Kare

Annual Report 2007

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.

Now, in the early 2000's we in KARE continue to work to make the services we provide more person centred. A key element of this is to support people who use the service to have more control over their lives and to involve them in the decision making process of the organisation.

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Chairpersons Report

It is with great pleasure that I present KARE'S first published Annual Report. In 2007 we celebrated the 40th Anniversary of KARE and made significant progress throughout the organisation. The various achievements and the developments that took place are laid out in this Annual Report under our 4 strategic priorities as defined in our Strategic Plan 2004 – 2008, Moving Forward. I am delighted to report on these achievements which were further endorsed when the organisation received Recognised for Excellence accreditation from Excellence Ireland Quality Association (EIQA) in November.

The highlight of the year was the celebration of 40 years since KARE'S founding in 1967, when all associated with the organisation came together in November to mark the occasion. It was with great pride that we charted the growth of the organisation from its small beginnings to the full and comprehensive range of services and supports now offered to over 400 children and adults throughout counties Kildare, East Offaly and West Wicklow. We also remembered our deceased members and friends with fondness and sadness as we recognised their contribution to the organisation.

The focus of our celebrations was on the extraordinary voluntary commitment made by local communities, branch members, voluntary workers and all who have supported the organisation over 40 years. This commitment is alive and well today and is evidenced by the funds raised by the local branches of KARE and by the dedication over 60 volunteers have given to the organisation in the past year. I would like to congratulate and thank all concerned for this sustained voluntary effort which is the hallmark of our organisation.

Christy Lynch, our Chief Executive Officer, began a period of leave of absence from KARE during the year to undertake a project for the Health Service Executive (HSE). I would like to thank him for his dedication and commitment to the organisation and extend best wishes to him for the success of the project. Anne Coffey, our Deputy Chief Executive Officer, has taken over Christy's position as CEO for the duration of his leave. I would also like to extend heartfelt congratulations to Anne on her timely receipt of the HSE Dublin Mid- Leinster region 2007 Leadership Award and wish her well in her new position.

Finally I would like to thank all of those individuals, groups, Government Departments, Board and Branch members who have given of their time to make our organisation the success that it is today.

Marjorie Moore
Chairperson KARE

Anne Coffey receiving HSE Dublin/Mid Leinster Leadership Award

Chief Executive Officer's Report

The UN Convention on the rights of people with disabilities and the National Disability Strategy, have played their part in changing the expectations of people with disabilities and in shaping the type of services and supports provided. KARE throughout its 40 years, has endeavoured to change and develop in accordance with the needs of those using the service and in line with best practice models.

At the beginning of 2007 we refocused our energies on the achievement of our vision that, ***people with an intellectual disability are seen as equals and take part in society along with everyone else,*** through the development of our operational plan. This prompted us to consider the type of service being provided and how it might be further improved to truly address the needs and choices of each service user. In our endeavours to explore the concept of individualised service design, members of staff attended a conference in the US where internationally acclaimed models of individualised services were presented. This was followed up later in the year with attendance at the Federation of Voluntary Bodies conference which focused on innovative approaches to services and supports for people.

In support of our efforts to be more person centred the Board of KARE established an Advocacy Project to focus on the development of a structure which will facilitate people using the service to have a voice at all levels of decision making with the organisation. The Board are also reviewing it's composition to reflect greater family participation in decision making.

The partnership between service user's, their families, staff, volunteers and members of the local community is KARE'S greatest strength in facing the challenges of realising our vision. The enthusiasm and commitment to this partnership was evident throughout 2007 when, in

each area everyone came together to celebrate the success and growth of the organisation to date.

I would like to sincerely thank each individual who has contributed in any way to the developments that took place in 2007 and previous to that. I invite everybody to face the challenge to be innovative and creative as we continue to work in partnership to provide the individualised supports necessary for those who use the service to have full and meaningful lives as part of their local community.

"Innovation has its source in the relationship that people with intellectual disabilities have with their allies. The more clearly service designers can see the person's gifts and the more deeply they are able to listen for capacities the more creatively they will be able to respond." Dr. John O'Brien

Anne Coffey
Acting CEO

Eileen Leslie, Lisa Conway, Lillian Molloy, Ita Smith and Anne Coffey celebrating KARE's achievements through working together

Vision, Mission and Values

Vision

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.

Mission

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.

