

THE MELTING POT



ANNUAL REPORT

2024 - 2025

Message from

CEO HELEN DENNY



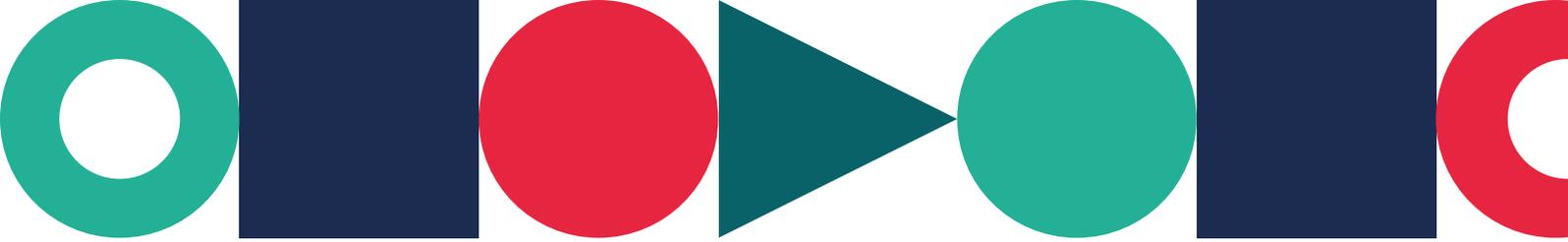
Reflecting on the past year at The Melting Pot, we're proud to share some of our key achievements and moments that have defined our journey.

Strategic Growth and Leadership

Since launching our five-year strategy in November 2023, our ambition to position The Melting Pot as Scotland's flagship Centre for Social Innovation has continued to gather momentum. Over the past year, we have strengthened governance through the contribution of our trustees, sharpened our strategic focus on inclusive, place-based enterprise, and diversified our income streams across consultancy, partnerships and national programmes. A significant milestone has been the formal launch and growth of Connected Hubs Scotland, a national network bringing together independent coworking hubs across urban, rural and island communities. We have increasingly stepped into a convening and connector role across Scotland's ecosystem, bridging sectors, geographies and communities to unlock collaboration and shared solutions to complex challenges.

Community Engagement and Events

Connection remains at the heart of what we do. Over the past year we have hosted and supported dozens of events, from member-led gatherings to large-scale cross-sector conversations, welcoming hundreds of participants into our space and programmes. Our Bridging Communities series has continued to foster meaningful dialogue between entrepreneurs, social enterprises, funders, academics and public sector partners. We have also championed ethical enterprise and creative collaboration through initiatives such as our Buy Social Fair, spotlighting purpose-led businesses and encouraging conscious purchasing within our community. In partnership with Creative Edinburgh, we have supported emerging artists and creative practitioners, strengthening the intersection between culture and social innovation. Events such as Creative Collisions, delivered alongside Scottish Women in Business and Glasgow Girls Club, have created energising spaces for connection, visibility and peer support. Together, these collaborations ensure our community remains vibrant, values-driven and deeply connected across sectors.



Programmes and Enterprise Support

This year also saw the delivery of our Good Ideas programme, supporting 16 purpose-led entrepreneurs to develop and test ventures rooted in lived experience and community need. Through structured workshops, peer learning and tailored support, participants strengthened their confidence, business models and impact pathways. Alongside this, Enterprise in Place was launched, a programme that models inclusive, locally-rooted enterprise support, working with community connectors in Glasgow, Lanarkshire and Dunoon to reduce barriers and widen access to entrepreneurship. Across all of our programmes, we remain focused on ensuring that people affected by the challenges in their communities are best placed to shape and lead the solutions.

Consultancy and Partnerships

A key development this year has been the launch and growth of our consultancy offer. Drawing on nearly two decades of experience in social innovation, community building and ecosystem development, we have begun working with clients including Changeworks and the Law Society of Scotland, supporting them with facilitation, strategy development and inclusive engagement approaches. This work not only generates sustainable income but also extends our influence beyond our immediate community – sharing our expertise to strengthen systems change across sectors.

