



Camphill Communities of Ireland

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Annual Report 2016

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The directors present their report which is contained in the audited financial statements for the Charity for the year ended 31 December 2016.

Principal activities and review of the business

The provision of communities, homes, farms, workshops and accommodation, in accordance with the principles of the late Dr. Rudolph Steiner as carried out by the Camphill Movement under the direction of the late Dr. Karl König for persons (including children, young persons and adults) who, through their disability, social infirmity or otherwise, require social care.

Results

In 2016, Camphill Communities of Ireland had an income of €18,142,397 and spent €16,925,230 on services for its members and supporting their needs. Of the total raised, €14,858,988 was from statutory sources, €541,871 from donations and gifts and €2,741,538 from income generated participant contributions. Statutory support from the core funding schemes from the Department of Environment, Community and Local Government increased by 23% in 2016. Non statutory income decreased by 10% in 2016.

In 2016 staffing costs remained the core cost relating to the provision of social care and ancillary services relating to occupational workshops such as farming, weaving, candle making, etc. Many Communities are nearing the end of some substantial infrastructural works based mainly on upgrades necessitated through required works on foot of the National Standards and HIQA registration requirements. In addition the severe shortage of funding has meant that a large amount of necessary building and repair works have been deferred for some time. Our Communities are also reaching a point where major amounts of funding is required to be spent on Motor Vehicles as these purchases have been deferred for many years now.

The full results for the year are set out on page 13 of our Annual Accounts.

Directors and Secretary

The directors who served throughout the year, except as noted, were as follows:

Marie Keane (Appointed 8 July 2016) (Chairperson from May 2017)

Leo Veling (Chairperson to April 2017)

Patrick J Lydon

Michael Hilary

Heather Lynch

Anne Todman

Mischa Fekete

Jose van der Donk

John O'Connor

Miriam Moffitt

Thomas Collins

Vincent Comerford

Paul Flynn (Resigned 8 July 2016)

The secretaries who served during the year were; Miriam Moffitt (Appointed 24 March 2016) Elizabeth McCarthy (Resigned 24 March 2016). Their record of attendance at Council meetings is found in the Supplementary Information section of this report - page 17.

Post Statement of Financial Position Events

In February and May 2017 one of our residential communities Ballytobin Co. Kilkenny was the subject of a series of inspections from HIQA, the Health Information & Quality Authority. Despite attempts to improve and bring compliance to an acceptable level the decision was taken by HIQA in May 2017 to cancel registration and the position of transfer of control of the services provided defaulted directly to the HSE. This transfer took place on the 6th of June 2017.

Discussions are ongoing with regard to various matters in relation to safeguarding issues and also the transfer of control of the service in this particular community to the control of another service provider. Other issues being discussed at this time include the ongoing care and welfare of the residents, living arrangements of residents and relocation of co-workers based in the community, and licencing agreements with the HSE or other third party.

The Council has initiated a full independent organisational review which will cover many risk areas for the organisation including financial, governance, management, quality and safeguarding to ensure that the organisation is in the best position to be compliant. Other communities have been subject to various reviews and audits from both the HSE and HIQA and the charity is satisfied that progress has been made in ensuring full governance and compliance to Camphill protocols is in existence. The Council is committed to working with the various governance entities to ensure that the organisation meets the highest level of governance and compliance.

In 2016 the Council also decided to cease the operating activities of one of its subsidiaries, Spectrum Heat Limited. The company will avail of the voluntary strike off process as prescribed by CRO and this is expected to be completed in 2017.

Auditors

The auditors, Byrne Curtin Kelly, (Certified Public Accountants) have indicated their willingness to continue in office in accordance with the provisions of section 383(2) of the Companies Act 2014.

Payment of Creditors

The directors acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Companies Act 2014

As of 1 June 2015, the company has been converted into a company limited by guarantee under Section 1189 & 1190 of the Companies Act 2014.

