



Gospel Standard Bethesda Fund

Founded 1944

71st ANNUAL REPORT

for the year ended

31 DECEMBER 2015

See separate booklet for Financial Statements for year ended 31 December 2015

Gospel Standard Bethesda Fund

Annual General Meeting

Notice is hereby given that the
9th Annual General Meeting
will be held, if the Lord will, at
Clifton Chapel, Broad Street, Clifton, Shefford, Beds. SG17 5RJ
on Friday, 8 April 2016 at 1:45 p.m.

Agenda

1. Chairman to open the meeting.
2. To consider and approve the minutes of the AGM held on 10 April 2015.
3. General Manager to introduce the Annual Report and Financial Statements for the year ended 31 December 2015.
4. To approve and adopt the Annual Report and Financial Statements for the year ended 31 December 2015.
5. General Manager to announce the result of the ballot for re-election of members of the Bethesda Fund Committee.

CONTENTS

Referance and Administrative information	4
Trustees' Report for 2015.....	5
Annual Reports from the Homes.....	19
Annual Reports from the Flatlets.....	25

REFERENCE AND ADMINISTRATIVE INFORMATION

Name of Charity: Gospel Standard Bethesda Fund

Charity Number: 209376

Trustees serving during the financial year and since the year end:

(Also known as the Bethesda Fund Committee)

Mr. H. Mercer (Chairman)

Mr. M.D. Ridout (Vice-Chairman)

Mr. M.G. Bailey

Mr. A. Rayner

Mr. T.H.W. Scott

Mr. R.G. Wells

Mr. M.O. Wiltshire

Custodian Trustee: The Gospel Standard Trust,
50 Broadway, Westminster, London SW1H 0BL

General Manager: Mr. A.J.H. Topping

Address of the Principal Office of the Charity

Bethesda General Office

12(b) Roundwood Lane

Harpenden, Herts.

AL5 3BZ

Telephone: 01582 460522 Fax: 01582 460790

Email: adriantopping@gssf.uk

Connected Charity

The Piggott Charity is a “connected Charity” under the control of the Trustees of the Gospel Standard Bethesda Fund. It exists to help residents of the Bethesda Homes who are in financial need to pay the cost of their care. During the year a general grant of £9,000 was received from The Piggott Charity. Further information can be obtained from the General Manager.

Auditors: Mazars LLP, Times House, Throwley Way, Sutton, Surrey,
SM1 4JQ

Bankers: Lloyds Bank plc, 60 George Street, Luton, LU1 2BB

Solicitors: Bircham Dyson Bell LLP, 50 Broadway, Westminster,
London, SW1H 0BL

TRUSTEES' REPORT FOR 2015

Introduction

Once again, we have pleasure in presenting to our subscribers, friends and supporters the annual report.

The year 2015 has been one of reflection and deep concern for the Bethesda Fund Committee as there has been much to think about and pray over. There are many challenges facing the Charity including the changing needs of the people who use our service, ageing properties and ever increasing financial pressures imposed by the State which tend to cancel out every measure taken to ensure financial efficiency.

The Committee is endeavouring to find solutions to these issues and which were the subject of a special strategic review meeting held in September. The measures agreed are reported on in this report.

Objective of Charity

The objective of the Gospel Standard Bethesda Fund is to provide for the care of elderly persons in need, who are sick or infirm, and who are members of a Gospel Standard church, or who regularly attend a Gospel Standard chapel.

How this objective is met

To meet this objective Bethesda provides and maintains residential care homes for the elderly which are called 'Bethesda Homes', and Flatlets for the use of those who desire an independent lifestyle but with the support of a warden.

The purpose of the homes is to provide accommodation, care and support to the elderly and infirm of the Gospel Standard group of chapels at a time in their lives when they no longer wish to or are able to fully care for themselves. This may take the form of day care, short-term breaks of a few weeks or permanent residence in one of our homes.

We provide high quality individualised personal care to whatever level is required, be it simply a comfortable place to live or support with complex needs up to and including many (but not all) forms of dementia short of nursing care.

The manner and method of the provision of this care and accommodation reflects the requirement to provide a spiritual as well as homely atmosphere that is conducive to the desired lifestyle of Gospel Standard Strict Baptists which

they would enjoy in their own homes. It is this consideration that makes Bethesda's service attractive to the people served and distinct from other care providers, whether of a Christian ethos or otherwise. It is also for this reason that we will do all we can to ensure that a person is able to remain in our care until the end of their days where this is their wish.

To support the spiritual as well as homely atmosphere, the life of each home centres round the daily Bible readings and prayer, the chapel services, both attended in person and relayed into the home, and the prayer meetings and hymn singing evenings organised by the homes. It is also expected that the words, actions and conduct of all residents and staff will be consistent with Christian principles to ensure a pleasant place to live and work.

