

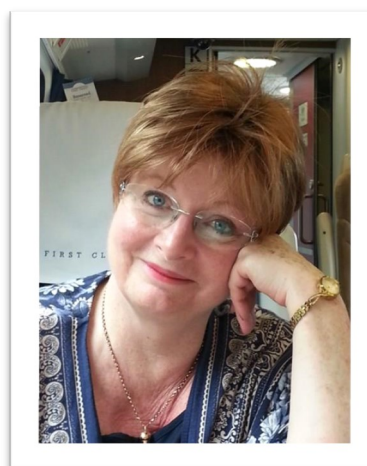
ANNUAL REPORT 2018-2019



“Spirituality is the search for that which gives zest, energy, meaning and identity to the person’s life, in relation to other people and the wider world.” ¹



Robert Rendall, Chairperson



Maureen O'Neill, Director

OUR BOARD

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Ruth Aird
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Lesley Greenaway
Jenny Henderson
Simon Jaquet
Diana Kerr
Mary Marshall
Harriet Mowat
Lynda Wright

OUR STAFF

Maureen O'Neill
Director 2007-

Mary Wilkinson
Administrator 2015-2018
April 2019-

Shaina Gabi
Administrator 2018-2019



Our aim

- to develop a stronger understanding of the importance of the spiritual dimension to the well-being of older people

Our objectives

- to raise awareness and to provide education and training to enable a better understanding of the nature of spiritual care
- to influence policy and practice development in spiritual care in a range of agencies
- to continue to build the capacity and efficiency of the organisation

¹ Froggatt K and Moffitt L (1997) Spiritual needs and religious practice in dementia care. State of the Art in Dementia Care, London: Centre for Policy on Ageing (Ed. M. Marshall))

Chairman's Report



It was an honour to continue serving Faith in Older People (FiOP) during 2018/19. As anticipated the FiOP year proved to be a very busy one during which we had the opportunity to celebrate improvements and successes as well as new and old partnerships.

We continue to learn from the events we attend, our joint working and the expertise which is given to the organization because of the emphasis on collaborative working.

Trustees met four times during the year giving us the opportunity to receive routine progress and financial reports, monitor FiOP's fundraising activities, increase our knowledge and understanding of the charity's work and ensure that FiOP was meeting its key objectives. Key areas of work highlighted at Trustees' meetings included:

- The Board members listened with interest to an excellent presentation by Dr Lesley Greenaway to the progress that has been made to the

production, publication and use of the FiOP interactive E-Learning courses that had been produced to support the response of Care Workers to the spiritual needs of their clients.

- Trustees had the opportunity to have an energetic and informed discussion based on the draft report "De-mystifying spiritual care" prior to its eventual publication.
- The charity's Development Plan was reviewed and updated.
- Trustees participated in a review of FiOP's charitable objectives as outlined in the Memorandum and Articles. This was done by making a careful comparison of the objectives with the Charitable Purposes outlined by OSCR. As a result of this important process Trustees were reassured that the objectives are up to date and consistent with current activities. It was agreed that, because of this important piece of work, there was no requirement to make any amendments to the current objectives as outlined in the Memorandum and Articles.

On behalf of Board members and employees, I would like to take this opportunity to thank those Trustees, who for unforeseen circumstances or because they have reached the end of six years of active Board membership have or are due to

leave us. We therefore bid a fond farewell to Cliff Jackson, Elspeth Glasgow, Isabel Smyth and Miriam Jackson. However long or short your service, it has been our privilege to serve alongside you in that part of your pilgrimage you have so ably shared with us and those who benefit, throughout Scotland, from FiOP's work.

None of the important and groundbreaking work that FiOP does could be done without the competence of our enterprising and creative staff and associates to whom we say thank you. During the year Board members also had the great pleasure of congratulating Maureen O'Neill, Director, whose work for older people and the voluntary sector was recognized nationally by the award of an OBE.

As Chairman, with the agreement of Trustees past and present, I would commend FiOP's innovative and timely work to you. We have no doubt that FiOP's contribution to national life, whether engagement is at the physical, intellectual or spiritual level, is key to ensuring that 'spiritual care' finds its natural place at the heart of person centred care for all older patients or clients wherever they may live in Scotland.

