

FAITH IN OLDER PEOPLE

ANNUAL REPORT

2008 - 2009



**Old Age:
Wasteland or
Harvest Field**



Governance

Faith in Older People has a very active group of Trustees who provide support for the on-going work to complement the small staff team. The Board meets formally on a quarterly basis to consider the progress of the work against the agreed strategy and to monitor the income and expenditure. Board members meet frequently on a less formal basis to further particular pieces of work.

During the year the strategic direction of the organisation was reviewed and the structure of the organisation determined to enable its implementation. The employment policies and accounting procedures are being reviewed to meet current requirements.

FiOP was pleased that several applications for funding were successful which will enable the organisation to consolidate and develop its work over the next three years.

We are working with Evaluation Support Scotland to establish a framework in which we can critique and evaluate the impact of our work.

Trustees	Associates	Part-time Staff
(Chairman) Christopher Davies	Kate Allan	Maureen O'Neill Development Coordinator
(Secretary) The Rev Malcolm Goldsmith	Gill Davidson	
Sandra Carter, MBE	Penny Grieve	Mary Moffett Training Coordinator
Geoffrey Lord, OBE	John Killick	
Helen Mein	The Rev Sue Kirkbride	Jean Myers Administrative Assistant
Lissa Smith	Fran Marquis	
Professor John Starr	Dr Harriet Mowat	
Margaret Stevenson	The Rev Alison Newell	

Website www.faithinolderpeople.org.uk

We are very grateful to Peter Gibbens for his help with the website.

Chairman's Report

"Faith in Older People's ambition is to promote a more harmonious society by enhancing understanding and appreciation of the contribution made by older people."



We are pleased to present to you our report for Faith in Older People for 2008 – 2009, the second year of our formal constitution as a charity. You will read of consistent progress and of tangible achievements in pursuing our aims. At the same time, in response to the unforgiving economic environment, staff and Trustees have reviewed structures and procedures to ensure that we are obtaining best value from our resources, whilst observing best practice and good governance.

Last year we made a commitment to broaden the scope of our work. This is happening in two ways. Firstly FiOP is achieving wider recognition and is now contributing to policy forming groups, including the statutory sector. Secondly, we are expanding

our seminars and events into a wider geographical area.

Faith in Older People's ambition is to promote a more harmonious society by enhancing understanding and appreciation of the contribution made by older people. Too often, older people feel marginalised. FiOP strives to address this imbalance, and this report will tell you what we are doing to achieve this.

We are finding that the values expressed by FiOP are becoming increasingly recognised as fundamental to a well balanced, healthy society and we are determined to continue to play a leading role in this process.

Without the continuing support of those organisations and individuals who fund us – inspiring us with their trust

and belief – we would not be in a position to carry out our important work. More than ever in these difficult economic times we appreciate their support and express our sincere thanks.

I would like to pay tribute to the commitment of our staff, and to FiOP's network of Associates, who work unfailingly and cheerfully in carrying out their tasks to the highest standards.

Finally, my thanks to my fellow Trustees, whose involvement, formal and informal, goes well beyond quarterly Board Meetings and who bring real practical expertise of immediate benefit to our work.

We commend this report to you and look forward to your comments and observations.

*Christopher Davies
Chairman*

We work by:

- Educating, encouraging and engaging volunteers, who are active with those issues addressed by our work. These persons may be lay or ordained members of faith communities but not necessarily so.
- Devising and delivering training courses and materials
- Encouraging and supporting care home and health care staff to address the emotional and spiritual needs of residents and patients.
- Addressing 'End of Life' issues

Achievements

During 2008/09

we delivered:

1 Conference with
120 participants
(see next column)

28 training sessions with

377 participants in
St. Andrews,
Edinburgh,
Perth,
Inverness,
Selkirk and Glasgow

A quarterly Newsletter
circulated to 800
organisations and individuals.

We have an active website
(777 hits over the year) with
links to other organisations



Joint Conference with ACTS and Church in Society (Scottish Episcopal Church)



The purpose of the conference was to challenge people within the Scottish churches who are responsible of the training and education of their flock to place the issue of Old age: Wasteland or Harvest Field at the top of their agenda.

A 120 people from a wide spectrum of the community attended this very successful gathering at Gillis College in October 2008.

We were fortunate in our excellent keynote speakers—Margo MacDonald MSP, Revd Albert Jewell, Father Gerry Hughes and Professor John Starr who were complemented by the stimulating workshop leaders, Revd Sue Kirkbride, Frances Molloy, Harriet Mowat and Ranald Mair.

The full report may be downloaded from our website.

Quote

"Three cheers for the organizers of this conference!"

The combination of input from diverse experts and opportunities to reflect made for a day that was stimulating of both action and careful reflection".

The Revd Canon Dr Michael Fuller

Faith in Older People (FiOP) aims to enhance the quality of life and well-being of older people by working with those providing practical, pastoral or spiritual care.

FiOP works primarily with those who provide care, whether paid or unpaid. Our aim is to increase an understanding of the vital importance of spiritual care and its impact on wellbeing during the ageing process.

