

YOUR



LIFE



YOUR



WAY



2023

ANNUAL REPORT



# Executive Overview

*A Quick Overview*



*It was no doubt a year of great perseverance, flexibility and creativity."*

- Sean Abbott, Chief Executive Officer, Cope Foundation

I am honoured to present Cope Foundation's Annual Report for 2023. It was no doubt a year of great perseverance, flexibility and creativity.

Some of the highlights and areas to note include; people we support achieving their personal goals; staff going above and beyond to realise these goals and dreams; the de-congregation of St. Vincent's Centre; saying goodbye to longstanding colleagues and welcoming on board new staff; and the continued support of Cork City, County and beyond towards our ongoing fundraising efforts. I hope you enjoy the year 2023 in review.

*Sean Abbott*

Chief Executive Officer, Cope Foundation

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# Introduction

## Volunteering

Lynsey Kelleher, who has been volunteering with Cope Foundation for 5 years says, "If you're thinking about volunteering for Cope Foundation, do it. You can give as little or as much as you can. You'll get a lot out of it. You walk out the door feeling like you've achieved something and it costs you nothing." (See more on page 16)

“

*You won't be lonely if you're a volunteer, you make friends and it's very sociable.”*

- Lynsey Kelleher, Volunteer, Cope Foundation





*The kind and caring manner of our colleagues, throughout our services, is an inspiration to everyone."*

- Gearóid Gilley

## Chairperson

*Gearóid Gilley*

*Interviewed by Michael, person supported by Cope Foundation*

### What were Cope Foundation's goals in 2023?

I'm delighted to meet you Michael and congratulations on your recent graduation following completion of the Advocacy Workshops 'Speaking up for yourself' from the MTU school of Humanities. Well done!

Our number one goal is to enable the people we support to live their lives in a way that is fulfilling and to be actively part of their chosen communities. Our collective focus is to ensure we are continuously developing and creating an appropriate range of services and supports to make this happen.

### Did you achieve this goal in 2023?

Cope Foundation supports over 2,800 people, at 70 locations in the Cork and Kerry community health area. Our services range from residential

centres, community hubs, progressing children's disabilities, education and training, housing, short breaks, physical activities and sport, arts and creative therapies. Yes, we have progressed a lot of our goals across our services, some of which I will describe.

We are implementing the specific actions of our strategic plan that we believe will make life considerably better for the people we support. We are progressing actions as to the future type and extent of services that we will provide, prioritising the importance of our evolving organisational culture, colleague career development and vital infrastructure such as property and digital services.

In 2023, we completed the de-congregation of people we support from the St. Vincent's Centre to community homes. We are planning future purpose-built residential accommodation for adults with complex needs which will enhance the quality of

their daily living. We have also identified an urgent need for the provision of older person's residential accommodation, dementia care, children and adult short breaks and respite along with autism specific day services. We understand that families find it difficult and frustrating not being able to access these services in a timely way.

Our Arts and Creative therapies and Sports and Physical Activity teams continue to open new horizons for people. Suisha Inclusive Arts welcomed new artists joining through the community engagement schemes and increased participation through our dance and music programmes. The Sports community highlights include Rebel Run, Bike Week, trips away, climbing, canoeing and orienteering. We are also delighted to receive funding through the Sports Capital Grant to make our Spraoi Sports facility even more accessible.

The Assisted Decision-Making (Capacity) Act came into law in 2023. Cope Foundation is supporting these changes by adopting FREDa principles, training in Social Role Valorisation Theory and human rights based approach as well as building our expertise and capabilities in advocacy.

The Health Service Executive (HSE) is our primary funder and we work constructively with both the local and national office. I wish to acknowledge their understanding and willingness to progress our ongoing funding of current and future costs forecasted to serve the people we support so that we can successfully fulfill our promise.

The Health Information and Quality Authority (HIQA) play a vital role in regulating our residential settings. We have current challenges in delivering the complete service, so that we reach and exceed national standards. We are working hard through a dedicated project team, the specific areas of regulation, as a priority for improvement.

Our Ability@Work Programme is a dedicated supported employment service which aims to bring young people with an intellectual disability and or autism closer to sustainable employment. We are delighted to have received funding approval from

Pobal that will ensure continuity to provide, a comprehensive service that will extend to include 250 people over the next five years and grow our business network.

### What were you most proud of?

The kind and caring manner of our colleagues, throughout our services, is an inspiration to everyone.

### Is there anything you want to say on behalf of the Board?

I wish to say thank you to all our colleagues, Chief Executive, Sean Abbott, and his leadership team. We are also grateful for the support of our fundraisers, employer partners, volunteers and the generosity of our donors, all of whom make a big difference in helping us do exceptional things. Sincere thanks to the board of directors for their expertise and commitment and I wish our incoming Chairperson, Donna Roche every success.

We feel privileged to be part of the lives of the people we support and will continue our efforts to make positive change for the future, underpinned by our ambition to increase the pace of developing the future service design that will be required.



*Our number one goal is to enable the people we support to live their lives in a way that is fulfilling and to be actively part of their chosen communities."*



*Thank you to the people we support, they along with their families have allowed us into their lives and have given us the privilege of that."*

- Sean Abbott

## Chief Executive

Sean Abbott

*Interviewed by Breda, person supported by Cope Foundation*

### What are your best highlights from 2023?

We moved people from St. Vincent's Centre to their new homes just before Christmas, which was fantastic to see. It took a lot of work, from a lot of people, and was one of my highlights for 2023. One of the sad highlights was seeing people that I worked with for a long time retire. It was sad to see people go, but it was also nice to see them happy and ready to enjoy the next stage of life.

### Can you describe 2023 in three words?

Hard, challenging, but enjoyable.

### What lessons did you learn in 2023?

Have faith and it will happen, things eventually come right. Moving everyone from St. Vincent's took a lot of work, sometimes we thought we wouldn't get there, but we did.

Letting people grow and develop as well. Lots of new managers and staff came into the

organisation in 2023, sometimes it's easier to do things for them rather than let them learn, with support, how to do them themselves. Even with people we support, nine times out of ten, if you give them the right support, they will be able to do it. It's like you Breda, you're living at home, but people in the past would have thought there was no way a person with an intellectual disability and/or autism could live on their own. But you've done it in fairness to you. Having faith in people is the main lesson.

### What's the most exciting thing someone supported by Cope Foundation has told you about their experience this year?

The most exciting thing I heard about in 2023 was a man living in our Ard Dara location, and his one wish was to fly on an airplane, because he loves them, and he had never been on one. This man had a lot of challenges, and he got to fly in an airplane, for the first time in his life (see page 10). That was exciting for me because it meant people

were thinking outside the box and taking a positive risk. They took this as an opportunity for this man to experience something that he never would have experienced before. I thought that was very exciting and it gave me a sense of excitement that there's other things like this happening across the organisation. I want staff to do this more and more. It's exactly what we're trying to do, it's to help people like you and others do things they want to do with their lives.

### In your opinion, what can be changed to make lives better for people with an intellectual disability and/or autism?

I think again, we need to have faith and see things as opportunities rather than risks. Everybody's worried and afraid that something will go wrong, somebody will get hurt or upset and so on. But staff are very good at ensuring that this doesn't happen, and when you have faith and give people the chance to do things, it does. I remember when I worked in VTC taking people to London and taking the chance to do things, and they did. Did things go wrong? Of course, but nobody got hurt, nothing that wasn't fixable. Staff aren't going to take chances on things that will put a person in danger. Letting someone go on an airplane or live on their own or do something they want to do with the right support, then that is what needs to change. People need to have more faith in the people we're supporting and give them the opportunities to try things they want to try out, safely and within reason.

