

AGM MINUTES

3rd October 2024

At Luctonians Rugby Club – 12:45pm

Present –

Trustees - Angela Higham, Dave Hughes, John Rogers, Peter Rowson, Julie Thornby, Vicki Manley.

Special Guests – Stephen Chowns – Cllr Mayor of Ledbury, Will Lindesay – Deputy Lord Lieutenant and Kevin Tillett – Cllr Mayor of Hereford.

Euan McPherson, Chief Executive, opened the meeting and thanked everyone for coming.

Apologies - Tom Misselbrook, Sophie Playle, Tara Jones, Shelagh Callaghan, Lee Gough – Chief Executive Megan Baker House Ltd.

Minutes from last year's AGM – approved by Trustees and members as a true record.

No matters arising from the minutes. No resolutions need to be discussed.

Chair's report - AH welcomed everyone and stated SIL had performed well this year, including being awarded 'best place to work' again. She explained that we were able to increase staff, which led to being able to increase the hours we could offer. EM had also been offering free MMHT through Herefordshire Council, which has been very successful. SIL finished the year with a £150,000 surplus, which allowed us to increase the staff wages again. Though there are challenging times ahead, with the Council not being funded efficiently themselves. AH thanked all the staff for their hard continued 1st class service, the hard work of the SMT team and a special thank you to her fellow Trustees.

Resolutions – Changes to the Articles of Association – adding the word 'Trustees' to some of the statements, which helps with practical progresses, removing 'associates' statement – as not required anymore. **These changes were adopted.**

Presentation of Accounts – PS explained that there was a £150,000 surplus, which had been achieved by MMHT, saving on Central Costs, recruiting more staff from 132 to 148, which allowed us to provide more Homecare and ILH. This also allowed us to offer an 8% pay award. Due to our healthy reserves, we were able to start the Charitable Aims fund of £25,000. Some of this funding has already been awarded with a new trike is being delivered next week. We have also had solar panels installed, which has reduced our costs and is also putting electricity back into the grid. PS stated that this year will be more challenging, as the whole sector is not being funded correctly and the local council are not receiving the funding to pass on.

Summary of accounts – Income was up due to increased hours, with 1.2 million in net assets – which is a strong position. PS explained that we had changed our auditors to Thorne Widgery, who have done a good job, giving a fair and clean report - company is a going concern. **The accounts were adopted.**

EM thanked PS and his team for all their hard work, especially with the reporting systems.

Election of the Board – EM introduced a new Trustee – Peter Rowson, explaining that he will be a true asset to the Board. PR was proposed by JR and seconded by VM. **Elected.**

Re-election – AH was proposed by JT and seconded by TM, DH was proposed by TM and seconded by AH. EM explained they were both long-standing Trustees and service users and that SIL has 50% of their Board with a disability. **Both were reelected.**

Re-election of Officers – AH as Chair, JT as Vice Chair and TM as Treasurer. **All reelected.**

Auditors – Thorne Widgery – EM stated they had offered good progress with useful advice and support – **approved for another year.**

Chief Executive's Report – EM explained that SIL had a positive year, with a great quality of staff delivering for SIL on all levels. He thanked everyone for their hard work stating a 12% increase in staff during a national recruitment dilemma. It was great to win the Health Awards again, and this shows the tone set by everyone involved and a massive achievement. ILH/Homecare/DPSS have all increased hours, meaning services can reach more people. EM and his team have conducted over 200 free hours of MHT and the Herefordshire Mens Group is increasing each year, with Paul setting up a conference next year to discuss moving forward as more groups are set up.

EM stated that the surplus is reinvested into SIL including the Charitable Aims Fund. So far, the Steering group has successfully awarded funds for a new trike, new technology, staff training, mini breaks, and wellbeing, all that offer value to lives. It is great for SIL to get back to their charitable roots. EM finished by saying that SIL had also had the solar panels fitted, which was a great step forward.

Development Project— ND summarised his ongoing work to continue SIL's development to change and adjust for the future.

Extension – SIL is growing and so more space will be needed.

Social Value Audit – ND started with 8 items in his report and his next report will consist of 20 items, this report will be available soon and circulated.

Solar Panels – ND is hoping that we become energy neutral.

Apprenticeships – a possibility for next year.

Grant Funding – development in a way that reduces risk.

Prevent Training – upskilling within SIL.

Innovate Program – Major piece of work over last 3 years. A survey was completed by service users and as a result SIL became aware that Lynsey's mouth tools were wearing out. ND got in contact with Ian Chapman at NMITE and together they started work on new mouth tool ideas that would help Lynsey and this was turned into a program where this idea could turn into a product to market. This product could benefit 150/200 people in the UK and would come with different attachments based on hobbies that Lynsey undertakes herself.

ND explained that they were now at phase 2 – prototype and would now be looking at unit cost, usability, and durability. As part of the process, this is known as TLR7 (Tech Level Readiness 7). This program is fully grant funded and is predicted to launch in January 2026. This has taken a lot of hard work and the push of an ambitious service user, Lynsey. EM thanked ND for his continuous hard work and added a massive thank you to Lynsey for making this happen.

PRIDES: Our Guiding Principles— EM summarized our principles, stating that we are changing with the times and supporting each other and our service users with respect giving them their maximum independence. EM stated that we need everyone to make SIL happen.

The Annual Awards— Presented by Lisa Bradley, ILH Registered Manager.

LB explained ILH had a good year, full of marriages, babies, holidays and new staff but also some sad times too, having lost three long standing service users – Beth, Claire and Rob.

LB read out a message from Elaine thanking all staff from 3CS who have stepped up and covered shifts and for the ongoing support from everyone at SIL from staff to team leaders and the management team, for helping her keep focused. Thank you.

LB added her thanks and stated that SIL is a village, and we look after each other.

LB thanked the judging panel – Amanda, Tobi, Sophie, Millie and Ben.

LB read out quotes from some of the nominations and explained that they would all be available to read on request afterwards.

Judy Phillips Support Worker of the Year (Peer Nomination) - 15 nominations.

Runner up – Sue Robbins Winner – Naomi Seavor

Ian Jones Support Worker of the Year (Service User Nomination) - 12 nominations.

Runner up – Graham Downing Winner – Hayley Secker

The Adam Cove Team Leader Award

Runner up – Ellie Lambert Winner – Katie Loughran

ILH Team of the Year

Runner up – Patrick Fortey Winner – Dave Hughes

LB congratulated all winners and thanked everyone for their continuous high standard of work.

Homecare Services Award of the Year – Presented by Jade Perks.

Runner up - Ruby Winner - Carolyn

Over and Above Award

Lyn

DPSS - KH explained that the direct payments have had a positive effect on SIL and offers so much to service users, as well as adding value to their lives. We are able to manage their funds on their behalf, meaning less worries for them and being able to provide support and advice.

KH read out a short piece from the winning nomination.

PA of the Year – Presented by Kate Hitching.

Jo

EM thanked KH for adapting well into her new role as a member of SMT. He also thanked all the staff for going above and beyond with others that do the same.

No other business – meeting ends at 2pm.

The meeting was followed by Get Crafty! - A breakout session led by Lisa Woakes, Digital Marketing & Design Officer.

EM closed the day with a few words about moving forward and the year ahead, together with some kind words from Will Lindesay recognizing the work we do supporting people across Herefordshire.