KARE

Promoting Inclusion for People with Intellectual Disabilities

ANNUAL REPORT 2013

About KARE

KARE provides support to people who have an intellectual disability and their families. We were founded in 1967 and work in the mid and south Kildare, east Offaly, west Wicklow and northeast Carlow areas of Ireland. We believe that people with an intellectual disability are important and should be a part of their community like everyone else. We work with each individual who uses the service to support them to develop their skills and abilities so that they can live the life of their choice.

Front Cover

The cover of this report was designed by:
Siobhan Doyle, Nicolae Buza and Kenny Delahunt.

The work is titled 'The Coming Together of Hands', it was designed to represent everyone working together and supporting each other. The different colours signify how unique each person is and how each person has their own unique and valued role in KARE. It also shows the welcoming and friendly environment in KARE.

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KARE Strategic Plan 2012-2014 ..... ***inside back cover***

CEO's Welcome

As we look back on the year, what stands out as the highlight for me was KARE receiving Recognised for Excellence 5 star accreditation. This very significant achievement was the outcome of an assessment of the organisation against the EFQM (European Foundation for Quality Management) Business Excellence Model which was carried out by the Centre for Competitiveness early in 2013. This achievement cannot be underestimated and is testament to all of the hard work and commitment by everybody across the organisation. The assessors commented on the outstanding commitment and focus of staff on meeting the needs of the people who use our service.

Despite this very positive news, 2013 did of course bring further cuts to the budget which resulted in significant financial challenges throughout the year. The Board took the unprecedented decision, with approval from the HSE *(Health Service Executive)*, to offer a Voluntary Redundancy Scheme with the same terms and conditions used by other organisations in the public sector. This led to a number of staff leaving the organisation, which has assisted in addressing some of the very significant financial challenges facing KARE.

2013 also saw the introduction finally of the long awaited statutory regulations for residential services which came into effect on the 1st November. This now means that all designated residential centres will be obliged to comply with the HIQA *(Health Information & Quality Assurance)* Regulations, something that the sector has been lobbying for over very many years. We also launched a new initiative to address the whole area of transitioning to employment called Project SEARCH which is covered in more detail in this report. The experience to date has been extremely positive and we look forward to building on this initiative and making it available to more of the individuals we support.

I hope you will take the time to read this report which highlights many activities during 2013.

Christy Lynch

Chairperson's Report

I was very honoured to chair the Board of KARE in 2013, which proved to be quite a challenging and demanding year. You will have heard about the ongoing cuts to the KARE budget in previous reports and 2013 was no different in this regard. What's concerning is the fact that this has now been happening for several years and it was inevitable that we would come to a point where the financial situation became extremely challenging. The Board have worked with the CEO and the Management Team to ensure that we protect essential front-line services as much as possible. However, this becomes increasingly difficult year-on-year.

2013, also saw the publication of the HSE (Health Service Executive) Internal Audit Report of a number of large Section 38 charitable organisations, including KARE which resulted in very significant controversy for the charity sector. I am very pleased to be able to report that KARE was one of the organisations deemed by the HSE (Health Service Executive) to be "Fully Compliant" with no issues. Despite this, the issue of the openness and transparency of charities has raised huge concern among the general public. This has resulted in quite a strong focus on the role of Boards and the Governance mechanisms that are in place within organisations. I have attended a number of meetings with the HSE along with other Chairs to ensure that we have the necessary governance arrangements in place, in order to continue to be compliant.

I would like to congratulate Anita Mills, one of our young adults who won the Irish Association of Supported Employment "Employee of the Year" in 2013. KARE was also delighted that two adults were also the runners up in this category i.e., Dan Keegan and Ruth Smullen. Ber Rowan was runner up "Job Coach of the Year". The Irish Association of Supported Employment also gave a special award to our Chief Executive, Christy Lynch in recognition of his commitment to employment for people with disabilities. Despite some of the bigger issues that are happening both for the sector and in terms of our financial situation, we can never loose sight of what is most important in KARE, which is to do the best we can for people with intellectual disabilities and their families.

I would like to take this opportunity to thank everyone who is involved within the organisation and the many people outside of KARE who continue to support us.

