

A hand wearing a yellow nitrile glove is shown in the process of stacking wooden blocks. The blocks are light-colored and have the word 'SUPPORT' printed vertically on them in a dark, sans-serif font. The background is a soft, out-of-focus light purple or lavender color. The overall image conveys a sense of building, support, and recovery.

# **RECOVERY CYMRU COMMUNITY ANNUAL REPORT**

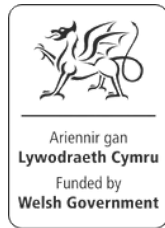
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**APRIL 2020–  
MARCH 2021**

With sincere thanks and best wishes from everyone at Recovery Cymru Community, to all those who have recognised our vision, become part of the recovery community and supported us during another exciting year in the Recovery Cymru community.




• Est. 2010 •



A special thank you to all our members, volunteers, staff and trustees who give their time, enthusiasm and skills; and share their lives to create a genuine peer-led recovery community in Cardiff and the Vale of Glamorgan. You continue to make a difference every day, to show recovery is possible, probable and is to be enjoyed!



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Registered Company Number: 08520441



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## Introduction

Recovery Cymru is a self-help and support community for people in or seeking recovery from alcohol and drug problems. We operate recovery centres in Cardiff and Barry, Vale of Glamorgan. We are pioneers of the first commissioned partnership between treatment providers, a recovery community organisation to deliver aftercare, ongoing peer support and are networked into the wider recovery community in Wales and the UK.

## Our Recovery Vision

A recovery community where people recover from drug and alcohol problems. A community based on support, hope and opportunity which values individuals, the process of recovery and believes recovery is about improved quality of life.

## Our Values

We believe in the reality of recovery, the power of shared experience and support. Our approach is based on community, participation and independence. We believe that everyone has the potential to recover from substance use problems and our activities are based upon the following principles: hope, choice, empowerment, inclusion, understanding, support, enjoyment and acceptance.

## Mission Statement

Recovery Cymru believes in developing and strengthening communities of people recovering from drug and alcohol problems. People are empowered to initiate and continue their recovery journey, to achieve fulfilment, to explore their skills and interests to improve their quality of life. Through the power of shared experience and understanding, people can support themselves and others. Recovery Cymru is also part of a wider recovery movement in Wales and is a champion for the Recovery agenda in the UK.

# Our Recovery Philosophy

- We believe that everyone has the potential to recover
- Together we promote the many different pathways to recovery. We appreciate that each person takes a unique journey. We are here to learn from one another, to support one another and build new relationships
- We support the many different treatment methods and models that can assist individuals in their recovery journey, and we do not promote one method or philosophy over another
- We believe that, where appropriate, medications (e.g. methadone, subutex, naltrexone, antabuse) can aid and assist people on their recovery journey
- We believe that recovery is real and should be celebrated
- We believe that recovery is about quality of life. It is about the person rather than the presence or absence of a substance
- We believe that recovery is self-defined; it develops over time
- We accept that what is right for today, may change tomorrow
- We recognise that a common goal for many people is abstinence from their problem substance
- We recognise that abstinence from all mind-altering substances is a common goal for many people in recovery
- We accept that preventing and managing relapse is a reality of recovery for many people. However, we believe that relapse does not have to be inevitable

# Strategic Aims

- Build the recovery community, starting in Cardiff and the Vale of Glamorgan (People)
- Raise awareness of overcoming problems with substance misuse, challenging stigma and discrimination (Voices)
- Partner with others to create environments for recovery (Partners)

The annual report outlines:

- A reflection on our tenth anniversary year and the development of our 2021-2026 Strategy
- The main activity and achievements in 2020-2021
- Plans for the next period

## Forward from Sarah Vaile, Founder & Director



It brings me great pleasure to introduce the RC annual report for 20-21, our tenth anniversary year. What a year it was for us all. I am sure we are all well versed in the challenges, strain, worry and change we have all been navigating, as individuals and organisations. I am also proud to reflect with you on the innovation, growth, strength, inspiration, hope and recognition we have experienced in Recovery Cymru. In short, at a time of immense pressure and challenge, Recovery Cymru has thrived. This is an apt analogy for recovery and is testament to the people that make up our community – members, volunteers, staff, trustees and supporters. In true Recovery Cymru spirit and echoing the way in which we evolved as an organisation from a single support group, the RC Family rose to the challenges of the pandemic, listening, inspiring, adapting - with people with lived experience at the heart of the design and delivery of our solutions. Without their dedication and adaptability, none of what you will read in this report would have been possible. Thank you one and all. You make me proud to be part of our community.

We hope you enjoy the read below. I'd also like to take the opportunity to draw your attention to some highlights for us.

