

FAITH IN OLDER PEOPLE

ANNUAL REPORT 2010 - 2011

Clues to Spiritual Care



"My mountain climbing days are not over"



"It's not just for Sundays"



"I like to keep busy; having something to do."



"I don't know what the future looks like"



"Going for a walk makes me feel much better and happier, and I love it."



"I'm not afraid of dying. I can talk about it."

Promoting a better understanding of the spiritual dimension for older people, complementing the physical, mental and social elements, in delivering quality person centred care’.

Governance

There is a Board of Management with 8 Trustees which meets on a quarterly basis to monitor progress against the Strategic Plan and income and expenditure. In addition an away day is held annually to review the Strategic Plan and various policies and at least two sessions are held each year to discuss major areas of work. This last year the two sessions have focussed on FiOP’s training plan and the value of spiritual care in health services.

FiOP is fortunate in having a strong group of Trustees who are also the directors of the company limited by guarantee with charitable status. They all bring experience of management, working in the voluntary and business sectors, spiritual care and faith.

The Director is accountable to the Board and meets with the Chairperson on a regular basis. The Director is responsible for the effective day to day running of the organisation and its development and supporting the staff and associates.

FiOP continues to evaluate all its work and is grateful for the guidance from Evaluation Support Scotland.

Trustees

(Chairman)
Christopher Davies
Margaret Stevenson
(Secretary from 24.7.09)
Sandra Carter, MBE
Malcolm Goldsmith (resigned
9.12.10)
Geoffrey Lachlan, MBChB, FRCSEd,
MA (Study of Religions)
Geoffrey Lord, OBE
Helen Mein
Lissa Smith (retired 7.10.10)
Professor John Starr
Helen Thomson BSc, RGN, SCM

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

Associates

Kate Allan
Dr Harriet Mowat
The Rev Alison Newell

Sessional Trainers

Rev Sue Kirkbride URC
John Killick
Penny Grieve





Chairman's Report

"It is society's obligation to honour and respect older people by seeing that they are not only comfortable in body but also fulfilled in spirit as they look back upon their lives."

Faith in Older People has made consistent progress over the past year, helped by a growing appreciation within society of the debt owed to those older people amongst us. It is society's obligation to honour and respect older people by seeing that they are not only comfortable in body but also fulfilled in spirit as they look back upon their lives.

This is the fourth year of FiOP's formal constitution as a charity. Those already familiar with our work will know that we focus on the spiritual dimension as it concerns older people. That is "spiritual" in its broadest sense as "that which gives meaning to and helps us to understand the significance of our lives."

Our network of supporters has been growing. Increasingly our advice is being sought on issues related to ageing and spirituality. Last August we were delighted to be invited to host a keynote event at Edinburgh's Festival of Spirituality and Peace where our founder, Malcolm Goldsmith, engaged in a memorable public conversation with the actor Simon Callow on issues of dementia. Another such event, attended by an audience with a wide spectrum of interests, was the Debate in October at which Professor Mary Marshall previously of the Dementia Development

Services Stirling University was a lead speaker.

We have continued to extend our geographical coverage through seminars and training sessions in various parts of Scotland. This is where ideas are put into action and have an immediate effect, mobilising experience, wisdom and interpersonal skills.

Beyond this we are continually exploring ways of further disseminating our work, for example, through taking the initiative in interfaith events, through our quarterly newsletters, telephone, and website.

We express unreserved gratitude to those organisations and individuals who fund us and thereby enable us to continue to develop our work. It is an expression of confidence which we take very seriously and we work hard to fulfil the trust placed in us.

In the current economic climate we, in common with much of the voluntary sector, face a real challenge in securing funding to plan for the future and to build on the momentum established. One of our plans is to develop a network of Friends whose voluntary contributions could make a significant impact on this issue.

Once again our hard working and loyal staff, together with our team of Associates, earn our respect for carrying out

their work to the highest standards. We owe them a real debt of gratitude for this impressive commitment.

It is with some sadness that we record the death of our founder, Malcolm Goldsmith. His vision, patience and inspiration were fundamental to establishing FiOP. We are still young but our organisation is growing in influence.

We will honour his memory by carrying on the work he started.



Finally, I extend my thanks to my fellow Trustees. FiOP could not wish for a better or more dedicated group, both formally at Board Meetings and informally in-between.

During the year Lissa Smith, one of our founding trustees, retired with our thanks and best wishes and we were joined by Geoff Lachlan and Helen Thomson, each bringing much relevant expertise, theoretical as well as practical.

In commending this report to you we look forward to the future with confidence, we would be pleased to hear from you with your comments and observations.

