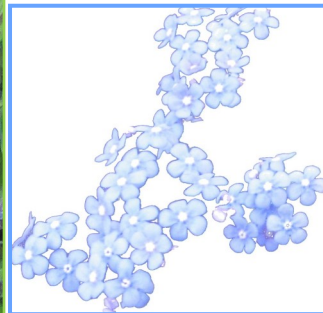
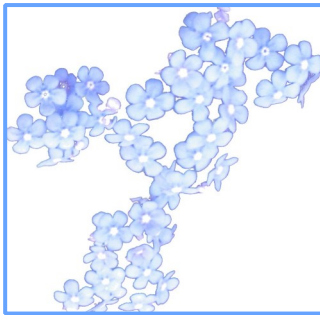




ANNUAL REPORT 2019-2020

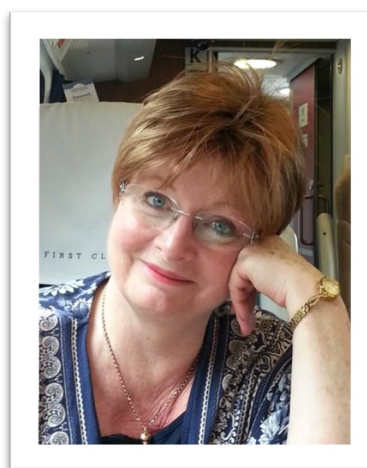


What the symbolism of the Forget Me Not flower means to FiOP

- *True and undying love*
 - *Remembrance during partings or after death*
 - *A connection that lasts through time*
 - *Fidelity and loyalty in a relationship, despite separation or other challenges*
 - *Reminders of your favourite memories together with another person*
 - *Remembering those who are experiencing dementia*
 - *Caring for those who are disadvantaged*



Robert Rendall, Chairperson



Maureen O'Neill, Director

OUR BOARD

Bob Rendall (Chair)
Richard Baker
John Gillies
Francesca Greenwood
Harriet Harris
Jo Hockley
Sue Millar
Rohini Sharma Joshi
Calum Strang
Lynda Wright

Paul Bannon (Treasurer)

Retiring Board Members

Elspeth Glasgow
Isabel Smyth (Company
Secretary to Oct 2019)

THEOLOGICAL ADVISOR

John Swinton

FIOP ASSOCIATES

Nancy Adams
Ruth Aird
Marion Chatterley
Lesley Greenaway
Jenny Henderson
Simon Jaquet
Diana Kerr
Mary Marshall
Mike Nicholson
Lynda Wright

OUR STAFF

Maureen O'Neill OBE
Director 2007-

Mary Wilkinson
Administrator 2015-2018
April 2019-



Our aim

- to develop a stronger understanding of the importance of the spiritual dimension to the wellbeing 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
- to continue to build the capacity and efficiency of the organisation



Chairman's Report 2019-2020

The Board met four times during the year. Meetings are lively and informative and enable the Trustees to discharge their duties with efficiency and understanding. Management Accounts were examined at each of the meetings when Trustees were also provided with information relating to fund raising matters. These important matters were supplemented by quarterly reports on the activities of the charity which included details of progress made towards agreed outcomes and goals.

During the year the Board said farewell to Isabel Smyth and Elspeth Glasgow who, during six years of service had contributed wisdom, expertise and practical support to the ongoing development of the charity. Faith in Older People was delighted to welcome Dr John Gillies, Dr Frankie Greenwood, Rohini Sharma Joshi and Lynda Wright to Board membership. Faith in Older People continues to meet its agreed objectives through a range of well attended conferences, a round table event, training courses, seminars, research and reports. The round table event, 'Ageing with Passion and Purpose' brought together local, national

and international participants and provided an opportunity for lively, informed and visionary discussion. The 'One Step at a Time' Conference organised in conjunction with the Church of Scotland Guild and ACTS drew in church members from throughout Scotland to hear how they could build a supportive environment for people with dementia and their families in church communities. Further detailed information about these and the charity's other activities are available later in the report.

