

development**plus**TM

Annual Report

January - December 2011


A series of overlapping, wavy, light-colored lines that sweep across the lower half of the page, creating a sense of movement and flow.

2011



development**plus**TM

development**plus** is a key development organisation in Lincolnshire. We are well established, working across the County since 1997 – you may have worked with us as LCDP. Our new identity reflects the updated organisation; we want to work with a wider range of partners, supporting them with our innovative ideas and abundant skills.





Chairperson's Statement



During the later part of 2010, and leading in to the first part of 2011 our Charity was having to face up to and make some very difficult decisions. Due to the austerity measures implemented by the Government a significant number of funding streams were being cut. This meant that during the first half of 2011 we had to make nearly 50% of our staff redundant. At a time when communities were facing up to social and economic change, we felt we were deserting them by having to reduce our service.

From the mid point of 2011 both the staff team and the Trustees decided that we were not going to become victims of the economic downturn, but would look for ways in which we could positively re-structure. Fortunately, at this time we were successful in obtaining Transition Funding, that was awarded to 3rd Sector organisations that had lost significant income streams from government. With this funding we were able to look at what our core activities and services were, look at how we express them, and look for new ways of then working with people to enable them to build rich, vibrant and diverse communities in which they could flourish. More will be written about the 4 core themes to our work elsewhere, but the subsequent decision was also taken to re-brand. The main area that most will notice this will be the new name **developmentplus** the reason for this is that LCDP in its various iterations was both time and place limited, and therefore a new more realistic name was worked on. The feeling was that **developmentplus**, maintained our commitment to the values of Community Development, but was not time or place limited.

I would like to pay particular thanks to all the staff team, both past and present for their hard work and commitment in seeing us through this difficult period in our history. Many of whom despite facing redundancy were delivering at 100% right up to the day they left the organization. It was their shining example that inspired the Board to go with the changes that have been made over the year, and we look forward to building new relationships with other partners so that we can build our communities to be the dynamic places they crave to be. I would also like to express my thanks to the Board of Trustees, who have all given their time and energy to our work. In particular I would like to express our thanks to Mike Tait for his work as Treasurer, who at the AGM will be stepping down from this role. Mike has been an efficient Treasurer, who has helped us both manage our financial resources well, but enabled us to also invest those resources in delivering top quality Community Development. I would also like to express our thanks to John Radley, who sadly died in July 2011. John had been our HR expert on the Board, helping steer us through employing our staff team with honesty and integrity. Up until the last few weeks before his death John was still attending meetings and sharing his wisdom with us, especially as we were dealing with so many redundancies.

Going forward we are looking at a Board refresh and are keen to hear from people with financial and marketing expertise.

Andrew Vaughan

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 2012

Each year development**plus** considers their commitment to ensuring a diverse range of people and projects are supported and championed by the organisation. Our action plan for the coming year is:

Action	Timescale
We are committed to working collectively to bring about social change and justice by working with communities in the most disadvantaged areas of Lincolnshire, respecting and valuing diversity and difference.	Ongoing
We will develop strategies to offer training to organisations to enable them to operate in a culturally sensitive way and develop the use of self help tools for 'staying well' both mentally and physically.	Ongoing
We will encourage the interaction between groups, such as different generations, faiths, racial, sexual or physical identities, so barriers can be broken down and a greater understanding can be gained.	Ongoing

developmentplus 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



Another year of change for LCDP – but as a development organisation, we do not shy away from change, we embrace it and use it as a learning experience.

The cuts have impacted on our organisation yet again, with the loss of the Neighbourhood Management Teams, The Wainfleet Team and the Delivering Race Equality in Mental Health Team. Saying goodbye to very good friends and colleagues is always devastating and we all wish Rosemary, Amanda, Petra, Karen, Debra, Suzanne, Lily, Jess, Lu, Amelia and Annie all the best for the future. We also said goodbye to Ola who moved onto new challenges and a new baby.

The good news is that we managed to re-deploy Lynsey and Louise and re-employ Karen to new and existing work. I am always humbled by the commitment of our staff, who when faced with redundancy or drastic work changes, carry on and even 'move up a gear' to ensure the work continues.

Our A4e Specialist Intervention contract was awarded, but by the end of the year we still only had one referral. Let's hope the New Year will bring more, as our Step in the Right Direction Programme is an excellent way of identifying personal barriers to gaining work.

