

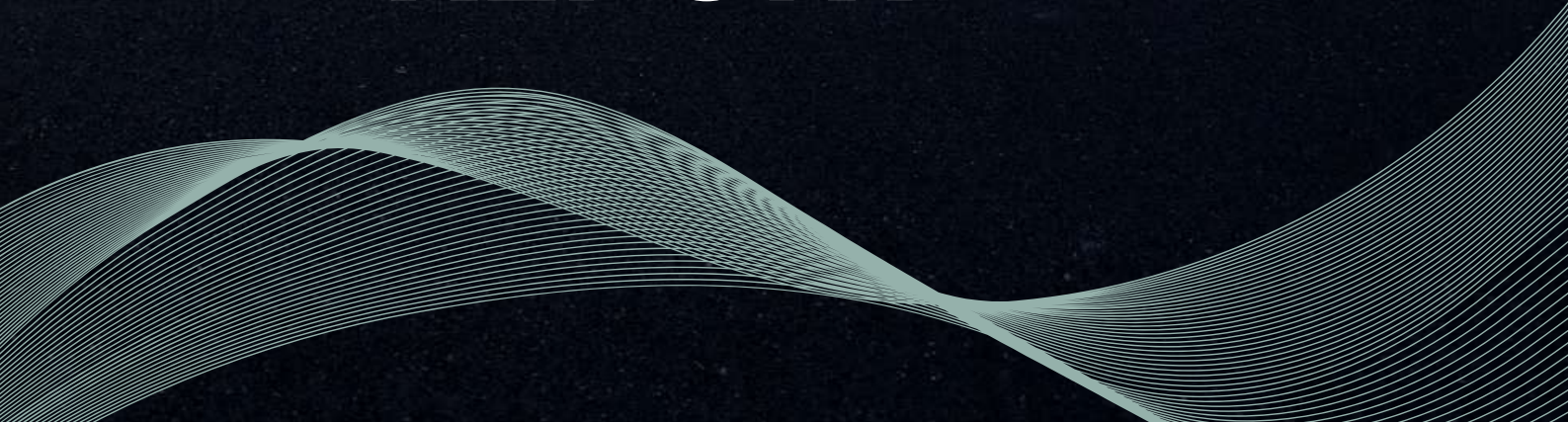


**TABOR GROUP**

HOPE • HEALING • RECOVERY



TABOR GROUP  
**ANNUAL 20  
REPORT 22**







TABOR LODGE



TABOR FELLOWSHIP

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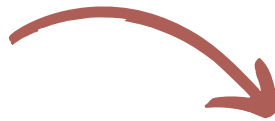


# 2022 AT TABOR GROUP



**698**

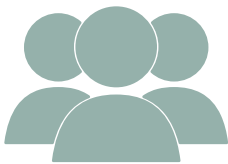
PHONE CALLS MADE TO  
TABOR GROUP IN 2022



**ASSESSMENTS**

**374** - OFFERED

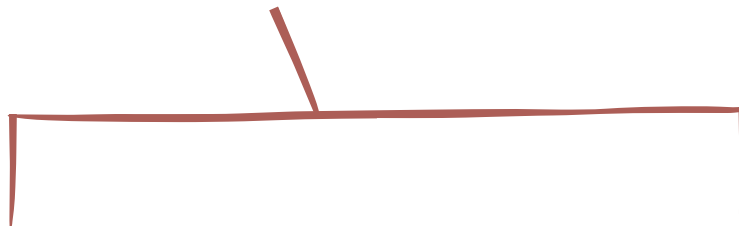
**323** - COMPLETED



**227**

ADMISSIONS

(70% of Completed Assessments)



**Tabor**  
LODGE

**148 (65%)**

CLIENTS ADMITTED TO  
TABOR LODGE



**Tabor**  
FELLOWSHIP

**79 (35%)**

CLIENTS ADMITTED TO  
TABOR FELLOWSHIP





## CONTINUING CARE PROGRAMME

8 Groups Per Week  
(5 in-person & 3 online)

### 2022 Developments

- 7 facilitators were recruited.
- The return of in-person Continuing Care Programmes nationwide has allowed for the resumption of referrals.
- Continuing Care Coordinator now meets with Integrated Recovery Programme clients at an earlier stage of their treatment to provide support in care planning after discharge.

## FAMILY SUPPORT PROGRAMME

- On-site Programme resumed at Tabor Lodge for the first time in 2 years on July 13th 2022.
- Since then, 15-20 people have been in attendance each week.
- New Initiative – Integrated Recovery Programme Family Support began in January 2022.
  - Tabor Lodge – Family Day on Wednesdays
  - Tabor Fellowship – Family Programme off-site on Fridays
- This new initiative in the Integrated Recovery Programme has proved hugely successful with at least 10 family members per week attending in comparison to 1 or 2 in 2021.

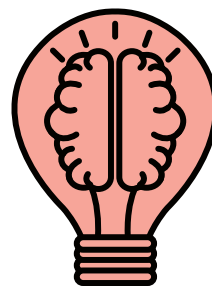
**12 SEPT 2022**

Easing of COVID-19 control measures & return to normal admission process for first time since June 2020.