In my years with Faith in Older People I have been delighted to see how the charity, through its staff, associates and volunteers have done what they can to embrace many of the issues that plague our society and bring their diligent practicality, caring hearts and indefatigable spirits to the challenges at hand. They are to be congratulated for all that has been achieved in the difference that they have helped to make to and in the spiritual lives of many older people throughout the country.

As we embrace the future, a very different future from that which any of us might have envisioned just a year ago, it will be necessary for our Board, like many others in the Third Sector,

to stop and take time to reflect before we continue. It will be important to hasten slowly into the new future that beckons with its range of ascendant difficulties, deeper hurts and greater pain caused by Covid19. It is timely that we will be reviewing and updating the charity's Strategic Plan in readiness for 2021. We are an innovative and resourceful generation, who have lived through quite extraordinary changes in our lifetimes, changes to which we have adapted and integrated into our lives. We, the children of much change, may need to steer the charity in a different direction to meet these new challenges, we may need to modify our work practice as we embrace the future, but we will do so with confidence, knowing that we have the resilience and adaptability for such a time as this. At the heart of all our activity however will be the simple desire to enable;

'a better understanding of the importance of the spiritual dimension to the wellbeing of older people'

Robert Rendall
Chairman

Introduction

Every year brings new opportunities to collaborate with different individuals and organisations; to evolve our work and to continue to emphasise the importance of the spiritual dimension as we age. The last few months of the year in which this report is written spiritual wellbeing became increasingly important as older people were in lockdown and many shielding with our health and social care staff at full stretch. As we emerge from this hugely difficult time, for so many people our new norm should have a much stronger emphasis on what contributes to our resilience and sense of hope and what are the beneficial lessons we have learned from this crisis.

We are thankful for all the support we have received over the years and look forward to continuing to work collaboratively with old and new colleagues to make a difference.

Faith in Older People aims to contribute to the Scottish Programme of Government and the National Performance Framework in the following ways:

- work to enable the inclusion of, and equality for older people so that they can live fulfilled lives
- highlight the significant contribution they make to our faith communities and society in general
- we support the well-being of older people in care homes and continuing care units by contributing to the understanding of the impact of spiritual care on their wellbeing.
- help in building the resilience of older people and those who care for them

RAISING AWARENESS AND TRAINING

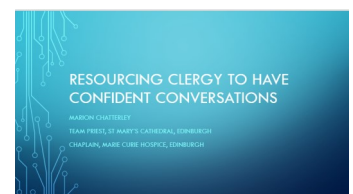
DURING THE YEAR WE HAVE ORGANISED:

- Consultations on the Dementia Learning Resource – One Step at a Time
- The Power of Music – Developing Singing Groups for people experiencing dementia

WORKSHOPS ON:

- Death and Dying
- Spiritual care
- A Roundtable on 'Ageing with Purpose and Passion'
- Workshops for Scottish Episcopal Church Ordinands and Curates
- Diversity at end of Life for the NHS Spiritual Care Teams in collaboration with the Woolf Institute, Cambridge
- Weathering Well into Spiritual Elderhood

Total participants 264



CONFERENCES

During the year, two conferences were held with the Church of Scotland Guild as part of our joint consultative programme for churches in Scotland with funding support from Action for Churches Together in Scotland (ACTS):

- Building and sustaining compassionate communities: The role of the Churches in supporting people with end of life matters in collaboration with Scottish Partnership for Palliative Care (SPPC).
- One Step at a Time—supporting people with dementia in our faith communities



Total number of participants—150

Events planned between February and April 2020 were postponed because of the Corona-Virus pandemic and will be reorganised when the time is appropriate.



