KARE

Promoting Inclusion for People with Intellectual Disabilities

ANNUAL REPORT 2011

About KARE

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

Front Cover

The cover of this report was designed by Colleen Devine. Colleen is a pupil in St. Mark's School

"I was inspired to create this piece of art by my feelings, friends, family and life around me". **Colleen Devine**

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CEO's Welcome

Christy Lynch

Welcome to KARE's 2011 Annual Report. 2011, in my view, will prove to be a very significant year for people with disabilities not just in KARE but indeed in Ireland, as a new national policy document called New Directions was published. The direction of this policy is very much in line with the values and beliefs that we hold dear in KARE and we are therefore, very well placed to continue the excellent work of the organisation and in so doing, help to drive forward the implementation of the new national plan for people with disabilities.

From KARE's perspective, 2011 was also an extremely important year, in that it saw the development of our new Strategic Plan. This is always an important time for us as we reflect on what has been achieved and use that information to build on what we want to achieve into the future. As always, we entered into an extensive consultation to develop the new Strategic Plan and one of the highlights of the year, as I reflect, was the day facilitated by John O'Brien from the United States. Frontline staff, managers, family members, people who avail of our supports and Board members all worked together with John to reflect on where the organisation needs to go in future and what the priorities need to be. It was truly an example of equality, partnership, listening and collaboration working in practice. The result of that day gave us the title of our new Strategic Plan covering the period 2012 - 2014 which we are calling "Changing the Walk of Life" after the response one of the adults we support gave when he was asked how KARE helped him. This plan is published on page 29 of this report, as you will notice the priorities we have identified are:

1) Build Supports for a Good Life,
2) Work with Families,
3) Secure and Manage Sustainable Resources.

We also completed a survey on the information and education needs of families. We were particularly encouraged by the high response rate which was in excess of 62% and therefore, gives us very valuable information as to the needs of families. Of particular importance was the very high satisfaction level (88%) families expressed with their involvement with regard to their son or daughter's individual plan.

I hope you will take the time to read this annual report as it will give you a very good overview of some of the excellent work the organisation continues to do. In that regard, I want to thank everybody who is involved with the organisation and the many partnerships we have developed which allow us to continue to expand, develop and improve the quality of the supports we provide.

Enjoy reading the report.

Christy Lynch
Chief Executive Officer

Chairperson's Report

Antoinette Buggle

As I reflect over 2011, it has been both a challenging and indeed an exciting time for KARE as an organisation. We started the implementation of our new Memorandum & Articles of Association by establishing a new Board of Directors. I have had the honour of chairing that new Board as we strive to take the organisation forward and continue to expand and develop the services and supports we offer. I have been encouraged by the very positive response of the new board and their commitment to working on behalf of the people we support. I am very proud of the fact that the organisation continues to go from strength to strength with many new innovations, as you will see outlined in this Annual Report.

On the other hand, I also reflect on yet another cut in our budget which has meant scrutinising every aspect of our service provision and constantly striving to try to do more with less money, while at the same time, responding to increasing demands. I want to commend all of the staff who have collaborated with the Board to ensure that people with disabilities who we support and their families continue to receive good supports and at the same time, have managed to ensure that the organisation has not encountered significant debts. I am concerned for the future, as I believe the amount of money that has been taken out of the KARE budget by government in recent years is too much. It is unreasonable to expect people with intellectual disabilities and their families to have essential services, that were so hard won over so many years "watered down" or worse still, possibly taken away if this level of austerity were to continue. I can assure you that I, as Chairperson and we as a board, will do everything in our power to defend and protect the excellent services we have developed over the years. Of course we cannot do this alone and we are grateful to all of the support we receive which assists us in this work. In particular, I would like to thank the HSE, the Department of Education & Science and FAS for their ongoing commitment and support. As always, I want to extend my sincere appreciation to the KARE Branches for all of their hard work in fundraising on behalf of the organisation in these very difficult times. I would also like to thank all of the community groups who support the organisation in many ways by supporting events, fundraising or working in partnership with us to create opportunities for the individuals who use our services and supports.

My sincere thanks to our excellent staff for their continued hard work, commitment and dedication to the organisation. By pulling together and staying positive, we will not just maintain the great organisation KARE is but indeed, drive it forward and ensure that we are the best that we can be into the future.

Antoinette Buggle
Chairperson,
KARE Board of Directors.

