Annual Report 2013
THE IRISH HOSPICE FOUNDATION
ANNUAL REPORT 2013
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VISION, MISSION & STRATEGIC OBJECTIVES

VISION

Our vision is that no one should face death or bereavement without the care and support they need.

MISSION

Our mission is to achieve dignity, comfort and choice for all people facing the end-of-life. We do this by addressing, with our partners and the public, critical matters relating to dying, death and bereavement in Ireland.

STRATEGIC OBJECTIVES

• To advocate for quality services for care at end-of-life for all, including bereavement care

• To continue, through partnership, to build capacity to meet the end-of-life and bereavement care needs of patients and their families in all care settings, irrespective of age or diagnosis.

• To develop innovative responses to specific end-of-life care challenges in the areas of service equity, patient choice and the physical environment.

• To inform, educate and empower about key issues at end-of-life, including bereavement.

• To further strengthen our independence and operational efficiency through our fundraising programme, underpinned by effective governance and internal development.
Letter from the Chairperson

“You matter because you are you, and you matter to the end of your life. We will do all we can not only to help you die peacefully, but also to live until you die.”

(Founder of the modern hospice movement, Dame Cicely Saunders)

It was a great honour for me to be appointed Chairperson of the Irish Hospice Foundation (IHF). 2013 has been both a rewarding and challenging year with a positive programme of work being achieved.

We continued our pioneering work by running and initiating impactful programmes: personnel were appointed to the Irish Childhood Bereavement Network and a Complicated Grief programme was under development. All Children’s Outreach Nurses posts were filled during the year while we started to look at our response to the end-of-life needs of people living with dementia.

All of this important work was in line with our ambition to reach out to people of all ages, with all illnesses and in all care settings to ensure that they have comfort and dignity at the end of their lives and their loved ones have the support they need.

At the end of the year, the issue of staff salaries in the charity sector was raised. In line with our core value of being transparent and accountable, we were open with our accounts and responded to all media questions.

We understood people’s disappointment in the charity sector and openly answered any questions on how we conducted our business. It is worth explaining here how we work and are managed.

We are governed by an independent and voluntary board of directors who range from lawyers and accountants to medical consultants and other experts in the palliative care field. We value their expertise and guidance. No board member receives payment of any kind for their services. I would like to take this opportunity to thank them for their dedication during the year.

We can neither run our services nor help deliver quality care for people at end-of-life, without the commitment and experience of our professional staff. Our programmes are designed, delivered, monitored and evaluated by high calibre people. Almost half of all staff in the IHF work on a part-time basis. Our Finance and Audit Committee have oversight on all salaries and during 2013, our senior managers took a voluntary 5.5% pay cut.

We have never received core funding from the state for the services we provide. In 2013, 81% of the funds we raised were donated by the public. The remaining 19% came from grants from Atlantic Philanthropies (5%), fees generated through training and education (5%), deposit interest (1%) and a number of other small grants (8%). Therefore, public trust in our work is essential for the very survival of the organisation.

Our accounts are externally audited and published annually on our website (www.hospicefoundation.ie) and are voluntarily prepared in accordance with the ‘Statement of Recommended Practice for Financial Reporting by Charities’ (SORP) as issued by the Charity Commissioners for England and Wales in March 2005.

We are working to ensure that we are fully compliant with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland and expect to fully sign off on all aspects of this in 2014. We are fully compliant (and have been for many years) with all aspects of financial governance. We have also signed up to the Irish Charities Tax Research ‘Statement of Guiding Principles for Fundraising’.

We are proud of the assistance we provide to those who are very vulnerable. Our team are supporting ambitious programmes all across the country—in hospitals, homes, community and for those left bereaved.
We deliver programmes for children and for those who need nursing at night in the last few weeks of their lives. This year we have embarked on an ambitious programme to improve end-of-life care for people with dementia who are living at home, in hospital or in residential nursing homes. Each year, we estimate that 3,000 people take part in our wide range of training programmes.

We are committed to maintaining these services despite the downturn in our funds. Our Board of Directors has decided to use our reserves rather than cut back on any service.

However we will also continue to come up with new ways to fundraise to support our work. An innovation in 2013 was our decision to reach out to the Irish communities in London, Manchester and New York.

