



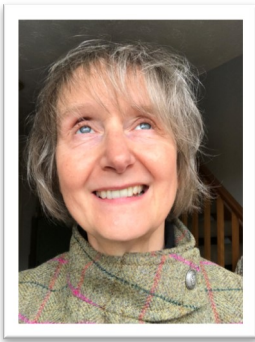
ANNUAL REPORT 2023-2024



*The least of things with a meaning is worth more in life
than the greatest of things without it.*

Carl Jung

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 (September 2023)
Marion Chatterley
Amy Crichton (September 2023)
Francesca Greenwood
Grant King (October 2023)
Susan Seigel
Calum Strang
Deidre Wallace
Lynda Wright (September 2023)

Paul Bannon (Treasurer)

THEOLOGICAL ADVISOR

John Swinton

FIOP ASSOCIATES

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

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

How fast the year has passed. It has again been a great privilege to work alongside such knowledgeable and dedicated Board members who offer such wise counsel, with compassion, consideration, practical experience and clarity. Following a cycle of renewal, some Trustees left us this year. On behalf of the Board and team here at Faith in Older People (FiOP), I give my heartfelt thanks and all good wishes to Lynda Wright, Richard Baker, Amy Crichton, and Grant King, for their much-valued involvement and input during their time with us.

I also want to take this opportunity to express my gratitude and acknowledge the hard work and dedication of our talented team at FiOP during the year: Maureen O'Neill, Director and Mary Wilkinson, Administrator. Both continue to amaze us all with how much they achieve each year, and always to such a high standard. What a great team.

To all our Funders who have reinforced our efforts this past year, I express my sincere thanks to you for your greatly valued support and for believing in FiOP and FiOP's work on the importance of spiritual wellbeing as we age. FiOP could not have achieved all that it has to date without your grants, awards and contributions towards that work.

For all other donations, for which we are equally grateful, my sincere thanks extend to our Friends of FiOP, participants of our online seminars, and other individuals. In future, perhaps even legacies may come into this mix. Something to consider. We continue to look to new ways to raise the monies needed to ensure FiOP continues to navigate out of the choppy waters ahead to what lies beyond. For, as we closed out the year we learned from the Scottish Government that the continuing business grant would not be renewed in 2024-25. Even so, we are fully committed as a Board, as are the team, to continue our work. Any assistance you can give would be much appreciated.

Support from our Funders and other contributors is so much more valuable to us because the focus of our work is *'not everyone's cup of tea.'* Nonetheless, with that *'Invictus spirit'*, *'blooded but unbowed'*, and a lot of *'onwards and upwards'*, we endeavour to push through to progress our current strategic themes. These incorporate, end of life matters; death, dying and bereavement; Anna Chaplaincy spiritual care for older people; dementia support resources, including FiOP's interactive learning resource, *'One step at a time'*; and, the *'Gift of Age Report'*. Both are significant pieces of work and continue to be widely disseminated. [One Step at a Time \(faithinolderpeople.org.uk\)](https://faithinolderpeople.org.uk/One-Step-at-a-Time) [The-gift-of-age.pdf \(faithinolderpeople.org.uk\)](https://faithinolderpeople.org.uk/The-gift-of-age.pdf) FiOP continues to reach new audiences through stimulating and thought-provoking online Seminar Events, where participants regularly zoom in from different time zones across the globe.

And, lest I forget. Cutting across all our strategic themes is that of chronic loneliness and isolation in older people. However, it just doesn't cut, it wounds.

We do not walk alone. We connect and collaborate with many and value their expertise.

Early days still. There remains much to be done to see spiritual care and all that it encompasses imbedded in compassionate and caring practice. To this end, the work and influence of FiOP has been credited with informing significant policy framework developments. Most recently, the Scottish Government *Spiritual Care Framework and Delivery Plan* was published in October 2023, entitled [Discovering meaning, purpose and hope through person centred wellbeing and spiritual care: framework - gov.scot \(www.gov.scot\)](https://www.gov.scot/publications/spiritual-care-framework-and-delivery-plan/pages/2-introduction.aspx)

I am reminded of the African Proverb, “It takes a whole village to raise a child.” Well, in similar vein, so should it ever be with those same children when they reach their older years and become aged. It is our hope that a more compassionate and caring society would help them navigate the path and walk alongside.

Until we get there, may you all enjoy *Abundant Blessings*.

Su Millar, Chair, Faith in Older People

Introduction

Every year is different. We find new collaborators; find new potential to increase understanding of spiritual care and to participate in decision making and policy development. Most important of all we strive to make a difference for older people and those who care for them in relation to their spiritual wellbeing.

