



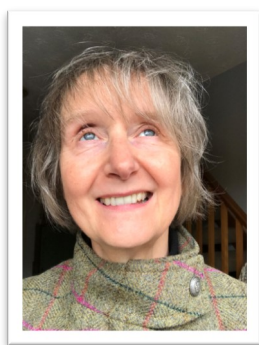
ANNUAL REPORT 2022-2023

*"The path of spiritual growth is a path of
lifelong learning."*

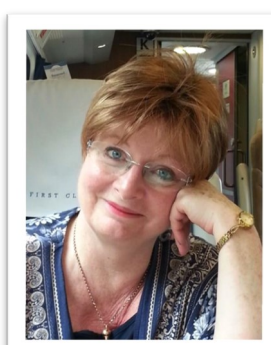
M. Scott Peck



Faith in Older People is a small Scottish Voluntary Organisation which employs two part-time staff and works collaboratively with a range of individuals and organisations to develop its work. It is governed by a Board of Trustees and is a charity registered with OSCR and is a Company Limited by Guarantee with Charitable Status.



Su Millar, Chair



Maureen O'Neill, Director

OUR BOARD

Su Millar (Chair)
 Richard Baker (Retires 2023)
 Marion Chatterley
 Amy Crichton
 Francesca Greenwood
 Grant King
 Calum Strang
 Deidre Wallace
 Lynda Wright (Retires 2023)
 Paul Bannon (Treasurer)

THEOLOGICAL ADVISOR

John Swinton

FIOP ASSOCIATES

Ruth Aird
 Jenny Henderson
 Sally Jaquet
 Simon Jaquet
 Mary Marshall
 Mike Nicholson
 Gill Yellowlees

OUR STAFF

Maureen O'Neill
 Director 2007-

Mary Wilkinson
 Administrator 2015-2018
 2019-

Faith in Older People's strategic purpose is: To mobilise faith communities to understand, promote and support the importance of the diversity of the social and spiritual needs of older members in their congregations and local communities

Faith in Older People's strategic aims are: To develop a stronger understanding of the importance of the spiritual dimension to the wellbeing of older people

Our objectives are:

- 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

The Board from time to time considers key themes in which spiritual care plays an integral part. The current identified themes are:

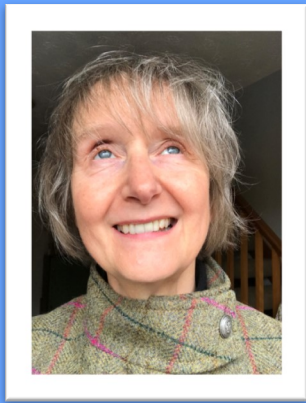
- | | | |
|-------------------------------------|------------------------------------|------------------------------------|
| * Dementia | * End of life matters | * The contribution of older people |
| * Enduring mental health challenges | * The potential of Anna Chaplaincy | * Loneliness and Isolation |

Faith in Older People aligns its work with the following Scottish Government National Outcomes—smarter, fairer, healthier, stronger

We are better educated, skilled and provide research evidence.
 We contribute to healthier lives.
 We contribute to the design and sustainability for older people with dementia.
 We contribute to resilient communities in which people take responsibility for their actions.
 We contribute to older people maintaining independence and help agencies to develop support them.
 We encourage and enable participation.
 We contribute to supporting mental well-being and end of life care.
 We will contribute to the quality of healthcare by emphasising the Inclusion of spiritual care.

Informed—We contribute to research and knowledge exchange.

Human Rights—We uphold human rights in respect of older people and their ability to hold their beliefs and faith and for them to be treated with kindness and dignity.



2023-2024 Report from the Chair

It was a huge privilege and honour to be elected in September 2022 as Chairperson, having joined the Board in 2018.

