



ANNUAL REPORT 2022

Cheeverstown

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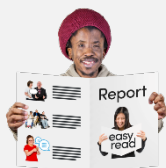
INTRODUCTION

Our strategy



Cheeverstown wrote a strategy in 2021. We are 2 years into the work Cheeverstown said they would do in the strategy. You can read all about the strategy and our 3 big goals on the Cheeverstown website. We have put a short version of our strategy in this report. This report tells people all about the work we did in 2022 to reach our 3 big goals.

Cheeverstown provides a service to 233 people



You can read this report and find out more about how we are working to reach our 3 big goals. In this report you can see how Cheeverstown are trying to make sure when we get to the year 2025 we will have completed everything in our strategy.

What is in our report



There is a story from Annmarie who graduated from DCU Ability Project. Susan and GarKay tell us about their new jobs. Mary, Kara, Austin, and Annmarie made a short film with a company called Burning House Productions. Five people graduated from an Electronic Engineering course in TUD. There is information about people who work in Cheeverstown and our volunteers.

There is also information about the money we got to run the service and how we spent the money.



A MESSAGE FROM OUR CEO

Cheeverstown was very happy to return to normality following the 3 years of COVID in 2022.

While there is still an impact on services, Cheeverstown focused on Infection Prevention and Control, continued social distancing and vaccination programmes to ensure the safety of all people supported. Cheeverstown welcomed the new normal for all our services and many people supported returned to their New Directions supports.

Despite COVID and challenges such as increased energy costs, Cheeverstown continued to deliver on our Strategic Plan priorities during 2022.

- Children's Support Services moved to the Community Disability Network Teams.
- Respite Services are now provided in the local community.
- People are moving to smaller hubs to receive their New Directions Supports – these hubs are in people's local communities. We now have 16 hubs in the community.
- Cheeverstown continues to move people from congregated residential settings to homes in the community.
- Cheeverstown have continued to develop partnerships to identify additional funding supports to deliver on our strategic direction.
- We continue to look at how we use our resources to ensure we are achieving the best outcomes for people within the limits of what is available to us.

I would like to thank our Chairman Ken Hickey and all the Board of Cheeverstown for their time, support and expertise.

I would also like to thank our dedicated staff who continuously go the extra mile to support people to live full and meaningful lives.

Finally, I would like to thank the people supported and their families for their continued support during 2022 and look forward to continued progression on our Strategic Plan for 2023.

Short version of our strategy

Our Strategy has 3 big goals



- Services
- Communication
- Partnerships

The reason we have 3 big goals in our strategy is to give you a service that helps you live the best life possible, to make others understand why we want to do this and to work with other organisations and the community to make sure you do have the best life possible.



Cheeverstown wants to support people with intellectual disabilities to have the life they want. To work together with the person, their friends and family to make this happen.

OUR VALUES



Rights – Cheeverstown wants to make sure that people have all their rights. Cheeverstown wants to make sure that people are listened to.



Person Centered - Cheeverstown wants people to be in charge of their life and what happens for them.



Inclusion - Cheeverstown wants people to be included in decisions about all parts of their life.







Partnership - Cheeverstown wants to work together with the person, their friends and family and the government.

OUR FIRST GOAL - SERVICES

Cheeverstown provides 3 different services.

They are (1) our New Directions Day Services, (2) our Supported Living Services and (3) our Respite Services. Cheeverstown also provide a multidisciplinary team and work with the HSE to provide a mental health intellectual disability service.

	New Directions Day Services New Direction says people should be able to access the support most suited to helping them put their own plans into action.
	Supported Living Cheeverstown have houses in the community and on the Cheeverstown grounds.
	Respite We have two respite houses in the community. We offer respite to people who are supported by Cheeverstown and other people who live in the area. Cheeverstown also offer respite to children.
	Keep reading and you will learn more about the work we have done in 2022 in each of the different services

Two people returned to paid employment for one day a week
in Westside Press

NEW DIRECTIONS DAY SERVICES



New Directions is the HSE's plan for day services.

Most staff teams who work in Cheeverstown day services received training about new directions in 2022.

Cheeverstown created a new position called New Directions Area Manager. Colette McLoughlin became the first New Direction Area Manager in August. Cheeverstown received money to develop new hubs and to support those finishing school in September 2022.



In 2022, Cheeverstown continued to try and make sure that day services are near people's homes. This means people can be part of their local community.



By the end of December 2022, it was agreed that two new Day Service locations would be opened. One would be in Tallaght and the other would be in Greenhills.

In 2022, we supported 5 people to start new jobs. Some jobs had to stop because of Covid-19. 13 people returned to the jobs they had pre-Covid.

Here is what one of some of the employers had to say about returning to work.

“It was a big relief that our colleague was able to return to the office, post pandemic. The sudden nature of the office closure and the impact that it had on our colleague was a great concerns for us; especially as it was for an undefined period of time. Her return gave us comfort that we were returning to a level of normality”.

Eddie Kelly celebrated 20 years working in Tesco in January 2022



Annmarie's story

My name is Annmarie and I would like to tell you about my experience going to College in DCU. I attended DCU Ability Project in 2022 from March 22nd to July 7th.

I felt happy doing the DCU Ability Project in 2022. I was happy to do a course outside my area but I felt a little nervous at the start.

During this course I learned to travel on my own from my home to DCU's Campus. I travelled by LUAS and Dublin Bus. I got the Luas to Bluebell and then got the 13 bus. The 13 bus brought me to DCU and I crossed with the lights and walked to the Student Centre. I enjoyed getting the Luas and the bus to DCU. I was nervous at the start but Tina and Grace supported me with the travel training. I enjoyed learning new bus routes. I was happy to work on my independence.

