

TANYA BOCKING MEMORIAL FUND NEWSLETTER

"Thanks very much to the Tanya Fund for supporting me... it helped me develop myself as not just an instructor, but also gave me the confidence in myself to believe I could become a really great coach...." Willie

The committee of the Tanya Bocking Memorial Fund (the Tanya Fund) thought it was about time they reported on the status of the fund to supporters, potential applicants and the public and so they asked me if I could produce this newsletter. It is the fund's ethos to spend as few resources as possible on anything not directly supporting leaders becoming better leaders so this is not a glossy production but they hope you will read it with great interest. I, as Tanya's brother, have been genuinely moved by the reports from the applicants while doing this. I can say without qualification that the fund has been successful and we, Tanya's family, are very grateful for all the work done by the committee. Outdoor leaders with genuine needs have been able to hear about the fund, they have applied and have successfully been trained and are now sharing their new skills with others. I hope you will agree with me that while the fund's work has only just begun; it has met a real need in the outdoor industry to develop outdoor leaders from every background and enable those committed to outdoor education learn and prosper despite economic disadvantages. It has been five years since Tanya's passing but her name and her work and the spirit of her life have successfully been continued. I'm really looking forward to doing this again. Nat Bocking, Dec. 2008.

RESULTS

Since inception in 2005 and the first quarterly application committee meeting in December 2006, the Tanya Bocking Memorial Fund has received eighteen applications and enabled eleven extraordinary people to train and develop as teachers in outdoor education with the bursaries given by the Tanya Fund.

Adventure Unlimited asked recipients of the Tanya Fund to say in their own words what difference gaining the award has made. The fund hopes these stories about the value they gained and variety of training they applied for to the fund will inspire its future applicants and donors.

Photo: Louise on her MIC course in the Cairngorms, March 2008.

MICHELLE

Michelle applied for assistance to take the Mountain Instructor Award at Plas Y Brenin. She has since started working at an outdoor education centre with young people aged 10-18 and said *"I feel that my training made me more employable as the MIA certificate is a recognised qualification."* Like Christine,



this training revealed her own potential to her and fired up her ambitions and now she hopes to go in 2009 for her Mountain Instructor Certificate. Michelle is also teaching rock-climbing, navigation and mountain craft to other people that are aiming for mountain leadership qualifications. Without her award Michelle said; *"I would have had to put my training off until I could save up for it"*. She adds she has told other people about the Tanya Fund; *"who like me are passionate about the*

outdoors and are aware of how this can benefit others."

CHRISTINE

Christine applied for assistance with the cost of doing her Single Pitch Award training at Plas Y Brenin, the national mountain centre. As a 45 year old woman on disability benefits she was unable to work and could not find another source of funding. She was voluntarily running climbing



sessions for women and teaching rock climbing to young people and adults in the Brighton area including young offenders and those in drug rehabilitation. Enabling her to obtain a certification, Christine said the Tanya Fund enabled her to find a more productive role in society. Christine is aiming to become a fully qualified instructor; *“thanks to this wonderful fund.”* Christine adds *“the Tanya Fund not*

only listens but actively encourages people with my issues to have a go and pass on my knowledge to others and that is exactly what I have done with their help...”

“I have been really impressed with the administration of the fund. The people that I have had contact with have been very helpful and efficient and always really friendly...” Louise.

ROWAN

At 26 years old Rowan was too old to apply for the support available to under 25's so he applied to the Tanya Fund to help him get his minibus license which in turn helped him to land a job at Adventure Unlimited as a volunteer coordinator and activity instructor. He now wants to make a career in the outdoor industry and the voluntary sector. He said *“this can all be traced to getting the funding for minibus training. The Tanya Fund was pretty much my last resort...it was the fund or getting in debt.”* With this experience under his belt, Rowan is now able to compete for sought-after positions in other organisations and capitalize on the personal development that the AU scheme has enabled.

