

Full name **Growing Old Grace-fully**
Registered charity number 1161765

Main address: Diocese of Leeds, 11 North Grange Road, Leeds LS6 2BR

Trustees

Carol Burns, <i>Chair</i>	Pippa Bonner
Anne Forbes	Paul Grafton
Cath Mahoney	Rev Mgr Peter Rosser, <i>Treasurer</i>
Ann West	Maria Longfellow

Bankers: The Co-operative Bank, P O Box 250, Skelmersdale WN8 6WT

Governance and management

Growing Old Grace-fully is managed by a committee of between 5 and 10 trustees. The trustees have the power to:

- i. Raise funds, receive grants and donations
- ii. Apply funds to carry out the work of the charity
- iii. Co-operate with and support other charities with similar purpose
- iv. Do anything which is lawful and necessary to achieve the purposes.

New trustees are recruited either because:

- a. vacancies have arisen or will arise
- b. existing Trustees have agreed that additional specific skills are needed.

The trustees agree what skills, experience and knowledge are needed, and write it down in the form of a short job description and person specification to form the criteria for recruitment. The responsibilities and a process for recruitment are agreed and the whole board remains consulted. The best route to find new candidates is agreed and a short-list is produced. Interviews are arranged against the agreed criteria, with notes kept and similar questions asked. Preferred candidates are identified and invited to join the trustees, subject to references and formal vetting. They then receive a formal letter of appointment including a copy of the Constitution setting out their duties, which they sign and return. Unsuccessful candidates are notified and thanked. A simple induction plan is agreed and all relevant parties, such as funders, are notified.

Aims and objectives

We are a charity working across the Catholic Diocese of Leeds to raise awareness of the spiritual and practical needs of older people and their contribution in the Parishes. Our work is focused on supporting Later Life Friendly Parishes, specifically promoting social inclusion by working with people who are socially excluded as a result of conditions which arise from old age.

Our aims are to:

- Share current good practice in talks and through our website
- Help create local solutions to local needs
- Offer spiritual and practical support and advice
- Encourage the establishment of dementia-friendly parishes.

Acknowledgements

We thank the (International) Society of the Sacred Heart for their very generous on-going support for the work of Growing Old Grace-fully, without which the following achievements could not have happened. A donation from the Linden Trust was also gratefully received.

Summary of the main achievements during the period

1. **Parish Pack – Welcoming Older People: Ideas for and from parishes**

Since 2017 when the Parish Pack was launched we have continued to distribute the pack to parishes and interested organisations.

2. **Growing a dementia friendly Diocese**

We have been the lead organisation in developing an Action Plan to become a dementia friendly Diocese. Representatives from Caritas Leeds, Catholic Care, Dementia Friendly Leeds, religious orders and our clergy have been meeting regularly as part of a Working Group and an Action Plan has now been agreed and approved by Bishop Marcus. In August 2018 we officially became a Dementia Friendly Diocese.() The plan was launched at a Caritas Leeds Day of Reflection in October 2018.

The Dementia working party has been taken over by Catholic Care We worked with Caritas to develop a briefing sheet 'Ministering to those with Dementia' and supported a Carol Service at St Ann's Cathedral in Leeds, which was Dementia Friendly.

3. **Communication and connections**

Our website www.growinggoldgracefully.org.uk continues to help build on the good work that is already taking place in parishes and spread this good news so that parishes can learn from each other. As well as regular postings of events in our Diocese, we have published over 15 regular articles on our Blog reporting on practical activities in our parishes to support older people, as well as reflections on the gifts and challenges of ageing. We have also continued to add to the resources available for download,.

Our network of 'friendly neighbours' continues to develop and we now have permission from over 400 people to contact them via email to support the development of local solutions to local needs. We email out a Newsletter at Easter and Christmas, as well as our Annual Impact Report in September.

4. **Planning for the future**

Our funding finishes at the end of 2018 so we have been taking the opportunity to think about where we should focus our efforts from 2019 onwards. In March 2018 we invited our network of 'friendly neighbours' to complete an online survey on how later life friendly they consider their parish to be. A link to the survey was also available via our website. We have had over 70 responses from 60+ parishes and these responses have helped us to form our objectives for 2019 and beyond.

We have made links with the ecumenical Anna Chaplaincy and this has helped us develop our plans for a pilot Lay Chaplaincy model.

Much of the end of this year has been spent developing our strategic plan and identifying new funding. We were pleased to hear just at the end of the financial year of support from the Diocese who have invited Catholic Care to make a contribution to our work

The charity's policy on reserves

We aim to hold the equivalent of 3 months expenditure (based on last year's costs) plus a proportion for legal costs and maintain the level of reserves from unrestricted income. The trustees may agree to designate some of the free reserves for a particular project or activity. They will ensure that these designated funds are spent within a reasonable period of time. This policy is reviewed at least annually.

Growing Old Grace-fully
Receipts & payments account
for the year ended 31st March 2019

Receipts	Unrestricted Funds	Restricted Funds	Total Funds
Donations - Major	0	0	0
Donations - Other	£129.90	0	£129.90
Event Income	0	0	0
Bank interest	0	0	0
Total Receipts	£129.90	0	£129.90

Payments	Unrestricted Funds	Restricted Funds	Total Funds
Event expenditure	£13.72	0	£13.72
Office expenses	£127.60	0	£127.60
Freelance services	£8,200.00	0	£8,200.00
Expenses - freelance	£357.98	0	£357.98
Total Payments	£8,699.30	0	£8,699.30

	Unrestricted Funds	Restricted Funds	Total Funds
Net receipts / (payments)	£(8,659.40)	0	£(8659.40)
Bank Cash at start of period	£12,449.49	0	£12,449.49
Bank & Cash at the end of the period	£3,750.19	0	£3,750.19

Growing Old Grace-fully
Statement of assets and liabilities
at 31st March 2019

	£
Cash assets	
Current account	£3750.19
Deposit account	0
Petty cash	<u>0</u>
Total cash assets	£3750.19
 Other assets -	 None
 Liabilities -	 None