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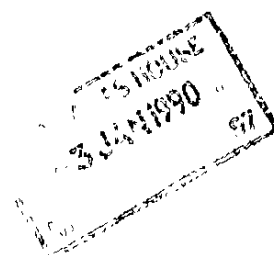




CROSSROADS

► C A R E ◄

Association of Crossroads Care Attendant Schemes Limited



REVIEW 88/9



CROSSROADS

REVIEW 88/9

CONTENTS

Sharing the Caring	1
Chairman's Report	2
Crossroad Ahead	3
Making care in the community a reality	4
All in a day's work	6
Funds for the Future	7
Income & Expenditure	8
The Regional Network	10
Starting a Crossroads Care Scheme	12

Patrons

Baroness Masham of Ilton
The Rt. Hon. Jack Ash'ole Ch. M.P.
The Rt. Hon. Alfred Morris M.P.

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Dr. Richard Hudson-Evans

Chairman of the Association
and of the Executive Committee
Norman Canner

Vice Chairmen of the Association

Irene Sankey
Owen Harrison (also Vice Chairman of
the Executive Committee)

Executive Committee

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Graham New

Director
Ian Croft

Crossroads Care

Association of Crossroads Care Attendant
Schemes Limited
10 Regent Place, Rugby, Warwickshire CV21 2PN
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ADEX Printers Ltd. Rugby

Illustrations by Neil
Baker, and of the large book
Philip Brown



Ann Squibb of the Mid Suffolk Crossroads Care Attendance Scheme at work.

Sharing the caring

Crossroads Care exists to provide a home based care attendant service to relieve carers and to enable people with disabilities to stay in the community.

Born on Television

In the early 1970s a small group of committed people recognized the unrelenting stresses and strains placed upon carers of people with disabilities living at home. There was a clear need for a respite service for those carers so that those they were caring for, friends and relatives, could stay within the community.

Crossroads Care was born out of its namesake programme "Crossroads", and ATV Television donated £10,000 to start the first care attendant scheme in Rugby.

Today, there are 144 schemes across the United Kingdom providing support for the carers of people of all ages and with many different types of disabilities.

6 million carers nationwide

A recent survey estimated that there are at least 6 million people in the United Kingdom caring for a disabled relative or friend in the home. Many of these carers carry a heavy burden of lone responsibility and provide dedicated and invaluable support to the

individual, not to mention financial savings for the state.

Crossroad Care schemes can relieve these burdens by offering a flexible care attendant service tailored to the individual needs of the carer and the disabled person.

7000 waiting for support

Crossroads Care has more than 1600 trained coordinators and care attendants who support approximately 12000 families each year throughout the U.K. But this considerable achievement has to be seen in the light of our estimated 7000 strong waiting list.

The waiting lists of most areas show stories of desperate need. For example, one scheme near London has 92 cases on its list. Case 71 is an elderly man who cares for his 97 year old mother who is blind, deaf and incontinent. He cannot be away from her for more than a few hours at a time, so he and his wife have no alternative than to lead virtually separate lives.



Chairman's Report

A constant request from the Crossroads Schemes has been for wider publicity, greater public awareness and a higher national profile. I think you will agree that this year we have taken great strides in this direction. The Association and most of the schemes worked for much of the year towards Crossroads Care Week and at the time of the official launch in London we received national recognition in the press and on radio and television. Too often we have seen ourselves as over 100 individual local schemes and a relatively small national organisation, instead of the major voluntary organisation in the United Kingdom offering care attendant services in the home.

The organisation is moving towards a total turnover of £5 million next year; employing 1,600 paid staff — mostly care attendants — and utilizing the skills and efforts of over 1,500 volunteers from whose ranks the Management and Executive Committees are formed. We provide one of the most outstanding examples of partnership between the voluntary and statutory sectors at both local and national levels. Through our flexible approach to domiciliary care we are able to offer a genuine choice to a person with a disability and the family. This is the message about our organisation that I hope we are getting across to the public, the organisations that kindly give us donations, and to the government. The other thrust of the message for Crossroads Care Week and beyond was to urge upon the government a positive response to the Griffiths Report. Crossroads currently gives care to 12,000 families; there are a further 7,000 cases of need that have been identified in areas where there are already schemes. Tens of thousands of cases of need exist in areas as yet not covered by Crossroads Care.

