

development**plus**TM

developmentplus has 23 years' experience of working alongside disadvantaged and vulnerable people to help them identify issues which have a detrimental effect on their lives and then to develop solutions focussed pathways for moving forwards. We work alongside people in their community, facilitating their involvement in decisions that affect their lives, supporting them to identify and develop initiatives that they feel will improve their quality of life socially, environmentally, economically and through learning. All our work is based on the values of community development, working alongside people and not imposing our views on them but valuing their skills and abilities, ensuring their participation and providing opportunities for their personal development.



Chairperson's Statement

Pete Crosby
Chairperson



The year 2020 was about two things, Covid and the way people tackled their many life situations in the light of it. There are many aspects of the developmentplus Covid experience that mirror the worldwide experience. We weren't all in the same boat, but we were certainly in the same storm. There was a huge challenge facing all organisations that offer support to those sections of society that struggle with life's basics. Our clients needed us more than ever and yet we, as employers, needed to make sure that we were protecting our team from the dangers of a virus that few people understood.

It was a challenging time to work through, it was a humbling time to work through. Our team was helping people who had gone into prison while the world was normal, and who came out to find themselves, apparently, walking round the set of a post-apocalyptic sci-fi film. Explaining why doors were locked and why conversations had to be through Perspex screens was quite a challenge. When many of us were sitting in the (mind numbingly boring) comfort of our own homes, working and socialising on zoom, the team were finding ways to have constructive conversations with clients by telephone, by walking round parks, by standing in the client's garden while the client stood at their door. Through a time of ever-changing government edicts, the team continually found a way to keep the rules and apply them in a human, sympathetic manner.

Funding was a challenge, many funders put things on hold. Existing funders listened sympathetically and approved changes to the ways schemes had to be rolled out. We had to be on our toes to see which contingency funds were appropriate to apply for.

Not only did Covid cause many deaths, it also made death from other causes a lonely experience in 2020. Team members found themselves offering support to families who struggled with their grief, one team member was asked to take a funeral.

The team were endlessly creative, always honest about their legitimate concerns, and yet always looking to help their clients keep engaging, keep receiving support.

As I look back on that unique year, that situation we are still only slowly moving out of, I want to say thank you to all who took responsibility for making sure our working practices were safe and yet effective. I want to say thank you to the team who overcame all the challenges, through what was an emotionally draining time for them. And thanks to the board for continuing to offer support and encouragement throughout.

Pete Crosby

Chair of trustees

CEO's Statement

Lynsey Collinson
CEO



2020, a year like no other experienced by developmentplus before. I'm not actually sure where to start! Normally I would take you through the year documenting key events but, on this occasion, a different reflection is needed.

The year had started well, we held our annual celebration event, welcoming Becca Rose Cartwright to the team as our new Apprentice Administrator who, with the Operations Manager Naomi Watkins-Ligudzinska planned the event seamlessly. We welcomed Mayor Sue Burke and the mayoral party to the evening along with 50 other guests to celebrate all the amazing programmes developmentplus had to offer. We also took the opportunity to launch DP2020, an introduction to our strategy visioning exercise that we planned to conduct during the year. However, just 2 weeks later world events took a dramatic turn.

On the 17th March 2020, following rising concerns surrounding the ever growing COVID-19 pandemic, developmentplus, along with most of the country closed the office doors and moved to a home working environment. Emergency plans were put in place to move all face-to-face delivery to a remote service. Very quickly the team had to adapt to new methods of communicating with clients including the use of zoom, WhatsApp, Facetime, and Messenger. We decided very early on that we wouldn't look to close any of our programmes, and I'm proud to say we continued providing a service throughout the COVID pandemic. We recognised that the clients we supported were amongst the most vulnerable and leaving them without a lifeline was unthinkable.

Whilst we had to focus on the wellbeing of our clients, as CEO I also had a responsibility to ensure the team were well taken care of during this time too. This support extended to their families too as home schooling also featured heavily in our new working environments. We held weekly team meetings via Zoom with the introduction of weekly challenges, we made our own "toilet roll" video, and several wellbeing gifts were sent out through the year. Although we shared many laughs, we also shared a lot of tears, homeworking was isolating and at times this was difficult for all of us to deal with. Despite its challenges, the unity of the team strengthened as the year went on.

As the year progressed, we sadly said goodbye to both Becca and Naomi, many thanks go to them both for their contributions to the organisation. In the July we welcomed Libby Liberty and Nichola Hume to the Project Compass Team. Project Compass evolved the most during 2020 and faced the hardest challenges during lockdown with it being one of only a handful of providers left during lockdown to support rough sleepers. Huge thanks to Becky Pipes-Goulsbra and her team for working tirelessly during the most challenging of times to ensure rough sleepers remained safe.

Kate Edgar and the Bridging the Gap Project also experienced its challenges during lockdown, with many of the client group reluctant to keep in touch via alternative communication methods. We made the decision to reduce Kates's hours so she could concentrate on home schooling and when lockdown regulations eased, and she was able to meet clients outdoors we re-instated her hours to allow reconnection with clients to take place. Despite the project challenges faced, Kate continued to support her client group fiercely.