Christopher Davies
Chairman

Faith in Older People (FiOP) works to achieve

- * a stronger understanding of the meaning of spiritual care and its importance to older people.
- * improved quality of spiritual care given by staff in health and social care settings.
- * more confident clergy and pastoral carers in relation to spiritual care and dementia and other conditions related to ageing.
- * stronger political support for spiritual care as being integral to person centred care.
- * improved evidence base for the benefits of spiritual care for older people and their carers.
- * improved strategies within churches and congregations to meet the needs of their older members.

Spirituality – Have you found any yet?

This was a joint project with Alzheimer's Scotland Beyond Barriers Project and Artlink Edinburgh. We had wonderful co-operation from Barlochan Care Home residents and staff who raised and discussed issues to help strengthen understanding of what spiritual care means to different people and the barriers that sometimes exist in enabling residents to have their spiritual needs met.

A year of hard work culminated in the production of a DVD aimed at care home staff to enhance their understanding of spiritual care to contribute to the well-being of their residents. It was formally launched at the FiOP conference in Dumfries and presented at the Dementia Care Conference in Edinburgh and the Dementia Services Development Centre International Conference in London.

The work was funded by the Scottish Government and the DVD has been circulated to all care homes in Scotland, churches and individuals.

Copies of the DVD are available through FiOP.

Quote

"In many cases, staff are actually enabling spirituality but don't recognise what they are doing. Great Stuff!" Course participant

Is there a difference between good person-centred care and spiritual care?

About 100 people attended a lively debate chaired by **Professor Frank Clark CBE**, Convenor of the Care Commission. **Professor Mary Marshall**, previously with Dementia Services Development Centre, and **Rev Malcolm Goldsmith**, founder of FiOP, considered the definitions. The focus of the debate was on the definitions of person-centred care and that of the spiritual dimension. It was made clear that it was not one approach against another but to consider the areas of overlap in the context of what gives meaning and purpose to the lives of older people. The outcome was that in person-centred care there should be recognition of the spiritual element however the individual expresses this.

"We have an obligation to treat each other with deep respect and never as a means towards some other end"

Professor Frank Clark,
Professor Mary Marshall
and the Reverend
Malcolm Goldsmith



FiOP's definition of spiritual care is:

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

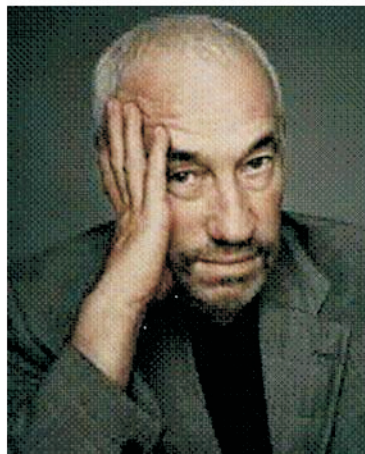
For some this might include religion, but it encompasses many different factors from relationships with family and friends to love of music and creativity.

A Coming to Terms

This was a deeply moving and thought provoking

conversation

between the actor **Simon Callow** and the **Rev Malcolm Goldsmith** during the Festival of Spirituality.



The event was attended by 150 people who were drawn into the story, powerfully told by Simon Callow of his mother's life in a London care home.

He described the ethos of the home as being enlightened and having a focus on music, art, activity and humour where everyday was treated as special and celebratory. He emphasised the spiritual aspects of his mother's life as he believed she had embarked on a journey of re-evaluation which is such an important part of ageing.

A Civic Café Event

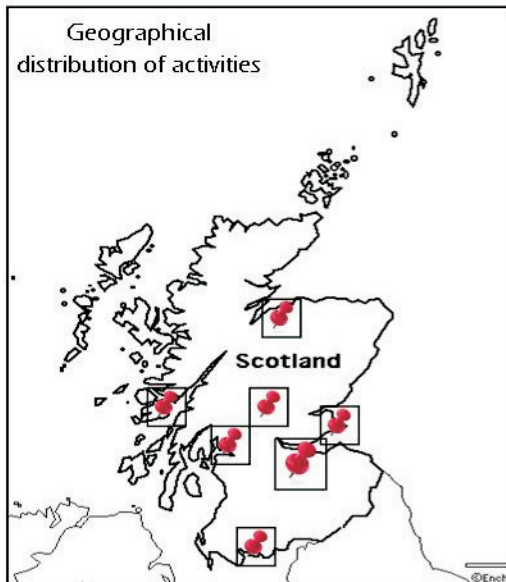
This was a new venture in partnership with the Festival of Spirituality, Edinburgh Interfaith Association and St. John's Church.

We were pleased to welcome representatives from different faith communities; the Care Commission; NHS Chaplaincy; City of Edinburgh and the Scottish Dementia Working Group.

