



April 2024 – March 2025



• Est. 2010 •

Recovery Cymru Community **Annual Progress Report**

**REGISTERED CHARITY
NUMBER: 1154530**

**REGISTERED
COMPANY NUMBER:
08520441**

Thank You

With sincere thanks and best wishes from everyone at Recovery Cymru Community to all those who have supported us through a year of incredible change for our community.



A special thank you to all our members, volunteers, staff and trustees who give their time, enthusiasm and skills; and share their lives to create a genuine peer-led recovery community in Cardiff and the Vale of Glamorgan. You continue to make a difference every day, to show recovery is possible, probable and is to be enjoyed!



Recovery Cymru Recovery Centre: 218 Cowbridge Rd E, Cardiff CF5 1GX

CAVDAS Peer Space: 2-10 Holton Rd, Barry, Vale of Glamorgan CF63 4HD



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#RecoveryCymru

Introduction

Recovery Cymru is a self-help and mutual support community for people in or seeking recovery from alcohol and drug problems. We operate across Cardiff and the Vale of Glamorgan, offering face-to-face, online and distance support. We were pioneers of the first commissioned partnership between treatment providers and a recovery community organisation, and we continue to lead the way as a core partner in the drug and alcohol service for Cardiff and the Vale of Glamorgan, Cardiff and Vale Drug and Alcohol Service (CAVDAS), embedding peer recovery support across the alcohol and other drug use system. We are also networked into the wider recovery community across Wales and the UK.

Our Recovery Vision

A recovery community where people recover from drug and alcohol problems. A community based on support, hope and opportunity, which values individuals, the process of recovery, and believes recovery is about improving quality of life.

Our Recovery Mission

Recovery Cymru believes in developing and strengthening communities of people recovering from drug and alcohol problems. People are empowered to begin and continue their recovery journey, to achieve fulfilment, explore their skills and interests, and improve their quality of life. Through the power of shared experience and understanding, people can support themselves and each other.

Our Recovery Values

We believe in the reality of recovery and in the power of shared experience and support. Our approach is based on community, participation and independence. Our values drive everything we do – our approach, culture, interactions and decisions. In 2024 to 2025, we spent a lot of time with our members, volunteers, staff and trustees to review and refresh our values. It was important to us that our values contribute equally to a person’s recovery journey, how our community is built and functions, and how we run Recovery Cymru as an organisation. The process of thinking about and discussing values was as valuable as the outcome. Here is what we landed on.



We believe that everyone has the potential to recover from substance use problems. Our model is based on CHIME, which is at the very heart of what we do, why we do it, and what makes the peer model so different from the traditional treatment system.

- **Connection** – relating to others - creating community
- **Hope** – bringing hope and inspiration to one another
- **Identity** – finding a new or previous self - combatting crippling self-stigma
- **Meaning** – finding meaning and purpose
- **Empowerment** – taking back status and control

Strategic Aims



People - Build the recovery community, starting in Cardiff and the Vale of Glamorgan



Voices - Raise awareness of overcoming problems with substance use, challenging stigma and discrimination



Partners - Partner with others to create environments for recovery

Foreword from Sarah Vaile, Founder & Director



Who We Are and Our Position

Welcome to our annual report for 2024 – 2025!

Recovery Cymru is a peer-led recovery community organisation for people in or seeking recovery from alcohol or other drugs in Cardiff and the Vale of Glamorgan. We also support family and friends, challenge stigma and partner with others. Everything we do is guided by our Values, which were chosen by our community: Connection, Integrity, Compassion and Empowerment.

We are a local charity, made up of local people who are passionate about local issues. We are a proud Welsh Charity, seeking to build the culture of recovery across Wales. We champion the value and strength of small Charities like ours, whilst asking for help to sustain us in an increasingly challenging time for the Charity sector.

As we reflect on the past fifteen years, we have learned so much from our members, our volunteers and staff, trustees and partners. So much has changed in the past decade and a half, the recovery movement has grown in momentum, peer support is more recognised, we have a growing peer workforce and the opportunity to work with colleagues to deliver services, entering into the first substance use Alliance in Wales (Cardiff and Vale Drug and Alcohol Services) We have navigated Covid; changing political landscapes; the emergence of novel substances; cost of living crisis; societal changes associated with an increasingly digital world; the impact of social media; increased competition for grants and funding... the list goes on.

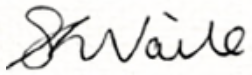
However, some things have not changed – the power of community and connection in recovery. Amongst all this, we stand committed to the power of the independent recovery community, the spirit of what we do and creating environments where more people can recover, find fulfilment and help others to do the same. Thank you to our funders who enable this to happen.

