

Cumas New Ross

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ANNUAL REVIEW 2023

Cumas NEW ROSS

Dunbrody Warriors take on TY students

We appeared on Operation Transformation

Our Schools Ability Awareness Programme Recommended after a 4-year gap.

Colin stole the show at the Rugby Club Lip Synch Battle

Checking out the new Greenway

We were awarded Rethink Ireland Funding

Arts & Disability Ireland
March 14
Opportunity: Rethink Ireland's Disability Participation and

Guests of Honour Community Hospital Fundraising Gala

We were National Winners Best Physical Activity Initiative 2023

Adjudicators Prize County Fleadh

We participated in Seachtain na Gaeilge 2024 at Trinity College Dublin

EQUIP
Supporting living life and impact of Psychiatric Care in later life with intellectual disabilities

Chairpersons Message

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Over the past year we have moved forward from the extreme challenges of the previous year. This would not have been possible without the wonderful work, dedication, commitment and willingness to embrace change of all our staff members under the leadership of our General Manager, Sinead. Thank you All.

Thank you too to our Board, who also have worked with dedication and commitment. We have new members on our Board bringing new skills and experience, which augers well for our future. Our Board has made a number of changes to how it functions that will enhance its governance practices in the future.

We are looking forward to the future with confidence.

Martin Burke
Chairperson Cumas Board of Directors

General Manager Message

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Over the past year, Cumas has faced unprecedented challenges. However, I am incredibly proud of how we have come together, demonstrating resilience, creativity, and unwavering dedication to our individuals.

First and foremost, we have taken responsibility for our future, adapted to new ways of working, learned and grown as an organisation using our resources to maximise opportunities which our individuals have told us they want to experience. I want to extend my heartfelt thanks for the hard work, flexibility, and commitment of all connected with Cumas during these times.

Our path to recovery has been guided by several key principles:

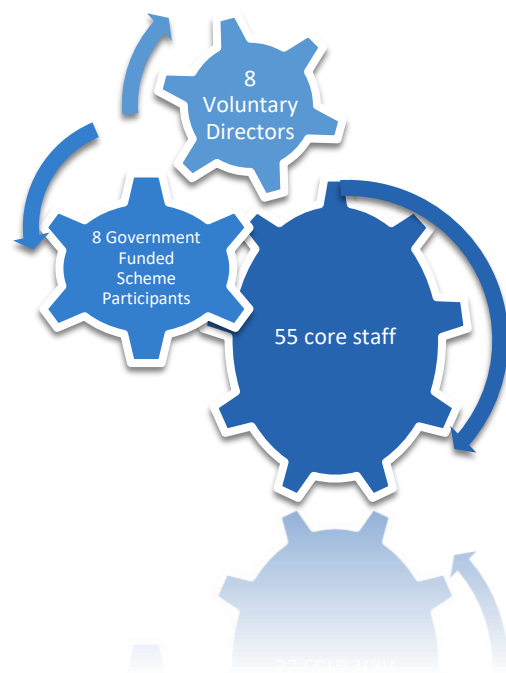
- **Focus on our Individuals**, our ways of working are directly responding to their expressed choices preferences and requirements
- **Financial Stability**, we have implemented cost saving initiatives and prudent resource management.
- **Organisational Learning and Development**, we have reviewed, and refined how we work, applied learning and a focus on preventative measures which enables the organisation to continually improve
- **Innovation and Adaptability** – the challenges have opened opportunities for innovation, we invested in training, new technologies and processes to enhance our efficiency and better serve our individuals
- **People Focus** Our strength lies in our people. As a cohesive unit, our board, management and staff are endeavouring to create a culture of collaboration, with cross working across our service areas, and investing developing skills and capabilities to ensure each team member and members of the board can contribute to the success of Cumas

We move forward with optimism, determination, and a shared vision of success.

A handwritten signature in black ink, appearing to read 'Sinead Foskin'.