Antoinette Buggle
Chairperson - KARE

Build Supports for a Good Life

Facilitate individuals to have more control over their lives

Denise Beatty enjoying the train journey to Galway

"Denise began work on the FETAC Level 1 Independent Living Skills Course two years ago. It has really helped us focus our work in supporting Denise to become more independent. She has been learning to shop, use public transport, cross the road, use the beauticians and has also done work experience. A three day trip to Galway was a highlight, with Denise showing us some of her not so obvious abilities. She impressed all with her intuition when she took such great care in choosing a particular piece of jewellery as a gift for her mother which turned out to have a very special significance for her family. Denise's mother Liz has told us how proud she is of Denise in all she has achieved in the last three years". Cynthia Dunne

"Participating in the Gaisce Challenge highlighted Peter's interest and talent for hillwalking. He decided this was something he wanted to keep up so we helped him to join the Imaal Hillwalking Club. At the beginning I, as his keyworker, supported him but now that he has got to know people and the ways of the club, his family have taken over. They are enjoying their walking in the Wexford and Wicklow hills". Martin Kelly

Peter Kelly with this mother and hillwalking pals enjoying lunch on the hills

97% satisfaction among people using Adult Supports that they are supported to achieve the goals that are most important to them

77% of people using Adult Supports achieved their priority goals

Build Supports for a Good Life

Build supports which lead to inclusion, contribution and friendships

"Jimmy has always had a great love of trains, and has enjoyed many train trips up and down to Dublin. The sight of a train is guaranteed to get Jimmy 'talking' and engaging with things. We have tapped into this interest on many occasions to help him broaden his horizons'. Job shadow day 2013 provided the opportunity for him to progress from passenger to 'train driver' for the day. He was in his element, mingling with the other workers and exploring the behind the scenes work of running a railway service." Jemma Gorry

Jimmy Dunne in the driver's seat

Paul considering the work ahead!

"Philip and Rebecca Hadden of Tinahely Farm Shop are helping me to set up my own vegetable growing business. They have kindly given me the use of one of their poly tunnels; I can also use their equipment. I am getting some support from Simon from Tinahely Local Service, but my main support is from my dad Denis and my brother Michael. I am planning to sell my produce from a stall in the Farm Shop premises". Paul Dollard

"I wanted to visit my brother in Hillview Nursing Home in Carlow more often. I thought it would be nice to go on my own. I started by travelling on Kavanagh's bus from Baltinglass every second Wednesday with support. I used photos to learn how to get from the bus stop to the nursing home. In October last I was able to go on my own with no support. And now I can go whenever I want."

Dan Keegan

Dan on his travels

76% people using Adult Supports who want a job have a job

83% satisfaction among people using Adult Supports that they get the support they need to make and keep friends

Build Supports for a Good Life

Develop our services so that they enable flexible and responsive supports which meet the needs of individuals

Andrew Whelan enjoying a visit to Rathwood Falconry

"When Andrew joined us in 2011, the primary concerns were to ensure his health needs were looked after. As time went on we began to explore how we might help him to experience a little more of life. With careful planning we progressed from short forays out to the coffee shop, to slightly longer journey's and then to more active outings like Rathwood Falconry. Andrew has developed from someone who would get upset at change to someone who clearly enjoys being at the centre of things. He is gradually ticking off a list of 'firsts', a recent one being going to the pub with his family. A big first on his list for when the weather improves is a trip to the beach." Deirdre Ryan

"In the past Jamie has found it difficult to be around other people, particularly in crowded or busy situations. His mother was very keen that he get more involved in doing things with others. As bowling was something he seemed to have some interest in, we, the team, agreed that we would use it to help him get used to sharing with others, build on his social skills and learn to cope with the hustle and bustle of the bowling alley. After spending the past year supporting Jamie to learn all the various skills needed to really participate in and enjoy his bowling, it was great to see him compete in the Leinster Special Olympics Bowling Competition last November. How proud we were at how well he coped with having to wait his turn, the crowds, the comings and goings of everyone and even the length of the day." Jane Courtney

Jamie O'Toole at the Leinster Special Olympics Bowling Competition

78% employee satisfaction that KARE works to meet the changing needs of the people who use the service

Work with Families

Increase the opportunities for families to become involved in leading and developing supports and services

"I completed the Pathways to Possibilities course last year after thirty five year's out of school, I feel I gained great confidence and an insight into the lives of the people who have children with various intellectual disabilities. I also received a certificate of which I am very proud. Since doing the course I have got together with others who are interested in setting up a Family Network where we can share our experiences and support one another." Gerry Behan

