

Finglas Addiction



Support Team

Annual Report 2017



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In 2017 we embarked on the development of our strategic plan 2017-2020, delivering our ambition “Recovery for a better life” which clearly demonstrates how FAST can contribute to delivery of addiction services to meet the needs of our participants. It is however important that we reflect on the continued endeavours that are made by the team day in day out to provide a high quality service that achieves the best possible outcomes for participants.

2017 proved to be yet another busy year and we continued to engage with our stakeholders and our funders in order to collaborate in developing services and extend our reach as an innovative service provider.

It is the responsibility of the board to ensure that FAST is a well governed and efficient organisation which is fit for purpose to meet current and future needs. We continue to commit to the highest standards of best practice in the sector and lead collaboration where possible with other providers in order to maximise efficiencies and achieve value for money. The board subcommittees were busy during the year and we reviewed many of our internal processes to meet our external regulatory requirements.

Despite the challenge of meeting increasing demand, the one constant has been the contribution made by the staff. On behalf of the board, I would like to thank Barbara for her commitment and leadership and the staff for continuing to support the vision and mission of FAST. I would also like to acknowledge my gratitude to the board and those who contribute to the subcommittees for the generosity of their time and expertise. None of this would be possible without the support of our funders and we are grateful to them for recognising and supporting our work.

Mary Flanagan
FAST Chairperson



In 2017, FAST worked intensively with 449 participants of which 279 were new to the service. There were 2,536 appointments and 1,418 group sessions attended.

2017 marked the launch of FAST's three year strategic plan 2017 – 2020 "Recovery for a better life", focusing on three key strategic priorities.

In 2017, we continued to focus on the delivery of service provision to the highest quality, ensuring the best possible outcomes for our participants. We increased and developed our polydrug use service through the expansion of groups and 1 to 1 support. We trained staff in dual diagnosis in an attempt to work more effectively with the increasing number of participants presenting with complex needs. We aim to undertake research in 2018, to explore the needs and impact of dual diagnosis on our participants, their families and the wider community. We also hope to expand our counselling and family support services as the demand for these continues to rise.

The government launched their new drug strategy in 2017, "Reducing Harm, Supporting Recovery". FAST envisage 2018 to be an exciting year and believe further progress can be achieved to tackle and address substance misuse.

Finally, I would like to acknowledge all the staff who work tirelessly to provide excellent services in FAST. Their dedication, passion and commitment contributes to the possibility of affecting real, positive change to some of the most vulnerable people in our society. I would like to thank all our participants who have chosen to take the brave step of accessing our service and embark on their recovery journey.

Barbara Condon
FAST CEO

Our Vision

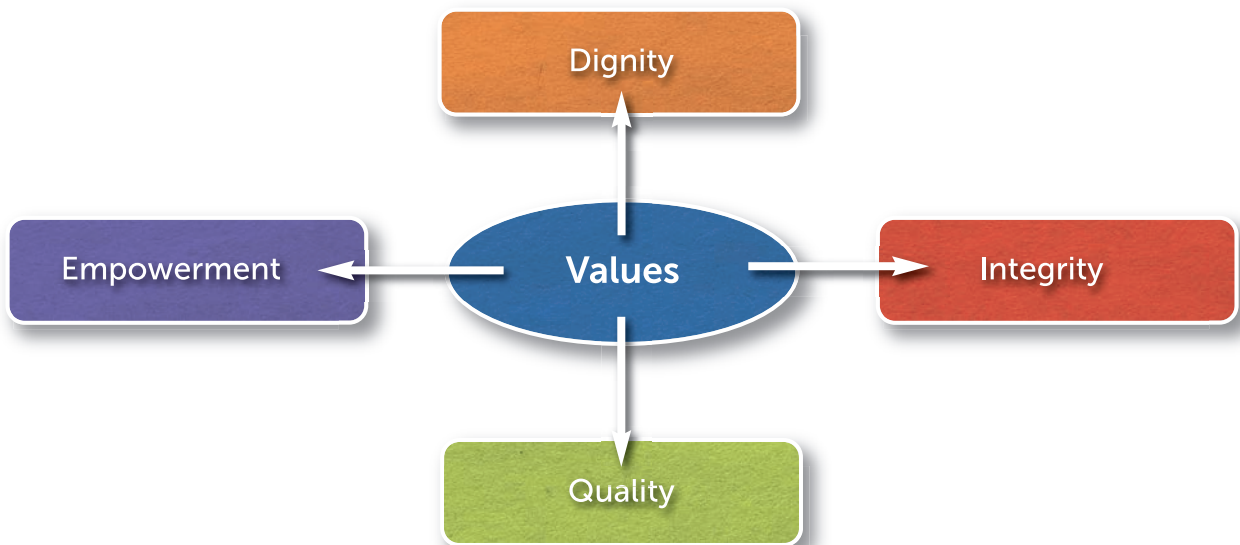
Leading an innovative centre of excellence where people can recover and have fulfilled lives in their community.



