

Cumas New Ross

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ANNUAL REVIEW 2024



Integrate Dance Group National Opera House July 2024



We appeared on Operation Transformation in January 2024



Football in the Community



We participated in Fleadh Ceoil Wexford- August 2024



National Winners Best Physical Activity - Active Disability Awards



Cumas Learning is Launched



Prizewinners at Trash Panache



Our Ability Awareness Programme relaunched



Exploring the Greenway Aug 2024



Our artists showcased their work in August 2024



We launched a Social Enterprise



We secured an iconic downtown premises



Chairpersons Message

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2024 has been an exciting year for Cumas. I want to say a sincere thank you to everyone, including our Board Members, our General Manager Sinead and all her staff and most importantly our Individuals who are our reason for being here.

Huge progress has been made in our residential services with modernisation of the houses and the quality of care. We have identified our future needs and have become involved with developing new housing units with the Council and Housing Agencies.

The purchase of the Town and Country Premises and the commencement of our activities there mark the beginning of a new exciting era for Cumas, and I expect that it will become our flagship project. I am excited about the opportunities for our Day Service.

We are looking forward to the future with confidence.

Martin Burke
Chairperson Cumas Board of Directors



It is with great pride that I reflect on another year of progress and impact at Cumas. Our commitment to empowering individuals and fostering meaningful opportunities has driven significant developments across the organisation.

This year, we launched a new **employment skills programme**, designed to equip individuals with the confidence and abilities they need to take their next steps towards independence and fulfilment. We have already seen the positive effects of this initiative, and we look forward to building on its early successes.

Another milestone was the **relaunch of our social enterprise**, which has created fresh opportunities for skills development, community engagement, and sustainable impact. This renewed focus on enterprise strengthens our mission of inclusion and participation for all.

We have also continued to enhance our **governance structures**, welcoming new board members whose expertise and dedication will guide Cumas into the future. Strong governance is the foundation of our success, ensuring that we remain accountable, transparent, and forward-thinking in everything we do.

A particular highlight this year was national recognition at the **Active Disability Awards**, where Cumas received the award for **Best Physical Activity Initiative**. This achievement is a testament to our commitment to well-being and the enriching experiences we provide for those we support.

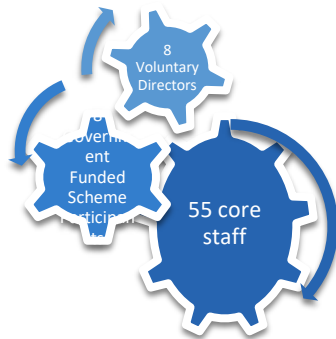
None of this would be possible without our incredible staff team. Your hard work, passion, and dedication is seen every day in the improved quality of life and opportunities for our individuals. Thank you for all that you do.

As we look ahead, we remain committed to innovation, inclusion, and creating even greater opportunities for those we serve. Together, we will continue to make a real difference.

A handwritten signature in black ink, appearing to read 'Sinead', written in a cursive style.

Sinead Foskin
General Manager Cumas

The Year in Review



During 2024 we

- ✓ Provided 12 full time designated Residential Places at Ard Alainn and Holly Lodge, further works were completed to enhance the comfort and safety for the residents
- ✓ Provided 4 Supported Independent Living Places Cross Street
- ✓ Provided 112 Day Opportunities places for ages 18-70+ providing 161,280-day opportunities support hrs.
- ✓ Relunched our social enterprise with the support of Rethink Ireland to create employment opportunities for our people,
- ✓ Secured the iconic Town and Country Property
- ✓ Supported 313 secondary school students through our Schooleavers Ability Programme to make the transition from school to employment, training, day opportunities or apprenticeships.
- ✓ With the support of the Dept of Justice we are creating a website to provide training and support to people with disabilities to keep themselves safe in their communities and online.
- ✓ We launched a survey to identify the housing and home support needs of our individuals
- ✓ Welcomed 6 New Schooleavers to Cumas
- ✓ Were at the centre of our communities and participated proudly at a range of events such as the Fleadh Ceoil, National Opera House, Operation Transformation,
- ✓ Were announced as National Winners for the Best Physical Activity Initiative at the HSE Active Disability Services Awards
- ✓ We welcomed a partnership with the local authority to develop a new housing project
- ✓ Welcomed a number of high-profile visitors who supported Cumas and endorsed our work. A special thank you to the former Minister Anne Rabbitte, Deputy Verona Murphy, Deputy John Browne, Karen Fitzgerald General Manager HSE Siobhan Carthy and Aoife Fitzgerald HSE and Cllr Michael Sheehan