Return of  
**'on-site'**  
**GRATITUDE MEETINGS**  
at Tabor Fellowship

**PERSON-CENTRED**  
treatment tailored to individual needs

**3**  
Recovery Living Houses



**NCE - COMMUNITY EMPLOYMENT SCHEME**

**57 CLIENTS**

took part in the NCE (Community Employment Scheme) on-site at Tabor Fellowship for the first time. This is tailored to suit the client's needs and in 2022 included options such as NALA Literacy and Digital Literacy, Barista courses, Beauty Treatment courses & more.

# WHO WE ARE

Based in County Cork, Tabor Group is a leading provider of addiction treatment services in Ireland. We provide residential and community-based addiction treatment programmes to men and women over 18 years of age, who are battling with addiction to alcohol, drugs and gambling.

Since 1989, Tabor Group has been providing support and care to hundreds of clients every year from all backgrounds and circumstances throughout Ireland. Tabor Group's facilities comprises of two residential addiction treatment centres: Tabor Lodge at Belgooly, Co. Cork and Tabor Fellowship at Spur Hill, Cork City where we offer Primary Residential and Integrated Recovery Treatment Programmes. In addition to this, Tabor Group also provides community-based treatment programmes.

The treatment programmes at Tabor Group are client-focused, trauma-informed, and adhere to the National Protocols for Drug and Alcohol Services. A variety of treatment approaches are delivered including person-centered counselling, 12-Step Fellowship, Motivation Enhancement Therapy, Cognitive Counselling and Mindfulness-based practices.

The treatment programmes are supported by the Health Service Executive and all major Health Insurers. Tabor Group is accredited by CHKS and has achieved ISO 9001 certification.



# FAMILY SUPPORT PROGRAMME

Our Family Support Programme recognises the importance of helping family members and loved ones of those struggling with addiction. The programme is designed to offer families support, help them understand the disease of addiction, and equip them with the necessary tools to get their own lives back on track. It has been our experience that since families are affected by addiction, equally, families benefit from support.

Our Family Support Programme includes education, one-to-one support, peer support groups, telephone support, intervention advice, and more. Family members are offered the choice of a 4-week, 12-week or 52-week group with Tabor Group. As well as providing the Family Support Programme for loved ones of clients that are engaging with our treatment services, we also offer support to families of people that choose not to engage with us.

Our experience tells us that family engagement with the treatment process is very important and leads to better outcomes for everyone.

Through the Family Support Programme, families begin to understand what addiction really is, the impact it is having on the family, and begin to address it so that family life can get back on track. In addition to this, the input from family can help their loved ones suffering from addiction realise it is time to manage their addiction for themselves, and for the benefit of everyone in the family.

The Family Support Programme gives people the opportunity to:

- Meet other families coping with the same challenges.
- Understand what the treatment and recovery process is for their family member suffering from addiction and how they can be involved.
- Understand what addiction is and how it impacts on family life.
- Understand the risks of living with the stress and strain of addiction.
- Learn how each member of the family copes in their own way.
- Identify how they have personally coped.
- Focus on ways that they can support their own health and wellbeing.





# CONTINUING CARE PROGRAMME



At Tabor Group, we realise the support needed by clients in the early months of recovery after treatment is crucial to establishing an effective recovery from addiction. The Continuing Care Programme is an integral part of the care delivered by Tabor Group to the client following completion of their treatment.

The programme provides ongoing treatment and support to clients that have completed treatment programmes while they learn to cope with the demands of day-to-day living. It involves participation in a weekly group meeting and commitment to an individualised care plan over 12 months, with an option to continue this for a second year of support.

When in early recovery, clients will face many struggles that can hinder their progress therefore reviewing the care plan with the Continuing Care Coordinator is vital to assist and steer the client towards the recovery process. Tabor Group offers Continuing Care at various venues in the city and county. Our extensive network of continuing care groups, including relapse support programmes and a women's programme, are designed to give effective reinforcements for clients to be able to maintain their recovery.

When clients leave our facility, our Continuing Care Programme links the client with beneficial services or resources while also allowing them to keep ties with Tabor Group staff. This connection between the client and Tabor Group throughout their journey gives them reassurance in their recovery and self-confidence for living an enriching and sober life.



# MISSION, VISION, PHILOSOPHY & VALUES

## MISSION

We offer hope, healing, and recovery to those affected by addiction through our compassionate treatment, family and support services.

## VISION

To be a centre of excellence for addiction treatment, research and advocacy.

## PHILOSOPHY

At Tabor Group, we believe that addiction is a chronic progressive primary disease that cannot be cured, but those that suffer can be helped by abstinence and lifestyle changes.

We also believe that people who suffer from addiction are entitled to dignity and respect and that each person has, within themselves, the resources for recovery.

There is a spiritual dimension to our programmes, and clients are introduced to various 12-Step programmes.

## VALUES

### RESPECT

Acknowledging the dignity of every person – regardless of their circumstances.

### COMPASSION

Having some understanding of what a person is going through and responding appropriately.

### SOCIAL JUSTICE

Honouring each person's rights in a fair and equal manner.

### TEAM

Fostering a team approach in the interests of our common purpose.