LOUISE

“I had been abroad for 14 months and was finding it difficult to get back into working in the outdoors” Louise told the Tanya Fund. Moving back in with her parents and doing shop work wasn't ideal because *“I felt like I was moving backwards instead of forwards”* through the necessary qualifications. Louise used her spare time to go to local outdoor centres and do observation days to get experience but she wanted to teach outdoor activities and was finding it difficult to get experience without the right qualifications. The Tanya Fund *“enabled me to do my winter Mountain Leadership training which improved my confidence to take others out into the mountains in winter conditions and pass on skills. I will now be able to log days to go through for assessment in winter 2009/10.”* She adds *“I now have a range of outdoor centres where I can work right through the winter. Having the winter ML training on my CV gives employers confidence in me”*. Like all applicants, Louise was asked what alternative sources of funding she had tried first: *“I could not find any other grants for which I was eligible unless I was under 25 or unemployed but that was not the case. I was getting some work, however it was nowhere near enough to pay for courses. People don't suddenly stop needing help once they turn 25 and I was really pleased that the Tanya Fund recognises this.”*

KATHRYN

The Tanya Fund helped Kathryn pay for her Mountain Instructor Certificate training course. She told us *“it has put me a step closer to reaching the top level of qualification within the British instructor scheme in mountaineering and climbing.”* She says *“the fund is a brilliant way to help women in the outdoors progress and achieve their potential; it encourages them to go out there and get on courses that otherwise they would have struggled to find the funds for. Working your*



way through the maze of qualifications required to work in the industry is expensive on both time and cash. Many places of employment are reluctant to fund qualifications that are greater than they consider needed for the job you do. The words 'professional development' are often thrown about in the work place but when it comes to the crunch it is often very hard to get funding from work for qualifications and courses. Many grants are only aimed at younger people starting out or those who are disadvantaged in some way, this fund allows a different group of people to

benefit.”

That in a nutshell is the idea behind the Tanya Fund. The difference it makes to Kathryn enables her to then make a difference to others.

Kathryn adds *“I have been able to put the advanced skills to use already in the summer with a group of super keen young people. These kids will head down to the wall whenever they can and are beginning to get to grips with going climbing for themselves. It has been rewarding to see the development in their climbing alongside the development and progress I have made in teaching them the skills they need to stay safe.”* Kathryn too notices the gender gap in outdoor education, something that Tanya Bocking was committed to closing. *“I think it is important to have women out there at the top of the instructional ladder to help encourage others. On the course I was on there were no female instructors teaching us about the MIC. At the stage I am at, I come into contact with a number of women who are hesitant about putting themselves forward to do the MIA. Going on this MIC course and discussing the issue with peers (albeit mainly male!) has given me some confidence to be able to openly encourage and support others through the system. We have a pretty open and fair system in the UK yet too many women wind themselves up about whether or not they are good enough. So from a supportive viewpoint, it has been good to go a course, enjoy it and leave feeling happy to encourage others to go for it too. There are plenty of women with potential. It is not about climbing hard and being 'knarly'. Now I have done the training I am keen to support others. At work, when out on the cliffs of Anglesey, often young girls from Birmingham say “how can you climb that Miss?” Well, they can too and often it just takes having a role model there to show them what they can achieve so they will try. The same is true of the boys really; “if she can do it, then of course I can too!” I am grateful for the support I received from the trust. Without the funding last year I think I would have been a more hesitant about taking a chunk of unpaid time off this winter to head north and 'get stuck in'.”*

WILLIE

Willie applied to the Tanya Fund to help him achieve his British Association of Ski Instructors (BASI) Adaptive Ski Instructor (ASI) certificate. He tells us:

“In 2006 I started looking for funding to go and do my Adaptive Skiing Instructor certificate as Disability Snowsport UK, who I volunteer with, were short of qualified helpers. As a senior instructor at an outdoor centre, I consider myself a professional, and things were changing so

rapidly within adaptive skiing I felt I needed a professional qualification to continue to benefit the club. I had been an Alpine ski leader since 1999, seven years at this point, and with the last 4 years experience of working with DSUK I decided I must have enough experience to become an ASI. So with the support of the Tanya Fund, Renfrewshire Council and the club for my travel expenses, I headed off to Switzerland in November 2006 to take the course.

There I was allocated my room with another instructor and we got on like a house on fire. We spent the next two weeks bouncing ideas off one another and helping one another through the course. It was the toughest course I had ever done.

We were up at 7 AM and on the hill for 8:30 when the lifts opened and off the hill for 4:30 PM. After dinner, we had evening lectures till 9 PM. Then we had homework to do for the next day;



reading, lesson plans, memorizing common disabilities and their symptoms and how we would deal with them as instructors.