Robert Rendall
Chairman

Introduction

Every year we emphasise the value of collaboration and the benefit we derive from working with different partners to develop and promote the importance of spiritual care. We want to highlight the vital role that faith communities play in sustaining individuals and providing a hub in many communities. We are grateful to all the individuals and organisations that have helped us to expand our knowledge as well as creating a stronger awareness of how spiritual care and older people play a significant role in our lives.

PROJECT

This year has seen the completion of a major project

One-Step-at-a-time: A learning resource for churches to build a supportive environment for people with dementia and their families.

This work was developed by a group of experts in dementia, design, faith and worship over a two- year period in which drafts were circulated for consultation and meetings held to discuss the issues and to constantly adjust the format and the text. It was published on the FiOP website in March and **within six weeks had been downloaded 183 times.** The authors and editors were Professor Mary Marshall, Jenny Henderson, Professor Faith Gibson and Dr Lesley Greenaway who all brought special skills to this project.

<https://www.faithinolderpeople.org.uk/project/one-step-at-a-time/>

“ and indeed I have downloaded and do refer to your excellent resource during the course of my work, not least because it is not afraid to go "back-to-basics" without patronising the target audience in the process.”
URC Minister

RESEARCH

Spiritual Care in Care Homes funded by the Life Changes Trust

This was ground- breaking research on an issue which is much underestimated in the value that it brings to the well-being of older people in residential care. It highlighted that staff find the concept difficult to understand but in practice attend to the spiritual well-being of the residents through music, touch, companionship and creative activities. The final report, *Demyistifying Spiritual Care*, was presented to the Life Changes Trust Gathering. The research was accompanied by innovative practical workshops which set out a way to assist staff, friends and relatives to find out about someone's individual needs. The current emphasis in policy and practice is 'what matters to me' as a way of identifying key aspects of someone's life which should be encouraged and enabled.



The Purple Bicycle programme provided workshops for six care homes and a church (*St Andrew's Church, Carlisle pictured*) incorporating presentations on ageing, dementia, the Enneagram and action plans to enable spiritual care needs to be met.

Reports on the two elements can be found on the FiOP website and we are grateful to Scottish Care for their support and for circulating the reports to all care homes in Scotland. Our thanks to Simon Jaquet, Harriet Mowat and Lynda Wright for leading on this work.

<https://www.faithinolderpeople.org.uk/wp-content/uploads/2019/06/Spiritual-Care-for-People-with-Dementia-in-Care-Homes.pdf>

<https://www.faithinolderpeople.org.uk/wp-content/uploads/2018/08/De-mystifying-spiritual-care-Jan-2018.pdf>

Research into spiritual care education in the Hospital Based Complex Clinical Care Units

This research was completed and the full report published with two shorter articles which are available on the FiOP website:

<https://www.faithinolderpeople.org.uk/wp-content/uploads/2019/04/Spiritual-Care-Education-in-Hospital-Based-Complex-Continuing-Care-units-FINAL-REPORT-FEB-2018.pdf>

It was clear from the research that there is little emphasis on the spiritual dimension in the training of nurses either as students or for Continuing Professional Development (CPD). In addition, awareness of the resources on the topic within the NHS is slight. It is hoped to do further work to identify the issues with the colleges of nursing in Scotland.

Our thanks to Ruth Aird who led this project.

Really helped me in my interaction with people experiencing loss and grief.

EDUCATION AND TRAINING

Death and Dying for Clergy



Marion Chatterley

This important course is facilitated by the Rev Canon Dr Marion Chatterley for the clergy. The day workshop offers support and tools to enhance confidence in having pastoral conversations about death and dying. It uses a model from the field of bereavement to explore emotional, psychological and spiritual responses building on the experiences of the participants. The day resources those who intend to go deeper in their pastoral encounters with people who are actively addressing their own mortality.

End Of Life Matters

FiOP also collaborated with the Wolff Institute, Cambridge to hold a workshop on end of life matters for members of the Jewish and Muslim communities. This event was quite small so we hope to have the opportunity of repeating it in the future.

