KARE

Promoting Inclusion for People with Intellectual Disabilities

ANNUAL REPORT 2012

About KARE

KARE provides support to people who have an intellectual disability and their families.

We were founded in 1967 and work in Mid and South Kildare, East Offaly, West Wicklow and North East Carlow.

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 shows the photo's taken for the 'See me as a Woman' project. This photographic project was done with the women who use the KARE services, in celebration of International Women's Day (March 8th).
The beauty, diversity and strength of these women is shown and celebrated through the simple black and white photos taken by photographer and KARE employee, Ciara Drennan.
The cover was designed by Fintan Kennedy.

Contents

CEO's Welcome 2

Chairperson's Report 3

Build Supports for a Good Life 4

Work with Families 7

Secure and Manage Sustainable Resources 9

Photo Montage 10/11

In Memory 12

KARE's Branches/Raising Funds 13

KARE's Supports and Services 14

Governance of KARE 16

Boards of Management of Schools 17

Independent Auditor's Report 18

2012 Audited Accounts 20

Facts and Figures ..... Inside back cover

CEO's Welcome

Christy Lynch

The year 2012 started out with a bang when we received the word that our budget would be cut, yet again, but on this occasion by 3.7% which was more than double the cut of the previous year. The financial situation remained a focus for the duration of the year, as this level of cut really put pressure on the organisation and required us to be extremely vigilant in our cost containment measures. That said, 2012 was the first year of our new Strategic Plan and we set about operationalising the plan and identifying areas under each of the Strategic Priorities which needed to be addressed. I have been extremely impressed by how all of the staff teams across the organisation have put together their area plans, in relation to the roll out of the Strategic Plan, with great enthusiasm and commitment.

As part of our way of addressing the very difficult financial situation in 2012, I took the opportunity of travelling around the organisation and having a formal meeting with every staff group to explain current difficulties and how the organisation proposed to address them. I suppose I was not surprised that staff, yet again, were willing to engage fully, be flexible and work with the management team to ensure that the priority remained on providing excellent services to individuals and their families while at the same time, recognising the difficult financial situation the organisation faced. What stands out in my memory though, are the examples, the many stories, the great progress that so many individuals are making in all aspects of their lives, whether that is in employment, education, supported living, life long learning or short breaks etc. With regard to Short Breaks, we were fortunate to receive funding from "Genio" to develop alternatives to what we know as 'house based' respite. This project worked closely with families to identify a range of ways in which they might get a break, while at the same time giving their family member an enjoyable and fruitful experience. It is an example of KARE moving with the times and continuing to develop and improve the supports we offer as an organisation.

The dedication, commitment, energy and creativity of the staff across the organisation is second to none and is, in my view, what makes KARE the excellent organisation it is.

I hope you will enjoy reading this report which highlights many of the developments in 2012.

Christy Lynch
Chief Executive Officer

Chairperson's Report

Antoinette Buggle

The year 2012 saw a number of significant developments for the organisation. In particular, I would like to highlight and express my appreciation of the formal training that was offered to families. The two courses offered were "Communication and Support Skills" Course and a course entitled "Pathways to Possibilities". Both courses were run in association with Inclusion Ireland and the presenters were parents of people with disabilities. I know those parents who participated in the courses, found them to be extremely beneficial. I think it is very important for us to provide opportunities for families to come together to discuss shared experiences and explore ways forward, while at the same time developing their knowledge and expertise.

I would like to take the opportunity to acknowledge our C.E.O., Christy Lynch who received a World Down Syndrome Day Award, in recognition of his outstanding efforts to strengthen and enrich the lives of people with Down Syndrome. I think it was appropriate that his commitment to people with disabilities was acknowledged on the international stage. Congratulations Christy.

