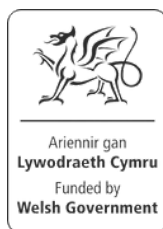


RECOVERY CYMRU COMMUNITY ANNUAL REPORT

**APRIL 2021 -
MARCH 2022**

With sincere thanks and best wishes from everyone at Recovery Cymru Community to all those who have supported us through an incredibly busy and successful year in our community.



Recovery Cymru

• 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 to be enjoyed!



218 Cowbridge Road East
Canton
Cardiff
CF5 1GX



232 Holton Road
Barry
Vale of Glamorgan
CF63 4HS



info@recoverycymru.org.uk



07949069688

Registered Charity Number: 1154530

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

- 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 2021-2022
- A reflection on the year
- Plans for the next period



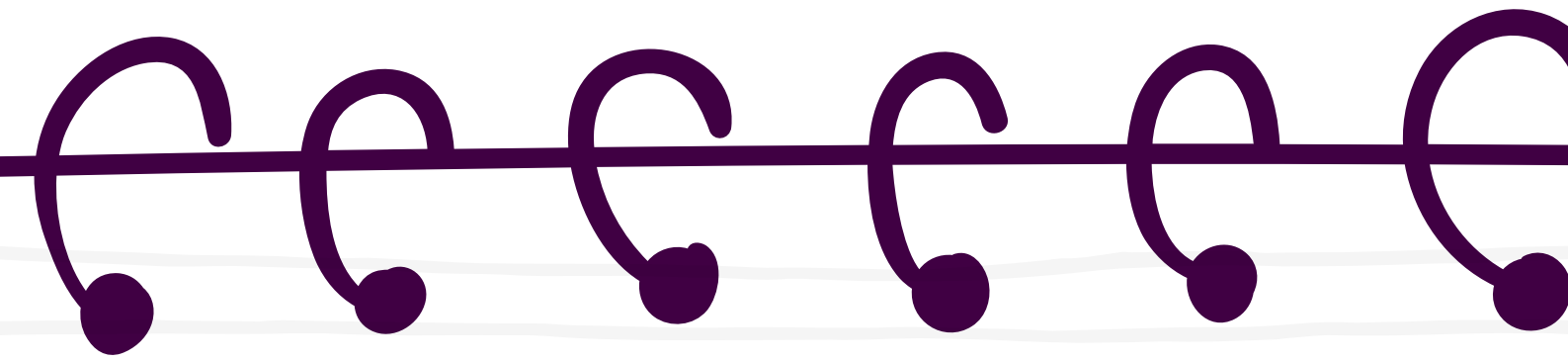
FORWARD FROM SARAH VAILE, FOUNDER & DIRECTOR

Blink and another year has gone by – and what a year it’s been! It brings me great pleasure to introduce the RC annual report for 21-22. It has been BUSY (!) and productive which is exciting and shows our passion – but it had also brought challenges. I’ve personally found it helpful to reflect on our aims, activity, and achievements in this period. Taking time to reflect on who we are and why we do what we do, I think, is as important as being busy doing it!

I’ve been incredibly proud of our members, volunteers, staff and trustees who have ensured that our recovery community has been available throughout the year, despite changing Covid restrictions and concerns or illness. Last year saw us transform the way we ran our support, fully embracing online and distance support. This year has seen us mature in this, making this part of our core offer, alongside tentative steps towards getting our centres back open and increasing in-person support and community activities.

For me this year has been full of words like retender, recommissioning, contracts, specifications, service model, and budgets. We have been very preoccupied with the recommissioning of substance misuse services in Cardiff and Vale which was both a concern as we faced the ending of our Footsteps to Recovery Contract and an exciting opportunity to be part of a winning Alliance working together to transform the way services are designed and run locally. It saw us undertake the equivalent of ‘provider partner speed dating’ while navigating Covid restrictions to find partners whose values and vision align with ours and to learn a whole new way of bidding for a contract. For a small community organisation like ours, this was a steep learning curve! We’re delighted to have successfully partnered with Barod and Kaleidoscope and after a year of hard work to win, now the hard work starts to actually run it!

