

Annual Report

Presence in Action Collective
Social Enterprise Community Interest Company (CIC)

29th January 2020 to 31st January 2021

Executive Summary

After our first events of the year in February 2020 we found ourselves in very different territory than we had anticipated due to the Covid-19 pandemic. Our first response was to move online using a new platform, Zoom. We offered support to the 23 members of our PIAC community by starting with ourselves through extra community practice and then creating new spaces for us to come together. We responded to our clients by providing our services online which included our coaching and training, and we created new spaces for public engagement through our Co-Creating Consciously conversation sessions which were delivered online.



We have demonstrated that our agility to respond internally and externally is developing, and that by having the framework at the center of everything we do, we have been able to serve not only our community and their families but to also have capacity to reach out to the wider world at a time of great uncertainty.

Our turnover increased from the previous year of £9,000 to over £30,000. Our directors loan is currently at £42,000 which we intend to draw down in future years. At time of writing, due to Covid-19, we continue to plan on-line offerings to our community, clients and wider world. Once Covid restrictions are raised we will begin to offer a mixture of on-line and in-person experiences. We believe our on-line presence has allowed us to extend our reach globally enabling us to bring this work to more people.

Major Milestones in 2020

In terms of attending to:

Ourselfs and our community

- Moved our work on-line for our community and our clients.
- We offered our planned 4 CiP days, plus an extra CiP day in response to lockdown, and new opportunities for learning and development including Thesis Weekend with Potent6, weekly Meeting Myself on a Monday morning as well as 6 learning apprenticeship opportunities.
- The directors met monthly for 1 day in a triad to attend to the needs of the wider group and each other.

Our clients

- We delivered team development for 30 OD practitioners in NHS Education Scotland.
- We moved our coaching and workshops on-line from April.
- University of Edinburgh - Introduction to PIA workshop for PhD students in Bio-sciences AI and career coaching provided to staff in the School of Biological Sciences.

Our wider world

- We delivered two Co-Creating Consciously Conversations and bi-weekly Meditation sessions.
- We developed a unique PIAC brand identity and launched our logo.
- We reached more people globally.



We are a social enterprise who seeks to make profit to reinvest in the PIAC community which in turn allows us to resource external beneficiaries such as other charities or groups.

Our Intention as a CIC

We provide opportunities for people to benefit from all ages, cultures, social and economic contexts. Our purpose is to regenerate personal and social learning, relationships and well-being.

“Our vision is of thriving, inclusive, regenerative relationships everywhere... across all communities”

We do this by sourcing PIAC members to deliver creative community projects to inspire, engage and equip those who often have least access to such personal, social and professional development opportunities.

We work on the basis that as contributors ‘Enough equals Enough’ (E=E:Cos). This conveys the essence of the ‘sufficiency principle’ that underpins the way we do business. Clients (beneficiaries) and PIA practitioners are contributors – each benefiting each other and also those we support beyond the financial transactions that flow between us.

25% of every contract supported the running of PIAC which in turn served our member base.



Key Activities

Within our communities

All of us extended our voluntary support into our families, friendship groups and wider communities in implicit and explicit ways.

We started delivering all our CiP days on-line with a total of 44 people participating.

Two members hosted a Meditation space every second Saturday for 1 hr which is offered to PIAC Members and the public.

Created a new space on Monday morning called Meeting Myself. This provides additional support to our members and an opportunity to develop their acuity.

Continued hosting CiP Gatherings (4.5 days) to support community members during the pandemic.

Offered 6 apprenticeship learning opportunities through PIAC and our learning partner Potent6 include EPIA, POPIA, CAP2 and our Co-Creating Consciously events.

Beneficiaries

Submitted 7 proposals to 4 organisations.

We provided two workshops in partnership with Potent 6 with our Global NGO partner Initiatives of Change, supporting 24 people with 4 of our members from 17 countries.

Won 4 contracts generating income over £30,000 to be delivered in 2020 & 2021.

7 hours of Presence in Action training (EPIA) to 6 new participants.

3 PIAC members delivered NES Team Development day to 32 staff in the NHS.

First Co-creating Consciously Conversations:

- 3 hrs over two sessions created-Fake news? Feedback? in September with a total of 12 participants.
- 2 hrs over two sessions of I'm done! Get me out of here in December for 4 participants.

University of Edinburgh:

- Introduction to PIA workshop for 16 PhD students in computer science and 2 students and staff participants in 9hrs of 1:1 coaching.
- 20hrs of 1:1 career coaching provided to 4 staff at the School of Biological Sciences.