2012 brought yet another cut to our budget, in this instance, a 3.7% cut, the largest single cut in these times of austerity. It presented very significant challenges given that it comes on top of the many cuts we have had in recent years. I am happy to say that in spite of these cuts and with no additional funding we were able to provide supports to all of the young adults leaving the school system who required our services. As you will hear in the Treasurer's Report, we managed to get to the end of the year in a reasonable financial state, a major achievement given the funding difficulties. Once again, I want to express my sincere thanks and appreciation to all of our staff who continue to work with the organisation to be as efficient and effective as possible in these difficult times. I would like to take this opportunity to thank our main funders the HSE, the Department of Education & Science, FAS and our own Branches who continue to fundraise throughout the year; their efforts provide significant support to the organisation.

I would like to say a very special thank you to Brendan O'Flynn who has been our Solicitor since the establishment of the organisation. He has been a great advocate for KARE and we are indebted to him for his excellent advice and judgement on so many matters throughout the years. Brendan retired at the end of last year and on behalf of everybody in KARE, I want to wish him every good wish, health and happiness in his retirement.

Antoinette Buggle
Chairperson - KARE

Build Supports for a Good Life

Facilitate individuals to have more control over their lives

We set out to:	We did this by:
• support adults using our service to think about what they want and how they can get it • work with individuals to agree the supports they will get from KARE	• talking to individuals and those who are important to them and assisting them to develop a Person Centred Plan • agreeing who will support individuals to achieve their goals

"Lily has a new wheelchair which is moulded specifically to her body shape. Lily gets great comfort out of this chair and especially when she is out and about in the community. Lily's posture and comfort is greatly improved with this wonderful chair design, it means she can spend more time doing the things she likes". **Eileen Gleeson**

Lily waiting to board the Naas bus

Rebecca shopping for her lunch in Centra

"Rebecca and her family were keen to build on the skills she learnt in school and to develop her independence. She now decides what she would like for her lunch, we support her to shop for the items she needs in the local Centra. She seems to enjoy this, she has become friendly with Ellen, the shop assistant, who serves her on a daily basis". **Clare Butler/Mary Flanagan**

- **82% of people using Adult Supports have a current Person Centred Plan**
- **63% of the PCP goals of people using Adult Supports were achieved**

Build Supports for a Good Life

Build supports which lead to inclusion, contribution and friendships

We set out to:	We did this by:
• support those who want a job to have the job they want • support individuals to keep and develop friendships • support individuals to take part in their community in the way they want • engage with community groups and public representatives to promote the development of inclusive communities	• using the model of Supported Employment to facilitate individuals to have good jobs • supporting people to think about friendships as part of their PCP • supporting individuals to develop their skills • supporting individuals to plan how they will be involved in their local community • participating on local development and community groups • meeting with public representatives

Bernie with her friend Renne

"Many people who use our service want support to develop friendships, we ran a course called 'Building Friendships' to help us develop our skills in this area. The beauty of this course is that staff and people who use our service work together as 'learners'. People end up with very clear actions they are going to take to build friendships". **Mary Keogh**

"I love singing and I would love new friends. I will go to my friend Renne's choir group 'Get Vocal'. If I like what I see Renne will help me join it." **Bernie Murphy**

"We think it is very important that the politicians understand what the cut backs mean for us. Some of our families invited the local politicians to come to our service in Blessington, we talked to them about the issues. We also went on the 'We Demand Rights Not Charity' protest march in Dublin, Stephen Donnelly TD met us before the march, he passed on our concerns to Minister Reilly and Minister Howlin." **Padraig Reilly**

Padraig with Sean Donnelly TD, his mother Agnes, Ann Healy, Carmel and Sean Calnan, and Mary and Sean Brennan outside Leinster House.

- **76% of people using Adult Supports who want a job have a job**
- **96% of people using Adult Supports were supported to actively participate in their community**

Build Supports for a Good Life

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

We set out to:	We did this by:
• ensure people have a say in the services they use • identify our core services and understand the demand for them	• meeting with and listening to what people who use the service have to say through Voice for KARE • tracking the services and supports individuals want

Patricia at home on her computer

"I moved into my own home last year. I got a lot of support in the beginning to help me get used to living by myself. I have a cat, Sockie, she sleeps in the hall outside my bedroom and goes outside during the day. I can do most things I need to do now by myself, cooking and cleaning. My Support Worker calls to me some evenings to help with shopping and getting out and about." **Patricia Baldwin**