### What's your message for everyone at Cope Foundation?

I suppose it's to thank everyone for everything they have done to support people across all our locations. I know it can be hard work, it has been challenging and it is difficult at times. We don't always have the resources we need to do what we want to do; we're asking people to do as much as they can with the resources they have.

Thank you to the people we support, they along with their families have allowed us into their lives

and have given us the privilege of that. It is a privilege, it's not something I take lightly. It's not a job, it's a real privilege to work with people and build relationships. People get involved in people's lives in a very real way. There's a thanks and gratitude in that.



*Even you and me Breda, just before the interview we were talking about how long we've known each other. We've worked together a long time, there's probably a lot that you know about me and me about you, and that's something you don't see in other workplaces."*

### In February, the Minister for Higher Education announced funding for 10 courses for students with disabilities. Does Cope have any plans to support people with an intellectual disability and/or autism in the education community?

There are no actual plans, but what I have asked people to do is talk to Professor Margaret Linehan to see what opportunities MTU will be providing because they were on the list that was issued by the Department of Education. Margaret is on the Board of Cope Foundation, so she is one of my bosses. We're asking Margaret what courses MTU will be providing so that we can help people to enroll in them. I have no doubt that given Margaret's involvement with the organisation, there will be courses made available for people in Cope Foundation.

# Vision & Mission

*What we Want to Do and Achieve*

## Vision: Your Life, Your Way

To enhance the lives of people with an intellectual disability and/or autism; working in partnership with them, their families and local communities, to provide a range of person-centred services and supports. This will enable each person to live life to the full, influence the decisions that affect them and actively participate in their community.

## Mission

Supporting people with an intellectual disability and/or autism to live a life of their choosing, connected and participating in their communities.

### Meet Mike...

Hi, my name is Michael, some of my friends call me Mike.

I'm 59 years old and I live in Ard Dara, Montenotte. One of my main interests is airplanes. I love going to Cork airport to watch the planes take off and land.

### Ready for Takeoff

In 2023 I got to go on my first airplane journey, in over 50 years! I went on this journey with Cian and John who are staff members in Ard Dara.

### Trip of a Lifetime

We got on the airplane from Kerry Airport and travelled to Dublin. We enjoyed the day out in Dublin city. I thoroughly enjoyed a pint of Guinness after a beautiful stroll around the city. I purchased some airplane souvenirs which I have on display in my home. Later that evening we jetted off again from Dublin Airport and travelled back to Kerry. I am forever thankful that I was given such an amazing opportunity to achieve my dreams.



# Values

*What we Believe is Important*



## Honest

We have respect for each other so we will always give each other the full and truthful picture. We deliver on promises.



## Creative

We don't just accept what it is, we explore what it could be. We are inspired by challenges and we find new ways of doing things. We are constantly learning and striving to do things better.



## Person-centred

We believe the people we support can live extraordinary lives. We put people we support first in everything we do. We treat people as individuals and respect their choices.



## Kind

We will be kind and respectful in all that we do.



# Our Report

## Advocacy

A day to remember for MTU graduates from Cope Foundation. Congratulations to everyone who completed the MTU Advocacy courses in 2023.

“

*The courage to speak up for yourself is one of the most important superpowers you can have.”*

- Daragh Forde, Advocacy Officer, Cope Foundation





*An aspect of my job that is important to me is promoting advocacy for people we support. My main aim is to ensure people achieve their goals, highlight their choices and make sure their voices are heard."*

- Pamela Twomey, Care Assistant, Cope Foundation



## Recruitment Movement

### Addressing the Issue

In 2023, 194 new starters were employed in a range of disciplines across the city and county, with most of these positions being filled in front line roles.

Cope Foundation is not an exception in that we continue to struggle to attract the calibre of candidate into our recruitment processes. As a result, Cope Foundation embarked upon a campaign in 2023 designed to address the issue.

### Recruitment in Motion

During 2023, to recruit staff for a variety of roles, the HR Division and staff from across the organisation attended and hosted a total of 9 Recruitment Open Days. These events took place in the Metropole Hotel; Blackpool Shopping Centre; MTU; UCC and City Hall.

Over the year, many staff across the organisation highlighted their experience and career path.

Stories and messages like this influence and inspire others to look at and consider a career in Cope Foundation. Cope Foundation staff member Pamela Twomey has worked in Cope Foundation as a Care Assistant for over 20 years. As part of the recruitment drive, to attract more people to a career in Cope Foundation, she spoke about what she gets up to daily.

### Going Forward

We will continue to innovate in this area in 2024 to ensure we attract suitably qualified, experienced and ambitious people who can make a meaningful contribution and be there for the people we support.

Thank you to all staff who supported the various recruitment drives by sharing your story.

## Meet Daithi...

My name is Daithi and I am a second-year student at RT Bonnington Training Centre.

### Love of Music

I really love to play music and am lucky enough to have many musical instruments at home. I taught myself to play these instruments from the age of 12.

Each Friday morning, I go to Band Camp (Music Generation) with my friends in Hollyhill Community Centre. When I am there, I get to play the keyboard, electric guitar, acoustic guitar and drums. Me and my friends are hoping to start a band. Between us we play keyboard, drums, guitar and sing.



*I am hoping to go on to do The Inclusive Music Programme at MTU and study Level 3 Music Appreciation and progress to Level 6 Music Technology."*

- Daithi, person supported by Cope Foundation

## We are now QQI Accredited...

In 2023 Cope Foundation had its education and training quality assurance processes approved by Quality and Qualifications Ireland (QQI).

Bonnington and Doras Training Centres completed a two-year process which involved redesigning Cope Foundation's QA systems for education and training to ensure compliance with QQI's Core Statutory Quality Assurance Guidelines.

This was an extensive project for the members of The Quality Assurance for Education and Training Team, involving the development of new policies and procedures, establishing a new governance system, publishing a Quality Assurance Manual, and delivering a series of training events for staff.

The completion of the project ensures that Cope Foundation's training centres can continue to deliver high-quality, nationally accredited programmes of education and training to learners, enabling them to progress to further education on completion of their training.





Alcon

National Volunteering Week

Jameson, Midleton Distillery

# Incredible Volunteers

*Giving Time to Do Good*

2023 was an exciting and interesting year for volunteers in Cope Foundation. A lot of kind hearted, dedicated people formed meaningful relationships with the people we support and supported them to play an active part in their local communities.

Volunteers got involved in a variety of activities including music; art; dancing; walking groups; independent living skills; community outings; yoga; gardening; gym buddies; coffee shop support; driving; buddy roles; going to mass; social outings; running partners; cycling groups; tennis; soccer; swimming; rugby; golf and many other sports.

Supporting others is so good for your mental health and gives a person a great feel-good factor. It's also a chance to learn new skills, meet new friends, give structure and purpose to your week, improve your employment prospects and it can be great fun.

## Best Buddies

In March 2023, we launched our **Best Buddies Society in MTU**. Best Buddies is an international organisation whose mission is dedicated to establishing a global volunteer movement that creates opportunities for one-to-one friendships for individuals with intellectual disabilities.

Through the MTU Society, people we support have an opportunity to make meaningful and lasting friendships with students in their own age group and will increase the circle of support available to them.



Photo: Some of our Best Buddies and people we support enjoying a picnic in Fitzgerald's Park.

## National Volunteering Week

In May, we celebrated National Volunteering Week. Some of our volunteers told us why they choose to support Cope Foundation.

