




development**plus**TM

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.





"Time for me" course participants

"Pink Pants"
promoting cervical
screening



The Old Vicarage
gardening group with
Green Synergy



Chairperson's Statement



Andrew Vaughan – Chair developmentplus up to December 2013

At the end of 2013 I had to step down as Chair of development**plus**, due to a secondment within the diocese of Lincoln. I will be remaining on the Board, but it was clear that I needed to create space in my diary to fulfil the expectations of the work I have been asked to carry out.

This was one of the hardest decisions I had to take as the work of development**plus** is close to my heart. Enabling people to achieve their dreams and hopes and to shape their lives and communities is so necessary.

I am pleased that Karen Duncombe has agreed to take over the role of Chair, as I know she shares the same passion for empowering people as I do, and therefore is an excellent person to lead the Board in supporting the work of our team of workers.

We have been pleased that in 2013, a critical number of funding bids have resulted in being able to start new work building on that which we have done before, and as I write I know other bids are in to expand these new ideas.

I will be remaining on the Board, and look forward to the work developing in 2014/15.

Finally, thanks to all those who have helped me in my time as Chair, have challenged me and fed me with such creative ideas.

Andrew Vaughan

May 2014



Karen Duncombe – Chair developmentplus from January 2014

I am thrilled to be writing my first report as the new Chair of development**plus**.

Sincere thanks must go to Andrew Vaughan for his leadership of the organisation so far – he has certainly left big shoes for me to fill!

There are exciting and challenging times ahead for development**plus** and I look forward to working with the staff and Trustees to move the organisation onwards and upwards.

Finally I would like to echo Andrew's thanks to all the staff for their hard work this past year.

Karen Duncombe

May 2014

Our Aims & Objectives

development**plus**' vision is:

"To work alongside people of all backgrounds in their communities and with the organisations that affect their lives"

*"development**plus** is a key development agency within the County, establishing partnership projects that link those who make decisions and those whose lives are shaped by them. It creates opportunities for local people to improve their quality of life socially, economically and environmentally."*

In order to achieve this, development**plus** will:

- Encourage the development of community groups and facilities
- Build self-esteem, confidence and a sense of mutual responsibility
- Promote education and training opportunities for individuals and groups with the aim of improving the local economy

Our objectives are:

- Sharing power, knowledge and skills to enable local people to make their own choices and decisions
- Being a support mechanism for underrepresented groups in the City
- Adding value to strategic work in the City
- Facilitating local people to speak for themselves
- Fostering a sense of mutuality and support
- Perceiving possibilities and identifying opportunities

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 2014

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. This year we have also 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

development**plus** operates across four 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.

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.

Research & Consultation

We have carried out consultation and research for Local Authorities and communities for the last 15 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.

Chief Executive's Statement



As always demand for our services grow and the funding gets less or at least harder to come by!

However, development**plus** has a really strong team of wonderful skilled staff, that don't stop for a moment, whatever obstacles are put in their way. At the end of 2012 we had to say goodbye to our colleague Lynsey, but welcomed her back in April 2013 when we successfully achieved a Reaching Communities bid. This new work has really taken off, and we have courses running every week at The Old Vicarage, which is becoming a real community hub. We have also joined up with a local architect student, James Irvine to develop The Bunker Project, which will bring our old 'air raid' shelter in the garden, back into community use.

Over the year we shared our offices with the embryonic Lincolnshire Rape Crisis programme, this organisation is long overdue in Lincolnshire and we were very happy to support them to establish themselves.

We have continued to support the Big Local process in Birchwood, engaging with the community to identify what it is they would want to see £1 million of Lottery money spent on to enhance their community.

Our EPOC (Early Presentation of Cancer) programme continues to address inequalities in health in disadvantaged areas. The numbers of volunteers grow and a highlight for me has to be the work carried out in HMP North Sea Camp. The EPOC volunteer group made a DVD of the impact cancer has on your life when you are in prison – very moving. This DVD is now going to be used as part of the prison inmate induction process.