People Know Themselves Well

People who use our service learn from a wide variety of life experiences to know and understand their strengths, abilities, interests and support needs.

William with his laptop.

"I decided I wanted to get the Internet and go on "You Tube". I wanted to get a computer. I had to save for it. I asked Ber (Job Developer) to get me a job, so I can earn money. Now I work in Grey Abbey Vets in Kildare town and my money goes into the bank. Working with my Key Worker we came up with a budget plan. We decide how much I can spend in a week and where I could cut back. I needed to save to buy the laptop and also I needed to have €20 a month for the mobile internet".
William Behan

Danny preparing for his 'race' around Mondello.

"Danny has a great interest in racing cars, he enjoys watching his brothers playing racing car games on the Xbox and looking at magazines with pictures of cars. We arranged a visit to Mondello Park so he could try out a spin in a racing car. He had a great time there, chatting away to Philip, the racing car driver as he took him around the track at speed. He also had a good look at the Formula 1 cars in the museum. The trip to Mondello confirmed for us the passion Danny has for cars, we hope to support him to build on this interest so that he can spend more time doing the things he likes".
Yvonne Doran (Participant on LTI course).

Diane working on assignments for her course.

"I picked the communication course because I wanted to learn new things, I want to be able to read and write well. My course is 12 weeks long if I do all the work well I'll get a FETAC certificate. I'm hoping it will help me to get a better job".
Diane Kenny

73% of people using KARE's Adult Supports have person centred goals that are new or enhanced experiences.

People who use our service are supported to make choices and understand the potential consequences and risks.

"I'm in my apartment 9 months now, I like it here much better than the house. You have your freedom, I can do things when I want. I have to keep it clean, do the delph, sweep and wash the floor. I like to keep the place well, you never know when someone will call. I wouldn't want anyone to think I wasn't able to keep the place properly. I listen to music whenever I want and I play my GSX guitar. It's really loud so I'm careful when I play it. I don't want to upset the neighbours". **Paul Tobin**

Paul playing his guitar in his apartment.

"I like using public transport because I use it on my own to get to work. If I don't want to go into the centre early in the morning, I can get the bus on my own and go in whenever I want. It gives me more freedom". **Willie Havens**

Willie waiting for the bus.

"I was feeling very lonely in the evenings and at weekends; staff helped me to think about ways of helping with this. One of the things I do now is meet up with my friends for social evenings; we get together and do cooking. I also go to the cinema and out to eat. I don't feel as lonely anymore because I get out with my friends more often". **Helen Keogh**

Friends enjoying an exhibition opening night.

83% satisfaction with "people understand what I want".

People who use our service are understood and can tell others what they want and need.

"The Easypad has opened up a whole new world to Joe, he uses it to communicate. His next step is to buy an iPad, this will give him more options. He will be able to access a greater selection of apps which will enable him to expand his photo gallery. This will compliment his PECS and give him much more scope with regard to communication".
Ann Dillon (Staff member)

Joe using his Easypad to order a drink in his local coffee shop.

"When it was first suggested that I take Stephanie out for a short walk and maybe a cup of tea she just would not move from the sofa. The Athy Staff Team have put together a book called a Communication Passport, this book tells you all the things you need to know about Stephanie. So I soon discovered a way of communicating with Stephanie. A few weeks later when we got to know each other a little better she decided it was not such a bad idea after all to go out for a cup of tea. Since then we go every Wednesday to the local pub for a big pot of tea. Stephanie's little snuffles baffled me a little at first until I realised that she was just being mischievous - like giving the outer door a big bang when we leave. She often chuckles away to herself at something she has either seen or heard which amuses her. I would have completely missed these ways Stephanie has of communicating without the help of her Communication Passport". **Monica O'Connor** (Volunteer)

Stephanie's Communication Passport.

83% satisfaction with "I do the things I want to do in my life".

People who use our service are supported to grow and realise their dreams for a good life together with those who are important to them.

Rose using Skype to talk to her sister in London.

"Rosie is unable to speak so visual communication is the only effective way of communicating with her. As her younger sister Anne and I live in London telephone conversations have not been very successful. She cannot understand the disembodied voice on a phone - she can get very freaked out by it - consequently, not being able to communicate with her 'long distance sisters' has left her feeling isolated at times. We have got over this problem by creating a Skype (video call) account and now chat regularly. Rosie's reaction is absolutely wonderful to see - she gets really animated and excited. She starts chatting in her own way just like she would if we were there in person. Occasionally she also chats to her niece Aoife (in London) who is only 2 years old and it's great to see them building a relationship they would otherwise not be able have with a telephone call".