Clare Bryan and Stuart Couling from the Better Together Project had the largest client group to oversee during lockdown and with the support of project partners Green Synergy and Abbey Access Training we were able to provide a wealth of support and activities to keep people safe and well. When lockdown restrictions eased both welcomed the opportunity to meet clients outdoors, and as the year progressed the project went from strength to strength. Despite lockdown, referrals were still coming in and by the end of the year we still managed to hit our targets. Huge thanks to both Clare & Stuart for your determination throughout the year.

Ian Enright had one of the most challenging journeys through lockdown with the introduction on a new project, not easy when you can't get out and about to promote it. Despite this he was able to launch the Steps to Work project successfully and started to build his client group up gradually over the year. His support in the Sincil area of Lincoln continued and he became a vital lifeline to a handful of residents throughout the lockdown in the form of wellbeing support. Ian also developed a new Podcast called "Surfing the Sixes and Sevens", many of us enjoyed having a chat with Ian on this along with several residents within the Sincil area. It brought a sense of light-heartedness to what was a very challenging time. Thank you, Ian.

Rachel Bethell continued to support the Lincoln Neighbourhood Together Board (LNTN) remotely throughout lockdown. We moved meetings to zoom and met regularly throughout the year. In that time, they held their first AGM and appointed a Chair and Vice-Chair. Despite the challenges individual boards faced during the year, it was warming to see the determination residents had to keep community activity alive. Despite only working 4hrs a week on this project with her other role being based at the Network, Rachel continued to join us at every team meeting, always bringing a bright smile to cheer everyone up.

Despite not being able to conduct the in-depth strategic review we had hoped during the year, remotely we were able to reflect on our vision, aims and objectives and by the end of the year we had successfully made appropriate changes that provided a clearer overview of what our organisation sets out to achieve. At the AGM we also agreed to formally change our charitable name to developmentplus, and we adopted five new values that capture the essence of the organisation, supportive, inclusive, approachable, committed, and empathic.

By the end of the year, after numerous changes to COVID risk assessments, further lockdowns, and several easing of restriction moments the team were able meet most of their clients face to face outdoors. From a funding perspective, the year was the hardest yet, with very little funding available other than emergency funds. We were grateful to the lottery, MHCLG and small local funding streams that allowed us to either freeze existing funding streams and replace them with emergency funding or expand emergency delivery where needed. We ended the year knowing that 2021 would be a financial challenge.

In conclusion, 2020 is a year that many of us would rather not repeat, however, from a team perspective I don't think we have ever been closer. My thanks goes to each and every member of the team for your continued support over the last year, it made a challenging situation a little more bearable. I also want to thank the Board of Trustees for their continued support too, as volunteers and professionals they all had to juggle a new way of working whilst also supporting myself and the team, thank you!

Lynsey Collinson

CEO

Staff

Staff who worked at developmentplus during 2020

Lynsey Collinson	- CEO
Naomi Watkins-Ligudzinska	- Operations Manager
Clare Bryan	- Lead Development Worker
Kate Edgar	- Development Worker
Stuart Couling	- Development Worker
Ian Enright	- Development Worker
Rachel Bethell	- Project Officer
Rebecca Pipes-Goulsbra	- Development Worker
Libby Liberty	- Development Worker
Nichola Hume	- Development Worker
Becca Rose Cartwright	- Apprentice Administrator

Board of Directors

Chair

Peter Crosby

Vice Chair

Debbie Jolliff

Treasurer

Andrew Brooks

City of Lincoln Council Representative

Councillor Jane Lloffhagen

Board Members

Stacey Gillott	Pelican Trust
Neville Jackson	Former County Councillor
Beckie McConville	NHS Neighbourhood Lead

Funders

developmentplus would like to thank the following for their support during 2020:

The Big Lottery Fund

Comic Relief

European Social Fund

Lincoln City Council

Leap

Lincolnshire Emergency Grant

Lincolnshire County Council

Lincolnshire Community Foundation

Ministry of Housing MHCLG



Our Aims & Objectives

Developmentplus

Vision

Providing hope, empowerment and support to people through our community-based projects.

Aim

To develop capacity and skills of people in such a way that they are better able to participate more fully in society.

Provide opportunities that inspire and build resilience in people and their communities.

To provide a range of responsive services for the people of Lincolnshire that will improve their wellbeing and mental health, promoting hope and sustainable personal progression.

Objectives

To encourage and enable people to access services that improve their wellbeing, physical and mental health.

To empower people to speak out and seek support about issues that affect their lives.

To provide programmes of training and support to enable individuals to overcome personal barriers and improve their economic prospects.

Committed, personalised support for individual needs. Building peoples strengths through acceptance and validation.

To develop and maintain partnerships across the County to achieve collective goals.

Values

During the first national lockdown in 2020, we took the opportunity to reflect and adopted some new values for the organisation. These were suggested by a number of our supporters including Maureen Cox who suggested Supportive and Empathetic. Sadly, Maureen, passed away in early 2021, and will be much missed.

The final five were adopted following a vote by our trustees, staff and clients.

Supportive

Inclusive

Approachable

Committed

Empathic

Current Projects

Project Compass

Before Covid we were seeing between 20 and 30 people every morning for breakfast, who were street homeless or in accommodation such as Nomad. When the restrictions for Covid were first announced we had to make some quite sudden changes and the first was that we could not let people inside the building. We also had to consider numbers and that we did not want to attract people from their accommodation, where they were safe. A number of our volunteers were considered clinically vulnerable and had to shield so staff numbers were reduced. It was agreed that we would only serve people that were rough sleeping, had gone into accommodation through 'Everybody In' (a Government funded initiative) or were vulnerable. Although the Church was closed a table was set up at a door and we offered sandwiches and hot drinks, with a takeaway bag for the rest of the day. Washing facilities were still available with Covid safe protocols. Since the initial lockdown there has been some refining in what we do. As a result of these decisions the numbers decreased, and the work became more focused on rough sleepers.