We aim to increase the confidence and morale of volunteers and staff by giving them insights into the social, emotional and spiritual aspects of older people's lives and so enable them to provide person-centred care.

DELIVERING SPIRITUAL CARE

An Action Research Project

"The meaningful work of the care staff is shown in their ability to grasp the importance of accompanying the residents on their spiritual journeys through the daily tasks of care.

The non-anxious presence in the face of depression, death and dying, (*Newell in MacKinlay 2008*) and the vicissitudes of ageing as well as in the warmth of friendship and relationship which so characterises the relationship between staff and residents, is of central importance to the well being of older people and the staff.

If spiritual care is seen as fundamental to our practice, rather than a bonus if there is time, then the basic need that we all have to be loved and respected will be more easily met."

This extract from the Report emphasises the underlying importance of working with care home staff to enable them to interpret and implement the National Standard set by the Scottish Commission for the Regulation of Care.

What does spiritual care mean?

There are many definitions of 'spiritual' care:

The **World Health Organisation** defines health and wellbeing as encompassing body, mind and spirit.

NHS Scotland :

"expects NHS staff to acknowledge their spiritual needs and aspirations and to be sensitive to the wide variation in values and cultural backgrounds of their patients
(HDL(2002)76, *Spiritual Care in Scotland*)

Standard 12 The Commission for the Regulation of Care in Scotland

"Staff must make sure that they are properly informed about the implications for you and others of your social, cultural and religious belief or faith."



Faith in Older People is taking this work forward by piloting short training sessions using creative methods. We aim to assist staff to encourage residents to talk about what gives meaning to their lives.

This has included getting staff to consider what they value most in this respect, helping them relate more empathetically to the spiritual needs of residents.

Our definition of spiritual care is

"developing an understanding of what gives meaning to peoples' lives".

For some this might include religion but it encompasses many different factors including relationships with family and friends to love of music.

Some examples of our work

During the year FiOP has worked with a range of organisations and individuals across Scotland to increase understanding of spiritual care and to provide practical ways of enhancing this aspect in the lives of older people. We tailor courses to meet the needs of organisations as well as offering conferences and workshops.



Harriet Mowat

Spiritual Tasks of Ageing - Inverness

Participants in this course thought about their own ageing and spiritual journey and discussed the concept of spirituality and the concept of ageing. They considered the role of carers and supporters on this journey and focused on the practical and spiritual implications of ageing.

Quote

Attitude is very important in successful ageing — as is attending to the spiritual journey which means being alongside people and reinforcing the importance of relationships.

Course participant

Communication Course

John Killick and Kate Allan

Aim - This one-day workshop explored the subject of communication with people with dementia,. It had a particular emphasis on its role in underpinning the personhood and wellbeing of all concerned, as well as the provision of care. The implications of authentic communication for meeting the spiritual needs of persons with dementia was highlighted.

Participants were invited to consider many aspects of communication including language, non-verbal channels, creativity and humour and gained many ideas for new ways of connecting with persons with the condition, and approaching their usual work in novel ways.



Quote

I was really challenged by this course to question how I see dementia and how I approach care home residents. I feel inspired to try a new approach.

Course participant

Our thanks also go to our Associate Trainers

Alison Newell

Sue Kirkbride

Malcolm Goldsmith

Penny Grieve

Fran Marquis



Working with Congregations

This year we have been successful in working with a range of denominations over a larger geographical area. Including as far afield as Selkirk and Ayr.

This included a six session course on Spiritual Care and People with Dementia for an ecumenical group of churches in Edinburgh.



Mary Moffett
Training Coordinator,
appointed Training
Officer in April 09

At the **CrossReach International Dementia Conference** in Glasgow Mary Moffett ran a workshop entitled "**Keeping the Spirit Alive**".

The questions included:

We all know what we mean when we talk of someone as 'spirited' and we have all seen its opposite when the spark has gone out of someone's life. What are the things that lift our spirits and give our lives meaning?

Are the ways we gain personal fulfilment still going to remain open to us if we develop dementia and end up in care?

Church of Scotland Eldership Training

FiOP was delighted to work with the Church of Scotland on their eldership training programme. We explored the issues around Old Age and Spirituality with a group from all over Scotland (and Geneva) who train elders in their area.

We ran a series of workshops with a dynamic ecumenical group **Pilgrim Care**, an inter-church local charity concerned with Christian care for the frail elderly in the St Andrew's district.

Comments from those who attended

"...the clarity and variety of the presentations, the liveliness and good humour of the presenters"

"... the helpfulness of individual contributions and stories"

" a wonderful opportunity to share ecumenically "

Hospital Chaplains

In May 2008 Mary Moffett and Harriet Mowat ran a workshop for **Healthcare Chaplains and spiritual care workers** from all over Scotland which was oversubscribed.

The workshop explored **Ageing and Spirituality** looking at definitions of ageing; successful ageing and the spiritual journey; the spiritual tasks of ageing and working with stories.

Comments from those who attended

"... the case studies were really well done and sparked thoughts and memories of people I know and to whom I could relate."

