



Introduction

RicNic is one of the UK's most innovative and unusual theatre companies; providing young people with a platform to develop their creative skills through unique youth-led projects, while building long-lasting friendships and making positive contributions to their local community.

Whether their creativity lies in performance, directing, visual design or technical production, RicNic offers an opportunity to unleash that passion in a professional theatre setting and the chance to showcase their work to a wider audience.

Our flagship summer theatre projects are produced and performed entirely by 16-21 year olds, who are given full autonomy over their budget, scheduling and delivery of the show. Supported by our core team and our excellent database of industry professionals, we entrust our participants with the responsibility of mounting a production which is both artistically and commercially successful; offering a unique chance to run their own arts enterprise. Best of all...participation is completely **free**, enabling young people to come together regardless of their personal circumstances.

Alongside our summer shows, we run a programme of outreach and personal development activities which explore young people's creative skills and raise aspirations. A large portion of this work is targeted on working with settings who do not offer a broad arts curriculum and in areas of low cultural engagement.

We place young people at the core of our organisation, ensuring that their voices are heard at every level of development and planning. From having ownership in our projects, to a voice at Trustee level and even forming the interview panel for our staff team, they are embedded in our operational plans, We are committed to providing accessible opportunities for young people of all backgrounds and abilities to engage in the arts and thereby develop key skills. **At RicNic, young people really do own the stage.**

Participants call RicNic life-changing, transformational, and unique. Joining RicNic means joining a family of young creative minds who are passionate about making a difference.

About Us

RicNic was set up in 2004 by a group of 16 year olds who shared an interest in musical theatre. Raising all the funds and taking on all responsibility themselves, they successfully staged a production of *Guys and Dolls* in their summer holidays. This soon became an annual event and over time the project expanded to involve more and more young people. Three of the founding members are now trustees of the board. 15 years on RicNic has expanded into an unique youth arts organisation, providing real opportunities for young people to explore and develop their creative skills. We currently know of no other organisation in the UK that provides young participants with such a level of autonomy over a project.

In late 2018, a legacy donation to support core costs from a long-standing supporter enabled RicNic's trustees to commit to a long-awaited period of development for the charity. With the appointment of our first Executive Director in January 2019, RicNic embarked on a period of new development and expansion focusing on building our profile and engaging with young people with lower cultural engagement.

In the past 12 months we have successfully

- Established a new branch in East Staffordshire where there are currently no opportunities for young people to gain experience of working with a professional arts organisation
- Piloted 'Engage', a scheme of outreach workshops for schools
- Developed partnerships within the communities we work in to enable us to signpost opportunities to a wider audience of young people
- Established a development plan and fundraising strategy that aims to make the organisation sustainable going forward.

We now run four RicNic Branches in Hampshire (established 2004), Oxford (2011), South London (2017) and Burton on Trent (2019), with plans to extend further into areas with fewer creative opportunities.

Our Funding Request

We are now seeking support towards our core costs to enable us to build on this expansion and roll out our plans for development. RicNic currently employs two members of staff on a home-working basis to keep our running costs as low as possible. In order to continue our project expansion and delivery we need to fund two salaries on a rolling basis.

The total staffing cost for these roles per annum is £45,000 and we are grateful for any contribution towards this for 2021 and beyond.

RicNic Development Plan 2020-2024: ENGAGE, EMPOWER, EVOLVE

We currently run two programmes of activity each year:

Empower – A summer project for 16-21 year olds running annually in each branch location, in which young people stage a full-scale musical production in a professional venue. Each project is managed completely by a young Production Team recruited by application for the year, who appoint their cast, crew and band and have full autonomy over the project. They are supported and mentored by RicNic’s staff and trustees, with regular monitoring meetings through the year.