"I wanted to tell my story to Voice for KARE because I know that topics that come to them are listened to and there is action. I feel that everyone regardless of who they are entitled to a friendship or a relationship with someone. I told Voice for KARE that KARE should try to support us better in finding a friendship or relationship and help us to understand how to maintain relationships with people. In the UK people with disabilities are supported in a much better way to find a companion, I am not saying that KARE do not support us but that KARE need to improve how they support us in this area." **Jenny Stafford**

Jenny preparing her presentation to Voice for KARE with Lorraine O Callaghan

- **100% of matters raised by Voice for KARE were addressed**
- **50% of customer facing policies were published in easy read format**

Work with Families

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

We set out to:	We did this by:
• Develop a structure of family networks • Involve families in planning and ensure they get information that is important to them	• inviting families to participate in courses • working in partnership with families • agreeing a Communication Plan with families • holding information meetings for families

"I accepted an invitation to the Inclusion Ireland course Pathways to Possibilities in November. The course commenced with us looking at ourselves, the skills we have gained and the part we play in our family. We looked at our family member, the skills they have, their leisure time, likes and dislikes. The fears we have as parents and how to network were a big part of the course. The course made me look to myself more to move my son on with new skills, I still find networking a problem, being of independent mind. It was a good chance to take stock of where we are and what we would like and hope for the future". **Fran Byrne**

"We took part in the Genio Short Breaks Package Project last year. We now have a plan for the year of when we want breaks. We have chosen 4 weekends per year to meet our short breaks needs. Our son Kevin plans with his friend to go away at these times. They are supported to do this by a volunteer at the moment. This meets our family needs in a more appropriate way. " **Ann Moran**

Ann and Kevin working on their Short Breaks Plan with Aine Goodwin

- **83% of families who commenced Pathways to Possibilities completed it**
- **69% of families of people using Adult Supports have a current Communication Plan**

Work with Families

Expand and develop our engagement with families of school age children

We set out to:	We did this by:
• support families of school age children to become involved in family leadership	• inviting families to participate in the Communication and Supporting Skills Programme and in the Pathways to Possibilities Programme.

13 family members of pupils attending St. Anne's and St. Mark's schools signed up for the Communication and Supporting Skills Programme run by KARE in conjunction with Inclusion Ireland. The feedback from those who attended the course was very positive.

We asked:	Comments from Participants:
• What did you like best about the course? • Do you consider you have changed as a result of the course?	• It was lovely to meet other parents • Interesting subject matter • Informative • I feel that the course helped me to understand myself a lot better • It has made me calmer • The importance of oneself not to be forgotten • I am more aware of life situations • I am more aware of looking after myself

"Lisa Quinn-Berger, a teacher in St. Mark's school and myself facilitated a Parents Plus Adolescent Programme for a group of parents of teenagers who attend the school. We met weekly for the six week programme. Each week we had discussions, videos, and activities on topics such as connecting with your teen, positive communication and encouragement, establishing boundaries and conflict resolution. The parents said they found the tips and strategies we covered in the programme practical and helpful but that often the best learning and support was in having the opportunity to meet with each other, to laugh, to share information and suggestions on supporting their teenagers' positive behaviour and to chat about their experiences over a cuppa" **Sarah Loughman**

- **38% of families of school age children who signed up for the Communication and Supporting Skills programme completed it**

Secure and Manage Sustainable Resources

Use our resources in a way that best supports individuals

We set out to:	We did this by:
• support staff to continuously develop their skills • develop partnerships which facilitate efficient use of resources	• continuing to provide staff training • mentoring staff • participating on external working groups and committees • supporting community development and promoting disability awareness

"We ran a FÁS funded Community Support Worker Local Training Initiative programme in partnership with Baltinglass Hospital, Carnew Community Daycare Centre, and Cheshire Greystones, Shillelagh and Tullow. Successful completion of this programme resulted in participants achieving a FETAC Major Award in Community and Health Services at Level 5". **Sandra Carroll**