Gerry spending quality time with his son Andrew

Ailis seeking accesible facilities

"Lack of accessible toilet facilities is a major barrier to my daughter Ailis having a fuller life. Participating in Pathways to Possibilities prompted me to take action on this. I came across www.changing-places.org a UK website that lists hundreds of facilities with accessible facilities that include hoists and changing benches. It would be great to have a similar website for facilities in the in the Republic of Ireland. Inclusion Ireland have agreed to set one up here and the Federation of Voluntary Bodies are also very supportive of this. I am continuing to raise awareness and lobby for facilities that can be included on the website and am very welcome of any support in this." Ann Healy

"I've always had aspirations for my son Ciaráin but I wasn't so sure that the staff in the service shared the same hopes, as Ciaráin's first two years with adult services weren't very successful despite many meetings with the local management. I decided that if Ciaráin was to have the best life possible I needed to do something about this so I discussed my concerns with Head Office in KARE and we talked about ways in which his experience could be made better. The main thing that benefited Ciaráin was a change to his key staff; Elaine and Angie have been brilliant and really care about filling Ciaráin's week with activities he enjoys and brought both OT and PT on board to develop a programme for Ciaráin. I've noticed a change in Ciaráin already and we hope to build on the progress that has already been made. While Ciaráin's programme is still being developed we feel so much more positive about Ciaráin's future."

Rebecca Brennan

Ciaráin getting involved through music

100% of families who commenced Pathways to Possibilities completed it.

Secure and Manage Sustainable Resources

Use our resources in a way that best supports individuals

"It is very important for us to use the resources available to us in a way that gains best possible value for everyone concerned. We recognize that students on placement with us are the workforce of the future. In this regard we work closely with the college tutors and our Volunteer Officer to ensure students have well organized productive placements that assist them in developing their knowledge, skills and expertise. We work hard to match the development needs of students with the specific support needs of people using our service so that all parties gain from placements." Mary Evans

Christine, Social care student Institute of Technology Tallaght planning supports with Elizabeth Ennis

Gretta Burke and Margaret McGarvey being presented with the EFQM 5 Star Certificate by Colm Fitzpatrick at a reception in Leinster House, hosted by Jack Wall TD

In awarding KARE accreditation at EFQM Recognised for Excellence 5 Star Level, the assessors reported "KARE is clearly focused on the needs of its customers and places them at the heart of everything it does. There is a clear knowledge of the customers and their requirements, examples are evident of new services being developed to provide enhanced customer service and satisfaction"

"We have applied to the Kildare County Council Community Grants Scheme for the past 3 years and have been fortunate to receive the grant each year. The title of our 2013 project was Gardening Skills and Integration with other premises: Newbridge in Bloom. The grant has assisted us in teaching gardening skills to people who use our service who have the interest in this area. We have a beautiful display of flowers in winter and summer and everyone take great pleasure in looking after these." Dympna Murray

Newbridge in Bloom

81% employee satisfaction that they have the support they need to deliver on KARE's vision and values

80% employee satisfaction that they are confident that KARE will achieve its goals as outlined in the Strategic Plan

Our Young People

Yippee look at me – no shoes, bare back riding in the outback at Rancho Reilly's Pet Farm

"Zac's very first summer camp was in July 2013. He went down to Rancho Reilly's Pet Farm in Co. Carlow. At the Family Day we spent lots of time viewing all the photographs from the activities he did on the farm. He really seemed to enjoy himself immensely, particularly the rides on the fallabella ponies. The staff said they have never seen Zac laugh as much in all his life, as he is quite uneasy with new experiences as you can see!" Paula Corkish

St. Mark's Choir, 2013

Chris McCarthy going solo!

April 2013 saw the St. Mark's choir once again performing at the annual All-Ireland Choir Competition in Mullingar. With a great repertoire of songs the choir did the school proud and, for the first time in its history, one of the students Chris McGrath, accompanied the choir on the guitar for a rousing performance of 'Livin' on a Prayer'!

