



# Annual Review

2017 — 2018

★  
Cornerstone



# Inside...

3	Hello
4	Local Cornerstone™ - Two Years On
6	Pioneer Parties
7	All On Board
8	Your Choice
10	Summer Fun
12	Silver Years
13	New Services
14	Cornerstone In Numbers
16	Opening Doors
17	Moray 30th
18	Volunteers
20	Transform Lives
24	Young at Heart
26	Thank You
27	Accounts

**Patrons:** Dame Anne Begg and Karen Darke MBE. **Board of Directors:** Malcolm D. Laing (Chair), James C. Douglas, Zoe Ferguson, Alastair Forbes, Sharon Irvine, Steven C. F. Judge, Andrew B. Lockhart, Helen Munro, Jonathan Parkes, Craig A. Pollock, Ian J. Robbie, Dr Christopher J. Scott, Elaine M. Thomson, and Judith Tocher.



# Hello

I hope you  
enjoy reading  
our Annual  
Review for  
2017—2018.  
It's been a  
busy but  
successful year  
for Cornerstone.

Special thanks to BP  
for their sponsorship  
of this Annual Review



We have provided great care and support to over 2,400 children, adults, and families across Scotland this year and expanded our work by winning new business, including a contract to provide housing support to over 300 older people in Aberdeen.

As our ambitious strategy, Local Cornerstone™, is being embedded across our organisation, we are beginning to see the benefits it has for the people we support and to our colleagues who have embraced this new way of working. We have welcomed visitors from across the world and hosted several study visits for NHS and social care colleagues from Scotland, England, and Wales. There has been an overwhelming level of interest in what we are doing. Our hope is that sharing our stories will inspire others to change.

Cornerstone has enjoyed tremendous support this year from a number of partner organisations including Big Lottery, Carnegie UK Trust, Scottish Government, Healthcare Improvement Scotland, Care Inspectorate, and Scottish Social Services Council (SSSC) among others. We appreciate their support and encouragement.

This financial year shows an encouraging surplus position, despite many of the financial challenges we have faced over the past 12 months.

I'd like to take this opportunity to thank the volunteer members of Cornerstone's board for their support and also to say thank you to my colleagues for all their hard work.

It is so important to recognise, appreciate, and value the work that is carried out every day to enable the people supported by Cornerstone to live a valued life - the life they choose.

So, sit back with a cup of tea and enjoy reading our Annual Review. I promise it will leave you with a smile on your face.

Edel Harris,  
Chief Executive

“It is so important to recognise, appreciate, and value the work that is carried out every day to enable the people supported by Cornerstone to live a valued life - the life they choose.”



Our Strategy - Local Cornerstone™

# Two Years On

Our current strategic plan, Local Cornerstone™, was launched in October 2016.

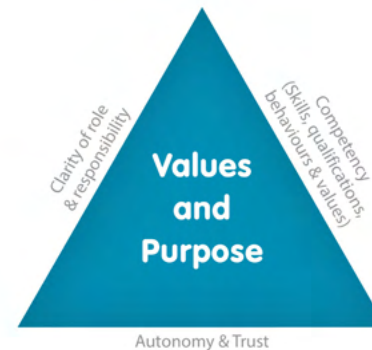
Two years on and we can reflect on the phenomenal amount of hard work that has taken place as well as the great progress that is being made towards achieving our vision of transforming social care in the UK. The support we have had from others, as we embark on this exciting journey has been truly heart-warming.

The Local Cornerstone™ strategy was developed to address the challenges and opportunities presented by the changing sector, and aims to ensure that Cornerstone continues to provide a high standard of care for many years to come. We continue to put the people we support at the heart of everything we do.

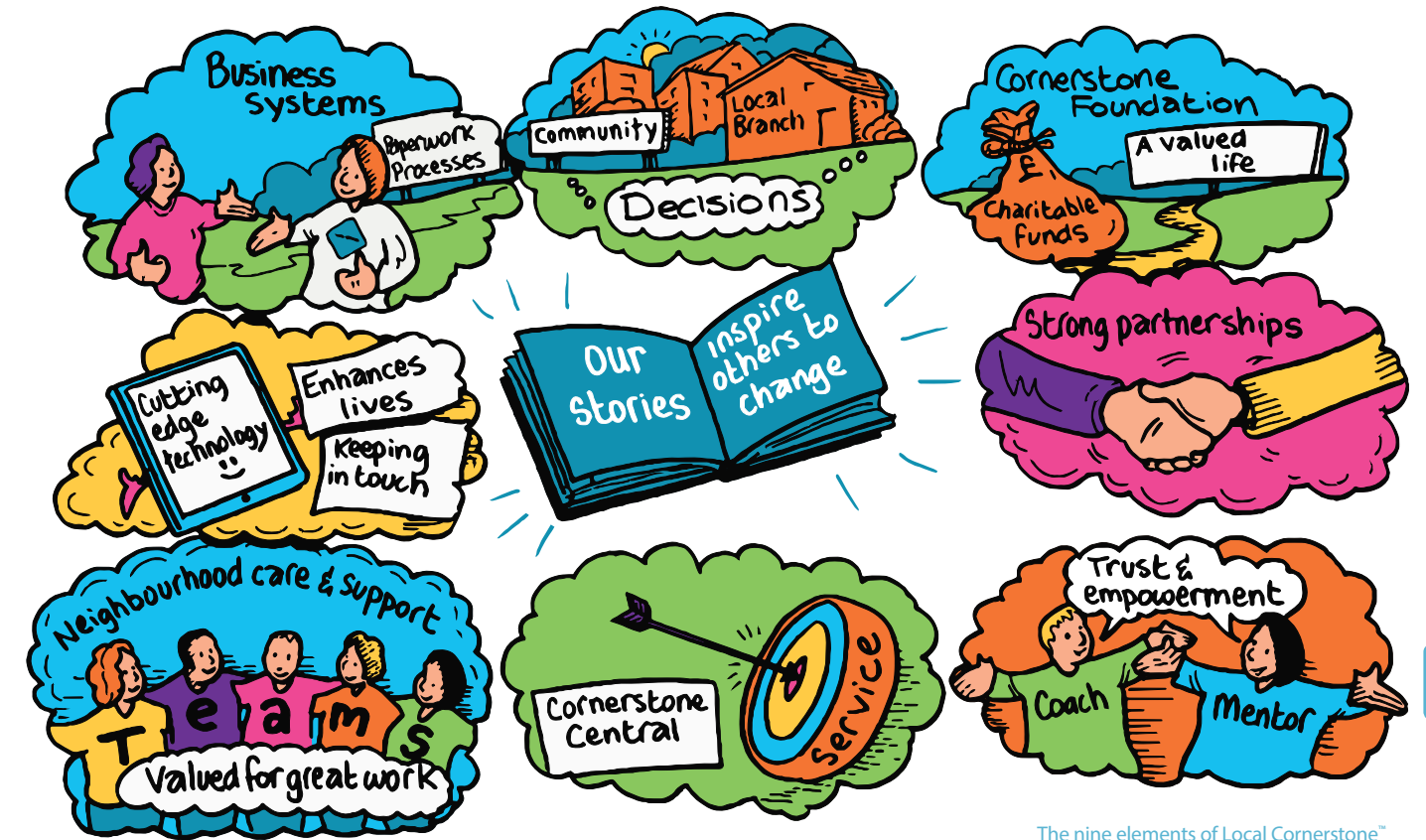
Our key Local Cornerstone™ achievements to date include:

- An increase in the pace of implementing self-organised teams, known as local care and support teams (LCASTs). At the time of writing we had 42 LCASTs at varying stages of operation across Scotland.
- The streamlining of our policies, procedures and processes moving to one page electronic guidance documents in a simple and easy to understand format.
- The implementation of the Cornerstone

Triangle (pictured below) which has been developed to support colleagues as they embrace the new way of working based on a culture of empowerment, autonomy and trust.



- The building of stronger community links.
- Embedding a coaching culture.
- Continuing to build strong partnerships with key stakeholders including the SSSC who have facilitated a number of Action Learning Sets with colleagues on the theme of 'innovation versus risk'.
- The introduction of storytellers who are capturing our stories to inspire others in the health and social care sector to change.



The nine elements of Local Cornerstone™

- Distributing funds raised by The Cornerstone Foundation, to make the dreams of the people we support a reality.
- Rolling out mobile technology and introducing new software to significantly improve the working conditions of colleagues and enhance the quality of the service we provide.
- Implementing a 'How Can I?' campaign to support our colleagues to focus on finding solutions.
- Hosting a commissioning event to identify some tests across the country where commissioners and local teams work together to ensure better outcomes for the people we support.

If you would like a copy of our Local Cornerstone™ Year One Report, please email us at [enquiries@cornerstone.org.uk](mailto:enquiries@cornerstone.org.uk) or call us on **0300 131 3333**.

“We continue to put the people we support at the heart of everything we do.”

Judo Master

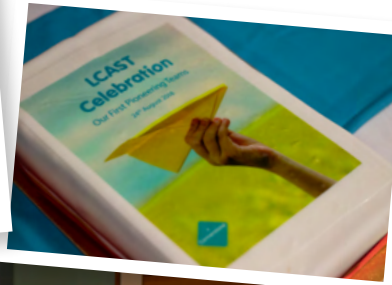
Mikey, supported in Aberdeen, loves sports and has found a real passion for judo. Last year, Mikey travelled to Livingstone to compete, winning two out of his three matches, coming away with a silver medal. This year, Mikey returned, this time he got gold!







# Pioneer Parties



In August, we held several parties across the country to celebrate the establishment and the first anniversary of our pioneering local care and support teams. Events took place in Airdrie, Dundee, Elgin, Glasgow, Irvine, Renton, and Stonehaven. The parties were great fun, with many of our new team members, people we support, our leadership team, and some board members enjoying music, a spot of lunch, and plenty of cake.

It was a great day which provided an opportunity for us to thank our colleagues for embracing this new way of working. We wanted to recognise the difference they make to the lives of the people we support.

Rebekah, supported by Cornerstone in Dundee, took part in the 2017 Special Olympics in Sheffield, where she picked up bronze and silver medals for the team boccia competition.



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# All On Board

A key part of Local Cornerstone™ is committing to meaningfully involving colleagues in the governance and direction of the organisation.

Following a rigorous recruitment process we were pleased to formally announce at our AGM last year the appointment of two employee board members. We believe that Cornerstone is the only social care organisation in Scotland to have employees on their board. Our employee board members, Alastair Forbes, team member in West Dunbartonshire, and Sharon Irvine, service manager in Glasgow, have embraced their new role enthusiastically.

Alastair said, "Having worked for Cornerstone for 14 years, I thought I knew the organisation pretty well; but my first year as a board member has taught me that there is so much more to Cornerstone than I had imagined."

"I can't believe how quickly the year has gone, and in many ways I feel as if I'm still starting out as a board member. I've attended all the board meetings and have also really enjoyed contributing to the Quality Improvement Committee, particularly being involved in the testing of 'My Cornerstone Experience'. I think the most rewarding aspect of being a board member is all the brilliant people I've met, many of them Cornerstone colleagues, and quite a few from partner organisations working with us to develop Local Cornerstone™. I've got to know colleagues from all over the country, from Cornerstone Central, coaches, branch leaders, the senior leadership team and of course my fellow board members. And it's reassuring to know that whatever challenges and difficulties we might face, we are at heart one big organisation of caring,



committed and supportive people."