A Step in the Right Direction and Personal Development courses continue to draw people in and we are now receiving referrals from other voluntary and statutory organisations across the City – it would seem that no other organisation is providing this type of support to people experiencing poor mental health, low self esteem and confidence, or at least no one is offering it as flexibly and easily accessible as we do.

All in all we have had another very successful year, with some amazing work being carried out by our team of dedicated workers. I would also like to mention the many dedicated volunteers who work with development**plus**, notably with the EPOC team and the Sincil Bank Community Hall project which offers a Lunch Club and Coffee Morning as well as a youth club, all supported by our Development Worker. Volunteers provide vital support to our teams and bring a wealth of local knowledge, without which we couldn't do our job as effectively as we do.

We continue to widen our partner base, during 2013 we established a partnership with Green Synergy a gardening project in Abbey ward. Mary and her local volunteers have made a massive impact on The Old Vicarage garden – from it being a burden to the organisation, it is now a hive of activity 2 afternoons a week with local people, planting flowers and veg, the garden has never looked so good, and it provides a practical gardening activity with social and emotional support to local people.

Thank you everyone.

Jeanne Bain

Developing Communities

Putting Abbey on the Map

We certainly hit the ground running with this project, after already working in Abbey Ward for three years, when I returned in April 2013 I was very fortunate to have a host of contacts ready to support what was promising to be a great project.

The aims of the project outlined in the initial Reaching Communities bid was to work across Abbey Ward with a view of bringing residents together through events & workshops both at our offices on Croft Street and identified locations throughout the Ward. The projects main emphasis is providing the skills and training required ensuring that on my departure in three years' time the planning of events and the creation of groups will be community led and self-sufficient.

When consulting with residents in the early stages of the project, particularly around possible workshop/training suggestions, it became apparent quite early on that there was a need for all things Health & Wellbeing. With this in mind we started to explore possible Taster Sessions to get a feel of what was popular and what was not. In the last three months of the year we ran Healthy Eating Cookery Sessions, Herbal Workshops, Counselling & Holistic Therapy Sessions and a five week Poetry Workshop which resulted in 40 residents coming through our doors and taking part with excellent feedback. The Poetry Workshop developed and the initial group now meet weekly under the name "A Word in Edgeways" and have just produced their first book of Poetry. Following the success of the Taster Sessions we have just submitted an Awards for All funding application to run a years' worth of Health and Wellbeing Courses including Mindfulness, Art Therapy, Drama Therapy and Herbal Workshops. We have also secured funding to run a years' worth of Counselling and Holistic Therapy Workshops. Providing all comes through, next year promises to be a very busy one at development**plus**.

At the end of the year I started to roll out mini versions of our Community Development Work Skills Course to a new gardening group on the Tower Estate. This will give them the basic skills to get their group going which will hopefully allow them to grow and prosper in the future. There are more planned in the New Year with the Abbey Ward Children Centre APACT Group.

An unexpected mini project in the form of "The Bunker Project" has developed over the course of the first nine months which involves the potential redevelopment of an old World War 2 air-raid shelter which is located in the garden of development**plus**. Working in partnership with James Irvine, a local resident and third year architect student we have consulted with a number of individuals in Phase 1 of this project to establish possible ideas around what this could become in the future as a Community Resource. Funding has been secured to proceed with Phase 2 of the project in 2014 and it is during this phase that we will establish specific uses for the Bunker and plans of how the end build will look.

The first nine months have certainly been productive with the foundations of the project in place. Next year is already looking busy and we look forward to seeing new residents coming through our doors, taking part in our new workshops and hopefully going away feeling a little bit better about themselves.

Lincoln City FC Supporters Trust Community Development Project

development**plus** have been delivering this community project since 2010 after successfully securing a further 2 years funding from Tudor Trust in July 2012 to continue to carry out our valuable work in establishing a Community Hub at Sincil Bank Stadium.

The project continues to tackle a number of social issues that negatively impact on the overall health and wellbeing of the community, including youth related incidents of ASB and Crime, Community safety, isolation in older people and a lack of social inclusion and community cohesion.