Bob Rendall, my predecessor, had completed a six-year tenure as a skilful and thoughtful Chair and retired from the Board by rotation, as did fellow trustees, Rohini Sharma Joshi and John Gillies after their first term. The Board benefitted hugely from their individual and collective generosity in sharing their knowledge, experience, and practice. My sincere thanks to all Board members too for their thoughtful and constructive contributions at the four Board and other meetings held during the year. We welcomed a new cohort of trustees: Marion Chatterly, Susan Siegal and Grant King.

This 2022-2023 Annual Report expresses, in outline, the breadth, reach and impact of the work undertaken by this small Scottish Voluntary Organisation which employs two part-time staff who work collaboratively, and to great effect, with a range of

individuals and organisations to develop the work and mission of the organisation,

“to mobilise faith communities to understand, promote and support the importance of the diversity of the social and spiritual needs of older members in their congregations and local communities.”

Strategically, our aim is twofold; *“to develop a stronger understanding of the importance of the spiritual dimension to the wellbeing of older people and those who care for them”* and, *“to celebrate the contribution of older people in our faith communities and to wider society.”*

To these aims, during this period, we continued relentlessly to raise awareness and to provide education and training to enable a better understanding of the nature of spiritual care across a wide partnership base with similar interests and values. This enabled us to expand networks, to encourage and shape discussion and to

disseminate information about the different facets which spiritual care in relation to older people present.

Faith in Older People, capably led by Maureen O’Neill, our Director, has influenced agenda and debate and attracted great deal of interest and attention, at home and internationally. A thought-provoking, practical programme of zoom conferences, events, and education projects, training and support materials, funded research and publications, presentations, seminars and workshops with diverse communities have been instrumental to the success and pull of FiOP’s work.

In fact, there has been a demonstrable impact. FiOP’s contributions have influenced policy and practice development in spiritual care across key themes in which spiritual care plays an integral part. These themes continued to embrace dementia, enduring mental health challenges, end of life matters, the potential of Anna Chaplaincy, the contribution

of older people, and Loneliness and Isolation. We have taken care to consider these themes and believe that these provide an agenda that will command support to develop and extend this orbit.

We are also intensely aware that none of these significant achievements to date would have been possible without the vital financial support to aid our operations from funders and grant givers; primarily the Scottish Government, and the Tor Foundation who funded our *Gift of Age* project and the development of the interactive learning resource '*One-Step-at-a-Time*' to support faith

communities in their care of those who are experiencing dementia. We also greatly appreciate the support received from individual donors and the Friends of FiOP. Our deepest gratitude to you all. We must and shall continue to seek future funding and other financial support for our work.

Meantime, behind the curtains, we continued to build the capacity and efficiency of the organisation during the final throws of the pandemic, impressively overcoming many challenges throughout it. I take this opportunity here to acknowledge my, and the Board's, deep appreciation and

huge thanks to Maureen O'Neill, and to Mary Wilkinson, her colleague, for their commitment, dedication, skills, and hard work.

In closing, it has been a busy year and flown by. I thank you all for your support this past year. We now have an ambitious programme planned for next year. So, as we continue our FiOP journey in 2023-2024, it is my dear hope that you would walk with us along the way.

Warmest wishes to all.

Su Millar
Chairperson



Introduction

FiOP has enjoyed another busy and fulfilling year during which we have collaborated with a range of new organisations and importantly completed two major projects as well contributing to the development of the Scottish Government Spiritual Care Framework and Delivery Plan.

Although we miss the face to face contact the continued use of Zoom for our seminars and meetings has proved to be advantageous in reaching a wider audience as well as effective in cost and time saving both for the staff but also for attendees.

FiOP's work encompasses a range of issues affecting older people and underpinning all of them is the importance of the spiritual dimension to their wellbeing. We want to ensure the participation of older people in ways that give meaning and purpose to their lives and a recognition of what they have and continue to contribute to faith communities and to the wider community. However, spiritual care is equally important to those who provide care either in a professional or family capacity. *"the expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet".¹*

The emphasis of FiOP's work is around education, awareness raising and the potential to influence practice so sharing knowledge and expertise with others is increasingly important in a changing society.

