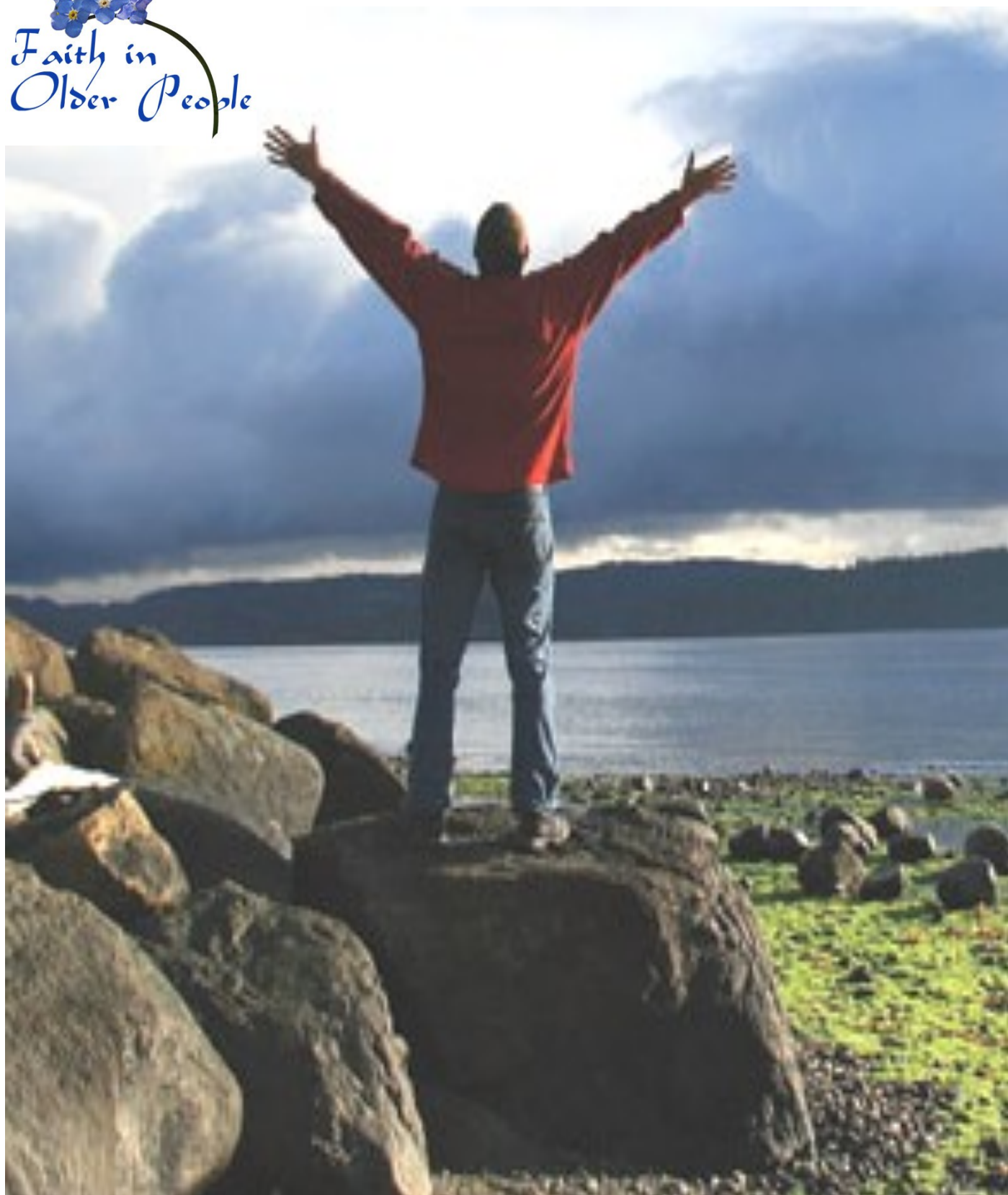


FAITH IN OLDER PEOPLE

ANNUAL REPORT 2011 - 2012



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

Governance

There is a Board of Management with 10 Trustees which meets on a quarterly basis to consider progress against the Strategic Plan and to monitor income and expenditure. In addition at least two development days are arranged to discuss major elements of the work.

FiOP has a strong group of Trustees who are also the directors of the company limited by guarantee with charitable status. They bring experience and expertise in relation to management, the voluntary sector, business, 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, its development and supporting the staff and associates.