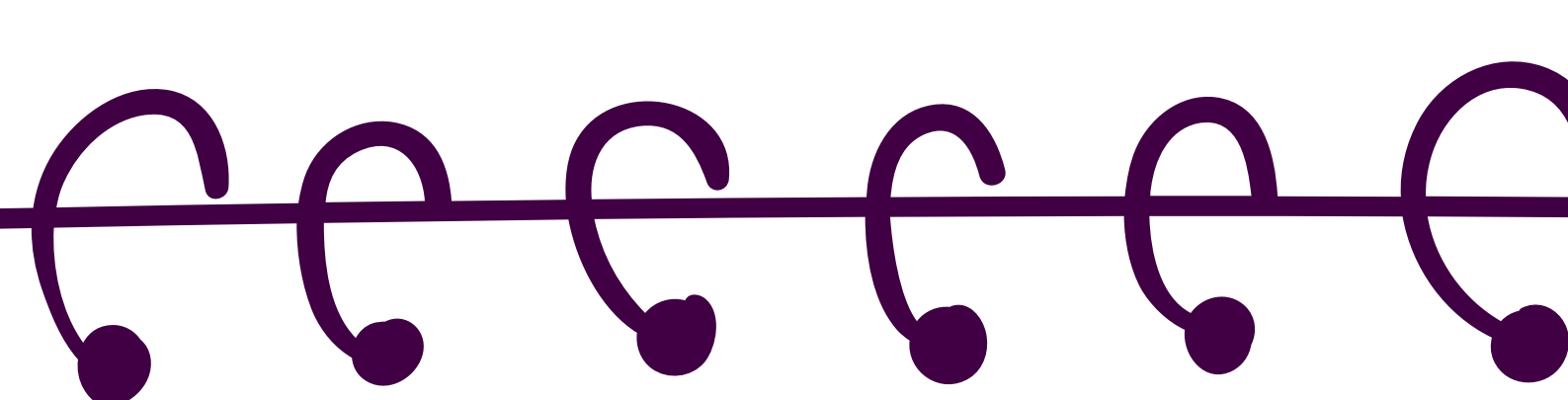
We're delighted to be celebrating the continued success of our distance delivery peer support, as well as enjoying being able to get together more often in the real world! Who would have thought that our peer community could thrive so much online? For our community, connection with others in recovery as well as our supporters is pivotal to what we do – be that online or face to face.



This connection was supported in the early days of the pandemic by a revamped social media and communications approach, supported by two amazing volunteers from Charity PR Initiative and celebrated with a new logo, branding and hiring a social media and comms officer.

• Est. 2010 •

Our new ways of working also enabled us to innovate and develop new areas of work – including our First Steps to Recovery partnership with our colleagues in A&E, offering telephone peer support to people accessing local hospitals due to their substance misuse.



The end of 2020 culminated in the publishing of our strategy for 21-26, informed by an independent impact assessment (thank you Lloyds Bank Foundation and Abi Tweed of Milestone Tweed!) where our members shaped our vision for the future. Ongoing distance delivery and a 'blended approach' as many of us are now calling it will be central to this. We have some uncertainty coming up with the system redesign underway in Cardiff and Vale but we welcome the opportunity to tender to develop the next stage of our recovery-oriented treatment system here locally. We were delighted to be joined by the First Minister Mark Drakeford, alongside Dr Ed Day UK Gov recovery champion and Professor David Best who helped us celebrate the closing of our tenth anniversary year in December 2020.

We have achieved accreditation of our peer volunteering programme as well as adapting our workplace training to deliver online with great success (don't just take my word for it – check out what we offer on our website!). One of our core aims is to develop the Peer Workforce and this year has seen us develop and shape our approach and we hope to be able to share with others to assist the lived experience recovery movement. We have joined the UK College of Lived Experience Recovery Organisations (CLERO) and are taking part in a National Peer Research Project. Our Trustees have continued to provide support, direction and commitment as they too have dealt with the effects of the pandemic, personally and professionally. We were sad to say a fond farewell to one of our long-standing Trustees but delighted to welcome two passionate newbies to the board!



## Voices. Action. Change.

We're excited to launch the Voices Action Change (VAC) service user involvement project in partnership with Kaleidoscope and supported by Pobl for this coming year. Funded by the Cardiff and Vale APB and Welsh Government for 21-22, we look forward to working with people with lived experience to develop and coproduce service user engagement in local substance misuse services and governance structures.

It's been a whirlwind year of highs and lows and we remain ever grateful for continued support from our funders who have been a great source of support financially, practically and with some cheerleading! We hope you are pleased with what we are achieving with your support.

For me personally, having been a part of RC since the beginning, I have been reminded and encouraged about how special our community is. As we look to the future, I'm excited to see where our people lead us.

Sarah Vaile  
June 2021

# Overview of an extraordinary year (and nowhere is the word unprecedented used)

Well where does one start? It has been a year of sadness, joy, growth, learning and camaraderie. Those last 2 weeks of March 2020 will never be forgotten, as we closed the doors of our centres on the 18th and all staff went home dragging a very old desktop and monitor behind them. The next few weeks and months were a whirlwind of activity; - new technology to get to grips with; new procedures to implement; new ways of communicating to be developed and at the centre of it all was 'how can we support our members through this'. Well we did and we did it rather well and rather quickly.

We ran our first Zoom support group on 24th March 2020 and now run 11 groups across 7 days of the week including all the bank holidays. Our plan was to mirror what was delivered in centre - a combination of therapeutic and social groups. In fact, we did not just replicate; we innovated responding to our volunteer and member needs - we introduced 4 new groups: - Recovery Café, a Welsh for Beginners, First Steps (for those still chaotic and very early in recovery) and a Men's Group. We even managed a few on-line celebrations.

Not everything about lockdown proved to be negative; our on-line group work has allowed us to reach new people: - employed, very early in recovery; not living close to our centres; agoraphobic/socially anxious or those simply not willing to enter a public facing recovery centre. We have decided together that a great deal of our current on-line work will continue after the great unlocking.

"It makes a difference knowing there are people who care about me and my recovery enough, to call me and check in on how I am doing."

"I really appreciate all your help and support over the past months. At times I have really struggled, and your support has made a huge difference in my recovery and life."

"I've realised because of Recovery Cymru, how important human connection is."



