



Camphill Communities of Ireland

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Annual Report 2014

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Chairman's Report

Dear Friends,

Over the past few years Camphill Communities of Ireland has seen some very rigorous changes, not least those that are 'imposed' on us through legislation. Most of our Communities have now been inspected by HIQA with thirteen inspections taking place in 2014 alone. While there have been some difficulties, on the whole the impression from the inspectors has been very positive. All of the reports are available to be viewed on the HIQA website and are linked on our own website.

Our residential care has largely been based on the long term vocational volunteer coworker model. This is changing year on year and with many of our dedicated colleagues reaching retirement or simply seeking a change in lifestyle and we do not foresee a slowing of this trend any time soon. We are very thankful that we have so many short term vocational volunteer coworkers still showing a huge interest in joining our communities for at least one year. We are looking at ways of enhancing their time with us and we hope to encourage a number of them to remain with us for more than the usual one year time frame. As part of this process all short term vocational volunteer coworkers are contacted shortly after they leave to complete a survey about their time with in Camphill and this should be available in the coming year.

The challenges that faced us in 2013 have continued to impact on our work and we have remained very attentive in our stewardship of funds from the public purse, through the HSE, and donations from people connected with Camphill and the wider public. Sadly at the end of 2014 yet another cut was imposed on some of our Communities and this caused some very difficult issues for these Communities. An initial meeting took place in December with Marion Meany Head of Operations and Service Improvement Disability Services Health Service Executive to seek to have the cut reversed and to start the process of negotiating a reasonable level of capitation based on care needs. No resolution was found at this meeting and discussions will continue in 2015. Camphill has commenced lobbying in the political arena to improve capitation fees currently being received by Communities. We have formed a small group of coworkers, Camphill Family & Friends (CFFA), national coordinators and staff to assist with the task. The Council adopted a lobbying document in early 2015.

In 2014 the fundraising group, under the guidance of Michael Hilary, raised in excess of €16,000. Michael encouraged FBD to adopt Camphill into its Corporate and Social Responsibility (CSR) programme and this has proved very fruitful for Camphill. Many thanks to Michael and the fundraising group and all those who donated to our worthy cause. We are encouraged to know that FBD is continuing their support for Camphill into 2015 and have committed to participate in at least one 'Difference Day' during the year. The Difference Days are supported by the Difference Days organisation who link charities to corporate entities to carry out work projects in a single day.

The Council is responsible to ensure adequate governance mechanisms are in place for the charity and to this end in 2014 there were ten meetings of the Council during the year in addition to our AGM which took place in September. The Council met in January 2014 to discuss succession planning and general issues around governance of the organisation. The membership of Council has been reduced in line with requirements under our Service

Arrangements with the HSE and best practice in the Community and Voluntary sector. It was also decided to bring about new accounting practices for 2015 including the appointment of a new auditing firm, Byrne Curtin Kelly (BCK). The completion date for the audits was brought forward to the end of March 2015 and the introduction of new cloud based software on a pilot basis within a number of Communities was initiated to assist with financial reporting to the Council. I wish to extend my own personal thanks and the gratitude of Council to Una Murphy who has been our auditor for many years and has always been most helpful to us. A number of very important working groups have also been established over the last few years and all of their work enables the Council to complete its duties in a timely manner.

Finally I would like to thank my fellow Council members, all of our Communities, the Camphill Family and Friends Association and our many supporters and volunteers, not least of all our long and short term coworkers, for making it possible for Camphill to fulfil its mission of providing the best possible quality and care to people with special needs through a loving, caring and homely environment.



Leo Veling
Chairman & Parent

Council Members & Company Information

Board Members:

Leo Veling (Chairman)
Heather Lynch (UK)
Marian Evans (Resigned 17th February 2014)
Tim Phalan (Resigned 1st October 2014)
Tomas Meyer (Resigned 13th April 2014)
Patrick Lydon
Paul Flynn
Mischa Fekete (Germany)
Anne Todman (UK)
Andi Syme (UK)
José Van Der Donk (Holland)
P.J. Lambe
Miriam Moffitt
John O'Connor
Thomas Leonard (Resigned 1st October 2014)
Michael Hilary (UK)
Alan Flett (Resigned 1st October 2014)

Edward Brophy (Company Secretary)

Auditors

Murray Murphy Limited,
Chartered Accountants and
Registered Auditors,
Hyde Square,
652 South Circular Road,
Dublin 8.

Solicitors

Arthur Cox
Earlsfort Centre,
Earlsfort Terrace,
Dublin 2.

Registered Office

National Governance Office,
Dunshane Community,
Near Brannockstown,
Naas, Co. Kildare.

Company Number: 35672 Charity Number: CHY 5861 CRA Number: 20009489

Objects of the Charity

Name: The name of the company is Camphill Communities of Ireland (“the Charity”).

Objects of the Charity: The Main Objects of the Charity are, for the public benefit to make provision in accordance with the principles of Dr. Rudolph Steiner and Karl König, their colleagues and successors (the “Principles”) for people with a disability (mental, physical & sensory, or emotional) and those otherwise in need including those suffering from sickness, poverty and economic disadvantage and those suffering as a result of being socially marginalized or excluded (including in each case children, young persons, adults and the elderly) (the “Beneficiaries”) by:

(b) the relief of poverty, sickness, and economic disadvantage of the beneficiaries;

and

(ii) the advancement of the education of the public including the Beneficiaries;
by:

(b) the provision of care, support, security, housing, life experience and life skills, education and training to encourage and promote increased health, well-being, capacity, social inclusion, dignity, equality and self-esteem and being a valued and contributing member of their social community and society; and

(b) the establishment and maintenance of intentional social communities and other types of social and/or educational activity, in the form of village communities, community houses, supported living, day centres, craft workshops, farms and gardens, kindergartens, schools, colleges and similar arrangements (“the Communities”), in which the Beneficiaries live, work, gain meaningful occupation or otherwise participate, out of a spirit of healthy social relationships based on mutual care and respect.

Charity Organisation & Governance

The Council: The Council is the Board of Directors of the Company. The Council carries full responsibility, powers and authority for all aspects of the Company. It must follow the Articles and Memorandum of the Company and be accountable to and take its direction from the members.

Membership of the Council and its rules: The Council Members are drawn from nominations from the Communities and Local Committees (LCs). The Council can nominate other Members external to the activities of the Communities/Local Committees. Nominees are approved by members at the Annual General Meeting (AGM). The Council ensures all stakeholders are represented and a sufficient skills mix and gender balance is present. The Council elects from its Members a chair and secretary (who may be external). There is a regular but staggered rotation of Members. Election is for 3 years with re-election possible.

Tasks of the Council:

- To ensure that the Company is in compliance with all its legal requirements.
- To ensure the health and well-being of the Communities and those in them.
- To formulate common policy and progress issues of common interest through the Working Groups.
- To identify trends and developments and prepare as necessary.
- To maintain an overview of all activity and review reports from each area of activity.
- To produce an annual report reflecting the past year and setting priorities for the year ahead.
- To have an annual reflection and vision day at the AGM to review the past year and agree priorities for the future. The AGM is open to all members of the Company, LC members, members of Communities, parents/family/advocates.
- To facilitate induction, training and support for LC and Council Members.
- To maintain, in conjunction with the Communities, LC's as subcommittees of the Council to support the day-to-day running of the Communities.
- To ensure each Community is acting in accordance with agreed procedures.
- To overview and support the day-to day activity of a Community Group in the absence of an active LC.
- To appoint individuals or groups to monitor, advise or represent on particular aspects of activity.
- To ensure that sufficient administrative and other supports are in place to enable the Council to efficiently carry its responsibilities.
- To maintain relations and negotiate with the HSE at National level.
- To have an active involvement with the Association of Camphill Communities in the United Kingdom and Ireland and the worldwide Camphill Movement.
- To maintain an up-to-date the membership book Camphill Communities of Ireland.

Working Groups

To support the Council and communities in their work, Camphill Communities of Ireland has established a number of “working groups” with terms of reference approved by Council.

