KARE

ANNUAL REPORT 2018

Promoting Inclusion for People with Intellectual Disabilities

It's About You

Shopping with Mam,
Bowling, going for walks and playing pool.
The Right to take part is going for tea, badminton, a night out, cinema, lunch …
Fun and interesting.
I love staying in my own bed, where I can slow down
I love my house; I feel happy. I feel good.
I own it myself. Peaceful security. I listen to meditation.
A place to remember Mam. Dad cheers me up,
Smiling at each other…

Relationships; part of everybody's life,
My Godchild, my Mammy and Daddy.
Family: they all look after me,
Talk to each other on the phone …
Keyworker; part of your life
Being lonely, all people are important.

Go to a friend's house for a sleepover.
My own house to watch television and listen to music,
Safe … Locking your door at night.

by Rights in your hands Group 2019

Front cover and winning design also by:
Rights in your hands Group 2019
Mandy Sharpe
Frances Keogh
Sean Brennan
Jennifer Howell
Celine O'Brien
Niall Healy
Sonia Lewis

Contents

CEO's Welcome . . . 2
Chairperson's Report . . . 3
Build Supports for a Good Life . . . 4
- Making Dreams Happen . . . 9
- Kathleen Barrett Celebrating 50 years . . . 9
- Naas Local Service Activity Group . . . 10
- Assistive Technology Supporting Communication . . . 11
- Children's Services . . . 12
- St. Marks School . . . 13

Healthy Lives
- The Kilcullen/Baltinglass Healthy Livestyles Group . . . 13
- Healthy Lives Website Award . . . 14
- Health and Wellness Days 2018 . . . 14

QQI Awards . . . 15
The Oireachtas Work Learning Project (OWL Project) . . . 15
10 Years of Voice for KARE . . . 16
Sports & Recreation . . . 18
Facts and Figures . . . 19
Governance of KARE . . . 20
School Boards of Management . . . 22
Independent Auditor's Report . . . 23
2018 Summary Audited Accounts . . . 26
In Memory . . . 27

Other art entries submitted for front cover competition

Kevin Moran

Jennifer Howell

Ola Lewandowska

Creative Expressions Class Naas Local Service

Thomas Gartland, St.Mark's School

CEO's Welcome

Welcome to the Annual Report for 2018. It was with pleasure that I returned to KARE in March 2018 to take up the role of Interim CEO on the retirement of Christy Lynch. Having previously worked with Christy for 25 years, I would like to acknowledge his tremendous work in the area of Intellectual Disability. Christy worked tirelessly to ensure that the services and supports provided by KARE were to the highest standard possible. He was recognised nationally and internationally, receiving many awards over the years, for his dedication and contribution to best practice in the field of Intellectual Disability. KARE benefitted from his great strength of purpose, energy and commitment to the individuals who used the service. Christy was ably assisted by Gretta Burke who also retired in 2018 after 40 years of dedicated service to KARE. We wish them both every happiness in their retirements.

Over the last number of years there have been many changes in the way that services and supports are provided in the voluntary sector in Ireland. We have seen the introduction of the Sláintecare Report entitled the 'Future of Healthcare' with the Implementation Strategy launched in 2018. The Minister for Health also established an Independent Review Group to examine the role of voluntary organisations in the provision of health and personal social services and to make recommendations on the future evolution of their role. The Federation of Voluntary Bodies held a conference and issued a report called 'Accountable Autonomy'. The Charities Regulatory Authority also launched its new Governance Code in 2018. This all culminates in an increased regulatory burden and greater financial and governance accountability on organisations like KARE, in the Community and Voluntary Sector.

I am very proud to be able to say that these increased demands on the Board, the management team and all of the staff have never minimised the focus on the vision and mission of the organisation: ***'People with intellectual disabilities are seen as equal and take part in society along with everybody else'.*** The development of a new Strategic Plan has commenced and this, in tandem with the appointment of a new permanent CEO, will give KARE the opportunity to make plans to further enhance the services and supports provided to ensure that the vision of the organisation is never lost.

I would like to take this opportunity to wish KARE every success in the future and I have no doubt that the founder members would be proud of the level of commitment to the core purpose that continues today on the very solid foundations that they laid down in 1967.

I would like to thank all involved in making the organisation what it is today, those who use the service, their families, the staff, the Board Members and all in the community including our main funders, the HSE, who helped make this happen.

