



Adullam Programme Annual Report **For the year ended 31 December 2025**

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 Nova Samuels-Dawson, as our Fundraising Administrator, during the year and already we are seeing the fruits of her arrival. Nova has made good headway into understanding the funding landscape and where Adullam is best to focus our efforts. Added to that Nova also has a number of ideas for fundraising events which she has already started to implement.

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, has greatly benefitted a number of our participants.

We have also been very grateful for the assistance and expertise on the Community team of Maria Akister and Eleanora Drago (Cooking on a Budget), Christy Smith (Freedom Programme), Shawn Duckers (Exergonic Coaching), Cal Cowle (Calvia Counselling), Gemma Beacham (Purpose Workshop), Skyler Ehly (website) and Grace Stirland (Social media), who have all graciously given of their time to aid the running and promotion of our activities.

We are also grateful to Ashley Schram (Uzima in our Hands) and Naomi Goodley (Selah by Naomi) 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 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 four men residing in the house during 2025; one of whom has graduated to independent accommodation in the local area and continues to engage with Adullam. Two new residents came into the house in February and November respectively and have settled well. We look forward to journeying with them and building towards their future 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 the Trustees of Hope Church, Lancaster for the continued use of the house and their support in the maintenance of the property, to allow the Residential Programme to flourish and be protected into the future.

b) Community Programme

It has been a privilege to be able to continue and grow our Community Programme throughout 2025, and we 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.

A new addition to the Community Programme in 2025 has been the Men's Talk Club, which meets weekly alternating between Morecambe and Lancaster. This has provided a safe space for men to talk about their stresses and worries, as well as taking time to think about what they have to be grateful for and sharing how they are going to look after themselves. Whilst this was slow to gather momentum, those who have attended the group have found it to be very helpful.

We are delighted to have Cal Cowle, of Calvia Counselling, join the team during the year to provide 1-1 therapy for participants who need additional support. This has been offered over 7 to 14 weeks as appropriate and has hugely benefited those who have engaged with her. Our aim is to broaden this provision in 2026 through the offering of supervised placements, to allow more people the opportunity to work through their struggles.

We are also pleased to have Christy Smith join the team to deliver the Freedom Programme, helping women at risk of domestic violence to understand what is happening and develop tools to protect themselves and their children. This has generated a lot of interest within the city and the feedback of those who have attended has been extremely positive. We are grateful to Red Rose Recovery for funding to support the running of this course.

It has been great to have Shawn Duckers of Exergonic Coaching continue to deliver the Living Life to the Full (CBT) course with additional input around the benefits of nutrition and exercise on our mental health, making the course more holistic. This course is a mainstay of Adullam and is a great help to those who attend. One Social Worker, who attended with a client, gave a rave review of the course, which we have captured later in this report.

Another mainstay of Adullam is the Cooking on a Budget course, and we are very grateful to our volunteer, Maria, for her work in delivering a superb course and producing some very tasty meals, which has gone down very well with all those attending.

The courses that we now regularly offer include:

Course	Frequency
SOCIAL GROUPS	
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.
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.
LIFE SKILLS	
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.
CAP Money Coaching	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.
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.
SUPPORT GROUPS	
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.
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.
Freedom Programme	This is a 10 week course which supports women at risk of domestic violence to understand what is happening, and to develop tools to protect themselves and their children.
Men's Talk Club	This group runs each week and is a safe space for men to talk about their stresses and worries, take time to think about what they have to be grateful for and sharing how they are going to look after themselves.

During 2025 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 106 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.

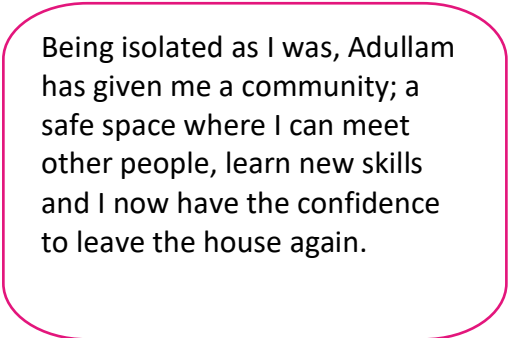
We have found that, given the anxiety levels of those newly referred to us, it can take a while for some to build up their engagement with us and we are happy to work with them at their own pace. However, we are pleased to see how many participants' lives have begun to turn around more positively during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