Sinead Foskin
General Manager Cumas

The Year in Review



During 2023 we

- ✓ Provided 12 full time designated Residential Places at Ard Alainn and Holly Lodge with substantial improvements made to the comfort and safety of the houses and the quality of experience for the residents
- ✓ Provided 4 Supported Independent Living Places Cross Street
- ✓ Provided 108 Day Opportunities places for ages 18-70+ providing 148,000 day opportunities support hrs.
- ✓ Created two new initiatives – Developing Specific young adult and active aging programmes.
- ✓ Enhanced the use of space in Butlersland and Pondsfields
- ✓ Operated 3 social enterprises Art, Medals & Trophies, Picture Framing and secured funding from Rethink Ireland to develop these into sustainable businesses
- ✓ Supported 374 secondary school students through our Schooleavers Ability Programme to make the transition from school to employment, training, day opportunities or apprenticeships. We also secured permanent funding for this unique and highly regarded service
- ✓ Commenced of 5 hrs. Personal Assistance at Home for individuals
- ✓ Welcomed 6 New Schooleavers to Cumas
- ✓ Provided additional community programmes – Dance, Music, Rugby, Soccer, horse riding, community safety, Healthy Active me and many more.
- ✓ Were announced as National Winners for the Best Physical Activity Initiative at the HSE Active Disability Services Awards
- ✓ Ran a workshop in partnership with our parents on the Assisted Decision Making Act
- ✓ Welcomed a number of high profile visitors who supported Cumas and endorsed our work. A special thank you to Minister Anne Rabbitte, Deputy Verona Murphy, Deputy John Browne, HSE CEO Bernard Gloster, Grace O Sullivan Former MEP, Senator Malcolm Byrne, Karen Fitzgerald General Manager HSE and Cllr Michael Sheehan



Key Accomplishments

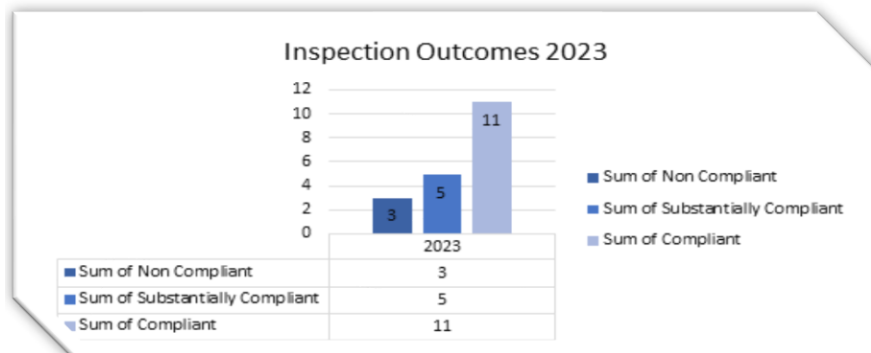


Key Organisational Achievements Cumas 2023

 <p>Cost Containment measures and increased revenue have changed the financial position.</p>	 <p>Improvements in financial governance systems, new chart of accounts in place, dept and nominal coding systems will provide greater accuracy of information to drive decision making. Payroll moved from advance to arrears payment basis Q1 2024</p>	 <p>High levels of Compliance in Designated Centre and systems in place for continuity of compliance</p>	 <p>Introduction of Individuals Annual Survey and other focused surveys together with quarterly evaluation systems to make positive changes to our model</p>	 <p>Continuity of funding for the Schooleavers Ability Programme and permanent transport funding allocation</p>	 <p>Enhanced governance systems are now place recruitment of new board members, training and Board Governance Development action plan in place</p>	 <p>Workforce changes which improved governance, efficiency and effectiveness – clarity of role, responsibility and required outcomes, with enhanced training participation support and supervision systems in place</p>	<p>Targeted specific and additional skills for each role Support for Education* initiative introduced</p>
 <p>Introduction of new or revised policies to guide staff practice available on a SharePoint folder, Document Control, Policy Review systems and committee in place</p>	 <p>HR system introduced. Quality and Safety and Rights Committee established, and Risk Register in place and subject to regular review.</p>	 <p>Investment in Internal capability - Management Skills, Investigation Skills, Health and Safety, MAPA Training, Social Story Development, Data Analysis, Accounts and Payroll</p>	 <p>Reconfiguration of premises with new locations added in 2023. Downtown location with potential to expand social enterprises in progress.</p>	 <p>Incident analysis and review systems introduced with an emphasis on preventative actions and organisational learning from incidents</p>	 <p>Enhanced engagement with staff throughout the transformation process. Cumas has targeted staff engagement and development actions for 2024 in. e.g., HR Focus Group Development</p>	 <p>Range of Funding applications made to deliver on unmet need and strong effective partnerships in place with HSE, HIQA, Local Authorities and other statutory and voluntary groups</p>	 <p>Designated Centre has benefitted from a substantial programme of improvements to systems, staffing levels, oversight and monitoring, premises and fire safety upgrades</p>
 <p>Day Opportunities programme reviewed and reconfigured, role of Team Leader strengthened, new metrics being introduced to track support provided, type of activity provided, choices opportunities and progression</p>							