The people that we were serving had little or no access to the media and were frequently unaware of the gravity of the situation. One of our roles was to pass on information and educate our users about Covid, Government restrictions and how to keep themselves and others safe. We were also distributing masks and hand gel.

As a number of organisations were unable to access their offices or workplaces, we became a hub. The Holistic Health for the Homeless (HHH) team became regular attenders with a doctor visiting once a week. The Intervention Team and Probation were also present on a regular basis. The Rough Sleeper Team were in close contact to monitor those that were using 'Everybody In' and those who had declined the offer of emergency accommodation.

As the service became essential for many of our users, discussions were started with the Clinical Care Group (CCG) regarding supporting us through a challenging winter period when restrictions were continued.

During this period ties with emergency services became strengthened as they had no access to takeaway services and toilet facilities, which they had previously relied on.

As a service that remained open, despite the many difficulties, throughout the pandemic we experienced the benefit of increased partnership working, which will continue to be an advantage.



Becky Pipes-Goulsbra
Project Worker

Project Compass works in partnership with Lincoln Baptist Church



A case study of a user through the covid/funding period

Joseph was street homeless when Covid hit. He had previously been in prison and before that, had a council flat which he was unable to manage. He refused to accept any accommodation offered in the 'Everybody In' emergency measures.

A man in his late 50's, Joseph has learned to look after himself and is highly suspicious of any services or authority figures. He had accessed the Nomad night shelter but left, finding it difficult to be so close to other users. Joseph has issues with alcohol which greatly effect his mood and ability to maintain conversations. He becomes agitated and aggressive if anybody talks to him about housing or support.

The project has helped Joseph in a number of ways. Firstly, we have been able to offer him food and drink. As the local shops were closed during lockdown (cafes and McDonalds, which he frequented), he was able to have hot drinks and enough food to sustain him.

Project Compass was also somewhere that Joseph could have a wash and shave and maintain basic hygiene. As the public toilets were also closed during lockdown, he was able to use our facilities and maintain some dignity. He was also able to charge his mobile phone at our base and was provided with clean, warm clothing.

As Joseph has hepatitis, he was able to have a scan with the nursing team (at a clinic we organised at our base) and receive his medication. As there was a risk of his medication being lost or stolen, we were able to keep it safe for him and he could collect what he needed each day.

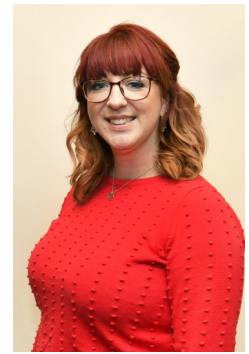
During the period of funding, Joseph was attacked, struck by a large metal object, across his face, catching his ear and head. One of the nurses from the HHH team was able to see him during our session and offer medical assistance. She was able to dress the wound on his ear and offer advice, leading to a number of visits to the hospital. It is my belief that had he not had this immediate assistance, he would not have sought any medical intervention.

Finally, as the workers on the project have built up a great relationship with this gentleman, which does not exist with other services, we have been able to offer company, a chat, emotional support, and friendly faces. We are able to report to other services that he is safe and well, on a daily basis.

Current Projects

Bridging the Gap (BTG)

BTG is an intensive mentoring programme, supporting men and women either being released from prison into Lincoln and surrounding areas, or those that have been involved in the criminal justice system in the previous 2 years and it's still having a negative impact on their lives. It is the only project of its kind in the City and is held in high regard by both clients and partners.



Kate Edgar
Development Worker

The project aims to reduce re-offending and re-incarceration rates in Lincoln.

Nationally, 64.1% of men released will re-offend within the first 12 months. After 3 years of the project, we are at 68.75% NOT re-offending.

Bridging The Gap works holistically with its participants, covering all 9 reducing re-offending pathways, these are: Education, training and employment; Accommodation; Finance, Benefit and debt; Family and relationships; Health, mental and physical, Attitudes, thinking and behaviours; Abuse; Sexual exploitation and finally Substance misuse and addictions. We work with participants to make sure all these areas are being looked after, either working alongside other agencies or by signposting or just talking through their issues one to one. There is no time limit, and BTG will work with a client as long as is needed. The project is tailored to each person we support, and no two experiences are the same. Sometime participants need our support for longer and sometimes they can make huge strides and we can decrease our support sooner. However, they always know that if something unexpected happens and it knocks them or they relapse in an area, we can increase support again.

The plan for 2020 was to run two versions of BTG, the standard, intensive mentoring and alongside a more compacted version. Offering 26 hours of mentoring over 6 months. This was to be aimed at people who did not have quite so many issues on leaving prison, or who had lots of other support in other areas. Although this started out well at the start of the year, as Covid 19 hit and the lockdowns progressed, it became clear that even those "lighter touch" participants would require more support with the events that were happening. Developmentplus recognised this quickly and were dynamic in their response which allowed BTG to offer additional support to see the participants through the unprecedented times.