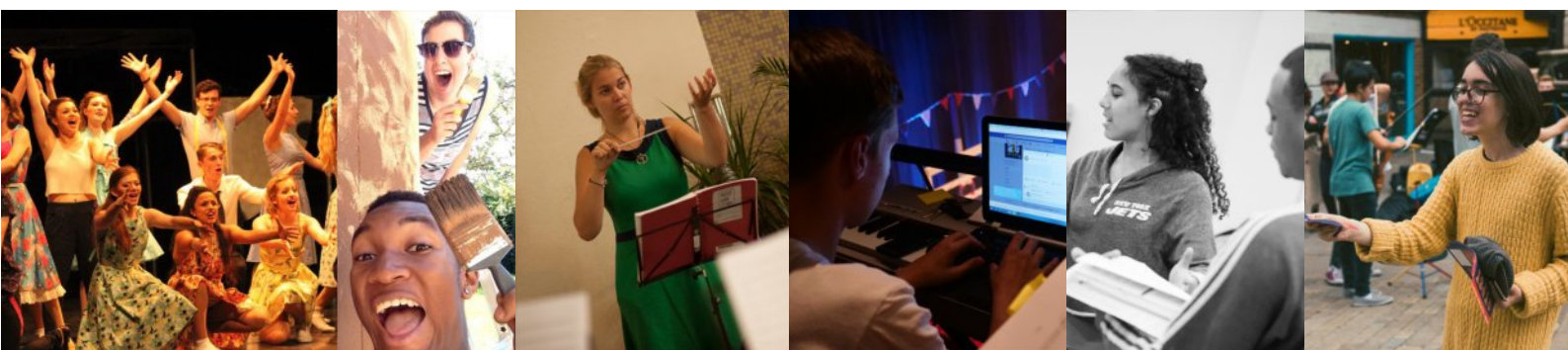
Engage – An outreach scheme for Years 9-13 which brings together creative and business skills to teach young people about running a Production Company and explore how their own creative skills could be used in a professional career. These workshops are based in formal education settings and use a condensed model of the Empower project to encourage creative thinking, problem-solving, presentation, communication and collaborative skills in KS4/KS5 students.

We are also currently developing our third programme strand

Evolve - will provide access to unique events, workshops, masterclasses and mentoring opportunities for young people to gain a wider understanding of the creative sector. Through our research we have found that there is a lack of awareness of the broad variety of career options in the industry, coupled with an assumption by some young people that their skills would not be suitable. We are currently building partnerships with a diverse range of artists, performers, creative professionals, venues and organisations who are committed to helping our participants, providing advice, volunteering and work experience placements and an insight into specific areas of the creative industries. We aim to make all sessions free to attend and to record them for online viewing, so as to engage with as many young people as possible.

2024 will mark RicNic’s 20th anniversary year. By that milestone, we aim to

- Have 6 **Empower** branches successfully established and running summer projects: a network of 3 existing branches in the South East and a network of 3 Midlands based branches.
- Have consolidated our self-funding project model for existing Empower branches,
- Established a regional network for young creatives in each of these areas, bringing them together and enabling them to share skills and experiences through shared events.
- A successful **Engage** outreach programme running up to 24 individual projects per year in schools and colleges, providing a valuable revenue for the organisation through commercial projects and targeting participants with low cultural engagement through subsidised and funded sessions.
- Have established our 3rd programme strand **Evolve** by creating a database of 30+ partners and running 2 main events per year.
- Increased the number of young people engaging with our projects by 300%.
- Extended our staff team to include a further member responsible for overseeing our Midlands network and a part time Education Officer to co-ordinate our outreach and CPD programmes.
- Developed our network of industry advisors committed to supporting and mentoring our young participants.
- Improved our website and online platforms to better explain our work and to provide regular information on further opportunities for our participants; including volunteering, placement and employment opportunities in creative roles in their area.
- Have developed our fundraising strategy and profile with funders to ensure that we have sufficient funds in place to plan 18 months in advance, thereby allowing us to form new partnerships and commit to further expansion.



Empower participants take on every creative aspect of mounting a production themselves, including Producing, Musical Direction, Choreography, Set Building, Costume Design, Fundraising and Marketing as well as performing roles in the show. Through this they develop a wider awareness of how arts companies operate and develop key communication and organisational skills.

Our Estimated Reach by 2024

	2018	2019	Predicted 2020	Predicted 2024
Number of Summer Branches established by end of year	3	4	4	6
Number of participants in summer branch projects	120	120	160	240
Number of participants in outreach projects	0	130	300	900
Number of young people engaging as audience members in outreach projects	0	200	500	1500
Audience Figures for Summer Projects	2000	2000	2700	5000

Our Locations

Existing Empower Branches

RicNic Hampshire - based in Winchester this is our original branch that was established in 2004. Winchester itself is a relatively affluent city with all LSOA's in 30%+ least deprived areas. RicNic's branch however draws young people from across Hampshire each year, particularly from Eastleigh, Basingstoke and Andover. We are currently liaising with local authorities to identify target areas where there is a need for more youth engagement. We work closely with our venue partner Theatre Royal Winchester to complement their Young Producers programme which runs through the year but not in the summer, enabling us to signpost participants to opportunities.

