



Camphill Communities of Ireland



Annual Report 2020/2021

M. Keane (Chairperson), B. Haslam, M. Liffey, A. Kealy, I. Kerr, T. Bridgeman, K. Joyce
A. Kealy (Company Secretary)

Camphill Communities of Ireland is a Registered Company in the Republic of Ireland: Company Number 35672, Registered Address: Camphill Communities of Ireland, Dunshane Community, Nr Brannockstown, Naas, Co. Kildare, W91 W26T

Camphill Communities of Ireland is registered as a Charity with both the Irish Revenue Commissioners and the Charities Regulatory Authority - Revenue: CHY5861; CRA Number: 20009489.

Background

Camphill Communities of Ireland works with people with intellectual disabilities and other kinds of special needs.

At the core of the Community is the recognition of the dignity of people with support needs and the giving and sharing of all in communal life.

In Camphill, we believe that mutual support and respect for each other creates a healthy environment for development.

We offer homes for adults with intellectual disabilities and other support needs. Everyone's contribution is valued, and individuality is recognised. We acknowledge every person's right to equality and self-determination and encourage participation in decision-making in work, social, cultural and home life.

Executives

<i>Chairperson:</i>	Marie Keane
<i>Company Secretary:</i>	Ambrose Kealy
<i>Directors:</i>	Bernard Haslam
	Ian Kerr
	Maeve Liffey
	Tony Bridgeman
	Kate Joyce
<i>CEO:</i>	Louise Gorman
<i>CFO:</i>	Elaine Sheridan
<i>Head of Services:</i>	Sinead Foskin



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Section 1

2020-2021 in Review

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Chairperson's Report

During 2020 and 2021, the Board played an active role in guiding the work and future direction of CCol in what was an unprecedented two years due to the global pandemic. The AGM, the Board and Sub-Committee meetings subsequently were conducted through the Microsoft Teams platform.

The extent of the change involved over the past two years in re-organising the complex nature of care delivery services to our Community Members with Support Needs (CMSNs) in an ever-evolving regulatory environment cannot be under-estimated. This is evidenced by the workload undertaken by Directors, Management Team, Staff and Volunteers and the important role they all played in the care provision to our Residents. My sincere appreciation and acknowledgement is extended to all of you for your contribution which ensured all our CMSNs were happy and safe during such a demanding time. Other achievements to note in 2020 and 2021:

- ❖ Camphill's response to the Covid-19 Pandemic which posed a potential serious risk in all our Communities. With the implementation of all the HSE guidelines, regular auditing and the vigilance of staff, CCol were successful in maintaining a Covid free environment for the Residents.
- ❖ A Governance Framework was implemented to strengthen our compliance with requirements of the statutory regulators. This ensured the necessary structures, processes, quality standards, oversight and accountability were in place to prove that person centred safe and effective services were delivered. Five Sub-Committees of the Board were established comprising of Non-Executive Directors and Executive members operating on behalf of, and reporting directly to, the Board.
- ❖ A working group with representation of all stakeholders was established to define the Values of CCol and their living expression.
- ❖ A Provider Assurance response was developed to address the challenging HIQA inspections across the organisation.
- ❖ The centralisation of Finance, HR and Payroll functions was completed. This ensured the integrity and oversight of accurate data for over 500 employees.
- ❖ The Policy for Management of Residents Finances was updated and a new CMSN Contract of Care was introduced.
- ❖ Work also undertaken by the Directors included a strategy and planning document which forms part of the Strategic Plan for CCol over the next 3 years.

Along with many other organisations in the sector, CCol faces significant financial and compliance challenges in the year ahead. With the commitment and dedication of all the staff, I am confident that CCol will meet its objectives in ensuring that our Residents live in supportive environments and enjoy meaningful lives with a sense of purpose in their Communities.

The Directors and the Management Team continue to foster strong and proactive working relationships with our Regulators and appreciate the continued support from the National Disability Office in the HSE.

I would like to thank my colleagues on the Board for their hard work and voluntary commitment over the past 24 months, including the valuable time they have given to the important work of the Sub-Committees which play such a vital role in the overall effectiveness of the main Board.

Finally, I would like to thank the CEO, Senior Management team and all Staff for their hard work. It is important that the invaluable role played by all our Staff in the welfare of our Residents in 2020 and 2021 be applauded and acknowledged.



Marie Keane, Chairperson

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Chief Executive Report

We would like to congratulate and acknowledge the hard work of all the Staff and Management of CCoI and Ann Sheehan – CEO from September 2018 to July 2021.

Ann Sheehan thanked the Board for their support and thanked and acknowledged, the incredible workforce teams in CCoI, for their loyal dedication to the people we are privileged to support. Ann thanked our families, carers and key decision makers for the opportunity given to her as CCoI supports community members in their lifelong journey to independence. Ann thanked our donors and sponsors and encouraged all to continue to support the management team, staff and the volunteers in striving at all times to continue the good work for the enrichment of the lives of our participants. Camphill Communities of Ireland (CCoI) would not be able to operate without its dedicated team of staff.

The Board thanked our CEO – Ms. Ann Sheehan, her management team and their staff for their dedication to making Camphill a great service provider for our Community Members. Ms. Ann Sheehan returned to the HSE in August 2021 following a three-year term in CCoI. Ann was a stalwart supporter and champion for CCoI, and we thank Ann for her passion, dedication and efforts on behalf of CCoI and wish her the very best in her new role. The team continues to work tirelessly towards a sustainable future for CCoI.

Achievements under this tenure include:

- ❖ Ensuring our Residents and Day Attendees were enabled to fulfil their potential and to lead meaningful lives where they felt valued and respected:
 - Working through a pandemic where we kept everyone safe
 - Consultation and development of a Values framework to ensure that all aspects of the organisation work out of values set that places our Residents and Day Attendees at the centre of everything we do
- ❖ Developing our team of workers, both waged and volunteer, to enable and support them to contribute their best in all their work:
 - Ensuring our workforce are engaged in continual development to enhance their ability to engage with their work in a meaningful way and to take enjoyment from it
 - Evaluating and developing the STV role, including the development of the Vision for STVs and associated implementation plan
- ❖ Implementing systems to ensure the safety of our Residents and Day Attendees:
 - Establishing a national team, including Clinical and Safeguarding functions
 - Establishing an Audit team
 - Transformational change in the area of Safeguarding
 - Establishing a framework for the management of serious incidents and implementation of national trackers to monitor Quality & Safety indicators
- ❖ Enhancing the governance of the organisation:
 - Developing and implementing a Framework for Governance
 - Implementing the Code of Governance for charitable organisations
 - Improved engagement with Housing Regulator
 - Updating almost all policies across all functions of the organisation
- ❖ Standardising and centralising processes and functions across the organisation:
 - Finance
 - HR
 - Payroll

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- Maintenance (in progress)

Under new leadership, we continue to strive towards consistent compliance while maintaining the Camphill way of life and feel of our Communities to enable our Residents live their best lives!



Louise Gorman
CEO

The role of the Board of Directors

The Board ensures that the vision, mission and core values of CCoI as expressed in its constitutional documents are upheld and realised in practice through the adoption and implementation of strategic plans and through regular oversight of their implementation. The Board is responsible for exercising all the powers of the organisation, other than those reserved to its members, and has collective responsibility for all its operations. As an organisation with professional staff, where Directors have no role in the day-to-day running of the company, the Board of CCoI operates by devolving responsibility for the conduct of its business to a CEO and in turn through his/her to other staff.