During the day I had to learn how to use new equipment and in the evening we had to learn about the people, their disabilities and how we could put them together. It was a very tough course.

The first week was training and the second week was

assessment. Every day of the second week we were tested on a different aspect of adaptive skiing. To say we were quite stressed was an understatement.

However I got through the course and passed four of the six modules to allow me to become an adaptive instructor in four disciplines.

I heard about the Tanya Fund through the Institute for Outdoor Learning website and it was one of the last places I applied to. I did not think I would be successful as I was in a full time job in the outdoor industry, but as I stated in my application; this is not a qualification used at my work. I solely use it for volunteer work.

The skills I learned in dealing with special needs such as Cerebral Palsy, Spina Bifida and spinal cord and brain injuries were amazing. I would never have had the confidence to work with people with these types of disability before but now I see it as part of my day to day instructing role.

This year I have further enhanced my role at the club by passing my BASI Level 1 which allows me to coach on artificial ski slopes, dry or snow. This now means as well as coach on the snow I can lead sessions indoors or outdoors on plastic too.

Last year I became a level 3 canoe coach after putting it off for years. I have just passed my Day Skipper Theory which is about passage planning and plotting courses for sailing boats and yachts to travel safely. I am about to go on an orientation course for delivery of level 1 and level 2 kayaking/canoeing coaching courses, so its been a busy training year for me.

Thanks very much to the Tanya Fund for supporting me. It enabled me go on the Adaptive Ski Instructor course and helped me develop myself as not just an instructor, but also gave me the confidence in myself to believe I could become a really great coach.

I had great difficulty in gaining funding at first. It took me six months of looking to get anything at all and by this time I had paid the £590 for the course myself. When I got the money from the Tanya Fund it helped others see the value in what I was trying to achieve. This made it easier to get more funding for the course. In all I raised £1000 towards the total of £1400 I needed.

ANN

Ann told us *“since the introduction of the rule that all minibus drivers should hold full bus driving licenses, every job advert is asking for a D1 qualification. Having a D1 will help me progress up the job ladder. I am really bad at being inside, hence wanting a job working outdoors...”* Ann applied for funding to take her minibus license and given her special circumstances, this was granted*

Ann’s circumstances were that she could not pay for her training herself; *“I did spend a lot of time looking around for funding but I didn’t meet the criteria for most. Having had experience of trying to get grants for various charities in the past, I know that people are strict so I didn’t bother applying. I didn’t meet the criteria. Many grants are for young people under 26 and for national governing body qualifications but minibus driving is something that appears on all job specifications nowadays. It costs a lot of money so employers won’t fund it because they think you will move on and they won’t get their money back but they want you to have the qualification anyway. I’m very grateful to the fund for enabling me to access a course that I will need to move forward in the outdoor education field. I will end up with a very desirable qualification that I couldn’t have funded alone. It will give me a chance to compete for some of the best jobs in the outdoor industry.”* Unfortunately for Ann she did not pass her D1 exam after her training but then not everyone does but she is committed to trying again. Of course the Tanya Fund wishes every award winner to be successful in their quest for qualifications but accepts that some will and must fail. What matters most is creating the opportunities to try, for without that, everyone fails.

“The fund is a brilliant way to help women in the outdoors progress and achieve their potential...” Kathryn

POLICY DEVELOPMENT

In the last two years there have been few instances where the committee needed to clarify its application process and the aims of the fund in light of applications but this is kept under constant review. Several applicants had to be turned down because they were under 25 or because they are not employed (whether paid or voluntarily) as outdoor leaders. One applicant, although British, was resident abroad and wanted to train and work with clients in their country of residence so the committee wanted to clarify its intention is to support training for people working in the United Kingdom as a priority.

Given the number of applicants for PCV D1 license training and its cost, it was realised early on that the fund could easily be exhausted on applications for minibus training alone, so the committee felt it needed to create a policy on this: *The fund recognizes that the ability to drive minibuses is a very valuable string in the bow of an outdoor leader and will consider all applications for funding of PCV D1 training on their individual merits. The approval of any individual application should not be regarded as a precedent. The basic Tanya Fund criteria for assessing each application will apply in all cases. Generally, if an application for PCV D1 training is successful, a condition will be applied requiring the applicant to repay 50% of the grant should they gain or continue in employment. This will enable the fund to assist more people in the same situation. Where applicants have indicated they are, or may be, employed by AU, a supporting statement from the AU management team will be provided.*