Although the year has been full of new commissioning vocabulary, the thoughts, values, motivations and vision have remained the same. Why do we do what we do? Because we believe passionately in the power of peer support and lived experience. We believe in each person’s value and ability to change. We believe in each person’s unique story and the power of joining others with similar experiences to sustain our thriving community. We believe in looking past the shame, stigma and discrimination to inspire and support people to see their true selves – and to be the best they can be. We believe in recovery. Truly, our people are our greatest asset and they have been the driving force behind all our activities – including winning the largest contract RC has ever been involved in. For us, this has been about much more than a contract. It’s about our beliefs and passion for recovery. In short, why do we do it? We do it, for, because of and with our people. That will never change!



Our people have driven our #swipeoutstigma campaign, raising awareness about substance use and recovery to challenge negative beliefs and discrimination. For me, a large part of this is shining a light on the self-stigma within our community, empowering people to see themselves as much more than their problems.



We've also been excited to launch our #peerpowercymru campaign to showcase the power of our peer workforce, both paid and voluntary. We aim to increase people's understanding of our work, respect for how we do things and to attract others into our sector.

I hope you enjoy reading about our other activities in this report and if anything inspires you, we'd love to hear from you! As we look to the year ahead, there is much to do as we expand our work within the substance use system, protect our community model and pursue the other areas of work our members have identified as priorities. How will we know if we are doing well? So long as our members have access to quality peer support and we continue to hear the positive impact it has on people's lives.

“I start my new job on Monday I would never have thought this when I moved to South Wales, much love to all at RC for the belief and support to get to where I am today x” - RC Member

We will know we are sticking true to who we are and why we do what we do. We hope you'll be a part of this with us 😊

Sarah Vaile
September 2022

OVERVIEW OF ANOTHER EXTRAORDINARY BUT FRUITFUL YEAR – ANYONE FOR T



2021/22 proved to be a big year for two Ts – Training and Tendering. Once we had battled through the uncertainty of 2020, it became apparent with the centres closed and delivering support at a distance, that we could continue supporting people 7-days per week while undertaking lots of staff training - not only helping staff wellbeing and cohesion but gave time for staff and volunteers to talk through some of the increased difficulties of supporting people through Covid.

The following training proved particularly useful to staff and volunteers: - Motivational Interviewing, Coaching, Suicide Awareness, and Alcohol Change's Bluelight Manual. The cost for some of the training was supported by our funders Tudor Trust and Lloyds Bank Foundation to whom we are very grateful.

“It has developed my self-awareness and healthy risk taking in that my universe isn’t about “recovery” in a restraining way (ie I can’t do that because...) It’s about developing ideas; living to principles and taking and acting on opportunities.”

-RC Volunteer

A big part of the Training T this year was also the development of a new peer programme called "Freedom to Flourish" (TBH as much time was spent naming it as developing it 😊) This was codesigned by volunteers, members, and staff. Its aim was to challenge stable members to look forward and determine what they really wanted from their future. The pilot ran online for 6-weeks and we worked with Kinbee Ltd to formalise the online and face-face materials. It proved a great success and will now be run alongside our other structured groups.



We also partnered with Alcohol Change UK to develop an appendix to their BlueLight training manual that included the experience of our peer workers when supporting our First Steps (pre-contemplation of recovery) members



The second T -Tendering – not the most exciting topic in the world to read about, but one that takes up a considerable amount of headspace and resources for a small charity and the commissioning process for the new Cardiff & Vale substance misuse service took up a whole year! But we were successful 😊 and this will prove the most significant and most positive shake up to substance use services since 2014. To read more see the CAVDAS section below.



2021/2022 was a bit of an In and Out year. We Covid risk assessed our centres; changed the layout and established new working guidelines in preparation for face-to-face work to begin in July 2021. One-to-one support began in a small way to start- testing the members' appetite for face-face and ensuring we had sufficient resources to maintain the quality of our distance delivery, but unfortunately, the first Omicron variant arrived in December and all face-to-face work stopped again. However online and telephone support was available across each day of the Christmas and New Year period along with some festive events:- general knowledge quizzes, Name that Tune games, and other musical moments.

In the last quarter of the year, we saw nearly all staff get a bout of Omicron some for weeks on end, but we managed to maintain our 7-day/week delivery support and all staff recovered well.



The main face-to-face activity we were able to continue throughout most of the year was our highly successful and lifesaving "What's Out There" the fortnightly get-togethers were open to all members; to visit new places; meet real people; bring their families; get some fresh air and have fun – visits included Clement Colley walk, Cardiff Bay Barrage, Penarth Pier & railway line and the National Museum of Wales.

