



Brothers of Charity Services



annual report 2002



Brother John O'Shea

Dear Friends,

We come from God, we return to God and in the short space of time between the coming and the returning, the loving presence of our God continues to hold us in being. Our dignity as human beings derives from our special creation in the image and likeness of God and the particular calling that God has given to each one of us. Each of us in our own way is a unique reflection of the glory of God and we are called to an intimate relationship with Him. We will have different ways of expressing this core reality of our Christian Faith, but the substance will be unchanging. God loves me first and it is only because of this first love that I am able to share this gift of love with God and my neighbour.

This love is the driving force of the Brothers of Charity and the inspiration for the Services (apostolates), which they founded. Finding final motivation in the Gospel is the one defining characteristic of the Brothers of Charity Services that underpins all the other characteristics and gives them a particular orientation.

At a time when so many organisations of State and Church have been held up to public scrutiny and found wanting, even seriously wanting in fundamental aspects of our proclaimed values, there may be a temptation to see the values we proclaim rather than the failure to live up to them as being in some way flawed and so we may become reticent about expressing the values that we believe in as if they were somehow outdated.

While acknowledging our past failures and doing all that we can in the present to put them right, we need to recognise that this age has its shadow side as surely as the past did and we need to be vigilant in our efforts to be consistent in word and deed with what we proclaim as our values.

This Annual Report tells in pictures, narrative and statistics the work of the Brothers of Charity Services in 2002. It is the story of our achievements, hopes and aspirations. Looking at it through Gospel eyes, it is the story of God's people expressing that love that He first loves each one of us with. It is the story of God's people caring for one another, particularly those needing special assistance in some way. It is the story of God's people today, just as in biblical times, on their journey of faith towards Him. It is above all the story of God taking delight in his people (Ps. 149) as we in turn take delight in His presence and the presence of one another. May we have eyes of faith to see the greatness of the little things we do each day.

Bro. John O'Shea
Regional Leader

National Directors Address

Dear Friends & Colleagues,

I am pleased to present you with the Brothers of Charity Services Annual Report 2002. It has once again been a very busy and challenging year for our services nationally with many positive developments and some challenges also occurring within the six regions of our service.

Governance

During the year thoughtful deliberation continued in relation to the governance of services and the development of a strategy and structures to lead the organisation through the next decade. Meanwhile we have continued to implement our current structures, as outlined in our document New National Structures -The Brothers of Charity in Ireland 1998 which has contributed significantly to the carrying forward of our ethos and values over the past number of years.

Policies and Guidelines

Our National Standing Committees and our National Working Parties were very active during the year and produced very good work and new developments. National Guidelines on Service Users Contributions and on Complementary Medicines were developed. Reports on “Multidisciplinary Services in the Brothers of Charity Services” and on “Methods of Planning for People with Intellectual Disabilities” were also presented to the National Directorate. A review of our National Media Policy also took place. Our National Standing Committee on Human Resources continued to review our policies in this area.

Newsletters

A National Newsletter for the services was published for the first time during the year and due to growing demand it will be produced quarterly in future. It is hoped that the National News will complement our Regional Newsletters, which are already very successfully produced in each of our Regions.

Quality

In 2002 our National Evaluation Standing Committee continued their work on the implementation plan in relation to a quality/evaluation system - the Personal Outcomes Measures. Training on the introduction of staff to Personal Outcomes took place as well as linking this to our National Ethos Document “Going Forward Together”. Work was also done on linking the Personal Outcomes Method to our current Evaluation System “How are we Doing” and also to our individual planning system as well as the establishment of a database to track the results of information of individual need and organisational supports and assurances.



WINIFRED O'HANRAHAN
NATIONAL DIRECTOR



Advocacy

The National Service Users Council of the Brothers of Charity was established in 1999. Regional and national structures have now been implemented to enable many people with an intellectual disability who use our services to self-advocate. Regional Advocacy Groups are in place to discuss issues of importance with our Directorates at regional level. The National Service Users Council met with the National Directorate on two occasions during 2002. Topics covered during these meetings included user-friendly policies, relationships, service users' financial circumstances, wheelchair access and bullying. The National Service Users Council organised their fourth Annual Conference in Athlone in 2002. It was well attended by Brothers of Charity service users and supporters, other service providers, dignitaries and politicians.

International Co-operation

During 2002, contacts with our services in Britain and Belgium were maintained, in order to exchange information and best practice on service provision. In December, services from Ireland and Belgium joined for a one-day meeting in Ghent. During the months of January and August 2002, staff from Britain and Belgium visited services in Ireland.

Finance

Fears of significant reduction in government spending on the Health Services were realised towards the latter half of 2002 with increased pressures being experienced by each of our regional services in relation to our day to day spending and new service development needs. Service users, their families and staff as well as colleagues in the National Federation of Voluntary Bodies undertook a lot of work to make the government aware of the negative consequences of a reduction in resources. They also attempted to minimise the effect of possible resource reduction. Such efforts will need to continue into the coming year if we are to maintain and develop necessary services.

Government Developments

On a national level, the year has also been exciting in many respects with draft consultations well on the way to being finalised in relation to a Disabilities Bill and an Education For Persons With Disabilities Bill. Government Reports in relation to future structures in health and education have contributed to the view that there may be a lot of new thinking about to take place in relation to these areas over the next few years. I expect that, as an organisation that has always been supportive of new developments which emphasise the individuality and dignity of each person, the Brothers of Charity Services will be ready to play a very active part in such deliberations.



I would like to conclude by thanking our service users, their families, our staff and volunteers for contributing to another year of growth and progress. At national level the work of the Brothers of Charity could not continue without the contributions of our National Standing Committees and Working Parties and in particular without the dedicated support of each of the Regional Directors of Services. During the year I was very grateful for the assistance and support of the members of the Regional Team of the Congregation of the Brothers of Charity, in particular Bro. John O'Shea, Regional Leader, for his direction and guidance.

As a service we greatly valued the continuing support we received from the National Federation of Voluntary Bodies and the many agencies both regionally and nationally that shared their expertise with us during the year. I wish to express my gratitude to the many government departments, in particular the Department of Health & Children and to the Health Boards as well as the many Statutory and Voluntary Bodies who gave us ongoing support and assistance throughout the year and enabled us to serve people with an intellectual disability in a more creative and better way.

Winifred O'Hanrahan
National Director of Services



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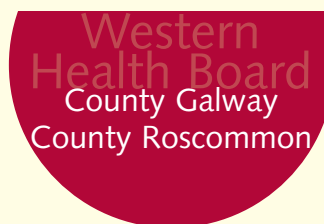
National & Regional Directors: Contact Details

Introduction to Brothers of Charity Services Ireland

The Brothers of Charity Services in Ireland today are made up of nearly 3,000 Service Users and their families and over 2,000 staff members. Our Services have their origin in the vision and dynamism of Canon Peter Triest (1760-1836) who founded the congregation of the Brothers of Charity in 1807. The Brothers came to Ireland in 1883 and today are one of the largest service providers for people with intellectual disability in Ireland.

The core values of our services have always been the dignity and humanity of each person. How these are expressed has evolved over time with our greater understanding of the rights of all people with a disability, with the changing hopes and expectations of the individuals and families with whom we work, and with the growing expertise of all associated with our services. We use the term Service User throughout this report as a collective term for the people who use our services.

There are six main regions, in four health board areas, in the Brothers of Charity Services in Ireland.





The Brothers of Charity Services, Ireland provide the following services, with some Regions specialising in particular service areas:

Early Assessment Intervention

Development and Pre-School Service

Health Related Support Services for Educational Services

Residential Care and Day Activation for Adults and Children

Vocational Preparation, Personal Development and Independent Living

Training

Supported Employment Services

Crisis Intervention and Respite Care Services

Adult Counselling and Aftercare Services

Services for Children and Adults with Autism

Care of Elderly Persons with Intellectual Disability

Staff Training and Development Services

Pastoral Care and Chaplaincy Service

Family and Sibling Support

Region By Region News

Clare Services

The Clare service has continued its journey towards becoming a fully devolved autonomous region. The challenges this presented punctuated the year 2002, a significant year of creative action and sporting prowess. In terms of administration, the build up to taking full control of our financial affairs defined the year. This process was aided by the appointment of finance manager, Eamon Loughrey and payroll and clerical officer Noelette Moroney.

The administration outgrew its Ard na Greine home, giving this over to the Children's Services and moving on to more spacious offices at Banner House near the West County Hotel roundabout. Here we have housed an increase in personnel, both in the Challenging Behaviour Outreach Team and Administration.

We have taken on the challenge of creating services close to our service users, their families and the communities in which they live. The drive to design personalised services has been the guiding principle of our development. This philosophy was the hallmark of the work of the Outreach Team. Here we have sought to support several challenging situations in the homes and communities where people live. Staff member Elaine Ryan moved on to further training and Gerardin Casey joined the Outreach Team.

As a region, we have discovered what it means to stand on our own two feet, and within the county, this developmental process has been observed. The North Clare Services, based in Ennistymon embarked on an evaluation process, the results of which led to the appointment of area manager, Eddy Liddy. This marked its separation from the nurturing umbrella of the Ennis Service. Woodwork and Jewellery-making programmes came into being and four individuals in supported employment programmes were engaged in a

variety of interesting enterprises from packaging production to fish processing in the local smokehouse.