"St Mark's held a Careers Day on 22nd November in the school gym. A number of local training providers came on the day to provide information about post-school options for the 5th and 6th years. We were delighted to see past pupils Ross Connolly and Stephanie Power who came to tell us about the Inclusive Learning Initiative in the National University of Ireland Maynooth. We also heard about an exciting internship programme called Project Search." Mary Davidson

Ross Connolly, Laura Burke and Stephanie Power discussing NUIM with the Smith family

2013

Anita with ther IASE Employee of the Year Award

I was awarded the Irish Association of Supported Employment Employee of the Year for 2013. I have 3 jobs, two as an office assistant, one at St.Conleth's & Mary's Primary School and the other at the Patrician Primary School, Newbridge. I also work in the hair salon in Ashling Nursing Home, Kildare. I think I got the award because I was recognised as a good employee and an advocate for my peers and the supported employment programme." Anita Mills

"I completed in the Special Olympics Leinster Equestrian Games in Kill in 2013. I was in two different competitions and came first in the Trial Ride event. I started horse-riding in Baltinglass two years ago. I found it hard at the start but once I got used to the feeling of being on a horse it got easier. I have really enjoyed going every week and now I am working towards the National Games which will be held in Limerick in 2014." Christine Carr

Christine with John Paul Tobin, celebrating success

A carefully crafted Thank You from the children of Scoil na Naomh Uilig to mark the move of KARE clinicans to the new HSE Network Disability Teams

Made it! Sean Brennan and Trish Cribbin on the summit of Seechon.

Music in Motion Choir

Freda Bent (KARE) Marianne Murphy (Brothers of Charity, Roscommon) and Geraldine Gleeson (Marie Keating Foundation being presented with a Finalist Certificate for 'Best Health Promotion Project' at the 2013 Crystal Clear MSD Health Literacy Awards.

"We put together our choir, 'Music in Motion' to promote the use of Total Communication and Lamh. Newbridge and Kildare Local Service got together with Deirdre Quille, our Speech and Language Therapist, and chose our song "Lean on Me". We spent two months practicing the song with the Lamh signs in order to perform at the KARE 2013 AGM. It was a great success and a very enjoyable experience for all involved." Marie Murphy and Liz McDonald

Seamus Ryan who was awarded Tesco Naas Employee of the Year 2013

Aisling Chambers doing her own workout in K Leisure

'I love being part of the Druid's Motorcycle club. We do lots of fundraising for all sorts of charities. I really enjoy the rallies in the summer when we camp out. The photo shows me with Martin, Club Chairman at the start of the Toy run in aid of St. Patrick's in Kilkenny".

Eoin O'Malley.

Eoin (front) with Marianne O'Malley, Annie Delaney Brownlow and Martin Cross

Project SEARCH

"In September 2013 Naas General Hospital in Partnership with KARE introduced the first Project Search programme in Ireland. Currently there are ten Interns gaining a range of skills in a number of different departments including Finance, Radiology, Physiotherapy, Occupational Therapy, Pharmacy, Medical Records, Catering, Speech and Language Therapy, Pathology and Household Services. The Interns have participated in three internships each, rotating every 10-12 weeks. There are two on-site Co-ordinators provided by KARE/Project SEARCH who are invaluable to the hospital providing the training and support to the Interns and Departments. The programme has had a very positive impact on staff in the various departments throughout the hospital", *explained Alice Kinsella, A/General Manager, Naas Hospital*

"I enjoy working in physiotherapy learning new skills. I love doing the office work. I enjoy photocopying and folding the information leaflets. The staff are very friendly and when I need help I ask, they are very helpful and easy to talk to." – *Linda Brady.*

"My internship in medical records has helped me to learn how to pull patient charts. In medical records I locate, pull and track charts. If I have a problem I just ask staff. I track the charts on the computer to outpatients." – *Mark Barber*

"The staff are very friendly and helpful in occupational therapy. Sometimes the staff ask me to do some photocopying or to do other tasks. The occupational therapy department is very busy." – *Jason Baird*

"The staff in radiology are very friendly and helpful and I like the work I do in radiology and if I need help I ask one of the staff. I sort the x-ray reports and put them into envelopes to be posted to GP's. I sort the x-ray reports to go to outpatients, A&E, and the wards. I am very busy in my department and I like the work that I do."– *Stephen Roche.*

"I use the enveloping machine. The staff are nice and friendly in the finance department. I sort the post for Kildare, other counties and the rest of the world. I really enjoy this task. In finance I sometimes need to go to the wards and to medical records to collect charts." – *Shane McGilton*

"The interns complete a FETAC level 3 programme called Preparing for Work as part of their training. This, along with their work placements develops skills that will lead to employment in the open labour market. The aim is that the interns will either progress to further education or gain employment at the end of their year with us in Project SEARCH", explained *Wendy Flood* and *Dee Leavy Coordinators Project Search*