Residential Services

We demonstrated significant sustainable improvements across our residential services which delivers high quality person centred supports and opportunities for our residents. Two unannounced inspections were conducted in 2023.



“It was found that the provider had implemented a number of measures to ensure effective oversight. This included increased staffing, completion of regular audits and reviews, implementing clear lines of communication with staff and comprehensively reviewing the service needs. This resulted in a service that was actively identifying areas of improvement and therefore having a positive impact on residents quality of care” *HIQA Inspection Report June 2023.*

Building community connections has been the overriding achievement for our Residents in the last year along with a real sense of pride in their own homes. Opportunities, choice and social inclusion for our Residents has seen a steady growth and our residents enjoy these activities regularly



Our residents now enjoy homes which have been refurbished to a high standard of comfort and safety with improved fire safety systems, accessible bathroom upgrades



"I like all the staff members that support me here. I happy and excited about the refurbishments and I love my bedroom. I really like what has been done to the quiet/family room" **Bernie O Donoghue**

"The biggest achievement this year for me was performing on stage in the national opera house with my dance group Integrate. I enjoy swimming, integrate and slimming world. I go to the green door every Thursday and I have gotten to know the locals and staff" **Cora Hipwell**

"I loved going to the green road concert this year with my friend. I enjoy going to mass and bowling every week" **Helen Morrissey**

"I go to the green door every Thursday for a men's night out and I look forward to it every week. All the staff and locals in there know me now and that makes me happy. I go to the Ross inn of a Monday, and I have friends there that I know" **Darren Whitty**



"My birthday in June 2024, I went to Tramore and went on the bumper cars and on the train. I then went to McDonalds. I love that. On my actual birthday I had a party in Hollylodge with all my friends and there was a cake. It made me happy. I started going swimming again, as well as joining the running club. I go to the pub twice a week now and have got to know all the locals". **Colin Egan**



"I started going to Equine therapy, I am getting on very well and I love going. ...I like the upgrades and my new bathroom" **Paul Woodbyrne**

"I like the new look of the house and think it is very nice. I like the new family/quiet room upstairs. I am proud that I appeared on the stage of the National Opera House with Integrate, I love dancing" **Catherine Whitty**



"I like the polytunnel in the garden where I spend time watering the plants. I love the new look of my bathroom and now I have my own shower. I am happy that I got fitted with hearing aids. I was a little bit nervous about the hearing test, but I am proud that I overcame this. I am delighted that I can hear much better now and it is nice that I have a family room to bring my brother when he visits. I enjoy going for a drink in the Green Door pub each week with my friends and I am happy that I have started to paint again" **Tommy O'Shea**



"I like the sitting room where I watch TV. I also like my own room and I am proud of the fact that I help to keep it tidy myself. I like the new look of the house and love my new bedclothes. I am very impressed with the refurbishment of my bathroom. I loved attending the Rugby Club Dinner Dance this year and enjoyed getting fitted for a tuxedo for the very first time, and hiring my suit" **Larry Kehoe**

"I have a new work space set up in the dining room in Ard Alainn I have a work desk, computer, chair and printer set up and I love spending time here doing paperwork. I am very impressed with the new look of the house; I think it's lovely. I recently graduated from my latch on course there was a ceremony in the Horse and Hound and my family came to see me graduate, I was very proud of myself." **Therese Cleary**

