

Adullam Programme Annual Report **For the year ended 31 December 2021**

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, like everyone else, has continued to navigate the impact of the Covid-19 pandemic during the year, with the first half of the year seeing the majority of our Community Programme delivered online via Zoom and then being able to meet up again in person from September onwards. We have also been very privileged this year to work with several local partners in providing additional courses for our participants. In particular, working with Lancashire Youth Challenge, Lancaster & Morecambe Debt Centre and the Morecambe Bay Woodlands Project, has greatly benefitted a number of our participants.

We have also been very grateful for the assistance and expertise of Sandie Barker, Anita Ellershaw and Charles May on the Community Programme team, who have given much of their time to aid the running of new and existing activities as well as supporting participants on a 1-1 basis during the various lockdowns.

We are also grateful to David Harrison, our Communications/PR Coordinator for helping to enhance our online presence with relevant articles, stories and tips, thus benefitting the support people are able to access. In addition, we are very grateful to Sam Fitton for his work on upgrading and relaunching our brand new website during the year, which is now much more dynamic and allows people to refer themselves onto our courses directly.

All that we do is dependent on 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 12-18 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 had three men residing in the house during 2021; one of whom has now moved on to settled accommodation and has successfully started his own business, and one has decided to move to alternative supported accommodation and is currently doing well in progressing his recovery. These guys have done well in 2021, particularly in trying times, and should be very proud of what they have managed to achieve. Two new residents are expected to join the house in January 2022 and we look forward to journeying with them over the next year.

It was very encouraging in the summer to host a fundraiser BBQ for the Lancaster & Morecambe Debt Centre, and to have five of the past and present Adullam residents share their stories of recovery with those in attendance. It was so encouraging to see how these guys have flourished during their time with us and beyond, and we are pleased to see them each pursue their own unique pathways. One of our past residents was also given the opportunity to share his story on Konnect Radio as part of mental health awareness week.

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

We are also grateful to Hope Church, Lancaster for the continued use of the house to allow this work to flourish and especially to their Trustees that this arrangement has been extended for a further two years to allow us to protect the future of the Residential Programme.

b) Community Programme

As mentioned above, the ongoing Covid-19 lockdowns during 2021 meant we had to continue the delivery of our Community Programme online via Zoom during the first half of the year so that participants could continue to access the necessary support during a difficult time, along with regular 1-1 telephone support where this was required. We then decided to resume our provision in person from September, and it has been encouraging to see so many participants appreciate the opportunity to meet up and to provide additional support to one another during what has been a challenging time.

It has also been a privilege to work with other partners in the city and being able to offer some new courses for our participants. In particular, working with Lancashire Youth Challenge in the joint provision of a pilot 'Find Your Purpose, Realise Your Ambition' programme aimed at supporting several young people to look at their long-term career development; working with Lancaster & Morecambe Debt Centre in delivering the CAP Money Course, and also the Morecambe Bay Woodlands Project in giving participants the opportunity to work in the outdoors on woodland management and to enjoy some of the local natural habitat. Being able to link up with other partners who have the same ethos and values in wanting to support those who are struggling, has been very positive both for Adullam as a team, but also in expanding what we can offer to our participants.

The courses that we now regularly offer include:

Course	Frequency
Coffee Time	This group now meets in person weekly during term time, with a new and more varied programme for participants to engage in, including:

	Cook-a-long sessions, Craft workshops and/or demonstrations, Book Club, monthly trips out.
Celebrate Recovery (12 step recovery programme)	This group meets weekly throughout the year to provide ongoing support as people work through their hurts, hangups and habits, and is meeting in person once again.
Living Life to the Full (CBT) course	This course is now running in person each term. The course runs for 6 weeks and is also supplemented by two 'taster' sessions using the CAP Kickstart materials.
Job Preparation course	This course now runs over 6 weeks each term and takes participants through the process of identifying their skills, producing a CV, understanding job applications, and perfecting interview techniques. This course also forms part of the 'Find Your Purpose, Realise Your Ambition' run jointly with Lancashire Youth Challenge.
Finding Your Purpose Workshop	This has been a new addition to the Adullam offer and supplements both the Living Life to the Full and Job Preparation courses. It takes the form of a workshop, run by Charles, a successful international coach, and allows participants to explore their skills, qualities and find purpose in their life and/or career. This runs once per term.
Woodlands Project	This is a monthly opportunity for participants to visit a local nature reserve to engage in some outdoor activity in the form of woodland management, butterfly conservation and cooking on bonfires, courtesy of our partnership with the Morecambe Bay Woodlands Project.
CAP Money Course	This course helps participants to learn how to manage their money well, whether that is to reduce outgoings and/or to save for something special and is run in partnership with the Lancaster & Morecambe Debt Centre both in person and online.

