



Adullam Programme Annual Report **For the year ended 31 December 2024**

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. It has been a joy to see people find community, grow in confidence, and begin to take steps towards a more hopeful future.

We are pleased to have appointed Francis Dawson, as Men's Programme Coordinator, during the year and already we are seeing the fruits of his arrival. The start-up of a weekly Men's breakfast has been very popular and now regularly sees around 10-12 attendees; the pilot of a Big Bike Revival offering workshops and bike rides for people also took place over the summer and there have also been preparations for the launch of a men's Talk Club in January 2025. Francis has also made a lot of great connections within the city and has sought to bring partners together onto a Men's Steering Group which can work collectively on developing a Men's Mental Health Network for the Lancaster area.

It has also been a privilege this year to appoint Simon Berry as Patron to the charity. Simon is Chairman of English Lakes Hotels and the Palau Evangelistic Association, and was formerly High Sheriff of Cumbria. He brings a lot of experience to Adullam and will act as an ambassador for us in building networks and also supporting the strategic direction we take going forward, and we are looking forward to working with him.

It has been a privilege again this year to work with several local partners in the provision of courses; in particular, working with Lancaster & Morecambe Debt Centre, Walk with a Doc, Exergonic Coaching CIC 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), John Harte (refurbishing the Adullam house), Shawn Duckers (Exergonic Coaching), 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), Susan Seward (Tropic Ambassador), Naomi Goodley (Self Retreat Co) 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 Littleddale Hall Therapeutic Centre, whereby we could receive residents, who have completed their 6 month treatment programme at Littleddale 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 Littleddale 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 eight men residing in the house during 2024; three of whom have graduated to independent accommodation, whilst others have been supported into alternative accommodation more tailored towards their needs. Two new residents, to replace those moving on, came into the house in September and November respectively and have settled well. We look forward to journeying with them, and filling the current vacancy over the next year.

It is fair to say that the latter 6 months of the year were quite challenging in the Adullam house as it was apparent that some residents were either unsuited or not ready for transitioning to independence. However, it has been an opportunity for a review of our policies, processes and procedures which has been beneficial to the overall Residential Programme and hopefully strengthens it for the future.

We had a period of the house being vacant during the summer months so we used this opportunity to do some refurbishment works to upgrade various aspects of the property and furnishings. The house is now looking much fresher and more appealing to new residents.

The partnership with Littleddale 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 Littleddale 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 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 2024, 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 Shawn Duckers of Exergonic Coaching join the team to help deliver the Living Life to the Full (CBT) course with additional input around the benefits of nutrition and exercise on our mental health. 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:

Course	Frequency
Ladies Coffee Time	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.
Cooking on a Budget	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.
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.
Living Life to the Full (CBT) course	This course runs for 6 weeks each term and is also supplemented by two 'taster' sessions looking at the impact of nutrition and exercise can have on our mental health.
Walk with a Doc	This is a weekly walk run by a local GP, Nick Johnstone, for one hour, to improve physical and mental health and build connections.
Men's Breakfast	This is a weekly opportunity for men to gather over a tasty breakfast and build a safe and supportive community.
Finding Your Purpose Workshop	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.
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 by the Lancaster & Morecambe Debt Centre.
Job Preparation course	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.

During 2024 we have seen the number of referrals continue to grow as other agencies in the city have become aware of what Adullam has to offer, resulting in a total of 96 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 when we see anyone struggling with their mental health, 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 the way they are becoming involved in volunteering and supporting others within the Adullam community.

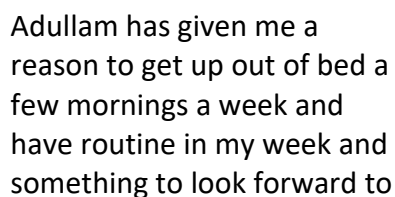
One Living Life to the Full participant fed back to us that:

"This course was extremely beneficial in many ways for me. Everything that was covered in the course was very useful. I was refreshed on things I have previously been taught and more importantly learned a lot more useful information and techniques which will certainly benefit me going forward. The course has made me more aware of flags / things I can do to improve my mood / goals / motivation all to improve my mental health. I will 100% recommend this course to my peers."