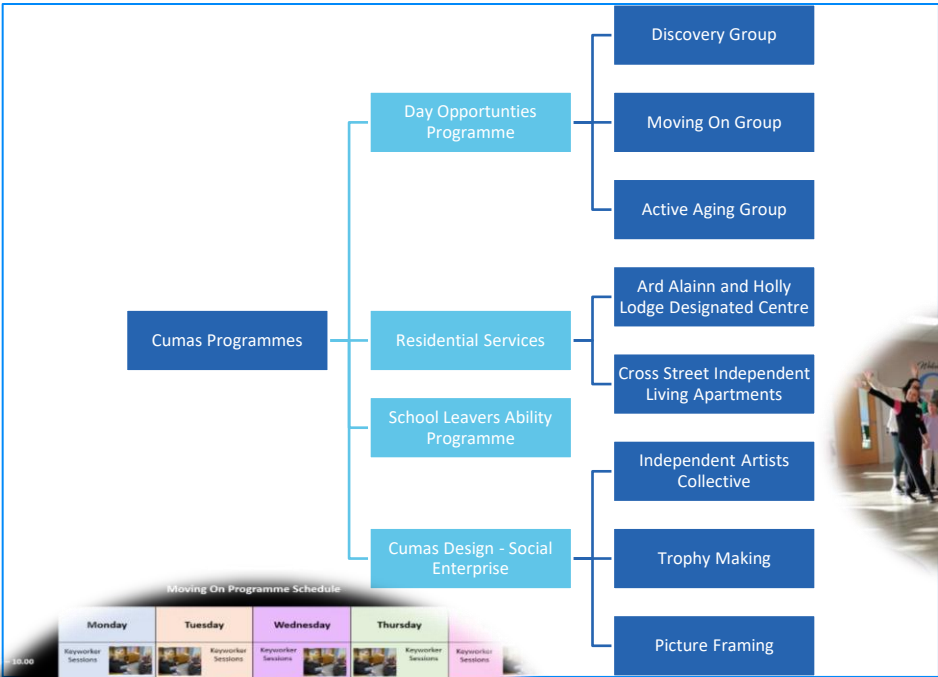
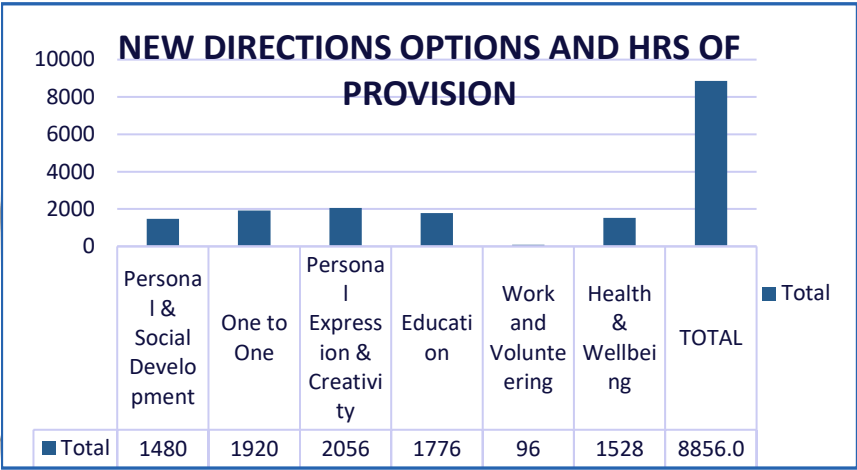
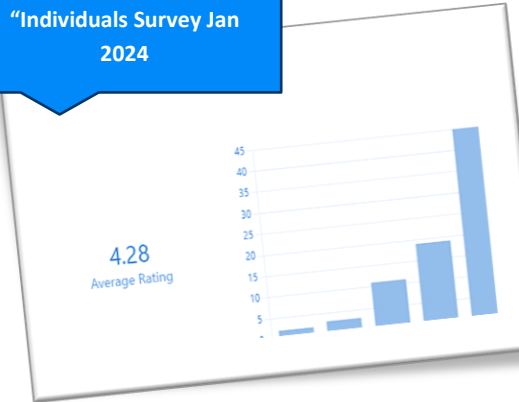
"Hollylodge is homely and very well run. The refurbishments in Hollylodge are pleasing to the eye and comfortable. My biggest achievements this year were completing my Fetac Level 5 bookkeeping course and teaching yoga in cumas, this was also a great teaching and learning curve for me" **Rebecca Byrne**

"I love my spiderman red room. I like that I can lie in bed and watch a movie if I want to. I am really proud that I am doing more walking without my rollator and walk to the post box each day to collect the post. I enjoy my music therapy and yoga classes but most of all the men's night out each week in the Green Door" **Niall Hartley**

Day Opportunities

We reviewed our ability to deliver, responded to our individual, encouraged new initiatives and opportunities, increasing the range, frequency and choice of participation opportunities for each age group who avails of Cumas.

