



ANNUAL REPORT

2014 - 2015

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

“Illnesses are deeply meaningful events within people’s lives, events that often challenge people to think about their lives quite differently. Spirituality sits at the heart of such experiences. A person’s spirituality, whether religious or non-religious, provides belief structures and ways of coping through which people begin to rebuild and make sense of their lives in times of trauma and distress. It offers ways in which people can explain and cope with their illness experiences and in so doing discover and maintain a sense of hope, inner harmony and peacefulness in the midst of the existential challenges illness inevitably brings”

(Swinton, J in Cobb M (Ed) (2005) The Hospital Chaplain’s Handbook. Canterbury Press; Norwich)

“Spirituality is part of health, not peripheral but core and central to it. It pervades our every thought and action, each caring moment. Spirituality and health are bonded to each other, inseparable companions in the dance of joy and sadness, health and illness, birth and death”

(Wright S.G (2005) Reflections on Spirituality and Health. Whurr. London)



Chairman's Report



Bruce Cameron, Chairman

Recently I have been re-reading Malcolm Goldsmith's book *In a Strange Land* published in 2004 exploring how local churches can respond pastorally and creatively to those people suffering from dementia. It gives a strong foretaste of Malcolm's thinking that led him and others to set up Faith in Older People.

In the first chapter he outlines the model of care that he believes needs to emerge. There is a difference he argued between describing someone as a "person with DEMENTIA" over a "PERSON with dementia". The first sees only the inescapable downward loss of personality which focuses on the illness and its treatment; the second offers the challenge of recognising and affirming the person and encouraging and stimulating the personality beyond the illness.

It is the second of these that would be the main focus of FiOP not simply in the pastoral care of dementia sufferers but for all older people; and not only for

those within our churches but for all of different faiths and those of none.

Over the past twelve months, as this annual report outlines, our comparatively small organisation has striven to be true to this vision, often working in partnership with others, through training opportunities, research projects, conferences and lectures, touching both the local and the national situation. The year began with a stimulating and very well-attended "Malcolm Goldsmith Lecture" by Rabbi Baroness Julia Neuberger on 'Dying well and why it matters'. Since then equally important "bread and butter" work has been undertaken involving smaller and local groups of people.

The sustaining of this work rests primarily with a small but strongly committed staff team. Joanna Kemp, as part time administrator has contributed greatly to the development of that side of our work. After three years with us she left at end of 2014 to take-up a full time post. In her place we have welcomed Mary Wilkinson who for many years operated in the General Synod Office and has been familiar with the work of FiOP. Helen Welsh as the Training Officer has contributed much to the continuing and developing outreach work of FiOP. Sadly pastures new took her into other area of work as the year ended. But to all of them we offer our warm thanks for their commitment and work. Lastly of course there is Maureen O'Neill who puts enormous energy into

the work of FiOP and the Board is very aware of the special gratitude we extend to her for her sterling commitment to FiOP.

During the year there was a time when the Board was conscious that present funding was coming to an end and the need to look to other sources of income. Those months of anxiety were however transformed by the generous grants from Trusts (Henry Smith Trust and Queensberry House Trust, Robertson Trust), the Scottish Government, and Churches (Episcopal and Roman Catholic Churches) as well as other valued smaller donations. To all who support us in this way the Board extends it's very warm thanks.

Finally let me express my sincere thanks to all the Board members. During the year, two members came off the Board - Helen Mein who was one of the early pioneers of FiOP through its early days as an organisation and continues to a be a regular supporter of FiOP; and Liz Grant who found her commitments to her work were such that it was difficult to attend Board meetings - however she remains a friend and supporter of FiOP. Two new members came on board this year in Anne Mulligan and Ivan Middleton and have quickly made their own valued contribution to the Board's discussions.

So we all look forward to another twelve months furthering the vision and work of FiOP.

Bruce Cameron

OLDER PEOPLE AND FAITH COMMUNITIES

There is a huge emphasis on developing the resilience of older people in order to maintain their independence. There is also a strong focus on the importance of an 'assets based approach' which is at the heart of the Scottish Government 'Reshaping of Care for Older People' policy. Faith communities bring these two elements together.

The contribution made by faith communities across Scotland is immense and often unsung. The care that is offered by members of these communities is more often than not provided by older members supporting those who are physically, mentally or emotionally frailer. The survey which was carried out by Faith in Older People in 2013 clearly highlighted that they are key support systems for an ageing population but they are not fully recognised or utilised to their full potential in our planning or care systems.