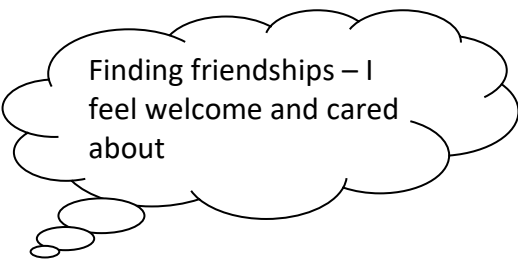
Some of the other good news stories from the year include:

- positive engagement within our Community groups, in particular the growth of the Men's Breakfast, and it has been wonderful to see participants supporting newcomers and to witness their confidence growing as a result.
- Several very enjoyable day trips including: Yew Tree Barn, Wray Scarecrow Festival, Wensleydale Creamery, RHS Bridgewater, Bougham Hall, Lakeland, Garden Centre visits, and sampling some of the local Coffee shops in Lancaster itself.
- Participation in the Christchurch Christmas Tree Festival which told some of the 'stories' of our participants.
- The continuation of the Walk with a Doc group, which consistently gets a good number engage with it over the year.
- Hosting a Men's Health Festival in November along with other partners in the city who brought their expertise to the event in helping men to look at ways of keeping themselves healthy physically, emotionally and mentally.
- 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 past traumas.
- Several participants agreed to share their story at various presentations we have done with other agencies and in Churches, which always have a significant impact on those who hear them.


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



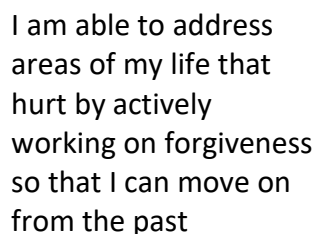
Adullam has given me a reason to get up out of bed a few mornings a week and have routine in my week and something to look forward to



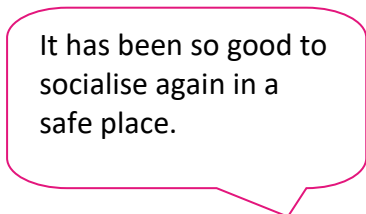
Finding friendships – I feel welcome and cared about



