

Longford Women's Link

Annual Report 2019



LWL
Strategic Plan
2017-2022



Linking women with resources to change their lives and transform their community.



LWL Longford Women's Link

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*We confirm that our organisation is registered with the Charities Regulator
We confirm that LWL is compliant with the Charities Governance Code
We confirm LWL is GDPR compliant*

CHAIRPERSON'S MESSAGE:

Longford Women's Link (LWL) is a beacon of light and hope for many women who have accessed its services over the years and 2019 was another significant year for the organisation as we continue to work towards improving the lives of local women and their families in Co Longford while advocating and working for change that could have an impact across Ireland.

The work of LWL changes the lives of women and children in Longford every single day. Whether it is through the difficult and challenging work of the Domestic Violence team, the comfort and safety offered by the counselling service or the top quality childcare provided by the hard working childcare service, we are there for women and their families in myriad ways.

This year alone, the Domestic Violence service helped 37 children affected by domestic violence as a programme scheme supported by TUSLA became a standard component of the service. This is vital, life-changing work and we would hope that the template for this project would be replicated throughout the country in due course. LWL is also involved in another pilot initiative - the SHE Project. LWL along with 50:50 NorthWest group have developed a project to support the engagement of rural women in political life. This exciting initiative is designed to open the doors of politics to rural women by developing a grassroots programme to change the face of local government. So once again, we see LWL leading the field, developing initiatives that have potential to not only change the lives of Longford women, but women across Ireland.

LWL has opened the pathways to education and training to countless women over the years and we continued to do so in 2019. Supporting women towards setting up their own businesses in Longford is crucially important for the economic development of the county.

The staff at LWL are the powerhouse behind this wonderful organisation. Their commitment and dedication to the work of LWL is inspiring and it is key to the continued success of this organisation. We are very grateful to them. CEO Louise Lovett and Deputy CEO Tara Farrell continue to lead LWL with superb vision and drive and I would like to thank them both.

I would like to thank my fellow board members on the Board of Longford Women's Link. The current board members are: Tess Murphy, Elsie Moxham, Mary Carleton Reynolds, Olive Quinn, Pat Murphy, Stephanie Igoe, Nancy Bermingham, Pauline Orohoe, Vicky Crosby and Teresa Kearney. The board met 8 times in 2019. We continue to work towards ensuring that the objectives of LWL are attained and that the integrity of the organisation is protected.

I would like to thank our auditors O'Brien and Co., for their continued support and our funders without whose financial support we would be unable to provide services.

Sheila Reilly, Chairperson, Longford Women's Link

CEO REVIEW OF 2019:

2019 was another very positive and eventful year for Longford Women's Link (LWL) as the organisation continued to focus on diversifying and introducing new programmes which would complement the core work of LWL.

Looking at the priority roadmap outlined in LWL-SP, it is clear to see that the organisation made significant strides in realising some of the agreed actions which underpin LWL's Strategic Priorities (SP) (see page 8 for the 2019 achievements). The key accomplishments that I would like to highlight are in relation to progress on:

SP1 Crisis & Practical Support – Domestic Violence Support Action 1.1 *Develop the Domestic Violence (LWLDVS) service to commence working with children and victims of DV who are under 18 years of age.*

The pilot children's programme which commenced in 2018 at LWL was fully embedded in the service during 2019 with TUSLA supporting a full-time staff member with Community Development responsibility who lead out on the programme to work on three different levels: directly with children and mothers, collaboratively with other service providers, agencies and committees and at a social level to identify the child and mother's experience of inequality and deprivation in the context of living in a socially deprived county whilst experiencing domestic violence. During 2019 the children's programme provided a service to 24 children under the age of 13 and to 13 young people up to the age of 17.

SP2 Economic and Social Choice and Opportunity – Action 2.1 Training & Education *Introduce CDP for Staff and* **SP4 Governance - Action 4.3 Employment – Supporting our People** *Develop staff to achieve their potential.*

I am particularly pleased that LWL has been able to re-establish the women's group programme with a new coffee morning which is open to everyone in the community and with the renewal of the Friendly & Sociable Group which is made up of women who either work in LWL or attend training with us who wanted an informal space to get together for coffee, shared experiences and to organise social outings such as forest walks followed by a cuppa. This sees the restoration of the last of the services which had to be cut during the economic downturn.

Another positive is that staff were able to continue on from 2018 with increased access to CDP. This is a very significant for a community development NGO. Due to low programme-directed salaries with no additional benefits, the only method of rewarding staff is through their professional development. Training completed included Equality Training, Marketing and Search Engine Optimisation.

SP3 Leadership, Networking & Influence – Action 3.2 Manifesto particularly the establishment of the See Her Elected (SHE Programme) in conjunction with 50:50 Northwest and supported by the Department of Housing, Planning & Local Government. SHE is a feminist, community led, rural initiative to support women in political life that builds on the work of the Longford Women's Manifesto Programme. Focusing on the engagement of rural women in local government the programme has clearly established LWL as one of the go to organisations with the Department extending funding for another year. The rural focus of the programme augments other similar national initiatives from Women for Election and the NWCI.

SP2 Economic and Social Choice and Opportunity – Action 2.4 Training & Education *Implement comprehensive programmes to support women into self-employment*

In keeping with organisational focus on programme restoration LWL commenced its latest offering to support Female Entrepreneurship. The programme is once again supported by the Ulster Bank Skills & Opportunities Programme. The programme titled WISE (Women Into Self Employment), commenced with 20 participants who are going from strength to strength.

SP4 Governance – Action 4.2 Ensure LWL has the capacity to deliver on its Strategic Priorities *Advocate for Core funding and multi-annual contracts & Full cost recovery is a pre-requisite for the provision of state grant-aided services*

This area remains a significant challenge. While some agencies are coming around to the idea of full cost recovery many are not, despite the publication of the Government's strategy "*Sustainable, Inclusive and Empowered Communities: A five-year strategy to support the community and voluntary sector in Ireland*". LWL like many organisations experiences particularly difficulty in engaging with DCYA and awaits the outcome of an appeal on the reduction of the number of DV drop in places which was lodged with the Department in September 2019.

Despite challenges such as this, LWL is on a sound footing and its continued development and sustainability is a testament to staff's commitment to the work and to the organisation. I have to specifically acknowledge both the Chairperson Sheila Reilly for her support and also Deputy CEO Tara Farrell who continues to be of invaluable assistance to me and a significant innovator and driver of service development and restructure in LWL. I must also thank the Board of Directors for their support, encouragement and direction to myself and Tara Farrell during 2019. They continue to give their time and expertise so generously year on year.