In addition to the above, we continue to run a weekly 'accountability' group which meet for ongoing support, encouragement, focus and purpose for those who wished to participate. This has been a positive interaction for those who took part and is something we intend to continue during 2022.

Despite these courses now being a blend of online and face to face, we have still seen tremendous growth in the confidence and self-esteem of many of our participants. It has been both humbling and pleasing to see several real friendships grow out of a genuine concern for supporting and encouraging one another during the many transitions we have all been required to face.

During 2021 we have seen the number of referrals increase significantly as other agencies in the city have become aware of what Adullam has to offer, resulting in a total of 84 new referrals. This is in addition to the ongoing support to 43 existing participants that we were able to provide over the year (See graph below). There is no doubt we are saddened by the increased struggle with mental health that many are facing, but it is our privilege to be able to provide a safe community that people can access should they need to.

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. However, we are pleased to see how many participants' lives have begun to turn around more positively during their journey with us.

It has been a real joy this year to see many of our participants return from the previous year and in particular to see the progress that they have made. Some of the good news stories we have seen include:

- several participants 'looking out' for one another during lockdown to provide phone calls, shopping and support.
 - very positive engagement since returning to face to face groups, with the revitalized Coffee Time really seeing community develop as people enjoy being creative with food or crafts and learn new skills whilst having fun.
 - Several very enjoyable day trips including: Blackpool trip (taking in a ferry, tram and bus ride), Garden Centre visits, Play in the Park, Lakeland shopping trip, Boundary Mill Christmas shopping trip, a Dukes Theatre trip and sampling the various Coffee shops in Lancaster itself.
 - 100% of the participants on the 'Find your Purpose, Realise your ambition' course with Lancashire Youth Challenge, have gone on to find paid work placements or have enrolled for further education. A great result!
 - positive engagement with a closed Adullam Facebook group that was set up specifically to allow participants to give and receive mutual support and encouragement.
 - one participant who was previously afraid to leave the house, has now become an avid photographer and travels widely across the North West – the resulting photographs have been a real boost for the Facebook group.
 - several participants taking time to 'examine' and work through their life struggles and beginning to make significant breakthroughs and progress in finding release from these, as well as encouraging their peers to come along.
 - Two participants agreed to record their stories for sharing at the Lancaster Health Festival
 - One participant recorded a cook-a-long to demonstrate healthy eating for the Lancaster Health Festival
 - several participants agreed to share their story on the new website in order to provide hope and encouragement to others who may be struggling.
 - four participants agreed to record their stories for sharing at the Adullam Christmas party
 - two participants agreed to record their stories for sharing at a Lancaster ICC meeting
- and many others whose confidence has been significantly improved and are already starting to make better life choices.

Specific feedback from participants has been positive and includes the following comments:

You have literally all saved my life. Gratitude doesn't even cover it.

Adullam has given my life a purpose again & you put a lot of laughter back into it. You also helped me work on myself which I'm grateful for.