- PIB – Programme Implementation Board, to assist the Council through the development and implementation of necessary policies, procedures and guidance in compliance with current legislation, national standards and best practice.
- FWG – The Finance Working Group, is the monitoring and oversight group for all aspects of financial policy and procedure as well as monitoring budgets from communities on behalf of the Council.
- HWG – Housing Working Group, has overall responsibility in relation to policy around housing and advises the Council on housing strategies and procedures.
- HRWG – Human Resource Working Group, develops policies, procedures, issues advise on HR and advises the Council on changes in legislation and best practice in all areas of Human Resources. The HRWG is assisted in its task by an external advisory organisation, Peninsula HRM.
- H&SWG – The Health and Safety Working Group, is a key advisor to the Council on all matters relating to H&S in Communities. The group also develops policies and procedures for Communities and frequently carries out Health & Safety audits on behalf of the Council. The H&SWG are assisted by an external advisor, Jerry Buckley of Diamond Health & Safety.
- NCMT – National Case Management Team, is a small but dedicated group of internal knowledgeable people who work closely with the National Safeguarding Officer, Anne Finn, to investigate concerns and complaints which may be escalated to them from time-to-time regarding care and welfare issues.
- LSG - Leaving Support Group, deal with all aspects of Leaving Support from coworkers on behalf of the Council. Their recommendations, if above a set figure, are required to be approved by Council.
- PR&FWG – The Public Relations and Fundraising Working Group, is the main group at a national level in regards to fundraising activities and events. They report regularly to Council and compile an Annual Report each year.

Local Committees

Tasks of the LC include:

- Fostering the ideals and protect the reputation of Camphill Communities of Ireland
- To assist the Community Group in ensuring the health and wellbeing of the Community.
- To support the Community Group in order to ensure that there are the necessary practices, procedures and personnel are in place in the Community so that it may carry out its tasks (see tasks of Community Group).
- To support local awareness and implementation of the policies, procedures and directives of the Council.
- To consider regular reports of the Community Group's activities.
- To send the LC's minutes to the Council.
- To review actual income and expenditure against agreed budget and bank balances.
- Support the Community in forming clear and coherent proposals for the Council on the: purchase or sales of property, taking out or giving of loans, changing of overdraft limits or cheque/credit card signatories, expansion, new buildings or rebuilding, capital programs, or significant contracts. LC's or Communities must have prior approval from the Council to act on these matters.

The Community Group/Management Group

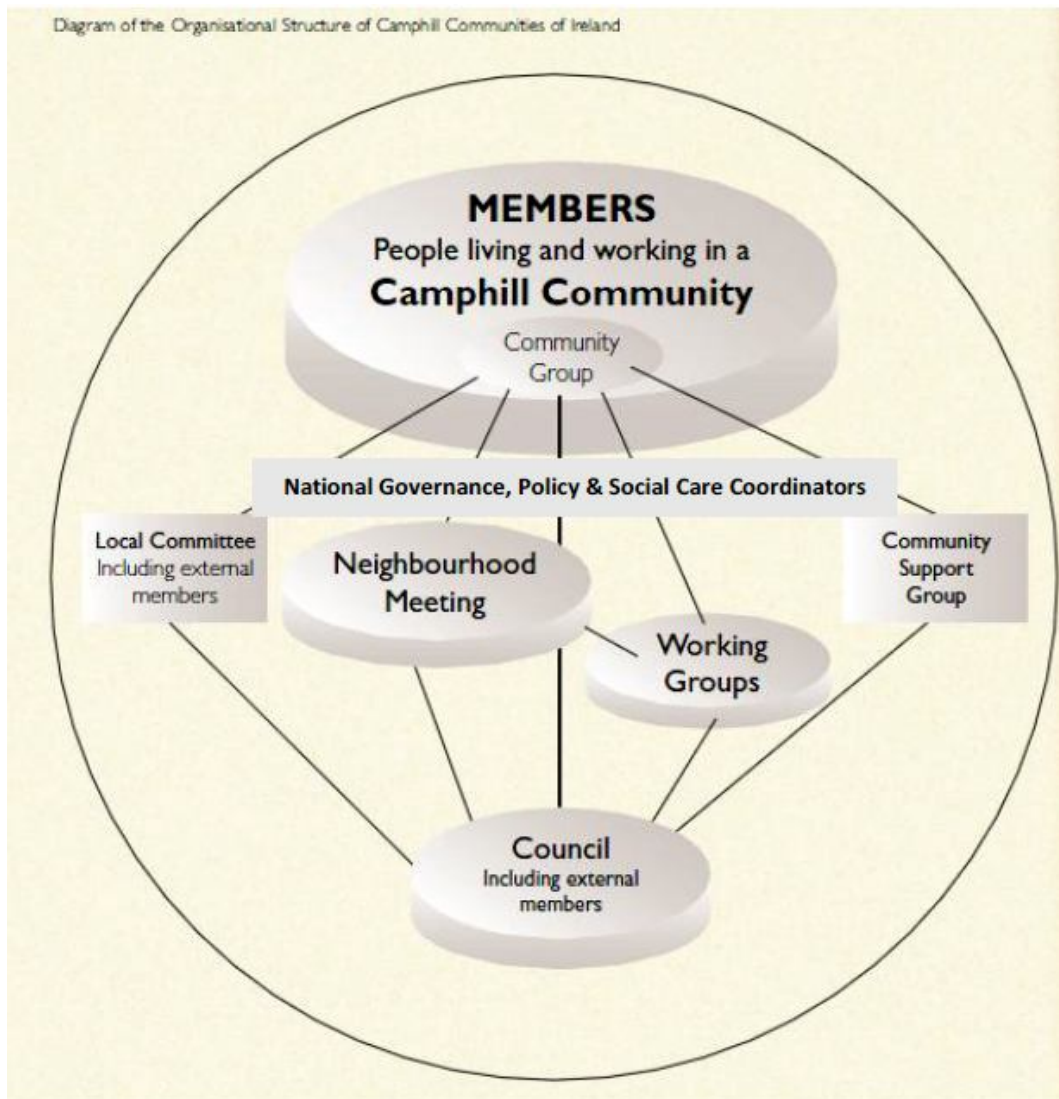
The Community Group/Management Group is responsible for the day to day running of the Community.

Membership: Membership is open to members of the Community and employees but will contain a core of experienced coworkers and/or employees who attend on a consistent basis. They will nominate a chair and minute taker either on a rotating or termed basis.

Tasks of the Community Group include:

- To foster the ideals and protect the reputation of CCoI.
- The induction of new members of the Community Group.
- To ensure the health and well-being of the Community and those in it.
- To foster local awareness and implementation of the policies, procedures and directives of the Council.
- To manage matters of employment. (within approved budgets)
- The admission, assessment, care, training and discharge of people with special needs.
- Conduct relations and negotiation with the HSE at local level.
- The Preparation of annual income and expenditure budgets and any revision thereof for submission to the LC and Council.
- To prepare an Annual Report reflecting on the past year and outlining challenges and priorities for the year ahead for onward transmission to the National Governance Coordinator.
- Preparation of annual accounts.
- To monitor and report on actual income and expenditure against agreed budget, bank balances and significant variations.
- Following consultation with the LC, the Community Group shall submit written proposals to the Council for any:
 - Purchase or sales of property within the confines of Council directives and policies.
 - Taking out or giving of loans within the confines of Council directives and policies.
 - Changing overdraft limits or cheque/credit card signatories within the confines of Council directives and policies.
 - Expansion, new buildings or rebuilding within the confines of Council directives and policies.
 - Capital programs, or significant contracts, under no circumstances will the LC or Communities act on these matters without prior approval from Council.
- Monitoring and reporting of any plans approved under the previous bullet point (see above).
- Managing the physical assets of the Community (buildings, land, vehicles, machinery or equipment, fixtures, fittings and furnishings) by having an inspection, maintenance and replacement plan.
- Provide such reports and information as the Council or LC may require.
- To present a written report on activities of the Community to the LC.
- To bring to the LC's and the Council's attention any significant events that may affect the sustainability, viability or reputation of the Community or CCoI.
- To bring to the Council's attention any legal or organisational weaknesses or omissions it feels there maybe locally or nationally.
- To nominate individuals to the Council's Working Groups.
- To ensure representation at the Neighbourhood meeting.

Organisational Chart



Mission Statement:

Communities of Ireland works to create sustainable communities where children and adults of all abilities, many with special needs, can live learn and work with others in healthy social relationships based on mutual care and respect. Most communities are a home for both people with special needs and volunteers. Members of the community share responsibility for the tasks and cultural activities of day to day life. Camphill is inspired by Christian ideals and the impulse of community building as articulated by Rudolf Steiner and is based on the acceptance of the spiritual uniqueness of each human being.