Sharon said, "I feel this has been a great opportunity to be involved in the governance of the organisation. The first year has brought challenges which Cornerstone met with additional training. My peers are also always there to offer advice which has been invaluable. I have mostly enjoyed the discussions around managing change,

as we influence systems change which impacts on the wider social care sector. It's also a great personal opportunity as I can see in practice what leadership really means, and together, the board members use their expertise to improve Cornerstone and ensure it has a secure future. My contribution involves sharing my experience and knowledge from many years of working in different roles within the organisation. I look forward to the next year."

In May, nine people supported by Cornerstone Connects Stonehaven (CCS) went on holiday to sunny Mallorca for a week. They had selected the Sa Coma region, where everyone loved the dancing and nightly entertainment. Agnes, said, "I've really had a wonderful time!"



Holidays





# Your Choice



## Option 1

Direct Payment



## Option 2

Individual Service Fund



## Option 3

Arranged Services



## Option 4

Mixed Budget



Cornerstone SDS

Cornerstone, in partnership with Aberdeenshire Council provides advice and support for those who wish to consider using self-directed support (SDS). The number of referrals to the SDS service, has continued to increase and we currently support over 525 adults and families.

This year we have continued to develop and deliver a service that promotes choice and control, putting the individual at the centre of the decisions they want to make about their care and support. These developments over the last year have strengthened our ability to promote SDS as a viable option for children, adults, and families who require some form of social care or support.

SDS colleagues have continued to focus on continuous improvement and as a result are enjoying a reputation for being one of the leading providers of this type of provision across Scotland. Furthermore, our SDS colleagues have embraced Local Cornerstone® and, working as a team, they have refined processes, designed more effective ways of doing the necessary recording and reporting, and developed strong collaborative working relationships with all our key stakeholders.

We are confident that we can continue to face the challenges to come, ensuring that the individuals and communities we serve have access to the best possible advice and support. If you wish to learn more about SDS, please visit our dedicated SDS website [www.cornerstonesds.org.uk](http://www.cornerstonesds.org.uk) or contact [sds@cornerstone.org.uk](mailto:sds@cornerstone.org.uk) or call **0300 131 3333**.



John was a typical 19-year-old, living at home with his family, having just started working as an apprentice welder. However, in 2014, John and his family's lives changed drastically when whilst driving home in torrential rain, John's car came off the road. John suffered a fractured skull and severe brain injury.

During rehabilitation, John was offered an electric wheelchair, which he politely declined as he was determined to learn to walk again.

On returning home from hospital John's self-directed support story first began. John's main priority and that of his family was to get him mobile, help him realise his full potential and regain his independence. When discussing the options available to him under SDS, it was felt that using Option 1 to employ his own team of personal assistants would be preferable as this option opened a door to a whole new world of opportunities. The family, with John's agreement, decided to do something unique with their direct payment and recruited occupational therapists and physiotherapy students to support him.

The support for John and his family provided by the Cornerstone SDS team has given them hope and provided an opportunity that the family couldn't see materialising in any other way.

Four years on from John's accident, and two years since he was first introduced to Cornerstone SDS, the progress John has made is remarkable. A lot has changed since he and his family first shared their story with us.

*"Improvement has been slow, but there has been significant progress and having an overall goal has given John something to work towards,"* said John's dad. *"He climbs up and down the stairs in our home every single day now with no support!"*

The family are still employing physiotherapy students and now also have the support of a professional physiotherapist commissioned through SDS. The family state that the physiotherapist *"has been really amazing and has made a big difference to John's progression."*

John can now swim a width with no support and goes to the gym three times a week with the support of a personal trainer.

Perhaps the most spectacular part of John's recovery process is that he is currently working towards regaining his driving licence.

Walking, talking with full speech, and driving a car are now all within reach for John, something that four years ago would have seemed impossible. This is a great example of the magic of SDS. Enabling people to utilise the available resources to best meet their needs.





# Summer Fun

Growing Together, generously supported by the Big Lottery Fund, was developed to provide support for families with children with additional support needs.

**B**ased in Glasgow and East Dunbartonshire, Growing Together ensures that, despite their disability, children can enjoy their childhood like any child should. We understand that school holidays can be a challenging time for both children and their families. However, Growing Together allows us to host a range of events and activities (archery, go-karting, arts and crafts, and yoga to name just a few) for the children to enjoy over the holiday period.

Our Growing Together colleagues, who both planned and attended events, took great pleasure in seeing how happy the children were, and seemed to have just as much fun! Abi Martin, project worker at Cornerstone said, *"It has lightened us all to see the children playing freely with huge smiles on their faces. We had an 'animal man' attend our summer party where the children were able to hold snakes and other unusual and wonderful animals. The children and their parents enjoyed a magic show and other activities that provided them with an opportunity to socialise with other families in similar positions. We had a great day with Glasgow Sport which involved every one of the children no matter their mobility issues or other needs. For those less interested in being quite so active we also held a calm arts day and a yoga session which provided some well needed relaxation."*

The variety of events held over the summer ensured we catered for every child's needs. The great feedback we continue to receive suggests that the children and also their families enjoyed a summer full of fun!







# Silver Years

2018 was a special year for eight of our esteemed colleagues, as they celebrated their 25th anniversary working for Cornerstone.

This was an anniversary we didn't want to pass without giving it the recognition it deserved. So Edel Harris, our chief executive, who recently celebrated her own 10th anniversary, hosted an afternoon tea at The Marcliffe Hotel in Aberdeen.