I have learned new skills. I feel these skills helped me to get the paid job in the Cheeverstown Canteen and in Broderick's. I learned how to use 'Chrome Book', office skills and I enjoyed doing the work experience. I got to meet a lot of people while doing the course. It is great to have to course on my CV and they gave me a lovely reference to add to my CV. I was delighted to attend the graduation. It was the first graduation I ever attended.

I enjoyed doing the work experience and it made me realise that I would like a job in an office. As part of my course I learned a lot about work and how I would like my career to grow. I learned how to use Chrome Books for researching and how to give presentations.

I would recommend the course to other people in Cheeverstown. It allowed me to speak up for myself, to work on my independence and to learn new skills. I am happy to share my experience with other people in Cheeverstown. I am proud I never missed a day in college and I was never late. I was an excellent student and a great friend to the other people on my course.



An interview with GarKay

My name is GarKay and I would like to share how my life has changed and improved since I moved from my old day service location to my new location in Templeogue hub

Question: Please describe what it was like moving from your old day service location to your new hub in Templeogue.

Answer: I felt happy, I was a bit shy but now I am more comfortable at Templeogue hub.

Question: What were the big differences you noticed?

Answer: The room is smaller. I am participating in more activities in my community.

Question: How has your life changed being in Templeogue Hub?

Answer: I feel comfortable, I feel more independent and I spend time with my friends.

Question: Do you prefer being in Templeogue Hub?

Answer: Yes. The other service is a bit boring and they go on the buses and I don't like that. I have to go out working in Templeogue.

Question: What is your typical week like now? How is it different to your typical week in your old day service location?

Answer: I go to work at the café. I meet my friends outside of cheeverstown. I attend different classes that I enjoy. My home is closer to Templeogue Hub.

Question: Do you feel differently about yourself in your new service in Templeogue Hub?

Answer: I feel more independent . I feel good because I get paid and that pays for my classes.

Question: What do you see in your future with your new service in Templeogue Hub?

Answer: I will be staying in paid employment. I will be more independent and involved in my community.

People supported in Cheeverstown Arch Club raised an amazing €1860 to support people with intellectual disability and their families impacted by the war in Ukraine.

SUPPORTED LIVING

With the help of the HSE, people residing on Cheeverstown campus will have the opportunity to move to community based homes over the coming years. Time is taken with each person to support them to find out what they want and to allow them to be fully involved. It will be a number of years before Cheeverstown has community living home for all the people we support on campus.

In 2022 Cheeverstown bought a further 3 homes to support people to move from Cheeverstown campus to new homes in the community. Cheeverstown will make sure people moving to their next home will receive the support they need to be safe and live a life of their choice.

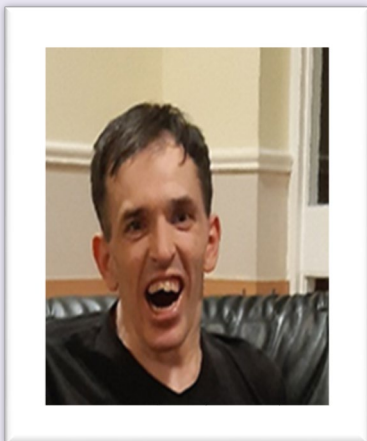
Different groups were set up to look for houses and make sure that they meet the needs of those who move in. All our new homes have to be suitable for people to live out the rest of their lives in comfort. Some of the houses needed a lot of renovation work.

“A GOOD AND ORDINARY LIFE THAT IS TRULY WORTH LIVING”

Time to move on

This is a story about preparing three people to move to their new home.

Clint McCarthy



Clint is 42 years of age.

Clint moved to Cheeverstown in 1993 from Blackrock. Clint is known to be happy most of the time and very excited meeting people. He is curious and likes to know about the things surrounding him.

Clint is a son, an uncle and a brother and has a good relationship with his family.

**Cheeverstown sent letters to families in relation to Time to Move On, in February 2022.
It's all about communication.**

Fiona Rodgers

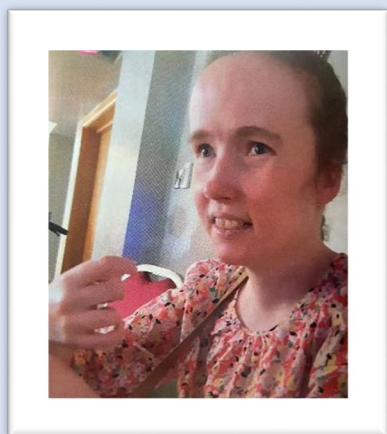


Fiona just turned 40 in July and celebrated in the Plaza Hotel in Tallaght. A lot of her family came to attend. Fiona came to Cheeverstown in July 1988 from St. John of God Islandbridge.

Fiona loves music in any form, be it live music, from a radio or on her tablet device. She mostly likes upbeat music. Her favorite band is ABBA. Fiona loves horses too.

She finds them beautiful and interesting to watch.

Rachel Meggs



Rachel also turned 40 this year and celebrated with her family and friends in Joel's Restaurant.

Rachel started her journey in Cheeverstown back in 2001. Before that she was in Camp Hill Community in Glencraig, Hollywood, Co. Down. Rachel appreciates flowers, scents and perfumes.