We would like to thank our donors for their ongoing support for our work. We will continue to honour your commitment to us by developing quality programmes that secure a comfortable and dignified death for men, women and children who are on their final journey.

Jean McKiernan
Chairperson of the Board of Directors
The Irish Hospice Foundation
There were many significant high points for the work of the Irish Hospice Foundation and the global hospice movement during 2013.

Dr. Anne Merriman, founder of Hospice Africa Uganda, received the Presidential Distinguished Service Award for the Irish Abroad during the year. Anne has championed the rights of the poorest people in the world to have access to palliative care and has matched her words with innovative solutions. She is one of many hard working professionals and volunteers involved in the global hospice movement. That dedication is also reflected in the hospice workforce in Ireland and in the efforts of all healthcare staff involved in delivering end-of-life care. We try to be innovative in our response to the needs of those at the end of their lives.

During 2013, despite difficult times for the economy and the charity sector, our fundraising team continued to raise the much needed revenue to allow us to pursue an ambitious and expanding programme of work.

Demand for Services
Demand for our services continued to grow. Since 2006, over 1,300 people dying of illnesses other than cancer have been able to fulfil their wish to die at home by accessing our free Nurses for Night Care service. Some 340 people used the service in 2013. Our education and training are popular with healthcare staff as is our extensive programme in bereavement. Great progress was made last year in children’s palliative care with all Children’s Outreach Nurses now in place, five of whom are funded by us. Together with Dr. Mary Devins, the IHF-funded consultant paediatrician with a special interest in palliative care, this team supported families all over Ireland who are caring for their seriously ill children.

End-of-life and Bereavement Strategy
We continued to advocate for the State to preserve the existing budget for specialist palliative care and called for more co-ordination in health service spending for the care of our dying citizens. Some €72 million was spent in 2012 on specialist palliative care which supports people with life-limiting conditions who have complex needs. It is estimated however that about €1.3 billion is actually spent on end-of-life care but this spending is largely unplanned and uncoordinated.

Speaking before the Oireachtas Joint Committee on Health and Children in October 2013, I highlighted the need for a national strategy for end-of-life and bereavement care. We believe it is possible to secure both high quality care and the best use of resources. We believe it is the right of every person to die in comfort and dignity. But we believe it must be planned for. Any strategy also needs have a wider focus than just healthcare and should look at economic, administrative and legal factors, the funeral industry and bereavement issues.
DEVELOPING HOSPICE CARE

We continued to support the local hospice movement. We have highlighted the existence of a range of strong national policies around specialist palliative care but the failure to put policy into practice. This failure means that citizens are living and dying with an inequitable system where some have more access to services and choice of care. Our perspectives paper entitled ‘Access to Specialist Palliative Care Services and Place of Death in Ireland’ highlighted the fact that as many as 2,500 people cannot access an inpatient hospice bed. We know that the hospice home care teams all over Ireland are helping people to fulfil their wish to live and die at home. Some 26% of us die at home but under the care of a home care team that number increases to 41%. A hospice in an area results in fewer deaths in hospital where care is expensive.

We continued to support the development of hospice services all over Ireland by coordinating the two national annual fundraising events – Sunflower Days in June and Ireland’s Biggest Coffee Morning in September.

PUTTING HOSPICE PRINCIPLES INTO HOSPITAL PRACTICE

Most of us wish to die at home but 43% of us will die in an acute hospital where the focus is on cure. Hospitals must acknowledge and plan for their role in providing end-of-life care. The new hospital groupings that are being set up must take this opportunity to develop comprehensive plans for how they will care for the people who die in their facilities.

They can learn from the work that is being rolled out by our Hospice Friendly Hospitals (HFH) programme which has developed a range of recognised quality standards, staff training programmes and practical resources. Today over thirty acute hospitals are taking part in this programme. HFH is also funding projects to physically improve spaces in eleven hospitals countrywide. During 2013, projects completed under this ‘Design and Dignity’ grant scheme included the renovated and refurbished mortuary in Mercy University Hospital in Cork and two family and viewing rooms in the emergency department at St James’s Hospital in Dublin.