Maureen McCarthy (Rose's sister)

Laura Burke, Sean Treacy, Bill Cullen and Jackie Lavin at the opening of Sean's Photography Exhibition.

"I held a photographic exhibition in Naas Library beginning on the 8th March 2011. Laura Burke helped me to get ready for it. We invited Bill Cullen and Jacky Lavin to open the exhibition for me. It went really well, lots of people came and I sold some of my photos. I am still working on my photography".

Sean Treacy

People Make A Difference

People who use our service are actively involved in and contribute to their family, extended family, neighbourhood and community.

"I am hoping to get a Gaisce award. I am working in Scoil na Naomh Uilig for my community challenge. I clean up the play area for the kids, there are slides, see-saw and swings. I really like it up there, all the people are lovely. I have to do 13 weeks for Gaisce but I love it so much I've helped out there for longer than that". **Darren King**

Darren working in Scoil na Naomh Uilig.

"Robert has shown an interest in drama for a long time, he did a FETAC Level 3 Drama course in his Local Services in Naas. He then asked me about joining the Kill Musical and Dramatic Society. I am a member of the society so I helped him to join it in September 2011. At the time we were starting rehearsals for Treasure Island so Robert decided that he would like to get involved. He really enjoyed the rehearsals singing and dancing, this made him feel a part of the team. Apart form being involved in the production it was a great opportunity for him to be a part of the community as lots of people from our area were involved in the show. He was delighted with being involved in the Society and is hoping to do another production again if there is something on in September".
Karen Fogarty (Robert's sister)

Robert taking part in Kill Musical & Dramatic Society's production for Treasure Island.

"I raised money for different groups. I organised a sleep out to raise funds for Focus Ireland, we raised €640. I also took part in a fashion show to raise money for our local school".
Peter Kelly

Peter on the cat walk.

77% people who want a job who have a job.

Robert preparing cards for sale.

"I have set up my own card making business; I also made Christmas logs for the festive season, these sold very well. I spend about 4 hours a week working on my business ideas. Having my own business makes me very happy; I can spend the money I make on whatever I want".

Robert Farrelly

"I work in Gael-Choláiste Cill Dara, Naas as a caretaker. I felt shocked and excited about winning my award and I thought it was a great achievement. It made me realize that I was good at my job and made me want to keep working hard at it. I had a great day in Dublin and all my family and friends were very proud of me". **Kevin Moran**

Kevin, IASE Employee of the Year with Sean Gallagher, Minister Joan Burton and IASE Chairperson Teresa Mallon.

"We spent some time looking for a job that would suit Robert. He now does postman 3 days per week between the various services in the Kildare area. He has a particular routine he uses to help him carry out his duties in a way that works for him and for others. This has worked so well for him and the participating locations, with his commitment and willingness to continue this excellent service we can expand it to include other locations".

Ber Rowan, Robert McLoughlin's Employment Officer

Robert delivering the post to Gillian O'Rourke in the Poplars.

66% satisfaction with "I get the support I need to get and keep friends".

People who use our service are supported to develop valued relationships with others in their community.

"I have joined a Drumming class near where I live. I have met some good friends. They came to my 21st Birthday Party. Between all of them they bought me a new drum. I love Mondays when I go to my class and meet up with my drumming friends". **Edward Cahill**

Edward with his new drum.

Grainne helping out in the parish shop.

"I work in the parish centre every Tuesday morning. I put cards on the stand and polish the shelves in the shop. I love my job and spending time with my co-workers. We have great craic and a laugh which makes me happy". **Grainne Flowers**

"I like to walk to the local service, it gives me a chance to meet people and to have a chat with my neighbours".
Mary Kinsella

Mary walking from home from the centre.

"My name is Andrew. I did not talk outside my home for years until my keyworker Renate got the talking button for me from Athy library. I started to talk and sing with Renate in the car when we were driving along on our own every Tuesday on the way to horse riding. I got more and more confident and now I talk to other people too, like family friends, the check-out girls in the shops and the other staff at Tinahely L.S. I even sing karaoke at the KARE disco now".
Andrew Gahan

Andrew chatting with Joe Byrne.

83% satisfaction with "people listen to what I want".

People who use our service along with their families influence how we do things.