Negotiations took place with NHS Lincolnshire to extend and expand the EPOC (Early Presentation of Cancer) Programme and we were delighted that Macmillan Cancer Support also wanted to support this work. This enabled us to expand the team from two workers to four, now covering Lincoln, Gainsborough, Mablethorpe, Skegness, Sleaford and Boston.

We were successful in gaining Cabinet Office Transition Fund which has enabled us to make some big changes to our operations over the year. As the name suggests the fund was to transform voluntary organisation who, by their nature are grant reliant, into sustainable income generating organisations. We did a lot of work on our image and our core offer. We are still a community development organisation with the same values, principles, aims and objectives – but we have redesigned how we offer our services. I believe our re-launch and re-brand in December has brought a lot of clarity to workers and potential buyers of services. The pressure is on for all voluntary organisations to become much more business minded about generating income from many different sources.

I would like to thank the staff team and the Board for all their support over the last year, we all work as a team at development**plus** based on a relationship of trust and valuing everyone's contribution – just the way we work with communities and it works. Our thoughts are with John Radley's family who sadly passed away in July. He always instilled good HR practice within the organisation and I personally learnt a lot from him.

Well – development**plus** is ready for another year, with more change no doubt, but we are committed to working with communities where we are most needed and to continue to value the contribution of our Staff and Board.

Jeanne Bain

Developing Communities

Neighbourhood Working in Park, Abbey, Moorland and St Giles

The beginning of 2011 began with some uncertainty with the Neighbourhood Working project nearing its end. We continued to support the Tower Action Group, providing any support needed to enable them to go it alone once funding finished at the end of March. Not long after the project ended, the group successfully obtained the Kier Office on the Tower Estate and have since, created a community hub which is growing both in stature and support. Well done to Eve Wind, Chairperson and everyone in the group.

It was during the first quarter of the year that Ola Moran-Zietek, the Abbey Community Development Worker left to go on maternity leave. Before she left Ola and Lynsey jointly ran International Arts Week in partnership with Annie Shi from the BME Team which was a hugely successful event running art activities from China, Great Britain and Poland. Everyone that attended was also able to sample some traditional food from each of the countries and at the end of the week we exhibited everyone's work in a large exhibition open to the public.

In April 2011 Lynsey stepped into Ola's role covering maternity leave and funded through the Migration Impact Fund. Throughout the year five more events took place, the main aim of the original funding bid was "to create an opportunity for people from different backgrounds to meet and get to know each other" we achieved this by organising an Abbey Ward Family Carnival, a Big Lunch, a Fun in the Sun Summer Picnic, a Clowning Around Summer Picnic and the final event of the year which was "Christmas in Abbey".

Figures of attendance throughout the events have risen with the number of residents from Eastern European countries increasing greatly. At the first event we had 150 residents attend, 10% of which were from Migrant families. By events 2 and 3 we had in excess of 400 residents attend with the number of migrant families increasing to 25%. There was a slight dip at the Christmas Event but this was possibly due to weather conditions with only 10% of the 100 in attendance coming from migrant families.

At the end of March 2011, our Neighbourhood Management projects ceased to be with a loss of five members of staff, most of who worked right up to the last day. Debra was completing a very thorough Placecheck of Bracebridge Ward and Karen was pulling together the final report for the Lotteries Awards for All project.

Petra was the only worker to leave the programme before the 31st March – but she had an excuse, she went on maternity leave and a few weeks later had a beautiful baby boy, Anthony. We wish this lovely family well.

Rosemary and Amanda were working on many projects over the last few months such as River Care, Notice Boards in priority areas, work with Schools and Maze Matters, which is now a strong community group. They both continued to work after 31st March in a voluntary capacity to complete the work

Shuttleworth House Resident Group/Action Plan

Following a report written by the Aegis Trust a group of residents formed the Shuttleworth House Resident Group. Between them they decided to tackle some of the issues within Shuttleworth House that affected them the most. The outcomes of this formed an Action Plan which has now been distributed to every resident with the main outcome being the re-decoration of the building inside and out.

Other groups supported throughout the year include the Eastern European Group which formed with the main aims of encouraging integration into British Society and to provide help and advice to the Eastern European Community in the form of a signpost service and the Afghan Community Group.

Wainfleet – Queens Estate Learning Through Play Project.