Louise Lovett, CEO, Longford Women's Link

LWL – KEY ACHIEVEMENTS 2019

LWL Vision:

Our vision is a world where every woman can determine her own life journey, where the voice, expertise and experience of women is heard, respected and celebrated in every aspect of our lives and all women can fulfil their potential, in a safe, just and equal society.

Key achievements in 2019 included:

- **LWLDVS** supported 371 people (332 women, 24 children under-12 and 13 young people aged between 13 and 17) directly with an associated 5500 interactions with these clients in 2019 representing a 6% increase in the numbers of those who were able to access our service. A total of 132 once-off Helpline calls were received.
- **LWLDVS** availed of 140 childcare spaces supported by LWL to provide mothers with support during crisis appointments.
- **LWLDVS** continues to be represented on regional and national forums (MRJHCF, Longford Westmeath CYPsy & DV Observatory)
- LWL's **Counselling** service provided 421 counselling sessions to 40 individuals.
- **Catkins Early Years and Afterschool Service** achieved their **Síolta Quality Assurance Accreditation – the only service in Longford to do so.**
- **DEASP Community Employment Childcare Scheme** progression rates continue to be impressive - 120 participants have completed the scheme since the beginning of the new childcare programme in 2014, all have participated in training and 78% progressed into employment/Further Education.
- **Catkins Mobile Childcare Solutions** continues to provide mobile childcare to the Deaf Hear biannual conference in Portlaoise.
- **LWL's Training and Education service** collaboration with **IT Carlow** continued including the delivery of the Higher Certificate in Business with support from **The Ireland Funds**. An LWL student received the **gold medal for IT Carlow Student of the Year** on this course.
- LWL continues to represent **Women's Community Education** on the Board of Directors of AONTAS via DCEO Tara Farrell and on the CEN via Education Manager Pamela Latimer. Tara made two presentations to Oireachtas sub-committees on the issue of community education. Pamela is the **Co-convenor of the RPL Practitioners Board**
- LWL won an AONTAS STAR award in March 2019 in the Access to Third Level Education Category for our partnership with IT Carlow.
- LWL commenced a new Entrepreneurship Programme supported by the **Ulster Bank Skills & Opportunities** called **WISE (Women Into Self Employment).**

This commenced with 20 participants and is the second tranche of funding from Ulster Bank.

- LWL continued to make submissions at local and national level on issues of critical importance to both the organisation and our service users.
- **The Longford Women's Manifesto Group** and **the Women's Manifesto project** continued its work in the area of supporting increased participation of women in public life:
 - The Women's Manifesto project continues in the Centre for Cross Border Studies '**Towards a New Common Charter**' project, representing the project at Oireachtas Sub-Committees, at the House of Commons and Scottish Parliaments.
 - The Deputy CEO sits on the Steering Group of **The Next Chapter** project with Irish Rural Link and Politics Plus in Stormont, Belfast.
 - LWL entered a new cross border project with **WomensTec** in Belfast entitled 'Connecting Futures – Pushing Boundaries' and held a joint conference in Monaghan with Minister Heather Humphreys T.D.
- LWL welcomed new **board member** Pauline Orohoe
- LWL continue its partnership in the **Erasmus+ funded DELSA** project with Irish Rural Link looking at digital skills for adults and attended two partner meetings in Italy and Hungary.
- **Fundraising**
 - A number of fundraising events contributed to the final fundraising total. In particular we had:
 - Shop Raffle
 - Church Gate Collection
 - CSR support from industry
- **LWL was successful in securing a number of grants in 2019 including:**
 - Funding for the SHE project with 5050 North West (€81,365)
 - EU-funded programme (DELSA) in conjunction with Irish Rural Link (€36,000 over two years)
 - Healthy Ireland (€32000, over two years) for the establishment of a teen counselling service
 - QCBI innovation Fund (€10,000) towards the All Children's Programme
 - Community Enhancement Fund (LCC €2,900)
 - Community Support Fund (LCC €1,582)
 - LWL received €7,500 from the Community Foundation to run a DV survivors Group
 - LWL received €20,000 from the Ireland Funds for the purchase of a Van for Willow Traders
 - LWL received €20,000 from the Court Poor Box

Introduction and Overview

About Longford Women's Link

Longford Women's Link is a dynamic social enterprise which was founded in 2005 initially, to provide back to education and training opportunities for women who had left school early or who had to leave work when they got married. Over the past 23 years LWL has diversified and expanded to become a substantial organisation that advocates effectively on the issues that impact women and their families, providing practical supports such as affordable childcare and transport where possible and also providing the essential services of domestic violence support, counselling, women's community training and education and support in employment and self-employment options for women and their families. LWL has always been guided by a fundamental purpose of providing a space for women to 'develop their voice' in order to address the myriad issues that they and their families face. Despite major changes within the organisation and also locally, regionally and nationally over these years, LWL remains committed to this guiding purpose.

Vision:

Our vision is a world where every woman can determine her own life journey, where the voice, expertise and experience of women is heard, respected and celebrated in every aspect of our lives and all women can fulfil their potential, in a safe, just and equal society.

Values:

Welcoming:

Our aim is to provide a warm and friendly welcome for all women whatever their background, experience, needs or the story they wish to share with us

Respectful:

Our approach is to form mutually respectful relationships where we take time to listen and establish trust and understanding through our conversations and our actions

Diversity & Inclusion:

We are a learning organisation, committed to diversity and inclusion which involves questioning our thinking as always being open to new ways of working and engaging with women.

Solidarity:

The solidarity of women is crucial to real change. We believe in solidarity between women in all their diversity, through enabling, collaboration and participation and providing a safe space for women to have their say and be themselves.

Strategic Priorities

At the heart of our work are LWL's four Strategic Priorities, all of which have community development and service delivery at their core

Strategic Priority One - Crisis and Practical Support

Inform and support women practically and emotionally in immediate crisis in their personal and family lives. Ensure support and information is provided by professionally trained staff and women are supported to take the action they need to act on the crisis which is actually a social crisis experienced personally

Strategic Priority Two – Economic and Social Choice and Opportunity

Encourage women to broaden their horizons and explore learning opportunities in previously un-imagined ways. Harness women's ambition by encouraging networking and peer support in achieving social and economic independence

Strategic Priority Three - Leadership, Networking and Influence

Develop responsive engagement structures that enable rural women to take up their leadership and influencing capacity in any context

Strategic Priority Four - Governance and Sustainability

The first three strategic priorities are underpinned by good governance and purposeful organisational collaborative and interlinked relationships (ISD, Inter-agency work, Local Regional & National Advocacy), resulting in capacity-building for the organisation and all stakeholders.

