



## **Adullam Programme Annual Report** **For the year ended 31 December 2023**

### **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 has had the privilege of supporting new and continuing participants throughout the year, many for whom the ongoing impact of the Covid-19 pandemic and the cost of living crisis has been very real. It has been a joy to see people find community, grow in confidence, and begin to take steps towards a more hopeful future.

It has been a privilege again this year to work with several local partners in the provision of courses, in particular, working with Lancasater & Morecambe Debt Centre, Walk with a Doc, Lancashire Youth Challenge and Lancaster Men's Hub, has greatly benefitted a number of our participants.

We have also been very grateful for the assistance and expertise on the Community team of Sandie Barker (volunteer), Maria Akister (Cooking on a Budget), Charles May (Find Your Purpose), Gemma Beacham (Find Your Purpose Workshop) and Skyler Ehly (website) who have given much of their time to aid the running of new and existing activities. We have also been encouraged by a number of people approaching us with an expression of interest in volunteering, and have encouraged each one 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 Isla and Me (local florist) and Susan Seward (Tropic Ambassador), who gave of their time to deliver some great sessions for our Coffee Time group.

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, have also continued to provide an additional referral route into the house.

We had three men residing in the house during 2023; one of whom has now graduated to secure his own accommodation, and secured a full time job in the care sector. All the guys have done well and should be very proud of what they have managed to achieve during the year. A new resident, to replace the one moving on, came into the house in December 2023 and has settled well. We look forward to journeying with him over the next year.

Working with Lancaster & Morecambe Debt Centre, it has also been wonderful to see two of the residents become 'debt free' and the release this has brought them to enable them to plan for their future.

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 the Trustees of Hope Church, Lancaster for the continued use of the house, extended for a further 5 years, and their support in the maintenance of the property, to allow us the Residential Programme to flourish and be protected into the future.

#### **b) Community Programme**

We were pleased to be able to continue and grow our Community Programme throughout 2023, and have been encouraged to see many existing and new participants appreciate the opportunity to build a healthy community as well as learn new skills and have fun along the way.

We have also been delighted to have Gemma Beacham join the team on an ad hoc basis to deliver a new, refreshed Purpose Workshop for our participants; and the feedback so far has been very encouraging.

It has also been a great bonus to be able to offer the Cooking on a Budget course once again. Having secured funding for this, the course is now being led by one of our participants-turned-volunteer, Maria, and has gone down very well with all those attending.

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>Cooking on a Budget</b>	This course runs, as demand requires, over 6 weeks each term and helps participants to learn the basics of cooking healthily within the constraints of a tight budget.
<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 runs, as demand requires, 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 by the Lancaster & Morecambe Debt Centre.

During 2023 we have seen the number of referrals continue momentum as other agencies in the city have become aware of what Adullam has to offer, resulting in a total of 66 new referrals. (See graph below). This is in addition to the ongoing support to 30 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.

One local supporter recently contacted us to say:

"What you do is so inspirational. You make a huge difference to the world and such a positive impact on society.

- 1) you reduce people's Loneliness
- 2) you increase people's confidence
- 3) you give people hope
- 4) you really believe in people
- 5) you don't give up on people
- 6) you give people vital skills to live their lives independently
- 7) you create a safe environment and community for the most vulnerable individuals

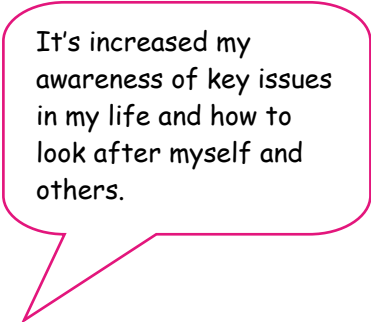
By doing all of the above and more Adullam creates such a better place for Lancaster residents to live in. You create a safe place for everyone to live in a more positive way. The impact of this means people in our local area are happier!"

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

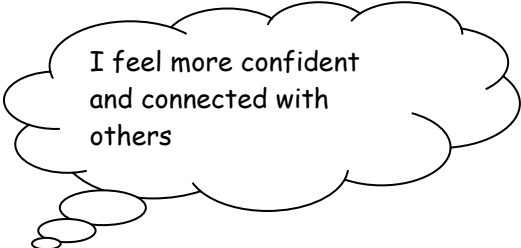
- very positive engagement within our Community groups, with the Coffee Time really seeing community and participants grow. Indeed, it has been wonderful to see more participants voluntarily take a lead in some of the sessions and to witness their confidence growing as a result.
- Several very enjoyable day trips including: Lancaster Judges Lodgings, Wray Scarecrow Festival, Lancaster Maritime Museum, Lytham Hall, Holker Hall, Garden Centre visits, and sampling some of the Coffee shops in Lancaster itself.