COLLABORATIVE AGREEMENT

In 2013 we signed a collaborative agreement with the Acute Hospitals Division of the HSE to increase cooperation on joint projects seeking to improve palliative and end-of-life care services in Ireland. This agreement does not affect our ability to vigorously advocate with the HSE or the Government for the improvement of services. Sustainability of our investment is critical and as an example, we continue to ask the HSE to develop a plan to take over the paediatric posts currently funded by us. It is not sustainable to rely on a charity that receives no core funding from the State to fund 85% of the national paediatric palliative care programme.
‘Changing Minds’

During the year, we secured co-funding of €1.5 million from Atlantic Philanthropies, the limited life foundation, for a new three programme aimed at promoting excellence in end-of-life care for people living with dementia. Dementia affects about 41,000 people today and is expected to reach 141,000 over the next 30 years.
ENGAGING WITH THE PUBLIC

We continued to engage with the public on issues around end-of-life care during the year with significant events such as the Forum 2013 conference in Dublin Castle. Through our communications work, largely conducted through the media, we sought to inform people about developments in end-of-life care. We also arranged meetings with organisations interested in issues such as advanced planning and spoke to them about the ‘Think Ahead’ initiative. Our involvement with the end-of-life hearings organised by the Oireachtas Joint Committee on Health and Children contributed to raising awareness and stimulating interest among politicians and policy makers on relevant matters. Our attendance at various Ard Fheiseanna enabled us to engage with politically active individuals who are often very involved in their own communities while our stands at healthcare events allowed us to disseminate information on our work to individuals who are both interested from a professional and personal point of view.

BEREAVEMENT CARE

One of our core activities is bereavement care. Up to 290,000 people are newly bereaved in Ireland every year. We continued to offer resources for individuals coming to terms with their loss. Our training workshops and education programme for professionals were well attended and we were involved in preparing for the introduction of a complicated grief programme to Ireland. Our second annual bereavement event for the public took place in November and was kindly sponsored by Fanagan’s Funeral Directors.

I would like to thank the Board of Directors of the IHF for their wise counsel and tireless efforts. I must acknowledge the hard working staff for their commitment to the organisation and the people we seek to support. I also want to express our gratitude to our donors. We can only do our work because of them.

Finally I would like to pay tribute to Seamus Heaney, a long standing supporter and friend of the Irish Hospice Foundation, who died in August 2013. His great legacy is not only in his literary works but in his activities as a promoter of human rights, including securing good end-of-life care for individuals.

Sharon Foley
Chief Executive Officer
The Irish Hospice Foundation
We continued to build on our education and training programmes during the year in the areas of bereavement and loss as well as providing financial support for education and professional development.

Bereavement Education, Training and Resources

Over 3,000 people engaged in our education and training programmes during 2013. The Postgraduate Diploma and MSc in Bereavement Studies, Professional Certificate in Children and Loss and the one and two day training workshops on loss and bereavement continued throughout the year.

The ‘Final Journeys’ suite of staff development workshops continued and as part of the ‘Changing Minds’ programme, workshops focusing on end-of-life care and communication, with an emphasis on patients with dementia, were delivered in over 60 nursing homes and community hospitals. An evaluation of these workshops, entitled ‘What Matters to
Me’, was undertaken in late 2013 and preliminary results suggested that they were having a significant impact in residential care settings.

A new e-learning course, developed in conjunction with other bereavement organisations and suitable for individuals who provide Level 2 support to people who are bereaved, was launched by Senator Marie-Louise O’Donnell in March. A week long summer school for teachers on grief and loss in the classroom also took place. This pilot initiative was run in conjunction with Rainbows Ireland.

In June, we formally commenced a programme which involved training professionals in the use of complicated grief therapy, an evidence-based protocol. The Bereavement Education and Resource Centre also distributed 29,000 bereavement leaflets free of charge during the year.

A coordinator was appointed for the Irish Childhood Bereavement Network, a project jointly funded by the Family Support Agency and ourselves. The network is comprised of organisations and individuals who provide help and support to bereaved children. A number of regional workshops took place and a website was launched, bringing together a range of resources.

A new web based library catalogue and management system was introduced enabling easier online access to the Thérèse Brady Library collection.
The 2013 public information meeting about bereavement, sponsored by Fanagan’s Funeral Directors, was attended by over 200 members of the public and 19 bereavement services. Speakers included Mrs. Mary O’Rourke, former Minister, and Mr. John Lonergan, former Governor of Mountjoy Prison.