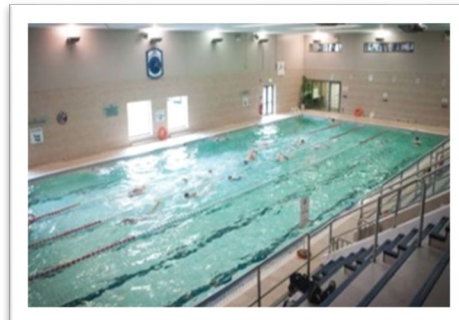
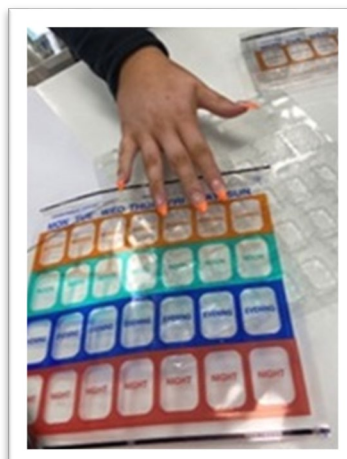
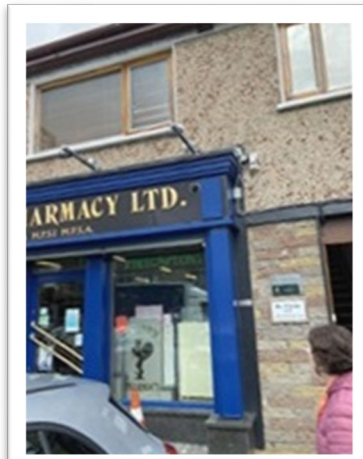
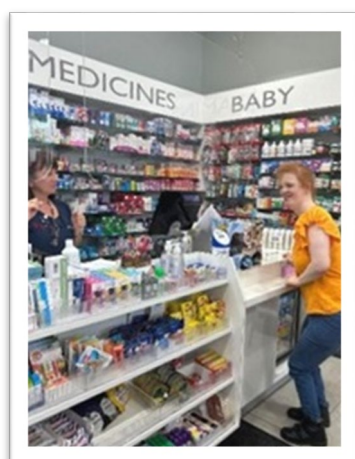
Rachel has adventurous taste buds when it comes to food. She'll try anything! She likes long scenic walks and enjoys nature.



Clint, Fiona and Rachel received easy read letters on 25th March 2022.

The letters told them about the move into the community. Senior Speech and Language Therapist Eilís Rojack helped to explain this to Clint, Fiona and Rachel with the help of staff.

We haven't moved yet but here's what we have been up to.



Read the next chapter in our lives in the 2023 annual report.

Bridget's Story

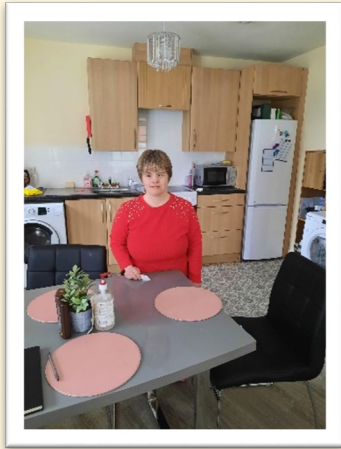


Let me tell you about myself and my move from Cheeverstown Campus to my new apartment in Tallaght.

I came to Cheeverstown in 1987 and I have always had a great relationship with the staff at Cheeverstown. I have always enjoyed meeting new people and having a chat. I enjoys reading magazines and writing in my notebooks. I like regular trips shopping for clothes and going out for a cup of tea. I love music and singing.

In 2022 it was time for me to move to my own home. I would be a neighbour, a homemaker and a member of my community. I was very excited about moving to my new home. I worked very close with my social worker Sarah Perry and we met every week for 2 or 3 hours to get to know each other. I told her about my life and the things I like to do and how I like bright colours and designs. Sarah shared this with everyone involved in my move.

My staff also helped support me. I visited my new apartment building before I moved in, I met the caretaker and was able to view the apartment. I met my new neighbours and introduced myself. I spent a lot of time visiting the local community to get used to the area. I was fully involved in my move from Cheeverstown Campus to my new home. I went on shopping trips, I picked all the furniture for my new home even down to deciding what I wanted in my kitchen.



Emily's move to her new apartment

SSDL managers spoke with Emily about the idea of moving to a ground floor apartment.

Emily didn't like concrete steps up to her original apartment as she was nervous especially through the winter months when steps were wet and slippery. Carrying shopping up and down steps also proved difficult at that time. After meeting with family and Emily it was agreed that a move to a ground floor apartment would be a better option. Managers asked Respond SDCC if there was a vacancy and Emily was put on a waiting list. Through Respond a vacancy of a ground floor apartment became available for Emily in July 2022. This apartment would have a private outdoor space and two exits for safety reasons. This was considered a better option.


With the support of staff I started to de-clutter my apartment for my move. In the weeks leading up to my move I started packing and organising my belongings. I was supported by staff to purchase a new sofa. I really wanted a recliner sofa so purchased this. The new apartment is brighter than the old one and I have a back door to the garden. There is more space in the kitchen. There are a lot of windows so I enjoy people watching.

I was excited to choose everything myself. My favourite colour is pink so I choose pink curtains for the living room area, pink cushions and a pink kettle.

I choose new blinds for my apartment and my Dad arranged to have a new alarm fitted in my apartment. I loved making my own decisions and choosing the décor.

I don't feel there was a lot of challenges as my support staff were there to help me . I was looking forward to moving and my neighbours also helped me with the move. I moved over to the next block of apartments so I wasn't in a new area or environment and still very close to my job in SDCC.

The only challenging part for me was changing over my details of my address with the bank. This took a long time but with support from the staff I got sorted. I lived with my friend before so living by myself was new to me but I love the freedom and independence and really love my apartment.



RESPITE

Having respite houses within a community setting has helped people to have access to local shops, it supports their choice for meals out and accessing the local community so they can link with friends.

Respite has its own standalone governance structure and managers spent 2022 building the respite team skills. The team looked at different types of respite like weekend breaks and evening respite. This is something that the team will continue to work on in 2023.