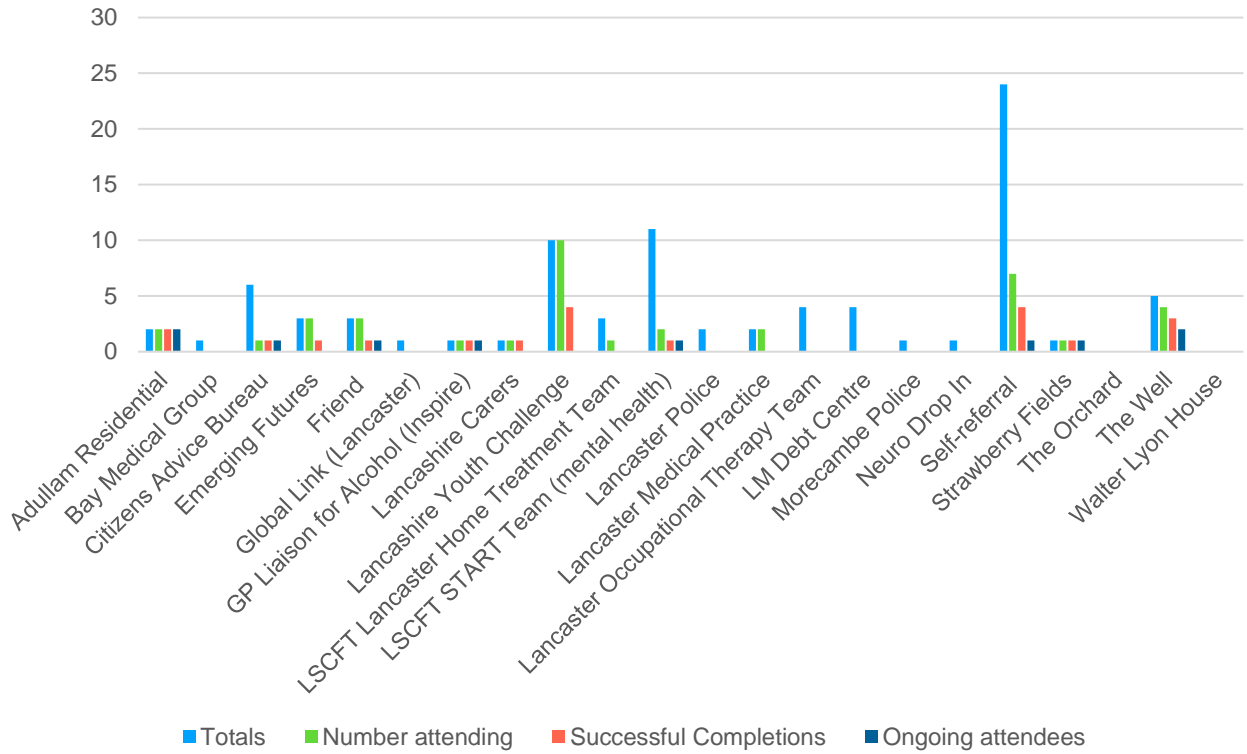
Attending the Living Life to the Full course has helped me - I'll be doing it again.

Volunteering at Adullam has given my life colour again and helped me find my own purpose

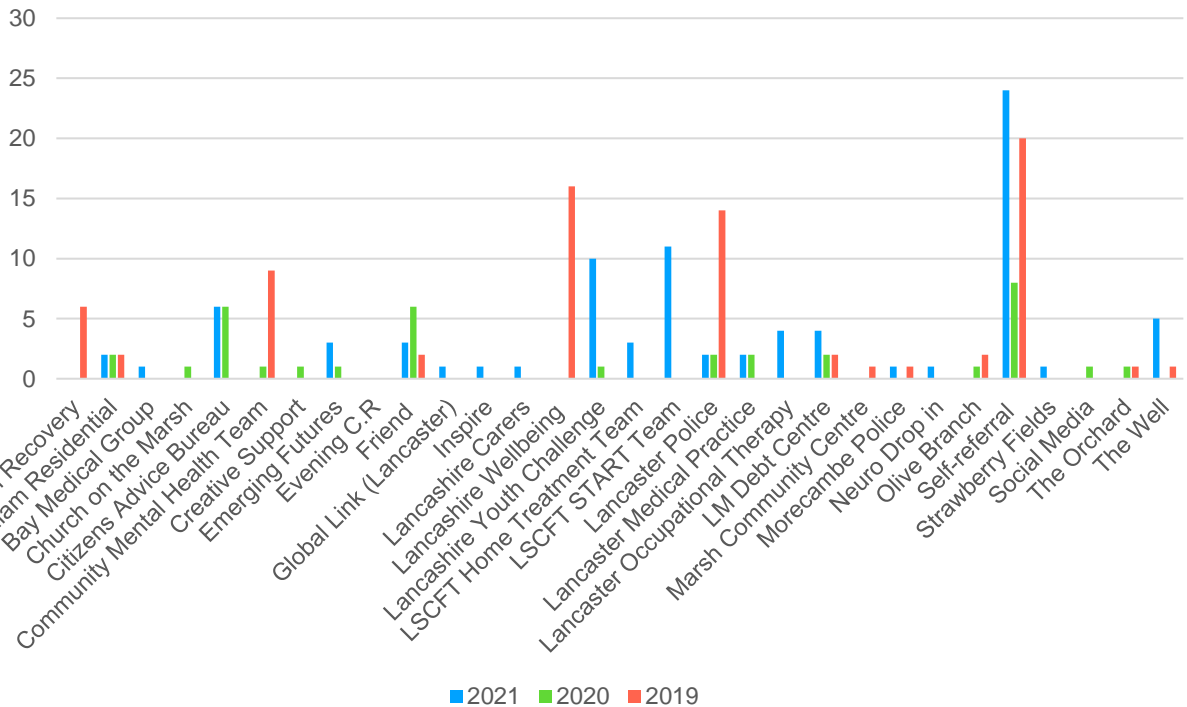
Being able to be honest in a safe environment, means things have really started to change for me