**GRANTS**

We granted over €31,000 towards education in palliative and end-of-life care to 34 health professionals across Ireland. An additional €10,000 was used to support master classes and workshops in Galway and Dublin as well as helping pharmacists in palliative care and hospice social workers to organise specific events. Finally €21,000 was granted to 60 candidates completing the European Certificate in Essential Palliative Care in Milford Care Centre, Limerick.

We also continued to support the All Ireland Institute of Hospice and Palliative Care through our 2013 contribution of €200,000.

“Over 3,000 people engaged in education and training programmes.”
Palliative Care for All

The focus in this area in 2013 was on addressing the palliative care needs of people with dementia and advancing neurological disease. Dissemination of the outcomes from the action research projects on heart failure and palliative care, and advanced respiratory disease and palliative care, completed in 2012, also continued.

We started work on the ‘Changing Minds’ programme, which will lead to the development of guidance, training and resource material for people with dementia, their carers and healthcare workers. The publication of a joint IHF and Alzheimer’s Society of Ireland booklet ‘I have dementia... How do I plan for the future?’ was the first of a series of three leaflets designed for people with dementia and their carers to prepare for and understand the later phases of this disease.

A joint research study with the Neurological Association of Ireland commenced, investigating the palliative care needs of people with advancing neurological diseases including multiple sclerosis, Huntington’s disease and Parkinson’s disease.

Primary Palliative Care and Family Carers

Work continued on developing the out-of-hours palliative care handover form to support GPs by providing key information on the palliative care needs of their patients and assisting in the continuity of care outside traditional working hours.

We continued to address the needs of carers of those with life-limiting illness, and as well as keeping the www.carers.ie website updated, participated in National Carers Week 2013.

Development Grants and Hardship Fund

The 2013 development grant call awarded €211,000 over two years to a wide range of palliative care initiatives. In addition, €12,000 was made available to patients and their families who experienced severe financial hardship as a result of life-limiting illness.
NIGHT NURSING

The Nurses for Night Care service supports more patients with life-limiting illness to die at home. Demand for this service increased by 14% in 2013, with the overall costs reaching €386,000. We are grateful to the Irish Cancer Society, our partner on this programme, who provides this service to people with cancer. A review highlighted some regional variations in how night nursing is accessed and we commenced contact with those areas that appeared to underutilise the service.

HOSPICE HOMECARE FOR CHILDREN

We continued to advocate for the implementation of the national policy on children’s palliative care and to urge the HSE to develop a plan to take over the posts currently funded by us.

Funding continued for Ireland’s only paediatric palliative care consultant and two further Children’s Outreach Nurses were appointed in the Midlands and Crumlin. Along with the nurses already based in Drogheda, Waterford and Limerick, this brought the total children’s outreach nursing team, funded by us, to five. A nurse education coordinator was appointed to continue the paediatric palliative care education programmes for healthcare professionals in Our Lady’s Children’s Hospital, Crumlin. The post was facilitated by us in conjunction with the HSE.

“The demand for Night Nursing has increased by 14% in 2013”
The launch of the IHF’s annual cycle challenge in aid of the Nurses for Night Care service.
Our Hospice Friendly Hospitals (HFH) Programme continued to bring about positive change in the approach taken to dying, death and bereavement in hospitals and residential care settings.

**NETWORKS OF HOSPICE FRIENDLY HOSPITALS**

The acute hospital network and greater Dublin community hospital network continued to hold regular meetings during the year. In October we hosted a multidisciplinary workshop for staff working in maternity and neonatal settings around Ireland, co-sponsored by the Coombe Women and Infants University Hospital, the National Maternity Hospital, Holles Street and the Rotunda Hospital. We also launched our ‘Competence and Compassion. End-of-Life Care Map’ in April. The resource was developed in consultation with the HSE’s Palliative Care Clinical Care Programme and provides practical advice and prompts along the end-of-life journey.

