

The image shows a stack of grey folders. The top folder has a white label with the text 'developmentplus™'. Below the label, the text 'working with you for lasting change' is visible. The bottom folder has a white label with the text 'developmentplus™' and a list of services: 'Success Training', 'Health & Happiness', 'Developing Communities', and 'Search & Consultation'.

development**plus**™

development**plus** is a key development organisation in Lincolnshire. We are well established, working across the County since 1997. We want to work with a wide range of partners, supporting them with our innovative ideas and abundant skills.

Chairperson's Statement

Change is the only thing that stays the same; I'm not proposing a new motto for developmentplus but, if I was, that would be a contender. After the changes in staffing during 2016 we moved out of our old home on Croft street in 2017. We are now settled in our wonderful new rooms at the Queens Park Community Hub, South Park.

After changes, we are more or less the same. Still here, still contending for those individuals and communities that need a voice, support, and encouragement. Lynsey is still doing an amazing job of keeping up with the changes and continuing to challenge us all as she responds to needs all around us. Our STEPS programme continues with renewed support from a new funder. We are looking into new areas of work with new partnerships, perhaps we will be able to say more at the AGM.

Our trustees deserve a word of appreciation, there are trustees who smile and contribute nothing; not on the board of developmentplus. Discussions are grounded, practical and stimulating. It is a privilege to be part of such a group.

And finally, thanks to all our staff for their hard work, determination and enthusiasm, we would be nothing without you.



Pete Crosby

Chairperson of developmentplus

General Manager's Statement

2016 was my first full year as General Manager at developmentplus and it was a year of mixed fortunes and change. At the end of March we saw two projects come to an end and sadly had to say goodbye to seven members of staff. After seven incredibly successful years with the Early Presentation of Cancer Project, Kasia, Bonney, Lu, Karen and Clare all moved on to pastures new. With the end of our Reaching Communities “Putting Abbey on the Abbey” project we also had to say a sad farewell to Denise too. With an organisation reducing greatly in size we also had to make some management decisions too and the hard decision was made to say goodbye to our Finance Manager Richard.

April began with the organisation having just two members of staff and quite the mountain to climb with no funded projects in place. We took a couple of months to gather our thoughts and re-assess our priorities.

Fortunes started to change and in June we were successful in receiving a grant from the Bromhead Medical Charity, combined with a small pot from the Evan Cornish Fund we were delighted to bring back Denise to run our “Step in the Right Direction” programme. We also received a small pot of money from the Michael Cornish Fund which allowed us to develop a small selection of Health & Wellbeing Course for the residents of Lincoln.

During the second half of the year it became apparent that the building at Croft Street was becoming too much to handle and we made the hard decision to sell. By the end of the year we had a buyer and we had located new premises for developmentplus to move into. With the sale also came the comfort that we had secured the future of the charity for three more years which meant that we could enter 2017 with the knowledge that we could start exploring new ideas.



My sincere thanks goes to all our trustees and staff who helped get us through a challenging year, 2017 looks incredibly positive and I personally can't wait to get started.

Lynsey Collinson
General Manager of developmentplus

Our Aims & Objectives

development**plus**' vision is:

"To help, empower and support people through community projects and engagement across the County of Lincolnshire"

development**plus**' aims are:

- To inspire the development of community groups and facilities, whilst building self-esteem, confidence and a sense of mutual responsibility.
- To promote education and training opportunities for individuals and groups with the aspiration of improving the local economy.
-

Our objectives are:

- To empower residents in the community to acknowledge, talk about and address their health issues, including signposting them to relevant health professionals.
- To provide programmes of training and support to enable individuals to overcome personal barriers.
- To work with strategic partners to tackle deprivation across the County.
- To develop volunteers to ensure sustainability of support groups / community groups.

Our Values & Principles

Over the years development**plus** as an organisation has adopted the values and principles of FCDL (*Federation of Community Development Learning*), which reflect the link of our work to the National Occupational Standards for Community Development. Over the coming year we will also be reviewing our mission, vision and objectives.