The Development of the 'Alexander Butcher Community Hall' at Sincil Bank Stadium is almost complete thanks to over £20,000 of funding having been secured by the Development Worker and local volunteers to make the necessary improvements to an underused space at the Stadium, in transforming it into a Community hall.

Our Development worker continues to work alongside local Volunteers and a number of partners to promote community leadership, supporting local people to develop and deliver a range of community initiatives.

The Sincil Youth Club, which provides much needed diversionary sports and recreational activities for local children and young people every Thursday evening, is run in partnership with local volunteers and University Students seeking work experience, supported by the Development Worker and 2 youth workers from Lincolnshire County Council. The Development Worker is working with LCC and the Lincoln City Sport and Education Trust to handover the club to them to ensure its future sustainability beyond July 2014 when the project ends.

The Sincil Community Café and Lunch Club, which provides the opportunity for older people to socialise and meet their neighbours as well as enjoying an affordable healthy lunch, is run in partnership with Royal Voluntary Services and local volunteers. The Development Worker is supporting RVS to eventually take over the management of the Community Café/ Lunch Club, supporting volunteers to sustain the programme beyond July 2014.

The Football Fun Youth Programme, Extra Time, which provides diversionary activities for over 70 local children and young people on a Saturday evening, is run by volunteers and Lincoln City Sport and Education Trust have now taken on the management of the programme working alongside and supporting volunteers to sustain the programme long term.

The Over 50's Gym and Fitness Club provides gym and fitness sessions for older people and is run by volunteers with the support of Lincoln City Sport and Education Trust who have now taken on the management of the programme to further develop and sustain it longer term.

So far, through the Lincoln City Supporters Trust Community Development Project, 7 volunteers have successfully secured part time employment as a result of their volunteering with the project, 15 University Students have gained work experience which has been valuable to their studies, and we have engaged over 300 local people of all ages, backgrounds and cultures through the provision of community based activities and events. Local volunteers continue to make positive contributions to their community through volunteering and delivering community activities and events, as well as representing their community on multi agency panels and funding committees, helping to change lives and make a difference in their community.



Lynsey
Collinson



Gemma
McFaul

Success Training

A Step in the Right Direction

Under the banner of success training 2013- 2014 funding from Lloyds TSB, Santander and Reaching Communities has enabled support from the 'A Step in the right Direction' Project to be made available to people in Abbey, Park, Bracebridge, Moorland and St Giles wards of the city.

A 'Step in the Right Direction' offers one to one coaching and mentoring to individuals experiencing some form of difficulty in their lives.

Funding dictates outcomes around movement into volunteering, work, training better health and wellbeing. The project works to give both practical and emotional support. Difficult issues are not treated in isolation, rather a holistic approach is taken with decision making and control put into the hands of participants from the very first meeting when an initial self-assessment provides an opportunity to begin to prioritise and focus their thoughts and actions on those areas of their lives they wish to see change in.

Very often there are underlying mental health problems some of which people are receiving help with some that are not. Over 8 people have been supported into accessing help from their local GP leading to further intervention from Mental Health Services such as the Archway Centre.

People come into the project lacking confidence in their abilities, experiencing anxiety and depression, socially isolated.

"I heard that I could get help with my CV"

"I want to meet new people and to try something different, to learn more about myself and others"

"To build social skills, confidence in beginning conversations with strangers & to make friends"

"I want to work but I don't feel ready"

Progress is different for each person, goals are set and actions decided and supported. Sometimes all people need to hear is that 'they can do it'. While others need more intensive support, being accompanied to appointments, training, volunteering and employment opportunities.

Case study - Ben

Ben came to the project after losing his job. It soon became clear that it wasn't a job that he had particularly enjoyed but had taken because of the pressure 'to be in work'. Feeling stressed at this point he felt unsure as to how his life was going to go. The initial assessment done with people includes a question on clarity about future possibilities, this allowed Ben to talk about what he would really like to do which was to find something that involved working with animals. By the end of the first session Ben was able to create a personal action plan that clearly stated what he wanted – to gain experience of working with animals through applying for voluntary work with a view to future paid employment. Ben also knew he had to finance himself in some way and successive action plans included looking for part time work that would allow him to continue with the volunteering which he recognised as 'valuable' and 'worthwhile'. Three months on and a reassessment revealed he was feeling considerably less stressed and more happy with the choices he was making in his life and that he felt this was leading him in the right direction.

