# Kare

Promoting Inclusion for People with Intelectual Disabilities

Annual Report 2008
Strategic plan 2009-2011

# History of KARE

KARE was set up in 1967 as a support group for parents of young children with an intellectual disability. In the 1970's KARE extended its services to cater for the needs of children with an intellectual disability in counties Kildare, East Offaly and West Wicklow.

These services included St. Anne's and St. Mark's Special Schools as well as a Pre school and Special Care Unit.

An adult day care service and sheltered workshop were opened in the 1980's to meet the needs of adults with an intellectual disability. KARE also opened its first group home during this time.

In the early 1990's KARE began to think about how it could change its services to better assist people with an intellectual disability to play a real part in their community. An in-home support service was developed for young children and their families. Supports were also extended to enable children to attend their local preschool. Local Services allowed adults to get the support they needed to live their lives in their own local area. Supported Employment was developed to help people get jobs in local companies. Supported Living was developed to support people to live independently. Respite services were developed to give people regular breaks.

Into the new millennium KARE continue to work to make the services more person centred. Support for young children is delivered in partnership with their families through the HSE Early Year's Support Team. Many children receive their early education in their local preschool. Adults who use the service are facilitated to think about the kind of life they want and the supports they need to live that life. Kare may provide the support from within the organisation or may help the person get the supports they need elsewhere. Involvement, participation in and contribution to the local community is a key focus of the services and supports offered by Kare.

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# Chairperson's Report

Marjorie Moore

I am proud to present this Annual Report which outlines the progress of the organization during 2008. The measure of the success of our organization is the extent to which those who use the service and their families are satisfied with the services and supports provided. The report highlights what people felt about how they have been supported to make choices and to participate in work, education, sport and leisure pursuits. It also comments on what families think of communication and training and the availability of respite breaks. It is important that we continue to work together to improve on this high level of satisfaction and ensure the best possible service and support to enable people have the life of their choice.

I am particularly delighted to report that this high quality of service received external recognition when we, not only, received the award for our category but the overall national award for Quality and Excellence from the Excellence Ireland Quality Association (EIQA). It was a great honour for the organization to win this mainstream, prestigious business award and I would like to congratulate all involved in this achievement.

It would not be possible for Kare to achieve such success without a committed and dedicated staff group. Achieving the Strategic Priorities of the organization and delivering quality services and supports is dependent on having a well motivated and highly trained staff. We are very proud of our staff and of the quality of the training they receive. KARE's commitment to training staff was also recognized externally in 2008 when we were awarded the IITD – (Irish Institute for Training and Development) Training Award for the Community and Voluntary Sector. Again congratulations to all involved in the achievement of this award.

As I reach the end of my term of office as Chairperson, I would like to thank the Executive Committee and particularly Ita Smyth, who retired as Honorary Secretary during the year, having served on the Executive Committee and other Committees for many years. I would like to thank the other Sub- Committees and Members of the various Branches of KARE, all of whom worked tirelessly to promote the organization and to raise very necessary funds at local level. I would like to welcome Christy Lynch back from his leave of absence and thank Anne Coffey for her work in his absence.

Finally, I would like to thank our funders and all those individuals and groups in the wider community who support our organization and allow us to grow, develop and work to realise our vision "People with an intellectual disability are seen as equals and take part in society along with everyone else.".

**Marjorie Moore, Chairperson Kare**

# Chief Executive Officer's Report

Anne Coffey

2008 was unprecedented in relation to the economic downturn that took place at a global level. This indeed, had its effect on the health services and the disability sector did not escape its share of cutbacks in budgetary allocations. I am pleased to be able to report that in spite of this economic climate we were able to live within budget and continue to provide a quality service. This was in no small way due to the very good working relationship we have with our funders, the Health Service Executive, at a local level. It is also due to the unrelenting efforts of all staff within the organization who worked together to make sure that any cuts in expenditure had a minimal effect on the provision of services and supports. Despite such economic challenges, 2008 provided a platform to look to the future of the organization.