Key Accomplishments

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Key Outcomes 2024



Financial Performance and Sustainability

Reconstructed financial management systems

Established Audit and Finance Committee

Reviewed and improved payroll, receivables and accounts payable processes

Increased revenue and reduced costs

Developed our social enterprise and training function with the support of Rethink Ireland

Alignment of staff to HSE grades and implementation of pay awards

Developed internal maintenance team for routine works

Comprehensive review of transport to increase capacity and reduce costs

Introduced service budgets for household expenses in residential service to increase choice and efficiency



Customers and Stakeholders

Increased consultation with individuals through annual surveys, and regular evaluations

Increased the numbers of Schooleavers at Cumas

Secured a new residential housing project in partnership with the local authority

Increased the numbers of working age adults in vocational training opportunities

Reviewed organisational structure and created new posts to respond to the expressed needs of the individuals

Restructured the day opportunities programme to deliver better outcomes for individuals

Development of a website to support people with disabilities to stay safe in their communities and online with certified training



Efficiency and Quality

Implemented our strengthened code of governance

Introduction of metrics to measure impact, outcomes and satisfaction in our new services

Registered with EIQA – External quality assurance programme

Reviewed and strengthened our H&S and risk management systems

Reviewed and strengthened our Data Protection, retention policies procedures and systems

Developed, reviewed and improved 25 policies and procedures to guide practice

Internal audits and organisational learning focus improved skills and capability across the teams



Organisational Capacity growth and learning

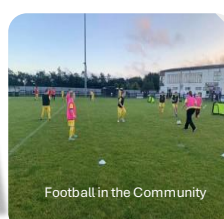
Create systems to support volunteers to enhance our services

Development of staff through training, supervision and development of new opportunities within the organisation

Opened a new downtown location with new vocational training and employment focus

Improved profile with regular social media posts

National Winners Best Physical Activity in the Active Awards



Residential Services

Cumas Residential Services has made continued improvement throughout 2024 with internal systems now embedded in both Residential Houses which were achieved through consistent and ongoing oversight, in-house training, supervision and monthly residential meetings. While some of our Residents experienced changing needs during 2024, we were quick to respond and ensure their needs were met by accessing multidisciplinary support primarily through Primary Care. In order to capture Residents lived experiences over the past year, a survey was completed with each resident in both Holly Lodge and Ard Alainn. Some of the questions included "Can you tell me about the activities you do in your community and the activities you like the most" and "Can you tell me how you contribute to your home and if you like to take responsibility for any tasks" The survey evidenced that all residents were very living in their homes and enjoy activity engaging in the upkeep of their own home. The survey also evidenced that residents have become even more engaged in their community as they did in the previous year. The following are extracts taken directly from the surveys completed in the residents' own words.

I like my own space in the house, and I like to keep my house tidy, I like to sweep the floor and clean down the tables. The highlight of Bernie's year was "Performing with my dance group Integrate at the Wexford Opera House". Bernie really enjoys spending time with Rebecca when she visits Ard Alainn and also enjoys visiting Holly Lodge for tea.



One of Catherine's happiest memories of 2024 was attending her cousin's wedding. Catherine enjoys spending time with the Active Ageing Group in Pondsfields "I like bowling, bingo and really like cooking in positive pathways. Catherine loves her meals in Ard Alainn and the staff that support her



Tommy enjoys completing household tasks and takes great pride in doing so. Tommy empties the dishwasher every day and put all plates and cutlery away, Tommy likes to make sure the bins go out and likes to do the weekly shopping. Tommys favourite activity is bowling which he does every week with his day service. Tommy says "I am looking forward to the fine weather so I can go for long walks