The installation of multi-span horticulture units added greatly to the scope and potential of the Horticulture department of the Ennis service and had a corresponding effect on the personnel working there. Housing developments continued to bring improved living options to service users with the addition of two new homes and the commencement of an exciting new facility for people with high dependency needs.

Twenty-three competitors from Ennis took part in the Special Olympic Qualifying Competition in Dublin where Brian Garry won three athletic golds. Four members were selected to represent Ireland in the 2003 World Games. Interest in sporting activity across the board was fostered and developed through the P.E. and Recreational programmes were set in place during the year.

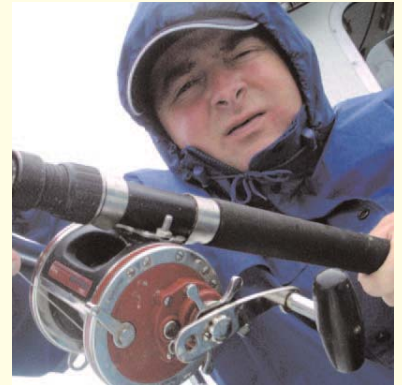
A new Outreach Programme for people looking for activities outside the Workshop setting was set in motion. This created opportunities for people involved in work experience, mainstream education, social and recreational pursuits. Meanwhile on the personal development front a Women's Group was started up; they defined their own agenda, which included guest speakers, special interests and learning options.

A collaborative venture between the Ennis and West Clare services took the form of a Documentary Video entitled "Able2♥", which was by general consensus one of the highlights of the year's National Service Users Conference in Roscommon. It featured the stories of four couples in relationships, their struggle to gain acceptance and the enjoyment they derive from being together.

Continuing the media theme in West Clare, a new Service Users' Magazine "All About Us" was launched alongside a regular slot on the local community Radio Corca Baiscinn entitled "Now We're Talking". Six service users developed scripting, presentation and compilation skills and enjoyed the opportunity to integrate with other programme makers at the Kilkee based broadcasting station. Also in West Clare, Advocacy Representatives teamed up with their compatriots in the Galway services to attend the Inclusion Europe Conference in Madrid. During this our "Now We're Talking" radio show was highlighted as "an example of good (social integration) practice developing in Ireland". On the education front the Rehab Training Programme opened with four students sampling a range of activities prior to agreeing on individual 4-year plans.

As well as moving to new premises at Ard na Greine the Children's Services bade a sad farewell to Child Psychologist Gloria Pahad and in contrast welcomed the talents of new recruit Anne O'Connor to the fold. Despite an increasingly stringent financial climate it was still possible to offer respite care to 20 families. Finally our Training Department began to establish itself with the initial workshops and development of the Personal Outcomes programme under Mary Rowan and Maria Cahill.

Mary Kealy,
Director of Services



Galway Services

I am glad to have this opportunity in our 2002 National Annual Report to express my sincere appreciation of the work of my many hard working colleagues in the Brothers of Charity Galway Services.

During 2002 many areas of our services continued to face resource shortages and growing waiting lists. These difficulties are highlighted in the Galway Services Annual report as well as the achievements and highlights of the year. Though we were concerned overall with the response of the government to the growing crises faced by some of our services due to resource shortages we do acknowledge that 2002 was among the better years in terms of New Revenue Resources granted to our Services through the Western Health Board. In particular during the year we continued to highlight the closed waiting lists for Early Childhood Services Galway and to address particular service deficiencies in some parts of our John Paul and Kilcornan Services. Many other areas of our services have waiting lists and resource problems including our Community School Age Services in Galway and Ballinasloe, our Aftercare Services, and our Psychiatry Service. In many of our residential and day services we are faced with particular difficulties as individuals become older and require additional support.

However, to place this in context we need to emphasize that there are other areas in our services that are adequately resourced, and all areas of our services, despite resource difficulties, continue to provide a committed service genuinely focussed on the needs of individuals in our Services, and their families.

We continue to work at the introduction of Personal Outcome Measures into our Services and we carried out a number of training workshops with our team leaders and managers during the year. This will be a significant focus over the coming years and I am confident that it will lead

to a more personal and individualised service for each individual with whom we work.

We continue to develop our Services. New building projects were underway in Athenry Community Services, Meadow View a day programme in John Paul Services, and a number of apartments for our Aftercare Services. The official opening of a number of buildings took place with President Mary McAleese opening Springfield Child Development Centre, Ballinasloe; An Taoiseach Mr Bertie Ahern TD opening Shalom in The John Paul Services; and Mr Frank Fahey TD opening Cois Coille in Kilcornan Services. I would like to express my appreciation of the dignitaries who carried out these openings, and all the various officials and funding bodies who made these developments and the rest of our services possible. Thank you to all our colleagues in other agencies and services that have worked with us during the year.



As I visit services, and hear progress reports I am constantly struck by the great commitment of our staff and the excellent work that is going on every day. Among some of the achievements I would like to highlight are the Rosedale School art display in Eyre Square, Claude Madec's wonderful music group, the recruitment of additional home-sharing families, the new outdoor playground in Stepping Stones and Springfield CDCs, the wonderful dinner dances hosted by the Service Users Council, the trip to Westlife concert from Radharc na Mara, Mary Kinsella's lovely poetry from Orchard Services, the Blue Teapot's participative drama, the family day held in Bungalow 7 of Kilcornan Services, and the outing on the Bog Train by our Ballinasloe Services. There is so much good work that goes on that the general public seldom hears about.

We continue to develop our three Sectors, the Children's Sector, and the East and West Galway Adult Sectors. I am particularly grateful to all members of the Sector Teams and to Paddy Greally, Ann Loughney, and Bernard O'Regan for their ongoing contribution to the development of our Services.

Patrick McGinley
Director of Services

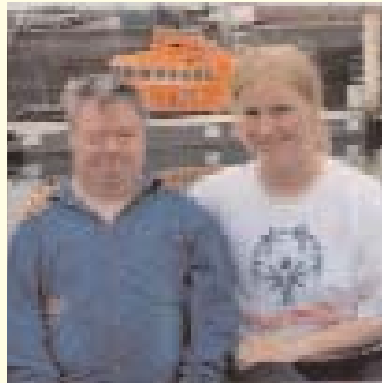


Limerick

2002 HIGHLIGHTS

Personal Outcomes - Individual Lifestyle

During 2002 the Limerick Services were introduced to the concept of Personal Outcomes. Two staff followed a training course with the American Council and became certified trainers. Following this, one staff attended the Leadership Academy to further enhance and develop skills in this area. A number of developments have occurred within the Services which encapsulate the foundations of the Personal Outcomes approach. There is now in place a Personal Lifestyle Planning process, which is used to ascertain service users' wishes and goals on an ongoing basis for each person. This process is in its infancy and will be further researched and developed to ensure that it highlights the needs and supports required for each individual in our Services, and thus assists the Services in planning for the future.



Preschool Support Initiative

2002 saw the Brothers of Charity in partnership with the Mid-Western Health Board establish on a pilot basis a project which allowed for up to 20 preschool children in the West Limerick and North Limerick City area with varying levels of disability attend local mainstream preschools. Central to this initiative was the funding for preschool assistants to be available to the child during their attendance at the preschool. This has proven to be a welcome service by all concerned, and it is hoped to secure funding for the continuation of this service in the long term.



Foynes Centre

Fourteen service users reside at Foynes Centre. Psychological assessments were carried out, and individual programmes put in place. All service users and staff relocated from St. Senan's to two purpose built bungalows (Aoibhneas and Suaibhneas) in Foynes on 21st August 2002. Seven service users reside in each house. Mass is held on a weekly basis which is attended by the local residents from Foynes. A Christmas Party was organised for service users, which was attended by many of their family members.



Robert Sillery
Regional Director



Roscommon Services

The year 2002 has seen our organisation continue to grow and change. It has been a year when a lot of hard work went into furthering the inclusion of people with an Intellectual Disability in communities and in society generally.

The hosting of the Service Users Conference entitled "Letting Go" in Roscommon in November was one of the highlights of the year in this respect. There, service users from all the Brothers of Charity regions, spoke out about what life is like for them and how they would like support to partake in society as true citizens. The conference was hosted in a user-friendly fashion so that all delegates were able to understand one another's language and ideas.

The rollout of our Ethos document continued this year and all teams actively participated in the presentations. The need to keep our ethos central to our work was an influential factor in the vision work we did in 2002.

County Roscommon has the lowest income per head in the Health Board region, and our geographical and demographical profile puts us at certain disadvantages long recognised by government departments. Through our involvement in the community and local partnerships, people with disabilities have been able to access sought-after resources, such as leisure facilities, rewarding work and jobs. These partnerships are helping to shape the lives of people with disabilities and have a major influence on their quality of life. This year our partnership with FÁS extended into the development of a Social Economic Scheme for Sesame Construction. The company is now more sustainable as a result of this partnership. The Western Health Board and FÁS have worked closely with us this year in developing Rehabilitative Training (RT) for our service users. The number of RT placements has increased and we have developed satellite-training programmes in Castlerea, Boyle and Strokestown.