Our colleagues who were celebrating this landmark in their career, enjoyed a lovely afternoon with their family and friends where they all received a certificate of recognition for their dedication to Cornerstone along with a gift presented by Cornerstone Patron, Dame Anne Begg. Cornerstone Chair, Malcolm Laing, was also in attendance.

*"I've met some amazing people in my time here at Cornerstone", said Edel Harris. "Speaking to my colleagues today who have reached this impressive milestone has made me feel extremely proud to head up an organisation that employs such amazing and dedicated people. There were many great stories to be heard from their collective 200 years' experience."*

Our work anniversary celebrants (pictured left) are: (Back row) Lorraine Beange, Elaine Duffy, Malcolm Laing (Cornerstone Chair), Christine Petrie, Anna Flett, (Front row) Patricia Ferguson, Dame Anne Begg (Cornerstone Patron), and Frances Whyte. Gwenda Cowling and Jacqueline Raeburn, who also celebrated their 25th anniversary, were unable to attend.

A special thank you to them all, especially for the positive difference they have made to the lives of the people we support. Their dedication and hard work over the past 25 years is much appreciated.

## Awards

In March, our West Dunbartonshire and Argyll & Bute branch held their second 'Out of This World Awards'.

It was a great day with 13 awards being handed out to the people we support, Cornerstone colleagues, and volunteers. The awards were handed out for mentoring and overcoming adversity, with certificates for achiever of the year and recognition for volunteer work.



# New Services

This year, Cornerstone continued to expand both our range of provision and the numbers of children, adults, and families we support.

## Sheltered Housing in Aberdeen

Our Aberdeen City & Aberdeenshire South branch won a contract to provide housing support to older people living in sheltered housing in the city. This is the first contract of this type for Cornerstone and we plan to work with more older people as we expand this work across the country.

The local care and support teams work across ten separate sites which accommodate over 350 people in a total of 290 homes.

Sheltered housing is designed for people of pensionable age with increased support needs, usually consisting of grouped developments, most of which have a common area for residents to meet and socialise, and other facilities such as a laundry. Sheltered developments are provided with housing support colleagues (commonly known as wardens) and a 24 hour on call system for emergencies. The primary role of our team members is the safety and well-being of our tenants. However they also help to reduce social isolation, promote an independent lifestyle and provide a friendly face.

*"We are pleased to be supporting so many more people in Aberdeen City", said Craig Roger, branch leader. "Each of these ten sheltered housing schemes offer housing support working in partnership with multidisciplinary teams to ensure that the people we support live as independently as they can within their own home. We have received some great feedback about the support we provide, from the people we support and their families."*

## The Waterfront, Argyll & Bute

In November 2017, Cornerstone bought a property at auction. The property in Garelochhead, which has now been fully re-furnished, will provide supported accommodation to ten adults with profound and complex needs. The Waterfront, set in beautiful surroundings on the banks of Gare Loch itself, allows us to repatriate people originally from the local area, who are currently living in hospitals many miles away from home. A successful local recruitment drive has resulted in the creation of a local care and support team of highly skilled individuals all of whom can't wait to welcome their first tenant.

## Cabinet Secretary

In June, Cornerstone's Carman Centre and Moss Cottage were pleased to welcome Shona Robison MSP, former Cabinet Secretary for Health and Sport to West Dunbartonshire.



Supporting  
**2,400**  
people

We have supported  
**419**  
people to live an active life  
in their local community

Hundreds of hours of respite  
care were provided to  
**95**  
children, adults and families

**75**  
individuals benefited from our  
Quality of Life fund to secure  
specialist equipment

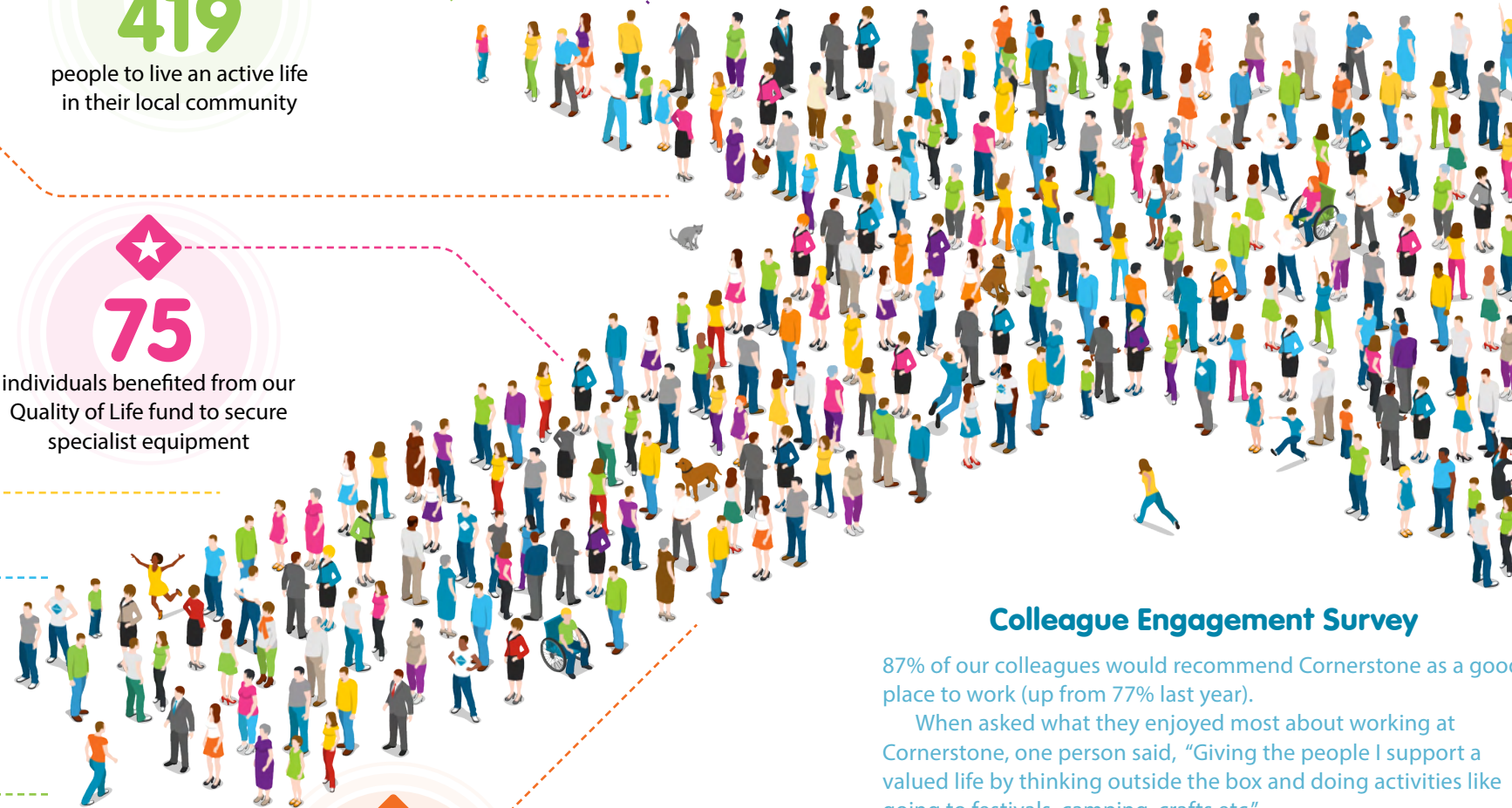
Across  
**19**  
health and social care  
partnership areas