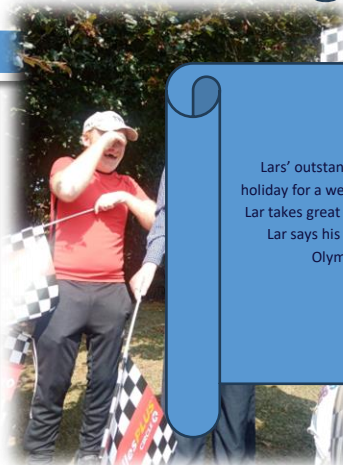
"I really like my office space in the dining room I have a desk an office chair, my laptop and a printer, I do my office work every evening". My standout memory from 2024 was graduating from my Latch On Course. My favourite activities are "Equine Therapy and going for walks, I like to help with the house top up shop too"



Niall's favourite activities are "Bowling and going to the Men's Night Out in the Green Door". Niall has worked really hard in 2024 to increase his independence, and he enjoys cleaning the kitchen after dinner each day and is often heard singing while he is completing his chores. Niall has learned how to play cards and hopes to go to Vegas someday! Niall's favourite thing about his home is "My Marvel Superhero Collection in my bedroom"



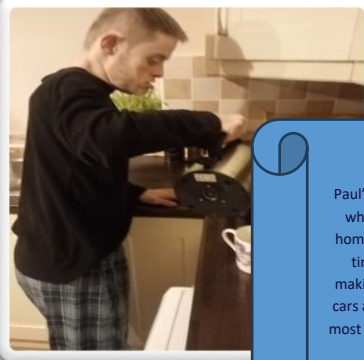
Lars' outstanding memory of 2024 was going on a family holiday for a week, Lar really enjoyed this time with his family. Lar takes great pride in his home and keeping his room clean. Lar says his favourite activities are "Swimming, Special Olympics, Bowling and Men's Night Out"





Cora says her biggest achievements in 2024 was losing over 12 pounds with her weight loss plan and dancing on stage with Integrate at the National Opera House. I also appeared on the TV show Operation Transformation with Integrate and my sister Ann who was one of the leaders last year. My favourite part of my home is the "New yellow chair in the sitting room" where I like to relax with my iPad in the evening time. Cora enjoys baking and cooking and often prepares baked items for all the Residents in Holly Lodge.

Darren's favourite activities are "Bowling every Tuesday, playing pool and going to the Green Door Pub for Men's night out every Wednesday". Darren loves his home and particularly likes his bedroom, Darren says "I like the staff that support me". Darren likes to Hoover the house, make Tea & Coffee for the other Residents and he "set the table for dinner each evening". Darren loves the karaoke machine in Hollylodge and often does resident DJ for Hollylodge and Ard Alainn on special occasions



Paul's outstanding memory of 2024 was being able to visit his Mam who he had not seen in a long time due to her illness. Paul went home for an overnight stay with his family at Christmas for the first time since he moved to Holly Lodge, staff supported Paul with making this decision to visit home through social stories. Paul loves cars and enjoys trips to car shows in 2024. The activities Paul enjoys most is equine therapy, swimming and his weekly visit to the sensory garden in the town park.



Rebecca now teaches yoga and basic cookery in her day service in Cumas and says her highlight of 2024 was "learning to live independently rather than living vicariously through others" Rebecca finds Holly Lodge to be "homely and comfortable" and enjoys relaxing in the newly renovated sunroom. Rebecca plans to move to semi-independent living in the future and is currently working on building her independent living skills.

Colin's best memory of 2024 was taking part in Trash Panache in the National Opera House, Colin came second place with his recycled outfit. Colin loves taking on roles in his house, Colin puts out the bins, cleans the car and checks the post every day. Colin loves to cook in Holly Lodge and the activities he enjoys the most is Bowling, going to the gym, swimming and fishing.



Helen finds her home in Holly Lodge to be relaxing, and she enjoys sitting in the dining room reading her paper. Helens says she "likes having ensuite in her bedroom and the privacy of her own bathroom". Helen enjoys the Active Ageing Group in positive pathways and loves going to the Country Market every Friday along with bowling, baking and bingo.

Day Opportunities

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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.