Our Values and Principles are:

- Social Justice
- Sustainable Communities
- Self- determination
- Participation
- Working together and Learning
- Reflective Practice

Celebrating Diversity

Celebrating Diversity is central to the way we work. It means that we believe everybody has a contribution to make because we are all different, for example; our experiences; values; abilities. We feel we must celebrate diversity in all forms because we are committed to inclusion and social justice.

Diversity Action Plan 2016

Each year development**plus** considers their commitment to Equality and Diversity by reviewing their policies and ensuring they are in line with the Equality Act 2010. In 2013 the Staff and Trustees undertook Diversity Training provided by the Equality & Diversity Lead for NHS Gem. We endeavour to uphold and achieve our Action Plan across all strands of our work in the community, with our partners and with our own staff team. We have implemented an Equality Analysis Process for Policies and new project work.

Action	Timescale
We will promote community cohesion within the communities we work, whilst respecting and valuing diversity and difference.	Ongoing
We will promote a strong sense of social justice across all our work and we will develop and offer training appropriate to specific needs.	Ongoing
We will endeavour to recruit staff and Directors which represent a broad cross section of the community we serve.	Ongoing
We will listen to the views of the communities and respond to their needs and involve them in the planning of our project work.	Ongoing
We will produce courses and materials which reflect cultural difference and will break down barriers.	Ongoing

Key Areas Of Work

Developing Communities

We work alongside people of all backgrounds in their communities and with the organisations that affect their lives. By doing this we:

- Improve quality of life and pride in communities.
- Promote equality, inclusion and community cohesion.
- Empower local people to take control and play an active part in the decision making process.
- Develop effective and sustainable multi-agency networks.
- Work alongside people to address local issues.

Success Training

Our training provides opportunities for learning, personal development and supporting people to take the path towards their own goals. We work with you to make positive and lasting change with individuals, groups and organisations.

Research & Consultation

We have carried out consultation and research for Local Authorities and communities for the last 16 years. We brought Placecheck to Lincolnshire through a National Pilot in 2000 and provided research evidence for strategic documents for the City of Lincoln Council such as the First Community Plan, Local Development Framework and Open Space Audit.

Health & Happiness

Health and happiness are key to wellbeing. If our communities are well, they are confident, competent and resilient.

Local people feel in control and have the ability to deal with the pressures of everyday life.

Winter Wonderland

We received funding from the Celebrate Lottery Fund, to run a winter wonderland event in the Arboretum.

We ran a number of fun Christmas workshops leading up to the event, reflecting a number of traditions from a selection of the many cultures represented within the ward.

On the day we sang traditional carols in the band stand, had Santa's grotto with live reindeer and shared traditional food and drink, from nationalities represented within the ward, in the Arboretum Lodge.

It was well attended and received.

Reaching Communities

Putting Abbey on the Map

Celebrating Abbey Community Event

Back in November a small group of local residents and developmentplus began planning a celebration event. Many meetings and much cake eating later the event called "Celebrating Abbey" was delivered on a mild Saturday in February and more than 150 local people came.

The event showcased the work achieved by developmentplus as part of a Reaching Communities lottery grant. This supported lots of free health and wellbeing training workshops for the local community. Out of it came a gardening and poetry group and many links were made to community groups that helped raise awareness of the positive activities and volunteering happening in Abbey Ward.

Activities were aimed at families and ranged from building bird boxes and planting seeds with the gardening group to messy play and badge making with the local children's centre and toy library. The poetry group gave poetry readings, young people could enjoy robot table tennis, a rodeo bull, try circus skills and face painting.

22 local groups came together to promote their activities and meet and make new contacts. Lincoln City FC offered a VIP trip to the ground to meet players which was won by a pupil from Monks Abbey School. A tuck shop, café and International food tasting were run by local groups who will reinvest their profits to support community activities over the next year.