Denis Buckley, is a Cope Foundation Volunteer, he added, "The reason I volunteer is because life has been good to me and my family. I'm retired and I just wanted to give something back. I work in a classroom environment assisting a teacher. I love the interaction with the students and seeing them develop and grow. I've been volunteering for the last 6 months, and I really enjoy it. I get a lot out of it, and I believe that the students do too."

## Corporate Support

We had great support from the corporate community in 2023, with a total of 30 volunteering days provided by various organisations across the city and county. Support ranged from getting actively involved in projects, as well as donating to Cope Foundation.

Our charity partnership with **Jameson, Midleton Distillery** grew in 2023 as they created a beautiful garden space and pathway for the people we support in Midleton to enjoy. An incredible amount of planning and preparation took place to make it a reality. In June, the team from the Distillery worked together to plant and

put the final touches to the space. They have supported us by maintaining the space and hosting a soccer tournament with people we support and staff from Cope Foundation's Midleton Community Hub. The Midleton Distillery Experience also hosted participants Jack and Sandra from Cope Foundation's Ability@Work Programme, who both completed Job Shadow days.

In June, **Alcon** supported Cope Foundation's JBC Day Centre in Glasheen as part of their annual volunteering day. The team were fantastic, they built a pergola, planted a wildflower garden, donated outdoor furniture, water features and revamped the whole outdoor space.

*"We are grateful to all individuals and corporates that give their time and expertise to supporting our work."*

- Milly Farrell, Volunteer Coordinator, Cope Foundation



# Strong Connections

## Active European Citizenship



Cope Foundation has maintained close connections with service provider organisations and policy makers throughout the European Union. These connections provide people we support and our staff with opportunities to visit, connect, influence and network with European peers, colleagues and organisations.

Cope Foundation is an active member of the “European Association of Service Providers for Persons with Disabilities” (EASPD). EASPD is a non-profit NGO in the disability sector and promotes the views of over 20,000 social services and their umbrella associations from Europe and beyond. EASPD promotes equal opportunities for people with disabilities through effective and high-quality service systems. Cope Foundation holds one position on the Board of Directors of EASPD contributing an Irish perspective and Cope Foundation’s vast experience in Intellectual Disability and neurodivergence to the EASPD team.



Cope Foundation has also had great success in securing specific European funding with the support of EASPD and our European network. One example in 2023 was the visit of multiple European organisations to Cope Foundation in November 2023 to learn about our award-winning work in the area of Arts and Culture. Visitors from Belgium, Greece and Sweden came on a three-day visit to exchange good practices and learn from one another. This event was kindly supported by the EASPD Lighthouse Network Fund, European Commission and Cork ETB.

*“This European funding contributes to people we support having life changing international experiences with peers and disability advocates throughout Europe.”*

Another wonderful success for Cope Foundation in 2023 was securing “Erasmus+ Key Action One, Mobility” funding for staff and people we support. This Erasmus+, European Commission funding administered through our national agency in Ireland, Léargas, continues to provide people we support and staff funding to be “active European citizens”.

We look forward to building on our activism throughout Europe in 2024.

More information on EASPD, visit [www.easpd.eu](http://www.easpd.eu)  
More information on Léargas, visit [www.leargas.ie](http://www.leargas.ie)



## Meet Matthew

My name is Mathew and I’m 29, living in Douglas.

What can I say, 2023 was a really great year. Cope Foundation is helping me reach my goals. I am getting great support in pursuing my film making career and my passion in the acting world. I wrote and directed my own film called ‘Creak’. I also have my own videography and photography business. My film is on the international short film circuit.

### Travel

Cope Foundation has also helped me to discover and pursue my passion in the arts. I love to travel and have travelled to many European countries and the United States with friends and independently.

### Arts and Goals

My experiences of traveling with Suisha Arts on Erasmus+ and European projects in 2023 has built up my confidence for international travel. One of my ambitions is to work in a foreign country in the arts and disability advocacy. I want to work as part of film projects.



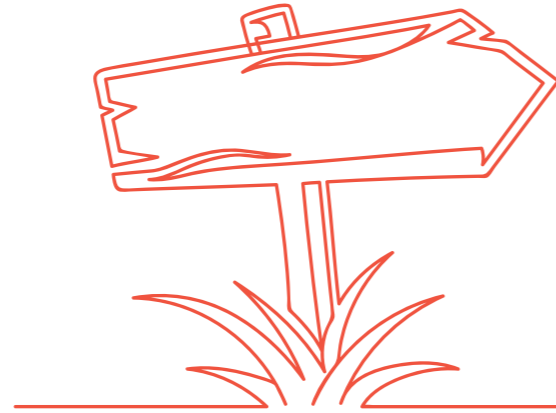
*“In 2023, I also started a job as a filmmaker and photographer with Cork Education and Training Board.”*

- Matthew, person supported by Cope Foundation



# New Directions

*The Journey Towards Belonging*



As Ireland continues to embrace a rights-based model in line with the UNCRPD\*\* and the ADMA\*\*, Cope Foundation continues to welcome the opportunity to partner with the individuals we support and their natural supports\*\* to create and sustain meaningful inclusion in community. A wonderful example of this partnership in 2023 has taken place in the development and opening of a Community Hub in Blackpool.

## Influence of Policy

**New Directions\*\*** is the HSE approach to supporting an individual in a day service. This process involved a review of HSE day services and personal support services for adults with disabilities, (2007\_2012), with a report and an implementation plan for 2012 to 2016. A day service operating under New Directions should take the form of *“individualised outcome-focused supports to allow adults using those services to live a life of their choosing in accordance with their own wishes, needs and aspirations”*. Cope Foundation continues to develop day services in line with New Directions.

In 2007, Ireland signed up to the **UNCRPD\*\*** and ratified the convention in 2018 with a commitment to supporting individuals with disabilities to realise their human rights. Enshrined in the UNCRPD are articles outlining crucial rights regarding supporting individuals to develop and sustain meaningful and inclusive lives within their chosen communities. UNCRPD\_ Article 4, 19, 24, 27.

The HSE Corporate Plan 2021-2024, Objective 5 articulates *“the need to re-imagine disability services, to “support people with disabilities to live a full life in the community with access to a*

*range of person-centred community services and supports, across their life spans.”* Cope Foundation continues to re-imagine how the organisation partners with all stakeholders in the development of person-centred supports.

**To date, Cope Foundation has twelve Community Hubs across Cork City and County. The development of Community Hubs is one of the pathways in how Cope Foundation facilitates and promotes a rights-based model in line with legislation.**



*Staff are nice. They treat me like an adult, and I feel respected by the staff. My opinion and what I want to do matters.”*

- Person supported by Cope Foundation’s Blackpool Community Hub



**In 2023, plans were underway to open a new Hub in Blackpool.**

## Collaboration and Co-creation

A key element of the process in line with the organisation’s values is collaboration and co-creation with the individual and their natural supports. The voice of the individual remains central in terms of designing and planning the physical space and the development of their individual conditions of success for their transition and engagement within the Hub. The key to creating a successful Hub is time and intentionality. Transition and change can be a time of concern and anxiety. It is important to build trusting relationships with the individual and their natural supports, so that the organisation can plan, explore, and review the process.

A lot of work and planning takes place behind the scenes to create a Community Hub. Collaboration and engagement with many other stakeholders are part of the process, including working in partnership with the HSE, IT services, Finance Department, Property Acquisitions Manager, Human Resources and the Facilities Department to name but a few.

## Criteria of the Hub

The physical space of the Hub is always based within the community. Other aspects such as accessing public transport for ease of access, accessibility and geographical distance are considered. Community Mapping\*\* enables the individual and their supports team to identify what is available to them and how best the organisation can offer the right supports to them.

