

A photograph of two women standing in a greenhouse, holding a large purple sign. The woman on the left is wearing a dark blue sweater and black trousers, while the woman on the right is wearing a patterned top and black trousers. The greenhouse has a curved metal frame and translucent panels. Various potted plants are visible in the background.

**#TeamHorizons**

  
**Horizons**

Cope Foundation in Cork Communities

**2024 Annual Report**

# Overview

I am delighted and extremely proud to present our 2024 Annual Report which provides a comprehensive report of our activities throughout the last year, capturing moments of success, collaboration, and innovation.

This will be my last Annual Report as I will be retiring as Chief Executive in May 2025. It is my final opportunity to publicly extend my deepest thanks to all my colleagues who are the heart and soul of this organisation. Thank you for your tireless efforts to ensure we continue to meet the needs of those who rely on us. You continue to deliver services with unparalleled compassion and professionalism.

2024 presented the organisation with significant challenges in areas such as funding to meet current and changing needs, recruitment and retention of staff, increased inflationary pressures and our regulatory commitments.

We met these challenges head on and came through the year managing our budget well, recruited new colleagues and demonstrated our ability to achieve higher levels of compliance as we set about making changes to meet these demands. Our partnership with HIQA remains a cornerstone of our efforts to continuously improve and deliver person-centred services. Despite our challenges the commitment of my colleagues at all levels to the people we support and their families was unwavering. The hard work, innovation and continuous flexibility was and has always been inspiring.

You will see many examples and evidence of this as you read this report. You will discover the story of years of hard work and effort, where together we overcame the many challenges, seized new opportunities and grew the organisation with additional funding, people, and above all, we stayed true to our mission of providing individualised rights-based services. In many stories shared you will see how they are reflected by articles in the UNCRPD, which guides our work.

This commitment to quality has resulted in better outcomes for the people we support, ensuring their safety, dignity, and well-being. I’m proud of the progress we’ve made and deeply grateful to our team, partners, and community for their continued trust and dedication.

I hope you enjoy the year 2024 in review.

**Sean Abbott**  
*Chief Executive Officer, Horizons*

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# Derry

“

Dreams really can come true, as long as you have supportive people around you, who believe in you.”

Derry

## Goal Getter

A Trip to Rome

My name is Derry, I live in Montenotte and I love to sing, travel, head into town and spend time with my friends in Riverview (one of Horizons’ residential locations) and my buddies in the Men’s Shed. I love to stay busy, and I love to socialise.

A goal of mine has always been to go to Rome, not just to travel and eat lasagna, but to meet the Pope. I consider myself to be very holy, I like going to mass. I especially wanted to go before I turned 80. I told my key worker, Mary, that this was a dream of mine. In 2024, with Mary’s support and other incredible staff in my home, they all helped me to make it happen. They asked me what I wanted to do in Rome and they helped me plan an itinerary, buy my plane tickets, book accommodation and pack my bags.

Also, what made it even more special was a camera crew following the journey.

I was delighted; I felt like a celebrity. The video production company who filmed us were called Spicy Dog Media, the crew were so nice, and they even helped us get around Rome.

I headed off to Rome in November with two staff members, Mary and Esther. The one thing that I really wanted to do was meet the Pope and thankfully, this was one of the first things I got to do when I landed. It was an amazing moment; one I will never forget. The food in Italy was so tasty, I had plenty of pasta and pizza. The whole experience was out of this world. On one of the nights, I even sang Elvis Presley’s ‘Falling in Love With You’ to a crowd of tourists. I love singing, it brings me so much joy. My dream came true in 2024, I can’t thank Mary, Esther and all the staff in Riverview enough for helping me to make this happen.

Also, thanks to Workvivo and Spicy Dog Media, I can relive the experience over and over again.

### Thank you Workvivo!

Workvivo are a company who create internal communication platforms, and Horizons uses this app to help staff stay connected. They got in touch to say that they wanted to highlight staff and how they go above and beyond for people we support. When they heard staff were supporting Derry’s trip to Rome, they asked if the experience could be filmed.

The video production company who filmed it were called Spicy Dog Media, who were so friendly and accommodating.

Scan to  
view video



# Chairperson

Donna Roche

Interviewed by Lee and Alex

2024 marked Donna’s first year as Chairperson of Horizons’ Board of Directors. On her appointment, Donna said: “My mission as Chairperson is to highlight the great work achieved in all 70+ locations, including Residential Homes, Day Centres, Community Hubs and Multidisciplinary supports across Cork city and county. There is a real sense of change across the organisation, the ship is turning, and I am excited for the task and challenge ahead.”

**Donna, tell us, what was your biggest highlight in 2024?**

Without a doubt, my highlight must be rebranding from Cope Foundation to Horizons. It was an important thing to get done and I was so proud of everyone who made it happen. It was a huge undertaking and task to achieve. The new name truly represents the organisation we aspire to become, by supporting people to reach beyond their Horizons.

**Did you achieve everything you wanted to in 2024?**

I guess I achieved a lot of what I wanted to. Did I get around to everything? Probably not, and there’s always room for growth. But 2024 was a special year for me. It marked my first year as Chairperson of Horizons’ Board of Directors, a position I hold with great pride. As many people may know, my sister is supported in the organisation, so Horizons is very close to my heart. I have seen firsthand how a person-centred approach can change a person’s life. This wouldn’t be possible without the dedicated and committed staff on the ground. In the last year alone, I have seen a lot of positive change and an

appetite for transformation across the organisation.

I want to take this opportunity to thank the Health Service Executive (HSE), who is our primary funder. We work closely together to ensure we can support people and their families; this isn’t always easy to do. But the HSE have been integral in delivering our service and have shown great willingness to enable us to support people to live lives of their choosing. Furthermore, the Health Information and Quality Authority (HIQA) play a vital role in regulating our residential settings. We have challenges in delivering the complete service, so that we reach and exceed national standards. In response to this, Sinead Glennon, Head of Service, Transformation and Reform was seconded from the HSE to assist Horizons in the development and rollout of our Quality and Continuous Improvement Programme. The impact of this programme, which has delivered positive outcomes for selected centres, will be detailed later in this report.

We also saw some major milestones such as Horizons’ Suisha Inclusive Arts, who celebrated their 10-year anniversary. Horizons’ Ability@

Work Programme continued to break down barriers. This was evident when the group hosted a business breakfast to celebrate International Day of Persons with Disabilities. As a result, 17 people supported by Horizons were offered job opportunities and experiences. One of the biggest achievements is continuing to de-congregate and seeing the positive impact this has had for people and their natural supports. We saw some people, for the first time in their lives, call a home their own and live independently. Hearing those kinds of stories truly makes it all worthwhile. So, while I may not have achieved everything I wanted to, the highlights of the year are really incredible.

**What would you like to achieve in 2025?**

I suppose an important thing for Horizons is the fact that Sean Abbott is retiring as our Chief Executive Officer. Appointing his successor will be a big priority, it’s such an important role. It’s the role that steers the ship and everyone depends on. But I am determined to find the suitable candidate. No pressure to whoever that person is, but they will have big shoes to fill. Sean has been in

the organisation for 44 years. He has guided the organisation through difficult times, such as the devastating impacts of Covid-19. He has also led Horizons to great success such as challenging the way we do things and moving our services to take on a rights-based approach. It’s not an easy job and not everyone can do it. It really is a vocation, and it comes with a lot of sacrifice. Something which Sean, nor his family ever complained about. You must be a strong, caring and decisive individual who isn’t afraid to have those tough conversations or make those tough decisions. Sean has demonstrated these qualities throughout his entire career. Everything Sean has done has been for the people we support and on behalf of the Board of Directors, I want to sincerely thank him for his generosity, dedication and commitment. He will be missed, but he deserves to have a long and enjoyable retirement.