The members of the Board serve on a voluntary basis and understand and identify with the mission and values of CCoI. The Board appointed three Directors in 2021 following an open call in the national media. These Directors were selected in line with the criteria set out in the Competency Framework of the Corporate Governance Manual. The Framework aims to create a diverse Board which includes men and women of independent mind who are familiar with and/or are sensitive to the works of CCoI, understand its operating environment, and are familiar with the lived experience of community members with support needs.

All Directors receive Induction Training on Corporate Governance. A Code of Conduct outlines the responsibility of each Director and includes procedures for dealing with any potential conflict of interest which may arise between their responsibilities as Directors and their outside interests.

The Chairperson sets the agenda for each Board meeting. Executive management attend Board meetings and make regular presentations on the strategies and operations of the organisation. In 2021, the Board had eight scheduled meetings (The organisation's Corporate Governance Manual identifies those matters which are specifically reserved for decision by the Board).

The Board and Management are committed to maintaining a high standard of corporate governance in accordance with the organisation's Corporate Governance Manual, the HSE Annual Compliance Statement for Section 39 Bodies.

A working group, which included some members of the Board, convened in late 2020 to review the CCoI constitution. After many meetings and consultation, the constitution was ratified by the Board, and it was subsequently lodged with The Charities Regulator and the Companies Registration Office.

Risk Management

The Board is committed to ensuring that managing risks is an integral part of the organisation's activities. The principal risks faced by CCoI are having sufficient funding to provide on-going services and ensuring sufficient resources and personnel are available to meet service requirements. The Board established an Audit & Risk Committee, which receives regular Risk Management Reports and has developed a policy to ensure that it is advised of significant events which require its attention. In addition, the Board receives regular reports on the systems, policies and procedures in place to ensure that services are delivered to a high standard and risks are anticipated and managed.

Internal Controls

The Board has established structures, policies and procedures to review and report on internal controls including financial, operational and compliance controls. The operation of these controls has been delegated to the Executive Management Team. The Board approved a revised Executive Governance Structure which set out the key committees and team members who are charged with responsibility for undertaking, completing and monitoring the work necessary to ensure good governance of all services

and supports provided by CCol. The Board of Directors has appointed an external provider of internal audit services in support of the internal control processes.

Quality Assurance

Services provided by CCol are developed, planned and delivered based on the needs and goals of people with intellectual disabilities and their families. Service users' life choices and wishes are at the core of service delivery and development. Providing services in this way ensures that the organisation is focused on delivering services to best international standards. The Health Information and Quality Authority (HIQA) is responsible for the registration and inspection of all residential services for adults with disabilities, including respite services, run by the HSE and private and voluntary services.

Health and Safety

CCol is committed to ensuring the health and safety of service users, their families, staff and members of the public. The organisation takes account of legislative obligations under the Safety, Health and Welfare at Work Act 2005; General Applications Regulations 2007 and all associated legislation; the organisation's Safety Statement describes the management system and details of its structure and how it is resourced. In addition, it provides a framework for the development of site-specific safety arrangements in all centres. The organisation's Safety Statement details the responsibilities that staff at all levels have in relation to safety matters. In addition, Safety Representatives form an active part of the organisation's consultation arrangements, bringing employee representations on staff health and safety matters through the forum of the Safety Committee. The organisation's Annual Health and Safety Audit Programme monitors compliance with safety standards across the organisation. Two Board members have specific responsibility for health and safety and report to the Quality & Safety Committee on the organisation's compliance and performance in relation to health and safety.

Directors And Secretary of The Company

The directors, and secretary, who served at any time during the financial year as directors of the Company were as follows:

Directors:

Marie Keane (Chairperson), Ambrose Kealy, Bernard Haslam, Ian Kerr, Maeve Liffey, Pat Ring and Tony Bridgeman

Secretary:

Ambrose Kealy

Board of Directors & Sub-Committees

Board of Directors

CCol is governed by a voluntary Board of Directors to of whom have a family member living in our communities. Board members work on a voluntary basis and do not receive any remuneration.

Board Members (2022)

The Board would like to express its sincere appreciation of the commitment and dedication of management and staff to maintaining the quality of existing services and for developing new services for people with an intellectual disability and their families.

The terms of reference of the four Board Sub-committees are set out in the Corporate Governance Manual. Each Committee adopted a schedule of meetings and workplan for 2020/21 and made regular reports to the Board on their work. The Committees kept their terms of reference under review and brought any recommendations for changes to the terms of reference forward to the Board for approval.

Audit and Finance Committee

The Finance Committee monitors and reviews all aspects of the financial performance of CCol. The Committee reviews and recommends for approval the annual overall operating budget for the company and keeps under review the management accounts including the cash flow position of the Company. The Committee receives reports on the implementation of the organisation's Procurement Policy and reviews the policy on an annual basis.

Risk and Compliance Committee

The Audit & Risk Committee keeps under review the scope and effectiveness of the Company's internal financial controls and risk management systems and the process for monitoring compliance with legislation and regulations associated with financial reporting. The Committee ensures that risks are properly identified, assessed, reported and controlled.

Quality & Safety Committee

The Quality & Safety Committee provides assurance to the Board that there are appropriate and effective systems, structures and processes in place that cover all aspects of clinical, social care and occupational safety, and sets and monitors the delivery of key performance indicators for the quality and safety function at executive and local levels. The Committee ensures that CCol is operating within the provisions and standards set out in the legislation or regulation which is material to the work of the company.

Nominations, Remuneration and Governance Committee

The Governance Committee maintains the constitution of the company under regular review and provides recommendations to the Board as appropriate. It keeps under review the Competency Framework and ensures that the identification and nomination of candidates for approval by the Board for appointment as Directors is carried out in line with the Framework. The Committee acts as a support to the Chairperson in making decisions in emergency circumstances and takes responsibility for the process of recruiting and agreeing contract terms with the Chief Executive Officer for approval by the Board. It acts as the Remuneration Committee ensuring compliance with requirements of regulation.

Environment, Sustainability and Asset Management

On behalf of the Board of Directors, this Committee will bring greater focus and oversight to sustainable development throughout the Company and also develop and monitor an asset management strategy to undertake overall management of Camphill's property. In compliance with the requirements of Charities Regulatory Authority and Companies Act, this committees makes recommendations to the Board in relation to the acquisition and disposal of assets.



Section 2

Community News

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Ballybay

- ❖ A new sensory room was installed.
- ❖ An unused apartment was renovated.
- ❖ PIC was promoted into the RM role and a new PIC was appointed in same month.
- ❖ A new Quality & Safety Officer was appointed and then quickly progressed to PIC in another Community (now PIC of Jerpoint Community).
- ❖ Two new House Co-ordinators appointed and a Farm Manager.
- ❖ Positive student placements.
- ❖ Three staff had babies. CMSNs went on Irish holiday trips over the Summer to hotels or holiday houses when restrictions allowed.
- ❖ With easing of restrictions, the traditional Camphill festivals went ahead - Summer party outside with musicians and crepes. Barbeques, Ascension Day, etc and we re-instated Morning Gathering and CMSN visiting other houses or having birthday parties for CMSNs as a group where cakes were made, and the full Community was invited to the party.
- ❖ Inspected on 15 Regulations in our Feb 2021 HIQA inspection and received only 1 non-compliance.
- ❖ We got lots of hens for the farm and lovely new lantern style outside lighting.

Ballymoney

- ❖ New PIC appointed.
- ❖ Lots of hard work ensured we passed the latest HIQA inspection.
- ❖ Residents are getting back to activities, art classes and adult education.

