




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.





Chairperson's Statement



Karen Duncombe – Chair developmentplus

My first year as Chair of development**plus** has been both challenging and rewarding.

Never has community development been more needed but external funding is not always easy to find, with many groups applying for the same opportunities.

However, we have had continued success with our Early Presentation of Cancer programme and Putting Abbey on the Map.

We have carried out training for a range of groups and individuals and developed some useful partnerships, leading to the development of a gardening project and a poetry group at the Old Vicarage.

None of this would be possible without our hugely dedicated group of staff, volunteers and trustees so I would like to take this opportunity to thank them. It is a privilege to lead such a talented group of people and I look forward to many more years of success for development**plus**.

Our Aims & Objectives

developmentplus' 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, developmentplus 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 2015

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

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 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.

Chief Executive's Statement



Life doesn't get any easier in the voluntary sector! However we remain positive and keep on waiting for the next big funding round.

2014 has again been a very busy year for us. From the courses started by Lynsey in 2013 we now have a thriving Poetry Group who have produced 2 wonderful books of poetry and organised poetry reading events. The Art Group is planning an exhibition of their work in Central Library in January 15. Our building is still buzzing with local people attending classes and courses of all sorts. The gardening group continues to thrive with plans for fruit trees and bushes in 2015.

Sadly funding for our Sincil Bank project came to an end in August and Gemma McFaul moved onto pastures new. Gemma organised an event to celebrate the success of the project and launched a volunteers DVD, which was very well received. We miss you and wish you every success Gemma.

Our EPOC programme goes from strength to strength with more innovative ideas to get the 'early presentation' message out there and in every community. We also continue to address issues at a strategic level ensuring Clinical Commissioning Groups and GP Practices are offering services appropriate to the needs of local patients. We are also working closely with the screening teams to improve the uptake of routine screening appointments for breast, cervical and bowel cancer.

The need for our Bilingual service continues to grow with new regular International Parents Groups in Birchwood and Carholme as well as Lincoln Central Children's Centres.

Our volunteers continue to support us across all themes of our work. We thank them for their commitment and dedication over the last year.

We also welcomed a new tenant into our building. Just Lincolnshire moved into office 1 in November, we hope they find it a welcoming and comfortable base for their activity across the County.

Thanks must also go to our Board for their continued work to keep us on track.

Jeanne Bain

Developing Communities

Putting Abbey on the Map

This was definitely a year of ups and downs. In April we were successful in obtaining an Awards for All grant of just under £10,000 which allowed us to run a years' worth of Health and Wellbeing courses at developmentplus. These proved to be a huge success with about 100 bookings being placed throughout the course of the year. Sessions included a monthly Herbal Workshop, monthly Mindfulness Sessions, a six month Art Therapy Workshop and a twelve week Drama Therapy session. Running alongside these we also obtained funding for eight Counselling & Holistic Therapy Sessions. To allow us to promote our new sessions we produced a training brochure which was delivered to every house in the Abbey Ward, this was our first opportunity to reach areas that we hadn't been able to reach in the past. We would like to thank Course facilitators Hannah Sylvester, John Armitage, Linda Moore, Roy Ealden, Elizabeth Williams, Andrea Stott and Michelle Freeman for running all of the above sessions; we've had some amazing feedback.

The poetry group "A Word in Edgeways" has continued to grow and by the end of the year were in a position to publish their second book of poetry. They hosted an event at Croft Street Community Centre giving residents of Abbey Ward the opportunity to read some of their poems. Earlier in the year they took part in the Lincoln Inspired Literary Week giving a public reading of their poetry in the Bookstop Café.

In the first half of the year we started to bring together key agencies and local residents with a view of setting up an Abbey Ward Events Group. In the early stages we had a positive response and plans for the future certainly seemed promising. Unfortunately due to staff illness from August onwards the group ceased to meet but we are hoping to resume this particular project next year.

Our friendship with Green Synergy continues to grow and with gardening groups continuing every Monday & Wednesday it is always a pleasure to see them.

