



Kare

Promoting Inclusion for
People with Intellectual Disabilities

ANNUAL REPORT & FINANCIAL STATEMENTS

2023

COMPANY INFORMATION

Name: KARE, PROMOTING INCLUSION FOR PEOPLE WITH INTELLECTUAL DISABILITIES
A Company Limited by Guarantee

Registered Office: Newbridge Industrial Estate, Newbridge, Co. Kildare.

Company Registration No: 48017 Revenue Charity No: CHY No. 5907

Registered Charity No: CRA No. 20009700

Independent Auditor: JPA Brenson Lawlor, Chartered Accountants & Statutory Audit Firm,
Morehampton Road, Donnybrook, Dublin 4

Solicitors: Beauchamp's, Sir John Rogerson's Quay, Dublin 2.

Bankers: Bank of Ireland, Main Street, Newbridge, Co. Kildare.

Company Secretary: HBK Secretarial Services Limited

*On front cover: Anne Darby, Cian McCarthy, Nicolae Buza, Siobhan Doyle, Leonard Kennedy, Lucy Corcoran,
Donna Dunne, Peter Nolan*

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In Memory



Outreach's friend Willie Lyons sadly passed away in February 2023 at the age of 70.

Willie was one of the first service users to pilot the 'In Control Project' in 2009 and was supported to live the life of his choice. Willie was the trailblazer for the many service users who followed in his footsteps and continue to be supported by Outreach today.

A great Kerry man with a wonderful sense of humour, the gift of the gab and who kept us all up to date with his weekly phone calls! He is sadly missed by all the gang in Outreach and all who knew him in Kare.

Cian Lindsay who was part of our Naas Local Service sadly passed away in May 2023.

When there was laughter or devilment billowing up the hall, you could be guaranteed that Cian would be in the middle of it. A cracking personality and winning smile – he made friends with everyone who had the pleasure of being in his company.

His love of tractors and lorries made journeys great fun and he loved nothing more than sitting out watching with anticipation if the passing lorries would beep their horns at him.

A great lover of music, Cian was an avid Daniel O'Donnell fan and thoroughly enjoyed taking part in an impromptu sing song.

Rosie the Robin continues to visit us, and we tell her all the things that would have made Cian laugh as we fondly remember our friend.



Tully Road Local Service was saddened to lose our dear friend Margaret Nicholls in July 2023.

Margaret was a very loved member of Tully Rd Local Service and has left many memories behind – the sparkle in her eyes, the brightness of her smile, her wit and kind ways we will treasure and remember always. Her loving and caring nature made many people's days all the brighter for having known her.

Margaret may be gone but never will be forgotten as we keep alive her mantra: 'It has to be done'.





In September 2023, we lost the biggest character in Poplars, Alan 'The Boss' Plant.

Alan started his Kare journey on Station Road, to his first school in St Anne's, and on to his day and residential services.

Alan had a range of interests, from his love of sports to his love of music and musicals, especially *Grease*. He loved to keep his staff on their toes and made every day more interesting with a huge sprinkle of mischief! He was a very sociable man who loved to charm everyone he met. Alan had the ability to touch the hearts of everyone, leaving them with the memory of that spectacular glint in his eye!

Alan's family was a hugely important part of his life, especially his Mammy who he loved most of all.

We are lucky to have had someone so wonderful in our lives that it made saying goodbye so hard.



Anne Holton, a staff member who worked in our Outreach team, sadly passed away in February 2024.

Although Anne was only working with Kare a short time she referred to it as her 'dream job'.

Anne loved being with people and was passionate about helping others. She had many interesting hobbies from cheese making to archaeology. She will be missed by all.

Ar dheis Dé go raibh a n-anamacha



Our Year in Numbers

550 

adults and children supported by Kare

720 

staff members across Kare services

10 

people supported to move into their own homes

3,402 

respite nights provided

44 

people supported to get new jobs

58 

vehicles in the Kare fleet

14 

Gaisce medals awarded

5 

Olympic medals won by Kare athletes

1.1 million 

kilometres travelled with service users

50 

wheelchair accessible vehicles

Message from our Chairperson

As Chairperson of the Board, I am delighted to welcome you to the 2023 Kare Annual Report, where we reflect on another significant year for our organisation.

Throughout 2023, Kare has continued to uphold its mission to work in partnership with people with disabilities and their families to create a present and future that fulfils their personal potential.

The stories that you will see in this report serve as a constant reminder of the incredible things that can be achieved when people have the right support and resources.

There was one resignation from the Board in 2023 – John Weldon. I would like to thank John for his support of Kare in his role both as a Board member for over four years, and as Chair of the Remuneration and Nominations subcommittee.

Two new members joined the Board of Directors in 2023, Denis Maher and Larry Moylan, bringing with them a wealth of relevant skills and experience. A comprehensive recruitment process once again took place and there was a significant level of interest in the advertised positions.

“ *The stories in this report serve as a constant reminder of the incredible things that can be achieved when people have the right support and resources.* ”

I would like to pay my sincere thanks and gratitude to all of the Directors and to acknowledge their time and hard work, both at Board and Sub Committee level. The contribution and commitment to any Board is significant.

At the AGM in June 2023, the Constitution was updated and following a vote of members was accepted by the membership of the organisation. This was done to reflect the need to modernise the organisation while ensuring full compliance with the Charities Regulator.

In August 2023, for the first time in its history, Kare employed a Fundraising Manager as part of the fundraising project in the current strategic plan. This is an exciting departure for Kare in an attempt to reignite the significant fundraising tradition in Kare’s history. It follows a recommendation from the Persuasion Republic agency who were commissioned to review the potential and opportunities for Kare in this space.



Emily Blennerhassett

This is my final Chairperson's report as my tenure comes to an end in 2024. It has been a privilege to be a member of the Board for the past nine years, and I am grateful for the opportunity to contribute to the important work that Kare does to support people with intellectual disabilities.

On a personal note, I would like to extend my heartfelt thanks to the many individuals who have made this time so rewarding.

To our CEO Deirdre Murphy, whose leadership and dedication to Kare is inspiring.

To my fellow Board members, whose collaboration and commitment have been invaluable.

To Frances Farrell, whose meticulous work supports our Board operations to run smoothly and efficiently.

To the entire senior management team, and everyone at Kare, your hard work and passion have made my role not only easier but also deeply fulfilling.

It has been an honour to work alongside such a talented and compassionate group of people. Thank you for your trust and support as we have worked together to realise Kare's vision.



Emily Blennerhassett
Chairperson, Kare Board of Directors



*Presenting an award to Grace Kavanagh
at the End-of-Year Celebration*

Message from our CEO

It is my great pleasure to welcome you to the Kare Annual Report for 2023.

2023 was another year of growth and development for our organisation.

Work continued on our ambitious strategic plan, Inclusion, Innovation, Inspiration 2021–2025, with 2023 marking the halfway point of this plan. I am pleased to say that the plan currently stands at 67% completion with significant progress being made across all of the strategic priorities (see more detail on page 18).

A number of projects are complete and have been absorbed into the day-to-day operations of the organisation. I am confident that at this juncture the plan will be delivered within the agreed timeframes through the determination and hard work of all those involved in the implementation of the plan.

One of the most significant achievements from the year was the launch of Kare's new branding and logo, reflecting our progression and innovation as an organisation. The logo design concept was based on bringing people together, inclusion and creating a personal dynamic and working relationship, which signifies what Kare is about. Our advocacy group Voice for Kare were particularly eager that strong colours be included in the logo. This refreshed design, in conjunction with the relaunch of our website, introduced a more modern view of Kare to the world.

These initiatives formed part of the strategic plan and were well received by the sector and by our stakeholders. The introduction of a new Communications Officer role in October has also helped to transform how we advertise Kare and use the opportunities provided by many social media platforms to showcase all the incredible work done every day across the entirety of the organisation.



Deirdre Murphy

February 2023 saw the first My Emotions (ME) Month launched by Kare which proved to be a huge success. This programme of wellness events was a collaboration between our Clinical Support and Recreation teams, and was widely supported by all local services and community houses. The month was so successful that it has taken place for a second time in 2024, and you can see those highlights in next year's annual report!

Everything we do is enhanced by community involvement and engagement and this was further highlighted by initiatives like Social Inclusion Week and Kildare Disability Week, supported by our dedicated Social Inclusion Officer.

Our Ardsclull children's respite service was officially opened by Minister Anne Rabbitte in October, which provided an opportunity for the Minister to visit the house at Ardsclull and meet the staff and several families who are directly benefitting from the service.

Project SEARCH, our collaborative initiative with Naas General Hospital, based on the Project SEARCH model developed at Cincinnati Children's Hospital, celebrated its 10th anniversary in 2023. The programme offers young people an opportunity to participate in a year-long internship in the hospital gaining valuable and real workplace skills.

Since it commenced, Project SEARCH has welcomed 116 students with 72% securing paid employment on completion of the programme. Many of the people we support started new jobs or continued in their roles – the Houses of the Oireachtas, government departments, hospitality, retail and lots more. We are proud to have Kare represented in so many different business and organisations.

Our Gaisce champions completed their adventure journey to Glendalough, the first trip since 2019, and received their medals from the CEO of Gaisce at a ceremony in December.

Our advocacy group Voice for Kare celebrated its 15-year anniversary in 2023 and produced a booklet and suite of videos outlining what the advocacy group does. This was launched at our fabulous End-of-Year Celebration which took place in December 2023, where we also celebrated the four Kare athletes who competed in the Special Olympics World Games in Berlin in June 2023.

The End-of-Year Celebration was attended by more than 400 people from across the Kare community and was an opportunity to reconnect, meet new and old friends and celebrate together in a night of appreciation and dancing! It was most definitely a personal highlight for me from 2023 and I was heartened to see how many individuals and their families came together to celebrate each other.

Of course, in 2023 we also saw the effect of the well-documented challenges at HSE level, which have filtered down to organisations like ours and impact us all. The people who use Kare's services deserve nothing but the best and this continues to be our number one priority.

As always, the unwavering dedication of our staff and the exceptional care they provide to the people we support is the backbone of our organisation and I would like to take this opportunity to express my appreciation for the professionalism and compassion they demonstrate every day.

I also want to thank my colleagues on the management team who have worked alongside me as we navigated challenges and achieved milestones that have helped our organisation to move forward.

Special thanks to each member of Kare's Board of Directors, whose commitment and expertise are instrumental in shaping our organisation's vision and ensuring its sustainability. In particular I would like to thank Emily Blennerhassett, for the support and guidance she has provided throughout her time as Chairperson.

Finally, I thank the people we support, and your families and friends. Your trust, feedback and involvement help us to improve and tailor our services so we can help you to live the best life possible.

Here is our story of 2023 – I hope you enjoy it.



Deirdre Murphy
Chief Executive Officer



With Niall O'Donnell at the End-of-Year Celebration



Who We Are

About Us

550

children and adults supported by Kare in 2023

Kare delivers a wide range of community-based supports to children and adults with intellectual disabilities in an innovative and progressive way. Our goal is to support them and their families to create a present and future that fulfils their personal potential.

Founded in 1967 by a group of parents and friends of children with intellectual disabilities, Kare's mission was to ensure that children with disabilities could live at home with their families and be educated locally.

Over the years since, our organisation has expanded the range of services and supports on offer to meet increased demand and changing needs. Today, we provide a variety of supports to children and adults with intellectual disabilities, including day, residential and short break (respite) services.

Kare is also Patron to St. Anne's and St. Mark's, both special schools in the Newbridge area.

Kare's catchment area is Mid-South Kildare, East Offaly, West Wicklow, where we provide the following services and support:



Our Locations



Our Vision, Mission and Values



VISION

People of all abilities are supported in their right to have real opportunities and choice, to live their best lives.



MISSION

To work in partnership with people with disabilities and their families to create a present and future that fulfils their personal potential.

VALUES

In 2023, we began a project to look at refining our core values, with the goal of creating one simple and cohesive set of values that could be embraced across the entire organisation.

This more unified approach will strengthen our identity as well as reinforcing our commitment to championing the rights and needs of both staff and service users.

With a shared set of values guiding our work, we will be better equipped to make a positive impact, navigate challenges and create a more inclusive environment for everyone.

Our five core values are detailed below.

PERSON CENTRED

We respect the right of people with disabilities to make their own decisions and to have control over their lives.

RESPECT

We treat everyone with dignity, compassion, and fairness.

RIGHTS

We uphold and defend the human rights of people with disabilities.

QUALITY

We deliver high-quality, person-centred, flexible services that meet the needs and preferences of people with disabilities and their families.

COLLABORATION

We work in partnership with people with disabilities, their families, and other stakeholders to achieve the best outcomes.

Board of Directors



Emily Blennerhassett

Emily is Chairperson of the Board as well as a family representative; her son Shane is supported by Outreach. Emily has extensive experience in the business sector building trusted relationships with key stakeholders.

Emily is a strong advocate of positive culture, values and employee engagement, believing leaders should draw out contributions from others and provide confidence and direction in order to achieve common objectives.



Matthew Behan

Matthew is a Chartered Accountant and Director, with experience in large national and international organisations across a number of sectors.

Currently Vice Chairperson of the Board,

Matthew has also chaired Kare's Audit, Risk and Finance committees. In the voluntary sector he has been involved with the Construction Federation Employers Pension body, the London-based Institute of Operational Risk and Clongowes Wood College.



Rebecca Bolster

Rebecca is a family representative on the Board of Directors since 2018; her son Ciarán attends Naas Local Service since graduating from St Anne's in 2001.

Rebecca's background in education, amongst other areas, helps her to represent family issues and support families, ensuring service users receive the best service to help them achieve their dreams.



Jennifer Dalton

Jennifer is a family representative; her sister Frances attends Athy Local Service. Currently an Emergency Medical Technician, Jennifer's background is in education and training in youth and disability orientated services.

Jennifer joined the Board to give back and to help ensure that Kare continues to improve and provide excellent services to all service users now and in the future.



Tom Lambert

Tom has more than 20 years' experience in operational risk management within the financial services sector and has held senior positions in the areas of Internal Audit and Financial Crime prevention.

Tom brings his experience to the Board to contribute to the work Kare does in the community. Tom is currently the Chairperson of the Quality, Risk and Safety Subcommittee.



Denis Maher

Denis is Head of Corporate Partnerships for Special Olympics Ireland and has extensive experience in corporate partnerships, trusts and foundations, and major donors fundraising.

Denis has a degree in Business Management and a professional background in national and international sales and marketing roles within the private sector.



Noel Merrick

Noel's background is in education, as a former Principal of Naas CBS and former Chairperson of the Edmund Rice Schools Trust.

Noel is currently a School Building Advisor

with the JMB, the body which represents voluntary secondary schools, as well as Chair of a number of Boards of Management and a member of the Kildare Wicklow Education & Training Board.



Larry Moylan

Larry joined the Board in 2023. Although he is not a family representative, he has a sister who has Down's Syndrome.

Now retired, Larry spent the last 10 years in

operational/compliance roles in the not-for-profit sector. Prior to that, he spent over 30 years in the banking sector in various operational/programme management roles.



Brian Murray

Brian is a family representative on the Board. Brian's son Alan attends the day service in Johnstown.

Brian brings experience from the world of business, especially in the areas of contracts and project management.



Geraldine O'Hara

Geraldine joined the Board in June 2022 as a family representative; her brother Brendan receives Kare services.

Geraldine's background is in social care, psychology, trauma, psychotherapy and

management and she has worked in a variety of settings including disability services, residential care, child protection, inspection and therapeutic family support and early intervention in Ireland, England and Germany.



Margaret Quinn

Margaret Quinn has been a family representative on the Board for six years. Her son Gordon is supported by Outreach.

Margaret's background is in community development and adult education, having

worked in Barnardos as project developer, and in Dublin City Council as Senior Community Development Officer.

Senior Management Team



Deirdre Murphy
CEO



Sandra Burke
Quality, Risk and Safety



Angela Lynch
Clinical Supports



Laura Keenan
Facilities



Louise Mahon
Operations



Austin O'Sullivan
Human Resources



Darren Smullen
Finance

Voice for Kare

Voice for Kare (VFK) is the advocacy group for Kare's service users. It was established in 2008, when it was identified that Kare's service users had no formal setting to meet with Kare management. An advocacy project resulted in the creation of the VFK Committee.

Today, VFK consists of three key groups: the VFK Committee, VFK Representatives Group and VFK Local Area Groups. Since 2022, VFK is supported by Kare's Quality team.

KEY ACHIEVEMENTS IN 2023

All of the accessible and Easy Read content mentioned below, as well as the full VFK Easy Read Annual Report, are available on the Kare website at: www.kare.ie/voice-for-kare.

Easy Read Accessible Information

We continued to help Kare to make information easy to read and accessible for everyone. All Kare Easy Read policies must be signed off by VFK before they are launched.

The following eight new easy read policies were created along with accompanying accessible videos for some, with support from VFK members.

- Data Protection
- Managing Medication
- Infection Prevention
- Open Disclosures
- Moving and Handling
- Keeping Safe
- Positive Behaviour Support
- Human Rights



VFK Terms of Reference

We worked on updating our Terms of Reference. We held a planning day in July 2023 in the Keadeen Hotel, which was attended by many members of the different VFK groups. The day was a great success, and we agreed the content for our new Terms of Reference.

An Easy Read version of the new Terms of Reference has been created along with accessible videos with members of VFK providing voice overs.



*Left and above:
Members of VFK
and staff at the
planning day in July*

VFK Logo

In 2023 we said goodbye to our old logo and developed a new logo for VFK to match the updated Kare branding.



The new VFK logo

National Adult Safeguarding Day

To mark Adult Safeguarding Day 2023, Kare launched a new 'Keeping me Safe' Easy Read safeguarding policy along with accessible videos. The policy and videos were developed by VFK members through a series of workshops to decide on the content and format.

The content was launched on 10 November 2023 at an event in the McMahon Centre in Kilcullen, attended by members of the HSE National Safeguarding Office, Community Gardaí, members of VFK, staff and service users of Kare.



Kare staff and service users at the National Adult Safeguarding Day event in the McMahon Centre, Kilcullen

VFK Information Booklet

This year was the 15th anniversary of VFK. One of our goals for the year was to create a booklet to mark this milestone. We launched the booklet at Kare's End-of-Year Celebration in December 2023.

The booklet highlights how VFK was set up, its structure and key achievements over the years. We made accessible videos with voice-overs from VFK members to accompany the booklet.



Members of Voice for Kare at the launch of the Information Booklet at the End-of-Year Celebration in December

VFK Committee Members



David Leigh



Marcus Baldwin



Conor Butler



Michael Connolly



Declan Dowdall



Seamus Doyle



Margaret McGarvey



Lisa McNabb



Eoin O'Malley



Padraig Reilly



What We Do

Update on Strategic Priorities

Kare's Strategic Plan was launched in 2021 after wide consultation with multiple stakeholders in a variety of formats, including a large town hall event and stakeholder workshops with the people we support and their families, Board members, funders and staff.

