

FAITH IN OLDER PEOPLE



**ANNUAL REPORT
2009 - 2010**

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.

Governance

Faith in Older People has an active group of Trustees who take responsibility for the longer term planning and finances of the organisation and who support the work of 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 with staff to participate in specific pieces of work.

During the year employment policies were reviewed and new staff contracts put in place. A new accounting system has been implemented.

Members of the Board attended a Board development session undertaken by Lindsays WS.

FIOP continues to work with Evaluation Support Scotland in developing measures to evaluate the impact of its work.

Trustees

(Chairman)
Christopher Davies

(Secretary to 23.7.09)
The Rev Malcolm Goldsmith

Sandra Carter, MBE

Geoffrey Lord, OBE

Helen Mein

Lissa Smith

Professor John Starr

Margaret Stevenson
(Secretary from 24.7.09)

Associates

Penny Grieve

John Killick

The Rev Sue Kirkbride

Dr Harriet Mowat

The Rev Alison Newell

Part-time Staff

Maureen O'Neil
Director
Hours: 21 per week

Mary Moffett
Training Officer
Hours: 17.5 per week

Jean Myers
Administrative Officer
Hours: 17.5 per week



Front cover shows Angela Cooper who was a resident of Barlochan Care Home in Dumfriesshire. She and her daughter Faith Sinclair worked with the staff team to develop awareness of the spiritual care needs of older people and enabled church services to be held in the home. Angela features in the DVD 'Spirituality -have you found any yet', in which she highlights the importance of birds, nature and remembering her mountain climbing days as contributing to her spiritual well-being. Sadly, Angela died in May of this year. Faith continues to support the residents. Photograph taken by Anthony Schrag of Artlink is reproduced with permission from Faith Sinclair.

Chairman's Report



"The unique focus of FiOP is its role in furthering an understanding of spiritual care and promoting its importance for all older people, of any faith or none."

This Annual Report outlines the progress and achievements of [Faith in Older People](#) for the year 2009 – 2010, the third year of our formal constitution as a charity.

Proper recognition of and respect for older people is fundamental to a well balanced, healthy society. This belief underpins our work. So often in this urgent and frequently materialistic world, the status of older people receives scant recognition, as a result of which they feel undervalued. [FiOP's](#) objective is to help to redress this imbalance.

The unique focus of [FiOP](#) is its role in furthering an understanding of spiritual care and promoting its importance for all older people, of any faith or none. We see spiritual care in its broad context as 'that which gives meaning', helping older people and those round them to comprehend and celebrate the significance of their lives.

This report shows that we have a clear, coherent plan as the basis for allocating resources, deciding on

action and monitoring results. You will read that we are building on the foundations laid in foregoing years, extending our work in a way consistent with good governance and in line with our medium term objectives.

Over the past year we have broadened the geographic scope of our work. We organised a conference in Inverness and a range of training sessions in different parts of Scotland. We have also used our knowledge to interpret and assist others in implementing Scottish Government standards.

A Scottish Government grant enabled us to produce a practical training DVD in collaboration with Alzheimer's Scotland and Artlink, described in more detail in this report. Finally, we have made links and begun some shared work with the Inter-Faith Council in Edinburgh.

Once again, we are immeasurably grateful to those organisations and individuals who fund us. We take the confidence they place in us very seriously, keep in regular contact with

them and constantly strive to meet their expectations.

Our hardworking and loyal staff, with [FiOP's](#) network of Associates, earn our respect and gratitude for carrying out their work to the highest standards. Without this level of commitment, [FiOP](#) would not be in a position to achieve such impressive results.

Finally, I extend my thanks to my fellow Trustees who bring so much expertise to the organisation, both formally and informally, for their dedication and inspiring support.

We are coming to the end of our third year and trustees will be retiring. We are sorry to lose Lissa Smith who has made a valuable contribution to our work. She will be stepping down as Trustee at the AGM in October and new Trustees will be appointed.

We look forward to the future with confidence, commend this report to you and welcome your comments and observations.