As we look together on our achievements and challenges in the past year, we hope you can see this in our work. Some highlights have included, feeling the 'buzz' in the recovery centre with more volunteers; seeing our (award winning!) amazing trustees and Chair recognised for their hard work,

often unseen but always true to our spirit; seeing the Family and Friends Peer programme become what it is meant to be and starting our 'Most Significant Change' Project championing our peer workforce locally.

My last word has to be to our people – our members, volunteers and staff.

You make Recovery Cymru what it is, and every story is powerful. We are all a work in progress, so if you're on day 1 or year 10, we're part of the community together.



Sarah Vaile
Founder & Director
July 2025

The Recovery Centre: A Year of Growth, Energy and Next Steps



This year, the Recovery Centre in Canton has been full of life. It has been a constant hub of connection, support and peer-led activity. Whether it was a cuppa and a catch-up, a creative workshop, a one-to-one or a structured group, the centre has been in use every single day.

Some of the highlights include:

- A packed weekly timetable of peer support groups, including weekends and bank holidays
- Creative activities like art, seasonal crafts, writing and festive celebrations
- A growing volunteer presence, bringing fresh energy and supporting daily activity
- Staff and members working together to plan, evaluate and shape what's next
- Insight Sessions held in the centre, exploring topics from recovery tools to wellbeing
- An open door, seven days a week, every day of the year

It has been brilliant to be this busy. But we have outgrown the space.

The building no longer fits the volume, variety or ambition of what we do. Group sizes are growing. Activities are overlapping. Staff are squeezed for space to meet, work and support people properly. We need more room to breathe, connect and grow.

We are actively looking for a new space in Cardiff. One that can grow with us. One we can share with collaborators and partners. A space that reflects the strength and future of our recovery community.

If you know of a space, or want to help us in the search, we would love to hear from you.

The next chapter starts here.



"The Community Rehab Programme activity sessions were fantastic, more bonding and activities that I wouldn't normally engage in."



Cardiff & Vale Drug & Alcohol Services

We are proud to partner with our Alliance Partners Barod, Kaleidoscope and the Area Planning Board. We champion the contribution of smaller, local organisations in Alliances, bringing local knowledge, community integration and lived experience to how local services are developed and run, enhancing social value.

CAVDAS aims to deliver innovative services based on the needs of the people in Cardiff and the Vale. This unique arrangement for Welsh services allows space for the voices of people using services to be heard and for their needs to be met in the ways that work for them. That way, we can continue to further develop services as required. It exists to make sure every individual can get the support, information and advice they need regarding their own or someone else's drug and alcohol use. We support every age group, and people can get in touch with us directly or via a professional referral.

As an organisation, our goal in CAVDAS is to bring a small charity's expertise and recovery community approach to how treatment services are run. We joined the Alliance because our members told us that peer support should be available at earlier stages of change; the aftercare needed to be core to services, and that the recovery community should integrate as much as possible to create a seamless pathway for people to leave treatment services and have support to maintain change in the community. To do this, our model is based upon:

- 'In treatment' peer support - groups, 1:1 support, hope and encouragement to think about change, stabilise, prepare for and detox and successfully explore other treatment options.
- Strong peer-led aftercare to empower people to build recovery capital, resilience and confidence through peer groups and structured 1:1, time-bound support and community connectors.
- A community rehab model as a key programme.
- An integrated model with the Recovery Cymru community – so people can meet others in recovery, get used to the recovery centre and not feel a 'void' when treatment ends.

We are excited by our ongoing aims to champion recovery and peer support, as well as the unique collaboration between substance use services and a grassroots recovery community organisation like ours, helping people to exit services and live their recovery in their communities.

Thank you to all our staff and partners for coming on this journey with us, putting people first and working through the challenges!



"Enjoyed it (CRP) immensely and hopefully made lifelong friends. The connections were a major part of this course."

Volunteering

In July 2024, we took the role of Volunteer Coordinator back into our independent community work and self-funded it outside of our Cardiff and Vale Drug and Alcohol Service contract. We recognised we needed volunteers who could operate outside of the public sector contract, and we wanted to build our own independent peer workforce. This has proved invaluable, and we now have a core of 18 active, trained volunteers.

Volunteers have been busy supporting our activities, whether that is helping keep our centre open 365 days a year, facilitating groups, outreach, buddying, or helping organise special events such as the Christmas Day Gathering, New Year's Eve Party, Six Nations events, or visits from "newish" recovery groups from across the

UK looking to set up a similar organisation. They have also supported us in increasing our visibility and building positive connections in the local community by attending a number of community venues and volunteering fayres.





