

# Your Support Our Impact



**Two Ridings**  
Community Foundation

Giving across North & East Yorkshire



Image: Anaya, City of Hull Sport & Community Group

**2020/21**





## Thank you from Two Ridings

**Your Support Our Impact** is our story of the financial year of 2020- 2021. A year like no other. We supported hundreds of community organisations, who in turn supported thousands of people through the coronavirus pandemic.

Thanks to the generosity of individuals, businesses and other trusts and foundations we gave away £3million in grants to over 500 groups, improving the lives of nearly a quarter of a million people.

One of our key objectives was to keep local groups afloat when other sources of funds disappeared overnight so they were then able to survive, recover and support people into the uncertain future.

Looking at the future we see the impact of the pandemic has not abated, especially for our most marginalised communities. Poverty, food insecurity, health inequality and poor wellbeing are still a reality for too many people.

We know that there is much to be done and local giving and philanthropy has a critical part to play.

This report tells our shared story, a story of generous and warm-hearted people, doing what they can to make positive change in the places and for the people they care about.

**Jan Garrill | Chief Executive**  
**James Naylor | Chair of Trustees**



# Two Ridings

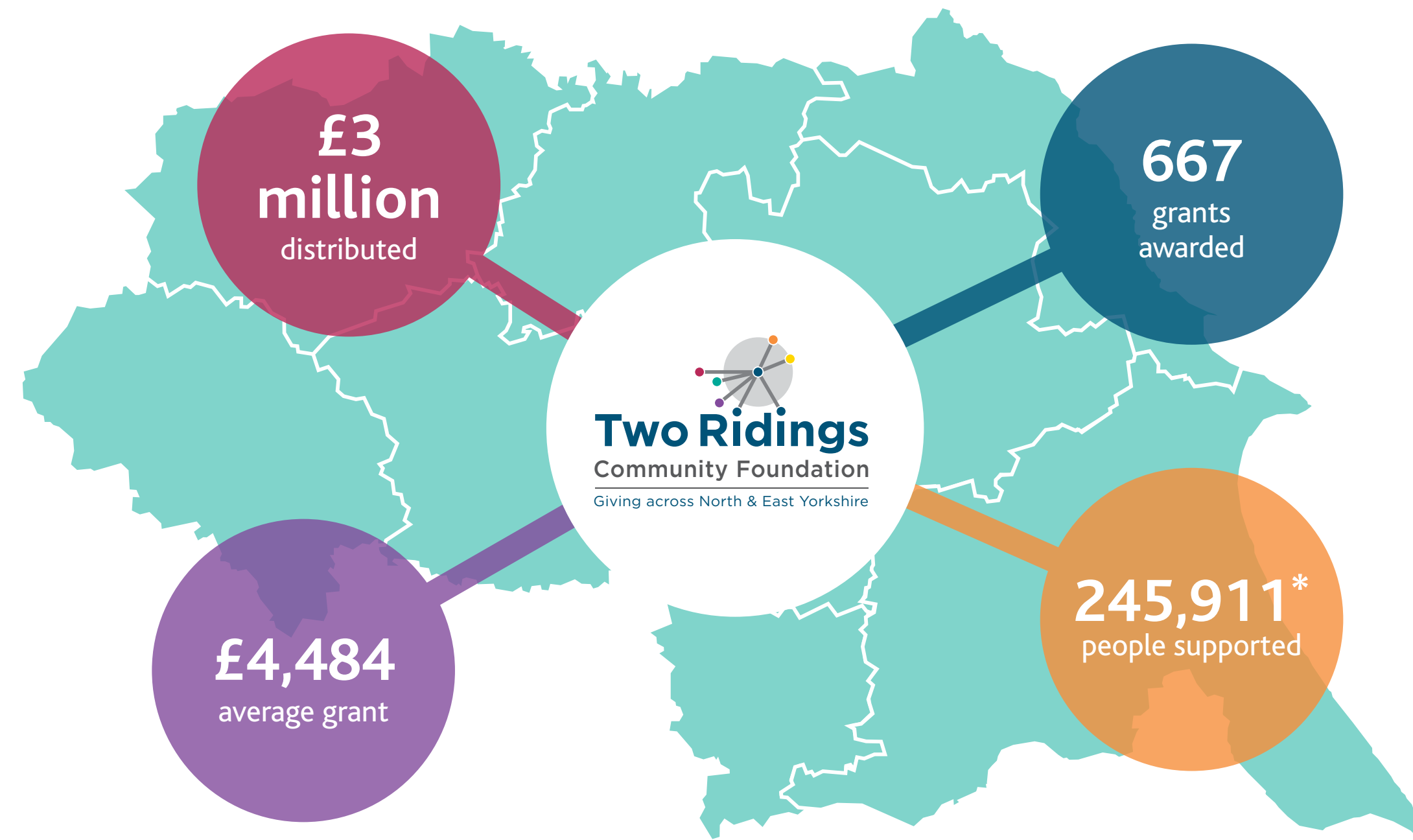
Community Foundation

## Your accredited Community Foundation for North & East Yorkshire

Two Ridings Community Foundation invests in local charitable organisations by distributing grants & sharing advice and support.