MANAGING THE TANYA FUND

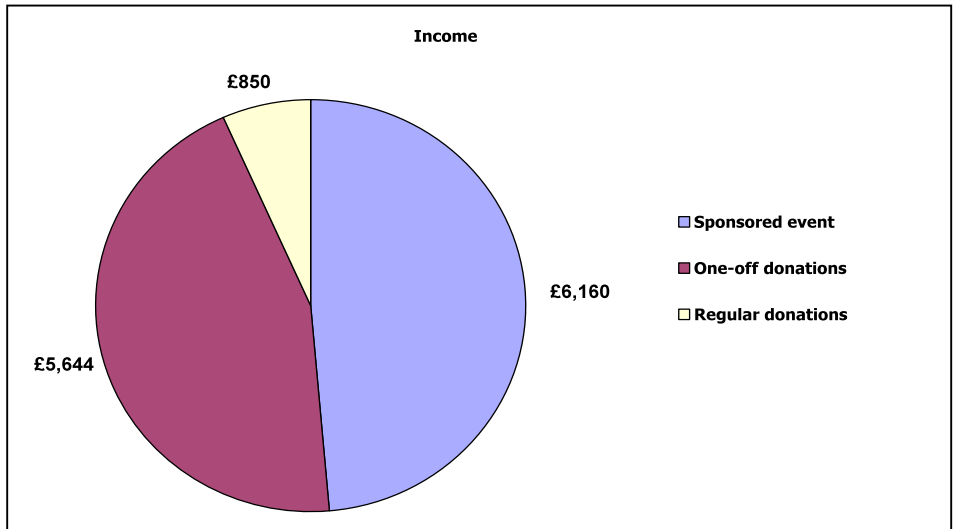
Tanya Bocking herself firmly believed any ambition was possible so long as it could be made into smaller and simpler steps. For her there was no “if only...” and rather more “work with whatever you’ve got” and she was disgusted by the waste and bloat she saw in other organizations. From the beginning the Tanya Fund was set up to achieve its defined goals with the absolute minimum of overhead. For example, rather than spend a great deal on professional fees to set up a trust, the fund was founded with a gift to Adventure Unlimited. In turn, dispersal of the fund is entrusted by AU to a committee made of Tanya Bocking’s family, friends and co-workers as a bursary fund under the remit of its charitable status.

The Tanya Fund intends to spend nothing upfront on advertising or fundraising commission, believing in the efficiency of word of mouth and the internet, and has arranged for Adventure Unlimited to manage the administration of applications, awards and accounts, under its charitable status, charged at £45 per year. The fund's unpaid committee members are sent copies of every application and then meet four times a year. Although meeting in Brighton, Sussex is not always possible for every member, every application is read by them and their decisions are then collated. The fund appreciates that literary effluvia may not be every applicant's strong point so applications can be made as text, audio or video. Although all so far have been written, the fund looks forward to receiving a 'Youtube' or mp3 application someday.

FUNDRAISING

The fund was established in 2005 with an initial gift of £5194 (CAN\$10,000) and a sponsored abseil in September 2005 raised another £6160. In 2008 the Brent Alpha Fund gave £250. Donations by standing order have contributed another £850.

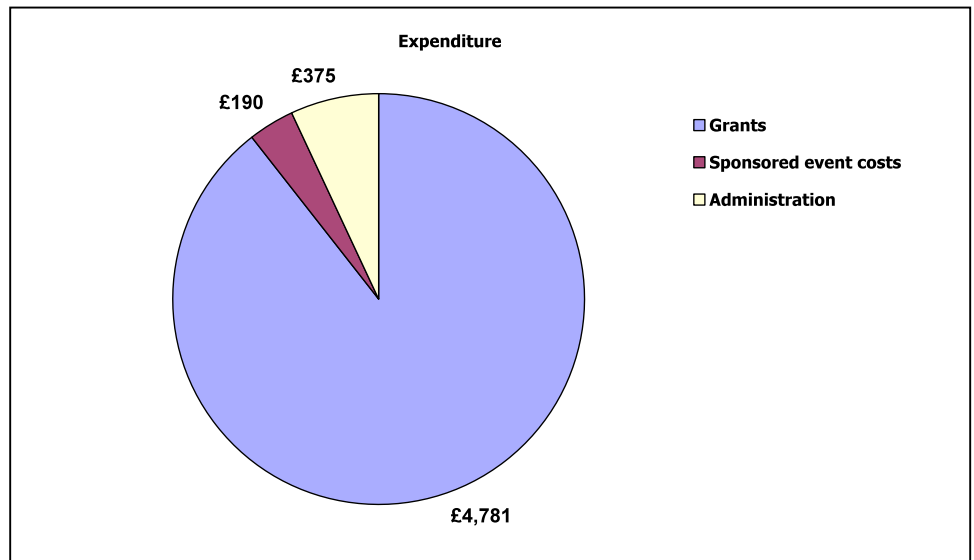
Income	
One-off donations	£5,644
Sponsored event	£6,160
Regular donations	£850
Total	£12,654



