

development**plus**TM

Annual Report

January - December 2015


A series of three overlapping, wavy, light-colored lines that sweep across the middle of the page, adding a dynamic visual element to the design.

2015

The background of the top half of the page is a grayscale photograph of a manila-colored file folder. The folder has several white labels with the 'developmentplus' logo and the tagline 'working with you for lasting change'. One label is clearly visible in the center, and another is partially visible to the right. On the right side of the folder, there is a list of services: 'Success Training', 'Health & Happiness', 'Developing Communities', and 'Search & Consultation'. The folder is slightly open, showing some papers inside.

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.

The bottom half of the page features a light gray background with several overlapping, wavy, horizontal lines in shades of gray, creating a sense of movement and flow.

Chairperson's Statement

Andrew Vaughan – Chair of developmentplus



The past twelve months have been a challenging time for development**plus**. The year started with our CEO, Jeanne Bain, having to take a period of absence from the organisation due to poor health. Over the summer, Jeanne decided that she would like to pursue new opportunities. All of us at development**plus** were sad to see Jeanne leave, but fully understood her decision. We were able to celebrate Jeanne's inspirational leadership at an event in the Drill Hall, where colleagues, community partners gathered to say a big thank you for her hard work.

We were also pleased to announce in early autumn that Lynsey Collinson would step up to the role of General Manager. We were already becoming aware that with grants/contracts from the public sector becoming more difficult to obtain, Lynsey's role would be to look at new ways of working and re-building the organisation.

The Trustees and Staff have started 2016, looking at new opportunities to develop the organisation, but still firmly rooted in the principals of community development.

I would like to thank all those who have contributed to development**plus**, whether as staff, Trustees and other volunteers or partners from across the range of our work.

As I have indicated, 2016 looks to be a challenging year ahead, but the Trustees and Staff are committed to ensuring we are there to work with communities in our area.

Andrew Vaughan

Chair

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.

Our Aims & Objectives

development**plus**' vision is:

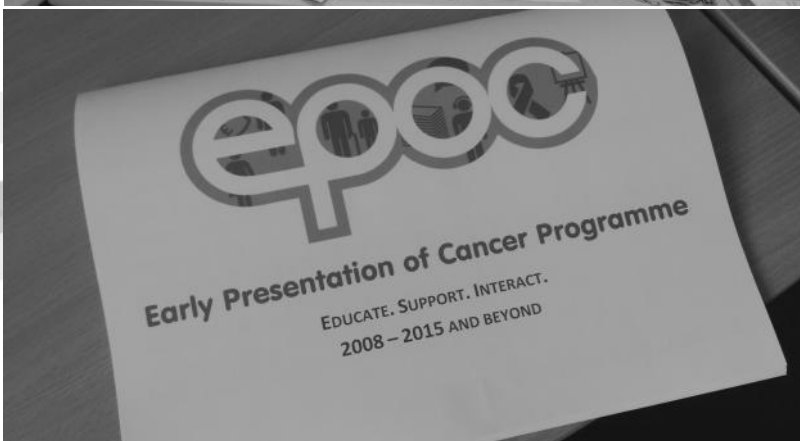
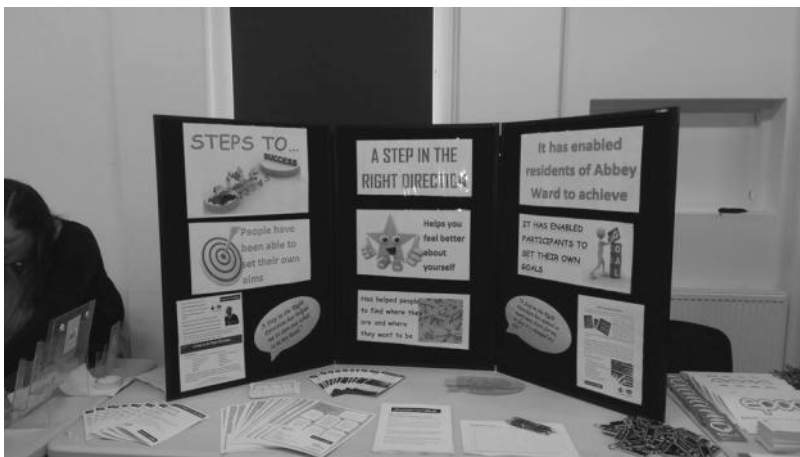
"To help, empower and support people through community projects and engagement across the County of Lincolnshire"

development**plus**' aims are:

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

Our objectives are:

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



Our Values & Principles

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

Our Values and Principles are:

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

Celebrating Diversity

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

Diversity Action Plan 2016

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

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

General Manager's Statement



2015 was an incredibly tough year for development**plus**. At the beginning of the year we said goodbye to Tracey Smith and Louise Irving who both moved on to pastures new. At the end of March, funding for our Bilingual Support Project also came to an end which meant saying goodbye to Krystyna Golebiowska and Roksana Jasnowska. I would like to thank all four of them for their passion and commitment to the organisation.

In June we welcomed two new members to our EPOC Team; former BME worker Lurdes Webb, who became one of our EPOC Development Workers and Clare Bryan, our new EPOC Volunteer Co-ordinator. In September, Hannah Sylvester joined us as Administrator and at the end of the year Linda James also joined us on a short term contract to help cover the Macmillan Post.

At the end of September, we said a fond farewell to our CEO, Jeanne Bain. Jeanne had worked for the organisation since its creation 18 years ago. I'd like to personally thank Jeanne for all her hard work and wish her the best of luck for the future.

In November, I was appointed General Manager and I knew development**plus** was about to enter a new and challenging chapter. With existing funding about to come to an end and new funding becoming incredibly difficult to come by, we decided to re-group as an organisation and re-evaluate our Business Plan. This allowed us to re-focus on our priorities, home-in on what we did best as an organisation and really concentrate on the areas we knew we could deliver on.

With revised Vision, Aims and Objectives we were much clearer as a team as to where we wanted the organisation to go in the future. It became apparent that we didn't want to lose our community development values and principles but accepted we needed to be flexible in our approach when delivering projects.

Many funding bids have been written, sadly some haven't been successful and others we're still waiting to hear about but a determined approach and eternal optimism will hopefully bring some new projects our way in the foreseeable future.

In the meantime, a lot of initial discussions have taken place with like-minded partner organisations who have found themselves in a similar situation to ours. With the voluntary sector starting to suffer due to lack of funding it is clear in my mind that the only way forward is to start sharing our resources, working closely together to co-run projects. Over the coming months we plan to build on initial partnership discussions and hope that the future sees a number of brand new collaborative projects.

The next year is going to be a tough one for development**plus**, with projects potentially coming to an end and with decisions on future funds still undecided it is unclear what the organisation will look like at the beginning of April 2016. What I am certain of is that the passion and dedication of all staff members and trustees is endless and with that in place we most certainly don't intend to disappear just yet!

Lynsey Collinson

development**plus** staff 2015

Staff who worked at development**plus** during 2015

Jeanne Bain	Chief Executive
Lynsey Collinson	Abbey Development Worker General Manager
Richard Leedham-Green	Finance, Office and ICT Administrator Operations Manager Finance and IT Manager
Tracey Smith	Lead Development Worker
Denise Benetello	Development Worker
Bonney Cottrell	EPOC Development Worker
Kasia Pisarska	EPOC Development Worker Communications and Liaison Lead
Karen Parkinson	EPOC Development Worker
Louise Irving	EPOC Development Worker
Lurdes Webb	EPOC Development Worker
Linda James	EPOC Development Worker
Clare Bryan	EPOC Volunteer Co-ordinator
Krystyna Golebiowska	Sure Start Bilingual Worker
Roksana Jasnowska	Sure Start Bilingual Worker
Hannah Sylvester	Administrator Development Worker

Reaching Communities

Putting Abbey on the Map

In the final full year of the "Putting Abbey on the Map" project, we saw 53 unique residents attend 46 different courses. In total we had 220 course attendees with many coming back to attend different sessions. Courses delivered included Creative Art Therapy, Mindfulness, Nutrition, Self-Awareness and Herbal Health for the Home.

Following the agreement at the end of Year 2 to tender out our one to one coaching and mentoring element (funded by ourselves as agreed) to Abbey Access Training, the project successfully conducted 25 one to ones with an action plan developed by each individual to help them move forward in their lives. We also ran a 5 week Mindfulness Course for 10 residents which started and ended with one to ones to establish what participants wanted from the course and also allowed the facilitator to tailor the course to suit the needs of the participants. This finally put us back on track with our outcomes.

