

April 2022 – March 2023



• Est. 2010 •

Recovery
Cymru
Community
**Annual
Progress
Report**

**REGISTERED CHARITY
NUMBER: 1154530**

**REGISTERED
COMPANY NUMBER:
08520441**

Thank You

With sincere thanks and best wishes from everyone at Recovery Cymru Community to all those who have supported us through a year of incredible change for our community.



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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Introduction

Recovery Cymru is a self-help and mutual support community for people in or seeking recovery from alcohol and drug problems. We operate across Cardiff and the Vale of Glamorgan offering both face-face, online and distance support. We were pioneers of the first commissioned partnership between treatment providers and a recovery community organisation and we continue to pioneer becoming a core partner in the newly commissioned drug and alcohol service for Cardiff & the Vale of Glamorgan - Cardiff & Vale Drug & Alcohol System (CAVDAS) embedding peer recovery support across the substance use system. We are also networked into the wider recovery community across 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 Recovery Mission

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 and to improve their quality of life. Through the power of shared experience and understanding, people can support themselves and others.



Our Recovery Values

We believe in the reality of recovery and in 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.

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. Buprenorphine, 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

Our strategic aims are:-

People Build the recovery community, starting in Cardiff and the Vale of Glamorgan

Voices Raise awareness of overcoming problems with substance use, challenging stigma and discrimination

Partners Partner with others to create environments for recovery

The annual report outlines:

- The main activity and achievements in 2022-2023
- A reflection on the year
- Plans for the next period



Forward from Sarah Vaile, Founder & Director



Welcome to our annual report for 22-23.

Is it just me or are the years flying by?! When work and life can seem so busy for a lot of us it's helpful to stop with a cuppa and think about the period that's passed – and what we want from the period to come. For those of us who are looking for our next step, if life is too quiet or we're wondering what recovery could bring us, stopping with a cuppa can also help us to think about what we want to be involved in and who we want to be (p.s. cuppas are not obligatory!). Recovery Cymru has been such an important, fulfilling and demanding part of my life for so long now, I find writing these reports a time every year that helps me do just that.

As always, in RC spirit, this period has been one of amazing achievements, challenges, swings, roundabouts, enlightenment, moments of clarity, nurture and breaking out of our comfort zones. Our model is based on lived experience and us bringing our true selves to what we do to champion recovery and give those who are so often lost or unseen a warm welcome, a smile and a range of options based on C.H.I.M.E. (Connection, Hope, Identity, Meaning, Empowerment). No wonder it is so varied and interesting!

This season has seen the start of CAVDAS (Cardiff and Vale Drug and Alcohol Services), a new approach based on an Alliance Model where we have joined in an equal partnership with Barod, Kaleidoscope and the Area Planning Board commissioner to design and deliver substance use treatment and recovery services across Cardiff and Vale. This has been a time of enormous learning, discovery and challenge as we seek to transform the system together - and particularly for RC as we seek to embed lived experience approaches and the peer recovery model alongside treatment services and continue the independent

recovery community so people have something to exit into... as well as an alternative for those who need or want it. We're delighted to see where this journey takes us all. We're particularly excited about new roles in the system, such as our peer navigators who are reaching those with 'complex needs' to give hope, show care and at times give life-saving intervention.

In amongst all this change, our staff team has doubled. As with many things in life, this is a blessing, privilege, and opportunity and has been a challenge too! Our aim has always been to nurture the 'RC family' vibe, exploring and developing people with lived experience and our allies to continue our peer model. We have put a lot of time into training, development sessions and supervisions to ensure we stay true to our roots but also develop and evolve as we now have staff contributing to the RC strategy and embedded in CAVDAS – but all doing peer work! I think we have navigated this period of change well and am excited to see what our team achieves in the year to come.

Our Trustee board have been truly fantastic this past year, providing personal and practical support, alongside ensuring the governance of our community Charity is upheld. I'd like to say a big thank you to our board who live the RC values in their roles and beyond.