"It has been a great pleasure to have three interns work in the Pharmacy Department. The interns have been very professional and dedicated to their work. It has been very encouraging to see the interns' communication and relationships with colleagues develop over the weeks. In anticipation of receiving the interns we had identified specific tasks and responsibilities which we felt would offer them a chance to work as part of our team in a meaningful way. A pharmacy technician was responsible for ensuring that each intern completed assigned tasks daily. The technician also reported complications and challenges to the Project SEARCH Coordinators who have helped develop strategies that support interns in completing their responsibilities independently. Project SEARCH is changing the way people think by challenging ideas and raising expectations of employability for those with a learning disability. We in the pharmacy support this approach and have overall found the experience a very positive one", explained *Claire Domican, Chief 1 Pharmacist, Naas General Hospital.*

Gaisce Awards 2013

"Gaisce is The President's Award, it is open to young people between the ages of 15 and 25 and involves 3 levels of award bronze, silver and gold. The awards are presented to those who complete specific challenges. In 2013, 3 people completed the challenges required to achieve their silver award, 9 people completed challenges to receive their bronze award." Helen Farrell

The end of a hard days hiking!

After working for 13 weeks at a Community skill, a physical skill and a personal skill I went on an adventure journey to Wicklow. I decided to do it and my adventure journey was great, I really enjoyed it, I was really tired after it but it was great fun. I am going to complete the Silver Gaisce Award now."

John Paul Tobin

Out on the hills

"I enjoyed the nights out in the local pub chatting and playing snooker. I felt proud collecting the silver medal and my family was proud too."

Darren King

"I enjoyed the social aspect – the gym and the community work experience. It was a challenging experience; the 25k walk up the mountain was exhausting."

Shane McGillton

"I enjoyed going to the pub and having fun. I enjoyed taking pictures of my friends in the countryside."

Patrick Bradley

At the award ceremony in Ratra House

"For me getting involved and completing my challenges for the Gaisce bronze award was a great achievement and I got to make new friends. Thanks." Dhanya Lynch

"We went to Dublin to get our awards; we had dinner and then back to McMahon centre in Kilcullen where all our family and friends had gathered for a reception. I really enjoyed the whole experience and I am doing my silver award this year." Aoife Cully

In Memory

Catherine Fitzgerald
September 1956 – April 2013
RIP

Catherine had the biggest heart and an infectious laugh that touched us all.
She enjoyed life to the full and was always at the very centre of anything that was going on.
She was one of the original members of the Lalor Centre; we all miss her very much.

Mary Molloy
May 1985 – April 2013
RIP

Mary's smile stole the hearts of all who met her.
She is missed dearly by all in Tinahely Local Service.
"Please do as I always did; smile, open your eyes, love and go on living life"

Paul Maher
April 1981 – October 2013
RIP

Paul had a special way about him and his smiling eyes lit up everyone's day.
Paul's favourite saying of "You're a Liar" will remain with us all here in Newbridge,
especially on days when the sun shines through the window in the place
Paul most liked to sit. Paul's memory will never be forgotten.

Facts and Figures

In 2013 KARE:

- Supported 96 young children and their families through the HSE Early Years Support Team, South Kildare West Wicklow
- Supported 18 children in their local preschool through the HSE Early Years Support Team
- Supported 14 children in the Early Years Preschool in Newbridge
- Provided education to 139 children in its special schools
- Provided support to 21 children in Scoil na Noamh Uilig
- Supported 309 people through its network of Local Services
- Supported 47 people to live in a Community House
- Supported 10 people to participate in Project SEARCH
- Supported 30 people to live in their own home
- Provided 244 families with short breaks
- Employed 277 whole time equivalent staff
- Trained 33 people through its Solas funded Local Training Initiative Intellectual Disability Support and Community Support Worker Programmes
- Supported 65 people to gain work experience through its Department of Social Protection funded Community Employment Schemes.
- Facilitated 48 school/college students to undertake work experience
- Supported 7 families to undertake courses related to Family Leadership

KARE Branches

KARE has a network of 'Branches' throughout its catchment area. These branches are made up of members of the public and parents and friends of the people who use KARE's services. The members of the branches play an important part in promoting the work of the organisation within their community and in fundraising for KARE. The branch members participate in the overall management and development of the organisation through their elected representatives on KARE's Board of Directors.