Finally, in March 2022 staff and volunteers returned to the centres for booked 1-1s; limited drop-ins, and a structured group that was piloted with an OWL camera, so people could simultaneously access the group online.



The move to 22/23 will see several changes to our delivery due to the new CAVDAS contract, but 21/22 saw us build our foundations and expertise. We are now in a better place to fully embed peer support across substance use services whether face-face or online while preserving and protecting the independent recovery community which we all so passionately believe in – and many of us have recovered in. Big leaps for a small organisation, but a sure sign of the power of our community spirit and model.

"Now it's part of my life and really love it regardless of the activity, it's more than that. There are no masks if you feel like 'shxt' it's ok and vice versa. Families come not as I'm married to an addict it's because we're all human with issues like everybody else and enjoy the day." - RC Member

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 to ensure people who use or could use substance misuse services, as well as families/loved ones, were involved at the heart of how services are designed, run and reviewed. The contract has since been extended to July 2022 in recognition of the successes of VAC and its excellent work will be embedded within the new Cardiff & Vale Drug & Alcohol Service.

At the heart of the work was the development and involvement of the VAC Representatives. Nine Reps became actively involved after their Foundation training and further specialist training modules were developed as needed ie attending Area Planning Board meetings, Interview Panels, and how to participate in street outreach.



"It's been really good, this whole thing with VAC. I've felt more energised with some purpose and structure to make it into something."

- VAC Representative



“[The VAC Rep] was invaluable to have on the panel.”
– Local Service Provider

“Seeing VAC on the streets every day is so important, it’s a pick me up.”
– Service User

To formalise a genuine pathway for service user, family and service involvement, regular VAC events were held (15 in this period) covering local trends; the workplans of local services and issues such as the take up of BBV testing. Organisations identified Service User Involvement Leads who worked with us to get a better understanding of existing service user involvement work and how we could assist with this.

The reps have been actively involved in interview panels, participated in local APB subgroups, co-facilitated training and contributed to reviewing and improving processes such as local BBV testing (with the Hepatitis C Trust) and harm reduction messaging for cocaine use. Outreach on the streets of Cardiff and Vale of Glamorgan has been of particular importance in obtaining the views of people not engaged with services.



VOLUNTEERING

A very successful year for our volunteers, with increased opportunities to support our recovery community. We recruited and trained 15 new volunteers, achieving an Agored Cymru Level 1 Voluntary Working Skills. Existing volunteers joined the staff in a variety of the training opportunities available including First Aid, Cultural Competence, Peer Moving on in My Recovery facilitation, and Motivational Interviewing. Volunteers also brought existing skills to the community and we ran Welsh for beginners and Festive art sessions in the run-up to Christmas.



"Volunteer training with Jude and RC was great. A well-designed package that equips you with the tools for the job, builds your confidence and allows you to bond with other volunteers at the same time. It worked well online and I don't think was any less productive than face to face. Then again, I would say that, my best friend for the last two years, has been Alexa..."

As well as facilitating groups, developing new material and sitting on interview panels, volunteers have been active in our outreach work; running awareness workshops for 1st-year medical students; offering peer support to the in-patient detox ward at Llandough hospital and some are participating in the activities of the Voices Action Change project.



"Being able to contribute to RC and help those of us who are earlier in their Recovery journey is a pleasure and an honour. I also get a captive audience for some of my jokes!"

INVESTORS IN PEOPLE



We signed up for the Investors in People "We Invest in People" Standard Award in the summer of 2021 and we were assessed over a two-month period with staff, volunteers and trustees being interviewed and completing online questionnaires. We are delighted to say we achieved the Standard level at the very first attempt and we have recently been informed by IIP that we have been ranked within the top 20 employers in this category this year and we will be nominated for an IIP -UK Employer of the Year award 2022 in the Standard category.

It was uplifting to read the report and to be recognised externally for all the excellent work achieved by the community.

"Your learning and development culture is the key to people taking responsibility for their own journey into recovery and also back into contributing to their community and wider society."

"Your Peer Mentoring model not only sets the tone and culture for Recovery Cymru, but it is influencing the language, standards and expectations of other providers. This element of influence could be championed by you more."

THROUGH-CARE, AFTERCARE & RECOVERY SUPPORT IN CARDIFF AND THE VALE OF GLAMORGAN – FOOTSTEPS TO RECOVERY



The Footsteps to Recovery programme is commissioned by the Area Planning Board and is a partnership with Pobl. It is now in its eighth year of operation.