The detailed plan that resulted identified three priority areas and 14 objectives. Each objective was developed by a dedicated Project Team comprising of representatives from all levels across the organisation, people we support, families, and representatives from external agencies. An additional project related to research was also formed.

Each project has a charter that sets out a clear purpose, clear objectives and notes 'what success will look like'. The project teams were responsible for expanding the objectives into clear steps for achieving the overall goal of the project.

Progress Update

2023 marked the midpoint of our Strategic Plan with a mid term review completed by management. Following this review, two projects have been reviewed and refocused to reflect current challenges and address the current needs of the organisation. At the end of December 2023, two projects have concluded and five are due to conclude in 2024, with the remainder planned to conclude in 2025.

At the time of writing this report, an in-depth review of progress is planned with the Board of Directors and Senior Management Team for March 2024. Emerging priorities will also be considered in preparation for the consultation process for the next strategic plan.

In this section, we outline some of the key deliverables to date.

Strategic Priority **1**

Further Develop Individualised Supports to Meet the Needs of the People we Support as Effectively as Possible

Through **Project 1: Individualised Planning** we have developed a position paper which offers recommendations to management on how we can deliver individualised planning with the inclusion of policy statements, challenges, risks and a vision. This will be reviewed in consultation with the project team in 2024.

In **Project 2: Supported Employment** our efforts have centred on ensuring our programs meet the highest standards and adhere to best practice. We have confirmed our conformity with EU Toolkit standards, developed Diversity Training for corporate partners and delivered new jobs for people in our services, all made possible with the assistance of a Pobal Grant and an extension of the funds in 2023. The addition of new Leader and Job Coach positions bolsters our capacity to provide increased employment support into the future. A concluding paper on the project outcomes has been presented to management for consideration.



As part of **Project 3: Community Engagement** we continue to roll out the findings and actions from the 'Connecting Locally' research project from 2022 with the expansion to Kildare Town, looking at accessibility, mapping my area, volunteering and leisure. We also increased volunteering opportunities for service users and established a dedicated Social Inclusion Officer role, underscoring our commitment to fostering inclusivity.

Addressing **transportation needs through Project 4** we have developed a comprehensive draft Transport Strategy and refined our Transport Policy, ensuring alignment with stakeholder needs. Since 2021, we have invested €728K in our vehicle fleet which has enhanced reliability and safety, with initiatives like bookable vehicles and a pilot program with Driveyou further improving accessibility and options available to service users and staff.

Progress has also been made in **Project 5: Property** with the presentation of a draft 10-year property plan, and **Project 6: Housing** which is almost complete, having established a Housing Needs database.

Impact story: Jeff

Jeff Doyle attends our Academy St service in Kildare Town.

Jeff volunteered at Copper Beech Stables in Kildare as part of his role in the Connecting Locally project.

“ My name's Jeffrey and I volunteered in Copper Beech Stables for four months in 2023. I get my love of horses from my brother who is big into horses.

I was nervous on my first day because it was something new that I hadn't learned yet.

I would like to work somewhere like this because I am a people person. I like to be outside with fresh air in my lungs and meeting lots of people who I've never met before.

Working at Copper Beech was an excellent experience. My goal is to work somewhere like this now I have experience. I'm happy with what I'm doing. ”



Strategic
Priority**2***Strengthen Children's and Young People's Services to Optimise
Inclusion and Opportunity*

In **Project 7, which looks at our Respite service**, we have expanded options with the official opening of the Ardsclull respite home for children and introduction of Saturday Clubs, while also reviewing how we can increase alternative respite breaks. Preparation of a concluding research paper is under way to consolidate findings for future initiatives.

Project 8: Progressing Disability Services (PDS) was completed in 2022.

Project 9: Supporting 18–30 Year Olds has involved establishing a Transition Planner role, publishing informational resources, securing funding for social enterprise exploration, and fostering social connections through new initiatives.

1,628
respite nights
provided to
children in 2023

Impact story: Eva

Eva Quinn is supported in our Ardsclull respite house in Athy, pictured below with her parents Gary and Jennifer.

“ Our beautiful daughter Eva is eight years old, she has multiple disabilities and is non-verbal. She has been attending respite in Ardsclull for over a year.

Due to the nature of her complex needs, we felt Eva's needs would deem us unsuitable for home help, and it also isn't possible for family to help out (for the same reasons). So, we were delighted we found out Eva was accepted for respite.

Eva really enjoys her trips to Ardsclull. It has really helped to build her independence. She loves the staff and the playground.

Respite has given us a much-needed break. It has given us time to ourselves as a young married couple, and also a chance to recharge our batteries.

We, like most parents, were nervous for Eva's first overnight trip, but we needn't have been. We know Eva is well looked after and supervised. The staff are excellent and so friendly, as well as being extremely thorough and keeping us updated throughout Eva's stay. It's also reassuring that Ardsclull has an onsite nurse to look after any medical needs.

We don't need to worry about Eva when she is at Ardsclull as we know she is in good hands. She is always happy during her sleepovers, and that gives us great peace of mind.

Respite is extremely important for children with disabilities and their families. It has been really beneficial for our mental wellbeing as the demand of parenting a child with significant disabilities can be challenging. The break helps us reset and continue to be the best parents we can be. ”



Strategic Priority **3**

Strengthen Kare as an Organisation to Ensure we are Best Placed to Provide the Highest Quality Services

Project 10: Fundraising has seen significant developments since the development and approval of the fundraising strategy in 2022. A dedicated Fundraising Manager was appointed in August 2023 and is leading on the aims and objectives of the strategy, resulting in a notable increase in fundraised income in the last four months of 2023. Work is ongoing to build a solid foundation to our fundraising with the development of a suite of policies, procedures and a Donor Charter which will be published in 2024.

Project 11: Structures was completed in 2023.

In **Project 12: Communications** progress has been made in leveraging both internal and external communication channels. Extensive consultation has been carried out, resulting in the appointment of a Communications and Web Officer in 2023 to lead the development and implementation of the communications strategy. The rollout of a new website and rebranding efforts as well as social media engagement are helping to strengthen our brand awareness and engage with existing and new stakeholders and supporters.

Project 13: Support Staff to Develop and Progress in their Roles: As part of the mid-term review it was identified that our current project goals are not effectively responding to the recruitment and retention challenges experienced by the organisation. A comprehensive People Plan has been presented to the Board, with a relaunch of our organisational values reinforcing our shared vision and mission. Ongoing efforts through focus groups is helping to ensure that original objectives will be achieved along with the objectives of the People Plan.

In **Project 14: Families** we are actively engaging with stakeholders and hosting Family Workshops to gather feedback, with a dedicated consultant appointed to facilitate this work in early 2024. This will enable a clear pathway to meaningful engagement with families.

36

staff team building sessions held in 2023

Impact Story: Show You Kare Campaign

In September 2023 our Early Years preschool received a donation of a signed Ireland rugby jersey to raffle for fundraising, well-timed with Ireland competing in the Rugby World Cup in France.

In order to maximise the reach and potential of the fundraising efforts, the Early Years staff engaged with our Fundraising Manager to lead the campaign at an organisational rather than individual service level. The campaign was launched within a tight timeframe, using the tagline 'Show You Kare'.

Working also with the newly appointed Communications Officer, this collaboration enabled the competition to engage a wider audience through a digital payment platform, cross-channel social media campaign and regional press and radio attention, all the while adhering to necessary fundraising protocols and guidelines.

The results were strong, with almost €7,500 raised from the raffle to help develop the playground area in Early Years. The winner of the competition was Roger Moore, grandfather of Ainsley who attends Early Years (pictured, with mum Natalie, Deirdre Murphy and Caroline O'Dwyer).



Our Services

550

individuals
supported by Kare
in 2023

We look back on another year of dedicated support for people with intellectual disabilities and their families.

Our services for adults aim to be supportive environments where individuals can thrive. From our day, residential and outreach services helping people to lead a life of choice, to our respite services providing essential care, we strive to ensure that every individual receives the support they need. Our employment support initiatives help individuals find meaningful work, while our outreach and clinical support teams provide tailored care and assistance beyond our regular facilities.

For children, our goal is to provide safe and nurturing spaces where they can learn and develop at their own pace. In these services we embrace the unique abilities of every child and work to ensure they have the opportunities they deserve.

Children's Services

We provide a range of support services for children and their families, including the Early Years pre-school service in Newbridge, Co. Kildare. We are patron to two special schools, St Anne's and St Mark's, also in the Newbridge area.

We also act as the lead agency providing clinical supports to children with disabilities in South Kildare, as part of the HSE Children's Disability Network Team (CDNT).

EARLY YEARS

Our Early Years specialised preschool in Newbridge supports children between 3 and 6 years of age who require specific care and supports for their cognitive and physical development. It is a registered pre-school with the Tusla Early Years Inspectorate and in 2023 had 22 children enrolled.

We also have a team who assist children requiring some additional supports to attend their local preschool. In 2022, we supported 8 children in mainstream pre-schools.

Highlights in 2023



*Enjoying
Enable Ireland's
hydrotherapy pool*





Arts and crafts and fun in Early Years



A visit from the fire brigade!



Ayda and her mum Trudy, who kindly arranged an online fundraiser for Kare, which saw Ayda donate some of her hair to the Rapunzel foundation.



Christmas fun – carolling and a visit from Santa



Roger Moore, winner of the 'Show you Kare' fundraiser and grandfather of Ainsley, with his grand prize!



ST ANNE'S

St Anne's Special National School was established in 1967 and is located on the edge of the Curragh. It is a co-educational school for pupils between the ages of 4 and 18 who have been assessed as having either a moderate or severe/profound general learning disability.

It aims to give the children a caring and inspiring academic atmosphere to enable them to achieve their full potential. This is achieved by offering a curriculum which is broad enough to meet the wide range of special educational needs whilst having enough depth to challenge all our pupils.

In 2023 there were 75 students at the school across Primary Curriculum, Junior Cycle level one and level two programmes and Quality and Qualifications Ireland (QQI) awards. In October the school underwent a Whole School Evaluation – Management Leadership and Learning. The feedback from the inspection was very positive and highly commended practices at the school.

Highlights in 2023



St Patrick's Day and Easter celebrations

Visiting Newbridge Garda station



Working on new projects

Christmas arts and crafts

ST MARK'S

St Mark's School is located in Newbridge, providing education for students up to age 18 with mild general learning difficulties in an empowering and supportive environment. Since its establishment in 1974 the school has catered for more than 850 students, with 95 students currently enrolled.

In 2023, five students went to St Conleth's to sit Junior Cert exams and 12 students completed the Level 2 Learning Programmes in the school.

The school is currently undergoing a full redevelopment of the building and will celebrate its 50th anniversary in 2024.

Highlights in 2023



Students taking part in National Biodiversity Week



Fundraising Swim in Brittas Bay with KDPI



Third-year students organised a food drive, raising €217 euro for The Dining Room in Newbridge, as part of their Community Initiative Learning Outcome for Level 2 Learning Programmes.



Students receiving their Junior Cycle Awards



Two-time All-Ireland Special School Quiz Champions



Students entered Relove Fashion, a sustainable fashion competition open to all secondary schools. It encourages applicants to take a deeper look at how their clothing is made and challenges them to explore creative reuse options such as upcycling, repairs, alterations and mending.

CHILDREN'S DISABILITY NETWORK TEAM

There are 11 Children's Disability Network Teams (CDNTs) in the Dublin South, Kildare, and West Wicklow area (also known as CHO7). The South Kildare and West Wicklow CDNT is managed by Kare.

Family Forums

The CHO7 CDNTs have fully rolled out the Family Forums process which is part of the national rollout of the Progressing Disability Services (PDS) programme. Family Forums are open to families who are receiving or are waiting to receive services from their CDNT.

The South Kildare and West Wicklow CDNT held three Family Forums in 2023. These meetings are an opportunity for parents and care givers to come together to discuss general issues and ideas about children's disability services in their area. The meetings are also a platform for sharing information with families on service provision, governance and access, community supports, and other relevant topics of interest.

As part of CHO7's development of their Family Forums in 2023, parents elected family representatives who liaise with the Children's Disability Network Manager (CDNM) in between Forums on the queries and points raised by parents during those meetings.

The family representatives also lead the Family Forum, with the support of an independent facilitator, and with input from the CDNM.

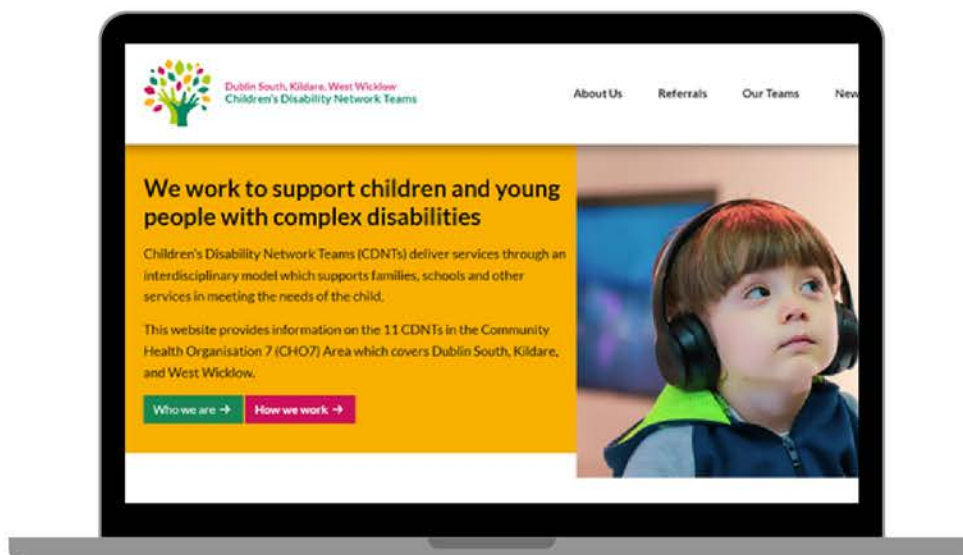
Each family representative also joined a wider Family Representative Group (FRG) for the CHO7 area, which began meeting in April. From this, the FRG nominated two family representatives who have represented them at CHO7 PDS governance groups since June.

Launch of new website

In July, the new CHO7 CDNT website was launched by the HSE CHO7 Disability Services Team, the Central Remedial Clinic (CRC), Enable Ireland, Stewarts Care and Kare. It is available at www.cho7cdnt.ie,

Together these five agencies manage the 11 Children's Disability Services Teams (CDNTs) across the CHO7 area. The website provides easy-to-read information about our services, including the referrals process. It also includes information about resources and supports people can access locally and nationally.

We will continue to add information to the website in 2024, in particular the Support and Resources section.



New CDNT website homepage

Adult Services

DAY SERVICE

We operate 14 day services, also known as local services, across Kildare, East Offaly and West Wicklow. These services run from Mondays to Fridays, providing people with opportunities to meet others, participate in activities of their choosing as well as learning and developing.

360

individuals supported in day services in 2023

Highlights in 2023



A girls' night out for our Edenderry service, to see Nathan Carter in the Keadeen Hotel in December.

Everyone had a great night and enjoyed the music, with lots of singing and dancing.



Leonard Kennedy from Tully Rd getting a guided tour of his favourite radio station, KFM.



Academy St trip to see Barbie

Robert Farrelly from our Tinahely service had a dream of attending a WWE event in the Aviva, which he did in June with his friends Joseph, Mary, Paul, Michael and Mark.



Siobhan Brennan from our Naas service had a huge achievement, starting a job in Ballycane Church. Her role involves putting out money bags, vacuuming, and emptying and filling the dishwasher.



A group from our Kilcullen service on an outing to see The Lion King in the Bord Gais Theatre in Dublin.





Leonard, Cathal, Pat and Mary from Tully Rd set a goal to walk 50 miles and raise €50 each in April for Autism Awareness.

In total they walked 646 miles and raised €680! This fundraiser was set up in support of Autism Assistance Dogs Ireland and the families across Ireland who need help.



Lisa, Michelle and Ellen from our Edenderry service went to Galway for a trip. They stayed in a lovely central hotel and the whole trip was very 'therapeutic' – retail therapy! It was a great bonding experience with food, drinks, walking, shopping and great laughs from start to finish.



Prosperous service's visit to Emerald Park ▲



Catherine O'Toole from Tully Road joined the Kildare Sports Partnership inclusive cycling sessions during the summer at the Barrow Blue Way in Monasterevin. Catherine cycled her adapted bike that offers her stable support to build on her fitness and general health. Catherine's goal is to improve her cycling skills and enjoy the mood-boosting benefits of being in the fresh air, enjoying proximity to nature and meeting new people.



Artist Eoin O'Malley from our Baltinglass service and his mother Marianne, painting a mural with local arts group Bart using specially made feather and bamboo brushes.

Eoin had many creative achievements over 2023, including working with artist and writer Clare Scott and videographer Luke Brabazon to document his creative process, receiving funding from Wicklow County Council for an experimental 'wheel painting' event, exhibiting his work in the Mermaid Arts Centre in Bray, and being commissioned by Wicklow County Council for their Artists Connect blog series.

WHAT WE DO: OUR SERVICES

Joseph Cush from Tinahely receiving his QQI Level 3 Award in Word Processing from Kildare Wicklow ETB in Baltinglass.



Tully Road and Academy Street participating in Healthy Food Made Easy community cooking programme, which helped individuals to learn and improve on cooking skills, eating behaviours and nutrition knowledge. Participants cooked many simple yet tasty meals and enjoyed tasting these dishes and learning all about making healthier choices.



Tinahely enjoyed a trip to the panto of Cinderella. Everyone wore their Christmas jumpers and had a great time.



Carol singers from our Newbridge and Moorefield services singing in the Whitewater Shopping Centre.

Visit from Santa to Athy local service



Prosperous Christmas party



RESIDENTIAL

Our 23 community houses provide homes where service users are supported to live the best life possible. In 2023, 58 people were supported to live in Kare community houses. All houses are registered with the Health Information and Quality Authority (HIQA) and operate within the relevant Health Act 2007 regulations and the National Standards for Residential Services for Children and Adults with Disabilities.

58
individuals supported
in community houses
in 2023

Highlights in 2023



Una Kenny winning the Female Sports Award for 2023, presented by Vice Chairperson of the Board, Matthew Behan



Una Kenny and Amy Crofton qualified for the Winter Olympics Floorball Competition



Dhanya Lynch after completing the Naas Ball 5K in September



Lisa Tuthill visiting the Irish National Heritage Park in Wexford



Breda Cross at the Past Times community choir in Naas at Christmas



Lakelands visit to Delta Sensory Gardens in Carlow



OUTREACH

Outreach is Kare's 'service without walls'. Rather than coming to a Kare day service, the Outreach team works with people in their homes and local areas to support them to plan, pursue and achieve their goals. This may relate to work, further education, personal development projects, social activities, or however they choose to live their lives.

Here, we share the inspiring stories of just some of the people who were supported by our Outreach team in 2023.

Highlights in 2023



Tamara Byrne was elected to the European Disability Forum Youth Committee, the first member to have an intellectual disability.

Tamara is pictured above addressing the European Disability Parliament in Brussels in May 2023 (left photo credit: Michael Chia).



