed my gold youth achievement award and since I completed the challenges, I have lots of transferable skills that I developed by taking on total responsibility in my challenges. Considering it was 2021 I started these, and I gave the final presentation in 2024 I know that the skills I learnt I now use day-to-day and they have helped me in adapting to life outside of school in work and at university'.

Youth Worker recognition

We were delighted when Head of Youth Work, Barry Dougall, was nominated as a finalist for the 'Inspirational Leadership' Award at the prestigious National Youth Work Scotland Awards in June. Although he didn't claim the award, Barry is still an inspirational leader and winner to those in KYTHE. Barry was joined at the awards by his wife, Tracy, youth workers, members of the management committee and trustees from KYTHE.



Youth Work Partners

Churches:

- Dunbarney & Forgandenny Parish Church
- Fossoway Parish Church
- Kinross Christian Fellowship
- Kinross Parish Church
- Loch Leven Church
- Orwell & Portmoak Parish Church
- St. James RC Church
- St. Paul's Episcopal Church

Schools:

- Kinross High School
- Kinross Primary School
- Milnathort Primary School
- Portmoak Primary School
- Fossoway Primary School

Community:

- adLib Audio (Formally D3 Audio & Visual Technologies)
- Better Place to Live Fair
- Broke Not Broken Food Bank
- Fossoway Gathering
- Kinross Local Events Organisation (KLEO)
- Kinross Rugby Club
- Kinross Volleyball Club
- Kinross Wooden Products
- Kinross and District Men's Shed
- Kinross and District Rotary Club
- Ogilvie Ross
- Oudenarde Community Cabin
- Portmoak Gala Committee

Professional:

- Active Schools Kinross
- Awards Network
- Grandmentors P&K
- Hillcrest Futures
- Perth Autism Support
- Perth College UHI
- Perth and Kinross Council
- Perthshire Youth Work Partnership (YMCA Tayside, Logos, SCYD, AYP, Breathe, CAYAG)
- RASAC Perth
- Scripture Union Scotland
- Skills Development Scotland
- The Gannochy Trust
- The Lighthouse for Perth
- Youth Scotland
- Youth Work Journeys
- YouthLink Scotland



Youth Work Partners

'KYTHE and Kinross High School have an excellent partnership which has been built up over the years. KYTHE regularly support young people at Kinross High School through 1-1 and group youth work, programmes in the summer holidays and the Friday afternoon drop-in sessions. KYTHE have also been a lead partner in supporting young people to develop their employability and entrepreneurial skills during our exam leave programme. We are proud partners of KYTHE and regularly meet to discuss how we can support each other's aims.'

Jason Bain, Depute Headteacher, Kinross High School



'It is an absolute pleasure working in partnership with KYTHE. The staff and volunteers are friendly, kind and professional. You can see how much they care and value the young people they work with. It is always great to work alongside KYTHE to get creative and provide more opportunities for their wonderful group of young people.'

Laura Kemp, Youth Scotland

Young people feedback



"It's always a supportive atmosphere where you can just be you."

"For me KYTHE is like another family, I wouldn't be where I am today without KYTHE. I am so grateful that the organisation is part of my life, I'd be lost without it."

"KYTHE has helped me to make new friends and build relationships with people I would never have been friends with otherwise."

"Without KYTHE I wouldn't have met a lot of people that I now call best friends. It's improved my mental health and made me feel like I have a place to belong."

"It's got me out of the house and made me friends with people round about."

"KYTHE has changed my life in every way possible, because they're always there when you need them, and put a smile on your face. They make you feel valued and make you feel like you're enough. I can trust them."

"KYTHE has made me more responsible and more respectful."

"KYTHE has been a place of belonging and without KYTHE and the space to feel safe, I probably would be in a worse place if I didn't have them"

"I'm not as lonely as I would be if I didn't have KYTHE, I'm glad I'm in a band now!"

Parents' feedback



'KYTHE has been part of my children's lives since the day it opened. I've watched my son go from a child who didn't really know where he fitted in, to a young man who now volunteers with KYTHE. The support, encouragement, care and compassion shown has been amazing and has helped to shape the young man he has become.'