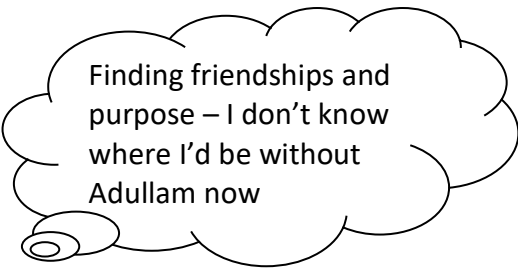
Some of the good news stories from the year include:

- positive engagement within our Community groups, and it has been wonderful to see existing participants supporting newcomers and to witness their confidence growing as a result.
- Several very enjoyable day trips including: Wray Scarecrow Festival, Rheged, Lakeland, Stydd Gardens and Café, Garden Centre visits, and sampling some of the local Coffee shops in Lancaster itself.
- The launch of the Freedom Programme, for women at risk of domestic violence to help them understand what is happening and develop tools to protect themselves and their families. This has attracted a lot of interest across the city.
- Some real breakthroughs in the lives of those who have engaged with the counselling provided by Cal, have been immensely encouraging.
- The continuation of the Walk with a Doc group, which consistently gets a good number engaging with it over the year.
- 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.

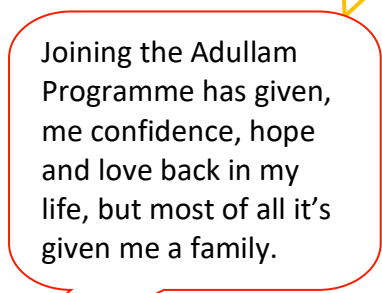
Specific feedback from participants has been positive and includes the following comments:



Being isolated as I was, Adullam has given me a community; a safe space where I can meet other people, learn new skills and I now have the confidence to leave the house again.



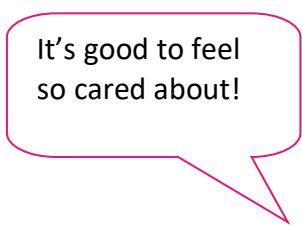
Finding friendships and purpose – I don't know where I'd be without Adullam now