Anne Coffey
Interim CEO

Sean Bagnall with Christy Lynch acknowledging his retirement

Chairperson's Report

It was my great honour to be Chairperson during 2018. It was an eventful year for the Board of Directors, the highlight of which was our 50th AGM in June. The AGM marked the end of our celebrations of KARE's 50 years in existence. It gave us the opportunity to acknowledge and give sincere thanks to the voluntary members of KARE, those who founded the organisation many years ago and those who fundraised and promoted the organisation from inception through to today. We received messages of goodwill from some of the people who were at the very first meeting of KARE in 1967. These included Mary and Dan O'Donovan, Mary Quinlan and Fr. Denis Harrington. Unfortunately, they were not able to be present at the AGM, but their vision, wisdom and trojan work was acknowledged by all present. It was magnificent to see such a huge turnout of members from the various branches of KARE; many who had served for between 30 and 40 years and who raised an incredible 4.6 million euro over the years. The organisation would not be what it is today without this strong spirit of volunteerism.

A new Board of Directors was elected for the period 2018 to 2021. This saw the retirement of four long standing members of the Board whose contribution was invaluable over the years. Three new members were elected with one further co-option made later in the year. The Board of Directors takes its governance responsibilities seriously and set up two additional sub - committees, a Risk Quality & Safety Committee and a Remuneration & Nominations Committee, in keeping with the principles of good governance.

You will see from the contents of the Annual Report that the focus of the year was to continue to support people to have a good life. There are many examples and stories that show the progress that was made and continues to be made on a year in / year out basis. One example, among the many, is the OWL programme which is the Oireachtas Work and Learning programme in the Houses of the Oireachtas. 5 people supported by a staff member from KARE are on a work training programme for 10 months in Dáil Éireann. Our thanks to our local Deputy Fiona O'Loughlin for spearheading the idea and to our Ceann Comhairle, Deputy Seán Ó Fearghaíl, for hosting the programme in Dáil Éireann. This was a culmination of a lot of work by many people but in particular Christy Lynch.

Sean Bagnall with Gretta Burke acknowledging her retirement

I would like pay tribute to Christy who retired in March of 2018. Christy was a true visionary in the area of Intellectual Disability and during his 26 years of work as CEO he grew and developed the organisation to become the flexible vibrant organisation it is today. KARE was lucky to have Christy as CEO for such a long period of time and we now wish him, his wife and family every happiness during his retirement.

I would like to conclude by thanking Anne Coffey for stepping in as Interim CEO and all of the staff, families, Board Members and the many other individuals and organisations who helped KARE during the year.

Sean Bagnall

Sean Bagnall
Chairperson - KARE

Build Supports for a Good Life

KARE continues to work hard to support people who use the service live a fulfilling and healthy life, achieving their goals and ambitions.

Barry Russell has had a keen interest in woodturning and set himself some goals to help him achieve his dreams. *"In the 2016 Annual report I spoke to you about my interest in woodturning and my dream to have my own business. Well, I have news for you all. I have bought new tools and with the support of family, I have a brand-new shed which I have turned into a workshop. I am now making pieces independently.*

Little by little I am working towards the dream. On my journey I have been supported by my family, Glen Lucas (tutor), my keyworker and the KARE Bursary Fund.
I continue to upskill, learning the techniques to make new pieces so I can have a variety of pieces to display and sell. It's so exciting!
The photo here shows my shed, my new equipment, and an array of pieces I have recently made".

Julia O'Neill has had an interest in history and particular the 1916 rising. *"I attend a computer class in the Lalor Centre every Tuesday afternoon. Our tutor is a lovely lady called Mary Hickson who volunteers her time. In 2016 I got very interested in the 1916 Rising and with Mary's help I started to research the Rising using the computer and the internet. I also watched lots of programmes on the television and read lots of articles in the newspapers. Using the internet, I was able to find the names of a lot of the men involved in the Rising e.g. Padraig Pearse, J.M. Plunkett, Michael Collins and Eamon de Valera. I learned about their history, their life, stories, songs, poems and letters from that time plus the men who signed the 1916 Proclamation. All this work took me 2 years and during this time, I was very lucky to get a chance to visit the GPO in Dublin, see the original Proclamation, learn more about what had happened during the Rising, guns that were used and how people lived. Another trip I made was to Glasnevin Cemetery where I got to see the graves of many men who lost their lives during the rising e.g. Michael Collins. Mary was a great support during all of this and she accompanied myself and the other members of the class on the trips.*
I gathered all the information and photographs that I had and with the help of Mary and my keyworker, I was able to fulfil my dream of getting my booklet on the 1916 Rising printed."