### EXCELLENCE

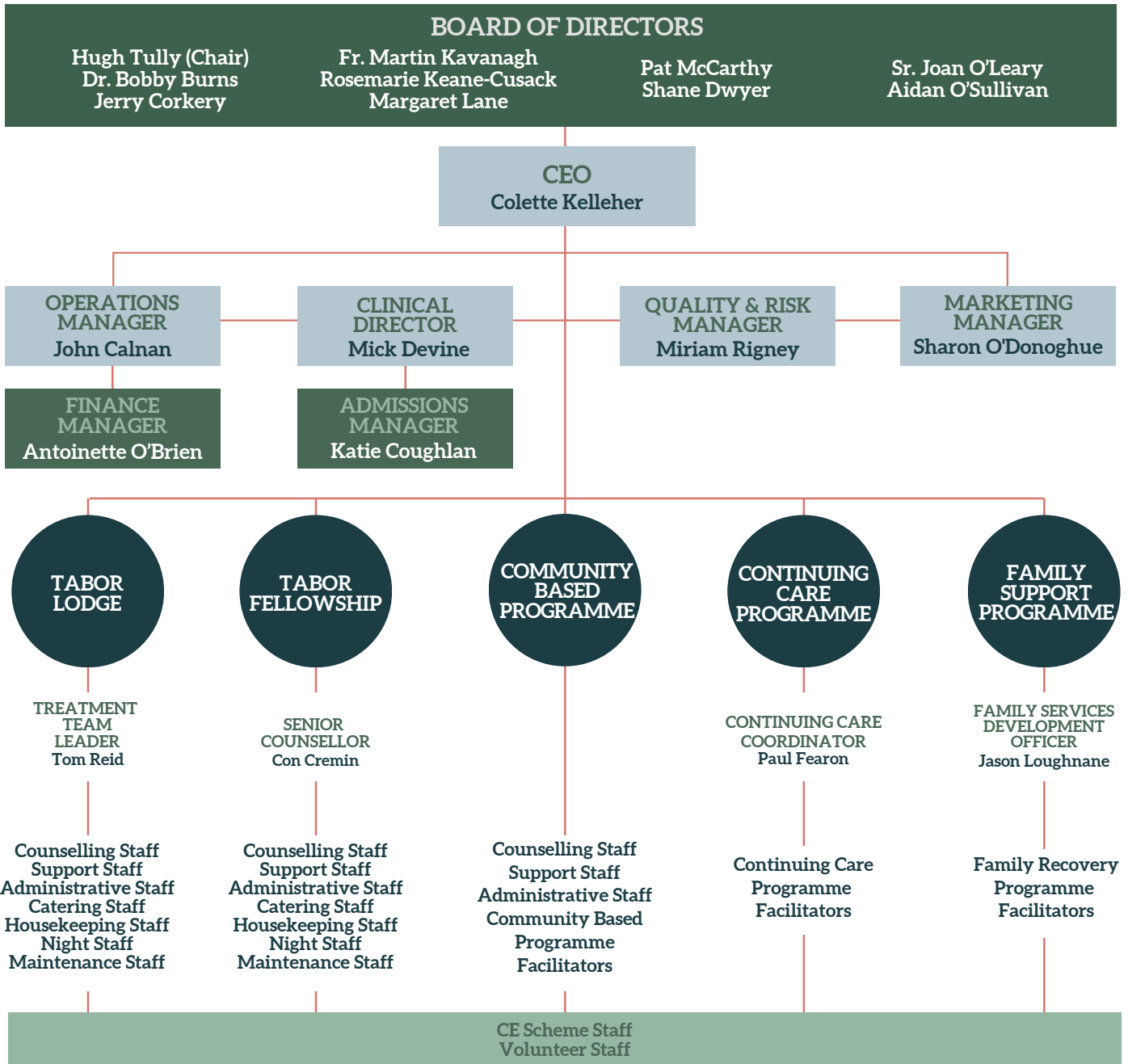
Doing everything to the highest professional standards.



# ORGANISATIONAL CHART



**TABOR GROUP**  
HOPE • HEALING • RECOVERY





# WHAT OUR CLIENTS SAID IN 2022

“



## CONTINUING CARE PROGRAMME

"Only have the most positive things to say about Tabor Group - the Continuing Care Programme, the team, atmosphere, aftercare, I could go on."

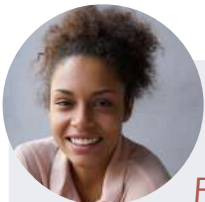
## PRIMARY RESIDENTIAL TREATMENT PROGRAMME

"Going to Tabor Lodge has been the best decision that I ever made. I have made friends for life and I know that I have put my previous non-existent life behind me. Tabor Lodge has saved my family life and I am now going to be there for my 3 children's future. I can't thank everybody in Tabor Lodge enough."



## FAMILY SUPPORT PROGRAMME

"I really needed my family involved in my journey. It was a changing point for me hearing what they had to say to me and what they went through. As hard as it is to hear, it was so very helpful."



## INTEGRATED RECOVERY PROGRAMME

"The support from staff and peers at Tabor Fellowship was fantastic. I feel safe knowing that I will always have support from Tabor Group"

## INTEGRATED RECOVERY PROGRAMME

"I needed the time at Tabor Fellowship to recover from my addictions and then learn how to live with emotions and feelings."



## TABOR GROUP STAFF

"All the staff were excellent at their job and completely relatable."



## PRIMARY RESIDENTIAL TREATMENT PROGRAMME

"I had a very comfortable stay in Tabor Lodge. It was an experience that I will never forget. I owe my life to my counsellor, support staff, and everybody else working there. My children are happy to have their old mom back."

”

# CHAIR'S REPORT

## *Hugh Tully*

It is a great honour to present the 2022 Annual Report for Tabor Group, my first as Chair of this organisation. I am proud of what we have accomplished in 2022, a year that has seen significant achievements for Tabor Group, as well as continued challenges and transformations.