A whole range of imaginative services are offered within these communities both for those of faith and those of none. Amongst these are pastoral care at home, visiting in care homes or hospital, lunch clubs and social activities. The emphasis is on retaining **community connections** for which

there is evidence that this supports the development of resilience in older age. Similarly for those of faith, being able to maintain worship is essential. Faith communities also support the other factors which contribute to spiritual wellbeing – music, singing, companionship and friendship and the outdoor world. Recognising these different elements in individuals lives also emphasises the importance of interdependence.

What the survey told us was that the response from different faith communities is unique. It is particular to those in that specific locality and the autonomy to identify and provide support is highly prized. However, being acknowledged and invited to contribute to the wider thinking on support for older people in their area is seen to be important. Interdependence is an essential component whether it is for the individual and those around them or the institution and other organisations in a geographical community.

These connections, collaborations and contributions form an integral part of the work of Faith in Older People.

555 participants in our events held in six different parts of Scotland
 Newsletter distributed 5 times to 800 individuals and organisations on each occasion
 7768 visits to our website

The Malcolm Goldsmith Lecture 2014

Dying Well and Why It Matters – Rabbi Baroness Julia Neuberger

This excellent Lecture was attended by 250 people and created considerable discussion around the principles she felt contributed to a 'good death'. She emphasised the importance of talking about death and dying; to have death education in schools. We need to learn to mark death better so that people know that something has happened.

We really need to talk about how we want to die well in advance of illness or old age in relation to with whom, where, free of pain or alert. We should prepare a living will which should be constantly reviewed. (About a quarter of those in the room had a living will). We need to be able to make our wishes known to family and friends or to care homes or hospital. Just stating a faith is not sufficient.



Rabbi Baroness Julia Neuberger

ACTIVITIES

End of Life Matters

The 'conversation' is critically important. Following the Malcolm Goldsmith Lecture it was decided to undertake a follow-up event in the format of a civic café which would allow small group discussion around the twelve principles referred to in the Baroness Neuberger lecture. There is a growing interest and openness in considering issues around death and dying and several organisations are involved in stimulating the 'conversations'.

Faith in Older People is a stakeholder member of the Good Life; Good Death; Good Grief programme set up by the Scottish Palliative Care Partnership and has participated in the conversations on this issue led by Edinburgh University Chaplaincy. The three organisations felt that it was important to collaborate in facilitating this event as a contribution to 'Death Awareness Week' in 2014.

Co-Production Conference

The **Joint Improvement Team** together with the **Scottish Co-Production Network** organised a conference on the theme of co-production on 23rd April which attracted nearly 200 delegates from all sectors to debate and give examples of the benefits and outcomes from taking this approach. **FiOP**, South Ayrshire CHP and VASA facilitated a workshop around scaling up and spreading out the role and contribution of faith communities. This stimulated a constructive and lively debate which clearly showed the contribution that was being made in relation to co-production and the Christie report on the future of social care.

Contributing to other events

- The Woolf Institute in Cambridge invited the Director to chair a session at its conference on death and dying and the experience of Jewish, Muslim and Christian faiths
- Church of Scotland Mission panel member in discussion on the needs of older people
- Speaker at Voluntary Health Scotland's conference on ageing in response to Professor Ian Deary
- Member of Stakeholder Group on 'Good Life; Good Death; Good Grief'

Training

During the year FiOP continued to offer training on a range of topics in different parts of Scotland.

Topics included:

- worshipping with people with dementia
- journeying towards death
- understanding dementia
- making sense of life's experiences
- listening
- understanding loss and grief
- what faith means to older people
- Creative communication

Interfaith Connections

FiOP brought together a group of women representing the Muslim, Jewish, Hindu, Baha'i and Christian communities with the aim of discussing issues relating to the impact of one's faith life in the ageing process. The group addressed three questions and had the opportunity to discuss with other members of their faith community between the sessions.:

- What is the place of older women in your faith community?
- How does your faith community help you prepare for death?
- What cultural, religious and spiritual practices mean most to you as you grow older?

It was a stimulating and enriching event enhanced by sharing afternoon tea.

Spiritual Care in Care Homes

Helen Welsh, FiOP Training and Development Officer, undertook a small project in care homes which was funded by a grant from the Scottish Government. The work was undertaken in five care homes in the central belt and the research was based around Koenig's model of 14 types of spiritual care need present in older people.