At the beginning of the year we had a group of Lincoln University PR Students work with us on the Bunker Project. They helped increase the profile of the project by utilising various modes of media including radio, papers, twitter and facebook. It gave the group of students an opportunity to work in an area of Lincoln not familiar to them and to explore the history both of the Old Vicarage and the Bunker.

For the time being the Bunker Project is not something we're actively pursuing. The resident lead James Irvine is busy continuing his University Architectural studies and again due to staff illness the project itself was unable to continue. For the time being we have an enormous amount of excellent research gathered over the first year which should the project proceed can be used to determine how exactly the Bunker could and can be used in the future. Again we would like to thank James Irvine for all of his hard work and support over the last year.

From August until the end of the year our Abbey Project Worker suffered a severe back problem and was subsequently unable to work for much of this time. Equally, our Training Officer was also off work for two months which sadly meant that targets on the One to One Coaching and Mentoring element of the project were not met. This has left us a little behind in respect of the project and it is possible that changes to the original outcomes may have to be made next year.

Lincoln City FC Supporters Trust Community Development Project

This highly successful project came to an end at the end of July 2014 due to a lack of continued funding. Below are some excerpts from the five page report about the project, copies of which are available on request.

End of Project Report July 2014

In July 2010 Lincoln City Supporters Trust in partnership with LCDP (now trading as developmentplus) secured 2 years funding from Tudor Trust and a further 2 years continuation in July 2012. The funding was granted to enable developmentplus to employ a Community Development Worker with the aim of developing a community hub at Lincoln City Football Club (LCFC) and to work towards the following project outcomes:

1. To **promote regeneration** in the deprived area affected by high levels of unemployment through training and volunteering opportunities at LCFC
2. To develop the Identified space at LCFC, **the Red Imp Bar** area, into a community hall in partnership with the local community and a range of partners.
3. To **tackle specific social problems** through the development and delivery of social and recreational activities i.e. youth related incidents of ASB and Crime, Community safety, isolation in older people, unemployment and lack of social inclusion and cohesion.
4. To **promote social inclusion and community cohesion** by providing opportunities for local people of all ages, backgrounds and nationalities to come together.
5. To support the positive **development of links** with local people and the Football club as well as a range of partner organisations and service providers in meeting the needs of local people.

Outcomes 2010 to 2014

- Over **600 local people** of all ages and backgrounds accessed a wide range of community activities and programmes based at Lincoln City FC.
- **46 people engaged in volunteering** opportunities via the project, participating in work experience, training and personal development opportunities
- **12 volunteers will continue** to deliver community led projects beyond July 2014
- **9 volunteers successfully secured employment** through their involvement with the project
- An **average of 90 children and young people regularly attend** the weekly youth activities developed through the project
- An average of **30 older people regularly attend the weekly activities** developed through the project
- The project **secured over £48,000 of match funding over the 4 years** to establish the Alexander Butcher Community Hall and to resource the development and delivery of a range of community based programmes and activities



Lynsey
Collinson



Gemma
McFaul

Success Training

A Step in the Right Direction

A Step in the Right Direction

A 'Step in the Right Direction' involves coaching and mentoring on a one to one basis with people who may be experiencing some form of difficulty. The funding from Lloyds TSB, which enabled us to work in Park and Bracebridge Wards came to an end in May. The work continued to run in Abbey Ward, complementing the Reaching Communities Project.

Outcomes of the project are different for every individual, but the aims are to give both practical and emotional support. This may support participants into volunteering, work, training and improved health and well-being. A holistic approach is our way of working with difficult issues not being treated in isolation. The first meeting starts with an initial self-assessment, putting the participants in control from the outset, enabling them to begin the process of deciding where they would like to see change.

Frequently, there are underlying mental health issues, some are already receiving help, and others are not. But most lack confidence and many suffer from low self-esteem. We work with each person to set their own goals and decide on the action needed to achieve them. Sometimes we may accompany them to various appointments to offer the necessary additional support.