**What lessons did you learn in 2024?**

Well, I’m an avid golfer, I am a member of Bandon Golf Club, and I learned that I didn’t bring my golf handicap down low enough. I think Golf as a sport keeps people humble, which I think is no harm. Another lesson I learned is that you must have a voice and follow your own star in life. I think once you do that, you can’t go too far wrong.



“

I have seen firsthand how a person-centred approach can change a person’s life. This wouldn’t be possible without the dedicated and committed staff on the ground.”

Donna Roche



# Chief Executive

Sean Abbott

Interviewed by Rita

2024 was a transformative year as the organisation embarked on a journey of renewal and growth. We focused on strengthening the quality of our services through active collaboration, staff development, and listening to the voices of those we support. I'm proud of the progress we've made and deeply grateful to our team, partners, and community for their continued trust and dedication. Together, we are building a more inclusive future in Cork and beyond.



## What are your best highlights from 2024?

Rebranding and changing the name of the organisation was a big highlight. That was a fantastic piece of work, and I think it was about time the name changed. It needed to reflect where we're trying to take people and the positivity, the hope and expectation we have for people rather than just coping with things and getting on. We want more for people we support.

## Can you describe 2024 in three words?

Exciting, challenging and scary at times. The exciting part was changing the name and getting the strategy ready. It was challenging because we had lots more people

looking for more support, we must work with the HSE and the budget available to us, and when you're trying to keep everyone happy it can be very challenging from that perspective. So, it was a tough year at times. But we got there in the end and the HSE supported us to get there.

## What lessons did you learn in 2024?

We don't always have to do things the way we've always done them. I've been in Horizons for 44 years, and we had a traditional way of doing things and we're stuck in our ways a bit. Sometimes you need to listen to people who have a different view of the world. By listening and trying new ways of doing things they work out better than they would have done before.

But that's the biggest lesson I've learned, there are other and better ways of doing things. If we give our younger colleagues the opportunity, they generally come up with better alternatives that can be successful and support people in great ways. Before, we used to worry about people we support doing things on their own. But it's important to try new things.

## What do you think about disabilities, Sean?

I never think about disabilities; I think about the person and their abilities. It's about seeing people as they are.

## What's the most exciting thing someone supported by Horizons has told you about their experience in 2024?

The one that really got me was Derry going to Rome. One of his goals in 2024 was to go to Rome and meet the Pope and staff supported him to make that happen. I met him after his trip and just the way he was talking about it was unbelievable. I've been there before and it's a beautiful place, and to talk to someone who has wanted to

go there all their life and get the opportunity to go was fantastic. I think when you have somebody like Derry, who is older and who says he wants to go somewhere like Rome and the staff make it happen, that to me is what we should be all about.

## What's your message for everyone at Horizons?

Just keep doing what you're doing, be creative, be kind. I think that's what we need from people. I think we as leaders and managers in the organisation need to let people off and get on with work, rather than interfere and put up barriers. I want people to keep doing what they're doing, enjoy their work and look at the people we support as people, rather than people with challenges and disabilities.

## What will you miss when you retire?

Knowing that 44 years of being here is going to be gone soon is sad. It's the people I'm going to miss; people like yourself Rita and people I work with every day, that's what I'll miss. I won't miss the challenges, I'll miss the happiness and joy that I see across the organisation every single day. Despite all the other stuff, most of the time it's a happy, pleasant, nice place to work.

## Are you going to have a happy new hobby when you retire?

I used to try to play the guitar a long time ago, but I've taken it up now even more. I got myself a new guitar, so that'll be the first thing I'll do. I'm going to get better at playing guitar and golf.



“

Sometimes you need to listen to people who have a different view of the world. By listening and trying new ways of doing things they work out better than they would have done before.”

Sean Abbott

# Vision & Mission

What we Want to Do and Achieve

## Vision: Your Life, Your Way

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

## Mission

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

# Values

What we Believe is Important

Honest

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

Creative

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

Person-centred

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

Kind

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

Margie



Supporting **UNCRPD Article 30**  
Participation in cultural life, recreation,  
leisure and sport

## New Experiences

Confidence grows when support leads the way

My name is Margie. In the past, I have felt anxious around big crowds. But I wanted to overcome this so I could try new experiences. Thanks to the support of staff and my friends, I now consider myself to be a sociable person. I want to live my life to the fullest.

After going to lots of swimming pools and being around big crowds, it was time for me to relax and take a holiday with my friends. This was the first time I had ever done something like this. We decided to go to Center Parcs. It was a great place to go as it had lots of accessible options for accommodation and activities. Some of the biggest barriers were making sure we had a nurse available to support us and the distance to get there as it was quite a bit away. But once we got there, we had a ball!

I loved getting dressed up, putting make-up on and being sociable with my friends. One thing I was worried about was swimming in a crowded pool. Before going away on holidays, the only experience I had was swimming in a protected setting. But once I started swimming, I started to really enjoy it and I didn't mind the crowds so much. The staff said they were so proud of me, it was great to head away on a girlie holiday, and I hope to go away on many more.

“

I now consider myself to be a sociable person, and I want to live my life to the fullest.”

Margie

# Donal & Sheila

## Reunited

A story of resilience, love and the power of family

When Sheila was just a child, her brother, Donal, who has an intellectual disability, was sent to live elsewhere – a decision shaped by the times and circumstances. As the years passed, their lives took different paths.

But family bonds have a way of enduring, even across decades. When Sheila set out to find Donal all these years later, she wasn't sure what she would discover. What she found was not only her brother, but a connection that had never truly faded. Their reunion is a story of resilience, love and the power of family to heal and reconnect. Here is what Sheila has to say:

I previously reached out to Horizons inquiring about Donal hoping to find out where he lives. Almost 60 years had passed so I did not know what to expect. About a week after that initial contact, Catherine Hogan, a staff member who works in a residential location called Hollyhill reached out. It was a very emotional day, for both of us. We exchanged pictures and my husband and I made plans to fly to Cork. Meeting Donal for the first time in almost 60 years was an experience beyond words. We have returned several times to ensure we maintain the connection.

At first Donal was a bit unsure about us as he thought we were doctors, but once he got to know us, he warmed up. He is nonverbal so we had to quickly learn his hand gestures, with the support of the staff. The staff at Hollyhill have been so incredibly kind to us at

each visit. They made a picture book of Donal for the family, which I shared with my sisters and children. They loved seeing all the pictures of his outings and party celebrations. Prior to our trip, we sent pictures to Catherine so Donal could be prepared for our first visit. We continue to send pictures of family events.

In 2024, we visited Donal, we were able to visit several places outside of his home so we could bond. Donal loves his coffee! We visited our hometown of Macroom, Blarney and the Cathedral in Cobh where Donal has his coffee and a snack during our day trips. With all these visits outside of his home, I feel he is more comfortable with us, and we have developed a trusting relationship.

Catherine and I are in constant contact, we will reach out to her prior to booking any trips to see if the timing is good for a visit. We are very mindful to not disrupt his routine or what he wants to do. The staff lets Donal know we are coming and arrange all the visits outside of his home so he can enjoy spending some precious time with us. I can't say enough about the dedication of the staff that support Donal. They are truly heroes in the work they do, not only for Donal but for all the people they support.

There are many moments that have touched my heart during our visits. We stay at the same hotel so there is consistency, Donal is ready to greet us once they drive up to the door with a big smile. I see mannerisms that we both share even though we have been miles apart for so many years. I cherish all the moments during these visits.

Though we may have missed many years together, we now have the present - and the future - to make new memories. And for that, I am deeply grateful.

Sheila O'Connor,  
Donal's sister



“

It was an honour to be part of this journey. The power of family and love was truly inspiring to witness.”

Catherine Hogan, Clinical Nurse Manager 2

# We rebranded

## Our Journey of Transformation

*New look, same mission*

In November 2024, Cope Foundation officially rebranded to Horizons. Through engagement with key stakeholders, it became very clear that the word ‘Cope’ does not reflect the ambitions we have for the people we support.

