

TRUST IN FIFE

Annual Report 2024



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Vision, Mission & Service Values

Trust in Fife are a well-established housing and homelessness agency within the voluntary sector who have provided their services within Fife for over 20 years.

We are committed to preventing homelessness, supporting immediate needs and addressing long-term concerns of displaced and vulnerable people and to take positive steps to assist them.

We believe that everyone has the basic right to: -

- Access appropriate housing/accommodation
- Live in a safe, secure and healthy community
- Access independent advice and guidance
- Benefit from the knowledge, skills and expertise of the voluntary sector
- To have any recognised need supported

Chairperson Report

As always it is my pleasure to present the foreword to the 2023-2024 Annual Report for Trust in Fife.

The past year, as in previous years, has not been without its challenges. There have been a number of changes in staffing bringing with them difficulties in recruiting suitable replacements. Add to this our Managing Change program and the final bedding down of our Ethical Letting Agency, it is an achievement that we find ourselves at last on a fairly even and settled progression.

Our marketing strategy has also advanced with the finalisation of new websites for both Trust in Fife and Fife Private Rental Solutions. This and the leaflet distribution for the Cairn Centre point to more enquiries and interest.

People find themselves in need of help or homeless for many and varied reasons through no fault of their own and as long as the lack of affordable housing continues to be a major problem throughout the country our accommodation units were rarely below full capacity.

This year, working with the University of Dundee, we also took on our first undergraduate placement in the shape of Amy Nicol. Amy found her internship to be rewarding, fun and educational and built up a great rapport with both staff and residents alike. We wish Amy all the best in her future career and look forward to meeting our next Community Education student whoever that might be.

I would like to again acknowledge and thank the management and teams for their continued hard work and commitment to our clients and this organisation. The dedication and passion of them all is inspiring.

We have a Board of Trustees made up of people of varied skills who also make a valuable contribution and together with them, the talented team and dedicated volunteers of Trust in Fife, I look forward to building on our strong foundation and exploring new opportunities to advance our mission.

Jennifer Walker
Chairperson



CEO Report

Welcome to Trust in Fife's annual report, covering 2023/2024, it is my pleasure to write this year's introduction to our annual report.

Trust in Fife have seen a number of changes again over the last 12 months.

Last year seen the organisation navigate through a period of recruitment issues, with a number of positions being vacant over a long period of time. I am now happy to say this is improving with most of the positions in the organisation being filled.

The organisations Residential services have been most impacted with the recruitment issues mentioned above. It has been a testament to all support staff both contracted and relief who have covered shifts during this time allowing these services to continue to run and on behalf of Trust in Fife, thank you for your support.

Fife Private Rental Solutions took a step further in their journey to become an ethical letting agent, one of only three in Scotland, in that the team registered as a letting agent in September 2023. This has been a huge achievement for the team and opens the doors for them to work more closely with tenants to help them sustain their accommodation, in turn reducing homelessness, and landlords, supporting them to rent high quality accommodation, helping them meet their legal requirements, being ethical in their practice.

I am looking forward to seeing how the team will develop Fife Private Rental Solutions ethical practices.

The Cairn Centre, our charity shop continues to thrive. Thank you to everyone who shops with us and donates. A huge thank you to all our volunteers, without them we could not run our shop.

Caroline McCall
CEO



Fife Private Rental Solutions

2023/24 has brought a number of changes to the private sector. Post Covid, along with a cost-of-living crisis has had an impact on the financial situation of both landlords and tenants and the legislative response to the situation has had a huge impact for all involved with property. These introduced challenges for the team, and the opportunity for change.

The extremely difficult financial situation that many found themselves in brought opportunities for an Advanced Maximisation Service to be trialled. This would look to increase the income to for the household to assist sustainability in the current tenancy or to look at alternative affordable property.

The Cost of Living (Tenant Protection) (Scotland) Act 2022 continued to remain in force and had restrictions for landlords relating to the recovery of a tenancy. These restrictions were lifted in April 2024. This led to landlords struggling with tenanted property where they were receiving no rent for and unable to recover possession. With many of the cases waiting to be heard by the first-tier tribunal and the change to continuation of all grounds for eviction being discretionary, many landlords were in a very difficult position. Being able to provide landlord advice in these situations and on some occasions assisting with paperwork and processes has been a valuable addition to our services.