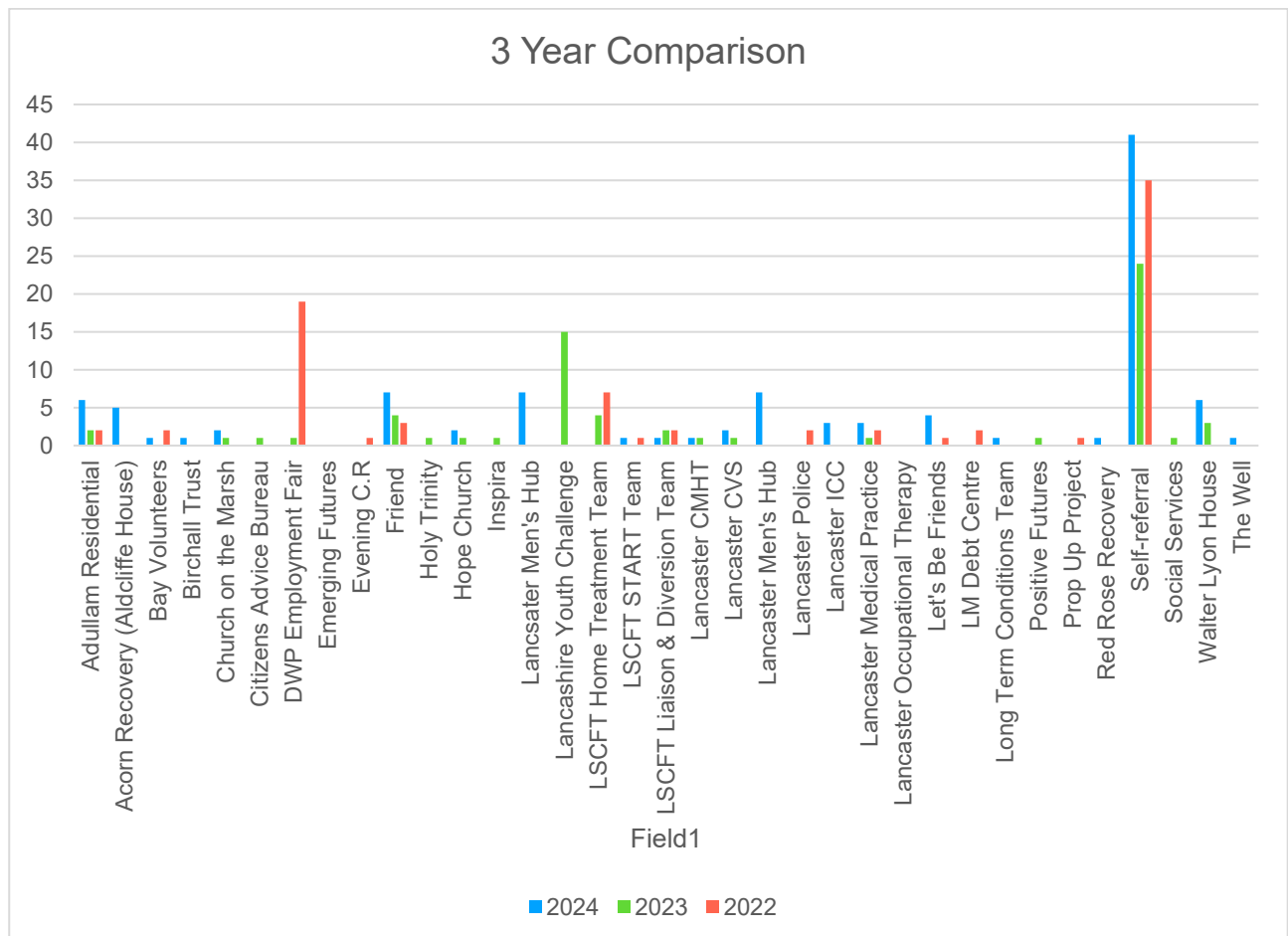
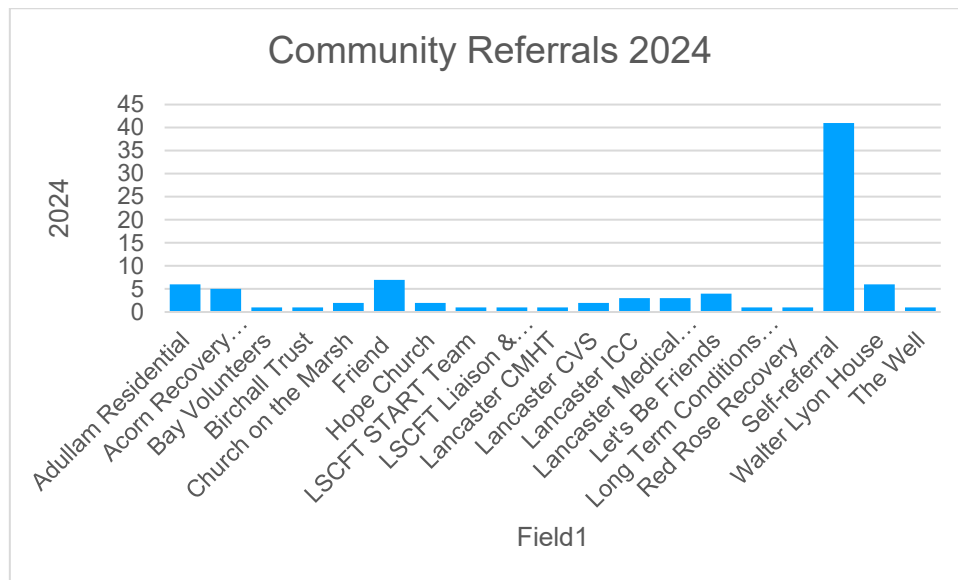
It's just a wonderful and easy going group and the people make you feel at ease and want to join in other things.



I am able to address areas of my life that hurt by actively working on forgiveness so that I can move on from the past



It has been so good to socialise again in a safe place.



To continue to raise our profile within the city during 2024, 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 Auction Mart, Bay Veterans, and Let's Be Friends. 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: Hope Church (Lancaster), Holy Trinity Church (Bolton le Sands), Brookhouse Community Church, Garstang Free Methodist Church, Cornerstone Church (Bentham) and Fulwood Free Methodist Church (Preston). 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 continues to support 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, and this year we have seen a number of individuals placed into a supportive environment. 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 2024 we continued 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 make the finances of Adullam more sustainable.

We are also grateful to Dani Knox, Fundraising Coach, who has helped the team to develop an Income Strategy and Theory of Change which will inform funding structures and bids going forward.