**226**  
residential services

We have provided 24  
hour housing support to  
**741**  
people

We have supported  
**323**  
children and young people across Scotland

Grades awarded by the Care Inspectorate were mostly grade  
**5 (very good)** and grade **6 (excellent)**.



### Colleague Engagement Survey

87% of our colleagues would recommend Cornerstone as a good place to work (up from 77% last year).

When asked what they enjoyed most about working at Cornerstone, one person said, "Giving the people I support a valued life by thinking outside the box and doing activities like going to festivals, camping, crafts etc."

The top themes included:

- Feeling pride in seeing the difference we make to people's lives.
- Great people, great training and supportive culture.
- Friendly team, variety of work, flexible hours.
- Variety, every day is different and always learning.
- Changing how we work, the level of trust and empowerment.

### Training and Development

**19,303** e-learning courses completed.  
**790** class based courses completed totalling  
**4,529** hours of learning.  
**66** candidates completed an SVQ/PDA  
through our SQA approved centre.

### Customer Satisfaction

Are Cornerstone staff caring?  
Yes **87%** Mostly **11%** No **2%**  
Are Cornerstone staff professional?  
Yes **79%** Mostly **19%** No **2%**  
Are you happy with Cornerstone?  
Yes **78%** Mostly **18%** No **4%**  
Does Cornerstone make a positive difference?  
Yes **84%** Mostly **13%** No **3%**  
Would you recommend Cornerstone?  
Yes **84%** Mostly **11%** No **5%**

### Awards and Accreditations

Over the past 12 months we have been finalists in the following awards:

- Scottish Social Services Awards 2018 – The Courage to Take a Risk.
- Nesta Good Help Award 2018 – The "Challenge" Award.
- Glasgow Business Awards 2018 – Fair Work (51 Employees of More).

Our CEO Edel Harris was awarded an honorary doctorate from Robert Gordon University for her contribution to charity and business in Scotland.





# Opening Doors

This year we were delighted to open the doors to two new area hubs in our Aberdeen City & Aberdeenshire North and Ayrshire branches.

The Peterhead hub at 28 Marischal Street opened following an extensive renovation of an existing retail property in the town centre, and offers an outstanding shared working environment for both office-based and visiting colleagues. The Peterhead hub will accommodate around six full-time colleagues, but will also provide a meeting and training space for 300 employees across the north-east. In the evenings and at the weekends we hope the community centre will play host to social activities for the people we support and others living in the local community.

Branch leader, Scott Baxter, said *"Everyone in our branch was thrilled to have taken on a long-term lease with the John Robertson Moritification Trust which allowed us to secure a much-needed town centre base. The Peterhead hub has benefited us greatly in just a short period of time allowing for increased productivity in several areas including training, social activities and meetings. Training will feature prominently throughout our work at the Peterhead hub. This work will focus on pre-employment training, e-learning, social care training and SVQ resources, all provided by the Cornerstone Training Academy. The aim is to provide a comprehensive, collaborative approach to training in association with other groups and providers from across the north-east"*.

The Peterhead hub has also become a focus for the wider community, being utilised by various other allied organisations. As a result, we have been able to further develop our community support and self-

directed support services in the area while also significantly increasing the profile of the incredible work Cornerstone colleagues carry out in the North-east of Scotland.

Cornerstone's Ayrshire branch, which has been based in Irvine for several years now, has also just recently moved to more central premises in the town centre, allowing better visibility and presence of Cornerstone within the local community. The new space is located in Nelson Mandela Cottage, 17 Townhead, Irvine. Similar to our new hub in Peterhead, the Irvine resource also offers Cornerstone colleagues in Ayrshire the facility to take part in training and e-learning. Our New Beginnings Group, which is part of Ayrshire's Shared Lives also utilise the cottage for their meeting space every week. The New Beginnings Group is currently in the process of opening a café next door to Nelson Mandela Cottage, run by the people we support.