The Committee regularly reassesses the services provided in order to ensure that they continue to meet the changing needs of the beneficiaries of the Charity.

Governing Document

The Gospel Standard Bethesda Fund is an unincorporated association, first registered as a Charity in 1944. It now operates under a Charity Commission scheme which came into effect on 15 June 1999, amended by resolution on 6 January 2003 and 5 October 2007. The scheme is a fully regulating scheme which replaces the former trusts of the Charity.

Constitution and Organisational Structure

Under the scheme as amended, the Committee appoints members to the Bethesda Fund Committee, and new appointees submit to election by the subscribers at the next Annual General Meeting following the appointment. Members of the Committee offer themselves for re-election each year at the Annual General Meeting. In this way the subscribers have the power to re-elect individually every Committee member once every three years.

The members of the Bethesda Fund Committee are the Trustees of the Charity, and with them rests the overall responsibility for running and administering the Charity. The Charity Commission scheme provides for the appointment of a minimum of six committee members up to a maximum of twelve; there currently seven members.

The Committee seeks to appoint new members who offer relevant skills and experience in the financial, accounting, managerial or business spheres. On appointment they are introduced to the duties and responsibilities of

membership of the Committee and are encouraged to attend relevant courses offering appropriate training such as ‘Safeguarding Adults at Risk’.

The General Manager has the responsibility for ensuring that the Bethesda Homes are managed effectively and in accordance with legal and regulatory requirements.

Each of the Bethesda Homes is run by a Home Manager and a Deputy Home Manager, who are assisted by administrative staff.

Public Benefit

As a charitable organisation, Bethesda is required to demonstrate that there is an identifiable benefit to a section of the general public as a direct result of its activities in pursuit of its charitable aims. To that end the Charity's Trustees have complied with the duty in section 17 of the Charities Act 2011 to have due regard to Public Benefit guidance published by the Charity Commission.

Reserves Policy

The Charity has a reserves policy which is reviewed at least annually by the Trustees.

We consider reserves as that part of our general funds which do not need to be spent immediately and which are not committed or designated. They are the resources we have or can make available to spend on any of our objectives once we have met our known commitments and covered any other planned expenditure.

The Trustees consider that the Charity should endeavour to hold, as a minimum, free reserves amounting to the “Total resources expended” in one year. At this level the Trustees consider that the current activities of the Charity would be able to continue in the event of a significant drop in funding.

The free reserves at the year end amount to £2,683,828. This is 66.3% more than the total expenditure for the year of £1,613,596. There is no contractual commitment to expenditure for planned works in 2016.

Financial review

This year, the full Financial Statements have been published in a separate booklet.

The Statement of Financial Activities shows that total income was £1,397,387 compared with £1,513,282 in the previous year. The decrease is due mainly to reduced income from donations and legacies, and a drop in investment income as interest rates continue to fall. We remain truly thankful to our congregations and personal supporters for their regular giving to Bethesda.

Four legacies were received during the year amounting to £74,657. This is a considerably lower figure than the previous year when the total was £142,341. Income from residents' fees was a little less than the previous year at £1,192,838 compared with £1,208,055 in 2014 due to reduced occupancy levels at the Brighton and Harpenden Homes. Subsidies paid to meet shortfalls in funding by social services amounted to £69,492 (2014: £69,510) which was matched by a transfer from the designated fund specifically set up to assist underfunded residents. The shortfalls in funding have also been helped by grants of £9,000 (2014: £16,000) from our connected charity, The Piggott Charity. One chapel held a collection for the benefit of this charity, for which we are grateful. Assistance towards the fees of short-stay residents amounting to £1,010 (2014: £923) was provided from a restricted fund.

Employment costs have fallen slightly from £1,178,255 in 2014 to £1,150,297 in the current year. This is partly due to savings in agency staff. Further information on employment costs can be found in Note 13 to the Financial Statements.

The cost of repairs and renewals at the three Bethesda Homes remains high at £106,403 but is lower than the previous year when expenditure was £155,472. The expenditure on building maintenance is in line with the Charity's policy of maintaining its properties in good condition, and meeting all safety and registration requirements. Occasionally, heavy and unexpected repairs can suddenly become necessary.

The Bethesda Homes

A summary of the financial results for each of the Homes is given below.