Collaboration on KARE's new Strategic Plan for 2009 – 2011 began early in the year. Those who use the service, their families, staff, volunteers and relevant members of the community were invited to give their views on what they thought the organization should focus on over the next three year period. International experts on Best Practice in supporting people with an intellectual disability to have the life of their choice were invited to open our minds to new ways of doing things. We listened carefully to all contributions, most particularly from those who use the service and their families and from their feedback, agreed a new Strategic Plan that will bring us further towards the realization of our collective vision. This plan, outlined in the back of this report states "that each person who uses our service will be empowered to have roles and relationships that are valued in the community". By focusing on empowering people to have roles that are valued, they will have opportunities to participate in and make a contribution to all aspects of the community and in doing so, have opportunities to develop friendships and relationships which are so important in all our lives. I would like to thank all who contributed to the development of this plan and look forward to us all working together to make it a reality over the coming years.

2008 saw the conclusion of the work that was undertaken to develop a good structure for people who use our service to have an opportunity to input into all decisions made by the organization. The outcome of this work is "Voice for KARE", a committee of people who use the service. They will represent all users of the service regarding the development and ongoing improvement of KARE.

Finally, I would like to thank everybody who contributed to the success of the organization over the year. I would like to welcome Christy Lynch back into his role as Chief Executive Officer and sincerely thank everybody for their help, support and co-operation during my time as Acting Chief Executive Officer in his absence.

**Anne Coffey, Acting Chief Executive Officer 2008**

# Vision and Mission

We in KARE see a future where people with an intellectual disability are seen as equals and take part in society along with everyone else.

Through a person centred approach which values dignity and respect we in KARE will work in partnership with:

- People with an intellectual disability
- Their Family and friends
- Staff and volunteers
- Community groups
- Employers
- State and semi state organisations

to support individuals with an intellectual disability to make choices which will lead to full and meaningful lives.
We will do this by using our resources wisely and by ensuring our staff have the support and training they need to work effectively.
We will work with individuals with an intellectual disability who live within our catchment area of counties Kildare, East Offaly and West Wicklow.

# Strategic Priorities 2008

In 2008 we continued to focus our attention on the key priorities of:

Becoming more and more Person Centred & Involving families

Supporting Staff

Building Partnerships

# Becoming more and more Person Centred & Involving Families

Kare continued to work on its strategic priorities of Becoming more and more Person Centred and Involving Families throughout 2008.

During the year we asked people who use our Local Services and their families what they thought of the supports and services they got from Kare.

### 72% felt they get the help they need to keep things moving in their life

They said:

'PCP's (Person Centred Plans) are very important because staff and family then know what you want in life'

'you need to have someone you really trust'

'family and friends can be a great help'

'it's important for people to listen to you'

*"I really want to be an actor. It's something I've always been interested in and when the chance came up that I was going to spend the day on the Fair City set, well I was so happy."*

*Pauric Kenna*

Pauric on the set of fair city

### 84% felt they get the help they want to learn things

They said:

'it feels good to get a certificate'

'classes in the local Education Centre are good'

*"I learnt to dance on the course, I learnt the dance actions I needed for Kare's Got Talent. I felt very proud of myself and my family"*

*Eileen Leslie*

Eileen receiving her FETAC Certificate in Drama

*"My mother and I did a Cookery course together in the resource centre. We learnt a lot, we now cook lovely brown bread at home each week"*

*Theresa Dooley*

Theresa and her mother outside Newbridge Family Resource Centre

## 77% felt they get the help they want to take part in sports

63 athletes from KARE were selected to compete in the Leinster Regional Special Olympic Games in sports such as swimming, bocce, bowling, golf, equestrian and athletics.

They said:
'competitions are fun and you meet more friends'
'competitions are important to me, I like competing, I get a thrill'
'I am a member of Dublin Strikers Bowling Club'

*"I play pitch and putt in St. Bridgets Pitch and Putt Club Liam and Mary are great teachers and I like playing pitch and putt especially the chipping"* *Imelda Faney*

Imelda practicing her putting

## 75% felt they get the help they want to take part in and enjoy social activities

They said:
'I like to visit my friends in Dublin and go to the cinema'
'Not having transport can make it hard to get out especially at weekends '
'I have friends in my community through the clubs and committees and I feel comfortable it's like my Mecca, the church, the choir, dancing group, drama group.'