There has also been changes to the team. Kathy Hutson, Senior Housing Consultant transferred to take a post within Residential services. Due to personal circumstances the office admin left the company and allowed a new position of Tenancy Management Assistant to be created this post filled by Kathleen Kerr saw an amalgamation of admin tasks with additional responsibilities of contracting and obtaining information from referrals. After a six-week trial of a Communications and Marketing assistant the candidate was not suitable for the position and the Letting Officer, Norah McGaw was offered a new position with a Housing Association. This led to a number of positions being vacant at the end of the financial year.

As you will see from the following report there has been ongoing changes to the private rented sector, and this has been matched by the continual evaluation of the services that FPRS provide. During this period, I have had the pleasure of seeing the determination, hard work and ingenuity of the FPRS staff. In March 2024 Fife council declared a housing emergency and the new Housing (Scotland) bill was laid before parliament. These will continue to shape the future of the housing in Fife and may bring significant changes to the PRS. I have no doubt that the team will continue meet these challenges with enthusiasm and an eagerness to provide the best service to all clients.

Ben Moffatt, Senior Housing Consultant



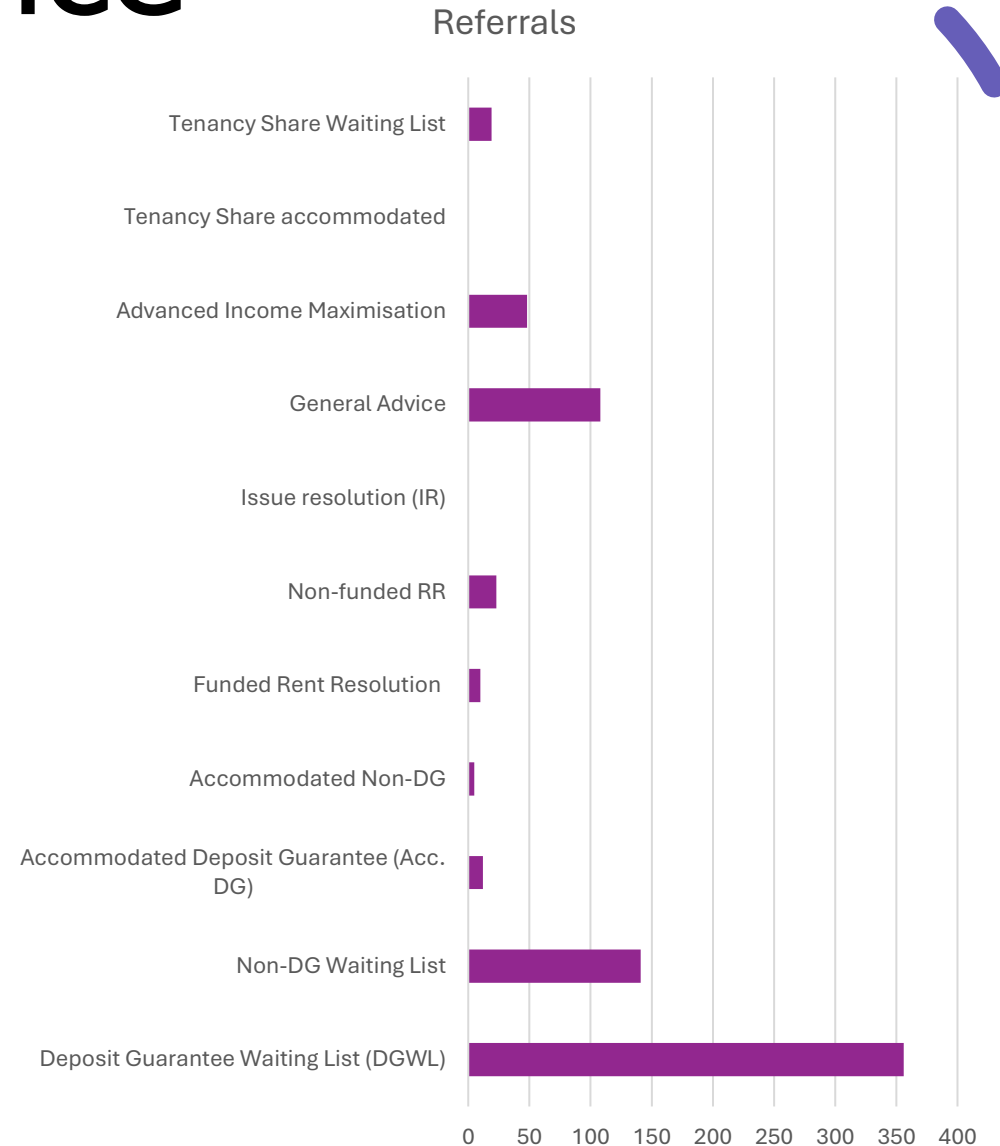
Advice and Assistance

Fife Private Rental Solution (FPRS) provides advice and assistance regarding the private rented sector. This service is available to tenants, letting agents and landlords, anyone interested in private renting or any organisation with staff or clients who have questions. The team offer advice and assistance to source private lets, assist landlords who wish advice on how to rent a property. Assistance is also available when an issue arises in a private tenancy, this may be related to rent, repairs or paperwork for the tenancy.

The following chart shows the referrals that were accepted by FPRS, these are from clients referred by external agencies including Fife Councils Housing Options Officers or clients who contact the services directly.

It is also worth noting that FPRS had 320 occasions where 'one off pieces of work' were carried out. These were generally enquiries from people who required a small piece of information relating to the private rented sector.

Of the 320 enquiries 271 clients (85%) had their queries answered and did not need further assistance.



Deposit Guarantee

The deposit guarantee was available to anyone unable to afford a deposit for a private rented tenancy. The guarantee on most occasions was offered for a 12-month period where a promissory note was given to the landlord allowing a claim to be made for damage to the property if the tenant vacates within the period of the contract. The tenant will agree to make affordable repayments to build up a cash deposit of their own which can be transferred to the landlord thus securing the future of the tenancy. In 2023/24, twelve new deposit guarantees were issued offering £5,470 in deposits. New and existing clients paid £3,572.50 towards the guarantees offered.