Our partnership with the Department of the Environment, Roscommon County Council, and the County Roscommon Association of the Mentally Handicapped, in developing Roscara Social Housing has gone from strength to strength. Through this partnership people with disabilities are gaining access to accommodation such as the social housing project in Elphin which otherwise would not have been possible.

We are actively involved in Child Care forums and Supported Employment consortiums. As society gets more complex and in order to meet the challenges of the day, social partnerships become more important. I wish to compliment our staff whose networking, teamwork and leadership have boosted the growth of our services into partnerships and into communities. In 2002 we partnered with a number of organisations to form RosEqual. One initiative to have arisen from RosEqual is a community radio station to be called RosComin Radio 94.6 FM which we hope to be listening to in early 2003.

Congratulations to our Peter Triest Centre in Roscommon town on winning national accreditation with merit in 2002 from the National Disability Authority for their Training Centre!

The Department of Health & Children launched the Action Plan for People Management during the year, and we were privileged to have contributed to the formation of the plan. At a major consultative workshop in Naas on May 22nd 2002 the seven themes of the Action Plan for People Management were examined under the headings of diagnosis, future vision and actions required, we worked on theme 7 "Developing Performance Management".

While we are all delighted with what has happened in 2002, there are of course challenges for us in 2003. We are very disappointed that we did not secure further funding for our CAIT initiative, which means developing technology for service users will be limited. We are also continuing with our environmentally friendly policy, through recycling and composting.

Over the year our catchment area for service development has extended to include South Roscommon. Developing new services throughout a large green field area will be a major challenge especially as new development money has not yet been granted. While this is a major dilemma, I continue to remain hopeful that funding will be given to ensure that people with intellectual disabilities are not discriminated against.

Thanks to the County Roscommon Association of the Mentally Handicapped, the Western Health Board, FÁS, St Michael's School, the Transition Year students in the local schools, the County Enterprise Board, Roscommon Support Group for people with Disabilities, the Sacred Heart Home, Roscommon County Council, Roscommon Partnership Company, County Development Board, the National Training & Development Institute, and all our many helpers, volunteers and other bodies who have assisted us in 2002.

Marian Keigher
Director of Services



South Eastern

In the South East we provided services to adults with intellectual disability in Waterford City, East County Waterford, and South Kilkenny. In South Tipperary, services are provided to both adults and children with intellectual disabilities. While central administration is based at Belmont Park in Waterford, both Clonmel and Waterford have Child and Family Centres that act as a base for each multidisciplinary team.

During 2002 while consolidating existing services, we continued to expand within the parameters of new development allocations. These enabled the creation of additional day and residential places for adults within the services.

- In Waterford, one such development was the allocation of funding to open a new high support residential service. Acquiring suitable residential premises proved quite a challenge. In the interim, approved funding was used to provide respite breaks for those preparing to move in. We hope to complete this task with the projected opening of Stonehouse, Kilmeaden at Easter 2003.

- Fourteen service users together with their support staff moved into a state of the art Rehabilitative Training programme, called START, in Tycor, Waterford City. Great credit is due to the staff and service users, who together with central management supports, prepared for an independent audit of this service in October 2002, by the National Accreditation Committee. The Centre hopes to gain 'Approved Centre' status.

- We have worked successfully with Waterford Institute of Technology and the South Eastern Health board to facilitate the placement of B. Sc. In Nursing (RNMH) students throughout the services.

- Additional funding was secured to enhance and extend existing services to meet the needs of five service users who present with additional needs

due to the aging process.

- Department of the Environment Funding was approved for the purchase and renovation of a large Waterford City based community home. This will not lead to additional residential places as the service already rents a house whose occupants will relocate when the new property is ready.

- In 2002 we recruited a person to take responsibility for service user advocacy, self-advocacy and citizen advocacy. We are seeing the fruits of this work. Service users and their families are continuously challenging the service to listen to issues of importance to them; to address them locally or to move them on to the national agenda when necessary. Issues arising include local access to older services buildings; socialisation and integration; payment for works done; and a bullying and complaints procedure.

- An Occupational Nurse was appointed to the services.

- We built and opened the Oasis garden at the Comeragh Centre on the Northern Industrial Estate, Waterford. It is intended to bring education and training – traditionally accommodated in the workshop – into the outdoors. A number of raised beds ensure that wheelchair users may also participate in the gardening experience.





In South Tipperary

- *Lus na Greine* preschool service for children opened in Clonmel. Prior to this very young children were spending considerable time on transport travelling to the Noonan Centre in Cashel for a similar service. Fifteen families avail of this service.
- Respite services for children were extended at St. Rita's Respite House.
- We opened a new residential house between Clonmel and Cahir, for four children with Autistic Spectrum Disorder and the service is called *Tir na nOg*.
- Numbers at the Nagle Centre increased due to the additional training places in the new horticultural unit.
- **St. Luke's Project:**
 - › The Thurlesbeg Day Centre bungalow was renovated and updated in part one of a refurbishment project. Later when funding is secured we will build an extension.
 - › Department of the Environment funding was approved for two high support community based houses to be built at Deerpark in Cashel. This will facilitate the relocation of twelve adults from St. Luke's Psychiatric Hospital in Clonmel.
 - › Department of the Environment funding was approved to build a new house at Cahir Abbey Upper in Cashel. A group currently in rented accommodation will live in this new service.

Challenges

- Two trainee psychologists – one based in each Child and Family Centre – completed their training late in 2002 and took up two vacant posts within the services. During 2002 the post of Principal Psychologist for the South Tipperary Services was vacant. With the expansion of the services in South Tipperary, this presented serious challenges to the Department to address needs.

- In 2002 we recruited a Principal Speech and Language Therapist who will take up post in January 2003.
- Homeshare Project – volunteer host families have been recruited and trained to provide breaks for children from the Waterford Community Care catchment area. Advertisements have been placed inviting families of children with disabilities to come forward and avail of these respite breaks. In 2003 we anticipate children will actually avail of these placements.
- We are concerned at the ever-escalating cost of insurance. Audits, the implementation of health and safety procedures and on-going risk analysis places additional administrative burdens on the services.
- We anticipate work commencing on four residential projects in 2003.
- Planning permission has been received for a new day centre in Clonmel to replace the existing Dun Aoibhinn Centre. The new centre will allow for an increase in numbers over the coming years.
- Due to service expansion we will appoint two new programme co-ordinators in South Tipperary – one for the children's services and one to the adult services.
- Having acquired a city based unit for our Supported Employment service, renovation will be carried out over the coming months. It is anticipated to open it during 2003. We propose, through the diversion of funds to appoint a Supported Employment Officer.
- We look forward to the Mock Review of services in 2003 as part of the Personal Outcomes Measures for accreditation by the American Council.
- A number of service users were presented with certificates for Forklift Driving. We are exploring options to facilitate service users to sit the computerised test to acquire Provisional Driving licences.
- We are at an advanced stage for the restructuring of the Mountbank and Comeragh Programmes.
- We will continue to support staff and service users in their preparation for the 2003 Special Olympic World Games.

We owe a debt of gratitude to our staff, service users and their families, statutory and voluntary bodies, members of the community, local employers, and businesses, volunteers, and support groups. We acknowledge the various private and public donations kindly given throughout the year. Thanks to one and all.

Johanna Cooney
Director of Services



Southern

The Southern Services had an eventful year with a lot happening with regard to strategic development, opportunities for service users and other highlights. However on the financial front we encountered a very difficult year with the Services experiencing difficulties in getting full funding for some pay awards for staffing, a shortfall in funding of emergency placements and the requirement to provide additional specialised arrangements for some service users where existing staffing levels needed to be supplemented. We continue to work with the Southern Health Board and the Department of Health & Children in an attempt to resolve these matters.

Some of the key issues arising during the year included:

Strategic Developments

- A major data collection/consultation exercise was undertaken with service users, their families and staff team members as Phase 1 of our Development Plan 2002-2006
- Our Hepatitis B Vaccination Programme was upgraded with the appointment of a Vaccination Programme Nurse for a two year period to advance this programme
- Facilitated sessions on the way forward on Sectorisation/Multidisciplinary working were engaged on in the first quarter of the year
- Our representatives on the Southern Health Board Autism Steering Group were busy in drafting the Development Plan for Children presenting with ASD.
- Training days on Personal Outcome Measures were seen as most useful in informing staff members as a preparatory step to a decision on the overall strategy of the Southern Region in working to a recognised quality standard
- The speech & language department were closely involved in making submissions to support the setting up a new Speech & Language Therapy Course at UCC

- Brother Alfred delivered an excellent overview on the UK developments in the area of Intellectual Disability. We also had a visit from Brother Jos from Belgium, which led to an exchange of views on current best practice in Europe.

- The services introduced on a pilot basis the Manrex drugs dispensing blister pack system.

Opportunities for Service Users

- A celebration to mark the occasion of the graduation of children from Sonas Preschool for children presenting with ASD. Work was completed with the Department of Education and Science and the preschool was formally recognised as a Special Junior School in the autumn.