Trustees

Christopher Davies
(Chairman)

Margaret Stevenson
(Secretary)

Bruce Cameron
(appointed October 2011)

Sandra Carter, MBE

Geoff Lachlan

Geoffrey Lord, OBE

Mary Marshall, OBE
(appointed October 2011)

Helen Mein

John Starr

Helen Thomson

Part-time Staff

Maureen O'Neill
Director
Hours: 21 per week

Mary Moffett
Training Officer
Hours: 17.5 per week

Jean Myers
Administrative Officer
Hours: 17.5 per week

Associates

Dr Harriet Mowat

Kate Allan



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.



Chairman's Report

During the past year Faith in Older People has continued to pursue and develop its objectives. In this report I am pleased to be able to document progress in general and FiOP's not inconsiderable achievement in particular.

Our aim is to ensure that the values, history and ways in which older people continue to find meaning and purpose in their lives are better understood, acknowledged and supported as they are fundamental to spiritual care.

Attitudes are changing for the better. The continuing uncertain macro- economic situation is forcing a reappraisal of fundamental values. Alternative models of consumption, less flamboyant, more sustainable, more integrating and more acknowledging of human spiritual values are becoming evident at all levels of interaction. There is a clear acknowledgement in policy and practice within the health and social care sectors of the importance of including spiritual care in a holistic approach to the care of older people. FiOP has a unique role in Scotland in contributing to the debate,

providing practical guidance and support across sectors and faiths.

Our heartfelt thanks goes to all those who support, advise and encourage us. In particular we are grateful to those who place their trust in us by funding our work. We take our obligation to you seriously and work hard to meet your expectations.

Small in scale yet high in effectiveness, FiOP has by now achieved recognition and momentum within its peer group and beneficiaries. The quality of our staff is exceptional with an exemplary level of commitment. Our style of operating depends on trust, openness and good communications. We thank our staff and network of associates for their impressive results under the skill and leadership of our Director, Maureen O'Neill.

The Board pays tribute to Mary Moffett, our Training Officer, who has decided to be a sessional trainer for FiOP in the future, and to Jean Myers, our Administrative Officer, who has retired. Both of them brought immense commitment, skills, expertise and generosity to the work of FiOP which has been greatly valued.

Finally we have an extremely well qualified group of Trustees who work well together, debating issues constructively at Board

meetings and Development sessions. They contribute further in sub-committees, and individually as appropriate. FiOP is most fortunate to have such dedicated Trustees and on FiOP's behalf I express sincere thanks.

Geoffrey Lord and Professor John Starr will be retiring from the Board by rotation at the forthcoming AGM in October. Dr Geoff Lachlan resigned in May on his leaving to take up residence in France. We wish these three well and record our gratitude for their invaluable contribution.

Rt. Rev Bruce Cameron and Professor Mary Marshall joined the Board in October 2011 bringing specific experience and skills which will be of inestimable benefit to FiOP.

With these resources and goodwill, FiOP can look forward to the future with confidence. We believe our agenda will continue to command support, even in these straitened economic times. With consistent good management we believe that funding will be forthcoming for FiOP to develop and widen its scope.

This report represents another year on our journey. We commend it to you.

Christopher Davies,
Chairman

Strategic Aim: To educate, encourage and support volunteers, health and social care workers, members of faith communities and other agencies to increase their understanding of spiritual care and issues around ageing.

FiOP works to encourage debate and discussion around the meaning and importance of the spiritual lives of older people. We know that it is not an easy topic and is open to different definitions and interpretations. But what we know from research and experience is that:

- * We are all ageing: there is us
- * Ageing is a journey which includes a spiritual dimension
- * The spiritual dimension focuses on meaning of life, hope and purpose explored through relationships
- * Our western philosophical and political history is bound up with the development of religious ideas and practice. Religious practice is to be valued and honoured as part of the spiritual journey for some people
- * Spirituality is an evolving messy concept which is in part a response to a decline in religious practice and thought

The principles of good spiritual care practice include:

- * The evidence base suggests that genuine and *intentional* accompaniment of people on their ageing journey is at the core of good spiritual practices.
- * Specifically giving time, presence and focussed listening are spiritual practices.
- * Reminiscence, life story, creative activities and meaningful rituals all help in the process of coming to terms with ageing and change.

This approach has been fundamental to all the work we have carried out during the year. There has been a strong emphasis on how to enable continuing connections between older people, whether in their own home or residential care, and the wider community. FiOP aims to celebrate the gifts that older people bring and to emphasise the importance of relationships with family, friends and the carers who support them.

The focus on the 'spiritual dimension' is to enable there to be a stronger understanding of where individual older people build their strength to face the future, be it through relationships, nature, creativity, the outdoors or their faith. Health and social care policies in Scotland include the spiritual dimension and it is critically important to see this as an integral part of everyday care in the way it is delivered and not as an extra task.

FiOP's work with faith communities is to provide a practical approach to the changes that occur in older age so that pastoral care and the life of congregations can be appropriately adapted.