I wish to urge the recognition (and recognition is useless unless it includes provision of resources) for the six million people who care for relatives in the community. When there is a crisis government and individuals respond speedily and positively; when there is a tragedy there is a sudden national outpouring of concern and financial resources. But, because of the isolated, undramatic and repetitive nature of the tasks of these six million people they are easy to put down the list of social priorities. The Griffiths Report briefly put community care at the top of the agenda. Since then food quality and the National Health Services review have, in quick succession, replaced it — and still no government response.

All too often we suffer from annual funding negotiations which hamper long term planning, and from lack of inflation proofing which causes an actual reduction in service. Our waiting list of 7000 means a wait of eight months for some families — many die before we can introduce any help because of the length of our waiting lists. That list is as close as they get to Crossroads Care. I urge acceptance of the concept of coordination of community care. The resources currently available should be focused, not fragmented. A cohesive fund of money should be available — not the current process of a little bit from this pocket, and a little bit from that pocket, and only those brought up in the system really know where the pockets are. I urge the government to implement the principal recommendations of Griffiths and to commit sufficient resources to make the implementation swift and effective. If I were to collapse with a heart attack, it would only be a matter of minutes before I would be on my way to hospital to receive the best care available. Is the government really committed to that level of response and service to ease the plight of the six million carers? I would like to think it is, but if so, it must prove it.

The greater coordination of community care as envisaged by Griffiths and the targeting of resources will ensure a better funding of Crossroads Care both nationally and locally, as Crossroads is the principal non-statutory provider of care attendant services. We could expand our service in the areas where we operate and move into the districts where there is a crying need but no resources currently committed.

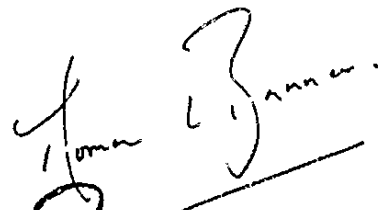
Those who care for disabled people in their homes do not do so to promote an ideal; they do not do so to support government policy; they do not do so because it is cost effective. They do so because it happens to be their child, their parent or their spouse who is the disabled person and because it is what they, as a family, want. They deserve the best support possible. With coordinated resources, Crossroads Care is able to give it.

On domestic matters, the last year has seen the arrival of our new director Ian Croft, who I introduced at the last Annual General Meeting. He has had a busy introduction to Crossroads, getting to know the organisation; leading us into some interesting and exciting pilot schemes with Pilkington PLC and The Spastics Society and responding to the new concepts of 'contracts' and 'packages' of care.

I would like to acknowledge the work of the three long-standing Regional Officers who have left or are in the process of leaving the Association. All who have worked with Margaret Copeland, Pauline Adams and Angela Owen appreciate the value they have been to Crossroads Care and the enormous amount of effort they have put into developing their regions. At the time of this report we are in the process of advertising and interviewing not only for their replacements but for a second post in the Anglia Region with special responsibility for Essex, and a new post in the South West Region to join our excellent and invaluable team of Regional Officers.

Although the Association ran a small deficit last year I am delighted that

fundraising has been so successfully coordinated by Julie Scott in her new post as Fundraising Officer. Finally, may I thank all the staff at Rugby and in the regions and all the Executive Committee and Honorary Officers for their contribution which turned a very demanding year into a very rewarding year.



Norman L. Banner
Chairman

Crossroads Ahead

In so many parts of the U.K. carers and people with a wide range of disabilities are looking to Crossroads Care for support. Similarly an increasing number of people with a disability are interested in our model of care as a means to enable them to leave institutionalized residential accommodation and take up independent life styles in their community.

Our urgent priorities

The demands on our time and resources are enormous but we *must* respond to these priorities:

- To continue to provide a high quality care attendant service through the existing 144 schemes.
- We must expand our network of schemes across the United Kingdom.
- The plight of the many thousands of carers receiving little or no support must be highlighted.
- Increased support and funding are imperative so that we can reduce the waiting lists.
- We have to enable more people with disabilities to lead independent lives of their own choosing within the community.
- To work in partnership with the statutory services to develop a coordinated community care programme which will offer a wide range of services to carers and people with disabilities



At Gillingham and Rainham Crossroads fundraising lunch Gillingham Mayor Councillor Graham Payne met four-year old Christopher Nichols and 18-month old Gemma L-ttree
Photo: Chatham Reporter & Photo News

Individual Choice

Crossroads Care services are tailored to fit the needs of the individual. Assessments are held at home and the services proposed are geared to fit changing needs. In reality each care attendant takes on the role of the 'family carer'. This flexibility enables Crossroads Care to provide support not only for carers of people of any age and with any type of disability, but also for disabled people living independently in their own homes.