Our partnership work is central to everything we do. Alongside our CAVDAS partners, we've been delighted to work with many others including Alcohol Change, BPSS (the first Buvidal Psychological Support Service in Wales), the NHS, all our wonderful referral partners and collaborate with social work and higher education colleagues.

Why do we do all this? To show that recovery is possible, and probable and we want it to be fun. For this reason, our people – our members, volunteers and staff are at the centre of all we do. I am always encouraged and inspired by our members and volunteers. We want everyone to believe that recovery (whatever that means to you or your family or friend), is achievable, that we are all more than our problems and that finding fulfilment is a major part of the journey.

As we look to the year ahead, I am excited to focus on our community spirit, develop new projects and see where CAVDAS takes us – all with the above in focus. I am particularly excited about launching our family and friends peer support – and never forgetting the power of a smile, a warm welcome and a birthday card!

Come be a part of it with us.

Thanks for reading,



Sarah Vaile
Founder & Director



A year of ch...ch...ch... changes

2022-2023 saw significant changes to the drug and alcohol landscape across Cardiff and the Vale of Glamorgan, with the Local Area Planning Board retendering for all the non-NHS services, and they were not just looking for a partnership, but an Alliance (lhalliances.org.uk): - "A virtual organisation where all partners have collective ownership of opportunities and responsibilities with shared decision making, creating a collaborative environment leading to greater benefit for all."

The tendering process was a huge task, especially as a small organisation, but we were successful! We have formed a powerful Alliance with partners Barod and Kaleidoscope. The Alliance, known as Cardiff & Vale Drug & Alcohol Service (CAVDAS), will deliver all non-NHS drug and alcohol services across Cardiff & The Vale of Glamorgan.

RECOVERY CYMRU COMMUNITY REPORT

Cardiff & Vale Drug & Alcohol Services

The first quarter of 22/23 saw much consultation with staff, volunteers and our membership to allay any fears over CAVDAS; answer questions and build the new model that would transform services – "change management" was a daily agenda topic!! Especially coming off the back of various lockdowns, which had disrupted our pre-covid in-person delivery. So, decisions were needed on premises; hybrid working, TUPE, access to shared IT data; communication system; data capture, but most importantly ensuring the recovery community identity remained visible and independent. All in all, an exhausting, but exhilarating process with us being at the centre of major decision-making that would determine services for the next 10 years.

We are now delivering on and coproducing a transformational system of engagement, support and wellbeing for people to address their substance use, in order to live fulfilled lives in their communities with peer support embedded throughout and the independent recovery community will support people throughout their CAVDAS journey, while critically offering alternate support and an ad infinitum support for people who exit formal 'treatment services.'

Voices Action Change (VAC)



VAC was a short, 1-year service user involvement contract on behalf of the Cardiff and Vale of Glamorgan Area Planning Board. The contract was extended to July 2022 in recognition of the successes of VAC and its excellent work is now embedded within the new Cardiff & Vale Drug & Alcohol Service (CAVDAS). VAC will retain an independent identity with three main aims:

1. Bring awareness by reaching and capturing the voices and experiences of those using or could be using substance use services
2. Educate through training and support VAC reps who can reach and represent those voices
3. Ensure this is embedded in how services are designed, delivered and monitored.

This involves working closely with our colleagues and partners in CAVDAS and seeking to embed the lived (and living) experience of people in Cardiff and Vale in services. VAC also coordinated a peer Naloxone programme (ensuring this life-saving drug is available to those who most need it). Thank you to all our VAC'ers and Naloxone peers for all you do.

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

The Footsteps to Recovery partnership with Pobl that delivered aftercare and throughcare across Cardiff and the Vale of Glamorgan ended on 31 July 2022 after 8 years. There was much sadness and a worry that all the good relationships and practice developed would be lost within the decommissioning. However, we were determined that the new model for the Community Rehabilitation programme in CAVDAS would build on the success, knowledge and experience of the Footsteps Programme.