## Creative Ways to Provide Support

Due to the number of factors and stakeholders involved in the development of a new Hub, barriers external both to the organisation and to the individual can take place. Due to several barriers Blackpool Community Hub did not open in 2023, but in the interim, staff worked with individuals and their families to provide flexible and creative ways to deliver a transition service.

By the end of 2023, plans were in place to officially open the Blackpool Community Hub by early 2024. **We continue to be grateful for the opportunity to work in partnership with all stakeholder groups, particularly the individuals engaging with the Hubs and their natural supports.**

\*\*ADMA: The Assisted Decision-Making (Capacity) Act (2015) (as amended) is about supporting decision-making and maximising a person’s capacity to make decisions. This Act applies to everyone and is relevant to all health and social care services.

\*\*Community mapping: an intentional pathway that supports people to understand resources available to them

\*\* Natural support: freely given relationships, family, neighbours, friends and advocates.

\*\* New Directions: [www.hse.ie/eng/services/list/4/disability/newdirections/](http://www.hse.ie/eng/services/list/4/disability/newdirections/)

\*\*UNCRPD: United Nations Convention on the Rights of Persons with Disabilities.

# A Home in the Community

The De-congregation of St. Vincent's



## What is the purpose of a home?

Home...

- provides shelter and security, a safe place where we have a sense of belonging.
- reflects who we are as a human being, reflects our culture, beliefs and individuality.
- offers us a place within our chosen community and the ability to connect and develop relationships.
- gives us the positive social role of homeowner or head of household.
- is a place where our autonomy and voice are central.

Global research has identified 17 core aspects that cultures across the world would associate with a good life, including a home of your own being part of the 17.<sup>i</sup>

The United Nations Convention on the Rights of People with Disabilities (UNCRPD) states;

### Article 19 – Living independently and being included in the community

It is recognised both nationally and internationally that it is no longer acceptable to expect individuals with disability labels to live within congregated and segregated residential settings.

*“recognize the equal right of **all persons with disabilities to live in the community, with choices equal to others**, and shall take effective and appropriate measures to facilitate full enjoyment by persons with **disabilities of this right and their full inclusion and participation in the community**”, including by ensuring that:*

*a) Persons with disabilities have the opportunity to choose their place of residence and where and with whom they live on an equal basis with others and **are not obliged to live in a particular living arrangement;***

*b) Persons with disabilities have access to a range of in-home, residential and other community support services, **including personal assistance necessary to support living and inclusion in the community, and to prevent isolation or segregation from the community;***

*c) Community services and facilities for the general population are available on an equal basis to persons with disabilities and are responsive to their needs.<sup>ii</sup>*

## The Journey

In 2023, Cope Foundation partnered with 24 women living within St. Vincents Centre to move back into community.

This journey began when the HSE formally requested that Cope Foundation take over St. Vincent's Centre. In walking alongside these women, the organisation is extremely grateful to them and their natural supports for their resilience and commitment to partnering with the organisation and engaging within the process.

While Covid-19 greatly impacted the de-congregation process and delayed the transition for these women, each individual celebrated their 2023 Christmas dinner in their new home. While the vast majority are now settling into their new home, seven individuals have not yet found their forever home. However, they have transitioned to a homely environment within the Mayfield community. This transition was a significant moment for everyone involved, especially for the women who lived in St. Vincents Centre for decades.

This journey offered Cope Foundation the opportunity to partner with various internal and external stakeholders, the HSE, HIQA and SHEP Advocacy were integral to the closure of St. Vincents. Internal departments include Support Staff, MDT, Human Resources, IT, Finance and Facilities to name but a few. Commitment from all teams were focused on supporting these women to make the transition. Cope Foundation has also had the opportunity to welcome new staff to the organisation.



*These incredible women are now being supported to explore and develop connections within their new communities across Cork city. They continue to be supported by a range of individuals including staff and have access to all Cope Foundation services.”*

*- Eamon Nash, Chief Operations Officer, Cope Foundation*

This de-congregated process would not have been possible without the willingness, resilience, agility and dedication of the women and their natural supports, staff across the organisation, the external stakeholders and the wider community. As an organisation, we have learnt much from the process which will support the continued commitment of Cope Foundation to develop its services in line with the UNCRPD.

<sup>i</sup> Wolfensberger W & Thomas S, SRV, (1996) p 13-14, Valued-roles-for-all-the-keys-to-a-good-life%20\_%20workbook.pdf

<sup>ii</sup> Convention on the Rights of Persons with Disabilities – Articles | United Nations Enable





## CDNTs

### Children's Disability Network Teams

The CDNTs provide direct supports and interventions for children, young people and their families.

These supports can occur in the home, in the clinic or in other important community environments, for example schools. Through our interventions, we advocate that each child or young person's needs are accommodated by tailoring the environment to meet each individual's communication, interaction, regulation and participation preferences.

There are 14 Children's Disability Network Teams (CDNTs) across CHO 4 Cork and Kerry each governed by a Lead Agency.

**Cope Foundation is the Lead Agency for three Children's Disability Network Teams, they are:**

1. East Central Cork (CDNT 6) covering Leamlara, Middleton and Youghal areas.
2. Central Cork (CDNT 8) based in Montenotte, covering central Cork areas from Mayfield to Whitechurch.
3. North Cork City and Blarney (CDNT 9) based in Western Road covering areas such as the City Centre, Sunday's Well, Knocknaheeny and Blarney.

Each team comprises of a manager, administrators, nursing, psychology, physiotherapy, speech and language therapy, occupational therapy, social work and therapy assistants.

There are 1,184 children and young people with complex disability needs receiving or waiting for support and interdisciplinary interventions from the three CDNTs. The reconfiguration of disability services occurred in Cork in April 2021. Since then, the teams have been working extremely hard meeting many children and young people for assessments and therapeutic supports as well as providing training and workshops to important people in a child or young person's life.

### Challenges and Lessons Learned in 2023

**The main challenges faced by the team is the small allocation of clinical staff relative to caseload size and complexity and recruitment.** One of the main focuses in 2023 has been to advocate for the need of additional staff. The CDNTs are also focusing on improving communications through streamlining our centralised email systems and updating families through newsletters and family forums. The newsletters and family forums provide information to families on current staffing levels, reasons for vacancies and detail recruitment efforts and initiatives. Information is also provided on the various interventions being provided and general waiting time information if available.



## HIQA

### HIQA and Compliance 2023

There were 45 HIQA inspections in 2023 with a particular focus on 5 key regulations.

**Regulation 5:** Individual assessment and personal plans;

**Regulation 9:** Residents' rights;

**Regulation 15:** Staffing;

**Regulation 16:** Training and staff development;

**Regulation 23:** Governance and management.

Based on these 45 inspections. Compliance is as follows: 70% Compliant or Substantially Compliant and 30% Not Compliant.

### Lessons Learned in 2023

HIQA reports have two sections.

**1. Capacity and Capability:** 2023 saw the establishment of fortnightly regional meetings and more robust governance and IT systems. This has enabled the organisation to have more oversight and a system for monitoring progress of compliance plans. These initiatives have also enhanced communication, collaboration, shared learning and governance across our HIQA designated centres and are a step towards a more integrated way of working and shared responsibility across the whole organisation.