During the year we highlighted the importance of spiritual care in building resilience, underpinning good mental health and mitigating the effects of loneliness and isolation.

Our work around spiritual care will never be complete, but we brought several major pieces of work to fruition. The Gift of Age report setting out the contribution of older people within our faith communities came to an end with two conferences and the report being widely disseminated in partnership with Volunteer Scotland together with a joint policy statement with Volunteer Scotland.

FiOP's contribution to the Scottish Government's Spiritual Care Framework was completed when the Framework was published in May 2023. We were proud to be a member of the Advisory Group for this work and will be taking forward some of the work outlined in the delivery plan. This includes the development of a course which will encompass staff in many different roles and at different stages of their careers to have a stronger understanding of the benefits of spiritual care/wellbeing to the lives of those for whom they care but also in nurturing their own spiritual resilience in the face of the many challenging circumstances they will meet.

The evolution of FiOP's resource in support of people experiencing dementia within our faith communities continued with the publication in May 2023 of the on-line resource – **One Step at a time**. We were very grateful to all those who contributed to the development of this resource – people experiencing dementia, their carers, clergy and pastoral carers.

These were major projects in which FiOP was supported by an experienced and skilled group of associates. As a very small organisation our associates are vital in bringing in expertise and knowledge. FiOP also benefits hugely from our collaboration with a range of organisations both within these projects and in bringing their own specific perspectives through the range of seminars organised by FiOP throughout the year.

We know that we will be facing funding challenges given the reductions in funding from the Scottish Government so we appreciate the Scottish Government Grant to undertake an education resource project and will seek funding to support all our core work around education, awareness, and influence.

Maureen O'Neill
Director

The Power of the Possible / The Gift of Age

This was the title of the final conference in promoting this project although we will continue to disseminate the report and to highlight its contribution to the Scottish Government Volunteer Strategy. We are immensely grateful for the partnership with Volunteer Scotland with which we produced a joint policy statement. It is essential that we recognise the significant contribution of older people and faith communities to the wellbeing of our society.



Faith in Older People undertook a major and unique survey of the contribution of older people within and from our faith communities. The overall aim of the research was to identify and better understand the contribution made by older people in faith communities to volunteering, community well-being and citizenship, highlighting the voluntary 'ministry' which lies at the heart of Christian faith, and is also echoed in all other faiths. To achieve this, we had the following objectives:

- Understand the extent to which older people sustain faith communities through voluntary service
- Learn about the impact from the experience of the current 'lockdown' on older people undertaking voluntary service
- 'Map' the needs, contribution, and potential of older volunteers in faith communities
- Identify examples of innovative and challenging practice, particularly ones which have developed in response to the pandemic, exploring how sustainable they are in practice

The research was supported by the TOR Christian Foundation. It is important that the research findings are disseminated as widely as possible to enable individuals and different faith communities to learn about the outcomes and to hear about the range of initiatives across Scotland. We are sure that many are or could be replicated. (Mary add in the link please

<https://www.faithinolderpeople.org.uk/wp-content/uploads/2023/05/The-gift-of-age.pdf>

During the final conference examples of the work undertaken by older people within faith communities was beautifully illustrated by Susan Siegel and Rev Helen Jamieson in conversation with the FiOP Researcher, Mike Nicholson. Additional, reflections were given by Sally Jaquet, FiOP researcher.

A key motivator from our speakers was ***'there will never be sufficient resources, so don't keep talking about a plan – do it!'***

The Joint Policy Statement can be found at [The Gift of Age: Older People, Faith Communities, and Volunteering \(faithinolderpeople.org.uk\)](https://www.faithinolderpeople.org.uk)



Discussing the Report with the Interfaith Scotland Council
[Mike Nicholson, Rev Susan Jamieson, Susan Siegel, Sally Jaquet](#)

Accounts: Income Account: for the year ended 31 March 2024

	2024 £	2023 £
Income (Notes 3-4 in Accounts)		
Donations	1,736	1,065
Sales and events	512	1,253
Scottish Government for core funding	28,000	28,000
Scottish Episcopal Church	5,000	5,000
Baird Trust	10,000	12,000
Souter Trust	5,000	3,000
NHS Education	-	528
TOR Christian Foundation Limited	-	13,100
Queensberry House Trust	10,000	-
Total income	60,248	63,946