Integrated Model of Service Delivery - Strategic Priorities

PURPOSE: LINK Women with RESOURCES to CHANGE their lives and TRANSFORM their community



STRATEGIC PRIORITIES



GOVERNANCE Sustain a Strong, Stable, Visible and Diverse Organisation

Strategic Priority One - Crisis and Practical Support

The purpose of this strategic priority is to inform and support women practically and emotionally in immediate crisis in their personal and family lives. Ensure support and information is provided by professionally trained staff and women are supported to take the action they need to act on the crisis which is actually a social crisis experienced personally.

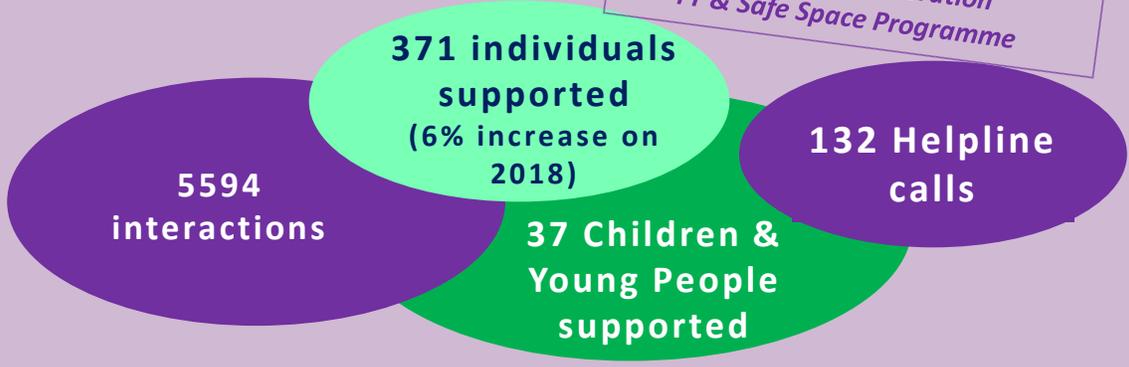
The services delivering on this priority are:

- **LWL Domestic Violence Service (page 14)**
- **LWL Counselling Service (page 16)**
- **Catkins Early Years and Afterschool Service (page 17)**
- **Catkins Mobile Childcare Solutions (page 19)**

LWL Domestic Violence Service

2019

- Supports & Services:
- 1:1 Support
 - Group Support
 - Court Accompaniment
 - Advocacy
 - 16 Days Campaign
 - Interagency Collaboration
 - TY & Safe Space Programme



Key Focus 2019

6% increase in no. of women supported in 2019

Transport: 43 women were supported to access services (201 trips)

Complex cases: high risk, multifaceted, time-intensive:
*7 women had 100+ interactions with the DV service
*79 people accompanied to courts 191 times

Group Work

Peer Support (Child Access/Child Protection)

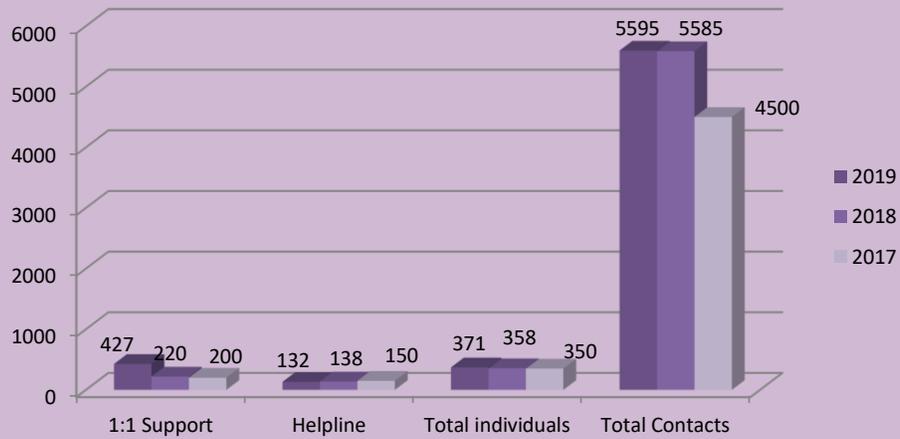
Coming Back Home (Survivors group)

Parenting Group

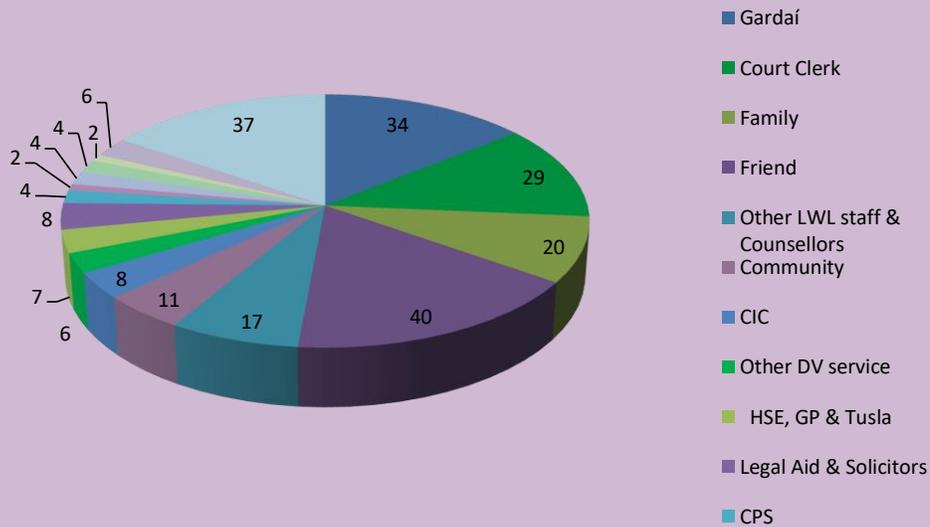


LWL Domestic Violence Service

LWLDVS annual figures



Referrals 2019



LWLDVS Advocacy

2019

*Multi-media Campaign
Longford Leader, Shannonside,
LWL Social Media, TY Workshop.*

Childcare provided for 140 children to support mothers with crisis appointments

Additional Supports



Regular input on Shannonside FM-
Moe Reynolds, DV Specialist

LWL Counselling Service

421
Counselling
sessions
provided

40
Individual
Clients

Rape Crisis
Counselling provided
one day per week (56
sessions provided to 8
clients over 24 weeks)

Counselling Service at LWL

*Emotional support, Bereavement, Stress,
Loss, Trauma, Relationship issues*

*Sliding Fee scale available – childcare
places available by appointment*

Intern Programme (under development)



Catkins Early Years Education & Afterschool Service

2019

Community Childcare service:

Full Day Care -8am-6pm

Part-Time Care - 08:45-12:30 or 13:30-17:15

Sessional Care - 09:30-12:30

Afterschool Care 14:00-17:30

Drop-in Service – when available

Service operating at max capacity – 127 weekly

Assistant manager & play leader now qualified bus drivers!