**DESIGN AND DIGNITY**

The ‘Design and Dignity’ Grant Scheme, operated in partnership with the HSE, which aims to enhance the physical environments of hospitals in relation to end-of-life care, continued to show progress in 2013. The refurbished mortuary at the Mercy University Hospital, Cork was officially opened in March and the refurbished bereavement suite in St James’ Hospital Emergency Department opened in May. In November, Gabriel Byrne launched a special fundraising initiative in the United States to support the project.
Gabriel Byrne and Loretta Brennan Glucksman, former Chair of the American Ireland Fund at the ‘Design and Dignity’ fundraising event in New York

Audit and Review System

We continued to pilot an audit and review system during 2013 in 35 healthcare settings nationwide, spanning the five settings where people die: acute hospitals, hospices, community units, nursing homes, and home. The purpose of the pilot study is to test how well the system works in practice, to assess if it is a useful way to reflect on care provided at end-of-life and to identify areas for improvement. In 2013, 178 deaths in 37 care settings were reviewed.

“‘Design and Dignity’ projects completed in Mercy University Hospital Cork and St James’s Hospital”
We continued to engage with the media to raise public awareness of our work and support for our advocacy agenda. Extensive media coverage was secured during the year for the programmes of the charity including the two national hospice fundraising events - Sunflower Days in June and Ireland’s Biggest Coffee Morning in September.

Work took place with two independent production companies on developing a documentary on dying, death and bereavement in Ireland. The documentary was broadcast on RTE in 2014.

We were invited to present to the Joint Oireachtas Committee on Health and Children as part of its series of hearings on end-of-life issues which were organised by the Chairman of the Committee, Jerry Buttimer TD. CEO Sharon Foley opened the hearings which were also addressed by Orla Keegan, Head of Education, Research and Bereavement Services and Bryan Nolan, Communications and Development Coordinator, Final Journeys. Submissions were also made by members of the National Council of the Forum on End of Life in Ireland and by Kate Bree, Chair of the Hospice Friendly Hospital Programme’s Acute Hospitals Network. The report from these hearings is expected to be published in the first half of 2014.

There was widespread political engagement during the year highlighting the significance of palliative care to the health service, securing clarification on the issue of medical cards for people who are terminally ill and the importance of protecting the budget for specialist palliative care from further erosion. We also arranged for a number of parliamentary questions to be tabled on issues including post mortem guidelines and release for health service staff for training.

“The Gathering – Reflections on Ireland”

Kirana Bhagwan, Caroline Lynch, Rebecca Kelly and Angela Edghill of the IHF at the launch of "The Gathering – Reflections on Ireland"
IHF CEO Sharon Foley and Mary Kennedy of RTE with helpers at the launch of Sunflower Days 2013
The Forum on End of Life in Ireland was created to explore and, where possible, to address a broad range of issues of importance to Irish people in relation to end-of-life.

**FORUM 2013**

Forum 2013 took place in October in Dublin Castle. Over 330 delegates attended the day-long event which reflected on the topic ‘Length of Days - Quality of Life’. The keynote speaker for the day was Swedish medical ethicist Professor Goran Hermeren and the Mary Holland commemorative lecture was delivered by journalist Feargal Keane.

A new action plan for the period 2013 to 2015 was made available at the conference. It included commitments to develop an annual report card to benchmark government progress on specific issues and to present recommendations for a national end-of-life strategy.
THINK AHEAD

The Forum’s flagship project, ‘Think Ahead’, aims to encourage people to reflect on and pre-record their wishes in the event of an emergency, serious illness or death.

The Pre-hospital Emergency Care Council’s medical advisory committee formally approved their participation with the project during 2013. A study in nursing homes in Kildare/West Wicklow commenced after being awarded ethical approval by the Trinity College Dublin GP training scheme while the pilot schemes in Louth and Limerick were completed.

‘Think Ahead’ training was conducted with Active Retirement Ireland outreach workers and briefings were given to a range of organisations including Age Action, the Irish Defence Forces, Active Retirement Ireland and the Gay and Lesbian Equality Network.

“330 delegates attend Forum 2013.”

Ms. Patricia Rickard-Clarke, Member of the National Council of the Forum on End of Life in Ireland
MEMBERS OF THE NATIONAL COUNCIL OF THE FORUM ON END OF LIFE IN IRELAND