National Coordinators

The appointment of the National Governance Coordinator and the National Policy and Social Care Coordinator posts in late 2012 have helped the Council in their efforts to ensure compliance with current legislation and requirements under the health act 2004. Both coordinators have been substantially involved in the day-to-day operations of the organisation and have remained key to the delivery of HIQA standards. Adrienne Smith has also taken on the very important role of 'Registered Provider Nominee', a statutory requirement under the National Standards being implemented by HIQA.

The National Coordinators report to Council on a regular basis and advise at each Council meeting. Both Coordinators are also involved in Working Groups of the Council and have been heavily involved in policy development throughout 2014.

National Governance Coordinator

Joe Lynch

2014 was a fairly hectic year with a large number of issues being addressed. Some of the issues that filled the year were:

- Coworker taxation – This issue is being addressed through negotiations with the Irish Revenue Commissioners. We are currently relying on the 'Trevitt (barrister) opinion' and HRMC guidelines in the UK in the absence of an agreement in Ireland. We have engaged Arthur Cox, solicitors in an advisory capacity on this issue.
- HR Issues – During the year a number of HR issues came to light and have been/are being dealt with through legal processes. It was also decided to engage the services of Peninsula HRM to assist Camphill in relation to the charity's HR knowledge, advice, insurance and defence.
- Council Self-Evaluation – The Council was circulated with a self-evaluation form and the highlighted deficits in knowledge will be addressed. In addition the results will form part of the HSE annual returns.
- Disputes – During the year a number of HR/Interpersonal disputes were dealt with through consultation meetings and mediation with the parties involved.
- Statement of Purpose and Policies – Work was completed on a draught template for the Statement of Purpose required for HIQA registration and work continued through the Programme Implementation Board on various policies required by the National Standards.
- Garda Vetting – Following a number of discussions and communications with the Minister for Justice and the Garda Vetting Unit we have been able to confirm that there should be no inordinate delays regarding Coworker vetting. It has been agreed that Camphill will continue to seek Police Clearance from the person's home country (translated to English) and that the Vetting Unit will only seek information from the person if they have been resident in Ireland at any time. Also the need for PPS numbers has been dropped as this is a breach of Data Protection. In addition vetting forms are now to be set Helena Reilly to be processed.
- Auditor Tender – The Council agreed to tender for the services of an audit firm for Camphill. The process involved tendering by 11 well known firms, shortlisting, interviews and selection. This process was concluded during 2014 and the audit firm appointed was Byrne Curtin Kelly (BCK).

- Corporate Risk Register – A corporate risk register has been adopted by the Council and is updated at each Council meeting.
- Insurance – There were a number of claims lodged during the year and CCoI has been liaising with Ecclesiastical on these issues.
- Service Level Agreements - Through the end of 2013 and into 2014 work continued on ‘catching up’ with previous year’s SLAs. This has been completed during the year but does highlight the ever changing requirements from the HSE. A lot of details are now being carried in links to external documents. In addition work continues with Communities to secure better and more appropriate capitation fees for residents and day attendees.
- National Funding Perspective – Meetings took place in 2014 and it was agreed to reconvene in early 2015 to see if there is a logical solution to the funding shortfalls. In addition regular meetings at local levels continued to take place.
- Council Member Role Description – The Council adopted the role description for Council members, setting out a person’s legal position, time commitment, vision and leadership qualities and accountability.
- Accounting Package – The FWG agreed to pilot Accounts IQ (AIQ) with a number of Communities. This is to commence in early 2015.
- The Governance Code – Work commenced on adoption of the code by CCoI. It is hoped to have completed this by the end of 2015.
- Fundraising Principles - This document was adopted by Council and a resolution adopting the Donor’s Charter was also carried unanimously. The Fundraising Principles and Donors Charter are available on our website.
- Risk Audit – During the year our insurers Ecclesiastical, visited a number of Communities; Dunshane, The Bridge, Thomastown/Watergarden, Callan and Kyle. The purpose of the visits was to assess the insurance risks within the communities and agree a programme of work to bring the communities up to specification within a reasonable timeframe. Reports were issued to all of the communities.
- HSE Cuts - A large number of meetings took place with the HSE South between September and December, particularly centred on budgets for Communities and the forecast to the end of the year. One of the most difficult issues arose at the end of November with the imposition of cuts ranging between 1.5% and 3% in 2014 and doubling in a full year. Communities informed the HSE about the array of issues that were facing them and the difficulties around implementing cuts on existing exceptionally low capitation fees. It should be noted that the cuts were only applied in the HSE South. The matter was referred to a higher level and a small working group was formed to discuss this and other pressing issues with the HSE.
- HSE National Negotiations - In December a small group comprising of Leo Veling, Adrienne Smith, Mischa Fekete and Joe Lynch, met with Marion Meany as the HSE’s national lead on disabilities. One of the main areas outlined was the cuts in capitation in the HSE South. We asked for a reversal of this position, however in late December this was rejected.

**National Policy & Social Care Coordinator - Registered Provider Nominee
Adrienne Smith**

- Compliance with HIQA Regulations - These new regulations came into force on the 1st of November 2013. As part of the requirements Communities are required to notify HIQA concerning a number of ‘notifiable events’. As part of our procedure

Communities first notify the national office, we advise local communities on the proposed return and ensure all appropriate safety actions are taken. Notifiable events also require quarterly returns to be provided by Communities to HIQA regarding serious incidents and were completed quarterly from the end of January.

- Preparation for Registration and Inspection by HIQA – This has been a key activity for all communities and the working groups throughout 2014. The Programme Implementation Board (PIB) was the driver for ensuring our readiness and arising from its work a series of policies and other documents have been submitted to Council for approval during the year.
- National Case Management Team (NCMT) - The NCMT successfully ran two training sessions on the new Adult Protection Framework and the annual complaint returns were prepared for return to the HSE.
- Statement of Purpose – A template has been prepared and agreed and were rolled out to Communities to be site specific in early 2014.
- Amended Community Reports - A new column was introduced to monthly Community Reports headed “Care and Welfare of Residents” and over the year each community will report on quality of care to residents using the monthly reports.
- Housing Association Code of Governance – There was a requirement to respond to the Voluntary Code of Governance. CCoI selected tier 2 governance compliance; statutory regulatory compliance is expected in 2016.
- HIQA Monitoring inspections - Grangebeg had an announced inspection with just 24 hours’ notice during the year. The inspection went well with the overall comment that very good care and welfare is provided by the Community but there were a number of shortcomings in respect to evidence by way of lack of documentation.
- HIQA Meeting – Adrienne Smith, Joe Lynch and Mischa Fekete met with the HIQA Inspector Manager who has overall lead responsibility for Camphill (Catherine O’Keeffe) and some lead inspectors for different areas. For eight communities in Kilkenny, South Tipperary and Wexford there is one lead inspector. We agreed with HIQA that there would be a programme of inspections starting early in 2014 with a community selected by Camphill; Carrick-on Suir was put forward.
- Programme Implementation Board (PIB) - The PIB has worked very effectively in part evidenced by the number of documents/policies and procedures brought to Council for approval. The group has completed policy, procedure and compliance documents for all major documentation requirements at a national level.
- Housing Working Group (HWG) - The Housing considered a number of housing related challenges facing communities; Repairs and Renewals annual expenditure has declined by over 50% over the past 5 years. There is no provision for planned or cyclical maintenance in budgets. Only two communities have full fire compliance certification in place presently. The reason for not having certification is complex and does not mean there is immediate risk to residents, for example, lack of certification may be a planning permission issue.
- Duffcarrig Community – The Community faces major challenges including unrealistic capitation fees for residents, diminishing LTCWs and an unsustainable overdraft facility. A working group has been established to assist the Community but this very demanding on the individuals involved. HIQA Inspections – Throughout the year there were a large number of inspections. Some were announced and others were unannounced. Some issues that were addressed included; Residents Contracts were not in place; personal plans were not adequate; décor and cleanliness in some premises was not adequate; management of enablers/restraint needed updating;

training in providing assistance to residents with eating and drinking was required; management of medication administration was not adequate; out of hours managerial reporting arrangements were unclear; medication management need to be addressed. Overall our inspection performance in respect to compliance is not as good as that compared to a random selection of published reports from other provider organisations. However improvements are taking place throughout our Communities. For each of the Communities action plans have been drawn up and have been agreed with HIQA.