Increase in ECCE numbers due to NCS

Service participated in National Early Years protest



Key Focus 2019

Introduction of National Childcare Scheme (NCS)

Shortage of qualified CE participants – leads to increased paid hrs for staff

Staff continually engaging in CPD:

***Diversity, Equality & Inclusion Charter Training**

***Lámh**

***Always Children First: Child Safeguarding**

Manager participating in LINC training programme

Initiatives & Programmes





Catkins Early Years & Afterschool

siolta
Quality Assurance Programme

Record of Validation

Catkins Early Years Education Service, Co. Longford
achieved the following Siolta quality ratings on 17th June 2019

Standard	Quality Rating
1 Rights of the Child	4
2 Environments	4
3 Parents and Families	4
4 Consultation	4
5 Interactions	4
6 Play	4
7 Curriculum	4
8 Planning and Evaluation	4
9 Health and Welfare	4
10 Organisation	4
11 Professional Practice	4
12 Communication	4
13 Transitions	4
14 Identity and Belonging	4
15 Legislation and Regulation	4
16 Community Involvement	4

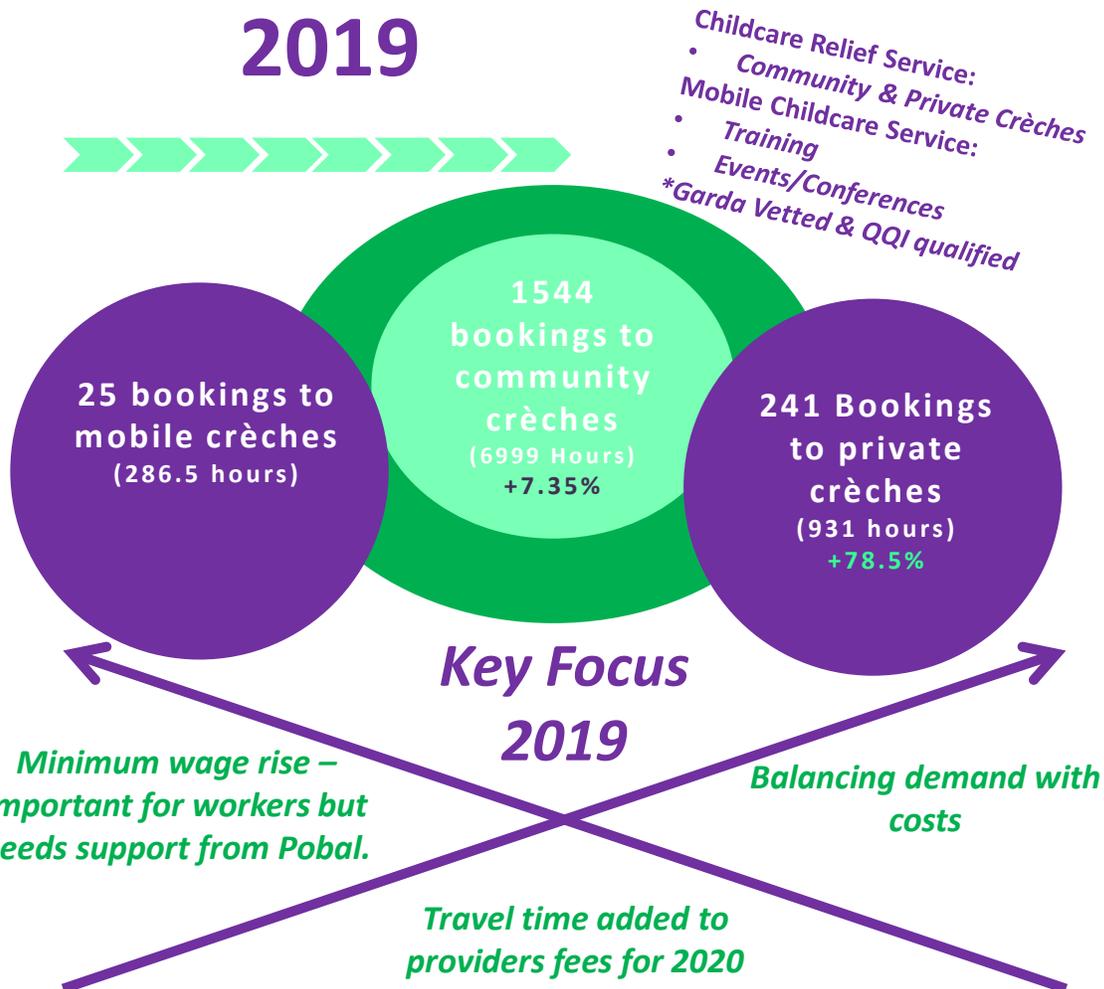
GUIDE TO QUALITY LEVELS
LEVEL 1: No evidence of quality | LEVEL 2: Some evidence of quality
LEVEL 3: Significant evidence of quality but some issues still outstanding
LEVEL 4: Comprehensive evidence of quality

siolta
The National Quality Framework
for Early Childhood Education

An **Óbairt** Childcare
and Early Years
Department of
Education and Skills

Catkins on the Move Mobile Childcare Solutions

2019



Our Transport (Catkins Mobile and Catkins Afterschool)



Strategic Priority Two – Economic and Social Choice & Opportunity

The purpose of this strategic priority is to encourage women to broaden their horizons and explore learning opportunities in previously un-imagined ways and to harness women's ambition by encouraging networking and peer support in achieving social and economic independence

The services delivering on this priority are:

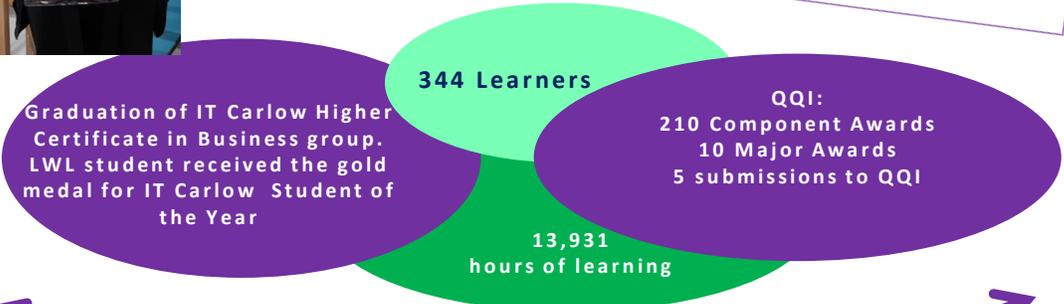
- **LWL Education and Training Service (page 21)**
- **LWL DEASP Community Employment Childcare Scheme (page 24)**
- **LWL WISE (Women Into Self-Employment) Programme (page 26)**
- **LWL Willow Traders (page 27)**

LWL Training & Education



2019

- Courses:
- QQI Childcare Levels 5, 6 & 8
 - QQI Special Needs Assisting Levels 5 & 6
 - ECDL Test Centre
 - Manual Handling/Fire Safety
 - First Aid Response (FAR)
 - QQI Level 6 Higher Certificate in Business
 - Basic Computers
 - Chairs Yoga



Key Focus 2019

QQI re-engagement process commenced, due to reengage 2020
Five certification submissions to QQI in order to be PEL Compliant

Increase in Room Rental bookings:
Hosted Westmeath Development Company Life Savers course in preparation for Center Parcs opening

FAR First Aid Response courses now being delivered.
Tutors CDP training in Introduction to Concepts of Equality .
Winner of an Aontas Star Award with IT Carlow for providing access to third level education.



Community Partners/Outreach

- IT Carlow – Promoted and hosted an IT Carlow course, funded by Springboard – Level 8 Certificate in Data Protection. Hosted the Level 8 Childcare Degree & Level 6 Higher Certificate in Business
- Donation of laptops and a laptop trolley from Mercy Secondary School Ballymahon.
- Donation of a photocopier from the Diocese of Kilmore and Clonmacnoise Bishops Office.

- Worked with Longford Active Retirement group running two courses: Basic Computers and Chair Yoga, also provided transport. Funded by the Older Peoples Fund.
- We continue to provide training to Rehab Care in Longford and Leitrim and other CE Schemes in the community.
- Continued active participation in AONTAS/CEN initiatives .
- Co-convener of RPL Practitioners Board
- Member of Community of Practice for QQI Reengagement - participated on a panel discussion in Nov 2019.

Training and Education Activity 2019



Longford Women's Link Annual Report 2019



AONTAS STAR Award winners 2019



Ongoing partnership with IT Carlow

DEASP Community Employment Childcare Scheme

2019

- Support for training & employment:
- QQI qualification
 - On-The-Job training
 - 1:1 Support
 - Career Planning
 - Experience working in an Active working environment.
- *Supported by the DEASP



At the end of December 2019 52.5% of the existing Childcare staff were qualified with a minimum QQI L5 childcare award

Return of the Friendly and Sociable Group.
Memorable outing to the village of Abbeyshrule, Co. Longford and exchanged knowledge with Erasmus Netherland Visitors.



5 CE participants in 2019 completed driving lessons
2 CE participants completed 1st year of the BA in Early Childhood Care & Education
2 participants graduated from Carlow IT with Higher Cert in Business.

DEASP Team completed CE Review & commenced a recruitment campaign with creation of new poster and leaflets and hosting outreach clinics monthly.



76% Progression at LWL 2019

172 participated on the scheme since 2014 – ALL have engaged in training

Since 2014, 120 participants finished on CE - 84 secured employment (59 childcare) and 9 progressed to further ed.

In 2019, 25 participants finished on CE of these 19 secured employment (17 childcare) and progressed in education .



DEASP CE training modules offered in 2019

QQI Level 5 Childcare

QQI Level 6 Childcare

QQI Level 6 Higher Degree in Business (IT Carlow)

QQI Level 8 Honours Degree in Early Childhood Care & Education (IT Carlow)

QQI Level 8 Certificate in Data Protection (IT Carlow)

QQI Level 5 Special Needs Assistant

QQI Level 6 Special Needs Assistant

QQI Level 5 First Aid

QQI Refresher First Aid

Child Psychology

Fire Safety

Manual Handling

HACCP Food Safety

Basic Computers

CPC (Bus Driver Module)

Epipen Training

Advanced Manual Handling

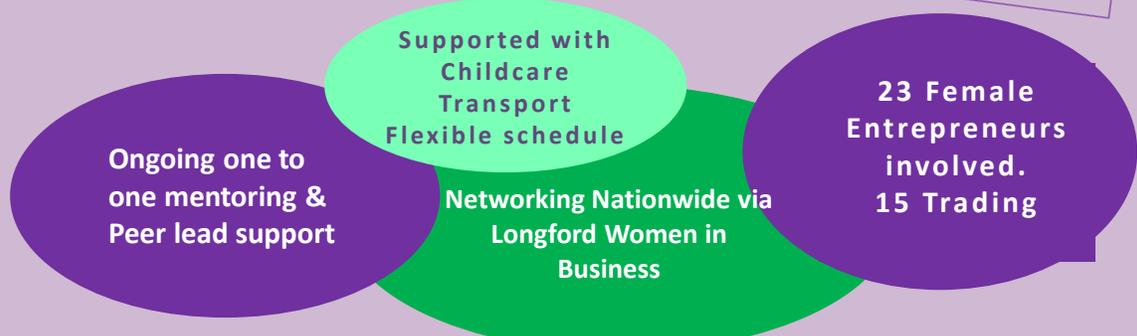
Child Protection

Women Into Self Employment



Specifically aimed at women who are in the early and initial stages of Business Development:

- Weekly meetings
- Themed workshops
- Interactive seminars
- Tailor-made training



Professional Training in Business administration and Business practices

Collaboration with LEO, Ulster Bank Women in Business Network, WomensTec, Ace Training

Continuous professional and personal support through holistic and learner lead approaches

WISE Women meeting Yasmin Vorajee



Willow Traders

2019



Charity Social Enterprise:
• Quality Furniture
• Clothing
• Household Items
• Books
New volunteering opportunities for Longford



Key Focus
2019

Providing retail volunteering opportunities

Delivery service (supported by Ireland Funds grant towards van purchase)

3,600+ likes on social media
176% increase on 2018



Strategic Priority Three - Leadership, Networking and Influence

The purpose of this strategic priority is to develop responsive engagement structures that enable rural women to take up their leadership and influencing capacity in any context.