The café style event enabled participants to consider different perspectives around spiritual care in relation to care services and the need to be responsive to and have a greater understanding of the role of spiritual care and different faiths.



Geographical distribution of activities



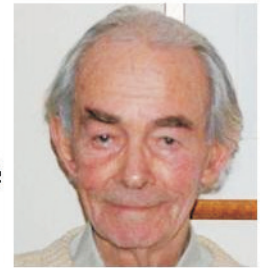
Over the year FiOP

- distributed around 5000 Newsletters by post and email
- received 1236 "hits" on our website
- Achieved a wide geographical distribution of activities.

Is there a retirement age from spirituality?

A snowy November night did not prevent a hardy group of people attending an inspiring lecture given by **Father Gerry Hughes**. The lecture, set up in collaboration with the **Ignatian Spirituality Centre** in **Glasgow**, challenged us to confront our fears and perceptions about ageing so that we do not miss the gifts that come with age.

The event was filmed and a DVD is available.



Mentoring – a pilot programme

An initial pilot programme, led by **Dr Harriet Mowat**, supported by the **Scottish Government**, was carried out in 5 care homes in **Aberdeenshire** with great success. The participants grew in confidence, working with their own staff teams to increase their understanding of spiritual care.

FiOP is poised to launch a programme funded by the Esmée Fairbairn Foundation to take place over the next three years.

Spiritual Journey and Well-being in Later Life

A **conference** was held in **Dumfries**, in collaboration with the Church of Scotland, the Scottish Episcopal Church and Glasgow University Crichton Centre for Research in Health and Social Issues. This brought together participants from health, social care, academia and the churches to consider the importance of the spiritual journey.

Issues around communication with people with dementia, ageing as a spiritual matter, end of life and celebrating age were debated.

Quote *"A most encouraging event with some very impressive people"*

Course participant

Collaboration and partnership

As a small organisation with a big agenda, collaboration and partnership are essential to our ability to develop and to bring in valued expertise. We constantly think creatively about potential partnerships to highlight the different aspects of spirituality as well as approaching the topic from an academic, policy or practice viewpoint.

This year we have worked with:

- * Alzheimer's Scotland
- * the Festival of Spirituality
- * the Edinburgh Interfaith Association
- * the Ignatian Spirituality Centre
- * Mowat Research
- * Glasgow University
- * ACTS (Action on Churches Together in Scotland)
- * and congregations from several denominations.

FiOP has remained small but has developed strong working relationships with a group of Associates who bring specific expertise and interest to our work.

Mary Moffett Training Development Officer



We have had a very varied year with **576 participants in 24 training sessions held in different venues throughout Scotland.**

We have continued to develop our work within care homes, the Health Service and with faith groups.

In response to the recommendations in the previous Action Research Programme undertaken by FiOP, a series of small modules were piloted in several care homes in Edinburgh. These included a focus on how spiritual wellbeing can be enhanced using the natural world, especially in springtime or at harvest. We also explored the spiritual dimension and importance of staff gaining confidence in talking about death and dying.

FiOP is pleased to continue its collaboration with the Spiritual Care Unit in NHS Education, and with NHS chaplains across Scotland which has resulted in a joint course on Spiritual Care & Ageing.

The work has continued to develop on an **ecumenical basis with congregations** in Fife, Lothians & Glasgow.

A sequence of day conferences for Pilgrim Care in St Andrews involved the topics:

- * **Visiting people at home**
Listening skills, practical information on sensory issues, such as hearing loss, sight loss, chronic pain.
- * **Transition times**
Third age to fourth age, home to care. The role for church in providing continuity for the person moving and the carers involved.
- * **In Care**
Keeping the spirit alive, creative and meaningful activities in care home settings, worshipping with people in care.
- * **Death & Dying**
Understanding our attitudes to death and dying. The Spiritual Journey, accompanying people to the threshold of death.

"A wonderful opportunity to share ecumenically and learn with like-minded people in a caring forum"

Worshipping with People with dementia

This topic has been much in demand as it is important that people of faith are enabled to continued participating in worship - a meaningful activity contributing to their wellbeing.

Mary and Revd Sue Kirkbride from the United Reformed Church have developed this course. It has focused on the theology which underpins the church's response to old age and dementia in particular. They shared innovative ideas, using pictures, the senses, props and music creatively to help make services more welcoming, meaningful and inclusive without being wordy.



Do you find yourself involved in worshipping with people with dementia? How often have you heard people say, "I don't know why you bother? They won't remember five minutes later!" This workshop explained why!

Organisational Development

What we have achieved

This has been a very hectic year. We have extended the number of events we have undertaken; continued with a strong training programme which has attracted more participants; strengthened our connections with the churches and stimulated debate around a better understanding of spiritual care.