**2. Quality and Safety:** As health and social care services continue to evolve to a human rights-based approach, we have been actively promoting and training staff to apply FREDA principles in their day-to-day roles. Advocacy champions across the organisation, led and supported by Cope Foundations Advocacy and Assisted Decision-Making Officers play a crucial role promoting rights and supporting Assisted Decision-Making in people's homes. Training in Social Role Valorisation Theory through the Enhancing Quality for Transition Programme for Senior Leaders and Practitioners has also played an important role in evolving our collective understanding of a rights-based approach and aiming to improve quality and safety of Cope Foundations designated centres.





# Putting People First

## A Person-Centred Approach

Person-centred planning (PCP) supports and enables a person to make informed choices about how they want to live their life, now and in the future. It supports the person to identify their dreams, wishes and goals, and what is required to make those possible.

### Meet Majella and Mary

We were roommates for a long time. In 2023, we both moved to different and bigger rooms. Our keyworkers supported me to pick out decor for the rooms.

#### Activities

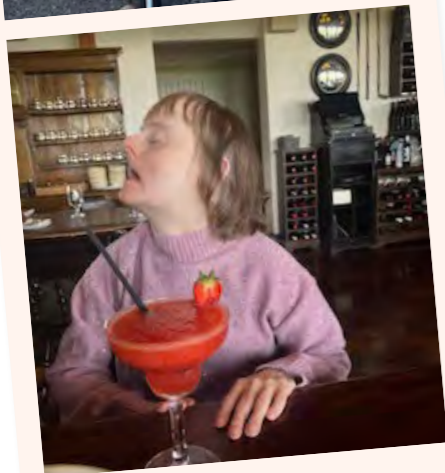
We went to parties and did many activities such as going to the cinema, mass and in-house bowling. We also went to the JBC social club, dined out and went to Glasheen's summer party.

#### Holidays

In September, with the support of staff members, we went on holidays together to Spanish Point in Co. Clare. We stopped off in Limerick on the way for a snack and shopping.

We stayed in a lovely cottage which overlooked the ocean and donkeys in the fields. We went to the Cliffs of Moher and Trump's 5-star hotel for a meal! I had a mocktail and we walked around the grounds. That evening we had a girls movie night with prosecco, chocolate and face masks. We all wore matching pyjamas and watched Barbie. Overall, we had a ball.

“2023 was a brilliant year for us. We were supported through a lot of changes and activities throughout the year.”



### Meet Thomas

My name is Thomas, I'm 30 years old and I attend Cope Foundation's Pope's Quay Community Hub.

#### The Big 3-0 and Disneyland

2023 was a great year for me. I turned the big 3-0 and celebrated with all my family and friends. I was lucky enough to go to Disneyland with my Community Hub and all my friends. It was one of the best trips ever.

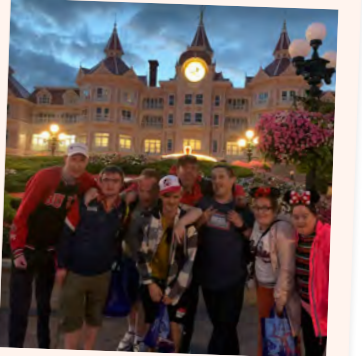
#### UCC and Life in 2023

I enrolled in college in UCC and am absolutely loving college life. I hope to carry on my studies next year. My girlfriend Khadija and I started going out in May 2023. And finally, to close out 2023 I became an uncle for the very first time to baby Cal.

Thanks to all the amazing staff in Popes Quay Hub for supporting me to live my life my way.

“I was lucky enough to go to Disneyland with my Community Hub and all my friends. It was one of the best trips ever.”

- Thomas, person supported by Cope Foundation



“Travelling develops and empowers people with confidence. Here in Popes Quay people are changing perspectives, creating awareness and provoking ideas that anyone can do.”

- Ciara Aherne, Support Worker, Cope Foundation



## Meet Mossy

My name is Maurice but my friends call me Mossy. I have lived in Cope Foundation's residential centre Ashville, most of my life, 48 years, since 1970. I moved to my new home Bealtaine, Carrigaline at the end of 2018 and I love it. I love the peace and quiet of my home, I have my own bedroom overlooking a spectacular garden and I live with 3 other housemates. I was used to living with a large group in Ashville so I relish having my own space.

## Social Animal

I am a social animal, I love life and being out and about, so living here in the vibrant Carrigaline community really suits me. I go to the village very regularly, there is a lovely big community park and river walk and I can feed the ducks there. I use the local library and joined a drumming group which ran for a while in the community centre.

I go to mass in our local church, there is a gospel choir that sings there, and I love listening to them. During the year the choir came to our house to sing for us at our house blessing. It was a lovely treat. We all got to know one another over a cup of tea and a slice of cake.

## The Big 6-0

I also turned the big 6-0 in May and celebrated with a big house party, and I invited my friends, many who used to live in Ashville, but who are now living in various places around the city and county. We had to email a tonne of invitations, but I was delighted that so many turned up to help me celebrate.

## Lourdes, a Spiritual Experience

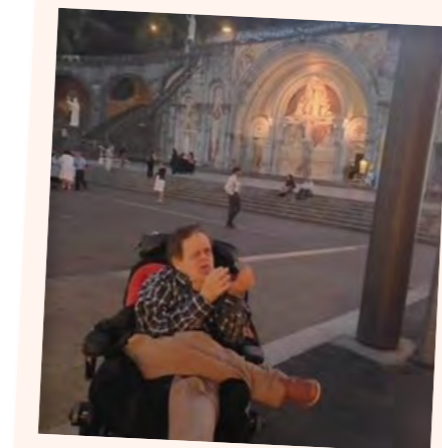
The highlight of 2023 for me was however a trip to Lourdes that I took last October. I had never been on a plane or indeed travelled much in my 60 years, so this was a huge deal. I was supported by a staff member from Carrigaline on the trip. My family were delighted that I was able to have this opportunity to travel. I went as part of a pilgrimage group from Cork called CASA. The trip was a deeply spiritual experience and one that I will never forget. I made loads of friends while there and I thoroughly enjoyed every minute.

I have come into my own since moving to Carrigaline and I am now living life to the beat of my own drum and flying high!

“

*I have come into my own since moving to Carrigaline and I am now living life to the beat of my own drum and flying high!*

- Mossy, person supported by Cope Foundation



## Meet Raymond and Derry

Raymond (66) and Derry (78) are both supported in Cope Foundation's Riverview residential centre. As a result of a person-centred planning meeting in 2023, both men decided they wanted to go on a foreign holiday.

## Planning a Holiday

Derry had travelled to Lourdes in the past, but for Derry and Raymond, it was the first time they would go on a trip of a lifetime. To make this a reality, lots of organisation, planning and teamwork took place. Raymond never had a passport and Derry's was out of date, so a plan was made to go to the passport office.

The next step was deciding where to go. Staff supported Derry and Raymond to go to the travel agents. Here, they selected Lanzarote as their sun holiday destination. The main reason they wanted to go there was due to the flat surface, Derry wanted to see the volcano, and Raymond was happy to go anywhere he could have a pint!

Suitcases had to be bought and packed, and in October 2023, they left for four nights to their first holiday with the support of two staff members.

## Holiday Highlights

Both Derry and Raymond had a relaxing, fun and enjoyable holiday. Derry got to see the volcano, and Raymond of course enjoyed his pints. During the holiday, Ireland played in the Rugby World Cup. Derry is an incredible singer and sang a song at the end of the match, he blew everyone away and it was a major highlight of the trip.