Growing Our Unique Friends and Family Peer Programme: The Story So Far

Our Family and Friends Peer Programme is growing and one of our core priorities! We are creating a unique community-based peer support programme for the family and friends of people experiencing problems with alcohol and other drugs, building on our recovery model to create a sustainable network of family support, led by, and for, local people in Cardiff and Vale. We set out to support, connect and inform, bringing together our core values and experience embedded in peer support and recovery education.

The project runs two open-access group sessions, one on a weekday afternoon and one on Sunday evening. The sessions have covered a variety of topics including general support and connection; learning about the process of addiction and recovery; advice for addressing their own situations; and better understanding the link between mental health and addiction.

“The group is a place where we can be our authentic selves. We can share our darkest moments, but also moments of hope, too. I no longer feel alone in my struggles to understand and support my loved one” - (F&F Member)



Families have shown us what they want more of: weekend support; the power of shorter-term support at key moments in time or times of difficulty; insight sessions giving knowledge; that it takes time to develop the culture and community integration families need; and that they want our support to continue because it makes a difference – to them, their loved ones and our members in recovery.

We have learned more about our unique offering and the power of community-led peer support. We have been delighted to learn integrating our members in recovery directly into family peer support has benefits for all, giving better understanding and hope – which was unexpected! We originally thought they would be separate and distinct. The culture and momentum have taken time to develop, but we have reached a pivotal moment.

Outreach in the Vale of Glamorgan

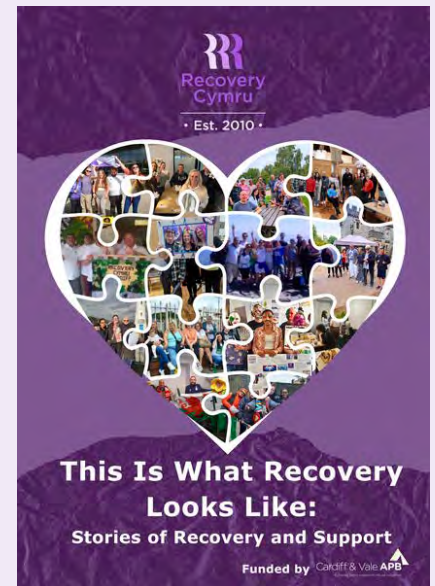
It has been brilliant to be back working in Barry and the Vale of Glamorgan!

Our aim has always been to offer our support in Cardiff and Vale – in a way that is equitable to the needs of all. Some of this has meant trial, error and regroup. We originally had a physical centre in Barry, where we tried to replicate what was offered in Cardiff, but realised a different model was needed and through the pandemic, we could not afford to keep it open. Now, as core members of Cardiff & Vale Drug & Alcohol Service, which is providing treatment support across the Vale, we are spending time to build our offer ‘from the ground up’ responding to what local people exiting treatment and in particular, those from the Community based rehab are asking for in terms of on-going recovery support to manage the “cliff edge” of exiting, asking “what comes next?”

We scoped a number of Vale of Glamorgan venues in March 2025 as we want to extend our delivery and reach further into the Vale. We have now linked with Castleland Community Centre in Barry, which is ranked within the top 10% most deprived LSOAs in Wales and are now delivering two peer support sessions from their premises. This started at the beginning of April 2025, so we will be closely monitoring the success of this model of delivery in the Vale

Most Significant Change Work

In March 2025, we piloted a new method of evaluating our work with people in recovery by using the Most Significant Change (MSC) technique.



This is a storytelling technique that focuses on the lived experiences of those involved in and or targeted by an intervention, by asking them to share stories about how that intervention brought about changes in their lives, whether positive and or negative. We wanted to better understand and share the experiences and needs of the peer workforce, learning lessons and sharing best practice for both paid and volunteer posts. Stories were captured from six of our peer volunteers and another sixteen working across the Cardiff and the Vale substance use system. These stories were discussed by a panel of statutory and third sector decision makers, and the results of the work will be detailed in a report and were disseminated at an event held at the end of April.

We look forward to sharing the full story, learning and outcomes from this amazing project in next year’s annual report.

Partnership Work

One of our organisational aims is to partner with others to create positive environments for recovery. Below is a summary of our other partnership work. We are vigilant in not replicating others' work, but by bringing our unique peer perspective and model, we can complement and increase the impact of our joint work with others for the benefit of our members.

Finding The Good



We are partnering with C3SC and Lloyds Bank Foundation for the "Finding the Good" programme, a pan-Wales action learning project on commissioning. We are bringing our learning and experiences from our participation as a small, grassroots charity in one of the first Alliancing contracts in Wales.

Buvidal Psychological Support Service

We are collaborating with this NHS service, the only one in Wales which offers a tiered therapeutic approach to people using Buvidal for opiate addiction. The team engaged with our members to help design and shape the service and now partner with us to offer peer support to their clients. The service is being partly delivered by BPSS psychologists from our Cardiff Recovery Centre.