Commitment to Equity, Diversity and Inclusion

Our Equity, Diversity & Inclusion commitments remain central to our strategy. Across our programmes we have prioritised reducing barriers to participation, widening access to entrepreneurship and embedding inclusive design from the outset. This is not a standalone strand of work, it underpins how we design programmes, host events, build partnerships and shape our space.

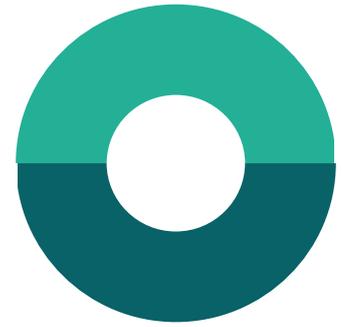
Looking Ahead

As we move into the next phase of our strategy, our focus is clear:

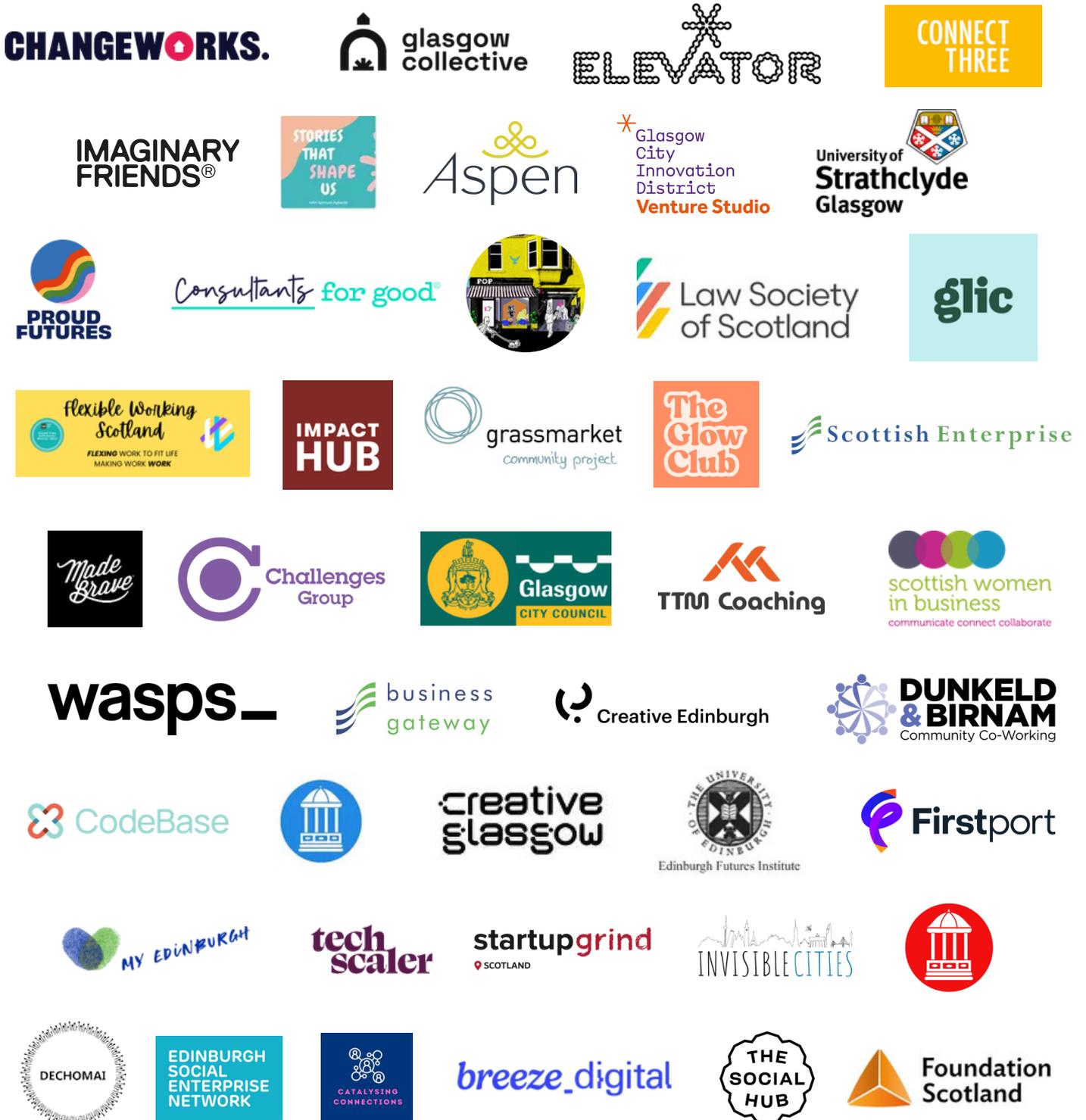
- Strengthening Connected Hubs Scotland as a national collaborative network
- Deepening place-based enterprise support in underserved communities
- Growing sustainable income streams through consultancy and partnerships
- Exploring our future space and long-term home
- Continuing to convene and connect Scotland's social innovation ecosystem