We can only do this thanks to the generosity and support of donors to the foundation. Donors trust us with their funds because we have in-depth local insights of needs and strong partnerships with the people addressing those needs.

As the local accredited community foundation, donors' funds are well stewarded and transformed into grants that help people connect and thrive.





# Global Pandemic Local Impact

## Community foundations are uniquely placed to respond to crises

Whether it is flooding or a pandemic, at Two Ridings we use our skills, network and the knowledge honed over 20 years to make the most impact for people, reacting quickly and reaching those most in need.

We set up the Coronavirus Fund at a time when poverty, poor mental health, inequality and isolation were rife, and many local community organisations were at risk of going under. Opened in March 2020, the Fund was all about keeping these essential local groups going.

Within a week of opening the Fund, we made our first £1,000 grant. By July we had distributed £1million – the equivalent of what we normally do in a year. In mid December we hit £2 million worth of grants distributed, and by September 2021 £2.5 million had been distributed to over 300 community groups.

**Our vision**  
**A connected, thriving North & East Yorkshire for all**  
**Putting people at the heart of everything we do**  
**Transforming communities through grant making**  
**Championing positive change throughout the region**  
**Inspiring investment into Yorkshire**



Image: Dancing for Wellbeing

### Getting funding to where it is most needed

During the pandemic we focused on three levels of funding:

**Response** - to ensure people were healthy, fed, safe and connected

**Recovery** - to help community groups stay afloat and cover their core costs

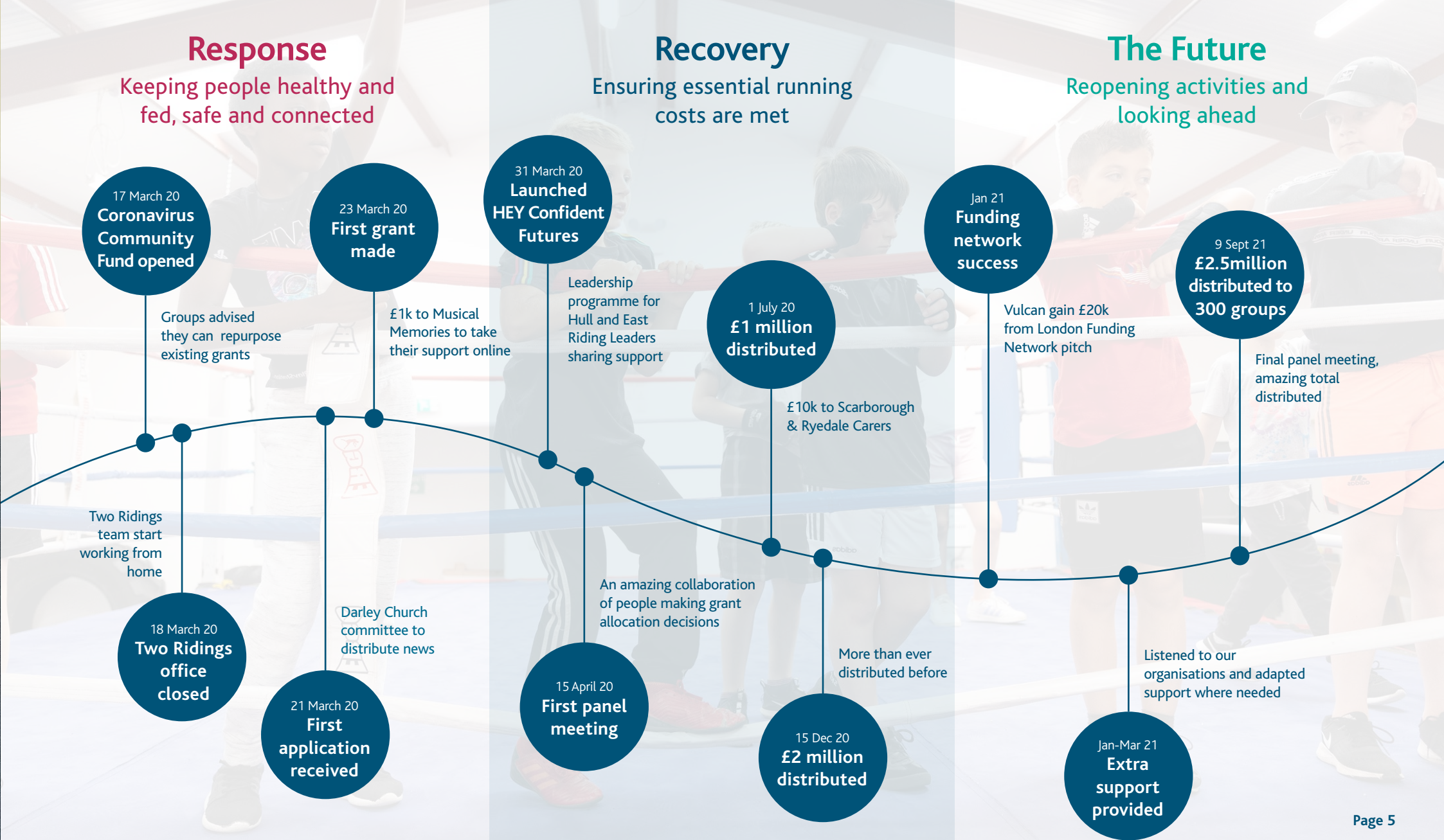
**The Future** - to see activities and services reopen and look at the challenges ahead.