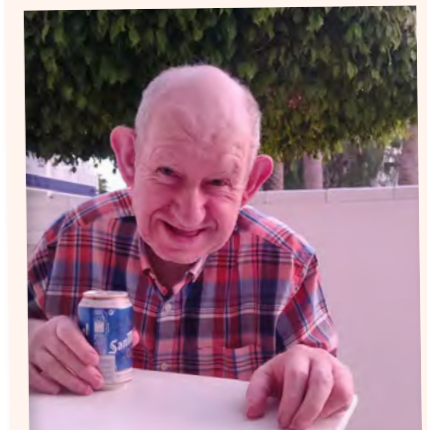
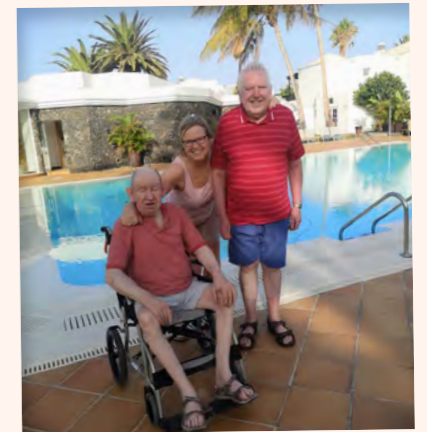
*"I have been abroad to Lourdes, but this was my first ever holiday. I had the best time with Raymond and the two staff members. It's an experience I'll never forget. I can't wait for my next holiday."*

- Derry, person supported by Cope Foundation

“

*This trip was a wonderful example of staff coming together to think outside the box and battle the normal way of doing things. It was a momentous occasion for both the people we support and the staff."*

- Fiona Barry, Clinical Nurse Manager, Cope Foundation





# Board Directors

## Honorary Directors

**Gearóid Gilley**  
Chairperson



**Donna Roche**  
Vice Chairperson



Geni D'Arcy



James Eivers



Simon Healy



John Higgins



Margaret Linehan



Kieran Moran



Isobel O'Regan

## Attendance Record and Committees

Board Meeting Attendance Records 2023											
Directors Name	Jan	Feb	Mar	Apr	May	June	July	Sept	Oct	Nov	Dec
Geni D'Arcy	P	A	P	P	P	P	P	A	P	P	P
James Eivers	P	A	A	A	P	P	P	A	P	P	P
Gearóid Gilley	P	P	P	P	P	P	P	P	P	P	P
Simon Healy	P	P	A	P	P	P	P	P	P	A	A
John Higgins	A	P	P	P	A	P	A	P	P	P	P
Kieran Moran	A	P	A	A	P	A	A	A	A	A	P
Katherine O'Leary	P	A	P	A	A	NA	NA	NA	NA	NA	NA
Isobel O'Regan	P	P	P	P	P	P	P	P	P	P	P
John Punch	P	P	P	P	P	NA	NA	NA	NA	NA	NA
Donna Roche	P	A	P	P	P	P	P	P	P	P	P
Margaret Linehan	P	P	P	P	P	P	A	P	P	P	P

Keys: P = Present, A = Absent and NA = Not Appointed

## Board Sub Committee Structure 2023

### Audit and Risk Committee

**John Higgins - Chairman**, Donna Roche, Jerry Corkery, Kieran Moran, John Punch and John Murphy

### Quality and Safety Governance Committee

**Donna Roche - Chairperson**, Deirdre Burns, Anna Broderick, Mary Granja, Vanessa Sheehan, Alan O'Sullivan and David Donegan

### Service Infrastructure Committee

**Isobel O'Regan - Chairperson**, Jim Fleming, Eamon Nash, Sean Abbott, John Punch, Seamus Costello and John Higgins

### Information and Technology Committee

**James Eivers - Chairman**, Brian Marshal and Marguerite O'Brien

### Pension Trustee Committee

**William Cuddy - Chairman**, Anthony Dinan, John Murphy and John Punch

### Colleague Success, Remuneration and Nomination Committee

**Geni D'Arcy - Chairperson**, Sean Abbott, Eamon Nash, Donna Roche and Gearóid Gilley



# Finances

## *Colour Your Life*

In November 2023, Eleanor O'Kelly Lynch organised the *Colour Your Life* fundraising event in aid of Cope Foundation. It was a colourful and fun night with lots of tips and tricks on how you can add colour to your style, work and life in general! Over €4,700 was raised on the night. Eleanor's daughter has been supported by Cope Foundation for over 27 years.

“

*We all need a splash of colour in our lives. It was a good way to brighten up a dark November evening and support the great work of Cope Foundation.”*

- Eleanor O'Kelly Lynch



# Fundraising Highlights

## A Huge Thank You

As an organisation, fundraised income plays an important role in developing our person centred approach.

It has the power to transform a person's life. Through fundraising, we can purchase houses so people can live independently in their chosen communities. It supports a person to achieve a goal, try new experiences and activities as well as fund much needed resources and equipment.

In 2023, we saw great kindness and commitment to our fundraising efforts right across Cork city, county, and beyond, as well as the fostering of meaningful and impactful partnerships.

### Trigon Hotel Group

Our ongoing partnership with the trailblazing team in Trigon Hotel Group continued to grow. The hotel group promoted a culture of inclusion in the workplace and supported Cope Foundation's Ability@Work Programme. The team developed the sensory garden in Beech Hill Garden Centre by working in collaboration with staff and students from our training centres. A highlight was seeing produce from the garden being used in dishes in the Hotels' restaurants.

We are proud to be aligned with a committed and dedicated team, thank you for your expertise, time and generosity.

### Creating a culture of inclusion – one partnership at a time



## 2023 HIGHLIGHTS

**300,000 Steps Challenge:** We kicked off 2023 with our annual 300,000 Steps Challenge. The virtual fundraiser saw people across Cork city and county tracking their steps the 28 days of February.

**Golf Classic:** Monkstown Golf Club hosted our annual Golf Classic in June where over 200 golfers joined us to play golf and raise funds to support our work. The ever-popular event, which is sponsored by O'Flynn Exhams Solicitors LLP, involves supporters and sponsors from across the corporate community.

**Echo Women's Mini Marathon:** September saw hundreds of people take to the streets of Cork city to get involved in the Echo Women's Mini Marathon. We were delighted to cheer on #TeamCope.

**2024 Calendar:** In October, with support from Suisha Inclusive Arts and photographer Matthew Murphy, we launched our 2024 Calendar.

**Light Up Cork:** Our virtual Christmas campaign shone a light on #inclusion.

### Colour Your Life

Eleanor O'Kelly Lynch hosted the wonderful 'Colour Your Life' event in November in Clayton Hotel, Silver Springs. Her daughter is supported by Cope Foundation, and she wanted to give back. The event focused on how a person can bring joy into everyday life, through colour. Guests enjoyed prosecco on arrival, a makeup demonstration from skincare expert Sarah McGarry and talks from Wellness Coach Kathleen Fanning, Style Coach, Miriam Nash and Visual Artist, Amy Begley. The fashion and style event raised an amazing €4711.50. A massive thank you to Eleanor for her huge efforts to make this happen. The event and everyone who attended embodied how colourful life should be.



### Thank You

We also worked with our fantastic Committees dotted across the county as well as the Cope Foundation Golf Alliance.



*Huge thanks to our wonderful team of volunteers, committees, families, corporate supporters, sponsors, and regular givers who helped to raise €524,114 for Cope Foundation in 2023. This cannot be achieved without the incredible generosity of our unwavering supporters."*

*Do you want to make a difference?*

Contact Elaine Murphy, Communications and Fundraising Manager.

Phone: 021 464 3323 Email: [murphye2@cope-foundation.ie](mailto:murphye2@cope-foundation.ie)



# Financial Summary

## Information About our Accounts

Cope Foundation is a not for profit organisation, constituted as a company limited by guarantee, not having a share capital, that supports 2,800 children and adults with intellectual disabilities and/or autism across Cork City and County, and is also a registered charity (reference 5288), and is registered with the Charities Regulator (reference 20007584).