Build Supports for a Good Life

2018 was a busy year for **Elizabeth Gorry.** Lizzie has been working towards maintaining a healthy and happy lifestyle. Lizzy has plenty of physical activities she enjoys, including basketball skills and athletics.
She also works towards keeping a healthy diet, which involves shopping for and preparing her lunch with support from staff.
Along with this, Lizzie has worked industriously to achieve her Gaisce Bronze Award. She also volunteers her time at the end of the year to collect and put together donations for the Team Hope Shoebox Appeal, which provides disadvantaged children around the world with gifts for Christmas. For many, it might be the first time they receive a gift.

Shane McGilton recently graduated from Trinity College Dublin, achieving a Certificate in Arts, Science and Inclusive Applied Practice. Shane began his studies in 2016 and completed his certificate in 2018.
Shane's hard work and dedication to his studies and work placements during this course helped him to secure employment in two of Ireland's leading companies, law firm Arthur Cox and SMBC Aviation Capital, a global aircraft leasing company.
Shane is continuing to thrive in these roles and both companies have recently offered Shane new contracts to extend his employment.
Well done to Shane for all his hard work.

Christy Mullins, pictured here with Frieda Bent, in October 2018, attending the consultation meeting with the Irish Human Rights and Equality Commission, on their new Strategy Statement.
Christy addressed the meeting about the need for better rural transport for people living in isolated areas with no access to transport and how it can lead to loneliness and isolation.

Build Supports for a Good Life

Athy Local Service received a grant from "Grow It Yourself Ireland". Service users and staff worked together to plant a vegetable garden. Everyone worked hard to ensure the garden flourished and all in Athy Local service have really benefited from this project.

Alan Cullen, with the support of Outreach, achieved a huge dream in 2018 when he travelled to South Korea for 2 weeks on his own. A lot of people could not believe Alan could achieve this on his own, but he proved everyone wrong. A massive achievement for Alan.

Una Kenny set herself a goal this year to organise a charity event for the Irish Cancer Society to try and contribute to the fantastic work they do. *"Firstly, I contacted the Irish Cancer Society and told them I wanted to do a cake sale. They sent me out posters and balloons. My friends helped me hang up posters around the area and the staff put the word out on the KARE email. It was a great success lots of people helped with the baking and preparing for it. I raised €272.30. Lots of people came and enjoyed the lovely cakes and had a chat. I felt great after raising money for a worthwhile charity. Myself, my friends and Niall all had fun and enjoyed ourselves."*

Elaine Smyth, Siobhan Brennan and **Robert Fogarty** took over the Late Late Show studio in RTE in November. Reporter Evelyn O'Rourke kindly gave a tour of the Late Late Show set and the old and new Fair City sets.

Build Supports for a Good Life

There were many activities undertaken at Broadleas over 2018. **Samantha Hyland, Fiona Doyle, Sara Kelly** and **William Behan** enjoyed enhancing their cookery and baking skills. **David Goggins, David Leigh** and **Michael Connolly** took in the wonderful sights of Dublin Zoo while **William Behan, Sara Kelly** and **Noelle Burns** visited the Christmas markets in Waterford.

KARE and Gaisce

The collaboration between KARE and Gaisce, which started in 2011, has provided fantastic opportunities for the young adults. It has enabled our young people to use their many talents and abilities to make a valuable contribution to their local communities. The contributions have been many and varied including tidy towns, active retirement groups, men's sheds, shopping and dog walking for neighbours.

Brendan Burke & P Pals

"I completed my training course for P PALS in Trinity College, Dublin over a five-week period, supported by a staff member in Local Service, John Aston. The aim of this course was to provide me with the skills to train others with intellectual disabilities to be leaders in physical activity. When the training finished I was expected to deliver this training to my friends and peers and this is what I am currently doing. We rent a room in the Parish centre each week where I provide instruction with light exercise to music. We have a very good attendance every week. This was a very successful training course for me and I will facilitate this class for the foreseeable future".

Build Supports for a Good Life

Frances Dalton was awarded her Gold Gaisce Award by **President Michael D. Higgins**. Since the programme began 86 people have received awards from Gaisce at all levels; bronze, silver and gold.

Edenderry Local Service also had an eventful year. **Brian O' Neill, Lisa Dillon**, and **Grainne Flowers** took part in the Special Olympics Ireland Games in 2018. Brian took part in bowling, Lisa in athletics and Grainne in swimming.

Lisa won 2 bronze medals for 50 meter run and the javelin throw. Grainne won a ribbon in one of her events.

