



*supporting sustainable recovery  
across cumbria*

2014/2015



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Cumbria Alcohol and Drug Advisory Service (Cadas) established in 1980 by a small but passionate group of community members concerned about the lack of support and choice for people with addictions and their families. Cadas has now grown into a well respected, registered county wide charity and independent provider of care with four main bases in Carlisle, Barrow-in-Furness, Kendal and Workington. In addition to our paid staff team we have over 60 dedicated trained volunteers and ambassadors and together we have helped thousands of people for over 35 years.

We offer:

#### Recovery Service

A free, confidential and non-judgmental one to one recovery service for anyone who has an alcohol and/or drug issue. These services are delivered by paid staff, trained volunteers and community ambassadors. Cadas also works with families, parents, carers, and individuals or couples whose lives are affected by someone else's alcohol and/or drug use.

#### Emotional Resilience Service

Outreach support service funded by Headstart programme for children and young people attending Headstart schools to help improve their emotional resilience through one to one and group support. .

#### Training and Workshops in Drug & Alcohol Awareness and Health & Wellbeing

Cadas delivers free certificated alcohol and drug awareness courses together with health and wellbeing workshops and courses. All our courses are mapped to DANOS. Training and education is available to all members of the general public and professionals.

#### Acu-Stimulation Therapy

Cadas also offers free Acu-Stimulation therapy which is where gentle pulses are passed through the body's different acu-pressure points. The relaxation treatment can help with withdrawal symptoms and cravings from alcohol and drugs as well as helping with stress, depression and sleep disturbance.

#### Mindfulness Service

Cadas currently delivers an eight week Mindfulness Based Cognitive Therapy (MBCT) programme for patients in Eden commissioned by the CCG. The service supports people to manage their anxiety, depression whilst increasing their ability to relax and aiming to improve overall their health and well-being. Our Mindfulness programme can be delivered too/also on behalf of other organisations for the benefit of their service users on a commissioned basis.

#### Emotional Freedom Technique (EFT)

Cadas also uses the Emotional Freedom Technique where gentle taps to acu-pressure points on the face and hands are applied in sequence. EFT can help with relaxation, withdrawal symptoms, cravings from alcohol and drug use as well as helping with stress, depression, anxiety and sleep disturbance. This simple yet efficient technique is taught to people so they can use this anytime and anywhere. EFT Level 1 and Level 2 training is also offered to volunteers, community members and professionals.

#### Information

Cadas offers a free and confidential information service.

#### Vision

Cadas' vision is to ensure appropriate non-judgmental and confidential help is easily available and accessible to those people living in Cumbria, who are involved in addictive behaviours.

#### Our Ethos:

#### Independence

We believe Cadas' strength is built on the passion of individuals and communities who want to make a positive difference to their lives and those around them.

#### Values

Open : Honest : Congruent : Integrity : Innovative : Flexible : Creative : Committed : Reliable : Passionate

#### Mission

Cadas' primary objective is to enhance the lives of people in Cumbria through the reduction of harm caused to them by the use or misuse of alcohol and drugs, by providing them with an opportunity to work towards living in a more satisfying and resourceful way.

#### Community

Cadas seeks to help prevent alcohol and other drug use problems through a programme of community awareness initiatives.

#### Commitment

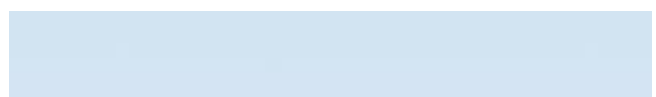
Cadas is committed to offering early interventions and preventative services for the people of Cumbria of all ages.

#### Partnership

Cadas works with a wide range of partners from the statutory, voluntary sectors and the wider recovery community to address the multiple needs of people in recovery.

#### Cadas is an Independent Provider of Care

Cadas is both a Registered Charity (registration number 1002201) and a Company Limited by Guarantee in England (number 0258199).



I do congratulate all at Cadas for persevering through another difficult year: pressures on funding continue and without further support the services and skills that have been built up over many years and which are exercised so effectively will be lost to the county. The public sector does not have the capacity to meet all the needs of those with addiction problems and Cadas not only meets many of those needs but trains a continuing pool of volunteers to keep waiting lists short for its support programmes.

The Trustees have taken on more detailed responsibilities over the last year in support of fundraising, budgeting and mentoring. The Trustee body has been strengthened recently by the addition of several new Trustees who bring welcome new skills. It is a reflection of the reputation of Cadas that the latest recruit is Dr. Sarah Galvani, an expert in the field of addiction and alcohol and drug interventions, who offered to become involved and she has already contributed to the very successful summer volunteer conference at Newton Rigg.

The Trustees have recognised that the current model of operating is over-dependent on grant and charitable funding. They are planning to develop the training part of Cadas to create a stream of income which will help to sustain the core service. This will take some time to build but should ensure a long term future. In the meantime however grant funding will be essential to continue services for the next year or so.

Staff and volunteers alike provide a vital safety net for people with addiction problems. I thank them for all their dedication and commitment over the last 12 months. Their reward is the restoration of people's lives.



**Claire Hensman**

President



My report is centred on the role of the Board over this period. Our role has remained the same: essentially, the Trustees have overall legal responsibility for Cadas and for “directing the affairs of the charity”. We have to ensure that it is “solvent, well run and delivering the charitable outcomes for the public for which it has been set up” (Charity Commission). We have to ensure Cadas complies with both Charity and Company law, and financial regulations.

In undertaking our task we are advised and supported by Nat and Helen, our most senior staff. We then delegate to them the task of delivering Cadas services and raising funds, but retain the overall responsibility to check that this is done effectively, efficiently and safely.

This AGM is one of the main opportunities, for you, as a member, volunteer, funder, or supporter to ask questions and scrutinise our work and that of Cadas as a whole.

So as a Board what have we done and achieved this year?

We have formally met at least every 3 months, but have also between meetings continued to communicate via email and phone and reach certain decisions via email. On three occasions we have set up committees to explore specific issues and options, returning to the Board with recommendations to be considered. One of these was a meeting with the Chief Executive of Aquarius, an organisation similar to but larger than ourselves, to learn from their experience of closer partnership work, particularly to ensure financial stability. Another was to consider a range of options prepared by Nat and Helen to address funding in Barrow/Kendal from May 15; to ensure continuity of the service in the South whilst our new Lottery and other applications are considered. This went hand in hand with the recognition that to maintain our service across the County, to ensure a safe and monitored working environment and address the recognised need for an evening service, we would open on three days a week and one evening.

Due to the increased workload of our Service Managers, members of the Board have taken a more “hands on” approach and have used their skills, experience and contacts to advise and support Nat and Helen on such matters as: content of funding applications; publicity and media statements; financial control; appraisal/IPR of Service Managers; information on current national thinking and policy in relation to drug and alcohol work; policy drafting; and risk management procedures.

Three new members have been appointed to the Board since the last AGM: Colin Robertshaw, Paul Thompson and Lalik Nasmyth. They bring strengths in finance, third sector housing and management, scrutiny and extensive Board experience. They have been appointed to replace the loss of two long standing and valued members: Ralph Howard and Carol Eland as Treasurer/Company Secretary and Vice-Chair respectively. I am happy to recommend the formal appointment of the new trustees.

The systems and procedures we put in place last year and a proactive and committed Board have enabled the Board to focus on our core role: financial scrutiny and control;



contingency planning and future development; management of risks; service outcomes and performance scrutiny; appraisal and support of our service managers; leadership on managing urgent issues/reputational matters; and annual reporting. All these matters are evidenced in the minutes of Board meetings.