Making care in the community a reality

The following true stories are typical examples of the type of problems carers face and the sort of care Crossroads Care provides. In the interests of confidentiality, names have been changed.



Maggie, a Dudley Care Attendant, with single parent Michelle Baker and her son
Photo: Southbridge News

First story

Peter and Mary, who are both in their 40s live in London. Peter has brittle bones, holds a full-time job and also cares for his wife who has advanced Friedreichs Ataxia. This is a progressive disease of the central nervous system which results in Mary needing total care.

Robert and Sandra, Crossroads care attendants, visit Peter and Mary four mornings a week to help Mary with washing, dressing and breakfast.

Second story

Moir, who lives in Scotland, spent 12 years in a long-stay hospital after she had an accident which left her paralysed. She was eventually able to become established in the community because Crossroads Care could provide care at very unsocial hours, which complemented other help available.

Diana, a care attendant with Crossroads Care, visits Moira early in the morning and late at night, occasionally staying overnight, to provide personal care.

"Most of the disabled people have one main carer who lives with them. That carer shoulders the brunt of the responsibility for care. Apart from Crossroads the carers do so with no real prospect of sharing the burden."

(Audit Commission report 'Making a Reality of Community Care' 1986.)

Contracts for Care

Since the publication of the Griffiths Report on Care in the Community, a philosophy of contracting has started to develop in various sectors.

In order to meet this change in thinking Crossroads Care is studying a range of new initiatives with statutory bodies and other voluntary organisations. The Report also

underlined the principle of individuals having access to flexible packages of personal support and this is an issue which we are carefully considering. Another interesting development has been the buying-in of care by the Pilkingtons Charitable and Trust Funds to support their retired employees and carers from a number of local Crossroads Schemes.

"... a care attendant scheme would have to be re-invented if Crossroads lapsed. If the level of service were to be maintained, the alternative statutory services required would cost approximately twice the annual grant to the Crossroads schemes."

(Audit Commission report 'Making a Reality of Community Care' 1986.)

Third story

Joan is a 68 year old resident of Berkshire who cares for Alan, her husband, who has Alzheimers Disease. She also looks after her 96 year old mother.

Sheila, a Crossroads care attendant visits once a week to enable Joan to have some time to herself.

"The help I get from Crossroads means I can go shopping or swimming and return to the job relaxed and refreshed" says Joan.

Fourth story

Mary has two children aged ten and four and is expecting another baby. Her elder child, Karen, was born with Retts Syndrome, a degenerative condition undetectable during pregnancy or at birth. In infancy Karen suddenly started to regress and can now have as many as 25 fits a day. She is also mentally and physically disabled, has no bowel control and has curvature of the spine.

Mary, who lives in Yorkshire, receives

help from Crossroads care attendant Susan who visits once a week and helps at bathtime. Mary says that Crossroads is wonderful and is making life a lot easier.

Fifth story

Carolyn, who lives in Essex, is severely disabled by multiple sclerosis and unable to do anything for herself. She was widowed when her youngest child Matthew was just seven years old. Matthew and Jenny, his elder sister, cared for their mother whilst they were still at school, but as her condition has deteriorated over the last few years they found they were unable to cope alone.

Josie, a Crossroads care attendant, now comes in to help Carolyn to dress and to cook meals. Jenny has now left home to go to college, so Crossroads has increased its care. Without our help Carolyn would not have been able to continue her life at home and, no doubt, residential care would have been her only alternative.

SOME CARING FACTS

These facts and figures from the North West Region are illustrative of Crossroads Care Services around the country.

The 15 schemes in the North West Region are funded by:-

	£
Joint Finance	155,427
Social Services	346,641
Health Authorities	106,130
Voluntary Income	88,029
Other Statutory Sources	47,320