Our Mission

We will provide accessible quality services for those affected by drug and alcohol use and mental health issues.

Our Values



Who are we?

The Board of Management of FAST comprises of:

	Role:	Attendance at Board meeting:
Mary Flanagan	<i>Chairperson</i>	8/8
Debbie Delaney	<i>Secretary</i>	7/8
Debra Kearns	<i>Treasurer</i>	7/8
Denise Gillen (<i>Appointed 1st. February 2017</i>)	<i>Trustee</i>	7/8
Greg Langan	<i>Trustee</i>	7/8
Denise Proudfoot	<i>Trustee</i>	7/8
Janis Maxwell	<i>Trustee</i>	7/8
Dr. James Kirrane (<i>Appointed 1st. February 2017</i>)	<i>Trustee</i>	6/8
Sinead Deegan (<i>Resigned 1st. February 2017</i>)	<i>Trustee</i>	0/0
Insp. John Burke / Sgt. Damien Mangan		4/8
Barbara Condon	<i>Executive in Attendance</i>	8/8

The Board Met 8 times during 2017 including the AGM.

The FAST staff team work tirelessly to achieve the aims and objectives of the FAST strategic and operational plans.

The 2017 team is made up of:

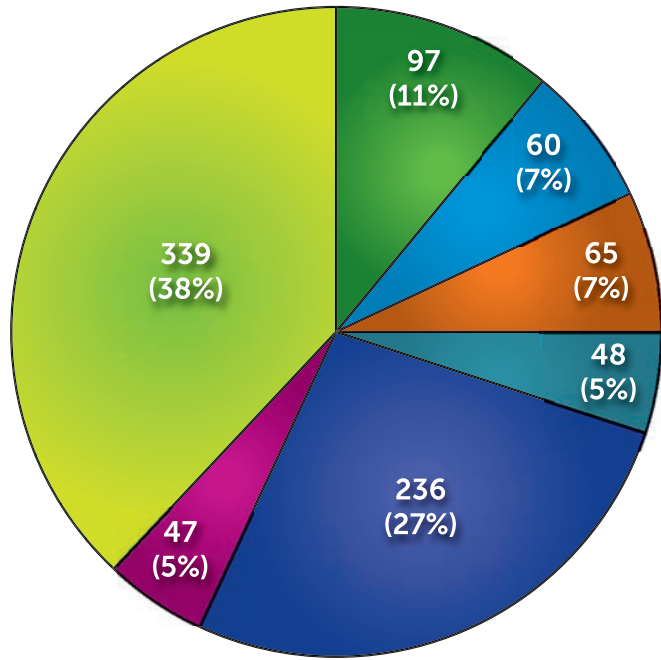
Staff Member:	Role:
Barbara Condon	<i>CEO</i>
Mick Williams	<i>Head of Services</i>
Leanora Wilkinson	<i>Head of Finance and Operations</i>
Natalie Carr	<i>Project Worker</i>
Audrey O'Reilly	<i>Project Worker (September 2017)</i>
Lorraine Giltrap	<i>Aftercare Worker</i>
Andy Robertson	<i>Addiction Counsellor/Psychotherapist</i>
Linda Phillips	<i>Family Support Service/PDU Service</i>
Tom Bissett	<i>Project Worker</i>
Esther McKeon	<i>Administrator (August 2017)</i>
Martina Yalden	<i>Administration Assistant</i>
Donna McCarthy	<i>Administrator</i>
Jimmy Dixon	<i>Caretaker</i>
Bernadette Nerney	<i>Receptionist</i>
Patrick Donohue	<i>Receptionist</i>
Dave Shipsey	<i>Acupuncturist</i>
Martin Smullen	<i>Recovery Coach/Volunteer</i>
Sharon Dawson	<i>Recovery Coach/Volunteer</i>
Joyce Butler	<i>Reiki & Massage Volunteer</i>