1,984 nights of respite were used by 68 different adults in 2023
38 nights of respite for 8 different children

Cheeverstown received funding from the HSE Strengthening Disabilities Service Fund for a wheelchair accessible sensory garden in 7/8 Orwell Park Dale and a wheelchair accessible garden suitable for children in 19a Monalea. Both garden's will be low maintenance and the sensory garden will have raised planter beds suitable for people who use a wheelchair. The children's garden will include a xylophone, a bubble machine, a bench, a trampoline, a rain effect feature and a swing.

In April we applied for funding from the National Lottery for a vehicle to support people when they are in respite. We got the funding and bought a wheelchair accessible 7 seater. The car has helped people to access the community and supports late night trips to family events.

CHANGING NEEDS



Cheeverstown looked at the needs of our aging population.

Our multidisciplinary team supports people who need help. Suzanne Kennedy is our Intellectual Disability Nurse Liaison and is based in Tallaght University Hospital. Suzanne makes sure the multidisciplinary team is kept up-to-date when someone is admitted to hospital. Suzanne's role ensures people with intellectual disabilities and their families are supported to access services and identifying areas for improvement within Tallaght Hospital. A working group she is involved in has secured funding for a sensory room in the adult emergency department in the hospital.

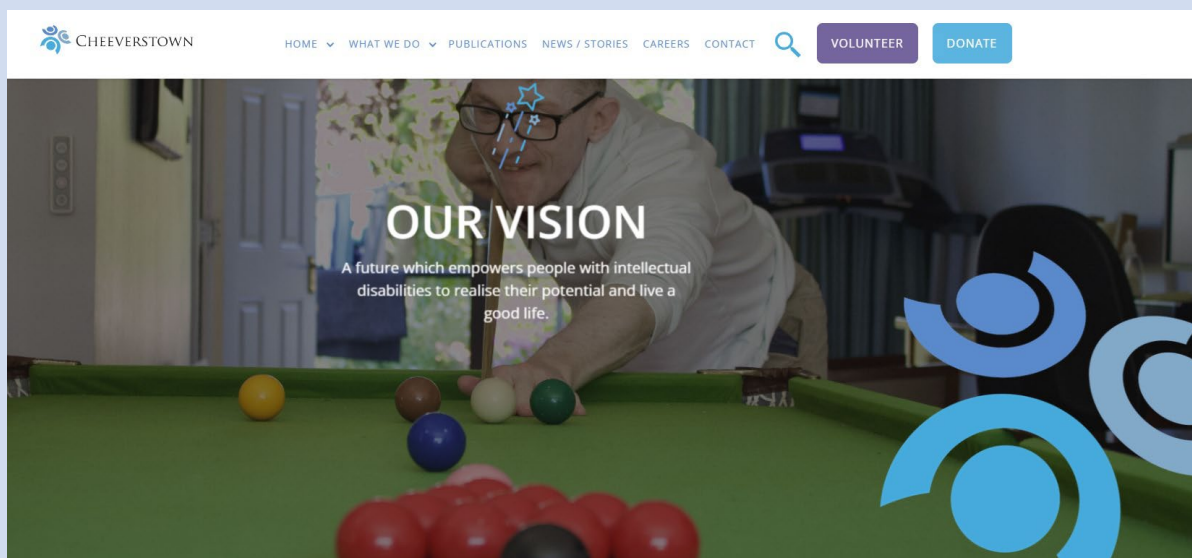


Upgrade works were carried out in two community residential properties to facilitate the changing needs of the people who live there. In the first property this included a downstairs accessible bathroom to facilitate bathroom

access for a second downstairs bedroom. Outside accessibility adaption were also carried out. The second property involved adaptations to a downstairs bedroom to enable more efficient fire evacuation. The bathroom was also adapted due to changing needs.

Cheeverstown continued to assess and evaluate all community residential properties and plan adaptations where required to support changing needs and aging in place. The plans for 2023 include further accessible bathroom and reconfiguring the layout of properties to support the needs of the people who live there.

OUR SECOND GOAL – COMMUNICATION



The Cheeverstown website was relaunched with a new look. On the website you will find information about our vision, mission & values. If you would like to work with Cheeverstown you will also find information about the jobs we offer.

A presentation was given to all new staff during their induction day from the CEO/Deputy CEO all about our strategic plan. We have representation at CHO7 level & National level on different working groups.

Cheeverstown uploaded the "Service Users Privacy Notice" to our website. This tells everyone about the information we hold for them and who we share it with. It tells you how to ask for the information we keep and what to do if you are not happy with the way Cheeverstown keep your information.

OUR THIRD GOAL – PARTNERSHIPS

We focused on internal partnerships, making sure the person was at the centre of all decision making.

Cheeverstown continued to focus on build community partnerships. We partnered with Tallaght IT, local employers, developed community arts connection and made sure we had a strong community presence.

In partnership with Connections Art Centre, Cheeverstown ran a digital literacy skills programme. The aim of this project was to enhance people's confidence in using technology and increase their digital literacy skills, by teaching people how to use a smartphone or tablet. This will help people widen their social circle and connections. Cheeverstown developed easy read documents to tell people about the classes and engaged an experienced tutor.

This programme taught basic skills to use a smart phone or tablet to:

- Make phone calls
- Use WhatsApp
- Use Facebook, Zoom, Youtube
- Make the most of other apps that enhance communication and foster independence e.g. Dublin Bus app



Cheeverstown took part in a number of events celebrating Social Inclusion Week. These included a celebration of the partnership between Cheeverstown and the Grange Golf Club which supports over 25 golf enthusiasts from Cheeverstown, supported by 18 volunteers from the Grange. As part of the fundraising

initiatives during 2022 over €4000 was raised for Cheeverstown.

PARNERSHIPS WITH LOCAL EMPLOYERS

Garkay always wanted to work in a café. With support from her Job Coach, she recently started working in Cosy Corner Café, Templeogue, and she loves her new job.