- The residents at St. Joseph's undertook reminiscence therapy and celebrated their achievements over the years in Lota by way of a special ceremony during the summer.

- Minister Michael Martin officially opened the Brook Day Centre in April.

- June saw the blessing of Our Lady Of Good Counsel School on its relocation to its excellent new facility in Ballincollig.

- A presentation on Sib shops: An Evaluation of an Interagency Model was made to staff in September. This presentation outlined the findings of the collaborative research work reported by the Brothers of Charity, COPE Foundation and Enable Ireland.

- A grant from the Dept. of Justice Equality & Law Reform enabled us to provide 2 days outreach Early Intervention Services in Sneem. Due to demands a second outreach service was provided for the children in the Killorglin area.

- Overall the general improvement in recruitment of multidisciplinary support staff was most welcome particularly in the Regional ASD Services and in the Child & Adolescent Mental Health Services

Service Expansion

- 2002 saw the introduction of Occupational Therapy positions to the Services. This most welcome development is seen to herald the further enhancement of our multi-disciplinary service delivery.
- The ASD Services saw expanded roles through supporting Department of Education & Science development of two new special classes attaching to mainstream school i.e. St. Columba's School, Douglas (2 classes) and Balloonagh (Kerry)
- Additional once off Capital Grants from the Department of Health & Children were sanctioned for the refurbishment and extension of the Killarney Early Intervention Centre at Countess Grove and to fund the purchase of a Respite Group Home facility.
- On-going Revenue Funding was granted for the provision of 36 weeks respite x 6 days per week in Cork and for the psychology post at Listowel to be funded and for sessional physiotherapy inputs to be engaged by the Early Intervention Services in Kerry.



Other Highlights

- A special celebration to honour Mr. Paddy Lynch's lifelong commitment to fundraising for the Services was held at Lota in October with a trip down memory lane being enjoyed by all.
- The Human Resources Department hosted a 'Being Well' four-day staff information course providing information and awareness of a variety of health issues, which was greatly appreciated and enjoyed by all.
- Staff and Family members of Bungalow 8 raised funds to acquire a minibus.
- Douglas Golf Club nominated the Brothers of Charity as one of the lucky beneficiaries.



Una Nagle
Director of Services

National Standing Committees

Advocacy Supporters

2002 has been a very busy year for the national supporters group on Advocacy, with involvement in a number of activities. The Group supported each region with their preparations for the National Service Users conference. All members of the Group and the Service Users Council took part in the National Working Party on Individual Planning.

The National Service Users Advocacy Group met three times during the year and surveys were carried out on relationships, wages and communication.

Members represented the Services at international conferences and facilitated the election of the service user link person. The Group also developed an election process at local, regional and national level for the various service user councils.

The Group undertook two days training. Training included the invitation of outside speakers on communication 'Toastmasters' training; video viewing; and the development and sharing of training packages on advocacy and the role of the key worker.

Designated Persons

The National Designated Persons Group met quarterly during 2002, and included representation from all regions. The primary purpose for these meetings for each member is the sharing of information and advice regarding best practice, training and new legislation.

Achievements during 2002.

- *Information sharing in relation to the 'Commission to Inquire into Child Abuse'. Co-ordinated responses from each region.*

- *Submissions to National Directorate in relation to National Policy on 'Prevention of Abuse and the Management of Abuse Allegations within the Brothers of Charity Services'.*

- *Development and consolidation of peer professional support for the work of the group.*

- *Identification and advise on further training for Designated Persons.*

Good Practice on Abuse, Investigation and Treatment

The Brothers of Charity Services have a responsibility to protect the welfare of service users and to provide an environment in which abuse does not occur. This responsibility also extends to ensuring that all service users are treated with dignity and respect at all times. The Brothers of Charity Services expect all staff to adhere to high standards of behaviour and be fully aware of, and understand, their obligations to report suspicions or allegations of abuse. To this end the National Committee on Good Practice on Abuse, Investigation and Treatment was formed. Their role was to produce national guidelines. These guidelines, entitled "the prevention of abuse and the management of abuse allegations", are near completion and it is expected that they will be published in January 2003.



Personal Development Relationship & Sexuality of Service Users

The ethos of the Brothers of Charity places strong emphasis on respect for the personal dignity of each individual, alongside awareness of the fundamental importance of building and valuing relationships. It is in this context that the following principles concerning the rights of individuals with learning disabilities should be regarded.

People with learning disabilities have the same human rights as everyone else and therefore the following are as important to the person with a learning disability as they are to each of us:

- *To be recognised and respected as an individual and an adult*
- *To be free to make informed decisions*
- *To form friendships and relationships of one's choosing*
- *To experience privacy and respect regarding one's sexuality*
- *To follow one's beliefs and values*

Alongside most rights come responsibilities, and it is reasonable to expect that individuals must avoid actions or behaviour that infringe the rights of others. Due to the nature and impact of their disability, individuals may need particular assistance in regard to sexuality and personal relationships:

- *To understand and assert their rights and fulfil responsibilities*
- *To receive protection from exploitation and abuse*
- *To access information in a form that aids understanding and decision making*
- *To develop personal and social skills.*

Support in the area of relationships and sexuality will be informed by relevant legislation. The Brothers of Charity Services believe that individuals with learning disabilities have a right to expect sensitive help from staff in these areas, which respects the person at all times. To this end, this group will produce National Guidelines that reflect the ethos of the Brothers of Charity Services.

National Evaluation 2002 Report

In 2002 the Group focused on supporting the introduction of personal outcomes into the services. Personal Outcome measures is a quality enhancement system that identifies what individuals receiving supports expect and want from services and evaluates the effectiveness of service supports that are provided to meet these expectations. During the year we trained 10 internal trainers in the Personal Outcomes Measures system and commenced the process of training our staff in the measures. This will be a major focus of our evaluation and quality enhancement strategy in the coming years.

For the successful implementation of Personal Outcomes it is essential that as many people as possible, at all levels of the Services, engage in the ideas, creative thinking and enthusiasm that is needed to support service users to attain their outcomes. This will be the primary challenge in the years ahead.



Some regions continue to operate the Brothers of Charity Evaluation System “How Are We Doing”. This year the number of evaluations was reduced somewhat due to the focus on introducing the Outcomes measures. A total of ten evaluations were carried out during the year in such diverse settings as a residential service, a service for the elderly, a service for adults with high dependency needs, a training centre and a Pastoral Care Service. Service communities value “How are we doing” as both an evaluation and a service-planning tool. It creates a strong sense of community where every stakeholder has an input in giving feedback and in reviewing how the service is operating. It provides a forum for service users, families and staff to discuss the future development of the service. As well as identifying the changing needs of service users and staff, ‘How Are We Doing’ also celebrates the accomplishments and positive developments of the service.

Among the issues highlighted during the year were the ongoing needs for additional resources to meet changing needs. A number of evaluations focused on the needs of service users who are getting older; the need for upgrade of some buildings; the ongoing need to address team development; the importance of regular respite; the importance for service users for support to avail of leisure facilities within their own communities; and the value service users placed on the range of fulfilling activities facilitated by the Pastoral Care Service.

Additional posts were created in the various regions to support the development of personal outcomes ongoing evaluation, quality enhancement and the development of a person centred service. During the year consultations took place on the development of National Standards by the National Disability Authority. This is a welcome and important development. Further development and piloting of the draft Standards will take place next year.

Training and Development

The Brothers of Charity Services recognise their staff members as their most important resource in providing an innovative, quality service to its service users and their families. The service fully supports and promotes the concept of ongoing training and development for staff as an essential element in ensuring a high quality, person centred service that is based on research and best practice.

Our training and development policy for service users is based on the premise that any intervention must be dedicated to the physical, intellectual, spiritual and social development of each individual. To this end, we aim to provide the optimum level of service in terms of training, support, guidance and encouragement for employees.

The Brothers of Charity services are constantly adapting to the ever-changing needs and wishes of service users. The increasing demands of legislation, the introduction of “Personal Outcome Measures” for service users, provision of quality training standards, along with working within a “social model” of service delivery, requires a highly trained competent and flexible workforce.

The organisation recognises that a co-ordinated and well-planned approach is needed to establish staff training and development standards that are essential in ensuring the existence of such a workforce. While the organisation recognises the benefits of each region maintaining its autonomy with regard to day-to-day operational issues, it does however, recognise that there is a commonality in many areas, which might be addressed at a national level, within the context of the National Strategic Plan. This is particularly so in the case of Staff Training and Development needs common to all regions, therefore in the coming years, the role of the Standing Committee will be to the forefront of this development.



Methods of Planning for Service Users

Members of the Working Party read widely around the topic of person centred planning, liased with a broad range of agencies and visited two agencies. Questionnaires were devised as the framework for consultation with service users, families and staff of which nearly 200 were returned for analysis by the Working Party. The feedback from people during this consultative process, in addition to the available literature and views of other agencies, is the foundation on which the recommendations in the report were made. The completed report was presented to the National Directorate in November.

Finance Team in 2002

The finance team had five meetings during the year. The primary purpose for the meetings for each member is the sharing of information and advice regarding funding, costing and finance through out the services.