In October 2015 we started working with the women's refuge in Lincoln on a more intensive one to one basis. Sessions took place creating comprehensive action plans enabling them to take steps in returning to work, increased confidence and self-esteem and accessing health & wellbeing support.

In November 2015, a small group of local residents, along with development**plus**, began planning a special celebration event called "Celebrating Abbey", this event is due to take place in February 2016. It is hoped that a transferable document will be compiled that can be utilised by residents to organise an event in the future including templates for Action Plans, Risk Assessments and Safety Plans.

We continue to work with Green Synergy, with the gardening group still meeting every Monday. The garden continues to look amazing and we thank all the residents that regularly attend and maintain it.

I am also pleased to say the Poetry Group "A Word in Edgeways" is still meeting every Tuesday. They have hosted another exhibition in the Library and are still producing Poetry Books for sale to the public. This is an amazing achievement and I look forward to reading more of their amazing poems.

In November, the Abbey Development Worker was appointed General Manager. To allow the project to continue the role was shared internally between three existing members of staff. Denise took on 3 days a week and Hannah and Clare an additional day each. Each worker brought a wealth of knowledge and experience to the post.

Following a tough previous year we are confident that we will hit all targets at the end of project next April.

Development Workers for this project: Lynsey Collinson, Denise Benetello, Clare Bryan, Hannah Sylvester

Bilingual Support Project

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

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 ran 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.

Early Presentation of Cancer

Early Presentation of Cancer Programme (EPOC)

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

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

The aim of the programme is to:

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

The objectives are to:

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

With the outcomes of:

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

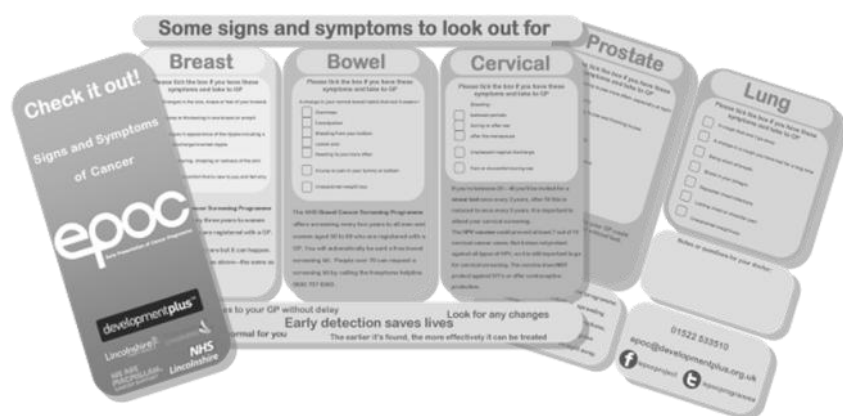
Partnership Working

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

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

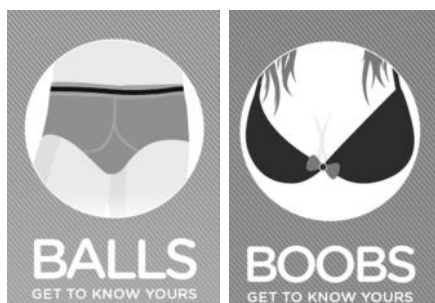
Check It Out leaflets

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



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

Boobs and Ball campaign



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

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

Our other campaigns

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

Facts and Figures

In 2015, we:

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

What else we have learned

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

Views from our Partners and Funders

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

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

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

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

New work for 2016

Business planning for the future

Following our Business Planning Session at the end of 2015, we were all agreed that our revised vision for development**plus** would be:-

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

To achieve this vision, clear activities have been discussed and agreed through the Board of Trustees, staff and managers, to ensure that the Business Plan drives the vision forward and achieve its aims and objectives.

Our key strategic objectives for this one year plan are to:

Secure funds for the following projects (all of which are firmly rooted using the principles of community development):

- Early Presentation of Cancer
- Living with and beyond Cancer
- Step in the Right Direction – City & County Wide
- Development of Volunteers
- Generic Community Development Work
- Health & Wellbeing Courses

To develop the use of the building on Croft Street for the potential use of:

- Sub-letting
- Room Hire
- Gardening Project
- Supporting community groups
- Opportunities for shared services

We see 2016 as a “New Beginning” for development**plus**, we will continue to raise the profile of the organization and promote its services with a view of starting new partnerships along the way.