	<i>Brighton</i>	<i>Harpenden</i>	<i>Studley</i>	<i>Total</i>
	£	£	£	£
Residents' fees	554,608	387,673	250,557	1,192,838
Other income	12,533	11,038	2,236	25,807
Total incoming resources	567,141	398,711	252,793	1,218,645
Employment and agency costs	456,955	378,916	265,944	1,101,815
Depreciation charges	9,326	14,112	6,881	30,319
Hardware, cleaning and laundry	11,411	6,719	3,050	21,180
Insurance	5,788	7,915	3,440	17,143
Motor and travel	6,977	3,446	1,389	11,812
Power	13,172	16,906	12,132	42,210
Provisions	30,429	20,763	12,024	63,216
Registration fees	2,699	2,699	1,350	6,748
Repairs and renewals	49,117	45,219	12,067	106,403
Staff training	3,430	5,590	2,183	11,203
Telephone, relay and internet	2,512	1,941	1,647	6,100
Water services	4,281	3,626	3,451	11,358
Central office support costs	28,403	32,276	16,784	77,463
Other costs	15,205	19,452	10,717	45,374
Total resources expended	639,705	559,580	353,059	1,552,344
(Deficit) for year	(£72,564)	(£160,869)	(£100,266)	(£333,699)

The overall deficit in running the three homes of £333,699 is slightly lower than the previous year when the deficit was £348,786. Occupancy levels have a large bearing on the financial results of running the homes. Overall, occupancy levels were slightly lower than the previous year and considerably lower than the two years before that. When occupancy levels fall, it is not usually possible to reduce significantly the number of staff employed. Occupancy levels for this year and the previous three years are shown below:

	2015	2014	2013	2012
Brighton (22 residents)	85%	88%	93%	93%
Harpenden (25 residents)	58%	60%	84%	82%
Studley (13 residents)	66%	63%	66%	60%
Overall	70%	71%	83%	81%

The Bethesda Flatlets

At Harpenden, two of the flatlets have been occupied for the entire year, but the third has been vacant since March 2014. At Redhill, of the six flatlets, only two are now occupied by elderly residents. However, several of the flatlets have been occupied by other people, thus producing additional income. The Harpenden Flatlets show a deficit of £9,517 and the Redhill Flatlets a surplus of £866 as shown in the summary set out below.

	<i>Harpenden</i>	<i>Redhill</i>	<i>Total</i>
	£	£	£
Residents' fees	12,189	25,788	37,977
Other income	-	400	400
Total incoming resources	12,189	26,188	38,377
Cleaning, windows and waste	297	200	497
Council tax on unoccupied properties	953	363	1,316
Depreciation	4,287	3,325	7,612
Garden maintenance	1,842	318	2,160
Insurance	522	1,044	1,566
Power	1,935	3,955	5,890
Repairs and renewals	8,078	8,145	16,223
Central office support costs	3,109	6,219	9,328
Other costs	683	1,753	2,436
Total resources expended	21,706	25,322	47,028
Surplus/(Deficit) for the year	(£9,517)	£866	(£8,651)

Overall financial results

Overall, the operating deficit for the year was £216,209 compared to a restated operating deficit for the previous year of £165,715. Every effort has been made, and will continue to be made, to reduce the running costs of the Homes, whilst endeavouring to maintain high standards of care.

The balance of unrestricted funds decreased from £4,006,474 at the end of 2014 to £3,759,077 at the end of 2015. Restricted funds increased from £743,925 at the end of 2014 to £775,113 at the end of 2015. As a result, total funds (including properties) decreased from £4,750,399 at the end of 2014 to £4,534,190 at the end of 2015. Further details can be found in Notes 21 - 23.

Achievements and Outcome of Activities

Background

The Charity was formed in 1944 to provide residential care homes. For many years this provision of care worked well as the majority of the people using our service had relatively low care needs for most of their time with us. There have of course always been a few people with more complex needs, although these tended to be a minority. It is interesting to note that the average age on admission in past years was 65-70 years.

However, in the last ten to fifteen years in particular, there have been substantial changes that have dictated both when and why people come into residential care homes. Foremost among these are that more people own their own homes and they can remain financially and physically independent longer.

All these factors mean that applicants are now coming into our homes at a more advanced age than used to be the case; the average age of admission is now 85. In addition, people's reasons for coming into a care home appear to have changed. Now it is often because they can no longer manage at home, even with support, and it is very marked that a high proportion of our admissions in the past five years have been straight from hospital or to remove the necessity of a hospital admission. These factors mean that people are tending to come into our homes with much more complex care needs than used to be the case. We do of course still have some people come to Bethesda with low care needs, but this is becoming increasingly uncommon.

Dementia

One of the well-known factors developing out of the above trends is the increasing number of people living with dementia. Whilst we have been aware of this for some time the Bethesda Homes appear not to have felt the impact of this until recently. Quite why this should be is not clear, but it has been interesting to note that other Christian Care organisations have reported that up to 80% of residents in their residential care homes have some degree of dementia, whilst Bethesda's percentage is far lower. Never the less, we are now starting to see an increase in the number of people with dementia wishing to use Bethesda's services.