Brian won a Bronze medal. Brian said, *"I was so happy when I was picked, it was a great experience and I trained hard for it".* He also said *"being away for 3 days was tiring but I loved it". "My Family were very proud of me".*

Making Dreams Happen Stephanie Halton -

"My name is Stephanie Halton and I live in Kill with my mum and dad. I am 36 years old. My dream for my life is to move out of home and live with a friend. I work in Eurospar, Kill, for two hours on a Monday, Wednesday and Friday. My job is to clean the coffee dock area of the shop. I love my job, I love the jobs I have to do every day and I have made good friends at work. I have worked there for 8 years.
My life has changed a lot. I used to go to Naas Local Service every day and I used to travel on the KARE bus all the time. Now I get the 126 bus from work and travel into Naas on my own. I only go into Naas the days I need to go there. The staff in Naas showed me how to go from Kill to Naas and back. I was nervous in the beginning but now I'm not. I am way more independent, and it feels good!

Now I go to the gym in the Osprey on Tuesdays and Thursdays, I travel on the 126 bus there, do my workout and swim and then go home on the 126 bus. I LOVE swimming, and doing my workout is really good exercise for me. The staff in the gym know me and I have gotten to know some of the other people who use the gym too.
On Fridays after work I meet up with my friend Elaine and we sometimes go out for lunch in Naas, sometimes we go the cinema. Elaine has invited me to her house for lunch too and I am looking forward to that. Elaine is a good friend and we have a big laugh and great fun when we're together.
I am doing a course at the moment. I am learning about healthy eating. I do that on Monday after work and it helps me to learn about eating healthy. This will help me when I move out and find my own place. I am also learning how to use my bank card and take money out of my bank account. This will help me when I move out of home too.
Life is good, and I am happy!"

Kathleen Barrett Celebrating 50 years

Staff from St. Anne's School joined together for a celebration of the retirement of Kathleen Barrett in Toughers Restaurant Naas on the 9th May. Kathleen retired in April 2018 after 50 years in KARE and St. Anne's School. She was initially based in the KARE Unit located at the side of St. Anne's assisting with the catering. When this unit was relocated she spent some time working in Kildare Local Service before returning to join the staff in the school. She managed the staff room (and the staff!) and kept the tea and coffee flowing.

Kathleen will be remembered for her fun loving nature, her kindness (thanks for all the coffee and chocolate biscuits Kathleen) and her ability to keep the staffroom clean and organised. She will be truly missed and we all wish her a very happy retirement and good wishes for the future.

Naas Local Service Activity Group

The project involves facilitating service users of ***all abilities,*** to engage in meaningful activities. **Participation** is encouraged using a **total communication** approach utilising ***Lámh*** signs, ***pictures*** and ***assistive technology***. All activities are graded so that each service user and staff member have a ***role***, a ***responsibility*** and is an **active participant** in the group. Activities that have been a great success so far include Baking, Chair Yoga and Reminiscence. Future activities include Art, Gardening and Music. This group has allowed service users in Naas Local Service to then use these skills in other areas of their lives, for example; Service Users are using switches to operate the hoover to tidy their environment and to operate a hairdryer to dry their own hair.

"It's amazing to offer such a variety of truly inclusive sessions to the individuals who participate. The gifts and capacities of each person are reflected in the role they have in the group. It is transforming Service Users' perspectives of each other while challenging staff's perception of individual abilities. The use of assistive technology, a total communication approach, and a committed and consistent session leader (thanks Leanne!) results in the success of these sessions. I have no doubt that any other service that is in a position to offer these sessions, will also see the benefits immediately!"
Áine Goodwin, Naas Local Service Leader

Assistive Technology Supporting Communication

The development of Augmentative and Alternative Communication (AAC) technology assessment and training has been an important initiative for the Speech and Language Therapy Department over the last three years.

Under the guidance of the Speech and Language Therapy department, KARE has invested money in the latest communication technologies. This allows service users the opportunity to access assessment and trials for this technology. The process matches specific devices and software to each person and their unique communication needs.

The process focuses on using AAC to improve functional communication, increase language and literacy skills, improve speech production, support positive behaviours, and improve social communication.

A number of service users are currently using state of the art communication devices such as the *Tobii Eye Gaze* and *Tobii Indi with Snap + Core software.* People are also using their iPads with the latest software that supports them to communicate in their everyday environments.

Children's Services

2018 was, as with every year, full of learning and fun for Early Years Services. As part of Social Inclusion week, which was held across County Kildare for one week from 25th September, the children held an intergenerational play day with the day care centre in Newbridge. The aim of the week was to get involved in your local community. The group shared activities such as singing, nursery rhymes and songs using musical instruments. This led to a great sing song with all the group. The group also enjoyed games such as tapping balloons up in the air from one to another and the elderly got great entertainment watching the children trying to catch the balloon and tap it back. The group also sang old Irish songs like Molly Malone and Dicey Reilly. It was a fun filled day for everyone and the children were invited back at Christmas again for Christmas carols where everyone was lucky enough to receive a visit from Santa himself.