Work commenced several years ago to develop a new name and image for the organisation. Incredible work was achieved to create a fun, vibrant and inviting brand designed to inspire confidence in our work and attract new supporters. To reduce costs, a lot of good will and expertise was offered on a pro bono basis to create the brand. To each person who dedicated time and energy to bring the brand to fruition, we are deeply grateful for your commitment and generosity. Initial plans were to launch in

2020. However, managing the devastating impacts of Covid-19 took precedence.

The decision was made in 2024 to reignite work that had been complete before the pandemic. A steering group was established to engage with key stakeholders, launch a new website and host events across the organisation. The official launch took place in Heatherlee canteen, Montenotte on Friday the 29th of November 2024. People supported by the organisation, staff and supporters gathered to hear about the exciting new journey of transformation and change. Broadcaster Jonathan Healy took hosting duties. He spoke with a panel which included, Donna Roche, Horizons’ Chairperson of the Board of Directors, Marguerite O’Brien, Acting Chief Executive Officer and Noreen O’Driscoll, a member of the Advocacy Council. The panellists spoke

about how the new brand helps to explain the important journey we are on, as well as the person-centred culture and rights-based approach that guides our work.

It was an engaging and powerful conversation, one that acknowledged the organisation’s history, the sense of sadness people will feel at no longer being known as Cope Foundation and how change is difficult. There was also a great sense of excitement for the future, and that the name truly does reflect what we want for people we support, and that is for individuals to reach beyond their Horizons.

Guests were treated to a surprise performance by internationally renowned Cork artists Kabin Krew who sang several hits, including ‘The Spark’. The group were incredible, and we were thrilled to have their support on the day. Marguerite O’Brien, Acting Chief Executive Officer said: “Horizons

is aiming to change people’s understanding of intellectual disabilities and ensure that people are valued, equal, and contributing to society with full control over their choices and lives.”

Noreen O’Driscoll, member of the Advocacy Council said: “We need to help the community to understand that we are just like them, everyone needs support sometimes. It is only fair that we get the same opportunities as everyone else. Our horizons are filled with hope and understanding as we move forward with this positive change.” This visibility will support us in reaching more people and making a larger impact.

Together, we’re building a more inclusive future where every individual is valued. ‘Horizons’ encompasses a vision of the type of organisation we aspire to become by looking forward and planning for the future.



“As an organisation, we are on a journey of transformation and change and I am really excited about our new name Horizons, which, I believe, truly reflects our vision and who we want to be.”

**Marguerite O’Brien, Acting Chief Executive Officer**

Scan to  
view video



# We empowered

## Assisted Decision-Making (Capacity) Act

2024 Highlights

The Assisted Decision-Making Capacity Act 2015 recognises everyone has the right to make their own decisions. We presume everyone has capacity to make their own decisions in the first instance and some people may need support in making some decisions, now or in the future. The Act seeks to provide a framework whereby the will and preference of each person is respected.

The year 2024 saw the Act come into full effect. Therese Calnan is the Assisted Decision Making Lead in Horizons. Her role in the organisation includes supporting and guiding people as we all navigate the new law.

### Building awareness in 2024

One of my aims is to communicate the Act in a way that is accessible to people we support, their families, natural supports and staff. The below was provided in 2024:

- Staff were invited to complete an online HSE programme which provided essential information about implementing the Act in practice and supported staff to become more aware of their new responsibilities.
- In person training was facilitated to staff across the organisation.
- Online monthly training sessions were held to support staff who were unable to attend in person.
- Workvivo, the organisation’s internal communications application, was used to share resources and updates from the National Human Rights and Equality Policy Office and the National Federation of Voluntary Service Providers.
- A working group of staff from across the organisation was established to support the implementation of the Act.
- Several staff took part in the HSE ADM Mentorship programme 2023-2024 and continued to develop their knowledge by continuing into year two.
- Focus Groups consisting of staff and families were established to capture familiarity and provide valuable feedback.
- Several people we support began the process of exiting Wardship, which means the Wards of Court system will end, and the Act requires all adult Wards of Court to be discharged within three years of commencement of the Act.

To learn more about the legislation visit: [www.decisionsupportservice.ie](http://www.decisionsupportservice.ie)



## Highlights in 2024

In May we welcomed Áine Flynn, Director of The Decision Support Service to facilitate training sessions with staff, families and natural supports. The DSS is responsible for the implementation of the Act and promotes the rights and interests of people who may need support with decision-making. Having Áine meet staff, families and natural supports in person to ease any uncertainties and answer questions was invaluable.

In December 2024, the Decision Support Service hosted a conference in Cork called ‘The Assisted Decision Making (Capacity) Act 2015 - Reflections, Challenges and Opportunities Conference’. Florin Nolan, proud Cork man, creative artist and Decision Support Service Champion was invited to say a few words.

“

I was so proud to be on the telly to get the word out there and be able to express yourself and share to all with disabilities in Ireland.”

**Florin Nolan, Decision Support Service Champion**



DSS Director, Áine Flynn, DSS Champion Florin Nolan and DSS Champion, Therese Calnan, Assisted Decision Making Lead

# We connected

Ability@Work

Supported Employment Service

Supporting UNCRPD Article 27  
Work and Employment

Horizons’ Ability@Work programme is a dedicated supported employment service which aims to bring job seekers with an intellectual disability and/or autism closer to the labour market. This programme is funded through the national Workability Programme 2024-2028 by the European Social Fund Plus, and the Department of Social Protection. It is administered by Pobal. The Ability@Work team and participants had a lot to celebrate in 2024.



## Job Shadow Day

Job Shadow Day took place in April, and the initiative offers people the opportunity to experience the world of work for one day, by shadowing a workplace mentor. The participant learns about the role and it gives the employer an opportunity to see the skills and abilities of our job seekers. 37 businesses across Cork generously offered opportunities, with 56 participants taking part. Companies that got involved include; M&S; Trigon Hotels, Commodore Hotel, MTU, Pfizer; Lidl; Eli Lilly; Musgraves; Iarnród Éireann; Solar Winds; College Corinthians; Easons; Dukes Café; Keanes Jewellers; Middleton Distillery and many more. We concluded the initiative with a Job Shadow Awards Ceremony in June which recognised the achievements of participants and employers who took part. In just one day we secured 12 paid jobs.



## International Recognition

We were thrilled to be shortlisted for an award by the European Social Network, which honours social services to meet community needs. We were nominated in the category of promoting inclusive communities. The award ceremony took place in Lisbon, Portugal and the judging panel selected 45 organisations from 19 countries across 6 categories. The nomination showcases dedication to best practice in the delivery of social services in the community. The team was placed in the top six out of hundreds of applications from across Europe.



## Celebrating Community Heroes

Social media is an incredible platform to engage employers in Cork. The team was delighted to win the ‘Best Use of Digital Marketing for the Greater Good’ at the Cork Digital Marketing Awards, hosted by Cork Chamber of Commerce, in recognition of best practice in supported employment for the people we support.

## 2024 Statistics

74

Job clubs organised

56

People participated in job shadow days

31

Work experience placements

30

Participants secured paid contracts

24

Participants secured paid work placements across 15 different sectors

24

Networking events attended

20

Participants returned to education

8

Disability Awareness Training delivered to companies

6

Participants secured paid internships



## Creating Inclusive Workplaces

To celebrate International Day of Persons with Disabilities (3rd December), Ability Work’s employment programme, hosted an Employers Breakfast Networking Event. The aim of the event was to encourage employers to become more inclusive in their recruitment practices, by sharing stories of the benefits of diverse work environments. The event was attended by 120 individuals from various businesses and stakeholders at the stylish Cork International Hotel. This event enabled the creation of an extremely positive collaboration between Ability@Work and the Trigon Hotel group, led by Kathleen Linehan, Strategic Director of Human Resources. Our sincere gratitude, to Katleen and the Trigon Hotel Group. This empowering event was a huge success. The Cork business community gathered to share learning from the lived experience of the individuals and employers engaged within the employment programme. This event is part of strategic plan of Ability@Work, which is part of the national ‘Workability: Inclusive Pathways to Employment Programme’ funded by the Government of Ireland and the European Union. As a result, 17 job offers were pledged on the day.