So the legacy lives on with a key commitment to a flourishing CAVDAS Community Rehab Programme, a robust aftercare and peer support offer, as well as extending these models to people at earlier stages of the journey.

Volunteering

Volunteering opportunities increased greatly this year. The Cardiff Recovery Centre returned to open access, which created additional responsibilities at various outreach centres, such as the Neville Street Needle Exchange. Our active volunteer numbers increased to 29 from 16. There have been 17 new people who undertook the Volunteer Training Programme, and 12 achieved the Agored Cymru Level 1 Voluntary Work Skills qualification. A fantastic achievement!

Our volunteers not only supported various RC and CAVDAS delivery but also delivered workshops to medical students from Llandough Hospital on the best approach to working with people with substance use issues. The volunteers are confident that the medical students will use their new knowledge successfully in their future medical careers.

Three volunteers secured paid employment within CAVDAS, which has been a great acknowledgement of their skills and dedication. As we look to the year ahead and remind ourselves that Recovery Cymru evolved from a volunteer-led group, we focus on increasing volunteering opportunities and inspiring our future volunteers to empower our recovery community to thrive.



Partnership Work

ALCOHOL
CHANGE^{UK}

Aside from building the partnership that would eventually become CAVDAS, we have partnered with Alcohol Change UK

to develop a Good Practice guide on how peer support can be used to engage people who are so often deemed 'change-resistant' or 'unwilling to engage' with treatment services. This work evolved from our local project called 'First Steps' with our local emergency services and hospital liaison staff who believed in the power of those with lived experience to engage and convey hope.

COVID prevented a lot of the face-to-face and at-bedside work that we were hoping to work on but showed the power of a text and regular phone calls! As we seek to refocus on First Steps in the year to come, we are excited to partner with Alcohol Change UK to launch a guidance manual and offer cofacilitated training across the UK to those wishing to develop similar work.

Buvidal Psychological Support Service

We are collaborating with the new Buvidal Psychological Support Service (BPSS) locally, which offers a tiered therapeutic approach to people utilising Buvidal for opiate addiction. The BPSS team have engaged with people with lived experience via VAC to help design and shape the service and has partnered with Recovery Cymru to offer peer support to their clients. This is a work in progress! We're also happy to be involved in a Buvidal research project led by the University of South Wales.

Family Drug & Alcohol Court (FDAC)

The problem-solving court

We have worked with our local Family Drug & Alcohol Court (FDAC) team to offer peer support to those accessing and exiting FDAC interventions. We believe strongly in supporting people whichever outcome the courts decide and that recovery and change is possible for all. We think the support for those accessing the system is imperative and hope to work more closely with our local Integrated Family Support Team (IFST) in the year to come.


Cymru

#NoteToSelf Campaign

We were delighted to collaborate on a campaign with Home-Start Cymru. The campaign aimed to educate parents, family members and the wider community on the relationship between stress and substance use, and how it can impact families. We even spent time at the St. David's Centre to collect the thoughts of the wider community. It was a fantastic day of bringing positivity in a difficult time for everyone.



Some Other Highlights From the Year...



Investors in People Award 2022

After successfully achieving the IIP standard last year and being ranked within the top 20 employers in this category, we were invited to submit a nomination to the "Investors in People Awards 2022" and we were very proud to be shortlisted as one of only seven UK finalists in this category.

GSK Impact Awards 2022 (Glaxo Smith Kline)

We were one of 15 organisations shortlisted out of a UK field of over 400 to be recognised for doing excellent work to improve people's health and wellbeing and received a £4,000 donation from GSK. Mental Health & Wellbeing Awards Wales 2022

The Mental Health & Wellbeing Awards Wales 2022

We gained a Bronze Award in the Workplace Wellbeing category for The Mental Health & Wellbeing Awards Wales 2022

Helpforce Champions 2022

Joanne Germon one of our fantastic volunteers and now a staff member, was chosen as a finalist at the Helpforce Champion Awards 2022

Pen-Y-Fan walk for #SwipeoutStigma

In July, our recovery family conquered the Pen Y Fan Recovery Walk 2022 in the name of challenging stigma faced by people with substance use problems and their recovery. Proving the power of peer support by wearing their #PeerPowerCymru t-shirts with pride





Recovery Marathon

Running was a bit of a theme this year with our fantastic volunteers Nathan, Huw and Darren doing Recovery Cymru proud at our self-styled Recovery “Marathon” - running from the Barry Recovery Centre to the Cardiff Recovery Centre a distance of over 7 miles!!! Amanda Oliver, our Trustee ran the London marathon as a fundraiser. Thank you all!