'My younger son has dipped in and out of KYTHE over the years. He is always made to feel very welcome and included no matter how long it's been since he last attended. Support and help is always available to the young people of Kinross-shire. KYTHE is an asset to the community.'

'I have found KYTHE a great asset to the community. My children who suffer with social communication difficulties have found a safe space that allows them to meet with other children in a relaxed, inviting and atmosphere. This has provided excellent opportunities for them to mix with other children in a non-threatening environment and allowed them to further explore their faith.'

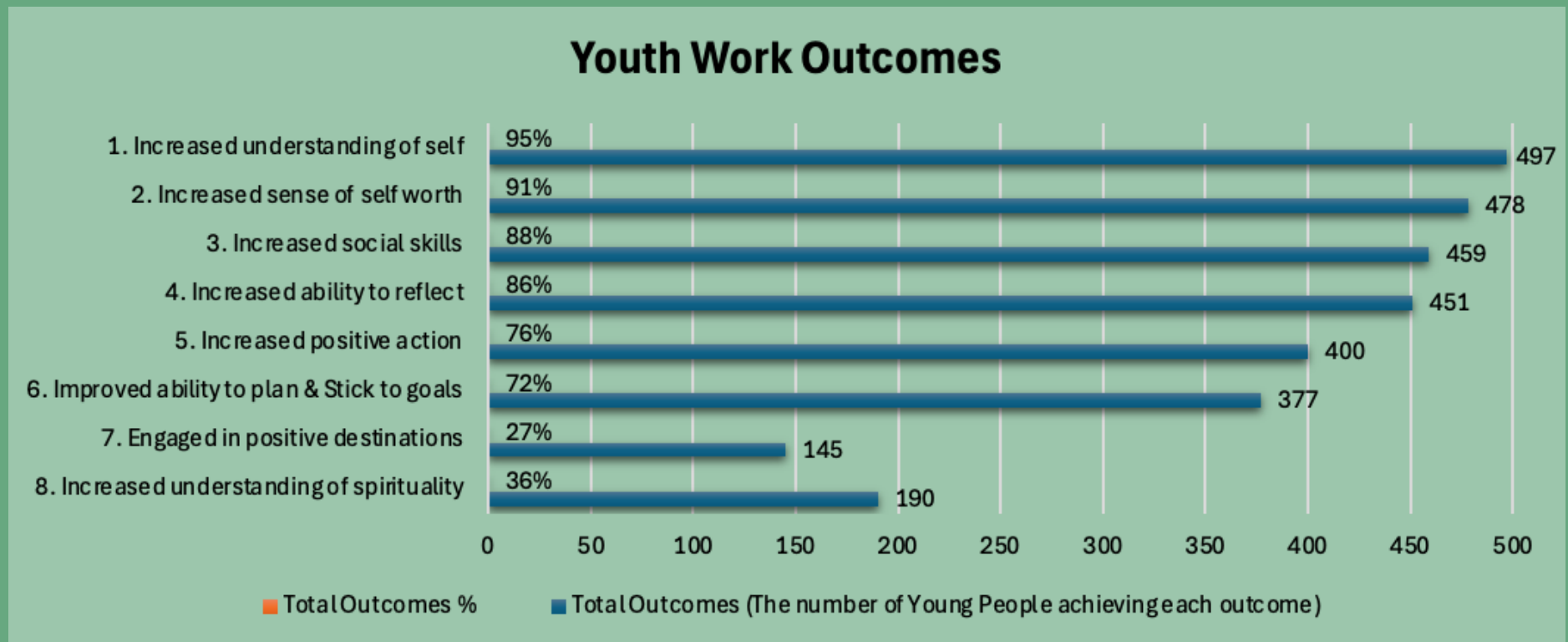
'I love how my children come to life when they are with the KYTHE people. They don't feel they need to mask who they are to fit in, they are comfortable being them! KYTHE is an amazing place. I'm so glad my two have found you.'