Mrs. Justice Catherine McGuinness, Chairperson
Dr. Ciaran Browne, Integrated Services Directive National Lead, Acute and Palliative Care, HSE
Ms. Catríona Crowe, Head of Special Projects, National Archives of Ireland
Dr. Brian Farrell, Dublin City Coroner, Barrister-at-Law
Ms. Sharon Foley, CEO, Irish Hospice Foundation
Dr. Geoff King, Director, Pre-hospital Emergency Care Council
Dr. Deirdre Madden, Senior Lecturer, Law Department, University College Cork
Ms. Ita Mangan, Barrister
Ms. Úna Marren, former Deputy Director of Nursing, Mater Misericordiae Hospital
Mr. Gus Nichols, Funeral Director, Managing Director of J&C Nichols Ltd.
Seán Ó Laoire, Past President, Royal Institute of the Architects of Ireland
Ms. Patricia Rickard-Clarke, Solicitor, former Commissioner with the Law Reform Commission
Prof. David Smith, Associate Professor of Health Care Ethics, Royal College of Surgeons Ireland
Mr. Mervyn Taylor, former Programme Manager of the Forum of End of Life in Ireland, Consultant
Mr. Senan Turnbull, Organisational Consultant
Dr. Max Watson, Consultant in Palliative Medicine at Northern Ireland Hospice
We receive no core funding from the State and while any grants received for specific purposes are greatly valued, we are primarily dependent on voluntary donations to continue our programmes.

INDIVIDUAL GIVING

Door-to-door fundraising continued to successfully raise funds for our programmes as well as promoting understanding of our work. Unfortunately income from other sources of individual giving including mail campaigns and the annual raffle fell in 2013, reflecting the challenging economic conditions and negative publicity surrounding Irish charities.

SPONSORED CYCLE

We were delighted that Kingspan again sponsored our annual cycle challenge where 60 cyclists completed 630km over five days from Biarritz to Narbonne in France.
‘The Gathering – Reflections on Ireland’

In October, we launched our new book, ‘The Gathering – Reflections on Ireland’, a memento of the year, which brought together stories and photographs from Gathering events as well as reflections and recollections from a range of contributors of what it is to be Irish in the world today. All funds raised by the book went towards the ‘Design and Dignity’ project. Launches subsequently took place in the United Kingdom and United States of America, forging the beginning of a new relationship with the Irish communities in those countries.
ANNUAL EVENTS

We continued to coordinate and invest in the two national fundraising events for the Irish hospice movement. Hospice Sunflower Days was supported by RTE’s Mary Kennedy, while 2013 marked 21 years of Ireland’s Biggest Coffee Morning, supported by Sybil Mulcahy and Bewleys.

The Lady Golfers’ Howth Walk took place for the 25th successive year and we continued to market our range of retail products including cards, books, wedding favours and, in partnership with Heatons, our festive reindeer food. Community events including fashion shows, table quizzes, runs, cycles and fancy dress evenings took place throughout Ireland and as far away as Brussels and Australia.

PARTNERSHIPS

A range of organisations supported our work during the year including Atlantic Philanthropies, Arthur Cox, Gaelectric, Janssen-Cilag, Merrill Lynch, Mundipharma, Nisa Retail, Novartis, Peter Mark and Ulster Bank.

For the third year, Early Childhood Ireland ran their “National Pyjama Day” in early childhood care and education services around the country raising €166,000 for the Hospice Homecare for Children Programme.
“We would like to offer our sincere thanks to all our donors, event participants, sponsors, committee members and other supporters”
The following summary accounts have been extracted from the statutory financial statements of The Irish Hospice Foundation Limited for the year ended 31 December 2013.

The statutory financial statements, on which the auditors, Gaby Smyth & Co., Chartered Accountants, expressed an unqualified opinion, have been filed with the Register of Companies following the Annual General Meeting on 10th June 2014 where they were approved by the Board and signed on its behalf by Jean McKiernan, Chairperson and Denis Doherty, Director.

The detailed auditors report and financial statements are available to download from www.hospicefoundation.ie or can be obtained from our office at Morrison Chambers, 32 Nassau Street, Dublin 2.

We are currently working towards complying with all provisions of the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland.

In accordance with the Code, our Finance and Audit Committee takes delegated responsibility on behalf of the Board to provide oversight of the financial and resource management of the organisation, ensuring that there is:

- robust monitoring of the finances of the IHF;
- a strong framework for accountability and for examining and reviewing all systems and methods of control, both financial and otherwise, including risk analysis and risk management;
- compliance with all aspects of the law, relevant regulations and good practice.

We also subscribe to the Irish Charities Tax Research ‘Statement of Guiding Principles for Fundraising’ and we prepare our financial statements in accordance with the ‘Statement of Recommended Practice for Financial Reporting by Charities’ (SORP) as issued by the Charity Commissioners for England and Wales in March 2005.