Our treatment programmes, designed to assist individuals who have been directly or indirectly affected by addiction, continue to be held in high esteem and are perceived to be effectively addressing the ever-evolving requirements of our client base.

Furthermore, I am pleased to inform you that Tabor Group is currently in a state of financial stability. Our management team has worked diligently to implement cost-saving measures over the last number of years, which has enabled us to maintain our financial position. Fundraising efforts have also generated some much-needed funds, in particular our fundraising table quiz night in May, which was a huge success and a great night for all in attendance.

Throughout the year, we have continued to provide excellent care and treatment services to those battling addiction. Our residential treatment programmes have continued to provide a safe and supportive environment for clients to focus on their recovery, with our Integrated Recovery Programme at Tabor Fellowship going from strength to strength since its establishment in January 2021. Our Family Support Programme and Continuing Care Programme remained a key focus of the organisation as well in 2022, to support the loved ones of those battling addiction, while also supporting those who are in recovery following their treatment with Tabor Group.

There were many highlights for Tabor Group in 2022, including visits to Tabor Fellowship from Minister Frank Feighan, the Lord Mayor of



"Our residential treatment programmes have continued to provide a safe and supportive environment for clients to focus on their recovery, with our Integrated Recovery Programme at Tabor Fellowship going from strength to strength since its establishment in January 2021."



Cork, Cllr. Deirdre Forde and even European Champion Boxer, Eric Donovan. On International Recovery Day in September, Tabor Fellowship hosted a successful open day, with guests in attendance from industry partners, various agencies, local politicians and more. Another highlight of the year, included meeting with the Oireachtas Sub-Committee on Mental Health, chaired by Senator Frances Black, to give them an update on Tabor Group's services.

All the achievements of 2022 would not have been possible without the remarkable dedication and commitment of our entire Tabor Group team. Led by our CEO, Colette Kelleher, who has skilfully guided the organisation since joining the team during the year, I, and the Board, sincerely thank the management team, clinical team, administration staff, support staff and external contractors for their hard work. We recognise that the whole team are critical to the success of our organisation, and we are committed to creating a positive work environment for all. We are deeply appreciative of their work and acknowledge that Tabor Group consistently delivers services to the highest standard.

*"All the achievements of 2022 would not have been possible without the remarkable dedication and commitment of our entire Tabor Group team."*

A special mention must also be given to our volunteers, who selflessly give up their time to help others. Without the time, devotion, and hard work of these volunteers, our Continuing Care and Family Support programmes would not be possible. We were delighted to celebrate their wonderful contribution at our Volunteer Appreciation Day at Tabor Lodge as part of our calendar of events for Recovery Month in September.

In 2022, Tabor Group continued to be given the confidence to pursue continuous improvement and innovation through the support of some of our key stakeholders including the HSE, Probation Service, Local Authority, Health Insurers, The Southern Regional Drug & Alcohol Task Force, Northside Community Enterprises and Community Drugs Workers to name just a few. We are extremely grateful for the support, all for the benefit of our clients.

2022 saw the departure of my predecessor as Chair, Denis Healy, who gave an incredibly dedicated service since becoming a Board member in 2017. I would like to express my personal gratitude to him for the courtesies, guidance and advice he gave me to prepare for my role as Chair. The Board is deeply grateful for his commitment, diligence and professionalism and would like to wish him well.

I would like to take this opportunity to express my heartfelt gratitude to my colleagues on the Board of Directors for their unwavering commitment to the work of Tabor Group during my first year as Chair. Beyond volunteering their time to attend our monthly Board meetings, the Directors contribute their valuable expertise and uphold the highest standards of governance, always mindful of their responsibility to serve the best interests of Tabor Group.

To conclude, Tabor Group is proud of the high-quality addiction treatment services that it has provided to people since 1989. Last year, we saw an increase in the numbers of people presenting for treatment and we know that, sadly, many more people that need our service do not access it, for countless reasons. The stigma attached to addiction in Ireland continues to ensure that people who are afflicted by the disease are marginalised in our society, which makes it even harder to openly seek help. As we move forward, we hope this stigma will continue to dissipate, and Tabor Group will continue to provide this excellent care and support to even more of those battling addiction.

Tabor Group will continue to innovate and improve our programmes and services to ensure that we meet the evolving needs of our clients. We will also continue to invest in our staff and volunteers to ensure that they have the resources they need to provide the best possible care. Together, we have achieved remarkable things, and I am confident that we will continue to make a positive impact in the lives of those battling addiction in 2023 and beyond.



**Hugh Tully**  
**Chair, Tabor Group**



# CEO'S REPORT

## Colette Kelleher

Almost 700 people worried about addiction for themselves or a loved one reached out to Tabor Group in 2022. We did our best to offer hope, healing and to support people's recovery. From those calls, 323 people booked and completed assessments. 227 people went on to participate in either the 28-Day Residential Treatment Programme located in Tabor Lodge, Belgooly or at our unique and innovative 84-day Integrated Recovery Programme in Spur Hill, Cork.

As well as working directly with people in our two treatment centres, supporting their families was a cornerstone of our work. We were delighted to be able to resume face-to-face family meetings in 2022 as we emerged from COVID-19 restrictions.

Tabor Group remains on the recovery journey with each person after they leave the residential treatment programmes. Some go on to live in one of the three Tabor Group 'Recovery Living' houses in the community. Finding housing is a major challenge and is a key part of people being able to sustain their recovery.