RicNic Oxford - Performances are based in the City Centre but rehearsals are in the North Oxford area. This branch draws young people from some of the most deprived LSOA's in the area including Headington Quarry and Leys. We also have a strong intake of participants from the Abingdon and Didcot areas. With Oxford's state schools seeing a drop in students taking up arts subjects, we are working with the local authorities to identify target schools where we could help to re-engage young people on a creative level.

RicNic London - Based in Lambeth, RicNic London has the most diverse and changeable participant base. Drawing young people from across London, the branch caters for local residents, students and international visitors alike. Up to 2019, the branch was based in Stockwell, drawing audiences and participants from across South Lambeth, Brixton and Clapham. In 2020, the branch will be resited (due to venue closure) in West Norwood/Streatham.

RicNic Burton - Based in Burton on Trent, East Staffordshire this is our newest Empower branch. A production team has been recruited from the area and the company will deliver their first project in Summer 2020. This branch was set up in partnership with East Staffordshire Borough Council to fill a gap in provision for youth arts. There are currently no other professional arts organisations working with young people in this area and aspirations for young people in certain schools are low. Burton is surrounded on four corners by LSOAs in the 10% most deprived in the country. A further 8 wards are in the 20% most deprived areas. The current production team draws participants from these areas, but also from neighbouring cities of Derby and Lichfield.

Current Engage Locations

We are currently delivering our Engage programme in areas of the West Midlands that we are researching for potential development with our summer Empower projects. We are working with a youth group on Cannock Chase, South Staffordshire to explore the potential of running the project over a longer period. This group is drawn from mainly one secondary school with a catchment area encompassing the most deprived LSOA's in the area (10th percentile). We are also working with schools and colleges in Walsall, West Midlands to develop projects for 2020.

Future Development

In our existing Empower branch locations we are building partnerships across the community to ensure that details of our projects reach those most in need of engagement, including Young Carers. We aim to start delivering Engage workshops in schools and community settings across these areas by the Spring 2021 in order to connect directly with young people in the communities and to encourage participation in the summer projects.

Our wider focus for the Empower strand is to identify locations for two further branches in the Midlands area. As with RicNic Burton, we want to find locations where we can fill a gap in provision for this age group. We are currently in talks with venues and the local authorities in Stoke on Trent, and researching areas of South Birmingham and the Shropshire/Midlands border.

Why Is Our Work Needed?

"In 2017, the Association of School and College Leaders surveyed their members and found that 72% reported having cut GCSE courses, with those cuts falling disproportionately on creative subjects. The vulnerability of arts courses has been exacerbated by their exclusion from the English Baccalaureate, one of the flagship measures of Michael Gove, Secretary of State for Education from 2010 to 2014."

[Royal Academy - Art Teaching Decline In Our Schools]

"The exclusion of people from the arts is not just a problem for us know but an enduring injustice that will echo down the ages. What people know of us in centuries to come will be dictated by who gets to tell their story now....1 in 5 16-24 year olds currently do not engage in arts activity" **[ThinkNPC - How Can We Engage More Young People in Arts & Culture, Oct 2019]**

Over the past 10 years, there has been a notable decline in the teaching of creative subjects in schools. When talking to our partners and network of education providers it has become clear that this decline is now having wider repercussions:

- The County Arts Officer for Oxford reported that state schools in the area have seen a wide movement of pupils who can afford private/specialist education from age 16+ to local independent schools with a reputation for the Arts. Consequently, there is a decrease in both the creative student and culturally invested parent networks in the state school community in the area and over time courses are becoming more limited for those who cannot afford to pay for training.
- At our recent Engage workshops in Burton on Trent, we visited Paget High School. This is a large secondary state school who has only 1 music teacher covering all music classes and running an annual student talent show. Teaching staff here noted how their students had no experience of working with theatre or presentation skills and as a result they struggled to have confidence in their imagination, problem-solving and presentation skills, which are essential for their life-long learning.