- Capital Assistance Scheme (CAS) - There was great success by a number of communities in securing Capital Assistance Scheme funding for housing developments. Three communities were successful in being awarded 100% of the funding for a total of 13 units in an announcement made by the Minister for Housing and Planning. The three communities are:
 - Ballymoney: €160,000 - 2 units which will assist with purchase already made.
 - Dingle: €275,000 - 6 units for purchase of 3 houses in Dingle.
 - Thomastown: €95,000 - 5 new build purpose built apartments on historic site beside the Watergarden.

This is a major achievement by Camphill in that it represents a funding award that matches that achieved by many of the larger better known housing associations.

The National Case Management Team (NCMT)

Interviews for the National Safeguarding post took place in 2014 and there were some very strong candidates. The post has been accepted by Anne Finn.

Camphill National Voices Group Annual Review 2014

The group has had in total of 5 meetings since it began again in March 2014. The group had one meeting in 2013. Themes discussed were independent living, relationships and sexuality, contract of care and statement of purpose documents, ageing and older people.

Items brought by members:

- Smoking (health)
- Spreading the word of the voices group
- The difficulty that communities face holding onto volunteers and therefore getting the support they need
- Independent Living

Letter - Independent Living

A letter was drawn up by members and sent to the Camphill Council, HSE and the Department of the Environment. The group received a response regarding the letter from the council and the letter was addressed through an email from Ms. Adrienne Smith. The group received a response from the HSE and a recognition email from the Minister for the Environment.

To Do:

Continued follow up on the letter to ensure the voices group continues to inform Camphill policy and opens up dialogue with HSE and the Department of the Environment regarding issue.

Nimble Spaces Project

A presentation was made to the group by Mr. Patrick Lydon on the project. Ongoing discussions had taken place on communal living in Camphill.

To Do:

Further linking in with the Nimble Spaces Project: clarify role of voices group in relation to this

Relationships/Sexuality

A couple from the communities came and spoke to the group regarding their relationship. Members attended a play entitled 'sanctuary' discussing the issue of relationships and sexuality. The documentary 'somebody to love' has been bought and screenings are to be held in communities asking the question what is our community doing on this issue?

To Do:

A national screening of somebody to love documentary/ further discussion on how to inform Camphill policy and open up discussion on the issue at a national level.

Older People

Mr. Andrew Pike came and spoke about this issue to the group. The group is looking at Camphill's policy in this area.

To Do:

Decide what the group wants to do in this area.

Michaelmas Gathering

The group presented at the gathering. The group was referenced a lot during the gathering showing increased visibility of the group. The group is to help with informing and setting up of the now to be held bi-annual meetings.

Neighbourhood meetings

Voices group meetings are on every second month. To allow for travel arrangements the meetings coincide with the Neighbourhood meetings. Both groups link in with each other after the meetings.

Individual Issues

It is really encouraging that members have brought their own issues to the group. It shows they feel free to bring up issues and are supported by staff to do this in their communities.

To Do:

Formalise roles of members on individual issues and provide support in doing this. Identify how each person can inform national Camphill policy on an issue they bring up.

Smoking (health)

A member has influenced change regarding this issue in his community.

Questions to be considered by the Voices Group Moving forward in 2015

- Are the group happy with the amount of people in the group?
- Greater visibility of the group is needed. This was identified by a member who is willing to take the lead on this issue. Possibility of a voices group awareness raising event? Developing and distributing fliers to send to communities? Possibility of voices group representative on the Council or other regional Camphill body? Individual members taking the lead on one issue and informing Camphill policy and external policy (HSE etc.) This is already occurring but may need more formalization of role to find out the best way for members to be effective.
- Linking in with Adrienne in relation to themes above to spread awareness of and monitor progress in these areas?

Community Updates

(Compiled from Community Reports to Council in 2014)

Ballybay is set among the green rolling hills of county Monaghan and is a life-sharing community for adults with special needs. The Community is home for around 30 people who live together in 3 community houses. Caring for the land in a sustainable way is another important aspect of life in Camphill Ballybay. The community has 25 acres on site and rents a further 60 acres from the Ballybay Wetlands centre with whom there is a growing partnership. Arts and crafts play an important part of the life here with colourful and creative weaving and candle workshops and an art therapy studio.

During 2014/15 we have a major development project - the upgrading one of our houses that recently had an extension put on to it. It was recommended in our last health and Safety Audit that the older part of the house now needs to be brought up to the same standard as the new part. This is a fairly major project and will in all likelihood need a year to fulfil. The Community has also engaged a Fire Safety Engineer to assist with compiling a report on fire compliance in the Community.

Two of our residents received certificates for completing a Computer Course. They will be continuing for another term and another resident will be joining them. One of our residents got through to the national finals of the Credit Union Art Competition and attended the award ceremony in Croke Park. Another got through to the regional finals.

One House co-ordinator has taken part in the Camphill Seminar for Curative Education and Social Therapy in Camphill Community Glencraig. Three residents attended a Computer Skills Course at the Enterprise Centre in Castleblaney and one resident was awarded a Basic First Aid Certificate during the year. One resident attended the Lifting and Handling Training. All Risk Assessments for Residences and Workshops updated and read with all co-workers, staff and some residents. Fire drills carried out. The existing generator (400amps) has been re-located and tested, and can deliver skeleton power for heat and light, and sufficient power for cooking, to all houses and workshops in the event of a power outage. Improved dusk-to-dawn outside lighting. Speed limit signs were erected for the community.

One issue that did arise during the year was the question of the biodynamic land impulse in our community which, until the departure of Christian Eltzholtz, was very strong. Over the past 9 years he managed to create a very impressive garden and there is concern as to whether we are going to be able to find a suitable person to maintain it. The Community also engaged a deputy person in Charge, Darina Brady, during the year and it is envisaged that she will take over the reins from Anne Horan in early 2015.

HIQA Registration Number	ORG-0011500	
	Placements	Vacancies
Residential	14	0
Day Placements	14	0

Ballymoney started as an outreach of Camphill Duffcarrig to the locality and the surrounding areas. Over the years Camphill Ballymoney has become an independent community focussing on local integration, whilst still retaining bonds with its Camphill neighbours. Our next project is to build a craft-/coffee shop on our land. We are hoping to create a sustainably built social space for local people, sea-side guests and Camphillers alike; a meeting-place for a nice cup of tea and a chat. During the more quiet time in winter, whilst remaining open as a coffee-shop, this social space in the village will aim to facilitate activities as varied as painting workshops, book clubs, children's activities or space and time for our retired neighbours to socialize. You can find us every Saturday in the Farmers Market in Gorey.

The Community has made a number of Capital Assistance Scheme (CAS) applications with a view to expanding the remit of the Community over the coming years. Also during the year upgrades have taken place on Sea Pink House in relation to fire compliance. We have moved into or new rented house (Hillview). Albeit on a down scaled size as we are still waiting to get going with HIQA registration etc.

During the early part of 2014 the Community commenced a new Local Committee (LC). The Community is working towards compliance with the National Standards for HIQA registration. Cross referencing policy with activity, Up-holding and managing personal needs and community needs, Leaving the paper work behind.

HIQA Registration Number	ORG-0011530	
	Placements	Vacancies
Residential	6	0
Day Placements	4	0

Ballytobin is a lifesharing community of about seventy-five people, some of whom have special needs, and who live together with volunteers of all ages and nationalities. Ballytobin

was established in 1979 in the South East of Ireland as a therapeutic community for children and adults with multiple disabilities.

Ballytobin is a busy place, and there are many different aspects to our community life. We offer a home, and also training programmes for the adolescents and adults who are in our care. We also offer opportunities for young co-workers to learn to live with, and care for others, and to gain a unique life-changing experience.

One or two of our residents will require additional supports and we are still awaiting a review with the HSE. Our other residents are happy and healthy. During the year we needed to replace a house parent. Also during the year we looked for a farmer to strengthen the land team, as our present farmer decided to leave to take up studies again. Ballytobin has had a meeting with a Chartered Fire Engineer discussing fire safety developments in Ballytobin. He acknowledged there is a gap in the Regulations regarding the classification of Camphill communities and other similar organisations and he discussed this with our Kilkenny FRS. The work on Gabriel's house was also completed during the year.

