



Adullam Programme Annual Report **For the year ended 31 December 2019**

Our Aims & Objectives

The Adullam Programme offers holistic support to local people who are struggling with mental health and/or are socially disadvantaged, within a caring community; building confidence and self esteem, whilst also equipping them with the skills to achieve self-improvement through education, volunteering and/or employment.

Reporting on Public Benefit

The Adullam Programme carries out a wide range of activities in pursuance of its charitable aims. The Trustees consider that these activities, summarised below, provide benefit both to those who engage in its activities and to the wider community of Lancaster.

Achievements and Performance

The Adullam Programme has seen some significant changes during this last twelve months. Firstly, the loss of funding for a Programme Manager meant that Jill had to step back from this role in November 2018 in order to secure other employment and so Sarah Bainbridge and Kath Leigh took on this role voluntarily to ensure the continuation of Adullam activities, as well as to review the future direction for the charity.

We have also been very grateful for the assistance and expertise of Sandie Barker and Anita Ellershaw on the Community Programme team, and also Brian Porter, on the Residential Programme, who have given much of their time to aid the running of activities as well as supporting participants who join us.

It has certainly been a team effort and the Trustees are very grateful for everyone who has been involved.

An overview of activities is set out below:

a) Residential Programme

In 2019 we established a partnership with Littledale Hall Therapeutic Centre, whereby we could receive residents, who have completed their 6 month treatment programme at Littledale but require further support towards living independently, as a second stage of their recovery. We are able to house up to 3 residents at any one time and each are given the opportunity to live and work in a structured and supportive environment for a 12 month period. We work alongside each resident holistically to devise a weekly programme which can include; recovery groups, work experience/further education placements, and ongoing Littledale Aftercare support as well as other community activities dependent on their aims.

We have had five men residing in the house since January 2019, two of whom were able to secure employment and felt ready to move on quite quickly and two who currently reside in the house. A further resident is expected in January 2020.



This partnership has worked well over the year and we are very grateful to also have the support of Brookhouse Methodist Church who, having established relationships with some of the residents during their stay in Littledale Hall, provide ongoing support and community for them.

b) Community Programme

We have worked very closely with the local Community Mental Health Teams, Lancashire Wellbeing Service, the Police, the Council and several other local agencies and rehabilitation services during the year. It is evident there is a real issue in the city relating to anxiety/depression and loneliness; and during 2019 we received 80 new referrals, of whom 44 have participated in various of our courses alongside our continuing participants.

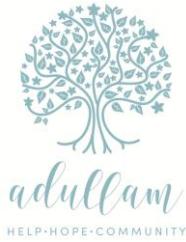
We have found that, given the anxiety levels of those newly referred to us, it can take a while for some to build up their engagement with us and we are happy to work with them at their own pace. We are pleased to see how many participants' lives have begun to turn around more positively during their journey with us.

The last 12 months have seen the continuation of several of our courses that aim to 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 (one course per term)
Celebrate Recovery (12 step recovery programme)	Weekly during term time throughout the year
Cooking on a Budget	Weekly for 6 weeks (one course per term)
Employability Course	Weekly for 6-8 weeks (one module per term)
Craft Group	Fortnightly
Coffee Morning	Fortnightly

It has been a real joy this year to see many of participants return from the previous year and in particular to see the progress that some of our participants have made. Amongst these we have seen:

- one participant secure full time employment and as a result now actively pursuing contact with her children;
 - one participant who was struggling with anxiety after redundancy also secure full time employment;
 - one participant who has gone on to secure and be thriving in a University place away from home;
 - one participant secure part-time employment;
 - one participant take a holiday away for the first time in 20 years
- and many others whose confidence has been significantly improved and are already starting to make better life choices.



We have also been able to build good links with the Queen Square Integrated Care Commission which has led to additional opportunities to raise awareness of the Community Programme with other agencies, such as Minds Matter, the Occupational Therapist Team, St Thomas' Family Centre and Positive Futures. This is an area we would like to continue to develop during the coming months.