Maureen O'Neill
Director

¹ Remen, RN (2006) *Kitchen Table Wisdom, Stories that Heal*; Riverhead Trade.

Spiritual Care Education

A major area of work during the year was contributing to the Scottish Government development of a Strategic Framework and Delivery Plan for Spiritual Care. The FiOP Director was the Co-Chair, together with Gerrie Douglas Scott, of the Education Sub-Group as well as contributing to the overall Advisory Group.



It was gratifying to see that the research work that had been carried out, by Ruth Aird (*pictured*) and Maureen O'Neill, in the previous year in Scottish Universities and Further Education Colleges on the inclusion of spiritual care in the curriculum formed the basis of much of the discussion and is referenced in the final Scottish Government document. [Scoping-Review-in-FE-Colleges-1 \(1\).pdf](#) and [Scoping reviews of spiritual care in the curriculum for nurses and health and social care staff \(faithinolderpeople.org.uk\)](#).

The final document can be found at <https://www.gov.scot/isbn/9781805258858>.

An on-line seminar on the spiritual needs of carers was held in collaboration with Carers Scotland and attended by 44 people.

The spiritual dimension to the wellbeing of older people is core to all FiOP's work. It is hoped that we will be able to contribute to the delivery plan in collaboration with other agencies as well as continuing our eLearning course '*Spiritual Care Matters*' and incorporating the spiritual in all the work strands.

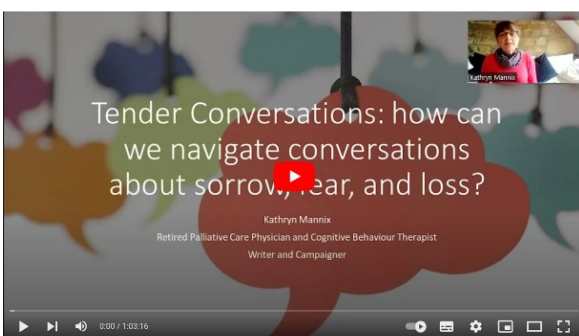
FiOP continues to provide an eLearning course on Spiritual Care Matters which is available from the FiOP website.

The Malcolm Goldsmith Lecture 2022

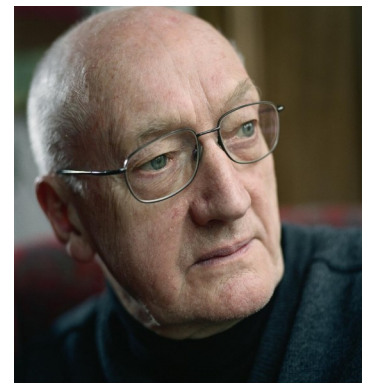
The Malcolm Goldsmith Annual Lecture, on Zoom, was on the issue of end-of-life matters entitled 'Tender Conversations' and given by Dr Kathryn Mannix followed by a conversation with Rt Rev Richard Holloway attended by 109 people.

"What a thought provoking and illuminating talk this was. Delivered with the tenderness she was illustrating." Participant

The link to the Lecture is shown below in the first image.