The Board took the decision to keep the core staffing of FiOP small on the basis that we would develop a range of organisations and individuals with whom we could collaborate to extend our work. This has been very successful. We plan to continue on this basis given the funding challenges facing the voluntary sector at the moment. We are convinced that partnership working allows FiOP to use the experience and expertise available to good effect both in response to demand and pro-actively to stimulate ideas.

The Members of the FiOP Board take an active role in the organisation and during the year the employment policies have been reviewed and different members of the Board have undertaken speaking and training roles on behalf of the organisation.

FiOP is very grateful to the various funding bodies that have made the work possible and we believe that FiOP is achieving the outcomes to which FiOP was committed and which are evidenced by the evaluations undertaken on our activities.

Enabling people to understand 'spiritual care' is always going to be a challenge but there is increasing recognition in public policy that it is an important dimension in ensuring the well-being of older people and FiOP will continue to promote and influence its incorporation into the daily lives of older people wherever they live.



**Maureen
O'Neill**

Our Future Agenda includes:

- * continuing to increase and develop the range and style of courses FiOP offers.
- * the establishment of the Annual 'Malcolm Goldsmith Lecture' as a public lecture in collaboration with different partners.
- * To roll out a mentoring programme in care homes.
- * expansion of the work within the churches.
- * continuing to work closely with the hospital chaplains in conjunction with NHS Education.
- * continuing to develop collaborative arrangements that can increase the range of activities and add different perspectives to the work.
- * continuing to develop the funding base of the organisation.
- * participating in organisation of an international conference on Spiritual Care in July 2013.

Accounts

Income & Expenditure Account For the Year Ended 31 March 2011

Incoming resources:	2011	2010
	£	£
Grants & donations:		
Porticus Trust (<i>for director post</i>)	23,000	3,203
Scottish Government - <i>for Training pro-</i>	12,000	15,000
Scottish Government - <i>for DVD project</i>	2,000	19,000
Scottish Government - <i>for mentoring</i>	5,000	
Scottish Government - <i>S 10 grant</i>	7,000	7,000
Scottish Episcopal Church - Church in Society committee	5,000	5,000
Grants for newsletter	1,750	-
The Preston Trust	1,000	2,000
Christina Mary Hendrie Trust		5,000
Edinburgh Diocese Lent Appeal	-	7,932
Other donations	2,688	2,097
Other income:		
Course & conference fee income	3,413	8,746
Book sales	248	101
Bank interest	33	20
Total Income	63,132	75,099
Resources Expended:		
Staff costs	44,852	44,422
Local co-ordinators	1,500	1,600
Conference & workshop costs	2,251	6,675
DVD project	3,508	9,844
Mentoring project	3,000	-
Newsletter costs	1,985	2,100
Evaluation	206	638
Subscriptions & website support	540	1,008
Travel & subsistence	1,235	558
Staff development	2,014	861
Rent & premises costs	1,704	1,704
Office running costs	3,516	2,039
Equipment & fittings	326	1,200
Insurance	702	698
Depreciation	829	494
Annual report	1,050	890
Accountancy / independent examiner's fee	1,020	999
Other professional fees	921	678
Other expenditure	751	657
Total Expenditure	71,910	77,065
Net (expenditure) in year	(8,778)	(1,966)
Funds brought forward	22,640	24,606
Funds carried forward	13,862	22,640

Accounts

Faith in Older People

Balance Sheet at 31 March 2011

	2011 £	2010 £
Fixed Assets		
Tangible assets	<u>677</u>	<u>495</u>
Current Assets		
Debtors	949	1,567
Cash at bank	<u>34,287</u>	<u>48,475</u>
	<u>35,236</u>	<u>50,042</u>
Creditors:		
Deferred income (grants)	19,797	26,797
Accruals	<u>2,254</u>	<u>1,100</u>
	<u>22,051</u>	<u>27,897</u>
Net Current Assets	<u>13,185</u>	<u>22,145</u>
Net Assets	<u>13,862</u>	<u>22,640</u>
Funds:		
<i>Restricted funds:</i>		
DVD project	700	4,700
Newsletter	250	-
<i>Unrestricted funds:</i>		
Fixed asset fund	677	495
General fund	<u>12,235</u>	<u>17,445</u>
Total funds	<u>13,862</u>	<u>22,640</u>

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

Treasurer: Martin Fairley

Bankers: Unity Trust Bank, Birmingham
Royal Bank of Scotland Castle Street, Edinburgh

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), the Church in Society Committee of the Scottish Episcopal Church, Porticus, Preston Trust, The Scottish Government, and many individuals.





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**

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