Our amazing supporters allowed us to repurpose their donations to where need was most prominent. The National Emergencies Trust were behind us every step of the way.

The dedication and care of the team at Two Ridings was second to none. They kept reaching out, pulling people in, ensuring that the most marginalised and vulnerable groups could apply for what they needed. They ensured no one was left behind.

Together we reached thousands of people in record time, for a long lasting impact.

## Coronavirus Community Fund timeline







# People at the heart of everything we do

## Good health and wellbeing

A third of Two Ridings grants in 2020/21 focused on improving wellbeing. Even before the pandemic poor mental health, loneliness and isolation were a huge reality for many people, and this difficult time saw it escalate.

**206**  
grants awarded  
33% of our funding



Image: Sight Support Ryedale

### Staying well and connected through music

#### Adrian's Story

*The staff make you feel alive with their bubbly ways. I just can't praise them enough. They did everything they could to keep spirits up. I honestly think they helped an enormous amount of people survive this horrific pandemic. Throughout lockdown they kept us entertained and informed.*

Musical Connections in York improves the health and wellbeing of older, isolated and vulnerable people through musical participation. During the pandemic, they dug deep and with help from the Coronavirus Community Fund delivered alternative support and activities for 200 beneficiaries

“  
Musical  
Connections is  
not just a choir,  
it's a family.”

## What our grants support

£996,442

33%

Good  
health and  
wellbeing

£683,019

23%

Reducing  
inequalities

£851,930

29%

Creating  
sustainable  
communities

£459,447

15%

Alleviating  
poverty



### Supported together in difficult times

#### Iris and Belinda's story

*Iris, an older lady with mobility issues, supported by Belinda, her daughter, took part in cookery classes and light movement sessions online. For Iris the groups were vital in helping her feel connected and after breaking her leg in July, the movement sessions critical to her recovery.*

“  
Both Mum  
and I both  
found the  
remote support  
invaluable.”

*Belinda confirmed that her mother was "so much brighter and more alive" after participating and that this "made a huge difference to her wellbeing". Belinda also enjoyed the socials and cherished the respite it gave her from direct caring.*

Pioneer Projects are a community creative and wellbeing organisation based in Bentham in rural north Craven, supporting people across the whole district. Funding from the Coronavirus Community Fund helped them improve the health, wellbeing and life opportunities of vulnerable people through the creative arts and learning.

Image: Selby Hands of Hope



## Bringing men together through fresh air and shared goals

### Diego's Story

Diego, a young man from Colombia, was waiting for NHS mental health treatment feeling isolated, depressed & suicidal. Lockdown, and losing his job, made life really challenging. He heard about an allotment project with Men Up North and got involved.

Arriving at his first session he was nervous and quiet, but he soon got stuck in helping to clear the site. He also started to enjoy himself and come out of his shell.

“  
Wow! that was hard work, I don't know why, but I feel so good!”

The final hour was reserved for 'circle time', a time to reflect and talk. Diego realised for the first time he had felt truly accepted and welcomed and he didn't feel shame that he was broken.

Diego has been a regular at the allotment ever since and along with some translation work to help his new friends, he encourages other men to participate too.

Men up North is a forward-thinking community of men in Sheffield aged 18 upwards from numerous different heritage and social backgrounds. Their focus is primarily on supporting mens' mental health and suicide prevention enabling safe spaces to have conversations around mental health. Their funding from Bettys and Taylors Trees For Life Fund transformed an overgrown allotment into an inclusive community garden for minority ethnic men.