Cardiff and Vale Recovery & Wellbeing College



This year, alongside the Cardiff and Vale Recovery and Wellbeing College, we piloted co-reflection sessions for people offering peer support across Cardiff and the Vale. Thirty participants from organisations including Recovery Cymru, CAVDAS, NHS, Adferiad and more joined both online and face-to-face sessions. Together, they explored the principles of peer support, role clarity, boundaries, and the value of lived experience.

Feedback was positive: participants rated the sessions 5/5 for usefulness and highlighted the need for more regular opportunities. People described them as friendly, respectful, and invaluable for both professional development and personal well-being.

We want to thank the Cardiff and Vale Area Planning Board for their funding of our initial co-reflection sessions. These sessions have proven crucial to preparing, nurturing, and supporting peer workers and the future of peer support. Therefore, we will continue to explore funding to ensure our co-reflection Sessions remain a sustainable source of accessible engagement for the peer workforce on an ongoing basis.



Some Other Highlights From the Year...



Charity Governance Award

Our Trustees won a Charity Governance Award in the category “Systematic Challenge to Meaningful Change” for the way they approached the risks and challenges in tendering to become part of the Cardiff and Vale Drug and Alcohol Service.

“The judges admired the board’s ability to prioritise service users’ needs and centre their voices within the decision-making process, to carefully analyse the wide-ranging impacts of the transformational journey the trustees were considering taking, and to rigorously maintain alignment with the charity’s core mission and values throughout the process.”

Trustee of the Year

Our Chair, Gail Smith, was named Trustee of the Year at the Cardiff Volunteer Awards. This well-deserved recognition celebrates Gail’s unwavering dedication, integrity and leadership. Her passion for Recovery Cymru and commitment to community-led change have helped shape who we are today. We are so proud to have her at the helm.

Big Give: Some Gifts Last - Give Recovery

We were thrilled to raise over £4,000 in the Big Give Christmas Challenge. Our campaign was also recognised nationally, winning the “Demonstrating Key Learnings” Award for our case study submission, which earned us an additional £1,000. The case study is now featured on the BigGive website as a resource for others: **[Recovery Cymru BigGive Case Study](#)**

Community Activities

We've had a brilliant mix of activities this year, both indoors and out. From learning and connecting to just enjoying each other's company, it's been all about community, conversation and fun. Whether part of the #SwipeOutStigma campaign or simply spending time together, the centre has come back to life, full of energy, warmth and that unmistakable Recovery Cymru spirit.



Mimi and Me: A Road to Freedom



Lost Before She Even Knew It

For a long time, Jo didn't realise how much she had lost. Alcohol had slowly stripped away her confidence, her independence, and the trust of those around her. It wasn't a sudden crash—it was a slow, steady decline, the kind that creeps up on you until one day, you look around and realise how small your world has become.

"My daughter didn't trust me. I didn't trust myself. Even when I got sober, I still felt like I was trapped in the consequences of my past," she says. Every step felt uncertain, like she was walking on eggshells, waiting for something to go wrong. Even a simple accident—like tripping over a toy while holding her granddaughter Poppy — sent her into panic. "I was heartbroken. I thought, 'What if people think I can't be trusted?' But then I realised—this happens to everyone. I had to start believing in myself again."

At her lowest, she couldn't imagine ever having a normal life again. But then came a moment that changed everything—a peer worker entered her life.

"He gave me a kick up the arse," she says with a laugh. "He didn't judge me, didn't talk down to me. He just gave me that little push, that belief that I could do this."

That small spark of hope stayed with her. Even though she didn't know how, Jo knew she wanted to give something back.

Learning to Stand on Her Own

At first, Jo didn't know how to do that. She knew she wanted to, but she wasn't sure what she had to offer. "I didn't want to just sit people down and say, 'Let me tell you all about my addiction.' That's not what peer support is," she explains. Instead, she focused on the two things that mattered most: listening and understanding. She started as a member of Recovery Cymru, spending time with others in recovery, learning how peer support worked, and rediscovering who she was outside of addiction. For the first time in years, she felt part of something again.

"He didn't judge me, didn't talk down to me. He just gave me that little push, that belief that I could do this."

After about a year and a half, Jo took the next step—volunteer training. "That scared me," she admits. "I knew I could get a full-time job, but I was scared that if I turned this into 'work,' I'd lose the passion for it." She worried that the heart of volunteering—the part that came from genuinely wanting to help, not because she had to—would disappear if it became a job. "I didn't want to lose what made it special. But I took the leap anyway." And to her surprise? The passion didn't fade. It grew.

