



SNAPS Annual General Meeting

MINUTES

PERIOD: April 2024 – March 2025
DATE: Saturday 29 November 2025 / 10.00
LOCATION: Broomfield SILC

Present

Sunjay Chauhan, Serena Dale, Chris Eatwell, Ross McWilliams, Paul Rowson, Shelley Sheridan, Tom Wake (Trustees). Also in attendance – Lucy Owen, 8 members of the team

NOTE – The Chair and 2 Trustees is the minimum number required to attend the AGM, as documents are required to be proposed as accurate and seconded, therefore the meeting was quorate.

1. Welcome and apologies

Paul Rowson welcomed everyone, no apologies received. The meeting opened later than planned, at 10.30, giving time for the in-house team to resolve some operational issues.

2. Minutes from last Annual General Meeting on 30 November 2024

The minutes from the last AGM were reviewed and accepted as accurate. Proposed by Paul Rowson, seconded by Ross McWilliams.

3. Report and accounts for the year ending 31st March 2025

Prior to the meeting attendees and the wider group of stakeholders were given access to a pack with the following papers, which were also posted on the SNAPS website;

- Notice of the AGM being held today, including the Agenda
- A copy of the minutes of the AGM held 30 November 2024
- Nomination paper for nominations to Board of Trustees
- Report and financial statement for the year end 31st March 2025
- In addition, a summary of the key financial data from the Accounts was made available at the Meeting.

3A. Review of the year 2024-2025 by Chris Eatwell

REVIEW OF THE YEAR - Achievements and performance



The past year has been one of significant progress for SNAPS, particularly with a superb fundraising effort and continuing to improve the external awareness of our charity, and our position and profile in Leeds and West Yorkshire. A long standing project for SNAPS has been how to achieve growth and, after considerable effort and time spent, the decision was taken by the Board and Senior Team that owning our own building would, for now, be a step too far, and to instead continue to look for other opportunities – and so, in September 2025, SNAPS opened at a third site in Leeds, which is excellent news. More of that in a moment.

This review looks at four specific areas – Operations, Finance, the Board of Trustees, and the future of SNAPS.

Operations

This has been another period of challenge for many of our children and families, faced with declining public services and reducing support for the charity sector from both national and local government, and increasing living costs. It is clear that many services and charities are continuing to struggle in the post-pandemic period, and indeed, two sizeable Leeds based charities have closed in the last few months, having lost large contracts.

The SNAPS' team has been working at full stretch to meet the burgeoning need, as shown by the extensive backlog of children and families on our waiting lists. Many of the recipients have expressed their thanks for the positive support received and the continuity provided by our on-going presence. We have also shown creativity through the provision of multiple therapeutic supports, including music, dance, art and animals, and expanding to include support for older children. A measure of our progress is that 10 years ago SNAPS provided around 100 therapeutic interventions in a school term, and this year it is 1,300. The quality of our operational support and governance continues to be recognised by those in authority, and our opinion is being sought on specific charity sector issues.

We have also focussed on ensuring that our team of employees and volunteers, and in particular their physical and mental health and wellbeing, is supported at all times. SNAPS has continued to be able to successfully recruit new team members, who have then been fully trained and are delivering our services to, and above, the required standards. We have continued to review and improve our management and policy structures, such as business and financial planning, and strategic development, and have invested in planning for further growth, both for this financial year and beyond.

The long running search for an additional site to enable SNAPS to deliver a more extensive range of supportive therapies and meet the identified need



across the region has finally been successful and we opened services at the Co-op Academy Brierley site in Cross Green, Leeds, in September 2025. In addition, SNAPS is represented on all relevant committees of Leeds City Council where the voice of our families needs to be heard, on the Leeds Community Foundation Community Advisory Group, and we continue to host the Leeds Parent Carer Forum, having assisted in their re-establishment in 2023. We also continue to support and chair the West Yorkshire Children's Additional Needs Network, now well over 100 organisations strong, which SNAPS co-founded in 2016, to improve the flow of information and communication between charities and statutory bodies from education, healthcare and Local Government across the region.

Finances

Although raising funds has continued to be challenging in a market place which has been stretched ever tighter by the tough economic conditions prevailing, our fundraising team has significantly outperformed expectations and delivered a strong outcome. As a result of the generosity of our many supporters and a lot of hard work from the team, SNAPS ended the current year in an excellent financial position, and stronger than ever before, which has helped the charity become as sustainable as possible, and expand our services to the new Brierley site.

Amongst our contributors, it is important to mention the Alerce Trust, which continues its generosity, along with an increasing number of individual and corporate supporters. Once again, 10 years ago, SNAPS had an annual income of £39,000, and now that figure has now grown to £486,000. SNAPS has a good story to tell and we tell it well, and have shown that we can competently manage the steady growth required to build a successful organisation and expand the provision of service to the families of Leeds and West Yorkshire.

SNAPS is an independent charity, not an agency of social services or Leeds City Council, and we take no financing from local or national government in any form, other than modest annual grants in respect of Leeds Parent Carer Forum, for whom SNAPS acts as the host organisation following their re-establishment. In the current economic climate, and with cuts to government contractual grants so prevalent, our independence continues to be seen by our funders as a strength.

The Board of Trustees

We are fortunate in having a group of talented volunteers with widely differing backgrounds and skills to be the current Board of Trustees, including hard pressed parents, to help set strategy and provide oversight of our work, and I



would like to acknowledge their hard work and contribution in the last year in helping to deal with the issues facing the charity.

