

100 Reasons to be Cheerful

Business

- #100 > Back to the future - we introduced postal copies of our Monthly Report to Members to sit alongside the e-version
- #99 > The launch of our series of A-Z Guides
- #98 > Our new Succession Planning service; a pragmatic, affordable and practical aid for Governing Body Members
- #97 < The continuing popularity of the EVH Desk Calendar
- #96 < Whilst most new members are wider social enterprises, we nonetheless also recruited two additional 'housing' organisations in the last year
- #95 < The EVH SHAPS Support Group remains together after its fifth year
- #94 > We increased our staff to offer members an even better level of service
- #93 > Cloud based working within EVH
- #92 > 'Betty's Room' events are, almost exclusively, catered for by social enterprises
- #91 > Planning for our 40th birthday celebrations - all in the best possible taste

Work

- #90 < The Agency Workers Regulations
- #89 < We filled 96 temporary vacancies over the past twelve months ...
- #88 < ... and 28 of our people got a permanent job after starting as a temp
- #87 < We are running more Governing Body membership workshops on diversity issues than ever before
- #86 > The Scottish Living Wage
- #85 > EVH handled well over half the Scottish social housing CEO vacancies last year
- #84 > I-spy EVH investigators busy all year working out who did what to whom, and why?
- #83 < Our revamped Weekly Jobs Bulletin; and that we were able to offer people the chance to apply for more than 225 jobs last year
- #82 < Progressive employers still prefer to deal with agencies that hold full REC accreditation
- #81 < Disability Confident Employers



People

- #80 > Farewell to Diane Waugh and Agnieszka Davren, both off to big jobs elsewhere
- #79 > And to Allan Cameron, our long standing partner at UNITE the Union, now looking forward to a long and happy retirement
- #78 > We recognised and celebrated close on 50 long serving Governing Body and staff members countrywide who, between them, had given over 1,500 years to the cause - we couldn't do without them
- #77 < The outstanding contributions made by: Ann Irvine of Govan Housing Association; Bill Sharkey of New Gorbals Housing Association; and by so many others we have lost of late
- #76 < Fresh blood in the staff team: hello Susie Anderson, Maxine Leedham and Lorna MacIntyre
- #75 < Good to see Professor Roger Willey of ACS limping back into play after a time in the treatment room
- #74 < Late in the year Lindsey Dinnen gave birth to little Emily - EVH baby number six
- #73 > This year's Helen McGregor Award Scheme winner - Barry Jarvis from Osprey Housing, Moray
- #72 > Three more EVH staff attained Paralegal in Employment Law status during the course of 2016
- #71 > The continued sponsorship support of Thistle Tenant Risking, ng homes, Cunninghame Housing Association, and Garrion People's Housing Co-operative

Money

- #70 < Solid levels of membership renewals and support once more allow us to generate a decent surplus to reinvest in our infrastructure and member services
- #69 < For the second year we were able to sign off and approve applications for the Community Learning Exchange Grant scheme
- #68 < Volume sales of our Governing Body Appraisal services meant we could once again price this class-leader more attractively than any other provider
- #67 < Our relationship with the Northern Housing Consortium means that EVH members are able to gain keenly priced access to "bespoke procurement" support; and to the Allpay service
- #66 > EVH membership fees were reduced by 3.0% in 2016
- #65 > We reached the end of our three-year investment programme on renewing our website and replacing all internal IT services
- #64 > Heavy interest in our CEO recruitment service allowed us to maintain prices at unbeatably competitive levels
- #63 < We were able to swallow the significant Landlord costs of our new Landlord safety service, without passing these on to members
- #62 < EVH remains able to bear pension payback costs without reducing its services to members or its staff numbers
- #61 < Our plans to further invest in services and facilities, including the "Betty's Room" venue, and a new Christmas tree