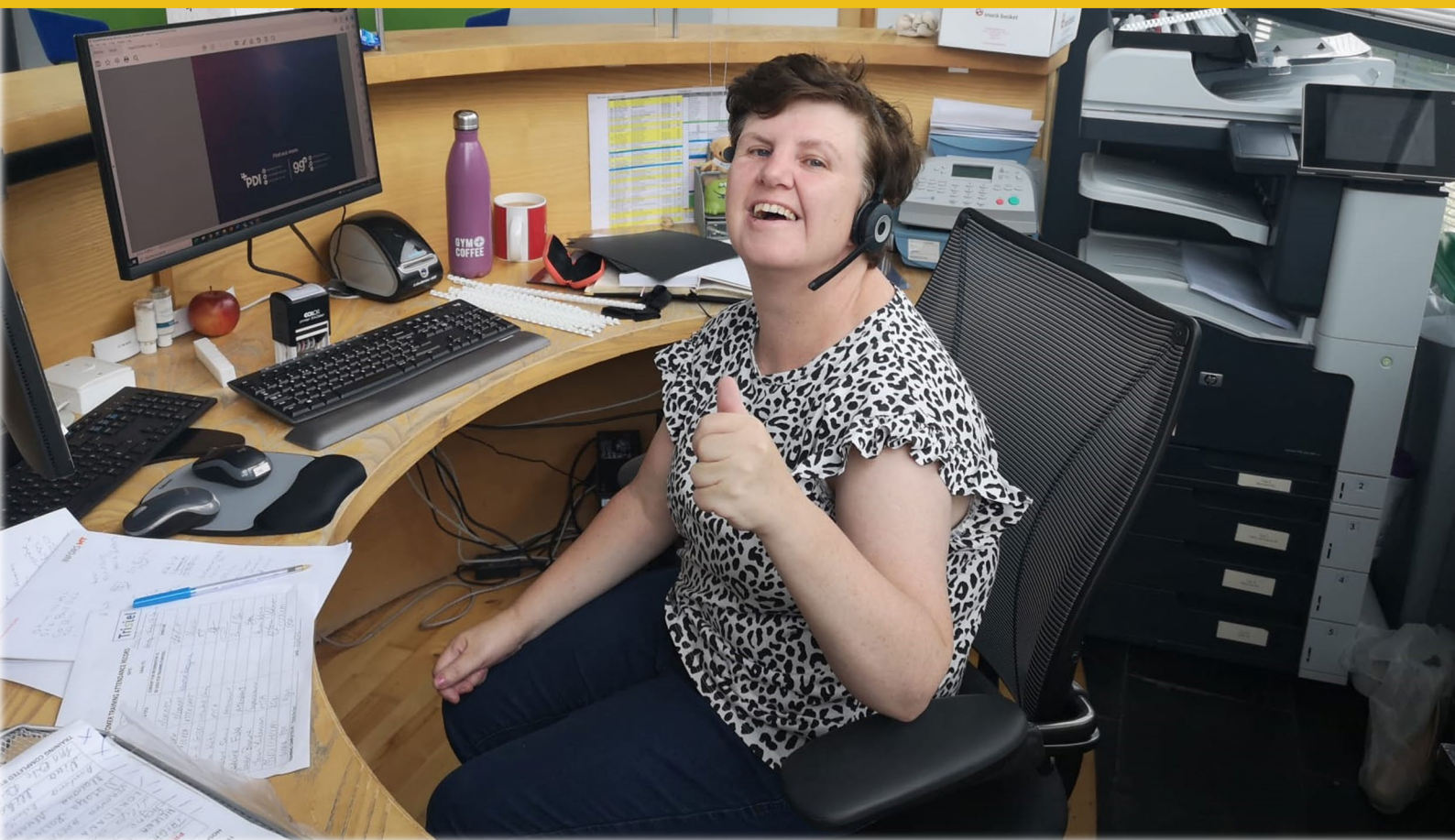
“Garkay worked with us for the past two years. She is a valued member of our team. We are so proud of her progress as a key person in our front of house and as a team member. Garkay is always ready to help. We are always learning from Garkay, through her humour, social skills and genuine good nature. She is a great example to others who work in hospitality. We are privileged to engage with Cheeverstown as valued customers and part of our team”.



“Susan has been a great addition to the office and everyone looks forward to seeing her on Thursdays. We have made some adjustments recently regarding supporting Susan on Thursdays, so that we ensure that there is someone available to support her every day she is here. We now have a rota with employees who have asked to work with

Susan, so it means they get a chance to work with her every 6 weeks or so. Louise at reception enjoys working with Susan.

You can read Susan's story later in the report.



“We as a company wanted to give back to the community in some shape, but being able to do something that can enhance someone's life, rather than just a one off event or donation this is much more meaningful for everyone involved. It has been really nice to see Susan grow as a person also”.



Brian O' Hara has been working for Des Kelly Interiors for over 20 years and is supported by Cheeverstown Airton Road day service.

A new partnership was established with the branch on the long mile road where Brian works to reflect the relationship Cheeverstown has with Des Kelly and the staff team in the long mile road.

We asked Brian about his job and here is what he had to say.

The logo for Des Kelly Interiors, featuring the text 'des kelly' in a bold, red, sans-serif font, with 'INTERIORS' in a smaller, black, sans-serif font underneath.

Question: How long have you worked in Des Kelly and what do you like about your job?

Answer: I have been working in Des Kelly's for 12 years now. I like to Hoover the floors using Henry the Hoover. I like getting paid on Fridays.

Question: Tell us how do you get to work and how many day do you work?

Answer: I work every Tuesday and Thursday from 10am – 1pm. My Mam helps me to get to work and home.

Question: Can you explain what your day is like when you go to work?