52 contestants took part in an X Factor style competition held to showcase the talents of people who use Kare's services. 10 acts went through to the final which was held in the Holy Family Secondary School Hall, Newbridge in December. The winner, Stephanie Power, will represent Kare in the All Ireland Irish Performing Arts Festival to be held in Cork in June 09.

*"I was delighted to win Kare's Got Talent. Myself and Aoife put the routine together, she was my choreographer. My act was Michael Jackson "Beat It". I really enjoy performing and am planning to do a course which includes acting."* *Stephanie Power*

Stephanie receiving the Kare's got Talent winners trophy

## 81% of those using Kare's Services you wish to be employed have a job

*"I am working in Athy Credit Union for two years now and it is going very well. One of the things I'm still working on is improving my computer skills. I am now doing a computer course in the Adult Learning Centre every week. Its fairly tough but I'm enjoying it."*
*Nessa Ashe*

Nessa at work in Athy Credit Union

*"I always wanted a job when I was younger, it was very important to me. Having a job means that I am the same as everyone else and it will lead to greater things in my life. It also means that I have money in my pocket to spend on myself and my family. It means that I have the same rights as my co-workers and that I'm not different".*

*Jenny Stafford*

Jenny with her co worker Dorothy in Kildare County Council

## 87% of families were very satisfied with the support their family member gets to have the type of job you want

*"It means a great deal to us, her family, that Noelle has the outlet of her job at Willowbrook Nursing Home in Newhall. We witness on a daily basis her enthusiasm for her job as she constantly talks about going to work and what she does there. Quite simply she never wants to miss out on going to work"*
*Gerard Burns*

Noelle at work in Willowbrook

## 85% of families are satisfied with the support they get for respite breaks

They said:
'respite is a great help'
'Hopefully it will not be cut back as this is very needed and helpful'

*"I like alternative respite with Aine because I get to do what I want to do like going bowling and to see wrestling. Its just for me."*
*Robert Farrelly*

*"I find alternative respite an excellent service as Robert won't always attend regular respite. Alternative respite caters to his individual needs and he gets to choose where he wants to go for the day"* *Alice Farrelly*

Robert bowling

## 75% of families were very satisfied with the services and support Kare provides

They said:
'the staff and in particular the key worker are always there to listen and help'
'the support and communication network is excellent overall'
'Kare never sit back on its laurels .. it strives to improve the delivery of the service and challenges itself to examine new ideas'

Kare support families in many ways, joint family and staff training can really help ensure everybody is working in the same way.

*"Claire and myself became involved in Lamh training as this was necessary to improve Mary's communications at home. We attended Lamh training in Naas Local Service with Nicole and Geri. The use of Lamh with all our involvement was of great benefit to Mary. We have noticed ongoing improvements in her verbal aptitudes."* *Harry Lyons*

Mary and her Parents using Lamh

The year saw the completion of a project which set out to develop a structure for people who use Kare's services to have a say in how Kare delivers its services and supports.

*"I joined the Voice for Kare committee to speak out for people who use residential. We will help plan to make things better for everyone, it is good to have a say in what happens."*
*Margaret McGarvey*

Members of the Voice for Kare committee at work

# Supporting Staff

Hiring suitable staff and ensuring all staff have the knowledge, skills and expertise to carry out their jobs in a way that delivers on Kare's vision, mission and goals remained a focus for the organisation throughout 2008.

85 staff were awarded FETAC certificates in the following subject areas:

- Challenging Behaviour
- Community Inclusion
- Empowering the Individual
- Learning Disability
- Preschool Child with Special Needs
- Supported Employment

*"I found the Community Inclusion course very thought provoking, it enhanced me both personally and professionally. It prompted me to relook at how I support individuals, their families and employers and I think I do a better job as a result of it."* Ber Rowan

Ber receiving her certificate at the Kare FETAC Award Ceremony

A new approach to training was tried during the year which involved both staff and people who use the service learning together.

*"Service users and staff both enjoyed learning from each other about friendships in an exciting new departure in Fetac Training developed within KARE. The course which was run over three days will lead to Fetac Certification."* Kitty Maloney

Participants and tutors of the Building Friendships course.