In addition, arts training, part time courses and summer schools are prohibitively expensive with fees ranging up to thousands of pounds per annum, which again makes them inaccessible to many.

- Participants at our London branch who are themselves undertaking professional training at fee-paying colleges, have expressed how they struggle to pay for fees, living costs and then cover the cost of 'top-up' summer programmes that their fellow students are able to take to further their performance CVs.

With this decline in the formal education sector, the baton is passed to less formal opportunities to develop the next generation of confident and creative thinkers. Opportunities for young people to gain genuine experience in the creative sector are very few and highly competitive, while on a community level many youth theatres and part time stage schools stop catering for this age group post 16-18 years and tend to run only in term time.

Midlands Development

Particularly in our Midlands research, we have identified a distinct difference in the range of opportunities available to young people in our South East branches, compared to those available in pockets of the Midlands. At our new branch in Burton on Trent, for example we have found:

- There are no other professional arts organisations working with young people in the town
- There are currently no Arts Council funded projects in the East Staffordshire Borough
- Funding cuts at our local authority venue meant that their regular youth provision for age 11+ has been cut.
- Provision of projects and work experience opportunities tend to be centred around the larger cosmopolitan areas and for young people in smaller and rural areas the travel requirements to these opportunities is restrictive.

RicNic aims to address this by

- expanding their work to specifically target areas with a lack of other provision.
- providing free and accessible opportunities for young people to showcase their skills,
- developing an exciting offer for young people in areas where there is no other provision for their age group
- supporting schools to address the lack of creative arts provision in their school by building cross-curricular programmes that link with core subjects
- building partnerships with creative professionals who are able to support young people aspiring to join the sector
- Providing safe, inclusive spaces in which young people can come together, work together and learn from each other.

We aim to continue running fee-free programmes for all young people, regardless of their personal circumstances, and to expand into areas where a need has been identified with our partners.

We draw our students from an area that experiences a number of socio-economic problems; our students are living in one of the 20% most deprived areas in England. East Staffordshire falls into the 50% most deprived districts nationally. As a result, there is a lack of opportunities for the arts and the development of cultural capital. Burton is predominately a low wage economy, collectively this disadvantages the students when they complete against their peers for prestigious university places. The proportion of students in the school known to be eligible for free school meals is above average, with a rising trend. Around one third of the school population comes from minority ethnic backgrounds, and speak English as an additional language. The majority being of Pakistani heritage. The proportion of students with special educational needs and/or disabilities is just above the national average. Our students have the aspirations and aim high unfortunately there is a shortage of projects in the vicinity for 16-18 year old students to gain valuable work experience knowledge to enhance their personal statements whether this be for university or higher level apprenticeships, by working with RicNic we aim to broaden their horizons and equip them with life changing experiences that develop the softer skills employers look for. **[Mrs J Butcher, Deputy Headteacher, Paget High School, Burton on Trent]**

Our Impact

RicNic has worked with over 1000 individuals to date and we are proud of the fact that many cite their RicNic experience as having a huge impact on their confidence, their choice of career path, their social lives and the choices they have gone on to make.

Many participants mention drawing on their RicNic experiences to give examples in interview situations of when they have worked under pressure, managed a budget, worked with a team, etc. We currently have alumni that have gone on to work in renowned organisations across the creative industries, and to use their skills in the teaching, business, IT and legal professions.

In addition we have established an excellent working relationship with our venue partners in each of our Empower locations, building strong ties in the community and generating new audiences. In 2017 and 2018, box office figures for our Hampshire branch showed that 30% of all RicNic bookers were new attendees for the venue. In 2019, the figures for our Oxford branch showed that 90% of the audience were visiting that venue for the first time.

We do not set out to transform lives, but to equip young people with a safe environment and the tools with which to explore their talents, learn from each other and make their own choices. In doing so, we facilitate the opportunities for participants to progress and develop through supporting the most basic skills enhancement of time management, communication and collaboration.

Here are some testimonies from previous participants along with a case study of our recent work.

I want to apply for drama school and courses and needed something to give me more experience. I also needed a boost on the social side and thought that being around people would similar interest would help me and give me more confidence. It turned it to a family. It was very intense and everyone truly cared. The fact it was run by young people meant it was a safe environment to take risks and the lack of judgment and freedom of expression both aided us in the creative process but also the social side.

