



## **Adullam Programme Annual Report** **For the year ended 31 December 2022**

### **Our Aims & Objectives**

The Adullam Programme offers holistic support to 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, although we are glad to have been able to deliver our courses in person throughout the year. 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 Morecambe Debt Centre, the Morecambe Bay Woodlands Project and Walk with a Doc, has greatly benefitted a number of our participants.

We have also been very grateful for the assistance and expertise of Sandie Barker, Maria Akister and Charles May on the Community Programme team, who have given much of their time to aid the running of new and existing activities. We were also encouraged by several people approaching us with an expression of interest in becoming a volunteer on our courses. We encouraged each person to join in with our courses to get an idea of what we do, how we do it and whether it would be a fit for them.

We are also grateful to Sazzle Razzle, Isla and Me, two local businesses, who gave of their time to deliver creative workshops for our Coffee Time sessions.

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 schedule to include: recovery groups, work experience/further education placements, and ongoing Littledale Aftercare support as well as other community activities dependent on their aims.

We are also pleased that the staff at Walter Lyon House in Lancaster, having seen the success of the Adullam house, have similarly approached us to form an additional referral route into the house.

We had three men residing in the house during 2022; two of whom have now moved on to secure their own accommodation, with one also successfully starting his own business. These guys have done well and should be very proud of what they have managed to achieve. Two new residents, to replace those moving on, came into the house in 2022 and have settled well. We look forward to journeying with them over the next year.

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 in supporting the maintenance of the property to allow us to protect the future of the Residential Programme.

### **b) Community Programme**

As mentioned above, we were pleased to be able to offer our Community Programme in person throughout 2022, which has been important as we have supported participants to restore their lives post-Covid-19. We have been encouraged to see many existing and new participants appreciate the opportunity to meet up and to provide additional support to one another as we emerge from that challenging time. We have also been delighted to see one of our Trustees, Dr Johnstone, start up a weekly 'Walk with a Doc' group to encourage people to improve their physical and mental health.

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 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:

<b>Course</b>	<b>Frequency</b>
<b>Coffee Time</b>	This group meets weekly during term time, with a varied programme for participants to engage in, including: Cook-a-long sessions, Craft workshops and/or demonstrations, Book Club, monthly trips out.
<b>Celebrate Recovery (12 step recovery programme)</b>	This group meets weekly throughout the year to provide ongoing support as people work through their hurts, hangups and habits.
<b>Living Life to the Full (CBT) course</b>	This course runs for 6 weeks each term and is also supplemented by two 'taster' sessions using the CAP Kickstart materials.
<b>Job Preparation course</b>	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.
<b>Finding Your Purpose Workshop</b>	This Workshop supplements both the Living Life to the Full and Job Preparation courses and allows participants to explore their skills, qualities and find purpose in their life and/or career. This runs once per term.

<b>Walk with a Doc</b>	This is a weekly walk run by a local GP, Nick Johnstone, for one hour, to improve physical and mental health and build connections.
<b>CAP Money Course</b>	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.

In addition to the above, we were able to continue our partnership with the Morecambe Bay Woodlands Project in offering a monthly opportunity for participants to visit a local nature reserve and engage in woodland management as well as enjoying the outdoors. Sadly, the Woodlands Project had to close mid-year due to lack of funding, but we are hopeful that there will be opportunities in the future to run similar sessions.

During 2022 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 79 new referrals. (See graph below). This is in addition to the ongoing support to 41 existing participants that we were able to provide over the year. 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 again this year to see many of our participants return from the previous year and in particular to see the progress that they have made, and indeed the way they are becoming involved in volunteering and supporting others within the Adullam community.