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.

We also are extremely grateful to Hope Church, Lancaster for the use of their premises from which we are able to run our Community Programme and office functions. This has become a 'safe place' for many of our participants.

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. This year, 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 are pleased to report that two of these have thrived from the opportunity.

We also have a small team who 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, where we have chance to build relationships with the inmates. The intention behind these visits is to work with those men who are due to be released, to ascertain the best resettlement plan according to their needs. This includes referring on to other agencies and/or authorities who could work with the prisoners upon release from prison to put in place plans to prevent reoffending.

Structure Governance and Management

The Adullam Programme is a charitable incorporated organisation, registered as a charity on 21 August 2018, number 1179623, which is governed by a Constitution (Foundation model). There have been no amendments to the Constitution during the last year.

The Trustees

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

During 2019 Stephen Karma stepped down as a Trustee, but continues to serve the Trustees as an external adviser and Richard Farrow was appointed as Chair.



We are also pleased to have three further external advisers from whom we can seek advice and guidance as required and these are: Dr Nick Johnstone (Queen Square Medical Practice); Mr Roy Crowne (Hope Together) and Mr Ron Farrington (Crossgate Church, Preston).

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.

Financial Review

The full 2019 annual accounts are the subject of a separate report, but in summary the year-end financial position was as follows:

	INCOME	EXPENDITURE	BALANCE
	£	£	£
OPENING BANK BALANCE (01.01.19)			6,180
SALARY		- 6,634	
NEW GRANTS/GIFTS (GENERAL)	12,402		
NEW GRANTS/GIFTS (SPECIFIC)	906	- 395	
RENT (Adullam House)	9,728		
HOUSE RUNNING COSTS (Utilities, insurance, maintenance, equipment, furnishings)		- 7,634	
OTHER COSTS (Insurance, mobile phone, equipment, literature, communications)		- 2,625	
COMMUNITY PROG COSTS (Materials for the various courses)		- 913	
TITHE / SUPPORT (Gifts made at the discretion of the Trustees)		- 336	
TOTAL	£23,036	-£ 18,200	
CLOSING BANK BALANCE (31.12.19)			11,122

As the above accounts demonstrate, having previously been unsuccessful in securing the ongoing funding for the Programme Manager salary, this has been a year of steady growth in our income thanks to a number of factors:

General Grants /Donations

Garstang Free Methodist Church	£ 1,653
Dowager Countess Eleanor Peel Trust	£ 2,500
Nether Kellet Methodist Church	£ 130
One-off personal donations	£ 3,300



Regular monthly personal standing orders	£ 4,197
Coffee Morning donations	£ 400

Specific Grants / Donations

Duchy of Lancaster	£ 450 (ring-fenced for the Employability Course)
Lancaster Community Fund	£ 450 (ring-fenced for the purchase of laptops)

We are very grateful to all those who have provided grants, one-off donations and regular standing orders to the Adullam Programme. Without these, we would be unable to support as many people as we do, and we are deeply encouraged by this demonstration of confidence in the work of Adullam.

All expenditure is used for the running of Adullam and its activities within the Residential and Community Programmes, as summarised above. The section related to Tithes/Support relates to one-off gifts towards supporting specific needs at the discretion of the Trustees. A full breakdown is available in the Annual Accounts.

Remuneration policy

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

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| Fair: | We will not discriminate rewards for reasons of race, colour, faith, gender, sexual orientation, age, disability or any other legally protected characteristic |
| 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 additional 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 appoint a Communications and Public Relations Officer to help raise the profile of the charity.
- To continue to expand the Residential Programme through the further transition of residents as well as receiving additional residents from Littledale Hall.
- To increase the offer within the Community Programme including rolling out an accredited Computer Literacy Course and a Budgeting course.



- To broaden our networks with the local and national statutory agencies and authorities to promote our work and receive and/or make referrals.
- To enhance the team attending HMP Lancaster Farms to support the rehabilitation of inmates.
- 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.

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