Ellie, Participant 2019

I learned more in this time than I think I would have in 5 years of work in the industry

Jasper, Empower Producer 2019

As technical director, I've learnt a range of skills such as communication and organisation as I've worked with and been in contact with a number of people and companies. It has also greatly boosted my confidence. (As well as how a show actually happens!)

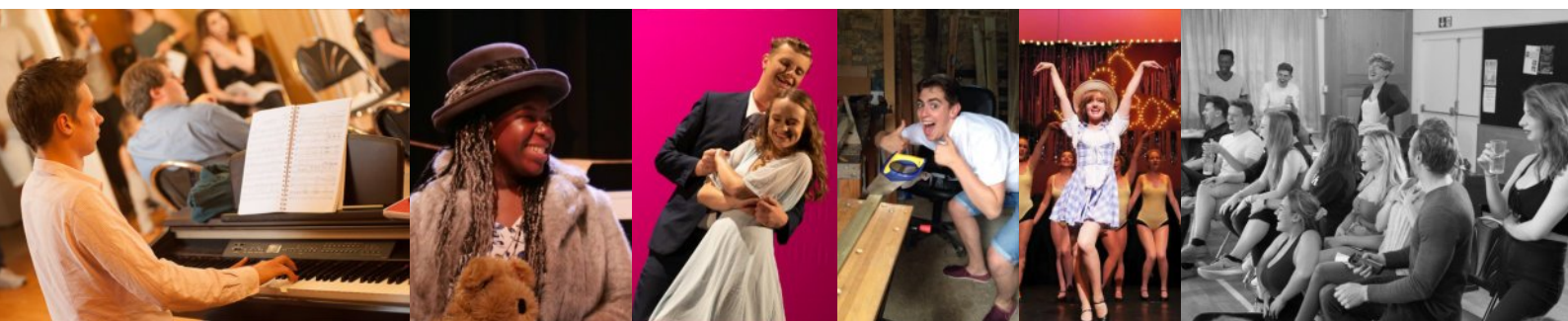
Callum, Technical Participant 2019

I can't quite express how much this company, and the people in it, means to me. In them I was able to find a place with people who were just as weird as me, and they were totally cool with it. I was finally able to find somewhere I am comfortable being me, which I've never truly had before."

Emily, Production Team 2017-18

Having so much responsibility definitely taught me skills I will use in the future, from time management to working in a team.

India, Co-Producer 2018-2019



CASE STUDY 1 - Alex Lonsdale & Paget High School Burton on Trent

We appreciate how difficult it can be for young people to gain valuable experience in the early stages of their careers, and we aim to support that wherever possible through our projects and network of advisors. We also recognise that we have an incredible wealth of talent within our participant base and that, once those participants have left our projects, we would be foolish not to connect with that talent in return. Our 3-strand programme therefore aims to equip young people with the skills to develop their talents, but also provide opportunities for those who have been through the process to give back and support a new generation of participants coming through.

This case study looks at Alex Lonsdale and his RicNic journey.



RicNic allowed me to realise exactly what I wanted to achieve as a creative person. It allowed me to practice, to listen, to pause, to go, to dance in the rain, to sing from the rooftops and to believe in myself. I made my very, very best friends through RicNic, who I will treasure forever; it also allowed me to focus and find a passion for something, and feel supported in taking pride in that. I can't speak highly enough of RicNic, and am so, so grateful for it and the part it played in my life, and how it believed in me and invested in me.

Alex, Participant 2014-17 and Facilitator 2019

Alex joined our RicNic Hampshire branch in 2014 as a member of the cast for that year's Empower project. He was 18 on the final night of the performance that year and had already decided not to pursue higher education. With an interest in the theatre he decided to spend a summer enjoying RicNic before looking for employment. After enjoying the project and making a lot of new friends, he joined the production team for RicNic Hampshire the following two years as Director, and was instrumental in raising awareness of the project in new areas across the county. He was committed to ensuring that all young people had the opportunity to get involved. In 2017, as RicNic looked to set-up our 3rd branch (RicNic London) Alex acted as Associate Producer to the new production team, supporting them as they worked through their first project. Through this period Alex developed an excellent relationship with the staff and trustees and was asked to support all three existing branches where needed.