In accordance with SORP recommendations, the number of higher paid employees is disclosed as follows:

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Cormac Kissane
Director
Finance and Audit Committee
# Statement of Financial Activities for the Year Ended 31st December 2013

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<td></td>
</tr>
<tr>
<td><strong>Activities for Generating Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other Fundraising Income</td>
<td>187,326</td>
<td>1,094,145</td>
<td>1,281,471</td>
<td>1,106,940</td>
</tr>
<tr>
<td>Training and Education Programs</td>
<td>226,685</td>
<td>-</td>
<td>226,685</td>
<td>239,633</td>
</tr>
<tr>
<td></td>
<td>414,011</td>
<td>1,094,145</td>
<td>1,508,156</td>
<td>1,346,573</td>
</tr>
<tr>
<td><strong>Investment Income</strong></td>
<td>74,693</td>
<td>-</td>
<td>74,693</td>
<td>97,187</td>
</tr>
<tr>
<td><strong>Incoming Resources from Charitable Activities:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants</td>
<td>-</td>
<td>594,370</td>
<td>594,370</td>
<td>56,154</td>
</tr>
<tr>
<td></td>
<td>2,775,480</td>
<td>1,981,586</td>
<td>4,757,066</td>
<td>5,328,366</td>
</tr>
<tr>
<td><strong>Total Incoming Resources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Resources Expended</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cost of Generating Funds</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Fundraising Cost</td>
<td>(755,459)</td>
<td>(685,412)</td>
<td>(1,440,871)</td>
<td>(1,193,737)</td>
</tr>
<tr>
<td><strong>Charitable Activities</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grant Aid</td>
<td>(1,548,408)</td>
<td>(1,546,862)</td>
<td>(3,095,270)</td>
<td>(3,191,427)</td>
</tr>
<tr>
<td>National Bereavement Centre</td>
<td>(870,390)</td>
<td>(4,205)</td>
<td>(874,595)</td>
<td>(862,681)</td>
</tr>
<tr>
<td><strong>Governance Costs</strong></td>
<td>(117,819)</td>
<td>-</td>
<td>(117,819)</td>
<td>(89,124)</td>
</tr>
<tr>
<td><strong>Total Resources Expended</strong></td>
<td>(3,292,076)</td>
<td>(2,236,479)</td>
<td>(5,528,555)</td>
<td>(5,336,969)</td>
</tr>
<tr>
<td><strong>Net Outgoing Resources</strong></td>
<td>(516,596)</td>
<td>(254,893)</td>
<td>(771,489)</td>
<td>(8,603)</td>
</tr>
<tr>
<td><strong>Transferred from General Reserves</strong></td>
<td>(516,596)</td>
<td>(254,893)</td>
<td>(771,489)</td>
<td>(8,603)</td>
</tr>
<tr>
<td><strong>Funds at the Beginning of the Year</strong></td>
<td>1,886,315</td>
<td>1,572,363</td>
<td>3,458,678</td>
<td>3,467,281</td>
</tr>
<tr>
<td><strong>Funds at the End of the Year</strong></td>
<td>1,369,719</td>
<td>1,317,470</td>
<td>2,687,189</td>
<td>3,458,678</td>
</tr>
</tbody>
</table>

There are no recognised gains or losses other than the incomings/outgoings for the above two financial years.
### Balance Sheet as at 31st December 2013

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible Assets</td>
<td>142,150</td>
<td>164,149</td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>279,642</td>
<td>208,214</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td>3,139,850</td>
<td>4,313,863</td>
</tr>
<tr>
<td></td>
<td>3,419,492</td>
<td>4,522,077</td>
</tr>
<tr>
<td><strong>Creditors: Amounts falling due within one year</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>(619,461)</td>
<td>(882,548)</td>
</tr>
<tr>
<td><strong>Deferred Income</strong></td>
<td>(254,992)</td>
<td>(345,000)</td>
</tr>
<tr>
<td><strong>Net Current Assets</strong></td>
<td>2,545,039</td>
<td>3,294,529</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>2,687,189</td>
<td>3,458,678</td>
</tr>
<tr>
<td><strong>Reserves and Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restricted Funds</td>
<td>1,317,470</td>
<td>1,572,363</td>
</tr>
<tr>
<td>Unrestricted Funds</td>
<td>1,369,719</td>
<td>1,886,315</td>
</tr>
<tr>
<td></td>
<td>2,687,189</td>
<td>3,458,678</td>
</tr>
</tbody>
</table>
Corporate Information and Governance

Board of Directors
We are governed by a Board of voluntary non-executive Directors, none of whom receive payment of any kind for their services. The Board of Directors met five times during the year.