4.28/5 Average Satisfaction Rating
"Individuals Survey Jan 2024"



We established the individuals survey to listen, learn and respond to our individuals which resulted in new initiatives and opportunities



Moving On Programme Schedule

Monday	Tuesday	Wednesday	Thursday	Friday
Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions
IT Skills ML/NC	Independent Living Skills NC/NC/N	Social & Emotional Learning NC/ML/NC	Money Management 2B/NC	Mystery Tour 2B/ML/NC
Know Your Rights NC/ED	Career Development FCU/NS	Social & Emotional Learning NC/ML/NC	Personal Effectiveness CK/ML	Mystery Tour 2B/ML/NC
Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions
Lunch	Lunch	Lunch	Lunch	Lunch
Health & Wellbeing DA/ML/NC	IT Skills ML/NC	Active Healthy Me NC/ML/NC	Safety in the Community ML/ML/NC	
Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	



Popular programmes on the timetable included the following. We have also been able to partner with outside tutors to provide professional instruction in Music Therapy, Yoga and Dance. We continue to have a good relationship with local clubs and allows our individuals to train and play with the New Ross Rugby Club and New Ross Celtic AFC. Many of the individuals have unique activities, experiences and learning opportunities. Each individual works with a key worker to identify goals they wish to achieve. With their keyworker’s support, each individual has a unique timetable to help progress those goals and dreams.



“Working on money management with my keyworker helps a lot. We work to section out my money and set a budget. We write down how much for each purchase and increasing your savings. It makes me feel a lot better to have control of my finances. I am hoping to buy a car and getting ready to live on my own.” -Dillon Murphy

“Tag Rugby with the Rugby Club is my favourite programme. We usually have matches and can win medals. We even got to play at the Aviva stadium! It is important to me to be fit and healthy. I also do art studio three days a week. I’m really looking forward to being in the art exhibition coming up in August.” - Dumitra Keough



I participate in the trad band, and it really gives me a buzz. I get to go to the Fleadh and play the button accordion. I’ve been a member of the band for 9 years. I am also going to be a part of the new employment training project. I’m looking forward to building skills so I can take a leadership position with the band in the years to come. – Jason Browne

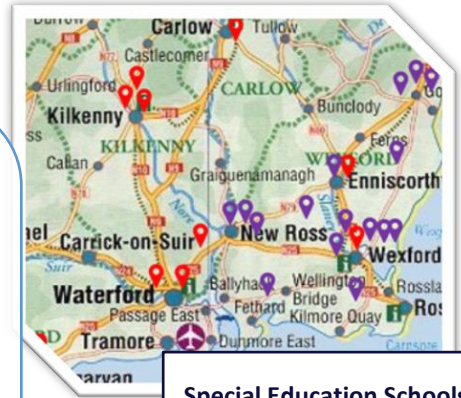


Schooleavers Ability Programme

A key priority during 2023 was to develop a range of impact metrics to evidence the success of the programme and engage within the education and disability sector to promote the worth of the programme and secure permanent funding

Transition with support from School Leaver Team

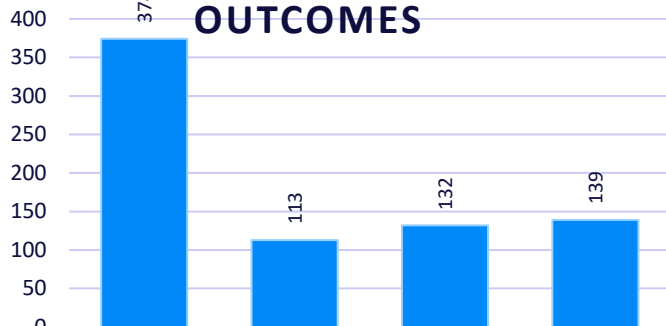
- Project starts working in second last year of school
- Exploring interests and getting to know the individual
- Last year of school, discovering all options available, creating a clear pathway out of school
- Individual and family meet with DSOO
- Service identified if individual wants HSE support/sample service
- Support with college, PLC, employment if HSE service not required
- Individuals leave school and receive support through out summer to prepare for new pathway
- Support when pathway starts and for the next 6 months.
- After 6 months exited from the programme
- Not exited if pathway is not working, options explored