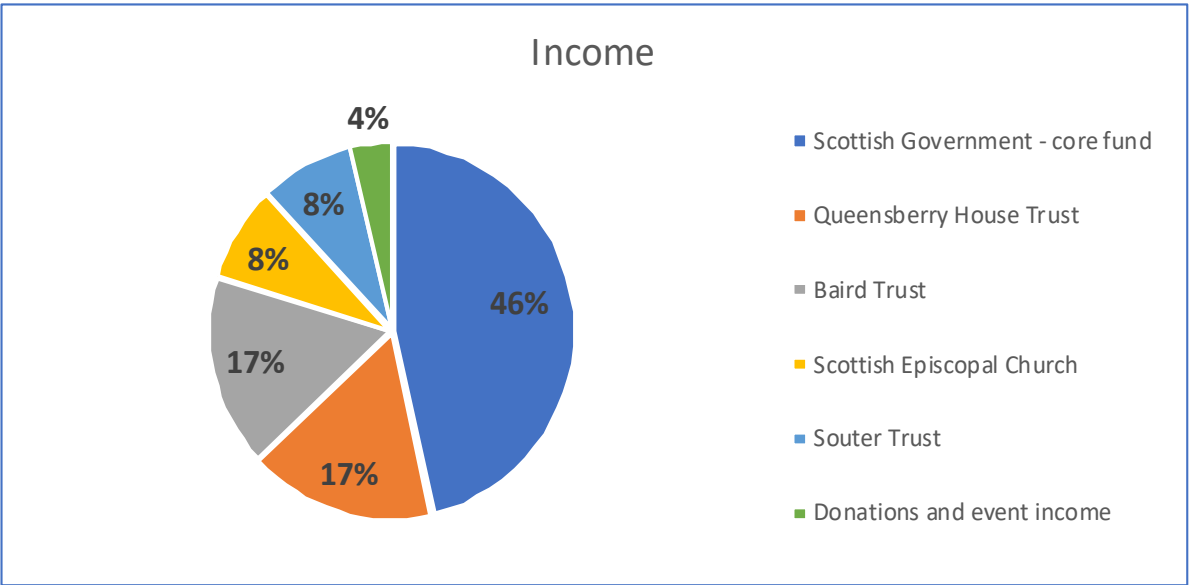


Fig 1. Income

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.

Accounts: Expenditure Account and Balance Sheet at 31 March 2024

	2024 £	2023 £
Expenditure (Note 5 in Accounts)		
Staff costs	46,145	44,561
Projects and activities costs	6,821	18,038
Premises costs	1,824	1,824
Running costs	7,517	7,981
Motor and travel costs	322	371
Legal and professional	3,862	2,898
Interest and charges	72	72
Independent examination	2,145	1,939
Governance costs	917	931
Total expenditure	<u>69,625</u>	<u>78,615</u>
(Deficit)/ Surplus for the year	(9,377)	(14,669)

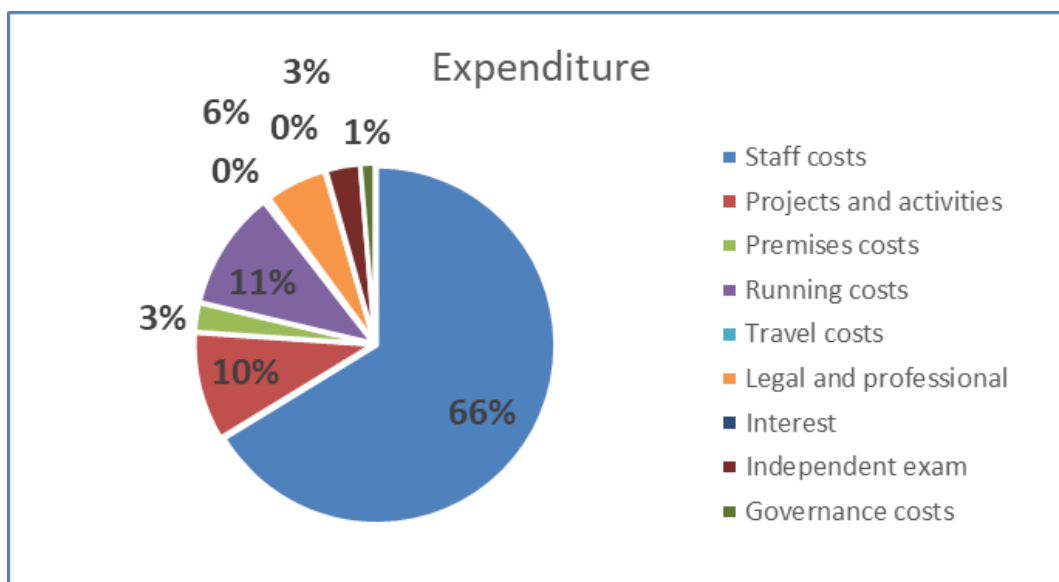


Fig 2. Expenditure

BALANCE SHEET			FREE RESERVES	
	2024 £	2023 £		
Assets				
Debtors	1,466	4,444		
Bank	30,653	36,887		
Liabilities				
Creditors and accruals	(2,080)	(1,915)		
Total Funds	30,039	39,416		
<i>Split:</i>				
Unrestricted Funds	28,839	28,916		
Restricted Funds	1,200	10,500		