Throughout 2021/22 the partnership delivered an online community rehabilitation programme (CRP) with wrap-around peer support, counselling, and volunteering opportunities. The structured CRP is based on Acceptance, Commitment Therapy (ACT) and is being delivered across 10 online 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 use services) This contract runs until July 2022, when it will be superseded by the Cardiff & Vale Drug & Alcohol Service – CAVDAS.

PARTNERSHIP WORK - OUTREACH / COMMUNITY CONNECTIONS

Our outreach links have continued strongly during this year and we have continued our two projects: - First Steps to Recovery offering peer support to people who were in 'pre-recovery / pre-contemplation / contemplation' and Buvidal Support a project providing wrap-around peer support for those taking the Buvidal opiate substitute. These projects run in partnership with our NHS colleagues in the Community Addiction Units and the Heath Hospital. Our combined referrals from these organisations have increased exponentially over the last two years – there were 27 in 2019-2020 and they have now risen to 237, an increase of over 777% a testament to the value of peer support.



We made a concerted effort this year, despite Covid, to link with local community initiatives and open up opportunities for our members to connect with people outside of the substance use field. This was not easy with many organisations only operating online, but the work has started and will only gather pace on 22/23. Joint activities were held with Trees for Cities/Coed Caerdydd; St Luke's Food Pod; Choir with No Name; Keep Wales Tidy and Friends of Victoria Square.

We have recently been approached by several organisations looking to support their organisations in embedding peer support or raising their awareness of substance misuse. This work will be realised in 22/23

- The new Family Drug and Alcohol Court, where our peer workers will work alongside court staff to support families to retain custody of their children
- HMP Cardiff, where we will be training inmates in peer mentoring techniques and providing the trained peers with monthly face-face support
- Cardiff & Vale College staff, raising awareness of substance use within the workplace and amongst the student population





COLLEGE OF LIVED EXPERIENCE ORGANISATION - CLERO

We are a core member of the College of Lived Experience. CLERO started in May 2020, when a group of 10 champions of recovery began to meet on a weekly basis to share their thoughts and support each other in their work. CLERO's objectives are

- To expand the scope beyond a narrow definition of recovery to include all of those damaged by exclusion and marginalisation – and so the term LERO (Lived Experience Recovery Organisation) was born
- To provide a platform for sharing and disseminating the innovations that are central to recovery-oriented organisations
- To agree on a core set of values for Lived Experience Recovery Organisations
- To create an evidence base for recovery organisations to provide credibility and professionalism
- To develop a set of standards for LEROs as a framework for growth and development rather than a cage

We are very proud to be a core member of the CLERO and all staff finds it reinvigorating and inspirational to talk to their peers from across the UK, seeing the common bonds, threads, and challenges this unique work brings to us all.



CARDIFF & VALE DRUG & ALCOHOL SERVICES - CAVDAS

Last but not least, we are very proud to say that we are a core member of the new Alliance CAVDAS that will be taking forward all Cardiff & Vale substance use services from 1st August 2022. Our Alliance partners are Kaleidoscope and Barod with Pobl and G4S being strategic partners.

We are 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. We will work with our CAVDAS colleagues to develop community rehabilitation programmes designed for people at different stages of change 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 treatment services.

The CAVDAS model is based on the following principles

- Co-production
- Person-centred
- Trauma-informed
- Continuous challenge and improvement
- Innovation

CAVDAS will provide the template for the delivery of substance use services across Wales and beyond. It will be unique, refreshing, and innovative; with people and their outcomes at the very centre.

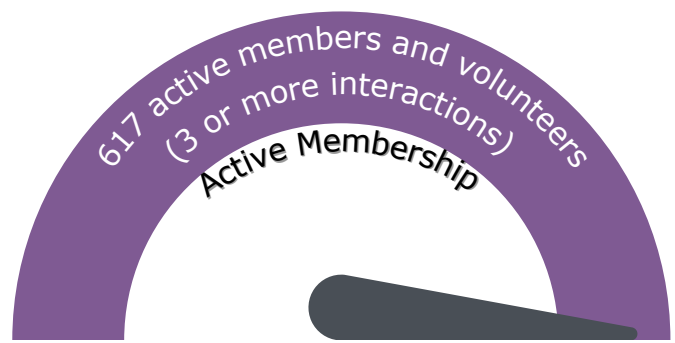
STATISTICS

People supported by 1-2-1s = 516 (49% increase)

Total number of support calls made = 12,739 (25% increase)

Total number of support calls connected = 11,030 (17%)

Total number of hours spent on the phone 3,103 hours (414 days)



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



"I feel I am maintaining positive changes."