As I sit and consider “where we are at” I am quietly confident and optimistic that Cadas now has a firm foundation and is a leaner and more resilient organisation than it was 2-3 years ago. We are now better prepared to move forward: we have committed, skilled staff and volunteers; an experienced, skilled and active Board and a Board structure and procedures that are increasingly fit for purpose; an excellent new system to record the difference we make to clients; committed and competent service managers; and options for moving forward depending on the level of funding we can find. Much depends on the funding we receive. The evidence of the need for our services is out there. I must give a big “thank you” to all paid and unpaid/volunteer staff, Board members and our current funders and supporters. You know that Cadas “makes a difference”; something which we must always have at the forefront of our minds.

It is now time for me to, reluctantly, step down as Chairperson. I am listening to my body/mind and taking heed of observations from my family. I am willing to stand again as a trustee, but no longer want the responsibilities that a Chairperson inevitably has to manage. Thank you to those of you who have supported me over the last two years.

My very best wishes

**David Foot**

Chair 2014/15

This year is one of continued reflection, development and celebration. We have seen a change in the climate of Cadas moving from cloudier unpredictable climates to more consistent sunnier spells with a clearer view of the sky and stars! Together under the steer of our dedicated Trustee Board we have seen the implementation of a number of developments to further improve our services.

Some of our successes are:-

- the implementation and increased use of our late night opening and new county wide telephone number;
- our revised evaluation tools and systems which are beginning to reveal a more effective picture of our impact;
- the successful delivery of our new recovery volunteer training in Carlisle seeing an amazing group of new volunteers join us;
- the ongoing development of our volunteer programme and volunteering opportunities;
- development of our recovery service is seeing additional activities and groups planned;
- the delivery of commissioned training courses to up-skill our local organisation's workforces;
- the forging of new partnerships with key organisations such as Croftland's Trust and Aquarius as well as the nurturing and maintaining of existing partnerships with the likes of The Well Recovery Organisation, Unity and Cumbria Gateway.

This year our attention turns to our staff and volunteer team. Our team continues to demonstrate high levels of commitment and dedication not only to Cadas, but also to our local communities and the people who require support to recover from substance misuse. Our team including our Trustee Board is made up of highly motivated, compassionate and resilient individuals all working together as one to support sustainable grass-roots recovery. We hold a deep level of respect, admiration and gratitude to our team and know that the work of Cadas would be impossible without them. We would like to give particular thanks to our Finance Officer Donna. Donna over the past 18 months has worked successfully to improve our finance systems and has been a constant source of support to us and the wider team. Donna's expertise, gentle manner and sharp sense of humour are all hugely valued. We would also like to give special thanks to Nanette Pyatt who using a high level of expertise has worked very diligently to create a more fit for purpose system to record, monitor and

extract data and to Carrie Bertram for supporting the development and maintenance of this new system - a system that will no doubt save Cadas time and money. Our greatest assets remain to be our staff and volunteer team and in this current climate of austerity, people like these are needed more than ever.

Over the coming year we will aim to develop a number of new and much needed support services. These include a county wide recovery service for young people affected by substance misuse issues and a project to support perpetrators of domestic abuse make changes to their behaviour. We will deliver more training to the private, statutory and voluntary sector to help up-skill our local workforces to better support our most vulnerable individuals and their families affected by substance misuse.

Like most charities we expect that Cadas' future will continue to be showered with challenges, bright spots and the occasional foggy day. Cadas will continue to brave this challenging economic climate where reduced charitable funding streams, national and regional government cuts to funding and vital health and social care provision affect our community's most vulnerable children, young people and adults rendering the need for organisations like ours at an all time high. At Cadas we will continue to wear our wellingtons and rain macintoshes and prepare as best we can to weather any potential storms on our horizon as we look towards the future and to continuing to serve our Cumbrian Communities to live safe, healthy and happy lives.

“Helen Davies

North Service Manager

Natalia Wealleans Turner

South Service Manager

*Life isn't about waiting for the storm to pass. It's about learning to dance in the rain.”*

Vivian Greene

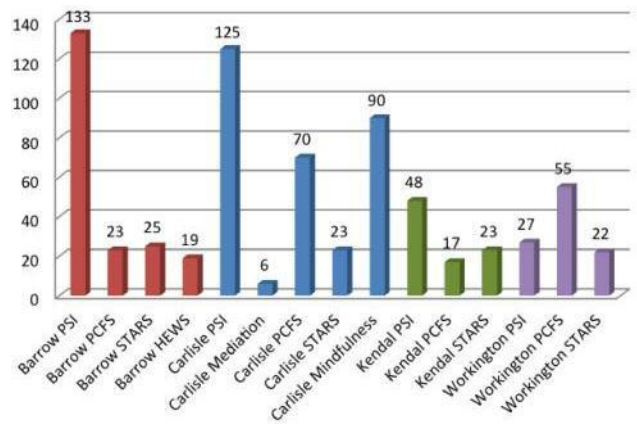


# recovery through support

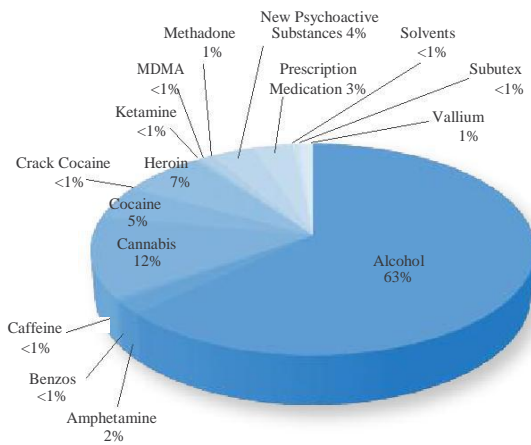


Cadas offers a range of support including one to one, group and workshops delivered primarily by trained volunteers to enable people in recovery to improve their health and social outcomes. Attention is particularly paid to supporting people to improve their physical and mental health, general wellbeing, and lifestyle and to begin the transition into employment and or further education. Our support aims to not only address the substance misuse issues, but to also identify people and their families' strengths and assets to help improve their overall outcomes whilst fostering a stronger sense of belonging within their local communities.

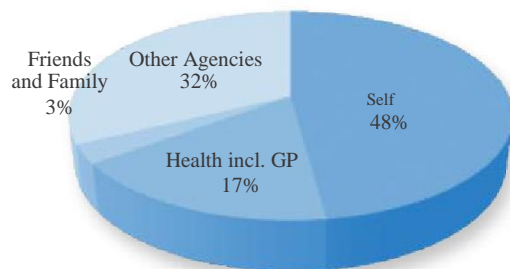
Number of Referrals by Centre and Project



Breakdown of Substances



Referral Source





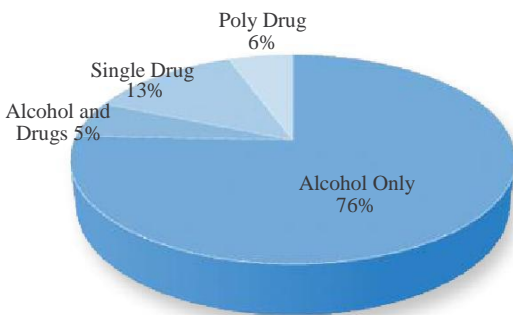
# recovery through support

In the past year we have worked with almost 700 men and women, children, young people and their families offering tailored interventions to assist recovery. The primary referral route continues to be 'self referral' and the main substance of choice remains to be alcohol. Whilst the majority of our service users are white, it is pleasing to report that we have seen a more even proportion of men and women access support this year and people across all age ranges and employment statuses are represented.