EDUCATION RESOURCES

Spiritual Care Matters – an eLearning Resource available on the FiOP website <https://www.faithinolderpeople.org.uk/project-category/spiritual-care-education/>

Spiritual Care Matters is for all staff and volunteers working in care homes, health and other care settings. People who will be interested in the course include care assistants, health care staff, home care visitors, activity coordinators, catering staff, administrative staff, carers and anyone with a role in supporting older people. The course is part of the Scottish Social Services Council Open Badge Programme.

The learning resource has been downloaded 103 times.

One Step at a Time – <https://www.faithinolderpeople.org.uk/project-category/dementia-care-and-faith-communities/> A learning resource for faith communities to build a more supportive environment for people with dementia and their families.

The resource has been widely disseminated at conferences and workshops and has been downloaded from the FiOP website (348 times) by a range of organisations and individuals across the world.

FiOP is indebted to the authors, Professor Mary Marshall, Professor Faith Gibson, Jenny Henderson and Dr Lesley Greenaway for all their work and to Mary and Faith for presenting the Learning Resource at the International Conference on Ageing and Spirituality held in Canberra, Australia in October 2019.

We were delighted that Dementia Advocacy Canada requested permission to adapt the guidelines into the Canadian context with full acknowledgement.

Accounts: Income Account: for the year ended 31 March 2020

	2020 £	2019 £
Income (Notes 3-5 in Accounts)		
Donations	1,724	1,975
Sales and events	4,654	1,803
Scottish Government	28,000	15,000
Queensberry House Trust	-	10,000
Scottish Episcopal Church	5,000	5,000
Baird Trust	10,000	10,000
Souter Trust	3,000	3,000
Best Trust	-	25,000
Lady Marion Gibson Trust	-	2,000
Life Changes Trust	36,325	-
Action of Churches Together in Scotland	8,000	-
Interest received	-	15
Total income	96,703	73,793

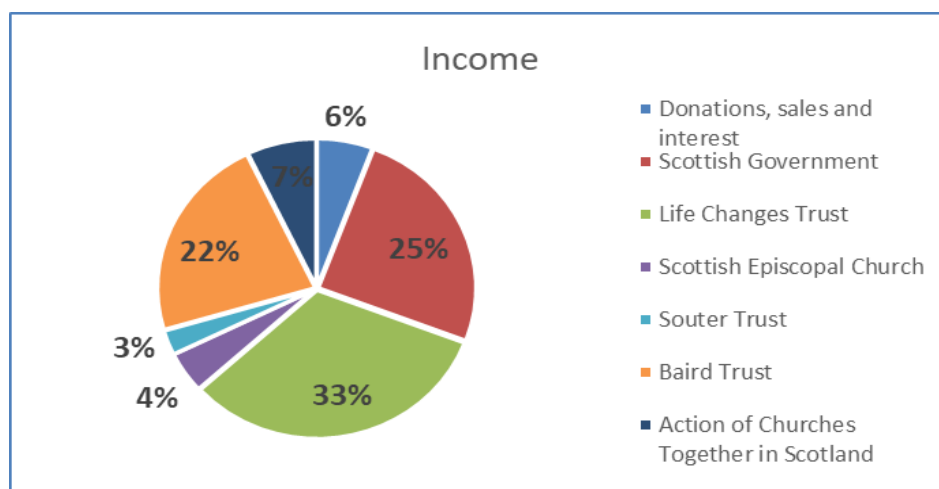


Fig 1. Income

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.

Accounts: Expenditure Account and Balance Sheet at 31 March 2020

	2020 £	2019 £
Expenditure (Note 6 in Accounts)		
Staff costs	40,365	33,396
Projects and activities costs	29,955	10,636
Premises costs	2,794	1,672
Running costs	4,969	6,058
Motor and travel costs	1,622	1,448
Legal and professional	2,807	4,145
Interest and charges	72	86
Independent examination	1,650	1,590
Governance costs	2,603	3,538
Total expenditure	86,837	62,569
Surplus/(Deficit) for the year	9,866	11,224