Answer: When I start my shift I put my bag and coat in the office. I say hello to my work friends and then get Henry the Hoover from the canteen. I use Henry the Hoover to clean up the big mess on the floors. At 11am I have my tea break for 15 minutes. After my break I go back to hoovering.

When I finish hoovering I help to clean the desks and then it's time to go home.

Question: Can you remember how you got the job with Des Kelly and what/how did you feel at the beginning when you were new to the team?

Answer: My job coach in Cheeverstown at the time helped me to find my job in Des Kelly's. I felt happy and excited to have a job.

Question: Do you have friends in work?

Answer: I have lots of friends in work Mary, John, Eugen and Wella are some of my work friends.

Question: How does it feel to be part of the team in Des Kelly?

Answer: I am a part of the team and I get invited to party's and work nights out. It feels good to be part of a team. I have lots of friends in work who surprise me with presents. I am kind and helpful to the customers.

Question: Did you know that Cheeverstown get a discount with Des Kelly because you work there?

Answer: I feel very important that I can help with discounts for Cheeverstown.

Question: Why do you think it is important for everyone to have the opportunity to work?

Answer: I think it's important for everyone to get an opportunity to work to keep busy and become more independent.

Question: What would you like to say to your friends in Des Kelly?

Answer: I would like to say thank you to my friends and staff in Des Kelly's for making Des Kelly's a great place to work.

A New Friend

"A New Friend" is a film was produced by Emmet Kelly from Burning House Productions in partnership with South Dublin Libraries.



During the course of the workshop series adults from Cheeverstown day and residential services learned about the technical sides of film-making, producing and starring in a film about the library's role in the community.



Susan's story

My name is Susan and I would like to tell you about my new job in Brennan and Co.

I interviewed for a job as Office Staff in Brennan and Co. and was offered a job. I started work on 21st of May. At the beginning I worked every Thursday, now I work two days every week. I don't to go a day service anymore but I do have to get up early . I like that I have my own money and that I take a bus and a luas on my own. I'm independent.

I work on reception, shred documents and look after internal and external post. I used to have to do what the group in day service was doing, now I don't have to. I like making my own decisions about my life.

I'm a good employee, I talk to all the staff and managers. I socialise with my colleagues at work events and chat with them when I'm in work. I help the staff and I'm the best at shredding. It's important that I do the shredding and all my other jobs in Brennan and Co.

I work hard like all my colleagues. I like to get paid and have my own money, I get my payslip on the 25th day of every month. I like being like everyone else and I like having my own money.

I feel important having a job, I feel excited and proud of myself. I was happy to be just like my sisters going out to work. "I feel happy when I am in work, I have fun with the people there. My job is important.

TUD tallaght course



Pictured above is Brian O'Hara, Brian O'Looney, Chris Geraghty, James Clarke, Jonathan Grimes, and John McDermott who all graduated from TUD.

In September 2022, a group of us from Airton Road finished a short course called "Introduction to Electronics" at TUD Tallaght. This course was created and taught by Mr. Aaron Perry who is the Technical Officer from the Electronic Engineering Department of TUD Tallaght.

Over the weeks we learned the basics of electronics through user-friendly circuit boards. The course also meant we were given an chance to experience daily student life on the Tallaght campus.

We want to thank everyone involved at TUD Tallaght.

THE ADVOCACY GROUP



The advocacy group speaks up for themselves and other people who have disabilities.

A meeting is held every 2 weeks to talk about important issues. Anybody who uses Cheeverstown services can join the advocacy group – just ask any staff working with you.

The main issues we talked about in 2022 were accessibility on the footpaths for people who use wheelchairs, problems with transport, the United Nations convention on the rights of people with disabilities, the 'Voices' project and the advocacy website.

On the 8th of December we met the Minister for Disabilities, Ann Rabbitte in County Hall, Tallaght. We were able to ask her lots of questions about important issues like housing, accessibility, transport and respite. The Minister invited us to the Dáil for an evening out, and she was very impressed by our group.

Some members took part in "Make Way Day" all about keeping the footpaths free for people using wheelchairs to get past. The Mayor came along and met some of the people using Cheeverstown service about this.

Last year we made a video called 'Voices' this was about our experience during the covid-19 pandemic. The video was very popular and we have put it forward for a Healthcare Social Media Award.

At the beginning of 2022 we decided we wanted to have a page for advocacy on the Cheeverstown website. We now have all our photos and a quote from everyone on the website. The page helps to tell people about the advocacy group – who we are and the work we do.

A few members of the group have been in contact with the transport manager in Cheeverstown to get an update on the plans for Cheeverstown transport, and were able to give this update to the rest of the group.

The group have a plans for 2023:



Meet with the Roads Department in South Dublin County Council to discuss some of the problems people who use wheelchairs are having with the paths around the local area. We have gathered photos and information from different people using Cheeverstown service to pass on to the Roads Department to see if they can help us.

The group are hoping to make another video all about the United Nations convention for the rights of people with disabilities.

We would like to buy our own video equipment.

We hope to have our visit to the Dáil in 2023.

MAKEWAY DAY

written with
contributions from Austin, Kara and Mandy



Friday 30th September 2022 was “Make Way Day”. It’s a day the Arch Club like to get involved in every year because some people in the Arch Club use wheelchairs and others take extra care when walking and might link staff if the pathway is uneven.

We have a lot of uneven pathways around Tallaght village and earlier this year we had highlighted our concerns to the “fix my street” app as well as the advocacy committee so we were really delighted to get the opportunity to meet with Mayor Emma Murphy on “Make Way Day”.

Mayor Murphy had agreed to meet us along with the advocacy committee to hear about the access problems we faced every single day. It was really exciting, we all got dressed up for the occasion and Janice and the gang in the kitchen organised coffee and cakes so we could impress the Mayor.