11 staff participated in the Education Assistance programme in 2008. This programme supports staff to undertake further training through external colleges and courses which will assist Kare in improving and developing its service.
Comments from Participants:
'As it is an applied course it makes me look at what we already do, I now have a much better understanding of why we do it. Its all very relevant to my work.'

'My communication skills have greatly developed and I have a clearer view of the bigger picture of our services'

'It has given me the confidence to challenge old outdated attitudes'

The 2008 All Staff In Service Day focused on the health and well being of staff. It introduced staff to things they can do to help themselves feel good, maintain their energy and be better prepared to meet work and life challenges.

*"The In Service gave an interesting and different approach to healthy options that were fun and accessible. To be honest I wasn't looking forward to the workshop as I thought it was going to be a lecture, but it was far from it and I really learned something about myself and the food choices I need to make"*

Enjoying the African drums at the In Service Day

Kare's commitment to giving its staff high quality training was recognised by the Irish Institute for Training and Development (IITD) when they presented the organisation with the 2008 IITD Community and Voluntary Sector Training Award. They said

*'Well resourced, good internal planning and systems are in place and subject to regular review, with consistent investment applied across a broad range of training areas and using innovative delivery methods including the development of certified FETAC modules and a new major award at Level 5.'*

A group representing Kare at the IITD Award night

## 49% of employees have worked with Kare for 5 years or longer

This year Kare recognized emplyees who had 5, 10, 20 and 30 years of service and were delighted to present Kathleen Barrett, Yvonne Boyce and Gretta Burke with a 30 year Long Service Award.

*"there has always been a great variety of people associated with Kare, volunteerism has been so strong down through the years. The support we get from people in the community, particulary from the Kare branches, makes it a very unique place to work" Gretta Burke*

Gretta and Kathleen with their Long Service Award

## During the year staff were asked how they felt about communication in Kare They returned an overall satisfaction level of 81%

They said:
'Our staff meetings are a great way to contribute'
'We have a great team, we work well together'
'I have excellent support and communication with my Line Manager'

*"In the Finance/ICT department, we rely on good communication with all areas of the organization. As well as this, we rely on each other for information and support. As we are a small department, we work closely together every day, and have worked hard to ensure everybody is listened to and we support each other. Open communication is the key to this.* ***Sinead Leonard***

Members of the Finance and ICT Department

KARE's Intranet, which facilitates communication and easy access to information for staff was launched in May.
In a survey carried out in October staff reported a 79% satisfaction level regarding the intranet being a useful source of information.

'it is a good place to find the information we need to do our jobs well'.

# Building Partnerships and Resources

Kare understands the importance of working with others to ensure the best supports for those who use the service. Developing our resources and sharing them with others is also an important part of our involvement in the local community.

Throughout the year people in Kare participated in many Local Community Initiatives including:

- Tidy Towns groups
- Local fundraising events
- Environmental weeks

*We worked with local business and community groups to make Newbridge environment week a success by providing collection points for recycling mobile phones and printer cartridges.* ***Peter Furlong***

Kare also supported the development of skills and resources within local communities through participation and involvement in:

- Rural Transport initiatives
- Transition year and college work experience placements
- Fas Community Employment (CE) and Local Training Initiative(LTI) programmes
- Disability Awareness initiatives and the Preschool Child with Special Needs course
- Best Buddies Schools Programme
- Local Access groups

*"We in Clane Access Group try to help everyone in the community to get around easily. Shops do not always have the proper ramps and people can't get into them. Everyone has the right to go into shops or go for a cup of tea. We have been very successful in the Access group and we have helped loads of people but still have more work to do."* ***Sean Tracey***

Members of the Clane Access Group at one of their monthly meetings.

Fundraising is an important source of additional income for Kare. Monies raised through such events enable projects to be undertaken which further enhance the services provided.

The funds raised through the Hillbilly Tractor Run in 2005, 2006 and 2007 helped make the new facility in Blessington a reality. The hard work and commitment of everyone in the Blessington area resulted in the opening of their new Local Service building in 2008.

*"We are delighted with our new building, we have lots of space"*

Anges Reilly, Harry Farrington and Pauric Reilly at the opening of the new Blessington Local Service

Kare worked in partnership with the parish of Baltinglass on the development of a complex which includes a universally accessible Local Service building, a parish office and meeting rooms. The people of the local community in Baltinglass generously supported this project and now have a community facility to be proud of.