Service Provision

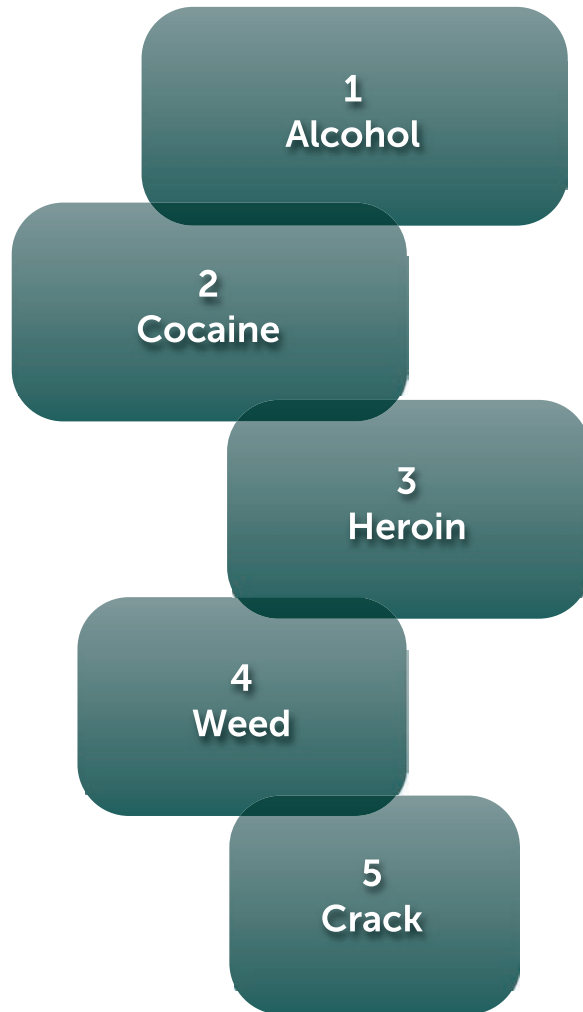


Services Accessed

- Family Support
- Assessment & Drop In
- Aftercare
- Counselling
- Recovery Social Group
- Polydrug Use
- Abigail



Main Substances Used (2017)



Aftercare

In 2017 aftercare planned to increase participant numbers in groups in response to the demand for aftercare groups throughout the previous year. It was agreed to adhere to good practice guidelines regarding effective group therapy and maximise participants in the groups to 12, ensuring sustainable effective group work was realised.

The group attendance peaked at 11 participants reflecting the highest number of participants in the aftercare group, in turn signifying the growth in the desire for recovery prevailing in the Finglas community.

Throughout 2017 the group attendance was consistently high with 3 participants accomplishing two years of aftercare progressing out of the group. They all expressed very positive feedback about their experience in the group and the personal growth they achieved in their time with FAST.

As facilitators we continuously inspire the participants to revisit their initial selves at engagement with FAST and their original participation in the group process. This empowers group members to regularly evaluate their confidence levels, recovery beliefs and supports recognition of meaningful unyielding transformations within themselves while intensifying confidence in group processes for newer participants.

In May 2017, the group accomplished a thoroughly enjoyable fifteen mile walk to Knockree hostel and in June 2017 the aftercare and recovery social group joined together to enjoy a great day out in Glendalough.

In December 2017, to celebrate the complete year of aftercare, FAST facilitated a weekend retreat in the beautiful Bobbio centre in Wicklow; an exceptional residence to construct formidable reflective spaces for the group participants. Through the medium of silence; the walks, meditation and gentle yoga legitimised the participants' awareness of the innermost resources available to them, further enabling self-resilience to face life challenges.

"I have gained more trust in myself and trust in other people who attend the group, I have a better understanding of my addiction, and the addictive behaviour of others, I learned from listening to other people stories in the group, from their mistakes and also their wisdom.