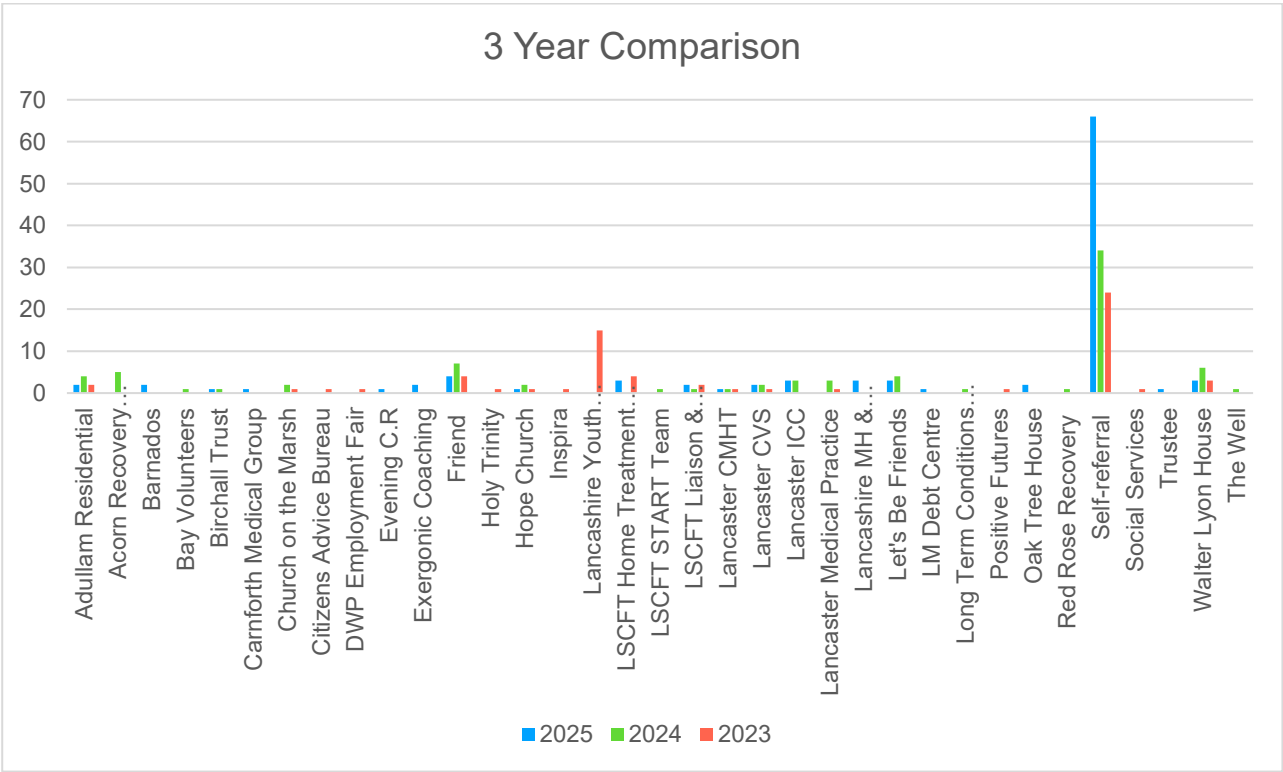
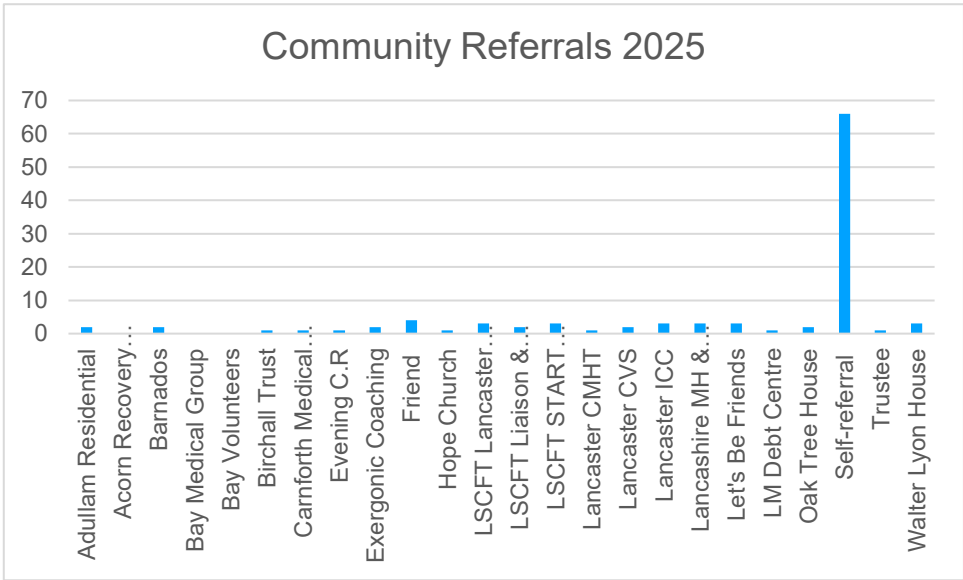
Joining the Adullam Programme has given, me confidence, hope and love back in my life, but most of all it's given me a family.



It's a great place to go. When I'm feeling down I have people I can talk to that I feel safe to talk to, and it's just a nice environment.



It's good to feel so cared about!



To continue to raise our profile within the city during 2025, we have again worked closely with the Lancaster Integrated Care Community team, and also the newly established Lancaster Mental Health Forum, 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 Olive Branch, Wellbeing Wildlife Walks, Let's Be Friends, Lancaster Men's Hub. 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: Ingleton Methodist Church, Hope Church (Lancaster), Holy Trinity Church (Bolton le Sands), Brookhouse Community Church, Garstang Free Methodist Church, Cornerstone Church (Bentham) and Quernmore Methodist Church. The overwhelming response from these visits has been both generous and remarkable.

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. Similarly Grace Stirland has kindly agreed to support us in refreshing and updating our social media presence, which we are very grateful for.

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 website continues to be a real asset in attracting more interest in the work of Adullam as well as generating 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 2025 we were pleased to appoint a part time Fundraising Administrator, Nova Samuels-Dawson, who has really got to grips with understanding the funding arena and has seen some success from bid writing, which she plans to build on and develop to ensure long term growth for the charity. We are grateful too to Dani Knox (Fundraising Coach) who has supported Nova and the team in identifying a funding database and the best ways to approach funders. Her support to date has been invaluable and has certainly helped to enhance the fundraising activities of Adullam.