"The staff ask me my opinion on different ideas they have for Alan, we work together to come up with the best way of doing things. It is important that he gets out and about. He enjoys his visits home, he likes to take a look around the kitchen and at things that are familiar to him. It works well when we all put our heads together to come up with the right things for him".

Mildred Plant (Alan's mother)

Alan relaxing at home with his mother.

"Elaine started her weekly social outing with her friend Sheena about 6 months ago. It gives her some of the independence she craves and the opportunity to do something we all take for granted, lunch with a friend. Elaine looks forward to Thursday lunch very much. She takes great pride in discussing and helping to choose a lunch venue. She is very conscientious about keeping in touch with the centre while she is out, letting them know where she is, and when she will be back. Going out for lunch is also great for the community in general and Elaine has often met people she knows and stops for a quick chat before going on her way. It allows her to utilise the road safety skills that she has learnt through the courses KARE have held. This experience has been invaluable for Elaine and I look forward to Elaine's next step towards more independence with the help of KARE".

Brenda Gleeson (Elaine's mother)

Elaine (right) having lunch in the Whitewater Shopping centre with her friend Sheena.

Working Together to Do Things Differently

People in KARE work together to develop and improve how we facilitate individualised supports for people who use our service.

"In common with other parents of children with a disability, I, as Lisa's father spent a huge amount of time thinking of the future and how best to prepare for it. I eventually decided what I thought would be best for Lisa. I then sought assistance from KARE putting before them my 'Dream Plan' .... I call it that for I did not know if it would ever be realised. Fast forward a few years, and despite a few teething problems Lisa is now living in her own community of Clane where she grew up and knows almost everyone, and best of all she is within walking distance of her day service... Is that not a dream come true?... all thanks to KARE". **Edward Tuthill** (Lisa's father)

Lisa doing her housework.

"Arman is a young man with loads of energy who enjoys the trendy things in life and who wants to live as independently as possible. In order to support Arman to do this we have found the mobile phone invaluable. Arman uses public transport to access every where he goes he uses it to travel to work, to guitar lessons. He uses it to go out socially, he goes to Grafton Street to get his hair styled by a specialist in Peter Marks, he shops in O'Connell street for Music and Rocks clothes and many more places. In order to do all of this his phone is used as an alarm clock, for reminders and for contact with staff and family who all support him". **Valerie Goulding** (Arman's Keyworker)

Arman 'checking in' while waiting for the bus.

"Staff support me with texts and phone calls. I can travel on the 65 Bus, go to Dublin City centre and travel to work as I'm able to let staff know I'm ok. I am more independent because of this". **Arman Salehin**

88% satisfaction with families being involved in planning and decision making.

People in KARE work together to utilise funding in a way that facilitates individualised supports for people who use our service.

Ruth going about her daily business.

"The In Control project has helped provide our daughter Ruth with the opportunity to take an active role in making independent choices and decisions that other young adults take for granted. Ruth has been enabled to select activities that she wants to do rather than what others presume she would like to do. As parents we work in tandem with KARE staff to ensure that Ruth has an active fulfilled life in her local community. For us as parents the project does what it says on the tin and allows Ruth control to lead her life in a way that puts her centre stage. The project has enabled Ruth to move out from home and share a house that she now calls home. In Control is constantly evolving and changing to meet the needs of the individuals involved". **Carole & Raymond Fenton** (Ruth's parents.)

"Christy arranged for us to meet with Minister Kathleen Lynch. We talked to her about the budget and how important it is that any cuts do not stop people getting the support they need. We told her that some people want to have their own home but it is not easy to get suitable housing. We talked to her about the need for good public transport so that people can get to the places they want to go. We also talked to her about setting up a National Advocacy Group, this would be a good way for the government to talk to people about things and to get their views. We think our meeting with her went very well. She also met with some family members to hear what they had to say".

Voice for KARE

Padraig Reilly, David Leigh, Declan Dowdall, Margaret McGarvey and Eoin O Malley from Voice for KARE and Christy Lynch with Minister Kathleen Lynch.

This is a photo of a group of us in KARE who are working towards getting our Gaisce Award. Frances Keogh (front right).

Sinead Fitzgerald employee of Centra in Rathangan.

Michelle Seery on the set of Fair City.