With this in mind the Committee has approved a plan for the Bethesda Homes to offer dementia care as a formal specialisation alongside its existing residential care service. The aim of this, within certain reasonable constraints, is to provide the staff with the necessary training and resources needed to enable care to be given in most cases. Although it is our aim to provide help and support to people with various forms of dementia, practical considerations do require that there be some limitations on this service. As a general guide these

are considered to be, a). persons with dementia requiring twenty-four-hour access to nurses or those whom district nurses are not prepared to support, b). those whose behaviour poses a real danger to other residents or staff or whose symptoms would cause significant and sustained disturbance. In view of the primary purpose of the homes being residential care homes, it is felt reasonable to limit to one quarter of total occupancy the number of people with a dementia diagnosis. This is intended to limit the impact on other residents without the condition.

Although this service is provided primarily for the people living with dementia, there is also much we can do to help support family and friends at what is a very trying and difficult time for them as they see their loved one declining. This will be done mainly through providing access to information on-line and through this we hope to be able to provide help to a wider range of people in the Gospel Standard group chapels rather than just residents and their immediate family.

Buildings

In addition to the changing needs of our beneficiaries, the Charity also faces significant challenges relating to ageing buildings. This is not just a matter of ever increasing repairs and renewals costs, which are significant, but one of meeting the expectations of our residents and their families in terms of the standard of facilities provided. There is also the question of having sufficient space in the rooms to accommodate the equipment needed to support people such as hoists and other aids. It is important that people are able to furnish their rooms in the way they prefer, but this can often become impractical as residents support needs increase due to the amount of space needed to manoeuvre equipment, in other words, we are using buildings that are becoming outdated. Therefore, the Committee has agreed to explore a range of measures for each home with the aim of finding ways to improve the existing facilities.

Inspections

During 2015 we had two inspections of our homes by the Care Quality Commission (CQC) under the new framework which came into effect in April. Brighton was inspected in June, and Studley in December; in both cases the homes were rated overall 'good'. The comments received in the reports were very favourable. We are still awaiting an inspection of the Harpenden Home which is now overdue, the last one being in January 2014. We are confident that when it takes place the excellent standard of care given will be reflected in the report.

Funding and Occupancy

The provision of care in the Bethesda Homes is currently funded from income received from self-funded residents, local authority funding and supplementary payments received from relatives. However, underfunding by local authorities and low occupancy mean we also have to draw on our reserves to cover costs. Although these remain strong in the short to medium term, the ability to remain financially viable is a matter of considerable concern and a range of measures have been considered for how the Charity could achieve this.

Occupancy in the Brighton Home remained relatively stable over the year with eighteen permanent residents for most of the time; there was a brief period over the middle of the year when this increased to nineteen. Occupancy in the Harpenden Home has varied dramatically, starting the year with thirteen people, dropping to ten by the end of April before recovering to sixteen by the end of the year. The Studley Home has seen occupancy remain stable, starting the year with nine people and ending with eight. There has been good use of the short stay facility in all three Homes.

The Brighton Home has seen steady demand for places so although we have had losses with people passing away, their places have been promptly filled. There was a time when there appeared to be no demand for new places at Harpenden and Studley, although this is now changing and the resident's occupancy level has now improved. Although no new residents came into the Studley Home during the year, none have passed away, so the lack of demand for new places did not affect the level of occupancy.

We are pleased that our friends living in the homes continue to be satisfied with the care and support they receive; this is apparent both from inspection and feedback reports as well as from personal comments made.

Staff and Volunteers

We continue to be very thankful for the work and commitment of our staff, whom we depend upon to fulfil the purpose and aims of Bethesda. Many of our staff go the second and third mile for the people they care for, coming back outside their usual working hours to spend time with the residents, reading to them, playing musical instruments and organising activities.

The importance of strong and effective leadership in our homes also cannot be underestimated. The CQC themselves comment on how essential this is in the provision of care and support that is safe and effective, and we wish to particularly thank our Home Managers for the work that they do.

We also wish to thank once again the many volunteers who assist in so many different ways; without their sacrifice of time and effort the wellbeing of the residents would be greatly affected. The contribution of the volunteers and

supporters makes a real difference to the lives of the residents and we would encourage anyone who feels that they have something to offer to volunteer.

Plans for the Future

For the Brighton Home it is hoped that we will be able to extend the dining room during this year, subject to planning approval. We are also exploring the feasibility of improving the size and layout of a number of bedrooms as part of our longer term strategy of modernising facilities in the home. It is also expected that we will completely refurbish one bathroom during the year.

Possible major works for the Harpenden Home are under consideration and will be reviewed in the light of a feasibility study commissioned from architects. Subject to the outcome of this study consideration will have to be given to the refurbishment of the kitchen in the next twelve to eighteen months and the complete replacement of the flat roof sometime in the next two to three years. The boilers have now come to the end of their useful life and will need to be replaced in the near future, probably in the spring or summer of 2016.