Values

The values of the organisation are based on O Brien's 5 accomplishments for people with an intellectual disability:

- Growing in Relationships
- Sharing ordinary places and activities
- Having the dignity of valued Social Roles
- Making Choices
- Developing and using abilities

Strategic Priorities and Objectives for 2007

Our Strategic Priorities and Objectives for 2007 were:

Becoming more and more Person Centred	All service users will have written plan which specifies their personal goals and the actions required to achieve them.
Involving Families and Carers	All families will have the information and education they need to enable their family member to achieve their personal goals.
Supporting Staff	All staff will have the defined personal and professional skills to carry out their role to facilitate service users to achieve their personal goals.
Building partnerships	KARE will have developed partnerships within the commmunity which facilitate service users to achieve their personal goals.
	KARE's resources and processes will be aligned to facilitate service users to achieve their personal goals.

Becoming more and more Person Centred

Our Strategic Objective: that all service users will have a written plan which specifies their personal goals and the actions required to achieve them.

All of the people using KARE services have a plan which is based on their specific needs and support requirements. Each person is supported to take as much control as possible in the development and achievement of their plan. They work on achieving their plan with support from their keyworker and others. This year we worked hard to further develop and improve the way in which we support those using the service to plan and take control of their own future through our Empowering the Individual programme.

Jude discussing her plans

My plan last year helped me to:

- ***Joining Kilcullen Library.***
- ***Pass my driver theory test and get 40/40 on it!***
- ***Meet up with friends for a special lunch.***

In the future I would like to:

- ***Move to Naas.***
- ***Attend adult education courses to learn new skills.***
- ***Meet up with my friends.***

Jude O Keeffe

Working with each individual using the service to plan and obtain the supports that best suit them.

Education and Life Long Learning

The opportunity to learn new things is very important in KARE and forms one of our core values. A major part of the support given to individuals is to gain new skills and abilities.

Work continued throughout the year to develop the opportunities available to those using our adult services to have access to certified training. A number of people undertook FETAC accreditated courses through their local VEC in areas such as Childcare and Money Handling.

At the moment I have completed four Level 3 FETAC modules, these are Communications, Maths, Work Orientation and Computer Literacy and I am working on a Communication Level 4 module all through Baltinglass VEC with Annette Mangan. The Level 4 module, will be worth two FETAC credits. I am also working on my ECDL in Carnew IT centre. When I have these completed I will have 6 FETAC credits. I need to do 2 other FETAC modules to gain my certificate at Level 3; one of these will be on Personal Effectiveness. Renate Kersten who works in Tinahely Local Service will start work on this with me in the near future.

I feel that doing these courses has helped me with every day life. I get to meet new people outside of the local service and my home that I can have fun with. The classes last for one and a half hours each time with a 10 minute tea break. We are given the choice of working with the tutor on a one to one basis or in small groups. I prefer working in small groups as its lots more fun and the time flies when we are all working together and helping each other.

I really enjoy doing the Communications class at night time at the moment. This class is also teaching me how to type faster on the computer. My classes at night finish up in May and I know I am going to miss them as it gives me something to look forward to in the evenings each week.

Eileen and colleagues receiving their FETAC certificates

Eileen Moran

Exploring career options at Carlow Institute of Technology

15 students from St Mark's School completed a range of FETAC modules at Level 3 and Level 4 in areas such as Food and Cookery, Horticulture, Mathametics, Communications, Computer Literacy and Work Orientation.

In 2007 13% of those who use our adult service participated in our fulltime Further Education Programme funded through the HSE Rehabilitative Training Programme.

Work

Deirdre at work

Having a job is an important goal for many people using KARE's services. As well as providing them with an income which gives them more choice about the things they can do, a job also enables people to become more actively involved in contributing to their community.

I work in Clongowes College in Clane. I work as a canteen assistant in the catering department. I work three days a week on Mondays, Wednesdays and Fridays. My hours are from 9.15am to 3pm. I really like working there and I have made loads of friends, Josie, Eileen and Marie. They all came to my 40th birthday party. My job coach is Marianne and she pops in to see me once a week. I do not need job coaching any more as I can do my job on my own. The girls in Clongowes help me if I need help. The reasons I like working there are to earn money and to have a laugh with the girls. We have great craic at breaktimes. The boys who go to school there are very nice too and always say hello.

I have been working in Clongowes for seven years and I am very happy there. I go to the local service in Clane when I am not working.

Deirdre Birchall

By the end of 2007, 62% of those who use our adult service had a paid job with a company in their local community and a further 3% were doing voluntary work with local groups such as Mrs. Quinn's Charity Shops. Over three quarters of those who have paid jobs work part-time.

Sport and Leisure

Competing in the Riding for the Disabled Musical Ride 2007

People using the service are encouraged to pursue their interests and hobbies while being supported by their families, friends and staff. Sport is a major leisure interest for many people, our Recreation Department coordinates coaching and access to competition in specific sports. In 2007 48% of those who use our adult service expressed an interest in participating in particular sports including athletics, basketball, bowling, golf, equestrian, motor activities and table tennis.