Health & Wellbeing Courses

On the 27th July 2016, the Michael Cornish Charitable Trust awarded developmentplus £1000 to fund a selection of Health & Wellbeing Courses which could be accessed by the residents of Lincoln. During the Autumn of 2016 we ran 8 courses in total.

- Self-care with Simple Kitchen Herbal Remedies
- Adaptive Chair Yoga
- Nutrition and Healthy Eating for the Winter
- Mindfulness and Wellbeing

We had 82 residents book onto our sessions with 54 attending.

Feedback included:-

"Extremely fun and informative. Lots of ideas to try and put into effect"

"Absolutely brilliant, so enjoyable and informative"

"Wonderful and relaxing, good information. Something that I will use and also make at home"

Development Workers for these projects - Clare Bryan, Hannah Sylvester, Denise Benetello & Lynsey Collinson

Step in the Right Direction

This is the first time that we have received funding to offer 'A Step in the Right Direction' Programme (STEPS) on a city-wide basis. Previously it has been 'ward' specific. This has enabled us to recruit from a broader cross-section of the community, and referrals have come from mostly different routes to previous programmes. The programme has an emphasis on encouraging participants to seek opportunities to 'positively move on' in some way in their lives. We work with participants to identify any barriers which may be holding them back, then encourage them to explore ways of addressing them. The programme began in July 2016 utilising funds from the Bromhead Medical Charity and the Evan Cornish Fund.

The following report gives an evaluation of the programme for the first half of the year, to the end of December.

Outcomes: 1st July – 31st December

	<i>Those who have...</i>	<i>Numbers to date</i>	<i>Over-all Target</i>	<i>% of target</i>
1	Participated in the programme	19	40	47.5%
2	Identified barriers preventing them from moving on – raising self-esteem to enable more positive life choices	19	36	52.7%
3	Accessed training and development	6	30	20%
4	Moved into volunteering or employment (1 into full-time employment, 3 into volunteering)	4	20	20%
5	Identified improved well-being	8	36	22.2%
6	Increased confidence and enhanced self-motivation	11	36	30.5
7	Accessed GP for issues identified during programme	2	10.5% of cohort	
8	Worked on CV	3	15.7% of cohort	
9	Left due to acute illness	4	21% of cohort	

Participant Progress

A Step in the Right Direction encourages people to take responsibility for themselves, make decisions and take action. It provides an opportunity for people to take control of their lives. People are very keen to change, but for many, change means a different way of thinking and behaviour which requires sustained effort. For some the steps that they take are small and slow but in many cases represent a huge personal achievement. The amount of time spent on the programme varies from individual to individual. Some simply require information and advice while others need longer term support to address and manage far reaching personal and emotional issues.

Conclusion

The programme has now been running for six months, some participants have finished the programme and have moved on. Some people have been with us since the beginning and some have only joined in the last few weeks so it is still very early days. Time has been spent goal setting and exploring future options, taking “small steps” but nonetheless making significant achievements.

Time has also been spent attending events, meeting other professionals and building up networks, both to refer participants onto but also for other agencies to refer to us.

In the past, mental illness has often surfaced as an issue during the course of the programme. What has been significantly different this time is that more than 78% of participants presented with some of mental illness at the outset, and 21% of those who started the programme had to leave because they were just too unwell to continue. What is also different this time is the number of people who have been referred to us by other professionals. This poses a number of questions to be asked and several issues to be considered here:

Has the level of mental illness increased, or is it being more readily identified?

Is there less stigma attached to it and people are therefore more readily able to accept that they have a mental illness

Are there less services available for other professionals to “signpost” their clients to?

Has our reputation reached such a level that other professionals trust us to be able to work with some of their clients?

Levels of mental illness have varied across the spectrum from mild to moderate depression, severe anxiety, bi-polar disorder, psychosis, personality disorder, self-harming and attempted suicide. Irrespective of this, many of the participants have made significant progress along their journey to completing their goals. However, it needs to be borne in mind that due to some of the immense difficulties some participants encounter, achieving the targets set out at the beginning of the programme may need to be re-considered.