Ms. Jean McKiernan (Chairperson)  Professor Antoin Murphy (Resigned 11th April 2014)
Ms. Cynthia Clampett  Ms. Margaret Nelson
Mr. Denis Doherty  Mr. Kevin O’Dwyer (Resigned 11th June 2013)
Professor Muiris X. FitzGerald  Mr. Michael O’Reilly
Ms. Mary Harney  Dr. Liam O’Siorain
Ms. Vivienne Jupp  Mr. Don Thornhill (Resigned 17th September 2013)
Mr. Cormac Kissane

There are three sub-committees of the Board: the Policy and Services Advisory Committee (chaired by Professor Muiris X. FitzGerald), the Finance and Audit Committee (chaired by Professor Antoin Murphy), and the Nominations Committee (chaired by Mr. Cormac Kissane).

Chief Executive
Ms Sharon Foley

Company Secretary
Ms Emer O’Riordan (to 7th February 2013)
Mr Andy Caffrey (from 7th February 2013)

Company Number
114617

Charity Number
CHY 6830

Registered Office
Morrison Chambers
32 Nassau Street
Dublin 2

Auditors
Gaby Smyth & Co.
Ardeen House
10/11 Marine Terrace
Dun Laoghaire
Co. Dublin

Bankers
Allied Irish Bank plc
Bank of Ireland
Ulster Bank

Solicitors
Eugene F. Collins
Temple Chambers
3 Burlington Road
Dublin 4
STAFF

BEREAVEMENT EDUCATION AND RESOURCE CENTRE
Orla Keegan, Head of Education, Research and Bereavement Services
Susan Delaney, Bereavement Services Manager
Breffni McGuinness, Training and Development Officer
Laura Rooney Ferris, Information and Library Manager
Iris Murray, Administrator
Maura Dunne, Administrator
Bryan Nolan, Communications and Development Coordinator (Final Journeys)
Hilary Maher, Education Coordinator (Final Journeys)
Nicola Jordan, Coordinator (Irish Childhood Bereavement Network)

HOSPICE FRIENDLY HOSPITALS PROGRAMME
Mary Lovegrove, Programme Manager
Grace O’Sullivan, Administrator & Development Support
Aoife O’Neill, Development Coordinator, Community Hospitals
Miriam McCarthy, End-of-Life Care Coordinator, MWRH, Limerick
Kathy McLoughlin, National Audit and Review Coordinator

ADVOCACY AND COMMUNICATIONS
Caroline Lynch, Head of Communications and Advocacy
Angela Edghill, Advocacy Coordinator
Kirana Bhagwan, Communications Coordinator
Rebecca Kelly, Communications Assistant
Sarah Murphy, Research and Development Officer (Forum on End of Life and Think Ahead)

FINANCE AND ADMINISTRATION
Andy Caffrey, Head of Finance and Corporate Support Services
Emer Connolly, PA to CEO
Anita Kerr, Receptionist and Office Administrator
Mariane Picard, Receptionist and Office Administrator
Aine McCambridge, Receptionist and Office Administrator

FUNDRAISING
Paddy Delaney, Head of Fundraising
Helen McVeigh, Corporate and Events Manager
Clare Martin, Individual Giving Manager
Mary Tupper, Individual Giving Executive
Amy Vaughan, Fundraising Events Executive
Anna Sadlier, Fundraising Executive
Ellie Madden, Events Fundraiser

PROGRAMME DEVELOPMENT
Marie Lynch, Programme Development Manager
Jackie Crinion, Development and Liaison Officer
Carmel Collins, Development Officer
Tony Duffy, Development Officer
Deirdre Shanagher, Development Officer
The Irish Hospice Foundation
Morrison Chambers
32 Nassau Street
Dublin 2
Ireland

Telephone: 00353 (0)1 6793188

www.hospicefoundation.ie