In 2023, Stephen Travers won Player of the Year with his Rathcoole football team.

Stephen works a job he loves Monday to Friday but makes sure to never miss his training or a match and gets on great with all of his teammates.

"Hi, my name is Mark Barber and I am an artist. In the past I have had a couple of exhibitions and also sold some of my artwork at a Fair in Johnstown!

Last year I started printing my work on t-shirts and selling them. I've already sold some of the t-shirts and will soon be having a stall at Rathangan market!

I will be eternally grateful to the people who have bought them and also to my team, especially my Kare Support Worker, Mick, who worked hard to help me accomplish my dream.

I plan to start working with schools and talking to students about my art and business. Please feel free to follow me on Instagram to see more of my art: @markbarberartist."



"My name is Siobhan and my business is using Posca paints for my art stones and selling them at my exhibitions. I had two exhibitions in Edenderry in 2023.

The first one in April should have been for two days but I sold all my work in one day because they loved my art stones! The second one was in November and I sold all of my stones again.

I also take orders for my art stones, and some I have done are football stones and a witch on a broomstick."



"I'm Christine and in August I married my best friend and soulmate, Michael. It was the best day of my life! We got married in the church in Baltinglass and had our reception, to celebrate with friends and family, at the Talbot Hotel in Carlow. We're looking forward to spending the rest of our lives together and making lots of memories!"

New Homes

One of the things our Outreach team does is support people to move into their own homes and live independent lives. Here are some of the people who got their keys in 2023!



Sam going into her new home, excited to paint her bedroom pink!



Craig gives the balcony in his new apartment two thumbs up.



Shane getting stuck into some DIY in his new place.

CLINICAL SUPPORTS TEAM

The Clinical Supports Team (CST) is a group of staff with highly specialised clinical skills and knowledge across a wide range of areas, including occupational therapy, physiotherapy, speech and language therapy, nursing, social work, behaviour support, clinical psychology and assistive technology.

Using a 'whole person' approach, the CST provides support that equips people with disabilities to make their own choices, have influence over decisions that affect them, and to be active and independent members of society.

2023 was another busy year across the CST. Our focus continues to be: supporting the person by promoting positive health and wellbeing, delivering training and upskilling opportunities for staff and service users, developing services and supports, and supporting the development of policies within Kare.

This is achieved through our work in direct interventions with individuals, families and staff, and working with others to support the person. Our work is underpinned by choice, rights, and consent of the person.

Highlights in 2023

ME Month

In February, we launched My Emotions (ME) Month. A joint initiative between the CST and Sports and Recreation, ME Month aimed to provide both mental and physical activities to promote wellbeing for our service users.

The month's programme of activities followed the five pillars of the PERMA Model: Positive emotion, Engagement, Relationships, Meaning and Accomplishments.

Mondays focused on the development of **relationships** and social connectedness. Meet-up Mondays were an opportunity to meet with old friends at local services. Some had not seen



Try It Out Tuesday

each other since their school days, and it was a fantastic opportunity to get people communicating and building relationships that could be continued throughout the year.

Tuesdays focused on **engagement** or 'flow', key to improving wellbeing. Try-It-Out Tuesday saw service users get together to complete physical activities such as walking challenges and online fitness classes. Online activities allowed people to participate as much as they wished with their peers in local and residential services, and led to some healthy competition!

Workshop Wednesdays promoted **positive emotions**, with the CST providing psychology, speech and language, physiotherapy, and occupational therapy workshops. Each week, service users learned skills in breathing, mindfulness, recognising emotions and how to use sensory items to feel calm. Individuals have continued to use the worksheets provided, such as mindful art and colouring.



Workshop Wednesday



Pet farm for Tranquil Thursday

Tranquil Thursdays focused on the importance of **meaning**, with activities such as chair yoga, sensory challenges and finding the beauty in our outside world. The CST provided online mindfulness and chair yoga classes for the service users. A special event was also held for service users to attend a pet farm and connect with nature.

Fridays focused on achievement and **accomplishment**. A sense of accomplishment

and self-motivation contribute to wellbeing because individuals can look at their lives with a sense of pride.

Fun Fridays saw the long-awaited return of favourite gameshows (and gameshow host Ken!) with Sports and Recreation facilitating live shows. Service users' achievements throughout the week were shared on a Friday to encourage others and develop a sense of community within Kare.



ME Month Closing Ceremony

National Adult Safeguarding Day 2023

We marked National Safeguarding Day on 10th November 2023 by launching a suite of accessible videos about Adult Safeguarding and an Easy Read policy called 'Keeping Me Safe'. The launch event was attended by service users, family, staff and community representatives.

To effectively promote a positive safeguarding culture within our organisation, it is important the voices of the people who use the service are heard, facilitated and promoted. The safeguarding content was developed by VFK.

VFK representatives attended a number of workshops supported by the Quality and Social Work departments to discuss adult safeguarding and what abuse means to them, to help shape how it should be explained in the policy.

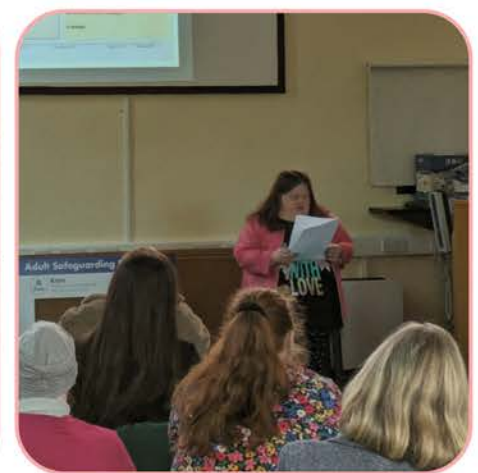
Short videos were also created to explain adult safeguarding, with Aodhan McFadden, Hannah Whitely, James Ryan and Rebecca Buckley doing a fantastic job on the voice-overs. Lisa McNabb spoke to the audience at the launch event on behalf of VFK.



Jacinta Barrett, Lisa McNabb, George Long and Deirdre Murphy



David Leigh (VFK), Laura Pauley (HSE), Juliette Kirwan, Eoin O'Malley, Mairead Holland (HSE) and Jacinta Barrett



Lisa McNabb addressing the audience

Assisted Decision-Making

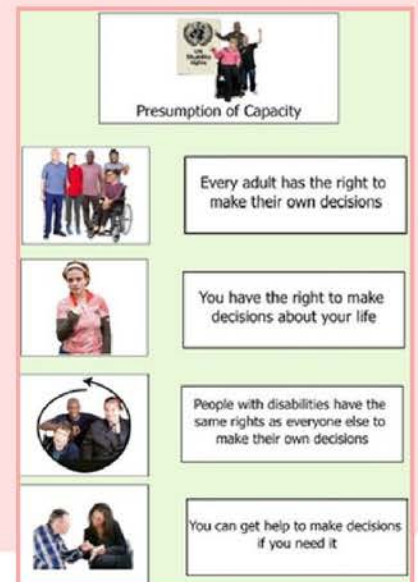
The HSE National Consent Policy 2022 was updated in 2023 to incorporate the provisions of the Assisted Decision-Making (Capacity) Act 2015, as amended.

The 'Bonsai' committee continued to raise awareness around ADM throughout 2023 sending monthly updates to Kare services. These updates and posters were shared with staff and service users at team meetings.

Kare staff have joined the HSE Mentorship Program for the ADM with one staff member participating as a mentor and three as mentees on the programme.

The 12-month Mentorship Programme aims to build capacity and confidence of mentees with hands-on support from mentors during the transition into implementation of the Act.

ADM awareness training designed by the team is available for staff and service users on the LEAP learning platform. The ADM Act is also included as a topic in training delivered by the CST.



Emotional Wellbeing

The CST and Young Adults Team (YAT) attended decider skills training in May 2023. The focus of this training was to build clinicians' skills to support service users who might be struggling to manage emotional distress. The aim was to support the development of a mental health pathway for service users in Kare. Our assistant psychologists developed a 10-week emotional wellbeing group to be delivered in 2024.

Relationships and Sexuality

2023 saw the launch of Kare's 'Matters Related to Sexuality' policy. This updated policy built upon the previous policy supporting the rights of individuals with intellectual disabilities to have relationships of their choosing. As part of the policy, Lifelong Learning and the CST relaunched the relationships and sexuality training for staff.

Positive Behaviour Support Training

This year there has been an increased focus on training staff on the fundamentals of Positive Behaviour Support. Positive Behaviour Support is a person-centred approach to supporting people with challenging behaviour, where the focus is on the person, not the behaviour. The focus is on the person's quality of life, using quality of life questions, the PERMA model, and the person's overall wellbeing to inform strategies.

Music Therapy

The Psychology team facilitated a music therapy group for service users, running for 12 weeks. Individuals had the opportunity to play various musical instruments and sing along, offering a creative opportunity to express themselves and their emotions.

It was also a chance to meet other service users. Everyone in the group engaged well and enjoyed the 12 weeks, and a growth in service users' confidence could be seen. Feedback from the service users and staff was positive with requests for more creative therapies in future.



Aisling and Bobby the horse

Equine Therapy

Our Equestrian Centre in Baltinglass, Co. Wicklow was established 24 years ago and continues to go from strength to strength, delivering almost 1,000 sessions in 2023.

The centre has an indoor arena, outdoor arena and walking trail and facilitates many riding, grooming and feeding sessions each week.

Therapeutic Riding is a multi-sensory experience which triggers physical and emotional systems in the body, bringing about many positive developments. Examples of the physical benefits include: an increase in muscle tone, better balance and coordination, and improvement in flexibility, as well as improved concentration, attention span, memory and patience.

And it's not just the riding – research has shown that interacting with horses increases positive emotions, reduces depression and improves social connection skills.

A big highlight in our calendar is our Annual Summer Show, run over two days with one day specifically tailored towards service users with higher needs who benefit from a calm and quiet environment. It's always a super event with a large turnout of service users and their families.

Assistive Technology

When you say 'assistive technology' (AT) these days the first thing people often think of is apps on a phone, tablet or computer. But assistive technology encompasses a lot more than that, including physical devices that often perform a single specialised role.

This is the story of Chris, one of the people supported by Kare's Outreach team.

My apartment

"I've lived here about two years. Before then I lived at home. I was worried a bit at first but after a while it was alright. I like living in the apartment. It's peaceful and I have more independence."

My tablets

"The valve in my aorta was replaced about 10 years ago. I have to take Warfarin to thin the blood for my heart."

Warfarin is a long-term treatment that is required after heart valve replacement. It reduces the chance of serious complications such as blood clots. Chris has to take Warfarin twice a day.

The issue

"I had a pill tray. Sometimes I would forget to take them or drop the tablets on the floor where I could not find them. It messed up my blood levels."

Chris has very poor eyesight, which can make everyday tasks more difficult for him to complete. Sometimes this impacted his ability to take the correct Warfarin dose.



The AT solution

During 2023, Chris tried out an automatic medication dispenser, supported by Kare's Assistive Technology Specialist. The device has an alarm that sounds when it is time for medication to be taken. It unlocks, allowing only the required dose to be accessed, after which it locks again. The alarm only stops when it has been turned upside down and the tablets removed. This helps Chris remember when he needs to take his medication, puts them in an easily accessible place he can find and stops the chance of accidentally double dosing.

"It beeps and the light goes off. You tip it up and the tablets go in the bowl. Then I take them. Staff put in a week's worth of tablets at a time. We put red tape on it so I can see where the door for the tablets is."



The result

"It's a great machine, a great idea. It's simple to use and helps me be more independent. It didn't take long to get used to using it. It took staff longer than me! I never forget tablets now. You can't miss the alarm on it. It's a lot easier than before. My blood levels have been good since using it. I'd miss it if it was gone now."

Chris's trial of the dispenser was a success. He and his support team came up with a routine, and some adjustments to the dispenser, that helped it work for him. Chris recently purchased his own one and will continue using it long term.

AT Support at Kare

Kare has employed a full time Assistive Technology Officer since May 2021, following a successful pilot project in 2019.

AT is any form of technology that helps a person to maintain or increase their independence, self-determination, choice or control. On a broader level, it is technology that supports a person to live the life they want to live.

AT encompasses a wide range of solutions and tools to meet the diverse individual needs of the people we support, from apps on a phone or tablet, to 3D printed adaptors, to specialist single use devices such as the one highlighted in Chris' story. Some uses of AT during the past year at Kare:

- Enabled individuals to choose the music they play using accessible interfaces such as touchscreens and swipe cards.
- Helped an individual with dyslexia in their job by setting up text to speech support on their work laptop and phone.
- Worked with a local service, looking at ways technology can help to increase independence and privacy in their self-care rooms.
- Played a role in someone continuing to live in their family home, following the illness of their parent, through the use of a video doorbell, smartphone and Alexa.
- Made smartphones more accessible for people with literacy difficulties using custom picture-based interfaces.

Chris's automated medication dispenser is an example of assistive technology that is not just an app. While it may only do one thing, dispensing medication at a given time, the benefits of this are multiple. Chris can take more control over his medication in a way that ensures (as far as possible) he is doing so safely. His support team have greater peace of mind and can easily check Chris' medication status without having to spend time searching the floor for missing tablets.

Young Adults Team

The Young Adults Team (YAT) is a clinical team that support young adults and school leavers with complex needs living in CHO7 (Community Health Organisation 7 – Dublin South, Kildare and West Wicklow).

Based in Johnstown, Co. Kildare, YAT is a partnership initiative between Kare and the HSE. The team supports young adults who attend a variety of day services across CHO7.

YAT is a multi-disciplinary team that works together to support the individual, their family, and staff team, through a model of episodic care. In 2023, key achievements included:

- Developing an introduction video to help explain what YAT is and how it can support young adults. This will be available on the Kare website in 2024.
- Developing a series of resources and information leaflets for individuals and supporters on topics such as autism and neurodiversity, how to manage change and transition, consent and assisted decision-making.
- Developing staff training modules on supporting capable environments and autism staff training, which are ready to be piloted.
- Delivering training on Lámh, Talking Mats and Positive Behaviour Support for staff.
- Supporting referrals and building relationships with organisations across the CHO7 area.



Donna Dunne from Johnstown local service with Audrey Collins, YAT Manager

EMPLOYMENT

Supported Employment

Supported employment has been successfully used for decades as a personalised model for helping people with intellectual disabilities to secure and retain paid employment.

The model uses a partnership strategy to enable people with disabilities to achieve sustainable long-term employment and for businesses to employ valuable workers.

A job brings not just income to an individual, but also fulfilment and a sense of achievement. It provides opportunities to build skills, benefits wellbeing and opens the door to connecting and socialising with others.

Our Supported Employment team supported 180 people to gain or maintain employment in 2023, including 44 new jobs. Here are some of their stories.

180

service users in
employment in
2023

When a job is more than just paid employment



Mariel enjoys her work at the Osprey Hotel, her smile emanates true customer service, and she was nominated for Employee of the Year. But the real highlight for her is the friendships she has made – the social walking club that has developed amongst her peers, overflowing from work into quality time with her 'Besties'.



Stephen has embraced his role as Clerical Officer in the Department of Foreign Affairs. Stephen sorts internal post for redistribution to embassies around the world: from Beijing to Pretoria, to Toronto and everywhere in between, and has sole responsibility for Diplomatic Post to Paris, Wellington and Ankara. Every day in his job he can travel the world, while at his desk in Dublin.

Lee reminds us all that nothing is impossible in his role at Mr Price. Lee's systematic, meticulous skills are greatly appreciated and valued in work. He has truly found his groove; every day he is stocking, stacking and bagging bargains, and loving it.



Kevin landed his dream job – working with cars in Sheehy Motors in Naas. From unwrapping brand-new models to polishing showroom cars, he also has the codes for the key board and access to the keys. Kevin updates car sales prices; when sliding into the comfort of a freshly valeted used car and amending the price board, he is the man holding the offers in his hands.



Stephanie is so happy working at the ETB as Facilities Co-ordinator, ensuring that all those who avail of the meeting rooms enjoy essentials like tea, coffee, and refreshments.

The responsibility has boosted her confidence and empowered her to maintain the highest of standards reflective of her pride in her work.

Dearbhla's Story

2023 saw Dearbhla Hoey from Edenderry local service achieve one of her goals:

"I have been wanting to have a job for a while now and Covid had slowed my effort. However, 2023 was the year it finally happened. I did a 'Prepare for work' course, I attended an interview and finally I started in the Johnstown Estate Hotel and Spa, working two days per week.

"I love my job. I have my own locker to put my bag in. I have to clock in and clock out. I have met really nice people who I work with. Amy is my supervisor. She is lovely.

"My jobs include setting the tables, clearing the tables, serving food to the customers, polishing the cutlery, getting menus and colours ready for kids, ensuring that we have enough sauces and salt and peppers on the table. On a Friday there is staff appreciation day and there is a treat in the canteen."



Project SEARCH

Project SEARCH is a unique collaborative initiative launched by Kare and Naas General Hospital (NGH) in 2013, providing young adults with an intellectual disability the opportunity to gain hands-on work experience and pursue their career goals. Participants engage in a year-long internship programme based at the hospital that supports them to gain a broad range of skills and prepare them for the workforce.

The Project SEARCH model originated at Cincinnati Children's Hospital and this initiative led by Kare and NGH is the first and only Project SEARCH model in the Republic of Ireland to date. In addition to practical work experience, Project SEARCH students can also access an educational component, supported through collaboration with organisations like the Kildare and Wicklow Education and Training Board, and County Kildare Leader Partnership.

Since its inception, our Project SEARCH programme has welcomed 116 students, with 72% securing paid employment upon program completion, significantly surpassing the national average employment rate for people with intellectual disabilities which is 6%.

In November 2023, we celebrated 10 years of Project SEARCH with an event in NGH attended by Minister of State Anne Rabbitte and Senator Fiona O'Loughlin, as well as current interns, family members and staff from Kare, the HSE and Project SEARCH.



L-R: Minister Anne Rabbitte TD; Ryan Doyle and Julie Manzor, Project Search participants; Kieran McDonald, NGH General Manager; and Deirdre Murphy, Kare CEO.

Project OWL

Project OWL enables young people with intellectual disabilities to gain meaningful work experience at the Houses of the Oireachtas through an applied learning, development and socialisation programme.

Launched as a pilot programme by the Ceann Comhairle, Seán Ó Fearghaíl TD in September 2018, the Houses of the Oireachtas is the first parliament in the world to host a programme of this kind. Run in collaboration with Kare and WALK, the programme is also supported by the Adult Education Service run by the City of Dublin Education and Training Board and the HSE.

Since the first iteration of the OWL programme in 2018, 60% of its graduates have been employed across seven departments and offices, including the Public Appointments Service; the Office of Government Procurement; the Department of Enterprise Trade and Employment; the Department of Agriculture, Food and the Marine; the Department of Social Protection; the National Shared Services Office; and the Houses of the Oireachtas Service. Another 20% are employed in the private sector, with 20% also engaged in further education and training.

In 2023, Project OWL was recognised at the Civil Service Excellence and Innovation Awards, winning 'Workplace and Organisation of the Future'.