We were particularly honoured to have 2 athletes, Stephen Roche and Kevin O Callaghan compete at the Special Olympics World Summer Games in China in October. Both did extremely well in their chosen sports with Stephen winning two Gold medals and a fourth place ribbon in the Equestrian event and Kevin claiming a silver medal in the Golf competition.

Stephen being congratulated by President McAleese

Kevin competing at golf

Living Arrangements

In 2007 KARE supported 15% of the people using our adult services with their living arrangements. Our Residential Team continue to develop the service so that we can support individuals in a way that best matches their needs and wants in a home.

Health and Well Being

Supporting people to grow in relationships is a core value of the organisation in recognition of the importance of friendship and closeness to others to maintaining a healthy life balance. In this regard we continued to facilitate people to develop friendships with others through the Best Buddies programme. 25% of those who use our adult services are involved in Best Buddies.

"It's great fun, great craic with all the buddies we meet. Rory is an awesome buddy, we still meet up and jam together on the drums and play the X Box 360."

Jason Whelan

Jason with his buddy Rory

Individuals were also supported to explore the whole area of friendships and relationships in more detail through a series of themed residential workshops facilitated by support and clinical service's staff.

Themed weekends on topics such as Life skills, run as part of the Alternative Respite programme also proved a great hit for students of St. Marks school.

James practising his cooking skills with Nora

Empower each individual using the service to make choices for themselves.

This year saw the development of support materials to facilitate people who use the service to understand the concept of empowerment and how they can take more control over their lives. 50% of those using our adult services had undertaken specific training with regard to empowerment by the end of the year.

During a discussion on responsibilities and rights a person using the adult services said he had a right to go to the pub on his own but that his family didn't want him going. Having discussed this in more detail he came to the conclusion that while he had the right to go out on his own he also had a responsibility to his family to let them know he was okay. He decided that if he were to ring home when he was in the pub and before he left, it might help his family feel better about him going out.

Include people who use the service at all levels of decision making.

A very important project called the Advocacy Project began its work in 2007. The purpose of this project is to develop a framework for people who use KARE's services to have their say in the ongoing development and improvement of KARE. KARE's Executive Committee recognised the importance of this project by allocating money from its fundraising work to appoint a person to lead this work. The project team includes people who use KARE's services and staff members.

An Advocacy Project Team meeting

Involving Families and Carers

Our Strategic Objective: that all families will have the information and education they need to enable their family member to achieve their personal goals.

Develop a good communication network with families.

Good communication with families/carers is essential to delivering a quality service to those who use KARE's supports.

In response to the feedback from families with regard to the need to communicate in a way that suits each individual family, Communication Plans were introduced in 2007. By the end of the year 87% of families/carers had an agreed plan outlining the type and frequency of communication they wished to receive from the service.

Respite is a key support service for families, 2007 saw a significant development to the model of our respite service through the Alternative Respite Project. The aim of Alternative Respite is to provide supports which meet both the needs of the families and of those using the service. Options tested throughout the year included weekend breaks in hotels, overnight support in own home and themed weekends.

This is the second time in the past year that I have actually taken time to do nothing but reflect on the things that Kevin and I have been doing together as parents to Davina and Avryl. The purpose of our life has been a life of purpose for the girls and when the question of alternative respite came about, we immediately dismissed it.

We had always 'done family things together' but suddenly this option was going to get in the way and disrupt our routine. However, very surprisingly the girls were so enthusiastic we had to stop and really begin to listen.

By taking the time to hear and listen to their dreams and hopes, we were connected to a part of their being that we never knew existed – as adults, they had hidden from us until now, - and maybe it was that we simply had chosen not to know.

They wanted to have a break away and go out into the big world - without Kevin and I. With this positive leap into the future being very clear and ready to be taken, they gave us another surprise. They wanted to go away separate from each other, with their friends for a weekend, while we would remain at home on our own!!!

Davina in Dublin with her friend Anita

Then it was to be our turn to leave them at home, without us, and have Aine stay for a weekend. This was where Alternative Respite really kicked in - big time!

We were very fortunate to have wonderful support at this time to allow this opportunity to become a reality including friends who offered us gestures of warmth and gentle reminders- the times when I was hesitant – to let go and take time for us, which all added up to Kevin and I going away for our weekend - reluctantly!!.

The girls were delighted to wave us off and to leave them remain at home being host to Aine.

That time, decision and new way was a defining moment in our lives – the day we made the decision to focus on what was truly important to all of us, for the future.