Becoming a Peer Support Worker

Volunteering became part of Jo's life, something she did alongside her paid role because she didn't want to lose that deep connection. "Volunteering comes from the heart. The job comes from the head. But for me, the two work together." Over time, she built confidence, not just in herself, but in her ability to help others find their way.

"Volunteering comes from the heart. The job comes from the head. But for me, the two work together."

She remembers working closely with one particular member—someone who had been through the ups and downs of relapse.

"She wanted to do the CRP (Community Rehab Programme), but she wasn't ready. I worked with her on harm reduction and met with her every week. The goal was to get her sober so she could take part." After weeks of hard work, Jo watched her walk into the programme two weeks sober.

"She finished it. She had a little blip after, but she got back on track. I've seen her grow so much. Watching her go from where she was to where she is now—it's amazing."

For Jo, that's what peer support is all about—being there through the ups and downs, offering a hand when someone is ready, and giving them space when they need it.

Taking Control of Her Life

The past year has been a turning point. Not only has Jo continued to support others, but she has stepped into new opportunities herself—ones she never thought possible. "I'm about to start a new chapter," she says. "I've taken over some groups, and in March, I'm running the Relapse Prevention group."

"Jude, the Volunteer and Training Coordinator at Recovery Cymru, invited me to support training for new peer workers."

Even now, after years of growth, she's still learning, evolving, and pushing herself further.



The Most Important Change: Mimi the Car

Of all the things Jo has achieved, the one she cherishes the most isn't a job title or a programme she's run. It's her car. Mimi.

"She keeps me sober. She gives me freedom," Jo says. "Mimi is my pride and joy. I worked for her. I saved for her. She's mine." Getting that car wasn't just about having transport—it was about proving to herself that she could set a goal and achieve it.

"Before, I couldn't imagine being independent again. Now? I've had my car for a year, bought and paid for, no finance. That's my biggest achievement."

Mimi isn't just a car. She's a symbol of everything Jo has rebuilt.



The Heart of Peer Support

Looking back, Jo sees just how far she's come. She's gone from being stuck in addiction to helping others through theirs. From having no trust in herself to training new peer workers. From feeling trapped to driving her own future forward—literally. And through it all, one truth has kept her going:

"People can change. I changed. If I can do it, so can they."

That's why she's more passionate about peer support now than ever before. Because every time she helps someone else, she's reminded:

Recovery isn't just about stopping. It's about living.

And Jo? She's living proof.



"People can change. I changed. If I can do it, so can they."



Read the Recovery Cymru Storybook: [Download Storybook](#)

Statistics

People supported by 1-1s
= 335 people

Support calls made =
6401 calls

Support calls connected
= 4717 calls

3 or more interactions
= 574 people



"Since accessing RC/F2R I have reduced my using/drinking."



"I feel I am maintaining positive changes."



"I feel socially connected."



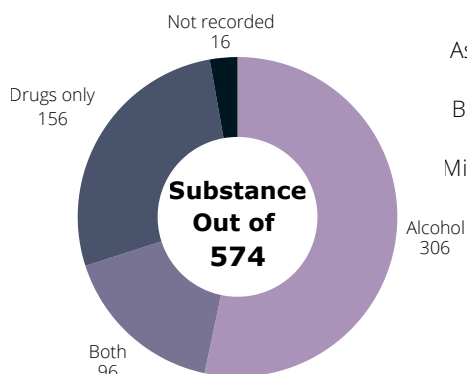
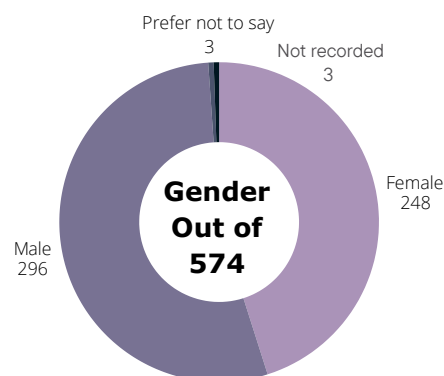
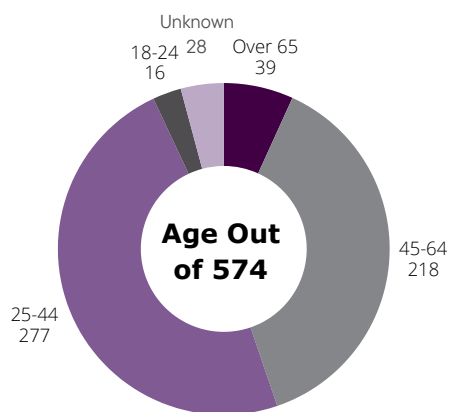
"I am engaged in community activities
outside of substance use services."