Alongside this Alex began to develop an early freelance career in theatre direction and education, going on to set-up his own theatre company operating across the South East. This wide-ranging experience made Alex an ideal candidate for helping to develop our new programmes and activities. In 2019, Alex was appointed as an inaugural member of RicNic's Associates Board, a panel of junior trustees who support our participants and deliver events to support the ongoing fundraising of the organisation. We then asked him to support our Executive Director in the devising and delivery of pilot workshops for our new Engage Workshop scheme.

This is the overview of the project and the impact it had for him in Alex's own words

"I don't think you realise the enormity of what you have achieved"

After spending two challenging and thought-provoking days delivering the RicNic Engage programme at Paget High School, Burton on Trent, I am reminded once again of the transformative power of arts engagement and how crucial access is. Our group, made up of over 40 young people from different backgrounds, cultures and abilities, were united in that none of them had taken part in a project that places creativity at its heart before. Nerves and self-consciousness made for an interesting first day, whereby the young people were gently introduced to the process of making theatre. We met with considerable resistance that day and it was questionable whether we would see a performance develop. Gradually however the group built in understanding, confidence and ideas so that they progressed from concept, to pitch, to performance - a performance that saw every young person in the room take a huge step forward and challenge themselves in sharing their own creativity to an audience of over 200 peers from younger year groups. "I don't think you realise the enormity of what you have achieved", a quote from the Deputy Headteacher perfectly captures the success of the project and highlights the capability of all young people when they are trusted, supported and encouraged to try something new. More excitingly, students from this group have now gone on to take Production Team roles in the new RicNic Burton Empower branch for 2020. From a personal perspective, having previously worked across the South, delivering this project was an excellent opportunity for my own CPD given that usually my delivery is to those that have a level of engagement prior. In this case it was very much a grassroots process, bit by bit working to develop the confidence, self-belief, imagination, project management, team work, risk-taking and creative skills that are vital for encouraging the development of not just young people but a cohesive and accepting society.



The RicNic Team

RicNic is managed on a daily basis by one full-time and one part-time member of staff. They are supported by 7 Trustees, 3 Junior Associate Board Members and a professional Advisory Panel.

Executive Director - Jennifer Holyhead

Joining RicNic in 2019, Midlands-based Jennifer is our first appointed full time staff member and first Executive Director. She has over 15 years experience of working in the arts as a facilitator, director and producer. She joined us following a decade of work at the renowned Lichfield Festival and has a vast array of skills in fundraising, event management, partnership building and working with young people.

Projects and Productions Manager - Alexandra Finlay

Alex joined RicNic in 2016 as their first employee and has been instrumental in developing the stringent processes behind the projects for safe-guarding, GDPR etc. A former actress, Alex now splits her time between RicNic and working as a freelance copywriter and author.

Board of Trustees

RicNic is governed by 7 volunteer trustees, recruited for their passion for arts engagement and their diverse range of skills. Four of the current trustees were founding or early participants of RicNic and have grown the charity in size and capacity in their spare time. Between them they now work in charity policy making, finance and as a West End performer. The remaining trustees include a lawyer specialising in the arts, a theatre agent and a charity fundraiser.

Associates Youth Board

Set up in 2019, the Associates Youth Board is a panel of RicNic project alumni aged 21-25 who wish to continue their connection with RicNic's work after they reach the upper age limit of our participatory projects. The Associates Board support the organisation by running fundraising events and by mentoring participants at our Empower branches; particularly new members of our Production Teams. They bring a valued youth voice to our strategic planning and development.

Our Partners

While our projects stand alone and are unique to RicNic, we recognise the enormous benefits of working in partnership with many different individuals and organisations both in the planning and delivery of our projects. Finding a collaborative approach, particularly when launching projects in new locations, is essential for avoiding any duplication of activity and the consequential competition that brings, identifying gaps in provision, ensuring information of our work is disseminated to a wide audience, finding support, training, advice and special skills that will support our young people on their projects.