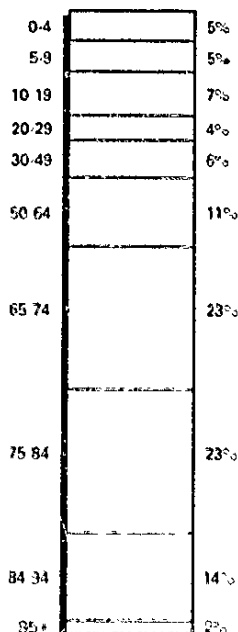
Total 743,547

£743,547

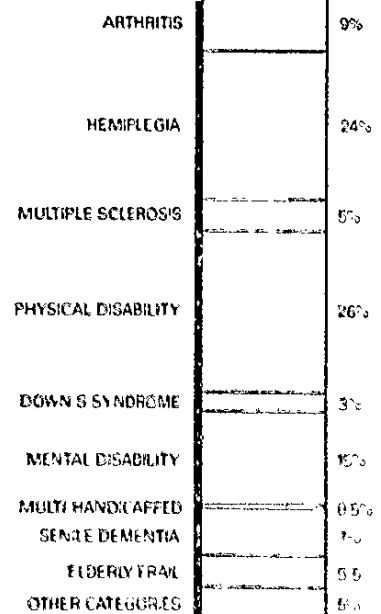
to train and employ 151 Care Attendants who provided 120,604 hours of care during the year for 1368 families.

North West Region New Referrals 1988/9

AGE GROUPS



BY DISABILITY





All in a day's work

A typical work day in the life of Ann Squirrel, a Crossroads care attendant with the Mid-Suffolk Scheme.

Monday

6.30 — 8.15 a.m.

Ann leaves home and drives three miles to her first client. Jim, who is 68 years old is paraplegic as the result of an accident at work, and is cared for by his elderly brother. Ann gets Jim up, gives him a shower and shampoo, carries out catheter care and dresses him. As the brothers have reading and writing difficulties Ann will also write any letters required and make out shopping lists. Before leaving, Ann makes sure that Jim is comfortable for the day.

8.15 — 9.15 a.m.

A short drive takes Ann to Ron's home. Ron, whose wife is a full-time teacher, is severely disabled with motor neurone disease and requires attendance for all his needs. Because of the nature of the work involved, Ann meets up with another care attendant and together they get Ron up, give him personal care including a bed-bath before preparing his breakfast and leaving him ready for the day ahead.

10.00 — 12.00 noon

After a seven mile drive Ann arrives at the home of Ted who is 67 and paraplegic. Ted's wife has had two hip replacements and would not be able to cope alone. On arrival, Ann normally takes Ted out for a walk. On their return it is time to wash Ted's hair and supervise his therapeutic exercises. Ann then keeps him company until it is time to leave. Occasionally Ann will escort Ted and his wife to hospital for his regular visits to see the specialist.



12.30 — 15.00 p.m.

A six mile trip back into town brings Ann to Heather's home. Heather is 40, very severely disabled with multiple sclerosis and unable to do anything for herself. She is divorced and is cared for by her daughters who are both single and in full-time work. As this is a Monday, Ann will clean the refrigerator, do the ironing, wash Heather's hair and do her nails, tidy the bedroom and sort out clothes for the week. She also collects Heather's allowances and does the shopping. Before leaving, Ann gives Heather a drink and sees that she is ready for her daughters' return from their work.

Ann will then go home and catch up with her own housework and prepare the evening meal for the family.

Ann, who is married with two teenage daughters, works an average of 25 hours a week as a Crossroads care attendant. She also undertakes other work for disabled people in the community, is involved with local Guiding and still finds time to play squash, work out at the gym and make lace. In addition, she and her husband and daughters are staunch supporters of local Crossroads fundraising activities.

"Given a positive message of support coupled with regular short periods of relief and confidence in the care attendants, the majority of disabled people and carers alike see Crossroads as a long-term alternative to residential care."

(Audit Commission report 'Making a Reality of Community Care' 1986.)

Funds for the future

Fundraising target £1,350,000 by 1992

Existing services

Just to maintain our current level of service we will have to raise £800,000 from voluntary sources.

Regional development

We must expand our regional structure so that support staff are in place to meet the ever growing demands. To do that, we will also have to build on our training programme.

Cost: £300,000

Speaking up for carers

We plan to set up an information, press and resource service so that we can be responsive to our schemes' needs and have a stronger voice on their behalf.

Cost: £250,000

Thank you!