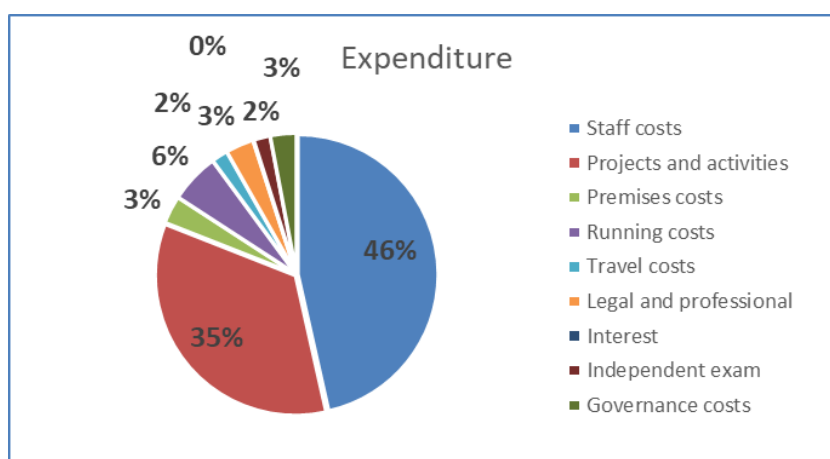


Fig 2. Expenditure

BALANCE SHEET		
	2020	2019
	£	£
Assets		
Debtors	1,174	633
Bank	61,399	52,014
Liabilities		
Creditors and accruals	<u>(1,650)</u>	<u>(1,590)</u>
Total Funds	60,923	51,057
<i>Split:</i>		
Unrestricted Funds	60,923	48,557
Restricted Funds	-	2,500

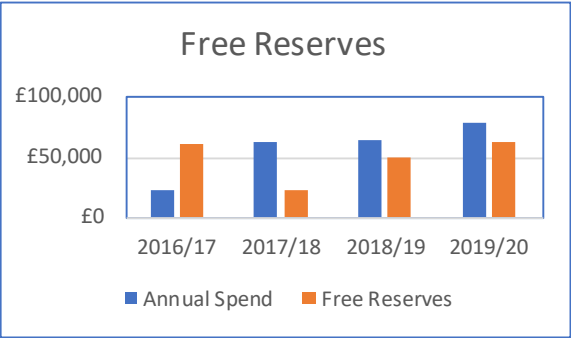
FREE RESERVES																
																
<table><caption>Free Reserves Data</caption><thead><tr><th>Year</th><th>Annual Spend (£)</th><th>Free Reserves (£)</th></tr></thead><tbody><tr><td>2016/17</td><td>25,000</td><td>60,000</td></tr><tr><td>2017/18</td><td>60,000</td><td>25,000</td></tr><tr><td>2018/19</td><td>60,000</td><td>50,000</td></tr><tr><td>2019/20</td><td>75,000</td><td>60,000</td></tr></tbody></table>		Year	Annual Spend (£)	Free Reserves (£)	2016/17	25,000	60,000	2017/18	60,000	25,000	2018/19	60,000	50,000	2019/20	75,000	60,000
Year	Annual Spend (£)	Free Reserves (£)														
2016/17	25,000	60,000														
2017/18	60,000	25,000														
2018/19	60,000	50,000														
2019/20	75,000	60,000														

Fig 3. Free Reserves

PROJECTS

Church of Scotland Guild and FiOP joint work

Loneliness and Isolation

FiOP has worked collaboratively with the Church of Scotland Guild over the past three years in bringing together an Ecumenical Group which has considered different issues. This has resulted in the two conferences held during the year but also a continued discussion on the critical issue of Loneliness and Isolation.

The Scottish Government published its Strategy 'Connecting Scotland – Tackling Loneliness and Isolation' and we were pleased to hold a meeting of the Ecumenical Group to hear about the implementation with contributions from the Scottish Government, Kiren Zubairi from VHS and Paul Okroj, Chairperson of the Volunteering Network.

Informing and sharing information about the work carried out in different sectors is critical as is the acknowledgement of the key role played by faith communities in finding solutions and supporting individuals experiencing loneliness and isolation.