It is now very obvious to us - what needs to be done and we are ready and waiting to be prompted to action.

Our intention is to do today what should be done today, to be alert and avail of all opportunities.

Avryl in Kilkenny with her friend Deirdre

Theresa Barry

Provide ways for family members to become informed of best practice in the area of intellectual disability.

In order to ensure that families were fully informed of developments in our model of service each area ran an information event on empowerment and how we support adults using the service to make choices over their own lives. By the end of the year 87% of families/ carers have been given specific information on this through our Empowering the Individual programme.

Involve family representatives at all levels of decision making.

The organisation is also undertaking a review of its Memorandum and Articles of Association. This includes a revision of the composition of the Executive Committee to include representation of family members whose relatives are involved in different parts of the service.

In 2007 31% of the members of the executive were family members of people using KARE's services.

Families have a vital contribution to make in ensuring KARE continues to develop its services and supports in a way that best meets the needs of those using the service.

The time had come for Robert to make the move from living at home with the family to making his own home where he could have the support he requires to live well. This was a very worrying time for me, as although he had gone for one night breaks in the Respite house he had not managed to adjust as we would have wished. He refused

Robert with his mother, Monica

to sleep in a bed, spending his nights on the couch, despite all the efforts of moving things around trying to suit him.

It is very important for him to feel comfortable and sure of his surroundings and the people around him. Understanding this, the staff in KARE worked very closely with me to plan his transition from living at home to living in a house supported by KARE. The first step in this was for him to spend one night at a time in his new home accompanied by me and his brother. This was a very important stage for Robert as it allowed him time to become familiar with and gain confidence with the new arrangement. This confidence was reflected in him taking me by the hand to bring him to bed the first night. In a very short time he began to spend nights there without our presence. However after about 3 months and a few individual instances we reached a crises point. It became very clear that the situation was not going to work. In Robert's interest and in consideration of those he shared the house with we decided to abandon this plan and we were back to the drawing board. As Robert is unable to verbally communicate his thoughts and feelings we rely on his reactions to understand how he is feeling. Myself and the staff of KARE worked together to figure out what would best suit Robert and about 7 months later we commenced the same process again in a different house.

We now have a very successful arrangement whereby he lives in a house on his own supported by staff whom he gets on well with during the week and comes home at weekends. Critical steps along the road to making this happen were:

- *My involvement in the recruitment of his key staff.*
- *Involvement in the preparation and design of his house to ensure it would provide a safe environment which suited his likes.*
- *I was able to give support to the staff by being available for them to contact me at any time to discuss how best to solve particular issues with Robert as they arose, straight away.*

- ***Review and planning meetings being held in the evening so that I can be present.***
- ***Participating in training with the staff on applications such a PECS so that we were all working in continuity, which is really helpful to Robert.***

It was so important for me to be involved in the planning of Roberts service as I was able to bring my knowledge and experience of what would and would not work for him and help find the answers to so many of the hiccups we had along the way.

I feel very fortunate that Robert has an organisation such as KARE looking after him and what was my biggest nightmare (Robert moving away from home) has turned out very well so far.

Monica Mc Loughlin

Supporting Staff

Our Strategic Objective: that all staff will have the defined personal and professional skills to carry out their role to facilitate service users to achieve their personal goals.

Hire and keep suitable staff.

KARE's staff are key to the success of the organisation, it is therefore vital we manage to recruit and retain the right staff.

Our Human Resources Department continued to make improvements to the way we recruit staff throughout the year so that we hire staff most suitable to the job in hand.

Our staff turnover for 2007 was 5.5%. In this year we recognised the service of 12 staff members to KARE through the Long Service Award Scheme as follows:

10 years service:

Margaret Jones	Una Quinlan
Frieda Bent	Angela Smith
William Hackett	Kathryn Stiles
Ann Leigh	Gabrielle White
Rita Keogh	Helen Slevinue
Caroline O Dwyer	

30 years service: Pauline Dempsey.

Pauline receiving her award from Anne

Results from an Employee Survey carried out during the year indicate a strong commitment from staff to the organisation with the satisfaction levels of 90% in the following measures:

- I intend working for KARE for the foreseeable future
- Overall I believe KARE is a good place to work
- I would recommend KARE as a good place to work

Ensure staff develop their knowledge, skills and expertise.

The organisation welcomed the appointment of a Training Officer for the first time in 2007. This new role will increase our ability to respond to the training and development needs of our staff so that they have the necessary knowledge and skills to provide the best service possible.