*Christopher Davies
Chairman*

Working to realise the spiritual care needs of older people by providing training courses, mentoring, events, publications for churches, care homes, healthcare staff, other faiths and individuals

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.

Our Activities

Spiritual Care for Older People in Residential Care

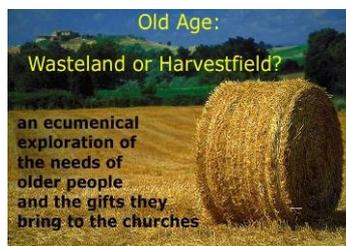
In response to feedback from the Conference on *Ageing, Wasteland or Harvest field*, **Harriet Mowat** facilitated a series of workshops in the North of Scotland to enable those with an interest in the spiritual support of people in residential care to think how faith, spiritual communities and professional carers can link together.

The workshops were held in Inverness, Aberdeen and Skye were well attended and focussed on the kind of support required by older people and how our own ageing impacts on our work and attitudes.

Over the year we

- distributed around 5000 Newsletters by email and post.
- received 2757 "hits" on our website

Inverness Conference



Following the success of the major conference on this theme held in Edinburgh - **FiOP** responded to requests from people living in the Highlands to have an opportunity to attend a similar conference.

This was held in Eden Court in Inverness in May and attracted 50 participants from churches, care homes and the health service.

We again had excellent keynote speakers in Gaynor Hammond; Dr. Harriet Mowat and Professor John Starr with workshops lead by Rev Jim Simpson, Rev. Sue Kirkbride, Mary Moffett and Harriet Mowat.

The conference was organised in collaboration with the Cathedral but supported by Church in Society Committee of the Scottish Episcopal Church and ACTS (Action for Churches Together in Scotland).



Gaynor Hammond (left)

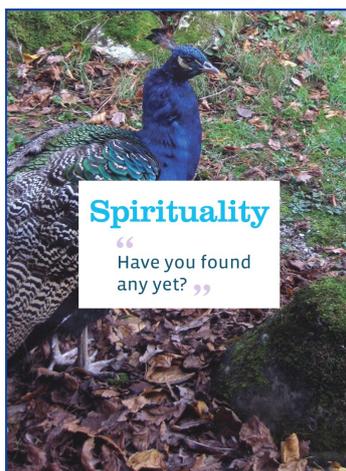


Rev Jim Simpson (right)

Spirituality — Have you found any yet?

A major project during the year was the development and production of a DVD **Spirituality — Have you found any yet?** aimed at care home staff to help them to understand better the meaning of spiritual care and how to enable residents to have their spiritual care needs met.

This was a collaborative project between FiOP, Alzheimer's Scotland Beyond Barriers Project and Artlink Edinburgh. With the magnificent co-operation between the residents, relatives and staff at Barlochan Care Home in Dumfriesshire we talked and filmed them discussing their lives; their understanding of spiritual care and their reservations about how to discuss these issues which are so personal.



The peacock is a frequent visitor to Barlochan Care Home

The DVD raises questions and points for discussion but does not attempt to give answers. It was previewed at the Scottish Caring Conference held in Edinburgh in March 2010 and received excellent feedback and stimulated discussion on the practice in different care homes. The DVD, funded by the Scottish Government was formally launched in May 2010 and sent to all care homes in Scotland.

The Commission for the Regulation of Care in Scotland has set the following standard to be met in care homes.

"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."
National Care Standard 12

Interfaith

FiOP is committed to working with those of faith and those who have none.

During the year we began discussions with the Edinburgh Interfaith Association and the Festival of Spirituality and Peace in order to consider the interfaith dimension of care for older people.

Plans were put in place to hold a 'Civic Café' event for representatives of different faiths to discuss their perspectives with each other and policy makers and care providers. We want to address what different approaches there are across cultures and faiths and how different faiths sustain the spiritual lives of older people in their communities.

We look forward to developing our interfaith links so that we can deepen our knowledge and understanding of the spiritual needs of older people, whatever their background.