“

From the outset, the Ability@Work team takes the time to understand an organisation’s needs, matching candidates to suitable positions where they can thrive.”

**Naoimh Frawley, Director of People, Operations & Governance, Cork Chamber of Commerce**

# We celebrated

## Suisha Arts

*Making a positive impact since 2014*

The Arts and Creative Arts Therapies Department was established by the organisation in 2014. Thanks to annual grant application funding from Cork ETB, creative adult education classes are provided every Spring and Autumn to people we support.

As a result, artistic interest and talent is awakened, encouraged and promoted through courses in: Visual Art and Painting; Mindful Movement, Music and Dance; Drama and Creative Writing; Arts and Crafts. In addition to this, young creatives have been given a wonderful opportunity to explore and develop their artistic interests and skills through an inspired use of the Community Employment Scheme.

### Suisha Arts 10 Year Celebration

The 10th anniversary celebrations took place on the 17th of December 2024 in the Granary Theatre. Guests included the Deputy Lord Mayor of Cork, Cllr. Honore Kamegni; Suisha artists and performers, musicians and

dancers, educators and staff from Horizons, parents of people we support and long-term partners and collaborators, Cork Midsummer Festival, MTU Cork School of Music, UCC Theatre Department and The Granary

team. There was a wonderful atmosphere where stories of inspiration, transformation and innovation were exchanged. Guests headed into the auditorium where full access and inclusion was provided through



audio, video and Irish Sign Language interpretation. Cork's Deputy Lord Mayor, Suisha Arts Manager, Eoin Nash and Suisha artists and parents all spoke on the night. A word of thanks was also extended to the Cork Arts Office and the Arts Council for their ongoing support. A special welcome was also given to Director Al Bellamy and Playwright Jodie O'Neill, who collaborated with Suisha Arts and Cork Midsummer Festival on the successful production of 'Home Sweet Home'. Also, a large size painting of Cork's City Hall by Kevin Rasmussen, who is an artist supported by Suisha Arts, added to the creative atmosphere.

To close out the celebrations, the filmed version of 'Home Sweet Home' was shown and gave the actors in the production an opportunity to watch their own performances in an audience setting. Artwork from emerging artists at The Orchards, the home of the Department in Montenotte, was on display in the lobby. Next to each piece was a short biography of the artist. Artists were asked about their experiences within Horizons' Arts and Creative Arts Therapies Department. Here are some of their words about their journey of inspiration:



"Art makes me feel amazing, astonishing and fantastic. I have been training on my Community Employment Scheme and I'm enjoying it so much. I have no worries and I'm doing my favourite things at The Orchards."

- Shane Crosby, Visual Artist



"I am an engaging and versatile artist with a passion for music, rap, comedy and drama. I gave a live performance at the DIS Disability Arts Festival in Larnaca, Cyprus in November 2024. My inspiration for my art is hope."

- Fergus Hegarty, Rapper, Comedian



"I am a visual artist, and I advocate for the rights of persons with disabilities in Arts and Culture. I have travelled across Europe as an advocate for people with disabilities and in September 2024."

- Amy Begley, Visual Artist

### Active European Citizenship & The Value of Erasmus+

Horizons' Suisha Inclusive Arts programme aims to enhance the lives of adult learners through active European citizenship and the Erasmus+ programme. This programme can be a stepping stone to independent international travel, new friendships and intercultural dialogue.

In 2024, Suisha continued to expand their horizons through European travel and international cooperation.

The team applied for and secured funding from Erasmus+ through Leargas. Dedication and expert grant writing from the team scored an impressive 95% result in the application. This allowed the opportunity for staff and adults supported by the organisation to go on European adult education exchanges. Visits supported lifelong learning, artistic development and active European citizenship.

Our Brussels based partner, EASPD - the European Association of Service Providers for Persons with Disabilities represents over 20,000 support services

for persons with disabilities across Europe. They facilitated disability advocates to visit the European Commission. The group also met with peers from European organisations in Cyprus. International cooperation also supports upskilling of staff and artists we support through cross organisational knowledge sharing. The visits supported the delivery of the action 5.5 of the Union of Equality European Strategy on the Rights of Persons with Disabilities.

Trips to our European partners made a positive difference in the lives of people through advocacy, equality, inclusion and citizenship.

These important trips abroad to European partners made a positive difference in the lives of people in 2024, through advocacy, equality, inclusion and citizenship. The Department is seeking accreditation for Horizons in Erasmus+ in 2025 and continues to lead out on European activities with EASPD and Erasmus+ events and activities.

**Supporting UNCRPD Articles...**  
**Article 30** - Participation in cultural life, recreation, leisure and sport  
**Article 24** - Education

“

Meeting people from different countries... and seeing how people can come together through the Arts was empowering.”

**Sarah Lynch,**  
artist, writer  
and performer



# We created

## Community Hub

Creating community links

Horizons' Community Hubs purpose is to where and when necessary, provide support and opportunity for people to determine their own journey in their lives. We are guided by a person-centred approach, along with the individual supported, to learn, participate and be an active citizen within their community.

The Mallow Community Hub, located at Market Square in the town, has three staff members supporting up to 25 people to live a life of their choosing, close to their home, their friends and family. It is also a place where people can learn money management skills, independent living skills, discover employment and further education opportunities.

“The ethos that underpins this service is one which allows an individual to choose to learn, participate and to be an active citizen with a socially valued role.”

- Anne Rabbitte

The centre was officially opened in May 2024 by Anne Rabbitte, former Minister of State at the Department of Health and at the Department of Children, Equality, Disability, Integration and Youth; in the presence of Horizons staff, people supported by the organisation, former Mayor of County Cork Cllr. Frank O'Flynn, local TDs, Angela O'Neill, Head of Disability Services, HSE and members of the business community of Mallow.

Speaking at the opening event, Minister Rabbitte said: “Horizons does wonderful work throughout Cork in supporting people to live a life of their own choosing, and this new Community Hub in Mallow is testament to the organisation's commitment to this, through a range of activities and outreach programmes. The ethos that underpins this service is one which allows an individual to choose to learn, participate and to be an active citizen with a socially valued role. I am delighted and honoured to be present today to open Horizons' new Community Hub in Mallow, and to meet the fantastic people that both avail of the Hub, and those who work tirelessly to provide such a quality offering.”

*The development of Horizons' Community Hubs is in line with New Directions, the HSE's approach to supporting adults with disabilities who use day services in Ireland and aligns with the values of the UNCRPD (United Nations Conventions of the Rights of Persons with Disabilities).*



I am so excited to attend the new Community Hub. It's right in the middle of town and it really couldn't be in a better location. It will make such a difference to my everyday life. I will be able to do more in the community and have more choices. The future is looking bright in Mallow!”

Shaunna who attends the Hub

Supporting UNCRPD Article 19  
Living independently and being  
included in the community

# We transformed

Putting the persons choice first through **iplanit**  
*A care planning software solution*

iplanit is a care planning software solution. It enables person-centred planning by focusing on an individuals’ needs, preferences and goals. It helps track progress towards personal goals, ensuring that care delivery aligns with achieving meaningful outcomes.

The rollout of iplanit continued across the organisation in 2024 under the supervision of Aoife O’Connor, Horizons’ Project Implementer. Here is Aoife’s update from 2024:

### How did staff complete training?

Training was conducted on-site during shifts to integrate learning into daily workflows. Depending on the number of staff at a location, training all staff took some time to accomplish. Practical training was encouraged through hands-on experience, allowing staff to actively use the devices and explore the software. This approach has developed confidence in staff to use the system and equipment both independently and effectively. To accommodate night shift workers, managers arranged additional training sessions, ensuring all staff were included in the process.

