



Adullam Programme Annual Report **For the year October 2017 to December 2018**

Our Aims & Objectives

The Adullam Programme is a self-referral, voluntary programme designed to give people looking for a second chance at life, the tailored and holistic support they need to sustain their recovery, also equipping them with the necessary skills to achieve their hopes and dreams through education and/or employment.

Review of 2017/2018 activities

The Adullam Programme applied for independent charitable status in May 2018. This was subsequently granted by the Charity Commission in August 2018: Charity number 1179623. The Adullam Programme is registered as a Charitable Incorporated Organisation.

a) Residential Programme

Residents are given the opportunity to come to live and work in a structured environment for a 12 month period. We work alongside each resident holistically to devise a weekly programme which can include; cooking skills, Arts & Crafts, gardening, sports, music, recovery groups and work experience placements dependent on their aims. We have had one lady residing in the house since September 2017 who moved on in July 2018.

We have been able to develop links with Brookhouse Methodist Church, and the Aftercare Team from Littledale Hall Rehabilitation Unit, who both support residents of Littledale Hall and Walter Lyon House in a structured and social capacity, and we are excited at the prospect of partnering with them to identify more residents for the house. This provides the added benefit of a broader support base for residents, as well as continuity of contacts as residents transfer from one unit into the Adullam House. We are currently processing the possibility of two residents who can enter the House in the near future.

b) Community Programme

We work very closely with the local Mental Health Services, Lancashire Wellbeing Service, the Police, the Council and several other local agencies and rehabilitation services. It is evident there is real issue in the Community relating to anxiety/depression and loneliness in the Lancaster area. We have received 84 referrals since October 2017 and are currently working with 65 participants.

Over the last 12 months we have established several courses that build a sense of community amongst the lonely and those who are struggling with various issues.

Course	Frequency
Living Life to the Full (for those suffering mental illness)	Weekly for 8 weeks (runs 4 times per year)



Course	Frequency
Celebrate Recovery (12 step recovery programme)	Weekly during term time throughout the year
Cooking on a Budget	Weekly for 6 weeks (2 groups run 8 times per year)
Employability Course	Weekly for 6-8 weeks
Get Active (Fitness)	Fortnightly
Craft Group	Fortnightly
Coffee Morning	Fortnightly

As a result of these courses we have seen a real sense of community begin to emerge amongst our participants.

After the first Living Life to the Full Course came to an end in July 2017, those attending asked for continued support and, as a result of their request, we launched a daytime Celebrate Recovery course in September 2018 to run through the year. 73% of the attendees from Living Life to the Full Course have progressed to ongoing weekly support through Celebrate Recovery over the last 12 months. Each of the courses are sufficiently fully booked to date.

We are pleased to report that when Celebrate Recovery relaunched in September 2018, 100% of attendees from the previous year returned.

In June 2018 we introduced the “Employability” course that teaches CV writing, interview techniques, time management and team working. This course is accredited, measures progress and build towards recognised qualifications that can be documented onto application forms and CVs when our attendees apply for jobs. We launched our first pilot modules in June with 4 ladies, and October with a further 4, and all have completed these first modules to a very good standard. The next module starts in January with 6 ladies signed up to start the module.

We have also been able to build good links with local employers in the area in securing work placements for participants, including a local cafe, hotel, charity shop and animal care charity. We recognise that these links are important in supporting and providing the participants with the opportunity to build their confidence, enhance their work experience and prepare them for the work environment, as appropriate to their needs.

Of course, we could not do what we do without the generous support of our volunteers and we are very grateful for all the time, hard work and commitment they have given us over this last year in the planning and running of all our courses. Indeed, one of the highlights during the year has been seeing people come into the programme as participants who, having developed their own self-confidence, have gone on to voluntarily support other, new participants as they join us.



c) Referral Hub

This is a service we offer for referrals we receive, but where we are not a suitable rehabilitation unit. This is where we endeavour to assist and help the client find the correct rehabilitation according to their needs.

We have links with a number of rehabilitation units outside of the region where we can make such referrals. To date, we have been able to make three referrals, and we continue to keep in contact with these individuals so that they might receive the appropriate support if and when they return back to Lancaster.

We volunteer on a Restorative Justice Course in Styal Women's Prison where 3 courses are run throughout the year for 6 weeks. 22 women attend each course, and each cohort is told of supportive care options for when they leave prison. This has been useful in being able to advertise what we do within the Adullam Programme and how we work. It has been useful to get to know the women and to gain a better understanding of what the difficulties and struggles are when they leave prison and the type of structure and programme that is needed to help them transition back into community. This has also allowed us to meet and work with other organisations in building up networks and reputation.

We also volunteer alongside the Chaplaincy at Lancaster Farms Prison. We attend Sunday Services once a month, and a 'Time Out' session fortnightly on a Saturday afternoon, and have chance to chat and build relationships with the men afterwards. The intention behind these visits is work with those men who are due to be released, to ascertain the best resettlement plan according to their needs. This will include referring onto other agencies and/or authorities who could work with the prisoners upon release from prison to put in place plans to prevent reoffending. We supported two such referrals during December 2018; one inmate who wished to remain in the areas and one who wished to return to his home location.

Structure Governance and Management

The Adullam Programme is a charitable incorporated organisation, registered as a charity on 21 August 2018.

The Trustees

The Charity commenced with 3 trustees; Stephen Karma (Chair), Joshua Fox and Paul Henderson, and has subsequently appointed 2 further trustees: Ms Leanne Percival and Richard Farrow.

All trustees give their time voluntarily and receive no benefits from the charity. Any new trustees are provided with a copy of the Charity Commission guideline "The Essential Trustee", as well as the Constitution of the charity and the financial statements.

Remuneration policy

Our aim is to reward staff, irrespective of seniority, competitively, informed by the following principles:

Fair: We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic

c/o Hope Church, Queen Street, Lancaster, LA1 1RX
Registered Charity No: 1179623



- Competitive:** Levels and types of reward will be determined by the size and scope of the role, and informed by comparisons with peer organisations.
- Differentiated:** We will differentiate reward decisions on the basis of performance - a combination of what is achieved and the way in which it is done.
- Compliant:** Our pay processes will account for the correct treatment of tax and national insurance, and reflect national guidance on minimum levels of earnings
- Affordable:** All reward decisions will be influenced by the extent to which we can afford them. This will include criteria such as income, expenditure and cash flow
- Total Reward:** Our rewards will balance pay, employee benefits, training, development, operating environment and staff well-being.

The Next 12 Months

The main priorities for the next 12 months are:

- to appoint further trustees with a breadth of knowledge in recovery, governance and business sectors who can guide and grow the Charity.
- To secure further funding for salaries, equipment, resources etc, via a mixture of funding bids, donations and fundraising events.
- To start an e-commerce business which will help financially fund the charity and provide valuable work experience/paid employment for the attendees of our courses.
- To introduce an accredited Computer Literacy Course.
- To fill The Adullam House with residents.
- To broaden our networks with the statutory agencies and authorities to promote our work and receive and/or make referrals.