Structure, Governance and Management of Camphill Communities of Ireland

Camphill Communities of Ireland is constituted as a company limited by guarantee without a share capital. Its purpose and objects are set out in its Memorandum of Association and how it conducts its business is set out in its Articles of Association. Both of these documents are posted on Camphill Communities of Ireland's website and are publicly available from the Companies

Registration Office website www.cro.ie and also the Charities Regulatory Authority website (www.charitiesregulatoryauthority.ie).

Camphill Communities of Ireland is governed by a Council of directors with a maximum number of 12 people. Every Council member's term of office is three years. The Council will, in future, have a maximum of three Co-workers (Vocational Volunteers), three connected persons (family members) and six external unconnected people.

Every year at the AGM (September 2016) approximately one third of the Council members rotate off and are replaced by new Directors, who are nominated and elected from the organisation's membership, or may be re-elected. Directors may put themselves forward for nomination and election after their term of office is up.

Housing Association

The organisation is a registered Approved Housing Body and is deemed to be a Tier 2 organisation. The organisation currently has 210 residential units and is currently striving to comply with all the principles and requirements of the Voluntary Regulation Code [VRC]. The organisation attended an engagement meeting with the Housing Regulator to discuss organisation endeavours regarding compliance with this VRC. The organisation has also commenced submitting the required quarterly Housing Association Performance Management [HAPM] returns, to assist monitoring compliance with the VRC.

Council subgroups

- CoG – The CoG, as agreed by Council, has responsibility for the co-ordination of overall day-to-day management within CCoI. The establishment of the CoG in turn introduces a forum for executive decision making and authority.
- FWG – The Finance Working Group, is the monitoring and oversight group for all aspects of financial policy and procedure as well as monitoring budgets and assessing capital projects 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. The group may also utilise additional resources from outside the Camphill organisation from time-to-time.

- LSAG – Leaving Support Advisory Group, deals with all aspects of Leaving Support applications from co- workers 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 regard to fundraising activities and events. They report regularly to Council and compile an Annual Report each year.
- CLG – The Collaborative Learning Group is made up predominantly of Person’s in Charge (PiC) of Communities. The group’s main function is to meet and share good practice and ideas around social care and new innovations within Communities.
- CPDG – The Continuous Professional Development Group, is the main group at a national level in regard to developing and maintaining training that enhances the responsiveness and professionalism of the workforce in Camphill.
- Voices – While not a specific sub group of the Council, the Voices group operates autonomously to provide feedback and the viewpoints of residents and day attendees.
- Community Forum – The Neighbourhood Meeting was a long-standing meeting for perceiving and expressing what lives in the Communities. It has been reformed into the Community Forum where ideas for associative working, self-regulation, human interest and mutual support are discussed.

Policies and procedures for the induction and training of Council members

All new Council members receive a ‘Council Induction Folder’ when they become a Council member. This contains all the information and documentation that a Council member requires including:

- Memorandum and Articles of Association CCoI 2016 (Adopted)
- 2015 Audited Accounts
- 2014 Audited Accounts
- Camphill Communities of Ireland Council Member - Role Description
- CCoI Code of Conduct for Co-workers, Volunteers and Employees
- List of Directors
- Strategic plan 2017-2020
- Council Minutes May (X2) & June 2017
- Governance Code
- Guide to the Governance Code
- A Strategic Outlook on challenges facing Camphill as a result of Social Policy
- Camphill Press Statement Dáil Presentation 2015
- Dáil Presentation Feb 2015
- The Roots of Camphill - Trustees Induction 10 June 2008
- Life In Camphill in Ireland - Section 1
- Living-with-intention
- Michaelmas Gathering 2014 Report
- Changes in Social Policy and its effects on Camphill in Ireland – recommendations
- Community development and identity - Andrew Plant
- The Challenges Facing Camphill - Andrew Plant Dec 09
- The individual and the... what - A Discussion Document in Relation to Changes at Oaklands Camphill Community in the UK
- Discussion regarding the understanding of vocational volunteer co-workers and their

relationship to CCoI

- Statement of Purpose - Sample - The Bridge Community
- Trends and Concerns in Human resources in CCoI Jan 2015 vers3
- Council Members Declaration of Interests
- Arthur Cox Guide to Board Membership

The Council schedules a 2-hour Induction Meeting with each new Council member in the first month to six weeks prior to attending a Council meeting, at which a sub-set of information customised for each new member is reviewed – all of which is included in the Induction Folder which they will be expected to have read in advance.