GRANTS

Since the first grant application meeting in December 2006, the fund has considered 18 applications for a total of approximately £11,000 in training and approved a total of £4781 with an application success rate of 43.46%

Expenditure	
Grants	£4,781
Sponsored event costs	£190
Administration	£375
Total	£5,346



To date only 4.64% of income has spent on overhead costs. As of 30th November 2008 there was a balance of £7312 in the fund.

PUBLICITY

Applicants have told the fund that along with word of mouth through the outdoor industry and contact with Adventure Unlimited they have found details of the fund through the Institute for Outdoor Learning website and from Google. The Tanya Fund's web page www.aulld.org/tbmf.htm usually comes up in the first page of "outdoor training grant" entered into search engines.

A great deal of useful publicity was gained from coverage by the BBC and Brighton Argus of the fundraising abseil at Peacehaven in 2005.

Two high profile celebrities later become associated with the fund. Dee Caffari, first woman to sail single-handed 'the wrong way' round the world and Rebecca Stephens MBE, first British woman to climb Everest & the Seven Summits have supplied their endorsement of the fund.

Successful applicants are not required to participate in publicity for the fund although a useful number have been willing and there may be interest from the media for feature stories about the fund's achievements. The nature of the fund and the needs of its beneficiaries are such that applicants are a needle in a haystack to reach. Viral methods such as mentioning the website on social networking websites will be encouraged and this newsletter will be sent to donors and other outdoor organizations and hopefully passed via the contacts of everyone connected to the fund and Adventure Unlimited.

FUTURE PLANS

At the present rate of giving, the fund can continue for another two years. In March 2010 a fundraising event is planned and now that the fund has a track record for results and delivery, applications to other grant giving bodies will be made.

SUPPORTING THE FUND

The best way to help the Tanya Fund is by standing order. Please instruct your bank to credit:
Adventure Unlimited No 1 Account, Account Number 00016632, Sort Code 40-52-40
CAF Bank plc, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent ME19 4JQ

Cheques made out to Adventure Unlimited and marked 'Tanya Fund' can be sent to Adventure Unlimited
64 Edward Street Brighton BN2 0JR UK. Tel: 01273 681058 email: info@aulld.org

You can also set up a giving website for a special event via Justgiving at www.justgiving.com/adventureunlimited/raisemoney
A gift aid declaration can be downloaded from www.aulld.org/tbmfdonation.rtf which will also help the fund recover the tax and so increase your donation's value.

APPLICATION CRITERIA

At present an applicant must be:

1. Employed, whether paid or volunteer, in outdoor activities.
2. Experienced in working with young people.
3. Able to demonstrate commitment to pursuing a career in outdoor leadership.
4. Able to show who will benefit from their new leadership skills.
5. In agreement with the fund's ethos.
6. Aged 25 years or over at the time of application.
7. Unable to fund the training by other means.
8. Resident and intending to continue working in Britain at the time of application.
9. Ideally a member of a priority group (women, BME, LGBT, living in an area of high deprivation).

To apply for a grant please complete the application form available at www.aulld.org/tbmfapplication.rtf
The grant panel meets on the first Thursday of March, June, September and December each year. The deadline for applications is 7 days before each meeting.

ETHOS

In tribute to Tanya's own strength and determination and to her commitment to creating opportunities for others, it is expected that beneficiaries of the Fund will, in turn, wish to help and support other outdoor leaders. This might be in the form of volunteering some time to train others in aspects of outdoor leadership for perhaps fundraising on the Fund's behalf.