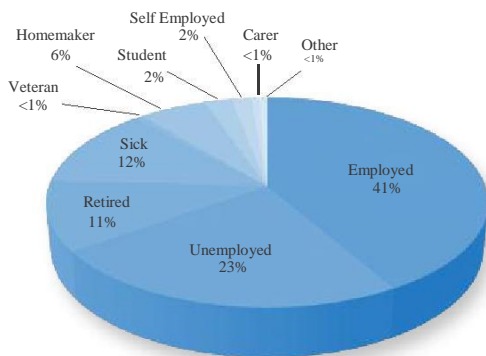


The team have worked hard this year to understand and remove barriers to increase people's access to support. We have in response delivered regular late night opening on a Tuesday seeing over 130 hours of support offered and a new county wide number all of which has supported an increase in appointment attendance of over 70%.

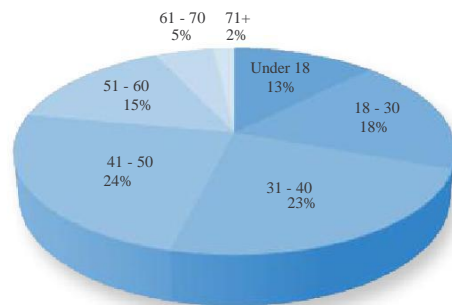
### Types of Substance Use



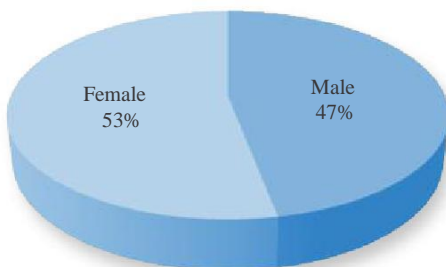
### Service User Employment Status



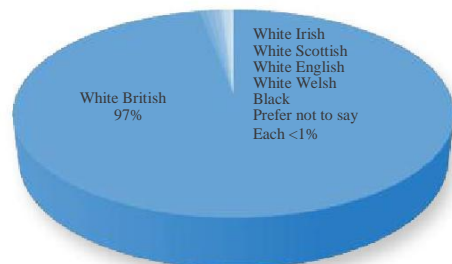
### Service User Age Range



### Service User Gender



### Service User Ethnicity





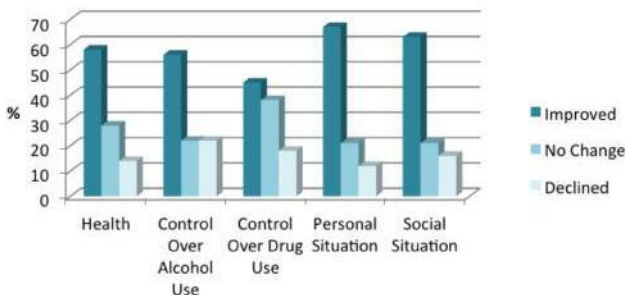


# recovery through support

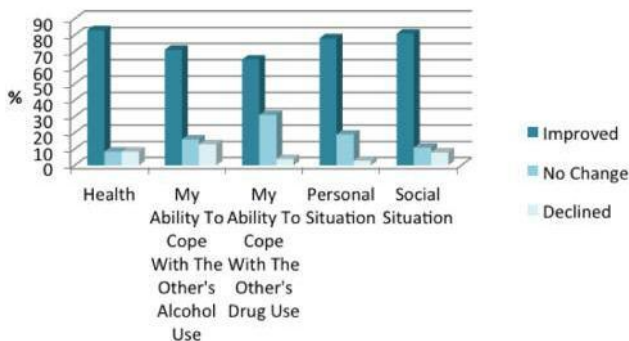
## Impact of Support:

The impact of our recovery support is clear to see. This year we have supported people to make important changes across a number of areas including increased control over their substance use to improved health and social outcomes. This year we have implemented new evaluation and monitoring tools to better capture the impact of our support across all services and already the data is yielding positive confirmation of our successes with 80% of people reporting improved health, personal and social outcomes. Over the coming year we intend to further develop and review our support and monitoring tools to ensure that the recovery support we offer is remains responsive to need and enables change to support and maintain recovery for individuals, families and our communities.

1:1 Support and Black Box Outcome Measures



Parent, Carers & Family Support Outcome Measures



## Case studies

From Service User to Volunteer Case Study: Jenny



Jenny first accessed Cadas for one to one support to address her problematic alcohol use in 2011. After completing her 12 week one to one support with Cadas delivered by a trained volunteer, Jenny reported a reduction in problematic alcohol use, improved self esteem and coping strategies Jenny was then invited to participate in a recovery training programme. After successfully completing the training and residential weekend Jenny along with others planned and delivered informal recovery activities supporting other Cadas service users to support their recovery. In 2014 Jenny successfully completed our 18 week volunteer training, assessments and after induction began volunteering, delivering one to one support to people with problematic substance use. Jenny has become a valued member of the Barrow team and has undergone a significant transformation seeing improved self esteem, confidence and relationships with her family. Jenny continues to maintain her recovery.

From Service User to Volunteer Case Study: Eddie

Eddie accessed both one to one support and acupuncture treatment delivered by a trained volunteer a few years ago. Eddie at the time was experiencing a 'bad time' in his life which included an addiction to opiates and other prescription medication. His support helped him to reduce his stress and anxiety levels and to think more clearly and helped to improve his relationship with his family. Eddie also accessed the health and well-being project and with support he was able to make positive changes to his diet. All of the support enabled Eddie to maintain his recovery from problematic substance use seeing his confidence, self esteem, problem and coping strategies improve. In 2014 Eddie successfully completed our 18 week volunteer training, assessments and after induction began volunteering, delivering one to one support to people with problematic substance use. Eddie now has plans for the future and knows where he wants to go in life. Eddie is a valued, thoughtful and hard working member of our Barrow team and says

*"Cadas has helped me to find myself again and I find it hard to put into words the changes I have made, but there is a big difference in me."*





# recovery through support

## Parent, Carer and Family Support

### Client Case Study: Julie

After several years of worrying about her son's behaviour, which was influenced by his misuse of alcohol and illegal drugs Julie felt desperate. A close friend of Julie's recommended Cadas as they could offer her advice and support. Julie made contact with Cadas and accessed the family support service where she received Black Box treatment. Julie found the sessions really helpful and she felt more able to cope with her son's behaviour. She also noticed that during the course of her support her son's behaviour improved. Julie continued to attend a support group and found that talking with others helped her to develop coping strategies as there were moments where her stress levels would elevate. The monthly meetings helped to keep her on an even keel and she has become close friends with the other a group members and feels that she can rely on them for advice.

## What our People say about Cadas

### Support:

*"Coming to Cadas has really helped me look at my life differently; I think things though better than I used to do"*

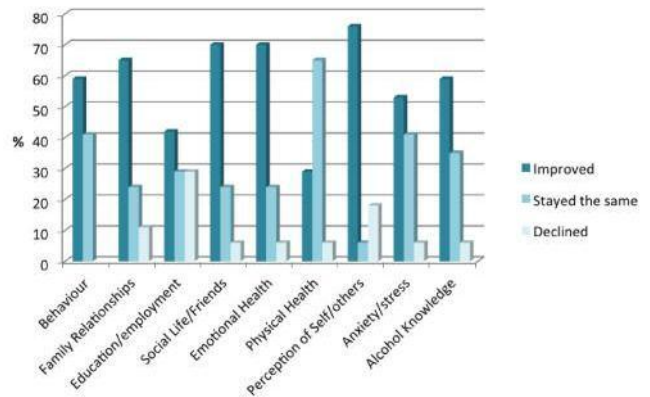
*"I feel like I can talk openly about my problems without a fear of being judged because of my past"*

*"I have learned a lot about myself since coming to Cadas, I feel I can achieve more in my life"*

## Support for Young People (STARS):

The 'Supporting Teenagers at Risk' project delivered from the Workington Centre supported 229 young people aged 11-19 through one to one, group support and educational workshops to reduce the harm caused by their substance use, improve their health and well-being, self-esteem, coping strategies and improve their social outcomes. Over 65% of young people report an improvement in their emotional and physical health and over 70% report an improvement in their perception of self and others. It is pleasing to see that this much needed support has enabled the majority of young people accessing STARS project to report positive changes.