At Studley, subject to Building Regulations approval, we are hoping to convert the managers flat into a 'flatlet' for use by people of 65+ as assisted living accommodation. This will be available for either permanent occupation or short breaks subject to availability. It is hoped that this facility will increase the use of the home as well as provide a small additional income. Other work intended for this home is the complete redecoration of the corridor, lobbies and stairwell and a new floor for the bathroom.

The bathroom in Harpenden Flatlet 2 is expected to be completely refurbished in the early part of 2016 and consideration is being given to the possibility of refurbishing the bathrooms and kitchens in the Redhill Flatlets, although this would not take place until 2017 at the earliest.

Trustees' responsibilities in relation to the financial statements

Charity law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity at the year end and of its income and expenditure during that year. In preparing those financial statements, the Trustees are required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent;

- state whether applicable accounting standards and statements of recommended practice have been followed subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the Charity will continue in operation.

The Trustees are required to keep proper accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the Charity's governing documents. They are also responsible for safeguarding the assets of the Charity and for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Risk management policy

The Trustees review on a regular basis the major risks to which the Charity is exposed. A strengths, weaknesses, opportunities and threats (SWOT) analysis was carried out at the beginning of the year and agreed, and on the basis of this review a risk management policy drawn up. The Trustees are satisfied that systems and procedures are in place to mitigate exposure to significant risks. The Trustees believe that maintaining unrestricted reserves at the level stated above will provide sufficient resources in the event of adverse conditions.

The Charity's policy reflects the principle that effective risk management is the responsibility of all levels of management and staff. The review of risks within the Bethesda Homes is on-going with the encouragement of timely reporting by staff on quality issues and adverse occurrences.

The major risks that Bethesda face are financial and relate largely to under occupation of the homes and to the low level of care fees compared to fixed costs.

The decreasing number of elderly people attending Gospel Standard chapels is directly impacting on the level of demand for Bethesda services. Whilst the rules covering admissions are regularly reviewed it is considered essential that the original ethos of the Charity is maintained and there are no plans to widen the scope of eligibility for admission to the homes.

The low levels of occupancy in the homes compared to the high level of fixed costs in running the homes indicates that high levels of occupation are

essential. The relatively low capacity of our homes means that sufficient income is not generated to cover these costs but every effort is made to minimise the financial gap.

The low occupancy of the homes puts dependence on Bethesda's financial reserves in order to fund the current high standards of care provided. Whilst still strong there is a risk that these reserves will be substantially depleted. Ways are being investigated which it is hoped will generate additional income streams but these will not be substantial.

The Committee need to appoint new Trustees to maintain the number required, who have a real interest in Bethesda and have the appropriate skills, knowledge and time available to assist in these very difficult times.

Another risk is the ageing of the facilities in the homes and the buildings themselves and a programme of refurbishment and renewal is in progress. This obviously entails considerable expense and this is being managed on a prioritised basis.

Investment Policy

At the beginning of the year the Trustees reviewed the Charity's investment policy setting out Bethesda's investment objectives. No changes were made to the policy.

There are no restrictions on the Charity's power to invest both restricted and unrestricted funds. In the past, the Trustees have considered only investments classified as low risk. In practice, this means that surplus funds are maintained in short-term deposit accounts attracting competitive rates of interest with reputable banks, building societies or common deposit funds. Details of the Charity's deposits can be found in Note 19 to the financial statements.

The Trustees will continue to closely monitor the Charity's investments in these difficult times.

Policy Statement on Paying Staff

The Gospel Standard Bethesda Fund ('The Bethesda Fund') is committed to ensuring that we pay and reward our staff fairly and in a way which ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives.

In accordance with the SORP:-

- Disclose the number of staff in receipt of more than £60,000 and above (in bands of £10,000)
- Disclose pensions and other benefits

The Bethesda Fund Committee ('The Committee') meets annually to set the pay for all staff. The General Manager is in attendance for the meeting (leaving for the discussion regarding the General Manager's remuneration).

The main responsibilities of the Committee in respect of setting pay are to:-

- review the level of the Bethesda Fund salaries and wages against an agreed independent market benchmarking tool and make sure amendments are appropriate to ensure that salaries and wages remain competitive
- determine the remuneration package of the General Manager, Home Managers and Deputy Managers
- approve the annual percentage increase in the payroll for all staff (which can be zero) taking into account RPI as at 31 December for the previous year.
- approve any consolidated pay awards and staff salary increases outside of the annual review process as recommended from time to time by the General Manager.
- determine pension arrangements and
- ensure that contractual terms on termination are fair to the individual and the charity, that poor performance is not rewarded and a duty to mitigate loss is recognised.

In determining the Bethesda Fund's remuneration policy the Committee takes into account all factors which are deemed necessary. The appropriateness and relevance of the remuneration policy is reviewed annually ensuring the Bethesda Fund remains sensitive to the broader issues e.g. pay and employment conditions elsewhere.

