



Celebrating age and keeping our spirits alive

The principles underpinning the revised National Care Standards

- **Dignity and respect**
- **Compassion**
- **Be included**
- **Responsive care and support**
- **Well-being**



Chairman's Report



Bruce Cameron, Chairman

This Annual Report describes the varied work of *Faith in Older People (FiOP)* over the past year. *FiOP* has continued to develop and widen the scope of its work in fulfilling its mission of “enabling a better understanding of the importance of the spiritual dimension in the well-being of older people.” Through its diverse programme of training opportunities, research projects, conferences and lectures, it seeks to encourage and help those involved in the pastoral and medical care of older people; and to celebrate the contribution of older people to their local and faith communities.

A diversity of people are involved with *FiOP's* work, as well as the collaboration that exists with other organisations. The “future agenda” in last year’s Annual Report has and continues to be addressed, and the generous support we have received from Trusts, the Churches, and Scottish Government reflect how they value the work of *FiOP*. A well-attended reception for *FiOP* at the Scottish Parliament in 2015 was an occasion which illustrated the growing esteem in which *FiOP* is held.

Attending two workshops of *FiOP* in January 2016 highlighted for me something of what we mean when we talk about the “Spiritual Dimension”. It is not easy to define, for it is not something that we “do” or “give” to other people as if it was part of their medication!

The first workshop was on the art of “Listening” and the importance of giving space to older people to tell their story. Those who have the responsibility of pastoral care of older people know how easy it is in our busyness not to give the space and time to listen to the stories of those for whom we care.

We all need to rediscover for ourselves the art of listening. The second workshop was on the importance of music. Music can stimulate the senses and open doors to a person’s spiritual identity. This could be said about other forms of art and the important place they should play in our care and celebration of older people.

The work of *FiOP* could not be developed in this way except through the hard work of our two members of staff and various associate trainers and facilitators. With the departure of Helen Welsh as Training Officer the Board decided to increase the hours of both Maureen O’Neill and Mary Wilkinson and make greater use of associate trainers and personnel for specific pieces of work – a strategy which is working well. Maureen and Mary make an excellent and happy team and I would wish to warmly thank them for their commitment and hard work over the past year. To others who have facilitated some of the programme of *FiOP* I also express the warm thanks of the Board.

And that brings me to the Board itself. Over this year we bade farewell to Ivan Middleton after a short time on the Board. His contribution was much appreciated. Two new Board members have joined us – Harriet Harris, the Chaplain to Edinburgh University; and Jo Hockley, Senior Research Fellow, Edinburgh University. Their contributions to the work of *FiOP* are greatly valued. I thank all members of the Board for their contributions to the work of *FiOP* over the past year.

I have already referred to the financial support received during the year which has enabled the Board agenda to be more focussed on the work rather than the finances. We are particularly grateful to The Henry Smith Charity whose grant is for the salary of Maureen as our Director; to other Trusts who have generously contributed; to the Episcopal and Catholic Churches who this year have made grants to our work; and to the Scottish Government for their financial support of a number of *FiOP* projects. My thanks also to Paul Bannon our Treasurer, who while pleased at the improvement in our financial position, also ensures that the Board do not become too complacent!

So *FiOP* looks forward with confidence to another year of carrying forward the vision of Malcolm Goldsmith and those who set us off in this journey some years ago.

Bruce Cameron

INTRODUCTION

The year 2015 has been extremely active with a number of projects being developed to enhance the knowledge and confidence of those who support older people, particularly those with dementia, in faith communities and in care homes by increasing the importance of maintaining and developing connections between congregations and residents.

This needs acceptance by care home managers that there is value in meeting the faith-based and spiritual needs of residents according to their own requirements and not the perceptions of staff. This remains a challenge but it is clear from the discussions we have held with staff that a better understanding of what is meant by spiritual would be welcome.

Working in a collaborative way is fundamental to all the work we undertake. This strengthens our organisation with increased knowledge and expertise, increases awareness of FiOP and the role it plays in different Government policy areas as well as practice.

The emphasis this year has been on project development and events although we have continued to offer training.

It has been a lively year in which we have been successful in increasing awareness and involving a range of different people and organisations. We set out to continue to provide training and learning; to do research; to encourage debate; to include care homes and to continue to work collaboratively. We have met these objectives. We evaluate our work as we go along and can measure our success by the numbers attending; the enquiries and invitations and the challenge for us is to assess its long lasting value.