During 2020 the project was funded by LEAP, Awards for All, and the Emergency Covid Funding.

Bridging the Gap and COVID-19

Our normal working practices were adapted during the pandemic, and we did not enter the prison due to lockdown and covid restrictions. We partnered with inside agencies such as the Critical Time Intervention Team (CTITT) who supported us in gathering information and communicating with the participants.

Normally We see people at least once a week, depending on where they are in their journey. Due to the restrictions and lockdowns our normal working practices needed to be amended to fit in with guidelines. All mentoring was carried out over the phone, this proved really difficult for some of our participants due to their circumstances and not all having phones or places to charge them. The first thing we did was to buy emergency phones and during the continued lockdown we supplied credit to allow them to stay in touch with us as frequently as needed. Alongside issues with phones, some of our participants struggled with getting about, not having enough food, difficulties contacting doctors or getting essentials. We often delivered emergency care packages and left them on doorsteps or acted as a mediatory with other agencies and partners.

As soon as restrictions started to ease, we were one of the first agencies to start seeing participants face to face again. We followed all safety guidelines, but were also aware that our contact and support, especially following release was vital and made a huge difference to their success.



We received several new referrals and were able to start these when we were able during the lockdown, this showed how valuable and necessary other partners view the project. Although these participants did not follow the usual steps of the BTG project, our remote working did still see them improve in areas they found difficult and that were impacting them moving on from their incarceration.

We started 2020 with an influx of referrals and were able to take on 6 participants immediately over the 2 BTG models, just before the first lockdown this increased to 8. By the end of June, when we were able to go back to face to face contact our number had increased to 12. By the end of 2020 we had supported 17 participants and with 3 of these being prison releases during the Covid crisis. This made the release day much more demanding and difficult for the participant due to other agencies still not seeing people. This is an issue that was faced from March onwards, other agencies staying with remote working or working with skeleton staff. It increased the need and reliance on BTG and meant people were not progressing as quickly as they normally would.

Participants journeys fluctuated more due to these gaps in provision and keeping morale high and participants motivated became challenging at times, however, by the end of 2020 we had managed to help some participants accomplish huge achievements,

- 7 were either accommodated or moved into more stable accommodation
- 8 dramatically reduced or stopped taking or abusing substances
- 13 saw massive improvement in their mental health and well being
- 2 started to receive counselling
- 1 fled an abusive relationship
- 1 person enrolled on a course
- 8 saw improvements in their physical health
- 12 improved their financial situations significantly
- 16 had improved relationships
- 17 remained out of prison for 6 months or longer, with 14 never returning to prison

Partner and Participant feedback

Critical Time Intervention Team – HMP Lincoln:

Kate's work for Bridging the Gap is invaluable. The incredible work Kate does is evident from the level of engagement she receives from the individuals she works with. As a team we have witnessed the positive impact of Kate's support, and how much it is valued by the individuals she works with and partner agencies too. Bridging the Gap provides individualised support that is tailored to suit the needs of each individual. This support is delivered by Kate, who is passionate, committed and caring – which is why it works so well. Joint working between Bridging the Gap and CTI has aided smooth transitions from prison to community – despite current struggles with covid restrictions. Remarkable service.

JB:

Kate, I think your work at developmentplus has helped a lot, in you giving me support and confidence in going out and just talking about my issues is a great help. The work you do is so important, thank you.

Current Projects

Sincil Steps

The Sincil Bank Step in the Right Direction Project (Sincil Steps) began in July 2019 for one year, as part of the wider Government funded project to help residents in the Sincil Bank area. Further funding was made available which enabled the project to continue until July 2021. It was agreed that I could offer 1:1 coaching to 8-10 people concurrently, whilst also connecting people in the area with events and opportunities along with researching unmet need as the pandemic continued to impact.



Ian Enright
Development Worker

COVID 19 challenged us all throughout 2020 and impacted upon the ways in which we worked in the area. However, we were able to offer an uninterrupted service throughout the pandemic, even if our freedom to physically be present, and complete the work we would have liked to do on the ground, connecting people from different backgrounds with opportunities in the wider community, was curtailed. Thankfully, the coaching work transferred very effectively online.

In total four one to one coaching relationships continued from the previous project. Two were with people who had recently settled in the UK and were looking for work. One other participant has complex mental health issues and required significant extensive support, which enabled him to achieve a tribunal appeal for a previously unsuccessful PIP application, as well as Bromhead Medical Charity funding to access psychotherapy. The other longer term coaching participant had a learning difficulty and was helped to understand the changing government regulations as the pandemic developed and gain access to management of a medical condition.

I also managed to build on the momentum with the “Surfing the Sixes and Sevens” Podcast; interviewing local residents and people with a work interest in the area. The aim was to provide a light-hearted but useful vehicle to help entertain, encourage and support people in Sincil Bank. This culminated in an interview with Santa just before Christmas, which proved very successful. The podcast also helped to maintain a link with the local community, given the escalation in cases throughout the Autumn and the continued impact Covid 19 had upon our ability to be as physically present in the area, as I would have liked.



Current Projects

Many community-based events that were funded by the original project where necessarily cancelled due to the pandemic. With limited ability to be present in Sincil Bank, I decided to canvass some local residents to see if they would enjoy being part of a virtual Sincil Bank Christmas Celebration. They reacted very positively, and I made plans to arrange a celebration for 14 December 2020 at 7.30 via Zoom.