Tonyrefail School Heroes

Big thanks to students at Tonyrefail Community School who carried out social action to raise awareness of Recovery Cymru as part of the First Give programme. They were judged as having carried out the most effective social action amongst their peers and won us a grant of £1000!!! All this without asking us anything- what an amazing boost for our #swipeoutstigma campaign!



A Journey to Recovery

In the early days of March this year, my life was a relentless cycle of addiction. I found myself reaching out for help, a glimmer of hope amidst the darkness that had consumed me. Within hours, I received a call from K, and almost immediately, another call, this time from T. Little did I know that T's unwavering support would become the cornerstone of my journey towards recovery.

My daily existence was characterised by excessive alcohol consumption—three to four bottles of wine, ten or more pints, and a half to three-quarters of a bottle of whisky, often in a chaotic mix. My weekly intake hovered around an astonishing 250 to 300 units. It was a dark place, and I couldn't see a way out.

From the very beginning, T's approach was different. Having battled an addiction to alcohol himself, he understood the depths of my struggle. There were no judgments, no clichéd advice. Just empathy and a simple promise: "I've been there; let's work on this together."

T and I embarked on a journey of introspection. We didn't rush; we took our time. We identified about ten different aspects of my substance use, and gradually, methodically, we dismantled them, replacing each with healthier habits. It began with eliminating whisky, then wine, followed by strong ale, until I was left with only 4% beer. We tackled leaving the pub before getting too drunk, going out later, rediscovering the joy of eating, and committing to not drinking at home.

This gradual process liberated me from a life consumed by alcohol, giving me back hours and days that were once lost to the haze. I began to understand that drinking was no longer a necessity but a choice.

I kept a meticulous alcohol unit diary using an app. My units dwindled from 120 a week to under 100, then 80, then under 50, and eventually settled at 30-40, a target I successfully maintained for about a month. We introduced dry days—one, then two, then three, and finally four. These dry days revealed the truth: My life was infinitely better without alcohol in it. The gym played a significant role in my transformation.

I've now experienced my first week of complete sobriety, and to my amazement, I don't miss the old ways. Non-alcoholic beers have become a preferred choice for the taste and the camaraderie, but the appeal of alcohol has vanished.

T's wisdom echoes in my mind daily: "There are never reasons to drink, only excuses," "Being addicted to alcohol is hard work, requiring dedication," and "Take support from wherever you can get it," among others. There was never judgment, only empathy, and understanding. T's gentle guidance, like suggesting a dry day, became milestones I eagerly reached.

Today, I stand here with a newfound sense of self. Seeing "0 units" in my alcohol diary is nothing short of incredible. I've come to appreciate my sober self, realising that I don't actually like the person I became under the influence.

This journey has taught me the value of resilience, support, and self-discovery. It's a journey that has allowed me to look towards the future with hope and gratitude. I owe a debt of gratitude to T for guiding me through the darkness towards the light of recovery. I have found my way back to myself, and I quite like the person I've become.