FPRS Cash Deposits

After a decline in acceptance of the deposit guarantee, work was carried out with landlords and letting agents to consider how to continue to assist with deposits. Letting agents and landlords expressed that they must have a cash deposit and could no longer accept a guarantee. This year saw Trust in Fife's management team agree to provide a sum of funds to FPRS to assist clients access cash deposits. These funds would be able to be lodged with any tenancy deposit scheme and the clients would be assisted to build a cash deposit. By building a cash deposit of their own it reduces the assistance required in the future.

Safe Deposit Scotland Deposit

In March 2024 discussions were held with Safe Deposit Scotland and an agreement was reached for Safe Deposit Scotland to support the offer of cash deposits. Safe Deposit Scotland is one of three tenant deposit schemes operating in Scotland. A tenancy deposit scheme is an independent party that will hold any cash deposits paid by a tenant for a PRS tenancy. The proposal was that Safe Deposit Scotland facilitate access to a sum of money to be used to assist private rented sector tenants in Fife. When a tenant moves into a property Safe Deposit Scotland will provide a deposit on behalf of the client, that will be secured in the Safe Deposit Scotland system. At the end of the tenancy the landlord/letting agent can make a claim on the funds following the accepted adjudication process. This comes at no cost to the client. This additional service will be offered along with other existing deposit assistance options. We look forward to having our first move ins using this new option early in the 2024/25 financial year.



Client Feedback

"The staff at trust in life and the charity as a whole are excellent. As soon as I called, they were very patient, understanding and helpful and very informative. They have gone above and beyond and helped me through every step of my journey and made it so easy and stress free. They've helped me find my home and helped me financially in the process. It's nice to have them check in on you as well to help you at any stage of the process. A great service!"



FPRS Ethical Letting Agency

On the 19th October 2023 FPRS held an event at the Dean Park Hotel to launch our Ethical Letting Agency.

Why register as a letting Agent?

With continued change of legislation many landlords struggle with keeping up with their obligations and need further assistance. There are websites with information but at times landlords need additional assistance. By registering as a letting agent, we can do the tasks on behalf of landlords, this sets FPRS apart from other advice agencies.

Why state you are Ethical?

The simple answer is to help as many individuals and families as possible. The service will not be profit driven, any fees charged will be used to support the most disadvantaged clients accessing the private rented sector and enabling a long-term sustainable property.