The services delivering on this priority are:

- **Longford Women's Manifesto Group/SHE Programme (page 29)**
- **LWL Women In Leadership (page 30)**
- **LWL Policy, Submissions & Media (page 31)**
- **LWL Advocacy and Representation (page 32)**

Longford Women's Manifesto Group/SHE

2019

Supporting women to engage in the local democratic process:

- Regular meetings
- Seminars
- Training for candidates
- Networking via Women's Manifesto members

Networking & Support

Steering Group of 'The Next Chapter' cross border programme supporting women into public life (IRL, Politics Plus)

Participation in 'Towards a New Common Charter' Cross Border project – Centre for Cross Border Studies

Advocacy and promotion of Gender Equality in Irish Political Systems

Key Focus 2019

Representation on:
LCDC, SPCs, PPNs

Supported 34 LE19 candidates via SHE Programme

Launched SHE – See Her Elected with 5050 North West in May 2019. Supported by Dept. Housing, Planning & Local Government

SHE Programme



Women in Leadership 2019



LWL Policy and Submissions

Policy Submissions/Consultations

Submissions were made in relation to the following policy documents:

- Submission to the Department of Rural and Community Development on the National Social Enterprise Strategy
- Longford County Council:
 - Corporate Plan Development 2020-2024
 - Draft Strategic Policy Scheme 2019-2024
- Input to AONTAS and Irish Rural Link Pre-Budget Submissions
- Ongoing consultation with Department of Housing, Planning, Community and Local Government in relation to the participation of women in the 2019 local government elections (with 5050 North West)

Media Work

LWL continues to engage with local media, both print and broadcast and has a wide following on social media with over 3,500 Facebook and 2,800 Twitter followers. LWL Willow Traders has a Facebook following of 3,600.



LWL at IRL Budget event with Minister Michael Ring



New Common Charter



WomensTec Visit to LWL

LWL Advocacy and Representation

LWL Local to National Advocacy & Representation 2018



Strategic Priority Four - Governance and Sustainability

The first three strategic priorities are underpinned by good governance and purposeful organisational collaborative and interlinked relationships (ISD, Inter-agency work, Local Regional & National Advocacy) resulting in capacity building for the organisation and all stakeholders.

Organisational Development

Directors

During 2019 the LWL Board met 6 times with CEO/Deputy CEO and once on their own. Pauline Orohoe joined the board and the following Board members continued to participate in 2019: Tess Murphy, Elsie Moxham, Sheila Reilly, Mary Carleton Reynolds, Teresa Kearney, Olive Quinn, Stephanie Igoe, Pat Murphy, Nancy Bermingham and Vicky Crosby. **Figure 1** shows the LWL Board attendance for 2019.

Figure 1: LWL Board Attendance Record 2019

Board Member	February 18th	March 25th	April 29th	June 17th	September 16th	October 21st	November 12th	December 2nd	Total Attendance
Elsie Moxham	✓	✓	✓	✓	✓	✗	✓	✓	7 of 8
Mary Carleton-Reynolds	✗	✓	✓	✗	✓	✗	✓	✓	5 of 8
Pauline Orohoe				Joined Sept	✗	✓	✗	✗	1 of 4
Nancy Bermingham	✓	✓	✓	✓	✗	✓	✗	✓	6 of 8
Olive Quinn	✗	✗	✓	✓	✗	✗	✓	✗	3 of 8
Pat Murphy	✓	✓	✗	✓	✗	✗	✗	✗	3 of 8 *
Sheila Reilly	✓	✓	✗	✓	✓	✓	✓	✓	7 of 8
Stephanie Igoe	✓	✓	✓	✓	✓	✓	✓	✓	8 of 8
Tereas Kearney	✓	✓	✓	✓	✓	✗	✓	✓	7 of 8
Tess Murphy	✓	✓	✓	✓	✓	✓	✓	✓	8 of 8
Vicky Crosby	✗	✗	✓	✗	✗	✓	✓	✗	3 of 8

*post opp recovery

Staff

As a result of increased funding and income generation, staff were able to undertake a substantial amount of training and CDP during 2019 compared to the dearth of opportunities in preceding years. This is a very significant for a community development NGO. Due to low programme directed salaries with no additional benefits, the only method of rewarding staff is through their professional development.

Compliance

During 2019 LWL ensured that it was compliant with the Charities Governance Code (the required compliance date is 2021). LWL is also GDPR compliant and compliant with all its Funders requirements.

Financial Overview

Key issues that emerged during 2019 and which have had a positive impact on Finances or which will impact the organisation negatively and must be addressed during 2020 are:

- Pobal childcare attendance compliance visits: During 2019 LWL had an unannounced visit where all attendance records were reviewed. There is general concern in the sector regarding these compliance visits and the penalisation of providers for sporadic attendance of some children. This is completely outside the control of all providers. In LWL's case the claw back was €11,376 in respect of irregular attenders. The audit found issues with the attendance of 31 children i.e. 24% of children attending the service. It's incredible to think that this is the focus. LWL suggests the focus would be better placed looking at the 76% of children who attend regularly from marginalised and deprived backgrounds in such a disadvantaged area. Pobal's energy would be better spent recognising the positive outcomes for those children as opposed to picking on providers. These visits are set to continue with more strict penalties promised should a service be non-compliant (in an area completely outside their control) as second time.
- Separately, during the compliance visit the visiting officer reported on the use of LWL's 4 Special Category Band A places resulting in DCYA deciding to reduce these to 2.5 places. LWL appealed this decision on 17/09/19 based on the clear lack of understanding demonstrated by both Pobal and DCYA around the dynamics of DV and the use of this service by victim's children. 6 months later, despite several follow-ups, LWL has not had a response. The impact of this reduction if it stands is €11,310 i.e. 1.5 Band As

- The Department of Housing & Local Government's support for the SHE programme will be instrumental in sustaining the Manifesto project and in positioning LWL as one of the go-to Rural NGOs in this field.
- Restoration of pay awards and increments for public sector employees with no increase in funding to provide similar to NGO employees. The DV sector is now looking at pay restoration which must be funded by the state as NGO's cannot afford additional remuneration.
- Planned universal pension scheme. LWL will, with partner organisations, be lobbying State funders to include the employer contribution in future funding.
- Continued lack of support for adult learners from LWETB. The majority of LWL's Education & Training supports come from philanthropic sources.
- Difficulties in attracting new participants to the DEASP CE Scheme. LWL fed into the national review of CE during 2019. We await the outcome of the review. Among our recommendations were an alignment of the 9 months JS payment period to the 1 year in receipt of payment CE requirement and a reduction in the age to 18 as currently exists for members of the travelling community.
- The need to keep a watching brief on whether or not to separate out some services by forming independent companies in order to maximise the potential earning capacity of these services e.g. Training & Education and Willow Traders

In addition there is the longstanding issue of state funders not providing full cost recovery for the services they procure via NGOs.