Personal Development training

Two Certa (formerly OCN) personal skills development courses were run at two different venues. Funding from the Community Development Foundation enabled some participants from the Step in the Right Direction Project at the Bridge Café to attend. Another course for Abbey residents was run at developmentplus. 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. The two courses resulted in 7 participants achieving level 2 accreditation.

Looking after yourself

We continued with this group running until the end of the Lloyds TSB funding. Some '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 exploring what is self-esteem and how to improve it, recognising stress and coping with it, different ways of relaxing staying safe in the sun, body image, skin care, colour analysis, cancer awareness, cooking healthily. A number of participants were taken to an information session run by Lincoln College on a Health and Social Care course; three people were offered a place.



Tracey
Smith

Denise
Benetello

Health & Happiness

Sure Start Lincoln Central

The Bilingual Support Project offered support to families with English as an additional language that require some support to access the Children's Centre. In 2014 the Bilingual Service was offered city wide.

A large part of Bilingual Services was offered to local schools and nurseries. The Bilingual Involvement Worker worked closely alongside the "under two years" Funding Officer to provide translation and support for international families whose children might be eligible for free childcare. It was very successful as many families did not know about the project.

One of the biggest successes was recruiting new Bilingual Volunteers. The Bilingual Service had three volunteers with different ethnic backgrounds. They now actively support Bilingual Services across Lincoln.

We run an International Parents Group on a bi-weekly basis in Birchwood and on a monthly basis in Carholme Children's Centre. Both were really well attended and parents expressed their wish to have them more often.

EAL (English and Additional Language) parents' participation in Children's Centre Partnership Boards and in parent forums in Children's Centres increased last year.

The Bilingual Service 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 in the area.

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



Krystyna
Golebiowska



Rokšana
Jasnowska

Health & Happiness

Early Presentation of Cancer Programme (EPOC)

EPOC is built upon community development principles and pushes forward cancer awareness messages in a fun but informative manner and in a way that is appropriate to individual communities. The Programme is currently funded by Lincolnshire County Council and Macmillan Cancer Support to deliver services in Lincoln, Gainsborough, Sleaford, Boston, Skegness and Mablethorpe. Due to the success of EPOC, demands for our work now stretch way beyond these original geographical boundaries.

We aim to:

- Change peoples' behaviours and beliefs about cancer*
- Promote conversation and openness about cancer*
- Encourage people to present cancer signs and symptoms to their GP earlier*
- 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.*
- Creating innovative campaigns to promote awareness and prompt early presentation*

During 2014 we worked hard to consolidate our position as the number one service provider for community centred cancer awareness programmes. We delivered 51 awareness workshops and promoted the cancer awareness and early presentation message at 226 events across the county to 8,760 local people.

In response to identified need and service delivery we identified four work streams as the key drivers for the future of the programme:

1) Clinical Commissioning Groups (CCGs) and GPs

Developing and maintaining contacts and relationships: In order to increase awareness of the EPOC Programme within CCGs and localities, and in order for them to obtain a greater understanding of the value of community-based development work in delivering health messages directly into communities, we showcased some of the campaigns and work already being done by giving presentations at CCG meetings, GP locality meetings and during GP protected learning time.

In May 2014, the Pink Pants report was produced in partnership with Public Health. It showed how EPOC had played an important role in raising awareness of the importance of attending cervical screening and how the materials we created and distributed were used effectively. In particular, there was strong evidence that the pink paper reminder letter sent by the GP practices was extremely successful in certain areas and women were making appointments as a result of getting the letter.

For patients and GPs to have an effective aid to communication and greater awareness about signs and symptoms of high incidence cancers: Our Check-it-Out leaflets continue to be handed out countywide and our aim is that they will continue to be used by patients and GPs after the Programme comes to an end. The leaflets are widely recognised as a useful conduit to what most people told us is a very difficult conversation to have during a limited consultation time with their GP.

