



Annual Report  
for year ending 31st March 2012

Progressive Services in Mental Health

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## MISSION STATEMENT

To be at the threshold of developments in mental health for people at risk or recovering from mental illness to that they are enabled to live full and independent lives in the community.

### THRESHOLD MANAGEMENT COMMITTEE MEMBERS

Mr Robert Lamrock (Chairman)  
Mr Anthony Harbinson (Vice-Chairman)  
Miss Freda Robinson  
Lady Elizabeth Bloomfield  
Dr Philip McGarry  
Mr John Park  
Dr Ian Bownes  
Dr Peter Shirlow  
Ms Liz Main  
Mrs Geraldine Bunting

### GENERAL PURPOSES & HUMAN RESOURCES COMMITTEE

Mr Anthony Harbinson (Chairman)  
Mr Robert Lamrock  
Mr John Park  
Mrs Geraldine Bunting

### PROFESSIONAL PRACTICES COMMITTEE

Miss Freda Robinson (Chair)  
Dr Ann Long  
Dr Oliver Shanks  
Dr Jim Campbell  
Dr Michael Donnelly  
Dr Ciaran Shannon  
Dr Gavin Davidson

### ACCOUNTANTS

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### AUDITORS

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### BANKERS

Ulster Bank Ltd  
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# CHAIRMAN'S REPORT

**We would like to welcome Mr Robert Lamrock as our new Chairman. Robert has been a member of Threshold's Management Board for over nine years, having been Vice-Chairman before taking up his new role as Chairman in 2011.**

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This is my first report as Chairman of Threshold and I would like to begin by paying tribute to my predecessor Mr. Paul Simpson whose untimely passing through sudden illness was a great shock to all who knew him. Paul had been involved with Threshold from the outset and his experience of working in the Health Service brought an invaluable contribution. His affable personality also helped to build the organisation to the position it occupies today. He will be sadly missed.

Good mental health is taken for granted by many of us but the issues surrounding poor mental health are slowly but surely gaining a better understanding compared to the stigma of the past. For over 21 years Threshold has been at the forefront in providing an essential service and despite the current economic climate I am confident that we will continue to expand and provide value for money to all users of our services. To all our funders we express our gratitude.

I would like to take this opportunity to thank the Board for their support during the year, also the management and staff for their hard work in supplying an excellent service to our clients. In particular I congratulate our Chief Executive Dr. Raman Kapur who was made an MBE in the New Year Honours for his dedication and commitment to services in mental health.

**Robert Lamrock**  
**Chairman**

## OBITUARY

It is also with some sadness that we report the death of our Chairman, Mr Paul Simpson. We would like to share with you some, perhaps little known, snippets of Paul's life.

Paul Simpson, who died a few days short of his 67th Birthday, was Director of Finance and Information Technology in the Down & Lisburn Trust when it was established in 1994, going on to become its Chief Executive.

He was recognised as an accountant, strategist, organizer and Manager and, for 17 years, had an influence on the provision of health and social care in the Downpatrick and Lisburn areas. "Paul believed working in the Health Service was a serious business, but you didn't Have to be serious all the time" said friend and former colleague, Paul McBrearty. "He had a calmness that reflected his control of situations and he excelled at getting the best out of people".

Paul Simpson was involved for 20 years with Threshold, a voluntary mental health Agency, providing services to people of all ages. He played a major role in Helping the body up to the position it occupies today and he became its Chairman.

In his youth Paul, a native of Belfast and an old boy of Campbell College, played Cricket for Derriaghy and was Captain of the Civil Service Team as well as a Hockey umpire. He was also a member of the Folio Society, an organisation Dedicated to producing and making books affordable to everyone.

Paul was a valued member and Chairman of Threshold and will be missed by all who knew him.



# CHIEF EXECUTIVE'S REPORT

I would like to take this opportunity to thank you for taking time to read this report and hope it will give you a broad overview of the excellent work that continues to be carried out within all of Threshold's services e.g. residential, outreach, children and adolescent projects.

Since our last report was published, we have had the loss of our Chairman, Mr Paul Simpson, after a very short illness. As you will have already read, Paul had been with us since Threshold's inception and was a very valued member of our Board. We will miss him and the contribution he made to the smooth running of the agency as a whole.