The IT team has been integral to the success of the rollout. Before training commenced, managers at each site ensured that all staff could log into the computers. Staff were also required to access Workvivo, Horizons’ internal communications platform, where a suite of training videos and guiding documents were readily available.

### What was engagement from staff like?

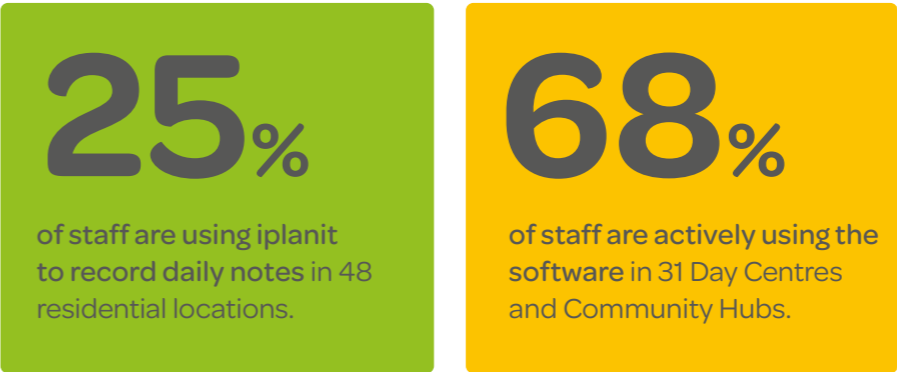
Staff have shown remarkable adaptability and support for the new system. Peer-to-peer learning has been encouraged to foster a supportive community and enhance system adoption. Face-to-face training and hands-on access to the system provided practical experience and immediate feedback.

Despite technical challenges and training logistics, overall, the rollout of iplanit has made significant progress.

The dedication and adaptability of staff has been instrumental in this success. Continued support and training will ensure the remaining locations are brought on board, which will further enhance the quality-of-care delivery for the people we support.

Supporting **UNCRPD Articles...**  
**Article 19** - Living Independently and being included in the community  
**Article 9** - Accessibility  
**Articles 21** - Freedom of Expression and opinion and access to information  
**Articles 22** - Respect for privacy  
**Article 25** - Health

## 2024 Statistics



“

A sincere thank you to all staff for your openness and positive attitude towards the introduction of iplanit. Your enthusiasm and commitment to this new initiative is greatly appreciated and has made the transition so much smoother.”

Aoife O’Connor, Horizons’ Project Implementer.

Lessons learned

The implementation of effective IT solutions is crucial to the success of iplanit. Some locations lacked sufficient IT resources but this is being addressed. The organisation is committed to developing iplanit across all locations.

# We developed

## Quality and Continuous Improvement Programme

Empowering Excellence in the Everyday

Sinead Glennon, on secondment from the HSE, led the rollout of Horizons’ Quality and Continuous Improvement Programme (QCIP) in 2024. Sinead shares her insights and learnings.

The aim of developing the QCIP is to improve quality in 8 designated centres in the organisation and assist in improving compliance with regulations and standards. The Programme was set up in response to challenges in Governance; Management; Staffing; Training; Individualised Assessments; Personal Planning and Rights.

### What steps did you take to set up the Programme?

The overall programme of works is coordinated through a Local Implementation Group (LIG), which is Chaired by Sean Abbott, CEO. Reporting to the Group are 7 Work Streams, (or in other words, working groups), which were created with the aim of meeting set goals and deliverables. The diagram below shows each Work Stream goals and what was achieved in 2024. The Work Streams consist of 52 staff members from a range of disciplines across different areas of the organisation. The learnings from each group have been shared across the organisation and we are already seeing a positive impact.

Here is a sample of what each Work Stream focused on and continue to develop and improve on.

### Lessons Learned

Over the course of the last year, staff involved in the Work Streams have really embraced the idea of creative interdisciplinary working to develop solutions to key challenges.

Standardisation and streamlining of processes have been key to ensure staff in busy roles are supported to meet required standards in an efficient manner. Working with the 8 centres has been a privilege and while there is still considerable work to do, it’s great to see improvements in staff morale, exploration of more person-centred opportunities for people supported to live in these centres, and to be able to support improvements in regulatory compliance in these 8 centres. While it is challenging for staff to find time to attend Work Stream meetings and follow up as needed, the enthusiasm for the QCIP has been great and all staff involved have risen to this challenge.

I would like to acknowledge the work of our Expert Panellists consisting of people supported by Horizons who have provided great insight as to what is important to them. Their invaluable feedback has been incorporated into the outputs of the Work Streams.

“I am part of a group called the Expert Panel. It has helped me learn a lot. Now I know what happens when someone makes a complaint in Horizons. We also talk about what we want to do and how to do it. We work together to help solve problems. My goal is to make Horizons better and support people.”

Mary Murphy, member of the Expert Panel



#### Work Steam 1: Governance, Oversight & Structures

- Reviewed the organisation’s Statement of Purpose (SOP) template for designated centres to reflect the services being provided to people we support, in a standardised and streamlined manner.
- Developed a standardised roster template to clearly identify members of staff and specified roles to improve oversight and effective governance in designated centres.
- Completed staff mappings for each centre to reflect actual whole-time equivalent (WTE) positions available for each of these centres, and across the organisation.

#### Work Steam 2: Quality, Safety and Risk Management

- Developed a process to streamline the notification of incidents to assist centres in meeting the target of 5 days for reporting of incidents.
- Developed the organisation’s risk assessment and complaints procedures to be more user-friendly.
- Achieved through reviewing and enhancing existing processes.

#### Work Steam 3: Person Centred Care and Support

- Rolled out Person Centred Planning and Positive Risk-Taking Training across specific centres.
- Designed online Human Rights training for staff based on the FREDA principles.
- Updated the organisation’s key worker policy and designed online training for staff to support its roll out.
- Engaged with the HSE Community Work Dept and Health Action Zone Workers to explore community opportunities for People We Support
- Work with therapy Heads of Discipline and Persons in Charge (PICs) from the 8 centres to improve processes and communication in relation to therapy input.

#### Work Steam 4: Team Roles, Training and Supervision

- Finalised a list of statutory and mandatory training requirements, which is then supplemented by an ‘essential site specific’ list to capture the unique needs of people supported to live in each centre.
- Identified recommendations to support and enhance future training needs.
- Developed standard procedures and templates for staff meetings.
- Established a local induction procedure and checklist for all new staff members.
- Ensured managers in these centres were using the Managing Attendance Policy.

#### Work Steam 5: Human Resources

- Developed a revised Employee Handbook.
- A focused effort was put in place to reduce the reliance on agency staff to improve continuity of care and support for people supported to live in our designated centres.
- Developed updated job descriptions for frontline staff which are now at final stage of sign off.
- Streamlined processes around garda vetting renewals.
- Piloted the new Horizons’ Performance Achievement process.

#### Work Steam 6: Estates

- Led a workshop to map processes regarding maintenance requests for residential areas to improve communication between maintenance, contractors and front-line managers for the benefits of all.
- Completed a review of true costs involved from purchase to finish product for community houses to support people to move from congregated residential settings.
- Supported two centres to significantly upgrade their fire safety requirements.
- Developed a standardised fire safety manual for these centres.

#### Work Steam 7: Communications

- Developed ways to highlight the progress of the QCIP through simplified information such as newsletters, video content and campaigns targeting and highlighting each Work Stream.
- Enhanced and standardised the organisation’s family survey.
- Supported the establishment of an Expert Panel of Advocates, and an Expert Panel of Natural Supports to advise on the QCIP.
- Developed a series of staff communication campaigns on key topics such as risk assessment, compliance, and audit.
- Developed a tool called S.H.A.R.E to assist staff communication between shifts.