(Extract from a presentation by Dr. Harriet Mowat, July 2012)

Strategic Aim: To deliver events, courses and materials to meet identified need.

Training courses

29 sessions 393 participants

The requests for training continue to be varied and courses have been held in different parts of Scotland.

We have been fortunate in having a strong team of sessional trainers which supports the work undertaken by our Training Officer, Mary Moffett. This has enabled us to work with health and social care staff and church congregations.

Training topics have included:

- * Creative Communication – Finding ways to connect with people with dementia
- * Ageing and Spiritual Care – considering our own ageing and how it impacts on our attitudes
- * Pain – coping with pain
- * Death and Dying – the importance of being able to confront end of life matters and the chance to discuss them
- * Why spiritual care matters in our health services – considering the evidence

The following response from a participant encapsulates the participative style that FiOP adopts in its training:

“ Excellent presentation – a great balance of teaching, sharing and one-on-one discussions”



Geoff Lachlan



Penny Grieve



Mary Moffett



John Killick



Kate Allan



Contributing to conferences and undertaking talks

FiOP has welcomed the opportunity of contributing to conferences organised by others and giving talks to a range of organisations which have included:

The Middle East Festival of Spirituality

The Festival of Spirituality – A workshop in collaboration with Alzheimer's Scotland and participating in two Civic Cafe events during the year on Quality of Life and Well-being and Hearing Women's Voices.

Celebrating Ageing and Faith – Mayfield Salisbury Church

Glasgow's 'Holy City' Programme

Church of Scotland 'Who Cares' Conference

Annual Malcolm Goldsmith Lecture

The first Malcolm Goldsmith Lecture was held in May 2011 in collaboration with the Centre for Theology and Public Issues, Edinburgh University and given by Professor John Swinton, Aberdeen University.



John Swinton

It was witty, engaging, wide ranging and a wonderful tribute to FiOP's Founder, Malcolm Goldsmith, who sadly died in July 2011.

Professor Swinton took as his theme 'Who will hold my soul? Dementia, friendship and the Spirituality of Caring Communities'. The lecture was attended by 120 people and was a really good example of how theology, philosophy, psychology and medicine are all needed to help us to understand what it means to be a person and how maintaining that personhood in turn depends upon those around us.

120 participants

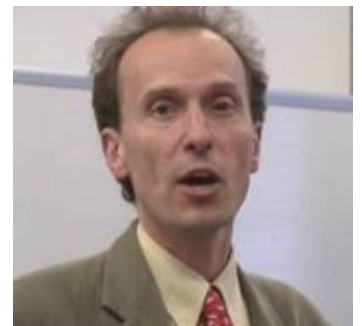
Newsletter

FiOP produced three Newsletters during the course of the year which reported on activities; highlighted resources and reflected on different issues. These encompassed the importance of routine and rituals for older people; spiritual care in the health service and the value of the outdoors.

5,000 copies of the newsletter distributed in hard copy and by email



Malcolm Goldsmith



Jolyon Mitchell

5th International Conference on Ageing and Spirituality

FiOP is delighted to be the co-organisers with MHA (Methodist Homes) for this international conference to be held in Edinburgh in July 2013. It builds on our commitment to collaborative working and it is a great challenge to be working on an international basis following the excellent conferences previously held in Australia, New Zealand and the UK. We have attracted excellent speakers from a range of countries and the event aims to be an exciting event around the theme of creativity. The programme will provide opportunities to share experience, ideas and to network, as well as having fun.

Strategic Aim: To undertake specific projects to improve understanding and capacity in the practice of spiritual care for older people, and to influence policy development in all agencies

Mentoring Programme

The pilot mentoring project, funded by the Scottish Government, undertaken in five care homes in Aberdeenshire was completed and the participants felt it had changed their perceptions and attitudes.

The work has been progressed in care homes in Fife and Glasgow, with the assistance of a grant from the Esmee Fairbairn Foundation. It is recognised that attending to the spiritual needs of older people in residential care enhances quality of life, confers dignity on both resident and carer and generally encourages good care and sense of well-being within the home community. Research carried out by Dr. Harriet Mowat on behalf of FiOP focused on the importance of working with staff and acknowledging staff spiritual needs for this difficult work of old age care.

The work is led by Dr. Harriet Mowat



Harriet Mowat

The outcomes that FiOP is seeking are:

- * The impact on the individual staff member
- * The changes affected in day to day practice
- * What the group learned together
- * How have the residents benefitted



Strategic Aim: To continue to build the capacity and efficiency of the organisation

We have continued to expand our work in terms of geography, training topics, methods and audiences. The feedback and evaluations of our work have been excellent and we are grateful for the suggestions given as to what we could do better or differently as well as the stimulus to provide additional streams. We want to push at existing boundaries and realise that we will not always be successful.