Organisational structure and how decisions are made:

Camphill Communities of Ireland has a small team based in the registered office in Kildare, and this is headed by the Interim Chief Operations Officer who reports directly to the Council through the Chairperson.

As per the ‘schedule of matters reserved for the Council’, decisions reserved for the Council include:

- The Organisation’s strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisitions and disposals;
- Litigation;
- Appointment/Removal of Subgroup Members;
- Appointment/Removal of Coordinating Officers;
- Appointment/ Removal of Auditors;
- Approval of Borrowing/Finance Facilities/Credit Card users;
- Approval of Contracts with terms exceeding one year or financial liability on Camphill Communities of Ireland exceeding €25k on a pro rata basis;
- Annual Review of Risk and Internal Control; and
- Approval of new staff positions (ceded to the National Governance Coordinator).

Although the Council is ultimately responsible for Camphill Communities of Ireland and for the above list, certain duties and responsibilities are delegated from the Council to the National Coordinators/CoG and other Sub-groups of Council from time-to-time. The Organisation’s Company Secretary, in conjunction with the Chairperson and National Coordinators, are also responsible for preparing materials for Council consideration and for preparing materials for any future strategic planning process.

From time-to-time, Camphill Communities of Ireland agrees to cooperate formally and informally with other organisations on specific projects or in specific work areas. These agreements are often determined by a ‘Memorandum of Understanding’ or form of written agreement which may be approved by the Council of directors.

A ‘Conflict of Interest’ policy is in place and observed by the Council and is used at every Council meeting and subgroup meeting as a matter of course. The organisation has four subsidiaries are fully controlled and monitored by the council. They provide the following services to the organisation:

- Provision of biogas to run the heating systems in a number of communities
- Provision of energy to a number of communities in the Ballytobin Area
- Provision of energy to a number of communities in the Callan Area
- Provision of construction services to the communities

Governance Code for Community, Voluntary and Charitable Organisations

Camphill Communities of Ireland is working towards fulfilment of the recommended guideline actions for compliance for a Type C organisation as defined by the Governance Code for Community, Voluntary and Charitable Organisations (www.governancecode.ie).

Internal Controls

Camphill Communities of Ireland operates a Corporate Risk Register. This involves identification of the major risks that Camphill Communities of Ireland is exposed to, be they financial, human resource, care and welfare, infrastructural or public relations and an assessment of their impact and likelihood of happening and risk mitigation action(s), are established for each. The Council reviews the risk register at each Council meeting and monitors the ongoing impacts. In addition each Community is obliged to operate a risk register, which may feed into the National Risk Register should this be required.

As part of the National Standards that are in place for Disability Services that are monitored by the Health Information & Quality Authority (HIQA), the charity is obliged to have a provider nominee. This person is currently Adrienne Smith, the National Policy & Social Care Coordinator. The Provider Nominee is responsible for all social care aspects under the current regulations on behalf of the charity. As part of the internal controls of the charity and as part of the HIQA regulations, the provider nominee is obliged to carry out Provider Led Inspections. Provider led inspections are carried out by the provider nominee bi-annually in accordance with the charity's internal auditing and monitoring systems and to fully comply with HIQA regulations. These inspections are an integral part of the risk management systems and they can also be carried out for specific purposes at other times during the year. Financial oversight has been improved through the implementation of Accounts IQ (AIQ). The National Financial Controller reports regularly to the Council on these matters.