# 10 Years of Impact

In this 10th anniversary year it was time to look back and talk to people that were and had been part of the Recovery Cymru family - to explore the organisation's impact on them and see what they would want Recovery Cymru to be celebrating in its 20th anniversary year. We were very grateful to the Lloyds Foundation Enhance Programme that enabled us to employ an independent consultant - Abi Tweed of MilestoneTweed. She undertook focus groups and in-depth interviews with staff, members and volunteers across June & July of 2020 - all were completed virtually because of Covid. The report concluded that Recovery Cymru had made a significant impact on people's lives and continues to do that. There were a wide-ranging number of recommendations from continuing on-line delivery to undertaking a major review of our current programmes. The report is available on our website at [www.recoverycymru.org.uk/archive](http://www.recoverycymru.org.uk/archive)



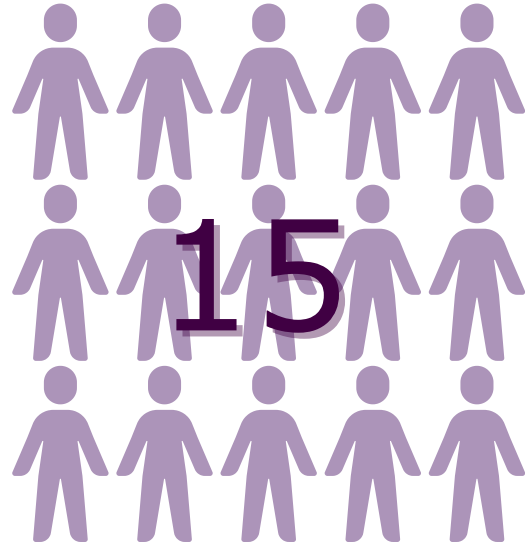
"Members talked freely about how becoming a member of Recovery Cymru saved their lives, and continues to support them in their recovery. The uplifting stories from members about the benefits they receive due to their membership and their recovery journey are inspiring and remarkable."  
Stories of change – Celebrating Ten Years of Recovery Cymru





## Volunteering

Our volunteering programme continued to be central to our peer-led model. We amended our volunteer training materials for on-line delivery early in the year and completed two volunteer training programmes, which trained 15 new volunteers.



Our main task was to ensure we could utilise the talents and enthusiasm of our volunteers while delivering at a distance. We managed to equip a number with



Tablets



Mobile Phones



Laptops

to assist with the increasing demand for our support.



The volunteers contributed a total of 676 support hours (equivalent to 0.4 of an FTE) to the organisation during this period. This is well down on the previous year's figures, but considering the circumstances i.e. the centres being closed so no roles for full-time reception or buddying and the lack of IT and broadband a number of the volunteers faced, we would see it as a triumph. Many of our volunteers and members were not IT literate, but lockdown necessitated their coaching in various Apps and on-line technologies. So, we now leave them better trained and digitally literate.

All groups are now either facilitated or co-facilitated by a volunteer and two volunteers are providing our members and new referrals with telephone recovery support. Volunteers also played an active role in the recruitment of new staff and the delivery of the training programmes.

Continuing our drive to maintain quality and responding to demand we have partnered with Adult Learning Wales and next year the volunteer training programmes will be accredited by Agored Cymru with participants choosing to register for a Level 1 qualification in Volunteering.

In this year we attracted additional Footsteps funding to expand our volunteering and community engagement work. We recruited a Community Volunteering & Engagement Worker in March 2021 and we will see the benefits of this next year with members being supported to volunteer externally to substance misuse services and to engage in activities and passions within their own local or community of interest.



## Outreach

Surprisingly our outreach links have expanded and strengthened during this period and we have taken on two new projects in conjunction with our NHS colleagues within the Community Addiction Units and Substance Misuse Liaison service in the University Hospital Wales. The two projects are:

- ▶ **First Steps to Recovery:** - This project has been developed and led by our community who advocated for us to offer peer support to people who were in 'pre-recovery / pre-contemplation / contemplation'. We are now taking increasing referrals from University Hospital Wales and the Community Addictions Unit. We offer individuals semi-structured peer support via telephone/WhatsApp/Zoom and are piloting small closed on-line group work.
- ▶ **Buvidal Support** – The Welsh Government approved the use of a drug called Buvidal, which is recommended for treating opioid dependence in patients. It is given as a monthly injection, unlike other substitutes where the individual has to attend a pharmacy on a daily or weekly basis. The scale and scope of this prescribing was accelerated in direct response to the Covid situation. The aim of the project is to explore if peer support has a positive part to play in the 'psycho-social' wraparound support which is likely to be needed for many people taking this opiate substitute. We are working closely with the Community Addictions Unit on this.

Two of our volunteers, Mohan Patel and Meirion Evans also volunteer with the University Hospital Wales delivering bed-side peer support and personal testimony within training programmes for new nursing and medical students. They were nominated for the University Health Board Staff Recognition Volunteer of the Year Award in 2020 and were selected by the panel as runners up.

"As a team we are excited by all the new developments that have come from working with you, and the wider team at Recovery Cymru, and thank you for your continued commitment in providing support to patients leaving UHW, and in providing quality teaching to medical and nursing students. Long may this working relationship continue to develop, and prove to have great outcomes."

Darren Robinson  
Substance Misuse Liaison Nurse (UHW)



## Throughcare, Aftercare & Recovery Support in Cardiff and the Vale of Glamorgan – Footsteps to Recovery

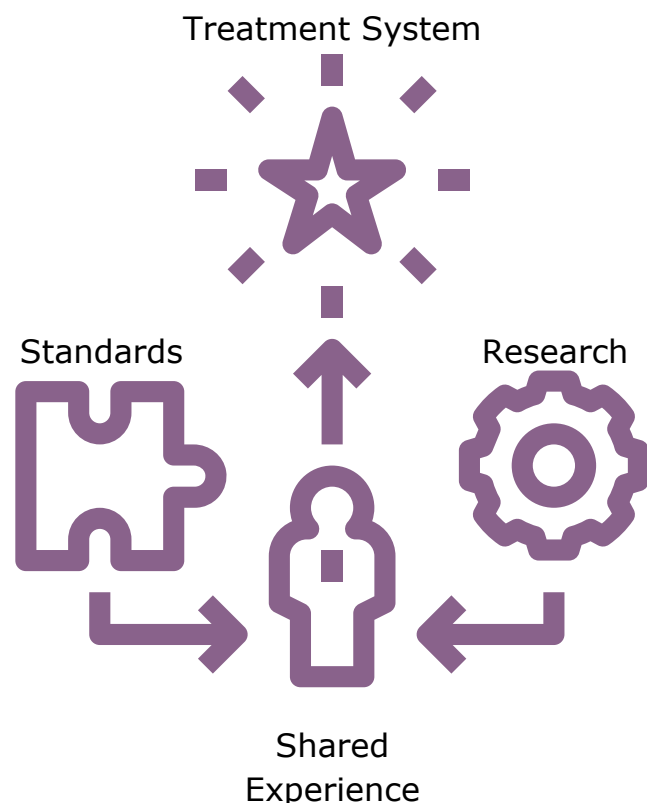
We are partners with Pobl in the Footsteps to Recovery programme a commissioned service to deliver throughcare, aftercare and recovery support in Cardiff and the Vale of Glamorgan. The partnership is now in its seventh year of operation.