They are happy, like really happy, around you are all and their confidence is just amazing now! KYTHE gives children a safe, happy and respected space for them to be themselves and have fun! You guys are the best and we would all actually cry if you weren't a thing!!'

Youth Work Outcomes

KYTHE evaluates the impact of our work with young people, with outcome indicators to evidence transformation in young people.

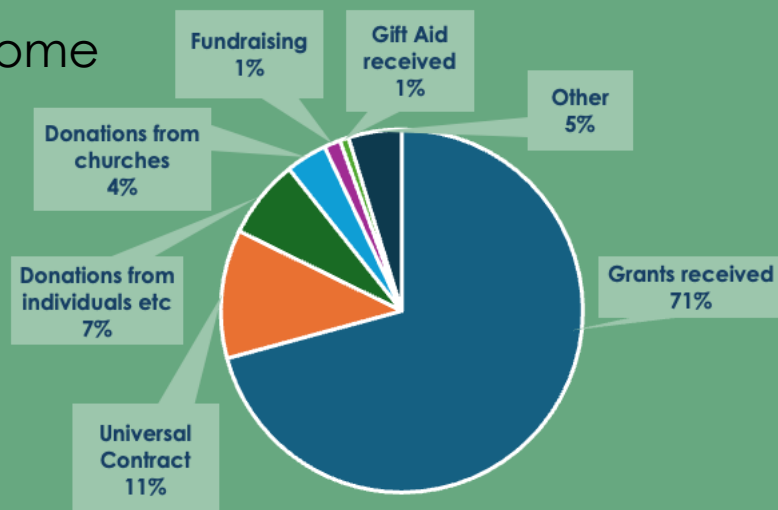
This gives us insight into the ongoing journey of young people each year. For example, this year 95% of young people have an increased understanding of themselves, with increased self-worth in 91%. These outcome indicators cover all ages of young people (from those starting their time at high school to those leaving), therefore, it is encouraging that from this wide age range, that 27% of young people engaged in a positive destination.



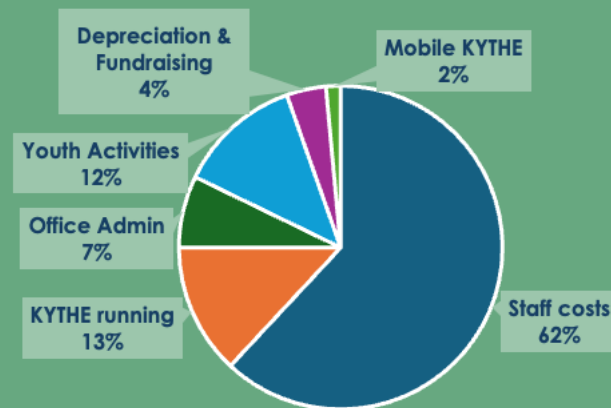
Finance Summary

KYTHE's total income for the financial year ending 30th September 2024 was approximately £401k with expenditure of approximately £321k. Most of our funds come from grant applications and the Universal Youth Work contract we have with Perth & Kinross Council and Gannochy Trust. We continue to run as efficiently as possible to keep our expenditure focused on the Youth Work, so our major costs are for staff and the Hub's running costs.

Income



Expenditure



We are continually reminded and are very thankful that this work could not continue as it does without the contributions of so many people and organisations that support the work of KYTHE to enable us to "Transform Young Lives". For details of some of these organisations, please see our website: <https://kythe.org.uk/fundraising/>

There is no charge for a young person to attend any of the KYTHE activities. If you would like to donate on a regular monthly basis or make a one-off donation, we would be extremely grateful for your support. Visit our website at www.kythe.org.uk and use the "Donate" button.

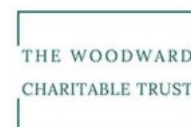


Transforming Young Lives

Our mission is to ensure every young person in Kinross-shire is given the opportunities they need to reach their potential.

We take a personalised approach to youth work and every young person coming through our door is valued as an individual.

Supported by....



For more information contact:

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