Graduates of the 2022–2023 Project OWL programme, pictured at the graduation ceremony in Leinster House in July.



A Project OWL and Project SEARCH success story!

Laura Dempsey on her way to her new employment in the Dáil. A graduate of both Project SEARCH and Project OWL, Laura has always wanted a job where she felt like she was valued and belonged. Laura travels up and down to Dublin on the train and bus Monday to Friday and loves the independence it gives her, as well as the new handbags she can buy with her wages!

SHORT BREAKS/RESPIRE

Kare provides respite accommodation in houses in Kildare, Athy and Ballymore Eustace, as well as alternative respite in the community.

3,402

respite nights
provided to adults
and children in
2023

Ardscull Respite House Official Opening

In October we were delighted to officially open our dedicated respite centre for children, Ardscull. Located outside of Athy, Ardscull supports children and young people aged between 4–18 with moderate to high support needs on short respite breaks.

The house can accommodate up to five young people at a time who have physical, intellectual or neurodevelopmental disabilities, including two self-contained apartments for children with particularly complex needs, and a bespoke outdoor play area.

The young people are cared for during their stay by a multidisciplinary team who support their physical, emotional and social needs, including social care workers and social care assistants, as well as a staff nurse, play specialist and social care leader.



Pictured at the official opening, Ardscull staff with Minister Anne Rabbitte, Senator Fiona O'Loughlin and Cllr Verelouise Behan.



Read Eva's family's story about accessing Ardscull on page 20.



Minister Rabbitte cuts the ribbon on the front door of Ardscull.



The bespoke playground at Ardscull.

Social Inclusion

95%

Service users who said they receive the support they need to be involved in their community*

At Kare, we understand the profound significance of social inclusion in fulfilling our mission to support individuals with intellectual disabilities. Social inclusion isn't just a concept; it's a fundamental right that fosters dignity, respect, and equality for all.

Throughout the year, we've been committed to providing opportunities for our service users to engage actively in their communities, break down barriers, and cultivate meaningful connections.

Supported by our dedicated Social Inclusion Officer, our activities have aimed to create spaces where everyone feels valued. Notable events included Social Inclusion Week, Make Way Day and Kildare Disability Week. These initiatives have not only enriched the lives of our service users but have also strengthened our collective resolve to build a more inclusive society for all. We look forward to getting even more involved with these campaigns in 2024.

Highlights in 2023

Connecting Locally Project

During 2023, Kare collaborated with Dr Geraldine Boland from UCD Centre for Disability Studies on a research initiative called 'Connecting Locally'. This project delved into three primary research areas.

Firstly, it investigated the correlation between volunteering, local leisure activities, and social inclusion in neighbourhoods across Ireland. Secondly, it explored the most effective ways to support adults with disabilities in advocating for accessible public and commercial services within their communities. Lastly, it examined the experiences of individuals with intellectual disabilities within their neighbourhoods.

A total of 26 service users from across Kare actively took part in this research. The findings, results and recommendations from the research were shared in an international webinar held in May 2023.



Above: Rosie Doyle at the 'Young at Heart' group in Suncroft, which she joined as a participant on this project.

Right: The Newbridge advocacy group that completed the advocacy and accessibility course and carried out accessibility reviews throughout Newbridge as part of this project.

Following this, a comprehensive report was developed, which Kare is using to develop a model aimed at ensuring that meaningful social inclusion opportunities are accessible to all service users.

The webinar recording can be accessed at: www.connectinglocally.ie.



*See page 54 for more detail.

Make Way Day (22nd September)

Make Way Day, led by the Disability Federation of Ireland, unites the disability community with broader society to consider the needs of individuals with disabilities in our shared public spaces. This annual campaign is a unique collaboration spanning Ireland's voluntary and local government sectors, aiming to make the streets accessible for people with disabilities and enhance public understanding of the challenges posed by obstructed footpaths.

In Kildare and Newbridge, service users and staff took the opportunity to engage with fellow community groups, such as the Newbridge Access Group, Active Retirement members, and local community Gardaí. Together, they took to the streets to spotlight avoidable access issues encountered daily, including cars parked on footpaths during school hours, unauthorised use of accessible parking spaces, and obstructive bins.

By fostering this awareness, the campaign seeks to create a shift in attitudes, prompting individuals to reconsider their parking habits and actions that impede accessibility.

Social Inclusion Week (25–29 September)

For Social Inclusion Week, our Tully Rd and Academy St services teamed up with Transition Year Students from Kildare Town Community School for a fun-filled circuits event. Everyone enjoyed the morning, there were lots of laughs and chatter and new friendships formed, with plans for more activities in future.



Above: Staff and service users take part in Make Way Day activities around Kildare.



Circuit training activity with Kildare Town Community School

Kildare Disability Week – Tully Rd and Academy St activities

Our day services in Kildare Town also embraced Kildare Disability Week which ran from 27th November–4th December 2023.

“We had a fantastic week promoting inclusion and accessibility in our community of Kildare. As well as organising our own purple lights, t-shirts, and decorations we were kindly hosted by a very purple Silken Thomas for refreshments, and Café K with purple decorated buns.

“This year we created an ‘Accessibility Mannequin’ which was displayed in Bank of Ireland Kildare and drew great interest and awareness for the week.

“With Scoil Eimhin Naofa in Monasterevin we organised an art competition with the theme ‘Making Monasterevin a Truly Accessible Town’. The incredible 5th and 6th class students put on a brilliant display which not only showcased their artistic prowess but also helped to foster a culture of inclusivity in their local community. We also visited the school to share information with the students about inclusion, accessibility, and the rights of people with disabilities. We were blown away by the entries and enthusiasm of the students and teachers involved.

“Again, we teamed up with Transition Year students from Kildare Town Community School for a circuits event and we will continue to build on this with the school to further promote awareness and inclusion.”



Social Farming

In 2023, thanks to funding from the Kildare Leader Partnerships SICAP programme many individuals across Kare participated in a 10-week placement with Social Farming Ireland. Social farming offers an opportunity to spend time on a family farm in a healthy, supportive and inclusive environment, with a focus on people's potential rather than their limitations.

Feedback on the initiative was very positive, and participants look forward to doing it again in future.



Grace Kavanagh, Colette Cullen and Deirdre Dunne experience life on a farm in Carlow. Over the 10 weeks they got experience planting flowers, picking apples, pruning, grooming and feeding the pony, as well as some baking and painting.

David Nulty from Kilcullen Local Service said he "really enjoyed his time down on the farm".



"It was good. I enjoyed the animals and the chickens, and I liked the work I did."

Leonard Kennedy, Tully Rd



"I don't like muck, but I did like my time getting to meet the alpacas. We got to help feed them and see how the farm works... I think my favourite part was the tea and scones that we had in the farmhouse afterwards."

Enda Foran, Edenderry



"Individuals were eager to learn new things... They enjoyed taking part and worked on their listening skills as well as showing good teamwork skills. The farm family were very happy to have their help."

Mandy Maguire, Tully Rd

5
Olympic medals
won by Kare service
users at the 2023
World Games

Sports and Recreation

Our Sports and Recreation Department recognises and promotes the link between physical activity, social engagement and overall wellbeing.

We have a busy, year-round programme of sporting and recreational activities that are chosen by the people who use our services, catering for all levels of ability and experience with competitive and non-competitive options. Activities include soccer, basketball, swimming, bowling, bocce, golf and equestrian sports.

Throughout the year, our programs have provided opportunities for our service users to explore their interests, develop new skills, and form meaningful connections with their peers. From inclusive sports tournaments to regular social events, we strive to create a supportive environment where everyone is able to thrive.

Highlights in 2023

Special Olympics World Games

Congratulations to Team Ireland on their achievements at the World Games in Berlin in June 2023. Four service users from Kare and one staff member were a part of Team Ireland, travelling to Berlin in June for two weeks.

Ken Kavanagh was part of the Team Ireland Management as Sports Coordinator. Louise Day, David Hackett, Grace Kavanagh and Eoin Daly represented Ireland in their respective sports disciplines. Louise was a member of the gold medal winning basketball team, Grace Kavanagh took home sixth place in athletics, Eoin Daly brought home two gold medals for bocce and David Hackett was part of the gold medal winning soccer team.

A huge congratulations to each of them, who represented themselves, their communities, Kare and the country so proudly over the course of the Games. We are so proud of them and also all the coaches that supported them in Germany. Roll on the next World Summer Games in 2027!



Above: Louise Day and the Team Ireland Basketball Team



Above: Celebrations all round as our Olympians did us proud.



Right: Marking the achievements of our Olympians at the End-of-Year Celebration



Sports Update

Our sports programme went from strength to strength this year with tennis and kayaking taking place in the summer months. Our close association with Kilcullen Tennis Programme won the best Community Participation Award at the Active Disability Services Awards last year hosted by Active Disability Ireland with the award ceremony being held in Farmleigh House in the Phoenix Park.



Our equestrian centre in Balinglass hosting a Special Olympics equestrian event



Deirdre Dunne and Rosie Doyle at the athletics competition in Kilkenny



Bocce team training hard in Portarlington



7-a-side soccer team in action at the Leinster League in Dublin

Weekly Walks



Left and below: Some selfies with Ken from our weekly Friday walks – an initiative that started during ME Month and kept going due to its popularity.



Social Club



Above: Music, dancing and fun at our very popular fortnightly social club discos!

Training, Learning and Development

Learning, Engagement and Activity Platform (LEAP)

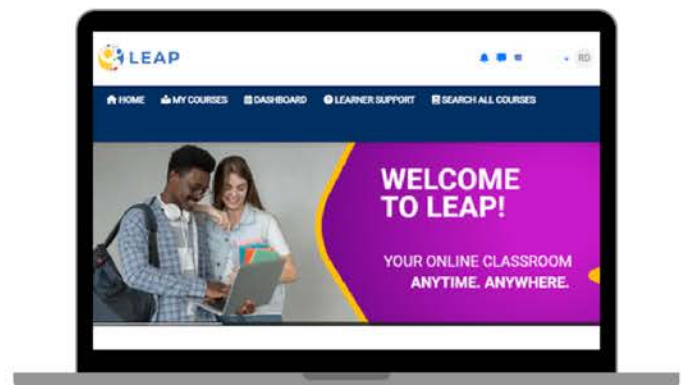
LEAP continued to be a cornerstone of our Training Department's success story since its introduction in 2021, providing essential training and resources for both staff and service users in Lifelong Learning. With over 120 courses and information pages now available on LEAP, it has become a vital tool for professional development and skill-building.

From staff training to the training needs of service users, LEAP serves as a comprehensive learning management system that caters to a wide range of educational needs. The platform sees an average of 150 unique logins each week, highlighting its popularity and high utilisation rate.

In addition to training, LEAP also facilitates meetings for groups and acts as a resource centre for committees, storing and sharing valuable information for easy access.

The tangible benefits that LEAP brings to both staff and service users in Kare are evident. By providing a user-friendly platform for learning and development, LEAP empowers individuals to reach their full potential and enhance their skills in a supportive and accessible environment.

To celebrate another successful year and encourage service user engagement with the platform, we hosted a 'LEAP into Christmas' party in December 2023, where staff and service users came together for a morning of fun, interaction, and prizes. It was a wonderful way to close off the year and showcase the positive impact of LEAP on our organisation. We look forward to continued growth and success in the years to come.



LEAP homepage

Team Building

In 2023, Kare's Training Department organised a Team Building Day, bringing together 38 diverse teams from across the organisation for a fun-filled interactive day. From the comical challenge of Dragons' Den to the spirited challenges of The Cube, the teams immersed themselves in a day of fun and friendly competition.



The winning groups at the Team Building challenge

Amidst much laughter and cheers, each team showcased their skills, creativity, and determination to succeed. The day was a testament to the dedication and collaboration inherent in Kare's workforce.

As we reflect on the day, we celebrate not only the winners, but also the collective spirit amongst all participants, reinforcing the importance of fostering strong relationships, encouraging collaboration and celebrating each other's successes.

Adult Learning

This year again saw many service users signing up for programmes at their local ETB centre, helping them to achieve their personal development goals at their own pace across a wide range of areas.

Four service users from our Edenderry local service completed courses this year in areas including computer skills, writing and number skills. They received their certificates at a formal ceremony in Edenderry golf club in November.



Jake Callaghan, Ellen Doyle, Louise Wallace (Edenderry LOETB), Brian O'Neill and Aaron Gorry at the certificate presentation

Inclusive Higher Education

Inclusive Learning Initiative Update

In February 2023, presentations and performances from the first Inclusive National Higher Education Forum (INHEF) Symposium were made available online.

The hybrid forum hosted by Munster Technological University saw providers and learners, national and international, share their experiences. Laura Burke and Nicolae Buza were part of a group representing the Inclusive Learning Initiative (ILI) Maynooth University (MU) research team.



Nicolae (above, left), who is supported by Kare's Outreach team, is a graduate of MU, a disability activist, co-researcher and group facilitator. Laura Burke (above, right), also a graduate of MU, works in the Lifelong Learning Team at Kare and as a part-time lecturer with the Department of Adult and Community Education at MU.

Their presentation can be viewed at www.inhef.ie/symposium-2022/.

UDL – Universal Design for Learning International Symposium: Learning Together

In June 2023, Nicolae was part of a presentation at the Universal Design for Learning (UDL) Inaugural Symposium at MU, along with Tamara Byrne who is also supported by Kare's Outreach team. Nicolae and Tamara discussed their experiences of assessments during the Inclusive Learning Initiative as a fully inclusive model of higher education for students with intellectual disabilities.



The 2023 Gaisce recipients at the awards ceremony in December.

Gaisce – The President's Award

Gaisce – The President's Award is a self-development programme for young people aged 14–25 who participate in several activities or challenges over a specific time period. There are three categories of Gaisce awards: bronze, silver and gold. Kare works in partnership with Gaisce to support service users to achieve their medals.

In December, Kare celebrated the achievements of its Gaisce Award recipients at a ceremony in Sarsfields GAA Clubhouse. The prizes were awarded by Avril Ryan, Gaisce CEO.

We were delighted to have several awardees in both the Bronze and Silver categories. The Silver Medal awardees were Dale Cross, Colm Byrne, Ciaran Corless and Aengus Fox. The Bronze Medal Awardees were Nadia O Hanlon, Casey Brennan, Chloe Carroll, Roisin Mc Grath, Grant O Hara, Dylan Hanley, T.J. Tierney, Michael Gee Plancga, Grace Kavanagh and Aaron Gorry.

This year's activities included an adventure challenge in Glendalough, the first such challenge to be organised in Kare since 2019.

14
Gaisce medals
awarded in
2023



Gaisce participants from Prosperous local service on their Gaisce trip to Glendalough.

Gaisce – Edenderry’s Experience

Three of the group from our Edenderry service took on the challenge of the Bronze Gaisce award in 2023. Here’s their account of the trip to Glendalough.

“To say it was fun would be an understatement! It was a trip of many firsts. For some it was the first time to stay away from home. For some, it was the first time to walk that distance (we walked 20km over two days). For some, it was the first time in a bunk bed!

We set off early from Edenderry on Thursday 29th June. We headed to Glendalough Youth Hostel. We put our bags into our room and headed off on our hike. Chloe headed off like a greyhound out of the traps, she was a speed machine. Aaron and Róisín went at a steadier pace. Navigation wasn’t our strongest point, so we took a wrong turn and ended up on another path, but ‘all’s well that ends well’, as they say, and we got an extra few kilometres in.

We had a well-deserved drink that night in the pub and really enjoyed the spaghetti bolognese for dinner. The next morning, we set off again for a walk – our legs a little stiff but still in good form. We had a laugh and made new friends and we are looking forward to signing up for our Silver award now.

Chloe said: “The highlight of my trip was walking in the mountains and forest of Glendalough”.



Local Training Initiative

Our funded Local Training Initiative (LTI) programme offers an accredited QQI Level 5 Major Award in Intellectual Disabilities Practice through a combination of taught modules and work placements. The award is fully funded by the Kildare and Wicklow Education and Training Board (KWETB) and includes the benefit of transferring to a training allowance for those currently receiving a social welfare benefit.

The programme continues to evolve and grow to meet the changing needs of the disability sector. Our coordinators strive to provide the highest standard of education and training to the participants, so they are equipped with the skills and experience to support people with disabilities.

Many Kare staff have worked alongside the participants in services or at the training centre. Denise Kemmy, Programme Coordinator, would like to thank Kare service leaders, and other staff who have facilitated modules on the programme. A special mention to our service users who have opened themselves up to allowing our participants to become part of their daily lives.

The 2023 LTI Appreciation ceremony took place in October, where 11 participants received certificates of appreciation from CEO Deirdre Murphy.



Eight of the graduates are now working in Kare services, with the remainder going on to further education or other healthcare services.

Also in October, a new group of 16 registered participants commenced the 2023/24 LTI programme.

LTI participants with Deirdre Murphy (far left) and Denise Kemmy (far right) at the LTI Appreciation Night.

Community Employment Programmes at Kare

Kare runs two Community Employment (CE) Programmes: the Adult Supports Programme and the Childcare Programme. Both programmes are funded through the Department of Social Protection, with a combined total of more than 90 approved places.

CE programmes are an integral part of the organisation as they help to provide quality services to Kare service users. One of the key values to the community, and to Kare, is the opportunity it gives participants to complete relevant training and work experience to help strengthen their job prospects.

Adult Supports Programme

The Adult Supports Programme has 57 places. In 2023, more than 60% of participants progressed to employment and further education, with many gaining employment in Kare. Recruitment is ongoing for CE and part of this process is attending local recruitment/information events such as the local Intreo Jobs Fair.

Many CE participants have achieved QQI Level 5 Major Awards QQI in Intellectual Disability Practice, Community Health Services & Early Childhood Care and Education, alongside QQI Level 6 Special Purpose Awards in People Handling Instruction and Training Delivery & Evaluation. They were presented with their awards at the QQI Awards Ceremony in March 2023. Some participants progressed to completing third level qualifications in social care, counselling and accounting in 2023.

Adult Supports Programme Supervisors, Veronica Roche, Elaine Nolan and Elizabeth Phelan, would like to thank staff and service users who have facilitated participants on the employment programme.