Many tenants are unable to secure a property due to the inability of sourcing funding and/or a guarantor thus preventing them being considered as an applicant by high street letting agents. As a result, this prevents landlords supporting their community and providing housing to those who need it most.

Do you manage property?

As a letting agent we will assist any landlord looking for someone to manage their property. Our management will be backed up by all of the other services that FPRS offer. As we are not for profit our management fees are set at a competitive rate.



Advance Income Maximisation (AIM)

The need to support and assist clients with their benefits, advice regarding benefit entitlement and support with backdate requests became apparent to our Tenancy Management Officers. After discussions with management a trial of an advance income maximisation service was started. This differs from the general income advice that all tenants and prospective tenants receive. AIM was envisioned to have a more hands on approach with specialised knowledge of the benefits system and how to maximise the income of clients.

Between June 22 and April 24, the service assisted 65 clients to achieve a total of £115,127.55 in backdated benefit claims and £26,903.44 increase per month.

This means on average a client received over £1,771 in backdated money and an average monthly increase of £413. A proposal has been put forward to have a dedicated working for this service. It is hoped the full-time post can be created early in the 2024/25 financial year.

Case Study

Sarah is a young mother with two children, one who has additional support needs and recently was diagnosed with insulin dependent diabetes. Sarah's daughter and son require separate rooms due to her daughter's additional care needs. The current Local Housing Allowance rate means the available properties are not a suitable option. Sarah wished to find a home to suit all needs, though nothing affordable was becoming available. Sarah was currently residing with family and advised they had hoped to find their own space to allow the frictions of their current situation to lessen and have their own space within their own family unit.

Our team discussed the additional benefits including Child Disability payment, and the additional elements that may be available to them due to her daughter's illness. Also discussed working hours and the impact of reducing hours to provide more hours of care to her daughter, if working became too challenging.

Staff explained that she could only earn up to £132 per week to be able to claim carers on Universal Credit. Her daughter was awarded High-Rate Care and High-rate Mobility on Child Disability Payment, and also awarded the High Rate of child disability on Universal Credit. This has resulted in a monthly increase of £1,205.47 to support and enable this family to look at future options.



Rent Resolution

When a tenant is in rent arrears and the landlord is issuing notice, the Rent Resolution service can provide services to investigate and reduce concerns. Sustainment of the tenancy being the goal, a payment plan can be negotiated in order to get the tenancy back on track. FPRS will also assist in any other areas of concern in the tenancy. Where a payment plan is not an option for the situation access to funds through the Resilience fund provided by Fife Council can clear or pay towards the rent arrears to stop an eviction with payments by the tenants negotiated back to the fund. In the 2023-24 financial year £25,911.60 was paid to secure tenancy in the PRS.

Case Study

JC was under 35 and lost his job and his health took a decline, and the property was now not affordable due to Shared accommodation rate. The landlord and FPRS worked cohesively with each other to move him to another more affordable property. A rent resolution agreement was put in place to cover the rent arrears, and a further application made for DHP to cover shortfall. JC's addiction and Mental health declined which has impacted his physical and emotional health. This led to a decline in the care of the property, loss of finances and access to his children.

Staff assisted with referrals to improve his physical and emotional wellbeing along with Short Term Housing Support.

JC now lives in a more affordable property which is more sustainable, JC also has support in place from external agencies to assist him with his day to day living. He advised us that he cannot thank us enough for our service and assistance and that we have expressed an open person-centred approach to him and displayed kindness and dignity to all that we have done for him.



Advertising

Work was commenced to redesign the company website. The decision was made to separate FPRS from the main company site. Work commenced with Internet Creations to create a modern user-friendly site that would assist any user to gain relevant information. The site is hoped to be ready to launch early in the 2024/25 financial year.

To assist as many people as possible FPRS considered additional advertising. Agreements were discussed and an advertising poster was displayed at Kirkcaldy Train station. We were approached by Leven Links golf course and Fife Sports and Leisure Trust, and advertising contracts were agreed. This allowed advertising in Glenrothes and Dunfermline Swimming pool, within the restaurant at the golf course and at one of the tees. The advertising was a mix of digital and banners.