"I feel socially connected."



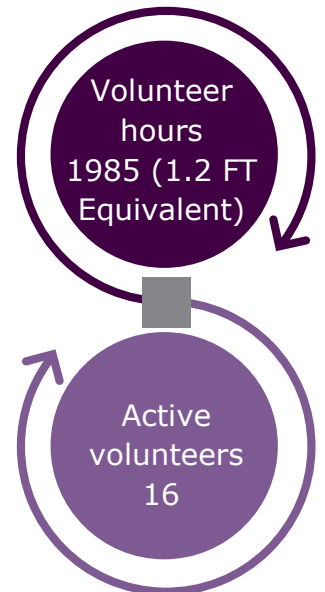
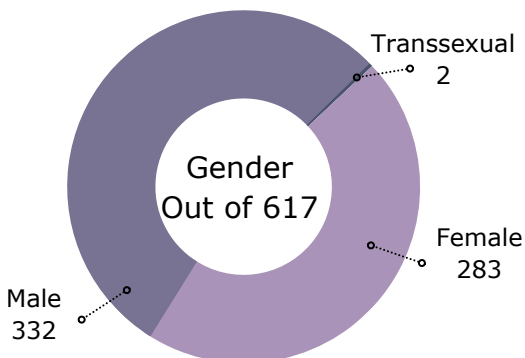
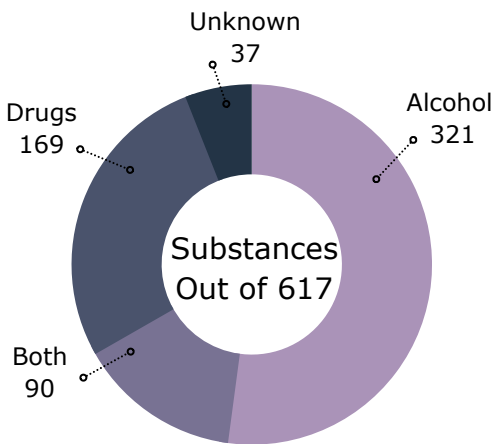
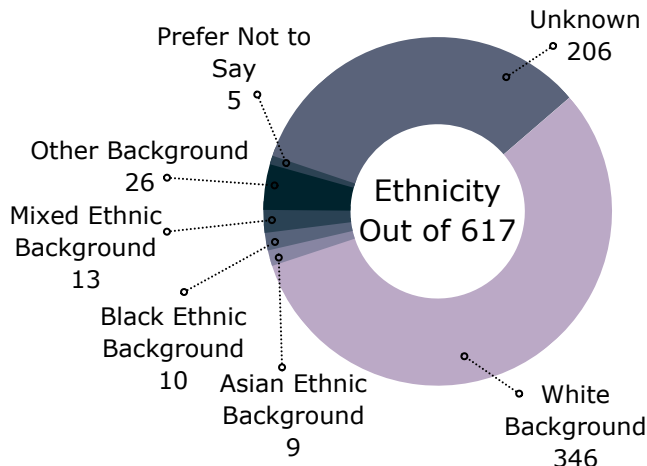
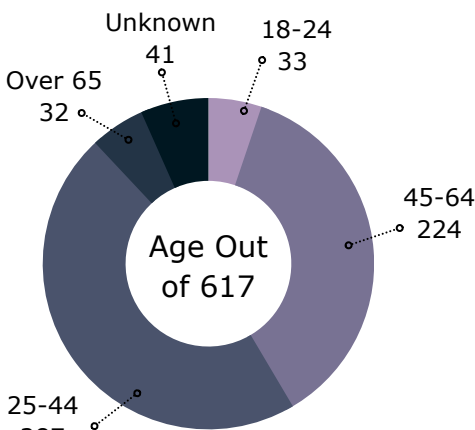
"I am engaged in community activities outside of substance misuse services."



"I feel that my mental health has improved."