Work continued throughout the year on further developing our model of staff training and development so that staff have the opportunity to gain qualifications through FETAC accredited courses culminating in a Level 5 award in Intellectual Disability. This work is endorsed by the 86% satisfaction level of staff with training and development opportunities.

Staff receiving their FETAC certificates

By the end of the year 10 % of our staff had achieved FETAC certification in Empowering the Individual. This course supports staff to develop skills in facilitating adults with intellectual disabilities in making decisions about their own personal goals and support needs using a person centred approach.

Our Personal Leadership Programme which focuses staff on the behaviours required to be effective in their own work and in their interactions with others was delivered to all staff in 2007.

Phyllis Clegg, a teacher in St. Marks School received a Teaching Council Award for research on accommodating children with Attention Deficit Hyperactivity Disorder (ADHD) in the classroom.

Phyliss receiving her award from Joan Ward Chairperson of the Teaching Council

Develop a structure which supports staff to work well.

KARE were winners of the 2007 HSE Mid Leinster Better Place to Work Award. This award gives recognition to organisations that have made their place a better place to work; a place where employees are valued and developed, where there is a sense of equity, equality, employee wellbeing, employee engagement and where employees are proud of the service they provide.

The award complements the 82% satisfaction level among staff as the overall result of our 2007 Employee Survey, a result which was 15% higher than the average result from other companies using the same survey.

Staff with the Better Place to Work HSE Dublin/Mid Leinster Award

Develop a good communication network between staff at all levels.

The employee survey indicated a 75% satisfaction among staff with regard to communication, positive comments from staff included:

- The interaction between staff, service users, their families and everyone involved makes KARE a good organisation to be a part of
- Communication is improving all the time between the different departments, i.e. local services, respite and social care teams.

Celebrating K

are's 40 years

Building Partnerships

Our Strategic Objective: that KARE will have developed partnerships within the community which facilitate service users to achieve their personal goals.

Develop partnerships which will support a quality life for people with an intellectual disability.

Partnerships are an important way of maximising the resources available to us and facilitating people with an intellectual disability to be a part of the community. In 2007 we continued to strengthen our existing partnerships and to develop new ones.

In 2007 the Early Years Support Partnership for children aged 0 – 5 years carried out of an independent evaluation of the service which involved input from all stakeholders. The results of this were used to develop an Action Plan which includes the continued development of the structure and model of service in line with best practice.

Eoin celebrating his graduation from Early Years Support with his parents Clodagh and Colm and sister Ava

20 children graduated from the Early Years Support Service in 2007, moving on to the next stage of their education in both mainstream and special schools.

The Best Buddies Schools Programme continued to go from strength to strength with 9 schools from throughout KARE's catchment area participating in our Best Buddies Schools programme in 2007. 50 transition year students received a Certificate of Participation in the programme.

Enjoying the Best Buddies Ball

A particular highlight for all involved was the Best Buddies Ball.

During 2007 KARE formed a partnership with the Kildare County Library Service to undertake a project which aims to improve access to libraries in the county both with regard to the physical access of buildings and the facilities they have on offer. Examples of facilities they hope to develop are a toy library and a technology library.

St. Anne's school also worked closely with the parish in the planning of Scoil Na Naomh Uilig, a new all inclusive primary school which opened in Newbridge in 2007. Three pupils have enrolled and a teacher has transferred from St. Anne's school to Scoil Na Naomh Uilig.

Daire, Olivia, and Luke with their parents and Fr. Mc Dermott at Scoil Naomh Uilig's opening

Provide support and education to local communities to include their members who have an intellectual disability.

Work experience gives students the opportunity to gain an understanding of the work of KARE and the support needs of people with an intellectual disability. In this regard we continue to provide work experience opportunities to transition year students and to students from third level colleges undertaking studies in areas such as child care, social work and physiotherapy.

Seamus, Padraig and Denis speaking at the Inclusion Ireland Conference

We shared our learning from the Daphne Project which developed a peer support video regarding relationships with others through presentations at the Inclusion Ireland AGM and to other interested organisations.

Being part of our community includes supporting others, we did this by raising funds for other charities and groups including St. Bridgid's Hospice, the Alzheimer's Society and the Cancer Society. We are also involved in a number of community initiatives such as Tidy Towns.

John helping out with Edenderry Tidy Towns

Christy preparing for our Pancake morning in aid of the National Children's Hospital

KARE delivered the FETAC Level 5 Preschool Child with Special Needs course to 12 staff from mainstream preschools this year. This course is co-funded by the Kildare County Childcare Committee and enables participants to successfully include and support children with an intellectual disability in local pre schools.