FiOP is very grateful to the organisations which have funded the work and to the individuals who support us.

TRAINING AND EVENTS

During the year we organized a number of training events for care home staff and pastoral carers which have included:

- **A workshop on 'Outside World'** – the importance of the outdoors and nature to our spiritual lives held in Edinburgh.
- **A workshop on 'Total Well-Being'** – an opportunity to consider the spiritual values we bring to the workplace in collaboration with the Tayside NHS Chaplaincy service held in Dundee.
- **A workshop held in Stirling on 'Listening'** - a critical element in ensuring that older people are heard.
- **A workshop on the importance of 'Music and Singing'** - and how to enable it to take place in a practical and supported way held in Edinburgh.

The Malcolm Goldsmith Lecture 2015 The Causes of Wellness Throughout Life

This is our Annual Lecture and this year we were fortunate in having Professor Sir Harry Burns, who was previously the Chief Medical Officer for Scotland and is now Professor of Global Health at Strathclyde University as our guest lecturer. His topic was 'Creating Wellness throughout Life'. It was an excellent lecture attended by 110 people.

The lecture notes are available on the FiOP website www.faithinolderpeople.org.uk



Professor Sir Harry Burns

TRAINING AND EVENTS

Other Conferences

FiOP was one of the conference organisation advisors for the 6th International Conference on Ageing and Spirituality held in Los Angeles in October 2015 as it had organized the 5th International Conference in 2013 in Edinburgh in collaboration with the MHA and Edinburgh University. It was a marvelous and thought provoking conference and it was a pleasure to be able to present a workshop on ‘Risk and Resilience’ which was attended by 30 people. In addition, the conference quilt made during the previous conference in Edinburgh was handed on at the conference as a legacy for the future.

FiOP was invited to speak at the following conferences which further extended awareness of our work:

- Pilgrim care AGM
- Abbeyfield AGM
- Conference on Care of Older People, Mackay Hannah
- Age Scotland National Conference

Scottish Parliament Reception

FiOP organised a reception in the Scottish Parliament with the sponsorship of two MSPs – Sandra White who convened the Cross Party Group on Age and Ageing and Richard Baker who has a long standing interest and connection with the issues around ageing and older people. Sixty people attended together with other MSPs.

The aim was to celebrate the contribution made by older people to our society and also that made by faith communities which is often unrecognized. It was a lively occasion and helped to emphasise the role played by FiOP in bringing these issues together.



Nancy Gordon, Director, California Lutheran Homes, Center for Spirituality & Aging, Conference Organiser



Maureen O'Neill, Director, Faith in Older People

Our events during the year reached 349 people

Consultations

FiOP contributed to the consultation on the revision of the National Care Standards.

Our response is available on the FiOP website (<http://faithinolderpeople.org.uk/Home/policy.php>)

We also participated in the consultation on the Scottish Government ‘Spiritual Care Delivery Plan’.



Left to right: Richard Baker MSP, Maureen O'Neill – FiOP, Sandra White – MSP, Bruce Cameron – FiOP Chair

Accounts

Income & Expenditure Account : For the Year Ended 31 March 2016

Income:	2016	2015
	£	£
Grants & donations:		
Henry Smith Charity - <i>for Director post</i>	25,000	-
Porticus Trust - <i>for Director post</i>	-	15,000
Scottish Government:		
- <i>s10 for core funding</i>	10,000	-
- <i>s16B for training co-ordinator post</i>	20,950	20,950
- <i>s16B other project grants</i>	3,737	15,000
Queensberry House Trust - <i>for general purposes</i>	10,000	-
Scottish Episcopal Church - <i>for general purposes</i>	3,800	-
Catholic Bishops Conference of Scotland - <i>for general purposes</i>	5,000	-
Other grants - <i>for general purposes</i>	-	9,500
Legacy	-	1,612
Individual donations & fund-raising	1,443	2,968
Other income:		
Course fees & events income	2,914	4,645
Project fees & other income	6,226	230
Bank interest	170	117
Total Income	89,240	70,022
Expenditure:		
Staff costs	41,390	50,921
Course & training costs	3,444	4,218
<i>Direct project costs:</i>		
- Dementia Friendly Faith Communities	3,737	-
- Dementia Friendly Edinburgh City report	4,250	-
- Continuing Care project	1,400	-
Events & other project costs	2,731	2,578
Travel & subsistence	1,750	1,282
Other direct costs	2,007	1,558
Rent & premises costs	2,408	1,824
Other office costs	5,512	3,917
Depreciation	508	509
Accountancy / independent examiner's fee	1,140	1,110
Other professional fees	1,416	990
Trustee meetings & AGM	914	672
Other expenditure	1,104	734
Total Expenditure	73,711	70,313
Net income / (expenditure) in year	15,529	(291)
Funds brought forward	15,752	16,043
Funds carried forward	31,281	15,752