To prepare for HIQA inspections and yet uphold a positive attitude in the community. The amount of paperwork, training and meetings is very overwhelming for many people. Coworkers have come or stay on because of the wish to connect, live and work with people with special needs yet find themselves doing paperwork or trainings a lot of their time instead. The parents and family are very supportive and many have submitted positive comments. We will have another parents meeting in May to keep the parents posted on HIQA and discuss future holiday arrangements.

HIQA Registration Number	ORG-0011501	
	Placements	Vacancies
Residential	21	6
Day Placements	23	6

The Bridge is a vibrant Community of people based in a small, but busy town called Kilcullen which is about 25 miles south west of Dublin. An essential for the overall vision of the Bridge was the provision of integrated community-life for adults with special needs and co-workers, with a view to the integration into the local environment.

The Community completed their Statement of Purpose this was submitted to Registered Provider. Substantial work has been done on Needs Assessments and Individual Risk Assessments for all residents. The 'Transitional Training Programme' has proved a great success for the Community and is a strong collaboration between the Grangebeg Community and The Bridge.

The year was also marked by the completion of 'Adult Protection Training' for 60 people including our plumber and electrician! During the year our fire consultant was able to issue the certificate of substantial compliance for all 5 resident houses. The Community has been working on concluding PEEP's for all residents and has completed detailed risk assessments for self-administration of medication for those who self-administer. The four out of five

houses requiring fire certification have all been completed and we had the fire officer inspect the 2 houses that had to be regularised after all the work on them was completed. Our fire consultant is now able to issue the certificate of substantial compliance for all 5 resident houses. Working on concluding PEEP's for all residents and are have completed detailed risk assessment for self-administration of medication for all those that self-administer.

Brilliant event as part of local St. Patricks Parade, where our community one the 1st prize a second year in a row with our giant ST Patrick and snake that is manned by 15 people.

HIQA Registration Number	ORG-0011502	
	Placements	Vacancies
Residential	16	1
Day Placements (Including RT Scheme)	27	1

Callan Community is made up of three houses and some supported flats in the small town of Callan - unlike most communities we are not grouped together, but spread out in the town. We are lucky to have some land next to one of our houses, and more land outside the town, so we have quite a bit of garden work, and always fresh food on the plate.

Our community started as a residential support to the KCAT Art and Study Centre, but we have grown into something quite separate. Many of our residents (those with a disability) are involved with art and theatre, but most of our volunteers are not. Our community has a mix of different situations. One house is set in a quiet place with the garden around it, and the residents here need quite a lot of physical support. Volunteers will be asked to join wherever the need is at the time. Unlike many communities we do not provide all our own work possibilities. We share the work on the land and in the houses (cooking, cleaning, laundry) and we support our residents to make their contribution to this work. However our life can also involve interaction with other communities and organisations on a daily basis. Many residents live with us and work or study in a different place. Sometimes volunteers go along to support this.

We have given a lot of time and attention to the proposal of a young Australian couple, currently in Camphill in Norway, to join us. After much dialogue with them and consideration among us, they were welcomed to our community in March. This was a very important addition to our community and will require significant re-arranging of life situations to make the right space available for them.

Individualisation of personal programmes and timetabling staff. Structural changes to Camphill living, future planning, and the sustainability of the “co-worker model”. HIQA preparations loom large for the Community and work is progressing to ensure compliance with the 18 National Standards. A Public Consultation was held on the design proposals for the Moat Fields Nature and Heritage Trail on February 7th. There is a lot of enthusiasm for the project in Callan. We received a small grant from the Kilkenny County Council toward a heritage garden plan in Westcourt. Nimble Spaces, has broadened its scope to sites in Moat Lane and the Workhouse and has had an interesting discussion with the Centre for Disability

Law and Policy at NUIG regarding a possible application to HORIZON2020, a new EU programme for Research, Innovation and Enterprise.

HIQA Registration Number	ORG-0011504	
	Placements	Vacancies
Residential	13	0
Day Placements	15	0

Carrick-on-Suir Community Carrick-on-Suir Camphill Community is where people with and without learning disabilities live and work together with a mutual relationship. It is based in a small town called Carrick-on-Suir, meaning in Irish (Rock on the River), in Co. Tipperary. The town is located 27km north-west of Waterford which is on the south-east of Ireland. Carrick-on-Suir Community was founded at Michaelmas 1996 by a group of people from Grangemockler Community. Initially the group lived at the Slate Quarries, Ahenny, which is outside of Carrick-on-Suir, while they purchased a small farm and house in February 1997, in Carrick-on-Suir. They commuted from the Slate Quarries to the farm every day.

One of the guiding principles for us in the beginning was that the community would be formed by the individuals in the community, a principle which still lives with us in meeting the diverse needs of individuals. Following a period of pioneering in the Slate quarries, we moved to our first town house - Brogan in January 1998. We continued building many diverse living situations and workshops in the town and on the farm. Our most recent additions are three houses in a housing estate adjacent to the farm. Over the last eighteen years we have grown from 8 to 45 people resident in the community.

During 2014 we have run a number of courses for staff and co-workers arising out of appraisals. The Community was also inspected during 2014 and was found to be largely compliant. Work has also been progressing throughout the year in regards to Fire Compliance.

H&S audit was done today there seems to be no new/outstanding items. We have applied to South Tipperary County Council for CAS Funding of €176,500 for three separate units. The housing officer suggested changing application to make it higher priority. Two people are now working with Nimble Spaces in designing their living spaces. Trainings on fire safety, manual handling, autism MAPA and challenging behaviour have been scheduled during the next two months.

HIQA Registration Number	ORG-0011504	
	Placements	Vacancies
Residential	16	0
Day Placements	24	0

Dingle Community is situated in one of the most beautiful parts of Ireland in a quiet rural location just a few miles outside Dingle town. In 1993-1994 a group of parents and friends got together to form an initiative group to invite Camphill to Dingle. 10 years of meetings, fundraising, visits and talks followed and the 44 acres of land were bought. In the autumn of 2004, a group of co-workers moved to Dingle to start building up a community. The land itself had only a tumble down shed on it and although we now plan to move to the land, and have planning permission for the first purpose built house and outline planning permission for 3 others and for a small hall and workshop, we had to find other accommodation in the meantime.

Since then 3 rented houses have been found within walking distance of the land. And the community has grown to around 20 people. We have built up the stone shed into a food processing workshop, office and some accommodation and have also built up a weaving workshop, candle workshop, garden shed, poly tunnels and farm building.

Both land work and crafts play a big part in our working life. We produce most of the food we consume and our crafts are sold at the weekly market and at craft fairs. Living in an area where arts and crafts are very alive has been very enriching for the community. Local artists come in to offer workshops and we enjoy and take part in the many drama performances, music sessions, exhibitions, and festivals.

One of our Long Term Coworkers (LTCW), who was a house coordinator in Lisdorgan House left us and there was a temporary gap until a couple from Camphill Westcoast in South Africa joined us at the end of April. Finding and freeing appropriate people and spaces (physically and in time) for administrative tasks were a major concern in 2014 and relates to HIQA preparations and also to furthering our building developments. Work is progressing on the development of new living arrangements in the community and the end of March marked the first stage in development of new housing. In addition we have located 3 suitable houses in a housing estate in Dingle and made an application for CAS funding.

A Health & Safety audit took place with Jerry Buckley. After a first report from a building surveyor, we are now certain that Lisdorgan House cannot be registered with HIQA. There was an incidence where a resident fainted and fell against a central heating radiator and sustained some minor burns. A Personal Risk Assessment and physical alterations to the radiator concerned have taken place.

HIQA Registration Number	ORG-0011506	
	Placements	Vacancies
Residential	8	0
Day Placements	12	0

Duffcarrig Community near Gorey on the coast of north Country Wexford, was the first Camphill in the Republic of Ireland and was founded in 1972. The original intention was a working community for young adults with an intellectual disability but from the beginning the community was open to accepting people in need of a supportive living and working environment. We have grown to consist of 7 households, each working like an expanded

family, in which those with special needs and co-workers create their home together and share their lives in an atmosphere of mutual caring and respect.

We maintain a 25 hectare village with a biodynamic farm, district heating system, garden and we have workshops for weaving, pottery, laundry and arts and crafts. Together with the work of creating a home (for example through cooking, cleaning and homemaking) and maintaining our houses and estate, it is possible to find a wide variety of ways for everyone to contribute to community life.