Baltinglass Local Services

## Kare are continuously working to improve the services and supports it offers

In a review carried out during the year by the HSE Training and Guidance Service the quality of the training provided to adults using Kare services was acknowledged.

They said:
'work placements are of a very high quality and very varied'
'many opportunities are provided for service users to access all areas of community life'
'the overall standard of training is excellent'

The ultimate honor was bestowed on the organization when it was presented with the National Award for Quality and Excellence by the Excellence Ireland Quality Association (EIQA)

*"we were very impressed by the person-centred approach of the organisation"*

Kare representatives at the EIQA Award night

# In Memory

Our deepest sympathy to the families of Ciara Jones and Eamon Tiernan who passed away during the year.

**Ciara Jones**

**April 1986 - April 2008**

**RIP**

*"Ciara was full of spirit, always on the go, she knew what she wanted and how to get it. She loved going places particular favourites were the Whitewater on a Friday, the cinema and trips to Dublin. She certainly lived life to the full"*

*Dympna Murray*

**Eamon Tiernan**

**January 1998 - August 2008**

**RIP**

*'Eamon an immensely likeable and popular little boy with the staff and the other children in school. His sense of humour and in particular his laugh were well known and made us all smile. His easy going personality and pleasant manner meant that working with him was a pleasure.'*

*Pauline Dempsey*

# Facts and Figures

**In 2008 Kare:**

- Supported 68 young children and their families through the HSE Early Years Support Team, South Kildare West Wicklow.
- Supported 21 children in their local preschool through the HSE Early Years Support Team
- Provided education to 129 children in its special schools
- Supported 283 people through its network of Local Services
- Supported 39 people to live in a Community House
- Supported 6 people to live in their own home
- 4 pupils graduated from St. Anne's School
- 4 pupils graduated from St. Mark's school
- Provided 157 people with respite breaks
- Employed 272 whole time equivalent staff

# KARE 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 (Sisters of Charity of Jesus and Mary) and Kare. A 'team around the child' model is used to facilitate families to support the development of their child and his / her inclusion within their neighbourhood and community.

## School Children

KARE is patron of St. Anne's and St. Mark's Special Schools.
St Anne's School provides education and clinical services to children with moderate, severe and profound intellectual disabilities between the ages of 5 and 18 years.

St Marks School provides education and clinical services to children with mild general learning disabilities between the ages of 5 and 18 years.
Students gain national certification through FETAC accredited modules.

## Adults

Adults using Kare are supported through a 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 and health and well being. A key focus is involvement and participation in the local community.
Families are supported through the provision of information, guidance and respite breaks.

# Map of KARE Services

# Kare Services Contact Information

| | | |
|---|---|---|
| **ADMINISTRATIVE SUPPORT** | | |
| Central Services | Industrial Estate Newbridge, Co. Kildare | 045 431544 |
| **CLINICAL AND SUPPORT SERVICES** | | |
| Clinical Services / Recreation | The McMahon Centre, Kilcullen, Co. Kildare | 045 480200 |
| Best Buddies | Naas Local Service, Blessington Road, Naas, Co. Kildare | 045 848462 |
| **EARLY YEARS SUPPORT** | | |
| Pre-school | El-Kantara, Green Road, Newbridge, Co. Kildare | 045 449420 |
| **LOCAL SERVICES** | | |
| Athy LS | Woodstock St, Athy, Co. Kildare | 059 86 38613 |
| Academy St. LS | Academy St, Kildare Town,Co. Kildare | 045 521956 |
| Baltinglass LS | The Lalor Centre,Baltinglass Co. Wicklow | 059 6481107 |
| Blessington LS | Demesne, Blessington, Co. Wicklow | 045 891414 |
| Clane LS | Dublin Road, Clane, Co. Kildare | 045 892466 |
| Edenderry LS | Edenderry Business Pk, Edenderry Co. Offaly | 046 9732159 |
| Eyre St LS | Lower Eyre St, Newbridge, Co. Kildare | 045 437190 |
| Industrial Est. LS | Industrial Estate, Newbridge Co. Kildare | 045 433610 |
| Kilcullen LS | The McMahon Centre, Kilcullen Co. Kildare | 045 480220 |
| Tully rd. LS | Tully rd, Kildare Town, Co. Kildare | 045 521723 |
| Naas LS | K.F.T.D. Blessington Road, Naas Co.Kildare | 045 894799 |
| Tinahely LS | Community Hall School Road, Tinahely Co. Wicklow | 0402 38050 |
| **SCHOOLS** | | |
| St. Annes School | Ballymany Cross, The Curragh, Co. Kildare | 045 441494 |
| St Marks School | Piercetown, Newbridge, Co. Kildare | 045 432466 |