# You volunteered

## Thank you for your support

*A vital part of our service*

Volunteers are a vital part of our service; they empower us to increase activation and deliver personal goals and dreams of people we support. In 2024, the organisation had up to 85 volunteers support people all over Cork city and county.

Volunteers get involved in a variety of activities and social outings such as; gardening; yoga, music; art; dancing; walking; support at the gym; going for coffee; transport; buddy roles; going to religious services; running partners; cycling groups; tennis; soccer; swimming; rugby; golf and so much more.



### Incredible Retired Horizons Staff

As part of National Volunteering Week in May, we celebrated our volunteers at Roots Coffee Shop in Montenotte.

It is always great to see retired Horizons staff return to the organisation through the power of volunteering. Pictured are retired nurses, Helen Condon, Mary Fullam, Noreen Dooling and Rose Phelan at the gathering, all who bring a wealth of knowledge to their volunteering activities. They all loved their work so much that they now support Horizons during retirement, which is incredible!

### Corporate Engagement and Support

We had 24 days of volunteering provided by various companies and businesses. These volunteers supported outdoor and gardening projects. Some also raised and donated funds towards the work, which is always welcome and a great help. Corporate support really is a mutually beneficial experience. It allows us to do more for people we support; it opens doors to new opportunities and connections for the organisation. The companies that give their time and expertise walk away from their experience knowing they have made a positive impact.

### Want to give back and do something great?

Volunteering isn't just about giving back, it's about connecting. By empowering people we support, you can build friendships, boost your mental health and combat loneliness. Whether you are retired, or wanting to share your skills and expertise, we want to hear from you.



**Learn more by visiting our website: [www.horizonscork.ie/get-involved](http://www.horizonscork.ie/get-involved)**

### Award Winning Volunteers

Tom Murray is a long-term Volunteer of Horizons. We were so thrilled and proud when he won the 2024 Lifetime Achievement award by Volunteer Ireland.

Tom has been Volunteering in Horizons' Fermoy Day Service

for over 20 years. He is such an incredible and valued member of the team. Every week, he arranges activities for people we support. This includes going to mass and gathering for a cuppa afterwards. He arranged summer camps and social outings like going to the panto. Tom is an entertainer and brings his guitar to the centre for sing-alongs. His kindness and dedication allows us to promote disability inclusion, which in turn strengthens and sustains the

support we receive from the community of Fermoy. Thank you, Tom!

Tom wasn't the only Horizons Volunteer up for the award, we want to say a special thank you to Eucharia Murphy and Martin McGuckin who were also nominated. They are both a huge support to our services in the Hollyhill area.



“

Thank you to all of our wonderful Volunteers in 2024 for your time, dedication and kindness.”

**Milly Farrell,  
Volunteer Co-Ordinator**

# Board Directors

## Honorary Directors

Donna Roche  
Chairperson



John Higgins  
Vice Chairperson



Geni D’Arcy



James Eivers



Gearóid Gilley



Simon Healy



Margaret Linehan



Kieran Moran



Isobel O’Regan



Ger Prendeville

## Attendance Record and Committees

Board Meeting Attendance Records 2024												
Directors Name	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec
Geni D’Arcy	P	P	P	P	P	P	P	P	P	P	P	A
James Eivers	P	P	A	P	P	P	P	A	A	P	P	P
Gearóid Gilley	P	P	P	P	P	P	P	A	P	P	P	P
Simon Healy	P	P	A	P	P	P	P	P	P	P	P	P
John Higgins	P	P	P	P	P	P	A	P	P	P	P	P
Kieran Moran	A	P	P	A	P	P	A	P	A	A	A	A
Isobel O’Regan	P	P	P	P	P	P	P	P	P	P	P	P
Donna Roche	P	P	A	P	P	P	P	P	P	P	A	P
Margaret Linehan	P	P	P	P	P	P	A	P	P	P	P	P

Keys: P = Present and A = Absent

## Board Sub Committee Structure 2024

<b>Audit and Risk Committee</b>  John Higgins - Chairman, Donna Roche, Jerry Corkery, Kieran Moran, John Punch and John Murphy	<b>Quality and Safety Governance Committee</b>  Donna Roche - Chairperson, Deirdre Burns, Anna Broderick, Mary Granja, Vanessa Sheehan and David Donegan
<b>Service Infrastructure Committee</b>  Isobel O’Regan - Chairperson, Jim Fleming, Eamon Nash, Sean Abbott, John Punch, Seamus Costello and John Higgins	<b>Information and Technology Committee</b>  James Eivers - Chairman, Brian Marshal and Marguerite O’Brien
<b>Pension Trustee Committee</b>  William Cuddy - Chairman, Anthony Dinan, John Murphy and John Punch	<b>Colleague Success, Remuneration and Nomination Committee</b>  Geni D’Arcy - Chairperson, Sean Abbott, Eamon Nash, Donna Roche and Gearóid Gilley

# Theresa



“

Every time I meet Theresa, she makes me smile and lights up my heart. We connect through our deafness.”

**Eileen O'Loughlin, Theresa's friend**

## Beach Clean-Up

### Local Community Involvement

**Hi there, my name is Theresa Jennings and I attend Horizons' Day Centre in Clonakilty.**

I love getting involved in my local community and I'm a passionate and sociable person. I communicate with people in lots of different ways. I use Lámh, pictures and a tablet to talk to my peers and family. This means I'm always included in the conversation.

One of my highlights in 2024 was getting involved in the local beach clean-up. It's where a group of us, from all walks of life, come together to clean up our beautiful beach in Inchydoney. I did this once a month every month. I pick up the rubbish and put it in a bag. I don't mind doing it, it's a nice activity to do with my friends, and we get to walk the beach! I do the clean ups with my friend Eileen O'Loughlin, it's always great to catch up with her.

After all our hard work, we go for coffee and scones in the hotels nearby. As much as I love the beach and being involved in a community group, I really don't like it when I get sand in my shoes. That's probably the only downside to it really. This experience stands out to me in 2024 because I love meeting my friends.



**Supporting UNCRPD Article 19**  
*Living independently and being included in the community*

# You fundraised

## Fundraising Highlights

*Thank you for your kindness and generosity*

As we look back and reflect on the year 2024, it truly takes a village to maximise our impact. **Thanks to your kindness and generosity, we raised €1,130,503, which directly contributed to meaningful change in the lives of those we support.** Here are some of the groups who supported us to make a real difference across Cork city and county...

### The Power of Corporate Partnerships

Thanks to the generosity of businesses both large and small, we were able to do more for people. Sysco Ireland, Irish Distillers Midleton Distillery and Trigon Hotel Group all chose Horizons as their charity of choice in 2024, and we are so grateful for their kindness and generosity. We were selected to be one of the beneficiaries of the County Mayors Charity Gala in April, where people we support, and staff danced the night away. Our incredible partners and other companies matched employee donations, sponsored events and volunteered their time and expertise. This helped us create more inclusive and empowering experiences for people we support.

Every euro raised, every hour volunteered, and every voice amplified moved us closer to a world where people with an intellectual disability and/or autism are valued, empowered, included, and celebrated.

To our corporate partners - thank you. Your belief in our mission made a lasting impact in 2024, and we're excited to continue building a more inclusive future, together.

### Driving Change: How Golf Teed Up a Year of Impact in 2024

Throughout the year, stalwart golf groups such as the Golf Alliance, the West Cork Golf Alliance and fundraising events such as our annual Golf Classic raised vital funds for our organisation. This generosity, participation and enthusiasm not only made a financial impact, but it also helped raise awareness and foster a deeper sense of inclusion in our community.

Each event brought people together for more than just a day on the green. It was a celebration of compassion, community, and commitment. Whether through sponsorships, raffles, team entries, or personal donations, golf groups and events played a pivotal role in helping us provide meaningful opportunities to those we serve. To all who participated, sponsored, volunteered, or simply showed up to support—thank you. Here's to many more years of partnership, purpose, and play.