We aim to recruit, subject to experience, at the lower – medium point within a band, providing scope to reward excellence. We pay above the national minimum wage for all our staff.

Delivery of the Bethesda Fund's charitable vision and purpose is primarily dependent on our staff which is the largest single element of charitable

expenditure. In 2015 the Bethesda Fund awarded staff a 1.2% cost of living increase in salaries and wages.

Conclusion

The focus of Bethesda continues to be on the residents in the homes, and every effort is made to ensure that they are kept safe and well cared for in a homely and Christian atmosphere. It is felt that, with the Lord's blessing and help, this has been achieved.

On behalf of the Trustees

H. MERCER, Chairman

4 March 2016

ANNUAL REPORTS FROM THE HOMES

Brighton and Hove Bethesda Home



Home Manager: Miss Sarah Williamson
Deputy Home Manager: Mrs. Vivita Torres
Administrative Assistant: Position Vacant
Home Chairman: Mr. Richard Wells

Residents as at 31 December 2015

Mr. P. Cornwell	Miss A.L. Cottington	Mrs. I.M. Guest
Miss M.V.G. Haddow	Mrs. E.M. Hart	Mrs. H.L. Hills
Mr. & Mrs. R. T. Holman	Miss S. J. Holman	Mrs. K.R. Payne
Mrs. R.M. Poole	Mrs. H. Saunders	Mrs. B. Stewart
Mr. J.K. Tucker	Mr. J.W. Walder	Miss B.M. Wickens
Mrs. M.M. Woodhams	Mrs. A.R. Woodhams	

We desire to acknowledge and thank the Lord for His help again through another year in supplying our every need.

Since the beginning of 2015, two new permanent residents have entered the home, Mrs. Muriel Cook and Mr. Seth Mercer. There were five short stay residents during the year, all benefiting from the rest and change.

Three residents passed away during the year, Mr. James Dadswell, Mrs. Hilda Hills, Mrs. Hannah Saunders who are all lovingly missed.

There have also been a number of changes in the staffing of the home during the year. Five people have left, Mame Hustler, Joanna Wiltshire, Kristina

Klimaviiciute, Vanessa Etherington, and Administrative Assistant Elizabeth Chewter, who had been with us for four years. Two people have joined the team, May Pragnaell as Domestic Assistant and Brenda Dadswell as Bank Care Assistant. We are pleased that Svetlana Lizunova became a Care Assistant having worked with us as a Domestic Assistant for a number of years and Joanna Cottington has now stepped up to become a Senior Care Assistant.

The Deputy Manager Vivita Torres gained her Level 5 in Management and Leadership and Daiga Fromane completed a Level 2 Diploma in Health and Social Care which are real achievements. Marie Ellis Martin and Mriyana Peneva both started the level 2 and hope to complete it by the middle of 2016.

In January we had an unannounced CQC Inspection which resulted in a 'Good' overall rating for the Home which is very pleasing.

Prayer meetings were once again arranged by the Home Support Group during the year led by local Chapels. We are very thankful to the local Churches for their support with the prayer meetings.

The Residents again enjoyed the opportunity of watching the process at close hand of chicks hatching from eggs, which began with the eggs in an incubator in the lounge. There was a visit to Sheffield Park Gardens and the Bluebell Railway. A cream tea was provided by local friends in their home and a visit was arranged by a vintage Ice Cream Van so that the residents could choose different flavoured ice creams for themselves. Christmas lunch and shopping at Southdowns Nursery was provided and the Mill Cottage Farm visited again this year, which was greatly enjoyed.

The annual coffee morning was once again well supported, and raised in excess of £3,500, some of which we hope to use to buy a fish tank and new cutlery for the residents.

We are very grateful for all that the Home Support Group does for the home, and two new members have joined us this year, Mr. Gordon Dadswell and Mrs. Salome Patching. We would like to thank all the volunteers who have so kindly help us here at the home, especially those who escort residents to various appointments. Sadly, Mrs. Dorothy Honeysett, who helped with the trolley shop for many years, passed away in December, but Mr. Brian Honeysett is kindly continuing with this, which is much appreciated by the residents.

Our friends Mrs. Joanna Pearce, Mrs. Esther Hickman and Mrs. Sheila Main organise the monthly craft mornings, and we are very thankful to them for all their help.

We hope and trust the Lord will continue to supply our needs in the coming year.