It is a community-based rehabilitation programme with wrap around peer support and volunteer opportunities and has proved highly successful. The structured Community Rehabilitation programme based on ACT (acceptance, commitment therapy) has been adapted to an on-line format and is being delivered across 10 sessions. Recovery Cymru is providing ongoing individual and group peer support to those undertaking the programme. Footsteps to Recovery also provides support and training to access community engagement opportunities and accredited volunteering (within and outside of substance misuse services) Due to a change in the funding Recovery Cymru’s volunteering programme now runs within the Footsteps programme and is available for all that feel it may benefit their recovery journey. The contract was to end on 31st March 2021, but due to Covid the contract has been extended to June 2022. The tender for the next contract for Cardiff & Vale substance misuse services is being released in summer 2021.



### CLERO (College of Lived Experience Organisation)

We’re delighted to have teamed up with other Lived Experience Recovery Organisations (LEROs) from around the UK, alongside Professor David Best, Dr Ed Day and others to form part of CLERO. With aims to connect and share experience between LEROs; work on collective standards for our organisations; as well as increase the research and evidence base for what we do (and how we contribute to and are critical for an effective substance misuse treatment system), it is exciting to be part of it!





## Events

Lockdown did not prevent us having fun or celebrating our achievements. Here are some of the highlights

### 10 Year Anniversary

The 11th December 2020 saw Recovery Cymru celebrating 10 years of its own journey. We held an on-line event with our members, volunteers, partners and funders. The First Minister of Wales Mark Drakeford MS was able to attend along with David Best Professor of Criminology with a special interest in addiction recovery from the University of Derby and Dr Ed Day from the University of Birmingham who is the UK Government's Recovery Champion. It was an uplifting and celebratory event that highlighted the remarkable journey of Recovery Cymru itself from a single local peer support group to an influential, independent third sector organisation delivering on the UK and Welsh Government's substance misuse agenda.

"Thank you to everybody who is a part of the fantastic Recovery Cymru. Whatever part people play, whether they use, whether they provide, whether they sit on management committees. All those things that have to be done. Everybody's part is really important."

- First Minister for Wales  
Mark Drakeford



### Christmas & New Year 2020

Once again, we provided support across each day of the holiday period with a party on the 18th December and a New Years Eve party that took everyone into the wee small hours with an on-line rendition of Auld Lang Syne.

### Wales V France 6 Nations Grand Slam Decider 20th March 2021

"I didn't think I'd ever get to enjoy the 6 nations again – now I have so much hope for future sporting events."

"It gave me the opportunity to enjoy and share the match day experience without pressure of drink and normalising the sober experience."

As part of our growing and evolving online offering we hosted a 6 nations watch party with representatives of 3 of the 6 nations present. It was a wonderful evening full of laughter and genuine connection.

Within moments, the feeling of it being a diluted safe alternative dissipated and the experience was as exciting and thrilling as being there. Screams, tears, gasps (a few choice words) and ultimately the wrong result from those who shared 90 minutes of friendship, a massive sporting event and a sense of belonging to a bigger and wider world. It showed there is a way to enjoy those things that define us and shape our lives.

# Volunteer Celebration Awards



In June 2020 we wanted to celebrate our volunteers and thank them for all their efforts both in centre and in this new world. We commissioned three unique artworks as awards and presented them remotely to:

- Michelle Lewis – Volunteer of the Year
- Matty Daniels – Volunteer most Distance Travelled
- Jo Germon – Volunteer most likely to ensure reception is clear 😊

“To me, volunteering works on so many different levels. It’s meeting new people, it’s a challenge – it’s my recovery, really. Because my recovery has always been based on people. Always on the people I met, wherever I may meet them. Recovery Cymru provides lots of options of things to volunteer in, and that challenge works for me.” – Meirion

“I volunteer with Recovery Cymru because if I can give something back, it is the best thing for me. To me, recovery should be enjoyable and it should be fun. My life is amazing within my recovery because I have a massive support system through my peers.”  
- Joanne



“Volunteering for me is a huge part of my recovery. It’s about being part of my recovery community, giving back to the community that has supported me and continues to support me. It’s about helping others in their recovery journey.” – David

“Volunteering for me is giving a bit back to society and people. Helping out where I can and being of service to others, and to my community.”  
- Mark





## What does all this connection mean in real life – OR's story of lockdown

So where to start...

Approximately a year ago I was discharged from Pine Ward after spending a month there, instead of a planned 2-day detox arranged by CAU. Prior to admission I was drinking everyday all day and going through supermarket bins for dregs, I had lost over 3 stone in weight and could barely walk, or even put socks on and I was falling over daily in the street.

Fortunately for me, and I choose that word carefully, I was told that if I hadn't been admitted when I had, I would have 'bled out' and died anyway, drinking or not.