The agency, like so many others, continues to strive to do more on a lot less. A constant reminder of how difficult economic times continue to press upon us and make their presence felt not just within the voluntary community but the entire country as a whole. Tough times result in tougher measures being introduced through cuts in financing and services and less being generally available but with increasing and growing demand.

The world of mental ill health doesn't wait for economic crisis to strike before it rears its head but it certainly does contribute to raised levels of anxiety and distress among all.

Since our last Annual Report, Threshold has actually seen an increase in services, developing and taking forward a 'Card before you leave scheme' based within Antrim and Coleraine Hospitals and aimed at those who appear to fall through the net when presenting at A & E in a distressed state. An increase in our services with children and adolescents within the Western Trust also highlights the continuing pressure on our statutory services and the demand for the specialised service we provide.

As always, we continue to provide residential and outreach services to the highest standard, to provide a safe, secure and warm environment for our residents and a constant, reliable service to those who remain in their own homes.

We recognize the dedication of our staff and to those members who willingly give up their time to sit on our Board and assist us with the difficulties of day to day business life. I would like to thank them all.

**Dr Raman Kapur MBE**  
**Chief Executive**

# SOME EVENTS THAT TOOK PLACE OVER THE PAST YEAR

## Mental Illness Awareness

The Speaker of the Assembly, Mr William Hay, MLA, hosts an annual 'Switching on the Lights' ceremony each year at Stormont, followed by Christmas dinner in the Long Gallery. This year, the Speaker's chosen area was mental health. Threshold were among those invited to take part in this very enjoyable evening. Our residents and staff who attended thoroughly enjoyed the beautiful setting of Stormont and the festivities that followed in the Long Gallery. The evening began in the great hall at Stormont, where we were wine and dined and entertained. We all had a thoroughly enjoyable evening.

A big thank you must go to the Speaker, Mr William Hay, MLA and to his staff, Ms Frances Langham, who organized a fantastic night.

**Frank Liddy**  
**Chikara House**



*Speaker's Christmas Dinner at the Long Gallery, Stormont  
(From left) Ann Champion, Sandra McAleese, Frank Liddy, Marguerite Doherty  
and Carol McCormack*

# VISITORS TO THRESHOLD

## Boston / Threshold Group Conference, August 2011

Threshold, along with their partner members from the American Group Psychotherapy Association, held its two-day conference this year at NICVA, in Belfast. Over the years, many participants from the U.S. have been very impressed by the work that goes on here in Northern Ireland, among the many professionals working in the field of mental health and trauma. The event got off to a flying start with the production of a play 'Rounding Third', presented by the Red Well Theatre Company. Red Well Theatre Company are made up of a group of Professionals working in the psychotherapy field, who got together and act in their spare time. Choosing plays that depict the trials and tribulations of every day life and human interactions - which in this case, provoked a lot of laughs as well as some more serious moments which gave us all food for thought!. They are based in Washington D.C.

## Northern Ireland Housing Executive's Visit to Threshold Projects

The Northern Ireland Housing Executive's newly appointed C.E.O., Mr John McPeake, along with Chairman, Brian Rowntree, visited some of Threshold's residential Units, to see at first hand some of the good work that is done.

Our CEO, Dr Raman Kapur, was delighted to welcome the visitors and show them around the facilities at Dumbarton House on the Somerton Road, Belfast. They then moved onto Glencarn House and Sophia House in Glengormley to see the different accommodation that is available to our residents e.g. full support to semi-independent living. These residential services are fully supported by N.I.H.E. / Supporting People funding.



*John McPeake, Raman Kapur and Brian Rowntree*

## Visit by the Health Minister, Mr Edwin Poots, MLA

The Minister for Health, Social Care and Personal Safety, Mr Edwin Poots, MLA, kindly agreed to take time out from his very busy schedule to visit two of our residential units in Glengormley; Glencarn House and Sophia House.

The Minister, who was also accompanied by Mr Colin McMinn, from the Department of Health, Mental Health Branch, was met by our Chairman, Robert Lamrock, Vice Chairman, Anthony Harbinson and CEO Dr Raman Kapur.