Cultural Diversity

- We have members from - UK, Ireland and Switzerland.
- lofC events with participants from - Malaysia, India, Wales 2, Scotland, Indonesia, Nigeria, Aus/India, Egypt, Tunisia, Romania, France, Ukraine, Denmark (from Afghanistan), Canada (from Sri Lanka), Austria, Spain,
- Free online events with participants from - Singapore, Australia,
- UoE PhD students from with participants from - Italy, Russia, Poland, Germany, Romania,



Membership Scope

23 members in total:

18 1:1 Practitioners

4 Group Practitioners

1 Lead Supervisor & Trainer

Free of Charge Support

Members contribution:

- Hosting of public events
- 1:1 and Group hosting
- 1:1 support to fellow members and family and friends
- Practice partner at learning events with PIAC and Potent 6

Events/training:

- 4 hrs of workshops delivered through the Firestarter Festival in Glasgow and Edinburgh with 21 new participants.
- Two 8 hr workshops in partnership with loC

Members Training Development

- 68hrs of training delivered to members by Potent6 (POPIA 36hours, CAP2 16hrs, Thesis retreat 16hrs)

Financials

Key Revenue:

CiP membership Revenue	£7,081
PIAC projects and events	£11,077*

Key costs:

Running costs admin, IT, (Judith Dec & Jan invoice not incl)	£3,573
Paying Practitioners delivering work	£7,410
Accountants	£1,080
Directors fees paid this years	£24,000

Loss:

£17,905**

**Of our client income 25% remains in the social enterprise to be reinvested, 15% is paid to Potent6 for IP. Practitioners can claim up to 60% of the income remaining.*

***Cumulative Directors loan outstanding for 2020 & 2021*

£42,000



Impact of our work

Our members

"Morning PIA Community!

I realise sitting down to my emotions cards today that Monday mornings are beginning to be my favourite time of the week when we host Meeting Myself. I'm believing I have so many emotions running and meeting them in the presence of community members is such a special practice to me.

Thank you Chris and Laura for meeting me yesterday - I'm missing you this morning but I know you are all out there in the world around me - and that's a Fact!"

Sam, Dec 2020 commenting on Meeting Myself on a Monday morning.



"The opportunity to work with someone new in a triad online, I found this very valuable. The opportunity to watch someone new work with the P6 constellation also so helpful to watch and learn from others working. An opportunity to hear from everyone who attended, I found that very encouraging noticing our similarities and differences. For me the timing of the coming together for the community day was perfect and extremely valuable though online.

I had not realised how helpful it would be for me to share what had been showing up in me and also hear what was showing up for others at this time of change. Nicolette, commenting on value of CiP March as lock down started.

Time to process, host and connect with others in group. More clarity of how PIAC work is emerging in group context of supporting individuals in organisations through training. Clearer insight to symmathesy in practice."

Karen, June 2020 CiP commenting of value of CiP June 2020.



“Our CiP day on Wednesday was truly extraordinary for me. Building on our recent REAL Change experience, I deliberately stepped out into the CiP space. And what I got back was a profound belief that I am loved, and therefore lovable. Which in turn freed me yesterday to be truly present to my husband and daughter talking over big issues, and later with my line manager on some tricky issues. I value the circularity, which also encompasses my faith beliefs, and notice what I see as the emergence of a fresh new ecosystem of care and change reaching around me and beyond. I’m so grateful when I’m supported, which leads me to a sense of deep commitment to supporting you all and others.

Another result was that I asked my line manager to help me offer writing about my experiences (something I love doing and in the past has been appreciated) to our Comms team, and she was keen to help.

Thank you, each of you, for being there!”

Su, CiP December 2020.

“Grateful, wonder, surprise, Awe. I believe being in this community has provided healing for wounds I never acknowledged I had - An opportunity to be liberated from some beliefs or at least notice them. Being in community is a framework and helped me find my confidence to do my first online work as part of my new business. Chris and I both sitting in Cap 2 realms - joy, surprise. A greater trust in myself. More compassion for myself.”

Imogen, Dec 2020 CiP commenting on the value of being in PIAC community in 2020.

External public events

“Great to be introduced to it (EPIA) and excited to try to put it into practice.”

October EPIA participant.



Operational Outputs

- Switched all our activity online via Zoom in March 2021 in response to the pandemic.
- Created a brand identity.
- Changed our website host and updated our website with support from a volunteer member.
- Hold Director's meetings 1 day a month, Community Calls one hour a month and regular updates regarding administration with Judith Keys
- Built our client database by updating it with GDPR approved names after each event.

2021 Plans

Members

- Meeting Myself every Monday morning at 9am.
- Morning meditation practice every second Saturday.
- Community Gatherings x 4 (March, June, September, December).
- Practice partners for Potent 6 POPIA x 2, training for 1:1 and group work.
- Co-creating consciously conversations x 3
- EPIA x 2 in March and October.
- More training opportunities with our partner Potent6.

Beneficiaries

- FREE Firestarter Festival event in February on Self Centering.
- Hosting Co-creating Consciously Conversations x 3 events
- University of Edinburgh - PhD students, Roslin staff, Biological Sciences Staff
- CELLO: 1 day on-line session called Fake News? Feedback? What is the difference?



Thesis Retreat March 2020 - the last time we were in person in 2020



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