St. Mark's School

It was once again a busy year for staff and pupils alike at St. Mark's. In May 2018 the school was subject to a whole school inspection by the Department of Education Inspectorate. The Board of St. Mark's were delighted that the school achieved such a favourable report and that the good work is being recognised. In December 2018, 26 St. Mark's students were awarded with their Junior Cycle Profile of Achievement (JCPA), in English and Maths (State Exams), the Level 2 Learning Programmes and Short Courses were also completed. *"All students were rightly chuffed with their achievements".*

Healthy Lives

The Kilcullen/Baltinglass Healthy Lifestyles Group

"Our Group Started in September 2018. We meet every Friday from 12-2pm. We talk about nutrition, making exercise fun, our health, making health goals and cooking healthier alternatives to our favourite foods. So far, we have made breakfast rolls, pizzas, chicken goujons, apple crumble, chocolate brownies, burgers and chips. We are learning new ways we can balance what we like to eat while still taking care of our health. We are also discussing how to make this information more accessible. We are planning to combine all the information we have gathered, our recipes, relaxation and exercise tips into a booklet to share with other people that are interested in healthy lifestyles too."

Healthy Lives Website Award

The focus on healthy lives was recognised when **Angela Lynch** and **Áine Goodwin** had the honour of accepting a Certificate of Appreciation at the Health Service Excellence Awards. This was in recognition of KARE's health initiatives and the support provided by the Supporting Healthy Lives website developed by KARE.

Health and Wellness Days 2018

In 2018 staff were given the opportunity to attend a one-day KARE Health & Wellness Day. To facilitate the numbers of staff now working in KARE it was run on three occasions during April and May. The purpose of the day was to support, thank and acknowledge the hard work of all our staff. Presentations on coping with stress, understanding emotional health, depression, nutrition as well as how to stay connected to yourself, your team, your environment and your community were held. Workshops that included Tai Chai, Mindfulness, Bingo and Team games were also part of the day. These proved very popular and many staff are continuing with the exercise and wellbeing classes. A delicious lunch was served up each day by the great staff in Toughers at Newhall, Naas. Following lunch, staff were split into groups and took part in a General Quiz (KARE Bears was the most popular team name!) … Little did we know how competitive some groups would be!

The feedback from staff proved that KARE's Health and Wellness Days in 2018 were a resounding success and a special thanks to the Training Team and all those involved in organising them.

QQI Awards

KARE held their annual QQI Awards ceremony in November 2018. This ceremony recognised the hard work and achievements of all learners involved right from Level 1 up to Level 6. Anne Coffey presented certificates on the night and commended the work from tutors, assessors and learners alike. The cheers and celebrations could be heard from miles away. Families of those receiving certificates were also given a special mention for their ongoing support and commitment to the learners.

The Oireachtas Work Learning Project (OWL)

The OWL Project, a partnership between KARE, WALK and the Houses of the Oireachtas commenced in 2018. The Oireachtas Work Learning Project is a project aimed at supporting people with an Intellectual Disability, gain the skills to access paid employment by completing 3 different work experiences in the Dáil, and also includes further education supported by the City of Dublin Education & Training Board. Five people from KARE are participating in the project and are supported by Jane Courtney in the Dáil. The project was officially launched by **The Ceann Comhairle, Seán Ó Fearghaíl TD**. We would like to acknowledge the support of the **Ceann Comhairle** and **Fiona O'Loughlin TD** for getting the project up and running. The picture included here is from the launch of the project in Dáil Éireann in September with our partners from WALK.

10 years of Voice for KARE

Voice for KARE as it stands today is part of the fabric of the KARE Services. It is easy to forget how big a step it was when the first group of people who use the service began exploring what a 'structure of Advocacy' (the title of the original project) could look like.

It began with a simple idea: how do we include people who use the service, in how the service is run?

A group of staff and service users, **Seamus Doyle, Frieda Bent, John Ryan, Nicole Dyrssen, Michelle Egan, Helen Farrell, Eoin O'Malley, David Leigh** and **Marie Phelan** began working together; including visiting other services to look at existing models of Advocacy and how it could work within KARE's services.

The now familiar structure of the Advocacy Committee and Rep's group and their monthly meetings are what came from the work of this original project team.

David Leigh suggested the name **'Voice for KARE'** as this was quite simply how he saw this working; to be a voice for those who use KARE's services.

In the past 10 years, members of Voice for KARE have advised KARE on policies, represented Ireland at European conferences, spoken in the European Parliament and hosted the AGM!