Special thanks are due to the following sponsors for their support during the year:

British Petroleum • £12,000 for the regional structure

Multiple Sclerosis Society • £55,000 to maintain the national and regional operations

Trustee Savings Bank • £15,000 for the regional operations

Hambland Foundation • £7,500 for national and regional operations

The Clover Trust • £5,000 for development work

Donald Forrester Charitable Trust • £5,000

The Inman Charity • £2,000 for development work

The Hayward Foundation • £2,000 for headquarters building

The Esmée Fairbairn Charitable Trust • £2,000 for development work

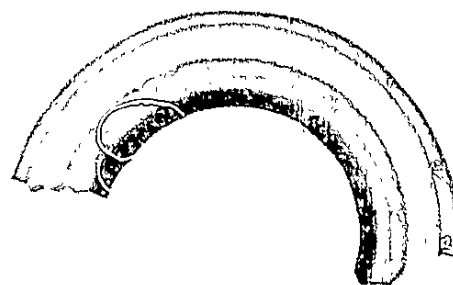
The Lyndhurst Settlement • £2,000 for development work

Paget Charitable Trust • £2,000 for development work

The Christopher H. Reeves Charitable Trust • £2,000

Shell International Petroleum Co. Ltd. • £1,750 sponsorship for Regional Officer's attendance at international conference on disability in Australia

British Telecom • £1,500 for development work



Crossroads Care Week

During May 1989 Crossroads Care organised a week of events to:

- Highlight the plight of the many thousands of people who are caring for friends or relatives in increasingly desperate circumstances by focusing attention on the estimated 7000 people on the waiting list for Crossroads Care services.
- Raise awareness of Crossroads Care as a major contributor to community care.
- Show the need for a comprehensive policy on care in the community with clearly defined objectives and backed by adequate funding.



Sir Simon Cassels, Director General of the TSB Foundation for England and Wales with Norman Banner, Chairman of Crossroads at the launch of Crossroads Care Week

CROSSROADS

Income & Expenditure Account For the Year Ended 31 March 1989

	1988/89		1987/88	
	£	£	£	£
Income				
Grants		122997		120826
Donations		150902		142676
Other Income		68419		62434
		<u>342318</u>		<u>325936</u>
Expenditure				
Staff Costs	248037		199790	
Establishment and Office Expenses		60386		59828
Other Expenditure		31096		45793
Depreciation		8385	347904	6238
		<u>347904</u>		<u>311649</u>
Surplus for the Year		(5386)		14287

Balance Sheet

	1988/89		1987/88	
Fixed Assets				
Property		78190		78190
Office Furniture and Equipment	25156	103346	18714	96904
		<u>128546</u>		<u>175094</u>
Investments		364035		312267
Current Assets	83365		133263	
Current Liabilities	(13370)	69995	(4582)	128681
		<u>537376</u>		<u>537852</u>
Represented by				
General Fund		135882		128084
Building and Maintenance Fund				13384
Endowment Fund		401494		396384
		<u>537376</u>		<u>537852</u>

Approved by Members of the Executive Committee on 18 May 1989

N L Banner

O Harrison

Statement of Source & Application of Funds

	1989	1988
SOURCE		
General Fund	(5586)	14287
Endowment	—	391699
Profit from Investments	5110	4685
	<u>(476)</u>	<u>410671</u>
APPLICATION		
Fixed Assets	6442	83761
Investments	51768	312267
Stock Increase	2613	4406
Debtors Increase	10146	(12849)
Creditors Decrease	(8788)	(976)
	<u>62181</u>	<u>396609</u>
Movement in Net Liquid Funds	<u>(62657)</u>	<u>24062</u>

Report of the Auditors to the Members

We have audited the Financial Statements of the Association of Crossroads Care Attendant Schemes Limited, a Company Limited by guarantee, not having a share capital and a registered charity, the above being an abridged version.

The Company in common with many others of similar size and organisation derives a certain proportion of its income from voluntary donations which cannot be fully controlled until they are entered in the accounting records and are not therefore susceptible to independent audit verification.

Subject to the preceding paragraph the Financial Statements 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 Financial Statements give a true and fair view of the state of affairs as at 31 March 1989 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 Act 1985.

41 Regent Street,
Rugby

26 May 1989

M L PRIEST & CO
CHARTERED ACCOUNTANTS

The financial information given in this Review is abridged from the full accounts for the year ended 31 March 1989. Full accounts are available on request.