In 2023 Cope Foundation had income of €90m approx. received from various sources including the HSE, Government Departments and Fundraising.

The income for the year was expended on a combination of professional payroll and associated costs of €76m approx. plus €14m approx. on a range of non-pay expenditure including, food, medicines, heating & lighting, maintenance, transport, equipment, insurance, vehicles, and housing. During the year, the average number of whole time equivalent staff was 1,148 staff.

### Fundraising

In 2023, Cope Foundation collected €524,114 through fundraising, which will be spent on services and supports including the upgrade of residential accommodation to support independent living and de-congregation, investment in augmentative and alternative communication devices including training and support, and other expenditure from funds received for specific purposes.

5% was used to help the cost of raising funds, including advertising, printing, and postage, etc. 22% went towards paying a small number of fundraising staff.

Cope Foundation has signed up to different regulatory codes including:

- The Charities Regulator
- The Wheels Code of Governance
- Statement of Guiding Principles for Fundraising
- Regulatory Code for approved housing bodies

Cope Foundation is fully committed to being an open and transparent organisation and to ensuring that everything which is undertaken reflects our core values (*read about our values on page 11*)

Cope Foundation has an Audit and Risk Committee and both the external and internal auditors report to this committee regularly throughout the year, the aim of which is to ensure that:

- How our organisation is run and how funding is used is line with best practice
- We are providing good quality services and supports
- We are doing the right thing by the people we support, their families, our staff, our funders, and those who generously give their time and support towards our work

You can read more about our accounts in the 2023 Directors Report and Financial Statements available on [www.cope-foundation.ie](http://www.cope-foundation.ie)





# Statement of Accounts

## Income and Expenditure Account for the year ended 31 December 2023

	2023	2022
Operating income	€ 90,022,052	€ 85,084,660
<b>Operating Expenses:</b>		
Pay expenses	(€75,657,723)	(€71,398,876)
Non-pay expenses	(€14,350,128)	(€13,109,759)
Total operating expenses	(€90,007,851)	(€84,508,635)
<b>Operating surplus</b>	<b>€14,201</b>	<b>€576,025</b>
<b>Other income/expenses</b>		
Fundraising income	€524,114	€557,679
Fundraising expenses	(€140,454)	(€156,991)
Miscellaneous corporate expenses	(€100,467)	(€94,804)
<b>Net other income/expenses</b>	<b>€283,193</b>	<b>€305,884</b>
<b>Other required adjustments</b>		
Grant amortisation	€891,979	€790,449
Depreciation charge	(€2,895,824)	(€2,791,431)
Loss on disposal of property	-	(€1,428,463)
Impact of FRS 102 - pension scheme	-	(€8,000)
<b>Net other required adjustments</b>	<b>(€2,003,845)</b>	<b>(€3,437,445)</b>
<b>Net after effect of other income/expenses &amp; other required adjustments</b>	<b>(€1,706,451)</b>	<b>(€2,555,536)</b>

These accounts are available on [www.cope-foundation.ie](http://www.cope-foundation.ie)

## Balance Sheet as at 31 December 2023

	2023	2022
<b>Fixed assets</b>		
Tangible assets	€51,190,993	€51,521,985
<b>Current Assets</b>		
Stocks	€167,118	€155,619
Debtors	€7,680,128	€8,533,400
Cash at bank and in hand	€8,497,985	€9,825,088
	<b>€16,345,231</b>	<b>€18,514,107</b>
<b>Creditors: amounts falling due within one year</b>	<b>(€14,813,090)</b>	<b>(€16,526,074)</b>
<b>Net current assets</b>	<b>€ 1,532,141</b>	<b>€1,988,033</b>
<b>Total assets less current liabilities</b>	<b>€52,723,134</b>	<b>€53,510,018</b>
<b>Creditors: amounts falling due after one year</b>	<b>(€341,549)</b>	<b>(€361,350)</b>
Deferred Government Grants	(€15,629,182)	(€14,689,814)
<b>Net assets</b>	<b>€36,752,403</b>	<b>€38,458,854</b>
<b>Financed by: Reserves</b>	<b>€36,752,403</b>	<b>€38,458,854</b>

These accounts are available on [www.cope-foundation.ie](http://www.cope-foundation.ie)



## Going Concern

The company had net current assets of €1,532,141 (2022: net current assets of €1,988,033) as at the year-end date. The financial statements have been prepared on the going concern basis which assumes that the company will continue in operational existence for the foreseeable future. Given the nature of the activities of the company, funding for the majority of the activities is provided on an annual programme by programme basis. The company is dependent on the Health Service Executive ('HSE') to provide funding to enable the company to continue as a going concern. The company has received notification from the HSE of its initial 2024 recurring funding allocation, and further one off and recurring funding is expected to be notified during the year.

It should also be noted that the HSE has indicated that they will not fund any deficits for the year ending 2024 for any agency. If adequate funds are not forthcoming, the directors believe that they will have to reduce the services provided by Cope Foundation during the course of the year.

While there can be no certainty that the necessary funding will be granted by the HSE, the directors are continuing to engage with the HSE and are hopeful that this funding will be granted. If the funding is received from the HSE, this will allow the company to meet its obligations as they fall due. It is on this basis that the directors consider it is appropriate for the financial statements to be prepared on the going concern basis.

These financial statements do not include any adjustments that would result in the going concern basis of preparation being inappropriate.

## Meet the Olympians



“

*It was one of the best moments of my life,  
I was beyond proud to represent Ireland at the games  
– a real dream come true.”*

- Steven O'Leary, Captain of the men's seven a side soccer team, who won gold

**In June 2023, Cope Foundation had four athletes representing Ireland at the Special Olympics World Games, which took place in Berlin, Germany.**

Seamus O'Sullivan won gold in the team Bocce event, 5th place in the men's doubles and 4th place in the men's singles.

Steven O'Leary, Thomas O'Herlihy and Sean Murphy won gold in the men's division one soccer tournament.

Steven had the honour of being the Captain of the team and this was the first time Ireland won gold for men's seven a side soccer.

*“We are so proud of everyone who took part. It was a real team effort and the athletes went above and beyond in terms of training and preparation.”*

It was an incredible experience for everyone involved. The athletes received a hero's welcome on their return to celebrate in Heatherlee canteen.



# On Reflection

## Decision Support Service

On 26th April, the Decision Support Service launched a new service established under the Assisted Decision-Making (Capacity) Act 2015. The Assisted Decision-Making (Capacity) Act 2015 is a law that establishes a new legal framework for supported decision-making in Ireland.

“

*I really enjoyed working with the DSS. It's great to let the world know that it's my decision, my rights. People with disabilities should be treated like everybody else.”*

- Florin Nolan, DSS Champion, person supported by Cope Foundation

# Special Thanks

The Annual Report gives me the opportunity to thank my colleagues across the organisation in a very public way. Every department and person that works with me in the organisation are central to making some of the changes and improvements we are trying to bring about so that we can continue to support people to live a life of their choosing, in the community, with people they want to be with. I would like to personally acknowledge and thank each and every one of them for their continued hard work, dedication and commitment in 2023.

Finally, I would like to thank:

Our Chairperson Gearóid Gilley and the entire Board of Directors for giving their time, expertise, and unwavering support so generously.

Health Service Executive and Cork Kerry Community Healthcare colleagues both locally and nationally for their continued collaboration and support for the work that we do.