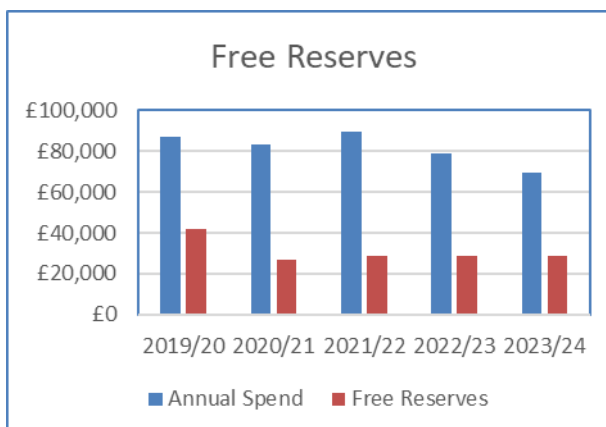
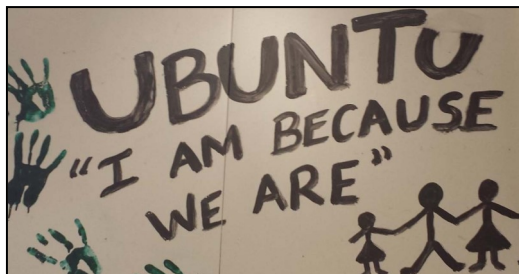


Fig 3. Free Reserves

The Malcolm Goldsmith Lecture 2023

FiOP was delighted to welcome **The Rt Rev Sally Foster-Fulton, Moderator of the General Assembly of the Church of Scotland as our 2023 Lecturer.**

The title of the Moderator's talk was **"A 'with, not to' community: Valuing our older people."**



Our thanks to Sally for a wonderful, thoughtful range of reflections on ageing and older people. It was comforting and inspiring. **To view the recording, PLEASE [CLICK HERE](#)**

"a fascinating lecture and discussion" (Attendee)

One Step at a Time / Dementia in our Congregations

This evolving Resource was published in May 2023. It is practical and can be considered in groups which include those who are experiencing dementia. It is not intended to be prescriptive but to pose questions to find out what might be helpful to all faith communities in their desire to be inclusive.

We hope that the resource will be helpful, and we would welcome your feedback. We would be pleased to discuss the resource with your congregation as we have done with other congregations so that we can consider the way forward.

[FIOP-One-Step-at-a-Time-MAY-2023-version-for-website-etc.pdf](#)
faithinolderpeople.org.uk



End of Life Matters

The FiOP Director continues to be a member of the Scottish Government Advisory Group on Palliative Care and End of Life Matters and serves on its Education Sub-Group. It has been important to be a member as it recognises the contribution that FiOP makes and how it reflects the inclusion of spiritual care as a specific element.

- FiOP continues to facilitate an End-of-Life Skills for Everyone Course and held a course in the summer of 2023 in collaboration with Scottish Partnership on Palliative Care (SPPC)
- FiOP continues to raise awareness of the issues with faith communities through its newsletter
- Contributed to the SPPC Annual Conference and exhibited a poster. Also contributed an on-line poster at the NHS Education Bereavement Conference.

Anna Chaplaincy



Anna Chaplaincy
Offering spiritual care in later life



FiOP has had a strong focus on the importance of Anna Chaplaincy in support of older people within our care homes. It has been a delight to work with the Anna Chaplaincy which comes under the aegis of the Bible Reading Fellowship. We have held a number of awareness raising sessions both on line and in person during the year.

Debbie Thrower

FiOP has worked closely with Anna Chaplaincy over the past two years and have appreciated the enthusiasm, knowledge and inspiration of Debbie Thrower who founded Anna Chaplaincy. Debbie retired in September 2023, and we wish her well and give thanks for all her support.



Debbie Ducille

We continue to work with her successor Debbie Ducille with whom we held two workshops as part of the 'Big Story' day organised by St Mary's Scottish Episcopal Cathedral, Edinburgh.



A wonderful outcome of these workshops was the licensing of an Anna Chaplain from within the Scottish Episcopal Church to join the existing one from the Church of Scotland.

