



# **ANNUAL REPORT**

## **2013 - 2014**

### **'Creativity, Resilience and Spiritual Care for Older People'**

**Enabling a better understanding of the importance of the  
spiritual dimension in the well-being of older people**

## Governance

There is a Board of Management with a maximum of 10 Trustees which meets on a quarterly basis to monitor progress against the strategic plan and income and expenditure. In addition an away day was held to review the strategic plan and branding of Faith in Older People (FiOP).

FiOP is fortunate in having a strong group of Trustees who are also 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, ageing 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

Bruce Cameron  
(Chairman)

Margaret Stevenson  
(Company Secretary, resigned  
12.9.13))

Helen Mein  
(Company Secretary, wef 12.9.13)

Paul Bannon  
Treasurer (wef 1.3.13)

Sandra Carter (resigned 5.12.13)

Elsbeth Glasgow (wef 5.12.13)

Liz Grant (wef 5.12.13)

Rev. Chris Levison

Professor Mary Marshall

Robert Rendall (wef 5.12.13)

Isabel Smyth (wef 5.12.13)

John Starr (resigned 5.12.13)

Dianna Wolfson

### Part-time Staff

Maureen O'Neill  
Director  
Hours: 21 per week

Helen Welsh  
Training & Development  
Co-ordinator  
Hours: 20 per week  
(wef 1.2.2014)

Joanna Kemp  
Administrator  
Hours: 21 per week

### SENIOR ASSOCIATE

Harriet Mowat

### THEOLOGICAL ADVISOR

John Swinton

### ASSOCIATE TRAINERS

John Killick

Mary Moffett

## Chairman's Report



Bruce Cameron, Chairman

The International Conference on Ageing and Spirituality held in Edinburgh in July 2013 was one of the major foci of FiOP's work over the past year. It actively involved staff and Board members in both its preparation over many months and in the four days of the Conference. It heightened the profile of FiOP in a national and international context, and in partnership with others we delivered a well organised, stimulating and provoking event.

As such it reflected a number of the aims of FiOP

- In creating a greater *awareness* of the significance of the spiritual needs of older people and exploring creative ways in which they can be addressed.

- In working in *partnership* with other agencies, as in this case

Methodist Homes, and the University of Edinburgh's Theology and Public Issues department.

- In *celebrating* the gifts and contribution that older people offer to the life of our communities.

Over the year FiOP has continued to pursue these aims in different parts of Scotland through training courses, research and other projects, and in responding to requests from churches, interfaith groups and other organisations by arranging workshops or offering input into their own programme.

The amount of work covered is reflected in this Annual Report and for that I would wish first and foremost to express enormous thanks to our small hardworking staff - Maureen O'Neill, Joanna Kemp, and Helen Welsh. Helen joined us at the beginning of 2014 as our Training Officer funded by a Scottish Government grant and is beginning to set in motion a number of training opportunities.

The Board has seen significant changes in membership this year with the departure of John Starr, Chris Davies, Sandra Carter, and Margaret

Stevenson, all having completed their six years as Trustees. We extend our very warm thanks to them for their contributions to FiOP from its earliest days. All have helped to shape the development of FiOP and ensured a strong basis for its future. We have welcomed Sister Isobel Smyth, Elspeth Glasgow, Bob Randall, and Liz Grant as new Trustees. FiOP is very fortunate to have a Board with diverse gifts and people prepared to commit their time to this work.

The financial support of Trusts, Scottish Government, and some Churches has been crucial to the growth and development of FiOP, and to them we extend our immense gratitude. One of our major challenges is to ensure the financial backing continues when new sources of income are required.

While we can look back with satisfaction at the work that has been achieved over this year, the Board is very aware of the challenges and opportunities that face us as an organisation. We look forward to tackling some of these in the coming year.

Bruce Cameron

## SPIRITUAL CARE AND AGEING

There is an increasing acknowledgement that the spiritual dimension plays an important part in our lives, helping to provide buoyancy to well-being and increasing the ability of the older person to overcome loss and change and to continue to flourish. The role played by faith communities in supporting older people in this respect is extremely valuable and often unrecognised whilst health and social care staff often do not realise that they are fulfilling spiritual tasks because we all use different language to describe our work. These contributions to the well-being of older people are complementary and mutually enforcing.