**"The aim is to provide a comprehensive, collaborative approach to training in association with other groups and providers from across the north-east."**

# Moray 30<sup>th</sup>

September 2018 marked the 30th anniversary of Cornerstone in Moray. A celebration to mark this key milestone was held within the Lossiemouth Town Hall. The event was attended by over 100 people including Cornerstone colleagues, family members and people supported by Cornerstone. The evening had a nostalgic touch as Ian Noble, Moray's first area manager, opened the celebrations with a heart warming tale of the early days when Nick Baxter, Cornerstone's founder, and a group of parents came together to ensure that people with a learning disability had the same opportunity as everyone else to live a valued life.

Everybody in attendance had something to celebrate on the night. Some of the local people who are supported by Cornerstone, were presented with certificates to congratulate them on the fantastic things they have achieved.

The celebration highlighted the growth of Cornerstone in Moray and the impact of our work on the local communities we serve. Everybody had a wonderful time and there were definitely some sore feet at the end of the evening as the dance floor was never empty. A special thank you to those who helped organise the celebration and to Charms Treats who donated the celebration cake.



Volunteer

Mo is a volunteer for Cornerstone and a befriender with Jeannie, who receives support from Cornerstone in Moray. Jeannie tells us what having Mo means to her, *"Mo makes me feel good. Mo chats to me and listens to me. She knows the things I like to do."*



McManus

Cornerstone took part in an eight week course as part of the McManus 168 project in Dundee. The people we support made a model of the original Albert Institute. One participant said, *"We really enjoyed being creative with our support workers who helped us."*



Arty Darren

Darren, supported in Altonrea, Dyce is a real artist. His support worker, Stephen, told us about Darren's creative flair and how the team supports Darren to express himself. *"Darren really lives through colour, he likes to classify things and colours are a great way for him to express ideas and language as he has limited verbal skills. Darren likes to sketch his ideas down quickly using loose gestures then build his painting through blocks of vivid colour. Having something that Darren enjoys so much has really helped with his self-confidence."*







# Volunteers

We appreciate all those who help support Cornerstone by volunteering their time to enable the people we support to live a valued life.

**F**iona (pictured above) has been a befriender at Cornerstone for several years. She began volunteering because she wanted to make good use of her skills and do something meaningful.

Fiona said: "I find volunteering very worthwhile. In my voluntary role as a befriender, I always look forward to a catch-up and a cuppa with the lady I support."

"To anyone who has doubts about volunteering I would strongly encourage you go for it. I am 58 years old. I'd recommend volunteering to all age groups including students and the unemployed. There is an amazing range of volunteering opportunities available and Cornerstone provides all the training and support you may need."

**D**avid is a volunteer garden therapist who has been involved in volunteering since his retirement in 2003. David strongly recommends that others take the opportunity that volunteering presents.

David said: "I would like to tell other retirees about some of the opportunities that are open to them. Everyone has skills and knowledge acquired during their working lives, which they can impart to others."

"It has been my privilege to work with a great variety of people since volunteering for Cornerstone. Some have been empowered to do simple tasks that they had never attempted before; others were delighted to be the prize winners at the Dundee Flower Show, or to be praised for the way they had improved the hospital grounds."

"Volunteering can provide a most satisfying outlet for our time and energies. It is more blessed to give than to receive."

**S**tewart has volunteered with Cornerstone for eight years in the Carman Centre in Renton, West Dunbartonshire. Stewart takes on a variety of administration duties in order to support his colleagues.

Stewart said: "My colleagues treat me with respect and courtesy. I enjoy their company and banter in the office, this gives me purpose and motivation in the morning to get out of bed. I always look forward to my voluntary job. I have made friends with many of my colleagues and people we support since I have been volunteering with Cornerstone."

"Being a volunteer gives me flexibility, choice, and helps to reduce my stress and anxiety. I enjoy researching different topics online as well as reading and am able to pursue these activities in the Carman Centre as well as the local library. I am learning new skills and gaining knowledge and can take mini breaks and holidays throughout the year which suits my lifestyle."



Our volunteering opportunities include becoming a befriender, helping out at one of our activity groups, or helping out at events. To find out more please contact us on **0300 131 3333** or email [enquires@cornerstone.org.uk](mailto:enquires@cornerstone.org.uk).





# Transform Lives

Over the last year, The Cornerstone Foundation has distributed over £524,091 to our local teams and branches having raised an incredible £674,134 from our many supporters and donors.

The Cornerstone Foundation's Quality of Life programme has provided funding for vital equipment and resources, enabling the people we support to live a valued life. The disbursement of Connects funding across our branches has ensured that projects and services are in place to give people opportunities for social activities within their community.

Our recent appeal, The Gift of Time, has raised funds to provide vital additional staff time for people when they are most in need of additional support.

Our annual dinner saw us return to The Marcliffe Hotel & Spa in Aberdeen where guests were entertained by string quartet Bowjangles, while enjoying a gourmet dinner. On the night, our generous supporters donated over £26,000 towards The Gift of Time, helping to make a real difference in communities across Scotland. One guest was so moved by the story of Violet, a woman who had lost contact with her family, that he made a significant donation that allowed her to have the family reunion she had been dreaming of.

Other events this year included our glamorous Fizz Friday at the Trinity Hall in Aberdeen which raised almost £14,000, and our first Art Fair at Robert Gordon University. Many thanks go to our supporters for helping raise £12,000 and the very talented artists who generously donated their work.

We'd like to say a huge thank you to our army of

Kiltwalkers. Over £10,000 was raised which is generously supported by the Hunter Foundation adding 40% to funds raised. In particular, thanks to the team from Had Fab in Haddington for taking on the Mighty Stride in Edinburgh.

We'd also like to thank our brave Chopper Challenger participants who took on a helicopter dunk drill with Falck Safety Services.