Harpenden Bethesda Home



Home Manager: Mrs. Debbie Scott
Deputy Home Manager: Miss Janet House
Administrative Assistant: Mr. Adrian Pickett
Home Chairman: Mr. Trevor Scott

Residents as at 31 December 2015

Mrs. I. Barnes	Mrs. M. Bradley	Miss F. Curd
Mrs. M. Eddon	Miss D.C. Gibb	Mrs. R. Hare
Mrs. J.M. Harrison	Mr. & Mrs. S. Hickman	Mrs. B. Kingham
Mr. D. Relf	Mrs. G.H. Saxby	Mr. J. Stevens
Mr. L.R. Warburton	Mrs. P.H. Watts	Mrs. A. Wells

During this year there have been a number of changes to our residents, with some passing away, some joining us on a permanent basis and others who have stayed with us for shorter periods. Those coming to stay with us permanently are Mrs. Iris Barnes from Attleborough who joined us in May, Mr. Roy Warburton who came in July, Mr. John Stevens who has visited us several times and decided to stay permanently in August, Mr. and Mrs. Sydney Hickman from Blackboys who joined us in August, Mrs. Martha Bradley who enjoyed her visit earlier in the year and came permanently in September and finally Mrs. Beryl Kingham from Barton who joined us in October.

Those who made use of our short-stay service are Mr. and Mrs. Alan Daniels, Mrs. Olive Perks, Mrs. Hephzibah Warboys, Miss Ellen Tomsett, Mrs. Sylvia Ford, Mrs. Margaret Bailey, Mrs. Rosie Mercer, Miss Evelyn Morley, Mrs. Sheila Haddow, Mrs. Ena Field and Miss Mary Guest.

Those we lost from the home are Mr. John Sayers of Leatherhead, who first joined us in October 2014 and passed away in hospital in March 2015; Miss Mary Watts from Bethel, Luton who had been a resident with her sister Rosa in the Harpenden Flatlets from 1993, moving into the Home in February 2010 and passing away in April 2015; and Miss Edith Broughall of Bethel, Luton who had been a resident with us since September 2009, passed away in July 2015. Miss Broughall was a past matron of the Harpenden Home from 1977 - 1985 and was then matron at the Redhill Bethesda Home from 1985 - 1987.

During the year we have again been greatly helped by our Home Support Group and other volunteers who enabled us to take the residents out. Others read to people in their rooms or helped with activities in the Home and with the trolley shop.

There have been a number of outings during the year. These included visits to Harpers at nearby Pepperstock for coffee in March, and the Stockwood Discovery Centre in April. The residents were invited for coffee at a friend's house nearby in Redbourn. This was a lovely day and some of the residents enjoyed looking around the garden. On a separate occasion in the summer, a barbecue was arranged at a friend's house in Clifton which was enjoyed by all. A trip to the National Rose Gardens at St. Albans was also organised in June when the roses were at their best. A visit to Wrest Park, Silsoe had to be cancelled due to the weather, but the residents still enjoyed a "picnic" in the conservatory at the home of Mr. and Mrs. Haddow at Hemel Hempstead.

During the summer a small group of musicians played hymns to the residents in the garden of the Home. There were a number of other occasions throughout the year when people kindly gave up their time to play instruments and sing with the residents, which was greatly appreciated. We thank Mrs. Jane Rayner for organising these events. During the spring an egg-hatching activity was arranged by friends of the Home, with an incubator being placed in the lounge which was the cause of great interest as the chicks hatched.

Two prayer meetings were held in the year. The first was in January which was taken by Mr. B. A. Ramsbottom, and then in September, taken by Mr. T. J. Parish. These meetings are felt to be profitable times, and are an opportunity to pray for the residents and staff, and for the needs of the Home. An evening of hymn singing was held in May and this year was taken by Mr. D. J. Christian. Nine hymns were sung, all of them chosen by the residents.

A new venture this year was the production of a newsletter, one being issued in May and one in November. This is circulated to all interested friends, and is also enjoyed by the residents themselves.

We conclude with a very big "thank you" to all the Harpenden Bethesda staff who have worked so hard through the year.

Studley Bethesda Home



Home Manager: Mrs. Rachel Honeysett
Assistant Home Manager: Mrs. Pauline Redmond
Home Administrator: Mrs. Emma Trafford
Local Secretary & Home
Chairman: Mr. Henry Mercer

Residents as at 31 December 2015

Mrs. K.M. Cooper	Mr. K. Evans	Miss M.P. Hole
Miss P.M.R. Hunt	Miss D.R.M. Lee	Mrs. H.E. Painter
Mr. O.J. Pollington	Mr. H.A. Wallis	

We are thankful to the Lord for His goodness in maintaining us for another year and providing for us in every way. There have been few changes with our residents, except that after his wife's death, Mr Alfred Chivers felt able to return to caring for himself, and consequently left us in May. We have continued to offer short stays and this has been taken up by a number of friends. We also like to promote day-care on a regular basis; this is a useful facility that allows family carers to leave their loved ones with us for a day, when we not only provide meals and companionship, but can provide bathing and hair washing. We currently provide this for one person one day each week.

This year we held two special prayer meetings in the home, and monthly hymn-singing evenings; these are appreciated by the residents. Our annual Christmas Hymn-singing was held during Christmas week, and this year was the best attendance we have had, with over eighty visitors joining to sing with the residents, and to share the mince pies afterwards.