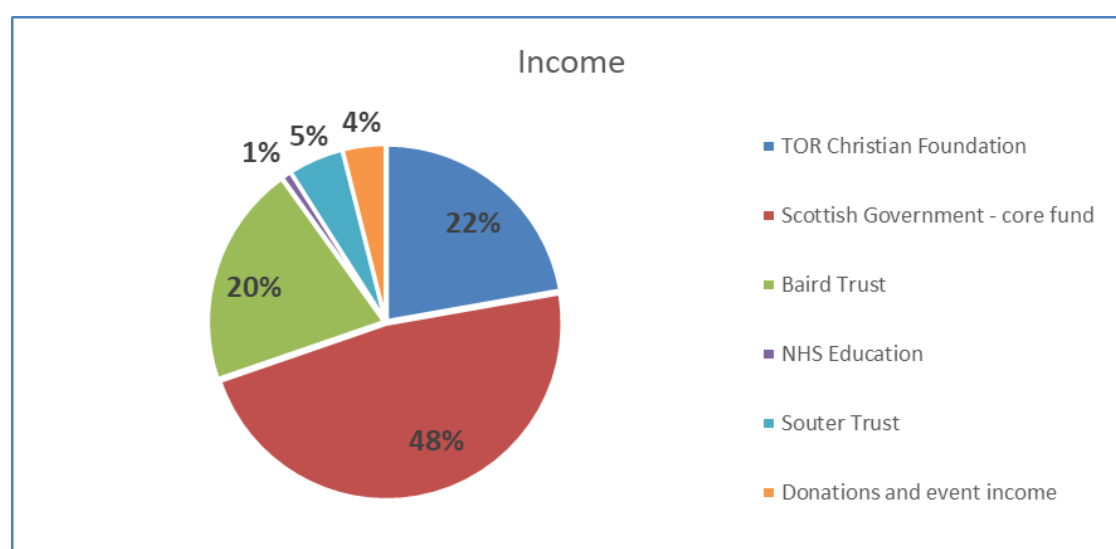


FiOP - The Malcolm Goldsmith Lecture 2022 with Dr Kathryn Mannix and the Rt Rev Richard Holloway



Accounts: Income Account: for the year ended 31 March 2023

	2023	2022
	£	£
Income (Notes 3-4 in Accounts)		
Donations	1,065	2,207
Sales and events	1,253	452
Scottish Government for core funding	28,000	28,000
Scottish Episcopal Church	5,000	5,000
Baird Trust	12,000	10,000
Souter Trust	3,000	3,000
NHS Education	528	7,980
TOR Christian Foundation Limited	13,100	40,000
Scottish Government – Wellbeing Fund	-	15,000
Total income	63,946	111,639

*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, 1 Lochrin Square, 92-98 Fountainbridge, Edinburgh EH3 9QA

The independent examiner's report on the accounts was unqualified.

Registered Charity SC 038225 Registered Company SC 322915 Company Limited by guaranteed with charitable status

Accountants: Alexander Sloan

Treasurer: Paul Bannon

Bankers: Unity Trust Bank, Birmingham; Royal Bank of Scotland, Castle Street, Edinburgh

Accounts: Expenditure Account and Balance Sheet at 31 March 2023

	2023 £	2022 £
Expenditure (Note 5 in Accounts)		
Staff costs	44,561	42,383
Projects and activities costs	18,038	31,293
Premises costs	1,824	1,824
Running costs	7,981	8,128
Motor and travel costs	371	328
Legal and professional	2,898	2,639
Interest and charges	72	72
Independent examination	1,939	1,650
Governance costs	931	972
Total expenditure	78,615	89,289
(Deficit)/ Surplus for the year	(14,669)	22,350

