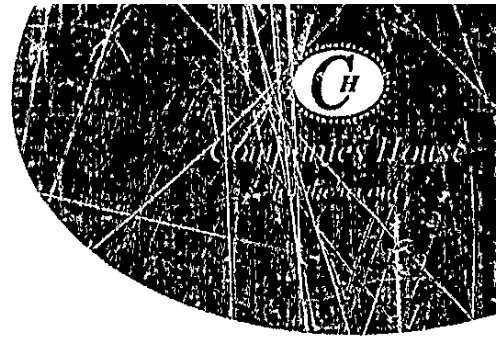




NOTICE OF ILLEGIBLE PAGES

Companies House regrets that documents in this company's record have pages which are illegible.

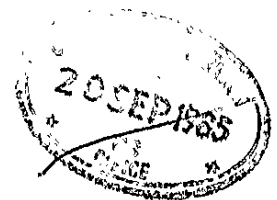
The poor quality has been noted, but unfortunately steps taken to improve them were unsuccessful.

Companies House would like to apologise for any inconvenience this may cause

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ASSOCIATION OF CROSSROADS CARP ATTENDANT SCHEMES LIMITED



ACCOUNTS YEAR ENDED 31st MARCH 1983



ASSOCIATION OF CROSSROADS CARE ATTENDANT SCHEMES LIMITED

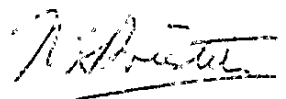
REPORT OF THE AUDITORS TO THE MEMBERS

We have examined the Accounts of the Association of Crossroads Care Attendant Schemes Limited, a Company limited by guarantee, not having a Share Capital, and a registered charity. The Accounts have been prepared under the historical cost convention and our audit has been carried out in accordance with approved auditing standards.

In our opinion the Accounts give a true and fair view of the state of affairs as at 31st March 1983 and of the overall deficiency of income over expenditure and source and application of funds for the year ended on that date and comply with the Companies Acts 1948 to 1981.

41 Regent Street,
RUGBY.

16th May 1983.


N.L. PRIEST & CO.
CHARTERED ACCOUNTANTS

ASSOCIATION OF 2 GUERONDS CARL ATTENDANT SCHEMES LIMITED

STATEMENT OF SOURCE AND APPLICATION OF FUNDS
FOR THE YEAR ENDED 31st Mch 1983

	<u>1983</u>	<u>1982</u>
	£	£
<u>FUNDS OBTAINED FROM OPERATIONS</u>		
Net surplus of income over Expenditure -		
Ordinary	(11557)	5783
Special	2615	1571
	<u> </u>	<u> </u>
	(8942)	7354
	<u> </u>	<u> </u>
<u>USE OF FUNDS</u>		
Fixed Assets	795	206
Increase in Stock	(2172)	3039
	<u> </u>	<u> </u>
	(1374)	3245
	<u> </u>	<u> </u>
<u>CHANGES IN WORKING CAPITAL</u>		
Debtors and Payments in Advance increase	163	(1018)
Creditors increase	(208)	(651)
Cash Deposits decrease	(7523)	5778
	<u> </u>	<u> </u>
	(7568)	4109
	<u> </u>	<u> </u>

ASSOCIATION OF CROSSROADS CARE ATTENDANT SCHEMES LIMITED

BALANCE SHEET AS AT 31st MARCH 1983

			<u>1983</u>	<u>1982</u>
	£	£	£	£
<u>FIXED ASSETS</u>				
Office Furniture etc.		1529		
Additions		<u>798</u>	2327	1529
<u>CURRENT ASSETS</u>				
Stock		5660		7832
Debtors and Payments in Advance		1219		1056
Bank Account - Ordinary	22838			
Bank Account - Special	<u>6561</u>	<u>29399</u>	36278	36922
Total Assets			38605	47339
Less:- Sundry Creditors			<u>1841</u>	<u>1633</u>
			<u>36764</u>	<u>45706</u>
Represented by:				
Ordinary Surplus		18391		
Less:- Deficit		<u>11557</u>	6834	18391
Special Surplus		27315		
Add:- Surplus		<u>2615</u>	29930	27315
			<u>36764</u>	<u>45706</u>
WE CERTIFY these Accounts to be a true copy of the original.			<u>36764</u>	<u>45706</u>

[Signature]

Chairman

[Signature]