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



573 people referred into us

195 different people have attended groups

5 average group attendance

643 groups ran

REFLECTIONS ON THE DATA


- It is pleasing to see the rise in the number of volunteer hours again. We have not reached the previous levels of when the centres were fully open, but they have increased by 35% (1.2FTE). This indicates our success in upskilling the volunteers in online distance delivery – all Zoom groups are now facilitated or co-facilitated by a volunteer. They are also very involved in all the outreach work and are supporting us in moving to a hybrid model.
- There is a 25% increase in the number of telephone recovery support calls made this year
- The number of people given one-one support, mainly at a distance, has risen from 354 last year to 516 this year, a 49% increase. This acknowledges the greater level of individual support required, while the centres remained closed to face-face community engagement.
- Our members' gender balance remains on a par with last year and our reporting on gender has improved with us capturing the gender of all 617 members supported in 20-21
- Our penetration within the BAME community still remains low. However, we are reducing our data gap with unknowns dropping from 48% last year to 34% this year. We have decided that the minimum we need to capture for initial contact with a person is their date of birth and gender. Ethnicity is captured at a later date when they sign up to full membership, but work is still needed on ensuring staff capture this data at the correct time. Where we have captured ethnicity, there was a slight increase in non-white up to 16.5% this year from 13% the previous year. We have now signed up to Diverse Cymru's Cultural Competency Scheme and all staff, the majority of Trustees and 6 of our volunteers have received Cultural Awareness Training from Diverse Cymru. An organisational Action Plan to address any barriers individuals may face to accessing our support is being developed
- Referrals again were on a comparison with last year: - 573 people were referred in compared to 523 in 20/21
- The totally new referrals to Recovery Cymru were 486, ie not "re-engagers". Examining the depth of engagement to previous years 53% of new referrals this year engaged on five or more occasions as opposed to 42% in the previous year, which is again a positive reflection on the introduction of the nominated worker system that was started during lockdown
- Percentages for problematic substances stayed on a par with last year 52% stated it was alcohol (20/21 58%), 27% stated drugs (20/21 22%)





FINANCIAL PERFORMANCE


Grant Funding


In the year from April 2021 to March 2022 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 July 2022


 Cardiff and the Vale of Glamorgan Area Planning Board – Service User Involvement Contract – Voices Action Change (VAC) in partnership with Kaleidoscope was funding to ensure the active involvement of service users, family and friends in the governance and direction of all substance misuse services in Cardiff & the Vale of Glamorgan


 We successfully reapplied to the Lloyds Bank Foundation for a 2-year grant to fund our on-going development work till 2023


 Henry Smith Charity. We are in the third year of a three-year grant to support the general running costs of the organisation


 Tudor Trust Foundation. We are in the second year of a 2-year grant to support the organisation's core costs


 Track 2000 Covid Response Grant enabled us to increase our frontline workforce during the pandemic


 Tudor Trust Wellbeing Grant – was funding to support the wellbeing of our staff and volunteers during the work pressures of the pandemic

 Leathersellers Charitable Foundation we are in the final year of a 4-year grant to support the organisation's core costs


 Welsh Government Substance Misuse Action Funding – two capital grants to support the cost of the leases of the Barry and Cardiff recovery centres and to re-carpet the Cardiff centre and renew the toilets and sinks in both centres


 Yorkshire Building Society was a grant to purchase additional IT equipment

 NHS & Social Care Financial Recognition Scheme – this was a Welsh Government one off payment to recognise and reward the hard work and commitment of our staff during the pandemic

 Leigh Trust have 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 £4,500 of earned income through external training. An area we intend to expand next year

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 £221K. 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.

We have been successful in re-tendering for our largest contract (60% of current budget) with the Cardiff & Vale Area Planning Board for substance misuse services. However, many of our large multi-year grant funding pots come to an end in September 2022. It is a priority to seek replacement funds for these and increase our revenue funding through training and consultancy. Our Trustees have agreed that if necessary we will use some reserves to maintain delivery in 23-24, but the situation will be reviewed regularly.

YEARBOOK 2022

STAFF *It's been awesome!*

SARAH VAILE



Founder & Director

JUDITH ENTICOTT



Peer Volunteer Coordinator

RACHEL BAYER

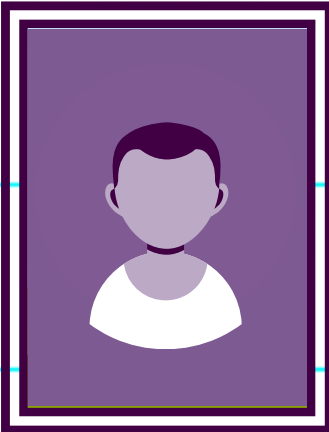


Finance & Head of Operations



Have a brilliant year!