2) Development, Screening & Campaigns

To strengthen the programme and its community presence across all localities: EPOC is now recognised as a creator, and provider, of meaningful, innovative cancer awareness campaigns and information. In 2014, we consolidated and strengthened the programme and its community presence by promoting current campaigns as well as strengthening existing working relationships and opportunities and creating new ones.

Creation, development and delivery of information and campaigns: We continued to develop, refine and promote our highly successful local cancer campaigns such as Boobs n Balls, Use the C word, Check it Out, HPV Monster and Pink Pants. We incorporated our campaigns as session headings in our Level 2 Certa accredited Cancer Awareness Course as a way of consolidating our message across all areas of delivery.

In a joint piece of work with Lincolnshire Breast Screening Services and the EPOC volunteers, we created a postcard that will be used to provide information and advice to women attending breast screening appointments. This will be available in Spring 2015 and will be used countywide.

During 2014, we promoted local and national cancer campaigns across Lincolnshire and were the lead organisation for Public Health to deliver the pharmacy and library cancer awareness campaigns. We provided information and resources for numerous venues across the county and we backed this up by manning information stands in many of the pharmacies and libraries.

Continued overleaf...



Denise
Benetello



Kasia
Pisarska



Bonney
Cottrell



Karen
Parkinson



Louise
Irving

Early Presentation of Cancer Programme (EPOC) [continued from previous page]

3) Volunteer development and sustainability

Recruitment of volunteers: We are lucky to have a team of wonderful volunteers who work across all areas and provide invaluable support and links to their communities. They man information stands, deliver awareness sessions, help to create awareness campaigns, disseminate promotional materials and provide a real connection to people wanting to become cancer aware or to those that are affected by cancer in some way. New recruits tend to come by word of mouth or from events we attend and opportunities are registered with local volunteer services.

Training, Support & Planning: Our goal is that all EPOC volunteers will be able to develop and deliver sessions within their own communities. We provide volunteers with the opportunity to access training and information sessions that would increase their confidence and skills to enable them to do this. Throughout the year, regular support meetings, group training and development sessions took place to look at resource development, delivering the EPOC message and the use of the new Cancer Research UK resource 'Cancer Information For You'.

Building relationships between volunteers and partner organisations was another area of development this year, the aim being that organisations identified staff who would deliver awareness messages to their peers and keep in contact with their local EPOC volunteer and/or development worker.

Sustainability: We are working towards all EPOC volunteers being part of a peer support network and have made links with supporting organisations to look at how they can support the volunteers with delivery going forward. Many of them are developing and co-ordinating delivery in own geographical areas and have areas of personal interest and we continue to encourage and support this as far as we can. In some cases volunteers have been linked to other opportunities that serve to enhance the work they do for EPOC.

4) Training

Creation and delivery of information sessions around EPOC campaigns:

Within our intention to introduce information about cancer awareness, early presentation and the importance of attending screening to as many people as possible, we created a selection of hour long training sessions. They are delivered in a number of ways in schools, community initiatives and workplaces and are in high demand. The sessions are based around identified needs and incorporate our campaigns and materials serving to reinforce our awareness message.

Development of the accredited Level 2 Cancer Awareness course:

During 2014, we created an accredited Level 2 Cancer Awareness course based on our community delivery sessions and we delivered 2 courses. Requests continue to come in from community groups and statutory organisations for delivery next year.

The future

As we go into 2015 our mission will be to:

Keep community development at the heart of our work

Maximise our reach via delivery of awareness sessions and the accredited training course

Develop a strong team of volunteers who have the support and help they need to keep the EPOC message alive within communities.

developmentplus are pleased to announce that the Programme's hard work and success has been rewarded by another years funding from Lincolnshire County Council and Macmillan Cancer Support which sees it extended until March 2015.

New work for 2015

Developing Communities

Although we have had some problems with staff illness affecting our project in Abbey Ward it has been apparent that the work we have done has been very well received by the participants. There has been evidence that there is a demand for this kind of project over the rest of Lincoln and we shall fundraise so that we can roll this out over a larger area.