*"Tabor Group remains on the recovery journey with each person after they leave the residential treatment programmes."*

In 2022, the peer-led continuing care groups returned to in-person meetings. This 'aftercare' work continues to evolve in response to the needs of people in recovery, including supporting people through 'lapse' and relapse. The monthly 'gratitude meetings' for people in treatment, past and present, are now very much live events and well attended.

"Almost 700 people worried about addiction for themselves or a loved one reached out to Tabor Group in 2022."



In the day-to-day work, Tabor Group challenges itself to live up to our values of respect, compassion, excellence, social justice and team. Reflecting on this, in 2022, we secured funding to consider trauma as a driver of addiction. In 2023, we will look at ourselves as an organisation in terms of how we respond to people's trauma and assess how 'trauma aware' and 'trauma informed' we are, and what we need to do to evolve. We achieved external accreditation by CHKS, an important and useful independent benchmark for the quality of Tabor Group's work.

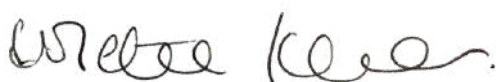
'Team', and working together with others internally and externally is central to our work in supporting people across their recovery journey. We recognise and appreciate every member of the Tabor Group team: staff, volunteers and Board members. Each makes a unique and collective contribution.

Tabor Group is grateful for the support we receive and work closely with CHO 4 HSE Social Inclusion Team. We are active participants in the Cork Local and Regional Drug and Alcohol Task Forces. Tabor Group is also supported and works with Cork City Council and are members of the Cork Homeless Forum.

Through referrals and case management, we work with statutory agencies and fellow partners including the Northside Community Employment Scheme (NCE). Tabor Group was honoured to be named as an ally by the Cork Traveller Visibility Group. We work together with and are supported by the Probation Service as well as by health insurers VHI, Irish Life and Laya. Nationally Tabor Group is an active member of ATCI, Addiction Treatment Centres of Ireland.

In 2022, Tabor Group faced and continues to face many challenges. We had to deal with cost of living increases whilst at the same time maintaining a staff team who can respond to the growing number of people, including families, turning to us in their hour of need.

Finally, I offer thanks to all the people we have the privilege of working with and their families, as well as to all staff, volunteers, the Board of Directors, funders, donors and supporters. We know the lifesaving difference that Tabor Group can make in people's lives, offering hope and healing, and setting people on the road to recovery. That motivated us on in all the work we did in 2022, This will continue to drive us on in 2023 and beyond, working with and through others and being part of so many people's lives.



**Colette Kelleher**  
CEO, Tabor Group







Minister Frank Feighan visit to Tabor Fellowship



European Champion Boxer, Eric Donovan, visit to Tabor Fellowship



Lord Mayor of Cork, Cllr. Deirdre Forde, visit to Tabor Fellowship.



Lord Mayor of Cork, Cllr. Deirdre Forde, visit to Tabor Fellowship.



# CLINICAL DIRECTOR'S REPORT

Mick Devine

In 2022, again Tabor Group supported people with substance use and gambling disorders to quietly transform their lives in the care of our residential services at Tabor Lodge and Tabor Fellowship.

In 2022, 148 people were resident in Tabor Lodge for treatment of substance use disorders. A standard length of stay for people at Tabor Lodge unit is 28 days, although this varies depending on the needs of the person. 141 people completed the programme and were discharged into our Continuing Care Programme. All residential treatment programmes at Tabor Group are delivered by accredited addiction counsellors and psychotherapists. We have a team of 4 counsellors working with the 14 people resident in Tabor Lodge at any one time.

In Tabor Fellowship, we have a team of 6 counsellors working with the 20 people resident at any one time. It's the provision of such intensive treatment interventions by qualified staff that is a distinct feature of Tabor Group's treatment services and goes a long way towards ensuring the quality of the services we provide.

79 people were resident in Tabor Fellowship for treatment of substance use disorders in 2022. 53 people completed this programme. The standard length of stay for this programme is 12 weeks. There may also be variations on the length of stay depending on individual needs. 44 of these people transitioned to our 'Recovery Living' houses in Cork City for a further 12 weeks.

This programme began its second year of delivery and was extensively reviewed after the first quarter of the year. A detailed report was presented to the Board of Directors with a proposed implementation plan. The clinical team implemented these recommended actions and this enhanced the development of this innovative programme as part of the services offered by Tabor Group.

This programme is suitable for people with substance use disorder who have to contend with a complexity of personal and social needs. The treatment programmes intend to equip people with insight into how the substance use disorder is active in their lives and also to equip people with the personal and interpersonal skills needed to manage the disorder constructively. The longer programme offered at Tabor Fellowship also offers each resident accommodation for 12 weeks and also training in skills for employment.



*"It's the provision of such intensive treatment interventions by such qualified staff that is a distinct feature of Tabor Group's treatment services and goes a long way towards ensuring the quality of the services we provide."*

Much of the work of transformation is still to be done after discharge from our residential services. Returning to daily life in the community is a huge challenge for all clients but particularly those who are disadvantaged socially and educationally and who do not have secure accommodation. To practice the skills of rehabilitation, in a social environment that still stigmatises people with substance use disorders, is an onerous task for even the most advantaged in our society.