We have also enjoyed two Fundraising events in 2025, 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, and the Cross Bay Walk in May. Both events were 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: English Lakes Hotels, Booths Scotforth, Susan Seward (Tropic), Lakeside & Haverthwaite Railways, Windermere Lake Cruises, Quayside Café Glasson Dock, and Pear Tree Café Ashton Garden Centre.

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 also continue to benefit from having Simon Berry (CEO of English Lakes Hotels) as our Patron and are grateful for the time he gives to Adullam.

We have also been grateful for the input of a number of external advisers: Mr Roy Crowne (Revelation Trust), Mr Stephen Hurst (Lancaster & Morecambe College), Mr Keith Robertson (NHS England) and Mr Ian Hartley (Out of Eden) from whom we can seek advice and guidance as required. Their input and broader perspectives have been invaluable as we seek to develop the charity in order 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), one Men's Programme Coordinator, Francis Dawson, (1.0fte), and we were pleased to appoint a Fundraising Administrator, Nova Samuels-Dawson(0.4fte) during the year too. Our aspiration would be to increase the team further still, as funding allows, so that more people can be supported.

Financial Review

The full 2025 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 (01.01.2025)			76,591
GRANTS/DONATIONS (GENERAL)	42,491		
GRANTS/DONATIONS (RESTRICTED)	17,537		
CHARITABLE ACTIVITIES	27,871		
SALARIES & TRAINING		- 81,112	
HOUSE RUNNING COSTS		- 13,289	
CENTRAL COSTS		- 11,851	
EVENTS & COMMUNITY COSTS		- 7,072	
FUNDRAISING COSTS		- 2,232	
TOTAL	£ 87,899	-£115,556	
CLOSING BANK BALANCE (31.12.2025)			£48,934

As the above accounts demonstrate, this year was more of a financial challenge for the day to day running of the charity, due in part to a delay in fundraising / bid writing activity. However, we were pleased to see this gain momentum towards the latter part of the year, for which we are very grateful.

This has allowed us to facilitate 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	£17,648
One-off personal donations	£ 5,003
Hope Church, Lancaster	£ 700
Brookhouse Community Church	£ 2,700
Garstang FM Church	£ 1,300
Gateway Church (Kendal)	£ 1,000
Cornerstone FM Church, Bentham	£ 453
Holy Trinity Church (Bolton le Sands)	£ 484
Ingleton Methodist Church	£ 200
Lancaster Baptist Church	£ 595
Capernwray Bible School	£ 1,413
Gift Aid	£ 5,721

Restricted Grants / Donations

Macauley Moat	£ 5,000 (Year 3 of a 3 year grant)
Lancashire Warm Spaces Grant	£ 500
The Truelight Trust	£ 2,500 (ring-fenced for Residential programme)
Walter Lyon Trust	£ 5,000 (ring-fenced for Community Work)
Red Rose Recovery BRiC Fund	£ 700 (ring-fenced for Freedom Programme)

Morecambe Bay Wills	£ 250
Souter Foundation	£ 6,000
One off personal donations	£ 1,110 (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 continue to encourage donations via our website through direct BACS, or the Stewardship and Paypal platforms.

We were also pleased to receive offers of support from two anonymous donors; one to buy a house for the charity to secure the residential programme, and the other for additional staffing – both of which we hope will come to fruition in 2026.

This year has been a challenge to uphold the level of income from 2024, and 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.
 - o Additional staffing (Women's Programme Co-ordinator)
 - o Appoint to Trustees Board
 - o Strategically maximise opportunities for partner working /course delivery
 - o Clearly identify volunteer team and suitable ongoing roles
- Programme
 - o Continue to develop the Men's Mental Health Network /Steering Group
 - o Identify new provision required and how this will take place (Freedom Programme for men, Support for Gambling-related harms, CAP Job Club)
 - o Monitor effectiveness of Community Programmes.
 - o Increase referrals and conversions.
 - o Develop the Residential Programme in planning for expansion in the future
- Finance
 - o Continue to build a sustainable funding model (bids, sponsorships)
- Partnerships
 - o Review and identify partnerships relevant to Adullam
 - o Build new partnerships with other local providers
- Social Enterprise
 - o Review, develop and launch social enterprise opportunity.
 - o Finalise Business Plan and CIC constitution.
 - o Identify funding streams/investors, suppliers, premises, structures.