I worked hard to contact a range of people in the area to see if they would like to contribute on the night and was very keen to promote and recognise the diversity in the area and social cohesion. I also publicised the event as widely as I could and arranged for a specially recorded video from Santa.



Participants contributed with;

- * a video representing Christmas customs in Moldova and Romania
- * a story about a Mexican Christmas tradition
- * the recounting of a first Christmas as part of a mixed heritage marriage at a time when this was largely frowned upon in UK society
- * a poignant story about the impact hearing a Salvation Army band had during a difficult time one Christmas as a single parent
- * Christmas memories associated with a beloved husband, who has subsequently died
- * growing up in rural Lincolnshire at Christmas in the 1940's and 50's.

We also mixed in a quiz, corny jokes, carols, and songs that I'd recorded, and some poems that other contributors offered. Colleagues from developmentplus also contributed a craft video and a mindfulness reflection. It was great that Sue Burke, Mayor of Lincoln, was also able to join us, together with a key member of the local Bulgarian community. The event was attended by 22 people and went well. I received lots of positive feedback in the following days and believe that the event was discussed at the next Neighbourhood board meeting, with residents expressing a wish to host a similar event face to face next year and saying how much they had enjoyed it.

I was delighted local residents were willing to contribute and felt that the opportunity to have their voices, stories and contributions acknowledged and valued was important and extremely valuable. They illustrated the courage and dignity of the people involved and it was good to help provide a safe platform within which such important stories could be told and recognised. There was a lovely atmosphere at the event, and I was very happy with how it went. It took a lot of work and many hours to arrange and deliver the event, but it was a real success and is another tangible result from the Sincil Steps continuation funding for 12.5 hours per week.

Current Projects

Better Together



**Clare Bryan, Lead Development Worker
and**

Stuart Couling, Development Worker

The impact of the Covid 19 Pandemic on the Better Together Project during 2020

The Better Together project brings together three Lincoln charities with five staff: developmentplus, Abbey Access Training and Green Synergy. The programme is funded by the National Lottery Community Fund and is free to adults over 18 and living in Lincoln. The project runs from January 2019 to January 2022. Better Together enables people living with poor mental health to improve their personal health and well-being.

Due to the initial national lockdown beginning in March 2020 it was not possible to undertake any face to face work with participants at that time. However, the Better Together project made the decision to continue to stay open for participants to support them through the uncertainty of what was happening. Having set up home offices, we remained in touch with our participants by making regular contact, sometimes daily, by phone, text, email, post, whatever their preferred method was.

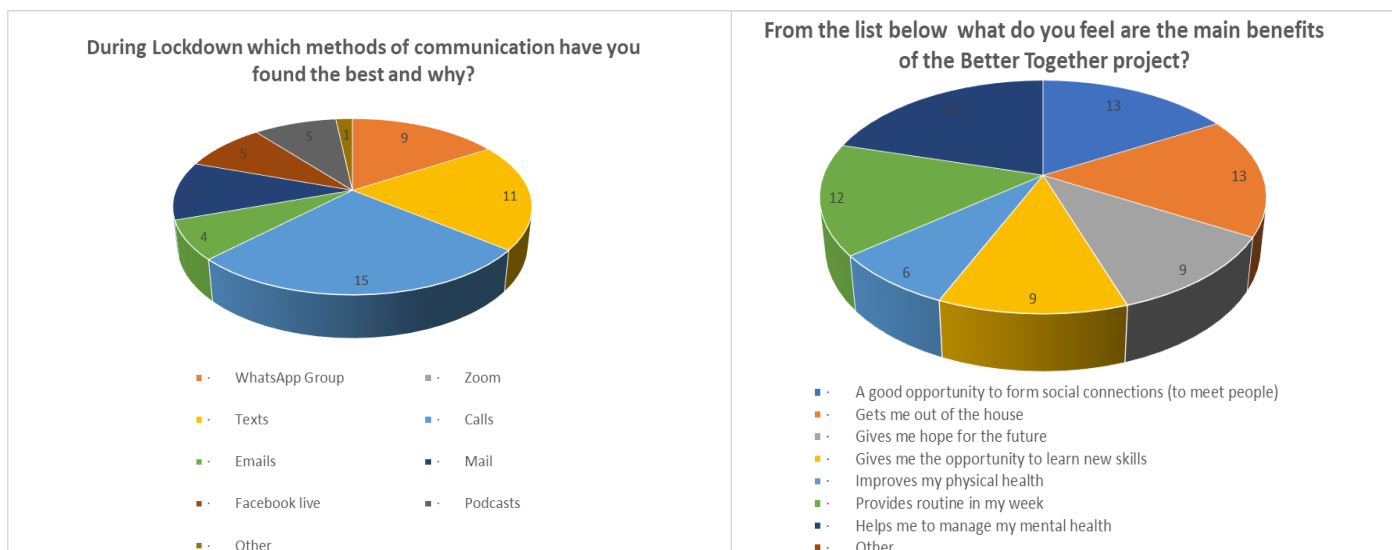
During the lockdown all three organisations increased their use of social media accounts including regular news updates, films of the garden and seasonal changes, live mindfulness sessions, art activities, cooking and recipe ideas. A WhatsApp group provided the peer to peer support people were missing from not being able to attend their regular activities. This was particularly successful with people posting recipes, things they had grown from the seed packs that were sent out to them, chatting about their day, and sharing successes. Information packs were posted to participants giving advice on how to support their mental health including useful local contacts and numbers in case of an emergency, so that people were informed about what services were open and who they could access in a crisis.