Participants of the 2012 Community Support Worker Programme

Student Involvement in Kilcullen Local Services

In Kilcullen Local Services we have a number of students each year who spend time trailing with us. We enjoy a positive experience with all of the students. A discussion took place in our Advocacy Class and below are some of the comments:

"More community inclusion". ***Ann Marie Byrne***
"A positive experience for both students and service users. Students have told us that they found it rewarding and very beneficial for their training". ***Samantha Duggan***
"Students have more time to spend with us e.g.: Literacy Classes and 1:1". ***Thomas Doran***
"KARE's service users give students confidence, knowledge and ability to competently work in the are of Intellectual Disability". ***Declan Stokes***
"Service users embrace you from the moment you walk in the door. They make you feel comfortable and gradually teach you more than you teach them". ***Rory***
"Compare to other working environments, the service users take the initiative by introducing themselves at the beginning of the relationship". ***Denise***

- **82% employee satisfaction with learning opportunities**
- **66% of KARE's Community Development Plan was achieved**

"Out and about with my "Share a Break' family".
Ann Darby

"I went to Bosnia and Herzegovina with a group of students from Leixlip to help build houses. I love helping people who need help"
Shane Mc Gilton

Shrewleen/KARE mens basketball team
… in the winners enclosure

"Gavin Morris and myself received a FETAC major award. I am happy and proud of myself receiving the award"
Michelle Melia

Barnie Callaghan, CEO Gaisce with the Gaisce Bronze medal award winners and 'pals'.

"I am an Artist, I have painted all my life, it's in the family" John Scanlon

Gerry Foley with his friend Damian Molyneaux meeting Andreas Bee Mayor of Bad Lippspringe and Peter Zingraf Deputy Head of Mission German Embassy

"Brian Shanahan is a good friend of mine, we go to musicals together and he introduces me to his friends. He is teaching me to play the piano. Brian is kind and funny and I am lucky to have him as a friend" Brian O'Neill

"I was delighted to have my painting chosen for the cover of the National Federation's Annual Report" Jennifer Howell

"I can now follow my gym programme with the help of my visual aids" Eileen Leslie

"The Pfizer Technical Team helped us repaint our house. This picture shows the group with Charlie Brady, Margaret McGarvey and myself" Anne Marie Doherty

"I work with Gordon and Pat, the lads on the farm. I clean out the yard. I like to see the baby cows and working outdoors. I go for lunch with the lads after work" Michael Ward

In Memory

Malachi Dunbar

September 2006 to October 2012

RIP

"Malachi stole the hearts of everyone who met him.
He had the most beautiful smile, was always in good form
and is loved and missed and always will be
by one and all in the Early Years Preschool"

– Caroline O'Dwyer

Ciara Hosey

October 2001 to February 2012

RIP

"Ciara was full of charm and could win anyone over with her pretty smile. She had the most infectious laugh and a wicked sense of humour; she would burst into fits of laughter during class especially when one of her friends was getting in trouble. She is missed by everyone in St. Anne's but we have lots of memories of her to bring a smile to our faces"

– Pauline Dempsey

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.
A Cross Branch Fundraising Committee was established in 2012 to maximise their fundraising effort. This culminated in a Cookery Demonstration held on November 14th. The demonstration was well supported by all involved in KARE and our local communities. The continued efforts of the KARE Branches resulted in a total of €79,396 being raised in 2012.

The Celtic Tenors playing at Baltinglass Branch Fundraising night which raised €15,000

Left to Right: Breda Bell, Margaret Brennan, Brenda Donohoe and Mary Shortt at the "Kristmas Kooking KARE Style" Cookery Demostration which raised €5,200

Allen Branch presenting KARE with cheque for €4,850, which was raised through their Annual Bike and Vintage Car Rally.
Left to right – Tomas Leeson, John Sullivan, Anne Coffey (Deputy CEO, KARE), Pauric Mulrennan, Darren Leeson, Amanda Leeson and Frank Maher

Enjoying the sunshine at KARE Tour de Foothills which raised €12,000

KARE Supports and Services

Young Children

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

School Age Children

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

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

KARE also provides a range of Clinical Supports and Short Breaks (Respite) to the pupils of St. Anne's and St. Marks School and their families.