## STARS Outcome Measures



## STARS Client Case Study: Tom

Tom aged 14 years old was referred by his secondary school in Copeland to the STARS project to access support to help him reduce his daily misuse of alcohol. School reported that Tom was disabled and felt isolated from peers, anxious and fearful of the future.

After completing his care plan assessment Tom accessed one to one support on a weekly basis a school with the STARS worker. Tom was experiencing a range of issues and used alcohol to help him cope better. Tom reported that he found the transition to secondary school particularly challenging resulting in a negative change in his behaviour seeing him become nasty to people, swearing at teachers & being disruptive in class. Tom was excluded from 3 schools, giving up activities he once enjoyed and spending more time alone when at home. He also found the good friends he once had were no longer interested in being around him.

Through the one to one support Tom explored the things he once enjoyed and began to re-engage in these activities. Tom now runs 4 times a week, attends rugby training once a week, swims 7 hours a week, entering competitive races and is applying for a disabled swimming certificate with the ASA which will rank him in the top 30 fastest swimmers in the country. Tom's Teachers and deputy head teacher all commented on the change in the young person, more positive, engaging with teachers & peers in a positive manner as well as completing all work set for him. Tom no longer uses alcohol to cope and has been accepted into the local UTC to complete his education in September 2015.



# recovery through support

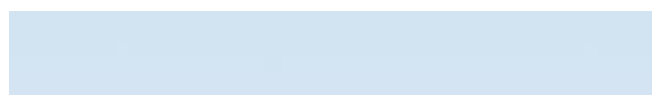


## Emotional Resilience Project:

Cadas successfully secured funding through the HeadStart Big Lottery Fund working to deliver a pilot in partnership with Children's Services seeing the offer of one to one and group support. The Emotional Resilience Outreach service aims to support children and young people (10-14 years old who attend a HeadStart participating school) to be better able to cope in difficult circumstances and do well in school and life. Though this project is in its infancy and in the planning phase we anticipate that this service will be well-received and utilised supporting young people who:

- Have low self-confidence and self esteem
- Are experiencing bereavement
- Are having issues at home or with family
- Are experiencing bullying or are bullying
- Are having problems fitting in with their peers/ friendship issues
- Are experiencing low level anxiety
- Are a young carer
- Are struggling with or questioning their sexuality
- Are displaying concerning behaviours, i.e. withdrawn
- Are struggling to cope with school life
- Have transition issues

The Cadas/HeadStart Emotional Resilience Outreach Workers will provide this service to the children and young people attending a school/provider involved with HeadStart, but will deliver it in the most accessible, safe and comfortable place for the young person, e.g. school, children's centre, youth group. Through this work they will gain new coping strategies & effective communication skills, improving their relationships with themselves and others. Evening & weekend sessions will be available.





# recovery through support

## Eden Mindfulness Project

Eden Clinical Commissioning Group contract Cadas to deliver a Mindfulness Based Cognitive Therapy (MBCT) course for patients in Eden. This is an eight-week, group-based program that incorporates mindfulness meditation exercises such as increased awareness of body sensations, gentle yoga and focussing on the breath. Each session is 2 hours in length and participants are asked each week to carry out home practice including a period of sitting meditation and other activities such as eating, walking or doing household chores, with full attention to what they are doing, moment by moment. GP's refer patients directly into the service. The referral criteria for the service are patients that have or have had:

- 1 or more episodes of depression
- Anxiety
- Experiencing chronic pain
- One or more long term conditions affecting the patient's ability to cope

Since the service began in April 2014 207 patients from across Eden have been referred.

At the start and end of each course patients are asked to complete a Perceived Stress (PSS-10) questionnaire. The average scores from before and after the courses across all patients who completed demonstrate:

A decrease in perceived stress of 42% in line with the key performance indicator target of 30%.

Patients also complete the Hospital Anxiety and Depression Scale (HADS) at the first session and then again at the final sessions.

The average HADS anxiety score after the programme showed a 46% improvement from the average score at the start of the programme. Again this is greater than the target of 30% improvement.

A similar result is shown with the average HADS depression score which shows a 56% improvement rather than the 50% target.



*“My life is transformed and happy. I feel in control of my emotions, well-being and now have time for me. Other people who share my life notice the changes in my happiness. It has helped me look forward and embrace the rest of my life. It has helped me control the pain in my hands and feet and given me the confidence to achieve things I have never done before or thought I could no longer achieve. Thank you for the gift of this fantastic tool.”* – This lady has also been discharged from seeing her consultant and decided to come off the medication that she has been on for 7 years.

*“(The course) has made me able to be aware of myself and how to look at situations more logically without putting assumptions or feelings to it. It has made me more aware of my internal reactions to situations, i.e. stress or anxiety building in my stomach which can almost disable me from being able to confront or deal with certain situations. It has given me back control over me and my feelings of worry or anxiety. I look forward to things a lot more and want to continue with mindfulness and tell people about it.”*

*“Over the past 8 weeks I have gradually begun to feel more enable and capable and less stressed, anxious and depressed. More calm and able to think clearly and deal with day to day life and issues.”*

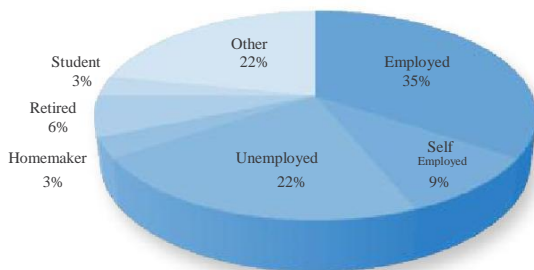


# recovery through volunteering

Cadas continues to build on its range of volunteering programmes to support people in all stage of recovery to access good supportive training, build on their existing skills and assets in order to support others in recovery. Our volunteering helps people to develop support networks and gain a stronger sense of belonging helping to improve social and health and well-being outcomes.

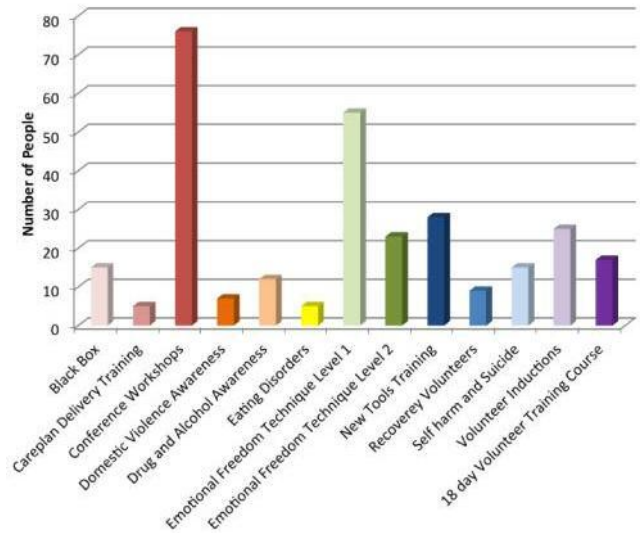
Our trained volunteers represent our local communities and many have experience of living with problematic substance use. Our volunteers represent all ages from 18- 60 years old with 24% reporting that they identify with and are in recovery. Volunteers also represent all aspects of economic diversity ranging from being employed to being retired. Our volunteer team continues to be primarily populated by women seeing 24% of men volunteer for Cadas. It is anticipated that through the continued development of our volunteer programmes we will attract more men to help support recovery across Cumbria.