The importance of 'activity co-ordinators' emerged from the study as did staying connected with the outside world. The study raised a number of important issues which will be pursued.

Accounts

Income & Expenditure Account For the Year Ended 31 March 2015

Incoming resources:	2015	2014
Grants & donations:	£	£
Porticus Trust - <i>for director post</i>	15,000	18,000
Scottish Government:		
- <i>s16B for training co-ordinator post</i>	20,950	10,475
- <i>for care home survey and allied focus group project</i>	5,000	-
- <i>for interactive learning event</i>	7,000	-
- <i>reshaping care survey (Joint Improvement Team)</i>	3,000	4,000
- <i>for national workshop (Joint Improvement Team)</i>	-	4,000
Life Changes Trust - <i>Longitudinal Panel Study</i>	-	49,800
The Robertson Trust - <i>for general purposes</i>	7,000	7,000
Other trust funds - <i>for general purposes</i>	2,500	2,500
Legacy	1,612	-
Individual donations & fund-raising	2,968	1,824
Other income:		
Course & conference fee income	4,645	9,143
Other fee income	-	1,000
Sales of resources	230	1,048
Bank interest	117	120
Total Income	70,022	108,910
Resources Expended:		
Staff costs	50,921	40,491
Course & conference costs	4,218	12,740
Direct project costs	2,578	4,799
Longitudinal Panel Study (Life Changes Trust)	-	39,242
Publicity / website costs	780	884
Travel & subsistence	1,282	727
Staff training & development	760	1,823
Rent & premises costs	1,824	1,824
Office running costs	3,917	4,331
Depreciation	509	509
Accountancy / independent examiner's fee	1,110	1,080
Other professional fees	990	936
Meeting expenses & trustees' travel	672	187
Other expenditure	752	1,150
Total Expenditure	70,313	110,723
Net (expenditure) in year	(291)	(1,813)
Funds brought forward	16,043	17,856
Funds carried forward	15,752	16,043

Accounts

Balance Sheet at 31 March 2015

	2015 £	2014 £
Fixed Assets		
Tangible assets	<u>508</u>	<u>1,017</u>
Current Assets		
Debtors & prepayments	377	397
Cash at bank	<u>76,626</u>	<u>68,946</u>
	<u>77,003</u>	<u>69,343</u>
Creditors:		
Deferred income	56,275	47,475
Accruals	<u>5,484</u>	<u>6,842</u>
	<u>61,759</u>	<u>54,317</u>
Net Current Assets	<u>15,244</u>	<u>15,026</u>
Net Assets	<u>15,752</u>	<u>16,043</u>
Funds:		
<i>Unrestricted funds:</i>		
Fixed asset fund	508	1,017
General fund	<u>15,244</u>	<u>15,026</u>
Total funds	<u>15,752</u>	<u>16,043</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

ACTIVITIES

Contribution of faith communities to supporting older people

Faith groups make a massive contribution to the care of older people helping them stay longer in their own homes, and supporting them if they move into hospital or care.

Until recently this work has been largely unrecognised by central and local government. However all government policy relates to supporting people in their own homes as long as possible.

Research, Faith in Older People carried out with Samantha Luker of Edinburgh University, has begun to quantify the work done by faith groups and it is vital that the voices of the faith communities are heard in the wider debate about care of older people.

Two meetings were arranged during the year with representatives of faith communities in the Highlands and the West of Scotland to share the work they did in this area and to highlight some of the issues they faced. Key issues they were addressing included social isolation; feeling safe; death and dying; supporting volunteers and concern about the impact should faith communities withdraw services. There were wonderful examples around 'Nosh and Natter'; music; someone to talk to and like interests.

Further work is planned in relation to the role of faith communities.

Again our thanks to the Joint Improvement Team for their support for this work.



Mark McGeachie from the Joint Improvement Team at the Edinburgh Faith Communities Consultation

Inspiration Today – Hope for Tomorrow

This one day conference was designed in order to provide encouragement to all those interested in supporting individuals to have more of a sense of meaning and purpose in their lives whatever their age. Real examples of grassroots collaborative action were brought together to inspire and explore how people work together at community level to tackle health inequalities and improve health and spiritual well-being. It was a good example of collaborative working with the planning of the conference shared between Faith in Older People, Animate, NHS Chaplaincy, Health and Social Care Alliance and Faith in Communities Scotland.