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.

Map of KARE Services

Governance of KARE

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

Board of Directors 2012- 2013:

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

Branch Representatives:

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

Family Representatives:

Kathleen Murphy, Teresa Donohoe, Mary Shortt
Raymond Fenton, Therese Barry, Therese Connolly

Co-Options:

Ann McKenna, Anne Mullally, Betty Dunne,
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, 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 2012:

Chairperson: Marjorie Moore
Members: Antoinette Buggle, Sean Bagnall,
Ned Kehoe

School Board of Management

KARE, in its role as patron of St Mark's School and St. Anne's school nominate 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 a four year period.

St. Anne's School Board of Management 2012

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

St. Mark's School Board Members 2012

Chairperson *(Patron's Representative):*	Anne Coffey
Secretary *(Principal)*	Peter Donohoe
Patron's Representative	Raymond Fenton
Community Representatives	Pat Kiernan, Eve O'Brien
Parent's Representatives	Linda Smith, Alan Beale
Teacher's Representative	Aileen O'Brien

Independent Auditor's Report

We have audited the financial statements of KARE, Promoting Inclusion for People with Intellectual Disabilities for the year ended 31st December 2012 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 2012. 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.

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 2012 and of its loss for the year then ended ; and
- have been properly prepared in accordance with the Companies Acts 1963 to 2012.

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.

Raymond Smyth, Senior Statutory Auditor
For and on Behalf of:
Smyth & Co. Chartered Accountants & Registered Auditors
The Village Square, Tallaght,,Dublin 24
Date: 12th March 2013

Audited Accounts

2012 Audited Accounts

The Finance Committee together with the Finance Department have worked hard to efficiently and effectively manage the organisation's finances for 2012.

Income & Expenditure Account for the year ended 31st December 2012

	2012 €	2011 €
Income	16,663,835	16,968,793
Expenditure	(16,734,239)	(16,975,079)
Excess of Income over Expenditure	**(70,404)**	**(6,286)**

Accumulated Fund Account for the year 31st December 2012

	2012 €	2011 €
Balance	(13,495)	(7,209)
Excess of Income over Expenditure	(70,404)	(6,286)
Balance carried forward	**(83,899)**	**(13,495)**

Balance Sheet as at 31st December 2012

	2012		2011	
Fixed Assets				
Tangible assets		11,565,299		11,850,061
Current Assets				
Debtors	1,178,639		966,172	
Branch Funds at Bank	737,631		661,622	
Cash at bank and in hand	109,242		135,348	
	2,025,512		1,763,142	
Creditors: amounts falling due within one year	(1,672,681)		(1,429,900)	
Net current (liabilities)/assets		352,831		333,242
Total assets less current liabilities		11,918,130		12,183,303
Creditors: amounts falling due after more than one year		(140,329)		(141,179)
Net assets		11,777,801		12,042,124
Reserves				
Branch Accumulated Fund		737,631		661,622
Capital Grants		11,124,069		11,393,997
Revenue reserves account		(83,899)		(13,495)
		11,777,801		12,042,124

Facts and Figures

- *Supported 106 young children and their families through the HSE Early Years Support Team, South Kildare West Wicklow*
- *Supported 28 children in their local preschool through the HSE Early Years Support Team*
- *Provided education to 138 children in its special schools*
- *Provided support to 13 children in Scoil na Naomh Uilig*
- *Supported 309 people through its network of Local Services*
- *Supported 50 people to live in a Community House*
- *Supported 26 people to live in their own home*
- *7 pupils graduated from St. Anne's School*
- *10 pupils graduated from St. Mark's School*
- *Provided 180 families with short breaks*
- *Employed 278 whole time equivalent staff*
- *Trained 33 people through its FAS funded Local Training Initiative Intellectual Disability Support and Community Support Worker Programmes*
- *Supported 43 people to gain work experience through its FAS Community Employment Schemes*
- *Facilitated 52 school/college students to undertake work experience*
- *Supported 19 families to undertake courses related to Family Leadership*

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