The monthly Voice for KARE Reps meetings are an important platform for people to hear about important changes in the organisation, be the first to hear about new policies affecting them and to share local news from their own centres and houses.

As we look back on all that has been achieved in the last 10 years, we also look forward to what is next for Voice for KARE. There is always more to do and better ways to do things. With the voices in KARE, anything is possible!

10 years of Voice for KARE

Sports & Recreation

2018 was a busy year for the Sports and Recreation Department. 47 KARE service users qualified to compete as members of Team Leinster at the All Ireland Special Olympic Games held in Dublin, with both male and female teams competing in the Basketball League, 2 teams in the inaugural Bowling 7's League, 2 teams in the Soccer 7's League. There was plenty of action happening on the sporting front.

Floorball is a new and exciting winter sport that has been introduced into the Special Olympics calendar. We also took part in the inaugural Floorball League in Leinster managing to win the tournament held in Portarlington in March. Floorball is part of the World Special Olympics Winter Games and we are targeting this as our first foray into qualifying for these Games which will be held in Sweden in 2021.

2018 marked the commencement of our Healthy4Living Programme which worked with service users from Kilcullen, Athy, Clane, and Newbridge. The overall aim of this programme was to work with service users who wished to improve their overall health and wellbeing. The programme looked at service users at the start of the programme, measuring their endurance, strength, flexibility and body composition levels at the time, and then worked with them for a period of six months with a programme of exercise, education and nutrition helping to improve their overall health and wellbeing. Measurements were revisited after the six months, every service user made great improvements in all of the four areas.

In June we received news that we were awarded the Golisano Health Leadership Award for 2018 by Special Olympics International ***"in recognition of KARE's outstanding leadership in Special Olympics Ireland's Health Programming and our ongoing commitment to advancing inclusive health for people with intellectual disabilities".***

In July we were delighted that two of our athletes Conor Byrne (Equestrian) and Padraig Reilly (Bowling) were selected to represent Ireland at the Special Olympics World Summer Games which were held in Abu Dhabi in March 2019.

In September two service users, Stephen Bolger and Brendan Connolly, realised their wish to go camping when they travelled to Alton Towers for three days. What happened on the camping trip stays on the camping trip (apparently)!

The sporting year for 2017/2018 culminated in the League Awards Night held in City North Hotel with 26 KARE athletes travelling to receive their awards for all their efforts in the leagues over the year. A great and long night was had by all! We hope to do it all and more again next year.

Facts and Figures

14 Children were supported to attend their Local Preschool.
15 Children were supported in KARE's Specialist Preschool.
52 people were supported to live in Community Houses.
317 people were supported through our network of Local Services.
68 people were supported through our Outreach Service.
150 families were supported with Short Breaks.
Employed **347** whole time equivalent staff.

Complaints

KARE received and managed 12 complaints '*formal*' in 2018.

Family Feedback

Through the Family Survey, families reported:

- an overall satisfaction level of 88% with KARE.
- a satisfaction level of 86% with their family member's needs and wishes being met.
- a satisfaction level of 90% with their family member being treated with dignity and respect at all times.

Some comments from Families:

- Without the support of KARE my daughter would not have the life she has.
- I found the staff at the centre very friendly and helpful towards myself and my daughter. Since she joined last year, she has received lots of information regarding courses and other ways to improve her lifestyle.
- I know with cut backs we don't get as much respite as we did, but my daughter loves the respite. It is very important to her and us.

Feedback from people who use the service:

People who use the service feel strongly that they are:

- Facilitated in exercising their rights and meeting their responsibilities.
- Treated with dignity and respect and their equality is promoted.
- Supported and encouraged to try new experiences and do new things.

Some comments from people who use the service:

- *"We know who we can talk to if we have an issue or a complaint".*
- *"Staff will support us to talk to our families about big decisions in our lives".*
- *"Staff support us to develop good plans and help us to have good lives".*

Governance of KARE

The Board of Directors has overall responsibility for the strategic direction and governance of KARE. The CEO attends Board meetings and acts as a link to the strategic and operational management of the organisation.