4.25/5 Average
Satisfaction Rating
"Individuals Survey Jan
2024"



In 2024, Cumas Day Service welcomed six new entrants to the service



our individuals enjoyed greater access to community partners and experiences. These programmes include the Dunbrody Warriors Rugby team matches locally and nationally, the Cumas Trad Band performing on stages across the southeast and in Dublin at Trinity College, Integrate Dance Company on the main stage of the Wexford Opera house, as well as in St. Micheal's Theatre, and the art work from the Arts Ability Projects selected for gallery exhibition in Wexford and Kilkenny



Moving On Programme Schedule

	Monday	Tuesday	Wednesday	Thursday	
9.00 - 10.00	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions
10.00 - 11.00	IT Skills ML/NC	Independent Living Skills NC/ML/NC	Online Safety ML/NC	Money Management JRL/ML	Mystery Tour SOL/ML/NC
11.00 - 12.00	Know Your Rights NC/ML	Career Development FOL/NS	Social & Emotional Learning NS/ML/NC	Personal Effectiveness CR/ML	Mystery Tour SOL/ML/NC
12.00 - 1.00	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions
1.00 - 2.00	Lunch	Lunch	Lunch	Lunch	Lunch
	Health & Wellbeing DA/ML	IT Skills ML/NC	Active Healthy Life ML/NS	Safety in the Community ML/DM	Keyworker Sessions
	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions	Keyworker Sessions

All individuals follow a personalised timetable to help them achieve their individual goals and wishes. These timetables include a mix of programmes, learning opportunities and community-based experiences that are directly linked to the action items arising from their monthly person-centred planning key working session with their assigned facilitator.

We were announced as National Winners in Best Physical Activity Category at the Active Disability Awards





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, our individuals to train and play with the New Ross Rugby Club and New Ross Celtic AFC.

““I like the programmes in Cumas, my favourite is Social and Emotional. I find it relaxing and get to talk about how I feel. I also like meeting my friends and organizing days out with them in the community. The staff are all helpful.” -Helen O Neill



““I like the programmes on my schedule – my favourites are News of the Day, Men’s Health and Basic Cooking. I love to chat about what’s going on. I like going to the swimming pool and working on my physio exercises. Everyone is so friendly and helpful.” -Tommy Connors



“I love being part of the Art Studio group, where I particularly enjoy the ceramic workshops. I also enjoy the cooking classes here. It makes me happy that my artwork is displayed around the building. The Art Studio in Cumas has lots of windows.” - Andrew Murphy:



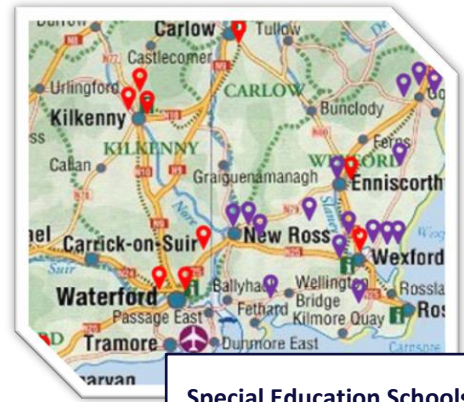
“Personally, I prefer the more practical programmes over the theory-based ones. Art is my favourite programme. I’m part of the studio group. Sketching is my preferred medium. - Emily Corcoran:

Schooleavers Ability Programme

A key priority during 2024 was to review and improve the programme and enhancing partnerships with the schools and HSE.

Transition with support from School Leaver Team

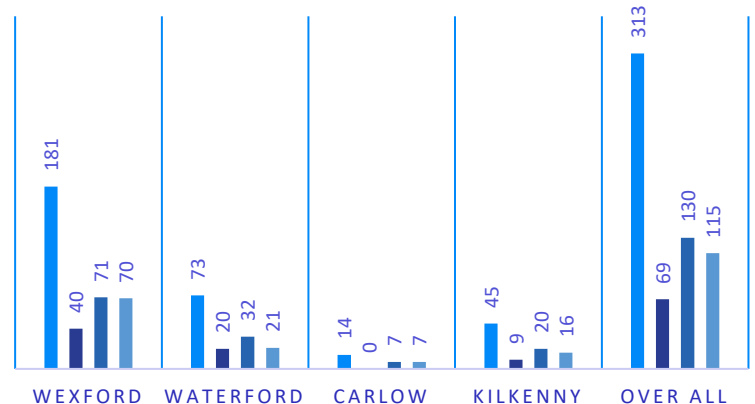
- Project starts working in second last year of school
- Exploring interests and getting to know the individual
- Last year of school, discovering all options available, creating a clear pathway out of school
- Individual and family meet with DSOO
- Service identified if individual wants HSE support/sample 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