Figure 2 below provides a breakdown of income received during 2019 as well as income projections for 2020. **Figure 3** provides the same information for summarised expenditure. Please note that **Figure 4** reflects Audited Accounts figures for 2019 and therefore takes into account pre-payments and accruals from 2019 and for 2020 in addition to depreciation and the release back to income of capital outlay. The outturn for 2019 is very positive i.e. a surplus of €38,476

Expenditure for the period was managed well with individual budgets implemented and monitored for each service area and progress on actual spend against budget reviewed regularly. The main difficulty experienced with the budgeting process is the uncertainty of some funding allocations until well into the fiscal year e.g. DCYA and TUSLA Family Support Agency.

Longford Women's Link Annual Report 2019

Figure 2: Income Received 2019 & Projected 2020

Overall Income - Longford Women's Link	Actual 2018	Projected 2019	
Grant Income			Funder Explanation
Pobal for DCYA Childcare Grants	380,066	380,066	State support for the provision of Community Childcare - allowance based on parents welfare status, childrens age pre-school & parental training participation - <i>(Restricted Funding with Dependencies)</i>
Pobal CSP Grant - Mobile Childcare Solutions	112,532	112,532	Subvention towards development and running of mobile childcare service - 3 year contract to be renegotiated in 2020 - <i>(Restricted Funding with Dependencies)</i>
Tusla Child & Family Agency DV Support Services Grant	183,208	183,208	Salaries and associated costs for running Domestic Violence Services - <i>(Restricted Funding with Dependencies)</i>
Commission for the support of Victims of Crime	21,000	21,000	Support for court accompaniment-must be applied for annually - <i>(Restricted Funding with Dependencies)</i>
DEASP Community Employment Scheme	920,543	920,543	Return to work placement & training for 70 participants and 3 project supervisors - <i>(Restricted Funding with Dependencies)</i>
QCBI Innovation Fund - Dormant Accounts	10,000	0	TUSLA/DCYA Dormant A/C's funding for pilot 'Safe Space' programme for children living with Domestic Violence - <i>(Restricted Funding with Dependencies)</i>
Longford County Council	4,582	4,582	Once off Community Support, Enhancement and Weekend
Healthy Ireland - Healthy Relationship Grant	4,510	4,510	Once off for TY Healthy Relationship Sessions
Charity Baazar	4,729		Philanthropic funding towards Domestic Violence survivor group - <i>(Restricted Funding with Dependencies)</i>
Ulster Bank Skills & Opportunities Grant	25,536	9,404	Towards 18 month Female Entrepreneurship programme - <i>(Restricted Funding with Dependencies)</i>
Safe Ireland Resilience Fund - Grant	2,640	708	Once off Local Authority Grant - <i>(Restricted Funding with Dependencies)</i>
Ireland Funds	6,500	20,000	Once off for Business Studies - <i>(Restricted Funding with Dependencies)</i>
Avant Card	5,000	0	Employment Grant
Erasmus+ DELSA Grant	22,237	13,000	Two year Digital Skills Programme - - <i>(Restricted Funding with Dependencies)</i>
Tusla Child & Family Agency DV Counselling Grant	14,850	14,850	Subvention towards counsellors fees -must be applied for annually - <i>(Restricted Funding with Dependencies)</i>
Community Foundation	11,451	0	Philanthropic funding to support Older Citizen engagement- <i>(Restricted Funding with Dependencies)</i>
Department of Housing & Local Government - SHE Grant	33,925	71,364	One year to support rural women into local government - <i>(Restricted Funding with Dependencies)</i>
	1,763,309	1,755,767	
Generated Income			
Room Rental Main	19,249	18,000	Used for Overheads, Heat, Light, Maintenance, Insurance etc., Some projects provide a contribution towards these costs but this is minimal and nowhere near the true economic cost. Also used to address barriers to participation i.e. Transport, childcare etc.,
Other Income Main (interest, awards, court donations etc.)	5,962	44,053	
NET Fundraising	3,170	3,170	
Child Care Fees - Main Childcare	108,956	108,956	Creche running costs
Mobile CC Income - CSP	102,545	100,000	Mobile Childcare Running Costs and contingency for VAN
Counselling Fees	4,945	4,945	Retained to make up cost of providing counselling service
Training income (NB: this is figure - must be looked at in conjunction trainig costs i.e. Coordinator Salary, Training Course Expenditure below and also Training Grants above)	78,442	75,000	Used to cover running costs and training Co-ordinator Salary
Willow Traders Sales	123,755	120,000	Used to cover running costs and Manager Salary - Deficit this year and until mid-2019
Related Party Discount Received - Willow Traders	9,863	9,863	Discount received on haulage & delivery of donated furniture
RDP New Building Fund 2010.2011 Released	4,344	4,344	Accounting dispersal of RDP capital grant
EOCP Extension Fund 2003/2004 Released	3,164	3,164	Accounting dispersal of old capital grant
Ireland Fund Mini-Bus Capital Grant Released	1,688	1,688	Accounting dispersal of capital grant
DCYA Childcare Capital Grant 2015, 2017, 2018 Released	11,369	11,369	Accounting dispersal of 2015 Childcare capital grant
EYCP2016 New Prefab & Creche Toys Released	625	625	Accounting dispersal of capital grant
Release Ireland Funds Mini Bus Grant	1,250	1,250	Accounting dispersal of capital grant
Generated Income Sub-Total:	479,327	506,427	
Total Income:	2,242,636	2,262,194	

Figure 3: Summarised Expenditure Incurred 2019 & Projected 2020

Overall Budget - Longford Women's Link	Actual 2019	Projected 2020
Operating Expenses		
Salaries	1,775,028	1,790,042
Main Overheads*	199,632	211,519
Project Overheads	132,264	135,584
Training & Ed - Tutors and Materials	44,405	64,890
Depreciation (Property, Equipment etc.,)	52,831	52,831
Total Operating Costs:	2,204,160	2,254,866
Period Surplus/Deficit (Reserves & Salary Accrual going forward)	38,476	7,328

Reserves Policy

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle.