Marguerite Keegan and Michael Keenan receiving their QQI Awards from CEO Deirdre Murphy

Childcare Programme

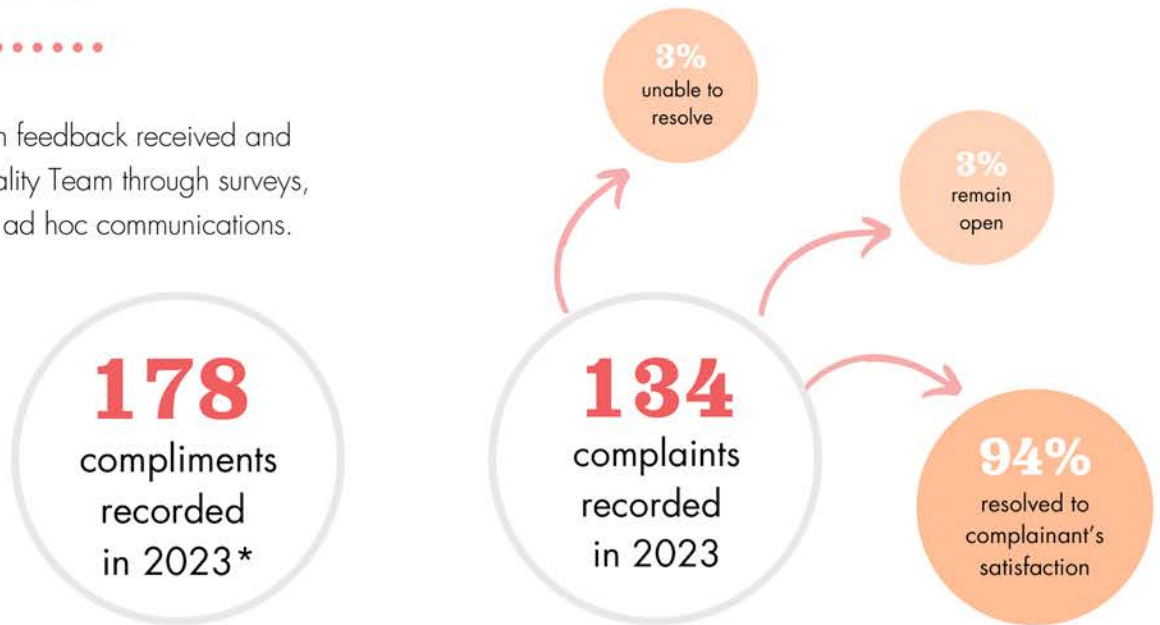
Having recently celebrated its 10-year anniversary, the Childcare programme continues to provide invaluable support to children using Kare services and children in mainstream community childcare centres in South Kildare and West Wicklow.

Over a three-year period, participants gain a recognised childcare qualification, industry standard training, practical work experience and coaching and mentoring. CE participants are supported to find employment as childcare practitioners, room leaders, special needs assistants, AIM support workers and speech and language and occupational therapy assistants.

The CE Childcare Supervisor, Mairéad Kavanagh would like to thank all the childcare providers for their continued support and the CE participants for their commitment and dedication.

Feedback

Information based on feedback received and recorded by the Quality Team through surveys, interviews and other ad hoc communications.



* generally received from family members, members of the public, HIQA inspectors, HSE staff members.

Future Plans

Kare's Strategic Plan 2021–2025 'Inclusion, Innovation, Inspiration' sets out the agreed objectives for our organisation to 2025, with a clear framework for implementation and monitoring in place. Further details are set out on pages 18–21.

In 2024, we will continue our journey in meeting the goals and objectives of the strategic plan.

We continue to work closely with the HSE as main funders in the development of services for people with disabilities. We continue to expand our services and expect that this will continue into 2024 in line with the growing demand.

2024 will see the continued roll out of our approved fundraising strategy which we hope will reinvigorate fundraising in Kare to generate much needed additional funds for our organisation.





How We Work

Structure, Governance & Management

BOARD OF DIRECTORS (BOARD)

The Board present their annual report together with the audited financial statements for the year 1 January to 31 December 2023. The Directors confirm that the Directors' Report and financial statements comply with the current statutory requirements, the requirements of the company's governing document and the provisions of the Charities SORP FRS102, applicable to charities preparing their accounts in accordance with the Financial Reporting Standard 102.

CONSTITUTION

Kare is registered as a charitable Company Limited by Guarantee and was set up by a Memorandum of Association on 6th May 1974. Kare is a registered charity (CHY number 5907 and CRA number 20009700) and was granted charitable status under Sections 207 and 208 of Taxes Consolidation Act, 1997.

MEMORANDUM AND ARTICLES OF ASSOCIATION

The Memorandum and Articles of Association originally adopted in 1974 was updated and approved in 2023 following a motion put before our members at the AGM. The Constitution sets out how the organisation is governed which includes details of Membership, Meetings and how the Board operates.

KARE MEMBERSHIP

The Board once appointed are Members of Kare. In addition, there are other individuals who are Members of Kare. Being a Member of Kare entitles each to the following:

- To go forward for election to the Board.
- To vote for election of the Board.
- To vote on any Motion at any Annual General Meeting (AGM) or Extraordinary General Meeting (EGM).
- To put motions forward for consideration at an AGM.

Directors are appointed for a three-year period and are eligible for re-appointment up to a maximum of three periods, i.e. nine years. The Chief Executive Officer (CEO) attends the Board meetings in an ex officio capacity and is a member of the Board. The Board meets on a regular basis and met on eight occasions in 2023.

Board papers are circulated one week in advance of each Board meeting.

INDUCTION OF BOARD

New Board members receive induction both individually and at Board Meetings. They are provided with an overview of the organisation, its service locations, management structures, and details of the current Strategic Plan, Operational Plan and Balanced Scorecard of the organisation. All Board members are provided with an overview of their roles and responsibilities, the Code of Conduct for Board members, the format for Self-Evaluation of the Board, information on confidentiality and conflict of interest along with the full range of approved policies and procedures operational in the organisation at the time.

They receive specific other training as required and external training on corporate governance is also made available to the Board. All Board members receive a pack containing the above information.

BOARD SUBCOMMITTEES

The Board has created three Subcommittees, each operating under an agreed Terms of Reference and reporting to the Board. The Subcommittees are set out as follows:

Finance Audit Subcommittee

The revised terms of reference for the Finance Audit Subcommittee are to oversee the financial management of the organisation and provide a level of assurance to the Board that there are appropriate and effective systems in place to cover all aspects of financial management and the promotion of good corporate governance.

The current members of the Finance Audit Subcommittee are:

- Matthew Behan – Director and Chairperson of the Finance Audit Subcommittee
- Emily Blennerhassett – Director and Chairperson of the Board of Directors
- Brian Murray – Director
- Sean Bagnall – Retired Chairperson of the Board
- Deirdre Murphy – Kare CEO (ex officio)
- Darren Smullen – Kare Finance Manager (ex officio)
- Laura Keenan – Kare Facilities Manager (ex officio)

This Committee met four times in 2023 as per its Terms of Reference.

Quality, Risk and Safety Subcommittee

The Quality, Risk and Safety Subcommittee was established to oversee the management of risk, quality and safety in the organisation. They provide a level of assurance to the Board that there are appropriate and effective systems in place that cover all aspects of risk management and quality improvement.

The current members of the Quality, Risk and Safety Subcommittee are:

- Tom Lambert – Director and Chairperson of the Quality, Risk and Safety Subcommittee
- Rebecca Bolster – Director
- Margaret Quinn – Director
- Deirdre Murphy – Kare CEO (ex officio)
- Sandra Burke – Quality Risk and Safety Manager (ex officio)

This Committee met four times in 2023 as per its Terms of Reference. The Terms of Reference were reviewed and updated in April 2023.

Remuneration and Nominations Subcommittee

The Remuneration and Nominations Subcommittee was established to ensure that the remuneration policies, procedures, and practices of Kare comply with Public Service Pay Policy and any specific directions or instructions of the HSE. It also ensures that appropriate plans are in place for the orderly succession of appointments to the Board to maintain an appropriate balance of skills and expertise.

The current members of the Remuneration and Nominations Subcommittee are:

- Noel Merrick – Director and Chairperson of the Remuneration and Nominations Subcommittee
- Denis Maher – Director
- Geraldine O'Hara – Director
- Deirdre Murphy – Kare CEO (ex officio)
- Austin O'Sullivan – HR Manager (ex officio)

This Subcommittee met once in 2023. It was unable to meet a second time due to unforeseen factors; however the Subcommittee members were also involved in extensive recruitment and interview work throughout 2023 to fill vacant positions on the Board.

ATTENDANCE AT BOARD AND SUBCOMMITTEE MEETINGS IN 2023

Name	Skillset summary	Board meetings	Finance Audit Subcommittee meetings	Quality, Risk & Safety Subcommittee meetings	Remuneration & Nomination Subcommittee meetings
Matthew Behan	Chartered accountant, executive and non-executive director experience	8/8	4/4		
Emily Blennerhasset	Business management /family member	6/8	4/4		
Rebecca Bolster	Family member	6/8		4/5	
Jennifer Dalton	Analytical and management / family member	6/8			
Tom Lambert	Risk assessment and oversight	6/8		5/5	
Noel Merrick	Education and school knowledge.	6/8			1/2**
Brian Murray	Business, commercial, financial / family member	5/8			
Geraldine O'Hara	Management and leadership / family member	6/8			1/2**
Gerard O'Shea	PR/communications	6/8			
Margaret Quinn	Community development / family member	6/8		3/5	
John Weldon*	Education and learning development	3/8			1/2*
Denis Maher**	Fundraising and business	3/4			
Larry Moylan**	Financial	2/3			
Sean Bagnal†	Accountant and Barrister		4/4		

Notes:

* Board member who resigned in April 2023

** Board member who joined in June 2023

† Board member who retired in July 2021

†† Unable to meet a second time due to unforeseen factors.

ORGANISATIONAL DECISION-MAKING

The Board controls and directs the company in the interests of its members. It has particular responsibilities under Company Law and the Memorandum and Articles of Association.

Members of the Board have common law duties and statutory duties of Directors as outlined in the Board Code of Governance Manual. The Board has reserved certain powers and delegated to the CEO certain powers consistent with the day-to-day management. The Company Secretary of the organisation is appointed by the Board. The Board, along with the CEO and management of the organisation, are committed to maintaining a high standard of corporate governance in all its work to ensure compliance with the HSE Annual Compliance Statement, Board and Corporate Governance Requirements.

The Board in its roles as Patron to St Anne’s School and St Mark’s School appoints two nominees to the Boards of Management of each school, one of whom is the Chairperson of the Board of Management.

Kare complies with the Charities Governance Code issued by the Charities Regulatory Authority.

OPERATIONAL DECISION-MAKING

The CEO is part of the Senior Management Team (SMT) in Kare. Each Manager has an operational area they are responsible for which is set out below, reporting to the CEO:

Area of Responsibility	Manager
Operational Services and Supports	Louise Mahon
Clinical Supports	Angela Lynch
Quality, Risk and Safety	Sandra Burke
Human Resources	Austin O’Sullivan
Finance	Darren Smullen
Facilities	Laura Keenan

Challenges and Risk

The Board continues to assess the major risks to which Kare is exposed, as set out below. The Board is satisfied that systems and procedures are in place to mitigate against exposure to major risks.

Kare has individual risk assessments for people we support. These risks along with other location risks are merged to create the location risk register. Each department across the organisation also has a risk register. All of these risk assessments are considered to create the overall organisational risk register. Risk owners are identified. This risk register is reviewed by the Board and updated at least annually to ensure that all risks are identified, assessed and appropriate controls implemented to manage and mitigate such risks.

The Senior Management Team reviews the risk register at least quarterly or as required depending on changes occurring internally as well as nationally and internationally. The Quality, Risk and Safety Subcommittee are presented with a review of the risk register ratings against the tolerance levels on a quarterly basis. They also get a Risk Statement as part of this process.

Kare's Risk Management Policy was reviewed and updated again in 2023 in line with the HSE's new Risk Enterprise Framework launched in April 2023. This policy continues to evolve with additional changes made to improve the process for the organisation. The Risk Appetite and Tolerance Statement was reviewed and updated as part of the policy review process.

Our internal Risk oversight group continued to meet in 2023 with an agreed Terms of Reference. The group's membership increased in 2023 following a review of the Terms of Reference.

We developed an internal electronic risk management process on our Client Information Database during 2023.

Training and implementation of the new system is in progress for full roll out by the 1st of March 2024. The internal process will improve our risk escalation pathway.

RISK STATEMENT AS OF 31 DECEMBER 2023

There are now 26 risks on the organisation risk register (including one which is in development). The average initial rating is 15.7, after additional controls have been implemented the residual risk rating is 9 out of 25.

The top risk, SKCDNT (South Kildare Children's Disability Network Team), is exceeding the organisation tolerance and the next two risks are the same level as the organisation tolerance.

At the end of December 2023, the top five risks for the organisation remain the same as the previous report:

1. SKCDNT: The risk is defined as the failure to meet the needs of children and families connected with the SKCDNT.
2. HSE moratorium on recruitment: The risk is that Kare cannot provide safe and effective services across the organisation due to the HSE moratorium on recruitment.
3. Recruitment challenges: The risk is defined as recruitment challenges with clinical staff, bus escorts and social care staff impacting on service delivery.
4. Future needs including respite: The risk is defined as the failure to respond appropriately to the identified current and future needs of people using the service and their families.
5. Failure to respond to needs: The risk is defined as safeguarding risks linked with the organisation being very high resulting in significant risks to welfare for people we support and others.

There are a number of organisation actions underway for each of these risks. The actions are reviewed at a set period and where required additional controls are included.

Facilities



2023 was another busy year for the Facilities Department on a number of property, project and transport related fronts.

We were delighted to introduce five new vehicles into the fleet across 2023.

Two of the smaller vehicles resulted from consultations relating to the ongoing Kare Strategic Transport Project. These vehicles form the Kare bookable bus fleet, and they have been well utilised since their introduction in February 2023.

The other three, larger vehicles were introduced into the following locations across the course of the year: Tinahely Local Service, Prosperous Local Service and Moorefield Local Service.

The feedback from service users and staff has been very positive, and they look forward to many more enjoyable journeys in the coming years.



A new bus added to the fleet in 2023

Sustainability



The Facilities Department is responsible for the monitoring and reporting of Kare's energy consumption and in line with the public sector targets 2030, we are mandated to reduce our carbon emissions by 51% and our energy consumption by 50%.

To this end in 2023 we conducted the following:

- 9 energy audits across our highest energy-consuming buildings in line with the national Energy Efficiency Directive.
- 17 x BER assessments at our owned Kare residential premises.
- Establishment of an Organisational Energy Green Team with ten members.

The 9 x SI 426 audits will generate a number of energy saving projects across the identified buildings which we will look at implementing in the run up to 2030.

We look forward to embarking on further initiatives in 2024 as we work towards the 2030 targets.

Human Resources

RECRUITMENT

Despite a challenging recruitment environment, we successfully filled 103 posts during the year. More than 50% of these posts were filled by internal candidates, demonstrating the career development opportunities available in the organisation.

FLEXIBLE WORKING

Since 2021 Kare has accommodated 106 applications for a change of location to better fit in with staff work-life balance. In 2023 we also accommodated 246 requests for flexible working arrangements.

STAFF WELLBEING

A new Workplace Wellbeing Committee was formed in 2023 comprised of 14 staff from across Kare. A staff survey and creation of an action plan are key objectives for implementation in 2024.

LEARNING AND DEVELOPMENT

Over the year, 124 in-person and 28 online group courses were completed by staff, an average of 8 courses per staff member. In addition, 240 individual QQI certified courses were completed by staff in 2023.

67
staff awarded QQI
qualifications in
2023

EDUCATION ASSISTANCE

Education Assistance Support is available to staff who wish to pursue further education. In 2023, seven staff members availed of this support, and are currently undertaking the following programmes of learning:

- Level 7 BA in Social Care
- Level 8 BA in Social Care
- Level 8 BA in Applied Social Studies
- Higher Diploma in Facilitating Inclusion, Disability Studies
- MA in Creative Psychotherapy
- MSc in Pluralistic Counselling and Psychotherapy



Ciara and Fiona at Kare's Jobfair stand at the Glenroyal Hotel, Maynooth in October

WORK ACTIVATION PROGRAMMES

Local Training Initiative (LTI)

A new LTI programme commenced in October with 16 learners registered. This is a one-year programme where participants combine studying for a QQI Level 5 Social Care qualification with work placements.

Community Employment: Childcare

There are 24 participants in this programme. Participants study for a QQI Level 5 Childcare qualification alongside work placements.

Community Employment: Adult Supports

There are currently 48 participants in this programme. Participants study for a QQI Level 5 Social Care qualification alongside work placements.

Retirements

We said farewell to the following staff members in 2023. We wish them all the very best in their retirements!

Charlie Brady	Charlotte Mulhall
Muriel Darby	Patrick Murphy
Geraldine Harris-Doran	Kathleen Osborne
Helen Jewsbury	Bridget Shortt



Fundraising

In September 2023, Kare embarked on an exciting new chapter with the introduction of the Fundraising Manager role. This strategic addition aims to elevate our engagement with corporate and community-based organisations, building upon the strong relationships nurtured by Kare over the years.

KEY CAMPAIGNS

The launch of the ‘Show You Kare’ campaign in October 2023 marked a significant milestone for Kare. This campaign offered entrants a chance to win a signed Ireland rugby jersey.

Embracing the digital landscape, this campaign provided us with an exciting opportunity to extend our reach and impact through online platforms. It also facilitated direct engagement with individuals who subscribed to join the Kare community, enabling us to provide updates on our progress and successes throughout the year.

As part of the Show You Kare initiative, we were delighted to be invited on-site at Kerry Foods to discuss our campaign and encourage participation. This personal interaction allowed us to forge stronger connections with our supporters and communities.

COLLABORATIONS AND PARTNERSHIPS

2023 also saw a fruitful collaboration with Liberty Insurance on their Christmas campaign focused on disability awareness. Recognising Kare as a fitting alignment for the campaign, Liberty partnered with us to amplify the message, executing a campaign that not only raised awareness but also strengthened a shared commitment to inclusivity and advocacy. We look forward to continued collaboration and support from Liberty Insurance in the future.

Additionally, we worked closely with Britvic and Life Credit Union to further our mission and impact. Their dedication and support have been invaluable, and we extend our heartfelt gratitude for their partnership.



L-R: Fundraising Manager Corinne Concannon with Aoife Kelleher from Kerry Foods at Kerry Global Innovation Centre in Naas, and Peter Nolan who works in the Kerry staff canteen.

LOOKING AHEAD

With the guidance of the Fundraising Manager and the dedication of our team, Kare is poised to further expand our fundraising efforts in 2024 and beyond, with ambitious growth targets as set out below.



Projected fundraising income

These additional funds will enable Kare to enhance the lives of the people we support through projects such as assistive technology, enhancements to buildings, clinical and sensory equipment and many other areas not typically funded from the HSE.

COMMUNITY SUPPORT

We would also like to take this opportunity to recognise the outstanding contributions from those within the community who have continued to support Kare on an annual basis. Their generosity and commitment have played a pivotal role in our ability to make a positive impact in the lives of others. We look forward to honouring these outstanding contributions in 2024 and celebrating the collective efforts that drive our mission forward.