The weekly fitness class moved online and beginner's exercises were posted up live every week. Growing kits linked with National Garden Week were posted out and a local nursery, Pennels, donated plants to share out. We made a series of films about doodling, which is a great mindful activity and posted out a hard copy workbook to accompany the film. Calendars that supported daily actions to support wellbeing were designed based on participants suggestions.

After 3 months of lockdown, in discussion with all our partners it was agreed to undertake a survey to evaluate how useful the support through lockdown had been for participants. It gave us the opportunity to reflect on what we did well and look at how post Covid we could change and learn from the new ways of working and communicating with people.



In total 15 participants out of 31 took part in the survey. Some participants wanted to put mentoring on hold until there was a return to activity and some of the participants were new referrals and are now engaging with the project.



What we learnt through the first lockdown

There was more multi agency work during lockdown, through utilising technology which has continued, as it can be difficult getting agencies who have not returned to offices or doing face to face work, to meet.

We were one of the few projects that stayed operating and when restrictions lifted, one of the first to begin face to face meetings outside and this has made a huge difference to participants in being able to get out and see familiar faces.

There were welcome back to the garden and Abbey Access events to mark this reunion for everyone on the project. This was an important marker to making the commitment to return to activity on a weekly basis.

Responses to podcasts were high and they are posted to our Facebook and WhatsApp pages. WhatsApp and Facebook were well used over lockdown, and this will continue. It is a quick and efficient way to ask people what they think and for them to make suggestions about events and activities going forward. It's like a little peer mentoring group at times.

Since lockdown has eased we have had some participants who have been on the project for a while who have asked to lead their own sessions, one delivering rounders and the other sharing her craft skills with people on the project.

A regular Yoga session was started on the garden and proved to be very popular and well attended.

Since this first, then subsequent lockdowns we have continued to adapt the way we work. There is a feeling across the team that some people found that they were more resilient than they thought during these periods of isolation at home and reached out to their support networks. There was a minority of others who were concerned about getting back out and it has taken some time to persuade them to come back to the project, if at all. There are others who were waiting for things to get back to where they were, then slowly realised they won't and that they need to make the changes so are more motivated to take opportunities that are offered to them.

Current Projects

Lincoln Neighbourhood Together Network (LNTN)

LNTN have been a resilient team throughout lockdown and managed to adapt to the restrictions. Our regular meetings moved onto zoom and so did a lot of their individual board meetings. Initially, over half of the members struggled with accessing the zoom meeting, due to technical difficulties and low computer confidence. Over the months since, the members have become more confident with Zoom, and we now regularly have around 9 members attending the meetings. This is out of a total of 15 members. The group have been honest and reflective in the meetings and shared their difficulties with recruiting new individual board members and struggles hosting regular meetings. A lot of the boards usually host a number of events, including litter picks and themed community activities, which were paused due to restrictions. 4 of the boards have recently confirmed that they are beginning to re-start their litter picks and other small scale activities. Cygnet PR, a group of University students who have supported LNTN for a few years, have been offering LNTN marketing training, editing their website and creating new social media channels to aid LNTN to recruit new members and create awareness for their activities. The residents' involvement team have also been creating awareness for the group on their social media pages. The Ermine, St Giles, Moorland and Boultham and Abbey boards have been especially struggling during the last year, as their management committee have been busy with external activities, this has raised a few concerns around the sustainability of the boards. In comparison, Sincil Bank, Bracebridge and Manse, Birchwood and Doddington Park have been thriving due to their proactive chairs and management committees. The new Chair and Vice chair have been working with LNTN to create a strategic plan of action to support and strengthen the struggling boards. LNTN have overcome many struggles this year and continue to show passion and dedication to supporting their local community.



Rachel Bethell
Project Officer



Current Projects

STEPS to Work

Our new employment project began on 4 August 2020. The project aims were to work with 20 participants who might be a considerable distance from finding work and to help them find work or training opportunities to help them strengthen their position in their search for employment. We began by finalising our publicity and familiarising ourselves with the documentation required by the funders and setting up systems to deliver the project effectively. I was then able to build on the strong existing network developmentplus has established in Lincoln, in order to publicise the project. This phase included attendances at Voluntary Centre Services (VCS) networking events, a Department of Works and Pensions team meeting, NW Counselling Hub (NWCH) team meeting, Greater Lincolnshire Local Enterprise Partnership Jobs Fairs, and an interview with Radio Lincolnshire. I also managed to deliver leaflets to sample areas in the Birchwood, St Giles and Sincil Bank areas of Lincoln, and to visit the Waterside Shopping Centre with a stand, together with establishing face to face meetings with initial participants just before escalating Covid cases in the Autumn, meant that I needed to move online. My successful completion and accreditation in Acceptance and Commitment Training (ACT) approaches to one to one work with participants, in the autumn, also proved extremely useful and empowering for participants.