We extend our thanks to our grant and trust funders, including the Big Lottery, Carnegie UK Trust, and Inspiring Scotland for their significant and ongoing support.

As always, we are very appreciative of our long standing partnerships with BP and CNR International, who continue to support many of our annual events including our Christmas Dance at the Beach Ballroom, Aberdeen.

Special thanks also to Steve McKnight of St James Place Wealth Management, Nexen, Capital Solutions, and Thorntons Investments for hosting a fabulous Sports Challenge Dinner in Dundee from which almost £18,000 was generously donated for our local children's club.

Our ambassadors continue to play an important role supporting our fundraising efforts and raising awareness of The Cornerstone Foundation.

There are too many wonderful people to mention personally who this year have donated, sponsored, taken on challenges, held cake sales, jumped out of planes, and so many other amazing feats and we would like to express our thanks to them all.



Clockwise from top left: Bowjangles performing at our Annual Dinner, Guests attending our Art Fair, Julia and Debbie walking the Great Wall of China, Dundee Children's Club taking part in the Kiltwalk, Participants getting ready to do their Chopper Challenge, Fabulous Fizz Friday, and Kriss taking on his 10x10K Challenge.





## Violet's Family Reunion

**V**iolet is a bubbly, friendly, elderly lady with a learning disability and failing eyesight. At Christmas, Violet received a letter out of the blue from her cousin Samantha, who she hadn't seen since she was a child. Violet had lost contact with her family over the years, so to have the opportunity to connect again was wonderful news for her.

With help Violet responded to the letter which led to many phone calls where the two cousins had the opportunity to hear each others voices again. Being able to talk was wonderful, but Violet had a longing to meet her cousin in person. With Samantha's role as a busy mum of young children and Violet's tight budget, travelling any distance was impossible for either of them.

Thanks to a guest at our annual dinner, the cost of Violet's additional care, the car hire, and accommodation were covered to make their reunion possible.

The moment they met was incredibly emotional, with Violet not only seeing Samantha again, but also getting introduced to a whole side of the family she did not know about.

Thanks to the generosity of one individual, Violet's dreams have come true and she was delighted to have received this chance to reconnect with her family.



## Making Connections

**T**hrough our Connects services, we are able to help people to socialise and be more involved in their community by helping them to access local activities, education, and employment opportunities. Across our branches, our Connects colleagues work to provide or find accessible activities and opportunities for the people we support.

To support this work The Cornerstone Foundation awarded each of our ten branches £3,000 to be used for the development of Connects and related activities. This money has been put to great use this year and allowed for the following:

- Our Dundee branch has been able to start work on setting up a local Connects group within The Circle (Cornerstone's Dundee hub).
- In Glasgow, the money has been used to supplement the existing services for children, young people, and adults with a disability by sourcing and developing a greater range of activities.
- Cornerstone Connects Stonehaven was in need of additional equipment to help them run their arts and crafts activities and their very popular weekly disco and we were pleased to see them use their £3,000 in this way.

## Quality of Life Programme

**T**his financial year, thanks to our supporters, we were able to improve the quality of life of many people across the country by helping those to get access to specialist equipment and opportunities that would not have been possible otherwise.

Colleagues are able to make requests for funding to The Cornerstone Foundation. Funds that are then utilised to make a positive difference to the quality of life of the people they support. In 2017—2018 we were able to make 75 requests a reality, and together with our colleagues we were able to make some amazing things possible.

- We provided funding for a range of unique resources and support to help people with autism feel safe and secure within their own home.
- We provided funds to help improve some of the gardens in residential services, making their gardens more accessible and allowing the people we support to spend more time outdoors.
- We have given money to purchase mobility equipment that individuals could not afford.
- For groups of young adult carers, we were able to fund the provision of respite and funds to put on social events to enable the young carers to meet other people with similar experiences to their own.
- We provided short breaks funding for people who were in need of respite.



## Growing Together

**T**he Cornerstone Foundation was able to secure £388,218 from the Big Lottery Fund for Growing Together which provides support to families of children with disabilities living in Glasgow.

Growing Together supports 200 families and is currently being delivered in partnership with four primary schools in the Broomlea, Croftcroighn, Hampden, and Langlands areas of Glasgow. The project offers support for parents and siblings of children with disabilities, tailored to suit the individual needs of each family.

This funding will allow Growing Together to continue providing priority outreach, support, and networking opportunities for families to help them cope better with day-to-day challenges, while also providing support to children transitioning from primary to secondary school. The funding covers the costs of the service for three years, allowing us to reach even more families in need of support.

Thank you to everyone who plays the National Lottery, as your money helps to ensure children and families are able to live valued lives.

For information about upcoming events please follow us:



TCFScot



@TCFScot





# Young at Heart

**A**s an incredibly proud Investor in Young People employer, Cornerstone recognises how important the next generation is to our future. 2018 is the Year of Young People, and over the past year we have shared stories from young colleagues in our internal newsletter, The Cornerstone Post.

It's been great to share the thoughts of our younger colleagues, especially on what inspires them, what they enjoy most about working at Cornerstone, and most importantly how they make a difference for the people we support. We hope you enjoy reading a snapshot of the best bits from our Q&A updates from the past few months.



## Ewa Marecka

How do you want to make a difference in people's lives?

*"I believe that by focussing on people's needs and looking after them holistically, we are able to meet not only the psychological\* needs but also cognitive, emotional and social needs. To be able to achieve all of this, we need to build therapeutic relationships with the people we support, providing them with trust and empathy. Shared enthusiasm promotes independence and helps to realise potential."*

\*Psy-chi-cal. Of or relating to the human soul or mind; mental (opposed to physical).



## Jordan Livingstone

What do you enjoy most about working at Cornerstone?