FiOP is a member of the Action Group on Isolation and Loneliness which supports the Scottish Government Implementation Group.



Evaluation of the Life Changes Trust Funded Befriending Projects

FiOP was pleased to be awarded the contract to undertake this evaluation work and brought together an experienced team of Simon Jaquet, Jenny Henderson, and Mike Nicholson. It has been a stimulating and informative project and we will share the learning through the Life Changes Trust.

The project will be completed in the autumn of 2020.



Mental Health and Older People

This was an emerging strand of work for FiOP and we have worked closely with Voluntary Health Scotland and Support in Mind. This brought together a group of organisations to consider the issues facing older people in relation to the mental health services available and the issues they face. In addition, we had planned a workshop for churches to consider the issues for them in supporting people with mental health issues. This has been postponed until later in the year because of the pandemic. Mental health is an increasingly important area of work as we consider the impact of the pandemic on loneliness and isolation, mental wellbeing and going forward.

Older People in Prison

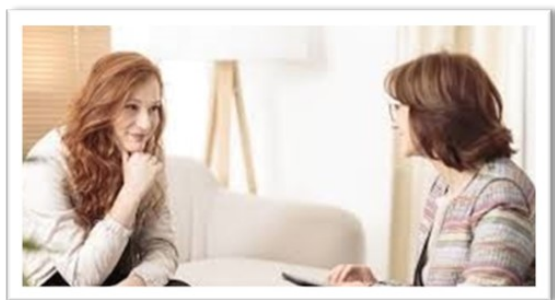
This is a significant issue as the population in the Scottish Prison Service ages and experiences dementia and disabilities for which the prison environment is not easy. Discussions were held with the Scottish Prison Service Chaplaincy and the FiOP AGM was an opportunity to hear about:

- the prison service and the issues
- initiatives being developed for older prisoners by the Salvation Army and
- an example from a prison in the USA which is training prisoners to support other prisoners who require palliative care

We plan to renew our contacts towards the end of 2020.

New Project for 2020

LISTENING AND CARING IN CONFIDENCE



FiOP has responded to the pandemic by setting up a free **on-line listening and caring service** for care home and care at home staff to support them

given the impact on them resulting from the pandemic.

At the point of writing this report, the service had just been launched and publicity was continuing to be developed. We hope that the service will have a lasting benefit to all those who care for older people. We are very grateful to the Scottish Government Well-being Fund which enabled us to establish an on-line booking and on-line listening service which is independent, confidential, and sustainable.

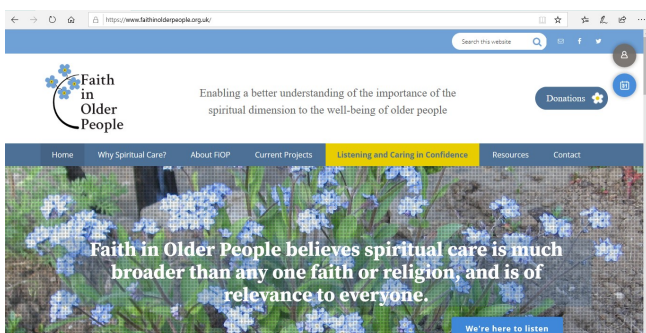
RESEARCH

We continue to disseminate the findings around education and awareness from our previous research in care homes (<https://www.faithinolderpeople.org.uk/resource/de-mystifying-spiritual-care-jan-2018/>) and hospital based complex continuing care units in the NHS (<https://www.faithinolderpeople.org.uk/resource/spiritual-care-education-in-hospital-based-complex-continuing-care-units-in-one-health-board-area-in-scotland-a-qualitative-appreciative-enquiry-into-spiritual-care-delivery-by-health-care-work/>)

FiOP was pleased to be awarded a grant from NHS Education Spiritual Care Unit to undertake a '*Scoping Review to determine the extent to which spiritual care is incorporated into the education of health and social care staff in Scottish Universities and Colleges*'. The research is being undertaken by Ruth Aird who was the lead researcher on the previous project. We aim to publish the report in the autumn of 2020.