## Volunteer Employment Status



Our volunteers work at all levels of our organisation and in many different roles from frontline support to becoming a Trustee and to undertaking fundraising activities. Our retention of volunteers continues to be high and this is due to the extensive ongoing support offered to all volunteers during and on completion of their initial training. Our ongoing internal programme of training helps to develop practice and training has been offered on a variety of topics ranging from safeguarding to domestic violence awareness ensuring our staff and volunteers are well-equipped to effective support our service users.

## Internal Training for Volunteers and Staff



Our first Volunteer Conference held in Penrith provided an excellent opportunity to engage in Blue-Sky Thinking about our direction, connect as a county wide team, network with key partners and to experience various workshops to support professional development. The conference and the workshops were well received with over 95% of our volunteers rating the learning and quality of training as 'excellent'. A second Volunteer Conference is currently being planned by volunteer Pete from Carlisle and will take place in September in Ambleside.

This year our volunteers have been more active in terms of fundraising. Volunteers have planned and delivered various fundraising activities including 'pop up' shops, raffles and coffee mornings raising a total of £8994 towards the running costs of our county wide service. The volunteers have enjoyed working in a different capacity and having the opportunity to interact with our communities in a different way to promote the work they undertake on behalf of Cadas.

*Volunteer Maddie says that " She has such loyalty to the organisations because of the ethos and culture of Cadas, is one of mutual respect, tolerance, an understanding and empathy for people and their struggles and an overarching belief that anyone can change"*



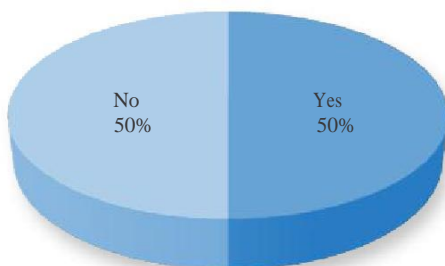


# recovery through volunteering

## Unity Community Asset Funding

This year thanks to a grant from Unity through their Asset Fund we have developed and delivered a new volunteer course which offers training to people who are less than 2 years into their recovery journey to become volunteers within our organisation. The volunteer training and opportunity supports those in recovery to gain vital work experience, to give back to their local community and of course to share their lived-experience to support others in their recovery journey. The training has been co-delivered by Helen Davies, our North Service Manager and Bryan our long-standing Cadas volunteer and an ex-service user. The course has been very successful and all participants have expressed that the training has been enjoyable, helpful and their learning supports their recovery.

### Volunteers accessing further education and/or employment



## Pete

Over the 18 months since becoming a volunteer for Cadas, Pete has been involved with many aspects of the organisation, all of which have helped him develop and adapt the skills from the initial training. He says the regular training courses offered by Cadas are important in developing new skills, which allow him, as a volunteer, to enhance the lives of clients. Acu-Stimulation Therapy (Black Box), Mindfulness, and Emotional Freedom Techniques (Tapping) are just 3 of the training courses which he highlights as benefitting both clients and himself. Early in 2015, Pete volunteered to organise the annual Cadas event, known this year as The Gathering. On the 25th September there will be a day of activities in a beautiful woodland retreat near Windermere and guests will have the opportunity to experience Woodcraft, Drumming workshops, Art activities and Relaxation sessions. Pete says "Being a volunteer with CADAS has been one of the most positive experiences of my life, with the continued support, guidance and training, making every activity positive and rewarding. Long may this continue."



## Volunteer Case Studies

### Maddie

Maddie became actively involved with Cadas four years ago after her mum died suddenly due to an illness related to her alcohol dependency. For the last four years Maddie has delivered 1-1 therapeutic support, facilitating and occasionally delivering training and now runs a monthly Family Support group. Maddie says she has such loyalty to the organisation because the ethos and culture of Cadas is one of mutual respect, tolerance, an understanding and empathy for people and their struggles and an overarching belief that anyone can change. Maddie explains how the Cadas training was a life changing, enlightening and at times cathartic journey into herself, helping her to be comfortable with change before facilitating this with others. The training taught her to work with the person, not their addiction and can now look back and remember her mum, 'the lovely yet sometimes troubled person' and not my mother the 'alcoholic'. Maddie says *"I have made so many new friends in the past four years and changed myself and aspects of my life in so many positive ways thanks to the help of Cadas it just seems like the natural thing to do, to support the organisation and to help keep it running so others can reap the benefits well into the future."*



### Lindzi

Lindzi has volunteered for Cadas for over 10 years and described all stages of her volunteer journey as challenging and satisfying. Lindzi stated that the feedback from Cadas clients, peers and the supervisors enabled her to appreciate that she could do 'a good job' and supported her to also develop longstanding meaningful relationships with others. Lindzi described how volunteering for Cadas has benefitted her and enabled her to feel happier, more robust and better able to manage her own emotions far more successfully. Lindzi described the positive benefits of volunteering for Cadas resulted in an increased willingness to take risks, to say sorry when she is wrong and to let things go when the time is right. Lindzi reported improved relationships with others including family members and can more readily accept other people's behaviour and connect with them in a meaningful way. Lindzi states that she would certainly recommend volunteering with Cadas to others. Lindzi says *"You have the potential to change your life if you're willing to put the work in". Lindzi has gained part time employment after years of being unemployed."*





# recovery through volunteering



## From Service User to Volunteer Case Study:

### Mike

Mike first accessed Cadas health and well-being support in 2014. Mike says that attending the Green Heart Den with the health and well-being worker helped manage his mental health problems – depression, panic attacks and anxiety more effectively. Mike felt that the regular sessions helped him to become calmer which in turn has helped lower his blood pressure, a symptom of his kidney disease. Mike credits trusting the staff at Cadas in helping him build his confidence to attend regular Green Heart Den sessions which enabled him to pursue his interest in gardening and to build his confidence and self-esteem. Mike says he found it easy to build trust with the Cadas staff and was keen to give back to Cadas by becoming a future volunteer. Mike states that attending Cadas support has given him confidence he hasn't felt for years and now has achieved his hope of giving back to Cadas and now along with his wife, volunteers for Cadas running a weekly drop in session at the Green Heart Den for our service users.

## What volunteers say about our Cadas volunteer training:

*"This is answering all the questions I've had about myself for the last 41 years."*

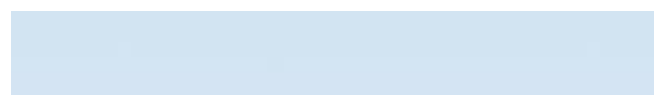
*"A life changing positive course that I am reaping the rewards of. Thank you."*

*"You have the potential to change your life if you put the work in." - Lindzi*

## What volunteers say about volunteering with Cadas:

*"Cadas is without a doubt one of the best things I have ever been involved with" - Ali*

*"I feel like I belong at Cadas and am not judged and feel equal. I enjoy and look forward to training opportunities. I feel like I have grown in confidence" - Eddie*





# recovery through training

Cadas has developed and delivered a number of highly successful training programmes this year for our local community including children, young people and professionals. Our training aims to challenge stigma, reduce of harm, promote recovery and increase professional and community knowledge and awareness. Our training is designed to also support people in recovery to have a voice by providing opportunities for them to share their story. This year 63% of Year 6 children and their teachers who attended the Junior Citizenship Scheme in Barrow rated the drug and alcohol awareness sessions as 'excellent'. The Clinical Commissioning Group commissioned the development and delivery of the much needed Alcohol Brief Intervention in the Barrow area training to up-skill professionals from the Statutory, Voluntary and Private sectors. 91% of the Alcohol Brief Intervention participants rated the training '5 out of 5'. Our training continues to be responsive to local need, interactive and informative receiving consistently good feedback from participants and we have a number of commissioned training packages currently under development ready for delivery in the next financial year. This year we have delivered the following training:

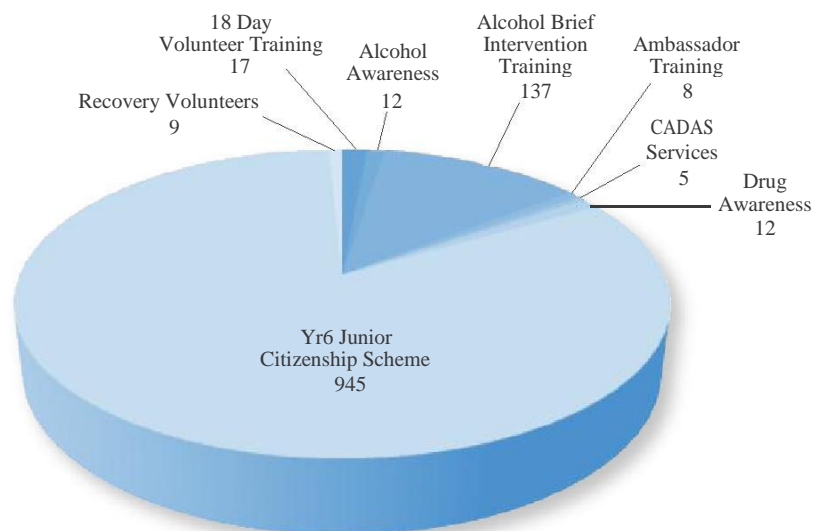
## What people say about Cadas Training:

*"The Alcohol Brief Intervention training was very helpful in looking at ways of engaging with inpatients with alcohol problems"* - Ruth, NHS - Dova Unit  
*"The single most useful thing learned from the Alcohol Brief Intervention Training was how to start a conversation on alcohol issues"* - Tracey, Furness Carers

## Feedback from Drug and Alcohol Awareness Training:

*"Excellent, I had no knowledge of drugs and I will be able to use what I have learnt to understand drug users"*  
- Dawn, Fostering Team, Craven House  
*"Excellent day - I've still lots to learn, loved the group debates and discussions"* - Ross, Creative Support

Community Training  
Number of People Trained







# recovery through partnerships

Cadas' presence in Cumbria has resulted in an in-depth knowledge of the county's unique geography and the opportunities and challenges this presents. This year we have continued to successfully engage with our local communities through:

- Recruitment and development of volunteers for the Youth Offending Service
- Community consultation to develop our recovery support and activities
- Offering a range of volunteering opportunities that enable those in recovery to grow and develop i.e. Recovery Volunteers, Recovery Ambassadors
- Our participation in local initiatives- Barrow Alcohol Enquiry, Safer Clubbing & Street Safe
- Attendance and participation in multi-agency partnerships to ensure better joined up work
- Delivery of integrated work and strong partnership work via MARAC to improve outcomes for people
- Partnership work with others to improve access to support for hard to reach groups including LGBT & BME
- Development of support that takes account of the specific needs of older adults and young people
- The development and delivery of skills and awareness training to partners
- Support of grass root groups and other Recovery Networks and mutual aid groups

One key partnership this year was the ongoing development and management of the volunteer programme for the local Youth Offending teams across Cumbria. The notable successes of this joint partnership endeavour are:

- Attracting a more diverse group of people to volunteering for YOS
- Expansion of volunteer roles to enhance support of young people e.g. mentoring
- Creation of a robust recruitment processes, initial and ongoing training
- Development of monthly supervision to enhance the quality of practice
- Development of a robust volunteer handbook and policies
- Increased involvement of young people in the design and evaluation of their support
- Successful hand over of the programme once funding ceased

Cadas and YOS worked effectively together to share learning to ensure that volunteers and young people alike were well supported, especially through the hand over phase once funding for the project ceased.

Cadas prides itself on the strength and quality of its partnerships with other organisations to help address the often complex and multiple needs of people in recovery. Our services, together with our health and social care partners, aim to meet and respond to the following challenges- child poverty and deprivation, health inequalities, an aging population, high levels of alcohol problems particularly among under 18s, levels of drug misuse above regional and national averages, high levels of domestic abuse and poor mental health including high rates of suicide.

- Unity (Greater Manchester West)
- Cumbria Gateway & The Well
- Age UK & Mind
- Women's Community Matters
- Cumbrian Carer's Organisations
- Croftlands Trust & Oaklea Trust
- Children's Services & Adult Social Care
- Aquarius & Turning Point

- Police, Probation, Youth Offending Service, Cropt
- Clinical Commissioning Group, Our Life & Drinkwise Northwest
- Housing & Riverside Housing Association
- Let Go & Furness Multi-Cultural Forum
- Friends & Supporters of Furness LGBT, PINK & Trans Lakes Nights
- Young People Services including Focus Families, Love Families, Inspira, Nacro



# recovery through partnerships



## What our partners say:

*“Cadas was very welcoming to The Well and it quickly became apparent that we were not only working towards a common aim of helping people in recovery but that both organizations also shared similar beliefs; that change is possible. As the partnership has developed over the last year I think there is an understanding of the value of what each organisation can deliver and a respect for each other's contributions.*

*This has been evidenced in the quick response time for counselling for the Well's clients when we have need of that support.*

*Being in a partnership relationship has definitely helped The Well grow and develop. The impact and benefit has been not just a safe secure building to run our service from but the support and guidance we have had from the service manager has been invaluable. Being involved in joint bids has also been beneficial to The Well's development. Together I am confident that we can deliver a more effective, holistic service to benefit a wide range of clients. Hopefully we can also attract more funding from a diverse range of sources and together deliver a comprehensive service to those that need it the most” -*

Dave Higham, CEO The Well

*“CADAS's committed approach to Recovery has seen them work very closely with the Unity (GMW) Alcohol and Drug Recovery Service in Cumbria as part of an open, asset based way of working that has brought shared process and tangible benefits to people in Recovery and their local communities.*

*Joint working in Barrow has seen support for The Well (including co-location at CADAS premises) enhance the other CADAS recovery focussed work and access to Unity (Asset Building) funding has enabled the development of Recovery Volunteer training at their Carlisle service which in turn is bringing about closer working relationships – a gain for all those involved in the Carlisle Recovery community.” -*

Ashley Gibson, Community Development Lead,  
Unity (Statutory Drug Service)

*“Barrow Police would like to thank Cadas for their continued support. They have continued to contribute to the Barrow Junior Citizen Scheme which enables over 800 young people to access information around personal safety, crime prevention, risk taking behaviour and community safety. This scheme is aimed at keeping young people safe and allowing them to make informed choices. Cadas are a point of contact and partner for officers to signpost members of the public to in relation to drug and alcohol related issues and are also a key member of the Prevent and Deter Panel which looks to reduce Youth anti-social behaviour for the area and prevent young people from entering the criminal Justice system.” -*

PC Mike Brown, Barrow Police



Cadas' future like many charitable organisations remains heavily reliant on securing funding from grants and contracts and of course the goodwill and dedication of our frontline volunteer workers, without whom we would not be able to deliver the scope and range of recovery support to our local communities. We will continue to improve how we demonstrate our successes and the positive impact our service has across Cumbria on individuals, their children and families and of course our partners. We know that in order to survive this enduring difficult economic climate we need to continue to adapt our business model, be flexible in our approach and to develop ensuring we are good value for money delivering services that meet the need of our Cumbrian Communities.