We remain deeply grateful to our members, partners, trustees and supporters who continue to shape this journey with us. Here's to another year of collaboration, innovation and community-led change.

OUR PARTNERS



We have had another exciting year of partnerships! Thank you to all our partners who enrich our work, offer interesting, diverse perspectives, and contribute to a collaborative ecosystem.



ABOUT THE MELTING POT

Charity Objectives

The company's objectives as stated in the Articles of Association are:

to advance education;
to advance citizenship and community development; and
to relieve unemployment

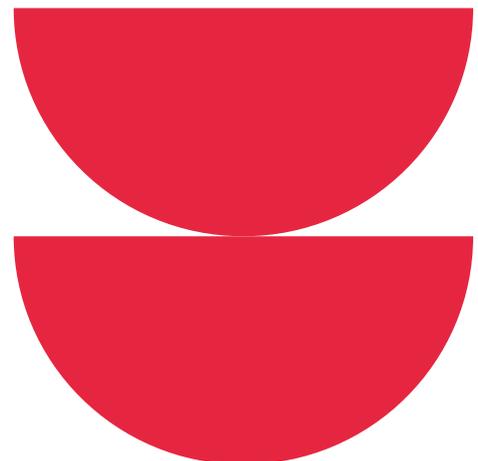
through a range of projects, initiatives and activities which stimulate and support social innovation.

Vision

A society which has a vibrant, creative, resilient and effective social innovation community.

Mission

To stimulate and support social innovation



ABOUT THE MELTING POT

The Melting Pot is Scotland's Centre for Social Innovation. An inspiring community of people striving to make the world a better place.

There are three key business areas through which The Melting Pot seeks to stimulate and support social innovation.



Scotland's Centre for Social Innovation



OUR ACTIVITIES

Our 2023 - 2028 strategic plan, encompasses five priorities for the next five years. These inform the framework for reporting.



A collaborative ecosystem



Embed community driven innovation in all initiatives



Scale our impact



Exchange of knowledge and expertise



Ensure long-term sustainability



Long-Term Sustainability

Environmental Responsibility

- Continued our long-term Net Zero Action Plan.

Financial Resilience

- Delivered income-generating activity aligned with our mission through:
 - 2,561 venue hire bookings
 - 533 Desk for a Day bookings
 - 65 Virtual Office customers
- Launched a new consultancy offer and delivered 3 projects supporting organisational development and skills.
 - Law Society, Changeworks, Black Skies Blue

Resource Efficiency

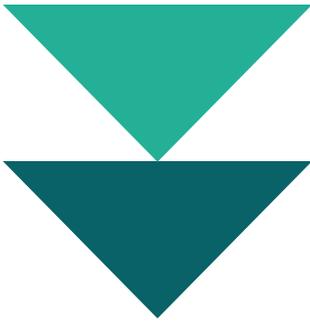
- Completed a restructure of the team to ensure we have the right people in the right roles to deliver on our strategy
- Implemented the use of AI tools to improve efficiency in key areas such as financial reporting
- Carried out a Feasibility study to understand whether it would be viable to purchase our current building

Strategic Partnerships

- Worked with 44 partners across programmes, events, consultancy and networks
- Worked with a pool of 12 trusted consultants to co-deliver consultancy services

Long-Term Vision

- Board sub-groups continued to support the staff team to work towards our strategic aims.
- Built the Connected Hubs Network to increase our impact across Scotland.