Practical approaches for spiritual care among older people- the potential of Anna Chaplaincy

FiOP was very fortunate in having such excellent and stimulating speakers Rev Sally Foster-Fulton, Moderator of the General Assembly of the Church of Scotland, Professor John Swinton, University of Aberdeen, Chair of Divinity, and Religious Studies and Dr Donald Macaskill, CEO Scottish Care. The Speakers brought rich perspectives. Professor Swinton focussed on the importance of knowing someone's story and how the Purple Bicycle project provided a way of eliciting what matters to an individual.

Donald Macaskill spoke movingly about the value of our care homes and what they bring to older people as their needs change *"In other words, care homes are not places where the task is to **exist** but rather, and with compassionate support and skilled professionalism, they **can** become places where people grow until the end of their lives, changing and moulding their days to the new rhythm of their experience. They are places where individuals are enabled to 'tell their story' and as Maya Angelou has said: "There is no greater agony than bearing an untold story inside you."*

'I find this an extraordinary gift that you are offering the churches. It is a timely space for Anna Chaplaincy to come in.' Revd Dr Sally Foster-Fulton, Moderator, Church of Scotland

Participation in Conferences

Faith in Older People was invited to submit a poster to two conferences:

- Scottish Partnership on Palliative Care 'Out of the Shadows'
- NHS Education conference on Bereavement 'The Grief we Carry'

"The Fellowship of Caring" compassionate, well-healthcare education and is recognized as a caregiver well-being.

We chose to focus on the on those who care for us supported.



is a call to action for a more rounded approach to practice, where spiritual care cornerstone of patient and

impact of death and dying and how they might be

Tackling Loneliness and Isolation in our Communities

FAITH IN OLDER PEOPLE AND INTERFAITH SCOTLAND: A JOINT EVENT TACKLING LONELINESS AND ISOLATION IN OUR COMMUNITIES

FiOP held this online conference to highlight the issue of loneliness by discussing the Scottish Government Policy on Loneliness; the action that faith communities do and can take to tackle loneliness and to explore proposals for the future. The Government Strategy has been updated. We know that faith communities play a significant role in supporting people who feel lonely and isolated, so it is important we take this opportunity to consider the issues and differing roles.

Our speakers included Maureen Sier, Interfaith Scotland; Paul Okroj, Chest Heart and Stroke Scotland; Susan Hunter, CEO of Befriending Scotland and Srihari Vallabhajousula – Hindu Community and then in conversation with representatives of faith communities.



Our Events

During the year we ran seven on-line events and the Annual Malcolm Goldsmith Lecture:

- End of Life Skills for Everyone in partnership with the Good Life, Good Death, Good Grief
- Gift of Age Conferences (2)
- Conference on Loneliness and Isolation in partnership with Interfaith Scotland
- St Mary's Episcopal Cathedral two workshops as part of the BIG STORY with Anna Chaplaincy
- Meaning and Purpose – introduction to the new Spiritual Care Framework
- Practical approaches to spiritual care in partnership with Anna Chaplaincy

Our events attracted 290 attendees

The Future

We remain optimistic about the future but the funding challenges for such a niche area of work are considerable. However, our determination to continue to highlight the importance of spiritual care and ways of implementing it for the benefit of older people has not diminished.

The following events have been planned:

What
End of Life Skills for Everyone course
Sanctuary Mental Health
Intergenerational Church
Malcolm Goldsmith Lecture
Follow up conference on loneliness and isolation
Discussion on One-Step at a Time; Introduction as resource will be on Church of Scotland learning platform
Worship

FiOP will continue its focus on:

- enduring mental health challenges
- developing educational resources on spiritual care funded by the Scottish government
- collaborating with the Anna Chaplaincy to promote the potential of the Chaplaincy to older people in care homes and the relationship with churches
- Loneliness and Isolation as part of the Action Group against Loneliness and Isolation and Christians Together Against Loneliness
- sharing events with the Christians on Ageing
- collaborating with Interfaith Scotland
- ensuring that the contribution of older people from within our faith communities is recognised and appreciated
- highlighting the importance of spiritual care being woven into all Scottish Government policies



OUR BLOGS

During 2023 to 2024
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**

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

OUR NEWSLETTERS

From April 2023 to March 2024,
we distributed **10** newsletters to our
650 regular subscribers.
The information shared was well received
by many.

6500
newsletters

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
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 website support
RazorBlue (SARN) for their IT support
Ian Noble, The Untold for filming One Step at a Time

Faith in Older People



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* front cover image courtesy of Shutterstock