Board of Directors

Chairperson: **Sean Bagnall**
Vice Chairperson: **Frida Lowry**
Hon. Secretary: **Teresa Donohue**
Hon. Treasurer: **Marjorie Moore**
Members: **Mary Conliffe, Emily Blennerhassett, Edward Kehoe, Rebecca Bolster, Marianne O'Malley, Margaret Quinn, Pauline Wallace and John Weldon**

Attendance of Directors at KARE Board Meetings

Name	Board of Director Meetings	
	Number of meetings where Director was a member	Number of meetings attended
Antoinette Buggle *(retired in June 2018)*	3	2
Ann Healy *(retired in June 2018)*	3	2
Mary Shortt *(retired in June 2018)*	3	2
Pat Dalton *(retired in June 2018)*	3	1
Sean Bagnall	8	8
Emily Blennerhassett	8	4
Mary Conliffe	8	8
Teresa Donohoe	8	7
Edward Kehoe	8	6
Frida Lowry	8	8
Marjorie Moore	8	6
Pauline Wallace	8	3
Rebecca Bolster *(appointed in June 2018)*	5	5
Margaret Quinn *(appointed in June 2018)*	5	4
Marianne O'Malley *(appointed in June 2018)*	5	4
John Weldon *(appointed in December 2018)*	1	1

In keeping with good governance the Board has 3 Sub-Committees as follows:

Finance Audit Committee

The Finance Audit Committee (previously referred to as the Audit & Risk Committee) is a subcommittee of the Board of Directors. The committee comprises of the Chairperson and Treasurer of the Board and other co-opted members. The CEO, Finance & ICT Manager and Facilities Manager of KARE attend the meetings in an ex-officio capacity. They meet on a quarterly basis.

Finance Audit Subcommittee (previously referred to as Audit Risk Sub Committee)	Number of meetings where Director was a member	Number of meetings attended
Antoinette Buggle *(retired in June 2018)*	2	2
Sean Bagnall	5	5
Emily Blennerhassett *(appointed to subcommittee in Sept. 2018)*	2	2
Edward Kehoe	5	5
Marjorie Moore	5	5

Risk Quality and Safety Committee

The Risk Quality & Safety Committee was established in September 2018 and is a sub-committee of the Board of Directors. The committee comprises of two Board members. The CEO and the Quality Manager of KARE attend the meetings in an ex-officio capacity. They meet on a quarterly basis.

Risk Quality & Safety Subcommittee (Established in September 2018)	Number of meetings where Director was a member	Number of meetings attended
Rebecca Bolster *(appointed to subcommittee in September 2018)*	**1**	**1**
Margaret Quinn *(appointed to subcommittee in September 2018)*	**1**	**1**

Remuneration and Nomination Committee

The Remuneration & Nomination Committee was established in November 2018 and is a subcommittee of the Board of Directors. The committee comprises of two Board members. The CEO and the HR Manager of KARE attend the meetings in an ex-officio capacity. They will meet twice yearly, commencing in 2019.

KARE's Board of Directors have signed up to the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations of Ireland.

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 2015, these run for a four-year period.

St. Anne's School

Chairperson (Patron's Nominee)	Antoinette Buggle (until September 2018) replaced by Frida Lowry
Secretary (Principal)	Pauline Dempsey
Patron's Nominee	Frida Lowry Charlie Brady (from February 2018)
Parent's Nominees	John Hogan Lorraine Higgins
Teacher's Nominee	Aine Singleton
Community Nominees	Edmond Fogarty John Courtney

St. Mark's School

Chairperson (Patron's Nominee)	Noeleen Burke
Secretary (Principal)	Alma Carley
Patron's Nominee	Noeleen Burke Sarah Kelly
Parent's Nominees	Declan Furlong (until June 2018) replaced by Gavin Kennedy Sheila Bradley
Teacher's Nominee	Ross Dignam
Community Nominees	Evelyn McKenzie-Smith Martin Jordan

Independent Auditors' Report 2018

Opinion
We have audited the financial statements of KARE, Promoting Inclusion for People with Intellectual Disabilities for the year ended 31 December 2018, which comprise the Statement of Financial Activities, Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:
- give a true and fair view of the state of the company's affairs as at 31 December 2018 and of its deficit for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion
We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern
We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:
- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information
The directors are responsible for the other information. The other information comprises the information included in the annual report, other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2014
Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the Director's Report is consistent with the financial statements; and
- the Director's Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception
Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' Report.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act are not made.

Responsibilities of director for the financial statements
As explained more fully in the Director's Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements
Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are

considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at:http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland).This description forms part of our auditor's report.

The purpose of our audit work and to whom we owe our responsibilities
This report is made solely to the company's members, as a body, in accordance with section 391 of the Companies Act 2014. 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.