Our community creates a space for people with a large variety of disabilities, some of them in need of specialised one-to-one support. As many of our residents have grown older with the community and have reached retirement age, this has created a challenge for Duffcarrig in helping them continue to have rich and full lives. These individuals have created a new type of social life in the community through activity groups catering to their needs and of course continue to contribute through ongoing participation in our usual social and domestic life. More specialised therapies and medical care is provided as needed.

The Community celebrated its 42nd Birthday in 2014. During the year two of the LTCWs left the Community and we recruited and inducted our first full time employed Person in Charge (PiC). During the year work was completed on the Community's District Heating System which uses wood pellets and should return savings in heating costs over the next few years. Work has commenced in earnest towards compliance with HIQA registration requirements. The main issues are around the costs of such upgrades and the necessary time funding required for training. The Community is running a deficit for the year and this cannot be sustained.

HIQA Registration Number	ORG-0011507	
	Placements	Vacancies
Residential	25	2
Day Placements	25	0

Dunshane Community Founded in 1985, this rural community not far from the Wicklow Mountains is situated near Brannockstown, Naas in County Kildare, 40 kms southwest of Dublin. Here young adults with some form of disability can develop their skills in various workshops like the farm, garden, pottery, basketry, bakery, and candle-making. The Community consists of 28 acres of land and eight houses accommodating 50 people, 23 of whom have special needs. We have many workshops, which are not just places for learning skills, but are also spaces for social interaction and exchanges of ideas.

We also offer different individual or group therapies to suit the particular needs of our people. Moreover, as part of our continuing endeavour to provide our residents more opportunities for growth, they attend Adult Education courses in cooperation with two neighbouring Camphill communities, The Bridge and Grangebeg. In the same manner, our house communities are also homes for cultivating human relationships that enable us to learn from each other's strengths and weaknesses. Our community practises bio-dynamic agriculture, thus offering great opportunities for our students to work with organic farming methods. It is

a privilege to be able to harvest our own vegetables, produce our own eggs and some meat from our animals for use where we live. From earth to table, food right at our doorstep whenever possible.

In the early part of 2014 the major storm that hit the country did some damage to the Community but more importantly one of our residents was injured by a falling tree. HIQA were informed and the resident made a full recovery in a remarkable small amount of time. We hired a PiC and one LTCW left the Community. There were many challenges for the Community including a HIQA inspection in March and continuing underfunding issues around our adult population. Coupled with this the Community has identified some issues around fire safety deficits and a serious roof leakage problem in Garden Cottage. While we have identified these issues to the HSE, to date there has been no engagement.

HIQA Registration Number	ORG-0011512	
	Placements	Vacancies
Residential	20	2
Day Placements	22	0

Grangebeg Community is located in County Kildare on the border with County Wicklow. It is walking distance from Dunlavin, the nearest village and 15 minutes from Kilcullen, which lies on the bus route between Dublin and Waterford. We are approximately 20 minutes from Naas, and 50 minutes from Dublin. We are a small farm based community responsible for the care and management of our 46 acres of land, on which we run a small herd of cattle, sheep and a few hundred chickens. We are organically certified and our vegetable garden provides enough food to sustain us through most of the year with a surplus to sell to local communities and fellow organic growers.

Currently we have around 20 people living in the community in 3 houses, 11 of whom have special needs. We also have several employees coming in to the community during the week days, and a strong connection to the Bridge Camphill and Dunshane Camphill, often sharing the celebration of festivals with them and interacting with them through the adult education scheme (which operates for about 6 months of the year) on a weekly basis. We are working on further integration with the local Dunlavin community and we host several local groups in Colmcille Hall. Apart from the farm and garden we also have work opportunities in our bakery/food processing workshop, our craft workshop and the house workshop where the meals are prepared each day.

We were surprised and delighted to have had the honour of being the first community to survive a HIQA inspection! Many staff, coworkers and residents were interviewed during the inspection and made a very good overall impression, demonstrating very good standards of overall care and welfare. We are continuing to develop and work with our community vision process to incorporate it into a strategic management plan. It was helpful to demonstrate resident's involvement in this process to HIQA. We are seeking professional HSE advice and support for two residents with very complex needs.

We are planning to have a spring fare on Sunday 6th April. To continue operating with reduced financial and human resources while meeting increasing support needs and requirements of local, national and external agencies. Fire safety certification is difficult to organise and implement the required improvements. Organisational structures are still unclear which delays the possibility of forming a new Local Committee.

HIQA Registration Number	ORG-0011518	
	Placements	Vacancies
Residential	11	0
Day Placements	11	0

Grangemockler Community is made up of adults with special needs and international volunteers set on 50 acres in Co. Tipperary. We aim to create a warm home atmosphere, a rich cultural life, and meaningful work for all members of the community. We are about forty people in total living in five households. Our main areas of work are the farm, garden, and weaving workshop but we also go out to Kilkenny, Clonmel and Carrick-on-Suir to work and attend activities there.

In our community we work together to create an environment that encourages each person to develop his or her full potential and volunteers play a very important role. Volunteers help us with the day to day care of adults with special needs, which may include physical care, emotional support, or simply companionship. You may be asked to help us maintain our houses, cook meals with veg from the organic garden, or help out in one of the workshops. The contribution volunteers make to our cultural life brings diversity and an every-changing dynamic to our community life.

We are part of a network of Camphill Communities in Ireland and we offer an Introductory Course for all volunteers in the area where you can learn more about life and work with people with special needs while meeting volunteers from other communities. We are within walking distance to a bus stop, and just about half-way between Dublin and Cork for those who wish to travel while they are here. We are about 20 minutes by bus from Callan, where there is the excellent KCAT centre for the arts. After completing one year voluntary work in the community, volunteers may enquire about being supported to join KCAT for a second year, either part-time or full-time.

During the year there have been a number of cuts in water supply and power cuts due to adverse weather conditions, which were notified to HIQA.

HIQA Registration Number	ORG-0011519	
	Placements	Vacancies
Residential	20	1
Day Placements	21	0

Greenacres Community Camphill Community Greenacres is a small Community in a suburb in South Dublin and close to Dundrum and Stillorgan villages. We are living in three houses within walking distance of each other, and our neighbourhood is a beautiful, peaceful place, yet has easy access to the cultural life and stimulus of Dublin city centre.

Greenacres aims to offer people with a learning disability access to appropriate housing and related support services promoting equality of opportunity, choice and independence for each individual. It is our aim to facilitate a space for each individual which they can call home, and where each feels safe and can grow and develop their unique potential and hidden talents.

Bringing buildings up to required standards, especially around fire certificates. We will need assistance to achieve compliance from experienced colleagues in other communities. Development of Hazel. We had to withdraw planning application due to objections of a neighbour. We will now re-visit the plans, and take concerns on board.

HIQA Registration Number	ORG-0011520	
	Placements	Vacancies
Residential	3	1
Day Placements	18	0

Jerpoint Community is located in the historic Nore Valley on the banks of the river Nore. It is an area renowned for its arts and crafts and its natural beauty. Jerpoint Community is located close to a number of 18th century buildings which were once part of the neighbouring Mount Juliet estate. The Community has a small holding and has built additional households for members of the community.

It is a well-integrated rural setting 5 km from Thomastown. Thomastown Community benefits greatly from belonging to the lively cultural and social Community of Communities of Camphill centres in this region of Southern Ireland. The cycle of life at Jerpoint turns around the community's heart and centre: its extensive vegetable and herb garden and small-holding with cows, pigs and chickens. Many varieties of fruit, vegetables and herbs are cultivated for the kitchen and for the Mustard Seed food processing workshop where our lovely Sara-Lea is making the most wonderful breads, cakes and pickles. The work with the residents is strengthened through visits by specialists from nearby centres who offer eurythmy, music and art therapy.

HIQA Registration Number	ORG-0011521	
	Placements	Vacancies
Residential	9	1
Day Placements	15	0

Journeyman Community runs a Camphill training initiative for young people who have a disability. Work continues on a new eco-friendly centre at Carrick-on-Suir in Co. Tipperary that includes training workshops, an exhibition space, meeting rooms, dining area, communications room and administration offices. The new centre will also allow the Journeyman Programme to expand in new directions with the prospect for two self-contained apartments for trainees in the coming years.

There is a relatively large work force involved with front line tasks verses small work force of administration support staff.