- The continuation of the Walk with a Doc group, which has seen around 16 people engage with it over the year, and often attracts new participants.
- Continued positive engagement with the Adullam Facebook page and website, as a means of communicating all the activities that we run.
- 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 agreed to share their story at various presentations we have done with other agencies and in Churches, and these always have a significant impact on those who hear them.


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



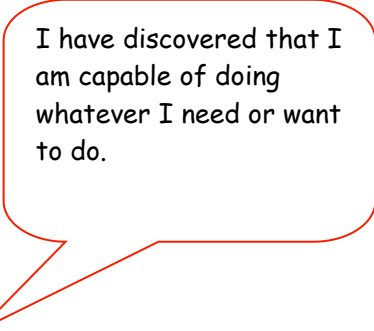
It's increased my awareness of key issues in my life and how to look after myself and others.



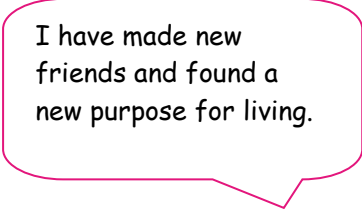
I feel more confident and connected with others



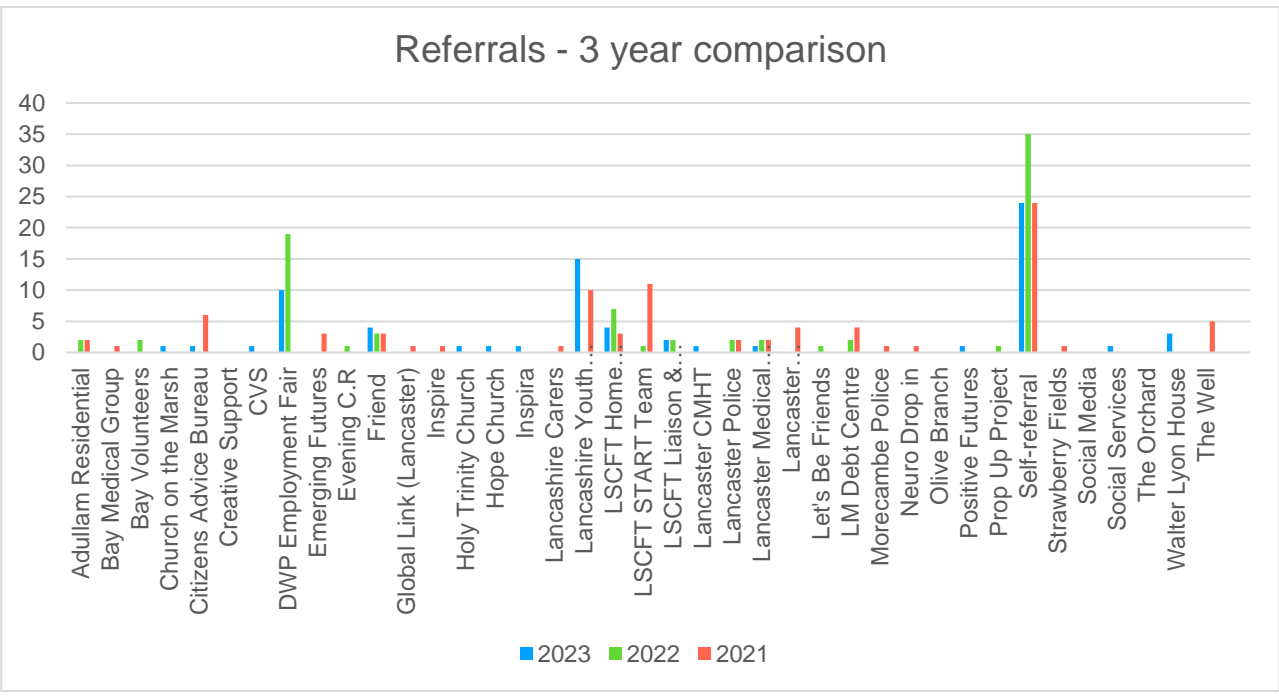
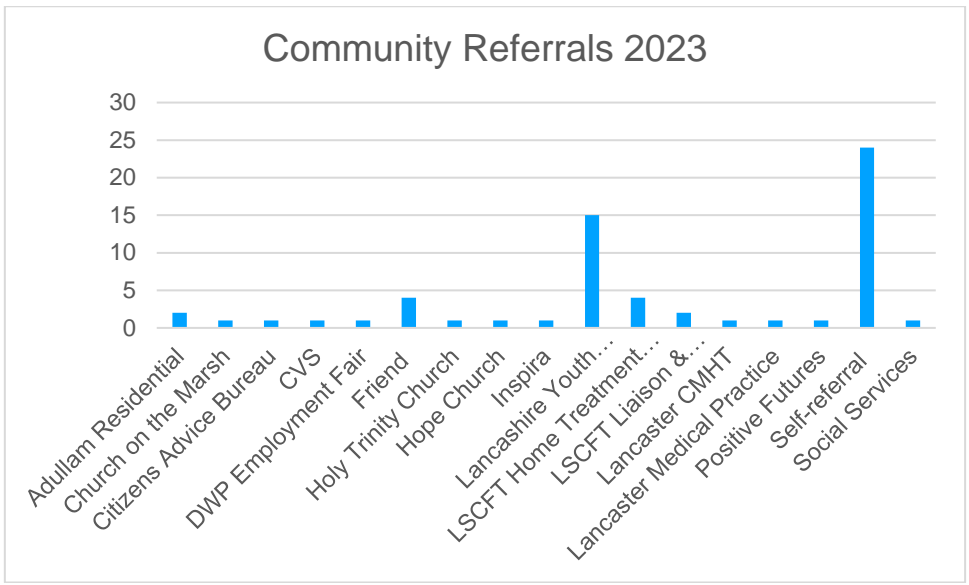
I have found wonderful, caring people and having someone to talk to through my struggles has really helped me when I have been desperate. Adullam offers a real, practical support that is helping people and making a real difference.