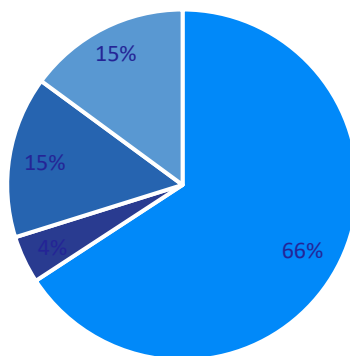
Special Education Schools
Mainstream Schools

ACTIVE CASE LOAD 2023/2024

■ Total ■ 5th Year ■ 6th Year ■ Exit March



Service Outcomes



■ Adult Support Services ■ Employment ■ Education ■ Other

"I'd like to thank the School Leaver Project for helping me research and learn about the courses available out there for me. I am grateful to have support so I can ask questions and speak my mind about the future, while they also gave me suggestions about education and accommodation. The ladies were always there for me outside of school as well. If I had anything to ask out of school time. When I moved onto my PLC course the ladies checked in with me every few weeks and were always available at the end of the phone if needed. It has given me confidence to move forward and will be commencing University in September 2025." ***Amy Byrne -Student and programme participant***

"I had a lovely experience with the School Leavers Ability Project. They were great for checking in with me and Zack's process changing from school to adult day service. I could also give them a call if I needed to know any more information at any time." ***Jade Walsh- Family Member***

"We were very happy with the School Leavers Project and all the support we received from them. Leaving school can be a very difficult time especially for someone with additional needs. We were concerned Cian wouldn't settle in his new environment, but the School Leaver Project were there to support us through the whole process. They also called to check in on Cian throughout the year even though he had settled into his new surroundings and made friends in the day service." ***Cian and Louise Wall - Student and Family Feedback***

"The School Leavers Ability Project really helped me with the transition from secondary school. I was given all the information I needed while still in the last few years of school and way I knew what was ahead of me. I have done some work experience, a few courses completed, made new friends. It has helped me to become more independent." ***Dean Walshe Student Feedback***

"Aileen and Amy are both very kind and friendly ladies, they made me feel at ease, listened to and valued from our very first meeting and ever since. started last year when I turned 18. I cannot thank them enough for all the help and support they have given me and my family."

Grace Ceacon Student Feedback

Learning Employment and Progression

Our new social enterprise and training programme started with an idea in 2023 responding to the needs of individuals and increasing demand for training and employment supports. A successful funding application to Rethink Ireland started the project in February and work began on starting the training programme. In July, 33 learners signed up to the programme that we were providing which led to QQI Level 3 Employment Skills and also Level 1 and Level 2 programmes delivered as a Learn with NALA training provider and also led to positive personal development in wellbeing and skills improvement.



Acquiring the premises at Town & Country was an added boost to facilitating the programme and new equipment was purchased to facilitate the learning there with the support from Rethink Ireland. The premises also became the base for our social enterprise which provided a retail environment for our shop and a production department for Trophies and Picture Framing when we opened in early November. The response and welcome we have received has been amazing and the social enterprise has provided us with a new way to engage with the community and people of New Ross. Not only are we selling trophies and medals, picture framing and our visual art and ceramics from the Arts Ability programme but we have also extended our reach to local crafters, providing them with shelf space to sell their products on a commissioned basis. This brings a variety of customers into the shop where we can share our story and what we are trying to achieve as a social enterprise.



Plans are afoot for expansion to the training programme with support from WWETB and social enterprise for 2025 which brings great excitement and opportunity for further growth for participants of the programme. These plans are supported by our 3-year strategic plan which was developed with support from Rethink Ireland.