Work commences on the long awaited extension to St. Anne's School. The new building will include 4 classrooms, a Life skills room, a Multi-sensory room and a Sensory integration room. Pauline Dempsey

Josie Dunne with Mrs. Boland, her employer on the occasion of Josie's retirement after 19 years as a loyal employee in Bolands pub, Kildare.

John Scanlan, Darren King, Thomas Mullins, Barry Russell and Patrick Cassidy Go Carting in Carlow.

St. Mark's School Choir, silver medal winners in the All Ireland Choir competition.

Frances Dalton, Aisling Chambers, Margaret Rochford, Mary Doran, and Lisa Conway preparing packs for the annual triathlon, TriAthy,

"I am employed as an Office Assistant in Murphy Survey's Ltd., Kilcullen. This photo shows myself and Raymond Murphy". Graeme Kelly.

Sean Cross (right) with Mick Foster from Foster and Allen at the launch of Sean's CD 'Accordion Favourites'.

"I was editor of the Newbridge Newsletter in 2011. I helped gather information then put it together with Microsoft Publisher. I sent the Newsletter to all the local services and staff". John Paul Tobin.

Working Together to Do Things Differently

People in KARE support the development of a better community for all citizens by working with others.

Geraldine from the Marie Keating Foundation with the KARE staff group.

"The Marie Keating Foundation and KARE have worked together for the past two years to develop an information and education programme on breast awareness for women with intellectual disability. The expertise of Frieda Bent who led the programme and the other KARE staff who assisted in piloting it was invaluable. Joint projects such as this one are the way forward in making the best use of resources for the benefit of the whole community".
Geraldine Gleeson (Marie Keating Foundation)

"The Inclusive Learning Initiative which began in 2011 is a collaborative project between National University of Ireland Maynooth and various agencies providing supports to people with an intellectual disability. The initiative is enabling 5 students with intellectual disability to experience university life and the challenge of learning in the university community. The students are attending lectures and tutorials, completing assignments and taking part in social activities just like their peers do. They are registered as occasional students, this allows them to take individual modules in their preferred area of study and their academic work is based on flexible accreditation". **Laura Burke** (Coordinator of the initiative)

"I am a 1st year student in NUIM, I am studying Community and Youth work. I really like it. The people in my class are great, they are really helpful if anyone is stuck with any work, we come together as a family, It is great to have a class like that. I am so happy to have the chance to be in college". **Ross Connolly**

Ross (right) studying with the support of Keith at NUIM.

78 % staff satisfaction that they have the support they need to deliver on KARE's values and goals.

People in KARE understand and support our vision and values.

John O'Brien facilitating the consultation workshop for KARE's Strategic Plan.

"The consultation day on the Strategic Plan (2012-2014) under the title 'Changing the Walk of Life' facilitated by the excellent John O'Brien in Sarsfield's GAA Clubhouse last June was an innovative forum exploring possibilities for achieving better lives. John's approach immediately put everyone at ease which empowered service users, staff, family and board members to openly participate giving voice to different perspectives. As a parent I welcome the aim in the Strategic Plan to increase the opportunities for families to become involved in leading and developing supports and services and look forward to the setting up of the Family Forum. Overall, I found it to be a challenging and positive experience which I hope we can build on in the future". **Ann Healy** (parent and Board member).

"In 2011 KARE received FETAC programme validation for the following:

- Towards Independent Living Programme leading to a FETAC Level 2 Major Award in General Learning
- Independent Skills Programme leading to a FETAC Level 3 Major Award in General Learning
- Intellectual Disability Support Programme leading to a FETAC Level 5 Major Award in Intellectual Disability Practice

We understand that the needs of learners in KARE are changing and so we will make sure that, as a quality assured FETAC centre, we can support people to complete relevant training that can be useful in helping them progress in their lives and careers". **Caroline Dixon** (Training)

Learners receiving their FETAC awards.

Staff In Service Day March 2011.

In Memory

Our deepest sympathy to the family of Michael Groome
who sadly passed away during the year.

Michael Groome
Sept. 1967 - April 2011
RIP

"Our friend Michael was a kind, gentle and pleasant man.
He had a very caring nature and left a lasting impression on everyone who knew him. He was always in good humour and his smile brightened our days. He is deeply missed by everyone in Edenderry Local Service and will remain forever in our hearts."

All in Edenderry Local Service.