Andrew Lyons setting the scene

The conference was held in Glasgow and attended by 70 people who participated in a range of workshops. Andrew Lyons, Converger in the International Futures Forum was our stimulating Facilitator and there was an opportunity to sing to revive our energy led by Matthew Todd.

Our thanks to the Scottish Government for funding this event.

Dementia Friendly Churches

Work commenced during the year to develop and pilot a programme to assist churches to be more dementia aware and friendly in relation to both the environment and activities.

Risk and Resilience

A seminar was organised jointly with Edinburgh University School of Health and Social Care and the Chaplaincy to consider these issues in relation to care homes.

Professor Charlotte Clarke focussed on the issues of risk and the Rev Harriet Harris considered the ways in which individuals build up their resilience to changes in their lives. The innovation on the day was to play 'snakes and ladders' to illustrate and stimulate discussion on what constituted a risk or a factor of resilience. This stimulated intense debate but also added an element of fun to a serious topic.

Collaborative work is being planned on this theme including another event and a publication.



Playing snakes and ladders

THE ORGANISATION

The ethos of FiOP continues to be to work with partners wherever possible in order to maximise skills, knowledge and expertise to complement those of the small staff team of three part-time people. This approach has been hugely satisfying and we have been extremely fortunate in attracting such wonderful people to work alongside us.

The Board regularly reviews the focus and progress of the work and the strategic aims are:

- 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 was sorry to lose Joanna Kemp our Administrator and Helen Welsh our Training and Development Co-ordinator who both moved on to pastures new. We were delighted to welcome Mary Wilkinson who joined us as the Administrator. Our thanks also to our Associate Trainers.



*Helen Welsh
Training and Development
Co-ordinator*



*Joanna Kemp
Administrator*

THE FUTURE AGENDA



Maureen O'Neill, Director

- reconfiguring the training being offered to move towards developing on-line capacity
- continuing to develop relationships with faith communities
- continue to work with care homes
- develop work on dementia friendly faith communities
- produce publications and build the website
- organise a series of events on the spiritual aspects of ageing
- continue to build collaborative relationships and activities

Governance

The Faith in Older People Board of Management has a maximum of ten 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

Chairman

Bruce Cameron

Company Secretary

Helen Mein *(Until 11.4.2014)*

Isabel Smyth *(From 11.9.2014)*

Elspeth Glasgow

Liz Grant *(Resigned 12.3.2015)*

Chris Levison

Mary Marshall

Ivan Middleton *(From 11.9.2014)*

Anne Mulligan *(From 11.9.2014)*

Robert Rendall

Dianna Wolfson

Treasurer

Paul Bannon

STAFF

Director

Maureen O'Neill

Hours: 21 per week

Training & Development

Co-ordinator

Helen Welsh

Hours: 20 per week

(Resigned 4.2015)

Administrator

Joanna Kemp *(Resigned 1.2015)*

Mary Wilkinson *(From 1.2015)*

Hours: 21 per week

THEOLOGICAL ADVISOR

John Swinton

ASSOCIATE TRAINERS

John Killick

Mary Moffett

Joan Adams

Marion Chatterley

Sue Kirkbride

From the website

Body, Mind and Spirit

This is the way that the World Health Organisation describes what good health should encompass. Two seminars I have attended recently have addressed issues around mental health and palliative care which embrace these concepts.

A focus on the spiritual dimension in understanding individuals and finding out where they can develop their coping strengths is an essential element when we are considering how to retain connections and to combat loneliness.

We need to listen, to see and hear the individual and have the capacity for kindness. A Joseph Rowntree report (13th December 2013 – A Better Life Programme) highlights the fact that kindness is a critical quality and that other skills can be taught. TLC might be thought as old fashioned but emerges as a fundamental need - “if we don’t recruit, train and support intelligent kindness, we all face a bleak future” (JRF Report 2013).

Voluntary Health Scotland has brought together a group to consider mental health issues and the Scottish Government is currently considering its ‘Palliative and End of Life Care Strategic Framework’ and further information can be obtained from <http://www.nhsinform.co.uk/palliativecare/>.

Maureen O’Neill

Funding Support

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

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**Porticus Foundation
Scottish Government
Henry Smith Trust
Souter Foundation
Robertson Trust
and many individuals**



Faith in Older People

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