It is my belief that any distance travelled for some participants no matter how small, for them is a huge “Step in the Right Direction”.

Early Presentation of Cancer

Early Presentation of Cancer Programme (EPOC)

Early Presentation of Cancer (EPOC), is a programme built upon Community Development Principles, to push forward cancer awareness and early presentation messages in ways that are appropriate to individual communities.

The programme began in 2008, funded by NHS Lincolnshire Public Health (now Lincolnshire County Council Public Health) and Macmillan Cancer Support.

The aim of the programme is to:

Challenge existing behaviour and beliefs associated with cancer, to raise awareness of signs and symptoms and encourage early presentation and early referral of patients with suspected cancer.

The objectives are to:

- Use community development approaches and training to ensure signs and symptoms, and the early presentation messages, get right to the heart of the community.
- Encourage volunteering to ensure the long-term sustainability of the programme.
- Work with screening teams to improve access to screening and take up of screening appointments.
- Work with Clinical Commissioning Groups (CCGs) and General Practitioners (GPs) to identify hard to reach communities at higher risk of developing cancer and to promote the continued use of Rapid Referral Guidelines to support the early diagnosis of cancer.

With the outcomes of:

- Reducing premature mortality from cancer across Lincolnshire
- Improving the overall 5-year cancer survival rates for Lincolnshire
- Reducing health inequalities across Lincolnshire, particularly relating to cancer.

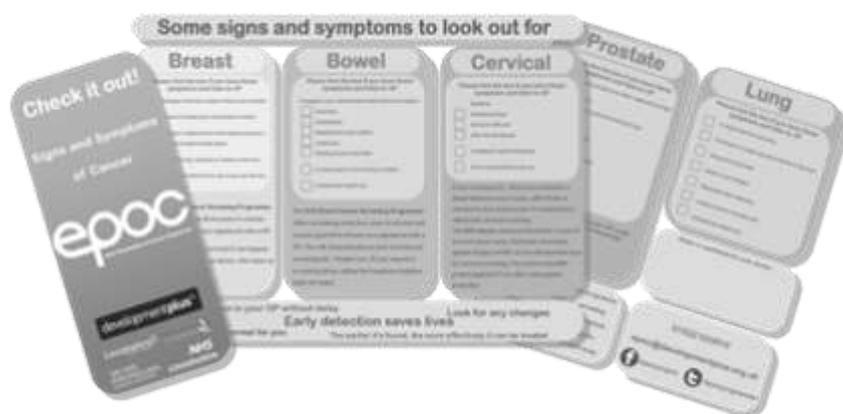
Partnership Working

The programme has worked hard to set down solid roots within communities and over the years, has strengthened its position by adding a strategic element to the work.

- **Engaging with GPs and Surgeries:** to target identified groups within communities to improve screening uptake and/or to address areas with a high prevalence of specific cancers.
- **Screening Teams:** Partnership working has resulted in a more focussed approach to developing new, targeted campaigns.
- **Lincolnshire Adult Screening Programme Health Promotion Board presence:** Our knowledge and experience of working directly with communities is proving vital when looking at ways of promoting screening in areas of low uptake.
- **Various health and wellbeing boards:** We have been asked to sit on various boards, bringing our grass-roots perspective to meetings, which feeds into the strategic decision-making process.

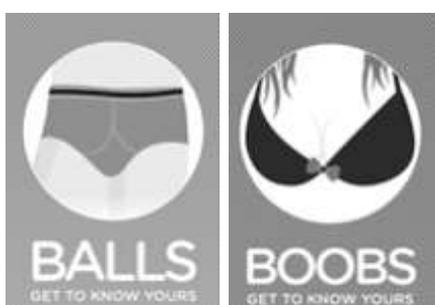
Check It Out leaflets

Our 'Check it Out' leaflets were updated in 2015, to include new screening information and larger space for patients to write down their questions and concerns before visiting their GP.