### Gifts that empower us to reach beyond our Horizons!

Gift in Will donations, also known as 'legacies', contributed to 22% of our total fundraised income, which is truly remarkable.

Legacies have the potential to allow us to make long term and progressive plans for our services and supports. We are so grateful to anyone who donated a Legacy to Horizons in 2024 through their Will, what an incredible gift to give.

To learn how you can make a difference, visit: [www.horizonscork.ie](http://www.horizonscork.ie)

### Community Champions

Our wonderful fundraising committee members continue to host local events in their communities, which not only raise vital funds – but also spread awareness of our work. Staff, people we support, families and the wider community laced up their runners to take part in our February Fitness Challenge, The Cork City Marathon and the Echo Women's Mini Marathon.

We are deeply grateful to each person, organisation, and community group who supported us. A future with endless possibilities, where people can truly reach beyond their horizons. Behind every number is a story of lives changed and of resilience made possible through collective action. Thank you to every one of you for your support.

## The Impact

### Enhanced Person-Centred Services:

Your donations allowed us to enhance individualised support across Cork, helping people live more independently, participate in their communities, and pursue their own goals.

### Created Opportunities:

Your support enabled people to look beyond the norm and discover new places, new people and new experiences.

### Improved Everyday Quality of Life:

Your fundraising allowed us to upgrade residential facilities, invest in transport, and provide essential resources that make daily life easier and more dignified for the individuals in our care.



# Financial Summary

## Information About our Accounts

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

**In 2024 Horizons had income of €100m approx. received from various sources including the HSE, Government Departments, and Fundraising.**

The income for the year was expended on a combination of professional payroll and associated costs of €82m approx. plus €18m approx. on a range of non-pay expenditure including, food, medicines, heating, lighting, maintenance, transport, equipment, insurance, vehicles, and housing. During the year, the average number of whole-time equivalent staff was 1,221 staff.

### Fundraising

**In 2024, Horizons collected €1,130,503 through fundraising, which will be spent on services and supports including; residential accommodation to support independent living and de-congregation; investment in transport to promote independence; and other expenditure from funds received for specific purposes.**

2% was used to support the cost of raising funds, including advertising, printing, and postage, etc. 13% went towards paying a small number of fundraising staff.

Horizons has signed up to different regulatory codes including:

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

Horizons is fully committed to being an open and transparent organisation, ensuring everything undertaken reflects our core values.

Horizons have an Audit and Risk Committee, both external and internal auditors report to this committee regularly throughout the year. The aim of which is to ensure:

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

You can read more about our accounts in the 2024 Directors Report and Financial Statements by visiting: [www.horizonscork.ie](http://www.horizonscork.ie)



# Statement of Accounts

## Income and Expenditure Account for the year ended 31 December 2024

	2024	2023
Operating income	€98,019,211	€90,022,052
<i>Operating Expenses:</i>		
Pay expenses	(€82,032,432)	(€75,657,723)
Non-pay expenses	(€15,910,791)	(€14,350,128)
Total operating expenses	(€97,943,223)	(€90,007,851)
<b>Operating surplus</b>	<b>€75,988</b>	<b>€14,201</b>
<b>Other income/expenses</b>		
Fundraising income	€1,130,503	€524,114
Fundraising expenses	(€174,021)	(€140,454)
Miscellaneous corporate expenses	(€89,574)	(€100,467)
<b>Net other income/expenses</b>	<b>€ 866,908</b>	<b>€283,193</b>
<b>Other required adjustments</b>		
Grant amortisation	€924,929	€891,979
Depreciation charge	(€3,059,539)	(€2,895,824)
Other income	€16,000	-
<b>Net other required adjustments</b>	<b>(€2,118,610)</b>	<b>(€2,003,845)</b>
<b>Net after effect of other income/ expenses &amp; other required adjustments</b>	<b>(€1,175,714)</b>	<b>(€1,706,451)</b>

These accounts are available on [www.horizonscork.ie](http://www.horizonscork.ie)

## Balance Sheet as at 31 December 2024

	2024	2023
<b>Fixed assets</b>		
Tangible assets	€49,778,311	€51,190,993
<b>Current Assets</b>		
Stocks	€170,406	€167,118
Debtors	€7,222,780	€7,680,128
Cash at bank and in hand	€8,773,438	€8,497,985
	<b>€16,166,624</b>	<b>€16,345,231</b>
<b>Creditors:</b> amounts falling due within one year	(€13,780,155)	(€14,813,090)
<b>Net current assets</b>	<b>€ 2,386,469</b>	<b>€ 1,532,141</b>
<b>Total assets less current liabilities</b>	<b>€52,164,780</b>	<b>€52,723,134</b>
<b>Creditors:</b> amounts falling due after one year	(€321,749)	(€341,549)
Deferred Government Grants	(€16,266,342)	(€15,629,182)
<b>Net assets</b>	<b>€35,576,689</b>	<b>€36,752,403</b>
<b>Financed by: Reserves</b>	<b>€35,576,689</b>	<b>€36,752,403</b>

These accounts are available on [www.horizonscork.ie](http://www.horizonscork.ie)

# Going Concern

The company had net current assets of €2,386,469 (2023: net current assets of €1,532,141) as at the year-end date. The financial statements have been prepared on the going concern basis which assumes that the company will continue in operational existence for the foreseeable future. Given the nature of the activities of the company, funding for most of the activities is provided on an annual programme by programme basis. The company is dependent on the Health Service Executive (HSE) to provide funding to enable the company to continue as a going concern. The company has received notification from the HSE of its initial 2025 recurring funding allocation, and further one off and recurring funding is expected to be notified during the year.

It should also be noted that the HSE has indicated that they will not fund any deficits for the year ending 2025 for any agency. If adequate funds are not forthcoming, the Directors believe that they will have to reduce the services provided by Horizons during the year.

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

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



# Orla and Kathy



## A Place to Call Ours

Two women and a new beginning

Our names are Orla and Kathy. We are like chalk and cheese, but we are best friends. We moved into our house in Fermoy on the 27th of September 2024. Before this, we lived in congregated settings with lots of other people. Since having a house to call our own, we have both blossomed and become immersed in our local community.

### Kathy's story

I was always a very reserved and quiet person but having my own space has helped me to come out of my shell. I never had a room of my own and I would have had limited involvement in my community. Now, I do my food shop every week, I go swimming and I'm well known within the local area. For the first time ever, I am living closer to my dad. I now meet him regularly for coffee. I also stayed a night away in a hotel with my new friends in Clonmel. During Christmas time, I went home for two nights. This was my first time doing this since Covid-19. My confidence has grown, and I well and truly have a voice.

### Orla's story

I keep the house running! I ensure it is clean every day, just how I want it. I love having people over to visit and I'm very proud of my home. I have seen lots of change in 2024. Because I have a home of my own, I am more open to trying new things and experiences. My emotions are more regulated, and my overall mental health has improved. It has truly been life-changing for me.

Orla and Kathy show us how a house is more than just bricks; it is a safe place that can have a positive impact on a person's life.

### UNCRPD Article 19

Living independently and being included in the community

# Marian

“I became the first person who lives in residential care in Horizons to have paid employment.”

**Marian**

## Paid and Proud

Opening doors to opportunity through courage and determination.

Hi, my name is Marian and in 2024 I became the first person who lives in residential care in Horizons to have paid employment.

I live in the Blackpool area, I have amazing housemates, and I love living near the city. I am supported by staff to be as independent as possible. I like to try new things and face new challenges. Although I love getting involved in lots of activities and my wider community, I wanted to develop a role meaningful to me.