Residents from Glencarn House were delighted to meet with the Minister and took great pleasure in bringing him on a tour of the house. They were able to ask the Minister questions and describe the day to day activities that go on within a therapeutic community. The residents all said they felt very much a part of the community and were all involved in everyday tasks such as planning menus to shopping and attending community meetings. Discussion followed on the importance of preparing for moving on and where they hoped to go after they left Glencarn.



*The Minister, Edwin Poots meeting Darren Black, Glencarn House, Anthony Harbinson, Robert Lamrock,*



*Edwin Poots, Raman Kapur and Graham*



*Robert Lamrock, Raman Kapur & Edwin Poots*

Moving just across the road to Sophia House, the Minister met with staff and residents in this unit with 16 self contained flats. Here residents are semi independent and are able to do their own cooking and live a reasonably independent life with the support of staff. The Minister spoke with residents who were involved in volunteer work as the first step on the road to getting back into the community and hopefully into the workplace.

The Minister said: "I am impressed by the specialist therapeutic services Threshold offers people who are suffering from mental illness. The fact that it has established services across Northern Ireland and now provides care and support for between 250-300 people is testament to the quality and success of these services.

The Minister said "With so many people suffering from mental illness and struggling to live independently, any programme that aims to create a positive and meaningful future, where people are able to live as

independently as possible, should be lauded."

The Minister commended Threshold staff and volunteers for the care and treatment they give to their residents. He also congratulated Threshold's Chief Executive, Dr Raman Kapur, on receiving the MBE in the New Year's Honours List.

We would like to sincerely thank Mr Poots and his staff for making time to visit two of Threshold's residential projects and for taking so much time to speak with residents and staff alike.



*The Minister meeting residents from Sophia House*



# NEWS FROM OUR TRAINING DEPARTMENT

It has been an exciting year full of changes in the Training Department. The first change was a change of personnel. Sharon Foster left and Paul Curran took over. The other main change concerned the transition from NVQ to the new QCF award. Through these changes the training department has continued to deliver and develop a high standard of training for Threshold staff, meeting and exceeding the minimum standards as set out by RQIA, Supporting people and the Northern Ireland Social Care Council.

Threshold has continued to maintain its commitment to Continuing Professional Development and has given the staff opportunity to improve their skills to work with service users and to develop professionally.

Over the past Year 4 project workers successfully completed their NVQ level 3 in Health and Social Care. An NVQ 4 was completed by a Deputy Manager and for the first time a Warden was enrolled as a candidate on the NVQ level 2 which they completed successfully.

With an aim to maintaining this commitment to the professional development of the staff, one Warden has begun the new QCF level three in Health and Social Care. Two Deputy Managers and one Acting Manager have been enrolled to complete the new QCF level 5 in Leadership in health and Social Care. It has also been important to maintain the expertise in assessing and verifying these new awards within the organisation, so to that end one Deputy Manager has begun to complete his TAQA assessing award while a Manager has been tasked with completing the verifier award.

Threshold continues to show commitment to the development of Social Work trained members of staff, four have completed their Assessed Year in Employment while four others are working through their post qualifying awards.

Over the past year, two Clinical Psychology trainees have been placed with Threshold and have reported that this has been an exciting and beneficial aspect of their training.

Finally we have maintained the highest standards of our in-house training to the staff with a full training programme over three terms, which include training event by experts from all over the country. I am confident that during the next year the Training Department will continue to meet the challenges in delivering the highest standards of training to all Threshold staff.

**Paul Curran**  
**Training Co-Ordinator**

## OUR OTHER SERVICES...

### Threshold Research

Evaluating services across health and social care has now become the norm in the new commissioning arrangements being established by the Regional Health and Social Board. Similarly, our housing commission (N.I. Housing Executive) is also adopting this culture of an 'evidence based approach' to delivery of services. With this in mind, the collection and analysis of our outcome data across all of our services ensures we are consistently monitoring and evaluating the effects of our services on those in our care. All of our outcomes indicate that people with mental health problems do well with us. Our adults with severe mental illness, move onto successful independent living, our children and young people are more able to explore their thoughts and feelings freely and those with alcohol and drug addiction feel supported and re-directed towards specialist services.

We will continue to evaluate what we do and disseminate our findings to all of our stakeholders, so ensuring, that those who come into our services receive the best possible outcomes.

### Floating Support Services

Threshold's Floating Support Service, funded by the N.I. Housing Executive's Supporting People initiative, continues to assist and support vulnerable people living in their own homes. Our research has shown that those in receipt of this service have made steady progress and benefit from our interventions.