Ok, so what next, I certainly didn't want to die, or drink and I felt positive, whoopee. Nothing new there in the short term. But on the day of discharge, honestly, I didn't want to go, back to a flat with over 700 empty cans and bottles of wine, with a wheelbarrow of tablets to take.

Let's break that down, the environment I lived in could be cleaned, tidied, it was my head, the mush, the guilt, the loneliness, anxiety, thoughts blah blah blah, only a matter of time and I knew it.

Let's put this all into perspective, I was I realised later, feeling frightened, inadequate and basically, like a visiting alien. Seriously chaotic dysfunctional and still bitter, selfish and angry!!!

First day home

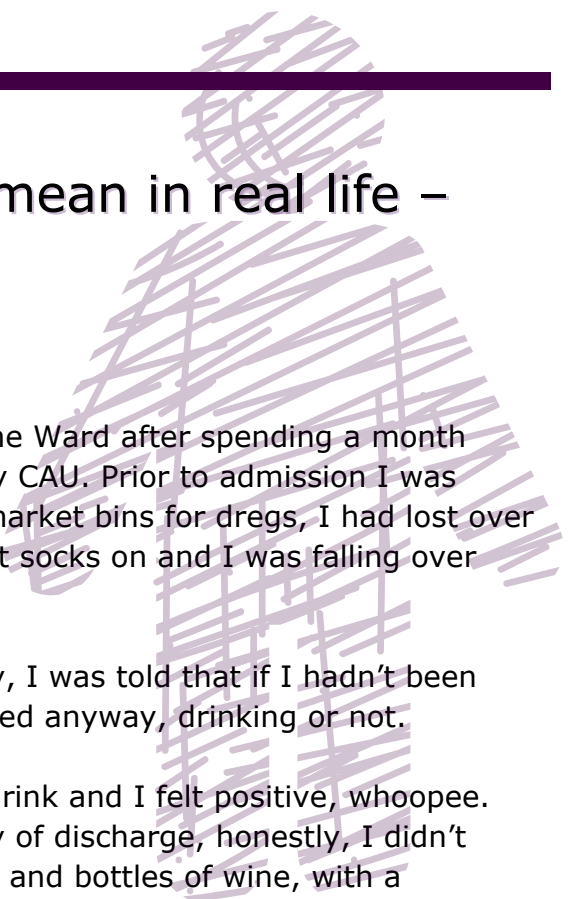
The phone rang, and it was Tim from Footsteps, I had signed up apparently whilst on the ward for 3-day sessions for a few weeks. I had never had any involvement before and I was polite but resistive, I know best, its old news.....

Anyway, I attended the sessions, reluctantly, but for some reason it was different, informal but not patronising, like-minded people all trying to find the best answer, not the only answer or the right one, but right for them. Over time it sank in, don't know why, situational, pandemic, or just looking at it differently.

Hand on heart I didn't want the sessions to end and Tim referred (for want of a better word) to Recovery Cymru for follow on Footsteps support.

Right here comes, the all hail, RC bit. Well no actually, I didn't want any further help, not from yet another organisation, actually, I still knew best and it was going to be 'another goody goody' follow this path and be saved, drink is bad, evil, addiction is a curse... again

So, I hadn't understood anything really yet, hindsight is great.



The phone rang, 6 weeks after Pine Ward and before Footsteps course ended, It was Andrew from RC. I thought, here comes the sales pitch, so I put on my defensive arrogant head on. It was not what I thought, honestly, there was no sales pitch, not 'We do' 'We will' ..... but instead 'how are things, pandemic is a pain', shared interests, what would you like 'a hand with' to get back on your feet, not 'You will' 'should', demonising substance, etc but actually talking about real issues and not symptomatic ones. I genuinely felt that this person, and therefore later the organisation really were interested and cared, gave a sxxx (Not that others don't) but in that 'don't care what you've done, behaved, .... It's past, and done, it's not the substance, it never was or is, it's what you use it for and what happens to you. RC can be whatever you need / want it to be, a springboard, meeting place, structured (groups) unstructured the list is endless.

Andrew asked me to consider what was on offer and fill in what I may be interested in joining. But what did stand out and still does as it runs through the veins of RC, was the follow up phone calls, bang on time, for a chat, the personal unconditional approach, the level playing field and genuine interest and care.

I joined 4 groups originally, Weekend Reflection, Moving On, Relapse Prevention and the Friday Quiz and decided (not intentionally) to commit as RC were showing and giving the same to me. When I say RC I mean everybody associated, staff, members, volunteers, everybody! Committed to the same thing.

It was very strange, almost 9 months ago, I was a bag of nerves, riddled with anxiety, no confidence, no voice, still lost and still angry I guess, a mix of emotions positive and negative, but these people in the groups were experiencing the same, and were willing to share their thoughts openly, so that over time I started to listen and do the same, we were all experiencing life and all that came with it, shared experiences, laughter, tears, fun, getting to know each other and ourselves and trusting and supporting each other without 'fuss' or rescuing or prescribing.

I have deliberately left the best until last, and this is as cliched as it gets, it actually works, it is fun, but also does not lose sight that life is not all a yellow brick road. I wouldn't change anything, and it's difficult to put it into words why it works. Its philosophy is simple, not grandiose but centered around a belief of equity and engagement and living life in the best way you / we can.

Me, a year on, still loving all the groups, the people old and new, who I always learn from and who inspire. It's still fresh and exciting and will remain a part of my life. Personally, I've found some confidence, sorting my life in ways which I didn't think was achievable, my health is also restored, but most important I am 'seriously' enjoying the actual experience of actually 'living'.

**NB**

OR has now completed the RC volunteering programme and is running one of our new on-line groups





# Statistics

People supported by one-ones = 345

Total number of support calls made = 10,190

Total number of support calls connected = 9,437

Total number of hours spent on the phone 2785 hours (116 days)



"Since accessing RC/F2R I have reduced my using/drinking."