Other specific areas worked on and reviewed by the team over the year include:

- *The finalisation of the review of the purchasing policy in the service*
- *Review of the implementation of the euro in 2002.*
- *Discussions on the proposed new corporate structure of the service.*
- *Review of the NHASS superannuation circular on part time employees.*
- *Review of the banking policy.*
- *Review of the impact of the Personal Outcome's policy and its associated cost for the service.*

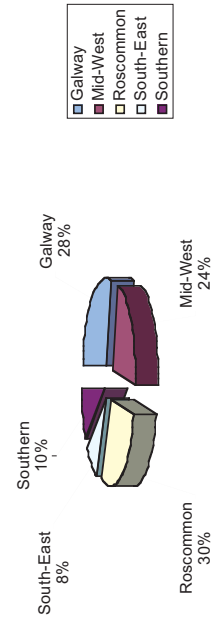


Capital Income & Expenditure

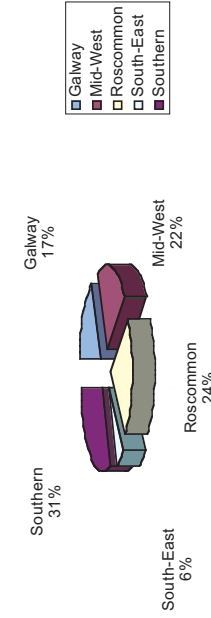
Capital Income & Expenditure

	TOTAL	Galway	Mid-West	Roscommon	South-East	Southern
Total Capital Income	3,167,089	553,602	692,188	770,000	186,324	964,975
Dep of Health Grants	1,318,725	298,000	0	170,000	186,324	664,401.30
Fundraising	784,153	101,487	682,666	0	0	0.00
Revenue Funds Capitalised	600,000	0	0	600,000	0	0.00
Sale of Property	154,115	154,115	0	0	0	0.00
National Lottery	150,000	0	0	0	0	150,000.00
Sale of Property	150,574	0	0	0	0	150,574.00
Interest Earned	9,522	9,522	0	0	0	0.00
Total Capital Income	3,167,089	553,602	692,188	770,000	186,324	964,975
Expenditure						
Residential Group Homes	29,922	0	10,000	0	19,922	0
Day Centres	3,690,134	944,286	882,664	1,090,428	333,467	439,289
Respite Facilities	187,500	0	0	187,500	0	0
Renovations	44,613	0	44,613	0	0	0
Offices	302,040	302,040	0	0	0	0
Fundraising Grant to Revenue	122,706	0	122,706	0	0	0
Total Capital Expenditure	4,376,915	1,246,326	1,059,983	1,277,928	353,389	439,289
Surplus/(Deficit) for Year		-692,724	-367,795	-507,928	-167,065	525,686
Funds B/Forward from 1st January 2002		166,204	259,331	-79,007	-177,763	201,058
Balance as at 31st December 2002		526,520	-108,464	-586,935	-344,828	726,744

Capital Expenditure 2002



Capital Income 2002





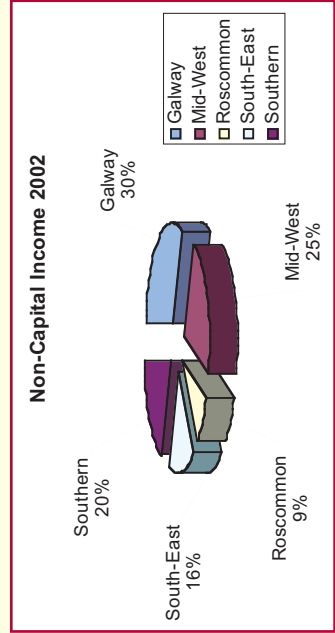
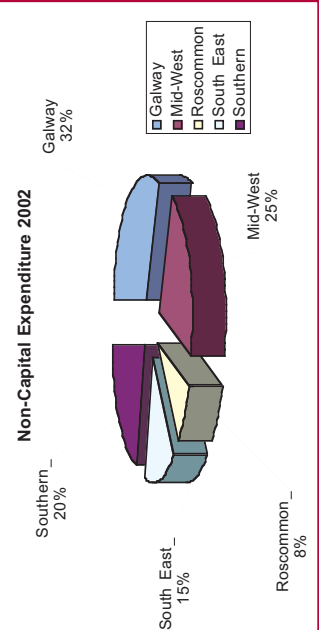
Non-Capital Income & Expenditure

NON-CAPITAL INCOME & EXPENDITURE 2001

Income	Galway	Mid-West	Roscommon	South-East	Southern
TOTAL	32,308,646	25,540,427	8,786,755	16,166,041	20,145,234
Regional Health Boards	28,778,968	21,417,360	7,711,733	14,409,527	18,687,741
Health Boards - Previous Year	82,004	82,004	0	0	0
Prior Year allocation overstated	-53,944	-53,944	0	0	0
Other Grants and Resources	2,487,752	552,026	740,160	0	237,620
Income Generated by Service Participants & Act.	1,605,445	2,974,753	175,308	1,384,200	773,650
Staff Superannuation	704,267	568,228	159,554	372,314	446,223
Previous Year Allocation Overstated	262,020	0	0	0	0
Total Income	102,947,103	25,540,427	8,786,755	16,166,041	20,145,234

Expenditure	Galway	Mid-West	Roscommon	South East	Southern
TOTAL	31,786,369	25,546,044	8,740,008	15,959,103	21,147,983
Staff Costs	25,485,665	19,074,664	6,906,366	12,389,234	17,273,681
Other Costs	6,300,704	6,471,380	1,833,642	3,569,869	3,874,302

Revenue Capitalised	Galway	Mid-West	Roscommon	South East	Southern
Total	0	0	600,000	0	0
Surplus/(Deficite) for Year	522,277	-5,617	46,747	206,938	-1,002,749
Funds B/Forward from 1st January 2002	388,836	113,385	710,347	750,044	-196,390
Balance as at 31st December 2002	911,113	107,768	157,094	956,982	-1,199,139





Human Resources Team 2002

During the year a number of human resource policies were finalised by the National Standing Committee including Sick Pay Schemes for Permanent Officers, Permanent Employees (Non Officer) Scheme and Temporary Staff. Maternity Leave, Adoptive Leave and Paternity Leave. Guidelines for the Investigation of Allegations (Against Staff Members) of Incident of Abuse were compiled and implemented in local Regions. The Pension scheme has also been finalised and a flexible working scheme is in progress with Pensions Officers in each Region.

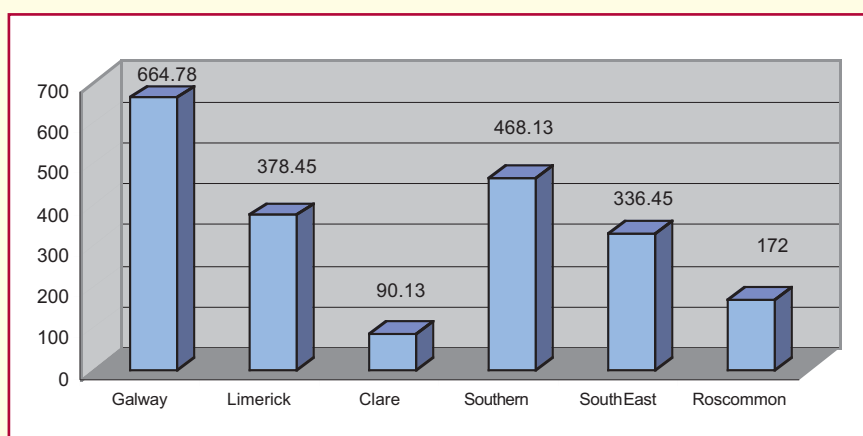
A nominee from the Human Resources Team represents the services on the National Human Resources Sub-Committee of the National Federation of Voluntary Bodies. The Human Resources Managers also attend meetings with IBEC and the HSEA on a regular Basis.

At local level the Human Resources Departments continue to work with managers regarding all aspects of Human Resources. The Human Resources Department continue to foster good relationships with colleagues in other Intellectual Disability Agencies, the Department of Health and Children and the Health Boards.