The continued efforts of the KARE Branches resulted in a total of €80,834 being raised in 2013. Thank you to all who made this possible.

Photos from the Kilcullen Christmas Fair which raised €5,000

Darren Leeson, Tommy Leeson, Jim Sullivan, Amanda Leeson, Frank Mahon presenting a cheque for €5,018 raised through the Allen Bike and Vintage Car Rally to John Ryan

Hannah Ryan, Kildare Rose 2013 and Daithaí O Shea. Hannah along with the other Roses raised €1,500 for KARE through the proceeds of a raffle held at the Kildare Rose selection night, 2013

KARE – Supports and Services

Young Children

KARE provide supports to children aged 0-5yrs who have an intellectual disability/ developmental delay and their families through the HSE Early Years Support Team, South Kildare West Wicklow. The HSE Early Years Support Team is a partnership between HSE, Muiriosa Foundation and KARE. A 'team around the child' model is used to facilitate families to support the development of their child and his/her inclusion in their neighbourhood and community.

School Age Children

KARE is patron of St. Anne's and St. Mark's Special Schools. St Anne's School provides education to children with moderate, severe and profound intellectual disabilities between the ages of 5 and 18 years. St. Mark's School provides an appropriate education for pupils aged 6 to 18, all having mild general learning disabilities. Students gain national certification through FETAC accredited modules. KARE also work with Scoil Na Naomh Uilig, a primary school in Newbridge, Co. Kildare, to support a number of pupils attending the school who have an intellectual disability, through a range of Clinical Supports and Short Breaks. KARE also provide Short Breaks (Respite) to pupils of St. Anne's and St. Mark's School and their families.

Adults

KARE support adults with an intellectual disability through its network of Local Services and Community Houses. Services are designed to enable each individual to lead the life of their choice, with support as required in areas such as personal development, further education, employment, leisure, sport and health and well being. A key focus is on involvement and participation in the local community. Families are supported through the provision of information, guidance and short breaks.

Map of KARE Services

Governance of KARE

The Board of Directors has overall responsibility for the strategic direction and financial governance of KARE. The Board comprises of eight representatives elected from the Branches of KARE, six representatives from family members and the outgoing officers. Other members can be co-opted to the maximum of 24 people to form the Board of Directors. The CEO and Deputy CEO also attend Board meetings and act as a link to the strategic and operational management of the organisation.

Board of Directors 2013 - 2014

Chairperson: Antoinette Buggle
Vice Chairperson: Frida Lowry
Hon. Secretary: Pauline Wallace
Hon. Treasurer: Marjorie Moore

Branch Representatives:
Ann Healy
John O'Donoghue
Maura Mangan
Pat Dalton
Ned Kehoe
Kathleen O'Connor
Nuala Leeson
Ruth McSherry

Family Representatives:
Kathleen Murphy
Mary Shortt
Therese Barry
Teresa Donohoe
Raymond Fenton
Therese Connolly

Co-Options:
Ann McKenna
Betty Dunne
Anne Mullally
Kathleen Moloney

Finance Committee

The Finance Committee is a sub committee of the Board of Directors. It is responsible for overseeing the organisation's finances. The committee comprises of the Chairperson, and Treasurer of the Board, three elected representatives and the CEO, Deputy CEO, Finance Manager and Facilities Manager of KARE. They meet on a quarterly basis.

Finance Committee Members 2013

Chairperson: Marjorie Moore

Members:
Antoinette Buggle
Sean Bagnall
Ned Kehoe

School Boards of Management

KARE, in its role as patron of St Mark's School and St. Anne's school nominates two delegates to the board of management of each school, one of these nominees acts as chairperson of the board. New Boards of Management were established in December 2011, these run for a four year period.