Towards the end of 2022 we sent out a questionnaire to past and present participants to receive their feedback, to understand the impact of what we do and to identify any areas of need or opportunity. In total 32 people completed the questionnaire and the feedback we received was immensely encouraging and recorded that:

I have grown in confidence	94% agree
My mental health has improved	87% agree
I feel connected to people	97% agree
I have a new sense of purpose	84% agree
I have learnt new skills	84% agree
I feel more hopeful about the future	83% agree
I feel valued	84% agree
I have gone on to further training	41% agree
I have secured a job	32% agree

Some of the other good news stories from the year include:

- very positive engagement with our Community groups, with the 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: Lancaster Museum, Lancaster Maritime Museum, Lancaster Castle, Garden Centre visits, Holehird Gardens (Windermere), Sizergh Castle, Clitheroe, Trafford Centre Christmas shopping trip and sampling the various Coffee shops in Lancaster itself.
- The successful launch of the Walk with a Doc group in July, which has seen around 14 people engage with it over the year, and prompted some good conversations.

- Continued positive engagement with the closed Adullam Facebook group that was set up specifically to allow participants to give and receive mutual support and encouragement.
- Celebrating the milestone birthdays of two participants, which was very positive for them.
- 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.
- Several participants came along to a number of the Queen's Jubilee celebrations in June and enjoyed their time there.
- Several participants agreed to share their story at various presentations we have done with other agencies and in Churches, including 10 who shared their story at an Adullam event held at Hope Church in November.

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:

My confidence has improved so much, and I feel like I belong for the first time in my life.

They have provided an emotional safety net.

Adullam has given me a new perspective in life and equipped me to go live life on life's terms, I have developed and cultivated skills and attributes which I was encouraged in and loved unconditionally through the process

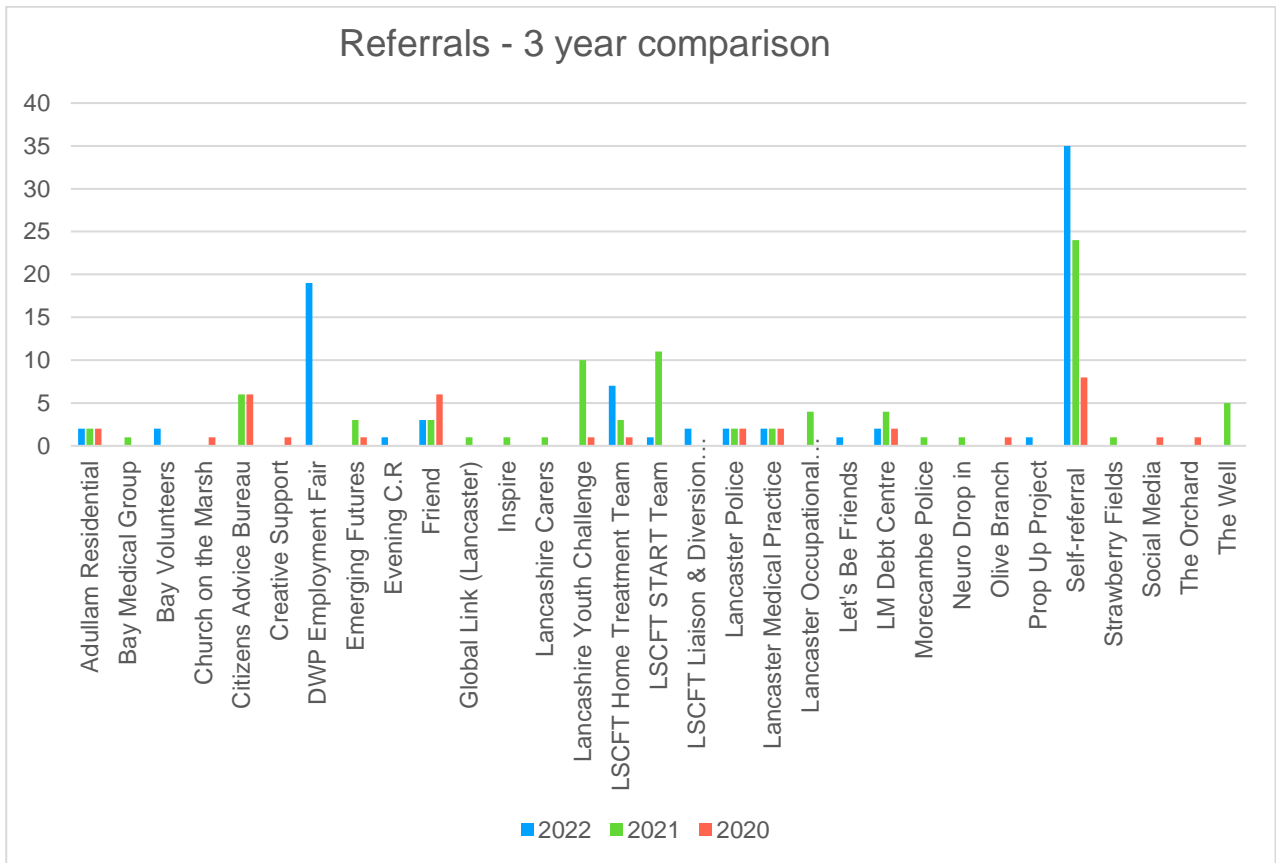
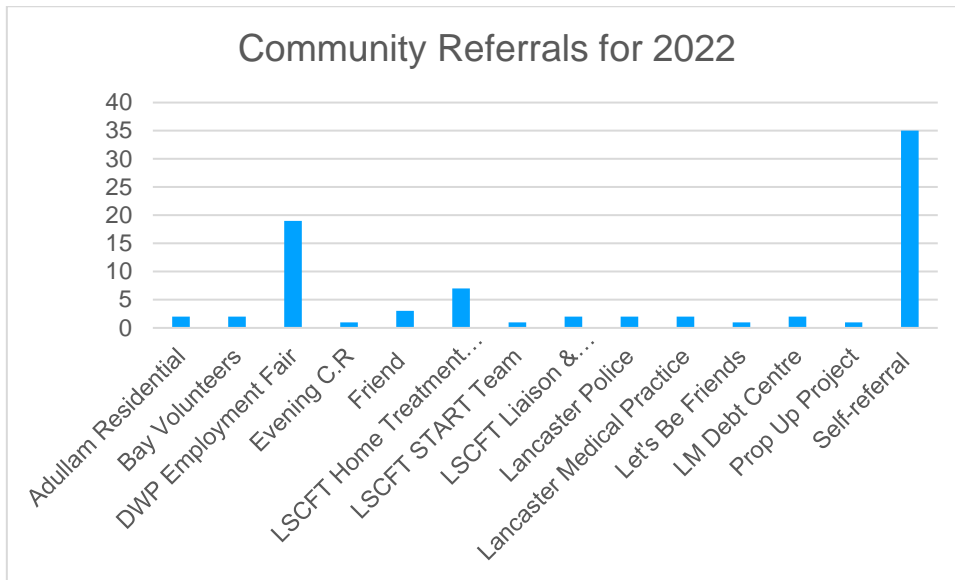
It's saved my life!