144  
grants awarded  
23% of our funding

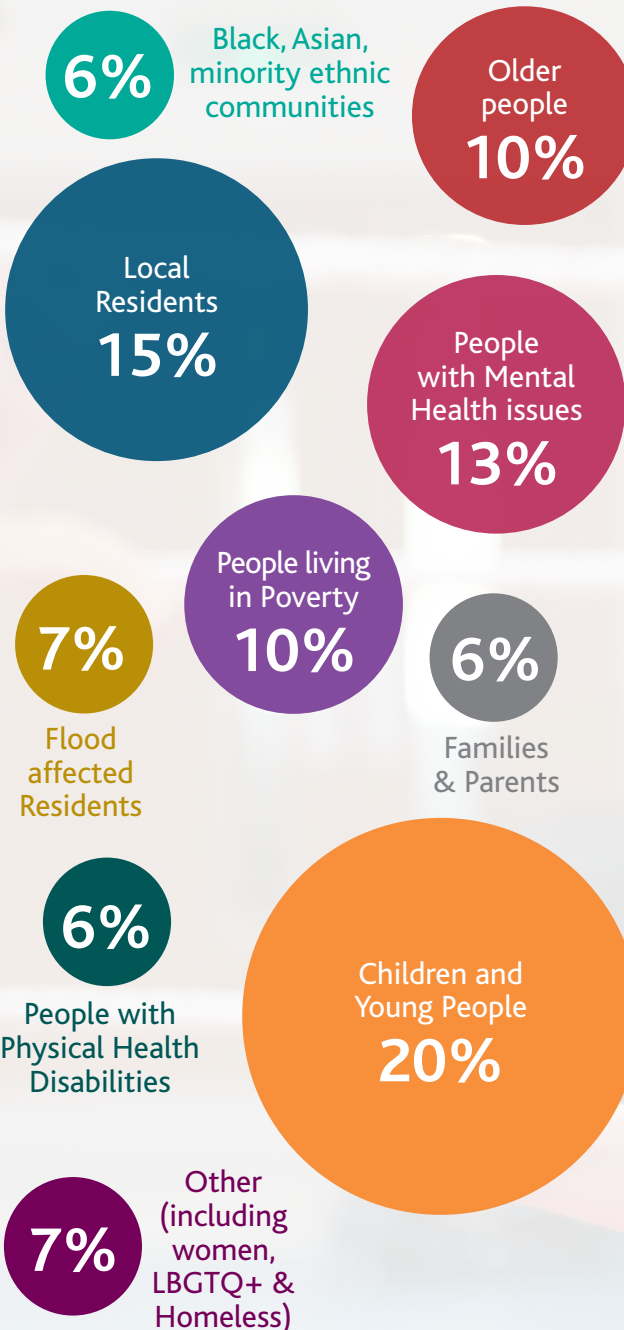
Image: Men Up North

## Reducing inequalities

A fairer society is something we strive for and in 2020/21 23% of our funding went to groups working to reduce the inequalities local people face in their everyday lives.

Whether that is ensuring Black, Asian and/or other minority ethnic communities have their needs supported and voice heard, or older people have the opportunity to thrive, our funds make a difference.

## The people we support



## Opportunities and community so young people thrive

### Alexis's Story

Alexis joined a boxing summer camp run by City of Hull Sports where she made new friends and worked out on a daily basis in the holidays. They ate together, trained together and laughed together. When it was Alexis's birthday her Mum asked her what she wanted to do that day. She answered quite clearly 'I want to go to training and be with my friends'. Now Covid has lifted, Alexis is back in the boxing ring feeling good and having fun.

City of Hull Sport and Community Group is based at the heart of the Orchard Park and Greenwood Ward in Hull. With deprivation and poverty having a significant impact on the lives of local people, their mission is to use the power of boxing to bring the community together to participate in projects that tackle health, social and employment inequalities.

“  
I want to go to training and be with my friends.”

Image: Alexis, City of Hull Sport & Community Group



## Creating sustainable communities

To truly thrive, and for lives to improve, people need opportunities: to learn, to train, to work, to connect and to be useful.

A third of our funding in 2020/21 helped to create those opportunities and build places that are connected and sustainable.

**207**  
grants awarded  
29% of our funding



“  
Learning things at Gioscope has given me confidence and helped me out of depression. It's like a family here.”

### Learning new skills and making new friends

#### Mark's Story

Mark had a stroke last year and sadly lost family members during the pandemic. Feeling very low, he joined the cooking course at Gioscope and found a new lease of life. He now cooks for himself and has gone on to do lots more courses. Mark loved showing us the processes he had learnt in the cookery classes and made a delicious soup. Through his learning at Gioscope he has found friendship, purpose, and essentially a family in Gioscope. Mark is happy and engaged with life.

Gioscope in Hull create affordable homes for people in housing need. They also support people back into employment through courses and job opportunities. They received funding from the Bettys and Taylors Family Fund to run a three year cookery course.