Special Education Schools 
Mainstream Schools 



ABILITY PROGRAMME OUTCOMES



Series	Total Number of Students	Students who commenced	Students supported to transition	Students who exited the programme
Series1	374	113	132	139

Our unique Schooleavers programme has been recognised as the model to aspire to across the education and disability sectors. The programme secured permanent funding with thanks to Bernard Gloster CEO HSE and Minister Anne Rabbitte who recognised the value of the programme



St Peter's College Leaving Cert student **Freddie Ronan** said the School Leavers worker he has been assisted by has been a huge lifeline for him in helping him decide what to do next with his life.

"I would have been very stuck without Aileen Kelly. I'm going to do a PLC course in social studies in Selskar College. When you are in 6th Year everyone is talking about going on to college. Thanks to Aileen I am fully aware of the supports I need."

Freddie went to a mainstream secondary school in Wexford, he signed up to the programme in his last year of school. He felt all of his classmates were making plans for the future, but he felt lost because he didn't know what was out there for him. He met with Aileen weekly, and he started to see a future for himself. Freddie along with his Mam went to open days in colleges, Aileen had contacted the colleges and set up meetings with the disability officers. Freddie's Mam said that the programme links everything together.

Freddie finished his PLC in Social Care but has recently re-engaged with the programme to explore the options available to him to link with a service to support him accessing employment.



Former St Joseph's Waterford student, Dylan Van Beueskom who currently attends Cumas said without the School Leaver programme I would be sitting at home on my bed looking at TikTok.

Dylan attended a special education school in Waterford, he signed up for the programme in his second last year in school. He met with his school leaver facilitator in his second last year once a month and in his last year every week all going well. Dylan only knew of one service he could attend by meeting with his facilitator he explored different options weekly. He sampled a couple of services. He ended up attending Cumas New Ross the reason why he chose Cumas is it is in his community. Dylan's main goals were to do something in cooking and performing.

Dylan is supported by Cumas New Ross, he completed a year cooking course with WWETB. He also finished a IT course with the WWETB. He completed work experience with Secret Valley Farm in the Kitchen, but they had no job vacancies at the time, from completing work experience with Secret Valley Dylan realised it was the baking he was thoroughly interested in. Dylan is now starting work experience in a local bakery.



A former student of the Holy Spirit school in Kilkenny, **Nathan McNamara** said the team 'are nothing but miracle workers.

"I don't know what I would have done with myself. Thank you so much. He said the project has empowered him to be more social and helped him make friends.

"Don't let anyone say what you can or cannot do. I want to instigate change over making a profit, he said, adding that he is planning to start a marketing company and to work in the comic book industry."

Nathan attended a special education school in Kilkenny. Nathan was torn between two transition pathways in his final year of school. He wanted to do a PLC in Ormonde College but also knew that he needed to work on his life and social skills, which he would get to do if he attended a support service.

Nathan sampled support services as well as a day in Ormonde College. Being able to discuss his thought process with the school leavers project, Nathan decided that he would go to KITE in Kilkenny, he planned to stay there for a year and work on his life and social skills along with his independence skills. The school leavers' programme facilitated Nathan to gain travel independence by working with him throughout the summer on the 40-minute bus trip from his home to Kilkenny and getting the linking local bus to the area of the KITE centre. By the time Nathan started in KITE he was traveling independently to and from Kilkenny. Nathan attended KITE for the year and then applied to Ormonde College to do media studies. When Nathan was last contacted by the programme, he was attending Ormonde College full time and getting outreach support from KITE.

Our Partnerships

Our grateful appreciation to all our funding partners who support our work