*"I enjoy the diverse nature of my role. No one day is the same and it's a pleasure to get to know and work with different families who engage with our service. It's also a pleasure to work for a my colleagues within the Growing Together team and for a company that promotes a healthy work-life balance."*

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## Emma Jamieson

Why do you want to make a difference in people's lives?

*"I think due to having a lot of empathy, seeing the people I support being happy, gives me a rewarding feeling that I have made a difference. I'll continue to provide the tools to enable them to feel happy."*



## Erin Bennet

What do you think the greatest challenges are for young people?

*"I believe the greatest challenge young people face is being underestimated due to their age."*



## Jillian Barron

How do you want to make a difference in people's lives?

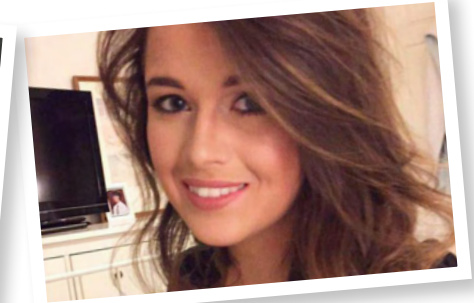
*"By providing tailored activities that help challenge young people but in a fun and exciting way. Also by providing opportunities to socialise with their peers, build confidence and independence."*



## Abi Martin

Why do you want to make a difference?

*"Having grown up in difficult circumstances, I was able to turn my life around through a variation of lucky opportunities and meeting lots of kind people. I now want to give back to young people like me by helping to give them the confidence to believe in themselves."*



## Sarah Gilchrist

What change would you like to see in the world?

*"I wish to see people becoming more open-minded and caring. It costs nothing to be kind and to listen to others, and doing so could just make someone's day!"*



## Abby McLean

Why do you want to make a difference in people's lives?

*"I want to make sure that I'm doing everything possible to make the lives of the people we support happier and brighter."*





# Thank You

In my role as Chair of Cornerstone I've had the privilege of seeing first-hand the positive impact of Cornerstone's work on the many people we support across Scotland.

We have a highly professional and committed workforce of over 2,200 individuals and I'd like to take this opportunity to offer my sincere thanks to them all. Without their hard work and dedication we would never achieve all the great things we do. Our volunteers also deserve recognition; people from all walks of life who give up their time and share their skills and expertise to help Cornerstone achieve its aims.

You will see from reading the Annual Review that as usual it has been a busy year, particularly with the continued roll out of our strategic plan - Local Cornerstone™. We hope that by adopting this new model we will safeguard the future of Cornerstone and ensure that it continues to provide exceptional service to those we support for many years to come.

The social care sector continues to face a financially challenging environment and, like many care provider organisations, our principal focus this year has been on raising additional funds and improving efficiency. We strive to be a good and fair employer and one of the aims of Local Cornerstone® is to enhance the role and remuneration of our front-line team members.

I would like to thank our CEO Edel Harris, whose enthusiasm, commitment and leadership have been so crucial to Cornerstone, and her colleagues in the senior leadership team. I would also like to thank my fellow board directors whose excellent guidance has helped to keep Cornerstone in a financially stable position and, more importantly, ensure that we continue to meet our charitable purpose.

The Cornerstone Foundation is hugely appreciative of the support we receive from many organisations and individuals who generously donate and help to raise funds. The Annual Review captures wonderfully some of the ways in which those funds have been disbursed in the pursuit of our aim which is, of course, to enable the people we support to live a valued life - the life they choose.

I am very proud to be the Chair of such a pioneering organisation.

Malcolm Laing,  
Cornerstone Chair

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SOLICITORS

# Accounts

Total Income

£39,735,327

Net Movement in Funds

£642,096

Total Expenditure

£39,092,689

Donations & Charitable Support

£798,915

To request a full copy of our 2017—2018 accounts, please email: [finance@cornerstone.org.uk](mailto:finance@cornerstone.org.uk)

Thanks to all those who have supported our work this year including:

- Aberdeen Football Club
- Aberdeen Harbour Board
- Access Group
- Alex Moncur Trust
- AMW Charitable Trust
- Anderson Anderson and Brown
- Argyll & Bute Council
- Bank of England
- Barrack Charitable Trust
- Big Lottery Fund Scotland
- BP
- Broad Wealth Management
- Bruce Wake Charitable Trust
- CNR International
- Emcare
- Falck Safety Services
- Fierce Beer
- Graham & Sibbald
- IFB
- Insights
- Johnstone Carmichael
- Langstane
- Ledingham Chalmers
- Lloyds Banking Group
- McClure Solicitors
- Mercure Aberdeen Ardoe House Hotel & Spa
- Nexen
- Northlink Ferries
- Petrofac
- RJ Larg Family Trust
- Royal Bank of Scotland
- Schlumberger
- Scopus Engineering
- Scottish Government
- Scottish Widows
- Seven Incorporated Trades of Aberdeen
- Shergill Enterprises
- Souter Charitable Trust
- Space Solutions
- Speedy
- St James Place Wealth Management
- St Katharine's Fund
- Tesco (Bags of Help) Groundworks
- The George McLean Trust
- The Harold Merton Adams Trust
- The Hayward Sanderson Trust
- The Ina Briggs Memorial Trust
- The John Gordon Charitable Trust
- The Marcliffe Hotel and Spa
- The Mary Morrison Cox Fund
- The Nancie Massey Charitable Trust
- The Nicoll Charitable Foundation
- The Peter Vardy Foundation
- Unipress Software
- W.A. Cargill Charitable Trust
- Wild Thinking
- Wildfox Events - Etape Royale
- William Welsh Caird Trust
- Williamson and Dunn
- Wood Group
- Yorkshire Building Society Charitable Foundation





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