The policy context in which we work emphasises the need to maintain independence and to prevent problems and spiritual care plays an important role in this. However, the importance of inter-dependence must be recognised as living in isolation with little communication with others does not enhance a sense of belonging and purpose which is fundamental to our sense of identity and purpose in life.

The following is an extract from an article written by Dr. Harriet Mowat, FiOP Senior Associate, in 2008 which highlights the spiritual tasks of ageing. It is helpful to be reminded of them as we develop our work.

“The journey into old age is a spiritual exploration which is mediated through relationships with others. Whatever our faith or beliefs we start to think about our lives in a wider context. T.S. Eliot put it well. He said that there were two fundamental questions in life.

The first **“What is my life for?”** and the second **“What am I going to do about it?”**

Spiritual tasks are associated with trying to achieve balance and harmony and put ourselves in order, so that we can accept our ageing process with grace and honesty.

Various writers help us consider the spiritual tasks of ageing. Jung, the famous psychoanalyst, believed that there were tasks, usually beginning in the midlife which were focused on facing up to age and death. Elizabeth Mackinley suggested four key tasks based on her extensive study of residents in old age homes. These tasks are to try and transcend loss and disability as much as possible, to look for meaning and hope by confronting the realities of death and to find intimacy in relationships with others and with God. These tasks are very similar to those described by S. Tilak who talks about finding a balance between being in the world and passing through the world. The idea of journey and movement, where the self becomes less important than the journey, is key to the understanding of the spiritual tasks of ageing.

What does this mean for people who are caring for older people? We are all ageing and we are all in need of care and attention. We all experience the same fears and worries about ageing and death. At the very least carers can acknowledge its importance to ageing and at best offer genuine relationship which is the medium through which our spiritual journey and its associated tasks take place.”



*Dr Harriet Mowat*

### Contributing to conferences and undertaking talks

SOPA; Good life; Good Death; Good Grief; Two Albertus Seminars; Edinburgh University Chaplaincy Seminar on 'Dying Well'; St. Anne's, Dunbar; Pilmeny Project

**Our Activities**

This has been an extremely busy year. The first part of the year was taken up in organizing the 5<sup>th</sup> International Conference on Ageing and Spirituality. Faith in Older People organized this in collaboration with Methodist Homes and the Centre for Theology and Public Issues in Edinburgh University.

The conference held over three days in July attracted 140 people each day from across the world. Our keynote speakers came from Australia, USA and the UK. The papers and workshops were given by people from many different countries so that we could share experience and knowledge. Our opening celebration, in collaboration with the Edinburgh Interfaith Association, at St. John’s Church, Edinburgh brought together different faiths with music, poetry and singing and the multi-faith approach was echoed throughout the conference with morning reflections.



A key to developing a great atmosphere was the creation of a quilt illustrating the tree of life. Everyone was able to contribute a leaf; a flower an animal or almost anything they wished. This was undertaken in an open space and beautifully organized by Carole Sowton of Beechwood Quilting.

Being part of creating something certainly added to the fellowship of the meeting. Creativity was a constant theme of the presentations and workshops culminating in everyone departing after singing together very ably coordinated by Matthew Todd.



**The Annual Malcolm Goldsmith Lecture 2013** was held during the conference and given by Professor Susan McFadden from the University of Wisconsin on ‘Maintaining the fabric of the world: Spiritual gifts of persons with dementia’.



*Prof. Susan McFadden, John Swinton, Elizabeth Mackinlay*

It was a great pleasure to have our previous Malcolm Goldsmith lecturers together on this occasion.

Faith in Older People and Methodist Homes are very grateful for the support from the Scottish Government Joint Improvement Team; NHS Chaplaincy; Action on Churches Together in Scotland; the Pilkington Trust and the Christian Council on Ageing.

Our volunteers were an essential element in making the whole venture so successful.

It was truly a collaborative event which fulfilled the principle of working together with others which is fundamental to the ethos of Faith in Older People.

The 6<sup>th</sup> International conference is being planned in Los Angeles in 2015.



## TRAINING

Providing training and facilitating workshops remains a core activity for FiOP. We were therefore delighted to receive a grant from the Scottish Government to develop our training activities and in particular to be able to appoint a training officer to develop a strong and strategic programme for the future. Helen Welsh has joined the small staff team and is making great strides in establishing a forward plan.