Clients that complete our residential programmes are recommended to attend our weekly Continuing Care support network. Eight groups meet weekly in Cork city and county, and in December 2022 46% of clients discharged into this support network during 2022 were in attendance. These groups are staffed by volunteers. This team of volunteers attend group supervision every six weeks and have attended 4 training days during the year. The Tabor Group Continuing Care Coordinator oversees the delivery of this service. A Relapse Response Programme was designed in the last quarter of 2022 in an effort to reach out to 26 clients who had relapsed, remained in contact with us and requested support.

Similarly, a team of volunteers support family members through weekly support networks. The families of those with substance use disorder have to contend with many challenges which are extremely stressful. Currently, this stress is intensified by the prevalence of intimidation of family members due to drug debts. In addition, families are also coping with the stigmatising of substance use disorder which imposes secrecy and shame on the family. In 2022, 240 family members attended Tabor Group's four-week education and support programme. A new community-based support programme of six-week duration was offered in 2022 and was attended by 90 family members. Each person is invited to attend further family support to continue their own rehabilitation process and 208 people availed of this support. Our Continuing Care programme for family members is of 52-week duration and was attended by 18 people in 2022. This programme is overseen by the Tabor Group Family Services Officer.

The governance structure of Tabor Group provides a mechanism for the management of clinical risk and the oversight of clinical quality. The clinical director reported to each of the 9 Board of Directors meetings held in 2022. In addition, a report was made to the Clinical and Research subcommittee of the Board at quarterly intervals. The clinical managers of Tabor Group met as a group on seven occasions in 2022. The agenda for each meeting is guided by the management of the clinical risk register, review of clinical incidents and review of clinical audits. Each treatment team meets weekly to extensively review the care plans of each client resident at the time. Reflective practice forum takes place during the year to review issues as they arise. This forum met three times in Tabor Lodge during 2022. Our research undertakings were modest in 2022 and need proper resourcing. We agreed a research proposal with our colleagues at Addiction Treatment Centres of Ireland (ATCI) and submitted this to the Minister of State with responsibility for drug strategy.

The difficulty in recruiting and retaining suitably qualified staff remained challenging. This was due in part to pay disparity with our colleagues in the public services and insufficient resources to ensure proper pay and conditions for our staff. Nevertheless, Tabor Group contributed to improved clinical quality in the field of drug and alcohol services in 2022. We appointed 3 new staff members from our support worker and volunteer teams to the post of trainee counsellor and devised a training programme to ensure their ongoing development while they pursued training programmes to FETAC level 8 and sought accreditation with a recognised body nationally. Tabor Group also hosted a number of students from training programmes at University College Cork, Munster Technology University and Irish College of Humanities and Sciences, Limerick. We also made presentations to UCC's Continuing Professional Development in Responding to Problem Gambling, an NFQ Level 8 programme, and the Diploma in Substance Misuse and Addiction Studies (NFQ Level 6/7) also offered by UCC. A training workshop in 'Brief Interventions' was delivered to the student counselling department at UCC. Tabor Group continues to deliver training to staff within the constraints of the available resources.

It is clearer with each passing year that the underlying role played by trauma in the lives of our clients has a prominent part to play in the development of substance use disorder. In many cases, this is 'developmental trauma' and is due to the adversity children often have to cope with from the very early days of their life. At Tabor Group, this extent of the adversity each client had to contend with as a child, contributes to the initial assessment and ongoing care planning. This adversity is often due to the untreated substance use disorder of a parent. This trauma also plays a significant role in the difficulties involved in recovery and in the causes of relapse.

Tabor Group was active in the Cork Trauma Sensitive Cities Steering Group in 2022. Becoming more sensitive to trauma will allow us to release the compassion in our society needed to destigmatise those impacted by substance use disorder.



**Mick Devine**  
**Clinical Director, Tabor Group**





Annual Report 2021



Trauma Conference



Darkness into Light



Sub-Committee Briefing



Table Quiz



AGM



Anne Dore's Farewell



Mini-Marathon



Sub-Committee Briefing



# OPERATIONS, QUALITY & RISK REPORT

## GOVERNANCE

Tabor Group is a company limited by guarantee (Companies Act 2014), and also a registered charity (Charities Act 2009). The organisation is led by a voluntary Board of Directors with a varied skill set. Day-to-day operations are delegated by the Board, to the management team and staff members, led by the CEO.

The governance process is mediated through six sub-committees, each with approved Terms of Reference linked to specific strategic objectives. Each sub-committee is responsible for maintaining the risk register for the area of responsibility, making recommendations, and reporting formally to the Board.

Hugh Tully was appointed as Chair of the Board of Tabor Group at the A.G.M. replacing Denis Healy who had completed his tenure in this role. Three directors resigned from the Board in 2022, bringing the complement to ten by year-end.

Colette Kelleher was appointed in May 2022. The other members of the management team remain unchanged in 2022.

The table below details the number and types of meetings (Board sub-committees and operational committees) that took place in 2022

BOARD & SUB-COMMITTEES	NUMBER OF MEETINGS
Board of Directors	9
Governance	5
Finance & Audit	8
HR	5
Facilities	4
Clinical, Treatment & Research	4

OPERATIONAL COMMITTEES	NUMBER OF MEETINGS
Management Team	30
Treatment Team	Weekly at each centre
Health & Safety (Formal)	3 at each centre
Admissions & Discharge	10
Clinical Managers	7





The Terms of Reference for each committee are reviewed on an annual basis.

### **CHARITIES GOVERNANCE CODE**

Tabor Group is fully compliant with the Charities Governance Code as issued by the Charities Regulator. The Compliance Record Statement is reviewed on an annual basis, and this was approved by the Board at the February 2022 meeting.