This year will see the conclusion of the Wainfleet Project at the end of September and the aim is to leave the project with a clear plan for the future based around two key areas; an ongoing training programme within the Childrens' Centre where the project created and funded a programme of follow-on training courses that will help all participants reach level 2 qualification standards and increase employability and the continued use of the Community House for the residents and families on the Queens Estate by linking Youth Services with NLHT to ensure the delivery of regular Youth Clubs and activities.

Lincoln City FC Supporters Trust Community Development Project

The Lincoln City Supporters Trust Community Development Project is funded by Tudor Trust and managed by developmentplus in partnership with Lincoln City Supporter's Trust and the Park ward Neighbourhood Manager.

The project which commenced in September 2010 aims to support Lincoln City FC to build positive links with the local community and to develop areas of the stadium site into a focal point for community activity.

In the first year of the project, the Development Worker engaged and consulted with a wide cross section of the Sincil Community through community engagement events and pilot programmes as a means of seeking their views and aspirations about what they would like to see delivered at the stadium and to seek their participation in making better use of the facilities there.

As a result of this and with the support of local volunteers, funders and a wide range of service providers including Off the Bench Youth Services, LCC Children's Services, Park Ward Neighbourhood Policing Team, Lincoln Central Surestart Centre, various departments within City of Lincoln Council, Lincoln College, Pelican Trust, Home From Home Care, and local schools, several community programmes and initiatives were established. The Sincil Youth Club and Youth Football Factory provide positive activities for children and young people in the area, and the Over 50's Gym and Fitness Sessions enable older residents to socialise with their neighbours as well as supporting them to keep active. The Slovakian Street Hockey programme continues to have a really positive impact on improving community cohesion amongst children and young people in the area, and the One Stop Shop Community Coffee Mornings provide opportunities for local residents of all ages and backgrounds to come together socially as well as to access a range of support and information services on their door step. Several residents have also completed short training courses including First Aid, Sign Language and Seasonal Crafts supporting them to gain new skills.

The Sincil Community Forum was established in November 2011 as a means of enabling the Development Worker to work in partnership with local residents, community groups and volunteers to further develop the project and to support them to access training and funding needed to enable them to eventually take a lead role in the future management and sustainability of the project.

Throughout 2011 the Development Worker also successfully secured several pots of funding to enable the various community programmes to be established and sustained, including grants from the City of Lincoln Council Park Ward Budget, Awards for All, Police Migration Impact Fund, and Church in Society, as well as having received donations from Lincoln City FC and the Lincoln City Supporters Trust.

The Development Worker also supported Lincoln City FC to plan and host their Annual Community event in 2011 which was a real success with around 2500 attending and enjoying a fun filled day.

Excellent progress has been made throughout 2011 with many new initiatives planned for 2012.



Lynsey
Collinson



Gemma
McFaul

Success Training

A Step in the Right Direction

Initially developed as a worklessness programme through an ESF funded project in Sleaford, A Step in the Right Direction was bought in and funded by the Neighbourhood Team manager Jose Bruce to provide Moorland residents with an emphasis on providing local residents with the opportunity to 'positively move on' in some way in their lives. The programme began in January 2011 and ran beyond the end of the year. The second phase of the programme began in November 2011 and focused predominantly on parents from Witham Family Centre.

Referrals and recruitment

Participation in 'Steps' is voluntary on the part of the participant. Most self-referrals came after people were able to meet with the Steps worker who visited them in established groups and in familiar surroundings and who became a 'familiar face'.

Referral sources have included:

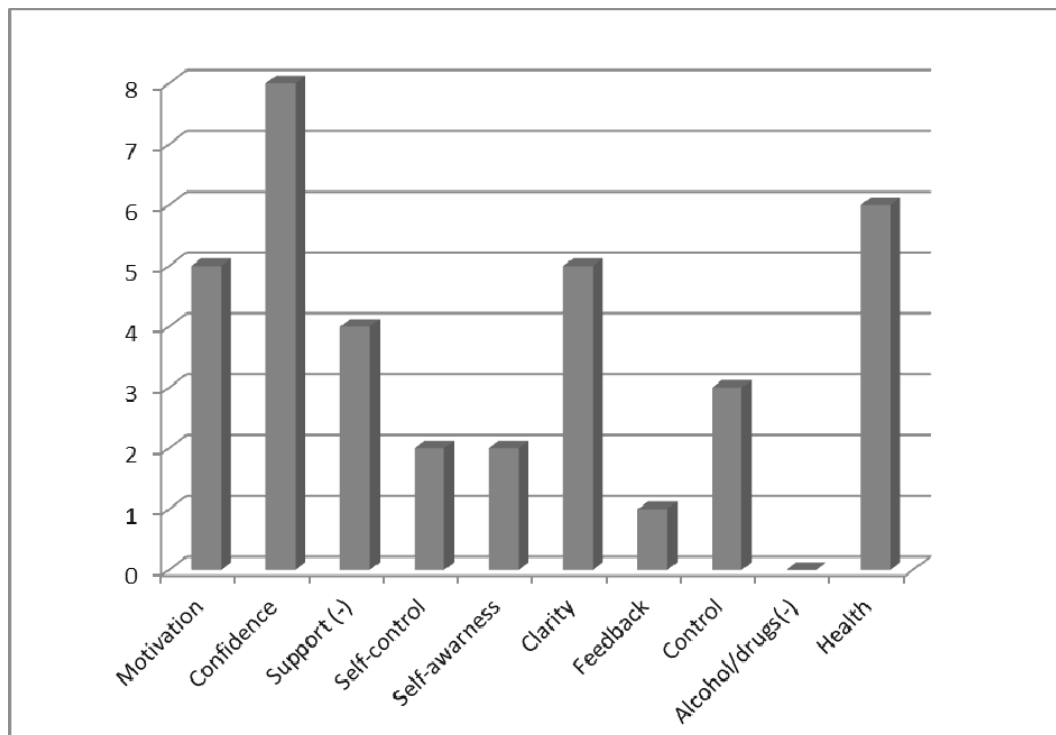
- Priory Witham Academy Family Centre
- Neighbourhood Working Team
- Self-referral
- Lincoln College

The Process - Rickter

All participants in the programme first of all undergo a Rickter assessment. The Rickter Scale is a complete assessment and action planning process based around a hand-held interactive board, which is designed specifically to measure soft indicators and distance travelled. These are outcomes from training, support or guidance interventions such as increased confidence or better time management which, unlike hard outcomes such as qualifications and jobs, are likely to describe an individual's journey rather than their destination. The tool provides the user with a point of focus and engages individuals very effectively, whilst encouraging them to take responsibility. With flexible one to one support, the individual can explore possibilities, make informed choices and set a realistic action plan. Ultimately the Rickter Scale demonstrates the genuine movement individuals make from a chaotic lifestyle to stability.

The graph opposite is produced from participant's initial Rickter assessments done in Moorland and shows how for the majority of participants the key barriers identified are confidence, motivation, clarity and health.

Key Barriers Identified



Initial Rickter assessment provides the participant with a focus for exploration and action planning. It is at this stage that underlying issues begin to present themselves which can then be addressed and supported through goal setting and action planning.

Aspirations and achievements

The nature of the programme allows each participant to voice their aspirations and create their own path at a pace and direction appropriate to them.

A Step in the Right Direction encourages people to take responsibility for themselves, make decisions and take action. It provides an opportunity for people to take control of their lives.

People are very keen to change, but for many, change means a different way of thinking and behaviour which requires sustained effort. For some the steps that they take are small and slow but in many cases represent a huge personal achievement. The amount of time spent on the programme varies from individual to individual. Some simply require information and advice, staying just a few weeks, whilst others need longer term support to address and manage far reaching personal and emotional issues. Time is spent goal setting and exploring future options, taking “small steps” but nonetheless making significant achievements until they reach where they want to be.

Specialist intervention partnership with a4e (Action for Employment)

A new contract with a4e was secured in November 2011. As a ‘specialist intervention provider’ Development plus will take referrals from Lincoln a4e and provide them with a 12 week package of support addressing their personal barriers to worklessness.



Tracey
Smith

Denise
Benetello

Health & Happiness

EPOC Programme

2011 was a productive year for the EPOC Programme. Macmillan came on board and we received funding for two news posts, commencing in October 2011 and covering Boston – Louise Irving and Sleaford- Karen Parkinson.

The Boobs and Balls Campaign started to run the “Get to know them” message. This campaign is aimed at young people and is linked with a text message system that sends an automatic reminder message every three months to self-check and go to the doctors with any concerns.

Kasia Pisarska and Bonney Cottrell attended a conference to showcase National Cancer Campaigns and gained the opportunity to share their work with a wide audience. EPOC was given a stand to promote the start of the Boobs and Balls Campaign.