Finding people who have faith in me has really helped with my confidence issues

Community Referrals 2021



Referrals - 3 Year Comparison



In an attempt to continue to raise our profile within the city during 2021, we have worked very closely with the Lancaster Integrated Care Community team, both in terms of receiving referrals and also promoting the work of Adullam to other support agencies whose clients could also benefit. This has led to additional opportunities to raise awareness of the Community Programme with other agencies, such as Citizens Advice Bureau, Community Mental Health Team, Lancaster Medical Practice, Lancaster START Team, Community Connectors, Job Centre and Active Lancashire. Going forward, we would like to continue and develop such opportunities for connection and partnership to greater benefit those who need support.

As mentioned above we have had the privilege of partnering with other organisations in the city and this is something we believe has great value, in both expanding our 'reach' within the city but especially in enhancing and strengthening the support we can offer our participants. We would certainly be keen to build on these partnerships going forward and are already in the process of evaluating these opportunities and to see how they can be improved and expanded going forward.

We were able to partner with St Thomas' Church in joining with their online Alpha course during the spring term. A number of our participants engaged with this course as a non-threatening way to explore questions they have around the 'spiritual' side of their recovery. We are grateful to Rev Jon Scamman and Jenny Guilder for facilitating this opportunity.

In addition, thanks to a generous donation made to Adullam, we were able to host an in-person Christmas party / celebration. This event went very well and saw 40 people in attendance. It was a good opportunity to celebrate stories, share about the 'Find your Purpose, Realise your Ambition' programme and have fun with partners and participants. The feedback we received after this event was very positive. This type of celebration event is something we would like to do on an annual basis as part of celebrating our participants along with raising awareness of what we can offer.

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 1:1 support of participants, and the planning and running of all our courses. Indeed, one of the highlights during the year has been seeing participants voluntarily taking a lead in some of the sessions at our weekly Coffee Time and as a result seeing their confidence grow.

c) Connection Hub

This is the first point of contact for all referrals we receive, and where we can support referees to determine the best access to support for them, whether that be onto Adullam activities or into other services within the local area or beyond. Referrals made to the Adullam activities are referenced above.

We have links with a number of rehabilitation units outside of the region where we can make referrals for those requiring more specialised support or a place of greater safety. This year, we have been able to make two referrals into rehabilitation treatment. We aim to keep in contact with individuals who move out of the area so that they might receive the appropriate support if they return back to Lancaster.

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. Unfortunately due to the Covid lockdown, these visits had to temporarily cease from March 2020, although we remain in regular contact with the Chaplaincy to offer our services where we can.

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 began 2021 with 4 trustees: Richard Farrow (Chair), Paul Henderson, Leanne Percival and Dr Sally Pidd. During the year we were delighted to appoint 2 further trustees: Dr Nick Johnstone and Mrs Ruth Woodhouse whose skills and experience greatly benefit the Board.

We have also been grateful for the input of an external adviser, Mr Roy Crowne (Revelation Trust) from whom we can seek advice and guidance as required.

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.

Staffing

Following the success of funding for staffing in 2020, and the increased demand as a result of the pandemic, the Trustees agreed to continue to employ two Programme Manager roles during 2021 and these are covered by Sarah Bainbridge and Katherine Leigh at 0.8fte respectively. These roles are reviewed on a 6 month basis and are dependent on the financial position of the charity.