### **STRATEGIC REVIEW PROCESS**

A strategic planning day, facilitated by an external facilitator took place on 19/09/2023. This was attended by members of the Board, management team, and other members of the treatment team. Following this, a series of planning workshops were completed by the management team during October and November 2022. During this process, all areas of the service (from initial contact to Recovery Living and all areas in between) were explored. Current services were reviewed, proposed areas for development were identified, and associated costings were estimated. This informed the operational plan for 2023 and the accompanying budget which was put forward for Board approval at year-end.

### **STAKEHOLDER ENGAGEMENT**

Meetings with stakeholders, including funders (HSE, Probation service, Cork City Council, and Private Health Insurers) have taken place throughout 2022. Scheduled contract monitoring meetings (Service Level Agreement) with the HSE take place twice per annum. Meetings with the trustees of the company (Mercy Order South) also have taken place at scheduled intervals. Organisations such as the Traveller Visibility Group have visited Tabor Group to meet the team and tour the facilities.

### **OPERATIONAL**

#### **SNAPSHOT OF 2022 EMERGENCE FROM THE PANDEMIC**

The public health measures that were implemented in March 2020 to minimise the risk to the organisation and those that interact with it (staff and clients) were eased on a gradual basis throughout 2022. There has been no reported outbreak of Covid-19 on Tabor Group premises to date. An Outbreak Management Plan was developed and approved in mid-2022.

Key events:

- July 2022 – the first in-person Family Programme recommenced at Tabor Lodge. This takes place weekly and allows clients that are in residential treatment to meet family members/loved ones.
- Cessation of PCR testing and isolation prior to admission in September 2022 facilitating a more fluid admission schedule to both centres. This has allowed for more flexible admission dates for clients and precludes the need for an extra overnight stay at Tabor Fellowship prior to admission.
- The resumption of Continuing Care ‘in-person’ meetings at other residential centres has meant that people from other areas (outside of Cork) may now be referred to these sessions. In-person meetings have now resumed in the Tabor Group Continuing Care service.
- The first ‘Gratitude meeting’ since March 2020 took place at Tabor Fellowship in December 2022. This was very well-attended, with over 50 former clients, current clients and staff members in attendance. These meetings take place on a monthly basis.
- Clients at Tabor Fellowship are now able to attend meetings “off-site”. This had not been the case up until Q4 2022.



### **RELAPSE RESPONSE INITIATIVE**

As part of the organisational response to people that have relapsed, a ‘Relapse Response’ group has been established. This is in the early stages at present and is informed by feedback from persons in Continuing Care that experienced a relapse in 2022. Additional resources were put in place to optimise the response for those that experience relapse (including re-engagement with the programme, and the launch of the Relapse Group).



## **INTEGRATED RECOVERY PROGRAMME - YEAR 2**

2022 was Year 2 of the Integrated Recovery Programme at Tabor Fellowship. This is the 3-month residential programme (as opposed to a 28-day programme) that has been developed to meet the needs of people with more complex requirements. 79 people (35% of total admissions to Tabor Group) were admitted to this programme. This includes an opportunity to return to employment (Community Employment Scheme) and assistance with securing accommodation as part of the programme. The option to avail of accommodation in one of the three Recovery Living houses is also part of this programme. A comprehensive review of this programme took place in the first six months of 2022, with changes made to improve this innovative programme as suggested by people that had completed the programme, and other stakeholders.

### **RECOVERY LIVING**

A new premises in the community was secured and refurbished throughout 2022 as part of the Recovery Living option. This work commenced at the end of 2021 and required engagement and collaboration with stakeholders (e.g. Cork City Council, H.S.E., and neighbours in the community) to bring the project to fruition. Clients from Tabor Group moved into the premises in the first week of December 2022.

### **QUALITY**

#### **Accreditation**

A 3.5-day accreditation survey, involving the participation of staff, clients, Directors and management team, took place in April 2022, resulting in the award of CHKS accreditation and ISO certification. This is valid until April 2025, with an annual survey to maintain successful ISO 9001 certification. The formal report acknowledged the high standard of service delivery which enabled the organisation to retain accreditation and ISO certification.

### **RISK MANAGEMENT**

Tabor Group has developed an integrated risk management approach, with each of the Board sub-committees responsible for the maintenance of the risk register for the area within the Terms of Reference for that sub-committee.

A Safety Audit, carried out by an external Health and Safety expert took place at each of the Tabor Group premises in July 2022.

#### **Incident Reports**

42 Incident Report forms were completed across Tabor Group services in 2022 as part of the risk management process. Immediate and appropriate action is taken to handle the situation, followed by a thorough investigation of the causes. There is dissemination of learning and appropriate reporting in line with legislation, contract requirements and good practice.

### **HEALTH & SAFETY TRAINING**

Training in the following areas continues on a rolling basis year-on-year and includes the following: Fire Safety Training, Managing Actual and Potential Aggression (M.A.P.A.) training, Ergonomic Assessment and Awareness, and First Aid.



# MY PATH TO RECOVERY: ADAM'S STORY

In the depths of despair, amidst the haze of addiction after struggling with personal challenges and a demanding career, I found myself lost and broken, desperately seeking a lifeline. Addiction is a relentless monster that knows no boundaries, and it wasn't long before it started to tear apart the fabric of my once-happy family home. Recognising the severity of my addiction, my family rallied together, and staged several interventions to try and persuade me to get some help.