### Child & Adolescent Psychotherapy Services

In partnership with both the WHSCT and the NHSCT, Threshold have been providing psychotherapeutic interventions to young children and adolescents who have been referred to the service by GP's and local CAMH's teams. As part of our on-going evaluation study, patients continue to respond positively and outcomes demonstrate an improvement in their feelings of well-being.

# Richmond Fellowship (NI) Ltd

## INCOME AND EXPENDITURE ACCOUNT

### YEAR ENDED 31 MARCH 2012

	Notes	2012 £	2011 £
<b>INCOME</b>	2	2,363,411	2,380,889
Less: operating costs	3	(2,249,266)	(2,334,843)
<b>Operating surplus</b>		114,145	46,046
Interest receivable and other income	4	10,279	5,883
<b>SURPLUS FOR THE YEAR</b>		124,424	51,929
<b>REVENUE RESERVES BROUGHT FORWARD</b>		638,912	586,983
<b>REVENUE RESERVES CARRIED FORWARD</b>		<u>763,336</u>	<u>638,912</u>

The Agency has no recognised gains and losses other than those included above.

Income and expenses all relate to continuing operations.

# Richmond Fellowship (NI) Ltd

## BALANCE SHEET

<b>AT 31 MARCH 2012</b>	<b>Notes</b>	<b>2012 £</b>	<b>2011 £</b>
<b>FIXED ASSETS</b>			
Tangible fixed assets	6	179,076	205,208
<b>CURRENT ASSETS</b>			
Debtors	7	75,067	91,349
Cash at bank and in hand		923,902	755,914
		998,969	847,263
<b>CURRENT LIABILITIES</b>			
Creditors: due within one year	5 & 8	(307,805)	(300,232)
<b>NET CURRENT ASSETS</b>			
		691,164	547,031
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>			
		870,240	752,239
<b>CREDITORS: DUE AFTER MORE THAN ONE YEAR</b>			
	5 & 8	(55,600)	(61,723)
<b>NET ASSETS</b>			
		814,640	690,516
Deferred income	6	51,283	51,583
<b>CAPITAL AND RESERVES</b>			
Share capital		21	21
Unrestricted funds	14	586,393	576,114
Restricted funds	14	176,943	62,798
<b>TOTAL FUNDS</b>			
		814,640	690,516

The financial statements on pages 12 to 13 were approved by the committee of management and were signed on its behalf by:  
 Committee member, Belfast

11th June 2012

# THRESHOLD - AN OVERVIEW OF OUR SERVICES

Threshold has now been delivering mental health services to people in Northern Ireland since 1990. During that time we have expanded from one residential unit to seven, developed a research department, training department, Floating Support Services, added counselling services for children and adolescents and now also provide support to those suffering from drug & alcohol addiction. Funding for our residential services has changed over the years, with some units only being able to take clients for a period of 2 years (requirement of Supporting People Funding). We have a turnover of just over £2.5m, employ around 70 staff and offer services to around 250 children, young people, adults and the elderly with mental health problems.

## Research Department

It is important to our funders, key-stakeholders and ourselves that the services we provide make a difference to those who receive them. We regularly collect data from our clients which we collate and analyse to ensure that what we do makes a difference to their well-being and their lives. We feel very strongly about the work we do and value highly the importance of research; being able to identify what works and what doesn't and actively challenging long held beliefs about mental illness.

## Clearwater House (14 beds)

Established around 20 years ago, Clearwater House has embedded itself into the community of north Belfast. Catering for age groups 18 yrs plus, the staff strive hard to provide a comfortable homely environment to clients suffering from mental ill health. Referrals are made

through Health Care Managers, Social Workers, CPN's and Psychiatrists.