This year the EPOC Programme also became part of the NHS Pharmacy Campaign and the volunteers from Skegness, Mablethorpe, Lincoln and Gainsborough went into pharmacies all over Lincolnshire and gave information on; Cancer Awareness, Bowel Cancer and Skin Cancer.

In partnership with the NHS and Macmillan, EPOC has been working to introduce Cancer Diagnostic Tool Kits into GP Practices. This initiative was successfully launched in Mablethorpe with Kasia working hard alongside Dr Carter at the Marisco Practice.

Lincoln and Gainsborough

Lincoln this year became one group instead of individual areas which has benefited Lincoln as a whole. We have a lead volunteer, Sue Ormston who gets information regarding events out to all the volunteers: this has meant that we are able to cover more events across Lincoln. Lincoln volunteers have been running a market stall on the first Friday of every month which has proven to be popular, the public are getting to know that they are there and reports show that people are returning which is great news. In Gainsborough Bonney Cottrell has stated working with the travelling community on different activities and information, this has been an interesting and valuable piece of work.

Mablethorpe and Skegness

This year Skegness has really become a group within itself, with volunteers meeting regularly and attending various events across the areas. One of our volunteers is in the process of setting up a breast support group alongside Macmillan volunteers and another volunteer is promoting EPOC in her shop. In Mablethorpe we have progressed with the Macmillan toolkits by running a pilot at the Marisco Health centre. This consisted of a cancer audit run by Dr Carter, followed by an introduction to EPOC and a questions and answers session on the toolkits. The toolkits are currently being used by over 10 GPs with plans to introduce them to the practises in Skegness.

Sleaford

In October the EPOC Programme spread into Sleaford and the surrounding villages. Much of the first three months in the life of the programme was spent finding out who's who and what groups and organisations were already present in Sleaford.

Relationships were formed with NK CVS, Sleaford Foyer, Carre's Grammar School, Carer's Federation, Age UK, First Contact, Partnership NK and The Source. Awareness mornings were set up in Sleaford Library and EPOC took information stands to local health and wellbeing events .

Lincolnshire Schools Football Association came on board and there are now 18 EPOC Ambassadors in the Under 14's League who promote awareness of testicular cancer amongst young men at training sessions and football matches throughout Lincolnshire.

Carre's Community Fitness Suite has also been an active part of the programme. Many members have been referred to the suite by their GP's in an effort to improve their health. Members are now more aware of cancer risks and how staying fit and healthy can improve their chances of remaining cancer free.

Boston

The main focus of the work done in Boston during this period has been to make links within the community and introduce the EPOC Programme wherever we get the opportunity. Information stands at health events and in the Library, awareness workshops within HMP North Sea Camp and schools, and promoting National Screening Campaigns are just some of the examples of the varied ways in which we work with groups and communities to introduce a difficult subject in an appropriate manner.

Sure Start

We were successful in gaining the continuation contract for our 3 Sure Start Workers, two part time Parent Involvement Workers – Laura, Vicky and Helen who covered maternity leave and the Bilingual Worker – Krystyna.

We have been involved in Sure Start Lincoln Central since 2003 and value the opportunity to bring community development values and principles into meaningfully involving parents in the programme. The Bilingual worker support has really taken off this year, with our worker speaking; Polish, Russian and Lithuanian (puts us all to shame!). These languages reflect the diversity in Park ward.

BME Mental Health

The Delivering Race Equality in Mental Health contract ended in September 11. This programme ran for 4 years, always working towards greater take up of mental health services by BME (Black and Minority Ethnic) communities across the County. The team not only worked with the communities but delivered training to NHS staff and other voluntary sector organisations to develop more appropriate, accessible and acceptable services. Over the final 9 months the team worked on many pieces of work such as a final consultation across the County, which has been written up into a final report. We updated the Directory of BME Community Groups and the Service Directory – both of which can be downloaded from our website. We also held a final conference 'Looking Back – Moving Forward'. This showcased the work of the team over the years and gave lots of information on where help could be sourced after the end of the programme. Many thanks to Lily, Jess, Lu, Amelia and Annie.



Laura
Faria



Vicky
Cooper



Krystyna
Golebiowska



Kasia
Pisarska



Bonney
Cottrell



Karen
Parkinson



Louise
Irving

Research & Consultation

Placecheck

We have talked about Placecheck in many annual reports before, but each time we carry out a Placecheck it is developed a little bit more.

