



WILLIAM GRANT
FOUNDATION

ANNUAL
REVIEW 2016

ABOUT THE WILLIAM GRANT FOUNDATION

The Foundation is a non-profit association established to support charitable causes. Its work is funded by William Grant & Sons Ltd.

The company has long given to a wide range of non-profit and charitable organisations and projects, mostly in Scotland. The company has committed to set aside 1% of pre-tax profits generated each year for donations to charitable causes.

The family shareholders of William Grant & Sons established the William Grant Foundation in 2014 to oversee and direct these donations. The Foundation's vision is a future where everyone in Scotland has the opportunity to thrive.

The Foundation is governed by a Management Committee representing shareholders in William Grant & Sons and their families.

Decisions regarding grants and donations are delegated to four funding groups, each made up of shareholder family members who participate in

the work of the Foundation in a voluntary capacity.

Each group is allocated a share of the Foundation's funds to disburse to organisations and initiatives working in Scotland that reflect a specific theme.

- The four themes are:
- Scottish Culture and Heritage
 - Natural and Built Environment
 - Health and Social Causes
 - Youth Opportunities

The groups' work is facilitated and supported by two members of staff hosted by William Grant & Sons at its Bellshill offices.

A portion of the Foundation's funds is also allocated to support good causes selected by employees of William Grant & Sons, wherever they are in the world. This is called Employee-led Giving, and it constitutes a fifth strand of the Foundation's giving.

"The Foundation's vision is a future where everyone in Scotland has the opportunity to thrive."

Image: Breast Cancer Care
Cover image: The West Boathouse at Glasgow Green, a Glasgow Building Preservation Trust project. Photo by Peter Devlin



CHAIRMAN'S MESSAGE



In this review you can read about the work of our grant-making groups, which made good progress during 2016 in line with their aims and our overall vision of a Scotland where everyone has the opportunity to thrive. Our total grant-making grew to £1.84 million (2015: £1.73 million), with funds invested in more than 50 organisations.

Our Foundation is supporting activity across Scotland from the Borders all the way north to the Western Isles. It is also very heartening to see increased engagement by William Grant & Sons staff in Employee-led Giving. For example, donations made through our matched giving scheme were up nearly 50% on the previous year.

Having established the William Grant Foundation to manage our giving in 2014, our approach continues to evolve. Some long-standing relationships have been refreshed and

we have added some new ones. We remain in 'learning mode', listening to our grantees to understand how they are achieving impact and how our engagement could best add value.

Looking ahead, we are striving to ensure that the William Grant Foundation is as effective as possible in delivering our mission and that we continue to be a valued partner.

A big thank you to all who have contributed to our learning during the last year including front-line organisations and other funders. Last but not least we are dependent on the commitment, ideas and effort of the staff and volunteers in the organisations that we fund – we are pleased to be able to play a role in their work to make a difference.

GRANT GORDON
Chairman, April 2017

"Our Foundation is supporting activity across Scotland from the Borders all the way north to the Western Isles."

Image: Craft Scotland. Photo by Caro Weiss

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FOUNDATION



CHIEF EXECUTIVE'S SUMMARY

2016 was the second full year for the William Grant Foundation. Although our broad remit allows scope to change our focus from year to year, we chose to continue developing our approach to many of the same areas we began funding in 2015. Indeed more than half of the grants we made this year were part of multi-year commitments, recognising that impact and learning are often enhanced by longer term relationships.

In 2017, we expect to further develop and refine our strategy in the same key areas. In the following pages you can read about how our approach to each of our main themes is developing.

We are now beginning to see the difference that some of our early grants have made. The case studies in this review highlight the valuable work of our grantees and also illustrate some of our characteristics as a funder: a focus on funding what organisations really need to be effective and sustainable; flexibility to fund things that may fall between the cracks of other funders' criteria; open-mindedness, and a willingness to nurture innovation and learning.

A notable development this year has been our partnership with two other funders, Life Changes Trust and Comic Relief. Such collaboration is an effective way for us to leverage their expertise and capabilities whilst adding value in areas of mutual interest. I expect us to make more links like this in future.

Another highlight is our grant to The Lens (see page 18) which is bringing together four charities to stimulate internal innovation as a new way of driving change within the voluntary sector. This is likely to be the first of a small number of 'strategic investments' that transcend the work we are doing in our main thematic areas.