Statistics

People supported by 1-1s= 507 (1.7% decrease)

support calls made = 11,279 (12.9% decrease)

hours spent on phone= 1,562 (208 work days)

3 or more interactions - 614 people (0.05% decrease)



"Since accessing RC/F2R I have reduced my using/drinking." 98% out of 57



"I feel I am maintaining positive changes." 97% out of 63



"I feel socially connected." 90% out of 61



"I am engaged in community activities outside of substance use services." 64% out of 61



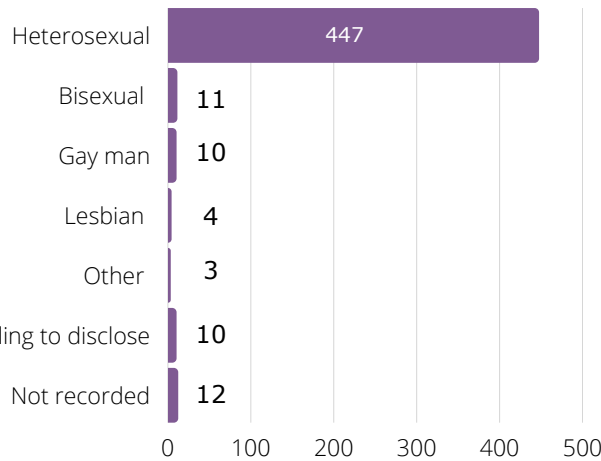
"I feel that my mental health has improved." 88% out of 64



"I have not lapsed or relapsed in the last 12 months." 68% out of 60



Sexual Orientation Out of 614



Active volunteers =29
Volunteer hours = 3566
(2.02 FTE equivalents)

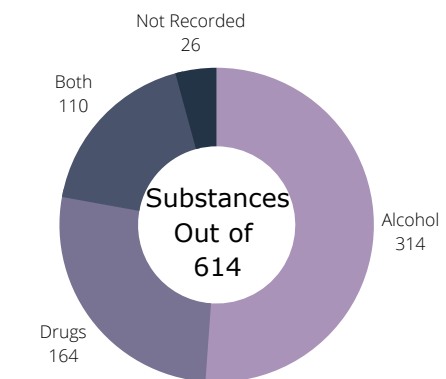
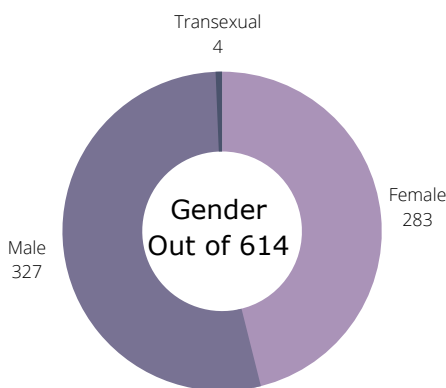
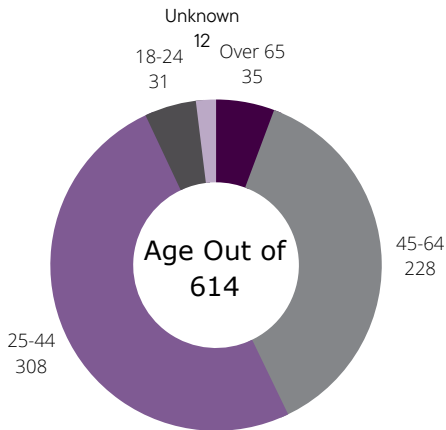
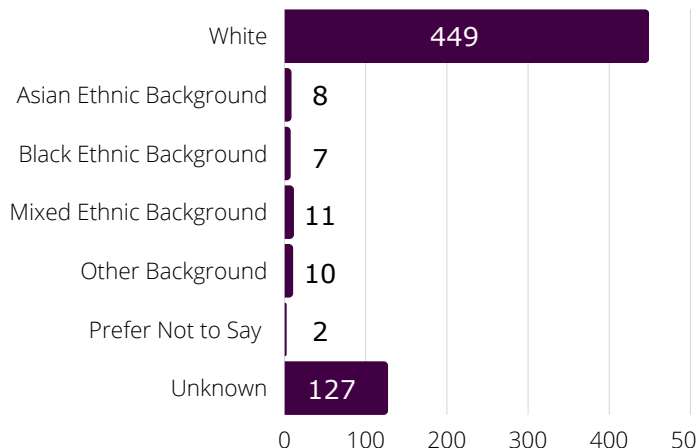
249 different people
have attended groups