Information and Communication Technology

OPERATIONAL WORK

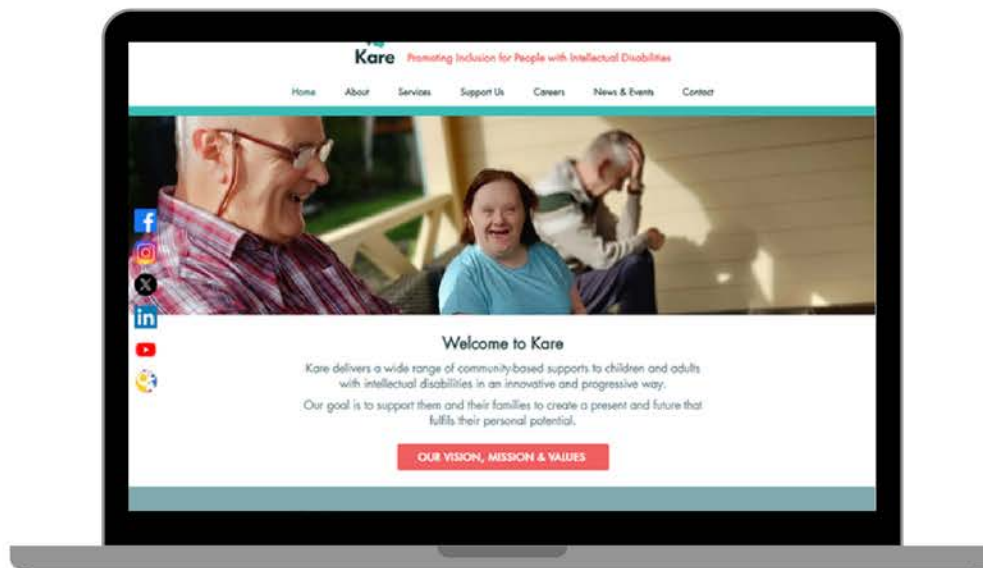
Our Information and Communication Technology (ICT) team works continually to deliver ICT solutions to Kare staff and people in our services. We support over 700 staff to use Kare ICT on more than 700 devices in 42 locations.

In 2023, the ICT team achieved the following:

- Delivered 66 new laptops to staff and services
- Implemented business applications (automations) to support business processes
- Supported consolidation of Kare's traditional file share data to the cloud

KARE WEBSITE AND SOCIAL MEDIA

The ICT team worked with staff and service users to develop the new Kare website which launched mid-2023. The launch of the website coincided with the introduction of our new branding and logo. The website went live in June with 200 unique visitors over the first weekend. Since then, Kare's newly-established Communications Department has taken over the management of the website and will continue to develop and optimise it throughout 2024.



Kare's new website, launched in June 2023

DATA GOVERNANCE COMMITTEE

Kare's Data Governance Committee is responsible for improving data governance across the organisation. In 2023, the ICT team supported consolidation of Kare's file share data onto the Microsoft cloud. This will enable greater controls to be implemented.

Financial Review

The Statement of Financial Activities and Statement of Financial Position are set out on pages 72–73.

RESULTS AND FINANCIAL POSITION

Net income of €552,802 was recorded for the year (2022 net income: €472,192). The operational result for the year amounted to net income of €1,021 (2022: €14,596).

The funds held as reserves at the year-end were €18,662,639 (2022: €18,109,837), of which, €17,869,546 (2022: €17,257,851) are held for restricted purposes. Of those restricted funds €17,838,459 (2022: €17,227,785) relate to Capital Funds.

Unrestricted reserves of €793,093 (2022: €851,986), include designated funds amounting to €277,390 (2022: €377,728).

FUNDS

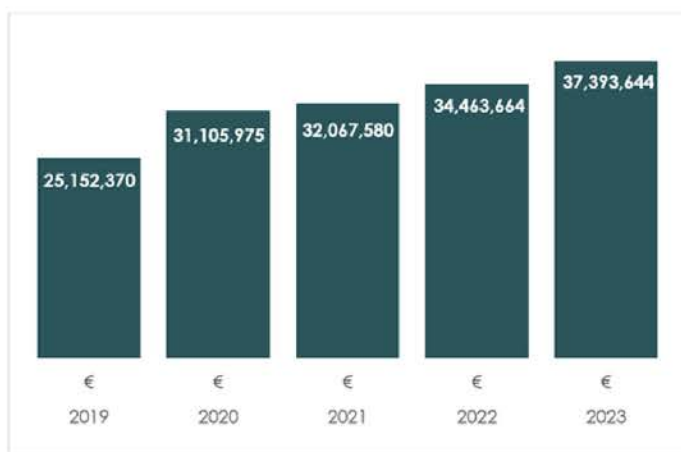
Unrestricted funds are available for use at the discretion of the Board in furtherance of the general objectives of the organisation and which have not been designated for other purposes.

Designated funds are that portion of unrestricted funds which have been earmarked by the Board for specific purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised for particular purposes.

Capital funds relate to restricted capital grants received. The fund is reduced each year by the depreciation charged on assets purchased through the fund.

INCOME



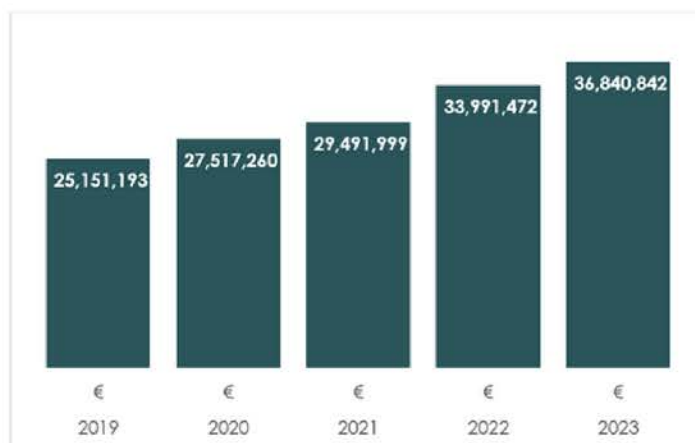
Total income 2019–2023

Overall income has increased during the year to €37,393,644 (2022: €34,463,664). In the main, the increase in funding is attributed to additional income provided through our Service Arrangement with the HSE for the delivery and continued expansion of our services along with additional income to cover national pay awards in the public sector.

Grants are included within a strand of our Strategic Fundraising Goal. Internal processes and procedures have been developed to support the application for grants and we envisage an increase in applications and success rates in 2024. In 2023, Kare applied for 10 (2022: 6) grant opportunities with a success rate of 50% (2022: 50%). The HSE continues to be the largest provider of funding to Kare.

Further details on our income can be found in the Notes to the Financial Statements of page 75.

EXPENDITURE



Total expenditure 2019–2023

Overall, expenditure increased during the year to €36,840,842 (2022: €33,991,472). The increase in expenditure primarily relates to the increase in both scale and volume of services being delivered along with national pay awards received.

Due to the nature of our services and supports, staff costs continue to be the largest cost and in 2023 amounted to €30,820,193 (2022: €28,695,208). Details on staff costs are set out in note 11 to the Financial Statements.



Where we spent our non-pay expenditure in 2023

FUNDRAISING ACTIVITIES

Income from fundraising activities during the year amounted to €70,503 (2022: €40,382). The increase in funds raised can be attributed to the activities undertaken to meet the goals of our strategy to include an increase in corporate donations and new fundraising campaigns such as our 'Show You Kare' fundraising campaign in late 2023.

All funds collected from the public are raised in the name of Kare and are lodged to a separate fundraising bank account. In accordance with our Delegation of Authority Policy, the Board approves how these funds are expended over a threshold of €20,000. As the majority of our income is derived from Grant Funding and Service Arrangements, the amounts fundraised allow us to have a modest independent source of funds which are predominantly used to support capital developments.

INVESTMENT POLICY

The objective of the investment policy is to maintain sufficient liquidity while ensuring maximum security, meeting ethical standards commensurate with achieving the highest possible returns. Interest earned is applied in furtherance of the charitable objectives.

FINANCIAL REVIEW – GOING CONCERN

The Board has a reasonable expectation that Kare has adequate resources to continue in operational existence for the foreseeable future. Kare is reliant on continued HSE funding to carry out its charitable activities. The Board is confident this funding will continue for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements.

FINANCIAL RISK MANAGEMENT

Our financial risk management objectives and policies involve identifying risks and opportunities, assessing the potential impact of these risks and providing a method for addressing these impacts by either eradicating or reducing threats to an acceptable level or capitalising on achieving opportunities.

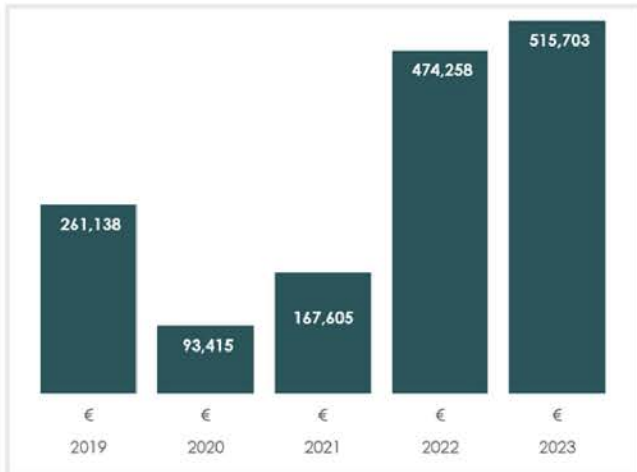
The risk review process consists of activities to identify, categorise, describe, and assess risks. The outcome is a comprehensive finance department risk register which sets out the key risks which are clearly mapped to objectives and prioritised according to risk assessment criteria. The risk register is reviewed, challenged, discussed and agreed by the Board. Further details on key risks are set out in 'Challenges and Risks' on page 60 of this report.

RESERVES POLICY

Our policy is that cash backed unrestricted funds and undesignated funds, not required in the immediate future, are primarily used to provide a buffer for short-term working capital requirements.

As a Section 38 Agency, Kare is predominantly reliant on funding from the HSE to ensure continued delivery of its services. The HSE does not permit the organisation to hold reserves generated from the funding they furnish. Kare liaises regularly with the HSE on the expenditure related to HSE-funded activities to ensure this is achieved.

The HSE has not given any indication that it will withdraw its financial support in the foreseeable future. The Board therefore is of the opinion that, given the nature of our funding arrangements, it is appropriate to rely on the HSE to fund the services we deliver.



Free reserves 2019–2023

At the year end, we hold free reserves of €515,703 (2022: €474,258). Free reserves represent the undesignated and unrestricted reserves held at the year-end.

The Board is cognisant that Kare currently has low free reserves, however, in challenging or difficult circumstances, should the need arise, the Board could review the status of unrestricted funds designated for long term projects or over time dispose of unencumbered freehold fixed assets, thereby, freeing up cash for free reserves.

GENDER PAY GAP

We comply with the Gender Pay Gap Information Act 2021 and our Gender Pay Gap Report is available

on the Kare website. In summary, our gender split is 80:20, with females accounting for 80%. When comparing all employees, the mean hourly rate of males is 1.95% lower than females and similarly the median hourly rate of males is 3.21% lower.

ACCOUNTING RECORDS

The measures taken by the Board to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records include the implementation of policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. Kare’s books of account are kept at Newbridge Industrial Estate, Newbridge, Co. Kildare.

SUBSEQUENT EVENTS

There are no significant events affecting Kare post year end that require adjustment or disclosure in the financial statements at 31 December 2023.

AUDITORS

The auditors, JPA Brenson Lawlor Chartered Accountants and Statutory Audit firm, continued in office this year in accordance with the Companies Act 2014, Section 383(2).

Statement of Directors' Responsibilities

DIRECTORS' COMPLIANCE STATEMENT

The Board acknowledges that they have a responsibility to ensure that the organisation is fully compliant with their obligations under the Companies Act 2014. To this end, the Finance Audit Subcommittee reviews the internal controls in place on an annual basis.

The Board confirms that:

- Adequate controls are in place to meet the obligations of Kare.
- Appropriate arrangements and structures are in place that are, in their opinion, designed to secure material compliance with Kare's relevant obligations.

STATEMENT ON RELEVANT AUDIT INFORMATION

In the case of each of the persons who are Directors at the time this report is approved in accordance with Section 332 of Companies Act 2014:

- So far as each Director is aware, there is no relevant audit information of which the statutory auditors are unaware, and
- Each Director has taken all the steps that he or she ought to have taken as a Director in order to make himself or herself aware of any relevant audit information and to establish that the statutory auditors are aware of that information.

STATEMENT OF INTERNAL CONTROL

The Directors acknowledge their responsibilities under Section 1.9 of the Code of Practice for the Governance of State Bodies – Business and Financial Reporting Requirements, regarding maintaining appropriate procedures for financial control, travel, procurement and asset disposal.

The Directors acknowledge that the Board is responsible for the system of internal financial control but note that such a system can only provide reasonable, but not absolute assurance against material error. The internal financial control system includes, but is not limited to:

- Operation of a Finance Audit Committee which reports to the Board under an agreed terms of reference;
- An Annual budget is prepared and approved by the Finance Audit Committee and the Board. Regular reviews of actual results against the budget occur;
- Maintaining clear hierarchy of approval and authorisation as set out in our Delegation of Authority 'DOA' Policy;
- Maintaining segregation of duties between operational functions, processing and payments;
- Compliance with the Public Pay and Procurement Policies as relevant to Kare;
- Board approval sought for any material items outside of the annual budget in accordance with the DOA; and
- Engagement of an external independent organisation to carry out internal audits and report their findings to the Board. The Board reviews the results of these internal audits and works with the CEO and the Senior Management Team to implement improvements where necessary.

The Board confirms that it is satisfied with the effectiveness of the system of internal financial control.

DIRECTORS' RESPONSIBILITIES STATEMENT

The Directors are responsible for preparing the Directors' Report and the financial statements in accordance with FRS 102, the financial reporting framework applicable in the Republic of Ireland, and the provisions of the Companies Act 2014.

Company Law requires the Directors to prepare financial statements for each financial year. Under company law the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of Kare and of the incoming resources and application of resources, including the income and expenditure, of Kare for that period. In preparing these financial statements, the Directors are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities SORP;
- Make judgements and accounting estimates that are reasonable and prudent;
- State whether FRS 102 has been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that Kare will continue in operation;
- Maintain the integrity of the corporate and financial information included on the website.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the transactions and disclose with reasonable accuracy at any time the financial position of Kare and enable them to ensure that the financial statements comply with the Companies Act 2014. They are also responsible for safeguarding the assets of Kare and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Directors on 28th May 2024

and signed on their behalf by:



.....
Ms Emily Blennerhassett
Director

.....
Mr Matthew Behan
Director

Independent Auditor's Report

OPINION

We have audited the financial statements of Kare, Promoting Inclusion for People with Intellectual Disabilities for the year ended 31 December 2023 which comprise the Statement of Financial Activities, Statement of Financial Position, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland.

In our opinion the financial statements:

- give a true and fair view of the state of the charity's affairs as at 31 December 2023 and of its surplus/(deficit) for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been prepared in accordance with the requirements of the Companies Act 2014.

BASIS FOR OPINION

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

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

CONCLUSIONS RELATING TO GOING CONCERN

In auditing the financial statements, we have concluded that the Directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate. Based on the work we have performed, we have not identified any material uncertainties relating to

events or conditions that, individually or collectively, may cast significant doubt on Kare's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue. Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

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

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

We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

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

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

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

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

Based on the knowledge and understanding of the charity and its environment obtained in the course of the audit, we have not identified any material misstatements in the Directors' report.

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

RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS

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

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

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

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

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at:

[http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-\(Ireland\)/ISA-700-\(Ireland\)](http://www.iaasa.ie/Publications/Auditing-standards/International-Standards-on-Auditing-for-use-in-Ire/International-Standards-on-Auditing-(Ireland)/ISA-700-(Ireland)). This description forms part of our auditor's report.

THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

This report is made solely to the members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than Kare and its members as a body, for our audit work, for this report, or for the opinions we have formed.

Ian Lawlor

for and on behalf of JPA Brenson Lawlor
Statutory Audit Firm

28th May 2024



Argyle Square
Morehampton Road
Donnybrook
Dublin 4
D04 W9W7

Audited Financial Statements

STATEMENT OF FINANCIAL ACTIVITIES INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT

For the year ended 31 December 2023

	Note	Unrestricted funds 2023 €	Restricted funds 2023 €	Capital funds 2023 €	Total funds 2023 €	Total funds 2022 €
Income and endowments from:						
Donations and legacies	2	70,503	-	-	70,503	40,382
Charitable activities	3	-	36,335,779	987,362	37,323,141	34,423,268
Investments	4	-	-	-	-	14
Total income and endowments		70,503	36,335,779	987,362	37,393,644	34,463,664
Expenditure on:						
Raising funds	5-7	(25,350)	-	-	(25,350)	-
Charitable activities	5-7	-	(36,063,595)	(751,897)	(36,815,492)	(33,991,472)
Total expenditure		(25,350)	(36,063,595)	(751,897)	(36,840,842)	(33,991,472)
Net income / (expenditure)		45,153	272,184	235,465	552,802	472,192
Transfers between funds	18	(104,046)	(271,163)	375,209	-	-
Net movement in funds		(58,893)	1,021	610,674	552,802	472,192
Reconciliation of funds:						
Opening funds	18	851,986	30,066	17,227,785	18,109,837	17,637,645
Closing funds	18	793,093	31,087	17,838,459	18,662,639	18,109,837

The notes on pages 75–86 form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

As at 31 December 2023

	Note	2023 €	2023 €	2022 €	2022 €
FIXED ASSETS					
Tangible fixed assets	13		14,625,111		14,971,557
CURRENT ASSETS					
Debtors	14	3,243,342		4,231,619	
Bank and cash	15	<u>7,468,007</u>		<u>5,819,893</u>	
		10,711,349		10,051,512	
CURRENT LIABILITIES					
Creditors falling due within one year	16	<u>(5,448,612)</u>		<u>(5,904,155)</u>	
NET CURRENT ASSETS/(LIABILITIES)			<u>5,262,737</u>		<u>4,147,357</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			19,887,848		19,118,914
Creditors falling due after one year	17		(1,225,209)		(1,009,077)
NET ASSETS			<u>18,662,639</u>		<u>18,109,837</u>
TOTAL FUNDS OF CHARITY					
Unrestricted funds	18		793,093		851,986
Restricted capital funds	18		17,838,459		17,227,785
Restricted funds	18		31,087		30,066
TOTAL CHARITY FUNDS			<u>18,662,639</u>		<u>18,109,837</u>

The notes on pages 75–86 form part of these financial statements.

This report was approved by the Directors on:

28th May 2024

and signed on their behalf by:

Emily Blennerhassett

Matthew Behan

.....
Ms Emily Blennerhassett
Director

.....
Mr Matthew Behan
Director

STATEMENT OF CASHFLOWS

As at 31 December 2023

	Note	2023 €	2022 €
Cashflows from operating activities			
Net cash provided by operating activities	20	2,061,140	1,707,071
Cashflows from investment activities			
Purchase of tangible fixed assets	13	(413,926)	(1,145,869)
Net proceeds from disposal of fixed assets	13 / 20	900	335,103
Net cash used in investing activities		<u>(413,026)</u>	<u>(810,766)</u>
Changes in cash and cash equivalents for the year		1,648,114	896,305
Cash and cash equivalents at beginning of year	15	<u>5,819,893</u>	<u>4,923,588</u>
Cash and cash equivalents at end of year	15	<u><u>7,468,007</u></u>	<u><u>5,819,893</u></u>

The notes on pages 75–86 form part of these financial statements.