OBSTACLES THAT WE MEET EVERYDAY!



We gathered all of our information together and posted it on big blue noticeboards. We had photos of people in wheelchairs blocked on footpaths by badly parked cars. Large wheelie bins blocking paths and overgrown hedges hitting people in the face as they tried to make their way down the footpath.

Mayor Murphy was impressed by the questioning we gave her and posted a really good video on her Twitter feed highlighting all of our concerns. She reminded us that we should always highlight when we have concerns and that she will support us in our fight. It was great to be listened too and hopefully we might see some improvements soon.

Staff Story

My Work – A Community Inclusion Coach's Perspective – by Aoife Soffe

I have been employed as a Community Inclusion Coach with Cheeverstown since May 2022. Whenever people ask me what my role is, or what do I do at work, I have to think how to answer this question as no day at work for me is the same. My role is to support individuals with intellectual disabilities within the framework of New Directions. I work with individuals to promote their independence, empower them to live self-determined lives and I endeavor to promote the wellbeing and positive mental health of all the people we support.

Employment support is an essential part of my role in enabling people with disabilities to live full and meaningful lives. This is central to Cheeverstown's Strategic Plan 2021 – 2026. Employment is a powerful way for people with disabilities to develop in various aspects of social and emotional well-being and to develop their independence. Employment is one of the goals we strive to achieve, as it is a powerful pathway for individuals to live self-determined lives. A big part of 2022 was supporting people to return to work after being out of work for so long due to the COVID19 Pandemic. As a team we all worked together to support individuals to return to work. To many people we support, their employment means so much to them and they could not wait to return to work. This was clear throughout the whole pandemic as Coaches were constantly asked about returning to work!

On returning to work it was clear that many of the people supported by Cheeverstown were valued members of their teams and employers were delighted to have them back. We even had one business that had offered an individual a job just before the pandemic hit. Unfortunately, this individual never got to start the job due to the pandemic. We all feared that that opportunity was gone. However,

throughout the two years of the pandemic the business stayed in contact with the individual and with Cheeverstown. Once it was safe to return to work, she got to start her new job. She now works there one day a week, travelling independently to and from work. She is a valued member of the work team there.

In 2022 one of our main aims was to get everyone returned to work. However, in 2022 it became evident that employment was not the main goal for all individuals that we support. With a growing ageing disability population, it became clear goals other than employment were more important to some.

A few people we support made the decision to retire from work after the COVID19 pandemic. Others did not return to working as many days/hours as they had previously worked. They decided to return to work for less days/hours. It became obvious that the Coach role was changing and that we now had to support individuals in other aspects of life. We had to look at other ways of supporting people in their lives. I thought to myself what would retirement life be like for a person with disabilities? What supports are out there?

It took a while to find the right activities and groups. However, with a lot of research, walking around, exploring the local community with the people we support and searching online, we found a number of meaningful activities within people's communities. One person we work with, for example, joined an active age water aerobics group in Tallaght. They have now become a real part of this group. He has formed friendships there and looks forward to going every week. This connection has extended beyond the pool and he is part of a coffee morning with members of the group also.

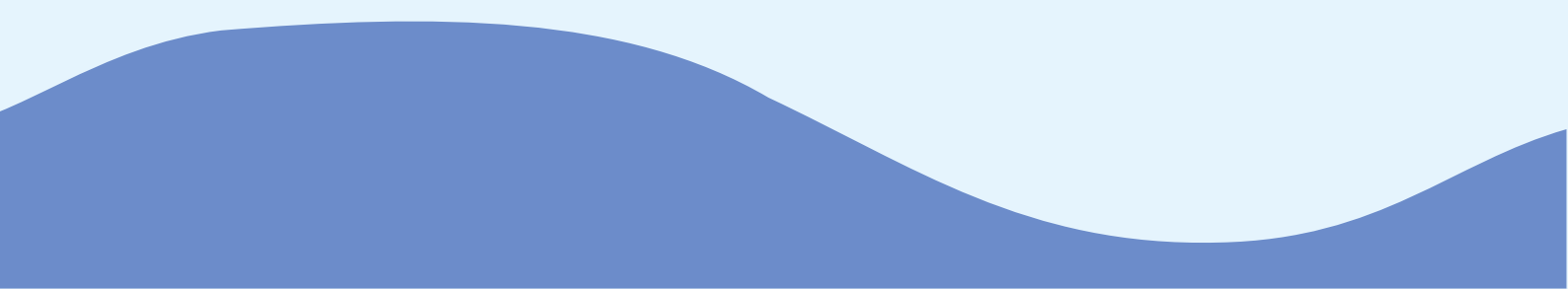
Something important to share is that, in 2022, it was decided that the title for the role I do with Cheeverstown would change from 'Job Coach' to 'Community Inclusion Coach'. This is noteworthy because it shows how the work we do evolves all the time and how the focus of what we used to do has shifted. As 'Community Inclusion Coaches', we look at the complete needs of the person. My role is to enable people to live life to its full potential. For this to happen, we needed to focus on other areas of support. We began to focus on supporting individuals in various

activities of their choosing. Activities that empower them to live life to their full potential while building natural support within their local communities. This resulted in some really exciting projects.

In the summer of 2022, Cheeverstown linked up with the Connections Art Centre in Rathgar to deliver a four-week Digital Literacy Course. Connections Art is a non-profit social enterprise that supports individuals with disabilities. The aim of this class was to teach people we support basic IT skills. These skills included making phone calls, sending text messages, and using WhatsApp voice-activation. People also learned about taking and attaching photos. Participants were also supported to learn about using things like a weather app, their clock/alarm, and to use the internet. Learning these skills allows individuals to overcome everyday barriers that may exclude them from society. These everyday skills may be ones that some may take for granted but they can be so valuable for a person with disabilities. They help people become more independent. The more an individual can use technologies like these, the better equipped they are to make their way through the world like everyone else.