FiOP's 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 from relationships with family and friends to love of music and creativity.

Training

Mary Moffett
Training officer



This year has been a successful year for FiOP's training activities in which we have seen an increase in the number of participants, the number of courses, and the range of topics.

- **We have run 38 sessions**
- **428 participants**

This is around a 20% increase on last year on courses run and attendances.

FiOP has been able to build strong collaborative arrangements with a number of very experienced facilitators and trainers which has enhanced the scope and approach of the work we offer.

As a small organisation FiOP is committed to using the expertise of others in combination with those of our training officer.

Memory Box

Mary Moffett facilitated a workshop for social work staff from the Royal Victoria Hospital, Edinburgh in which the importance of spiritual care planning and the place a memory box has in this was explored.

Quote **A good way of helping people through difficult transitions in their lives**

Course participant

Thanks

Our thanks go to those people who have also helped us deliver training throughout the year

Malcolm Goldsmith
Harriet Mowat

Penny Grieve
Ali Newell

Sue Kirkbride

and to those who have contributed to our work

Gaynor Hammond
Jim Simpson

Gerry Hughes
John Starr

Rosas Mitchell
Chris Wilkins

Working with Congregations

FiOP has extended its work geographically, including venues in St Andrews, Blairgowrie, Inverness, Melrose and Haddington as well as Dumfriesshire.

Our participatory workshops have enabled FiOP to benefit greatly by sharing ideas, hearing about different ways of doing things and getting different perspectives. These will influence our approach to future work.

We have explored such topics as:

- Keeping the Spirit Alive,
- Why do we visit on behalf of the Church?,
- "Remember, Remember" - reflections on the seasons of All Saints, All Souls and Remembrance.
- Worshipping with People with Dementia.

We are designing a course around "End of Life issues" looking at the impact of multiple losses and bereavement on spiritual wellbeing.

Some examples of our work



The Rev Ann Shukman hosted a well attended workshop held at Elshieshields Tower in Dumfriesshire.

Father Gerry Hughes and Rev Ali Newell explored the subject of "Faith in Older People" with a group of 40 people

Rev Ann Shukman, Rev Ali Newell, Louise Band, Fr Gerry Hughes, Jacquie Fynn, Rev Canon Michael Band

Quote A new thought for many—that old age is an opportunity for development rather than a period of decline

Conference attendee

Delivering Spiritual Care

FIOP has built on the recommendation in our Report published last year that training be developed for care home staff. A series of short modules were developed and piloted in three care homes in Edinburgh to enable staff to understand how important spiritual care is and to better recognise that everything they do has a spiritual dimension. This included the value of a sincere welcome, the role of music in lifting the spirits and an appreciation of nature to enhance the wellbeing of residents and staff. We will be making this available to more care homes.

Making Sense of Later Life

This course offered an opportunity to explore the spiritual self and approached in some depth issues raised by ageing through creative writing. This course was facilitated by John Killick, poet, writer and broadcaster.



Quote I learned the importance of sharing something with a resident every shift to bring a moment of joy as often as I can.

Course participant



A sample page produced by Caring Memories

The Stories we Live By....

The importance of storytelling was emphasized in this one day workshop run by Rosas Mitchell and Chris Wilkins who explored Life Story work. It focused on how we listen to people's stories and record them in creative ways so that they can enjoyed again in later years.

Organisational Development

What we have achieved

In our last Annual Report we set out the seven key areas that FiOP would be focussing on in the following year. By the year end, as can be seen from this report, we had successfully produced a DVD, developed and piloted modules for care homes, held a conference, made initial contacts with other faiths and extended our collaborative working.

Providing good quality training is at the heart of our activities but we are keenly aware of the need to think creatively to meet the demand for the activity that we are generating. The organisation is small, with three part-time staff members. We believe that this is our strength as we increase our efforts to work collaboratively with a range of individuals and organisations, to utilise their knowledge and expertise and to help us expand awareness of the importance of the spiritual dimension in the lives of older people.