Over the last year
our courses and
events reached 278
people

FAITH IN OLDER PEOPLE WORKS WITH:

- * Health and social care staff
- * Faith communities
- * Regulatory bodies
- * Academics

Accounts

Income Account: for the year ended 31 March 2019

	2019	2018
	£	£
Income (Notes 3-5 in Accounts)		
Donations	1,975	739
Sales and events	1,803	4,164
Scottish Government	15,000	10,000
Queensberry House Trust	10,000	14,850
Scottish Episcopal Church	5,000	5,000
Baird Trust	10,000	5,000
Souter Trust	3,000	-
Best Trust	25,000	-
Lady Marion Gibson Trust	2,000	-
Life Changes Trust	-	25,480
Other grants	-	3,000
Interest received	15	6
Total income	73,793	68,239

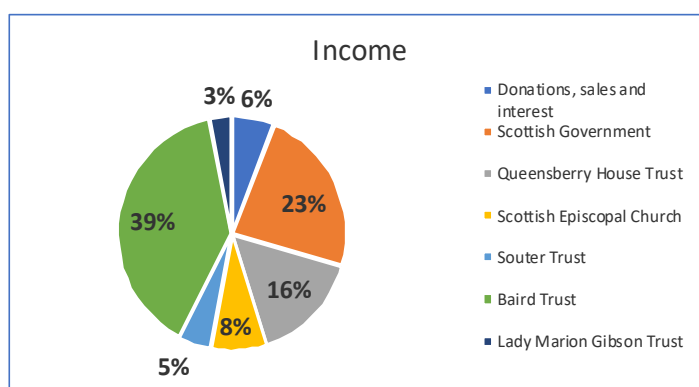


Fig 1. Income

Accounts

Expenditure Account and Balance Sheet at 31 March 2019

	2019	2018
	£	£
Expenditure (Note 6 in Accounts)		
Staff costs	33,396	43,901
Projects and activities costs	10,636	54,104
Premises costs	1,672	1,824
Running costs	6,058	8,451
Motor and travel costs	1,448	1,194
Legal and professional	4,145	2,722
Interest and charges	86	96
Independent examination	1,590	1,200
Governance costs	3,538	1,838
Total expenditure	62,569	115,330
Surplus/(Deficit) for the year	11,224	(47,091)

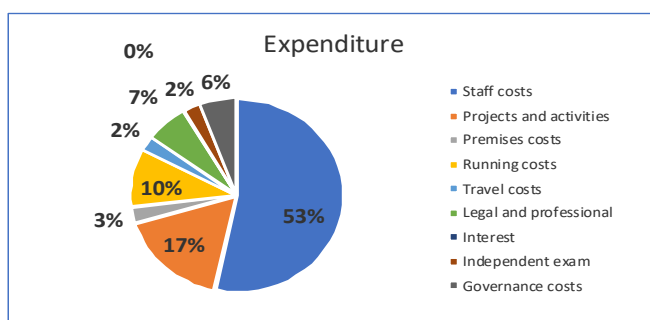


Fig 2. Expenditure

BALANCE SHEET		FREE RESERVES	
	2019	2018	
	£	£	
Assets			
Debtors	633	527	
Bank	52,014	41,222	
Liabilities			
Creditors and accruals	(1,590)	(1,916)	
Total Funds	51,057	39,833	
<i>Split:</i>			
Unrestricted Funds	48,557	22,560	
Restricted Funds	2,500	17,273	

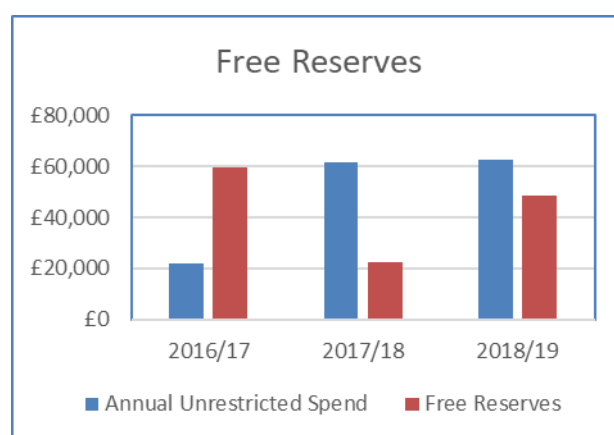


Fig 3. Free Reserves

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

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 full accounts have been independently examined, in accordance with Scottish charity law, by David Jeffcoat of Alexander Sloan, 50 Melville Street, Edinburgh EH3 7HF. The independent examiner's report on the accounts was unqualified.