5 average
group
attendance

650 groups ran

551 people
referred into us

Ethnic Background Out of 614



Reflections on the data

It has been a difficult task to try and compare figures to previous years and to extract a deeper understanding from them, due to the change in both the services across Cardiff & Vale and our own delivery. In this period, we were acclimatising to operating face-to-face again; opening the Recovery centre and encouraging our members in, but not wanting to compromise the on-line delivery. We were embedding and moulding the new CAVDAS model and delivering from two new CAVDAS venues. The inception of CAVDAS was bound to have an impact on our data, but it is surprising how little it has done and in some areas, there are figures to rejoice about.

- It is so pleasing to see the rise in the number of volunteer hours. We have not yet reached pre-pandemic levels, but there has been a 70% increase in hours in comparison to last year. This increase relates directly to our Cardiff centre being fully open and additional outreach opportunities being available.
- The number of people given one-on-one support has remained stable with 507 receiving an in-depth intervention compared to 516 last year.
- The gender balance, age and substance profile of our members is very much on par with previous years. There has been an improvement in our data capture with the number of members with “No Data Recorded” reducing significantly.
- 4.5% of members identified themselves as Lesbian, Gay or Bisexual, which is above the general population Census figure of 3.2%. We do not hold sexual orientation data on 22% of members. This is both an administrative and engagement issue that we wish to improve on next year.
- We recognise our desire to have a greater impact within our BAME communities. However, we are reducing our data gap with “Not Recorded” dropping from 48% (20/21) to 34% (21/22) to 20% this year. Where we have captured ethnicity, there has been a decrease in non-white from 16.5% last year to 8% this year, this is directly related to our improved data capture, but does show us that we have further to go to improve.

- We now have a sub-committee of the Trustee Board working through our new organisational Action Plan to increase our understanding, knowledge and engagement with the communities we are not reaching.
- Referrals again were on a comparison with last year: - 551 people were referred in compared to 573 in 20/21
- The total new referrals to Recovery Cymru were 473, ie not “re-engagers”. Examining their depth of engagement with us 49% of new referrals engaged actively on five or more occasions, as opposed to 53% the previous year (which had a similar new referral total). We would hope to see this figure increase in 23/24.

Financial Performance

Grant/Contract funding

In the year from April 2022 to March 2023 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 was extended to July 2022
- Cardiff and the Vale of Glamorgan Area Planning Board – Service User Involvement Contract – Voices Action Change (VAC) in partnership with Kaleidoscope. This contract was extended to July 2022
- Cardiff & the Vale of Glamorgan Area Planning Board- Cardiff & Vale Drug & Alcohol Service (CAVDAS) is a 10-year contract in an Alliance with Kaleidoscope & Barod to ensure peer support is embedded throughout drug and alcohol services
- Garfield Weston – a 1 year £25K grant to fund our core work
- Post Code Lottery – a 1 year £25K grant to fund our core work
- National Lottery Awards for All a 1 year £9,900 grant to support the work to re-establish the work Recovery Centres post Covid
- Lloyds Bank Foundation is in the final year of a 2-year grant to fund our ongoing development work
- Henry Smith Charity. This is the final year of a three-year grant to support the general running costs of the organisation
- Tudor Trust Foundation. We are in the final year of a 2-year grant to support the organisation’s core costs

- Leathersellers Charitable Foundation - we are in the final year of a 4-year grant to support the organisation's core costs
- Leigh Trust has provided funding for our joint work with Alcohol Change UK on developing a report on the benefits of peer support when working with BlueLight clients

Other revenue sources

- We received nearly £3,000 through fundraising and donations
- We received nearly £2,000 of earned income through external training and delivery

We have been successful in re-tendering for our largest contract with the Cardiff & Vale Area Planning Board for substance services, which could guarantee this income stream for possibly 10 years. Many of our multi-year grant funding pots came to an end in Autumn 2022, however we have successfully managed to source new funds to bridge the gap and we have recently been successful in gaining new multi-year funding from Henry Smith, Lloyds Bank Foundation Tudor Trust for the period 23-24 onwards

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. This year our unrestricted reserves have risen to £269,871. The Trustees recognise the need to build up free reserves so the charity can develop independently to meet the needs of members. Our reserves policy is to maintain the equivalent of at least 6 months running costs and any surplus to be allocated when necessary to the costs associated with running the Charity with Trustee agreement.