Preschool staff receiving their FETAC certification in the Child with Special Needs

Resources

Our Strategic Objective: that KARE's resources and processes will be aligned to facilitate service users to achieve their personal goals

The Facilities Department continued its efforts to ensure each area of the organisation has the appropriate accommodation to best deliver supports to those using the service.

Opening of Academy Street Local Service

New buildings opened during 2007 include:

- Academy Street Local Service in Kildare
- Dunmurray Community House in Kildare
- Morell Community House in Naas
- Oakview Children's Respite House in Newbridge

Blessington Local Service is well on the way to having it's new building ready for occupation. The project team which includes people who use the service, family members and staff have been busy ensuring the design of the building will meet their requirements.

Seamus inspecting progress with Arjan, the Chief Architect

Artists impression of new building for Baltinglass

Other facilities at the planning stage of development are new buildings for Local Services in Baltinglass, Edenderry and Tinahely.

KARE has put a lot of resources into developing its Information and Communication Technology structure. A survey conducted during the year showed a 71% staff satisfaction with ICT and identified areas for further development. Two major projects begun during the year were the development of an Intranet for the organisation and the development of a system to manage employee information.

An analysis of the Assistive Technology needs of those using KARE's services was also undertaken, which highlighted computers and communication as being key areas which required attention. The next stage of this work is to develop a structure in KARE which will enable us to better address the needs of people using the service regarding assistive technology.

Cián using switches to access his computer

Map of KARE Services

Organisation Chart

Children's Services

HSE Early Years Support Service

KARE provides support to children under 6 years of age in the South Kildare and West Wicklow area through a partnership approach in conjunction with the HSE and the Muiriosa Foundation (Sisters of Charity of Jesus and Mary). The aim of this service is to meet the development needs of each child using the service and to support inclusion in their community by working in partnership with their family. The service is managed by a Steering Committee which includes representatives from each of the partnership organisations.

By the end of 2007 the Early Years Support Service was providing supports to 66 children and their families.

St. Anne's School

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

68 children attended St. Anne's school in 2007

St. Mark's School

KARE is patron of St. Mark's Special School which provides education and clinical services to children with mild general learning disabilities between the ages of 5 and 18 years.

61 children attended St.Mark's school in 2007, the majority of these children were of post primary age.

Adult Day Services

Adult Day Services provide supports to people within their local communities through a network of Local Services. KARE currently has Local Services in 10 different geographical regions throughout its catchment area of Kildare, West Wicklow and East Offaly.

The aim of a Local Service is to work with each individual using the service to develop their person centered plan and to provide the relevant supports that will empower them to realise their personal goal. Supports are tailored to each individual's needs and may include supports for personal development, employment, education, recreation, leisure and health and well being. A key focus is participation and involvement in their local community.

A Local Service Leader is responsible for the day to day management of each local service, and a team of Co-ordinators and the Manager of Adult Day Services are responsible for the overall management and development of the services.

By the end of 2007 there were 274 people receiving support from KARE's Adult Day Services, 16 of whom had joined the service during the year.

Service Location	**Number of people using the Service**
Athy Local Service	24
Baltinglass Local Service	29
Blessington Local Service	12
Clane Local Service	23
Edenderry Local Service	17
Kilcullen Local Service	25
Kildare Local Service, Academy Street	20
Kildare Local Service, Tully Road	20
Naas Local Service	35
Newbridge Local Service, Eyre St	24
Newbridge Local Service, Industrial Estate	31
Tinahely Local Service	14
Total Number	**274**

Residential and Respite Services

Community Houses

KARE's Residential Services support people to live as part of a local community through a network of Community Houses. KARE currently has twelve Community Houses based in communities throughout its catchment area.

The aim of each Community House is to provide a home and to support each individual to achieve their goals and ambitions in collaboration with their Local Service.

A Social Care Leader is responsible for the day to day management of each community house and the Assistant Managers and Manager of Residential/Respite Services are responsible for the overall management and development of the service.

Community Houses	Number of Residents
Ailesbury, Newbridge	4
Allendale, Baltinglass	4
Broadleas, Ballymore Eustace	3
Brownstown	1
Deanery, Kildare	5
Dunmurray, Kildare	4
Flinters Place, Athy	3
Gallows Hill, Athy	2
Kingsgrove, Athy	1
Lakelands, Naas	4
Morell, Naas	5
Poplars, Newbridge	3
Total Number	**39**

Residential services provided support to an additional four people in 2007.

Supported Living

KARE's Residential Services also run a Supported Living Service which aims to support individuals to live independently in the home of their choice within their local community. There are currently six people using the Supported Living Service.

Respite Services

In 2007 respite was provided to 120 adults and 40 children who use KARE services.