The Bridge

- ❖ The Nature trail has been refurbished and is ready for use when safe to open to the public.
- ❖ Community and Houses are continuing to be updated. CMSN's have tested out and picked couches in houses, picked design of signage in the Community and been part of wall colour choices.
- ❖ Some CMSNs have been supported on hotel stays throughout the year.
- ❖ The Bridge held a 5k fundraiser on behalf of Camphill and raised approximately €3k.
- ❖ The Bridge had a positive inspection in November where the inspectors stated they were impressed with the improvements made in a very short space of time.
- ❖ We have successfully recruited several social care assistants and team leaders. Recruitment drives are ongoing.

Callan

- ❖ Camphill Callan won the March walking challenge 🏆
- ❖ Congratulations to our amazing Artist whose artwork was selected by the Crawford Art Gallery in Cork.

- ❖ **KCAT Courtyard:** we received some outdoor furniture from Camphill Family & Friends Association.



- ❖ Moreover, great work was done on paving a sunny outdoor seating area that both KCAT & O'Reagans Community Members and staff have benefited from.



- ❖ **Art Exhibition:** For the first time, our Community Member was delighted to show his artwork in KCAT Art Centre



Johnny and John, chalk pastel, Johnny Walsh

Johnny Walsh
 "I feel happy when I paint"
 An exhibition of current works
 by Johnny Walsh
 KCAT Tea Room
 Opening on 14 May at 5 pm, by invitation only
 Running to 28 May 2021
 Viewing by appointment
 contact KCAT 056 7755115

- ❖ **Art Exhibition:** Another Community Member was also delighted to sell all her work at an open exhibition showcasing work done during the lockdown including making of rugs, hand weaved using a Peg-loom.

❖ *Inspired by Tokyo 2020*, we held our inaugural Camphill Callan Olympics! A wonderful afternoon was had by all, with great competitive spirits on display. Morocco, Spain and Germany were the countries represented. We hope we made them proud!



❖ HUGE congratulations to Klara Dicke, Shay Croke and Paula Krujatz on the unveiling of their Art Project in the Workhouse Garden. The paintings are a beautiful contribution to the Workhouse and its surrounding areas. We can't wait to add more!



- ❖ And we have been busy with the harvest. Here is just a small sample of what we produced:



**Raspberries, Onions
and Cherries**



**Tomatoes, Turnips
and Radishes**



**Lettuce, Courgette and
Runner Beans**

Carrick

- ❖ New PIC appointed.
- ❖ CMSNs join in with the Jerusalem Challenge (the dance) which went viral on social media over the year.

Dingle

- ❖ New Cattle bought to expand our farm.
- ❖ CMSNs watched the sale of cattle from our farm live on TV.
- ❖ Board Walk project (below) is now open. This will allow for a looped walk and sensory experience.
 - ❖ CMSNs got a private boat trip around Dingle Bay.
 - ❖ CMSNs got to enjoy bumper crops of strawberries and other fruits and vegetables.
 - ❖ CMSNs got to partake in a number of new workshops including woodwork/ Bird Boxes / Window Boxes / Picnic benches.
 - ❖ CMSNs got to enjoy warm days, picnics and swimming at the beach.



Dunshane

It has been a very busy two years in Dunshane despite the challenges of Covid-19. Our Day Service has been a hive of activity with many of the Day attendees achieving personal goals.

One of the young men studied, with staff support, the Driver Theory test and with hard work and determination achieved this outcome and is now the proud owner of an Irish Provisional Drivers Licence, driving lessons are the next goal.

Many of the Residents in Dunshane have become extremely proficient in the use of technology throughout the many lockdowns, this has enabled people to keep in touch with friends and family through video calls and face time. For some Residents a huge amount of time has been spent on health and wellbeing and

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they have taken part in many walking events across counties with a passport mapping the distance they have travelled.

The spirit of Community continues to thrive in Dunshane, as we welcomed many new young volunteers from Brazil, Germany and Africa. The young volunteers are supporting the Residents in various projects including making a short film of life in Dunshane through the seasons, we hope to be in a position to share this on completion with other Communities and showcase the amazing work that occurs in our Community throughout the year.

Many Residents are accessing the wider community for education, employment, recreation and are creating connections with new friends. Dunshane has faced many challenges this year, however, with the support and dedication of our wonderful staff team and volunteers, the lives of the Residents continue to be well supported in so many ways, enabling the adults in Dunshane to live their lives to their full potential.

Grangebeg

Kalbarri Cookery School and artisan market: Our relationship with Kalbarri Cookery School and catering service in Brannockstown originated pre-Covid where one of our Community Members undertook a cookery course and then worked one morning a week for a number of weeks supporting the cookery classes. Our relationship with the school was re-ignited by an invitation to open a Saturday morning stall at the school as part of an artisan market. For the last 8 – 10 weeks two of our Community Members have held a stall with support of STV selling our eggs and vegetables from 9.00am - 11.00am. It has been a tremendous success and has further embedded Community Members and Grangebeg's relationship with the broader community.

Honey: Our bees hives are just ready to be harvested for their honey (thank you bees) for the second time ever in the next couple of weeks. One of our Community Members, a trained Apiarist, also received the gift of her first hive this Summer (mentioned in our last HIQA report). She looks forward to the outcome of this hive over the next 12 months.

Hens and egg production: The hen flock was increased in consultation with Community Members who are responsible for their care. Our infamous organic free-range eggs are in huge demand and are a valuable source of income and social inclusion for our Community.

Graduates of horticulture and creation of new garden, "New Beginnings": Three of our Community Members received their FETAC Level 4 in Horticulture in relation to landscaping and design. We are extremely proud of them. They put their skills to work by designing a small garden outside our new office, which was opened in June by Sinead Foskin, Head of Service.





Development of new spaces on the land: We have created additional social and work spaces due to financial support from the HSE across the Community. We were able to convert TIGIN, an old cabin, into a food production space and place a small propagation tunnel beside it that ensures a supply of seedlings and plants to the polytunnels all year round regardless of the weather. Pathways inside and outside of the second Polytunnel have been greatly improved providing access to all. Outside Ard Keen, we have a polytunnel that provides a Garden Centre for bedding plants adjacent to outside beds that plants can be potted up and sold onto Garden Centres.

This year we sold bedding plants to Blessington Garden Centre. We hope to open up the Community again once restrictions are lifted and hold a plant sale as part of a Community open day. We really look forward to these times. Our remembrance garden was completed as well with a beautiful bench made and placed in the garden. We also planted a tree in memory of one of the Day Attendees and Community Members.



Tree planting: Our Community Members and Day Attendees were supported to plant over 300 trees on site this year. They were primarily Sycamore, Oak and Birch. We plan to plant another 500 next year as a fundraiser for our Community and as our contribution to reduce the amount of carbon in the environs of our Community.

Plans for the future: We aim to continue to build on the developments on the land and the farm and gardens and work back towards a more integrated model of living like pre-Covid. We envisage that existing opportunities for Social Enterprise will continue to grow and support the sustainability of our farm and garden whilst offering meaningful work and active citizenship for our Community Members. Everyone has a role and contribution whether they sow a seed, pot a plant, make a cup of tea, do the shopping, entertain us through dance and drama, save the hay, or light up our day with a beautiful smile, this is Grangebeg, this is our Community.