"I feel I am maintaining positive changes."



"I feel socially connected."



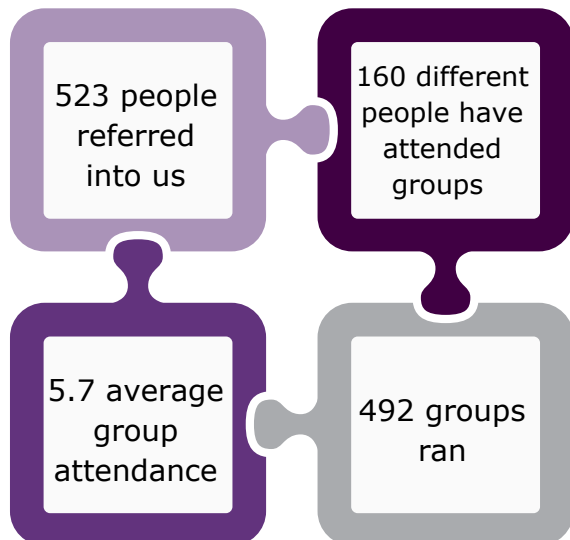
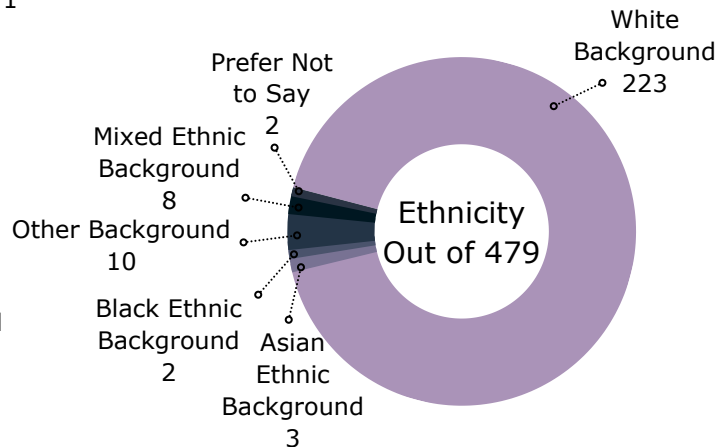
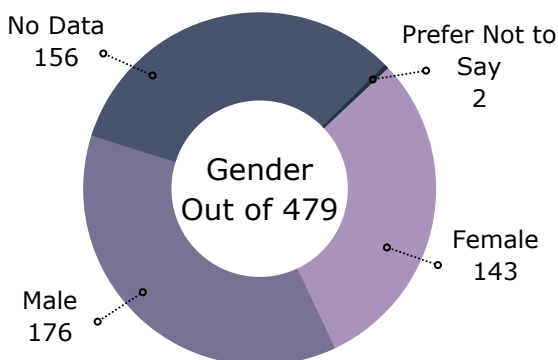
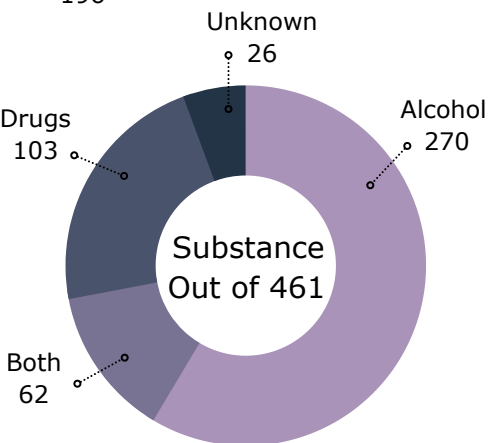
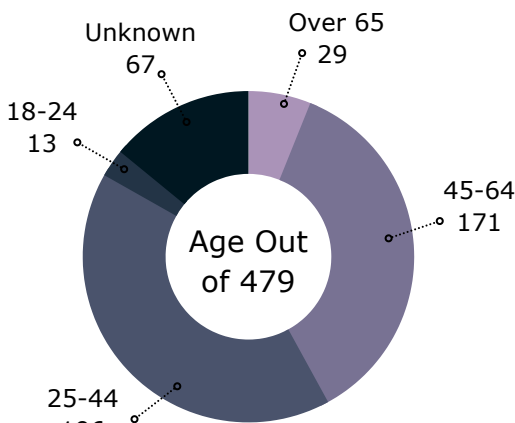
"I am engaged in community activities outside of substance misuse services."



"I feel that my mental health has improved."



"I have not lapsed or relapsed in the last 12 months."



# Reflections on the Data

In some way it feels that reflecting on our data and comparing to previous years is a complete nonsense, as the world of Recovery Cymru was turned on its head in this year. But in other ways it shows how remarkably agile the organisation has been and the intensity of support that is required when delivering at a distance.

- There is a massive increase in the number of telephone recovery support calls made - 10, 190 as opposed to 882 (18-19 figure as 19-20 figure includes lockdown work) due solely to the fact the telephone was the easiest and most accessible way to contact members

- For people supported by in depth one-one distance work, the figure has risen from 254 to 345 a 36% increase. This indicates that support during lockdown has been on an intensive individual basis. In real life our members would be getting support from each other in the centre and the only way of replicating this was to increase direct staff and volunteer one-one engagement with members

- The drop in the number of volunteer hours from 5,743 to 675 can be simply explained by a lack of volunteer roles, while we adapted to online delivery, but volunteers are now facilitating or co-facilitating all online groups and are active in our on-line training and staff recruitment

- Our members' gender balance remains on a par with last year

- Our penetration into more diverse communities still remains very low and efforts to make better links with third sector organisations were hampered in lockdown. It does however remain a priority for 21-22 and one of our operational objectives