Vice Chairman

ASSOCIATION OF CROSSROADS CARE ATTENDANT SCHOOLS LIMITED

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 1983 - ORDINARY

	<u>1983</u>	<u>1982</u>
	£	£
<u>INCOME</u>		
Grant D.H.S.S.	30000	25000
-do- - Allocation to Schemes	15000	-
Grant Welsh Office	1250	-
Grant L.L.C.	4500	20250
Donations	19596	
Donations re Fund Raising	1260	20029
Donations re Building Fund	2000	
Interest Received	2009	2613
Affiliation Fees	2126	765
Sale of Christmas Cards	578	900
V.A.T. Recovered	<u>1332</u>	<u>582</u>
	80011	70139
DEFICIT for the Year	<u>11557</u>	<u>(5783)</u>
	91568	64356
	<u>=====</u>	<u>=====</u>
<u>EXPENDITURE</u>		
Salaries and Pensions	45670	35833
Travel and Subsistence	<u>6658</u>	<u>7644</u>
Staff Costs	52328	43477
Telephone	3088	2230
Postage	918	1130
Stationery, Printing and Advertising	3722	3209
Heat and Light	680	320
Insurance	1279	1568
Professional Fees	538	321
Subscriptions and Donations	81	44
Target '81 -		
D.H.S.S. Grant allocated to Schemes	15000	-
Donation to schemes	3000	3000
Donations to New Schemes	5485	-
L.L.C. Grant Allocation to Schemes	-	7500
Crossroads Christmas Cards	277	447
Association and Executive Committee Expenses	775	176
Legal Charges	-	660
Cleaning	135	57
Miscellaneous	81	197
Repairs and Renewals	361	-
Fund Raising expenses	2760	-
Training and Development	<u>1060</u>	<u>-</u>
	91568	64356
	<u>=====</u>	<u>=====</u>

ASSOCIATION OF CROSSROADS CARE ATTENDANT SCHEMES LIMITED

INCOME & EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31st MARCH 1983 - SPECIAL

	<u>1983</u>	<u>1982</u>
	<u>£</u>	<u>£</u>
<u>INCOME</u>		
Donations	4980	4939
Interest Received	271	505
	<u>5251</u>	<u>5444</u>
<u>EXPENDITURE</u>		
Training and Development	2601	2853
Donations to Existing Schemes	35	1000
Donation	<u>-</u>	<u>20</u>
	2636	3873
Surplus	<u>2615</u>	<u>1571</u>
	<u>5251</u>	<u>5444</u>

CHIEF EXECUTIVE OFFICER'S REPORT

When it is time to write the Annual Report every year seems more eventful than the previous one. And every year I hope and pray that when I am writing the next year's report things will have settled down a little and we will be on more of an even keel.

However, progress marches on and 1982/3 was no different from other years in terms of the amount of work undertaken, and once again it is even difficult to find the time to draw a breath before writing the report.

Schemes and Steering Committees have continued to grow steadily, and this in spite of the pessimists during "re-structuring" time, the general election and the no change in the climate of local authorities' budgets.

Crossroads continues to prove its cost effectiveness, humane concept and efficiency both at a local and national level, and I have broken down the various aspects of our work under headings for you to see the main issues that have been dealt with by the national organisation:

Growth rate:

You will see from the charts on pages 14 & 15 that the pattern of growth is beginning to form a natural pattern for geographical areas. We are very grateful to the Welsh Office for financing a part time post of Development Officer for Wales and to the Department of Health and Social Services, Northern Ireland, for financing the post of a Development Officer for Northern Ireland. The Development Officer for Wales, Mrs. Pauline Adams, commenced employment in January, 1983, and we hope to have the Development Officer for Northern Ireland in post by September, 1983.

I would like to record my thanks to our two Regional Development Officers, Richard Ambury and Pauline Chesterton, for their loyalty, continued enthusiasm and hard work. When Richard started, in 1977, we vaguely divided the country between anything south of Rugby being Richard's responsibility and everything north of Rugby being mine. There were eighteen schemes in 1979 and Richard and I had "nine each" which worked out very well at the time.

Since those days, Pauline Chesterton joined the national office in 1981 and we were gradually able to divide "the north" from "the midlands", with Pauline being responsible for the latter. I am now delighted to report the support of our own DHSS in their funding of a Development Officer for the North, who we also hope to have in position by September, 1983. Richard Ambury's area will also then be divided as shown on page 14 and DHSS have also granted funding for an additional Regional Development Officer for that area.

The Executive Committee are of the opinion that increased staff working in the regions will help towards the maintenance of links with the national organisation. This is one area where we have all worked so hard, to try to be very much a part of Crossroads, and I am sure that the extra additions to our national staff will enable the Association to continue to give a personal service to the schemes.