We currently partner with a range of venues, arts organisations and local authorities including:

The Brewhouse Theatre and Cafe, Burton on Trent
Arts At The Old Fire Station, Oxford
South London Theatre Fire Station
Theatre Royal Winchester
The Old Rep Theatre, Birmingham
The Lichfield Festival, Staffordshire
North Oxford Community Association
Winchester City Council
East Staffordshire Borough Council
Oxford City Council Arts Team
Arts Connect West Midlands
Winchester Residents Magazine
Burton Observer / Derby Live
NODA
Love Midlands Theatre



RicNic - Fundraising Strategic Plan

Empower Projects - Self-supporting Sales / Youth Fundraising:

RicNic has adopted a new funding model from 2020, which will continue to allow these projects to be run by our young people but will limit the risk of loss-making productions. RicNic will cover the costs of venue hire, licence and early marketing materials for each Empower production; providing a 'black-box' basic space in which the company can perform their work. This will be funded by a mixture of core funds, revenue from the previous year's production and some small grant applications, depending on the location of each branch. Some have a more established booking pattern in a venue and so we can rely more on sales than funding, etc.

Any additional requirements for the production will be paid for via fundraising from the young participants, who will carry out their own fundraising activity, seek local sponsorship and in kind support, sell advertising space and run online giving campaigns. This activity will be monitored regularly by our Projects and Productions Manager, who will only authorise spend once evidence of fundraising income is provided.

Any surplus ticket revenue will be directed back into the following year's production for that venue. **Ticket Sales** in the application have been estimated based on previous figures in other projects at similar capacity venues. We have maintained a low income figure for each of the new branches to allow for an establishing period and a contingency for opening events in lower income areas.

For new Empower branches, we aim to provide two years of extra financial support which will serve to establish a branch in a location. We will do this by sourcing grants from **Local Authorities** and from smaller **Trusts and Foundations** who specifically support Arts and/or Youth projects, or projects in that particular community. In this approach, we aim to develop a long term relationship with local funding organisations who will have the opportunity to witness the impact of their grants first-hand. [See additional tab for sample list of funders] We have already had strong success in this approach for funding Empower in Burton for 2020 and Engage sessions in the Black Country. We envisage that as the audience for each branch builds, and the profile of RicNic grows in each area, each branch will become self-funding as with our existing projects.

Participants in new branches will also be encouraged to fundraise for their surplus items, as highlighted above, but initially there will be a higher contingency in place to support them as a new venture. A gradual withdrawal of additional support will be conducted with each branch year on year.

Engage Projects

We are seeking to fully fund 80% of the first 3 years of Engage Workshops in order to make them accessible to schools who would not offer arts projects regularly. We will also approach Local Authority Funds and Trusts and Foundations to support these on a local basis, while also applying for larger bids to cover the entire scheme. Some of these applications will look to fund a series of Engage workshops, leading to an Empower Summer project within one combined application.

A small number of sessions will be offered to settings on a fee-paying basis. Our aim is to target these outside of our usual areas to avoid conflict between funded and non-funded opportunities. These sessions will generate a small amount of income which will also support the ongoing Engage projects in our target areas.

Core Funding

As our internal staff funding experience has previously been in project funding, we would like to work with a Freelance Fundraising Consultant to build skills in core funding applications. Victoria Stanley is a highly experienced Development Manager with over 10 years experience of working for large Arts and Culture organisations across the Midlands, including CBSO Birmingham, the Lichfield Festival, Black Country Living Museum. She has a strong knowledge of the funding sector and is accustomed to working on large budget projects. She is experienced in generating core funding for salaries and the creation of new job posts. We have applied to the Arts Council to cover a consultancy fee which will enable Victoria to work with the team and submit applications to larger funders, while also mentoring our current staff to improve their knowledge and skills in this area.

Supporting this approach will be RicNic Trustee, Vicky Rees, who also has many years experience of working in charity fundraising and currently works in Development in the medical sector and by Benjamin Cahill-Nicholls (Chair) who is currently Deputy-Director of a charity funding thinktank and has previous experience of fundraising in the Independent Schools sector.

RicNic's other trustees are all committed to driving the fundraising goals in regard to Corporate Sponsorship and In Kind industry donations through their contacts in the creative, legal and finance sectors.

Monitoring

RicNic's staff and trustees will monitor the fundraising streams on a regular basis, with monthly discussions on progress. In the event that funding falls shorter than expected, we will look to amend the project plans by reducing the number of workshops and projects that are offered, rather than dilute individual workshops and risk limiting the quality and impact of each one for our participants.