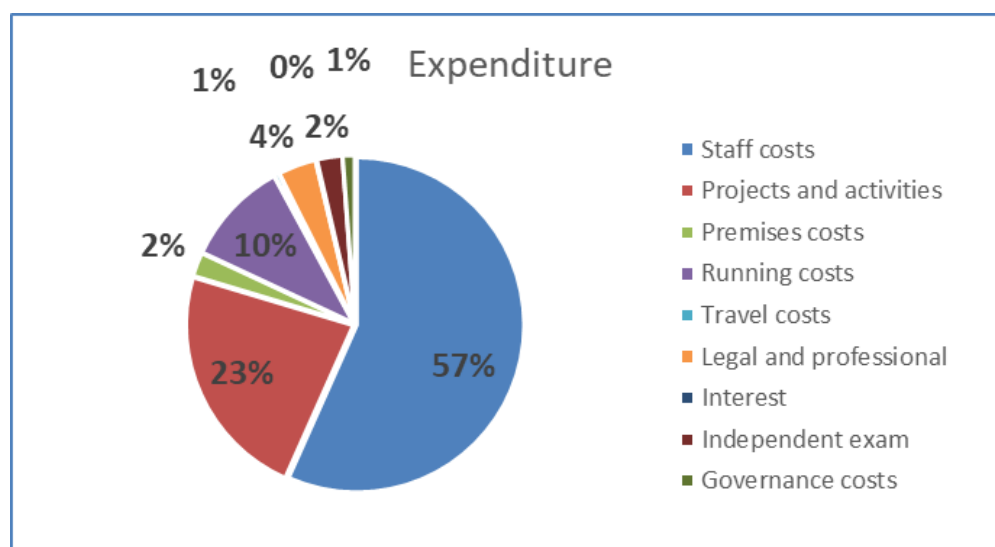


Fig 2. Expenditure

BALANCE SHEET			FREE RESERVES	
	2023 £	2022 £		
Assets				
Debtors	4,444	6,403		
Bank	36,887	49,482		
Liabilities				
Creditors and accruals	(1,915)	(1,800)		
Total Funds	39,416	54,085		
<i>Split:</i>				
Unrestricted Funds	28,916	26,735		
Restricted Funds	10,500	25,400		

Free Reserves Data (2018/19 to 2022/23):

Year	Annual Spend (£)	Free Reserves (£)
2018/19	~60,000	~45,000
2019/20	~85,000	~40,000
2020/21	~82,000	~25,000
2021/22	~88,000	~28,000
2022/23	~78,000	~25,000

Fig 3. Free Reserves

Major Research Projects



The Gift of Age research project on the contribution of older people within their faith community and to wider society was completed and published in November 2022.

The Gift of Age Research Team,
from left to right—
Simon Jaquet, Mike Nicholson, Sally Jaquet



The Report can be read on the following link:

[The-gift-of-age.pdf \(faithinolderpeople.org.uk\)](https://faithinolderpeople.org.uk/The-gift-of-age.pdf) The Report was presented to the TOR Christian Foundation Board which funded the work and an on-line conference on the findings and case studies was held in September 2022 attended by 72 people. This is a unique review in Scotland which the research team presented to Emma Roddick, Minister with Responsibility for Older People.

The following quote supports this perspective.

“This project and research outputs really fills a research gap in volunteering in Scotland. Two main golden threads run through the research – religion and community. In addition to undertaking a survey there are numerous case studies showing the vast range of ways in which older people in the faith community are involved in volunteering, many of which have read across to the societal needs of the cost-of-living crisis. There are important findings on how faith communities identify needs within their communities and the different, often very practical, ways in which faith communities set up volunteering programs to support these needs. (Volunteer Scotland)”.

One Step at a Time

The TOR Christian Foundation also funded the development of an education resource which was completed in the financial year as an interactive on-line resource to support faith communities to ensure the inclusion of people experiencing dementia and their carers. This resource has built on the original version published in 2018 and widely disseminated both in Scotland and other parts of the world. We were pleased to work with people experiencing dementia, carers, clergy, and a church. Our thanks also to Alzheimer Scotland for their support in this project.



One Step at a Time Resource Team,
from left to right—
Professor Mary Marshall,
Jenny Henderson,
Ian Noble

Dissemination programmes are being developed for these two major pieces of work to ensure that the results are widely shared with the potential to influence future developments. [One Step at a Time \(faithinolderpeople.org.uk\)](https://faithinolderpeople.org.uk)

Mental Health and Faith Communities

We continued our focus on this theme with a seminar on Mental Health in collaboration with Sanctuary Mental Health which was attended by 73 people.

Pictured Corin Pilling and Gill Yellowlees

This was complemented by two small workshops in which 20 people participated and which concentrated on developing an understanding of mental health challenges and how to support people experiencing them.

It is the intention to develop this work theme.



Anna Chaplaincy

The development of Anna Chaplaincy and its potential to support the spiritual dimension of older people in care homes has been a significant area of work in collaboration with the Anna Chaplaincy which comes under the aegis of the Bible Reading Fellowship (BRF). Together we have met with church leaders, published articles, and held two on-line seminars on the role of Anna Chaplaincy which attracted 142 attendees which built on the two successful seminars held in the previous year.



