



## Welcome

We would like to wish you all a very Happy New Year - and a new decade to boot! Many of you will have seen the '10 year challenge' which is doing the rounds on social media, with people posting photographs of themselves – one current and one from a decade ago. This provided a number of opportunities for people to share sometimes strange, often funny photographs – with many looking better at the beginning of 2020 than they did in 2010! However, it got me thinking that an interesting moment might be given to comparing what we, as an organisation, look like today compared to 10 years ago!

Then	Now
Name: Community & Voluntary Sector Association (CaVSA)	Name: Sobus (if it <i>had</i> to stand for something, it would be “social business”, although someone suggested recently that it might in fact stand for “So busy” – too busy in fact to add the y!)
	
Staff team: 13 (8 infrastructure or organisational development staff)	Staff team: 12 (3.5 infrastructure or organisational development staff)
Location: King Street, Hammersmith	Dawes Road, Fulham and Freston Road, North Kensington

What would your organisation's 10 Year challenge look like?

It used to be the case that the first few weeks of the new calendar year were considered something of a slow period for many organisations and businesses, but like most of you, we have found for many years now that there is no such let-up in our workloads. We are scheduling meetings for the coming year – 3<sup>rd</sup> sector forum, POPS, BME Mental Health working group – and more, getting geared up for a busy 2020 in general.

There are likely to be some familiar as well as new challenges in 2020. The ongoing financial climate remains the most significant challenge for the sector, with most of us continuing to be in the position of having more that we want to achieve and deliver but without a corresponding increase in our resources and capacity. It is, I know, little comfort to acknowledge that statutory services are facing the same challenge – however, perhaps it reinforces the need for community and voluntary organisations to collaborate, cooperate and communicate more, in order to pool our resources, share best practice, and come up with ways of working which help our limited resources create more impact for those we are here to support. As always, our aim is to support and facilitate these approaches, as well as

represent and champion the sector. Above all, we will continue to lobby statutory bodies and politely but persistently argue that if they want or expect the sector to step in due to changes, reductions or closures of statutory or commissioned services, then they need to appropriately resource and support the sector to do so!

We will have a CEO Forum in February, following on from the one held at the end of 2019, to start working up some ideas and proposals in response to the Hammersmith & Fulham report "Developing Our Relationship With the Voluntary & Community Sector". It would be great to see you there! Find the full report at:

<http://democracy.lbhf.gov.uk/ieListDocuments.aspx?CId=116&MId=6584&Ver=4>

Wishing you all a prosperous year ahead

Sue

Sue Spiller  
CEO, Sobus