DAVID DRISCOLL



Peer Worker

LAURA DAVIES



Funding & Strategic Support

ANDREW MCCUTCHION



Peer Recovery & Aftercare Worker



THE FUTURE IS BRIGHT

CLAIRE NOVAL



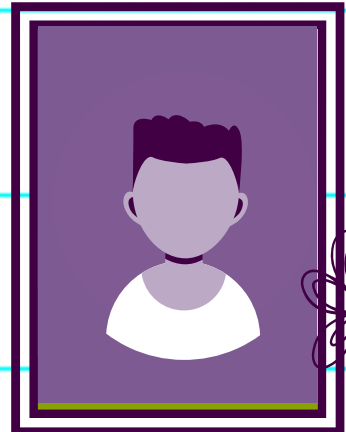
Cleaner & Sessional Worker

TRUDIE MERRY



Administrator

ANTHONY PROSSER



Cleaner





YEARBOOK 2022

*You're
Amazing*

STAFF

TIM NORVAL



Peer Recovery & Aftercare
Worker

MEIRION EVANS



Peer Worker

KEELY JONES



Peer Recovery & Aftercare
Worker

Started November 2021

Let's meet up!

KAYE CHEESEMAN



Administrator
Started October 2021

KIM DAY



Footsteps to Recovery
Peer Worker
Resigned September 2021

REBECCA CASHMAN



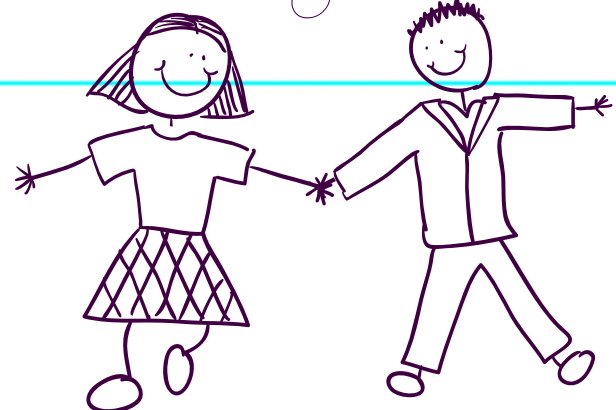
Social Media &
Communications Officer

SUSIE BOXALL



Programme Development Worker
Resigned April 2021

*Thanks for the fun times
=3*



See you soon!

YEARBOOK 2021

TRUSTEES

ROB HEIRENE, PHD



JENNY HARKING



DOMINIC HOULIHAN



Resigned December 2021

Treasurer

Here's to our future!

GAIL SMITH

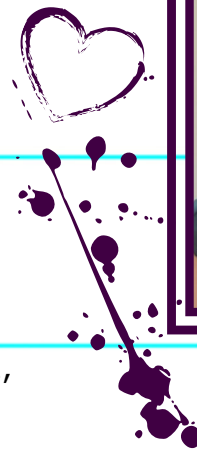


What a great year!

ANDY HEALY



AMANDA-JANE OLIVER



Gail Smith Chair since April 2022

Secretary until March 2022, remains a Board member

Good luck Next year

DARREN ROBINSON



Resigned September 2021

SUSIE BOXALL



Since December 2021 Secretary from April 2022

A massive thank you must go to Jenny Harking our outgoing Chair, who has guided Recovery Cymru since its very beginnings. We owe her a great debt and wish her all the very best.

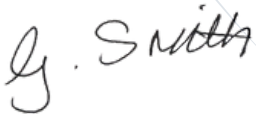


THANK YOU

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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. Particular thanks to all staff and volunteers for their tremendous effort throughout the pandemic. They quickly responded to the identified new need and delivered the service and support digitally. This proved so successful that we will be keeping the online service as well as our face-to-face contacts. You should all be immensely proud of yourselves. The trustees remain in awe of your resilience, adaptability and professionalism. Thank you

Approved and adopted by a meeting of the Trustees on 11th October 2022 and signed on their behalf.



G. Smith

Gail Smith

Chair