It was in those darkest hours that I stumbled upon Tabor Group, a beacon of hope and a sanctuary of healing. With their unwavering support, guidance, and expertise, I embarked on a transformative journey towards recovery, one that would forever alter the course of my life and the life of my family. From the moment I walked through Tabor Group's doors, I was greeted by warmth and understanding. The dedicated team of compassionate professionals enveloped me in an atmosphere of acceptance, creating an environment where I could truly be vulnerable. They saw past the veil of addiction and recognised the potential within me, igniting a spark of hope that had long been extinguished.

My recovery journey was not without its challenges, but with their expertise and evidence-based approaches, Tabor Group guided me through the challenging terrain of addiction recovery. The group therapy sessions, counselling, and workshops provided me with invaluable insights into the underlying causes of my addiction. Through introspection and self-reflection, I unearthed buried traumas, addressing them head-on and gradually unravelling the grip addiction had held over my life.

Tabor Group's comprehensive treatment programmes extended far beyond breaking the cycle of addiction. They nurtured personal growth, helping me rebuild the fragmented pieces of my life. The emphasis on life skills, relapse prevention strategies, and holistic well-being allowed me to develop resilience and fortitude. I discovered a newfound sense of self-worth, reclaiming my identity and embracing the possibilities of a brighter future.





One of the greatest gifts Tabor Group bestowed upon me was the gift of community. In the embrace of fellow individuals battling similar demons, I found solace and camaraderie. The support groups became a lifeline, a safe haven where I could share my triumphs and tribulations without judgment. Surrounded by fellow individuals on their own paths to recovery, we shared our stories, we celebrated milestones, and formed bonds built on empathy and understanding, providing strength during moments of weakness.

As the days turned into weeks, I witnessed a profound transformation within myself. The darkness that once enveloped my soul began to dissipate, replaced by a flicker of hope and optimism. The encouragement and guidance I received from Tabor Group became the catalyst for my own self-discovery and personal growth.

Another aspect of Tabor Group's work which I will be forever grateful for is their Family Support Programme. When in treatment, the guilt for what I put my family through began to grow and grow. I know that the burden of my addiction weighed heavily on each and every one of my loved ones. As I progressed in my recovery, Tabor Group extended their support to my family too, allowing them to address deep-seated issues, foster open communication, and learn how to rebuild trust.

Leaving the safe haven of Tabor Group was both exciting and nerve-wracking for me. But armed with the knowledge and skills acquired during my time there, I ventured into the world with a newfound sense of purpose. The ongoing support and aftercare with Tabor Group's Continuing Care Programme ensured that I never felt alone in my journey, even beyond their walls.

Today, I stand as a testament to the life-changing impact of Tabor Group. Through their unwavering commitment to those affected by addiction, they have empowered countless individuals to rewrite their stories. To the Tabor Group team, I express my deepest gratitude. You have not only given me a second chance at life, but you have also helped me find a sense of belonging, purpose and hope. With your support, I have emerged from the depths of addiction, ready to embrace the world and live a life filled with meaning.



# FINANCIAL STATEMENT

## STATEMENT OF COMPREHENSIVE INCOME for the financial year ended 31 December 2022

	2022 €	2021 €
INCOME	2,525,018	2,480,679
Depreciation	-116,049	-126,695
Grant amortisation	123,359	120,549
Staff costs	-1,830,171	-1,874,923
Other operating expenses	-731,963	-561,224
OPERATING(DEFICIT)/SURPLUS	-29,806	38,386
Finance costs (net)	-3,130	-3,240
TOTAL (DEFICIT)/SURPLUS FOR FINANCAIL YEAR	-32,936	35,146

## BALANCE SHEET as at 31 December 2022

	2022 €	2021 €
FIXED ASSETS		
Tangible assets	5,055,119	5,168,906
CURRENT ASSETS		
Debtors	163,371	250,911
Cash at bank	1,807,940	2,064,894
Investments	600,000	0
	2,571,311	2,315,805
CREDITORS (Amounts failing due within one year)	-738,694	-470,680
NET CURRENT ASSETS	1,832,617	1,845,125
TOTAL ASSETS LESS CURRENT LIABILITIES	6,887,736	7,014,031
CAPITAL ASSISTANCE	-5,210,486	-5,303,845
NET ASSETS	1,677,250	1,710,186
CAPITAL AND RESERVES*		
Capital Reserve	0	1,500,000
Accumulated Surplus	1,677,250	210,186
MEMBERS' FUNDS	1,677,250	1,710,186

\* CAPITAL RESERVE - Since the Directors are satisfied that the Capital Reserve fund is no longer required, it has been included as part of the accumulated Surplus in this years accounts.





Tabor Fellowship Open Day on International Recovery Day



Tabor Group Volunteer Day in Tabor Lodge



International Recovery Day



Lets Talk About Recovery Conference at Trinity College Dublin



Tabor Group Volunteer Day in Tabor Lodge









**TABOR GROUP**  
HOPE • HEALING • RECOVERY

## NEED HELP WITH AN ADDICTION?

Contact us in confidence:

021 488 7110

[info@taborgroup.ie](mailto:info@taborgroup.ie)

Tabor Group  
Spur Hill, Doughcloyne  
Cork, T12 YE14



CRO NUMBER: 311070

REGISTERED CHARITY NUMBER: 20042127