Our Team



Tim Norval
CAVDAS Peer
Navigator



Sarah Vaile
RC Founder &
Director



Judith Enticott
CAVDAS Volunteer
Coordinator



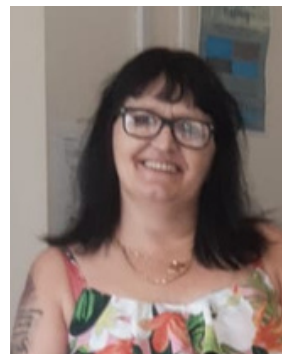
Rachel Bayer
RC Finance & Head
of Operations



David Driscoll
RC Peer Worker



Laura Davies
RC Funding &
Strategic Support



Joanne Germon
CAVDAS Recovery
& Aftercare Worker



Trudie Merry
CAVDAS Recovery
& Aftercare Worker



Kelvin McCann
CAVDAS Recovery
& Aftercare Worker



**Andrew
McCutcheon**
CAVDAS Recovery
& Aftercare Worker



Huw Rowles
CAVDAS Peer
Navigator



David Parker
CAVDAS Recovery
& Aftercare Worker

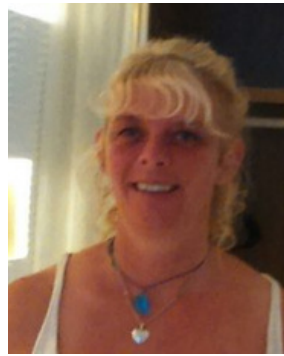
Our Team



Leighton Lovell
CAVDAS Recovery & Aftercare Worker



James Hoare
CAVDAS Recovery & Aftercare Worker



Claire Norval
Cleaner



Meirion Evans
RC Peer Worker



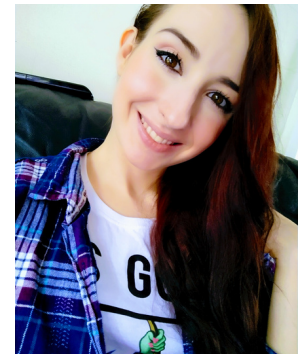
Kaye Cheeseman
RC Administrator



Keely Jones
CAVDAS Recovery & Aftercare Worker



Gemma Brownhill
CAVDAS Community Connections Coordinator



Rebecca Cashman
RC Communications Officer



Anthony Prosser
Cleaner

Keely Jones Resigned November 2022

Dai Parker started October 2022

Kelvin McCann started January 2023

Huw Rowles started October 2022 resigned April 2023

James Hoare started November 2022 resigned June 2023

Leighton Lovell started November 2022 resigned April 2023

Trudie Merry changed roles in January 2023

Trustees



Gail Smith
Chair



Dominic Houlihan
Treasurer



Andrew Healy
Board Member



Susie Boxall
Secretary



Dr Robert Heirene
Trustee



Amanda-Jane Oliver
Trustee

Thank You

As this Annual Report shows, 2022-2023 has been a challenging, rewarding and exciting year.

The trustees would like to thank the organisations and individuals who have supported Recovery Cymru during this time.

A special thank you goes to all our members, volunteers and staff who give their time, enthusiasm and skills and share their lives to create a genuine peer-led, mutual aid Recovery Community. You continue to make a difference every day, to show that recovery is possible, probable and is to be enjoyed.

You should all be immensely proud of yourselves. The trustees remain in awe of your resilience, adaptability and professionalism.



G. Smith

Gail Smith
Chair