This will be a key thrust of our work in the coming year so that we can better encompass other faiths and extend our work to health care staff.

Funding will remain a challenge, as it is for all voluntary sector organisations, but we are convinced that we have established a strong track record of achievement with positive outcomes on which we can build. We are very grateful to our funders as this has given FiOP the security and opportunity to concentrate on the development of the work over the past year. We trust this will bear fruit in the coming months.

FiOP will continue to be ambitious in achieving its goal of working to realise the spiritual care needs of older people.



Maureen O'Neill
Director

Our Future Agenda includes:

- The launch and further dissemination of the DVD '**Spirituality – have you found any yet?**', including an evaluation funded by the Scottish Government.
- The implementation of short **training modules** for care home staff piloted during the year.
- To develop work with other **World Faith Communities** following a planned '**Civic Café**' event with the Festival of Spirituality, Edinburgh Interfaith Association and St. John's Church.
- To pilot a '**mentoring programme**' for care home staff in developing responses to spiritual care needs funded by the Scottish Government.
- Continue to expand our work with the **churches**
- To continue to expand our **training programmes**, including a workshop with the **Hospital Chaplains in conjunction with NHS Education**

Accounts

Income & Expenditure Account For the Year Ended 31 March 2010

Incoming resources:	2010	2009
Grants & donations:	£	£
Porticus Trust (<i>for director post</i>) - received	23,000	23,000
- (less) deferred	(19,797)	-
	3,203	23,000
Robertson Trust (<i>for Development Co-ordinator</i>)		10,000
Scottish Government - <i>for Training programme</i>	15,000	-
Scottish Government - <i>for DVD project</i>	19,000	-
Scottish Government - <i>core grant</i>	7,000	-
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	2,000	4,000
Christina Mary Hendrie Trust	5,000	-
Edinburgh Diocese Lent Appeal	7,932	-
Other donations	2,097	5,389
Other income:		
Course & conference fee income	8,746	4,410
Book sales	101	260
Bank interest	20	239
Total Income	75,099	59,698
Resources Expended:		
Staff costs	46,022	41,765
Conference & workshop costs	6,675	3,177
DVD project	9,844	-
Newsletter costs	2,100	1,925
Evaluation	638	-
Subscriptions & website support	1,008	657
Travel & subsistence	558	820
Staff development	861	230
Rent & premises costs	1,704	1,562
Office running costs	2,039	1,511
Equipment & fittings	1,200	-
Insurance	698	685
Depreciation	494	494
Annual report	890	1,260
Accountancy / independent examiner's fee	999	920
Other professional fees	678	-
Other expenditure	657	542
Total Expenditure	77,065	55,548
Net income / (expenditure) for period	(1,966)	4,150
Funds brought forward	24,606	20,456
Funds carried forward	22,640	24,606

Accounts

Faith in Older People

	2010	2009
	£	£
Fixed Assets		
Tangible assets	<u>495</u>	<u>989</u>
Current Assets		
Debtors	1,567	2,068
Cash at bank	48,475	24,539
	50,042	26,607
Creditors:		
Deferred income	26,797	670
Accruals	1,100	2,320
	27,897	2,990
Net Current Assets	22,145	23,617
Net Assets	22,640	24,606
Funds:		
Restricted funds	4,700	20,273
Unrestricted funds	17,940	4,333
Total funds	22,640	24,606

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

Registered Charity SC 038225
 Registered Company SC 322915
 Company Limited by guarantee with charitable status

Accountants: Norman Downie & Kerr Ltd

Bankers: Unity Trust Bank, Birmingham
 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 ACTS (Action on Churches Together, Scotland), Christina Hendrie Trust, the Church in Society Committee of the Scottish Episcopal Church, Old St Paul's Tithing Group, Porticus, Preston Trust, The Scottish Government, and many individuals.





Faith in Older People

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Registered Charity SC038225

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We are very grateful to Tom Wallace for his help with the website.