Grangemockler

Despite the challenges of Covid-19 faced by the Community in 2020, we continued to slowly build on the progress achieved in past years. We re-imagined what it is our service looks like and how we support people to experience the good life. Through the dedication of staff and volunteers, we supported our CMSNs to sample and engage in a range of new activities:

- ❖ Tennis
- ❖ Bowls
- ❖ Birdwatching
- ❖ Baking - probably more than was good for us!
- ❖ Farming
- ❖ Gardening
- ❖ Art
- ❖ Music
- ❖ Lots of activities outside in our country environment

Many CMSNs began the journey of engaging in new goals for their lives:

- ❖ Struck up relationships with pen pals from far afield
- ❖ Some CMSNs began FETAC accredited training and completed these courses
- ❖ We also started in house trainings in relation to the early steps of supported employment with some CMSNs.

Of note for 2020 in Grangemockler, was the passing of 2 of our CMSNs who had been an ever-present part of our Community for over 2 decades. While we did not get to celebrate their lives as we would always have in Grangemockler, we are planning a celebration to remember, reflect and celebrate both individuals.

We continue to go through a time of change and hard work here in GM, but we are confident that we will continue to build on progress as a Community and a collection of individuals that so happily choose to be in each other's company.

Greenacres

PIC retired and new PIC appointed.

Jerpoint

Camphill Jerpoint has had an interesting year in 2020 with lots of developments.

- ❖ PIC retired after 20 years of dedication leading out the development of Jerpoint into a very special place. New PIC and new Area Services Manager were appointed and compliment the team at Jerpoint perfectly.
- ❖ Two HIQA inspections highlighted the exceptional care that is given to the Residents and registration has been granted.
- ❖ One Jerpoint Resident was invited to have a solo exhibition at A Typical Gallery, Belfast which showcased some detailed compositions of built-up layers of drawing and painting.

An arts and crafts workshop area has been created in the Community to encourage this hobby.

Journeyman, Thomastown & Watergarden

A new Day Services Working Group has convened to create a national design for Day Services within Camphill Communities that honour both the ethos and traditions of Camphill while providing the programming and governance set forth by the HSE under New Directions.

The Journeyman Day Programme (Carrick-on-Suir, Co. Tipperary)

- ❖ As the pandemic began in March 2020, the two-day programmes run by CCol in Carrick-on-Suir amalgamated into one service – The Journeyman Day Programme. Day attendees came from the local area as well as several Residents from surrounding residential programmes including Camphill Carrick and Camphill Callan. In total, 24 day attendees are at the Journeyman.
- ❖ Over the past year, the Journeyman adjusted services to ensure that every individual had access to daily service, either in-person or virtual, 5 days a week while maintaining 'pods' to limit contacts until all staff and day attendees could be fully vaccinated.

- ❖ Pods were grouped based on similar individual goals, skills and needs as identified by each day attendee. In-person programming included: Money management, Community mapping, Relationships & communication, Cooking and nutrition, Candle-making and Gardening.
- ❖ Virtual programmes occurred every morning and afternoon and allowed for a continued connection with friends even though we had to be separate together. Virtual programmes included: Creative storytelling, Fitness, Zumba, Advocacy, and the ever-popular Karaoke on a Friday afternoon, just to name a few.

Camphill Thomastown:

- ❖ The Thomastown Community includes both a day service through The Watergarden and a supportive living service.
- ❖ Similar to the Journeyman, Thomastown has recently amalgamated with the day service in Camphill Jerpoint to allow a greater choice to day attendees – including programmes centred around the pillars of New Directions as well as honouring the traditions and crafts of Camphill.
- ❖ During the pandemic, Thomastown created pods and each group created, organised and designed projects. Every day attendee was offered an in-person pod as well as either virtual or Community outreach while we awaited the vaccine roll-out. Virtual programmes included Guitar and Singing lessons, Baking and Interactive games. Many of the more senior day attendees enjoyed visits to their homes and Communities outreach.
- ❖ The Café and Garden have remained closed to the public during the pandemic, but we look forward to re-opening again for public enjoyment when restrictions allow.

KCAT

Our artist contemplating the layout of his solo show ahead of its opening at the Courthouse Arts Centre in Tinahely, Co Wicklow.



March - September 2020: KCAT CLOSED - Being apart for 6 months has made KCAT more precious to all participants seeing the validity of our creative, inclusive Community.



September 2020 - Courses are back and learning starts again!
(pre-covid images)

Future Plans:

- ❖ Development of our online gallery www.theotherspace.ie
- ❖ Margaret Walker Studio Artist - solo exhibition
- ❖ Shane Byrne Equinox Theatre – Artist in Residence in Visual Carlow
 - ❖ Ara Eanna Residency for 3 KCAT Artists
 - ❖ Creative Europe Power film “We all come from somewhere”
 - ❖ Waterboys film
- ❖ Further engagement projects between KCAT Studio artists and artists from further afield
- ❖ ‘MAKING NOISE; Our Climate, Our Voice’ a project that celebrates young people with special needs and their voices within the public debate around climate change and action.
 - ❖ Mentoring a Canadian arts project in Kingston
- ❖ Mill Race Gallery in Callan. A capital refurbishment project managed by Trasna Productions; KCAT will take a leading role in the programming of the new venue due to open in late 2021 or early 2022.
 - ❖ Our ambition with the new space adjacent to the KCAT Building will be to develop an artist led programme of exhibitions and events that will profile our artists and facilitate further experimentation and engagement with our projects and collaborations
 - ❖ Painting the building due to a generous anonymous donation

Kyle



Covid-19 has been difficult for many reasons for everyone living in Kyle but despite the challenges we still managed to enjoy plenty of Nature and utilise the Community Members skills in growing vegetables.



There are 4 male lambs and 4 female sheep in Kyle. We have 15 calves who are 3 months old, they are currently in the field behind Ard Lui. We have 14 yearling cows; 1 year old heifers - and 2 steers; 2-year-old bullocks.



Kyle Craft Masters, The Weavers and Basket makers have continued their crafts during Covid-19. We are storing these handmade crafts in our store for now but are looking forward to selling them in the future. Christmas hampers were a great success in 2020.

And we are very much looking forward to showing you our two new spaces, created by the whole Community:

Life Skills Hub



The Craft Room



Unfortunately, one of our Community Members passed away in 2020 and she is missed by everyone. We are grateful to have a special place to sit and remember our friend.





Section 3

National Office Department Reports

M. Keane (Chairperson), B. Haslam, M. Liffey, A. Kealy, I. Kerr, T. Bridgeman, K. Joyce
A. Kealy (Company Secretary)

Camphill Communities of Ireland is a Registered Company in the Republic of Ireland: Company Number 35672, Registered Address: Camphill Communities of Ireland, Dunshane Community, Nr Brannockstown, Naas, Co. Kildare, W91 XV5T

Camphill Communities of Ireland is registered as a Charity with both the Irish Revenue Commissioners and the Charities Regulatory Authority - Revenue: CHY5861; CRA Number: 20009489.

Clinical Team

The Clinical Team support our staff in all Communities to provide top quality care which is bespoke and based on the health needs of the Residents. The most recent workload analysis for the Clinical Team has identified that Clinical Support Officers (CSOs) currently provide in depth support to 63% of CMSNs in CCol.

The Clinical Team also attend cross-functional meetings in line with the Safeguarding and Operations functions of CCol and attend inter-agency meetings as required. CSO attends all Community Managers Meetings and review each CMSN as per the needs at these meetings.

Of utmost importance in 2020 was *Infection, Prevention and Control (IPC) for Covid Management*. The Clinical Team developed, rolled out and continuously updated standard operating procedures for all areas required by residential services in the management of Covid-19. The Clinical Team continue to provide occupational health support to all Communities to respond to Covid exposure risks and queries. The Clinical Team have provided a 24/7 support to Communities to manage exposure risks and to assist with outbreak management both potential and actual and we thank all the team for their hard work in this regard.