We are committed to developing our practices and approaches to enable Cadas to become a more economic and socially sustainable organisation, however we cannot do this alone. In order to achieve this vision of a more sustainable future we require the support of the very individuals, communities, businesses and partners that we have served for over 35 years. More than ever we now need our communities to work closely with us to foster a safer and healthier place to live, work and raise our children. We therefore ask our community members to consider ways in which they can contribute to the continued presence and success of Cadas in Cumbria. We look forward to working with and supporting our Cumbrian communities for many more years to come!

*“If I hadn't come to Cadas on my own accord I wouldn't feel positive in the changes I have done for myself, it has made a huge difference to my life. Everybody is helpful, considerate and takes your feelings into account. Cadas is brilliant!”*



Independent Examiner's Report to the Trustees of Cumbria Alcohol and Drug Advisory Service Ltd. I report on the accounts for the year ended 31 March 2015 set out on pages 22 to 23.

Respective responsibilities of trustees and examiner  
The charity's trustees (who are also the directors for the purposes of company law) are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144(2) of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required. The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of Chartered Association of Certified Accountants. Having satisfied myself that the charity is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report  
My examination was carried out in accordance with the General Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statements below.

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that, in any material respect, the requirements
- to keep accounting records in accordance with Section 386 and 387 of the Companies Act 2006; and
  - to prepare accounts which accord with the accounting records, comply with the accounting requirements of Sections 394 and 395 of the Companies Act 2006 and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by Charities have not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Richard D. Platt

Chartered Association of Certified Accountants  
Grainger & Platt  
Chartered Certified Accountants  
3 Fisher Street  
Carlisle  
Cumbria  
CA3 8RR

The year to 31st March 2015 has shown a significant improvement over the past few years. This reflects the changes in management structure and more effective income generation that has occurred. The charity has continued to provide relevant services of high quality to its clients from a significantly reduced cost base.

Incoming resources reduced from £424,000 to £393,000 as contracts were completed. However the position was helped by fundraising income and other activities (mainly training) totalling £28,000 an increase of £15,000 (130%). With grant funding being harder to obtain, self generated income from donations and commercial activity such as training is becoming increasingly important in bridging the funding gaps as we no longer have the resources to fund from reserves.

Overall expenditure has reduced by £80,000 (17%) to £396,000 and this has resulted in a surplus for unrestricted funds of £26,000 and a deficit for restricted funds of £30,000. Much of the decrease in expenditure is due to a reduction in staff costs of £61,000 following a further reduction in staff numbers to 14. There has been a transfer of income of £7,000 from restricted to unrestricted relating to Student Placements and Room Rent which has improved the surplus in unrestricted funds. The shortfall in restricted funds is largely due to a number of receipts being received in arrears. It should be noted that when this occurs the charity is obliged to bridge the costs from unrestricted funds. It is recognised that this can put strain on working capital and the position will be closely monitored by the trustees.

Unfortunately due to a misallocation of funds between restricted and unrestricted in the previous year's accounts it has been necessary to make a transfer of funds from unrestricted to restricted of £30,000. This has resulted in restricted funds carried forward of £71,000 and unrestricted funds carried forward of £113,000.

Since the year end the charity has been successful with a number of significant bids for grants which should help secure our future.

Having only taken on the role of Treasurer recently I have been impressed at the focus on ensuring all cost are covered in bids for new projects. Also considerable efforts have been made to find funding for core costs. Nat & Helen our two service managers and Donna our finance officer are continually focussed on ensuring that everything possible is done to protect the ongoing financial health of the charity. Finally thanks also to all our volunteers who are at the heart of the charity and make it possible to continue with our valuable work in these straitened times.



Colin E. Robertshaw

Trustee



Balance sheet as at 31 March 2015

	Notes	Unrestricted Funds £	Restricted Funds £	31.3.15 Total Funds £	31.3.14 Total Funds £
Fixed assets					
Tangible assets	7	14,468	45,639	60,107	65,610
Current assets					
Debtors	8	1,235	15,546	16,781	11,363
Cash at bank and in hand		121,808	71,824	193,632	197,896
		<u>123,043</u>	<u>87,370</u>	<u>210,413</u>	<u>209,259</u>
Creditors					
Amounts falling due within one year	9	(24,449)	(62,023)	(86,472)	(87,511)
		<u>98,594</u>	<u>25,347</u>	<u>123,941</u>	<u>121,748</u>
Net current assets					
Total assets less current liabilities		<u>113,062</u>	<u>70,986</u>	<u>184,048</u>	<u>187,358</u>
Net assets		<u>113,062</u>	<u>70,986</u>	<u>184,048</u>	<u>187,358</u>
Funds	10	=====	=====	=====	=====
Unrestricted funds				113,062	117,719
Restricted funds				70,986	69,639
Total funds				<u>184,048</u>	<u>187,358</u>
				=====	=====

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2014.

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 March 2014 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

(a) ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and

(b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of

Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with the Financial Reporting Standard for Smaller Entities (effective April 2008).

The financial statements were approved by the Board of Trustees on 23 October 2014 and were signed on its behalf by:



Trustee

Statement of financial activities for the year ended 31st March 2015

	Notes	Unrestricted Funds £	Restricted Funds £	31.3.15 Total Funds £	31.3.14 Total Funds £
<b>Incoming Resources</b>					
Incoming resources from generated funds					
Voluntary income		63,949	298,182	362,131	407,701
Activities for Generating Funds	2	26,737	1,008	27,745	12,977
Investment income	3	2,357	-	2,357	2,313
Incoming resources from charitable activities					
Sale of Services		1,000	-	1,000	1,050
Charitable Activities		-	-	-	300
<b>Total Incoming Resources</b>		<b>94,043</b>	<b>299,190</b>	<b>393,233</b>	<b>424,341</b>
<b>Resources Expended</b>					
Costs of generating funds					
Fundraising trading: cost of goods and other costs		114	59	173	-
Charitable Activities					
Charitable Activities		6,454	308,468	314,922	386,651
Governance Costs		61,245	20,203	81,448	89,468
<b>Total Resources Expended</b>		<b>67,813</b>	<b>328,730</b>	<b>396,543</b>	<b>476,119</b>
<b>Net Incoming/(Outgoing) Resources Before Transfers</b>		<b>26,230</b>	<b>(29,540)</b>	<b>(3,310)</b>	<b>(51,778)</b>
Gross transfers between funds	10	(30,887)	30,887	-	-
<b>Net Incoming/(Outgoing) Resources</b>		<b>(4,657)</b>	<b>1,347</b>	<b>(3,310)</b>	<b>(51,778)</b>
<b>Reconciliation of Funds</b>					
Total Funds brought forward		117,719	69,639	187,358	239,136
Total Funds carried forward		113,062	70,986	184,048	187,358

Full sets of accounts available, by request, from Cadas

Our warmest thanks go to all of the organisations and charitable funders who have continued to support the work of Cadás and have continued belief in our way of working, our ethos and our approach. Without the financial support of our funders delivering this much needed work would be impossible.



Donations from the following people and places this year include:

- Millburns
- Smart Media Uk
- Ltd Donation Joan
- G Dobies
- Mrs Senior
- Trans Lakes
- Tyroid
- Clare Hensman
- Workington
- Donation Ray
- Lt&Pm Whelpdale
- Court Thorn's Part Corporation
- Group Marcia Dos Reis
- Womens
- Union Audrey
- Jo
- Furness Morris Men
- Egremont Rotary Club
- Exterior Coating
- Systems Maryport
- Rotary Club Croft
- Trans Lakes
- Cumbrian Youth
- Alliance J&H Jones
- Chris Anderson
- Mr May
- Jackie Wren
- Cumberland
- Nuffield Health
- Dvd Fundraising

Our sincere thanks go to all those generous individuals who kindly donated in the 2013/14 period. Together with those mentioned, we would like to acknowledge everyone who made a donation but wished to remain anonymous. Cadás values every donation made, however great or small and ensures that every penny is used to support the delivery of our charitable aims to support some of the most vulnerable people across Cumbria.