This Service supports the families by providing opportunities for them to have a break. KARE currently has three houses based in local communities which provide temporary support and accommodation to people who use the service on a planned basis. It is also piloting an Alternative Respite Service to enable a more person centred service.

Respite House	**Group Supported**
Cluain Alainn, Kildare	Adults and children
Mountain View, Newbridge	Adults
Oak View, Newbridge	Children

Support Services

Volunteer/Best Buddies

The Volunteer/Best Buddies Programme recruits and trains volunteers who are then assigned to specific roles within the organisation in which they support service users. It also runs our Best Buddies Schools programme which works with mainstream schools to match a student with a service user for the purpose of mutually beneficial friendship and social activity. The Volunteer Programme Co-ordinator manages the day to day running of the programme, the Adult Day Services Manager has overall responsibility for the management and development of the programme.

Recreation Department

The Recreation Department provides additional supports to individuals with regard to leisure and sporting activities including the running of an equestrian centre in Baltinglass. The Recreation Co-ordinator manages the day to day running of the programme with the supports of three staff; the Adult Day Services Manager has overall responsibility for the management and development of the department.

Transition Programme

The Transition Programme supports the transition of pupils leaving St. Anne's and St. Mark's Special schools into KARE's Adult Day Services. The aim of the programme, which is facilitated by the Transition Officer, is to support school leavers and their families in the move from school to adult life.

Clinical Supports

KARE's provides specialist clinical supports through its social work, psychology, physiotherapy, occupational therapy and speech and language therapy departments. Each department provides specific interventions and supports to people who use KARE services and their families, as relevant, in collaboration with direct support staff. Each clinical discipline has its own Principal / Manager who is responsible for the management and development of the department.

Administrative Supports

Supports for the ongoing management and running of the service are provided through General Administration, the Finance and ICT Department, HR Department, Facilities Department and the Quality Department.

Community Employment Programme

KARE is a sponsor of two FÁS run Community Employment (CE) schemes. The aim of these schemes is to provide training and work experience to participants in order to enhance their opportunities of gaining employment. Training available includes modules accredited at FETAC Level 4 and Level 5.

Local Training Initiative

KARE sponsors a FÁS Job Coaching Local Training Initiative (LTI). The aim of this programme is to give participants the opportunity to gain knowledge, skills and experience in the area of intellectual disability and supported employment. A number of the modules provided as part of this programme are accredited at FETAC Level 5.

Service User Profile

Age Profile of the people using KARE's Adult Day Services

Support needs of the people using KARE's Adult Day Services

Age Profile of the people using KARE's Residential Services

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

	2007	2006
Allen	6,928	7,608
Athy	7,000	9,830
Ballymore Eustace	1,065	1,276
Balyna	,920	1,110
Baltinglass	10,000	2,891
Blessington	60,176	49,909
Clane	10,648	15,276
Edenderry	5,624	-
Kilcock	3,728	1,850
Kilcullen	5,171	7,000
Kildare	6,700	11,000
Naas	9,855	13,054
Nurney	,917	,991
Prosperous	9,957	5,535
Rathangan	1,268	9,407
Tinahely	34,030	7,990
Total Number	**173,987**	**144,727**

Fran Byrne and Ray Colivet from the Naas Branch with Anne Coffey accepting the Community Award from NaasTown Council

Podge and Rodge taking part in the Blessington tractor run

Executive Committee

KARE's Executive Committee has overall responsibility for the running of 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 also 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 2007.

Chairperson	Marjorie Moore
Vice Chairperson 1	Pauline Wallace
Vice Chairperson 2	Frida Lowry
Hon. Secretary	Ita Smith
Hon. Treasurer	Antoinette Buggle
Branch Rep:	Nulala Leeson and Anne McKenna
Branch Rep:	Pat Dalton and Eugene Doyle
Ballymore-Eustace Branch Rep:	Brigid Lynch and Marie Burke
Baltinglass Branch Rep:	Mairead Hennessy and Ned Keogh
Balyna Branch Rep:	Kathleen O'Connor
Blessington Branch Rep:	Anges Reilly and Carmel Calnan
Clane Branch Rep:	Frida Lowry and Maurice Shortt
Edenderry Branch Rep:	Mary Hanley and Henry Groome
Kilcock Branch Rep:	Margaret Macken and Eithne Minogue
Kilcullen Branch Rep:	Mary Shortt and Pauline Wallace
Kildare Branch Rep:	Anges Winters and Mary Kavanagh
Naas Branch Rep:	Ray Colivet and Frances Byrne
Nurney Branch Rep:	Betty Dunne and Margaret Sexton
Prosperous Branch Rep:	John Dunne and John O'Donoghue
Rathangan Branch Rep:	Maura Mangan and Anne Mullally
Tinahely Branch Rep:	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 Respources 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 2007