Support with compliance: The Clinical Team have provided ongoing support to the Quality & Safety function in carrying out (HIQA) Reg 23 audits for all Communities across CCol. The Clinical Team have provided support to Communities with preparation before HIQA announced inspections. The Clinical Team have completed 6 internal reviews and reported on 6 serious incidents plus completed 4 full care reviews which entailed:

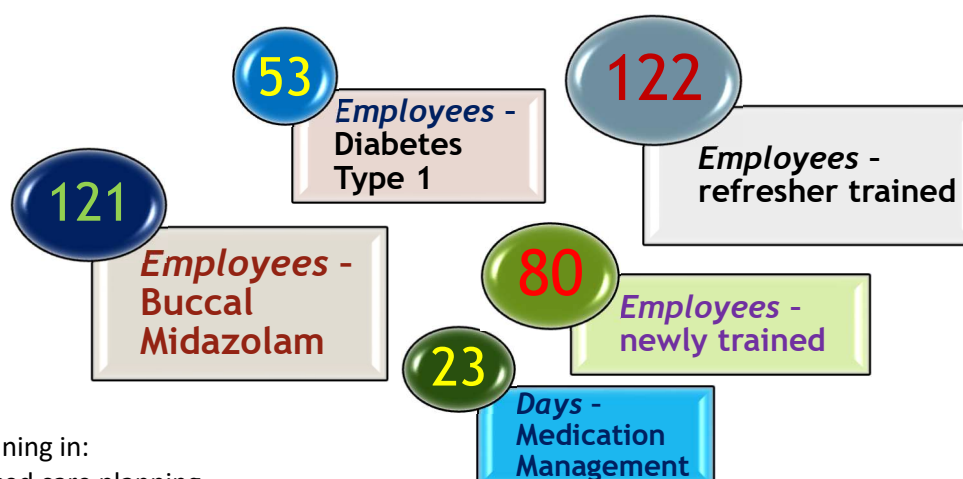
- 1) Reviewing and supporting required Multi-disciplinary Team (MDT) referrals
- 2) Writing and editing support plans for key clinical risks identified in these reviews
- 3) Training of staff teams in the use of these support plans which is still continuously monitored

The Clinical Team are currently working on file reviews for all Communities.

Positive behaviour supports: The CCol Policy on Positive Behaviour Support (PBS) has been developed and rolled out along with standardised templates across all areas of positive behaviour support. A database for all CMSNs who require these supports has been formed and completed in all Communities. Clinical Support Officers are currently working to review all PBS plans for all CMSNs in line with our policy.

Development of support planning: A prototype Support Plan for CCol has been researched and implemented by the Clinical Team. A resource library of sample support plans has been created to assist in 22 key areas including communication, health care, personal/intimate care, pain management and emotional regulation among other subjects.

Training:



Also developing training in:

- ❖ Advanced care planning
- ❖ Autism training
- ❖ Trauma informed care
- ❖ MAPA training & ADM (C) Act

Human Resources Department

The HR Department was centralised during 2020 and is now based in Kilcullen, Co Kildare at The Bridge Community. Along with the day-to-day activities, HR had some major projects to progress including:

Recruitment

A more streamlined process for approval of recruitment from 15 Communities has been introduced through the *National Recruitment Panel (NRP)*. The NRP consists of Head of Service, Regional Managers and 2 HR representatives who meet every second Friday to review all recruitment requests from each Community. The Head of Service and the Regional Managers make the recommendation on each application, taking into consideration the Whole Time Equivalent (WTE) assigned to each Community. The CEO independently reviews the applications and gives the final approval or refusal on each application. The role of HR in the NRP meeting is to validate all the information provided on the recruitment request forms and ensure that they are in line with current wage structure, title of post and grade allocations.

Introduction of Occupop - Recruitment Platform: CCol are now using Occupop for all advertisements of new positions and for the onboarding of all new staff. HR provide training to all current and new Community PICs & Community Administrators. The system records all recruitment drives across CCol and gives HR, Regional Managers and PICs complete oversight from advertising to onboarding of successful candidates for each drive.

The following have been developed to ensure the entire process is streamlined and consistently applied:

- ❖ Standardised job advertisement for each role
- ❖ Development of Job Descriptions and Person Specification for each role
- ❖ Standardised interview questions and assessments for each role
- ❖ Development of standard onboarding and offboarding forms

HR offers continuous support to PIC's and Community Administrators on all areas of recruitment locally. For national and senior posts, HR undertake the full process.

Employee Referral Scheme: To try and maximise all avenues of potential sources of staff, CCol have introduced an Employee Referral Scheme – an employee refers a new candidate to CCol for a vacant post, and if that person is successful at interview and hired into the organisation, then €150 is paid to the employee for the referral. To date, we have received 11 referrals.

Policies & Procedures

All HR policies have been reviewed, revised and updated including the Employee Handbook. Policies are revised and then submitted to the Nominations, Remuneration & Governance Sub Committee for approval before ratification at the main Board meetings.

On-boarding (joiners) and Off-boarding (leavers) Procedures: New procedures for onboarding and offboarding all staff were developed in line with the Recruitment & Selection Policy by HR. These procedures ensure compliance with HIQA Schedule 2 requirements for staff. HR have ensured that all PICs and Community Administrators have been given an induction and training on the procedures and policies to ensure continuous compliance. This also makes the recruitment of new staff easier, more streamlined and more professional.

Ongoing *Schedule 2 Audits* are still taking place across all Communities. The audits consist of carrying out a full gap analysis on all staff members (employed and voluntary) personnel files against the Schedule 2 requirements. While undertaking the audits, the Community Administrator joins the team, and this allows for training and development in the area and provides an opportunity for questions and answers. An audit tool is then sent to the Community giving local management oversight and a complete breakdown on what is needed to ensure compliance with Schedule 2 requirements. The Community Administrator updates the audit tool as they receive new information and use it as part of their work programme to bring the personnel files up to the standard required.

The integration of TMS (see below) will allow for these audits to be carried out at point of onboarding and will eliminate the need for onsite audits.

Staff relations

HR Partnership Forum: The HR Partnership Forum is continuing to run every second Monday via Microsoft Teams and all staff are welcome to attend, to raise any points or seek clarification on matters of concern or interest. The minutes of these meetings are circulated on the Digest email to all staff in CCol.