Our latest Placecheck was in Bracebridge to inform new work and linked with a history project in the area. Again this was a great success with agencies taking a full part alongside the community. A very positive addition to this Placecheck was a page with Agency responses showing a commitment to tackling the issues that were raised.

The beauty of a Placecheck is that it's participatory and accessible to anyone in the community. Once the geographical location has been decided and divided into workable areas, local people can walk or wheel around their area and 'look' at it – it is amazing how many places we think we know, but we don't take the time to really look at what is there. The Placecheck will identify 'what is good', 'what is not so good' and 'how an area can be improved'. Once the information and photographs have been collated we create an Action Plan for Change. The whole process encourages social responsibility and identifies who need to take action to improve the area and as with the Bracebridge Placecheck, partner agencies commit to addressing certain issues which proves a real partnership approach.

We look forward to undertaking more Placechecks in the future.

What's The Big Idea?

development**plus** has carried out many community consultations in the past, but they have always been 'centre' based. At times this has led to a very poor turn out as we ask local people to go out of their way so we can consult with them! In October we carried out a consultation on Ermine East in the Community Centre, we engaged the Lincolnshire Hospital Band to play and the Earth Bound Misfits to encourage people to come into the centre and they did come in – but we probably spoke to as many people outside the Co-op as we did in the Centre!

To address this ongoing problem, we have acquired **The Big Idea Trailer** which can be pulled up outside the School or the Co-op or onto a field or anywhere else where people meet. We have purchased numerous bits of kit to equip the trailer so people can:

- Complete questionnaires on board using touch screen technology or paper
- Use the video equipment to tell us what they want on camera
- Leave a vox pop recording so they don't have to be 'on camera'
- Talk to members of staff and look at other consultation work on a wide screen TV

We really feel this is the way forward to ensuring we can capture the voices of local people. The trailer is big and bold and it will certainly draw your attention when it arrives in your street.



This is a photo mock up of **The Big Idea Trailer**, which will be in service before the summer of 2012.

- What do you want to know?
- Who do you want to ask?
- What difference do you want to make?

Development**plus** **Big Idea Trailer** can find out for you – give us a call.



Jeanne
Bain

James
Hall

New work for 2012

The beginning of 2012 opens up a new era for development**plus**. We are strong, we have clarity on our future work priorities and we are determined to ensure that the organisation continues to develop and thrive in these difficult times.

The Board of Directors will 'refresh' the Board early in the year and we will target specific individuals whose skills will fit the gaps we have identified over the last year.

Developing Communities

We will re-apply for funds from City of Lincoln Council, Lincolnshire Police and the Tudor Trust to continue the work in Abbey Ward and Sincil area. These two programmes are far too valuable to local people to let slip away.

We will work closely with whichever area of the City is awarded Big Local funding. This £1 Million funding pot is awarded to a community in order that local people can decide what would improve their community the most? It could be spent quite quickly on one large resource or over a 10 year period developing smaller pieces of work – but it is the COMMUNITY who decide.

Health and Happiness

We will continue to develop the EPOC programme of work and roll out the GP Diagnostic Toolkits across the County. We will also work with funders to ensure we are capturing the relevant information re the success and reach of the programme.

Development of Health and Happiness training, we have always offered wellbeing training courses which build confidence and self esteem, but these will be developed and offered to the Public and Private sectors.

Success Training

We will continue the Step in the Right Direction programme and develop relationships with A4e as we know we can support the most difficult of clients to address their personal barriers which exclude them from meaningful employment.

We will develop new training packages that can be offered to organisations and agencies across the County and beyond. We have a huge basket of training packages just waiting to be delivered and at the end of the year we were awarded a training contract with Lincolnshire County Council Children's Services to deliver Community Development Training to their part time Youth Workers to fulfil their training needs in line with their new roles in the community.