Notes to the Financial Statements

1. ACCOUNTING POLICIES

1.1. Basis of preparation of financial statements

These financial statements comprising the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flow and the related notes constitute the individual financial statements of Kare, Promoting Inclusion for People with Intellectual disabilities ("Kare") for the financial year ended 31 December 2023. The financial statements have been prepared in accordance with the Charities SORP – Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), "Charities SORP" and the Companies Act 2014.

As permitted by Section 291 of the Companies Act 2014, Kare has varied the standard formats specified in that Act for the Statement of Financial Activities (Incorporating Income and Expenditure Account) "Statement of Financial Activities", the Statement of Financial Position and Statement of Cash Flow. Departures from the standard formats as outlined in the Companies Act 2014, are to comply with the requirements of the Charities SORP.

Kare meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

1.2 Comparative Figures

In preparing these accounts, the Directors have considered whether in applying the accounting policies required by FRS 102 and Charities SORP FRS 102 the restatement of comparative items was required. Where necessary comparative figures have been re-grouped on a basis consistent with the current year.

1.3 Company Status

Kare is an Irish registered Company Limited by Guarantee under Part 18 of the Companies Act 2014 with its registered office at Newbridge Industrial Estate, Newbridge, Co. Kildare.

The Directors are set out on pages 11–12. In the event of Kare being wound up, the liability in respect of the guarantee is limited to €1 per member.

1.4 Going Concern

Kare is dependent on the HSE to fund its activities and the ongoing support of the HSE at an appropriate level is fundamental for the ability to continue as a going concern. The HSE has not given any indication that it will withdraw its financial support in the foreseeable future. Management have reviewed the level of activity and costs for 2024 and have drawn up plans to deal with the issues associated with current cost and funding pressures. At the time of approving the financial statements, the Directors have a reasonable expectation that Kare has adequate resources to continue in operational existence for the foreseeable future. Thus, the Directors continue to adopt the going concern basis of accounting in preparing the financial statements.

1.5 Income

All income is recognised once Kare has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably. Income that does not meet the recognition criteria is deferred until such time as the performance related conditions are met.

Income is categorised in accordance with Charities SORP as follows: Donations and Legacies, Charitable Activities and Investments.

Donated services or facilities are recognised when Kare has control over the item, any conditions associated with the donated item have been met, the receipt of economic benefit from the use of Kare of the item is probable and that economic benefit can be measured reliably. On receipt, donated professional services and donated facilities are recognised on the basis of the value of the gift to Kare which is the amount that would have been paid to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

In accordance with Charities SORP, the general donated time of volunteers is not recognised.

Kare receives over 50% of its income from the Exchequer annually.

1.6 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Support costs are allocated on the basis of staff numbers in the relevant department.

Support costs are those costs incurred directly in support of expenditure on the objects of Kare and include maintenance and administration. Costs of raising funds are those incurred in attracting voluntary income.

Expenditure on charitable activities are those costs incurred in furtherance of the charitable activities and providing services to beneficiaries.

Governance costs are those associated with meeting the constitutional and statutory requirements.

All expenditure is inclusive of irrecoverable VAT.

1.7 Tangible fixed assets and depreciation

A review for impairment of a fixed asset is carried out if events or changes in circumstances indicate that the carrying value of any fixed asset may not be recoverable. Shortfalls between the carrying value of fixed assets and their recoverable amounts are recognised as impairments. Impairment losses are recognised in the Statement of Financial Activities.

Fully depreciated assets are retained in the cost of the asset class and related accumulated depreciation class until they are removed from service. In the case of disposals, assets and related depreciation are removed from the financial statements and the net amount, less proceeds from disposal, is charged or credited to the Statement of Financial Activities.

Tangible fixed assets are carried at cost, net of depreciation and any provision for impairment. Depreciation is provided at rates calculated to write off the cost of fixed assets, less their estimated residual value, over their expected useful lives on the following bases:

Freehold	2% straight line
Leasehold property	Over term of lease
Motor vehicles	20% straight line
Fixtures and fittings	20% straight line
Computer equipment	20% straight line

1.8 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably; this is normally upon notification of the interest paid or payable by the Bank.

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities on a straightline basis over the lease term.

1.10 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.11 Work in progress

Work in progress is stated at cost and includes costs incurred on various capital projects at the year end.

1.12 Cash at bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.13 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Statement of Financial Position date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that Kare anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation.

1.14 Financial instruments

Kare holds financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.15 Taxation

Kare is registered with the Revenue Commissioners, CHY No. 5907, and is therefore not liable to corporation tax on any surplus income.

1.16 Functional and Foreign currencies

The financial statements have been presented in euro (€) which is also the functional currency.

Monetary assets and liabilities denominated in foreign currencies are translated into euro at rates of exchange ruling at the Statement of Financial Position date.

Transactions in foreign currencies are translated into euro at the rate ruling on the date of the transaction.

Exchange gains and losses are recognised in the Statement of Financial Activities.

1.17 Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within our control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

1.18 Employee Benefits

Kare operates a defined contribution pension scheme through the National Federation of Voluntary Services Providers' ("FEDVOL") under their Pension & Life Assurance Scheme which is administered by Irish Life. Trustees are appointed to the FEDVOL Scheme in accordance with their policies. The Trustees are required by law to act in the best interests of the members of the Scheme.

The assets of the scheme are held separately from Kare. The pension charge represents the contributions payable by Kare to the scheme in the year. Once fixed

contributions have been paid by Kare, there is no legal or constructive obligation to pay any further contributions. Short term employee benefits are recognised as an expense in the financial year in which employees render the related service. It includes untaken annual leave and similar entitlements which are expected to be taken by employees within 12 months after the year end in which the employee renders the related service.

1.19 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of Kare and which have not been designated for other purposes. Designated Funds are that portion of unrestricted funds which have been earmarked by the Directors for specific purposes. Further details on the purpose and likely timing of expenditure are set out in the notes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by Kare for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each material restricted fund is set out in the notes to the financial statements.

Capital funds includes grants received towards capital assets and are credited to the statement of financial activities under restricted capital funds when received or receivable subject to any performance related conditions being met. The fund is reduced each year by the depreciation charged on assets purchased through the fund.

1.20 Critical accounting estimates and areas of judgment

In the application of the accounting policies, the Directors are required to make judgments, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are as follows:

- Establishing useful economic lives for depreciation purposes of tangible fixed assets

Long-lived assets, consisting primarily of tangible fixed assets, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimated useful economic lives of each type of asset and estimates of residual values. The Directors regularly review these asset useful economic lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset useful lives can have a significant impact on depreciation for the period. Detail of the useful economic lives is included in the accounting policies.

- Going Concern

Kare is dependent on the HSE to fund its activities and the ongoing support of the HSE at an appropriate level is fundamental for the ability to continue as a going concern. The HSE has not given any indication that it will withdraw its financial support in the foreseeable future. Management have reviewed the level of activity and costs for 2024 and have drawn up plans to deal with the issues associated with current cost and funding pressures. On this basis the Directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

2. INCOME FROM DONATIONS AND LEGACIES

	Unrestricted funds 2023 €	Restricted funds 2023 €	Capital funds 2023 €	Total 2023 €	Total 2022 €
Voluntary Donations	70,503	-	-	70,503	40,382
Total	70,503	-	-	70,503	40,382

Income from Voluntary Donations includes all income received from fundraising events held by or on behalf of Kare.

3. INCOME FROM CHARITABLE ACTIVITIES

	Unrestricted funds 2023 €	Restricted funds 2023 €	Capital funds 2023 €	Total 2023 €	Total 2022 €
Services and supports	-	34,766,609	987,362	35,753,971	32,873,678
Housing	-	219,706	-	219,706	219,225
Training initiatives	-	1,349,464	-	1,349,464	1,330,365
Total	-	36,335,779	987,362	37,323,141	34,423,268

Income from Charitable Activities includes all income received primarily from the HSE for the delivery of Services. It also includes Grants from other funders as listed in the analysis of Income from charitable activities. Kare, a Tier 2 Approved Housing Body, receives income from tenants meeting certain criteria. Income is recorded in the Housing Activity.

Income from Training Initiatives includes amounts received from the Department of Employment Affairs and Social Protection under the Community Employment Schemes and also the Education Training Boards for Local Training Initiatives.

Further information on income is set out in note 25.

3.1 Analysis of income from charitable activities

	2023	2022
	€	€
Services and supports		
HSE Kildare West Wicklow	28,280,889	26,196,338
HSE Miscellaneous	3,923,459	3,588,303
HSE Rehabilitative Training	274,816	354,227
Department of Education - Bus Escorts	473,137	472,996
HSE Midland	313,717	323,383
Department of Education - VTC	237,206	228,362
HSE South Eastern	152,107	152,107
Department of Education - Ancillary	98,183	90,603
Miscellaneous receipts	4,600	32,985
HSE Special requests	89,728	89,728
Residential contributions - RSSMACs	78,011	67,508
HSE Mothers and babies	19,029	45,627
HSE Dublin South East/Wicklow	638,804	638,804
HSE Dublin North East	25,394	25,394
Revenue Grants	99,262	63,913
HSE Childrens' respite	47,322	60,228
Social Club Contributions	4,695	1,455
Rental Income	6,250	2,970
Total	34,766,609	32,434,931
	2023	2022
	€	€
Housing		
Rental income	219,706	219,225
Total	219,706	219,225
	2023	2022
	€	€
Training schemes and initiatives "Training initiatives"		
Dept of Employment Affairs and Social Protection - Community Employment	1,261,762	1,243,132
Education and Training Boards - Local Training Initiatives	87,702	87,233
Total	1,349,464	1,330,365
Total income from charitable activities	36,335,779	33,984,521

4. INVESTMENT INCOME

	Unrestricted funds 2023	Total 2023	Total 2022
	€	€	€
Bank interest	-	-	14
Total	-	-	14

5. DIRECT COSTS

	Services and supports		Training		Capital	Total	Total
	2023	Housing	initiatives	Raising Funds			
	2023	2023	2023	2023			
	€	€	€	€	€	€	€
Wages	27,048,568	-	1,250,997	23,382	-	28,322,947	26,359,424
Repairs & maintenance	607,963	309,175	-	-	-	917,138	1,073,638
Depreciation	5,278	1,853	-	-	751,897	759,028	688,419
Transport costs - national	689,744	-	-	-	-	689,744	499,118
Material costs	475,315	-	10,198	-	-	485,513	424,117
Catering & housekeeping	429,647	27,750	22,950	-	-	480,347	389,978
Professional & legal fees	341,546	-	1,845	-	-	343,391	347,158
Travel - national	330,199	-	5,367	386	-	335,952	285,825
Rent & rates	260,324	33,600	-	-	-	293,924	366,900
Light & heat	265,330	-	-	-	-	265,330	316,988
Telephone	98,221	-	278	-	-	98,499	91,045
Training & development	8,623	-	43,750	-	-	52,373	31,959
Print, post & stationery	38,154	-	8,072	-	-	46,226	39,328
Miscellaneous	20,920	-	-	931	-	21,851	(157,065)
Membership and subscriptions	19,199	160	745	651	-	20,755	19,496
Recreation & leisure	19,272	-	-	-	-	19,272	17,648
I.C.T.	-	-	5,192	-	-	5,192	1,984
Leasing of equipment	2,819	-	-	-	-	2,819	3,568
Insurance	2,519	-	-	-	-	2,519	2,556
Rehabilitative training	1,081	-	-	-	-	1,081	6,678
Bank interest & charges	305	122	70	-	-	497	537
Total	30,665,027	372,660	1,349,464	25,350	751,897	33,164,398	30,809,299

*** 2022 Miscellaneous includes the profit on disposal of a Property.

6. SUPPORT COSTS

	Services and supports		Total	Total
	2023	Housing		
	2023	2023		
	€	€	€	€
Wages	2,486,600	10,646	2,497,246	2,335,784
I.C.T.	326,849	1,399	328,248	292,318
Professional & legal fees	275,085	1,178	276,263	135,645
Repairs & maintenance	107,652	461	108,113	48,732
Insurance	96,565	413	96,978	78,448
Training & development	74,720	320	75,040	45,883
Material costs	60,753	260	61,013	48,320
Rent & rates	48,990	210	49,200	49,200
Membership and subscriptions	38,421	164	38,585	57,562
Light & heat	32,625	140	32,765	15,794
Transport costs - national	32,479	139	32,618	3,967
Print, post & stationery	25,062	107	25,169	20,397
Telephone	22,992	98	23,090	16,547
Miscellaneous	12,522	54	12,576	7,942
Travel - national	11,132	48	11,180	11,725
Leasing of equipment	2,937	13	2,950	97
Bank interest & charges	2,836	12	2,848	3,198
Depreciation	1,338	6	1,344	1,344
Catering & housekeeping	1,213	5	1,218	9,270
Total	3,660,771	15,673	3,676,444	3,182,173

Support costs are those costs incurred directly in support of the activities undertaken by Kare. Support costs are allocated based on direct staff.

6.1 Governance Costs

Included within direct and support costs are the following governance costs:

	2023	2022
	€	€
Auditors fees	13,038	11,070
Professional & legal fees	67,303	68,125
Total	80,341	79,195

Governance costs are the costs associated with our governance arrangements and include internal and external audit, legal advice and strategic consultancy.

7. ANALYSIS OF EXPENDITURE BY EXPENDITURE TYPE

	Staff costs	Depreciation	Other costs	Total	Total
	2023	2023	2023	2023	2022
	€	€	€	€	€
Services and supports	29,535,168	6,616	4,784,014	34,325,798	31,936,423
Housing	10,646	1,859	375,828	388,333	291,406
Training initiatives	1,250,997	-	98,467	1,349,464	1,330,366
Raising funds	23,382	-	1,968	25,350	-
Capital	-	751,897	-	751,897	433,277
Total Expenditure	30,820,193	760,372	5,260,277	36,840,842	33,991,472

8. NET INCOME/(EXPENDITURE)

This is stated after charging/(crediting):

	2023	2022
	€	€
Depreciation of tangible fixed assets	760,372	689,763
(Profit)/loss on disposal of fixed assets	(900)	(183,757)
Operating leases - vehicles	90,338	84,854
Operating leases - rent	343,124	416,100

9. AUDITORS' REMUNERATION

	2023	2022
	€	€
Fees payable for annual audit	13,038	11,070

10. TAXATION

Kare, a registered charity with the Revenue Commissioners, CHY No. 5907, and is therefore not liable to corporation tax on any surplus income. Kare complies with Circular 44/2006, Tax Clearance Procedure Grants, Subsidies and Similar Type Payments.

11. STAFF COSTS

	2023	2022
	€	€
Wages and salaries	26,272,561	24,680,976
Employers PRSI	2,720,333	2,477,123
Pension costs	1,689,742	1,536,231
Non payroll costs - agency staff	137,557	878
Total	30,820,193	28,695,208

Employee numbers

	2023	2022
	No.	No.
Management and administration	42	40
Support services	448	429
Nursing staff	29	28
Paramedical staff	29	26
Maintenance staff	2	2
Total	550	525

Analysis of salary bands

	2023	2022
	No.	No.
Between €60,001 - €70,000	71	46
Between €70,001 - €80,000	13	7
Between €80,001 - €90,000	5	5
Between €90,001 - €100,000	3	2
Between €100,001 - €110,000	1	0

The Key Management Personnel in Kare are the members of the Senior Management Team (CEO / HR / Finance / Facilities / Quality / Operations & Support Services). Total Remuneration paid to Key Management Personnel including pension contributions in the year amounted to €564,840 (2022: €621,079). The remuneration of the Chief Executive Officer in the year totalled €98,341 in gross pay and €6,883 in company pension contributions.

12. INTEREST AND CHARGES

	2023	2022
	€	€
Bank charges	3,345	3,735

13. TANGIBLE FIXED ASSETS

	Buildings	Fixtures & Fittings	ICT	Motor Vehicles	Total
	€	€	€	€	€
Cost					
At 1 January 2023	21,563,272	861,370	641,263	1,539,842	24,605,747
Additions	-	103,289	-	310,637	413,926
Disposals	-	-	-	(89,058)	(89,058)
At 31 December 2023	<u>21,563,272</u>	<u>964,659</u>	<u>641,263</u>	<u>1,761,421</u>	<u>24,930,615</u>
Accumulated Depreciation					
At 1 January 2023	7,057,648	803,165	626,770	1,146,607	9,634,190
Depreciation	522,939	42,375	4,608	190,450	760,372
Disposals	-	-	-	(89,058)	(89,058)
At 31 December 2023	<u>7,580,587</u>	<u>845,540</u>	<u>631,378</u>	<u>1,247,999</u>	<u>10,305,504</u>
Net Book Value					
At 31 December 2022	<u>14,505,624</u>	<u>58,205</u>	<u>14,493</u>	<u>393,235</u>	<u>14,971,557</u>
At 31 December 2023	<u>13,982,685</u>	<u>119,119</u>	<u>9,885</u>	<u>513,422</u>	<u>14,625,111</u>

A first legal charge in the amount of €3,269,147 is secured by Kildare County Council over the freehold interest in specific residential properties. A first legal charge in the amount of €500,000 is secured by the HSE on a further specific residential property. Where the Grantor has requested a Grant agreement to be signed, Kare has done so to protect the State's interest. At 31 December 2023, there are two properties in the process of having a charge applied.

The Directors have considered the value of fixed assets as at the 31 December 2023 and are satisfied there is no impairment required. (2022: Nil).

14. DEBTORS

	2023	2022
	€	€
Trade debtors	3,090,349	4,038,773
Work in progress	47,512	95,415
Prepayments and other	105,481	97,431
Total	<u>3,243,342</u>	<u>4,231,619</u>

15. BANK AND CASH

	2023	2022
	€	€
Donations and Fundraising Account	793,095	851,988
Other Bank and cash	6,674,912	4,967,905
Total	<u>7,468,007</u>	<u>5,819,893</u>

All funds are held in bank accounts and are available in less than three months.

16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	€	€
Trade creditors	320,935	264,339
Accruals and other	3,299,365	3,646,592
Deferred Income	267,840	305,178
Payroll taxes	726,019	869,655
Value added tax	23,960	15,005
Other Creditors	810,493	803,386
Total	<u>5,448,612</u>	<u>5,904,155</u>

Deferred Income: Income that does not meet the recognition criteria is deferred until such time as the performance related conditions are met. Deferred Income at 31 December 2022, was fully released to the Statement of Financial Activities in 2023.

17. CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR

	2023	2022
	€	€
Refurbishment fund	1,225,209	1,009,077
Total	1,225,209	1,009,077

In accordance with the Approved Housing Body Financial Standards and Assessment Framework, Tier 2 Housing Bodies should have a sinking fund in place. Kare complies with this requirement and has developed a sinking fund for long term systematic repair and refurbishment on Kare's entire property portfolio. The level of provision maintained is required to meet the ten-year property plan.