- Referrals again were on a comparison with last year: - 523 people were referred in compared to 509 in 19/20, but examining the depth of engagement after initial referral. 60% of this year's referrals engaged with us on at least 3 occasions, whereas in the previous year this drops to 45%. Reflecting on this improvement, it could well be that the introduction of "nominated workers": - each referral having a named contact in the organisation, supported people's decision to continue accessing support. This new process and improvement will be something to reflect on when we return to walk-in referrals. Most staff would say the work surrounding the referrals has dramatically increased, but this is probably due to a number of factors. If someone wanted to self-refer or an organisation was referring someone, prior to lockdown, they would have been asked to come along to the Centre - for some this itself may have been a step too far and we would never see them again, but now each person gets an individual call back. Additionally, referral walk-ins would have been handled by the volunteer buddies that were available 9-5 to have a chat about our support and be encouraged to drop in on some of the support groups. Now there is a longer process to encourage and train people to access online groups and for some new members we will never see them online, so support has to remain on an individual phone call basis, which is more intensive







## Financial Performance Grant Funding

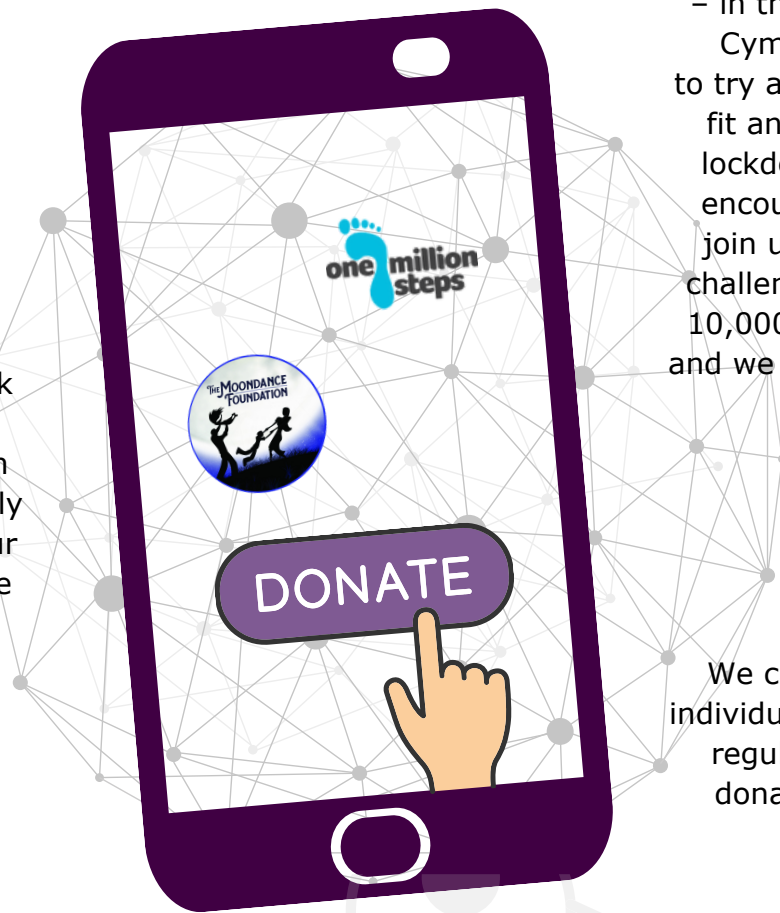
Recovery Cymru was extremely grateful to access additional funding in this year; both to ensure staff and volunteers had up to date IT equipment/infrastructure and to provide access to external well-being and coaching support.

In the year from April 2020 to March 2021 Recovery Cymru Community received grant or contract funding from the following sources:

-  Cardiff and the Vale of Glamorgan Area Planning Board - Throughcare, Aftercare & Recovery Support (TARS) Footsteps to Recovery contract, in partnership with Pobl. This contract has been extended to June 2022
-  Lloyds Bank Foundation – The second year of a two-year grant to fund our ongoing development work
-  Henry Smith. The second year of a three-year grant to support the general running costs of the organisation
-  Tudor Trust. We successfully reapplied for a 2-year grant to support the organisation’s core costs
-  Tudor Trust – Wellbeing Grant – a grant to support the training and support of staff and volunteers during lockdown
-  Leathersellers Charitable Foundation a 4-year grant to support the organisation’s core costs
-  Track 2000 Legacy Fund- Frontline Covid Response - a one-year grant to support the salaries of the additional frontline peer workers we employed due to the support required during lockdown
-  Community Foundation Wales- Covid Response capital grant to equip staff and volunteers with the necessary IT equipment and infrastructure to support our on-line delivery
-  Community Foundation Wales – Transformation & Growth Fund - a one-year revenue grant to support the organisation’s strategic planning
-  Clothmakers Foundation – an additional capital grant to equip staff and volunteers with the necessary IT equipment and infrastructure to support our on-line delivery
-  Lloyds Bank Foundation React Funding – a grant specifically to provide additional support and training to our staff and volunteers during lockdown
-  Lloyds Bank Foundation Enhance Funding- to employ an independent consultant to conduct an impact assessment of the work of Recovery Cymru
-  Welsh Government Substance Misuse Action Fund – two capital grants to support the cost of the leases of both the Barry and Cardiff recovery centres
-  United Way – a grant to support training and development of staff and volunteers

## Other Revenue Sources

Donations – a major benefactor for our work this year was the Moondance Foundation with a donation of nearly £24,000 to continue our work supporting people in recovery



One Million Step Challenge – in this year Recovery Cymru went all out to try and keep everyone fit and healthy during lockdown. In June we encouraged people to join us in the 100-day challenge of completing 10,000 steps every day and we raised over £5,000

We cannot forget those individuals that donate to us regularly or as one off donations – thank you

## Reserves Policy

In accordance with recommended practice the charity defines free reserves as the unrestricted funds of the charity excluding those funds which could only be realised by disposing of fixed assets held for charity use. Recovery Cymru Community is aware it currently relies heavily on restricted funds to finance the majority of its work. Without this funding the charity would not be in a position to continue operating at the same level of activity. The Trustees recognise the need to build up free reserves so the charity can develop independently to meet the needs of members. The Trustees also recognise the need of free reserves to aid cash flow and allow the charity to benefit from opportunities as they arise. Unrestricted reserves would also be used to fund our work while we sought alternative restricted funding should we experience gaps in restricted funding. In fact, this year our unrestricted reserves have risen to nearly £199,399.