(Chairperson) Marjorie Moore
(Vice Chairperson 1) Pauline Wallace
(Vice Chairperson 2) Frida Lowry
(Hon. Secretary) Ita Smith
(Hon. Treasurer) Antoinette Buggle

Michael Grufferty
John O Donoghue
Ann Healy
Mairead Hessessy
Eugene Doyle

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 2007

(Chairperson) Antoinette Buggle
Marjorie Moore
Declan O Donovan
Sean Bagnall

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 2007

Chairperson (KARE Representative)	Antoinette Buggle
Secretary (Principal)	Pauline Dempsey
Treasurer (Parents Representative)	Sally Devine
Parents Representative	Michael Dineen
Community Representatives	Dr Paul Stewart Conal Boyce
KARE Representative	Catherine Byrne

St. Mark's School Board Members 2007

Chairperson (KARE representative)	Ita Smyth
Secretary (Principal)	Peter Donohoe
Teacher's Representative	Mary Davidson
Community Representatives	Mick Donlon
	Gail Stephens
	Sean Power (TD)
Parents Representatives	Breege Nolan
	Dominic Kinahan
KARE Representative	Anne Coffey

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 2007 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 judgements 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 2007 and of its excess 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

Eyre Street,
Newbridge,
Co.Kildare.

18th March 2008

2007 Audited Accounts

The Finance Committee together with the Finance Department have worked hard to efficiently and effectively manage the organisation's finances for 2007.

Income & Expenditure Account for the year ended 31 December 2007

	2007	2006
	€	€
Income	16,366,100	14,845,386
Expenditure	(16,519,992)	(14,920,401)
Excess Expenditure over Income	**(153,892)**	**(75,015)**

Accumulated Fund Account for the year 31st December 2007

	2007	2006
	€	€
Balance as at January 2007	93,708	168.723
Excess Expenditure over Income	153,892	75,015
Balance as at 31st December 2007	**(60,184)**	**93,708**

Balance Sheet as at 31st December 2007

	2007	2006
	€	€
Fixed Assets		
Tangible assets	10,306,558	7,761,939
	10,306,558	7,761,939
Current Assets		
Debtors	1,037,561	959,630
Branch Funds at Bank	13,713	495,742
Cash at bank and in hand	93,575	208,034
	1,144,849	1,663,406
Current Liabilities		
Expenditure Due & Accrued	1,175,222	1,540,968
Bank Overdraft	448,198	-
	(1,623,420)	(1,540,968)
Net Current (Liabilities)/Assets	(478,571)	122,438
Total Net Assets	9,827,987	7,884,377
Financed By		
Long Term Loans	60,009	73,444
Branch Accumulated Fund	13,713	495,742
Capital Grants	9,814,449	7,221,483
Accumulated Fund Account	(60,184)	93,708
	9,827,987	**7,884,377**

A Parents Perspective on KARE's 40 Years

Margorie with her son Paul

My relationship with KARE began 37 years ago when our son Paul was five years old and diagnosed as moderately mentally handicapped. My first thoughts were that there was "something in Newbridge for such Children" and I hoped that he would be able for that. Thank God he was. The facilities back then were primitive compared to now, but the message was one of great comfort – our children would be cared for "from the cradle to the grave". Over the years KARE has moved from the Assembly Hall in the Girls Primary School here in Newbridge, to the GAA dressing rooms, to St. Anne's on the Curragh. Initially the staff were mostly volunteers with few teachers. It was hard going from getting the children in from outlying areas to organising programmes. What a difference today, with such ever expanding facilities and a professionally trained staff! And – we are still learning.

KARE has enabled Paul to progress from a poor, initial prognosis, to the man he is today: From a child who was totally dependent to a well adjusted, sociable, happy man who functions well in today's society with a reasonable amount of support. Partaking in many activities during the week at local services – Art, Swimming, Baking, Bowling, Horse- Riding and of course his job in which he takes much pride and pleasure.

Who would have believed this could happen, due in no small part to the dedicated staff of KARE – past and present, from those who make the policy decisions to those who sit with Paul enabling me to have an evening out. Where Paul is today makes me content, but I am aware that I have to be open to whatever changes will come along, I am happy to say my experience with KARE takes away the fear of the future. KARE has provided hope and security for my son and peace of mind for me. I read the following words recently and for me, they capture the spirit of KARE;

"You take a hand, open a mind and warm a heart" You did that for Paul and for that I thank you.

Margorie Halford

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