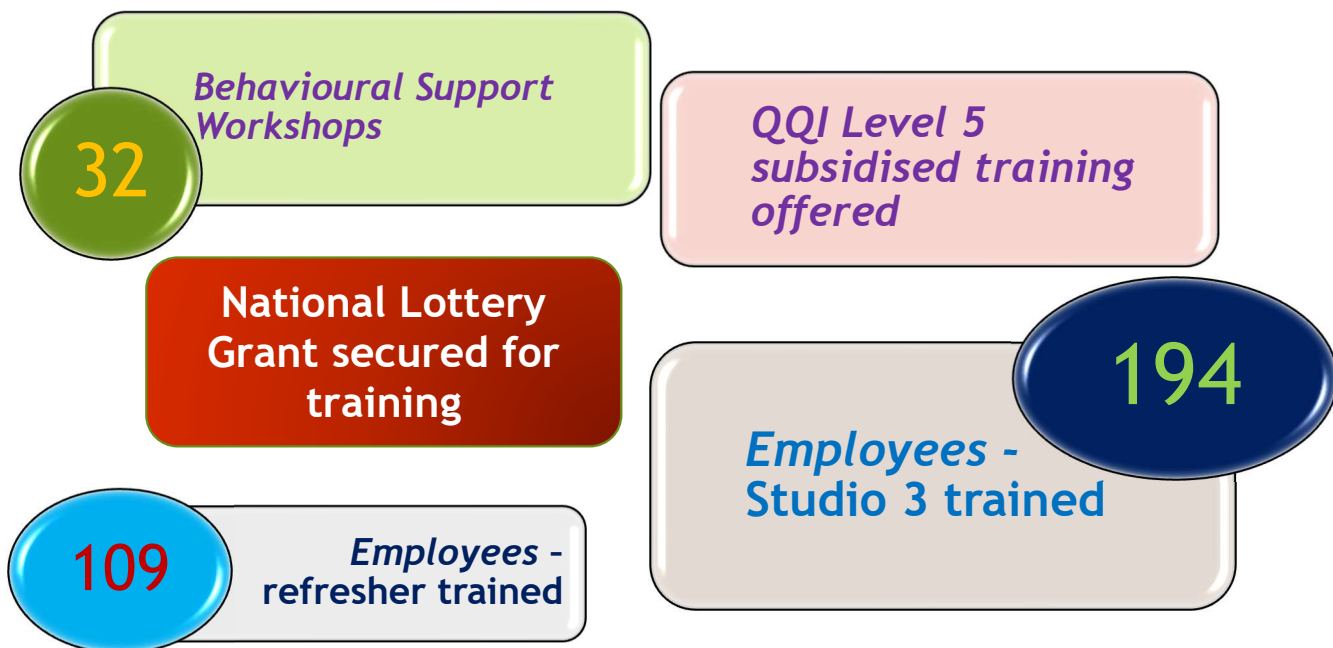
TMS Project

The Time Management System (TMS) is being rolled out to all Communities to assist with rostering and payroll. The HR team are currently uploading all National personnel files to the system. Once this is completed, HR will develop the procedures to train the PIC’s and the Community Administrators on how to upload their current staff personnel files to the system. A considerable amount of background work and process is required to get the system operational across all Communities.

Once TMS is rolled out, Occupop (above) and TMS will be fully integrated together. When personnel are onboarded through Occupop then their full personnel file will automatically be transferred onto TMS giving a streamlined process.

Learning and Development

The Learning & Development Officer was appointed in 2020 as part of the centralised HR team and is responsible for the national roll out of mandatory training for all Communities plus liaising with PICs to identify local requirements/gaps in skills which can be addressed.



To gain value for money from our training sessions, Group training of staff from more than one Community will mean a small amount of staff/ STVs can be released from respective rosters. It will also provide a chance to promote shared learning and build networks with colleagues in other Communities.

The National Institute of Disability Studies delivered a number of QQI Level 5 Modules relating to ID Studies to some staff and STVs throughout 2019 and 2020. The final modules were recently completed, and the students were awarded a Full Award in Intellectual Disability Practice. A small ceremony was held in Dunshane Community to present Certificates and acknowledge the considerable work that had been achieved by individuals. Congratulations to all our brilliant students!



Fundraising

Whilst the last year has been a challenging one in Fundraising across the Charity sector, we have managed to progress a number of funding applications and projects over the past twelve months.

Grants Received:

- ❖ RTE Does Comic Relief - €30,000 towards assistive technology for Day Service Users
- ❖ National Lottery funding – CH07 €6500 towards essential training

Other Fundraising undertaken:

5k 2020: This fundraiser was a great success raising a wonderful €16,528 (after costs) enabling us to support our CMSN's in getting a break away. So far this Summer, 30 of our CMSN's have been supported to have a holiday, with €8,881 of fundraised monies going towards them. The rest of the money raised will be allocated throughout the year as requests come in and anything that is not spent in 2021 will remain ringfenced for CMSN's holidays in 2022. See an extract from one holiday report below.

An extract from a CMSNs holiday report

The first day, we went to John F Kennedy Park for a lovely walk in the sun before checking in to accommodation just outside New Ross. We chatted with our hosts and CMSN had some really enjoyable interactions with them. It was easy to see they really enjoyed meeting people outside of usual day to day.

We went swimming, something that CMSN loves to do, it's great for them to get back into that now after COVID. We headed to adventure around the coast down to Baginabun beach with a cliff walk bringing you to Carnivan beach. CMSN really enjoyed the sun and views there for a while and then I asked if they would like to swim or go in the water, but they thought it was "too cold". CMSN really enjoyed the adventure that day. CMSN enjoyed some meals out in Fethard where they once again had a massive smile on their face and again had nice chats with the waitresses who served us our food.

We went for a lovely walk in the sun one evening after dinner and found a nature reserve, we explored it and found a wild camping area, CMSN found it amazing to see all these tents in the forest, they found it funny that people wanted to sleep in the forest!

Overall, it was a brilliant experience for CMSN to be back out on a holiday and they have been beaming all week now since the holiday. It is clear to see the benefit of a reset and refreshing time away for CMSN.

Thanks to all who made it possible.

5k 2021: All monies raised through this year's Camphill 5k will go towards updating our vehicles. Our Community vehicles play a vital role in life at CCol, allowing CMSN's the freedom to get to appointments, go shopping, visit friends and go to work within the Communities. Any money that is specified for a particular Community will be ringfenced for that Community and will only be spent on their Community vehicles. There is great excitement about the 5k this year as we will all be able to partake in safe groups and make it a fun activity for everyone.

Christmas 2020: This was a very difficult time for us all, we were unable to be with our families and friends. We decided that a nice way to feel close to those that we couldn't visit, would be to ask our loved ones to buy a bauble for Camphill. We then decorated them with their names and message, and they were hung on our Community Christmas trees. This brought in donations in the sum of €450.



Sensory Room: Ballybay Community requested help with creating a sensory room for their CMSNs. A full, preowned sensory room fitout at a very minimal cost of €2,000 was installed. This is a work in progress and will be added to and developed as we go.

Fencing: The fencing in The Bridge was in a very poor state of repair and it would have been impossible to reopen to the public as it was.



We were able to provide funding for new fencing in the sum of €10,266. Some further fundraising will also be granted to The Bridge to repair damaged signage. See the difference these repairs make to the appearance of The Bridge. The

Community has been well supported through local fundraising for the updating and maintenance of the nature trail. *Thank you to all who have contributed.*



Corporate Relationships: We would like to thank all the local businesses who have been in touch and are keen to help out:

- ❖ Blackberry Hearing - donation and the offer of free audiology testing
- ❖ Crowley Opticians – free eyesight test on site if required
- ❖ Life Credit union - donation towards The Bridge Nature Trail and the offer of continued support
- ❖ Green IT – a percentage of sales donated to us if CCol is mentioned

Property & Housing Department (P&H)

Our Property & Housing Department have been very busy over the year with activity including the major project of centralising Repairs and Maintenance. All Communities (except Dingle and Ballybay – who are due to join this process at end 2021) are now reporting their requirements through the centralised P&H service. As a consequence of this, an amalgamated Approved Contractor list is now in place so we can negotiate better rates with our preferred suppliers.

All the property management, lease management and rental income management is now under the remit of the P&H Department working closely with our Finance team.

During the next 12 months, focus will be on the renovation of existing properties and also the property development at Grennan, Thomastown and we all look forward to the finished product.

Compliance Team

The ongoing work of auditing and checking compliance against HIQA regulations and legislative requirements is of paramount importance to maintaining safe and sustainable environments for our Residents. Through the development of audit tools, CCol now have a sequence of inspections through all Communities. The audits are undertaken by an inspection team which includes staff (peers) from other Communities. In this way, the staff doing the inspecting can also learn or share best practice on return to their own Communities at the end of the two days.