Across all our activities we are committed to engaging with our grantees, other donors and those with relevant expertise who can help us learn so that we can use our resources as effectively as possible.

NICK ADDINGTON
Chief Executive, April 2017

"More than half of the grants we made this year were part of multi-year commitments, recognising that impact and learning are often enhanced by longer term relationships."

Image: V&A Dundee - engaging young people and families



2016 IN NUMBERS

Total value of grants and donations this year

£1,837,574

57

GRANTS
of £1K or more

£15k

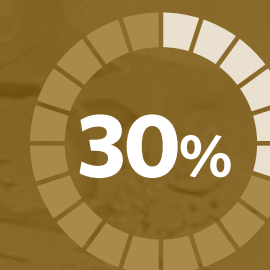
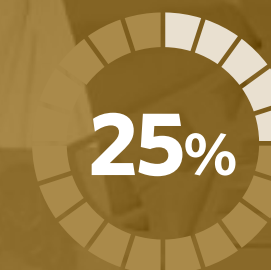
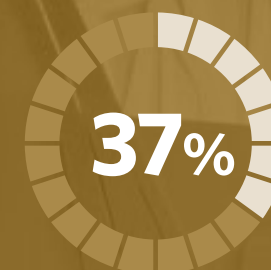
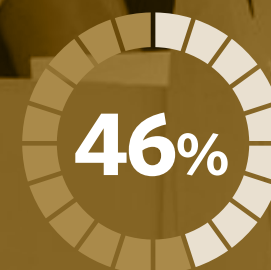
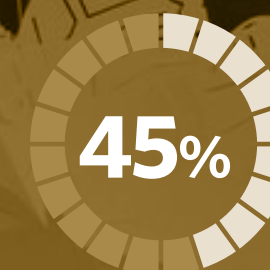
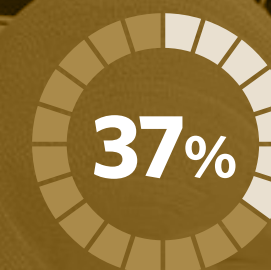
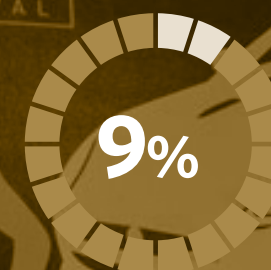
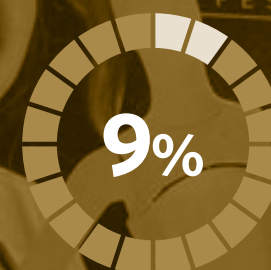
MEDIAN
GRANT SIZE
The mean was £29,600

216

employees used the
Foundation's
Matched Giving scheme to
support 139 different charities

5

full-time jobs were created by
grantees thanks to our funding
- a further 6 grants were given
specifically to sustain existing posts



6

grants supported the replication
of effective services or ways
of working to Scotland from
elsewhere or to new parts of Scotland

5

grants specifically
focused on strengthening
organisations and
building their capacity

9

grants assisted with the costs
of buildings or equipment -
£221,000 was given for capital
spending, 12% of value of total donations

HEALTH AND SOCIAL CAUSES

Our grant-making under this broad heading has continued to focus on a handful of specific topics selected in the previous year with a particular emphasis on tackling multiple disadvantage and breaking cycles of need.

About half of the grants went to organisations we first funded in 2015. This has allowed us to get to know them better and learn more about their work. 75% of our Health and Social Causes grants were unrestricted, providing maximum flexibility for

the organisations to use our donation to further their mission and allowing us to learn about the organisations as a whole and not just focus on a tightly prescribed project.

In 2015, we funded Aberlour Childcare Trust's perinatal mental health befriending pilot in Forth Valley. In 2016, our interest in a mother's mental health as a key factor in her children's early development led us to partner with Comic Relief. Their new maternal mental health programme is funding 14 projects across the UK

and with our support they were able to increase the number of Scottish projects included from two to three. We were delighted that Aberlour's project was selected as one of them, alongside initiatives by Quarriers and Nurture the Borders. In a similar way, our grant to Life Changes Trust is connecting us to the greater scale of their work supporting people with dementia.

In 2017, we expect our grant-making to go both deeper and broader into some of the same topics we have focused on so far.



Image: Scotland Sings, community choir

CASE STUDY

Life Changes Trust
Learning what makes
dementia-friendly communities
OUR DONATION: £100,000

People from the Western Isles to Dunbartonshire who are affected by dementia are enjoying greater support thanks to our £100,000 donation to The Life Changes Trust (LCT).