As part of the group activities for the group, we got to go on a weekend retreat to Wicklow, this is the first time I have spent time with people in recovery. I got to take part in different activities, like hill walking, karaoke, yoga and mindfulness. Being part of the group has made me more open- minded in my recovery and life, it has also encouraged me to take positive risks in my life. The benefits of attending the group has really paid off, it helps me learn constantly about me and my recovery journey."

(Aftercare Participant)



Counselling

Much of the initial work of a counsellor is endeavouring to establish a beneficial secure professional attachment with the participant. In the addiction profession this can prove challenging as our participant group in FAST are frequently people who struggle to positively attach to others or even possess an expectation for something affirmative from other people. The concept of relationship building is founded in a place of trust in and attachment to the counsellor and underpins the counselling work and remains crucial to what we do in the future. By using this model at the core of our practice the participants who experience shame and guilt and expect judgement around their addiction will settle into counselling and endeavour to discover more of themselves.

During 2017, FAST counselling service offered 453 appointments to 65 participants with the average number of appointments attended by participants notably increased. Swift and Greenburg (2015) position sustained counselling processes equalling more positive outcomes, this is an encouraging acknowledgement for FAST counselling service participants who engaged in the counselling process for a prolonged period.



"I sincerely feel that without FAST, and specifically the counselling service, I would probably not be here today; without the counsellors help to get me treatment for my alcohol issues. Also his ongoing support and counselling has helped me maintain my sobriety from alcohol since leaving the treatment programme. I would probably have not ever recovered without this support so it is a great and much needed service."

(Counselling Participant)

Family Support

In 2017 FAST continued to advance the family support service primarily to support and respond to the needs of family members who have been affected by substance misuse. Families engaged with the service were supported through a diverse programme of interventions to respond to a variety of issues and crisis reported including relationship difficulties, debt intimidations, bereavement, loss and financial concerns.

The family support service offers family members opportunities to engage on a 1-1 basis or in psychoeducational groups. The evaluations of programmes undertaken in 2017 indicated a decline in anxiety experienced by family members. They identified the benefits of group attendance as paramount to this stress reduction. The participants demonstrated improvements in coping mechanisms, increased self-esteem and strength, reduced negative patterns of behaviour and reduced stigma and isolation.

In July 2017 we held the FAST family fun day recording attendance of participants and their families of circa 80. The event was attended by numerous families, the Lord Mayor of Finglas, Local TDs and representatives from the Finglas/Cabra Local Drug and Alcohol Task Force.

The National Family Support Annual Conference was held in Dublin on the 4th of November and was attended by FAST staff and participants. In December 2017, FAST family support participants had their Christmas outing in Nando's and the cinema in Blanchardstown.



They also attended the Commemoration of Hope (Family Support Network) exhibiting the quilt designed by the participants of FAST representing loved ones still in addiction and those who have lost their lives.

"Being part of group and being listened to other people's stories and views very helpful and enjoyable. This gave me the opportunity to have different view on the same thing. Always looked forward to Monday."

(Family Support Participant)

"Group worked very well got plenty of support from the group, I felt I was not alone. Listening to other people share their stories and coping mechanisms, listening to other members and staff advice, hearing the recovering addicts' story." (Family Support Participant)

"Talking to others, learning I have to make the change he won't, others have the same problem."

(Family Support Participant)



Abigail

FAST works in partnership with DePaul and Novas and all local drug and alcohol service providers. In 2017 the service provided a response to presenting and emerging needs of participants of the Abigail women's centre facilitating female participants of the centre to address their drug and alcohol use. The service amalgamated psycho-social supports and advocacy for mental health, it provided comprehensive interventions; incorporating drug and alcohol screening, mental health assessment, one to one key working, care planning, education and information group support sessions, referral, and linkage/brokerage of other services.

The service worked with 47 individuals in 2017 and achieved a 70% attendance rate.

"I have been engaging with FAST since my release from prison in 2017. I have been working with Loraine throughout this time and our meetings have been and still are a great journey (some of it into the unknown), probing the connections between my perceptions, my behaviour and the outcomes and revisiting past actions, patterns and mistakes. The whole process is helping me map myself and get my bearings in life without an addiction."