Employment Status 2002

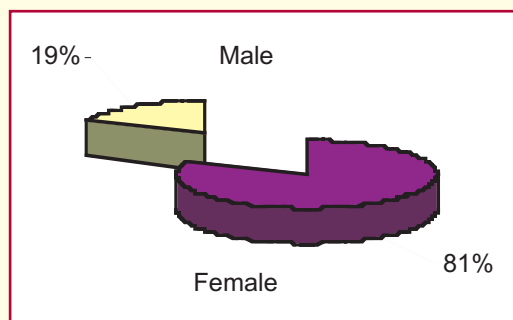
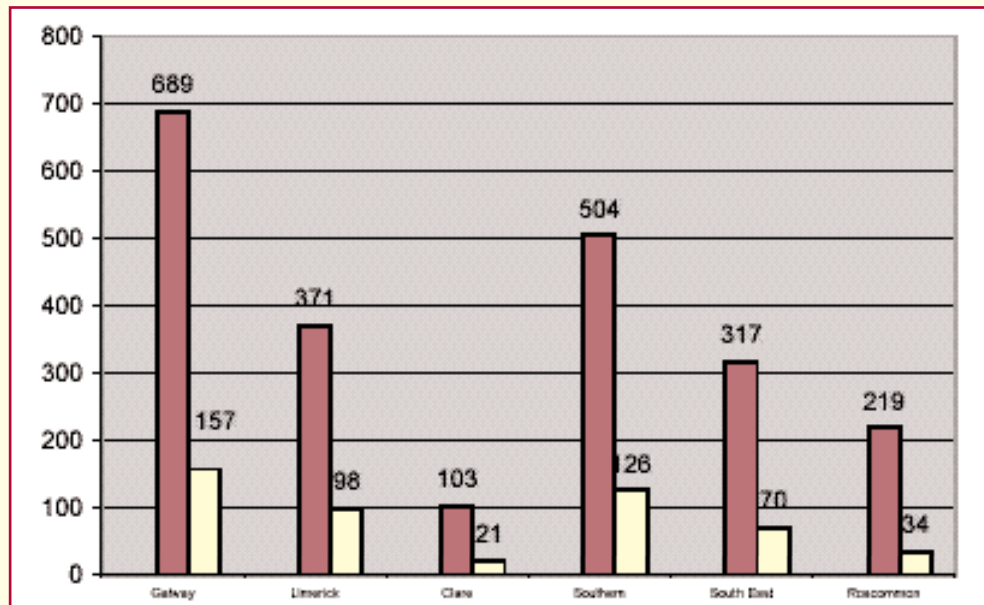
Service Region	Sessional	Perm FT	Perm PT	Job Share	Temp. FT	Temp. PT	Locum	Training	Total No.	Total WTE
Galway	1.03	368	54.29	42.32	100.85	67.7	28.59	2	846	664.78
Limerick		192	78.35	3.5	36	28.78	38.82	1	469	378.45
Clare		39	20.02	0	5	11.52	13.59	1	124	90.13
Southern		228.66	1.16	30.29	182.14	25.88	0	0	630	468.13
South East		226	30.87	7	32	36.08	2.5	2	387	336.45
Roscommon		87	51.38	2.5	5	12.85	13.27	0	253	172
TOTAL	1.03	1140.66	236.07	85.61	360.99	182.81	96.77	6	2709	2109.94

Employment figures



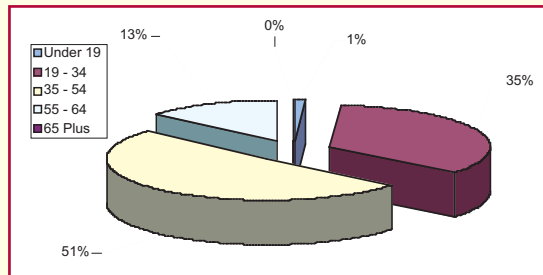
Staff - Gender Balance

Gender	Galway	Limerick	Clare	Southern	South East	Roscommon	TOTAL
Female	689	371	103	504	317	219	2203
Male	157	98	21	126	70	34	506
TOTAL:	846	469	124	630	387	253	2709



Staff - Age Range

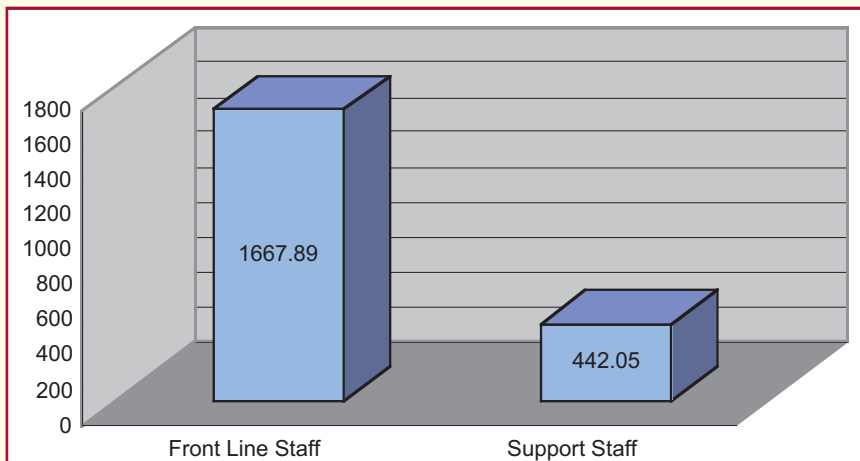
	Galway	Limerick	Clare	Southern	South East	Roscommon	Total
Under 19	18	4	0	3	6	0	31
19 - 34	256	131	25	323	148	56	939
35 - 54	441	246	87	257	184	162	1377
55 - 64	131	85	12	47	49	35	359
65 Plus	0	3		0	0	0	3
Total:	846	469	124	630	387	253	2709



Staff Profile

Employment Category	Galway W.T.E	Limerick W.T.E.	Clare W.T.E	Southern W.T.E	South East W.T.E	Roscommon W.T.E	Total W.T.E's
Front Line Staff							
Paramedical & Medical	43.24	11.7	7.05	56.49	22.65	16.32	157.45
Nursing	199.06	146.86	5.59	54.27	65.84	47.02	518.64
Care Staff, Houseparents, Nursery Nurses	249.71	160.93	69.9	292.75	151.67	66.84	991.8
Total:	492.01	319.49	82.54	403.51	240.16	130.18	1667.89
Support Staff							
Administration	52.15	24.84	7.59	48.56	40.6	21.82	195.56
Workshop Supervisors, Drivers & Catering	111.86	29.4	0	13.83	52.69	20	227.78
Maintenance & General Operatives	8.76	4.72	0	2.23	3	0	18.71
Total:	172.77	58.96	7.59	64.62	96.29	41.82	442.05
OVERALL TOTAL	664.78	378.45	90.13	468.13	336.45	172	2109.94
Front Line Staff	1667.89						
Support Staff	442.05						

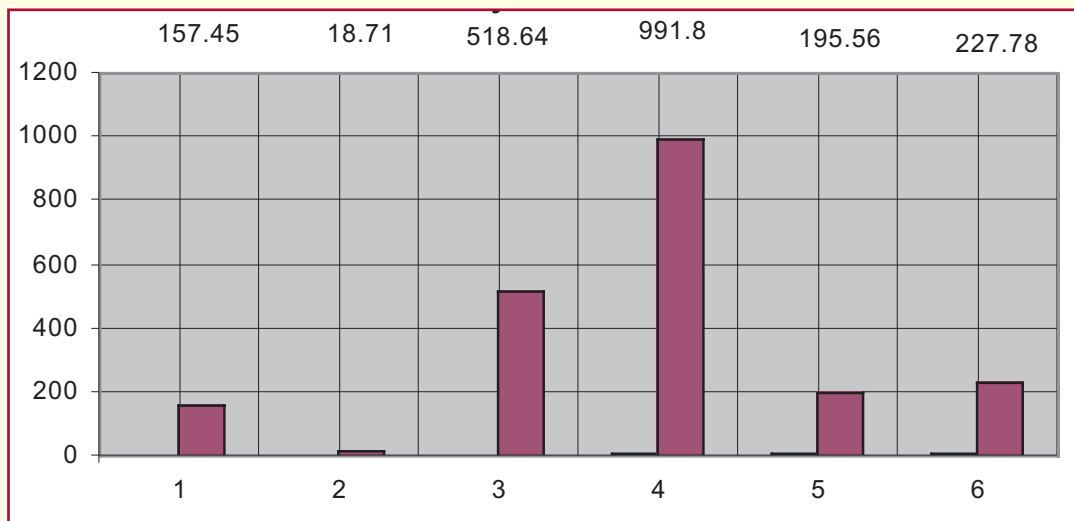
Front Line & Support Staff





Staff By Profession

STAFF BY PROFESSION	2002 WTE						Total
	Galway	Limerick	Clare	Southern	South East	Roscommon	
1 Paramedical & Medical	43.24	11.7	7.05	56.49	22.65	16.32	157.45
2 Maintenance & General Operatives	8.76	4.72	0	2.23	3	0	18.71
3 Nurses	199.06	146.86	5.59	54.27	65.84	47.02	518.64
4 Care Staff, House Parents, Assistant House Parents & Nursery Nurses	249.71	160.93	69.9	292.75	151.67	66.84	991.8
5 Administration	52.15	24.84	7.59	48.56	40.6	21.82	195.56
6 Workshop Supervisors, Inst/Supervisor, Drivers & Catering	111.86	29.4	0	13.83	52.69	20	227.78
TOTAL	664.78	378.45	90.13	468.13	336.45	172	2109.94