Comprehensive 6 Monthly Unannounced Regulation 23 Inspections for all Communities (Designated Centres) across CCol have been completed at least once. Following each Regulation 23 Inspection, Communities are provided with a report containing findings and a comprehensive action plan to address areas for improvement which is integrated into the Community's overall improvement plan with clear timelines and subsequent reviews. Communities can avail of Regional and National supports to address the areas for improvement within reasonable timeframes.

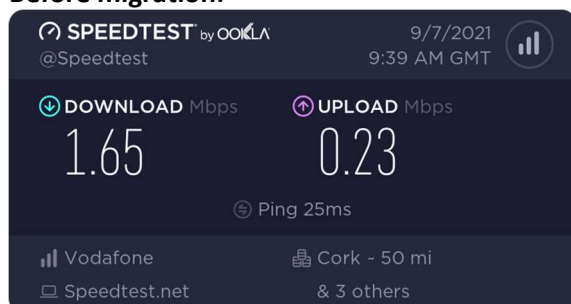
This is just a small part of the extensive work that the Compliance Team carry out.

IT Department

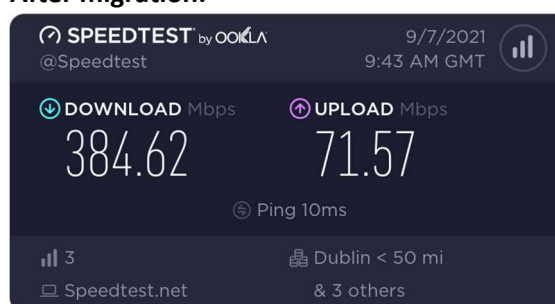
A major part of the work done by our IT department includes initiatives to both try and cut costs while also improving performance. This has been achieved in a number of ways :

- ❖ *Migration of CCol owned MPRN locations to Energia for Business (OGP Pricing) - 99% completed, estimated savings circa €40k-€60k per annum, unit price dependant.*
- ❖ *Migration of CCol owned GPRN locations to Bord Gais for Business (OGP Pricing) – 100% complete, estimated savings €10k-€20k per annum, unit price dependant.*
- ❖ *Migration of Mobile, Mobile Broadband and Broadband to Three Ireland, in progress - 75% complete by the end of the year, to be fully completed by the 2Q2022. Benefits of speed - see an example of Dale Road, Greenacres Community:*

Before migration:



After migration:



- ❖ *Migration of telecoms (PSTN & ISDN Phone lines)* to Standard Utilities who partners with CCol providing cut-throat competitive rates on national and international phone calls. In progress, to be finalised by the 2Q2022.
- ❖ *Unifying network infrastructures* in all Communities and providing long term savings with improvements in performance and speed. Example: Grangemockler Community transitioning from 7 connections at up to 10Mbps to a fibre 150Mbps dedicated broadband providing annual savings just short of €5k. Other Communities to follow suit.
- ❖ *Migrating all CCol owned devices* (laptops, mobiles, tablets) to cloud-managed infrastructure assuring us with better governance, data retention and insights along with a possibility to create digital policies, conditions access to resources, device-specific/user-specific data access etc. In progress, long term project.

Health, Safety & Risk Co-ordinator

The Health, Safety & Risk Co-ordinator performs regular risk assessments and Health & Safety audits in each Community. Any reportable events are notified to the Senior Management Team and relevant staff in National Office including the Health & Safety Co-ordinator who then reviews and screens the incidents.

The Health, Safety & Risk Co-ordinator is also our main liaison with our insurance company, ensuring a streamlined approach. Our current insurance broker gave a very useful presentation to our Senior Management team and PICs covering the rationale and fundamentals of internal reporting, accident investigation, accident learning and claims policy conditions.

Special Projects

There are a number of special projects ongoing at the moment. The three major projects commenced in 2020 include:

Values: The values and ethos of Camphill Communities of Ireland is a significant factor in why people (Resident and families) choose Camphill over other service providers. Cognisant of this fact and the changes arising on many fronts in recent years, the Board commissioned a Camphill Values review through the Leadership Team. A Values Working Group engaged a consultative process with all stakeholders to discuss and inform what people hold as central, most important and defining of Camphill today. To use the process to consider what we should change and what we must retain and support as unique and valued features of Camphill for the future. In the engagements with stakeholders, there was a shared appreciation of a sense of community, homeliness, welcome and of activities that particularly define Camphill such as the contribution of the volunteer co-workers. The connection with the land and other crafts as valued roles for people, and the marking and celebration of the festivals of the year. Community Members noted the importance of support from Camphill in assisting their engagement in social, recreational, training, work and other socially valued roles in the wider communities where Camphill have a presence. These expressions and practices were supported by core organisational values from the Board and Management consultation around accountability and compliance, care, collaboration and reflection. Encapsulating all was the overall expression of placing the Dignity and worth of each person we support at the centre of Camphill and engaging their participation and contribution in real and valued ways. In this way our values review is anchored into that core Value of Human Dignity as underpinned by core international conventions and charters.

The stakeholders consulted were: -

- ❖ CMSNs (Residential and day attendees)
- ❖ Families of CMSNs
- ❖ Employed Staff
- ❖ Short Term Volunteers (STVs)
- ❖ Camphill Families and Friends Group
- ❖ Camphill Wellsprings Group
- ❖ Camphill Board and Senior Management

In terms of progressing the Values Report a set of 10 recommendations were accepted by the Board following presentation of the report. A method of integrating the recommendations into the current operational and service improvement plans of the Camphill has commenced and will be a key part of service enhancement in 2022.

Following on from the Values project above, it was very evident that the *Short-Term Co-Workers* play an extremely important part in the lives of Community Members with Support Needs within CCol. They have made, and make, a unique contribution to the lives of CMSNs, through bringing a sense of (cultural) diversity; through companionship and through bringing a vitality, energy and sense of fun. They provide opportunities for these Community Members to engage in social and other opportunities, locally, nationally and internationally; and this is something that supports a quality of life that is often not seen in traditional service settings.

Despite the above, change is required with regard to the model of Short-Term Co-Working in order to make it sustainable and fit for purpose, in line with the evolving model of CCol. Therefore, CCol are developing a clear strategy with regard to retaining and evolving the model of Short-Term Co-Working, also aligned with the evolving model of CCol.

CCol Land Survey: A comprehensive survey of all CCol owned and rented land was completed in June 2020 and based on 2019 data. The purpose of the survey was to document an accurate audit of CCol land operated by CCol Communities for farming, gardening and environmental conservation purposes. The survey also recorded numbers of people engaged in land work as well as livestock numbers, land buildings and agricultural and horticultural equipment. Values of produce for home consumption, cash sales and subsidies were also included.

The report on the Land Survey was presented under the following headings:

- a) Quantity and quality of all land owned or rented by CCol
- b) Numbers of persons engaged in land activities
- c) Type of farming/Gardening activity
- d) Required and Acquired registrations
- e) Schemes and Grants
- f) Production Details
- g) Purchased Fodder
- h) Income from land activity
- i) Land Equipment
- j) Housing and Storage
- k) Conclusion
- l) Pricing guide

A complete copy of the actual survey results and subsequent report are available on request.