During the year we have redeveloped the website and introduced course bookings using the internet which has helped our administration enormously.

As always we are very grateful for grants and donations. This year we are particularly grateful for the generous donations in memory of Malcolm Goldsmith, the founder of FiOP. In addition we have attracted new grants from the Esmée Fairbairn Foundation, Pilkington Trust and

the Souter Foundation amongst others. Fundraising will always be a continuing challenge.

The end of the year also saw staff changes with Mary Moffett, our Training Officer, taking a decision to continue working with us on a sessional basis and Jean Myers, our Administrator, deciding to retire. We are immensely grateful to them both as they have been instrumental in building FiOP. We welcomed Joanna Kemp as our new Administrator at the end of the financial year and work is underway in continuing to build a team of sessional trainers.

We continue to work collaboratively with a range of individuals and organisations so that we maximise the skills, expertise and resources available in this specialist area and we are appreciative of the support given to our work.

The Future Agenda:

- * Co-organising the 5th International Conference on Ageing and Spirituality in 2013 with MHA (Methodist Homes)
- * Taking forward the Mentoring Programme in Care homes on a revised basis
- * Continuing to provide a range of courses in response to identified needs in health, social care and faith communities
- * Building inter-faith connections
- * Building new collaborative arrangements
- * Continuing to develop the funding base of the organisation



Maureen O'Neill
Director

Accounts

Income & Expenditure Account For the Year Ended 31 March 2012

Incoming resources:	2012	2011
	£	£
Grants & donations:		
Porticus Trust (<i>for director post</i>)	19,797	23,000
Scottish Government - <i>for Training programme</i>	10,000	12,000
Scottish Government - <i>for DVD project</i>	-	2,000
Scottish Government - <i>for mentoring</i>	-	5,000
Scottish Government - <i>S 10 grant</i>	7,000	7,000
Esmee Fairbairn Foundation— <i>for mentoring</i>	8,700	-
Elise Pilkington Charitable Trust		
- <i>for international conference 2013</i>	5,000	-
Scottish Episcopal Church - <i>Church in Society committee</i>	-	5,000
Scottish Episcopal Church - <i>St Serf's</i>	5,000	-
Grants for newsletter	2,000	1,750
Trust funds	4,500	1,000
Other donations	1,652	2,688
Other income:		
Course & conference fee income	5,893	3,413
Sales of resources	100	248
Bank interest	64	33
Total Income	69,706	63,132
Resources Expended:		
Staff costs	42,395	44,852
Local co-ordinators	536	1,500
Conference & workshop costs	3,436	2,251
DVD project-direct costs	452	3,508
Mentoring project-direct costs	3,800	3,000
Newsletter printing costs	1,230	1,985
Subscriptions & website support	639	540
Travel & subsistence	792	1,235
Staff development	342	2,014
Rent & premises costs	1,704	1,704
Office running costs	2,792	3,516
Depreciation	334	829
Annual report	890	1,050
Accountancy / independent examiner's fee	1,020	1,020
Other professional fees	936	921
Meetings and trustee training	642	559
Other expenditure	455	1,426
Total Expenditure	62,395	71,910
Net income / (expenditure) in year	7,311	(8,778)
Funds brought forward	13,862	22,640
Funds carried forward	21,173	13,862

Accounts

Faith in Older People

Balance Sheet at 31 March 2012

	2012 £	2011 £
Fixed Assets		
Tangible assets	<u>343</u>	<u>677</u>
Current Assets		
Debtors and prepayments	440	949
Cash at bank	<u>42,410</u>	<u>34,287</u>
	<u>42,850</u>	<u>35,236</u>
Creditors:		
Deferred income (grants)	21,000	19,797
Accruals	<u>1,020</u>	<u>2,254</u>
	<u>22,020</u>	<u>22,051</u>
Net Current Assets	<u>20,830</u>	<u>13,185</u>
Net Assets	<u>21,173</u>	<u>13,862</u>
Funds:		
<i>Restricted funds:</i>		
Mentoring project	3,850	
International Conference 2013	1,972	
DVD project	-	700
Newsletter	-	250
<i>Unrestricted funds:</i>		
Fixed asset fund	343	677
General fund	<u>15,008</u>	<u>12,235</u>
Total funds	<u>21,173</u>	<u>13,862</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: Louise Mandefield

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 the Church in Society Committee of the Scottish Episcopal Church, Porticus, The Scottish Government, Esmee Fairbairn Foundation, Pilkington Trust, Souter Foundation and many individuals.





Faith in Older People

Registered Company SC322915

Registered Charity SC038225

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