We have also enjoyed three Fundraising events in 2024, thanks to our superb Events Team: Sandie Barker, Leanne Percival, Jacqui Ramm, Jane Hall for all their efforts in helping to organize a Burns Night Ceilidh with the Northern Lights Band in January, the Cross Bay Walk in May and a Musical Fungala with Rachel Mercer

in July. We are very grateful to Heysham Golf Club for the use of their premises to host these events. All these events have been very well supported, and managed to not only raise funds for Adullam but more importantly build a strong sense of community.

Thanks also go to the various organizations who donated raffle prizes to the fundraisers including: Fab Furnishings Bedding, Booths Scotforth, Claire Fox (Tropic), Susan Seward (Tropic), Avanti West Coast, Diverse Nation, Beauty 154, Isla and Me Florists, Derek Crutchley and Expense Reduction Analysts.

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 6 trustees: Richard Farrow (Chair), Lev Cribb, Paul Henderson, Dr Nick Johnstone, Leanne Percival and David Ramm, 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 are pleased to have appointed Mr Lev Cribb as a Trustee during the year, who brings a lot to the Board in terms of Communications and Marketing. Sadly two Trustees, Mrs R Woodhouse and Dr Sally Pidd, retired as Trustees during the year, and we remain very grateful for the input and guidance they have provided during their time with Adullam.

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). In addition, we appointed Francis Dawson, as Men's Programme Coordinator (1.0fte), who is a great asset to the team. Our aspiration would be to increase the team further still, as funding allows, so that more people can be supported.

Financial Review

The full 2024 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 (01.01.2024)			60,664
GRANTS/DONATIONS (GENERAL)	31,004		
GRANTS/DONATIONS (RESTRICTED)	51,460		
PLEDGED GRANTS/GIFTS	5,000		
ACTIVITIES	27,628		
SALARIES		- 58,935	
HOUSE RUNNING COSTS		- 17,545	
CENTRAL COSTS		- 12,400	
EVENTS & COMMUNITY COSTS		- 6,251	
DONATIONS		- 4,058	
TOTAL	£115,092	-£ 99,189	
CLOSING BANK BALANCE (31.12.2024)			£76,591

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

General Grants /Donations

Regular monthly personal standing orders	£13,824
One-off personal donations	£ 3,354
Legacy Gift	£ 5,000
Hope Church, Lancaster	£ 2,061
Brookhouse Community Church	£ 2,100
Garstang FM Church	£ 1,050
Gateway Church (Kendal)	£ 70
Cornerstone FM Church, Bentham	£ 685
Holy Trinity Church (Bolton le Sands)	£ 160
Fulwood Free Methodist Church (Preston)	£ 200
Lancaster Baptist Church	£ 472
Gift Aid	£ 1,908

Restricted Grants / Donations

Macauley Moat	£ 5,000 (Year 2 of a 3 year grant)
Benefact Trust	£11,400 (ring-fenced for Men's Prog Coordinator)
Walter Lyon Trust	£ 4,678 (ring-fenced for Men's Work)
Lancaster Foundation	£ 5,000
National Lottery Awards for All	£19,858 (ring fenced for Men's Work)
Garfield Weston	£10,000
One off personal donations	£ 524 (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, three 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 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 2023. 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 Fundraiser / Communications administrator (0.6fte)
 - Additional staffing (Community Programme Co-ordinator)
 - Finalise staffing structure
 - Appoint to Trustees Board
 - Strategically maximise opportunities for partner working /course delivery
 - Clearly identify volunteer team and suitable ongoing roles
- Programme
 - Continue to develop the Men's Mental Health Network /Steering Group
 - Identify new provision required and how this will take place (Men's Talk Club)
 - Perform full review of Community Programmes.
 - Increase referrals and conversions.
 - Develop the Residential Programme in planning for expansion in the future
- Finance
 - Develop Income Strategy / Impact Statement
 - Sustainable funding model (bids, sponsorships)
 - Explore commissioning with NHS and relevant statutory bodies
- Partnerships
 - Review and identify partnerships relevant to Adullam
 - Build new partnerships with other local providers
- Social Enterprise
 - Review, develop and launch social enterprise opportunity.
 - Finalise Business Plan and CIC constitution.
 - Identify funding streams/investors, suppliers, premises, structures.