The most successful advertising campaign was with Kingdom FM. We created two adverts to appeal to landlords letting agents and tenants. These adverts ran for three months. Kingdom FM also ran a social media campaign, where specific adverts were shown to people with similar interests. This directed them to an article on DC Thomson's website regarding FPRS and the new services on offer. This has increased the public knowledge and will be repeated in the next financial year.

Training

As the need for highly specialised advice for both landlords and tenants increase, a decision was made to ensure that all FPRS staff have relevant housing advice training appropriate to their level with the support of Shelter Scotland. All staff have completed or are undertaking level I and/or Level II Housing Law casework. As members of Scottish Association of Landlords (SAL) the team can keep up to date with legislative requirements and can make use of the available housing advisors. This commitment to training will be offered to any new members of the staff team.



Thank You (from FPRS)

Landlords & Letting Agents

Tenants

Fife Council

Scottish Association of Landlords

Safe Deposit Scotland

SME Professional

Kingdom FM

Staff, Management, Board

Shelter Scotland Training

IT Works

Internet Creations

Residential Service

I rejoined Residential Services in August 2023, completing the circle, 15 years after moving to Visiting Support and then Fife Keyfund and FPRS.

My reintegration brought with it those years of housing and homelessness knowledge from different perspectives of community and outreach work, inter-agency workings and a long commitment to prevention and sustainment in the private rented sector. My hope was that this knowledge, along with my past experiences of “being on the shop floor” in the accommodation units, would allow me to support and assist the current Support Workers from a position of understanding as their Line Management.

I kicked off my role with an ongoing recruitment drive, this has been a constant throughout my first year, adding to the difficulties of settling into a new post, hopefully we now nearing a full complement of staff and a growing team of relief workers who are just as keen to support our clients as the contracted staff.

I had some clear views about what I wanted to bring to the department, some small changes, some big, all with a view to help colleagues through the difficult times they faced in the Pandemic, while bringing some basic procedures and best practice into our daily routines. The team have been open to listen to my ideas and keen to give their opinions – always helpful regardless of the direction the changes take.

As we are coming to the end of a Managing change process, which will see the shift pattern change radically to enable greater consistency for clients and staff alike; more independence for clients and better work life balance for staff, and the introduction of Concierge on day shifts over the weekend, I am hoping to move into the next phase of my plans within the newly named Housing Support Service, to tighten up our practices, ensuring that a person centred and consistent approach is at the forefront of our service so that our clients leave us feeling confident about sustaining their future long-term accommodation.

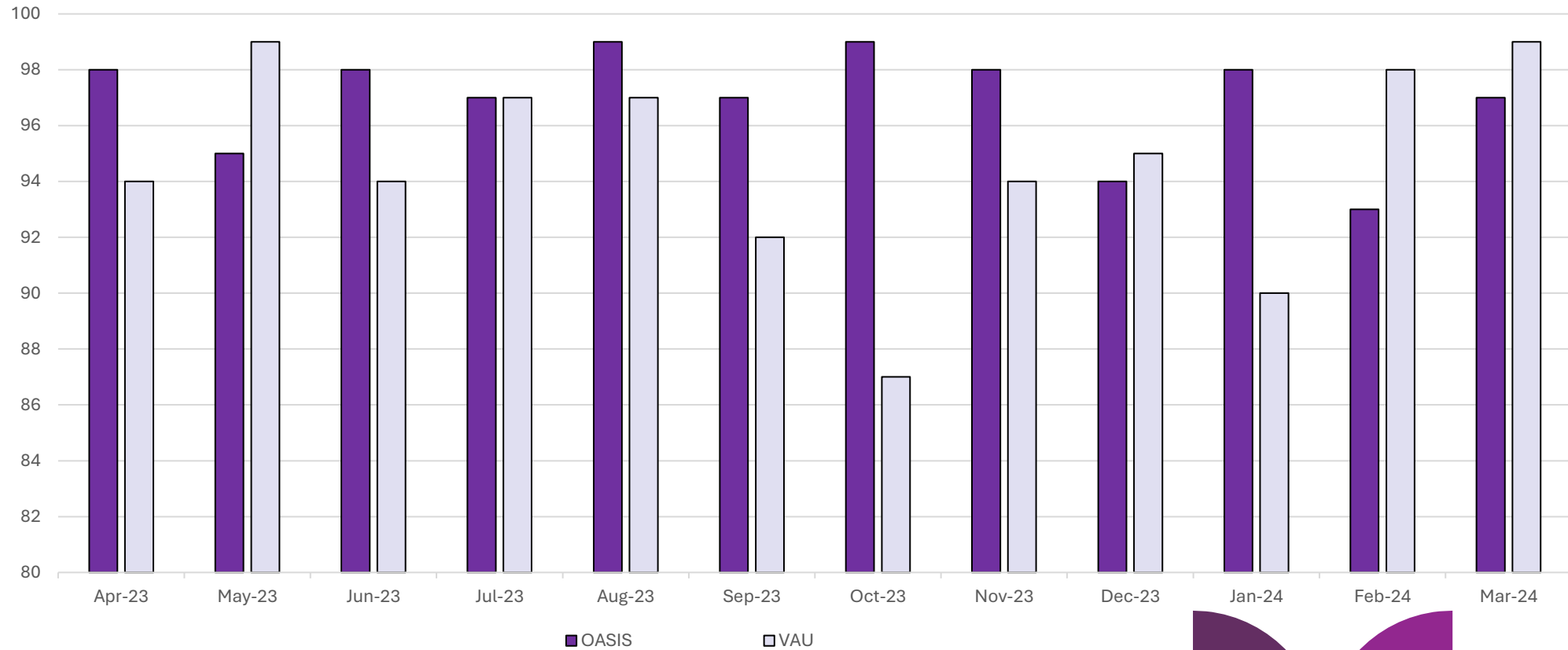
“My journey from Residential to Housing Support Services”.