## Chikara House (11 beds)

Based just off the lower Lisburn Road, Chikara House is our only unit in south Belfast. Part of an Edwardian terrace, the unit has been completely refurbished inside and provides excellent up to date facilities for our residents. The age group ranges from 18 years upwards and referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

## Dumbarton House (12 beds)

A beautiful detached house on Somerton Road in North Belfast, Dumbarton's genteel interior is home to some of our older and oldest residents, some of whom have been with us since it opened in 1990. Referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

## Glencarn House (14 beds)

This was our first 'new build' residential unit in Glengormley, Newtownabbey. A purpose built residential unit where staff strive to provide and maintain a homely, safe environment for its residents. The age group is from 18 plus years and referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

## Kharaminn House, Portrush, Co. Antrim (14 beds)

This is our only residential unit on the north Antrim Coast at Portrush. This new purpose built unit was

opened six years ago and comprises 14 self contained flats, with a communal area for staff and residents. This caters for those recovering from mental ill health but who are able to live semi-independently, with the support of our staff. The age group is from 18 plus years and referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

### **NO. 7 Brookhill Avenue (6 beds)**

Based in north Belfast beside Clearwater House, this project contains 6 self contained flats and caters for those who can live semi-independently with help and support from staff. The age group is from 18 plus years and referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

### **Sophia House, Glengormley (16 beds)**

This new unit has 16 self contained flats with communal facilities for residents and staff. Again it is aimed at those who have recovered sufficiently from mental illness to lead semi-independent lives with the help and support of our staff. The age group is from 18 plus years and referrals are made through Health Care Managers, Social Workers, CPN's and Psychiatrists.

### **Floating Support Service (out-patient service)**

Our Floating Support service was set up with funding from Supporting People (NIHE) with the intention of providing support to people suffering from various mental ill health problems while remaining in their own homes. Visiting clients once or twice weekly they offer assistance on a regular and consistent basis which can help to reduce feelings of isolation and depression and hopefully lessen admission to hospital.

### **Community Flats ( 5 self contained units)**

Community flats (5 in total). Three self contained flats are based beside Chikara House in South Belfast and two bungalows are contained in the grounds of Dumbarton House in North Belfast. This accommodation offers people with severe mental illness their own independent accommodation with support.

### **Training**

We believe that training staff to understand at least some of the trauma associated with mental ill health enables them to understand and assist our residents in a much better way. We have a comprehensive training programme which includes statutory (required) trainings and other training which focuses on the type of work we do within a therapeutic community. We also ensure that all non-professionally qualified staff are trained to NVQ level 3 in Care. Adhering to standards as set by the Regulation & Quality Improvement Authority (RQIA) and N.I. Social Care Council (NISCC).

### **Drug & Alcohol Outreach Programme (out-patient service)**

Working in the area of addictions (alcohol and drugs) we have two project workers based within the NHSC area. NHSC funded project is based in the Ballymena area and the other covers the northern 'triangle', which geographically is quite a large area to cover. The development of these services for those suffering with addictions is mainly to 'signpost' the client to statutory services. Many of these clients have no contact whatsoever with services and, therefore, do not seek help for their addictions until they have escalated and caused many problems associated with drugs or alcohol.

## Primary Care / Children's Service (out-patient service)

We offer a brief, individual, 12 sessions, weekly, psychological therapy service for children aged 6 – 18 yrs, within the NHSCT & the WHSCT. These children suffer from moderate emotional problems and respond well to this treatment. Referrals are from GP's & CAMH's Teams.

## MEMBERSHIP OF The Community of Therapeutic Communities (tctc)

Threshold has been a member of 'Community of Therapeutic Communities' now for a number of years. Coming under the auspices of the Royal College of Psychiatrists, 'tctc' operates a standards-based quality improvement programme bringing together therapeutic communities both nationally and internationally. They do this by engaging them in service evaluation and quality improvement using methods and values that reflect their therapeutic philosophy. Member communities are found within health, education, social care and prison settings. For Threshold that means becoming involved in an annual cycle of both self and peer reviews, using sector specific service standards of best practice. We encourage our residents to become fully involved in this process and also to engage fully in visiting other communities to carry out peer reviews. As there are the only 2 therapeutic communities in Ireland this involves travelling to England, which for some residents, means boarding a plane for the very first time in their lives! Membership of the Community has increased awareness among staff and residents of the importance of involvement in all areas of community living and has had a very positive and empowering effect on our residents.

# THRESHOLD PROJECTS AND CONTACT INFORMATION

## ADMINISTRATION OFFICE

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**PRIMARY CARE SERVICES**

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Primary Care- Drug & Alcohol Outreach Service  
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CO ANTRIM  
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**SUPPORTED HOUSING PROJECTS**

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