LCT was established in 2013 with £50 million from the Big Lottery Fund to focus on projects that help improve the quality of life, wellbeing, empowerment and inclusion of two groups of people in Scotland - those affected by dementia and care-experienced young people.

In 2015, LCT invested in 13 'dementia-friendly communities' (DFCs) across Scotland, which are trialling a wide range of activities to support people affected by dementia and to empower them to live their own lives.

LCT used our funds to enhance the work of eight of these projects, such as the Aberdeen Football Club Community Trust and the Scotland-wide Paths For All project, allowing them to develop new ideas they'd had during their first year.

Anna Buchanan, Director of the Trust's Dementia Programme, said: "The difference our DFCs can make to the lives of people with dementia and their carers is enormous. They challenge stereotypes, raise awareness and ensure that people remain connected to their communities.

"This extra funding from the William Grant Foundation gave these DFCs the opportunity to bid for a further small pot of money, which will add extra value to the work they are doing."

Total value of grants paid

£476,350

Early Years - Maternal Mental Health

£110,000

Partnership with Comic Relief, Scotland-wide
To increase from two to three the number of Scottish projects included in Comic Relief's Maternal Mental Health grant-making initiative over two years.

Health

£100k

Life Changes Trust, Scotland-wide

For re-distribution as grants to enhance and develop activities by eight dementia-friendly community projects.

£11,000

Age Concern Eastwood Dementia Project, East Renfrewshire

Towards the cost of employing a part-time care worker at The Stables day care centre.

Military Veterans

£20,000

Horseback UK, Aberdeenshire

Towards the cost of horsemanship-based leadership and personal development activities with wounded service personnel and young people.

Vulnerable or marginalised young people

£40,000 EACH

Stable Life, Scottish Borders

To support equestrian activities with vulnerable young people to build confidence and resilience.

Place2Be, Scotland-wide

To support expansion of school-based counselling services in Scotland.

£35,350

Who Cares? Scotland, Scotland-wide

To support work giving a voice to young people with experience of the care system. A further £70K is pledged over the next two years.

Refugees and vulnerable migrants

£40,000

Positive Action in Housing, Glasgow

Towards work supporting refugees facing hardship and destitution.

£15,000

Govan Community Project, Glasgow

To support a range of services for new residents and asylum seekers.

£10,000

Glasgow Destitute Asylum-seekers' Night Shelter

To support running costs and develop plans for a women's night shelter.

£5,000

Refugee Survival Trust, Glasgow

To provide emergency financial assistance to refugees and asylum-seekers facing destitution.

NATURAL AND BUILT ENVIRONMENT

Creating opportunities

for people to engage with the environment was a strong theme this year. Our grants to Grounds for Learning and the Clyde & Avon Valley Landscape Partnership both supported outdoor play opportunities and promoted outdoor learning in schools. Our support for New Caledonian Woodlands and the Woodland Trust will help more adults engage with, benefit from and care for Scotland's woods and forests.

Two of our largest grants – to Collective

Gallery and Kilmahew / St Peter's (KSP) – will help reclaim buildings of significant architectural importance as unique cultural spaces. Our grant to KSP bridges our interest in both the natural and built environment by helping revive the historic walled garden as a community growing and education space.

Our support for Girvan's new Quay Zone leisure centre recognises William Grant & Sons' close links to the town but also reflects our interest in projects with a strong element of

community engagement.

We are keen to use our limited resources creatively to make the biggest difference to what can be major capital projects. Our grants to Ayrshire's Dark Sky Observatory and Hospitalfield in Arbroath both demonstrate this by enabling the organisations to boost their fundraising capacity with specialist support. We hope this will achieve a greater return on our investment and look forward to following their progress in the year ahead.



WILLIAM GRANT
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CASE STUDY

Scottish Seabird Centre
Investing in infrastructure

OUR DONATION: £18,567
(PLUS £30,000 PLEDGED)

Funding the upgrade of an IT system doesn't generate much PR coverage, but we understood the importance of this vital investment to enable the Scottish Seabird Centre's next phase in its development.

The Scottish Seabird Centre is a charity dedicated to conservation and education. In addition to its award-winning Discovery Centre and boat trips out to the nearby islands, it also runs an education centre, gift shop and café – attracting around 270,000 visitors each year.