Kathy Hutson
Senior Housing Consultant



Occupancy Levels

Percentage of Occupants



Residential Support



McMillan Coffee Morning

Residential Support Workers at Trust in Fife meet various clients with lots of different support needs. Some clients that are referred to the accommodation do not require any support but still need to adhere to the terms and conditions of the 'Occupancy Agreement' they sign when they first accommodate. Staff complete a support assessment within the first 5 working days and offer weekly support during the clients stay. Staff will then complete a 6 weekly support review to see if any new skills have been acquired or if any new additional support needs arise.

Clients are advised of the role of the Support Worker and our aim to promote positively on to the Shared Accommodation Project (SAP) accommodation. If a client was to have extra support needs staff would refer to a relevant agency that supports with the individual's needs.

During their stay, clients are encouraged and supported with daily living skills. Staff will support to use washing machines, gain cooking skills, arts and crafts and get together such as breakfast clubs and coffee mornings. Clients are supported to budget and plan shopping lists, all skills that will be needed when moving on to their own tenancy. Staff also promote clients to engage in weekly 'Mindfulness' sessions that are held between the two temporary accommodations.

We had a successful McMillan fundraising campaign in September 2023 and looking forward to doing this again next year.

Christmas 2023 was very quiet at Valley Accommodation Unit as most clients went to spend Christmas Day and Boxing Day with family and friends. The clients that stayed at the unit enjoyed the festivities with lots of good food and company.

Trust in Fife have had some inconsistencies within the staff team but fortunately heading towards a full staff team and welcoming all new staff members that have joined the company over the recent month.

Julie Rigby
Residential Support Worker

Mindfulness

The purpose of the Body in Mind sessions is to create a trauma informed safe place for residents to develop connection to themselves and others. This is achieved by the agreement of the group to adhere to specific ground rules, 1. confidentiality, 2. to respect each other (when one person is sharing everyone else is listening), 3. all emotions are welcomed but to practice non-violence and, 4. to try to meet each other with kindness as a way of cultivating kindness to the self. Attendance offers the participants an opportunity to experience engagement with a qualified compassionate human being. Each week participants are invited to go outside for the session (Local parks, beaches and woods) so that they experience fresh air, spaciousness and a change of scene. Throughout physical and mental activities are introduced to encourage de-stressing, emotional awareness, emotional literacy and emotional self-regulation. For many it can be the first time that they have been welcomed into and heard in a safe space. Over the last two years, ex-residents have continued to come to these sessions. They say that this is because the sessions provide a point of safety and stability in their life where they can arrive and talk about whatever is happening for them. In return they embody the above rules and welcome new participants into the group. Phone numbers are often exchanged. There is often a sense of community where skilful skill ways of being are discussed and modelled, and a sense of belonging and hope for the future are promoted.