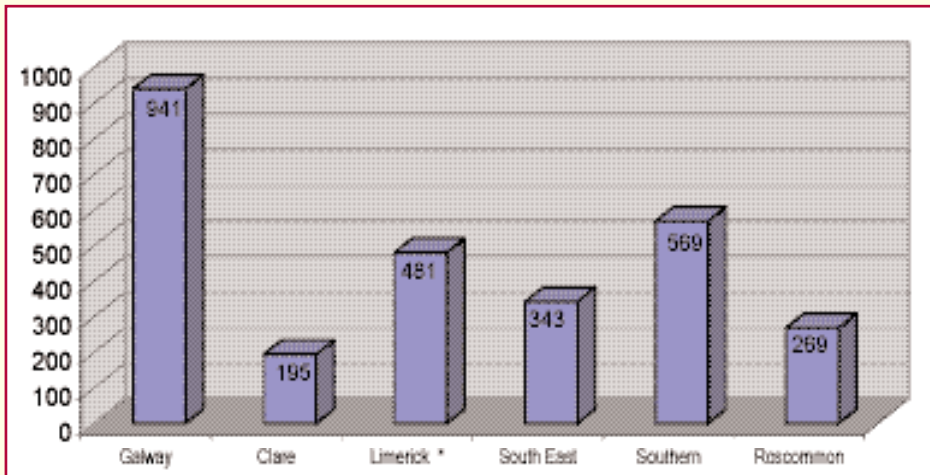


SERVICE USERS PROFILE

SERVICE USER PROFILE											2002
SERVICE USERS BY REGION AND DISABILITY											
Service	total no.	Child	Adult	not verified	normal range	borderline	mild	moderate	severe	profound	TOTAL
											Data Base
Galway	941	445	496	25	1	14	449	219	206	27	941
Clare	195	44	151	38	0	0	37	103	16	1	195
Limerick *	481	87	394	0	23	23	95	203	104	33	481
South East	343	45	298	13	0	3	59	145	93	30	343
Southern	569	401	168	61	24	43	178	174	77	12	569
Roscommon	269	133	136	29	0	6	76	114	40	4	269
TOTAL:	2798	1155	1643	166	48	89	894	958	536	107	2798

* Children currently not on data base.

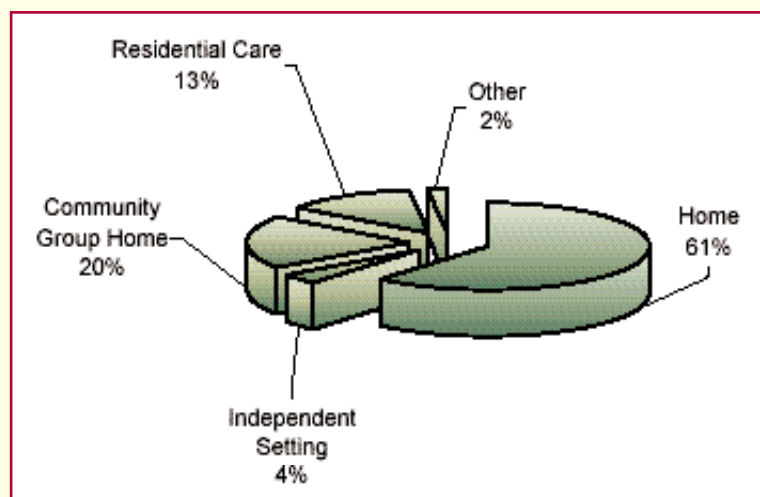
Service Users Figures 2002



Service Users by Main Residential Circumstances

	TOTAL	SERVICE REGION					
		Clare	Galway	Limerick	South East	Southern	Roscommon
Home							
At home with parents		76	467	148	115	375	134
At home with one parent		26	104	43	51	49	35
At home with sibling		5	9	20	13	0	4
At home with other relative		4	7	3	1	4	0
Lives with non relative		1	1	0	0	1	0
Adoption		0	0	0	0	5	0
Foster Care		0	6	1	0	6	4
TOTAL:	1718	112	594	215	180	440	177
Independent Setting							
Lives semi-independently		4	26	6	15	8	2
Lives independently		1	31	7	4	1	3
Vagrant or Homeless		0	1	0	0	0	0
TOTAL:	109	5	58	13	19	9	5
Community Group Home							
5 day community group home		24	15	7	3	9	13
7 day community group home		23	44	42	5	3	1
7 day (52 week) group home		18	98	47	103	38	58
TOTAL:	551	65	157	96	111	50	72
Residential Care							
5 day residential centre		0	0	0	0	1	0
7day residential centre		0	5	33	0	0	0
7 day (52 weeks) residential centre		0	115	119	31	62	0
TOTAL:	366	0	120	152	31	63	0
Other							
Special intensive placements		1	0	4	0	5	0
crisis and relief centre		10	0	0	0	0	0
regular part time care		0	9	0	0	0	15
de-designated unit		0	0	0	0	0	0
other (Nursing Home)		2	1	1	1	0	0
Holiday Residential Placement		0	0	0	0	1	
Shared Care		0	1	0	0	1	
Not Applicable		0	1	0	1	0	0
TOTAL:	54	13	12	5	2	7	15
OVERALL TOTAL:	2798	195	941	481	343	569	269

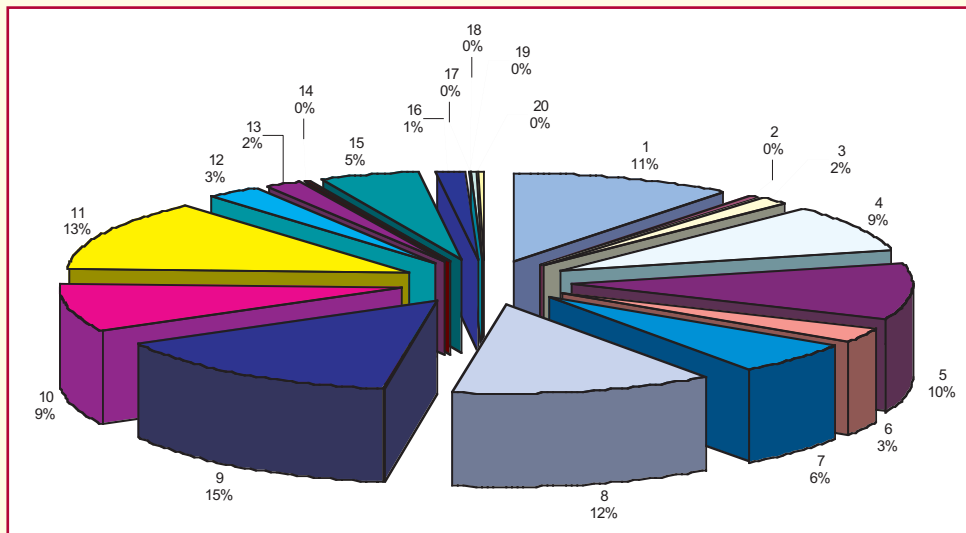
Residential Status



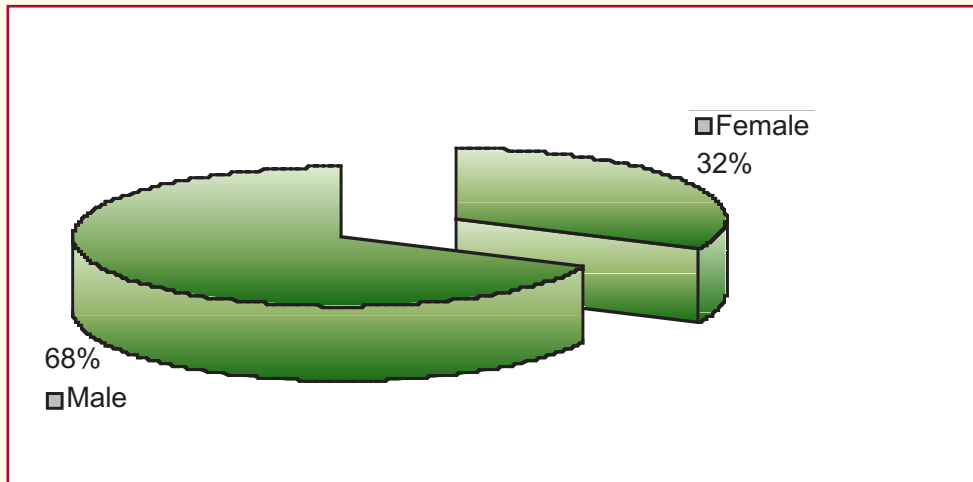
Service Users by Main Day Service

	TOTAL	Clare	Galway	Limerick	South East	Southern	Roscommon	
KEY								
Early Childhood Services/Pre School	1	370	19	101	83	41	102	24
Ordinary Pre School	2	11	0	0	0	0	11	0
Child Education and Development Centre	3	40	1	35	0	0	1	3
Mainstream Education	4	233	0	111	1	0	73	48
Special Schools	5	278	18	29	0	4	189	38
Special Class in Mainstream School	6	77	2	45	0	0	15	15
Resource Teacher	7	162	0	160	0	0	2	0
Training	8	338	26	61	182	14	34	21
Sheltered Work Centre/Employment	9	394	80	90	7	158	25	34
Support Employment/Open Employment	10	240	13	67	80	13	41	26
Activation/Adult Day Centre	11	344	10	172	24	89	39	10
High Support/Intensive Services	12	77	3	6	15	2	19	32
Programme for the Elderly	13	48	8	22	0	7	0	11
Home Support	14	4	2	1	0	0	1	0
Other Day Service	15	132	12	7	89	15	3	6
No Day Service	16	37	1	34	0	0	1	1
Day Respite	17	0	0	0	0	0	0	0
Annual Review	18	0	0	0	0	0	0	0
Full time Residential - No day Programme	19	6	0	0	0	0	6	0
Multidisciplinary Support Services	20	7	0	0	0	0	7	0
TOTAL:	2798	195	941	481	343	569	269	