THE REGIONAL NETWORK

Midlands and Central

Regional Officer — Pauline Hart
c/o Freeman Memorial Methodist Church
Buckingham Road
Bletchley
Milton Keynes MK3 5HH
Tel 0908 270233

Schemes

Aylesbury
Birmingham (First)
Cheltenham & District
Coventry
Daventry
Dudley
Milton Keynes
North Warwickshire
Northampton
Nuneaton & Bedworth
Oxford
Panshanger
Rugby
S.W. Herts
Sandwell
Solihull
South Northants
Stratford upon Avon & District
Warwick & District
Wolverhampton
Worcester & District

Steering Committees

East Birmingham
Elstree/Borehamwood
Hinckley
Kettering
Melton Mowbray
High Wycombe
S.E. Bucks
S. Oxfordshire

North & North East

Regional Officer — Jane Horn
York House
New Street
Ossett
West Yorkshire WF5 8BW
Tel 0924 264205

Schemes

Airedale, Bradford
Calderdale
Castle Morpeth
Derwent & Wye Valleys
Dewsbury
Durham District
Easington & District
Huddersfield
Mansfield & Ashfield
South Tyneside
Tynedale

Steering Committees

Broxtowe (scheme in Jan 90)
Chesterfield
Chester-le-Street
Darlington
Grimsby
Harrogate
Hull
Leeds 10
Newark
Nottingham Inner City
Ossett
Rotherham
Scunthorpe
York

Northwest & Isle of Man

Regional Officer — Angela Owen
3rd Floor
54/55 Hamilton Square
Birkenhead
Wirral L41 5AS
Tel: 051 647 3038

Schemes

Blackburn/Darwen
Carlisle & Eden District
Chester
Hyndburn
Isle of Man
Ribble Valley
Rochdale
Salford
St. Helens
Stockport
Vale Royal
Warrington
West Cumbria
West Lancs
Wirral

Steering Committees

Bolton
Chorley
Ellesmere Port
Halton
Macclesfield
Oldham
Sefton North
Sefton South
S. Manchester

Anglia & Essex

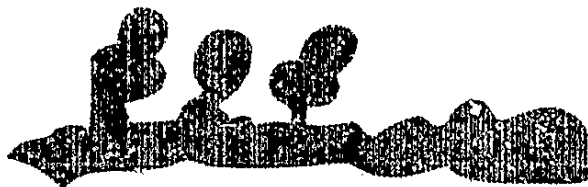
Regional Officer — Mary Fde
Henniker House
Kerrison
Thoindon, near Eye
Suffolk IP23 7JG
Tel 0379 71619

Schemes

Basildon
Braintree & District
Breckland
Brentwood & District
Broadland
Cambridge City
Castle Point
Chelmsford
City of Norwich
Colchester
Epping Forest District
Fakenham & District
Fenland
Great Yarmouth
Harlow
Huntingdonshire
Ipswich & District
Maldon & District
Mid-Suffolk
Peterborough
Rochford
South & East Cambridge
Southend
Suffolk Coastal
Thetford
Thurrock
Uttlesford
Waveney (Lowestoft)
West Suffolk (Bury St Edmunds)

Steering Committees

Kings Lynn



Northern Ireland

Regional Officer — Margaret Copeland
Unit 8
Comber Road Industrial Estate
Newtownards
Co. Down
Northern Ireland BT23 4RX
Tel. 0247 815978

Schemes

Armagh & Dungannon
Craigavon
East Antrim
East Belfast & Castlereagh
Lisburn & District
Newry & Mourne
North Down & Ards
North & West Belfast
South Belfast

Steering Committees

Banbridge & District
Coleraine/Ballymoney/Moyle

South West

Enquiries to:
10 Regent Place
Rugby
Warwickshire CV21 2PN
Tel. 0788 73653

Schemes

Exeter

Steering Committees

Weston Super Mare
Southmead
Frenchay
East Devon

Wales

Regional Officer — Pauline Adams
Watton Chambers
The Watton
Brecon
Powys LD3 7ES
Tel: 0874 3090

Schemes

Aberconwy
Alyn & Deeside
Delyn
Islwyn
Llanelli
Newport & District
Penarth EMI
South Glamorgan
Tortafon
West Glamorgan

Steering Committees

Chepstow/Caldicot
South Pembrokeshire
Cefnwyn
Ynys Mon

South East

Regional Officer — Fay Purnell
Milford Hospital
Tuesley Lane
Godalming, Surrey GU7 1UF
Tel: 0433 426476

Schemes

Bracknell & District
Brighton & District
Chatham
Dartford & Gravesham
Gillingham & Rainham
Guildford
Hastings & Rother
Newbury
Rochester
Seaford & Eastbourne
Sheppey
Sittingbourne
Spelthorne
Tandridge
Tonbridge, Edenbridge & Sevenoaks
Tonbridge Wells
Woking