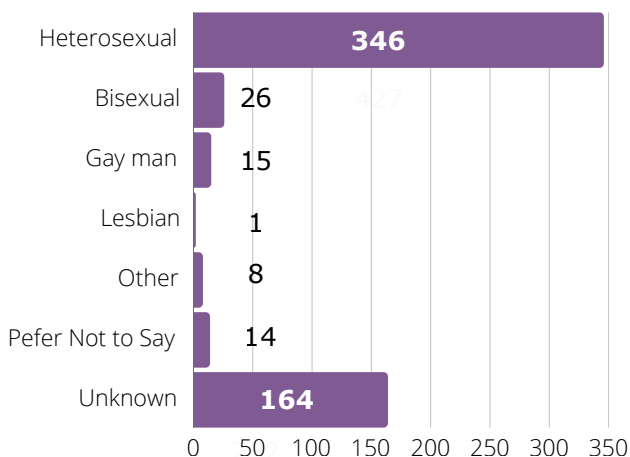
"I feel that my mental health has improved."



"I have not lapsed or relapsed in the last 12 months."



Sexual Orientation Out of 574

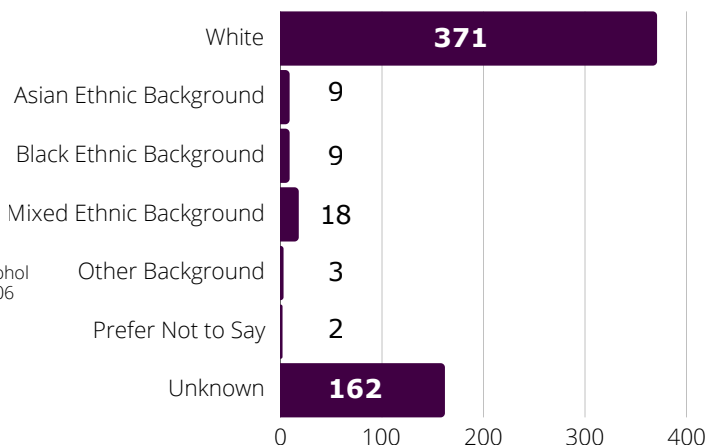


Active volunteers = 33
Volunteer hours = 4008

296 different people
have attended groups

5.13 average group
attendance

Ethnic Background Out of 574



860 groups ran

440 people
referred into us

Achieved the Agored
Cymru certificate
and/or were trained =
13

Data, Data, Data!

This year, we have worked together to take stock of our data collection methods, what we collect and why. How we record information, ensuring it is both manageable for staff and, critically, is done within the spirit and culture of recovery – people, not numbers. This is essential in a community model like ours, where our people are members, not service users.

Lastly, we also know we can get better at analysing the information we have, both in real time so we can adjust what we deliver and how to respond to needs and opportunities, and over longer term periods so we understand trends. Central to all this is trying to make sure data that relates to individuals (such as distance travelled measures) are recovery tools first and data collection methods second.

This year, the Trustees spent time thinking about data, outcomes and impact, informed by sessions with our members, volunteers and staff.

Parallel to (and informed by) this, there have been changes to our data recording methods since August 2024. The changes are solely linked to our contract with the Cardiff and Vale Area Planning Board. As CAVDAS is an integrated service, our peer workers have been mandated to record their work onto the prescribed NHS data management system (PARIS), ensuring CAVDAS can report effectively and staff can manage service users' journeys through treatment. This is essential.

For this, our peer workers in CAVDAS collect information and report on different systems to our recovery community staff. Whilst this is necessary and the NHS system does provide us with high level data, it is not at a level where we are able to trace people across systems at present. This is something we need to work on together, as the integrated model we offer, plus our aims to enable people to successfully exit services and maintain recovery in the community, is key to our approach in the Alliance. The local integrated model is what is unique and special about our approach.

Data, Data, Data!

What does this mean for this report? The statistics in the report are extracted from our recovery community data management system, so it does not include the work undertaken by our peers working within the CAVDAS contract for the last seven months of the year, including those working in integrated teams with the wider Recovery Cymru staff, apart from some referral data.

Additionally, we recognised that our processes and procedures were well overdue an overhaul, to ensure that we were collating the less formal (but no less meaningful) and ad hoc interactions we offer in the recovery centre. This is now underway.

All of this means that for this year, and while we await the above bedding in, there has been a considerable drop in the amount of work recorded within our database. This is true for incoming referrals, telephone and one-to-one support, and does not represent the work being undertaken or people being supported. We are working hard to resolve this. It is therefore difficult to undertake any meaningful, informative comparisons with last year's figures. Bear with us, we are working on it for next year's report.