18. STATEMENT OF FUNDS

	Opening funds 2023	Income 2023	Expenditure 2023	Transfers 2023	Closing funds 2023
	€	€	€	€	€
Unrestricted					
General funds	851,986	70,503	(25,350)	(104,046)	793,093
Restricted funds					
Services and supports	41,963	34,766,609	(34,325,798)	(458,248)	24,526
Housing	(11,897)	219,706	(388,333)	187,085	6,561
Training initiatives	-	1,349,464	(1,349,464)	-	-
Capital	17,227,785	987,362	(751,897)	375,209	17,838,459
Total	18,109,837	37,393,644	(36,840,842)	-	18,662,639

Unrestricted funds

Included in Unrestricted funds is amounts designated by the Board of €277,390 (2022: €377,728). These funds are predominantly designated for capital and strategic projects for expenditure in the short to medium term.

Restricted Services and Supports Fund

The restricted services and support fund is all restricted income and expenses in respect of delivering services and supports to Service Users

Restricted Housing

The housing reserve relates to all income and expenditure incurred undertaking the activities of the Approved Housing Body.

Capital Funds

The balance in capital funds comprises the net amount of capital funding provided to Kare. The fund will be depleted when the depreciation for the assets in which the funds were advanced is charged to the Statement of Financial Activities.

Transfers between funds

Transfers between funds primarily consist of amounts transferred from Unrestricted General funds and Restricted Services and Supports fund to fund capital projects. All Capital Funds and transfers are approved by the Directors.

19. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Unrestricted	Restricted	Total funds	Total funds
	funds	funds	2023	2022
	2023	2023	2023	2022
	€	€	€	€
Tangible fixed assets	-	14,625,111	14,625,111	14,971,557
Current assets	793,093	9,918,256	10,711,349	10,051,512
Current liabilities	-	(5,448,612)	(5,448,612)	(5,904,155)
Creditors over one year	-	(1,225,209)	(1,225,209)	(1,009,077)
Total	793,093	17,869,546	18,662,639	18,109,837

20. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	€	€
Net (expenditure) / income in the year	552,802	472,192
Adjust for:		
Depreciation	760,372	689,763
Decrease / (increase) in debtors	988,277	(1,380,659)
(Decrease) / increase in creditors	(239,411)	2,109,532
Profit on disposal of Fixed Assets	(900)	(183,757)
Net cash provided by operating activities	2,061,140	1,707,071

21. OPERATING LEASE COMMITMENTS

At 31 December 2023 the total future minimum lease payments under non-cancellable operating leases was:

	2023	2022
	€	€
Within one year	431,394	399,482
Between two and five years	935,331	811,923
Over five years	1,753,533	1,863,533
	3,120,258	3,074,938

22. RELATED PARTY TRANSACTIONS

There were no related party transactions other than those already disclosed in the financial statements. None of the Directors receive any remuneration, expenses or fees for their roles as Directors of Kare.

23. POST BALANCE SHEET EVENTS

There have been no material events post year end that require adjustment or disclosure in the financial statements.

24. CAPITAL COMMITMENTS

There are no Capital Commitments entered into before the 31 December 2023 not completed (2022: €Nil).

25. ADDITIONAL INCOME DISCLOSURES

In accordance with the Department of Public Expenditure and Reform, Circular 13/2014, the following disclosures are required for all bodies receiving publicly funded grants.

Grant programme	Purpose / Restriction	Amount in SOFA	Term of the Grant	Total Grant	Amount		Reporting policies
					Received 2022	(Deferred) / Due	
Health Service Executive							
HSE Kildare West Wicklow	Service Provision	28,280,889	Annual	28,280,889	26,563,792	1,717,097	Reported as agreed in SA
HSE Midland	Service Provision	313,717	Annual	313,717	311,407	2,310	Reported as agreed in SA
HSE Dublin North East	Service Provision	25,394	Annual	25,394	25,394	-	Reported as agreed in SA
HSE Dublin South East/Wicklow	Service Provision	638,804	Annual	638,804	580,770	58,034	Reported as agreed in SA
HSE South Eastern	Service Provision	152,107	Annual	152,107	152,107	-	Reported as agreed in SA
Special HSE service requests	Service Provision	4,079,538	Ongoing	4,079,538	3,137,977	941,561	Invoiced as utilised
HSE National Funding	Service Provision	988,462	Ongoing	988,462	988,462	-	Reported as agreed in SA
HSE Rehabilitative Training	Service Provision	274,816	Annual	274,816	192,780	82,036	Based on attendance
HSE National Lottery Funding 2023	Service Provision	10,000	Once off	10,000	10,000	-	Reported as receivable
Department of Education and Science							
Department of Education - Bus Escorts	Service Provision	473,137	Annual	473,137	473,137	267,840	Reported as Claimed
Department of Education - VTC	Service Provision	237,206	Annual	237,206	216,103	21,103	Reported as agreed
Department of Education - Ancillary	Schools Ancillary	98,183	Annual	98,183	70,648	27,535	Reported as agreed
Department of Social Protection							
Community Employment Schemes	Training Schemes	1,261,762	Annual	1,261,762	1,180,800	80,962	Reported as per contracts
Education and Training Boards							
Local Training Initiatives	Training Schemes	87,702	Annual	87,702	83,232	4,470	Reported as per contracts
Kildare County Council							
KCC LPT Grant Application 2023	Service Provision	1,000	Once off	1,000	1,000	-	Reported as receivable
Capital Assistance Scheme 2022	Capital	-	Once off	-	-	111,626	Reported as receivable
Disability Participation and Awareness Fund	Service Provision	16,787	Once off	16,787	16,787	-	Reported as receivable
Miscellaneous							
Special Olympics Club Grant Scheme	Service Provision	3,100	Once off	3,100	3,100	-	Reported as receivable
Pobal Grant Income	Service Provision	67,762		67,762	25,990	41,772	Reported as receivable
Rental Income	Service Provision	225,956	Ongoing	225,956	228,078	2,122	Reported as receivable
Client Contributions	Service Provision	82,706	Ongoing	82,706	78,742	3,964	Reported as receivable
Miscellaneous Contributions	Service Provision	4,113	Ongoing	4,113	4,113	-	Reported as receivable
Total		37,323,141		37,323,141	34,344,419	2,822,509	

26. APPROVAL OF FINANCIAL STATEMENTS

The financial statements for the year ended 31 December 2023 were approved and adopted by the Directors on 28th May 2024.

End-of-Year Celebration



Appendices

APPENDIX 1

St Anne's Special School Accountant's Report and Financial Accounts (Abridged Version)

For the year 1 September 2022 to 31 August 2023

St Anne's Special school	
General Information	
School Name	St Anne's Special school
School Address	Ballymany Cross The Curragh Co. Kildare R56 VH67
Roll Number	19277B
RCN Number	20205104
Pupil Enrolment for the Year	74
Patron	Name KARE Central Services
	Address Newbridge Industrial Estate Newbridge Co Kildare W12 Y497
Trustee (where applicable)	Name N/A
	Address
Accountant	Name Katherine Tully & Co
	Address "Belle Ombre" Burgage Moyle Blessington Co. Wicklow W91 TK53
Bankers	Name Bank of Ireland
	Address Main Street Newbridge

**BOARD OF MANAGEMENT REPORT
FOR THE YEAR ENDED 31ST AUGUST 2023**

The Board presents its report and financial statements for the year ended 31st August 2023

• **Objectives and Activities;**

The principal activity of the school was to provide education in the context of the ethos of a Primary School in accordance with the founding intention, as articulated by the Patron.

• **Achievements and Performance;**

The level of activity for the year and the financial position were satisfactory. The Board expects that the level of activity will be sustained for the foreseeable future.

• **Financial Review and Responsibility for Finances;**

Section 18 of the Education Act requires the board to keep all proper and usual accounts and records of all monies received by it or expenditure incurred by it, and to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the school, and of the surplus or deficit of the school for that year. In preparing them the board is required to:

- Select suitable accounting policies and apply them consistently
- Make adjustments and estimates that are reasonable and prudent
- Prepare the financial statement on a "going concern basis" unless it is inappropriate to presume that the school will continue to operate.

The board is responsible for keeping proper accounts, which disclose with reasonable accuracy at any time the financial position of the school and to enable them to ensure that the financial statements comply with the Education Act 1998. There are also responsible for safeguarding the assets of the school and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

At year end, annual accounts are submitted to the FSSU.

• **Structure, Governance and Management;**

The measures taken by the Board to ensure compliance with the requirements of the Governance Manual 2019-2023 and the Education Act 1998, regarding proper books of account, are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise, and the provision of adequate resources to the financial function. The books of account of the school are maintained at the school premises.

• **Reference and Administrative details;**

The Board of Management maintain records in compliance with the Primary School Guidelines 2019-2023 and the Education Act 1998.

Names of Board Members:

Chairperson (Patron Nominee): Catherine Moynihan

Treasurer: Teresa Donohoe

Parents Nominee: Eithne Hourihan

Parents Nominee: Adrian Croft

Community Nominee: Anne Doyle

Community Nominee: Wally Freyne

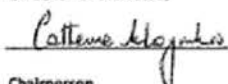
Principal (Teacher Nominee): Adeline Wall

Teacher Nominee: Aine Fingleton

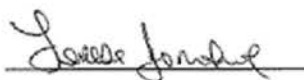
Accountants

Katherine Tully & Co continue in office as Accountants in accordance with the requirement of the board in pursuance of adherence to the Education Act 1998.

On behalf of the Board:



Chairperson
Date: 29/1/2024



Board Member
Date: 29/1/24

 St Anne's Special school

**ACCOUNTANT'S REPORT ON THE ACCOUNTS TO THE BOARD
OF ST ANNE'S SPECIAL SCHOOL**
for the year ended 31 August 2023

We have compiled the financial information for St Anne's School from the accounting records, information and explanations supplied to us.

The financial information has been compiled in line with Section 18 of the Education Act, 1998, undertaken so that we might compile the financial information that we have been engaged to compile, report to you that we have done so, and state those matters that we have agreed to state to you in this report and for no other purpose. To the fullest extent permissible by law, we do not accept or assume responsibility to anyone other than the Board of Management of St Anne's School for our work or for this report.

We have carried out this engagement in accordance with the Rules of Professional Conduct and the ethical guidelines laid down by.

You have approved the financial information for the school year ended 31 August 2023 and have acknowledged your responsibility for it, the appropriateness of the accounting basis and for providing all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit. For this reason, we have not verified the accuracy or completeness of the accounting records or information or explanations you have given us and we do not, therefore, express any opinion on the financial information.

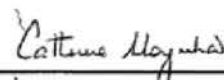

 KATHERINE TULLY & CO.
 "Belle Ombre"
 Burgence Moyle
 Blessington
 Co. Wicklow
 W91 TK53


Date: 13/02/2024

 St Anne's Special school

Income and Expenditure Account for the year ended	August 31, 2023	
	Actual 2022/2023	Actual 2021/2022
Total Income	1,121,151.00	1,287,922.00
Total Expenditure	1,142,487.00	1,276,388.00
Surplus / Deficit	-21,336.00	11,534.00
Opening Balance	-2,907.00	-14,441.00
Closing Balance	-24,243.00	-2,907.00

On behalf of the board;


 Chairperson
29/01/2024
 Date


 Board Member

St Anne's Special school			
Balance Sheet as at	August 31,	2023	
		Actual 2022/2023	Actual 2021/2022
1. Fixed Assets	Note 2		
Fixtures and Fittings		<u>1,230,304.00</u>	<u>1,365,669.00</u>
ICT Infrastructure		<u>0.00</u>	<u>0.00</u>
Capital Other		<u>0.00</u>	<u>13,260.00</u>
Total Fixed Assets		<u>1,230,304.00</u>	<u>1,378,929.00</u>
2. Current Assets	Note 3		
Debtors and prepaid expenses		<u>466,534.00</u>	<u>0.00</u>
Cash at bank and in hand		<u>154,548.00</u>	<u>615,403.00</u>
Total Current Assets		<u>621,082.00</u>	<u>615,403.00</u>
3. Current Liabilities	Note 4		
Creditors and accrued expenses		<u>682,891.00</u>	<u>672,170.00</u>
4. Long Term Liabilities			
Long Term Loan		<u>0.00</u>	<u>0.00</u>
Assets less Liabilities		<u>1,168,495.00</u>	<u>1,322,162.00</u>
Capital and Reserves			
5. Contribution towards the Cost of Fixed Assets	Note 5,6	<u>1,192,738.00</u>	<u>1,325,069.00</u>
6. Current Period Surplus/Deficit on Income and Expenditure Account		<u>-21,336.00</u>	<u>11,534.00</u>
7. Prior Periods Surplus/Deficit on Income and Expenditure Account		<u>-2,907.00</u>	<u>-14,441.00</u>
Total Capital and Reserves		<u>1,168,495.00</u>	<u>1,322,162.00</u>

On behalf of the board;

Catherine Molyneux
Chairperson

29.01.2024
Date

James Donohue
Board Member

APPENDIX 2

St Mark's School Board of Management Report and Financial Statements (Abridged Version)

For the year 1 September 2022 to 31 August 2023.

St. Mark's School GENERAL INFORMATION

School Name	St. Mark's School
School Address	Piercetown Newbridge Co. Kildare
Roll Number	19455W
Registered Charity Number	20140311
Board of Management	
Chairperson	Noeleen Burke
Principal	Ross Dignam
Teacher Nominee	Rob Thompson
Parent Nominee	Karen Bolger Gearoid Brennan
Secretary	Ross Dignam
Treasurer	Loma Tyrrell
Patron Nominee	Sean Hourihane
Community Representative	Martin Jordan
Accountants	McMahon Auditors & Accountants Limited Certified Public Accountants and Statutory Audit Firm 9-10 Academy Court Academy Street Kildare Town Co Kildare Ireland
Bankers	Bank of Ireland Edward Street Newbridge Co. Kildare

St. Mark's School
BOARD OF MANAGEMENT REPORT
 for the financial year ended 31 August 2023

The Board of Management presents its report and financial statements for the financial year ended 31 August 2023.

Results

The results for the financial year and the school's financial position at the end of the financial year are shown in the attached financial statements.

Board of Management

The board members and secretary who served the school during the financial year were as follows:

Chairperson:	Noeleen Burke
Principal:	Ross Dignam
Teacher Nominees:	Rob Thompson
Parent Nominees:	Karen Bolger Gearoid Brennan
Secretary:	Ross Dignam
Treasurer:	Lorna Tyrrell
Patron Nominee:	Sean Hourihane
Community Representative:	Martin Jordan

Health and Safety of Students and Staff

The school has adopted a safety statement in accordance with legislation.

Books of Accounts

The measures taken by the BOARD to ensure compliance with the requirements of the Articles of Management and the Education Act, 1998, regarding proper books of account, are the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise, and the provision of adequate resources to the financial function. The books of account of the school are maintained at the school premises.

Board of Management Responsibilities

Section 18 of the Education Act requires the board to keep all proper and usual accounts and records of all monies received by it, or expenditure incurred by it and to prepare financial statements for each financial period, which give a true and fair view of the state of affairs of the school and of the surplus or deficit of the school for that period. In preparing the financial statements the board is required to:

- select suitable accounting policies and apply them consistently;
- make judgments and estimates that are reasonable and prudent;
- prepare the financial statements on a going concern basis unless it is inappropriate to presume that the school will continue to operate.

St. Mark's School
BOARD OF MANAGEMENT REPORT
 for the financial year ended 31 August 2023

The Board of Management is responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the school and to enable them to ensure that the financial statements comply with the Education Act, 1998. They are also responsible for safeguarding the assets of the school and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the Board of Management on 15 January 2024 and signed on its behalf by:


 Noeleen Burke
 Chairperson


 Ross Dignam
 Principal

St. Mark's School**CERTIFIED PUBLIC ACCOUNTANTS' REPORT TO THE BOARD OF MANAGEMENT OF ST. MARK'S SCHOOL**

for the financial year ended 31 August 2023

We have compiled the financial statements for St. Mark's School from the accounting records, information and explanations supplied to us.

The financial information has been compiled on the basis set out in note 1 to the financial statements.

This report is made to you in accordance with the terms of our engagement. Our work has been undertaken so that we might compile the financial information that we have been engaged to compile, report to you that we have done so, and state those matters that we have agreed to state to you in this report and for no other purpose. To the fullest extent permissible by law, we do not accept or assume responsibility to anyone other than the Board of Management of St. Mark's School for our work or for this report.

We have carried out this engagement in accordance with the Rules of Professional Conduct and the ethical guidelines laid down by the Institute of Certified Public Accountants in Ireland.

You have approved the financial statements for the financial year ended 31 August 2023 and have acknowledged your responsibility for it, the appropriateness of the accounting basis and for providing all information and explanations necessary for its compilation.

We have not been instructed to carry out an audit. For this reason we have not verified the accuracy or completeness of the accounting records or information or explanations you have given us and we do not, therefore, express any opinion on the financial statements.

MCMAHON AUDITORS & ACCOUNTANTS LIMITED

Certified Public Accountants and Statutory Audit Firm

9-10 Academy Court

Academy Street

Kildare Town

Co Kildare


15 January 2024

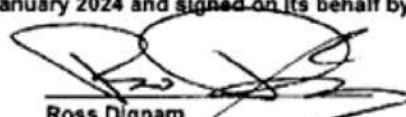
**St. Mark's School
INCOME & EXPENDITURE ACCOUNT**

for the financial year ended 31 August 2023

	2023 €	2022 € as restated
Income		
Total Income	323,482	360,462
Expenditure		
Total School Expenditure	(301,352)	(324,487)
Operating Surplus	22,130	35,975
Prior financial year error correction	(9,445)	-
Opening balance brought forward	293,361	247,941
Closing balance carried forward	306,046	283,916

Approved by the Board of Management on 15 January 2024 and signed on its behalf by:


Noeleen Burke
Chairperson



Ross Dignam
Principal

St. Mark's School
BALANCE SHEET

as at 31 August 2023

	Notes	2023 €	2022 € as restated
Fixed Assets			
Tangible assets	2	15,628	25,284
Current Assets			
Debtors and prepaid expenses	3	13,064	9,548
Cash at bank and in hand		424,384	349,200
		437,448	358,748
Creditors and accrued expenses	4	(143,536)	(74,304)
Net Current Assets		293,912	284,444
Total Assets Less Current Liabilities		309,540	309,728
Financed By:			
Contribution towards the cost of fixed assets	5	3,494	25,812
Surplus on Income & Expenditure Account		306,046	283,916
		309,540	309,728

Approved by the Board of Management on 15 January 2024 and signed on its behalf by:


Noeleen Burke
Chairperson

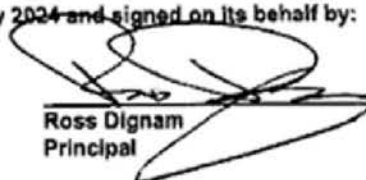

Ross Dignam
Principal



Photo taken by Abby Murray, supported by Kare's Outreach team. Abby has a great interest in taking photos of the world around us. Abby is going to start exhibiting her photos on social media soon. Watch out for her on TikTok!

Kare: Promoting Inclusion for People with Intellectual Disabilities



kare.ie



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