These leaflets are available county-wide and our aim is that they continue to be used by patients and GPs. They were developed alongside a focus group of volunteers and GPs, in order to become a useful conduit to start a conversation regarding cancer, during a limited time with their GP. The checklists have enabled patients and GPs to have an effective and open communication and greater awareness of cancer signs and symptoms.

Boobs and Ball campaign



We also continued our 'Boobs and Balls' campaign, which is designed to target young people aged 14-24. We want to encourage young people to self-examine on a regular basis, so it becomes the norm in adult life—like brushing your teeth.

We created easy-use z-card information cards to be handed out to the schools and colleges we visited, to help get the message across.

Our other campaigns

This year, we also continued our Pink Pants campaign, to promote cervical screening, and our C-Word campaign to actively encourage people to talk about cancer.

Facts and Figures

In 2015, we:

- Attended 185 events
- Spoke to 7731 people
- Delivered 30 courses
- Issued 553 course certificates
- Recruited 13 volunteers
- Had 99 events that were supported by our volunteers

What else we have learned

The EPOC programme is incredibly transferrable, and lends itself to other long-term conditions such as diabetes, heart disease or dementia, where awareness is an issue, and early intervention could make a difference.

Views from our Partners and Funders

"EPOC works tirelessly to build links with local health services and to develop screening campaigns"

**Tony Hill, Director of Public Health,
Lincolnshire County Council**

"We have forged a strong collaborative working relationship with all members of this team. They have been proactive in the delivery of key initiatives relating to the cancer screening programmes, to the population of Lincolnshire"

**NHS England Screening and Immunisations
Manager**

Development Workers for this project: Denise Benetello, Clare Bryan, Bonney Cottrell, Linda James, Karen Parkinson, Kasia Pisarska, Lurdes Webb

New work for 2017

Reducing Reoffending in Lincolnshire:

Development plus have been working closely with a reducing reoffending mentoring project currently based at HMP Lincoln. This project will sadly come to an end on the 30th September. The work this project does is vital to the city's development and with this in mind, Development plus are pleased to announce they are launching their own reducing reoffending project starting in October 2017.

Although the objectives may be the same, this project will be very different from its predecessor.

We have been working very closely with a number of key stakeholders including HMP Lincoln, the ARC team and probation to ensure this project is sustainable, resilient and can provide the best service possible for its clients and their families.



Training Courses:

During 2017 we aim to run in excess of 15 training courses around different aspects of health and well being. These courses will be funded by The John Dawber Trust and Michael Cornish Foundation. If other funding bids prove successful we will extend this number further.

Our courses cover chair yoga, nutrition, mindfulness and herbal studies. These have been so well received initially that we not only have full classes but waiting lists too.

Our aim is to receive as much funding as possible to allow us to continue supporting the people of Lincoln to improve their health and well being, the end goal would be to generate income to allow us to run more courses. This is something we are seriously looking into and may start to develop towards the end of 2017. Watch this space!

Step in the Right Direction

With further funds obtained to keep in the Step in the Right Direction programme for a further two years we are looking forward to working with even more participants and helping them achieve personal goals. We will continue to seek funding for this hugely successful project with a future aspiration of expanding the "Steps" Team.

Collaboration Agreement

As an organisation, we have recognised that we are heading towards our most challenging time yet. With funding pots becoming increasingly harder to obtain as a sole charity, we felt now was the right time to get together with similar organisations with a view of sharing ideas and exploring opportunities of collaborative working. In November 2016 developmentplus, Abbey Access Training, Urban Challenge Limited, Lincoln Pelican Trust Limited and Just Lincolnshire signed a collaboration agreement with the aim of working together to increase the voluntary sectors presence within the City of Lincoln and surrounding areas and to look for opportunities jointly which might not be available to each of us separately.