Six months on Ben now has three amazing volunteer positions all very different in their setting – but all giving him the experience of working with animals that he needs. He has also secured a part time job to help finance himself and is now exploring the possibilities for relevant qualifications. He knows he's' not there yet', but he has a focused eye on the future and perhaps most important of all is happy to be where he is right now.

Case study -Debra

Debra came to the programme after a period of immense change in both her personal and family life. Having left home at 16, living in a car she became pregnant with the first of her three children. After years of being involved in drugs, crime and violence, a stabbing incident in her own home made her decide that she wanted a different kind of life for her children. Unclear about what she wanted to do next, but feeling strongly that whatever she chose to do, she wanted to “make a difference” to someone’s life.

After some coaching, and encouragement to have pride in all her achievements, Debra decided that all her life experiences could be put to good use. Unfortunately, Debra’s lack of confidence held her back from exploring opportunities in this field of work.

Her first priority was getting a CV as she didn’t have one. Involvement in the programme enabled collaborative working to identify her strengths and skills to enable an up to date CV to be produced. Practical support and encouragement was also given to meet with several voluntary sector agencies to explore voluntary work opportunities. After careful consideration Debra applied to an established organisation working with homeless people, and was accepted on to their comprehensive volunteer training programme which she completed in full. Having gained experience and increased her confidence whilst doing her voluntary work, Debra began to make some long term plans and successfully secured a place at Lincoln College on an Access to Higher Education course. This course is now nearing completion, and she is looking forward to embarking on a degree course in health and social care at Lincoln University in September.

Time for Me - Personal Development Training - Tracey

Two OCN personal skills development courses- ‘Time For Me’ - have been run with 7 people gaining level 2 accreditation. The course supports people to look at their current life position, assess their personal skills and qualities and look for ways for improvement. It also looks at decision and risk taking, SMART goal setting and planning.

Funding for the courses is always a problem but with a number of outside agencies now beginning to refer individuals there may be opportunities for joint fund raising.

Laugh out Loud - Tracey & Denise

A small pot of money was secured from the Mental Illness Prevention Fund (Lincolnshire PCT) to create and deliver 3 workshops that looked at physical and mental wellbeing.

The first workshop looked at mental health and stigma, the second at self-image while the third (with thanks here to Lincolnshire Dance) gave participants a first-hand opportunity to take part in a dance session and experience for themselves the benefits both mentally and physically.

Looking after yourself - Denise

After working for some time with individuals on ‘A Step in the Right Direction’ participants were given the opportunity to come together as a group on a monthly basis. The focus of these group meetings has been on health and well-being. A range of topics have been covered including self-esteem-building, dealing with stress, relaxation, sun awareness, body image, skin care, colour analysis, breast cancer awareness and healthy eating.



Tracey
Smith

Denise
Benetello

Early Presentation of Cancer Programme (EPOC)

EPOC is built upon community development principles and pushes forward cancer prevention messages in a fun but informative manner and in a way that is appropriate to individual communities. This encourages people to present signs and symptoms to their GP earlier therefore improving their outcome and lowering the rate of premature mortality.

The programme is funded by Lincolnshire County Council and Macmillan and delivered in the Lincoln, Gainsborough, Boston, Sleaford, Mablethorpe and Skegness areas by a team of four community development workers and a group of dedicated volunteers.

The overarching aim of the programme is to change the behaviours and beliefs of people towards cancer to reduce premature mortality from cancer across Lincolnshire.

We do this by:

Using community development approaches and training to ensure early presentation, screening and healthy lifestyle messages get right to the heart of the community.

Encouraging volunteering to ensure the long term sustainability of EPOC.

Work with screening teams to improve access to screening and take up of screening appointments.