Summary and Reflections on the Data

Our three main referrers were CAVDAS at 40 percent, self-referral at 39 percent, and five percent from the various sections of the Community Addictions Units. It was good to see a rise in the number of GP referrals, which accounted for four percent. This is indicative of the promotion work we have undertaken with GPs, particularly in the Llanedeyrn and Llanrumney areas. Self-referrals now account for a more significant percentage of referrals.

Four hundred and forty people were referred or re-engaged with us in this period. The average number of connected or attended interactions per new referral was eleven, with the median number being four. Additionally, the number of people referred to the CAVDAS Peer Team for the last seven months of the year was 421.

The total number of people worked with in this period was 934, a decrease of eleven percent on last year. In terms of work per person, there was an average of 18.4 positive interventions per person, which is on a par with last year, and a median number of four, down from six last year.

The number of people supported through one-to-ones dropped from 481 to 335. The average number of sessions an individual received only slightly decreased from 3.59 to 3.44.

Looking more closely at the support offered to the Family and Friends group, the face-to-face groups were the most popular interaction, with an average of 4.5 people attending each of the 65 groups.

The gender balance remains the same as last year, with women making up 45 percent of members. The age profile is almost exactly the same as last year, with the largest age group being 25 to 44 year olds, at 48 percent of members.

Summary and Reflections on the Data

There has been a slight change to the profile of the problem substance disclosed, with an increase of four percent in the number reporting a problem with alcohol only, and a corresponding drop in those reporting a drug only issue.

Our aim to improve the capture of our diversity statistics has been marginally realised this year. The percentage of unknowns for ethnicity has decreased to 28 percent from 35 percent last year. The non-recording is mainly associated with individuals who are referred in but do not continue any meaningful engagement, which means we will only ever hold their name, date of birth, and sex within our data systems.

Our engagement within the Black, Asian and minority ethnic community remains low. However, out of the 410 for whom we hold any ethnicity data, 9.5 percent describe themselves as something other than White British or Welsh, up from 8.2 percent in the 2023 to 2024 data.

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Summary and Reflections on the Data

The Cardiff Recovery Centre was open 364 days per year. One day we had to revert to distance support only due to a severe storm. Recovery support was available 365 days per year. Four hundred and fifty-four different people gained support last year, with an average of nearly 18 people attending every day across the 365 days. This is up from 13 last year. The most popular days were Monday and Thursday, which matches our in-person structured group delivery. We have seen a slight increase in group delivery, due to working collaboratively with CAVDAS staff, and attendance at these groups has averaged 5.13 people.

Financial Performance

Grant and Contract Funding

In the year from April 2024 to March 2025, Recovery Cymru Community gratefully received grant or contract funding from the following sources:

- **Cardiff and the Vale of Glamorgan Area Planning Board:** Cardiff and Vale Drug and Alcohol Service (CAVDAS) is a ten-year contract in an alliance with Kaleidoscope and Barod to ensure peer support is embedded throughout drug and alcohol services
- **Cardiff and Vale Area Planning Board:** a small grant to pilot our Most Significant Change project
- **Garfield Weston:** a grant to fund our core work
- **Lloyds Bank Foundation:** a grant to fund our ongoing development work
- **Henry Smith Charity:** a grant to support the general running costs of the organisation
- **Tudor Trust Foundation:** a grant to support the organisation's core costs
- **WCVA Volunteering in Wales Fund:** a grant to fund our Family and Friends volunteering work
- **Waterloo Foundation:** a grant to support our Family and Friends project
- **GVS Community Action Fund:** a small grant to extend our support work into the Vale

Other Revenue Sources

- We received £31K through fundraising, awards and donations
- We received £18K of earned income through external training and delivery

Looking Ahead to 2025 to 2026

We recognise that times are tough for small, local, community charities like ours. We have increasingly found ourselves navigating the cost of living crisis and inflationary pressures, an increase in national insurance contributions, increasingly competitive grant and trust applications, reaching the final years of some longer-term funder relationships, and being part of a large alliance which does not fund our core community work. A lot to navigate!

We did plan and prepare for this, knowing that Recovery Cymru would need to transition through two critical years as we navigate the above, and develop different sustainable income generation and build newer funder relationships. For these reasons, we do currently have a deficit budget for 25–26. We have spent recent years building up reserves for this reason, and trustees have allocated £100,000 during this period. The Leadership Team and Trustees have established a finance subgroup to monitor this very closely and work on diversifying our income generation. We have some exciting ideas in the pipeline.

We remain ever grateful to our amazing funders. Thank you.