The Trustees' current reserves policy is to build up reserves and to maintain the equivalent of at least six months running costs and any surplus to be allocated when necessary, to the costs associated with running the Charity, with Trustee agreement.

# YEARBOOK 2021

## STAFF *It's been awesome!*

SARAH VAILE



Founder & Director

JUDITH ENTICOTT



Volunteer Coordinator

RACHEL BAYER

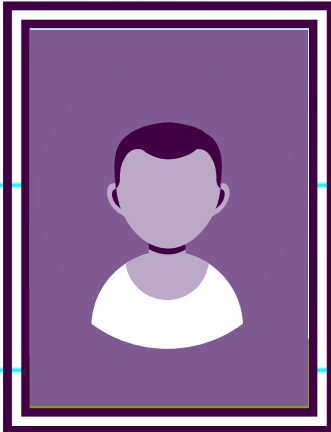


Finance & Community Operations



*Have a brilliant year!*

DAVID DRISCOLL



Peer Worker

LAURA DAVIES



Operational and Learning Lead

ANDREW MCCUTCHION



Footsteps to Recovery  
Vale Aftercare Worker



## THE FUTURE IS BRIGHT

CLAIRE NOVAL



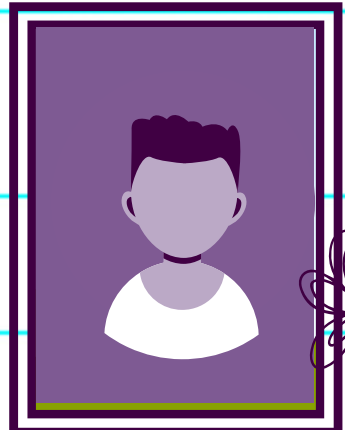
Cleaner & Sessional Worker

TRUDIE MERRY



Administrator

ANTHONY PROSSER



Cleaner





# YEARBOOK 2021 STAFF

*You're  
Amazing*

TIM NORVAL



Engagement & Outreach Worker

MEIRION EVANS



Peer Worker

MARAM AL-KHALAILEH



Peer Worker

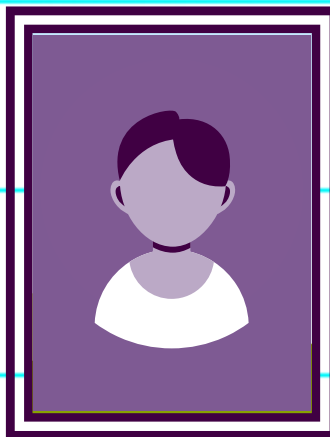
*Let's meet up!*

KAYE CHEESEMAN



Administration

MATTHEW BUTCHER



Sessional Worker

REBECCA CASHMAN



Social Media and  
Communications Officer



ANDREW SIMS



Footsteps to Recovery  
Aftercare Worker - Cardiff

SUSIE BOXALL



Programme Development  
Worker

*Thanks for the fun times  
=3*



See you soon!

# YEARBOOK 2021 TRUSTEES

Here's to  
our future!

ROB HEIRENE, PHD



Most likely to move out of the country.

"After finishing as an RC volunteer nine years earlier, it was fantastic to join the RC board this year and see how strong the community has become."

JENNY HARKING



"I am so proud that RC rose to the challenge and despite the difficulties found new ways of working and continued to provide that family support that many depend on."

DOMINIC HOULIHAN



Most likely to take over meeting.

"I'm immensely proud of how our community has come together during such difficult and complex times, shown great initiative and innovation, and continued to make a difference to so many."

GAIL SMITH



What a great year!

Currently taking a leave of absence from active trusteeship but keeping up to date with all RC info and we are looking forward to welcoming her back very soon!

ANDY HEALY



Super power of choice: Time travel

"That Recovery Cymru is emerging from the pandemic as a stronger and more confident organisation speaks volumes about the closeness and dedication of this community and I am so proud to be a part of it."

AMANDA-JANE OLIVER



Most likely to remain a geek.

"The continued success and achievements of RC over the past year are a result of the combined efforts of it's members, volunteers, staff and leadership team. You should all be so proud of yourselves!"

DARREN ROBINSON



"As a Nurse, the last year has been dominated by the theme of the dreaded Coronavirus. Many changes to adapt to, including the continued challenge of providing a peer volunteer service for our local hospitals. Fear not! Recovery Cymru to the rescue with the amazing First Steps service! I am keen as a Trustee to explore how RC best supports our local community NHS services in helping people who use those services in making a full recovery."

Good luck  
Next year

THANK YOU

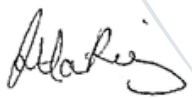


Most likely to climb a tree.

## Thank You

The trustees would like to thank the organisations and individuals who have recognised the potential of the Recovery Cymru Community model and have supported the organisation during this exciting time. A special thank you goes to all our members, volunteers and staff who give their time, enthusiasm, skills and share their lives to create a genuine peer-led mutual aid recovery community in Cardiff and the Vale of Glamorgan. You continue to make a difference every day, to show recovery is possible, probable and is to be enjoyed!

Approved and adopted by a meeting of the Trustees on 21st September 2021 and signed on their behalf.



JENNIFER HARKING

Chair