However, the Centre was operating with obsolete IT systems that were no longer supported. Charlotte Bray, Fundraising Manager, explained: "Most of our IT dated from before 2000 – we still had the Microsoft help paperclip!

"From finance to fundraising and marketing to membership, the Centre is hugely reliant on our IT, and it simply wouldn't be possible to achieve our charitable objectives in wildlife education and conservation without an integrated and supported IT system.

"William Grant has been a long-term supporter of the Centre so it was wonderful the Foundation was able to help us with a grant in 2015 to upgrade our IT system."

The upgrade was completed in August 2016 and has 'future-proofed' the Centre ahead of plans to redevelop it as the National Marine Centre to increase wider understanding of the importance of the marine environment and wildlife. At the end of 2016, we pledged a further £30,000 towards this exciting development.

Total value of grants paid

£298,000

£50,000

South Carrick Community Leisure, South Ayrshire
Towards the cost of the Quay Zone, Girvan's new pool and leisure centre.

£30,000

Grounds for Learning, Scotland-wide
To promote outdoor play and learning in schools and improve playgrounds.

£50,500

Kilmahew/St Peter's, Argyll & Bute

Towards the cost of restoring the Walled Garden adjacent to St Peter's Seminary to create a community growing and education space.

£30,000

Collective Gallery, Edinburgh
Towards the costs of refurbishing the City Observatory and creating a new contemporary art gallery on Calton Hill.

£27,000

Scottish Wildlife Trust, Ayrshire

To employ a full-time Community Engagement Officer. A further £13,800 is pledged for 2017.

£21,000 EACH

Clyde & Avon Valley Landscape Partnership, South Lanarkshire

Towards a range of events and training activities promoting outdoor play and learning.

Hospitalfield, Angus

To commission fundraising support to assist with a major capital appeal.

£20,000 EACH

Scottish Dark Sky Observatory, East Ayrshire

To commission fundraising support and to upgrade the access road to the new planetarium.

The Woodland Trust, Scotland-wide

To part-fund a new post of Volunteer Co-ordinator for Scotland. A further £20,000 is pledged in 2017.

£18,000

New Caledonian Woodlands, Central Scotland

To support a range of woodland enterprise and well-being activities. A further £11,000 is pledged in 2017.

£10,000

Glasgow Building Preservation Trust

Towards the costs of developing plans for the refurbishment of the West Boathouse on Glasgow Green.

£500 Other donations

In addition, further pledges totalling £95,000 were made to assist with future capital projects to:

- Glasgow Building Preservation Trust for St Martin's Church, Castlemilk
- The Bothy Project for the Pig Rock Bothy, Assynt
- Scottish Seabird Centre for the National Marine Centre, North Berwick

SCOTTISH CULTURE & HERITAGE

During 2016 we identified four aims which are guiding our approach:

1. Preserving, researching and showcasing aspects of Scotland's heritage – especially those at most risk of being lost – in ways that enrich and inspire people today (see case study)
2. Nurturing creativity, skill, innovation and craft to promote a thriving contemporary cultural sector in Scotland rooted in its unique heritage
3. Engaging and connecting people as participants – not just audiences – to creative activities inspired

by Scotland's distinctive cultural heritage

4. Making culture inclusive – not simply as a means to relieving disadvantage, but creating opportunities for those who face barriers to participation to genuinely engage and contribute to Scotland's cultural scene

We have built on some of the relationships established in the previous year whilst also making new connections, balancing support for nationally acclaimed organisations with dynamic local groups and individuals.

Our interest in nurturing a thriving rural arts scene continues. In 2017, we may take a wider view of the role of the arts and crafts in areas away from urban cultural centres.

Finally, October 2016 saw a wonderful celebration at Blair Castle to mark the end of the Glenfiddich Fiddle Championships after 26 years. In future, we will instead support fiddle music through our grant-making, as part of our wider aims to foster a thriving cultural scene inspired by Scotland's rich and vibrant heritage.

Total value of grants paid

£369,933

£140k

National Piping Centre, Scotland-wide

To organise and stage the Glenfiddich Piping and Fiddle Championships in October 2016 and to provide funding support to the following organisations and solo piping events: The Atholl Gathering; The Capt John MacLellan Recital; The Silver Chanter, Skye; The Argyllshire Gathering Senior Piobaireachd; Scottish Piping Society London Competition; Competing Pipers Association.

