

COMPANY OVERVIEW

COPE Ltd was started on 8 June 1998 as a company limited by guarantee. COPE Ltd is also a registered charity and has a Memorandum and Articles of Association which establish the objects and powers of the charitable company and is governed under its Articles of Association.

There are currently seven Directors who have been selected and elected from the Shetland Community with a range of experience. Their role is to work in the best interest of the company and give clear direction to the guidance to the Employees of the company. The Directors are all volunteers and receive no payment for the support they provide.

The Company is managed on a daily basis by the General Manager who is responsible for ensuring that the company runs in line with its mission statement and objectives.

COPE can be described as a social enterprise. This means that the main focus of the company is to trade with a social purpose producing benefit for the local community. COPE is also recognised as a social firm with means that a percentage of its employed workforce has a disability.

COPE Ltd receives funding from the SIC to provide employment skill development placements for people with disabilities. COPE also receives some funding from the Shetland Charitable Trust to support its core business expenses however COPE Ltd generates well over 50% of its total funding through its own retail trading. These self-generated funds are put back into the business units to support the on-going provision of placements year on year.

THE MISSION STATEMENT OF COPE

COPE is committed to supporting adults with learning difficulties, to fulfil their expressed need to participate in productive community enterprises. These enterprises enable members of the target group to realise their full potential as members of the community, and thereby help to change perceptions about “disability”.

COPE VISION AND OBJECTIVES

COPE believes that everyone regardless of disability should have the opportunity to work. Given the right conditions, all adults have the potential to contribute to the local economy and in so doing will learn to value themselves and others. COPE’s visions are set out in detail in the Memorandum of Association. To this end COPE will focus on the abilities and experience of each individual rather than on their disability.