- #60 > Three cheery new faces
- #59 > ... and a new Executive Committee member, Brian Chaplin from Tighean Inliss Gall, Isle of Lewis
- #58 > Pizza Quiz - Food for thought but not the edible kind
- #57 > Successful HR Conference jointly run with SHARE
- #56 < Jack of all trades
- #55 < The venue for this year's Annual Conference
- #54 < A truly inspirational speaker
- #53 < Long Service Awards still running successfully
- #52 > Appreciating our own long-serving Executive members
- #51 > Independence Day, Betty style



Place

< #48

... so much so, we now have a dedicated member of staff just for venue bookings, offering customers a much more personalised service

< #49

Our massive leaflet drop of city centre businesses gave us a real boost of new customers

< #50

Proudly promoting Betty's Room as an accessible space through Disabled Access Day



#47 >

In 2016 we welcomed almost 100 visitors, what's not to love about the compliment of repeat business?

#46 >

Our next favourite thing, word of mouth recommendations – thank you for spreading the love.

#45 >

The useful suggestions that appear on our feedback forms (like segregated recycling bins, of course, why didn't we think of that one before now?)

#44 >

The extra comments that people squeeze onto those forms "a fantastic venue for hosting events", "a hidden gem – such a light, airy space"

< #41

Increasing our network of like-minded social employers who would never otherwise cross our path if we didn't have this delightful city centre venue space to offer them

< #42

Our ability to be flexible with our venue spaces to meet specific requirements – from layout, to catering, to out of normal hours timings

< #43

The team's commitment to keep improving on what we can offer: like the recent introduction of remote delegates via Skype and our first hosted client webinar.



#40 >

We held our best Annual Conference yet with a great variety of speakers on relevant topics

#39 >

Around 200 delegates returned to Fairmont St Andrews after a gap of 5 years – a beautiful venue which meets all our delegates' needs

#38 >

Another successful HR Conference run jointly with SHARE

< #36

Along with VR Growth, offering an unprecedented 3 Leadership programmes

< #37

A new range of employment related Hot Topics in conjunction with Brodies LLP

#34 >

Learning something new every day

#33 >

Throughout the year we delivered more than 40 training sessions from our Training Guide at members' premises all over Scotland

#32 >

Everyone likes a freebie – we were able to offer a few free events for our members throughout the year

#31 >

Sharing ideas with like-minded people

Learning

Relationships

< #27

Stability of no changes to Terms & Conditions in 2016, following a big revamp the previous year

< #28

All challenging cases were resolved, further strengthening industrial relations

< #29

The Joint Negotiating Committee continues to develop a good relationship between EVH Members and Employees represented by Unite the Union

< #30

We introduced a new HR Consultancy service to members

#26 >

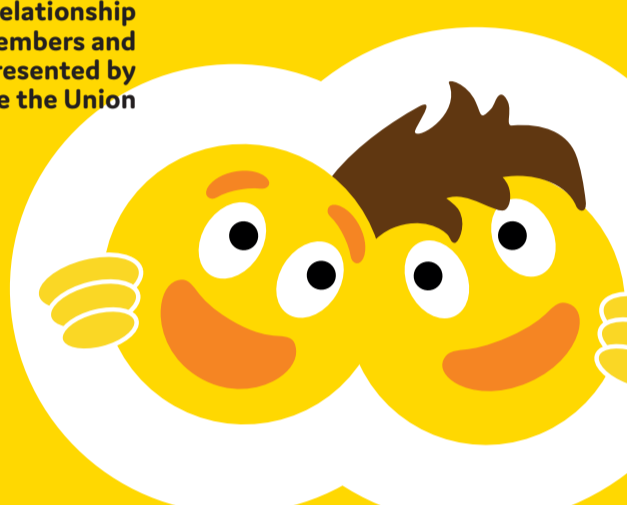
The new Landlord Safety Manual has been very well received by members

#25 >

The HR Team expanded to meet the demands of the new Consultancy Service now available to members