"When I started coming to FAST I had a good idea of what I wanted but felt I did not have the confidence and energy to follow through. With the support I received there was a huge shift in my self-esteem and the whole outlook on my future. I started an undergraduate course in college this autumn, established new relationships with people who are drug-free and am involved in a number of community projects around town. I hope very much that many others will find the same level of help, understanding and encouragement as I did."

(Abigail Participant)



Poly-drug use Service

FAST Poly-drug use (PDU) service offers diverse therapeutic and holistic interventions to support participants to reduce or stop drug/alcohol use.

FAST use a combination of evidence based models e.g. cognitive behavioural therapy (CBT), neuro linguistic programming (NLP), community reinforcement approach (CRA), mindfulness based relapse prevention (MBRP), and motivational interviewing (MI).

These models are utilised to allow exploration of thought patterns linked to drug misuse and addictive behaviours in the past and identify effective strategies to ensure the risk of relapse diminishes in the future. The sessions are structured, goal oriented and focused on immediate problem solving.

The PDU team also offer group support for those presenting with a combination of mental health issues and substance misuse. The team run a mindfulness-based approach to mental health and addiction. The aim of this group is to enable participants to learn to cope with the myriad stresses in their lives while fostering capacity to observe with an open, curious and non-judgmental mind.

In 2017 we focused on clear referral criteria for the PDU service which was developed and implemented. We also achieved tangible progression of the mindfulness group which consists of participants managing their mental health and personal wellness by increasing the number of groups to three. The total number of group participants for 2017 was 36 and as part of the evaluation process they reported on the following:

28 reported considerable improvement in mental and physical wellness.

27 reported considerable change in self-management towards stress, increased stress reduction techniques.

25 stated exceptional change in thought process in relation to mental health & mindfulness techniques i.e. how to manage negative thoughts/feelings.



Testimonials

"The group influenced me to help me focus on my personal growth, and gave me the confidence to share my personal mental health journey with others", as a result of this group and FAST's support I have availed of training as a mental health advocate and speaker."

(PDU Participant)

"Self-exploration for me is a crucial tool in staying away from my addictive behaviours, I felt this group was instrumental in helping growing stronger and more self-aware in order to do this."

(PDU Participant)

"I am so glad that the group and facilitators helped me recognise that I was going through a deep depression and suicidal thoughts, they really supported me and helped create a safety plan in order to manage and get through the experience, for which I am really grateful."

(PDU Participant)

"My drug and alcohol use became a very lonely place for me, I was very isolated from everyone who was important to me. I was severely depressed and contemplating suicide almost daily until I went to FAST on the recommendation of a friend who had become drug free by attending there services. I felt so comfortable and welcomed by the staff there."

By attending 1 to 1's and the Mindfulness and Mental health group, I learned to understand what my triggers to use drugs and alcohol were, and gained tools to deal with these triggers. Gradually I stopped using both drugs and alcohol, and I have gained my confidence and self-belief back, I have also got my relationships back with my family and friends."

(PDU Participant)

The PDU team also facilitated a reduce the use group, aiming to support participants to reduce their drug and alcohol use. 2017 represented a pivotal year for the Polydrug use service as we supported 236 participants – 112 of these with dual diagnosis.

We mapped the progression of our participant's recovery with, 8 completing detox, 12 referred to residential treatment, 16 referred to external addiction treatment programmes, 12 referred to FAST recovery social group and 65 referred to other FAST groups.

One of the most significant achievements for the PDU team was 80% of those attending reported a meaningful reduction in mental health symptoms while engaging in 1 to 1 and/or group supports.

Looking Back at 2017 - Significant Achievements

2017 was the year we committed to expansion of the service within strategic and operational internal and external structures and systems – here are some of our significant achievements:

Service Provision

FAST continued to consolidate existing service provision while expanding our work in the community through programme delivery in the Abigail Centre in Finglas West. This provision involved partnership work between FAST, Novas and DePaul.

Funding & Fundraising

Sustainable funding remains a significant challenge for our service. In 2017 we embarked on a big fundraising event “The Kube” which was held in Erin’s Isle GAA club. Over 200 people attended this wonderful night of fun with lots of great prizes won.

FAST’s ambassador Emmet Kirwan spoke at the event and we raised a total of €6,902 for additional counselling hours for the service.