£15,000 EACH

Sistema Scotland, Stirling, Glasgow, Aberdeen

To support the cost of employing music tutors to work with children in Big Noise orchestras.

V&A Museum of Design, Dundee

Towards the costs of employing a Young People & Families Producer in the run-up to the museum's opening. A further £30K is pledged over the next two years.

Traditional Arts & Culture Scotland (TRACS), Scotland-wide

To support the cost of Scottish regional performers and companies presenting work at Tradfest 2017 in Edinburgh.

£35,000 EACH

Piping Live! Glasgow

To support the costs of the 2016 festival.

Collective Gallery, Edinburgh

To fund the restoration of the historic telescopes at the City Observatory.

£11,600

Hospitalfield, Angus

To support the cost of two artist/maker residencies leading to the manufacture of household objects for use in artists' accommodation.



WILLIAM GRANT
FOUNDATION

CASE STUDY

Janice Kirkpatrick, Glasgow
Preserving unique craft traditions
OUR DONATION: £17,500

Clydesdale horses are an endangered but globally celebrated Scottish breed and our 2015 donation has supported a project to preserve and showcase traditions and crafts associated with them.

It is being undertaken by Professor Janice Kirkpatrick OBE who is researching, documenting and sharing audio, visual and 3D material through a specially dedicated website clydesdalehorse.org.

The Clydesdale originated in the mid-18th century in the Clyde Valley. Exported throughout the Commonwealth and Russia they were designed as the ultimate industrial and agricultural engine, renowned for their soundness, power, stamina, beauty, intelligence and ability to form partnerships with people.

Janice, a director of Glasgow-based design company Graven, works with Clydesdales on her farm in Ayrshire and is fascinated by traditions of Clydesdale horse decorating, grooming and Scotch harness making. She is determined to keep those crafts alive by working with octogenarian horseman, Simon Alston, the last maker of Scotch harness decorations, and Jen Roy, Scotland's only maker of Scotch harness – which, until WW1, was regarded as the finest in the world.

"A niche project such as this doesn't attract funding from mainstream sources," Janice said. "Thankfully, the Foundation has a flexible approach and its backing is allowing me to record and promote an internationally recognised aspect of Scotland's agricultural heritage that would otherwise disappear."

£10,000 EACH

Upland, Dumfries & Galloway

Towards the cost of a programme of events showcasing local crafts studios.

Textile Conservation Foundation, Glasgow

To purchase a spectrophotometer for use by students at the Centre of Textile Conservation at the University of Glasgow.

Cumnock Tryst, East Ayrshire

Towards the cost of the 2016 festival.

Hands Up for Trad, Scotland-wide

Towards the cost of the Scotland Sings project which works with community choirs to enrich the repertoire of Scottish song.

Scottish Schools Pipes & Drums Trust, South Ayrshire

Towards the cost of a new piping and drumming tuition programme in Girvan schools.

£9,000 – Dumfries & Galloway Arts Festival towards the cost of administering the festival.

£8,538 – Guild of Players, Dumfries to buy and install an accessible stage lift in the Theatre Royal.

£7,795 – Ballet West, Argyll to fund a bursary for a Scottish student to study at the ballet school.

£7,000 – Carnyx & Co, Edinburgh to commission a reconstruction of the Tintignac Carnyx, a Celtic instrument, for education and performance.

£6,000 – Glasgow Print Studio towards the cost of the Make Your Mark outreach project, inspired by Scotland's printmaking heritage.

£5,000 – National Theatre of Scotland, Scotland-wide towards the cost of the Home/Away participatory theatre festival.

£5,000 – An Lannair, Western Isles towards the cost of the Clo Mòr Festival of Harris Tweed.

£5,000 – Craft Scotland, Scotland-wide to extend the Meet Your Maker programme of crafts outreach events.

YOUTH OPPORTUNITIES

We re-confirmed our place-based approach for this theme this year, continuing to focus on improving outcomes for young people living near our company's locations in Moray, Lanarkshire and South Ayrshire. Our vision is that more of them move from school into employment, education, or training and go on to fulfil their potential.

We will focus on four ways of contributing to this:

- Supporting parents to give children a good start in life

- Increasing personal development opportunities
- Assisting young people to make informed choices and acquire the right skills for life after school
- Removing barriers for the most excluded or marginalised young people

During the year we made a handful of new grants while also beginning a process of research and consultation so we can tailor our future approach to reflect the particular needs and opportunities in each location. This process

continues during 2017.