Facts and Figures

In 2011 KARE:

- Supported 107 young children and their families through the HSE Early Years Support Team, South Kildare West Wicklow
- Supported 44 children in their local preschool through the HSE Early Years Support Team
- Provided education to 124 children in its special schools
- Provided support to 13 children in Scoil na Naomh Uilig
- Supported 306 people through its network of Local Services
- Supported 47 people to live in a Community House
- Supported 22 people to live in their own home
- 5 pupils graduated from St. Anne's School
- 5 pupils graduated from St. Mark's school
- Provided 196 people with respite breaks
- Employed 275 'whole time equivalent' staff
- Trained 16 people through its FAS Intellectual Disability Support Programme
- Supported 44 people to gain work experience through its FAS Community Employment Schemes
- Facilitated 26 college students to undertake their work experience placement.

KARE Supports and Services

Young Children

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

School Age Children

KARE is patron of St. Anne's and St. Mark's Special Schools. St Anne's School provides education to children with moderate, severe and profound intellectual disabilities between the ages of 5 and 18 years. St. Marks School provides education to children with mild general intellectual disabilities between the ages of 5 and 18 years. Students gain national certification through the FETAC accredited modules. KARE also provide a range of Clinical Supports and Short Breaks (Respite) to the pupils and their families.

KARE also work with Scoil Na Naomh Uilig, a primary school in Newbridge, Co. Kildare, to support a number of pupils attending the school who have an intellectual disability, through a range of Clinical Supports and Short Breaks.

Adults

Adults with an intellectual disability 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, sport 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 short breaks.

KARE Services

KARE Branches

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

In 2011, KARE Branches raised €98,945; this represents an extraordinary effort by everyone involved given the difficult times we are in.

Kildare bikers raise funds for KARE

2011 saw yet another extremely successful Bike and Vintage Car Rally from Allen to Cavan. The Allen Branch would like to sincerely thank the committee who organised this very successful event raising €7,700.00 for KARE.

Members associated with the Allen Branch would also like to pay tribute to Colm Cox RIP, who was the driving force and guiding light of the Allen Branch for the last 27 years. They acknowledge his immense caring qualities and his generosity of spirit as he worked tirelessly for the organisation wanting no recognition for his endeavours. Colm was supported by a most understanding and hospitable wife Angela and was assisted by many of his family in fundraising for KARE over the years.

Colm not only served on the Allen Branch but was a founder member of KARE, having previously been involved in the Ballyshannon Branch. Colm also served many years on the Executive Committee of KARE and was one of those people whose belief in the inclusion of people with disabilities as equals in society, set a very solid foundation for KARE to become the organisation that it is today. Thank you Colm for your most valuable contribution to the organisation. You will not be forgotten. All associated with the Allen Branch wish to extend sincere sympathies to the family of Colm RIP. Ní bheidh a leithéid aris ann agus solas geal na bhflaitheas ar a anam.

Myles Keogh undertaking a sponsored shave to raise funds for KARE and Holy Angels.

Black Tie Ball Edenderry.

Raising Funds for KARE

Students from St. Joseph's Academy Kildare presenting a cheque to KARE for the Best Buddies Programme.

Members of the Communication Workers Union presenting a cheque to KARE for the development of facilities.

Jean O'Neill, Kevin Moran, Mick Kinnane, Amy Crofton, Anne Coffey, John Paul Tobin and Ken Kavanagh at the launch of the Curragh race meeting in aid of KARE.

Lorraine Killeen presenting I pads to Caroline O'Dwyer for use in El Kantara preschool.

Jessica Whelan with Julie Baker enjoying a ride on the rocking horse made in Wheatfield Prison and donated to El Kantara by Noel Kelly.

Cyclists on the annual Tour de Foothills Cycle Challenge organised by KARE in partnership with Naas cycling Club and Naas GAA Club.

Governance of KARE

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

Board of Directors 2011 - 2012

Chairperson: Antoinette Buggle
Vice Chairperson: Frida Lowry
Hon. Secretary: Pauline Wallace
Hon. Treasurer: Marjorie Moore
Outgoing Hon. Sec: Ned Kehoe

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

Family Representatives:
Kathleen Murphy
Kieran Hosey
Mary Shortt
Raymond Fenton
Therese Barry
Therese Connolly

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

Finance Committee

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

Finance Committee Members 2011

Chairperson: Marjorie Moore

Members:
Antoinette Buggle
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 nominees acts as chairperson of the board. New Boards of Management were established in December 2011, these will run for the next four years.

St. Anne's School Board of Management.