HIQA Registration Number	NOT REGISTERED WITH HIQA	
	Placements	Vacancies
Residential	0	0
Day Placements	9	0

KCAT Community had its earliest beginnings in 1993. For years we had recognised the remarkable artistic ability of George McCutcheon, a member of our community who has Down syndrome. George McCutcheon has been an invited artist at the Sculpture Society of Ireland Symposium 1992. Camphill Ballytobin was participating in HORIZON, a European Union initiative that funded innovative projects. A German partner project offered to mount an exhibition of Georgie's work in three cities. This was a tremendous success and was the spur to develop another HORIZON-funded project with six artists with disabilities each pursuing their own career in creative and professional terms.

This experience made it clear that we would need to develop a social and cultural context for the work, an encouraging environment that would allow for mutual stimulation and support and interaction with many other artists - and so the ideas for the Art and Study Centre gradually evolved. The EU grant strongly encouraged interaction with progressive projects in other European countries and KCAT made very valuable links with the best arts and mental disability projects in Europe - particularly in Scotland, Belgium, Luxembourg, France, Sweden, Denmark and Germany. These projects are working together to develop the concept and practice of differentiated arts, striving to develop a creative context in which able and disabled artists can participate and interact as equals.

In 2014 KCAT hosted “Ringo” in February and it was a hugely entertaining fundraiser. The studio got a commission from the local school so we have lots of school children visiting and selecting artwork for their new building. Some artists went to visit a similar studio in Luxembourg; this is part of a European art exchange network. Two more visits are planned to the UK and Germany in the near future.

HIQA Registration Number	NOT REGISTERED WITH HIQA	
	Placements	Vacancies
Residential	4	0

KYLE Community is a small land based community is situated on a right hand side cul de sac off the Callan/Windgap road approx. 2miles off the Clonmel-Kilkenny by-pass outside Callan. Camphill Kyle comprises of 6 houses/apartments and ancillary buildings located amongst a number of private houses in a cul-de-sac giving the atmosphere of a small rural village. There is easy access to Kilkenny, Waterford and Clonmel which are larger cities with good shopping, theatres, concerts and recreation. Kyle itself occupies approximately 26 acres (10.5 hectares) of beautiful farmland, orchards and garden. In Camphill Kyle community, there are 17 adults with intellectual disabilities, 22 short term co-workers, 25 employees and 5 long-term coworkers work together. Our residents have very different level of needs; some of them fairly independent while others need additional supports. The care support is largely provided by an enthusiastic group of young coworkers/volunteers whom have come from all over the world.

A major event in the life of our community was the illness, death and then funeral of Baruch last week at the magnificent age of 90 years & 6months. This was closely accompanied by his family, many friends and colleagues and is still very present in our experience. Many visitors from near and far attended the funeral in Kyle and memorial evening in Ballytobin which were wonderful celebrations of Baruch's life.

Finances and how to make ends meet :- economise, raise more – generate admissions etc.

HIQA Registration Number	ORG-0011522	
	Placements	Vacancies
Residential	15	2
Day Placements	16	0

Thomastown/Watergarden Community is a non-residential centre for adults with special needs. It includes a coffeeshop, garden centre, gardens and art gallery which are also open to the public These different areas provide a diversity of challenges and opportunities.

The beautiful garden offers a therapeutic backdrop to the workplace of The Watergarden and gives everyone an experience of the changing seasons. The principal impulses of The Watergarden are to provide meaningful work for adults with special needs and to bring the Camphill ethos into the wider community. We also provide differing levels of home-based support to some of those working in The Watergarden and living independently in the town. This allows some people to move out of their parental home to live independently or semi-independently for the first time. A recently awarded grant means that we can develop a site to provide private apartments for this purpose.

The community has been joined by a third long-term co-worker Marcela K. who was previously in Grangemockler. She lives in a shared house with 2 semi-independent people in town. budgets, PCPs, training. Wellbeing of people, admin for HIQA, finances

HIQA Registration Number	NOT REGISTERED WITH HIQA	
	Placements	Vacancies
Supported Living	9	0
Day Placements	23	0

Health & Safety

Reports are furnished to each Council meeting by the national Health and Safety Officer, Tim Phalan, and the organisation has a long standing policy of independent oversight and reporting from Diamond Health & Safety. Each Community is independently inspected and a report is forwarded to the Community within a few days of each inspection and the Communities are obliged to address the issues highlighted in the reports and make the Council aware of any underlying problems through their quarterly reports to Council. The Council is made aware of all “High Priority” issues which the audit identifies and which have not been resolved within one month.

Some communities still have issues which technically remain “unresolved” from previous audits; most of these relate to on-going fire safety upgrades. Although HIQA do not now require Fire Certification as a prerequisite for registration we are still bound by our statutory obligations and by standards of good practice. Therefore, efforts to improve fire safety must continue into 2015 and beyond, at least on a risk assessment basis. During the year there have been a lot of changes in Community Safety Officers (CSO) and Deputy CSOs.

In addition to the announced safety audits which our external safety consultant undertakes twice yearly, the National Safety Officer visits the communities from time to time during the year for informal safety checks. These visits are seen in a positive light and as a collaborative and supportive effort.

The monitoring and reviewing of accidents and incidents remains a priority. At the present time, this is not done in a systematic and timely fashion. This is due, in part, to the fact that CCoI does not have an easy-to-use, online reporting system. There will be some investigation of suitable and easy to use systems during the coming year.

PR & Fundraising Working Group Report

This is the first Annual Report from the working group and will form part of the ongoing strategy for PR and Fundraising for the foreseeable future. Public Relations and Fundraising is becoming an increasingly important part of Camphill’s annual activities. To date there have been many fundraising activities that have contributed hugely to the fabric of Camphill Communities throughout Ireland. It would be true to say that very many projects could not have succeeded without the incredible hard work that Parents, Family and Friends of Camphill, have contributed to these projects over many years. To a large extent most fundraising was carried out on a Community by Community, project by project basis.

As part of our Fundraising activities the Council adopted the following resolution at its June 2014 meeting:

The Council resolves to adopt the Statement of Guiding Principles for Fundraising and confirms that Camphill Communities of Ireland is committed to complying with the Statement and will endeavour to:

1. Adhere to the core principles of respect, honesty and openness by:

- 1.1 Respecting the rights, dignity and privacy of supporters, clients and beneficiaries.
- 1.2 Answering reasonable questions about fundraising activity and fundraising costs honestly.
- 1.3 Making information about our purpose, activities and governance available to the public.

2. Demonstrate its commitment to donors by:

- 2.1 Agreeing and making known a Donor's Charter consistent with the Statement of Guiding Principles for Fundraising containing commitments regarding the causes for which the charity is fundraising, the use of donations, and disclosures regarding the status and authority of those soliciting donations.
- 2.2 Operating a complaints and feedback procedure.

3. Ensure high standards of fundraising practice by:

- 3.1 Ensuring fundraisers are committed to the highest standards of good practice by providing information and training on the Statement of Guiding Principles for Fundraising.
- 3.2 Ensuring that fundraising activities are respectful, honest, open and legal and that images and messages are chosen and used in accordance with the Statement of Guiding Principles for Fundraising.
- 3.3 Having a policy in place regarding the management of volunteer fundraisers.

4. Be financially accountable by:

- 4.1 Publishing an annual report and statement of annual accounts, which includes a statement on compliance with the Statement of Guiding Principles for Fundraising.
- 4.2 Making sure that there are appropriate internal financial and management controls in place.
- 4.3 Making sure that all donations are recorded and that all records comply with data protection legislation.

5. Ensure that the Council and Senior Management take responsibility for implementing and adhering to the Statement of Guiding Principles for Fundraising by:

- 5.1 Identifying any risks that may arise and ensuring appropriate mechanisms are in place given the size and complexity of the organisation to manage and deal with those risks.

The Resolution, Donor’s Charter, Handling of Complaints and Feedback and our Commitment to Standards in Fundraising Practice are available from our National Office and can be downloaded from our Website: <http://www.camphill.ie/Fundraising-Code-of-Conduct>. Also available from our National Office and our website is our PR & Fundraising Working Group Annual Report: <http://www.camphill.ie/Annual-Reports>.

Main Risks to Camphill Communities of Ireland

Camphill Communities of Ireland have been engaged in discussions around capitation with the HSE at CHO and National levels since 2004. We fully recognise the very real constraints that the HSE and Government are operating under and we also recognise the necessity for prudent fiscal policies. That said over the past ten years there have been a number of opportunities for engagement with Camphill to rectify the looming problem of underfunding for most of our Communities through low capitation fees. While there were some efforts from 2008 onwards, these have largely been negated over the intervening years.