I also enjoyed the teasing out of the meaning of the successful spiritual journey as preparation for and acceptance of the losses and gains of ageing"

"I found the spiritual tasks of ageing challenging because I realise that, even although I am a minister who has looked at many of these tasks and encouraged others to look at them too, the tendency for me personally is to go with the rest of society and to ignore the 'ageing process' for as long as possible."



*Mary Moffett & Penny Grieve
at Pilgrim Care, in St Andrews*

Course participants

Organisational Development

What we have achieved

The past year has seen significant progress in relation to the number of courses that have been delivered; the completion of an action research project; a successful conference and the development of good collaborative relationships between denominations and with health and social care.

Some anxiety was experienced about the future funding of the organisation and we were very gratified and relieved when several of the funding applications that had been submitted were successful. This has given the organisation a strong financial basis on which to develop.

FiOP has a small core team of staff and with the support of its Trustees we aim to develop further joint working in order to extend our work both on a geographical basis and the range of activities we can offer.

FiOP also relies on a highly experienced team of training associates who continue to bring extensive knowledge and expertise to the work.



Maureen O'Neill
Development Coordinator

Appointed Director in April 09

Our Future Agenda includes:

- **Old Age: Wasteland or Harvest Field** – holding a repeat conference in the north of Scotland to enable attendance from those in more remote areas.
- Developing training modules for care home staff to meet the needs identified in '**Delivering Spiritual Care**'.
- Developing a DVD to increase understanding of spiritual care and how to worship with those with dementia. In conjunction with Alzheimer's Scotland Palliative Care Project and Artlink Edinburgh- funded by the Scottish Government.
- Appointing three **Associate Co-ordinators** to assist with the development of work in congregations, health and social care with a geographical spread.
- Developing work in **Glasgow and Dumfries and Galloway**
- Working more closely with other **World Faith Communities** in Scotland
- Continuing to develop our **funding** base.

Accounts

**Income & Expenditure Account
For the Year Ended 31 March 2009**

	2009	2008
	12 mths	10 mths
	£	£
Incoming resources:		
Porticus Trust (<i>for director post</i>)	23,000	-
Robertson Trust (<i>for Development Co-ordinator</i>)	10,000	-
Family trust (<i>for Development Co-ordinator</i>)	-	27,000
Waterside Trust (<i>for Training Co-ordinator</i>)	-	14,200
Scottish Government (<i>for Care Homes Action Research project</i>)	7,400	-
Scottish Episcopal Church - Church in Society committee	5,000	5,000
The Preston Trust	4,000	5,000
Other church & trust donations	4,000	
Other donations	1,389	773
Other income:		
Course & conference fee income	4,410	1,105
Book sales	260	251
Bank interest	239	436
Total Income	59,698	53,765
Resources Expended:		
Staff costs	41,765	35,096
Conference & workshop costs	3,177	2,594
Newsletter costs	1,925	715
Subscriptions & publications	657	581
Travel & subsistence	820	1,113
Staff development	230	60
Rent & premises costs	1,562	979
Insurance	685	658
Office running costs	1,511	1,294
Depreciation	494	-
Annual report	1,260	-
Accountancy	920	881
Other expenditure	542	66
Total Expenditure	55,548	44,037
Net income for period	4,150	9,728
Funds brought forward / introduced	20,456	10,728
Funds carried forward	24,606	20,456

Accounts

Balance Sheet at 31 March 2009

	2009	2008
	£	£
Fixed Assets		
Tangible assets	989	-
Current Assets		
Debtors	2,068	1,966
Cash at bank	24,539	27,437
	26,607	29,403
Creditors:		
Deferred income	670	7,400
Accruals	2,320	1,547
	2,990	8,947
Net Current Assets	23,617	20,456
Net Assets	24,606	20,456
Funds:		
Restricted funds	20,273	11,838
Unrestricted funds	4,333	8,618
Total funds	24,606	20,456

The above accounts are an extract from the full statutory accounts, which are available on request.

Registered Charity SCO 38225
 Registered Company SC 322915
 Company Limited by guarantee
 with charitable status

Accountants: Norman Downie & Kerr Ltd

Bankers: Royal Bank of Scotland
 Castle Street, Edinburgh

Treasurer: Martin Fairley

Funding Support

Faith in Older People is dependent upon the support of Trusts, public funding and individual donations.

We are very grateful for all the support we have received, from the Church in Society Committee of the Scottish Episcopal Church, Old St Paul's Tithing Group, Preston Trust, Pump House Trust, Robertson Trust, Russell Trust, the Scottish Government, Waterside Trust, a family Trust, and many individuals.

Mission Statement

Faith in Older People aims
to celebrate the lives of older people
and to support the spiritual care of
older people and their families.





Faith in Older People

Registered Company SC322915

Registered Charity SC038225

21a Grosvenor Crescent
EDINBURGH EH12 5EL

Tel: **0131 346 7981**

Email: **info@fiop.org.uk**

Website: **www.faithinolderpeople.org.uk**