Image: Gioscope



“  
The project helped me reconnect with my family and gave me an idea for a new food business enterprise.”

### Entrepreneurship and family harmony through food

#### Abdi's story

Abdi is a young person who lived in his family home during lockdown. Abdi's parent are from Somalia. Like most young people, lockdown was a boring and stressful time. With few things to get excited about, tensions within the family home rose. Abdi got involved in a food project learning about Somali food and culture. He made many of the dishes for the

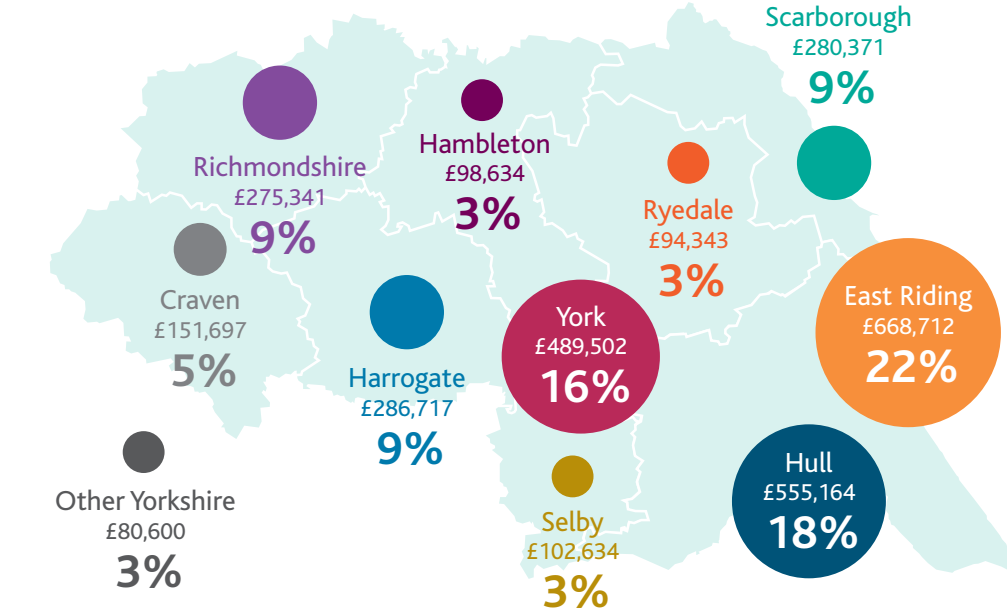
very first time and gained a new-found appreciation for his family's culinary heritage.

Abdi went on to successfully complete two Food qualifications enabling him to volunteer with Mama Meals. He spent many hours cooking food, planning deliveries and taking orders which saw him think about starting his own business. Because of this, he got on a business project Mama Meals were running where he attended numerous workshops and developed a business plan for his own idea. From that he received a £1,000 grant to trial his idea which is what he is doing now.

Globalmama is a Sheffield social enterprise founded and run by East African refugee women providing entrepreneurship opportunities and employability training to refugees and Black, Asian and ethnic minority communities in Sheffield. One of the organisation's aims is to empower young people from disadvantaged backgrounds. Globalmama got funding from Bettys and Taylors Family Fund so East African refugees could do online cooking courses and gain food hygiene qualifications

Image: Globalmama Enterprises

## The places we support



Whilst we focus on North and East Yorkshire, we do work further afield in Yorkshire at a donor's request





## Always there for you

*"The people at The Hinge listened to everything and took on board and gave me support and advice. My support worker was fantastic, she was always there for me if I had any problems of any kind."*

The Hinge in Bridlington provides support, guidance and services to those facing social and financial deprivation in Bridlington, with a job club, employability development, living skills, benefit and welfare support and resettlement support.

“  
The Hinge  
makes you feel  
like you are  
not alone.”

They also support local children with art and craft classes and After School and Holiday clubs.

Through funding from the Bettys and Taylors Family Fund, they ran 'Healthy Living Sessions' for around 20 children a week at their After School club engaging them in basic cookery skills, food hygiene and healthy eating on a budget. They also distributed food parcels and craft packs to local families during coronavirus.

## Alleviating poverty

Our region is one of contrast, with poverty adjacent to affluence. Some areas in our region are amongst the most deprived in the country but there are pockets of poverty everywhere.

Food and fuel poverty are rife, unemployment and life on benefits a grim reality. Coastal towns in particular have seen a massive decline in jobs and wellbeing. Across the region, during 2020/21 funding for foodbanks, food partnerships and delivering essentials were key with nearly 15% of Two Ridings awards helping to address poverty and food insecurity.

110  
grants awarded  
15% of our funding



“  
Anyone can find  
themselves in the situation  
of needing support. We are  
here to help people get back  
on track. No judgement, just  
care and support. Anyone who  
needs affordable groceries,  
and a chat, is welcome  
here.”