#24 >

Our new Guide to Performance Management



< #21

Another year crammed full of website updates on all manner of HR topics, such as Apprenticeships, T&C's, Sleepover Payments, Travel Time, Employee Counselling

< #22

The swift take-up by members of our newly developed 'Dignity' sessions

< #23

The big Health & Safety Service push – Hot Topics, Forums, Information Notes aplenty

#20 >

Any excuse team celebrations



#19 >

A new venue for Senior Officers Event



#18 >

Yum, yum lunch cakes in Betty's Room



< #17

Our Helen McGregor Award finalists



< #16

Happy chappie, winner of Helen McGregor Award



#14 >

Making Scotland a cleaner place



#13 >

Rock chick wannabies



#12 >

Delegates having fun



#11 >

Fundraising in full flow



Hope

< #07

The recent triennial SHAPS evaluation wasn't terrible!

< #08

Our social responsibility approach also included provision of free training for Governing Body members in small community based start-ups

< #09

There is still a sense of "movement" and collective effort within the bulk of our membership base

< #10

Over the course of the year EVH donated in excess of 300 hours towards helping struggling social enterprises deal with "people" challenges, and all of these organisations are still afloat, and several are now thriving

#06 >

Dawn

#05 >

EVH membership is now more diverse than ever before

#04 >

The resilience and dignity of long serving governing body members

< #03

EVH approaches 40 and remains 100% volunteer led

< #02

Young people still want the world to be a better place

#01

EVH members have now raised over £80,000 for the Children's Hospice Appeal Scotland



“As a member said to us recently: It's great to work with such good people and in a nice place. I am earning decent money and learning all the time, all of which help with my life and relationships beyond. So I make it my business to always hope for better things for those who aren't as lucky.”

Life can be complicated at times, but there are always "Reasons to be Cheerful" if you take the time to look for them. Ian Dury or the Blockheads aside, when Heinz produced a squeezable tomato ketchup, that was reason enough to be cheerful for many!

But human nature sometimes gets in the way and our factory-setting state of mind of doom and gloom can take over if we're not careful. That's where we come in with our support and training to help you navigate your way to clarity and peace of mind on a variety of topics. It is always possible to turn what might appear to be a bumpy ride ahead into a smooth one with a bit of effort.

Looking back over the past year of membership we've had a lot to be cheerful for and, once we got started, narrowing it down to just one hundred to share with you, was the trickiest part. Thanks for being part of it and we are already looking onwards and upwards to the year ahead.

Gordon Mason | Chair

Board

- Alison A'Hara**
Calvey Housing Association
- Muriel Alcorn (Treasurer)**
West Whitlawburn Co-operative
- Hugh Cameron**
Bridgewater Housing Association
- Brian Chaplin**
Tighean Inse Gall
- John Ferguson MBE JP ret**
Parkhead Housing Association
- Nicki Finlayson**
Rosehill Housing Co-operative
- Charles Holyer**
Fairfield Housing Co-operative
- Gordon Mason (Chair)**
Forth Housing Association
- Pat McGinlay MBE**
Glen Oaks Housing Association
- George McGuinness MBE**
Tenant Controlled Housing
- Jim Michael**
Glasgow West Housing Association

Team

- Clare Newton**
West of Scotland Housing Association
- Alistair Ramsay**
Cunninghame Housing Association
- Nanette Reid**
Linstone Housing Association
- David Rose (Vice Chair)**
Homes for Life Housing Partnership
- Jim Weir**
Paisley South Housing Association
- Susan Campbell**
Recruitment Manager

- Rae Carmichael**
Recruitment Co-ordinator
- Lorraine Cassidy**
Corporate Services Manager
- Eamonn Connolly**
Director
- Lindsey Dinnen**
HR Advisor
- Natasha Gordon**
HR Training Officer
- Maxine Leedham**
Recruitment Assistant
- Lorna MacIntyre**
HR Support Manager
- Helen McKenzie**
Administrator
- Margaret McVeigh**
Training Manager
- Geraldine Taylor**
HR Advisor