# KARE Branches

KARE has a network of 'Branches' throughout its catchment area. These voluntary 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 Executive Committee.

## Fundraising by KARE's Branches

| | **2008** |
|---|---|
| Athy | 13,173 |
| Ballymore Eustace | 867 |
| Balyna | 900 |
| Baltinglass | 151,250 |
| Blessington | 40,354 |
| Clane | 11,161 |
| Edenderry | 8,881 |
| Kilcock | 6,600 |
| Kilcullen | 4,300 |
| Kildare | 5,000 |
| Naas | 13,508 |
| Nurney | 1,003 |
| Prosperous | 3,920 |
| Rathangan | 3,135 |
| Tinahely | 30,686 |
| **Total** | **294,738** |

Pauline Wallace, Ned Keohoe and Tommy Colgan at the Yeats Ball run by Soroptimist International North Kildare in aid of KARE

Dessie Marron, Frida Lowry, Carmel Shortt, Marian Kinneally, Anne Coffey, Kathleen Brophy and Maurice Shortt at the cheque presentation for the Soroptimists Yeats Ball

Dick Brennan, Peter Furlong and Declan O Connor at the cheque presentation for the Ticknevin Turf Cutting and Tractor Run.

Michael Connolly and Sean Barrett taking part in the Tinahely Tractor Run

# Executive Committee

Members of the 2008 - 09 Executive Committee

KARE's Executive Committee has overall responsibility for the organisation and approves all policy and strategy. It is made up of two elected representatives from each of KARE's branches and has 5 elected officers. Committee meetings are attended by the CEO and Deputy CEO of KARE. The Committee Delegates provide a link with the Branches by keeping them informed of developments within the organisation.

## Executive Committee Members 2008

| | |
|---|---|
| Chairperson | Marjorie Moore |
| Vice Chairperson | Pauline Wallace |
| Vice Chairperson | Frida Lowry |
| Hon. Secretary | Ned Kehoe |
| Hon. Treasurer | Antoinette Buggle |
| Allen Branch | Nulala Leeson and Anne McKenna |
| Athy Branch | Pat Dalton and Eugene Doyle |
| Ballymore-Eustace Branch | Brigid Lynch and Marie Burke |
| Baltinglass Branch | Mairead Hennessy and Ned Kehoe |
| Balyna Branch | Kathleen O'Connor |
| Blessington Branch | Anges Reilly and Carmel Calnan |
| Clane Branch | Frida Lowry and Maurice Shortt |
| Edenderry Branch | Mary Hanley and Henry Groome |
| Kilcock Branch | Margaret Macken and Eithne Minogue |
| Kilcullen Branch | Mary Shortt and Pauline Wallace |
| Kildare Branch | Anges Winters and Mary Kavanagh |
| Naas Branch | Ray Colivet and Frances Byrne |
| Nurney Branch | Betty Dunne and Margaret Sexton |
| Prosperous Branch | Joe Dunne and John O'Donoghue |
| Rathangan Branch | Maura Mangan and Anne Mullally |
| Tinahely Branch | Therese Connolly |

## Administrative Committee

The Administrative Committee is a sub committee of the Executive Committee. Its Terms of Reference are agreed each year, they include monitoring the Strategic Plan, overseeing Human Resources planning and policy and authorising capital expenditure. The committee is made up of the 5 Officers of the Executive Committee, and an additional 5 people elected by the Executive Committee. Meetings are also attended by the CEO and Deputy CEO.