During a meeting with one of my key workers, I expressed my interest in gaining paid employment. Staff immediately began supporting me to achieve this wish. They contacted Marian Hennessy who is Ability@Work's Co-Ordinator, and soon enough I was attending Job Club in Penrose Wharf. Here I learned new skills that would be appreciated in the workforce.

Through this I learned a lot about money management, time management and how to present myself professionally. We discussed different types of jobs and what I could offer a workplace.

With my bubbly personality, hospitality was my number one choice.

In the meantime, Marian Hennessy and Alison Draper, who is a Job Coach in Ability@Work, were in constant contact with me and supported me every step of the way. I had the opportunity to do work experience in the Metropole Hotel for a few weeks. Then, with the help of my Job Coach I updated my CV and handed it in to Gabriel House B&B based in St. Luke's. They soon offered me work experience. I was a bit apprehensive but super excited. Horizons' Ability@Work staff and my family were very supportive and reassured me every step of the way.

The staff in Gabriel House Guesthouse could not have been nicer and I felt like one of the Team from the start. Not long after my work experience started, I was offered a paid position as a member of the Housekeeping team. To say that was the best day of my life is an understatement. I was so proud that I achieved this huge goal. I love going to work every day as I get to meet new people, and I am a valued member of staff.

It really has impacted every aspect of my life in a positive way. I also love showing the world that just because someone has a disability, it does not mean they can't be a valuable member of the community. All a person needs are the right supports and to be given a chance.





# Special Thanks

Sean Abbott, Chief Executive Officer

The Annual Report gives me the opportunity to thank my colleagues across the organisation in a very public way.

Every department and person that works with me in the organisation are central to making some of the changes and improvements we are trying to bring about so that we can continue to support people to live a life of their choosing, in the community, with people they want to be with.

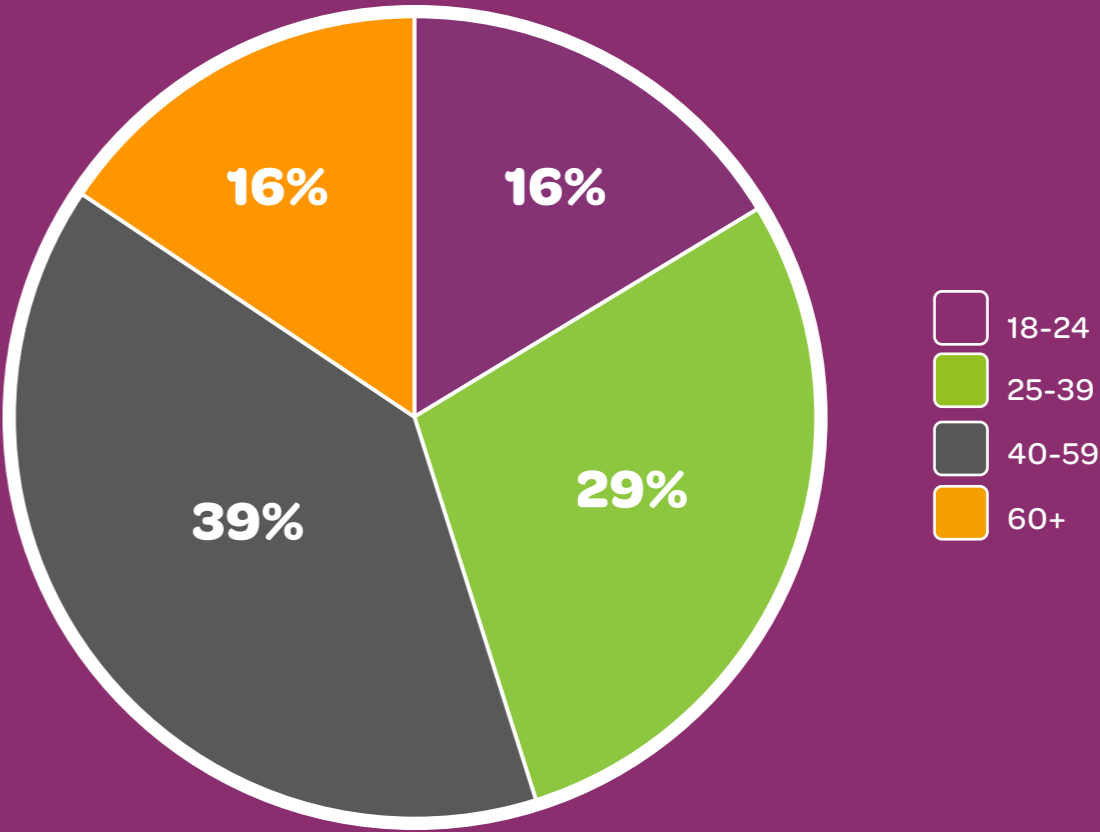
I want to extend my deepest gratitude to the Chairperson, Ms Donna Roche, the Vice Chairperson, Mr John Higgins, and the entire Board of Directors. Their guidance, expertise, and continued support has been invaluable in assisting me and my Executive Team in achieving our results. They have given generously and freely of their time, ensuring that Horizons continues to be an innovative, strong and resilient organisation.

We extend our heartfelt thanks to everyone who contributes to Horizons mission.

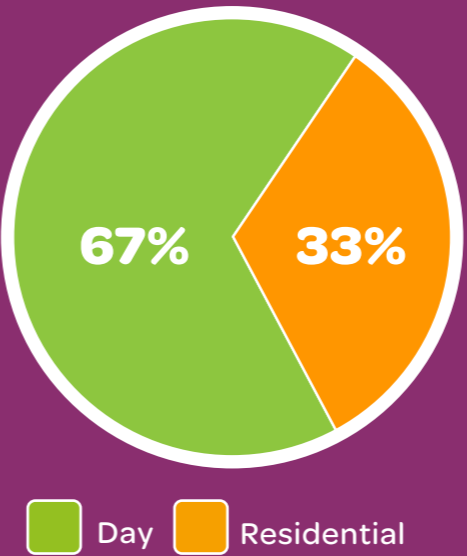
Your dedication and generosity make a real difference in the lives of the people we support.

# 2024 Statistics

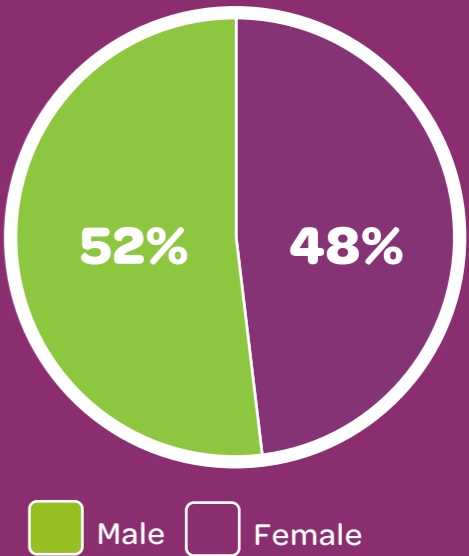
Breakdown of people supported full-time by age



Breakdown of people attending day services/living in residential services



Breakdown of people supported full-time by Male/Female



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

# Acknowledgements

## Expressing our Gratitude

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

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

## Retired Staff

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

## Expressions of Sympathy

We would like to express our sympathy to those families and friends of people we support and staff who passed away during 2024.

## Volunteers

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

# Our Members

## Honorary Members of Horizons

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

## Honorary Life Associate Membership

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

## General Information

**Company Registered Number:** 17844  
**Charity Number:** 5288  
**Charity Registration Number:** 20007584  
**Registered Office:** Bonnington, Montenotte, Cork, T23 PT93  
**Company Secretary:** John Murphy  
**Chief Executive Officer:** Sean Abbott  
**Independent Auditors:** Grant Thornton, Penrose One, Penrose Dock, Cork  
**Banks:** Allied Irish Bank, 66 South Mall, Cork  
**Solicitors:** O’Flynn Exhams LLP Solicitors, 58 South Mall, Cork



Cope Foundation in Cork Communities

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