OUR WEBSITE

Our website is regularly updated with



- ⦿ topical blogs
- ⦿ reports
- ⦿ newsletters
- ⦿ useful resources

OUR NEWSLETTERS

We regularly distribute a newsletter every six weeks and **during 2019/2020 we distributed nine newsletters to 739 subscribers;** but since March 2020 they have been issued every two weeks so that we can include up-to-date information on resources available.

I've just received the FiOP newsletter and in the snowstorm of communications about the Covid 19 situation this is one of the most helpful. Lots of imaginative and useful ideas, helpful suggestions for support, and a hopeful blog. Really excellent!

WORKING WITH OTHER ORGANISATIONS

- ✿ Contributing to the Age Scotland—About Dementia – Shaping our Worlds Together project funded by the Life Changes Trust. FiOP will be involved on the strand on faith, belief and the spiritual dimension
- ✿ A speaker at a national conference in Warrington for Home Instead which has been at the forefront of specialised home care for the elderly and supporting those being cared for and their families for many years
- ✿ Contributed to the JUST Festival on the Session 'Transitions into Retirement' along with Mary Marshall and Adam Stachura of Age Scotland



- ✿ A member of the Scottish Government's Older People's Strategic Action Forum and the Scottish Government Older People's Development group at which presentations were made
- ✿ Workshop facilitators on supporting people with dementia at the Church of the Nazarene, Paisley
- ✿ Continue to work with Interfaith Scotland and held a discussion with its members of the role of older people in faith communities
- ✿ A speaker at two Church of Scotland Presbytery meetings on supporting people with dementia
- ✿ Work with the Edinburgh Interfaith Association on a range of issues including the development of listening services
- ✿ Attend the Scottish Parliament Cross Party Groups on Health Inequalities and Palliative Care
- ✿ A member of the Scottish Partnership on Palliative Care Charities Group
- ✿ Speaker at the Scottish Older People's Assembly in the Scottish Parliament
- ✿ Talk to the Church of Scotland Sandyhills Guild
- ✿ Speaker at EICSS Conference on Spiritual Care and Wellbeing

NEWSLETTERS
Over the last year we
have circulated over six
thousand five hundred
newsletters

FAITH IN OLDER PEOPLE CONTINUE TO WORK WITH:

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

GOING FORWARD

FiOP's work is never completed. Each project informs us of our next step and the world around us highlights the important issues society faces and alerts us to what our focus needs to be.

Next year we will be rolling forward work on spiritual education, befriending, dementia, and mental health. These factors all contribute to spiritual well-being.

The Covid-19 pandemic has emphasised how important these aspects are to individual lives and community spirit. In this context, 'The 'Equal Minds' report (Scottish Government 2005) states that:

"mental health is the emotional and spiritual resilience which allows us to enjoy life and to survive pain, disappointment and sadness' and cites as one of the protective factors for individuals 'being spiritual with access to faith groups."

We will work with colleagues who have responded to the crisis, consider how we have built resilience and contribute to the Social Renewal Programme being developed by the Scottish Government in collaboration with all sectors.

The crisis has strengthened our belief that the spiritual dimension in our lives is critically important and that the learning from the different responses over the past months must not be lost but built on. FiOP will contribute to this revival.



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
Scottish Episcopal Church
ACTS
Souter Foundation
The Baird Trust
The Best Trust
Life Changes Trust**

Edinburgh Diocesan Office (for their support and companionship)
and many other individuals



We would also like to acknowledge the support of
Form and Function for their on-going website support and the
Listening and Caring in Confidence Service
vCita Scheduling Service for assistance in setting up the On-Line
Booking for Listening and Caring in Confidence Service
SARN for their continued IT support



Faith in Older People

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Website: www.faithinolderpeople.org.uk