Volunteers

Despite the uncertainty of our EPOC Programme we are still committed in supporting our group volunteers after the end of March 2016. Developmentplus is committed in providing any advice our volunteers may need .



Neighbourhood Working

We seem to have gone full circle with the City of Lincoln Councils Neighbourhood Working Project. Ten Years ago developmentplus supported the council with this new project providing Community Development Workers to initially 2 and then 4 Wards across the City. This is now coming to an end officially with the Council but it is hoped that developmentplus and partner organisations can help established Neighbourhood Boards become self-sufficient. Watch this space for future developments.

developmentplus staff 2016

Staff who worked at developmentplus during 2016

Lynsey Collinson	General Manager
Richard Leedham-Green	Finance and IT Manager
Denise Benetello	Development Worker
Bonney Cottrell	EPOC Development Worker
Kasia Pisarska	EPOC Development Worker
	Communications and Liaison Lead
Karen Parkinson	EPOC Development Worker
Lurdes Webb	EPOC Development Worker
Linda James	EPOC Development Worker
Clare Bryan	EPOC Volunteer Co-ordinator
Hannah Sylvester	Administrator
	Development Worker

developmentplus Board of Directors

Chair

Andrew Vaughan (Resigned 12th December 2016)

Vice Chair

Debbie Jolliff

Treasurer

Peter Crosby

City of Lincoln Council Representative

Councillor Roseanne Kirk

Councillor Karen Lee

Board Members

Andrew Brooks	Lincolnshire County Council
David Gannon	University of Lincoln
Stacey Gillott	Pelican Trust
Councillor Neville Jackson	Lincolnshire County Council
John Mendy	University of Lincoln (Resigned 14th July 2016)
Brent Charlesworth	Former City of Lincoln Councillor

As at 31 December 2016

Summarised Annual Accounts

**Lincoln Community Development Worker
Project
T/A Developmentplus**

**Statement of Financial Activities
for the Year Ended 31 December 2016**

	Notes	Unrestricted fund £	Restricted funds £	2016 Total funds £	2015 Total funds as restated £
INCOME AND ENDOWMENTS FROM					
Charitable activities					
Health and happiness	3	1,000	80,135	81,135	201,608
Training		-	-	-	2,303
A step in the right direction		-	27,437	27,437	-
Investment income	2	6,362	-	6,362	8,690
Total		<u>7,362</u>	<u>107,572</u>	<u>114,934</u>	<u>212,601</u>
EXPENDITURE ON					
Raising funds		34,590	-	34,590	32,168
Charitable activities					
Health and happiness	4	664	84,007	84,671	188,648
Developing communities		9,850	3,888	13,538	49,534
Restructuring		11,762	-	11,762	32,551
A step in the right direction		5,107	10,469	15,576	-
Impairment of property		189,546	-	189,546	-
Total		<u>251,319</u>	<u>98,364</u>	<u>349,683</u>	<u>302,901</u>
NET INCOME/(EXPENDITURE)		<u>(243,957)</u>	<u>9,208</u>	<u>(234,749)</u>	<u>(90,300)</u>
Transfers between funds	16	<u>340,015</u>	<u>(340,015)</u>	<u>-</u>	<u>-</u>
Net movement in funds		<u>96,058</u>	<u>(330,807)</u>	<u>(234,749)</u>	<u>(90,300)</u>
RECONCILIATION OF FUNDS					
Total funds brought forward		<u>176,077</u>	<u>350,665</u>	<u>526,742</u>	<u>617,042</u>
TOTAL FUNDS CARRIED FORWARD		<u><u>272,135</u></u>	<u><u>19,858</u></u>	<u><u>291,993</u></u>	<u><u>526,742</u></u>

CONTINUING OPERATIONS

All income and expenditure has arisen from continuing activities.

Funders

development**plus** is supported by:

Lincolnshire County Council

Big Lottery Fund

MacMillan Cancer Support

Bromhead Medical Charity

Evan Cornish Fund

Michael Cornish Fund

Celebrate Lottery Fund