Objectives and Activities

Camphill Communities of Ireland's governing documents state that its overall aim is to support and care for the needs of people with disabilities and the work that may need to be carried out in fulfilment of these objects.

We do this through:

- Provision of residential social care in fourteen residential communities.
- Day services are provided in all of our 17 communities.
- Provision of independent living opportunity in 5 of our communities.
- Opportunities to avail of art therapy and social inclusion, through our KCAT community.
- Social farming projects in 13 communities.
- Rehabilitative therapy programmes in two communities.

Camphill Communities of Ireland has adopted a three year Strategic Plan 2017 - 2020. The plan has been developed over an 18 month period through consultation processes with families, residents/day attendees, council members, co-workers and employees. The involvement of an external facilitator was crucial to the development of the plan and we thank Caroline Gardner from Quality Matters for her help and cooperation in developing the plan. The plan is available on our website in our Governance section.

Transparency and public accountability

The Council believes that Camphill Communities of Ireland, and all charities should be fully accountable to the general public, providing detailed information on where its funds come from and what they are spent on. We have provided substantial information in the Directors' report in accordance with SORP, the international Statement of Recommended Practice for charities. We also publish our accounts on our website: www.camphill.ie - <http://www.camphill.ie/Annual-Audits>.

Achievements and Performance in 2016

The year 2016 represented a very significant year in the life of Camphill Communities of Ireland. The introduction of a Strategic Plan, further movement towards compliance with the Governance Code and the adoption of an updated Memorandum and Articles of Association in compliance with the 2014 companies Act, were all significant achievements during the year. HIQA inspections continued throughout the year and two more communities achieved full registration in 2016.

Of our 14 residential communities, we are pleased to acknowledge that 9 have achieved full HIQA registration at this time.

As part of our ongoing commitment to expand our funding streams, a PR and Marketing fundraiser was recruited in December 2016. During the year the main fundraising activities held during the year raised a total of €171,375, fundraising events held included the following:

- Annual Camino Walk
- Women's Mini Marathon
- Christmas Concert
- Monthly Draw

The fundraising committee raised more than €66,000 for distribution nationally during the year. We would like to thank everybody for their contribution to Camphill during 2016.

Financial Performance Against Targets

The core income from all sources into Camphill Communities of Ireland's income and Expenditure account over 2016 was €18,142,397 against expenditure of €16,925,230 over the same period, thus leading to an operational surplus of €6,746,912 after bank interest received of €143 and revaluation balance of €6,069,602.

In relation to financial performance against budget and targets, the following should be noted:

- We experienced a decrease in our non-statutory income by 19% in 2016 when compared to 2015. This compares with an increase of 19% in 2015 (when compared with 2014) and 51% in 2014 (when compared to 2013) and 2% in 2013 (when compared to 2012)
- In relation to statutory income, the core statutory grants from the health service executive were increased by 23% when compared to 2015. This compares with an increase of 10% in 2015 (when compares to 2014 figures) and 4% in 2014 (when compared to 2013 figures) and 3% in 2013 (when compared to 2012 figures)

Income Streams

In 2016 CCoI had income from the HSE as our primary source of income as well as contributions from participants – our residents. In addition the organisation received a substantial donation of

€50,000 from the FBD trust. Unfortunately this was the final year of our collaboration with the FBD trust. We wish to thank all of the management and staff of FBD for their kindness and generosity in their support of Camphill's efforts on behalf of people with disabilities.

The current and long standing underfunding of our Communities has seriously impacted our ability to continue services at the high levels that we expect. Our campaign to the HSE and Government continued during 2016 to address the serious underfunding that continues to place the charity at an organisational risk.