We also employed a Communications/PR Coordinator during the year, at 0.2fte, and this role was covered by Dave Harrison. Dave has focused very much on enhancing the social media presence both to raise the profile of Adullam as well as to support a full relaunch of our new Adullam website. The new website is much more dynamic with stories of how participants have found support through Adullam, and this has already begun to generate more interest and referrals into our Connections Hub.

Financial Review

The full 2021 annual accounts are the subject of a separate audit and report, but in summary the year-end financial position was as follows:

	INCOME	EXPENDITURE	BALANCE
	£	£	£
OPENING BANK BALANCE (01.01.2021)			26,642
SALARIES		- 38,712	
PLEGGED GRANTS/GIFTS	2,500		
NEW GRANTS/GIFTS (GENERAL)	13,265		
NEW GRANTS/GIFTS (SPECIFIC)	13,765		
RENT (Adullam House)	23,631		
GIFT AID	2,855		
HOUSE RUNNING COSTS (Utilities, insurance, maintenance, equipment, furnishings)		- 11,732	
CENTRAL COSTS (Insurance, mobile phone, equipment, literature, communications)		- 3,425	
COMMUNITY PROG COSTS (Materials for the various courses)		- 3,522	
DONATIONS (Gifts made at the discretion of the Trustees)		- 2,761	
TOTAL	£56,017	-£ 60,151	
CLOSING BANK BALANCE (31.12.2021)			£24,590

As the above accounts demonstrate, this year has seen significant success in maintaining our funding, for which we are very grateful. This has allowed us to maintain our staffing base to enable for the continuation of our activities during the ongoing lockdowns, and this is thanks to a number of factors:

General Grants /Donations

One-off personal donations	£ 3,864
Regular monthly personal standing orders	£ 6,680
Hope Church, Lancaster	£ 1,421
Garstang FM Church	£ 400
Cornerstone FM Church, Bentham	£ 500
LM Debt Centre Fund Raiser Event	£ 400
Gift Aid Claims	£ 2,855

Specific Grants / Donations

Orsted Grant Scape Community Fund	£ 2,500 (ring-fenced for staffing)
Dowager Countess Eleanor Peel Trust	£ 2,500 (ring-fenced for staffing)
Lancaster District Urgent Response Fund	£ 1,000 (ring-fenced for Community Programme)
The Albert Hunt Trust	£ 1,000 (ring-fenced for staffing)
Banks Lyon Memorial Trust	£ 4,750 (ring-fenced for the Find Your Purpose programme)
One off personal donations	£ 1,015 (ring-fenced for central costs)
Investors in Leaders	£ 3,500 (ring fenced for donations)

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 Donations refers to one-off gifts made for the support of specific needs at the discretion of the Trustees and/or as a result of specific donations. For example, one such donation allowed us the privilege for a second year of providing Christmas gifts for the residents at Littledale Hall, some of whom would otherwise not receive anything; another donation covered the costs of relaunching our website. A full breakdown of donations is available in the Annual Accounts.

We would also like to express our sincere gratitude to Booths Scotforth and Fab Furnishings for donations made to the Adullam Programme which also went towards the Christmas gifts given to Littledale Hall and Adullam participants.

This year has seen the development of a Paypal account to allow for the promotion of fund raising on the Adullam website and social media platforms. We previously enrolled with Amazon Smile UK which generates donations against specific purchases from members.

This year has seen significant progress in the life of the charity in maintaining the level of income from 2021. We are extremely 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.

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
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 continue to raise the profile of the charity, regionally and nationally, using social media and conventional media. This will include one annual celebration, fundraising events, and in particular building our relational profile across the city and region through a clear Outreach Strategy.
- To appoint a replacement Communications Officer to assist with raising the charity profile, building a catalogue of video stories, and developing the YouTube channel.
- To secure sustainable funding for the charity to cover salaries, equipment, resources etc, via a mixture of funding bids, donations and fundraising events.
- To secure funding to allow the appointment of two Community Coordinators, one male who could facilitate a tailored programme which would solidify our offer for men and improve attendance from our referrals, and one to oversee the ongoing weekly Community Programme.

- To continue to recruit members for our residential programme following the extension on our Occupancy Agreement on the Adullam House with Hope Church, and to explore other residential properties, as an expansion of the residential programme.
- To broaden our networks with the local and national statutory agencies, authorities and churches to promote our work and receive and/or make referrals.