Music

Workshops on developing singing group for people with dementia, facilitated by Diana Kerr, (one of which was in Perth (*pictured*)) continue to be very popular. One of the important aspects of supporting people with dementia is to minimise the impact of their losses and to play to their strengths. If people can sing then we should be encouraging this, helping them maintain the skill and sense of achievement and joy that goes with that.



Weathering Well: Growing Older Gracefully into Spiritual Elderhood



This eight-session course, facilitated by Nancy Adams (*pictured left*), aimed to meet the challenge of the second half of life to choose between weathering well into spiritual elderhood or simply ageing and becoming elderly. It is about making an intentional shift towards seeking a more fulfilled and meaningful life, choosing to be responsible for helping to maintain momentum by being willing to assume roles of mentorship and guidance within their communities.

"Nancy's course was excellent!"



Spiritual Care Matters

This is a series of e-learning courses for front-line staff working in care homes, health and other care settings.

90 people have completed the course and applications for badges from the Scottish Social Services Council are being made.

There will be further promotion in the coming year and our thanks go to Dr Lesley Greenaway and Colin Gray for the development of these courses.

What matters most – for older people?
Supporting the spiritual needs of older people

What matters most – for care staff?
Looking after your own spiritual well-being

"Looking after the spiritual well-being of the whole workforce means that staff feel respected, appreciated and trusted. It helps create a supportive atmosphere."
Care Home Manager

"It's a good course – I developed skills and confidence to support residents."
Registered Nurse

Malcolm Goldsmith Lecture

Rev Canon Dr Joe Morrow QC

“Ancient but ever growing –

A 40 year pilgrimage in the mental health fields of Scotland”



Dr Joseph John Morrow CBE QC is the current Lord Lyon of Arms. Dr Morrow is a member of the Faculty of Advocates. In 2008 he was appointed President of the Mental Health Tribunal for Scotland. He has previously served as Her Majesty's Commissioner for the Mental Welfare Commission for Scotland (1999-2006), as a First-tier Tribunal Judge (Immigration and Asylum Chamber) (2002-2013), and as President of the Additional Support Needs Tribunals for Scotland (2010-2014).

In 2009 he was appointed as Vice Lord Lieutenant of the City of Dundee having served as a Labour councillor for the Maryfield ward until that year. He held the positions of Convenor of the Economic Development Committee, Convenor of the Dundee Waterfront Development Board, and was Depute Lord Provost during his time as an elected member.

This stimulating and thought-provoking lecture was given by the Rev Canon Dr Joe Morrow and he identified some themes:

- Poorer mental health is a significant factor for some people as they age
- Growing awareness of spirituality and its role in older persons life
- Depression is a common diagnosis in older persons; 22% of men, 28% of women over 65 years
- Social isolation, loneliness, physical health limitations, loss of employment, and financial issues are factors linked to increased risk of mental health problems

Working together with the Church of Scotland Guild



Faith in Older People and the Church of Scotland Guild with the support of Action of Churches Together in Scotland (ACTS) continue to develop the successful ecumenical group. This was set up to discuss issues relating to older people with the churches. All denominations are invited, and we usually host around 25 individuals who contribute to debates on a range of issues which have covered dementia, end of life matters and loneliness and isolation. The group met three times in the year.

We were pleased to welcome as speakers at these meetings academics, Scottish Government and voluntary sector representatives as well as contributions from different denominations who stimulated lively discussions.

All three issues remain key strands of work for FiOP and the group as we disseminate the learning resource on dementia, tackle end of life matters and continue to participate in the implementation of the loneliness and isolation strategy

A Connected Scotland: our strategy for tackling social isolation and loneliness and building stronger social connections—

<https://www.gov.scot/publications/connected-scotland-strategy-tackling-social-isolation-loneliness-building-stronger-social-connections/>

It has also been a pleasure to participate in meetings of the Guild members who bring enormous energy and commitment to the work they undertake. It has been a productive partnership between the Guild and FiOP.