The HSE was contacted in September of 2016 following an emergency Council meeting in regard to the financial viability of one of our Communities, Duffcarrig, which has been seriously underfunded for many years. The Community is at breaking point and HSE engagement has been less than satisfactory. Urgent meetings have been sought with HSE representatives at all levels. In early 2017 a process was agreed with regard to serious reviews of social care needs for residents and day attendees and the associated funding for these placements. Negotiations at local CHO levels have also continued to seek improvements in capitation for current residential and day placements. The Council continues to press the high-level principles which will underpin generation of funds from our activities into the future, and these are:

1. Sustainable funding for Camphill Communities of Ireland's day-to-day operations needs to be generated through improved capitation fees.
2. All residents should pay the 50% disability allowance (DA) that is statutorily required.
3. Camphill Communities of Ireland will require greater and more diverse fundraising opportunities including the development of Corporate and Social Responsibility (CSR) programmes with potential donors.
4. Camphill Communities of Ireland should develop better and more diverse housing arrangements.

Principal Funding Sources

In 2016, the principle funding sources for Camphill Communities of Ireland's core operations were as described in the tables below. Note that a detailed breakdown of major funding lines is provided in the supplementary information supplied at the end of our Annual Accounts document, broken down as per SORP headlines. The table following provides a narrative description and explanation as to the primary/large amounts/sources.

Statutory Income

Source	Amount	Remarks
HSE, South	€6,917,157	This is a service arrangement that Camphill Communities of Ireland have with the HSE under section 39 Health Act 2004.
HSE, Dublin Mid Leinster	€6,631,614	This is a service arrangement that Camphill Communities of Ireland have with the HSE under section 39 Health Act 2004.
HSE, North East	€715,119	This is a service arrangement that Camphill Communities of Ireland have with the HSE under section 39 Health Act 2004.
HSE, West	€488,640	This is a service arrangement that Camphill Communities of Ireland have with the HSE under section 39 Health Act 2004.

Other State Grants	€206,458	Includes revenue grants from Department of Social Protection and Department of Agriculture.
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Non Statutory Income

Income from charitable activities	€350,957	Other income from a range of charitable activities
	€39,223	Farm & Workshop
	€283,299	Own produce consumed
	€66,644	KCAT
	€476,072	Restaurant income
	€984,854	Participant contributions & disability allowance
Other Income	€576,489	Amortisation of capital grants
Donations	€541,871	Includes various donations/sponsorships for programmes and events.

Reserves Policy and Level:

The Council of Camphill Communities of Ireland has no set reserves policy at this point. However it is generally accepted that organisations, such as Camphill, should have between three and six months operational reserves in place. Therefore:

- Reserves should be maintained at a level which ensures that Camphill Communities of Ireland's organisation's core activities could continue during a period of unforeseen difficulty.
- A proportion of reserves must be maintained in a readily realisable form.

This takes into account:

- Risks associated with income and expenditure being different from that budgeted.
- Planned activity level and potential opportunities.
- The organisation's contractual commitments.
- The cost associated with potentially having to make staff redundant in an emergency situation.

The calculation of the required level of reserves will be an integral part of the organisation's annual planning, budget and forecast cycle in the forthcoming year. The level of reserves will be kept under constant review through ongoing financial reporting and production of annual audited accounts.

Pension

The Organisation has no fixed contributory pension scheme, although there are a small number of such pensions operational in the organisation, which are of an historic nature. The organisation does offer all new employees a PRSA deduction facility as a statutory obligation. Retention of appropriate staff is becoming an issue for the charity and the non-implementation of a recognised staff pension scheme is a factor in staff recruitment and retention.

Plans for Future Periods

The Strategic Plan will shape the plans and direction for Camphill Communities of Ireland until 2020 against the strategic objectives identified through consultation and review by the Council. All members of staff will have goals which are aligned with these top level goals for the organisation.