Meanwhile, we've continued to support Dufftown's start-up youth initiative, Speyside Youth, and have been pleased to see it extend its work to additional age groups. And in Lanarkshire, the external evaluation of our flagship investment Pathways to Confidence has indicated there is significant value in its unique model. In 2017 we plan to work with the project partners to better understand how it can be sustained and developed.



CASE STUDY

Pathways to Confidence
Testing a new approach to improving life chances
OUR DONATION: £440,754
(over 3 years)

More young people in Lanarkshire have a greater chance to fulfil their potential thanks to a unique partnership project we helped nurture. Pathways to Confidence was created in 2014 in a tie-up between YMCA Bellshill & Mossend and COVEY Befriending. It helps young people aged 8-14, and their families, who are affected by issues such as poverty, isolation, substance misuse, mental ill health, disengagement from school, and low self-esteem.

Young people are encouraged to set and achieve simple goals with the support of a trusted befriender. The aim is to build confidence and remove barriers. Meanwhile, one-to-one support from a family mentor helps the adults access specialist appointments such as counselling and legal advice as well as practical help with things like shopping trips and meetings at their children's school.

Rhoda Reid of COVEY said: "Our unique whole-family approach has been shaped by our belief that to have the best impact on the lives of children and young people we need to support not only them, but their parents and carers, too."

An evaluation in 2016 found the project's imaginative approach has helped to transform the lives of dozens of young people and families.

Our aim now is to work with the partners to build on what has been achieved, and to see if the lessons learned can be applied in other areas.

Total value of new grants committed

£427,506*

*Grants marked (FS) are routed through our grant-making partner Foundation Scotland. They already held £114,000 on our behalf towards these new grants so the balance paid out by the William Grant Foundation in 2016 was lower. Foundation Scotland also released the following additional funds held by them on our behalf during this year to grants committed prior to the establishment of the Foundation:

- **£167,893 to COVEY and Bellshill & Mossend YMCA** for the Pathways to Confidence project in Lanarkshire.
- **£25,000 to Stepping Stones for Families** for the Girvan Money Advice Service.

£107,567
Homestart
Glasgow North (FS)

To establish a new Homestart service supporting new parents in North Lanarkshire over two years.

£59,966
Elgin Youth Development
Group, Moray (FS)

To employ a youth worker for two years based in Elgin Youth Cafe.

£50,000 EACH
Stepping Stones for Families,
South Ayrshire (FS)
To employ a Family Support Worker as part of the Girvan & South Carrick Money Advice Service for two years.

Girvan Youth Trust,
South Ayrshire (FS)
To meet the cost of the Project Manager post for one year and commission strategic planning support.

£49,425
COVEY Befriending,
South Lanarkshire (FS)
To fund a weekly social club for young people with additional support needs in rural South Lanarkshire over two years.

£35,000
Speyside Youth, Moray (FS)
To fund a youth drop-in service and related activities in Dufftown for one year.

£34,098
Carrick Centre, South Ayrshire (FS)
Towards the cost of employing two youth workers for one year.

£15,000
Outward Bound Trust,
Scotland-wide
To support the cost of the Mark Scott Leadership for Life programme delivered with secondary school children. A further £15K is pledged in each of 2017 and 2018.

£15,000
First Port, South Ayrshire
To provide seed funding for new social enterprise ideas incubated through the What If? Girvan initiative. A further £15K is pledged in each of 2017 and 2018.

£10,000
Children's Aid, Scotland-wide
To support the cost of a series of fundraising events, the proceeds of which are donated to Scottish children's charities.

£1,450 Other donations

EMPLOYEE-LED GIVING

Scotland has a proud history of philanthropy. Being funded by a Scotland-based company, the Foundation wishes to encourage the energy and motivation that exists amongst the company's employees to support the causes they care about. So, in addition to its grant-making in Scotland, the Foundation seeks to support charitable initiatives by William Grant &

Sons' employees wherever they are in the world. Establishing the Foundation in 2014 gave renewed impetus to what we call employee-led giving and provided an opportunity to refresh and extend the two current schemes, Matched Giving and Local Giving. During 2016, we sailed past our target to make £100,000 of donations to charities supported by

employees through Matched Giving for the first time, with participation increasing particularly among employees in the US. During 2017, our focus will be on ensuring more employees don't miss this opportunity to double the value of their support for their favourite causes, and on rolling-out Local Giving to more locations outside the UK.