**Course Topics:**  
**Healthy Ageing; Death and Dying;**  
**Pastoral Visiting;**  
**Dementia; Resilience;**  
**Spiritual Care and Well-being**

**'Excellent delivery and a practical, relevant talk.'**  
**- Journeying Towards Death, Oct 2013**

**'Well delivered by a very good trainer.'**  
**'Inspirational.' - Pastoral Care, Oct 2013**

A particular emphasis this year has been on the importance of having the 'conversation' about end of life matters, practical, emotional and spiritual. In May 2013 we organized a one day ecumenical conference in collaboration with the Church of Scotland Guild and Action on Churches Together, entitled 'Let's talk'. It was well attended and has led on to the development of the course 'Journeying to Death'. We have worked in collaboration with Good Life; Good Death ; Good Grief to support their innovative programmes and to enable a wider constituency to participate in discussion.



*Helen Welsh*

**During 2013-2014 FiOP ran 11 training and education sessions, with 172 participants**

## DEVELOPMENT ACTIVITIES

**St. Georges House, Windsor** Faith in Older People was invited to participate in this two day consultation in Windsor which drew together a range of individuals and organizations to share good practice and to consider the changing nature of congregations and how churches should adapt. The emphasis was on encouraging churches to open their eyes to the age profile of their communities and to stop feeling they are failing if they are not full of children and young people. A copy of the report is on our website.



Rev. James Woodward  
and Maureen O'Neill

**The Golden Age Project** During the year FiOP contributed to the development of this project being undertaken by the Church of Scotland Guild as part of its 125<sup>th</sup> Anniversary. The project involved eleven churches around Scotland and culminated in the development of resource materials which include video clips, and examples of good practice. This resource pack was launched at the Church of Scotland Assembly in May 2014.

**The Contribution of Faith Communities to the support of older people** FiOP undertook a survey of all faith communities in Scotland to ascertain the extent to which faith communities provided practical services as well as spiritual support to older people. The work was supported by the Scottish Joint Improvement Team and the results of the survey were brought together in a Masters dissertation undertaken by Samantha Luker in Edinburgh University. The analysis and recommendations were published in August 2013 and a workshop of individuals working in different faith communities was held on October to

debate the findings and to consider future action. The results of the survey and the report of the workshop can be found on [www.faithinolderpeople.org.uk](http://www.faithinolderpeople.org.uk). A further programme of workshops on a regional level have been planned and will take place during 2014. The aim is to highlight the support provided and any issues of concern as the contribution made by the faith communities in this respect is often unrecognized and opportunities to contribute to the Scottish Government policy of Reshaping Care for Older People are not taken up.

**The Life Changes Trust – Longitudinal Study** FiOP was the project coordinator for this scoping exercise to establish the focus of a longitudinal study on the issues affecting those people with dementia and their carers. The project was undertaken by Edinburgh University and was a stimulating collaborative project funded by the Life Changes Trust.

**Interfaith Activities** FiOP continued to work collaboratively with the Edinburgh Interfaith Association on civic café events and the final event of the series was on 'ageing and health'. Together with Interfaith Scotland a programme of conversations around ageing and spiritual support are being planned.

## THE ORGANISATION

The ethos of FiOP is to work with partners wherever appropriate in order to maximize skills, knowledge and expertise to complement those of the small staff team of three part-time people. This approach has been hugely satisfying and has also enabled the organization to maintain a small budget but to participate in a much wider range of activities.

The Board regularly reviews the focus and progress of the work and confirmed the strategic aims in January 2014 as:

- \* To raise awareness and provide education and training to enable a better understanding of spiritual care
- \* To influence policy and practice development in spiritual care
- \* To build the capacity and efficiency of the organisation

FiOP launched its new brand and logo in July 2013. Followed in November 2013 by the redesigned e-newsletter to increase click throughs to our website. We are gradually increasing our presence on Facebook and Twitter and in 2014 we will launch our new website and online fundraising.