Success Training

We will continue to provide one to one support for individuals to help them find their own path to success. The support of Brent Charlesworth, Mayor of Lincoln, is greatly appreciated in this regard (as we have been named one of the mayor's two charities). 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

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. We shall seek out new streams of income as the Macmillan funding for one of the EPOC posts will cease in March 2016.

Research & Consultation

We will forge closer links with various parts of Lincoln University to see whether we can identify opportunities to jointly work on identifying and addressing the needs of communities within Lincolnshire. We will increase the quality of our relationships with other organisations within the region so that we can work with them to identify areas where communities are in need of support.



Jeanne
Bain



Richard
Leedham-Green

developmentplus staff 2014

Staff who worked at development**plus** during 2014

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
Roksana Jasnowska	Sure Start Bilingual Worker

developmentplus Board of Directors

Chair

Karen Duncombe

Vice Chair

Martha Vahl

Treasurer

Andrew Vaughan

City of Lincoln Council Representative

Councillor Rosie Kirk

Board Members

John Mendy	Lincoln University
Councillor Nev Jackson	Lincolnshire County Council
Andrew Brooks	Lincolnshire County Council
David Gannon	Lincoln University
Debbie Jolliff	Lincolnshire Cooperative
Councillor David Jackson	Park Ward Community Representative
Stacey Gillott	Pelican Trust

As at 31 December 2014

Summarised Annual Accounts

Summarised annual accounts

Income	2014	2013
SureStart	23,717	22,959
Lincolnshire County Council Public Health	121,350	123,791
Non-recurring funds (marketing materials)	5,000	-
Macmillan Cancer Support	36,655	32,036
Tudor Trust	17,500	30,000
Bernard Sunley Charitable Foundation	-	2,000
Community Development Foundation	850	7,209
Lincoln Diocesan Trust	-	920
Police and Crime Commissioner (Lincs)	-	450
Big Lottery	38,361	29,191
Community Development Foundation	5,253	2,500
Dimensions Community Enterprises	-	500
Awards for All	9,930	-
Big Local	-	5,988
Lloyds TSB	2,400	14,400
Public Health Asset Map	-	7,600
Santander Foundation	-	9,520
Training	-	3,643
Miscellaneous Income	10	200
The Pensions Trust withdrawal debt refund	13,104	-
Rent Received	3,262	7,017
COIF Interest	990	1,240
	<u>278,382</u>	<u>301,164</u>
Expenditure		
Employment Costs	242,672	282,446
Running Costs	68,150	74,834
Other Costs	8,200	8,043
	<u>319,022</u>	<u>365,323</u>
Operating surplus/(deficit) for the year	(40,640)	(64,159)

Balance Sheet as at 31 December 2014

	2014	2013
Fixed assets		
Tangible assets	373,112	376,539
Current assets		
Debtors	43,859	41,124
Cash at bank and in hand	205,471	264,138
	<u>249,330</u>	<u>305,262</u>
Creditors: amounts falling due within one year	<u>5,400</u>	<u>24,119</u>
Net current assets	<u>243,930</u>	<u>281,143</u>
Total assets less current liabilities	<u>617,042</u>	<u>657,682</u>
Net assets	<u>617,042</u>	<u>657,682</u>
Funds		
Unrestricted funds	245,715	198,083
Designated funds	-	80,318
Restricted funds	371,327	379,281
	<u>617,042</u>	<u>657,682</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 2014. The Trustees' report and financial statements were approved by the Trustees and signed on their behalf on 12 June 2015. 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 developmentplus office.

Funders

development**plus** is supported by:

Lloyds TSB Foundation

MacMillan Cancer Support

Santander

Lincolnshire County Council

Tudor Trust

Big Lottery Fund



Lloyds TSB Foundation
for England and Wales



**WE ARE
MACMILLAN.
CANCER SUPPORT**

the
Tudortrust