Research

FAST continued to work with our academic partners i.e. DCU School of Nursing, via a PHD student for the purpose of evaluating the CARE Project to explore alcohol and its impact on quality of life.

Governance & Compliance

FAST continued to implement and fully comply with the governance code, including reviewing and updating policies. The Board of Management and executive officers participated in a governance review via survey,

Strategic Plan (2017 – 2020) Launch

In October 2017, we launched our Strategic Plan 2017 – 2020 (Recovery for a Better Life). The drug scene has changed radically in the past ten years and as a service FAST has evolved significantly to respond to these changes. FAST’s vision, mission and values reflect where the service is at now and what we hope to achieve in the coming years. Our three strategic priorities are:

1. Sustainability
2. Innovation and Growth
3. Collaboration and Communication



The launch day was a wonderful celebratory event with Christy Dignam launching our new plan and Emmet Kirwan guest speaking. All present were entertained by the amazing Forever Young choir from Finglas who brought the roof down with their performance. Highlights from this event included Christy singing “Crazy World” with the choir and our service users speaking about their journeys. Listening to their experiences was both emotional and inspiring and reaffirmed them as exceptional role-models in how to overcome adversity and encapsulate what resilience really is.

Looking Forward to 2018- Whats Ahead?

Our vision for 2018 is to build on the foundation of governance and strategic planning FAST realised in 2017 to deliver our ambition of facilitating recovery for a better life.

Key priorities of work for 2018 include implementation of our strategic plan in line with National Drug and Alcohol Strategy "Reducing Harm, Supporting Recovery, 2017".

We will endeavour to secure additional funding for our counselling and family services.

We aim to develop recovery focused integrated pathways to better meet the needs of participants presenting with dual diagnosis. We envisage conducting a community needs analysis with our academic partners to capture a clear picture of dual diagnosis.

Finally, we seek to raise our profile both locally and nationally through extensive communication and collaboration strategies, striving to reduce the negative impact of stigma and addiction/mental health issues by raising awareness and providing education on these issues.

Structure, Governance & Management

FAST Ltd. is registered in Ireland as a company limited by guarantee, not having a share capital.

Registered Address: 2A Wellmount Road, Finglas, Dublin 11

Company Auditors: BKRM Auditors, 81/82 North Strand Road, Dublin 3

Company Bank: Bank of Ireland

The Directors are elected at the AGM and are engaged to ensure a mix of professional skills and personal experiences. In 2017 one member of the Board of Management retired.

The BOM met 8 times during 2017 including AGM. The BOM also facilitate attendances at subcommittees, i.e. Audit, Finance and Governance and Fundraising.

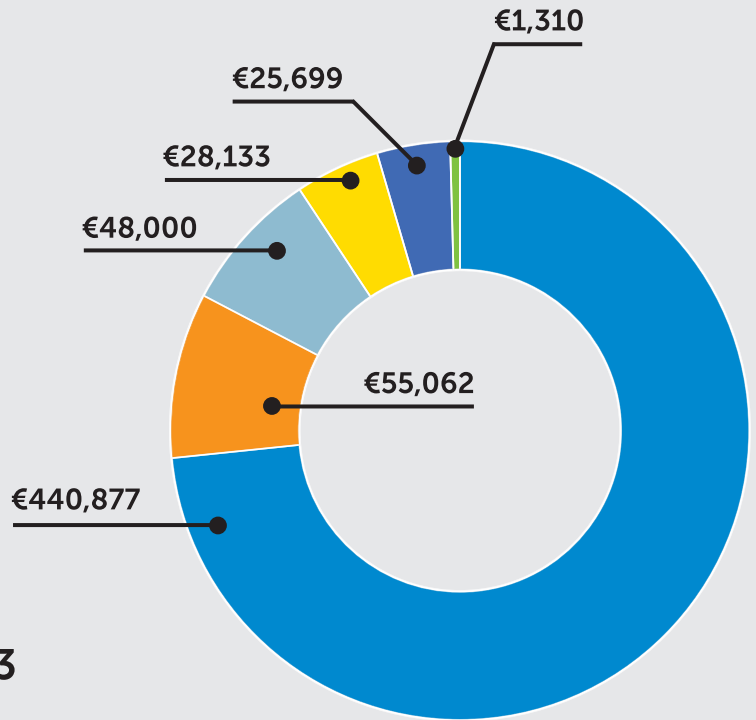
The BOM continue to advance the Governance Code with ongoing implementation planned throughout 2018.