Training

It was whilst checking our annual budget for insurance purposes that I suddenly realised over 500 care attendants are now employed by Crossroads Schemes all over the country. We have always tried to give them a good induction course and last year we also started Study Day for Care Attendants, which proved very popular. I was delighted to attend one of them purely in an almost "in cognito" role, as I was only able to appear for a very short time, and just slipped in quietly at the back. It was so nice to see them all listening intently, to hear their discussion, to see the rapport with

the Development Officer, their co-ordinators and the speaker. I also took note of the super spread of food ready for their lunch and was glad we were maintaining our reputation in that respect!

We are also hoping to employ a Training Officer this year. This will be a two year, part time, appointment, based in Rugby, and the project will enable us to look at our training modules in more depth, so that we can establish a good pattern for the future.

This Spring we had the opportunity to make a training film for the co-ordinators and care attendants and this will be ready in September, 1983. It is being made in Northamptonshire, between our three schemes there in Daventry, Northampton and South Northants, and all Crossroads schemes will be able to purchase their own copy if they so desire.

TARGET '81

To mark International Year of Disabled People, 1981, the Association began its "Target '81" project, which was an extension of care to include people with a mental handicap. As part of our second EEC contract, the Wirral scheme received £15,000 from the EEC and £15,000 from the Association, which had been left to us in a bequest. The management committee of the Wirral scheme agreed to be the first Crossroads scheme to be monitored for a two year period whilst introducing from the beginning the new, planned, extension of care to people with a mental handicap, and subsequently the Rochdale, Woking and Southend schemes all became a part of the Target '81 project.

We were able to publish the Appraisal of the Wirral Crossroads Scheme in the Spring of this year, and we have almost finished making a new film, made in that area, and entitled "Freedom Regained". This will also be available on video and will be available to all schemes.

The monitoring process finishes in September, 1983 and the next six months will be spent on the evaluation. The evaluation will be undertaken by Anna Bristow and Judi Brenig-Jones who have been working on Target '81 for us.

I would like to record my thanks to the co-ordinators of the four schemes taking part in Target '81 for their continued and regular record keeping and am sure that the results will be of enormous benefit to other schemes wishing to include in their care people with a mental handicap.

THE NATIONAL OFFICE

As it is quite well known, our national office was an attic since 1977, in a Doctors' surgery, and now that we are well established in our new office it seems hard to realise the very real problem we had last year. The doctors were desperate for space because they were having an extension built and needed spare room whilst this was being done, and we had to look for alternative accommodation. The problem was that we had no money to pay for a new office and could not go to Agents to look for premises with no money. I did not know who to ask or what to do in order to get some money to pay for something I did not know how much it would cost anyway.

Barclays Bank had given us £15,000 in the past and somehow I plucked up courage to telephone and say, "Help" to them, feeling awful at going back the second time. They were so understanding of the situation, and promised £10,000. This gave me some "bargaining power" and we wondered whether we should try to build an office rather than pay rent.

We are truly indebted to the Rugby Health Authority who offered us an ex-District nurses' flat, over a Health Clinic, and to the Planning Authorities for speeding through the Planning application so that in the end we were able to move very quickly.

The extra space has been so beneficial and although we were so very sorry to leave the attic, it has been a good move for us taking into account our expansion rate. Here I would like to record my personal thanks to the Doctors who, since 1977, let us have the room rent free, and who were always so supportive to our work.

The move to new accommodation was an example of the co-operation we always seem to get from everybody, and it is always so strange how one thing leads to another, so that when the problem has been solved it all seems for the best anyway.

THANKS

are once again due to so very many people who, by their own personal efforts continue to support our work. Whilst recognising that a growing organisation must change, I am very grateful to those who help me to try to keep the balance. Whilst planning for many years ahead it is necessary to keep one's feet on the ground and not to get too carried away, either by the enormity of some problems or by our growing national identity. Whilst being sensitive to those who want to change things I also am very sensitive towards those who want to keep things the way they were a few years ago, and this can sometimes be difficult.

Sometimes, without having to ask, a telephone call or a letter will appear from somebody who seems to have sensed a particular problem at a particular time and I am so grateful to those of you who take the time to do such things.

This time last year we had hardly any money, and it seemed that we would have no office. The demand from new areas and the travelling involved seemed to me to be getting quite impossible, and the growing amount of administration seemed to be overtaking everything.

Somehow, unbelievably, we seem to have survived yet another year, and to not only have survived but to have come out on top, yet again.

This can only be due to those of you who support us financially and morally and we can only say - thank you.

Pat Osborne, SRN.NCDN.

July, 1983.