## Grant applications

46% of grants made were to micro charities  
(income under £50k)

30% of grant applications received were first-  
time applicants

## From being supported to supporting others

### Sophia's story

Sophia moved from Cumbria to Harrogate in March 2020 to start a new business and a new life with her two children. 2 weeks later Covid struck and overnight Sophia lost her business and her career.

*"I'd used all my savings to move house and restart my life and suddenly it was all gone. Universal Credit takes 6 weeks to come through. I was living off nothing, any food I could get went to the kids."*

*She started receiving free food parcels through Resurrected Bites – an absolute life saver - and after getting to know the Manager got a part time administrative role with them.*

*As the pandemic progressed, Resurrected Bites set up two permanent community grocery stores offering affordable, intercepted food to local people. Sophia was the natural choice as their first Community Store Manager.*

*With her lived experience Sophia was in the perfect position to understand and empathise with local people in need.*

*Sophia has gone from the person being supported to being the one who supports others.*

Resurrected Bites in Harrogate intercepts food with a short shelf life from going to landfill, providing nutritious meals at their local cafes and redistributing it at their community grocery stores, helping local people get back on their feet.





# Using our knowledge to champion positive change

## Your community advocate

Our unique regional insights make Two Ridings more than a regional grant maker. We are a natural community advocate, giving a voice to all that is good locally.

We believe in a society that is connected, fair and robust. Our aim to contribute to a stronger region sees us push our resources to champion positive change.

Two Ridings reach the most marginalised and isolated people with our progressive approach. We ensure no one is forgotten or left behind.



Image: Peter, Humber Community Advice Services

“  
*Having people with lived experience on our panels enhances the quality of the decision making. You hear from people 'on the ground' who truly understand complex local issues and the multiple complexities of the people our groups support.*

## A stronger sector

Providing funding to a community organisation gives them scope to provide their services and support to the people in their area but offering leadership and training gives them the tools to grow and contribute.

### Leadership

Our Confident Futures Leadership Programme in Hull and East Yorkshire facilitates leadership and training for 272 Third Sector leaders. We are not just investing in groups for today, we are investing in the future growth of the sector and the region.

272  
emerging  
leaders

## A connected region

Working in partnership is our way of operating. Strong relationships with national, regional and local organisations enables Two Ridings to influence change in a more far-reaching way.

During Covid we managed funding on behalf of Joseph Rowntree Foundation and LankellyChase, national organisations who trusted us because we know our region on a very personal level.

### Training

From January to March 2021 we ran 12 workshops and one-on-one sessions with 230 people from two sectors we realised were particularly struggling during the pandemic. We brought together groups working with young people so they could share learning and create ideas to deliver youth work confidently in the adverse circumstances.

### Capacity Building

Listening to the culturally diverse groups we support, we ran a round of funding with one-on-one support specifically for them. From that we made their funding unrestricted so that they were able to adapt to circumstances as their priorities and the needs of the people they supported changed through the pandemic.

“

*Confident Futures brings us all together. It empowers us, enables our work and makes us better leaders. I have learned so much from the programme and continue to learn and stay connected through it.*

## A fairer society

Participatory grant making is a proactive way of funding, involving local people associated with a need - people with lived experience, long-standing groups already supporting the beneficiaries, the beneficiaries themselves - taking a fresh approach to grant making from the ground up.

Our Deciding Together Fund and Together with Young People Funds both were born in a participatory way breaking down barriers and making for a fairer process.





# Inspiring investment in Yorkshire

## Making a difference locally

Donors want to empower and transform the people and places of the region and trust Two Ridings because we are connected deeply with the communities we support. We have comprehensive knowledge of the local groups and insight into the places they are based. Donors know that their investment reaches all corners of the region and through working with us every penny stays in Yorkshire.



Image: Emily, Next Door But One

“  
*One of my go-to people is always Two Ridings because of how supportive they have been, how easy they are to talk to and how they respond really quickly.*

*They understand local groups, because they have been to see them or they have talked to them and they know how funding has been spent. I think that is vital.*

Seb Glazer – The Vulcan Centre

# Two Ridings - grant maker of choice

## Funders trust Two Ridings



*“Two Ridings know what they are doing. They have a fantastic track record as a grant maker and we have complete faith in their judgement in administering our funds. They bring local expertise and knowledge and have long-lasting relationships with community organisations across the region.”*

Joseph Rowntree Charitable Trust are passionate about providing opportunity for social change locally as well as nationally. They have been using Two Ridings as their intermediary with the community groups in York for the last three years with their Step Change Fund.