### Administrative Committee Members 2008

| | |
|---|---|
| Chairperson | Marjorie Moore |
| Vice Chairperson | Pauline Wallace |
| Vice Chairperson | Frida Lowry |
| Hon. Secretary | Ned Kehoe |
| Hon. Treasurer | Antoinette Buggle |
| Members | Michael Grufferty |
| | John O'Donoghue |
| | Anne Healy |
| | Mairead Hennessy |
| | Therese Connolly |

## Finance Committee

The Finance Committee is a sub committee of the Executive Committee which is responsible for managing the organisation's finances. The committee is chaired by the Treasurer and includes the Chairperson of the Executive Committee and 2 additional people elected by the Executive Committee. Meetings are also attended by the CEO, Deputy CEO, Finance Manager and Facilities Manager.

### Finance Committee Members 2008

| | |
|---|---|
| Chairperson | Antoinette Buggle |
| | Marjorie Moore |
| | Declan O Donovan |
| | 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 nominee acts as chairperson of the board.

## St. Anne's School Board Members 2008

| | |
|---|---|
| Chairperson (Patron's Representative) | Antoinette Buggle/Christy Lynch |
| Secretary (Principal) | Pauline Dempsey |
| Treasurer (Parents Representative) | Sally Devine |
| Parents' Representative | Michael Dineen |
| Community Representative | Dr Paul Stewart |
| Community Representative | Conal Boyce |
| Patron's Representative | Catherine Byrne |
| Teachers Representative | Jenny McCabe |

## St. Mark's School Board Members 2008

| | |
|---|---|
| Chairperson (Patron's Representative) | Anne Coffey |
| Secretary (Principal) | Peter Donohoe |
| Treasurer (Teachers Representative) | Mary Davidson |
| Community Representatives | Mick Donlon |
| | Sean Power (TD) |
| Parents'Representatives | Breege Nolan |
| | Dominic Kinahan |
| Patrons Representative | Mairead Hennessey |

# Independent Auditors' Report

We have audited the financial statements of County Kildare Association of Parents and Friends of Handicapped People for the year ended 31st December 2008 which comprise the income and expenditure account, the balance sheet and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.
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 auditors' 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

The directors' responsibilities for preparing the annual report and the financial statements in accordance with applicable law and Irish Accounting Standards are set out in the statement of directors responsibilities.
As described in the statement of directors' responsibilities the company's directors are responsible for the preparation of the financial statements in accordance with applicable law and Irish Accounting Standards.
Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and Auditing Standards promulgated by the Auditing Practices Board in Ireland and the United Kingdom.
We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Acts 1963 to 2006. We also report to you whether in our opinion: proper books of account have been kept by the company; whether, at the balance sheet date, there exists a financial situation requiring the convening of an Extraordinary General Meeting of the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet and its income and expenditure account are in agreement with the books of account and returns.

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not given and, where practicable, include such information in our report.
We read the directors' report and consider the implications for our report if we become aware of any apparent misstatements within it.

## Basis of audit opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes an examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgments made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.
We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

## Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at 31st December 2008 and of its excess income over expenditure for the year then ended and have been properly prepared in accordance with the Companies Act 1963 to 2006.
We have obtained all the information and explanations that we consider necessary for the purposes 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.

**Smyth & Co.**
**Chartered Accountants**
**Registered Auditors**
**10th March 2009**

**Eyre Street,**
**Newbridge,**
**Co. Kildare.**

# 2008 Audited Accounts

The Finance Committee together with the Finance Department have worked hard to efficiently and effectively manage the organisation's finances for 2008.

## Income & Expenditure Account for the year ended 31 December 2008

| | 2008 | 2007 |
|---|---|---|
| | € | € |
| Income | 17,728,290 | 16,366,100 |
| Expenditure | 17,719,239 | 16,519,992 |
| Excess of Income over Expenditure | **9,051** | **(153,892)** |

## Accumulated Fund Account for the year 31st December 2008

| | 2008 | 2007 |
|---|---|---|
| | € | € |
| Balance 1st January 2008 | (60,184) | 93,708 |
| Excess of Income over Expenditure | 9,051 | (153,892) |
| Balance at 31st December 2008 | **(51,133)** | **(60,184)** |