Steering Committees

Ashford/Dover/Shepway
Lewes & District
Reigate, Banstead & Horley
Runnymede

Greater London

Regional Officer — Kathryn Downton
Victoria Chambers
16/18 Strutton Ground
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Tel: 01 222 6858

Schemes

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Enfield
Hackney
Hammersmith & Fulham
Hillingdon
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Waltham Forest
Croydon
Lambeth South
Merton
Richmond
Southwark
Sutton
Wandsworth

Steering Committees

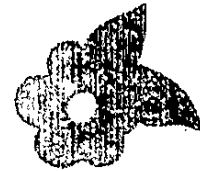
Barking & Dagenham
Harrow
Havering
Bexley
Bromley
Kingston
Lambeth East
Lambeth North
Lewisham

Scotland

Enquiries to:
10 Regent Place
Rugby
Warwickshire CV21 2PN
Tel: 0788 73653

Schemes

Inverness
Perth & District
Dundee & Leith



Starting a Crossroads Care Scheme

A Step By Step Guide

- 1 After an initial approach, a Crossroads Care Regional Officer meets with people interested in establishing a scheme in their area.
- 2 The informal group is crystallized into a formal steering committee usually made up of carers and people with disabilities, and representatives of local voluntary organisations, the health authority and social services.
- 3 The tasks of the steering committee are to identify the need, the geographical area and population to be served and the name of the scheme.
- 4 Application for funding is made with the assistance of the Regional Officer, to the relevant funding body.
- 5 When the funding is available the steering committee forms the nucleus of the new management committee to manage the scheme.
- 6 Schemes are affiliated to the Association of Crossroads Care Attendant Schemes which provides model rules for adoption and registration for charitable status. Comprehensive insurance cover is obtained through the national office.
- 7 The Regional Officer will advise on job descriptions, gradings, terms and conditions of employment and take part in the recruitment and induction training of the scheme's staff.
- 8 Once the scheme is established, on-going support and advice is available from the Regional Officer.

Interlocking Services

All Crossroads Care schemes are developed in conjunction with local voluntary and statutory organisations. The health authority and social services work alongside a scheme in identifying disabled people and their carers who most need support. This coordinated approach is reflected in the membership of those volunteers and professionals on the schemes' Management Committees. The

cornerstone of Crossroads Care's success is its belief in integrated services.

In the majority of cases, the bulk of the schemes' budgets are met by the local social services department and/or the local health authority. However, most schemes have to fundraise to keep ahead of rising costs and to meet the ever growing demand for new services.

Find out more ...

Please send me further information on

Crossroads Care's activities

Details of Crossroads Payroll Give-as-you-Earn Scheme

Leaving a bequest to Crossroads in my will

☐
☐
☐

Name _____

Address _____

Postcode _____

I enclose a donation for £ _____

Increasing your gift

If you complete the form below and undertake to make a regular donation for a period of four years Crossroads will reclaim the basic rate income tax paid on your donation, adding over 40% to your gift. Just £5 per month from you would represent a gift of £338 to us over four years. If you pay higher than the basic tax rate the advantages are even greater. Please ask for further information.

DEED OF COVENANT

I, _____ Mr/Mrs/Miss

of _____

Postcode _____

undertake to pay the Association of Crossroads Care Attendant Schemes Limited each year for four years (or during my lifetime if shorter) on*

day _____ month _____

such a sum that will, after the deduction of income tax at the basic rate, be:

£ _____

Signed, sealed and delivered by:

LS

Signature _____ Date _____

Signature of witness _____

of _____

Postcode _____

* The date here must not be earlier than date of signature

BANKERS ORDER

To _____ Bank

at _____

Branch code _____

Please pay to Barclays Bank, North Street, Rugby. CV21 2AN. (20-73-48)
for the account of Crossroads Care (no. 701 281 47) the sum of

£ _____ Annually/Monthly (please delete)

Starting on _____ for four years

Signature _____

Account name and number _____

Address _____

Please return these forms to:
Crossroads Care, 10 Regent Place, Rugby, Warwickshire CV21 2PN.