Principal Risks and Uncertainties:

The most serious risk to the continuing activities of the organisation can be defined as financial. As the Organisation continues to be underfunded by the HSE the risk of failure in one or more Communities is very real. The Council and the management of the organisation have repeatedly brought the funding shortfall to Government, HSE and Departmental attention. Unfortunately there has been very little real agreement with Camphill on the need for structural reform in the organisation, realistic funding levels and engagement on new issues highlighted through various HIQA reports. In essence the organisation is enduring high levels of disengagement with senior HSE officials. There appears to be an approach to dealing with Camphill which is pushing the organisation to the edge before a solution can be found. This is a very counterproductive policy and leads to enormous amounts of stress across the organisation including residents, families, employees, co-workers and suppliers.

In addition the risk to the organisation though the registration process continues to be a major part of the charity's activities. Camphill welcomes the inspection regime and the comfort that this gives to the organisation and families alike. However there are consummate challenges within the regime in relation for Fire Safety, Skill Mix, Health and Safety, etc. Almost all have a cost and in the face of the current underfunding of the service, the additional costs and requirements of the HIQA regime places additional burdens on an already strained organisational structure.

Competition for staff in this sector is severe. Policies around appropriate wage levels, pensions, insurance, etc. will be a major factor in retention and recruitment into the near future. The organisation is currently reviewing educational and professional development as part of its overall strategy on staff.

Health and Safety

The directors are satisfied that the Health and Safety statement is to be reviewed again during 2017 and that all staff members are aware and understand it and are provided with appropriate training.

Remuneration

Staff costs are inclusive of Basic pay, Employers PRSI and Pension contributions (where applicable).

- 2 staff salaries fall between €60,001 and €70,000

Key staff remuneration is set by a subcommittee of the Council of Directors – Remuneration committee. This committee meets annually.

Volunteers

Vocational volunteers work across all areas of Camphill's operations, from person in charge level through to house ordination and social care roles. Many are also involved in social farming, administration duties and various other workshops.

Statement on Relevant Audit Information

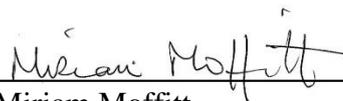
There is no relevant audit information of which the statutory auditors are unaware. The directors have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

Signed on behalf of the board



Marie Keane (Chairperson)
Director

Date: 25/09/2017



Miriam Moffitt
Director

Date: 25/09/2017

Supplementary Information

Community Contact Information

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

COMMUNITY	ADDRESS	PHONE & FAX	EMAIL
Community	Co. Kildare		
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

Attendance Record of Council Members

The following have held office since 1 January 2016 and this table records their attendance at Council meetings over the course of 2016:

Date	11 Jan	8 Feb	07 Mar	04 Apr	09 May	07 June	04 July (+ AGM)	08 Aug	05 Sep	19 Sept (Emergency)	03 Oct	14 Nov	12 th Dec	21 st Dec EGM
Leo Veling	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Thomas Collins	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	X	X	X	Proxy
Anne Todman	X	X	✓	✓	✓	✓	✓	✓	✓	X	X	✓	✓	✓
Heather Lynch	✓	✓	✓	X	X	X	X	X	✓	✓	X	✓	✓	Proxy
John O'Connor	✓	✓	✓	✓	✓	X	X	✓	✓	✓	✓	✓	✓	X
Jose Van Der Donk	✓	X	✓	✓	✓	✓	X	X	✓	X	X	✓	X	Proxy
Michael Hilary	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	Proxy
Miriam Moffitt	✓	✓	✓ Apt. Co. Sec Mar 16	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
Mischa Fekete	X	✓	✓	✓	✓	✓	✓	✓	✓	✓	X	✓	✓	✓
Patrick Lydon	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	X	X	✓	✓
Paul Flynn	✓	✓	✓	X	✓	X	✓ Rsg. July 16							
Vincent Comerford	✓	✓	✓	✓	✓	X	✓	✓	✓	✓	✓	✓	✓	Proxy
Marie Keane							✓ Apt. July 16	✓	✓	✓	✓	✓	✓	Proxy
Elizabeth McCarthy Co. Sec.	X	X	Rsg. Mar 16											