Dr Bill Paterson (PhD)
Qualified Person-Centred Therapist
<https://www.bemindfulife.co.uk/>

A letter from an ex-resident

So, what's happenin guys.
I'm an ex resident I stayed here a year ago and I thought I'd just let you know what mindfulness done for me. I was the only girl bar a couple few others that was here I stayed here for 7 months and in that time I was experiencing physical and mental abuse from my partner & family. Bill done so much for me no joke. I would even come straight after a sesh & the madness going on around me and know that I had bill for genuine real chat and peace, just the breathwork that would take me away and into my own world away from the madness, from then until now I've got my own flat, class rep doing my first year at college doing business & marketing and met really good pals in here. honestly if it wasn't for bill I wouldn't of learned to control & feel emotions and be as headstrong as I am now to actually take the leap of faith and change my future. I want you all to know

I rate bill highly and if youve took the time to read this thank you very much. I went every single thursday and I also can't thank the oasis enough for funding bill and giving the residents the chance to participate in such an amazing opportunity.

Hope yous seriously give it a chance

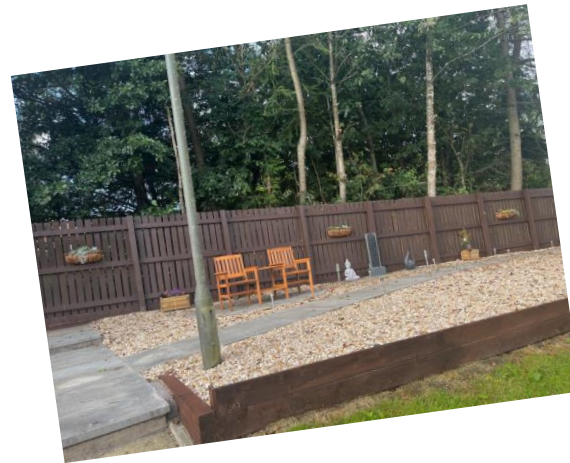
Over and out troops



Wellbeing Garden

Trust in Fife have been running mindfulness sessions with the help of Bill Paterson at Be Mindful Fife www.bemindfulfife.co.uk since June 2022, these sessions are accessible to all our client group from our Residential service and the transitional support service.

It was with the positive outcomes of this service that Trust in Fife decided to look at having a reflective and peaceful area for those who seek some solace in what can be difficult times. A redundant piece of land was identified within the grounds and work began, both staff and residents assisted with the painting of fences and benches as well as putting furniture together and identifying plants for the garden. The planting is still in the early stages, and we hope to have this area finished by springtime 2024.



Service Evaluation

Everyone has their own preferences, but I'd like to say some staff have been my saviour in here and I greatly appreciate what they do for me and when I need a talk.

Staff made it possible to collect belongings and helped with benefits. Overall staff have met all my needs. Helpful with contacting Job Centre and employment services with Kingdom.

The staff have all been extremely supportive and helpful with explaining all the support available to me.

Supported onto a pending SAP. Supported with cooking skills.

As part of Trust in Fife's service delivery, clients in our temporary accommodation are asked to complete questionnaires during their stay. Their comments are invaluable to our service and help us improve and tailor the support we provide.

It is also an opportunity for clients to have a voice and make us aware of any issues during their stay, from repairs and maintenance to letting us know what external services they could benefit from (e.g. help with job searches, income maximisation, etc.).

Student Experience

During my 4-month placement at Trust in Fife, I have been given multiple opportunities, including being a key worker for various residents, leading workshops such as cooking and arts & crafts, and expanding my understanding of temporary accommodation. My experience as a social work student at Trust in Fife has allowed me to apply skills such as rapport building, communication, engagement, and active listening, allowing me to use these skills to extend my relationship building. In addition to being a pleasure to work with and learn from, the staff at Trust in Fife have taught me a great deal about temporary accommodation and housing that will be very beneficial in the future. Throughout my placement, I was able to develop many skills at the heart of social work practice, which has helped me to become more confidence in my practice. I feel that the enormous knowledge and practical experience I obtained while working at Trust in Fife will help me become a better social worker when I qualify. I want to thank everyone at Trust in Fife for all the opportunities and information they've provided me.