The BOM worked tirelessly in 2017 to ensure the successful launch and implementation of the FAST Strategic Plan 2017 – 2020 and will continue to drive this working document throughout 2018 and beyond.

The BOM delegates the management of FAST to the Chief Executive Officer who maintains an oversight and monitoring role, this is enabled via strong communication systems between the staff and BOM of FAST.

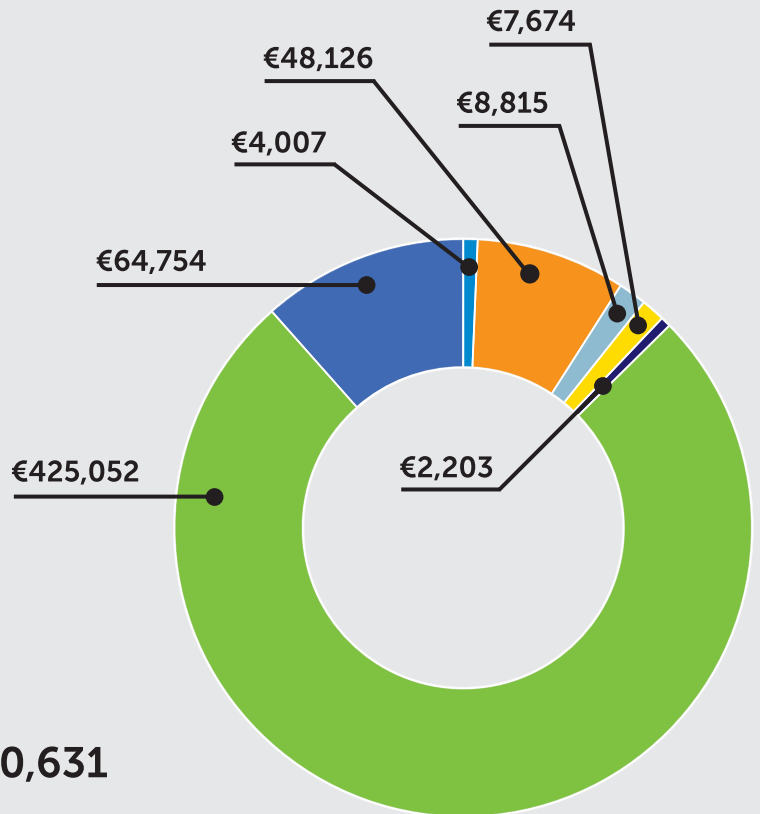
Income and Expenditure

- Health Service Executive (Core)
- Health Service Executive (Inclusion)
- City of Dublin Youth Services Board
- Capital Grant (Premises)
- Other Funding
- LDTF FAST Core Funding



Total Income: €599,083

- Training
- Premises
- Maintenance
- Cost of Raising Funds
- Governance Costs
- Salaries and Wages
- Administration Costs



Total Expenditure: €560,631

Financial Overview 2017

The financial results for the year ending December 31st, 2017.

FAST show a total income for 2017 of €599,083 and total expenditure amounted to €560,631 showing a net surplus of €38,452.

Funding Sources 2017:

Funding received from State Bodies	
Health Service Executive (Core)	€440,877
Health Service Executive (Inclusion)	€55,062
City of Dublin Youth Services Board	€48,000
Capital Grant (Premises)	€28,133
Other Funding	€25,699
Total:	€597,773
Funding Generated	
LDTF FAST Core Funding	€1,310
Total Funding (2017):	€599,083

Employees Remuneration & Financial Statement

Number of employees:

The average number of persons employed (including executive trustees) during the year was as follows:

	2017	2016
Administration	1	3
Project Workers	7	7
Manager	3	1
	<u>14</u>	<u>11</u>

Staff Costs:

	2017	2016
	€	€
Wages and salaries	373,794	391,899
Social security costs	39,342	41,347
Pension costs	11,916	12,896
	<u>425,052</u>	<u>446,142</u>