Transformed my self-confidence, wellbeing and purpose.

I owe more to Adullam than I could ever give. The community they have and support they offered me is unparalleled.

Adullam has given me hope which I never thought I would have again after my addiction and the things I have lost. They have helped me feel I belong and build great relationships with my family and new people

I'm doing new things I wouldn't even have attempted before I started at Adullam



In an attempt to continue to raise our profile within the city during 2022, 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 the, Community Mental Health Team, Lancaster Medical Practice, Lancaster START Team and the DWP Employment & Health. 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' 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 seeking ways for how they can be improved and expanded going forward.

We were able to partner with the LM Debt Centre on the CAP Money Course, and our participants who attended all benefited from learning money management skills which will help them going forward and also, in some cases, being able to become debt free; a significant step forward in their journey of recovery. We are grateful to the LM Debt Centre team for facilitating this opportunity.

We are also pleased to partner with FutureKraft, who specialise in helping organisations (like Adullam), to develop into communities of hope by providing support with fundraising as well as developing the charity for long term growth. Their advice to date has been invaluable and they were key in developing the questionnaire we sent out at the latter end of the year.

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 continue to voluntarily take a lead in some of the sessions at our weekly Coffee Time and seeing their confidence grow as a result.

### **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.

The new website has certainly continued to be a real asset in attracting more interest in the work of Adullam and we are finding that this generates a lot of enquiries and referrals into our Connections Hub.

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. 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.