Research and Consultation

The Big Idea Trailer will be promoted as the ideal solution to any consultation problem you may have. We know that it will be a great success. All of our consultation equipment is available stand alone without the Trailer, so our staff can bring it along to any event you are organising.

developmentplus staff 2011

Jeanne Bain	Chief Executive
Jo Devlin	Finance Manager
James Hall	Administrator
Tracey Smith	Lead Development Worker
Lynsey Collinson	Abbey Ward Development Worker
Gemma McFaul	Sincil Area Development Worker
Denise Benetello	Development Worker
Jess Turner	DRE Development Worker
Liliana Gnoinska	DRE Development Worker
Lurdes Webb	DRE Development Worker
Amelia Alonso	DRE Development Worker
Annie Shi	DRE Development Worker
Bonney Cottrell	EPOC Development Worker
Kasia Pisarska	EPOC Development Worker
Karen Parkinson	Neighbourhood Working / EPOC Development Worker
Louise Irving	Wainfleet Family Learning Through Play / EPOC Development Worker
Suzanne Parks	Wainfleet Family Learning Through Play Development Worker
Debra Houlton	Neighbourhood Working Development Worker
Rosemary Robinson	Neighbourhood Working Development Worker
Amanda Jones	Neighbourhood Working Development Worker
Petra Lucas	Neighbourhood Working Administrator
Ola Moran-Zietek	Abbey Ward Development Worker
Laura Faria	SureStart Community Participation Worker
Vicky Cooper	SureStart Community Participation Worker
Gosia Sinderson	SureStart Bilingual Worker
Krystyna Golebiowska	SureStart Bilingual Worker

developmentplus Board of Directors

Chair

Andrew Vaughan

Vice Chair

Martha Vahl

Treasurer

Mike Tait

City of Lincoln Council Representative

Councillor Brent Charlesworth

Councillor Jane Clark

Board Members

John Radley	Human Resources Expert
Jane Powell	Lincolnshire Co-Operative Society
Andrew Brooks	Lincolnshire County Council
Rebecca Herron	University of Lincoln CORU
Pauline Nichols	Gainsborough Eye of Newt
Councillor David Jackson	Park Ward Community Representative
Reverend Sara Cliff	Lincolnshire County Council
Karen Duncombe	NHS Lincolnshire

Summarised Annual Accounts

Income	2011	2010
STEPS Training	17,035	-
Training	234	-
ESF	-	25,215
Single Programme	50,374	58,432
SureStart	43,922	56,150
NHS Lincolnshire Primary Care Trust	173,979	231,972
NHS EPOC Project	86,249	57,570
NHS Macmillan Project	6,823	-
LCC Neighbourhood Working	45,695	159,579
Safer & Stronger Communities Fund LAA	-	-
Tudor Trust	28,000	28,000
Church in Society	1,470	-
Migration Impact Fund	37,449	-
Big Lottery Transitions Fund	115,000	-
Lincolnshire Police	-	1,000
Big Lottery Fund Grant	-	9,670
Migration Impact Fund	-	8,181
Lincoln City FC	1,200	-
LCFC Supporters Trust	1,000	-
Miscellaneous Grants	288	3,000
Rent Received	213	228
COIF Interest	1,152	831
HMRC Online Filing Incentive	-	-
	<u>610,083</u>	<u>639,828</u>

Expenditure		
Employment Costs	414,383	472,404
Running Costs	128,369	98,919
Other Costs	<u>11,837</u>	<u>12,025</u>
	<u>554,589</u>	<u>583,348</u>

Operating surplus/ (deficit) for the year **55,494** **56,480**

Balance sheet as at 31 December 2011 **2010**

Fixed assets		
Tangible assets	384,603	389,438
Current assets		
Debtors	60,002	56,143
Cash at bank and in hand	<u>408,080</u>	<u>348,230</u>
	468,082	404,373

Creditors: amounts falling due within one year 9,509 6,129

Net current assets 458,573 398,244

Total assets less current liabilities 843,176 787,682

Net assets 843,176 787,682

Funds

Unrestricted funds	319,823	251,913
Restricted funds	<u>523,353</u>	<u>535,769</u>
	<u>843,176</u>	<u>787,682</u>

Reporting on summarised financial statements

The information on this page is extracted from the full Trustees' report and financial statements, which have been audited by darbys limited who gave an unqualified audit opinion on 21 May 2012. The auditors have confirmed to the Trustees that the summarised financial statements are consistent with the full financial statements for the year ended 31 December 2011. The Trustees' report and financial statements were approved by the Trustees and signed on their behalf on 15 May 2012. 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, audit report and financial statements may be obtained from the developmentplus office.

Funders

development**plus** is supported by:

City of Lincoln Council

Lincolnshire County Council

NHS Lincolnshire

Lincolnshire Police Migration Impact Fund

MacMillan Cancer Support

Lincolnshire Enterprise Single Programme

Transition Fund

Tudor Trust



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

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