Each Community operates on a self-determining basis and must govern their affairs in a prudent manner within the confines of Camphill policies and the regulatory environment that currently pertains. Camphill governs all of the Communities for the collective good of the organisation and can assist Communities from time-to-time with financial issues. However it would be financially imprudent for the organisation to regularly transfer funds from Communities that have some cash surpluses to plug the financial holes in Communities that are systematically being underfunded over many years. This would pose a systemic problem for the organisation as a whole.

Some of our Communities are rapidly becoming a ‘fully employed model’ to ensure that the correct standard of safe care is provided to the residents and day attendees. This has largely been done through the depletion of reserves accumulated through fundraising and other activities. It clear that such a policy cannot continue for much longer and it is also clear that the root cause of the problem is the chronic underfunding of Camphill over many years.

Over 50% of our Communities receive less than €40K capitation per resident per year, most are closer to €3k. Over 9% of our residential placements are being funded at less than €30K per annum. Simply put, this is unsustainable. We are not expecting, nor do we wish to have un-costed increases in funding, however we are seeking to have a root and branch review of all our placements over a period of time, to address funding issues for all of the placements.

Funding Per HSE Area

Funding Area	Placements	Type of Service	Lowest	Highest	Average
Area 1 Cavan/Monaghan	10	Residential	€20,000	€ 67,924	€41,263
Area 1 Donegal	2	Residential	€39,520	€ 46,571	€43,045
Area 2 Galway	5	Residential	€32,929	€ 50,388	€42,680
Area 3 Clare	1	Residential	€38,211	-	€38,211
Area 3 Limerick	1	Residential	€69,926	-	€69,926
Area 3 Tipperary North	2	Residential	€32,262	€ 66,211	€59,736
Area 4 Kerry	4	Day	€ 5,000	€ 38,000	€18,251
Area 4 Kerry	6	Residential	€34,113	€ 50,000	€45,870

Area 4 North Cork	1	Residential	€7,900	-	€7,900
Area 4 South Lee	2	Residential	€35,004	€ 35,004	€35,004
Area 4 West Cork	1	Residential	€7,185	-	€7,185
Area 5 Carlow/Kilkenny	36	Day	€ 1,867*	€ 43,618	€10,471
Area 5 Carlow/Kilkenny	28	Residential	€27,000	€19,297	€38,196
Area 5 Carlow/Kilkenny	7	Indep. Living	€ 9,483	€ 9,483	€ 9,483
Area 5 South Tipperary	14	Day	€ 4,564	€ 44,957	€15,161
Area 5 South Tipperary	32	Residential	€27,000	€18,616	€7,461
Area 5 Waterford	8	Day	€ 5,423	€ 42,484	€15,681
Area 5 Waterford	12	Residential	€27,740	€109,004	€50,954
Area 5 Wexford	4	Day**	€ 1,837	€ 16,000	€10,567
Area 5 Wexford	10	Residential	€20,254	€ 71,790	€45,403
Area 6 Dublin South East	12	Day**	€ 3,000	€ 14,964	€ 7,937
Area 6 Dublin South East	15	Residential	€32,389	€103,057	€49,106
Area 6 Wicklow	5	Residential	€32,389	€ 77,728	€50,478
Area 7 Dublin South City	5	Residential	€32,389	€ 51,000	€48,376
Area 7 Dublin South West	2	Residential	€32,242	€69,999	€51,121
Area 7 Kildare/West Wicklow	13	Day**	€ 9,815	€ 13,876	€12,990
Area 7 Kildare/West Wicklow	1	Independent Living	€40,671	-	€40,671
Area 7 Kildare/West Wicklow	47	Residential	€28,621	€ 72,000	€39,243
Area 8 Laois/Offaly	1	Day	€10,846	-	€10,846
Area 8 Laois/Offaly	4	Residential	€32,850	€100,000	€60,795
Area 8 Louth	1	Residential	€29,500	-	€29,500
Area 8 Louth	1	Residential	€46,571	-	€46,571
Area 9 Dublin North	5	Residential	€32,389	€ 57,999	€38,934
Area 9 Dublin North Central	1	Residential	€32,389	-	€32,389

* *Single day Placement*

** *Includes Day Placement and/or School Leavers Programme/Rehabilitative Training Programme*

At the end of 2014 Camphill catered for 199 Residential Placements at an average capitation fee of €45,716 per annum. 106 Residential Placements were funded at less than €40,000 with the average for these capitation fees being just €33,179.

Outlook for 2015

2015 will undoubtedly be a very big year for Camphill. Our 17 Communities continue to be placed under huge pressure for fundraising and delivery of very high quality services. The Health Information and Quality Authority (HIQA) has developed the “National Quality Standards for Residential Services for People with disabilities”. These ensure that services operate to a high standard and it is planned that all residential services will have to be registered and will be subject to inspection. Preparation for inspections is ongoing and progressing in all Communities.

Many Communities are feeling enormous pressure to upgrade houses while at the same time experiencing cuts in funding, reducing long term vocational volunteer coworkers and a commensurate rise in employment. It is clear that Camphill must engage in lobbying to help secure adequate resources to ensure a safe and effective service to all our residents and day attendees.

In 2014 it is intended to upgrade our fundraising efforts and improve on the totals collected to date. One main area of improvement will be to try to engage with a corporate sponsor/charity of the year partner. Michael Hilary leads the PR and Fundraising working group. He will be in contact with Communities, families and friends in the near future in regard to our plans.

We are always seeking volunteers and any assistance that you or your family/friends can give to us, would be most welcome. We must say a huge thank you to all of our residents, day attendees, coworkers, volunteers, families and friends for their continued support over the last twelve months.

Community Contact Information

COMMUNITY	ADDRESS	PHONE & FAX	EMAIL
Ballybay Camphill Community	Corraskea, Ballybay, Co.Monaghan	+353 (0) 42 9748197	ballybay@camphill.ie
Ballymoney Camphill Community	Sea Road, Ballymoney, Gorey, Co.Wexford	+353 (0) 53 9425144	info@camphillballymoney.ie
Ballytobin Camphill Community	Callan, Co.Kilkenny	+353 (0) 56 7725114	ballytobin@camphill.ie
Bridge Community Camphill Community	Main Street, Kilcullen, Co,Kildare	+353 (0) 45 481597	thebridge@camphill.ie
Callan Camphill Community	The Granary, Bridge St, Callan, County Kilkenny	+353 (0) 56 7706001	callan@camphill.ie
Carrick-on-Suir Camphill Community	Castle Street, Carrick-on-Suir, County Tipperary	+353 (0) 51 645080	carrick@camphill.ie
Dingle Camphill Community	Doonsheane, Dingle, Co. Kerry	+353 (0) 66 915 2841	dingle@camphill.ie
Duffcarrig Camphill Community	Gorey, Co. Wexford	+353 (0) 53 9425911	duffcarrig@camphill.ie
Dunshane Camphill Community	Brannockstown, Co. Kildare	+353 (0) 45 483628	dunshane@camphill.ie

COMMUNITY	ADDRESS	PHONE & FAX	EMAIL
Grangebeg Camphill Community	Grangebeg Camphill Community, Dunlavin, Co. Kildare, Ireland	+353 (0) 45 406050	grangebeg@camphill.ie
Grangemockler Camphill Community	Templemichael, Carrick-on-Suir, Co. Tipperary	+353 (0) 51 647202	camphillgrangemockler@gmail.com
Greenacres Camphill Community	1a Farmhill Park, Goatstown, Dublin 14	+353 (0) 1 2987618	greenacres@camphill.ie
Jerpoint Camphill Community	Jerpoint House, Thomastown, Co. Kilkenny	+353 (0) 56 7754132 / +353 (0) 56 7793868	jerpoint@camphill.ie
KCAT Camphill Community	Mill Lane, Callan, Co. Kilkenny	+353 (0) 56 7755115	info@kcat.ie
Kyle Camphill Community	Coolagh, Callan, Co. Kilkenny	+353 (0) 56 7725737	KyleCommunity@gmail.com
The Journeyman Camphill Community	Ballinagrana, Carrick-on-Suir, Co. Tipperary	+353 (0) 51 641892	journeyman@camphill.ie
Thomastown Camphill Community	The Watergarden, Ladywell Street, Thomastown, Co. Kilkenny	+353 (0) 56 7724690	dorothee@camphill.ie