### **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 2022 with 6 trustees: Richard Farrow (Chair), Paul Henderson, Dr Nick Johnstone, Leanne Percival, Dr Sally Pidd and Mrs R Woodhouse. During the year we were delighted to appoint a further trustee, David Ramm, whose skills and experience are already greatly benefiting Adullam as he has done much to raise the profile of the charity amongst the local Church communities in the area.

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. Roy came and hosted a Strategic Planning Day with the Trustee, staff and volunteer teams, which was very productive in clarifying who the charity is and the direction of travel we want to be heading in.

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**

During the year, the Trustees agreed to continue to employ two Programme Manager roles and these were 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.

## Financial Review

The full 2022 annual accounts are the subject of a separate audit and report, but in summary the year-end financial position was as follows:

	<b>INCOME</b>	<b>EXPENDITURE</b>	<b>BALANCE</b>
	£	£	£
<b>OPENING BANK BALANCE (01.01.2022)</b>			24,590
<b>SALARIES</b>		- 34,530	
<b>GRANTS/DONATIONS (GENERAL)</b>	27,893		
<b>GRANTS/DONATIONS (RESTRICTED)</b>	3,892		
<b>ACTIVITIES</b>	22,387		
<b>HOUSE RUNNING COSTS</b>		- 14,699	
<b>CENTRAL COSTS</b>		- 3,789	
<b>EVENTS &amp; COMMUNITY COSTS</b>		- 4,365	
<b>DONATIONS</b>		- 1,456	
<b>TOTAL</b>	<b>£54,172</b>	<b>-£ 58,839</b>	
<b>CLOSING BANK BALANCE (31.12.2022)</b>			£19,923

As the above accounts demonstrate, this year has seen the charity manage to maintain our income level, for which we are very grateful. This has allowed us to retain our staffing base to enable for the continuation of all our activities, and this is thanks to a number of factors:

### General Grants /Donations

Regular monthly personal standing orders	£10,089
One-off personal donations	£11,186
Hope Church, Lancaster	£ 1,421
Brookhouse Community Church	£ 2,350
Garstang FM Church	£ 150
Cornerstone FM Church, Bentham	£ 75
Gift Aid	£ 2,622

### Restricted Grants / Donations

Orsted Grant Scape Community Fund	£ 2,500 (ring-fenced for staffing)
One off personal donations	£ 1,292 (ring-fenced for specific costs)

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 Specific Donations refers to one-off gifts made for the support of specific needs. For example, two donations allowed us the privilege of providing Christmas gifts for the residents at Littledale Hall for the third year, and also to provide gifts to residents at Walter Lyon House for the first time; some of whom would otherwise not receive anything.

We would also like to express our sincere gratitude to Booths Scotforth and Asda Lancaster for donations made to the Adullam Programme which also went towards the Christmas gifts given to Littledale Hall and Walter Lyon House residents.



We continue to encourage donations via our Paypal account which we promote on the Adullam website and social media platforms. We previously enrolled with Amazon Smile UK which generates donations against specific purchases from members until March 2023.

This year has seen significant progress in the life of the charity in maintaining the level of income from 2022. We are extremely grateful to all those who have provided grants, one-off donations and regular standing orders to the Adullam Programme. These are the bedrock to allowing us 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, and in particular building our relational profile across the city and region through a clear Outreach Strategy.
- To secure sustainable funding for the charity to cover salaries, equipment, resources etc, via a mixture of an annual celebration, donations and fundraising events.
- To secure funding to allow the appointment of two Community Coordinators, one to facilitate a tailored programme which would solidify our offer for men, and one to oversee the ongoing weekly Community Programme.
- To outsource for a Communications Officer to assist with raising the charity profile, building a catalogue of video stories, maintaining a dynamic website and developing the YouTube channel.
- To outsource for support with the writing of more substantial funding bids, and to help grow relationships with longer term funders.
- To host three specific fundraising events in 2023 to assist with specific projects and goals of the charity.
- To continue to recruit members for our residential programme following the extension of our Occupancy Agreement on the Adullam House with Hope Church, and to explore other residential properties, as an expansion of the residential programme.