Reserves policy

In accordance with the recommended practice, the charity defines free reserves as the unrestricted funds of the charity, excluding those funds that could only be realised by disposing of fixed assets held for charity use. This year, our unrestricted free reserves are £ 255K with an additional £24K of designated unrestricted reserves

Recovery Cymru is aware that the CAVDAS contract has considerably increased its overall annual income and expenditure, necessitating a revision to the Reserves Policy. The Reserves Policy now states that we have to maintain the equivalent of at least 3 months of running costs associated with Recovery Cymru Community projects/staff/activities only, which, on review of the financial position of the charity, would be sufficient to meet all relevant commitments to staff and existing financial commitments (this does not include the costs associated with the CAVDAS contract).

Our Team



Tim Norval

CAVDAS Peer
Navigator



Sarah Vaile

RC Founder &
Director



Judith Enticott

CAVDAS Team
Leader



Rachel Bayer

RC Finance & Head
of Operations



David Driscoll

RC Peer Worker



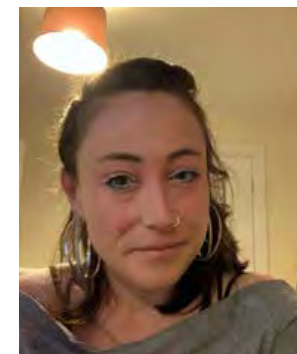
Laura Davies

RC Funding &
Strategic Support



Joanne Germon

RC Weekend Peer
Worker



Trudie Merry

CAVDAS Recovery
& Aftercare Worker



Kelvin McCann

CAVDAS Recovery
& Aftercare Worker



David Parker

CAVDAS Recovery
& Aftercare Worker



Rhys Gudgeon

CAVDAS Recovery
& Aftercare Worker



Gareth Thomas

CAVDAS Recovery
& Aftercare Worker

Our Team



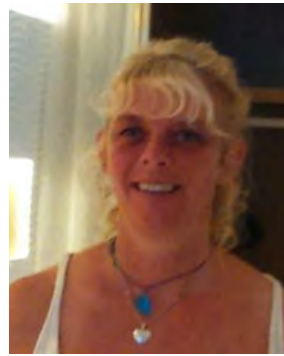
Callum Reynolds

CAVDAS Peer
Navigator



Emma Greenhill

RC Centre & Governance
Administrator



Claire Norval

Cleaner



Meirion Evans

RC Sessional Peer
Worker



Owen Williams

RC Family & Friends
Peer Worker



Gemma Brownhill

CAVDAS Volunteer
Coordinator



Ella Furness Lane

CAVDAS Community
Connections
Coordinator



Olivia Hill

CAVDAS Community
Connections
Coordinator



Rebecca Cashman

RC Communications
Officer



Jo Loveluck

RC Weekend Peer
Worker



Kat Edger

RC Peer Worker



Sarah Way

CAVDAS Team Lead

Our Team



Saskia Walsh

Voices Action
Change Lead



Matt Silva

CAVDAS In
Treatment Peer lead



Richard Stealey

CAVDAS Team
Lead (Maternity
Cover)



James John

CAVDAS In
Treatment Peer
Worker

Liam Flynn resigned 28.02.25

Ceri John resigned 05.04.25

Anthony Prosser resigned 05.04.25

Rosey Stonehouse resigned (moved to CAVDAS) 05.04.25

Trustees



Gail Smith

Chair



Dominic Houlihan

Treasurer



Steve Bayley

Trustee



Susie Boxall

Secretary



Louisa Turner

Trustee



Amanda-Jane Oliver

Trustee



Ruth Saunders

Trustee



Simon Underhill

Trustee

Thank You

2024–2025 – like most other years – has been challenging, rewarding, and exciting.

As a Trustee Board, we ensure that Recovery Cymru stays true to its core values while developing and progressing under its three main strands: People, Voices, and Partnerships.

This year, I want to spend a little time highlighting the Partnerships strand. The Trustees were delighted to see new collaborative partnerships formed during the year, including:

- A partnership with Llan Surgeries – combining the strengths of primary care and community-based recovery support
- Alcohol Change UK – developing and implementing organisational training around peer support for people in “pre-recovery”
- Welcoming others to our Recovery Centre to share knowledge and good practice – this year we welcomed Safer Cornwall and a Bristol LERO
- The Gofod3 conference – where our Director spoke about the power of partnership working



- A visit from Orlando Fraser, Chair of the Charity Commission, and Matt Brown, Deputy CEO of WCVA, to learn about our mission and discuss successes and challenges

As you can see, RC has been busy! The Trustees would like to thank our Director for ensuring that partnerships remain a priority for Recovery Cymru. We're still trying to work out how she manages to do it all.

Recovery Cymru also won the Charity Governance Award for From Systemic Challenge to Meaningful Change, and I was honoured and humbled to win a Trustee of the Year award at the Cardiff Volunteer Awards.

A handwritten signature in black ink that reads "G. Smith".

Gail Smith
Chair