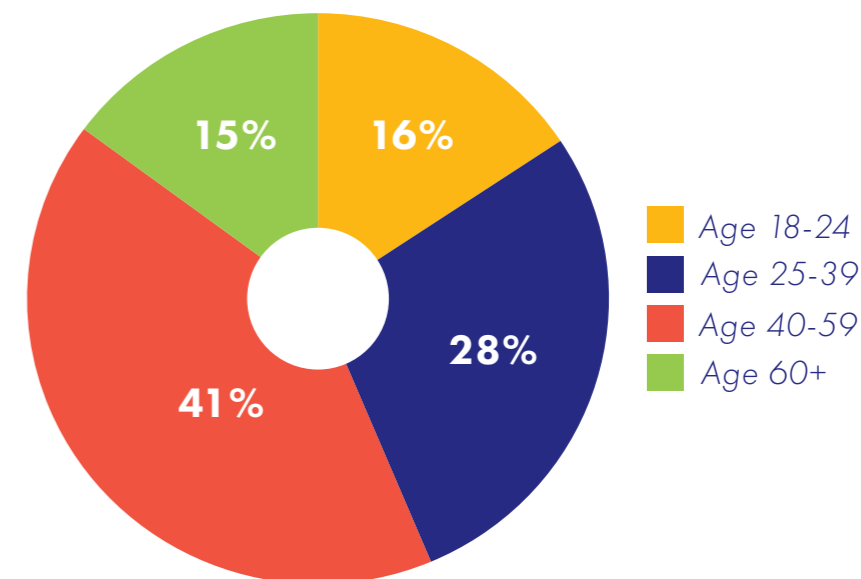
Most importantly, the people we support, their carers and families for allowing us into their lives and for their understanding and patience during 2023.

*Sean Abbott*

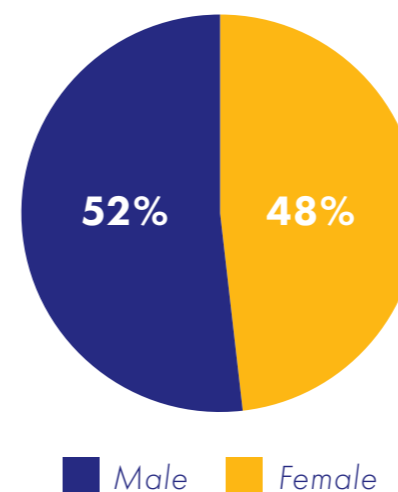
Chief Executive Officer, Cope Foundation

# 2023 Statistics

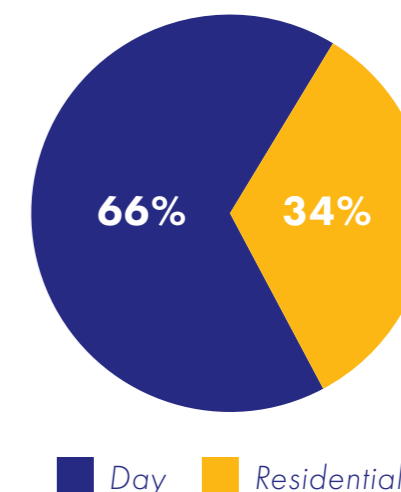
Breakdown of people supported full-time by age



Breakdown of people supported full-time by Male/Female



Breakdown of people attending day services/living in residential services



Cope Foundation is the lead agency for three Children Disability Network Teams providing services under the Progressing Disability Services model to approximately 1,500 children across 3 networks covering Cork City and County areas.



# Acknowledgements

*Expressing our Gratitude*

Thank you to the following people and groups for their help and support during the year:

- People we support, staff and colleagues
- Chief Officer and Staff, Cork Kerry Community Healthcare HSE
- Chief Executive and Staff, HSE
- Department of the Environment, Community and Local Government
- Minister and Officials, Department of Health
- Minister and Officials, Department of Children, Equality, Disability, Integration and Youth
- Minister and Officials, Department of Education and Skills
- Cork Chamber of Commerce
- CEO City Manager and Staff, Cork City Council
- Chief Executive and Staff, Cork County Council
- Secretariat, National Federation of Voluntary Service Providers
- Munster Technological University
- University College Cork
- Chief Inspector and Staff, Health Information and Quality Authority (HIQA)

## Retired Staff

We would like to thank all retired staff members for their dedication and commitment throughout their working lives and send them our very best wishes for a continuing happy retirement.

## Expressions of Sympathy

We would like to express our sympathy to those families and friends of people we support and staff who passed away during 2023.

## Volunteers

We would like to thank the many hundreds of volunteers around Cork city and county who offer their services in a variety of ways such as fundraising, helping at sporting, leisure and recreation occasions and much more. We really appreciate each and every one of you.

## Easy to Read

Most parts of our Annual Report are available in easy-to-read format. If you would like to receive easy to read versions of any part of the Annual Report, get in touch with our Communications and Fundraising Department.

**E-mail** [communications@cope-foundation.ie](mailto:communications@cope-foundation.ie) or **telephone** 021 4643323.

# Our Members

*Thank you for your Support*

## Honorary Members of Cope Foundation

Angela Beechinor	<b>James Eivers</b>	Don McAleese	<b>Isobel O'Regan</b>
Amy Begley	<b>Gearóid Gilley</b>	Noel McCarthy	Dan O'Sullivan
Brian Bermingham	Patricia Gilley	Stephen McCarthy	Mark O'Sullivan
Denis Bohane	Hilary Grimes	Rosaleen Moore	Thomas A. Potts
Jeremiah Buttimer Jnr.	<b>Simon Healy</b>	<b>Kieran Moran</b>	Philomena Powell
Nigel Canning	<b>John Higgins</b>	Kay Murphy	John Punch
Michael Conway	Liam Howe	Niall Murphy	<b>Donna Roche</b>
Marie Coomey	Rosaleen Hyland	Stuart Musgrave	Ruairi Roddy
Jerry Corkery	Sean Jennings	Mark C. Nolan	Seamus Scally
Lorna Cotter	Ann Keating	Patrick J. O'Callaghan	William H. Sullivan Jnr.
William Cuddy	William R. Kelly	Derry O'Connor	James Walsh
<b>Geni D'Arcy</b>	David Leland	Frances O'Donovan	
Anthony Dinan	Kathleen Linehan	Peter O'Flynn	
Peter Dineen	<b>Margaret Linehan</b>	Katherine O'Leary	
David P. Donegan	Janice Long	Denis O'Mahony	
Cathy Doyle	Brian Mangan	Michael O'Mahony	

## Honorary Life Associate Membership

Aylmer Barrett	Tom Monaghan	Canon George A. Salter
Catherine Field	William Murphy	
Sr. Mary John	Frank J. O'Flynn	

## General Information

**Company Registered Number:** 17844

**Charity Number:** 5288

**Charity Registration Number:** 20007584

**Registered Office:**

Bonnington, Montenotte, Cork, T23 PT93

**Company Secretary:** John Murphy

**Chief Executive Officer:** Sean Abbott

**Independent Auditors:**

Grant Thornton, Penrose One,  
Penrose Dock, Cork

**Banks:**

Allied Irish Bank, 66 South Mall, Cork

**Solicitors:** O'Flynn Exhams LLP Solicitors,  
58 South Mall, Cork



*"It's great to let the world know that it's my decision, my rights."*



*"Lanzarote was brilliant from start to finish. It was my first time on a plane as well! Thank you to all the staff who went above and beyond who made it happen."*

*"I always feel uplifted after volunteering. The atmosphere in Cope Foundation is fantastic, there is a great positive energy in Glasheen."*



*"Travelling develops and empowers people with confidence."*



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