I have discovered that I am capable of doing whatever I need or want to do.



I have made new friends and found a new purpose for living.



To continue to raise our profile within the city during 2023, we have again worked 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 Lancaster Men's Hub, Lancaster Breathe Easy Group, Inspira, Lancaster User Forum and Lancaster Auction Mart. Going forward, we would like to continue and develop such opportunities for connection and partnership to greater benefit those who need support.

Under the direction of David Ramm, Trustee, we have also been grateful to have the opportunity to visit a number of local churches to raise awareness of the work of Adullam and to invite support from volunteers and/or referrals. These have included: New Life Church, Lancaster Baptist Church, Garstang Free Methodist Church, Cornerstone Church (Bentham) and Gateway Church (Kendal). The overwhelming response from these visits has been both generous and remarkable.

As mentioned above, we are always keen to partner with other organisations in the city as 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 will look to build on these partnerships and are already in the process of seeking ways for how they can be improved and expanded going forward.

We are also grateful to Skyler Ehly, who now supports Adullam in the development of the website and he has done a superb job in bringing and keeping the site more up to date and we have certainly seen a greater flowthrough of traffic as a result.

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.

### **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.

### **d) Fundraising**

During 2023 we were able to employ the services of FutureKraft, who specialise in helping organisations (like Adullam), to develop by providing support with bid writing as well as developing the charity for long term growth. Their support to date has been invaluable and has certainly helped to put the finances of Adullam onto a much better foundation.

We have also had the privilege of running three Fundraising events in 2023. These have been varied and enormously successful, for which we are very grateful.

In January we held a night of music with a local artist, Ashleigh Wood, supported by Heysham Golf Club, in memory of one of our participants who sadly passed away at the end of 2022. This was a touching tribute to both the lovely lady that she was but also her passion for Adullam.

In April we held our first CrossBay Walk and we could not have asked for a better day – the weather was beautiful and it was a superb day for building community amongst existing friends and supporters as well as new friends too.

In September we were thrilled when local business, Webinar Experts, entered into the Krazy Races held in Williamson Park to raise money for Adullam. This was a fun day and saw lots of wild action – thankfully their Kart was unscathed – and brought many Lancaster residents together.

Special thanks must go to our Events Team: Ruth Woodhouse, Leanne Percival, Sandie Barker, Elaine Sowerby, Ann Jackson, Jane Hall, Jacqui Ramm, Anna Gornall for the hard work they put in to ensure the fundraising events went so well.