Amy Nicol

Cairn Centre

The Cairn Centre offers enormous benefits to our local community, from the people who volunteer in the shop on a daily and weekly basis, to the people who so generously support the shop by donating and buying pre-loved goods.

Our Cairn Centre volunteers are the heartbeat of the shop and van, allowing for Trust in Fife to carry out their mission in the community, ensuring customer satisfaction and keeping the day-to-day operations ticking along smoothly.

As a third sector charity shop, we no longer felt it necessary to be Revolve accredited, which we have lived and breathed for over four years very successfully, however we do endeavor to follow their good practice guidelines on reuse and recycling products, as all the procedures are already in place with the online support from Revolve if needed.

We have built a loyal customer base through consistent good service from both shop and van.

We hope to build on this and take nothing for granted in a very challenging and changing market, where most ordinary people have to budget rigorously just to have the basics in a home. Hopefully, that is where The Cairn Centre makes a difference.



9

Starter
Packs

10

Volunteers

Over
£74,000
Income

Work Placement

The Cairn Centre has actively engaged with the Princes Trust through Fife College over the years where many placements have been successful. The enjoyment gained from watching the individual students grow in confidence and gain skills is a delight and part of the ethos of the Cairn Centre in welcoming and investing in people.

The Cairn Centre looks forward to any new placement and continuing with the positive relationship built with the Princes Trust and their Tutors.

Claire Crawford
Retail Development Worker



On behalf of the Prince's Trust and Fife College, I would like to say thank you for the work placement you provided for 'Z'. We fully appreciate the time you and your colleagues have taken in giving the student an opportunity to experience employment firsthand. The contribution of this placement directly assists in the personal development of the students.

Can you pass on my thanks to your staff as well. We hope we can work with you again in the future.

Thanks

William McEwan
Tutor



Fife Council Apprentice Awards

Trust in Fife were selected to be a beneficiary of money raised at Fife Council's Apprentice of the Year Awards in September 2023.

Caroline McCall and Keith Westie were invited to attend the awards on behalf of Trust in Fife and were hosted by Allan Barclay from Fife Council's Building Services. The night started with drinks on arrival, an excellent meal, wine, and great company at the table, seated at the table with us were staff from Bells Group, one of Fife Council's sub-contractors.

It was great to see so many young people receiving awards for their apprenticeships. Throughout the night a raffle was drawn with the money raised going to two charities; Trust in Fife and Fife Young Carers. When both charities were called up to collect their cheques, a few sub-contractors added to the total. Mctear doubled what the cheques stated, Bell Group and other sub-contractors offered up a £1000 per charity which saw the donation value rise to £7,165 to each charity.

To end the night, there was a band who had the attendees dance the night away.

Thank you to Fife Council for putting on such a worthwhile and successful night and to all who donated to both charities causes.

Our Funders & Donations

In order to provide essential services in all departments, Trust in Fife relies on generous donations from members of the public and external funders. These include but are not limited to the following benefactors: -

- Fife Council
- KindLink
- Amazon Smile
- PayPal & Mastercard Cashback
- Quality Precision Electronics – Golf Day
- Peter Vardy
- Charities Aid Foundation
- Easy Fundraiser
- HMRC Gift Aid
- Kingdom Housing – Volunteers Day
- Cala Management Ltd
- Personal Donators
- Social Bite



Thank You

Trust in Fife would like to say a special thanks to the Social Bite for providing extra gifts at Christmas time for residential clients in our temporary accommodation. The festive season can be a difficult period for those who are currently displaced, and we are appreciative of the help and assistance we receive from other organisations for our clients.

We would also like to thank the local community and donations we receive through KindLink from our campaign appeals. The money raised has gone towards supporting our most vulnerable clients during challenging times by providing supermarket vouchers for a small food shop or to top up a gas or electric meter.



Board of Trustees & Officers (2023 – 2024)

Chief Executive Officer

Caroline McCall

Operations Manager

Keith Westie

Trustees (year of first appointment)

George Proudfoot (2008)

Jennifer Walker (2018)

Gary Wright (2018)

Qasim Ahmad (2020)

Richard Barnett (2021)

Verdi Clark (2022)

Steve Gough (2023)

Geoffrey Proudlock (2023)

Rachel Orr (2023)

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Registered Company No. SC146791

<https://trustinfife.org.uk/>