Work with CCGs and individual GPs to increase the use of the Rapid Referral Guidelines to support the early diagnosis of cancer

Over the past year, EPOC has developed a more strategic role, working with GPs and surgeries to target a specific demographic within communities to improve up take of screening or to address particularly areas with a high prevalence of specific cancers. Developing work with the screening teams has taken a more central focus, enabling a joined up working approach to developing new, targeted campaigns such as our cervical screening campaign 'Pink Pants'.

EPOC now works across five key themes which provide a focus for our work across the County:

1. GPs and CCGs (Rapid Referral Guidelines, GP Checklist, other work as requested by CCGs)

Pink Pants – A campaign specifically created by the Team to improve screening uptake. This was first piloted in Boston responding to concerns raised by a local GP about low take up.

Promotion of national campaigns across the County with GP's and Pharmacies.

Distribution of the GP's Rapid Referral Toolkit to all GP's in the County. We started work with Macmillan to evaluate use of the Toolkit.

Distribution of the 'Check it Out' leaflet to all community venues, GP's, pharmacies etc. The checklist was created by the Team to encourage people to be aware of signs and symptoms and importance of reporting to GP and to aid communication and discussions with GP's.

2. Volunteering (Development of volunteering opportunities to ensure long-term sustainability)

32 new volunteers were recruited during 2013 and regular joint meetings and training sessions were organised. Lincolnshire Football Ambassadors spreading testicle awareness messages at nationwide football matches. Volunteers were trained and supported the team to delivering Boobs and Balls workshops at NKDC Fit for Life courses and at Ash Villa Hospital School. Volunteers supported the work of EPOC and the Macmillan Information Bus.

3. Promotional and development work (Local work and events attended over 2013)

We work closely with partner agencies such as; Age UK, Lincolnshire Carers Partnership, Alzheimers Society, SureStart, HomeStart and promoted the work through quarterly articles in the Engage (Age UK) magazine. We promoted the work at the Lincolnshire Show in partnership with Bowel Screening team. We promoted EPOC at Dunston Village Hub at their monthly village sessions. We delivered 5 Boobs and Balls sessions at William Farr School as part of ACE day to Yr 9 pupils. Our Sun awareness posters were used in pharmacy campaign across the County. The posters were created by a pupil at an EPOC sun awareness workshop. We attended a Diversity event at HMP Lincoln. We attend and promote national and local cancer campaigns at Library Drop-Ins in all areas. We supported people with learning disabilities to spread the cancer awareness, self-checking and the importance of screening messages to other people with learning disabilities across the County. We worked in a number of large factories, such as Moy Park promoting cancer awareness. We have created an Accredited Cancer Awareness course with Open College network to deliver to young people at Level 2.

4. Screening (Promotion of screening services to improve uptake)

Consultation in communities to find out why women don't take up screening invitations. Based on this we developed the Pink Pants campaign. Pink Pants launched in Boston and then rolled out across East Lindsey with a view to cover all areas in 2014. We have delivered Pink Pants workshops in factories to encourage migrant workers to take up cervical screening invitations. We worked with screening teams to promote breast, bowel and cervical screening.

5. Campaigns (Developing local campaigns and promotion of national campaigns)

Based on the success of previous years we now have a more co-ordinated approach to campaigns in communities, GP practices, libraries, pharmacies and work places etc, across the County. We continue to promote the 'Use the C-Word – Talk about Cancer' campaign and have delivered workshops to Boots and Co-op pharmacists and in schools across the County. Boobs & Balls continues to be a favourite in Schools with young people.



Kasia
Pisarska



Bonney
Cottrell



Karen
Parkinson



Louise
Irving

Health & Happiness

Sure Start Lincoln Central

The Bilingual Support Project offers support to families with English as an additional language that require some support to access the Children's Centre. In 2013 the Bilingual Service was offered city wide.

A large part of Bilingual Services was support offered to local schools and nurseries.

One of the biggest successes was EAL (English as an Additional Language) parents participation in Children's Centre Partnerships Boards and an increased number of parents participating in parent forums in Children's Centres across the city.

Last year for the first time the Bilingual Project had an active volunteer working alongside the Bilingual Involvement Worker across the city.