## Balance Sheet as at 31st December 2008

| | 2008 | 2007 |
|---|---|---|
| **Fixed Assets** | | |
| Tangible assets | 12,476,297 | 10,306,558 |
| | | |
| **Current Assets** | | |
| Debtors | 1,112,871 | 1,037,561 |
| Branch Funds at Bank | 53,776 | 13,713 |
| Cash at bank and in hand | 60,383 | 93,575 |
| | 1,227,030 | 1,144,849 |
| **Current Liabilities** | | |
| Expenditure Due & Accrued | 1,042,624 | 1,175,222 |
| Bank Overdraft | 615,464 | 448,198 |
| | (1,658,088) | (1,623,420) |
| **Net Current Liabilities** | (431,058) | (478,571) |
| **Total Net Assets** | 12,045,239 | 9,827,987 |
| | | |
| **Financed By** | | |
| Long Term Loans | 44,171 | 60,009 |
| Branch Accumulated Fund | 53,776 | 13,713 |
| Capital Grants | 11,998,425 | 9,814,449 |
| Accumulated Fund account | (51,133) | (60,184) |
| | 12,045,239 | 9,827,987 |

# Strategic Plan 2009 - 2011

A number of events were held in 2008 to assist the organization in planning for the future.

Speakers at the 2008 Kare AGM, Michael Kendric, Anne Coffey, John Ryan, Monica McLoughlin, Declan Dowdall and David Leigh

The 2008 AGM included presentations which helped people think about what the future could be like. Michael Kendric, a consultant in individualised supports for people with intellectual disabilities spoke about 'Unlocking the true potential of people'.

Those involved with Kare, including people who use the service, family members and staff took part in workshops to talk about Kare's future plans. These workshops were addressed by David Pitonyak who shared his international experience of supporting people with an intellectual disability to lead a full and satisfying lives

All of this work resulted in a new strategic plan for Kare which will guide the organisation over the next 3 years. The next 5 pages describe what the plan means for people who use Kare services in easy to read format. The full plan can be seen on the last page of this report.

# Vision

I am seen as **equal** and take part in

**my community** along with everyone else

I am an important part of my community.

I have lots of different people in my life.

# Mission and Values

I am treated with dignity and respect.

I learn new things and use my skills

I make and keep friends.

I use my community.

I am an important part of my community.

I make my own choices.

# I am supported to know myself well

I get to try lots of different things.
I get to know what I like, what I'm good at and what I need help with.

I am supported to choose what I want to do.
I get help to think about what could happen and how to be safe.

I am understood and I can tell other people what I want.

I am supported to make my dreams come true.

# I am supported to make a difference

I am involved in my family and with my neighbours and community.

I am supported to have friends in my community.

I have a say in how things are done in KARE.

# We all work together to do things differently

People in Kare work together to help me get the support I want for a good life.

People in Kare use money in a way that helps me get the support I want.

People in Kare work with other groups to help make a better community for everybody.

Everyone understands what KARE want to do and how we will do it.

# KARE'S Strategic plan 2009-2011

**Vision**

People with an Intellectual Disability are seen as **EQUALS** and take part in **SOCIETY** along with everyone else

**Internal Vision**

Each person who uses our service will be empowered to have **ROLES** and **RELATIONSHIPS** that are valued in the community by December 2011

**Mission and Values**

All people are treated with dignity and respect

People who use our service are supported as individuals to:
Develop and use their abilities
Grow in relationships
Share ordinary places
Have valued social roles
Make choices

**Strategic Priorities**

- People know themselves well
- People make a difference
- Working together to do things differently

**Strategic Goals**

People who use our service:

learn from a wide variety of life experiences to know and understand their strengths, abilities, interests and support needs.
are supported to make choices and understand the potential consequences and risks.
are understood and can tell others what they want and need.
are supported to grow and realise their dreams for a good life together with those who are important to them.

People who use our service:

are actively involved in and contribute to their family, extended family, neighbourhood and community.

are supported to develop valued relationships with others in their community.

along with their families influence how we do things.

People in KARE:

work together to develop and improve how we facilitate individualised supports for people who use our service
work together to utilise funding in a way that facilitates individualised supports for people who use our service
support the development of a better community for all citizens by working with others.
understand and support our vision and values

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