Debbie Thrower
Founder of Anna Chaplaincy



Debbie Ducille
Church Lead for Anna Chaplaincy

The intention is to build on this awareness raising to develop a staged education and training process for those who are interested in becoming Anna Chaplains.



Loneliness and Isolation

This is an underpinning theme of most of the work FiOP undertakes. A seminar was held in collaboration with Linking Lives on the issue attended by 50 people. Pictured is Jeremy Sharpe, CEO, Linking Lives, who led the seminar.

FiOP continues to contribute to the Action Group on Isolation and Loneliness, and is a member of the Christians Together Against Loneliness both of which have added important networking opportunities.



Death, Dying and Bereavement

FiOP continued to work in partnership with the Scottish Partnership for Palliative Care through the sharing of information and the delivery of the End-of-Life Skills for Everyone Course held over four half days with 16 participants.

We were pleased to co-facilitate with Fiona Watt and Deborah Ritchie of North Berwick Compassionate Communities.

Other Work

FiOP contributes to the conferences of other organisations and participates in the Scottish Government (SG) Older Peoples' Strategic Action Forum, a member of the SG strategy development groups for volunteering and end of life issues.

During the year FiOP published 11 Newsletters which were regularly circulated to its 650 subscribers - along with a range of blogs from invited contributors.

Further workshops and seminars we have organised and attended

- * End of Life Aid Skills for Everyone (EASE)
- * Gift of Age Conference
- * Hopeful Older Ageing
- * Exploring Caring
- * Penrith Churches
- * NES Bereavement Conference
- * Roundtable on Social Care in curriculum
- * Religion and Belief Network



FIOP and Other Organisations

Working collaboratively with other organisations and individuals underpins FiOP's work as it is a small organisation of two part-time staff members.

Our associates and connections are vital to maintaining our work:-

Scottish Partnership on Palliative Care – end of life matters
Voluntary Health Scotland – mental health and inequalities
Scottish Government Older People's Strategic Action Forum – Strategy for older people and the opportunity to share information and ideas
Christians on Ageing – the sharing of mutual interests and contributing talks to their seminar series during the year
Interfaith Scotland and Edinburgh Interfaith Association to ensure that we reflect the needs of all faith communities
Attend the Scottish Parliament Cross Party Groups on Palliative Care; Health Inequalities
Contributed to the development of the Volunteering Action Framework in Scotland
Participate in the Action Group on Loneliness and Isolation
Chair the University of the West of Scotland research project on older people, dementia and prison



The Future

- * Continuing to develop education around spiritual care for health and social care staff
- * Further developing awareness of the importance of end of life matters and palliative care and the inclusion of spiritual care
- * Developing work to support faith communities in relation to enduring mental health challenges and dementia
- * Continue to disseminate research findings and education resources
- * Organise the Annual Malcolm Goldsmith Lecture
- * Continue to develop collaborative working and networking



OUR BLOGS

During 2022 to 2023 we published
9 blogs from invited contributors.
We thank them for their insights and ideas.

All our blogs are available at
www.fiop.org.uk

OUR NEWSLETTERS

From April 2022 to March 2023,
we distributed **11** newsletters to our
650 regular subscribers.
The information shared was well received
by many.

7150
newsletters



*... Thank you for this. It is such an impressive newsletter.
So much being done.*



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
The Scottish Episcopal Church
NHS Education
The Baird Trust

The Souter Trust
TOR Christian Foundation Limited
Lady Marion Gibson Trust
and individual donations

Our thanks also to

OUR ASSOCIATES *(listed on inside front cover)*

Our membership of **FRIENDS OF FAITH IN OLDER PEOPLE**
Edinburgh Diocesan Office (for their support and companionship)
and many other individuals

We would also like to acknowledge the support of
WP Maintain for their on-going website support
RazorBlue (SARN) for their continued IT support
Ian Noble, The Untold, for filming One Step at a Time

Faith in Older People



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