## Local business people supporting local causes

*“Community Foundations make a real difference by bringing together those in need with those who want to help. If you are a local business with a passion for making a genuine impact and a tangible difference in the community where you operate, I would totally recommend becoming involved with your local Community Foundation.”*

Sarah Jones, of Full Circle Funerals in Harrogate, set up a fund with Two Ridings to provide grants to support local community sector organisations and charities across the Harrogate district. They saw it as a real way to make a difference locally, giving people long lasting support in the area.

## BETTYS & TAYLORS GROUP A GREAT YORKSHIRE FAMILY BUSINESS

## Regional businesses reach local people

*“We truly enjoy working with Two Ridings, their knowledge is phenomenal, they are so well connected. As a grant maker they go the extra mile; always on hand to talk us through anything community related. Working with them shapes our ambitions for the future; reaching groups we wouldn't reach ourselves.”*

Bettys and Taylors Group are a family-owned, value-led Yorkshire business all about making a positive difference in the community. Two Ridings manage two of their funds.



# Support us to help local people

## Be the difference

Two Ridings support hundreds of community organisations in North and East Yorkshire every year, who in turn reach thousands of our most vulnerable and isolated people. But that is only possible because of the generous and dedicated donors and supporters we have.

Our donors set up funds with us, contribute to our collective funds and become supporters. Our donors enable the transformational support we give to happen.

Want to talk through your giving options?

Call Jan on 07554 425 431



Image: Ethar, Humber Community Advice Services

## Create your own fund

Creating a fund with Two Ridings is like having your own charitable trust, but much simpler. The whole process is easy and straight forward. We work alongside you, ensuring you are investing in the causes closest to your heart, making your money make the biggest difference. Working directly with us takes away the admin headaches, we do all the compliance, background checks and regulatory work that can be off-putting.

And we keep it local. With our expertise and connections, and your investment, we can make the biggest difference to the people in the region you love.

Some donors choose to start an Endowment fund where the money you invest with us is kept and the income generated from your investment is given out as grants. Others choose a Flow-through fund, where all the money you gift is given out as grants over the course of a year.

## Lets plan the future and create something new

## Give collectively

If you are passionate about supporting local causes, choosing to invest in an existing collective fund is a great option. By building up a fund through a number of donors, your investment becomes much more valuable and goes further in helping more people.

And you can choose a regular or one-off donation. Occasionally we open a collective fund aiming to support a specific crisis, like the floods, cold winters or the coronavirus pandemic.



Image: Sidewalk

## Become a supporter

If you want to support Two Ridings in a broader way, you can become a Supporter. Supporters help to keep Two Ridings running, supporting our own core costs, so we can continue to support the hundreds of groups around the region. Supporters get to hear first-hand how we are impacting the region, have the opportunity to network with our partners and get invited to our engaging events, not to mention that priceless feeling of truly making a difference.



# The team behind the impact

## The Two Ridings family

The Two Ridings team live and breathe the ethos of the Foundation. Passionate about change, connected with the groups we support and with an indepth knowledge into the particular needs of the different places in the region.

We live and work in all corners of North and East Yorkshire, we are very much part of the fabric. Each of us have connections with the cities, towns and rural areas and specialised interests in the different services our groups support. We are a local team and we are proud of it.

Your Support | Our Impact 2020-21



“  
It's not how well written the application is that matters to us, it's the passion groups have to really reach the people in their community that means the world to us.”



Chief Executive: Jan Garrill

Partnerships Team: Harriet Johnson, Ali Spaul, Paula Bielby

Finance & Operations: Stephanie Dunnill, Fran Bryan

Grants Team: Katherine Odom, Roxanne Wood, Tasha Billington, Sarah Norman

Business Development & Communications: Isabelle Clough, Bec Horner

Funding Advisor: David Warner

# Local people being the difference

Two Ridings is bigger than our close-knit team. Our trustees, assessors, panel and committee members, alongside our stakeholders make up a tour-de-force of people all striving to make a difference for the people of the region.

We are the sum of all our parts and we like it that way.



“  
I see Two Ridings going from strength to strength with such a diverse board of activists and philanthropists. It's a great combination of working towards social justice through funding great projects.”  
Trustee



## Panel Member, Miles

“I love that local people are making local decisions on how a pot of money can benefit local communities. Together we are shifting the power of how community money is distributed. I am a more enriched person being involved, it gives me a real sense of purpose and achievement.”

Miles is a Dad of two. He was a Bank Manager for 20 years and for the best part of 25 years was happily married. But through addiction, he lost everything. Three years ago he was living in a homeless hostel not wanting to engage with anyone in any way.

Now in recovery Miles is rebuilding his life. He is on the Deciding Together Panel where he uses his direct lived experience to help shape change across York and helping the recovery community to do the same.