Number of hits on our website:  
Visits: 4,436; Unique visits: 3,209

Newsletter distributed 5 times during the year to a circulation of 700  
80% of recipients receive the e-version of the newsletter

## THE FUTURE AGENDA



- Continue to develop a strategic approach to training
- Continue to develop relationships with faith communities
- Develop work with care homes
- Continue to develop the funding base of the organisation
- Organise the 2014 Malcolm Goldsmith Lecture – Lecturer Rabbi Baroness Neuberger
- Collaborate with the NHS Chaplaincy (NES) on an assets based approach conference

Maureen O'Neill, Director

## Accounts

### Income & Expenditure Account

#### For the Year Ended 31 March 2014

<b>Incoming resources:</b>	<b>2014</b>	<b>2013</b>
<b>Grants &amp; donations:</b>	<b>£</b>	<b>£</b>
Porticus Trust ( <i>for director post</i> )	<b>18,000</b>	<b>21,000</b>
Scottish Government:		
- reshaping care survey (Joint Improvement Team)	<b>4,000</b>	<b>1,000</b>
- for national workshop (Joint Improvement Team)	<b>4,000</b>	-
- s16B for training co-ordinator post	<b>10,475</b>	-
Life Changes Trust—Longitudinal Panel Study	<b>49,800</b>	-
Elise Pilkington Charitable Trust		
- for international conference 2013	-	<b>5,000</b>
The Robertson Trust—for general purposes	<b>7,000</b>	<b>7,000</b>
Other Trust Funds—for general purposes	<b>2,500</b>	<b>2,500</b>
Individual donations & fundraising	<b>1,824</b>	<b>5,924</b>
<b>Other income:</b>		
Course & conference fee income	<b>9,143</b>	<b>3,069</b>
Other Fee Income	<b>1,000</b>	<b>2,600</b>
Sales of resources	<b>1,048</b>	<b>288</b>
Bank interest	<b>120</b>	<b>95</b>
<b>Total Income</b>	<b>108,910</b>	<b>48,476</b>
<b>Resources Expended:</b>		
Staff costs	<b>40,491</b>	<b>32,730</b>
Course and conference costs	<b>12,740</b>	<b>2,953</b>
Project Costs:		
- Longitudinal Panel Study (Life Changes Trust)	<b>39,242</b>	-
- Reshaping care survey & workshop (JIT)	<b>3,794</b>	<b>587</b>
- Mentoring project-sessional work & travel	-	<b>2,066</b>
Other project costs	<b>1,005</b>	<b>1,700</b>
Publicity / website costs	<b>884</b>	<b>1,337</b>
Travel & subsistence	<b>727</b>	<b>744</b>
Staff training & development	<b>1,823</b>	<b>434</b>
Rent & premises costs	<b>1,824</b>	<b>1,824</b>
Office running costs	<b>4,331</b>	<b>3,579</b>
Depreciation	<b>509</b>	<b>343</b>
Accountancy / independent examiner's fee	<b>1,080</b>	<b>1,020</b>
Other professional fees	<b>936</b>	<b>936</b>
Meetings expenses	<b>187</b>	<b>362</b>
Other expenditure	<b>1,150</b>	<b>1,178</b>
<b>Total Expenditure</b>	<b>110,723</b>	<b>51,793</b>
<b>Net (expenditure) in year</b>	<b>(1,813)</b>	<b>(3,317)</b>
<b>Funds brought forward</b>	<b>17,856</b>	<b>21,173</b>
<b>Funds carried forward</b>	<b>16,043</b>	<b>17,856</b>

# Accounts

## Faith in Older People

### Balance Sheet at 31 March 2014

	2014 £	2013 £
<b>Fixed Assets</b>		
Tangible assets	<u>1,017</u>	<u>-</u>
<b>Current Assets</b>		
Debtors and prepayments	397	875
Cash at bank	<u>68,946</u>	<u>60,020</u>
	<u>69,343</u>	<u>60,895</u>
<b>Creditors:</b>		
Deferred grant income	47,475	40,775
Accruals	<u>6,842</u>	<u>2,264</u>
	<u>54,317</u>	<u>43,039</u>
<b>Net Current Assets</b>	<u>15,026</u>	<u>17,856</u>
<b>Net Assets</b>	<u>16,043</u>	<u>17,856</u>
<b>Funds:</b>		
<i>Restricted funds:</i>		
International Conference 2013	-	2,650
<i>Unrestricted funds:</i>		
Fixed asset fund	1,017	-
General fund	<u>15,026</u>	<u>15,206</u>
<b>Total funds</b>	<u>16,043</u>	<u>17,856</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:** Paul Bannon

**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 the support we have received from the Porticus Foundation; the Scottish Government; Esmee Fairbairn Foundation; Pilkington Trust; Souter Foundation; the Robertson Trust and many individuals**



## **Faith in Older People**

Registered Company SC322915 Registered Charity SC038225

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