The number of employees whose total remuneration paid for the year (including taxable benefits in kind and redundancy payments but not employer pension cost) exceeding €60,000 was:

	2017	2016
60,000 - 69,000	1	1

Statement of Financial Activities

For the year ended 31 December 2017

	Unrestricted Funds	Restricted Funds	Total	Total
	2017	2017	2017	2016
Incoming Resources				
Generated funds:	€	€	€	€
Activities for generating funds				
Amortisation of Capital Grant	-	28,133	28,133	28,133
Charitable activities:				
Grants Received	1,310	545,139	546,449	498,762
Other incoming resources:	-	24,501	24,501	5,528
Total incoming resources:	1,310	597,773	599,083	532,423
Resources Expended on Charitable Activities.				
Administration Costs:	828	559,803	560,631	543,373
Total Resources Expended:	828	559,803	560,631	543,373
Gross transfers between funds:	-	-	-	-
Net movement in funds for the year:	482	37,970	38,452	(10,950)
Reconciliation of funds				
Balances brought forward at 1 January 2017	28,763	9,910	38,673	49,622
Balances brought forward at 31 December 2017	29,245	47,880	77,125	38,672

Summary Income and Expenditure Account

For the year ended 31 December 2017

	Statement of Financial Activities	2017 €	2016 €
Other incoming resources:	Unrestricted funds	1,310	
	Restricted funds	597,773	
		<u>599,083</u>	<u>532,423</u>
Total income:		599,083	532,423
Total expenditure:		(560,631)	(573,373)
Net Income/(expenditure):		<u>38,452</u>	<u>(10,950)</u>

The charitable company has no recognised gains or losses other than the surplus for the year. The results for the year have been calculated on the historical cost basis.

Balance Sheet

As at 31 December 2017	2017 €	2016 €
Fixed Assets		
Tangible assets:	1,266,328	1,297,155
Current Assets	<u>136,934</u>	<u>68,998</u>
Cash and cash equivalents:	136,934	68,998
Creditors: Amounts falling due within one year:	(25,156)	(33,366)
Net Current Assets:	<u>111,778</u>	<u>35,632</u>
Total Assets less Current Liabilities:	<u>1,378,107</u>	<u>1,332,787</u>
Capital Grant:	(1,300,982)	(1,294,115)
Net Assets:	<u>77,125</u>	<u>38,672</u>
Funds		
Restricted trust funds:	47,880	9,909
Unrestricted designated funds:	11,729	11,247
General fund (unrestricted)	17,516	17,516
Total funds:	<u>77,125</u>	<u>38,672</u>

Cash Flow Statement

As at 31 December 2017	2017	2016
	€	€
Cash flows from operating activities		
Net movement in funds:	38,453	(10,952)
Adjustments for		
Depreciation:	30,827	30,827
Amortisation of capital grants received:	(28,133)	(28,133)
	<u>41,147</u>	<u>(8,258)</u>
Movements in working capital		
Movement in debtors:	-	3,165
Movement in creditors:	(8,209)	2,374
Cash generated from operations:	<u>32,938</u>	<u>(2,719)</u>
Cash flows on investing activities		
Payments to acquire tangible assets:	-	(1,781)
Cash flows from financing activities		
Capital Grant:	35,000	-
	<u>67,938</u>	<u>(4,500)</u>
Net increase in cash and cash equivalents:	67,938	(4,500)
Cash and cash equivalents at 1 January 2017:	68,996	73,496
	<u>136,934</u>	<u>68,996</u>
Cash and cash equivalents at 31 December 2017:	<u><u>136,934</u></u>	<u><u>68,996</u></u>

Acknowledgments

FAST wish to acknowledge the following for their support throughout 2017:

Health Service Executive (HSE)

Finglas Cabra Local Drug and Alcohol Task Force (FCLDATF)

Dublin City Council (DCC)

Dublin City University (DCU)

Dublin North West Area Partnership (DNWAP)

FAST Staff and Volunteers

FAST Participants

FAST Board of Directors

Finglas Community

Community, Voluntary and Statutory Agencies

Local TDs & Councillors

Christy Dignam

KUBE Fundraising Sub-Committee

Forever Young Choir

Finglas Business Community

Emmet Kirwan

Communique International

Erin's Isle GAA Club



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Charity Number: 20066017