Accounts

Balance Sheet at 31 March 2016

	2016 £	2015 £
Fixed Assets		
Tangible assets	-	508
Current Assets		
Debtors & prepayments	1,408	377
Cash at bank	57,541	76,626
	<u>58,949</u>	<u>77,003</u>
Creditors:		
Deferred income	26,313	56,275
Accruals	1,355	5,484
	<u>27,668</u>	<u>61,759</u>
Net Current Assets	<u>31,281</u>	15,244
Net Assets	<u>31,281</u>	<u>15,752</u>
Funds:		
<i>Restricted funds:</i>		
Training co-ordinator	8,241	-
<i>Unrestricted funds:</i>		
Designated: <i>Continuing Care project</i>	3,600	-
Fixed asset fund	-	508
General fund	19,440	15,244
Total funds	<u>31,281</u>	<u>15,752</u>

Statement by the Trustees

The accounts set out above are a summary of information extracted from the full accounts.

For a full understanding of the financial affairs of the charity, the full Report and Accounts for the year should be consulted. These are available from the principal address of the charity at 21a Grosvenor Crescent, Edinburgh EH12 5EL.

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

PROJECTS

Dementia Friendly Faith Communities

This is our major project which is being developed by a collaborative group which includes the Church of Scotland, Episcopal Church, URC, Edinburgh Interfaith Association and other individuals. The aim is to develop understanding and resources for congregations and faith communities to better care for and accommodate older people with dementia.

The initial project was born out of one congregation requesting a more comprehensive approach to include a better understanding of dementia; buildings; attitudes, worship and maintaining community connections. This spurred us into developing a working group of very experienced and enthusiastic people to develop the way forward. The Group was led by Professor Mary Marshall and Jenny Henderson who have made an enormous contribution to achieving a constructive outcome. FiOP draws on and acknowledges the significant work that other organisations have developed and we want to affirm this and the contribution already being made by individual faith communities.

A resource is being developed which will enable congregations to affirm how dementia friendly they are and what further steps need to be taken and a wide consultation has taken place to inform the final approach from FiOP.

Research and experience has shown that it is vital that for those who have a faith to be able to continue to worship and to maintain connections with their church or faith community. We want to ensure that faith communities are inclusive of people who are experiencing dementia and their carers and that care homes are open to enabling faith connections to be maintained.

This is a long term project to enable and support faith communities to be dementia friendly.

Action on Churches Together (ACTS)

FiOP and the Church of Scotland Guild were successful in a bid to ACTS to set up an ecumenical group to develop a consultative group on age and ageing in the churches. This builds on previous joint work which resulted in the 'Golden Age Project' and 'Mission and Older People' and the work which FiOP has undertaken with different congregations.

Spiritual Care in Care Homes

FiOP convened a group for the Life Changes Trust to draw up a project proposal for developing an understanding of how spiritual care is delivered in care homes, particularly for those who were experiencing dementia. The Group met on several occasions to determine the focus of the application which needed to be practical and to further develop current ideas and to find out more about what support was already available. This is an important strand of work and the collaboration between different organisations and individuals has been very important.

8503 hits on the website

Project on Spiritual Care Education in Continuing Care Units

This is a joint project with NHS Lothian Chaplaincy in relation to the continuing care units that are under the NHS. They are care homes for older people with very high levels of medical need. The Chaplaincy identified that there was a deficit in meeting the spiritual care needs of patients in these units which are dispersed throughout Lothian. The research project is aimed at understanding how the staff enable spiritual care to be given and their connections with the Chaplaincy and other community connections and what training they received in order to better understand spiritual care. The long term objective is to identify what the needs are and how they can best be met in order to provide evidence for developing education and ways of increasing how spiritual care could be developed.