We started a new group in Birchwood Children's Centre. That group was a parents initiative. This was a new group in this area and the sessions were organised once a month. We had very positive feedback from parents who would like to see that group as a regular activity in the centre.

Bilingual Services provided Speech and Language support for Bilingual families within different settings including Children's Centres and nurseries across the city as there is no Speech and Language support available in their own language available in the area.

Bilingual Services also support BME families with accessing training and getting back to work.



Krystyna
Golebiowska

Research & Consultation

Big Local – Birchwood & Hartsholme

development**plus** was commissioned by Big Local to lead the consultation and engagement of the Birchwood / Hartsholme community to identify key priorities to spend £1 million pounds of Lottery money. A strong local Steering group has been formed who are committed to leading the process. Alongside local people we formed a consultation sub group who over the early part of 2013 carried out a survey, stood on street corners, met with local groups and attended local events to ask people in various ways what were their ideas to make the Big Local Birchwood / Hartsholme area a better place to live for everyone.

There key priorities for the group were:

- Children & Young people
- Activities and Events
- Environment
- Community Safety

By the end of the year the group had many options to push the work forward and we look forward to 2014 when some of the initiatives will begin to happen.

Community Health Champions

development**plus** worked with Lincolnshire County Council Public Health to research a model of working alongside the community to disseminate positive health messages, much like we do with EPOC. The idea of Community Health Champions is that local people are trained up to signpost and support their neighbours, families and communities in matters of health and wellbeing. The research would provide information for the County Council to form a business case. We carried out focus groups with volunteers and managers of services and undertook telephone interviews with commissioners. The information we gathered was fed into the research departments of Lincoln University and Leeds Metropolitan University who produced a report for the County Council.

The Old Bunker Project

It is always brilliant when new ideas on how to consult the community are brought to development**plus** and working with James Irvine of Hackspace, brought one. We wanted to bring the unused Air Raid shelter, in our back garden, back into community use. James is an architect student at the University and passionately believes in local people's involvement in the development of the space around them. James came with the idea of the 'Before I Die Wall'. James and Lynsey worked with Lincoln College to create a huge chalk board which was attached to a shop wall in Winn Street. Local people were encouraged to chalk on the board saying what they would like see in Abbey Ward – 'Before I Die'. This could have provided the opportunity for racist or prejudiced comments – but it didn't, in fact the community themselves managed negative posting by altering them to be positive. On the whole the comments were constructive and achievable. The work on the Old Bunker Project will continue well into 2014 – watch this space.



Jeanne
Bain



Richard
Leedham-Green

New work for 2014

Developing Communities

In July 2014 we see our Sincil Community Project ends as Tudor Trust funds end. Our Development Worker has been working to ensure that the projects initiated by her are taken and sustained by partner organisations. The RVS (Royal Voluntary Service) will take on the Coffee Morning and Lunch Club, the Support & Education Trust will take over the Youth Club. Gemma has also commissioned a DVD to support the evaluation of the work, which will be shown at the celebration event at the end of July. development**plus** are seeking further funds to continue one strand of the programme with Older People.

Success Training

We will continue to seek additional funds to continue offering A Step in the Right Direction and the Personal Development Training. We feel this element of our work is essential to individuals who are excluded for reasons of poor health, lack of confidence and poverty. We believe if local people can improve their self-esteem and confidence, their motivation and ability to take an active part in community life will be greatly enhanced.

Health & Happiness

We will be recruiting a new worker to cover for Krystyna's maternity leave with Sure Start.

The EPOC programme will continue with an extension from Lincolnshire County Council Public Health and Macmillan and our focus this year will be extending the strategic impact of the programme with CCG's across the County and Region and to build the capacity of our volunteers to ensure they are sustainable well into the future.

Research & Consultation

The Bunker Project will continue to consult and engage with local people to find out what 'they' would like to see the Bunker used for and what it should look like.