The land survey, despite some minor inaccuracies and omissions, provides an invaluable basis of information and data to allow CCol to audit and promote the significances of land ownership and activity in its Communities. It is also useful to the Board of CCol to review security of tenure and best use of land to meet Camphill aims and values. Apart from the considerable collateral capital value available in land ownership, the substantial revenue contribution in actual sales, grant receipts and especially home consumed produce, the land provides an invaluable resource to Communities and individuals in terms of, career and job satisfaction, health sustaining organic food, spatial recreation, (much availed of during the Covid-19 crisis) and environmental responsibility.

Following completion and analysis of the survey, it is envisaged that a national *Land Group* will be put in place to guide and support the individual local Community land enterprise to develop and fulfil its potential as an economic, social and cultural resource available to Camphill Community members, day attendees and other interested parties.

Finance Department

At the beginning of 2020, centralisation of the Finance function within Camphill Communities of Ireland began in response to internal and external challenges (HSE, regulatory (Housing & Charity), auditors and the Board of Directors in relation to the financial oversight and reporting of the organisation).

Centralisation was required to standardise processes, reduce overheads and obtain a clear view over the whole organisation.

The scope of activities included: Payroll, Supplier Purchase Invoices, Accounts Payable, HSE Invoicing, Residents' Contributions Invoicing, Accounts Receivable, Banking and Petty Cash for 13 Communities across the organisation.

During 2020, the focus of the National Finance Team assumed responsibility for the processing of all financial transactions across the organisation. This was part of a strategy to help the charity to develop a robust and embedded Finance function. This required a proactive, internal cultural change towards prioritising organisational governance of finance and demonstrating centralised oversight of CCol's financial affairs. Central oversight of the above functions has contributed to a more efficient and effective cashflow management for the organisation.

In January 2020, the process commenced with the centralisation of HSE invoicing. The invoicing for all Communities' and management of payments to CCol was integrated into the National Finance team.

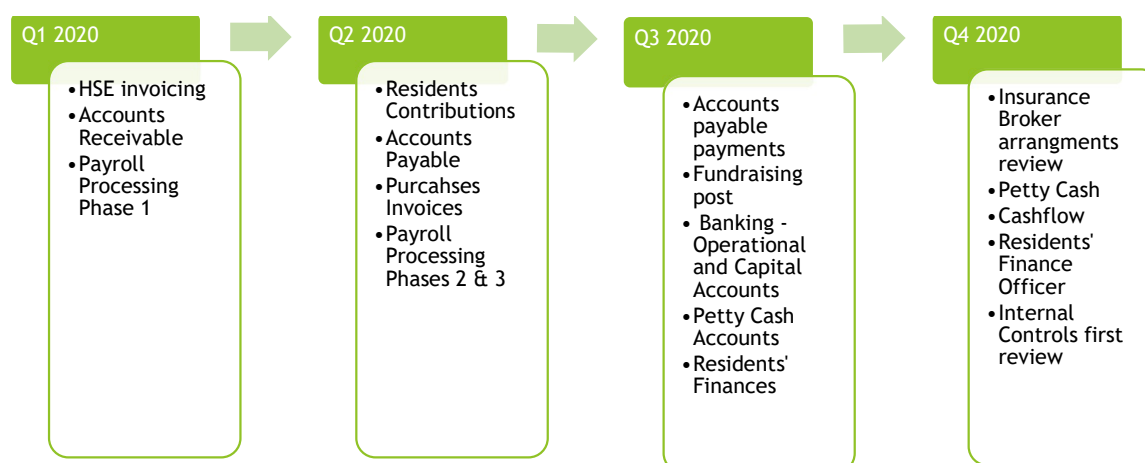
In Quarter 1, a template for recording staff working hours was developed and implemented across all Communities. Standardisation of payroll payments was implemented and the migration of payroll processing by the Communities to the National Team took place in a phased manner during Quarter 1 and Quarter 2. Full centralisation of payroll processes and payments was achieved by May 2020.

In July 2020, the Finance team started the process for the centralisation of the Accounts Payable function. The SOP was issued, and all invoices were to be saved to SharePoint and processing of same was completed by the National Office Finance Team. The transition of supplier payments from the Communities to National Finance Team took place on a phased basis.

In Quarter 3, oversight of all Bank accounts commenced with all bank account reconciliations being prepared by National Office Team.

In Q3 2020, a dedicated resource was appointed to increase revenue from fundraising and grant applications. This source of funding is needed to increase own funds to direct towards the enhancement of the environment and activities for our Community Members with Support Needs.

A dedicated Residents' Finances Officer was appointed at the end of 2020 to improve oversight and assurance in relation to the finances of our Community Members with Support Needs. In Quarter 4, a standardised template for recording petty cash expenditure, was rolled out across all locations in CCol.





Section 4

Financial Activities

M. Keane (Chairperson), B. Haslam, M. Liffey, A. Kealy, I. Kerr, T. Bridgeman, K. Joyce
A. Kealy (Company Secretary)

Camphill Communities of Ireland is a Registered Company in the Republic of Ireland: Company Number 35672, Registered Address: Camphill Communities of Ireland, Dunshane Community,
Nr Brannockstown, Naas, Co. Kildare, W91 W26T

Camphill Communities of Ireland is registered as a Charity with both the Irish Revenue Commissioners and the Charities Regulatory Authority - Revenue: CHY5861; CRA Number: 20009489.

**STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Notes	Unrestricted & designated funds 2020 €	Restricted funds 2020 €	Total 2020 €	Total 2019 €
<u>Income and endowments from:</u>					
Donations and legacies	4	126,695	249,440	376,135	455,632
Charitable activities	4	373,052	22,711,180	23,084,232	22,500,969
Investment Income	8	40,021	-	40,021	40,015
Other income	4	449,275	592,889	1,042,164	1,063,631
Total income		989,043	23,553,509	24,542,552	24,060,247
<u>Expenditure on:</u>					
Charitable activities	5	1,164,277	23,553,509	24,717,786	24,218,632
Net Income / (Expenditure)		(175,234)	-	(175,234)	(158,385)
Reconciliation of funds					
Fund balances at 1 January 2020		4,505,806	6,185,987	10,691,793	10,850,178
Fund balances at 31 December 2020		4,330,572	6,185,987	10,516,559	10,691,793

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

A detailed breakdown of the above items are included in the notes to the financial statements.

BALANCE SHEET

AS AT 31 DECEMBER 2020

	Notes	2020		2019	
		€	€	€	€
Fixed assets					
Tangible assets	10	27,474,480		27,936,220	
Investment properties	11	3,222,570		3,222,570	
Investments	12		3		3
		30,697,053		31,158,793	
Current assets					
Stocks	13	186,069		234,072	
Debtors	14	830,616		507,234	
Cash at bank and in hand		1,130,807		1,371,554	
		2,147,492		2,112,860	
Creditors: amounts falling due within one year	16	(2,737,462)		(2,460,592)	
Net current liabilities		(589,970)		(347,732)	
Total assets less current liabilities		30,107,083		30,811,061	
Creditors: amounts falling due after more than one year	17	(19,590,524)		(20,119,268)	
Net assets		10,516,559		10,691,793	
Income funds					
General restricted funds	21	246,367		246,367	
Revaluation reserve	21	5,939,620		5,939,620	
		6,185,987		6,185,987	
<u>Unrestricted funds</u>					
General unrestricted funds		4,163,236		4,401,769	
Sinking fund reserve		167,336		104,037	
	21	4,330,572		4,505,806	
		10,516,559		10,691,793	

The financial statements were approved by the Directors on 21 September 2021.

Ambrose Kealy
Director



Bernard Haslam
Director



Date: 21/09/2021

Date: 21/09/2021

Company Registration No. 35672