Our annual coffee morning held in October was also very well attended. We are thankful to see interest in the home from all age groups, and are particularly encouraged to see children and families on these occasions; it is a real tonic to the elderly to see and hear the children! We especially thank the friends who so kindly contributed items for sale, and for helping on the stalls during the morning. We raised over £500 which was used to buy soft furnishings for the newly decorated dining room. The residents contributed to this as well, choosing the colour scheme and wallpaper.

During the year our residents have enjoyed outings to various places. In the Spring we went 'primrose hunting', and were rewarded by finding many flowering primroses along a lane not too far from the home. Of particular interest was a visit to Mullens Farm, where the residents were able to see the full process of growing salads from seed, through harvesting to packaging ready for the supermarket. The more intrepid among them went out in the 4x4 across the farm to see the equipment in action in the field. Following the farm visit we were treated to coffee and cake in the farmhouse. Other outings have included a cream tea at the home of one of our local Home Support Group members, coffee at the Lacock Garden Centre and other venues.

Our PAT (Pet Assisted Therapy) dog, a whippet named Minnie-May, is much loved by the residents and provides them with both therapy and entertainment.

We continue to be favoured with a loyal team of staff, many of whom have been with us for many years. We are currently fully staffed and are now building a team of 'bank workers' with a view to reducing the need to call on agency workers to cover unplanned absences. In 2016 Mrs Pauline Redmond steps down from her role as Deputy Manager, but will continue as a night carer.

Once again our sincere thanks go to all the friends who so willingly volunteer in so many ways, for example transporting residents, whether to chapel services, to appointments at the doctor or hospital, or to the local shops each week. We are grateful to those who take the morning readings, hymn singing evenings and prayer meetings. Some give practical help in many other ways.

One of the final events of the year was the unannounced inspection in October by a CQC inspector. We are truly thankful to have been graded 'good' in all five key areas of inspection, with an overall rating of good.

At the end of 2015, Mrs Connie Wiltshire decided the time for the Trolley Shop to be taken on by someone younger. We really appreciate all that she has done for the residents in stocking and bringing the 'shop' round to the residents for many years, and we are pleased that we have two volunteers to take it on.

ANNUAL REPORTS FROM THE FLATLETS

Harpenden Bethesda Flatlets

203 Luton Road, Harpenden, Herts. AL5 3DE



Warden: Mr. Alan Rayner

Residents as at 31 December 2014

Miss P.A. Lawrance Mrs. S.E.S. Haddow

Once again we would return our grateful thanks to the Lord for His many mercies though another year.

Mrs. S. Haddow and Miss Pat Lawrance have both kept fairly well during the year. They both come into the Home at various times for morning readings, prayer meetings and on other occasions. They also join the residents for outings and other events.

One of the downstairs flats at the time of writing is vacant. During the year we have made some minor internal improvements, as well as the complete refurbishment of the bathroom to Flatlet 2. It is expected, if the Lord will to repaint the outside of the building in 2016.

Redhill Bethesda Flatlets

3 White Post Hill, Redhill, Surrey, RH1 6AN



Warden:

Mr. Jon Hickman

Residents as at 31 December 2014

Mrs. S.I. Ford

We are thankful to record the Redhill Flatlets have been maintained throughout another year in the Lord's goodness.

Mrs Sylvia Ford and Mrs Rose Mercer, our two older residents, continue to live in two of the six flatlets. In the absence of enquiries for full residency from older friends we are thankful that other flatlets continue to be occupied by Mr & Mrs Samuel McKay and Mr & Mrs James Chittenden. We are also pleased to record the Lord's mercies in the safe arrival of a baby daughter for James and Ellie Chittenden. We are pleased that during the year the two vacant flatlets have been occupied by Mr. Thomas Hickman and Miss Leah McKay.

We are thankful that full occupancy gives valuable support to the continuance of the six flatlets, and has greatly helped with the financing of essential repairs in and around the flatlets during the year. One item of major expense was the installation of a new boiler. Whilst this work was carried out our two older residents enjoyed a week's holiday at the Harpenden Bethesda Home. Other repairs included important roof maintenance, a boundary wall renewal following a partial collapse and renewal of the top surfacing shingle to the car park. We greatly appreciate the voluntary help and interest shown by the residents and local friends in the maintenance and well-being of the flatlets.

Coffee mornings continue to be held each month in the lounge. This gives the residents an opportunity to meet and speak with friends from local Chapels, who join them for refreshments, reading and prayer followed by hymn singing.

During the year whenever possible opportunity is given to our residents to join with Hove Bethesda Home on their outings, and to visit both the Bethesda Homes at Hove and Harpenden.

Notes:

Notes:

Published by the Trustees of the Gospel Standard Bethesda Fund

Printed by Olive Press, Stotfold