By Christmas 2020, I had received 18 introductions and established longer term working relationships with 9 participants and was well on track to eventually meet the project goals. We received positive feedback from the Education and Skills Funding Agency (ESF) project manager at Bishop Grosseteste University when we filed our detailed monthly reports. It was also very satisfying to work with participants who courageously refined and developed their skills, often in the midst of extremely challenging circumstances, as they steadily grew in confidence and gained momentum in their search for work/training.



Ian Enright

Development Worker



Current Projects

Health and Wellbeing - Mindful Mondays



Stuart Couling
Development Worker

People's mental health has been impacted by COVID, in particular, those who already experienced poor mental health have felt isolated. More than two-thirds of adults in the UK (69%) report feeling somewhat or very worried about the effect COVID-19 is having on their life. The most common issues affecting wellbeing are worry about the future (63%), feeling stressed or anxious (56%) and feeling bored (49%).

During the first lockdown most of our mentoring services were moved online and delivered through digital media such as Facebook Live videos, WhatsApp support groups and podcasts. These proved popular and accessible and provided the opportunity for people to continue to make social connections and encouraged peer mentoring. A survey we completed during COVID with people we work with evidenced them saying that having someone to talk to helped them feel better and better able to manage their mental health.

In response to the pandemic and concerns regarding the local community's mental health, Lincoln City Council made available emergency funding. We made a successfully bid in order to provide 'Mindful Mondays', a weekly online mindfulness course to adults who may be experiencing mental health issues.

The benefits of mindfulness/mindfulness walking include

- Being able to be fully present in the moment
- Reducing stress and anxiety by not worrying as much about the past and future
- Better sleep
- Ability to concentrate
- A better connection to yourself including understanding what is best for you in regards to self-care, relationships and work
- Better concentration
- Better productivity
- Increase in general health and wellbeing
- Walking increased fitness

Long term mindfulness if practiced daily will change the part of the brain that deals with fight or flight and changes the way you deal with stressful situations, an ability to respond rather than re-

We advertised the course on social media and radio and delivered it via Facebook over seven sessions. It was based around mindfulness practice including meditation, mindful movement, art, and healthy eating. This enables people to manage their negative thoughts and feelings, train and strengthen their resilience towards stress and stressful situations, to be calmer and reduce their anxiety.

These were structured activities to help them practise and try out a range of mindful activities in a safe and supported environment. The activities were practised as a group which helped to build social skills and confidence. Each week participants were encouraged to practice what they have learned and to share their experience. Throughout the course people had the opportunity to undertake one to one sessions with me to ensure that the methods they were learning were being used in the right way and were right for the individual.

Some of the anonymous feedback received

Calm pace and
new things I
learned

Actually, having
to take time out
of the day to just
think of yourself

I had forgotten
how important
the way you
breathe is.

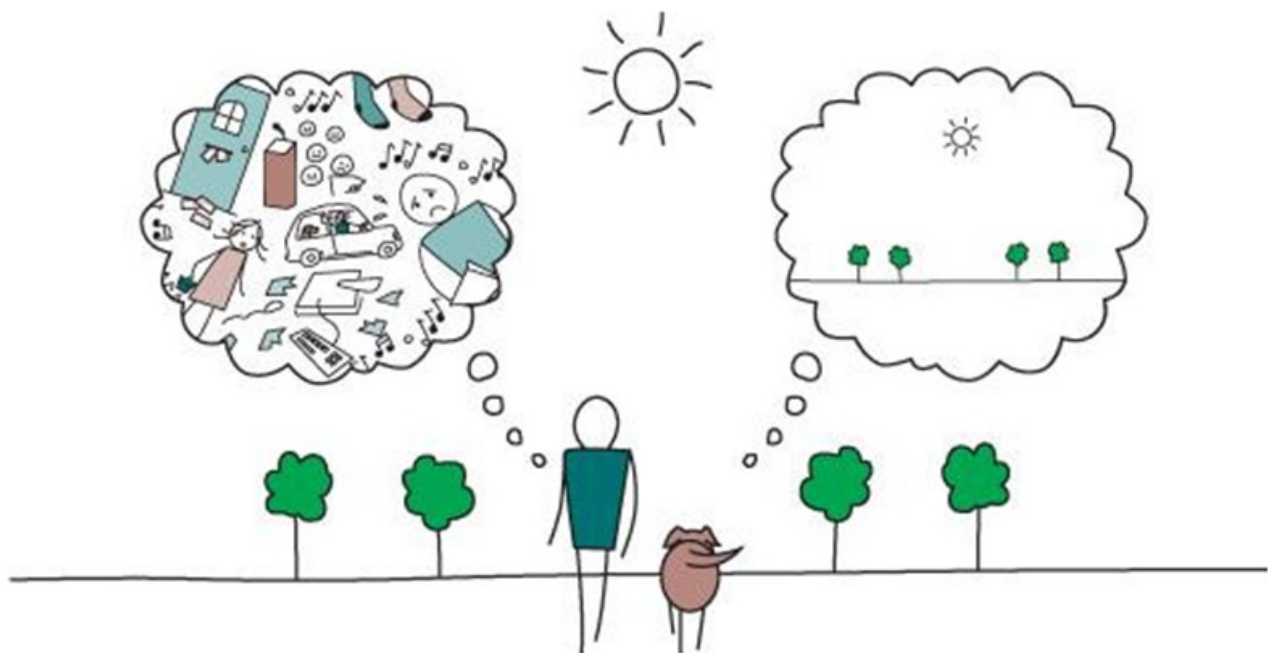
I think I will
continue to use
the techniques
you have

It was com-
passionately
led and de-
livered

The fact
that there
was no
pressure

Stopping and
spending some
time on myself

I enjoyed the relax-
ation sessions the
most, I think.