Chairperson: (Patron's Representative) Christy Lynch

Secretary (Principal): Pauline Dempsey

Parents Representative: John Hogan, Lorraine Higgins

Teacher Representative: Louise Reynolds

Patron's Representative: Bernadette Forde

Community Representatives: Conal Boyce, Edmond Fogarty

St. Mark's School Board of Management.

Chairperson: (Patron's Representative) Anne Coffey

Secretary (Principal): Peter Donohoe

Parents Representatives: Linda Smith, Alan Beale

Teacher Representative: Aileen O'Brien

Patrons Representative: Ray Fenton

Community Representatives: Pat Kiernan, Eve O'Brien

Independent Auditors' Report

We have audited the financial statements of KARE, Promoting Inclusion for People with Intellectual Disabilities for the year ended 31st December 2011 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 as modified by the revaluation of certain fixed assets and the accounting policies set out therein.

Respective responsibilities of directors and auditors

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 published by the Auditing Practices Board in the UK and Ireland.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

This report is made solely to the company's members, as a body, in accordance with Section 193 of the Companies Act, 1990. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an 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.

We report to you our opinion as to whether the financial statements give a true and fair view in accordance with Generally Accepted Accounting Practice in Ireland and are properly prepared in accordance with the Companies Acts 1963 to 2009. We also report to you whether in our opinion: proper books of account have been kept by 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.

We also report, to the members if, in our opinion, any information specified by law regarding directors' remuneration and directors' transactions is not disclosed and, where practicable, include such information in our report.

We report to you whether in our opinion the information given in the directors' report is consistent with the financial statements.

We review whether the corporate governance statement reflects the company's compliance with the nine provisions of the Combined Code specified for our review by the Listing Rules, and we report if it does not. We are not required to consider

whether the board's statements on internal control cover all risks and controls or form an opinion on the statements.

We read other information contained in the Annual Report, including the corporate governance statement, and consider whether it is consistent with the audited financial statements. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements.

Basis of audit opinion

We conducted our audit in accordance with International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board . An audit includes 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.

We carried out our review of the directors' compliance statements in accordance with guidelines issued by the Auditing Practices Board.

Opinion

In our opinion the financial statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, of the state of the company's affairs as at 31st December 2011 and of its loss for the year then ended ; and
- have been properly prepared in accordance with the Companies Acts 1963 to 2009.

We have obtained all the information and explanations, which 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

The Village Square,
Tallaght,
Dublin 24

Date: 17th April 2012

2011 Audited Accounts

The Finance Committee together with the Finance Department have worked hard to efficiently and effectively manage the organisation's finances for 2011.

Income & Expenditure Account for the year ended 31st December 2011

	2011 €	2010 €
Income	16,968,793	16,840,654
Expenditure	(16,975,079)	(16,842,562)
Excess Expenditure over Income	**(6,286)**	**(1,908)**

Accumulated Fund Account for the year 31st December 2011

	2011 €	2010 €
Balance	(7,209)	(5,301)
Excess Expenditure over Income	(6,286)	(1,908)
Balance carried forward	**(13,495)**	**(7,209)**

Balance Sheet as at 31st December 2011

	2011		2010	
Fixed Assets		11,850,061		12,293,609
Current Assets				
Debtors	966,172		881,011	
Branch Funds at Bank	661,622		213,377	
Cash at bank and in hand	135,348		69,271	
Total Current Assets	1,763,142		1,163,659	
Creditors: amounts falling due within 1 year	(1,429,900)		(1,303,654)	
Net Current (Liabilities)/Assets		333,242		(139,995)
Total assets less current liabilities		12,183,303		12,153,614
Creditors: amounts falling due after more than 1 year		(141,179)		(124,736)
Net assets		**12,042,124**		**12,028,878**
Reserves				
Branch Accumulated Fund		661,622		213,377
Capital Grants		11,393,997		11,822,710
Revenue reserves account		(13,495)		(7,209)
Total Reserves		**12,042,124**		**12,028,878**

KARE Strategic Plan 2012 - 2014
Changing The Walk of Life

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

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

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

1. Build supports for a Good Life

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

2. Work with Families

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

3. Secure and sustainable Resources

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

The **Values** guiding our work are:

All individuals are treated with dignity and respect.
Families are involved in a way that works for them.
Individuals who use our service are supported to:

• Develop and use their abilities • Grow in relationships • Share ordinary places
• Have valued social roles • Make informed choices

KARE

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