Our valued trustees (Back L-R): Deborah Rosenberg, Harriet Reid, Andrew Wilson, James Naylor, Richard Frith (Front L-R): Rolline Frewen, Anthony Collinson, Venetia Wrigley, Hannah Harris, Chris Legard (Not in Picture): Ali Pearson, Gill Hughes, Paul Downey



# Excellence through and through

As an accredited Community Foundation, every three years Two Ridings goes through a rigorous assessment ensuring we provide a quality standard in all aspects of the Foundation. We were credited as Excellent and Good in our latest 2021 assessment.

Every aspect of our grant making was deemed to be Excellent. Our strategic planning, response to disasters, impact on social causes, how we value lived experience, our reach into communities and how we focus on needs also received the highest accolade.

When you invest in Two Ridings, you are investing in a trusted, high attaining, accredited Charitable Foundation. We don't just talk the talk, everyday we walk the walk ensuring the people and communities we support get the best service possible.



**3rd largest**  
locally-based Yorkshire funder during Covid

“  
Two Ridings has been a lifeline for us. It is so good to meet the people who have funded your project, it feels like Two Ridings are really invested in us and the young people we support. It feels very real.  
Dan Axon – Upfaders Youth Music Programme

Image: The Moorlands Community Charity

# Financial overview 2020-21



Donations & grant income **£3,960,268**

Endowment donations **£76,613**

Fundraising **£1,608**

Investment income **£148,180**



Grants awarded **£2,990,818**

Grant making support **£151,970**

Raising funds **£104,583**

Community leadership & development **£148,762**

## Our supporters

<b>Endowment funds</b> Alderman Jackson's Appeal Trust Fund Community First Prime Opportunities Fund Community First Whitby Fund EG & MA Bousfield Fund The Gilberdyke Endowment Fund GRE Richard Weare Fund Hanson 5 Fund John and Carole Mortimer Endowment Fund LDJ Design & Display Lyn & Trevor Shears Fund North Yorkshire Community Fund North Yorkshire Pioneers Fund North Yorkshire Reward Endowment Fund Postgate's Foundation Red & White Fund Rusholme Windfarm Endowment Fund The Harry Bolland Fund The Moss Family Fund The Whitby Fund York Children & Young People's Fund York Women & Girls Fund Yorkshire Forces Families & Veterans Support Fund Yorkshire Oaks	Arts for Change Bettys Community Fund Bettys Trees For Life Bettys & Taylors Family Fund BSA Ideas fund Catalyst Fund Coastal Road Fund Coronavirus Cellnex Coronavirus Community Fund Coronavirus Bettys Fund Coronavirus Co-op Fund Coronavirus Department of Culture Media and Sport Fund Coronavirus Joseph Rowntree Charitable Trust Fund Coronavirus Joseph Rowntree Foundation Fund Coronavirus National Emergencies Trust Fund Coronavirus Peter Sowerby Fund Coronavirus Scarborough Fund Coronavirus Duchy of Lancaster Fund Coronavirus Lankelly Chase Build Back Better Surviving the Covid Winter Deflog VQ Disaster and Recovery Funds East Yorkshire Recovery Fund North Yorkshire Flood Recovery Fund MHCLG Flood Resilience fund Swaledale and Wensleydale Recovery York Flood Appeal The National Lottery - Community Fund Flood Support Dogger Bank Wind Farm Fund Dragons' Den Fund East Riding Crime	Reduction Fund Future Communities Initiative Fraisthorpe George Toplis Grace's Fund Harrogate Street Aid HEY Confident Futures High Sheriff's Fund Homelessness in York Humber, Coast & Vale VCSE Programme Insite Property Solutions JPG Naylor Fund JRCT Step Change Fund Knabs Ridge Wind Farm Community Fund Lankelly Chase - Together With Young People Lankelly Chase - Deciding Together Fund Lord Mayor of York Fund Mohn Westlake Peter Sowerby Fund Rank Recovery fund Reboot North Yorkshire Richard Weare Fund Rita Hunt fund Rusholme Windfarm Community Benefit Fund Scarborough Opportunity Area Fund Scarborough Children and Young People's Fund Six Penny Wood Community Benefit Fund Stokesley & Great Ayton Fund Surviving Winter THE LOCAL FUND for the Harrogate District Two Ridings Small Grants Vital York Women & Girls Fund York Refugee Appeal York Small Charities Fund York Street Aid York Street Aid Development Yorkshire Coast Catalyst # I Will
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Image: Chloe, Upfaders Youth Music Project



## Two Ridings Community Foundation

Giving across North & East Yorkshire

[www.tworidingscf.org.uk](http://www.tworidingscf.org.uk)

**Call us: 01904 929 500 Email us: [info@tworidingscf.org.uk](mailto:info@tworidingscf.org.uk)**

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Charity Registration Number: 1166471

Advisors: Auditors: Hunter Gee Holroyd Bankers: Yorkshire Bank Investment Managers: CCLA and Brown Shipley