Mind Full, or Mindful?

Coming soon

Feel Good Project

A survey we completed during COVID with people we work with on similar projects, which evidenced them saying that being active definitely helps them manage their mental health. It provides structure and routine to their day and helped them to get out of the house and gave opportunities to make social connections.

Activity groups have an “uplifting effect” as opposed to mental health support groups that are medically subscribed. People look to take part in activities that give them purpose and want to find practical ways, tips and advice that can support them towards better managing their mental health. As one participant said, these kind of activities:

“Gives me hope for the future”

“Gives me the opportunity to learn new skills”

“Improves my physical health”

Following positive outcomes from the Mindful Monday’s course held during lockdown, it was agreed to seek funding for a further mindfulness course to be run by Stuart to begin in 2021.

The project would be open to adults who live in the Grantham and Sleaford areas who are experiencing mental health conditions and want a safe space where they can feel relaxed enough to build the confidence to help them meet their needs and goals. This recognises a wide range of complex issues that can affect people, then using a holistic approach that can enable them to move on and be better able to sustain their social, physical, and emotional wellbeing.

Grantham was chosen as there are two specific areas in Grantham that sit in the top 20% most deprived LSOA’s in Lincolnshire, Earlesfield and Harrowby. Sleaford has no programmes of this kind running at present and feedback from partners in Lincoln have suggested a wellbeing programme would be well received in the Sleaford area.

Bridging The Gap Continuation Fund

The Bridging the Gap project is due to end in 2021 and every effort will be made to find further funding to continue this important work.

Separate applications for funds will also be sought for the group sessions. This is a new element to the project, which allows for those challenges experienced by a number of clients to be discussed in a more informal setting collectively. We will also work towards a peer led approach to encourage new social interactions. The key emphasis is to provide a safe space, an opportunity to make friends knowing that other members of the group had been vetted. They will then hopefully feel safe, will not be bullied or manipulated or used as a meeting place for drugs/drink.

Project Compass Winter Pressures

In early November 2020, NHS Lincolnshire Clinical Commissioning Group identified the need for extra support to those sleeping rough in the City over the winter months. They approached us to offer funding through the Winter Pressures Fund for Project Compass to continue to provide the enhanced version of the service from 4 January until 31 March 2021.

In addition to the above, the Project Compass Team (in partnership with healthcare professionals) will work with the rough sleeper community highlighting the benefits of receiving the COVID-19 vaccine, and when roll out begins work with them to access it. We will also provide a safe/warm space during the winter period (daytime) to rough sleepers during the Severe Weather Emergency Protocol.

Developmentplus will also attend monthly Rough Sleeper Board Meetings updating the board on project delivery. Live case studies will be produced to provide an overview of an individual's journey through the winter pressure fund period.

Wellbeing Programmes

During 2020 it had been planned to expand our wellbeing programmes and exploring the possibility of generating own income in the form of a social enterprise. In addition to the Feel Good Project, it was hoped to develop a Mindful Wellbeing programme, a mindfulness course, aimed at employers who have staff wellbeing responsibilities.

Unfortunately, due to the restrictions imposed by the pandemic, it was not possible to take this further, but it is hoped to employ a worker in 2021 who will be able help us develop a wider offer, connect with local partners, research the need across the County of Lincolnshire, and launch a trial version.

Summarised annual accounts

Developmentplus
Registered Charity Number: 1064566 Registered Company Number: 03275199
Year Ending 31 December 2020
Summarised Annual Accounts

Statement of Financial Activities for the Year Ending 31 December 2020

	Year Ended 31 December 2020 £	Year Ended 31 December 2019 £
Income and Endowments from:		
Donations and legacies	41,119	584
Charitable activities:		
Health & wellbeing	45,683	35,969
Developing communities	83,078	184,152
Investment income	243	825
Total incoming resources	170,123	221,530
Expenditure on:		
Raising funds	39,411	36,489
Charitable activities:		
Health and wellbeing	74,076	73,443
Developing communities	136,557	127,762
Researching & Consultation	-	7,390
Total resources expended	250,044	245,084
Net income/(expenditure)	(79,921)	(23,554)

Summarised annual accounts

Balance Sheet as at 31 December 2020

	Year Ended 31 December 2020 £	Year Ended 31 December 2019 £
Fixed Assets		
Fixtures and Fittings	3,531	6,103
	3,531	6,103
Current Assets		
Prepayments and accrued income	180,590	211,884
Cash at bank	101,074	193,397
	281,664	405,281
Less: Current liabilities	(151,964)	(134,548)
Total assets less current liabilities	133,231	276,836
Creditors due > 1 year	(16,913)	(80,597)
Net assets	116,318	196,239
Funds:		
Unrestricted funds	62,670	90,769
Restricted funds	53,648	105,470
Total funds	116,318	196,239

Source: the information on this page is extracted from the full Report of the Trustees and Financial Statements, which have been independently examined by Wright Vigar Limited. The full Trustees' report, independent examiners report and financial statements may be obtained from the Developmentplus office