During this period, our long standing Treasurer, Howard Pickles, very sadly died, which was a great loss to us all. He had contributed so much to the progress made over the years, and we have honoured his memory and his skill as a photographer, by launching the Howards, an award for the best photographs at our annual Superheroes event. We managed to retain the invaluable services of 8 Trustees, as well as recruiting 4 new Trustees, with a wide range of lived and professional experience, which helps to provide stability, certainty and continuity. I must also mention the very recent loss of Anne Gait, who helped to found SNAPS in 2004 and who died on 13 November – she loved being our President and was much loved and will be much missed. There is a service celebrating her life, to be held on Monday 8 December in Leeds, and if you are interested in attending, please see Lucy after this meeting.

The future of SNAPS

The challenges facing small and medium sized charities cannot be underestimated, but as Chair, I am confident that we will continue to develop and grow, supported by the good will and contributions of our many families, supporters and stakeholders. Since 2015, SNAPS has grown by a factor of at least 12 times in terms of provision of services, income and reserves, which is a tremendous performance in a demanding market place, and an excellent advertisement for the hybrid business model which we have adopted, developed and used to such advantage.

During the year SNAPS was extensively reviewed by a group of management consultants from Pilotlight, and ‘passed’ with flying colours, an accolade which was reflected by the charity winning the national Charity Governance Award for the quality of its governance, in competition with a number of much larger charities. The good news in this Review is down to the hard work and determination of the team and the family that is SNAPS. Thank you.

3B. Financial Report presented by Ross McWilliams

3B1. Presentation of Accounts

The Annual Report and Financial Statements for the year ended 31 March 2025 were reviewed by those present and agreed as being correct. Proposed by Ross McWilliams, seconded by Paul Rowson.

3B2. Appointment of Independent Examiners



Ross informed those present that the SNAPS accounts had been audited by WYCAS (West Yorkshire Charity Accountancy Service). SNAPS has appointed WYCAS over recent years and we have found the service and support beneficial. Ross McWilliams proposed that SNAPS appoint WYCAS as auditors for the year ending 31st March 2023. This was seconded by Paul Rowson.

4. Election of the New Board of Trustees

Before we get on to new elections, it is important to mention our volunteer Trustees on the Board. We have retained the services of an excellent group of talented and committed people, which speaks volumes about the quality and dedication of the Trustees, and we thank them for their invaluable service to SNAPS.

Sunjay Chauhan, Victoria Harris, Paul Rowson and Tom Wake have all contributed significantly during what has been another very busy year. Paul has continued in the role of Vice Chair, providing super support, and Ross McWilliams has returned to the Board as a Trustee and Vice Chair from November 2025, having completed his required period off the Board as per our Constitution.

We have also been delighted to have 5 other Trustees who are also parents of children using our services – they are Lora Bedford, Serina Dale, Debbie Hingerton, Hannah Naylor and Shelley Sheridan – their contribution has been crucial because they have given the Board the authentic voice of lived experience which is so valuable. Debbie has stepped down from the Board and we thank her for her excellent contribution over a long period of years.

We are also delighted that our search for a new Treasurer has resulted in Greg Limb being appointed, and, through our work with Pilotlight, we are pleased that Roberta Gamba is able to join the Board as well. It is a reflection of the progress which SNAPS has made in recent years that we are able to attract hard pressed parents of children with additional needs and professionally qualified candidates to become Trustees.

The Officers' positions are the Chair / Vice Chair / Treasurer. There are up to 8 further Trustees' places. The following nominations have been received to date:

	NAME OF PROPOSED	NOMINATED	SECONDED
Chair	Chris Eatwell	Paul Rowson	Ross McWilliams
Vice Chair	Paul Rowson	Chris Eatwell	Ross McWilliams
Vice Chair	Ross McWilliams	Chris Eatwell	Paul Rowson
Treasurer	Greg Limb	Chris Eatwell	Paul Rowson



Trustee	Lora Bedford	Chris Eatwell	Paul Rowson
Trustee	Sunjay Chauhan	Chris Eatwell	Paul Rowson
Trustee	Serina Dale	Chris Eatwell	Paul Rowson
Trustee	Roberta Gamba	Chris Eatwell	Ross McWilliams
Trustee	Victoria Harris	Chris Eatwell	Ross McWilliams
Trustee	Hannah Naylor	Chris Eatwell	Ross McWilliams
Trustee	Shelley Sheridan	Chris Eatwell	Ross McWilliams
Trustee	Tom Wake	Chris Eatwell	Ross McWilliams

No further nominations have been received. All candidates were duly appointed.

5. Any Other Business

Lucy Owen thanked our staff team at this point. We couldn't do what we do without the continuing support and encouragement provided by our team of hard working staff, so many thanks to them. They have been a joy to work with over this last year. Lucy also thanked the Trustees for their excellent contribution and ongoing support.

There was no other business.

6. Close of Meeting

Chris Eatwell thanked everyone for attending. I would like to say thank you again to everyone involved in SNAPS. The meeting closed at 11.00

Date of next meeting of the Board of Trustees–

Wednesday 21 January 2025 at 19.00, at Irwin Mitchell, 4th floor, 4 Wellington Place, Leeds, LS1 4BZ.