See key in table above



Gender Split - Service User

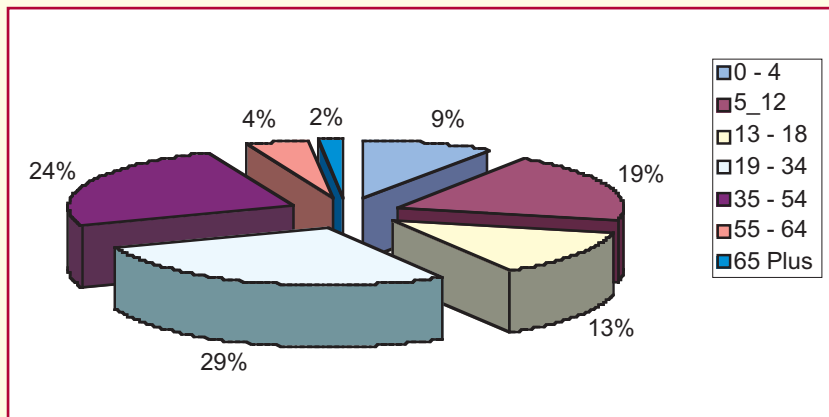


Region	Female	Male	Total
Clare	90	105	195
Galway	372	569	941
Limerick	87	394	481
South East	104	239	343
Southern	141	428	569
Roscommon	111	158	269
Total			0
TOTAL:	905	1893	2798
Female	905		
Male		1893	

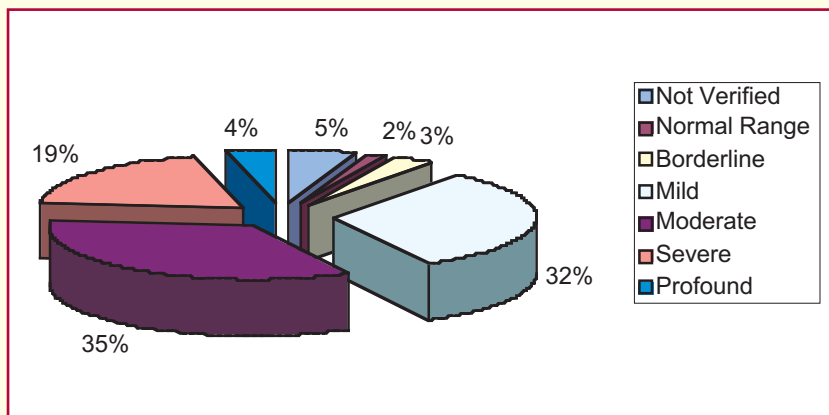
Service User by Range of Ability and Age

Age Range	not verified	normal range	borderline	mild	moderate	severe	profound	TOTAL
0 - 4	115	19	14	46	41	24	2	261
5_12	26	22	49	223	135	66	7	528
13 - 18	2	5	8	195	118	35	4	367
19 - 34	4	1	12	254	288	174	55	788
35 - 54	2	1	5	145	303	196	32	684
55 - 64	0	0	0	24	63	29	5	121
65 plus	0	0	1	12	14	20	2	49
TOTAL	149	48	89	899	962	544	107	2798

Age Range of Service Users



Service Users by Range of Ability





Acknowledgments 2002

We would like to take this opportunity to thank all retired staff members for their dedication throughout their working lives and extend our best wishes for a happy retirement.

Reirement

Region	Name	Years of Service
Clare	Gloria Pahad	5
	Martin McCarthy	2
Galway	John Gavin	26.5
	Deirdre O'Callaghan	20
	Margaret Codey	17
	Eileen Reen	21.5
	Mary Fahey	21.5
	Marion Corcoran	32.5
	Tony Concannon	24.5
	Monica Hennelly	14.5
	Annette Cooke	16
	Joe Cahill	5
Limerick	Kitty O'Rourke	4.5
	Felix Lynch	13.66
	Margaret Healy	2.1
	Noreen Droog	20
South East	Geraldine Mullane	22.25
	Paddy Griffin	17.5
	Therese Johnston	9
Southern	Patricia Archdeacon	



Deaths

The Brothers of Charity Ireland, would like to express their sympathy to those families and friends of Service Users and staff who died during the year 2002.

Region	Service User	Staff
Clare	Anthony Dormer	Mary Moloney
Galway	Anthony Young Catherine Murray Tom Hussey Kitsy Mc Hugh Matthew Killeen Robbie Graydon Michael Healy Orla Beatty Mary Barnett Geraldine Leydon	
Limerick	David Barry Michael Wallace Tommy Joe McAuliffe	Agnes Keane
Roscommon	Baby Eamon Mongan	
South East	Declan Lincoln Sinead Green	Lily Walsh
Southern	Thomas Murphy Kate O'Brien	Michael O'Flynn



Brothers of Charity Services, Ireland, Regional Offices and Directors Of Services

County Clare

Mary Kealy,
Director of Services
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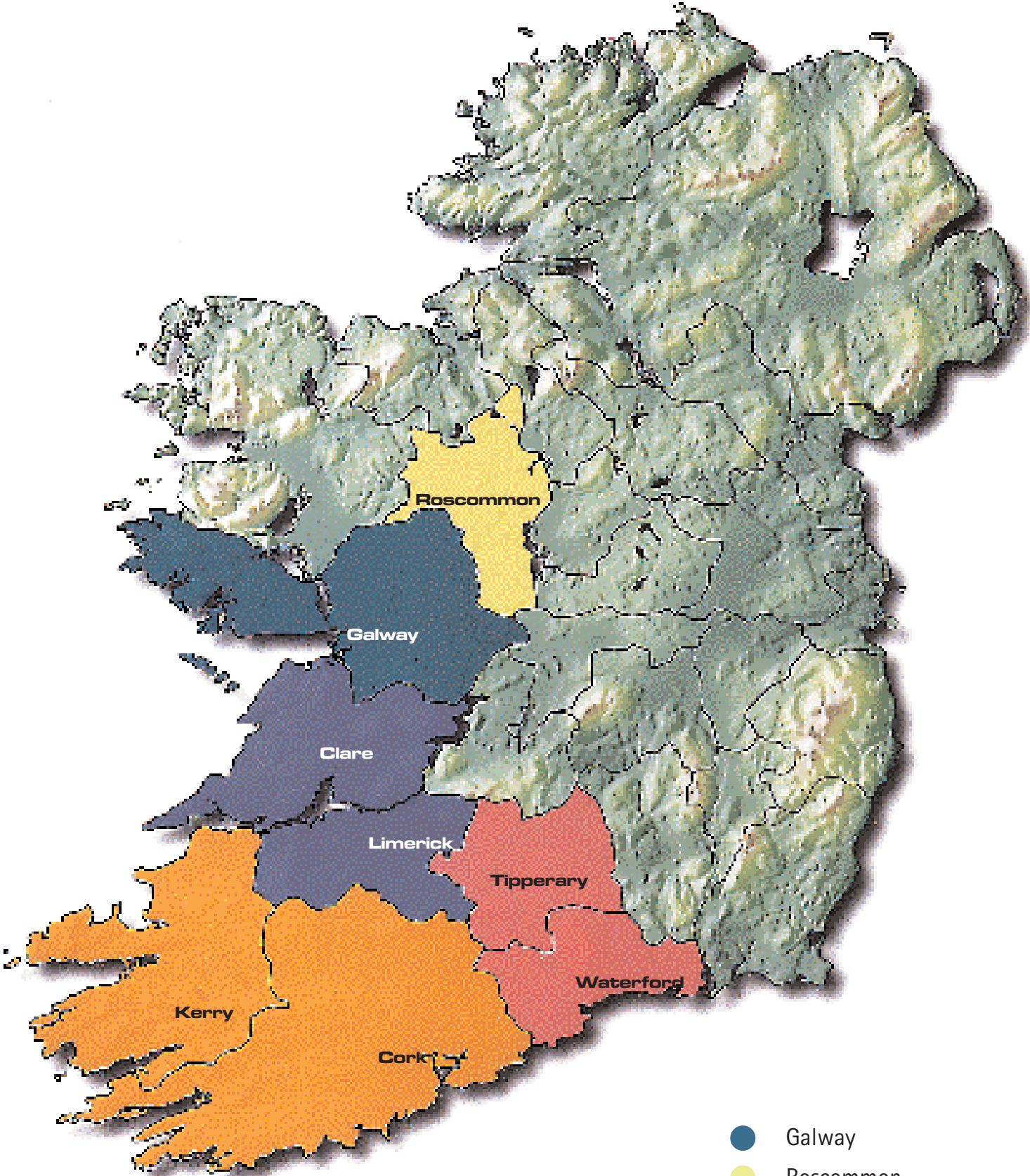


L to R: Una Nagle, Patrick McGinley, Robert Sillery, Mary Kealy,

Sitting L to R:

Johanna Cooney, Winifred O'Hanrahan, Marian Keigher

Locations of Brothers of Charity Services in Ireland



- Galway
- Roscommon
- Mid West
- South
- South East



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