Our biggest thanks is reserved for all of our dedicated and hard working staff and volunteers; their compassion and commitment to making Cumbria a healthier and safer place is truly inspiring and without whom Cadas would not exist.

## Staff

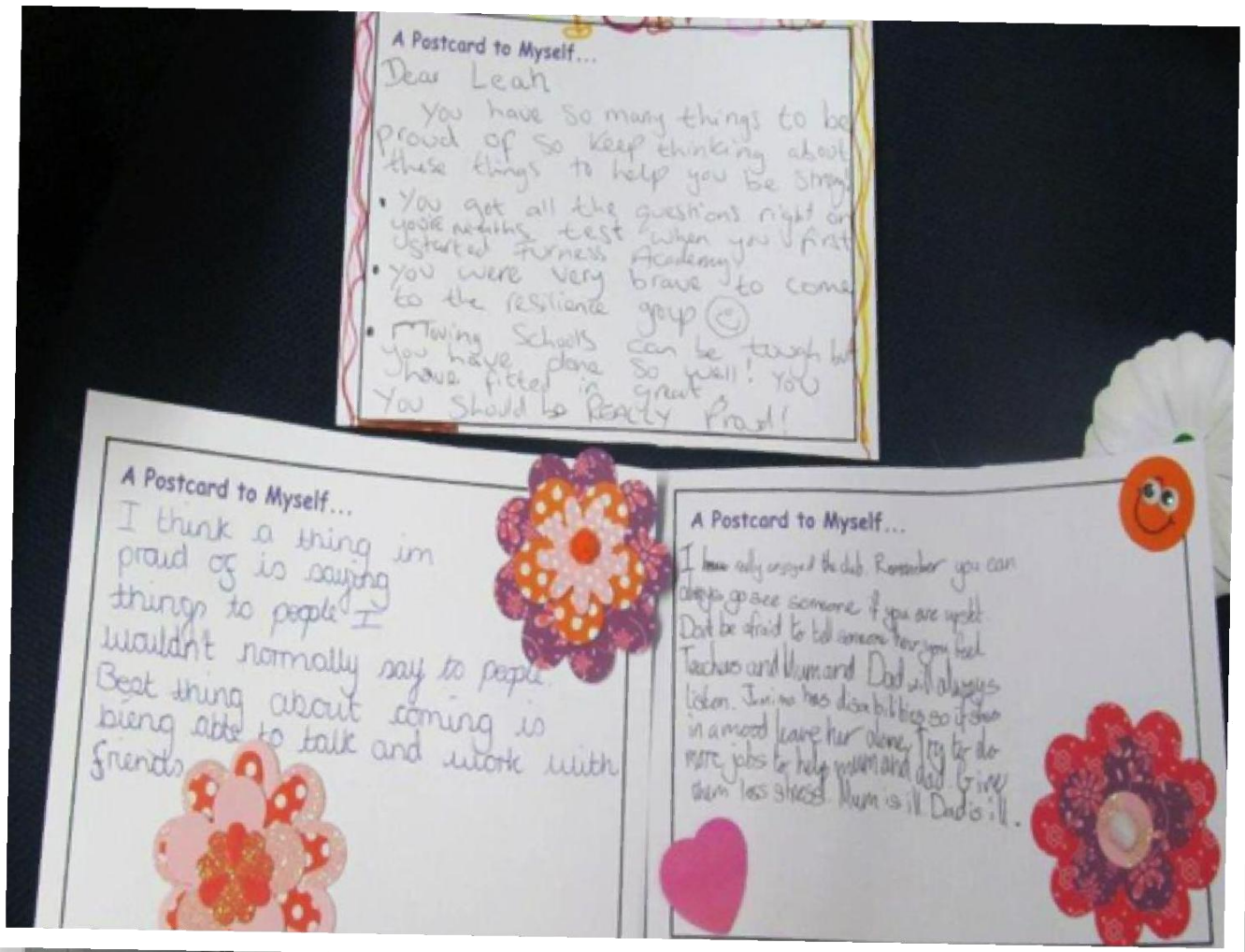
Helen Davies, North Service Manager	Part Time
Natalia Wealleans-Turner, South Service Manager	Part Time
Emma Hughes, Service User Coordinator	Part Time
Nicola Spiers, Volunteer and Community Development Co-ordinator	Part Time
Nanette Pyatt, YOS Volunteer Development Co-ordinator	Part Time
Amy Madge, YOS Volunteer Development Co-ordinator	Part Time
Carrie Bertram, Office Co-ordinator	Part Time
Ann Polley, Health & Well-Being Worker	Part Time
Jolene Bromley, CYSS Youth Worker	Part Time
Jen Marrs, CYSS Youth Worker	Full Time
Chris Anderson, STARS Co-ordinator	Part Time
Pippa Sheather, STARS Co-ordinator	Part Time
Phil Sharp, STARS Co-ordinator	Part Time
Jason Faragher, PCFS Worker	Part Time
Clare Rogan, PCFS Worker	Part Time
Julie Oram, PCFS Worker	Part Time
Jackie May, PCFS r and STARS Worker	Full Time
Phil Sharp, PCFS Worker	Part Time
Kerry Crossman, Emotional Resilience Worker Outreach Worker	Part Time
Megan Robson, Emotional Resilience Worker Outreach Worker	Part Time

## Freelance Workers

Donna Walker - Finance Officer  
Helen Lawrie - Mindfulness Coordinator  
Anne Connolly - Supervisor and Trainer  
Helen Garnett - Supervisor and Trainer

## Volunteers

Ailsa	Kieran
Ali	Kirsty
Alison	Leanne
Allie	Leonie
Amy	Linda
Andrea	Lindzi
Asham	Louise
Audrey	Louise Maddie
Bernard	Maureen
Bernard	Maxine
Bryan	Megan
Caroline	Mel
Caron	Mike
Catherine	Myrtle
Chris	Nic
Collette	Nick
Danielle	Peter
Dave	Pip
David	Rich
Eddie	Sam
Elisha-Rose	Sarah
Emma	Sarah
Gaina	Sarah
Jackie	Sheila
Jacqui	Simon
Janet	Steven
Jen	Stephen
Jenni	Susie
Jenny	Teresa
Jo	Terry
John	Tony
Kate	
Kerry	





Cadas Centres across the county

Countywide Telephone Number 0300 111 4002

[www.cadas.co.uk](http://www.cadas.co.uk)

Carlisle: 5 Victoria Place, Carlisle CA1 1EJ Tel 01228 544140 Fax 01228 599684

Kendal: Stricklandgate House, 92 Stricklandgate, Kendal LA9 4PU Tel 01539 742615

Barrow-in-Furness: 52 Paradise Street, Barrow-in-Furness LA14 1JG Tel 01229 811111 Fax 01229 811133

Workington: 4 Peter Street, Workington CA14 3DA Tel 01900 608498

Thank you to everyone who contributed to the 2014/15 Cadas Annual Report

Compiled by Helen Davies, North Service Manager & Natalia Wealleans-Turner, South Service

Manager Design and Artwork by: Benzie Graphics Limited 01228 533888

Cadas is a Registered Charity No. 1002201 and a company limited by guarantee.

Registered in England and Wales No. 2585199 at 5 Victoria Place, Carlisle CA1 1EJ