From speaking to those who took part in the course, they have shared that it taught them everyday skills that are really helpful, such as setting an alarm to get up for work. Another individual learned how to use the Dublin Bus Real Time App. The course also gave some people increased confidence about communicating with their employers e.g., requesting holidays and calling in if they are unwell. All these new skills helped to promote independence and has enabled people to connect with their friends and connect with their local community without relying on others and has boosted their confidence and their sense of self.

The more we can link people into jobs, courses and activities in the wider world, the more experiences and opportunities they will have. It is by having a wide variety of experiences that all of us grow and develop. Cheeverstown are constantly seeking to make this happen for all the individuals we support.



VOLUNTEER STORY

A Cheeverstown Volunteer experience – Reggie Coghlan

I had seen the Cheeverstown football team playing in the Special Olympics at the Irish games and by coincidence, I knew someone who worked in Cheeverstown. He put me in touch with the volunteer coordinator and I started volunteering in 2013. I had an interest in hiking so I started with supporting people on hikes and other walking trips.

In 2014 I was approached to see if I would coach the second Cheeverstown football team and have done ever since. I also drive the golf athletes to their golf every Thursday . I get great satisfaction seeing all the athletes striving to succeed in both these sports.

I personally got involved with park runs a number of years ago and that led to some of the staff, parents and the people supported by Cheeverstown joining me on the last Saturday of every month. The goal was to encourage those attached to Cheeverstown to start volunteering at these events and through that become part of their local community.

I am very happy to be involved with Cheeverstown and I get great satisfaction from what I do and that in turn gives me the encouragement and the interest to return every week.

Development and learning in 2022

June 2022 Cheeverstown successfully launched recycling initiatives throughout the organisation.

A 'Green Team' was formed with staff from various departments. This campaign includes information leaflets, introduction of food compost bins, increased waste segregation and awareness and information sessions.

Cheeverstown reduced domestic waste for landfill by one third by replacing large domestic bins with large green recycling bins and the introduction of 10 litre domestic food bins.

Thorntons recycling sponsored a cardboard compactor which helped reduce our recycling waste

The Assisted Decision Making (Capacity) Act (ADM) is due to come into force in 2023.








Cheeverstown began preparatory work in 2022 in anticipation of its implementation.

The speech and language therapy department was tasked with leading out ADM service-wide, with the SLT Manager developing links with other disability services and being nominated as a key first contact with the National Federation of Voluntary Bodies. Staff met with the Decision Support Service, which is tasked with promoting and providing information about the Act and introductory information was circulated throughout all service areas.

There is a comprehensive ADM implementation plan for 2023 to ensure that ADM is embedded into every facet of our service. This will include information sharing with families, targeted training and information for staff and people using our services and promotion of ADM in the context of a rights-based approach to service delivery. Specific supports will be developed in relation to financial, healthcare and later life decision-making, including ethical decision-making as we consider the will and preference of people who require higher levels of decision-making support. Cheeverstown policies and staff training will be reviewed to ensure that they reflect the spirit of ADM and cooperative connections will be made with external partners as we work to advocate for people's rights to make decisions for themselves.

The Board of Directors & Sub-committees

Cheeverstown Board of Directors held 9 meetings during 2022 with attendance as follows.

									
Ken Hickey (Chair)		✓	✓	✓		✓	✓	✓	
Roger Bateman	✓	✓	✓	✓	✓	✓	✓	✓	✓
David Colfer	✓	✓	✓	✓	✓	✓	✓	✓	✓
Gabriel Mitchell	✓	✓	✓	✓	✓	✓	✓	✓	✓
Sharon Murphy	✓		✓	✓	✓	✓	✓	✓	✓
Ultan Shannon (Vice chair)	✓		✓	✓				✓	
Anne Vaughan	✓	✓	✓	✓	✓	✓	✓	✓	✓

Cheeverstown is managed by a Board of Directors. These are people who think about what Cheeverstown need to do to be a good service. The board members do not get paid to do this work. The chairperson of the board is Mr. Ken Hickey and the vice chairperson is Mr Ultan Shannon.

Audit Committee makes sure the money given to us by the HSE is used in the correct way and that everything is recorded. The chairperson of the Audit Committee is Mr. David Colfer.

The chairperson of the nominations committee is Mr. Ken Hickey.

The chairperson of the Rights Committee is Ms. Sharon Murphy.

Rights Committee checks and monitors the practices related to the protection of the rights of people using Cheeverstown Services. The committee helps in the promotion of a positive and proactive approach across Cheeverstown.

Money

You can find all the information on finances on the Cheeverstown website – [click here](#)

https://assets-global.website-files.com/5f8d943bd416cd92aecb436c/6523cf8eba1b8df08c0f493d_Cheeverstown%20House%20CLG%20SIGNED%20Financial%20Statements%20Year%20End%2031.12.22.pdf

Plans for 2023

For 2023, Cheeverstown will continue to focus on the following important priorities:

In 2023 10 people will move from Cheeverstown campus to their forever homes in the community.

Day services will be provided in the community, smaller hubs and moving away from institutional locations. We will continue to explore partnerships and a focus on person centred supports.

We will continue to explore employment opportunities for the people we support.

Communication – information sharing with all stakeholders.

Governance – HIQA, reconfiguration of structures to deliver supports in to the future in the community.

Resources – identify funding sources, IT infrastructure and reconfiguring existing resources to continue to evolve and grow.

Develop external partnerships further which supports Cheeverstown to deliver life outcomes.

Positive Risk taking to further enhance the lives of people we support.

Moving from 'working with people' to 'supporting people'.