Thanks also go to the various organizations who donated raffle prizes to the fundraisers including: Fab Furnishings Bedding, Booths Scotforth, Claire Fox (Tropic), Lancaster Grand Theatre, The Retreat Selfcare Co., Sandie Barker music tuition.

### **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 has 7 trustees: Richard Farrow (Chair), Paul Henderson, Dr Nick Johnstone, Leanne Percival, Dr Sally Pidd, David Ramm and Mrs R Woodhouse, whose skills and experience have successfully supported and guided the charity over the year as they continue to build and develop Adullam for long term sustainability.

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's input and national perspective has been invaluable as we seek to build partnerships to support as many people as we can within our city.

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 continued to employ two Programme Manager roles and these were covered by Sarah Bainbridge (0.7fte) and Katherine Leigh (0.8fte). These roles were put on to permanent contracts during the year as a reflection of the more robust financial position the charity now finds itself. The aspiration would be to increase the team further still, as funding allows, so that more people can be supported.

## Financial Review

The full 2023 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 (01.01.2023)</b>			19,923
<b>GRANTS/DONATIONS (GENERAL)</b>	42,620		
<b>GRANTS/DONATIONS (RESTRICTED)</b>	35,364		
<b>PLEDGED GRANTS/GIFTS</b>	2,839		
<b>FUNDRAISING EVENTS</b>	6,287		
<b>ACTIVITIES</b>	24,280		
<b>SALARIES</b>		- 38,189	
<b>HOUSE RUNNING COSTS</b>		- 14,765	
<b>CENTRAL COSTS</b>		- 8,757	
<b>EVENTS &amp; COMMUNITY COSTS</b>		- 6,601	
<b>DONATIONS</b>		- 2,313	
<b>TOTAL</b>	<b>£111,390</b>	<b>-£ 70,625</b>	
<b>CLOSING BANK BALANCE (31.12.2023)</b>			£60,688

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

### General Grants /Donations

Regular monthly personal standing orders	£16,560
One-off personal donations	£ 4,715
Legacy Gifts x 2	£10,000
Hope Church, Lancaster	£ 1,614
Brookhouse Community Church	£ 1,200
New Life Church, Lancaster	£ 63
Garstang FM Church	£ 1,000
Cornerstone FM Church, Bentham	£ 1,745
Lancaster Baptist Church	£ 1,167
Gateway Church, Kendal	£ 70
St Thomas's Church, Lancaster	£ 500
Sedbergh Methodist Church	£ 105
Lancaster Rotary Club	£ 250
Gift Aid	£ 3,898

### Restricted Grants / Donations

Banks Lyon Memorial Fund	£ 2,868 (ring-fenced for Find Your Purpose course)
Lancaster District CVS Community Fund	£ 800 (ring-fenced for Cooking course)
Archer Trust	£ 3,000
National Lottery Awards for All	£ 9,988 (ring fenced for Programme Mgr costs)
Souter Foundation	£ 6,000



Allan Lane Foundation	£ 4,000 (ring fenced for Male Worker)
Macauley Moat Foundation	£ 5,000
Lancaster District CVS Community Fund	£ 4,860 (ring fenced for 2024 Living Life course)
One off personal donations	£ 1,341 (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 and Walter Lyon House, some of whom would otherwise not receive anything.

We would also like to express our sincere gratitude to Booths Scotforth, Lush Lancaster, and Boots 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 website through direct BACS or the Paypal platform.

This year has seen significant progress in upholding and increasing 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 include:

- People, governance and management.
  - Appoint Male Programme Coordinator and complete full plan for men's provision in Adullam.
  - Additional staffing as funding allows
  - Appoint to Trustees Board
  - Appoint Patron.
  - Clearly identify volunteer team and suitable ongoing roles.
  
- Programme
  - Undertake 'needs analysis' for Lancaster and its region.
  - Identify new provision required and how this will take place.
  - Perform full review of Community Programmes. Increasing referrals and conversions.
  
- Finance
  - Develop Income Strategy / Impact Statement
  - Sustainable funding model (bids, sponsorships)
  - Explore commissioning with NHS and other relevant statutory bodies
  
- Partnerships.
  - Review and identify partnerships relevant to Adullam programme.
  - Build new partnerships with other local providers.