CROSSROADS

► C A R E ◄

Association of Crossroads Care Attendant Schemes Limited

Annual Report & Accounts 1988/9

**Income & Expenditure Account
For the Year Ended 31 March 1989**

	1988/89		1987/88	
	£	£	£	£
Income				
Grants				
D H S S	80000		75000	
Welsh Office	16926		12611	
D H S S				
re Northern Ireland	13585		13575	
London Borough Grants				
Committee	12586		15640	
Mersey Regional Health				
Authority	---		3000	
West Yorkshire Grants	---	122997	1000	120826
Donations				
General	150902		96102	
Building	---		36574	
Percy Bilton Charity				
(Building)	---	150902	10000	142676
Other Income				
Affiliation Fees	9840		7601	
Training	7495		8926	
Marketing	13281		25997	
Sundry Receipts	82		1316	
Interest Received	15498		8457	
Dividends Received	26113		3898	
VAT Recovered	(3890)	68419	6239	62434
		342318		325936
Expenditure				
Staff Costs				
Salaries & Pensions	218503		175571	
Travel & Subsistence	29534	248037	24219	199790
Establishment & Office Charges				
Rent & Rates	9400		7686	
Insurances	1879		681	
Heat and Light	1122		1386	
Repairs, Renewals &				
Maintenance	3169		7984	
Stationery & Printing	10067		12830	
Telephone	9061		10114	
Postage	3282		3555	
Association & Executive				
Committee Expenses	13722		5142	
Professional &				
Consultancy Charges	2594		3066	
Bank Charges	1320		1717	
Advertising	4770	60386	5667	59828
Other Expenditure				
Training	9449		12453	
Marketing	16730		19345	
Promotional Expenses	2957		11654	
Sundry Payments	1960	31096	1841	45793
Depreciation		8385		6238
		347904		311649
Surplus for the Year		5586		14287
		342318		325936
Note.— Marketing				
Advertising Goods	4993			5679
Christmas Cards	5278			6912
Publicity	---			4139
		13281		16730

**Balance Sheet
As at 31 March 1989**

	1988/89		1987/88	
	£	£	£	£
Fixed Assets				
Property at Cost (incl alterations)		78190		78190
Office Furniture & Equipment at Cost	36524		24715	
Additions less Sales	14827		11809	
	51351		36524	
Less - Accumulated Depreciation	(17810)		(11572)	
Depreciation this Year	(8385)	25156	(6238)	18714
Investments				
Acquisition value	312267		391699	
Acquisition less Realisation (Market Value £382163)	51768	364035	(79432)	312267
Current Assets				
Stock	14044		11431	
Debtors & Payments in Advance	14612		4466	
Cash Funds	54709		117366	
	83365		133263	
Less:- Current Liabilities				
Sundry Creditors	(13370)	69995	(4582)	128681
Net Assets		537376		537852
Represented by:-				
General Fund				
Surplus at 1st April 1988	128094		82181	
Transfer from Building Fund	13384		31616	
Surplus for the Year	(5536)	135882	14287	128084
Building & Maintenance Fund				
Surplus at 1st April 1988	13384		45000	
Transfer to General Fund	(13384)		(31616)	13384
Endowment Fund				
Surplus at 1st April 1988	396384			
Donation			391699	
Profit from Investments	5110	401494	4685	396384
		537376		537852

Approved by Members of the Executive Committee

N L. Banner, O. Harrison

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**Statement of Sources and Applications
For the Year Ended 31 March 1989**

	1989	
	£	£
Source		
General Fund		(5585)
Endowment		5110
Profit from Investments		(476)
Application		
Fixed Assets	6442	857
Investments	51768	3172
Stock Increase	2613	44
Debtors Increase	10146	(128)
Creditors Decrease	(8788)	62181
Movement in Net Liquid Funds		(62957)

REPORT OF THE AUDITORS TO THE MEMBERS

We have audited the Financial Statements of the Association of Crossroads Care Attendant Schemes Limited, a Company limited by guarantee, not having a share capital and a registered office at 41 Regent Street, Rugby.

The Company in common with many others of similar type, an organisation derives a certain proportion of its income from donations which cannot be fully controlled until they are entered in the accounting records and are not therefore susceptible to independent audit verification.

Subject to the preceding paragraph the Financial Statements have been prepared under the historical cost convention and the audit has been carried out in accordance with approved standards.

In our opinion the Financial Statements give a true and fair view of the state of affairs as at 31st March 1989 and of the deficiency of income over expenditure and source and funds for the year ended on that date and comply with the Companies Act 1985.

41 Regent Street,
Rugby.

26th May 1989

M L. PRIEST &
CHARTERED ACCOUNTANTS

Association of Crossroads Care Attendant Schemes

10 Regent Place, Rugby, Warwickshire CV21 2JH
Telephone: Rugby (0788) 73653

A company limited by guarantee, incorporated in England and Wales.
Charity registration No. 282102