Employee-led Giving has two strands to its activities: Local Giving and Matched Giving.

Local Giving: We delegate a budget to Local Employee Forums or Charity Committees at our company locations. They, in turn, make donations to local charities.

Matched Giving: We match money raised or donated by William Grant & Sons' employees for their own chosen charities. We also make a donation to match every hour an employee volunteers in their own time.

Total value of donations paid
£204,790

Donated to local charities selected by employees at William Grant & Sons' five UK sites as well as in the US and Mexico.

Local Giving
GLOBAL
£79,567

Matched Giving
GLOBAL
£125,223

188 William Grant & Sons employees had funds they'd raised or donated to their own chosen charities matched by the Foundation. We also made matching donations at the request of a further 28 employees to charities they volunteer for in their own time. This compared to a total of 198 employees who applied for Matched Giving donations in 2015 and a total of **£84,594** donated.

CASE STUDY

Mhairi McDonald
Matched Giving: Valuing volunteering
OUR DONATION: £900

Doing a favour for her mum when she finished university changed Mhairi McDonald's life and put her on a new volunteering path. Her mum is a Girl Guide leader in the north of Scotland.

"They needed some extra help, and I just got sucked in and never left," laughs Mhairi, who works at William Grant & Sons' Dufftown distilleries as a Technical Support Process Chemist.

She volunteers as a leader for Girlguiding UK, a registered charity that works with girls and young women from ages 5-26 years.

Every Tuesday and Wednesday you'll find Mhairi leading the girls in activities ranging from crafts and games to surfing and camping.

"It's important to give the girls the opportunity to do things that they might otherwise not have the chance to do," explains Mhairi, "and it's become a big part of my life."

This summer, Mhairi will lead a 20-strong group of Girl Guides on a trip to Switzerland. They'll get the chance to hike, walk in the mountains, ice climb and white water raft as well as taking part in a community project.

After months of fund-raising with bag packs at supermarkets, setting up a mobile charity shop, sponsored walks and marshalling at organised runs, Mhairi's efforts raised over £900 for the Guides' trip.

And with the Foundation doubling the amount through Matched Giving, everyone's delighted!

"We worked hard to raise the money and for the Foundation to double is it brilliant!" says Mhairi.



EXPENDITURE 2016

Grants and donations

Health and Social Causes	£476,350	
Natural and Built Environment	£298,000	
Scottish Culture and Heritage	£369,933	
Youth Opportunities	£427,506	
Employee-led Giving	£204,790	
Strategic Investment grant – The Lens (see below)	£50,000	
Other donations*	£10,995	
Total grants and donations	£1,837,574	(2015: £1,729,774)

Foundation running costs

Staff, travel, office and admin costs	£105,111	
Communications	£12,576	
Learning events	£3,638	
Foundation Scotland – grant-making services, Youth Opportunities	£35,000	
Charities Aid Foundation – payroll giving & matched giving fees	£2,646	
Subtotal	£158,971	(2015: £133,694)

TOTAL EXPENDITURE	£1,996,545	(2015: £1,863,468)
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Strategic Investment grant: The Lens, Scotland-wide

£50,000 with a further £30,000 pledged in 2017

The Lens is a social enterprise that develops intrapreneurship. An intrapreneur is someone who acts with the mind-set of an entrepreneur but within an existing organisation. Already a feature of leading companies such as Gore, Google and 3M, The Lens adapts this highly effective way of working and makes it relevant for mission-driven organisations. Established in 2015, The Lens has so far worked with some of Scotland’s largest charities. Our investment is enabling them to pilot a collaborative joint programme of intrapreneurship development with four medium-sized charities to test how best to foster innovation within the next tier of Scotland’s third sector.

*Other donations includes the value of William Grant & Sons’ products and in-kind donations given to support charity and fundraising events. It also includes these cash donations of £1,000 or more:

Foundation Scotland

£5,000

To part-fund an ‘artist at work’ residency leading to a new artwork reflecting the charity’s work with communities and philanthropy.

Common Purpose

£1,000

To provide a bursary for a participant from a small charity to participate in the Edinburgh cross-sectoral leadership development course.

Lateral North

£1,000

To fund research linked to Our Norwegian Story – a multi-disciplinary project highlighting wartime links between Norway and Dumfries.



Image: Scottish Dark Sky Observatory, East Ayrshire
Thanks to all the funded organisations who supplied photography for this Annual Review

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