We continue to work with Big Local in Birchwood and Hartsholme and the Community Led Steering Group are just about to write their first draft of the Action Plan based on the consultation and engagement that was carried out last year.



development**plus** staff 2013

Staff who worked at development**plus** during 2013

Jeanne Bain	Chief Executive
Richard Leedham-Green	Finance, Office and ICT Administrator
Tracey Smith	Lead Development Worker
Lynsey Collinson	Abbey Development Worker
Gemma McFaul	Sincil Area Development Worker
Denise Benetello	Development Worker
Bonney Cottrell	EPOC Development Worker
Kasia Pisarska	EPOC Development Worker
Karen Parkinson	EPOC Development Worker
Louise Irving	EPOC Development Worker
Krystyna Golebiowska	Sure Start Bilingual Worker

developmentplus Board of Directors

Chair

Andrew Vaughan

Vice Chair

Martha Vahl

Treasurer

Inga Pundure

City of Lincoln Council Representative

Councillor Brent Charlesworth

Board Members

John Mendy	Lincoln University
Councillor Nev Jackson	Lincolnshire County Council
Andrew Brooks	Lincolnshire County Council
Rebecca Herron	University of Lincoln CORU
Debbie Jolliff	Lincolnshire Cooperative
Councillor David Jackson	Park Ward Community Representative
Stacey Gillott	Pelican Trust
Karen Duncombe	NHS Lincolnshire

As at 31 December 2013

Summarised Annual Accounts

Income		
	2013	2012
Abbey Development	-	28,481
CDF Sincil Events	-	1,800
Excellent Ageing	-	5,000
A4E	-	850
Youth Service Conference	-	8,200
SureStart	22,959	32,657
NHS EPOC Project	123,791	137,499
NHS MacMillan Project	32,036	31,319
Tudor Trust	30,000	12,500
Awards for All	-	9,520
Bernard Sunley Charitable Foundation	2,000	-
Community Development Foundation	7,209	-
Lincoln Diocesan Trust	920	-
Police and Crime Commissioner (Lincs)	450	-
Church in Society	-	500
Big Lottery	29,191	-
Community Development Foundation	2,500	-
Dimensions Community Enterprises	500	-
Big Local	5,988	-
Lloyds TSB	14,400	-
Public Health Asset Map	7,600	-
Santander Foundation	9,520	-
STEPS Training	-	9,141
Training	3,643	25,924
Miscellaneous Income	200	1,865
Rent Received	7,017	153
COIF Interest	1,240	1,863
	<u>301,164</u>	<u>307,272</u>
Expenditure		
Employment Costs	282,446	297,219
Running Costs	74,834	121,836
Other Costs	8,043	9,552
	<u>365,323</u>	<u>428,607</u>
Operating surplus/(deficit) for the year	(64,159)	(121,335)
Balance Sheet		
as at 31 December 2013		
		2012
Fixed assets		
Tangible assets	376,539	382,847
Current assets		
Debtors	41,124	38,958
Cash at bank and in hand	264,138	334,280
	<u>305,262</u>	<u>373,238</u>
Creditors: amounts falling due within one year	<u>24,119</u>	<u>34,244</u>
Net current assets	<u>281,143</u>	<u>338,994</u>
Total assets less current liabilities	<u>657,682</u>	<u>721,841</u>
Net assets	<u>657,682</u>	<u>721,841</u>
Funds		
Unrestricted funds	198,083	313,658
Designated funds	80,318	
Restricted funds	379,281	408,183
	<u>657,682</u>	<u>721,841</u>

Reporting on summarised financial statements

The information on this page is extracted from the full Trustees' report and financial statements, which have been independently examined by darbys limited. The independent examiners have confirmed to the Trustees that the summarised financial statements are consistent with the full financial statements for the year ended 31 December 2013. The Trustees' report and financial statements were approved by the Trustees and signed on their behalf on 30 May 2014. They will subsequently be submitted to the Charity Commission and the Registrar of Companies. These summarised financial statements may not contain sufficient information to gain a complete understanding of the financial affairs of the charity. The full Trustees' report, independent examiners report and financial statements may be obtained from the development**plus** office.

Funders

development**plus** is supported by:

Lloyds TSB Foundation

MacMillan Cancer Support

Santander

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Lincolnshire County Council

Tudor Trust

NHS Lincolnshire



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