Other New Projects

Community Inclusion Programme

The Community Inclusion project also started in July 2024 which aimed to strengthen links and networks in the community to benefit individuals we support. This project has developed strong links with businesses, schools, community groups and other disability services which has led to increased engagement with student work experience placements and awareness of our aim to identify sustainable employment opportunities for participants of our programmes. In 2025, growing social opportunities for individuals, capacity building and growing our volunteering positions are just some of the focused areas as the project progresses while continuing to build on the work already completed.



The Community Safety project also progressed towards conclusion during 2024 and finishes in February 2025. This project provides an online community safety resource for people with disabilities. Feedback has been gathered through focus groups and surveys to inform this programme and work started on website development in January 2025 with local developers, 2Cubed. This programme will be made available online, free of charge and has been funded by the Department of Justice through the Community Safety Innovation Fund 2023.

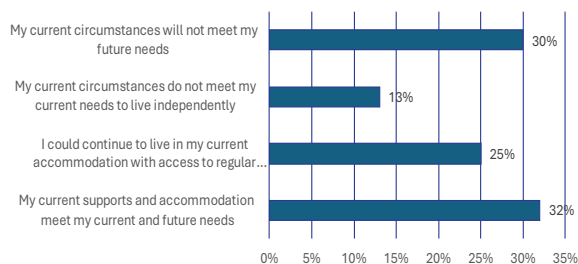


Home Support and Residential Housing Needs

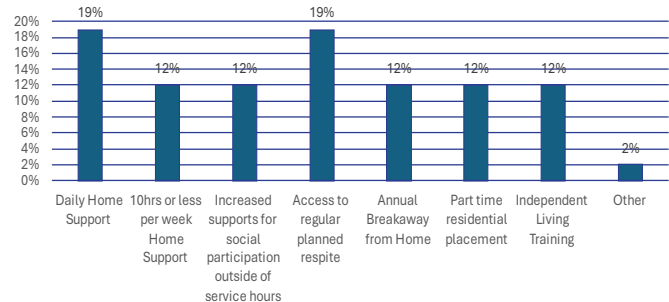
Cumas has identified an increasing requirement for a range of types and models of housing types to meet the current and future needs of individuals at Cumas New Ross. Cumas conducted a Home Support and Residential Needs survey during 2024 to determine the current and future needs of our individuals.

Outcomes - Home Support and Residential Survey 2024

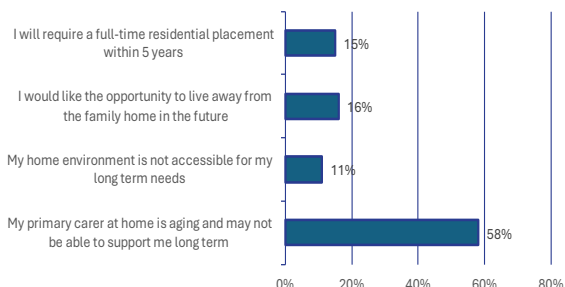
Are your current accommodation and supports sufficient to meet your current needs?



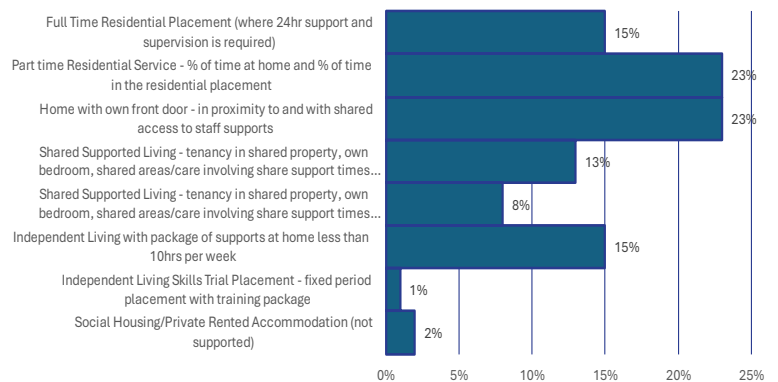
I could continue to live in my current accommodation with access to regular planned supports



My current circumstances will not meet my future needs



If you need different accommodation within the next 5 years what would be your preferred choice?



We have been working closely with the local authority and have secured a number of units on a new housing development for independent and supported living. During 2025 Cumas will commence the planning and prioritisation processes for these units in partnership with the HSE and the local authority

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



An Roinn Dlí agus Cirt
Department of Justice