Ian Lawlor
for and on behalf of JPA Brenson Lawlor

30th April 2019

Chartered Accountants
Statutory Audit Firm

Argyle Square
Morehampton Road
Donnybrook
Dublin 4
D04 W9W7

2018 Summary Audited Accounts

Statement of Financial Activities (Incorporating the Income and Expenditure Account)
For the year ended 31 December 2018

	Unrestricted Funds 2018 €	Restricted Funds 2018 €	Capital Funds 2018 €	Total Funds 2018 €	Total Funds 2017 €
Income	100,332	23,359,298	96,741	23,556,371	22,254,555
Expenditure	-	(23,144,593)	(532,122)	(23,676,715)	(22,559,989)
Transfers	(16,603)	16,603	-	-	-
Net movement in funds	83,729	231,308	(435,381)	(120,344)	(305,834)
Opening funds	629,877	(252,803)	11,215,442	11,592,516	11,898,350
Closing funds	713,606	(21,495)	10,780,061	11,472,172	11,592,516

Statement of Financial Position
As at 31 December 2018

	2018 €	2018 €	2017 €	2017 €
FIXED ASSETS				
Tangible fixed assets		11,102,809		11,549,583
CURRENT ASSETS				
Debtors	1,187,779		1,392,437	
Bank and cash	1,525,406		1,278,970	
	2,713,185		2,671,407	
CURRENT LIABILITIES				
Creditors falling due within one year	(1,791,934)		(2,039,201)	
NET CURRENT ASSETS/(LIABILITIES)		921,251		632,206
TOTAL ASSETS LESS CURRENT LIABILITIES		12,024,060		12,181,789
Creditors falling due after one year		(551,888)		(589,273)
NET ASSETS		11,472,172		11,592,516
CHARITY FUNDS				
Unrestricted funds		713,606		629,877
Restricted funds		(21,495)		(252,803)
Restricted capital funds		10,780,061		11,215,442
TOTAL FUNDS		11,472,172		11,592,516

In Memory

John Joe Reddy

With a mind of determination and a heart of gold, John Joe's attitude to life was accompanied by a personality that has left an everlasting memory on the minds of his family and friends. A generous and caring person, John Joe gave belief to the fact that great things truly do come in small packages. John Joe's laughter, smile and spirit will stay with everyone who had the privilege to have known him and who were lucky enough to have spent time in his company. John Joe had many interests and had collections that held a great pride to him and he enjoyed sharing these interests with others. He will be sadly missed but fondly remembered by his family, the staff and service users of Poplars and his many friends in KARE.

Joanne Kemmy

Joanne could smile, she could laugh, she could feel unrestricted happiness. She could show her love without ever saying a word – not everyone has those abilities. She inspired us every day. She taught us how to be happy because she took joy in simple things; joy in seeing her family, joy in seeing her friends, joy in her favourite song, joy in a bowling trip and a social lunch out of a Thursday, the list is endless. Joanne's parents and family nurtured her so completely and did so with pure dedication and unconditional love. This is an example of pure love, and Joanne made this possible.

Seamus Lennon

Seamus Lennon was a Service User of Tinahely Local Service. Seamus attended the Lalor Centre in Baltinglass prior to this. Seamus was a plasterer by trade and enjoyed his work. He loved music and his favourite song was "The Auld Claddagh Ring" by Dermot O'Brien. He was also an expert card player and enjoyed playing a game of 25 with anyone who wished to lose a few euro!! He is missed by all who knew him.

In Memory

Julieanne Bell

Julieanne's sunny disposition on life was an inspiration to all who had the pleasure of meeting her. Her intuitive personality to say the right thing at the right time or when someone needed one of her special smiles or a kind word was always present. Her loving and caring attitude made many people's days all the brighter for having known her. Julieanne was loved by all and is missed by many. She was a once in a lifetime kind of woman.

Michael (Micky) John Connors

The staff in the Early Years Children's Service KARE, and the Staff in Scoil Na Naomh Uilig, would like to pay tribute to a wonderful little boy who sadly died on 12th November 2018. Michael John was fondly remembered in the Early Years for his big smile and great love of music, his favourite singer and idol, Nathan Carter, who he got to meet in person alongside his Mum in July 2017. He joined the Buttercups class in Scoil Na Naomh Uilig in September 2017, and again with his winning smile and inspiring attitude became a well-loved pupil not only in his class but within the school. He is missed and always will be remembered by everyone who had the great honour of working with him. Our thoughts and good wishes are extended to his mum Margaret and brother Thomas and his extended family.

John Byrne

John was a resident at Ailesbury Park, Newbridge and attended Eyre Street Local Service. John was an intelligent and caring man, who enjoyed a joke. Wherever John went he became an instant hit with those who had the privilege of meeting him. John was very much into the history of the Titanic and was very well informed on the subject. John is missed by family, the residents and staff in Ailesbury, his many friends and the staff at Eyre Street Local Service. John's favourite song was "My Heart Will Go On" and indeed John's heart will go on in the hearts of those who knew and loved him.

Ar dheis Dé go raibh a n-anam.

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

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Facebook: www.facebook.com/karepage