St. Anne's School Board of Management 2013

Chairperson *(Patron's Nominee)*	Christy Lynch
Secretary *(Principal)*	Pauline Dempsey
Teacher's Nominee	Louise Reynolds
Patron's Nominee	Bernadette Forde
Parent's Nominees	John Hogan and Lorraine Higgins
Community Nominees	Conal Boyce and Edmond Fogarty

St. Mark's School Board Members 2013

Chairperson *(Patron's Nominee)*	Raymond Fenton
Secretary *(Principal)*	Peter Donohoe
Teacher's Nominee	Aileen O'Brien
Patron's Nominee	Sarah Kelly
Parent's Nominees	Linda Smith and Alan Beale
Community Nominees	Pat Kiernan and Eva O'Brien

Independent Auditors' Report

We have audited the financial statements of KARE, Promoting Inclusion for People with Intellectual Disabilities for the year ended 31st December 2013 which comprise the Income and Expenditure Account, the Balance Sheet, the cash flow statement and the related notes. The financial reporting framework that has been applied in their preparation is Irish law and accounting standards issued by the Financial Reporting Council and promulgated by the Institute of Chartered Accountants in Ireland (Generally Accepted Accounting Practice in Ireland).

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditors

As explained more fully in the Directors' Responsibilities Statement set out on page 4 (of the Audited Financial Statements), the directors are responsible for the preparation of the financial statements giving a true and fair view. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board's Ethical Standards for Auditors.

Scope of the audit of the financial statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial informa-

tion in the annual report to identify material inconsistencies with the audited financial statements. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31st December 2013 and of its excess income for the year then ended;

and

- have been properly prepared in accordance with the requirements of the Companies Acts 1963 to 2013.

Matters on which we are required to report by the Companies Acts 1963 to 2013

- we have obtained all the information and explanations which we consider necessary for the purpose of our audit;
- in our opinion, proper books of account have been kept by the company;
- the financial statements are in agreement with the books of account;
- in our opinion, the information given in the directors' report is consistent with the financial statements;

Matters on which we are required to report by exception

We have nothing to report in respect of the provisions in the Companies Acts 1963 to 2013 which requires us to report to you if, in our opinion the disclosures of directors' remuneration and transactions specified by law are not made.

Raymond Smyth
For and on behalf of
Smyth & Co. Chartered Accountants & Statutory Auditor
The Village Square, Tallaght, Dublin 24
Date: 8th April 2014

2013 Audited Accounts

The Finance Committee together with the Finance Department have worked hard to efficiently and effectively manage the organisation's finances for 2013.

Income & Expenditure Account for the year ended 31st December 2013

	2013 €	2012 €
Income	17,789,294	17,388,078
Expenditure	(17,718,557)	(17,458,482)
Excess of Income over Expenditure	**70,737**	**(70,404)**

Accumulated Fund Account for the year 31st December 2013

	2013 €	2012 €
Balance	(83,899)	(13,495)
Excess of Income over Expenditure	70,737	(70,404)
Balance carried forward	**(13,162)**	**(83,899)**

Balance Sheet as at 31st December 2013

	2013		2012	
Fixed Assets				
Tangible assets		11,260,179		11,565,299
Current Assets				
Debtors	916,926		1,178,639	
Branch Funds at Bank	640,281		737,631	
Cash at bank and in hand	208,824		109,242	
	1,766,031		2,025,512	
Creditors: amounts falling due within one year	(1,394,193)		(1,672,681)	
Net current (liabilities)/assets		371,838		352,831
Total assets less current liabilities		11,632,017		11,918,130
Creditors: amounts falling due after more than one year		(171,115)		(140,329)
Net assets		11,460,902		11,777,801
Reserves				
Branch Accumulated Fund		640,281		737,631
Capital Grants		10,833,783		11,124,069
Revenue reserves account		(13,162)		(83,899)
		11,460,902		11,777,801

KARE Strategic Plan 2012-2014
Changing The Walk of Life

Our **Vision** is that individuals with an intellectual disability are seen as equals and take part in society along with everyone else

Our **Mission** is to work together so that individuals who use our service are supported to live a fulfilled life

Our **Strategic Priorities** and objectives are to:

1.

Build supports for a good Life

- Facilitate individuals to have more control over their lives
- Build supports which lead to inclusion, contribution and friendships
- Develop our services so that they enable flexible and responsive supports which meet the needs of individuals

2.

Work with Families

- Increase the opportunities for families to become involved in leading and developing supports and services
- Expand and develop our engagement with families of school age children

3.

Secure and manage sustainable Resources

- Use our resources in a way that best supports individuals
- Secure additional income
- Evaluate and develop our income and cost structure

The **Values** guiding our work are:

All individuals are treated with dignity and respect
Families are involved in a way that works for them
Individuals who use our service are supported to:
Develop and use their abilities
Grow in relationships
Share ordinary places
Have valued social roles
Make informed choices

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