We plan to continue to convene this ecumenical group to continue discussion and recommendations on issues affecting the well-being of older people.

JUST Festival

In collaboration with the Bethany Christian Trust we held an event during the Festival to highlight the importance of identity and belonging. It took the form of a conversation in which three individuals explored through the medium of storytelling, the theme of identity and belonging. The conversation reflected religion, belief, culture, family roots and their impact on our sense of being human and societal attitudes. The event was accompanied by music and complemented by photographs expressing individuality in the light of ageing.



Identity and belonging

This theme is fundamental to spirituality and the photographs taken by Colin Gray (Photographer, Glasgow) illustrate how we all have more than one identity and a sense of where we belong.



"I have just been enjoying reading the recent newsletter, what a wealth of good things going on."



NEWSLETTERS
Over the last year we
have circulated six
thousand newsletters

Theology of Ageing Roundtable

This successful roundtable was held in collaboration with Edinburgh University Chaplaincy.

The aim was to address:

- whether it is the task of theology to be a practical activity, and
- does it provide a resource for a working understanding to inform practice.

The discussions were led by Professor John Swinton (Aberdeen University), Professor Peter Kevern (Stafford University), Rev Dr Keith Albans, Methodist Minister York and Professor Mike Parker (Alabama University). The roundtable was chaired by Rev Dr Harriet Harris, Lead Chaplain, Edinburgh University.

The discussion was very rich and the presentations can be found on the FiOP website.

<https://www.faithinolderpeople.org.uk/resource/roundtable-ageing-with-purpose-and-passion/>



We reached over 400 people through the participation in the conferences and events of other organisations with a focus on spiritual care and the role of faith communities supporting people experiencing dementia.

FiOP contributed to the publication from the Scottish Partnership on Palliative Care

A Road Less Lonely is a report looking at how to encourage more supportive attitudes and behaviours relating to death, dying and bereavement in Scotland.

https://www.palliativecarescotland.org.uk/content/publications/1526560117_A-Road-Less-Lonely-WEB.pdf

Publications

Scottish Care commissioned FiOP to write an article for its Cameo series.

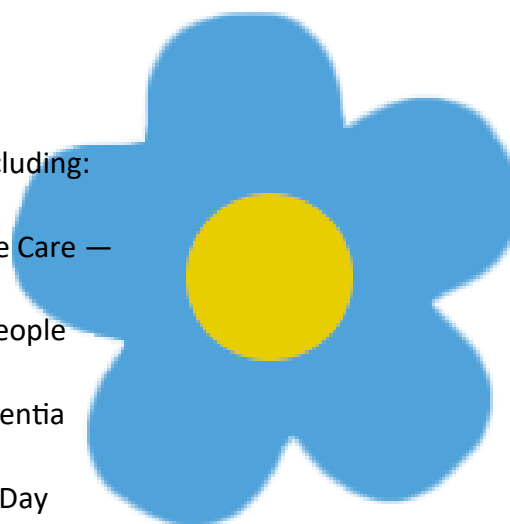
The article is entitled 'Spiritual Care is everyone's business' and the authors were Dr Lesley Greenaway, Simon Jaquet and Maureen O'Neill.

<http://www.scottishcare.org/wp-content/uploads/2018/06/Care-Cameo-7-spirituality-final.pdf>

Contributing to other organisations

FiOP made presentations at a number of conferences including:

- Scottish Palliative Care Conference on Compassionate Care — Good Life, Good Death, Good Grief
- Dunfermline Presbytery Conference on Supporting People with Dementia
- Stirling Presbytery Conference on Churches and Dementia
- Alzheimer Scotland Annual Conference
- Scottish Episcopal Church, St Mary's Cathedral Open Day
- Scottish Care Conference
- Church of Scotland Youth Assembly



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 Scottish Government
Queensberry House Trust
Scottish Episcopal Church
ACTS
Souter Foundation
The Baird Trust
Lady Marion Gibson
The Best Trust
Life Changes Trust**

Edinburgh Diocesan Office (for their support and companionship)

and many other individuals



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