Collaboration Agreement

As an organisation, we have recognised that we are heading towards our most challenging time yet. With funding pots becoming increasingly harder to obtain as a sole charity, we felt now was the right time to get together with similar organisations with a view of sharing ideas and exploring opportunities of collaborative working. Initial meetings have taken place and we look forward to putting an official agreement in place during 2016.

Volunteers

Despite the uncertainty of our EPOC Programme we are still committed in supporting our group volunteers after the end of March 2016. Developmentplus is committed in providing any advice our volunteers may need and will continue with the quarterly Volunteer Meetings throughout 2016.



Existing Groups

We will continue to welcome our more established groups to the developmentplus building including the gardening group on a Monday, the “Word in Edgeways” Poetry Group on a Tuesday and the “Crofters” Art Group every other Friday. We are always looking for new groups to join us and look forward to welcoming them throughout the year.

developmentplus Board of Directors

Chair

Karen Duncombe	(Resigned 23 July 2015)
Andrew Vaughan	(Appointed 26 August 2015)

Vice Chair

Martha Vahl	(Resigned 23 July 2015)
Debbie Jolliff	(Appointed as Vice Chair, 23 July 2015)

Treasurer

Andrew Vaughan	(Resigned 7 October 2015)
Peter Crosby	(Appointed 7 October 2015)

City of Lincoln Council Representative

Councillor Roseanne Kirk

Board Members

Andrew Brooks	Lincolnshire County Council	
David Gannon	University of Lincoln	
Stacey Gillott	Pelican Trust	
Councillor David Jackson	Park Ward Representative	(Resigned 23 July 2015)
Councillor Neville Jackson	Lincolnshire County Council	
John Mendy	University of Lincoln	

As at 31 December 2015

Summarised Annual Accounts

Summarised annual accounts

Income

	2015	2014
SureStart	6,846	23,717
Lincolnshire County Council Public Health	122,604	121,350
Non-recurring funds (marketing materials)	500	5,000
Macmillan Cancer Support	32,122	36,655
Tudor Trust	-	17,500
Community Development Foundation	-	850
Big Lottery	39,536	38,361
Community Development Foundation	-	5,253
Awards for All	-	9,930
Lloyds TSB	-	2,400
Training	2,303	-
Miscellaneous Income	-	10
The Pensions Trust withdrawal debt refund	-	13,104
Rent Received	8,101	3,262
COIF Interest	584	990
	<u>212,596</u>	<u>278,382</u>

Expenditure

Employment Costs	205,111	242,672
Running Costs	57,522	68,150
Restructuring Costs	32,551	-
Other Costs	<u>7,712</u>	<u>8,200</u>
	<u>302,896</u>	<u>319,022</u>
Operating surplus/(deficit) for the year	(90,300)	(40,640)

Balance Sheet as at 31 December 2015

	2015	2014
Fixed assets		
Tangible assets	369,739	373,112
Current assets		
Debtors	39,179	43,859
Cash at bank and in hand	<u>123,579</u>	<u>205,471</u>
	162,758	249,330
Creditors: amounts falling due within one year	<u>5,755</u>	<u>5,400</u>
Net current assets	<u>157,003</u>	<u>243,930</u>
Total assets less current liabilities	<u>526,742</u>	<u>617,042</u>
Net assets	<u>526,742</u>	<u>617,042</u>
Funds		
Unrestricted funds	160,047	245,715
Restricted funds	<u>366,695</u>	<u>371,327</u>
	<u>526,742</u>	<u>617,042</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 2015. The Trustees' report and financial statements were approved by the Trustees and signed on their behalf on 8 June 2016. 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:

Lincolnshire County Council

Big Lottery Fund

MacMillan Cancer Support



**WE ARE
MACMILLAN.
CANCER SUPPORT**

development**plus**TM

Success Training
Health & Happiness
Developing Communities
Research & Consultation

This publication can also be made available in electronic format.
Please call 01522 533510 or email enquiries@developmentplus.org.uk

development**plus**
The Old Vicarage
Croft Street
Lincoln LN2 5AX

www.developmentplus.org.uk
T 01522 533510
E enquiries@developmentplus.org.uk
Twitter @developmentplus