PROJECTS

Review and consultation on education and learning in FiOP

FiOP received a grant from the Scottish Government to undertake a review of how we might adapt our training methods to include on-line training. This is being undertaken by Lesley Greenaway who conducted focus groups to ascertain how on-line training could meet the needs of care home staff and others. It is hoped to pilot an approach towards the end of 2016. This is a challenging and exciting area of work which we hope will help us meet the challenge of providing more training and education across Scotland in a flexible and engaging way that a small organization like FiOP can sustain. It would draw on the successful materials and ideas which FiOP has built up through its excellent Associate Trainers over the past few years.

Scottish Episcopal Institute Summer School

FiOP was delighted to have been invited to present a day of workshops on ageing, dementia, community connections and worship for people with dementia to the ordinands. This is the first time we have been invited to present to Summer School although we have undertaken some training sessions previously. We are very encouraged by this development and we hope that we will be able to encourage other denominations to include us.

Research

In April 2015 FiOP published a report of the research Helen Welsh undertook for FiOP on 'Addressing the Spiritual Needs of Older People in Care Homes'. This was funded by a small grant from the Scottish Government and illustrated that, given attention, spiritual care is of value to both staff and residents. It also identified the key role played by activities coordinators who are a vital element in care homes. The report is available on the FiOP website. To see the Report visit <http://faithinolderpeople.org.uk/Home/reports.php>

We are continuing to disseminate this work which has also fed into the work being undertaken on the continuing care units.

We were pleased to have advice from the School of Health and Social Care at Edinburgh University.

453 participants took part in our events held in six different parts of Scotland
 Newsletter distributed **7 times** to **595** individuals and organisations on each occasion

Future Work

FiOP is planning:

- FiOP and Scottish Partnership for Palliative Care will hold a joint conference on the Strategic Framework for Palliative Care and Spiritual Care Delivery Plan in June 2016
- The 2016 Malcolm Goldsmith Lecture
- To continue to develop the work on dementia friendly faith communities, to design and distribute a Guide and to develop a programme to support its implementation
- A major UK Conference on 'Cultural Diversity, Faith and Dementia', a joint Conference with Methodist Homes which will highlight the work undertaken on dementia friendly faith communities
- To publish the results of the work on spiritual care education in continuing care units and care homes
- To pilot on-line training
- To further develop collaborative working to increase the extent of FiOP's work embracing different perspectives and ideas
- Additional workshops and to repeat existing concepts in different cities

The Organisation

The ethos of FiOP continues to be to work collaboratively whenever possible. This enables us to make the best of the skills and expertise in different areas of our work and to keep the core organisation small and flexible. We have been very fortunate in attracting many wonderful people to work alongside us. The Board regularly reviews the focus and progress of the work and our 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

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, a development session was held to discuss the evidence and practice related to 'Spiritual Care Matters' and its relevance to FiOP (Ref: Spiritual Care Matters: An Introductory Resource for all NHS Scotland Staff. NHS Education Scotland 2009).



The Board of Trustees

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 academic 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

Isabel Smyth

Elsbeth Glasgow

Harriet Harris (*from 24/9/2015*)

Jo Hockley (*from 24/9/2015*)

Chris Levison

Mary Marshall

Ivan Middleton (*resigned 24/9/2015*)

Anne Mulligan

Robert Rendall

Dianna Wolfson

Treasurer

Paul Bannon

STAFF

Director

Maureen O'Neill

Hours: 28 per week

Administrator

Mary Wilkinson

Hours: 28 per week

THEOLOGICAL ADVISOR

John Swinton

FIOP ASSOCIATES

Jenny Henderson

Diana Kerr

Mary Marshall

Mary Moffett

Jenny Williams

Our thanks to all our partners for enhancing the work we do.

Compassion: a feeling of deep sympathy and sorrow for another who is stricken by misfortune, accompanied by a strong desire to alleviate the suffering

Empathy: the ability to understand and share the feelings of another (as in both authors have the skill to make you feel empathy with their heroines), whereas sympathy means 'feelings of pity and sorrow for someone else's misfortune (as in they had great sympathy for the flood victims).

'No act of love is ever wasted'. The spirituality of caring for people with dementia Jne Marie Thibault and Richard L. Morgan (2009) Upper Rom Books.

Extract of poem by Richard Morgan

*"Sometimes I see myself as a flickering candle
That will soon go out.
My mind used to be ablaze with light.
Now every day the flame burns dimly
And the candle grows smaller.
One day all that remains will be a short pillar of wax
But the wick will still be able to be lit"*

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

**Scottish Government
The Henry Smith Charity
Queensberry House Trust
Catholic Church
Scottish Episcopal Church
and many individuals**



Faith in Older People

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