Scale Our Impact

"Really great programme. I have learned a lot. I feel it's just the beginning. The warmth and openness of The Melting Pot team has been really special and I hope to continue to work there and be part of the community."

Good Ideas Class Participant

Tangible Social Impact

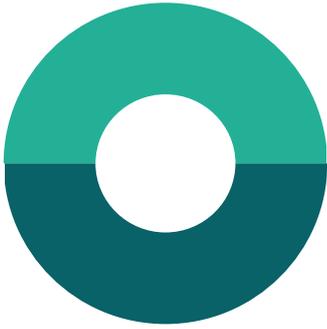
- At year end, we had 365 coworking members, 94% of which work within social innovation
- Engaged 3,985 people in person through events, programmes and services
- Reached 95,773 people digitally through website, blog, newsletters and social media

Community Engagement

- Delivered 61 public events, with 798 attendees
- Delivered 35 member events, supporting learning, connection and wellbeing

Innovative Solutions

- Delivered the Good Ideas programme, supporting 28 social entrepreneurs through:
 - Good Ideas Class Programme (16 participants)
 - Good Ideas Catalyst (6 participants)
 - Good Ideas Camp (6 participants)
- Hosted a Good Ideas Showcase, welcoming 70+ attendees
- Delivered 3 consultancy projects, supporting organisations to strengthen skills and human capital



Collaborative Ecosystem

Robust Collaborative Network

- We launched Connected Hubs Scotland, bringing together 31 hubs and 56 you're connected members from across the country to strengthen collaboration, share learning and build a more connected community coworking network.
- Our Bridging Communities events continued to proactively connect diverse sectors, welcoming 307 attendees across four events in Glasgow and Edinburgh. These events were designed to spark collaboration, share learning and build meaningful cross-sector relationships.
- We delivered 61 public events in partnership with a wide range of organisations. Across these events, we intentionally designed opportunities for networking and collaboration using facilitated discussions and networking prompts to help participants build meaningful relationships and explore potential partnerships.
- We delivered consultancy work with the Law Society of Scotland, working beyond the third sector fostering dialogue and enabling meaningful cross-sector collaboration.

"The Melting Pot are very skilled at getting the right mix of stimulating input with space to network and exchange."

Event attendee



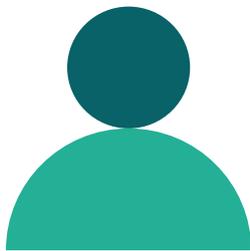
Knowledge Exchange

Knowledge Enrichment

- Delivered 61 public events covering themes including social innovation, creativity, wellbeing, sustainability and inclusion, with networking opportunities embedded in 100% of public events.
- Published 9 blog posts on our website resulting in 3,625 views
- Spoke at 8 different public events and podcasts sharing our social innovation approach

Member Empowerment

- Established a members committee to enable them to lead on the design and delivery of events relevant to our community



Community-Driven Innovation

Community Engagement

- Delivered 35 member events, encouraging peer support knowledge exchange and social connection
- Established a member-led social committee, which organised and hosted social events to strengthen relationships and community connection
- Regular social gatherings such as members' lunch, 'lunch and learns', Potters' Problem Solving and Friday drinks.
- Annual occasions like European Coworking Day, International Women's Day, our birthday and Christmas.

Resourceful Knowledge Hub

- Published 9 blog posts on our website resulting in 3,625 views

IMPACT SNAPSHOT



Said that being a member of The Melting Pot improved their productivity, giving them a focused environment and the motivation to get more done.

83% had better work life balance



"Allows for an improved work life balance, better collaboration with remote colleagues in person, and has improved my network and connections by introducing me to people I wouldn't otherwise have met."

"I find it inspiring to be able to work alongside most innovative organisations and people in Scotland - really value having that connection."

Wellbeing Benefits of Melting Pot Membership



Said that being a member of The Melting Pot improved their network, helping them connect with people who share similar values and build more meaningful professional relationships.