The Organisations Reserves policy was reviewed and updated by the Directors in June 2017. It states:

- Reserves to be maintained at a level which ensures that Longford Women's Link's core activity could continue during a period of unforeseen difficulty.
- A proportion of reserves to be maintained in a readily realisable form.

At any given time readily available cash reserves should be sufficient to cover 6 months core salaries and total organisational operational costs

In addition it is prudent to carry forward 13 weeks core unfunded salaries until earned income begins to accumulate. This policy has been agreed with the Company's external auditors

See **Appendix 1** for copy of LWL's Reserves Policy

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Figure 4: LWL Audited Accounts 2019

(A company limited by guarantee not having a share capital)			
Detailed Income & Expenditure Account for the year ended 31st Dec 2019			
Profit & Loss Account	Dec-19	Dec 18	
Income	Current €	Previous €	Variance €
Longford County Council - Community Weekend Grant	100		100
Net Fundraising Income	3,170	8,997	(5,827)
Court donations	2,576	15,383	(12,807)
Counselling fees	4,945	4,946	(1)
Rental Income	19,249	15,158	4,091
Course fees	78,442	62,560	15,882
Willow Traders sales	123,755	80,464	43,291
Related Party discount received - Willow Traders	9,863	6,300	3,563
Catkins Mobile Childcare Solutions Income	102,545	91,444	11,101
Fees - Catkins Early Years & Afterschool Service	108,956	102,851	6,105
TUSLA Child & Family Agency - DSGBV Prog.	183,208	155,947	27,261
Pobal for DRCD - CSP Mobile Childcare Solutions	112,532	109,184	3,348
Pobal for DCYA Childcare Grants	380,066	445,658	(65,592)
DEASP Community Employment Scheme	920,543	1,085,130	(164,587)
ReleasedEOCP extension fund	3,164	3,164	0
Release RDP New building fund	4,344	4,344	0
Release Ireland Funds Mini Bus Grant	1,250	1,250	0
Release Ireland Funds Van Capital Grant	1,688	0	1,688
Release DCYA Childcare Capital Grant 2015	2,914	2,914	0
Release EYCP New Prefab & Creche Toys 2016	625	625	0
Release EYC Capital Grant 2017	6,241	6,241	0
Release EYC Capital Grant 2018	2,214	2,139	75
TUSLA Child and Family Agency - Counselling Grant	14,850	14,850	0
CSVC Grant	21,000	21,000	0
Jobsplus grant	3,333	5,000	(1,667)
Community Foundation Older Persons Grant	3,951	252	3,699
Community Foundation - DV Survivor Group	7,500		7,500
Longford County Council - Community Support Grant	1,582		1,582
Department of Housing Planning & Local Government - SHE	33,925		33,925
Ireland Funds - Van Operation Grant	6,500	25,000	(18,500)
Safe Ireland Resilliance Fund - Grant 2640	2,640	360	2,280
Charity Bazaar	4,729	3,241	1,488
Longford County Council -Healthy Ireland Grant	4,510	5,186	(676)
QCBI Innovation Fund - Dormant Accounts	10,000	21,322	(11,322)
DELSATraining & Education Grant	22,237	575	21,662
RBS Skills and Opportunities Fund	25,536	19,119	6,417
World Vision		1,000	(1,000)
Longford County Council - Community Enhancement Grant	2,900	2,326	574
Avant Card	5,000		5,000
	2,242,583	2,323,930	
Bank interest received	53	117	
Total Overheads	2,204,160	2,254,852	
Retained profit	(38,476)	(69,195)	

Longford Women's Link Annual Report 2019

	Dec 19	Dec 18	
	Current €	Variance €	Variance €
Administration Expenses			
Wages and Salaries	865,676	810,043	55,633
DEASP CE Scheme Wages & Salaries	772,905	914,931	(142,026)
Employer's PRSI contributions	88,631	83,207	5,424
DEASP Employer's PRSI contributions	19,427	19,701	(274)
DEASP CE Fuel Allowance & Christmas Bonus	28,389	29,695	(1,306)
Staff training (incl. DEASP CE)	34,044	40,982	(6,938)
Safe Ireland DV Resilliance Support	1,932	360	1,572
Course participant childcare costs	1,049	1,754	(705)
Course Participant Transport costs	6,980	2,628	4,352
Room rental	2,467	2,756	(289)
Rent of Premises & Rates Willow Traders	7,380	7,380	0
Course Expenditure & General Training costs	70,349	69,384	965
Haulage & delivery of donated furniture	16,438	10,500	5,938
Insurance	16,081	16,819	(738)
Light and heat	19,498	16,843	2,655
Cleaning and maintenance	21,855	21,584	271
Service charge payable	10,538	6,228	4,310
Printing, postage and stationery	11,171	11,745	(574)
Recruitment and public relations	7,715	1,661	6,054
Telephone	9,586	9,078	508
Computer costs	11,987	6,247	5,740
Motor expenses	12,359	10,763	1,596
National travel and subsistence	25,228	22,224	3,004
Legal and professional	411	3,458	(3,047)
Audit & Accountancy	9,084	8,770	314
Counselling expenses	17,189	19,214	(2,025)
Bank charges	2,553	1,706	847
Catkins EY&AS - Running expenses	20,959	16,934	4,025
Catkins Mobile Childcare Solutions	700	1,661	(961)
Catkins EY&AS - Relief Staff Cover	5,723	9,049	(3,326)
Doubtful debts - Provision	(1,167)	848	(2,015)
Canteen and catering	4,484	4,423	61
Staff Welfare including health & safety	25,568	19,827	5,741
Subscriptions	4,140	2,349	1,791
Depreciation on freehold property	19,489	19,489	0
Depreciation on long leasehold	1,057	1,057	0
Depreciation on FF & Equipment	28,285	27,241	1,044
Depreciation on motor vehicles	4,000	2,313	1,687
Profits/losses on disp of tangibles		0	0
Total Administration Expenses	2,204,160	2,254,852	
There are no recognised surpluses or deficit other than the surplus or deficit for the above two financial years.			
All activities are in respect of continuing activities.			

Appendix I: LWL Reserves Policy



Longford Women's Link Reserves Policy

The Organisation's Reserves policy was reviewed and updated by the Directors at the LWL Board Meeting dated June 19th 2017. It states:

The directors have set a reserves policy which requires:

- Reserves to be maintained at a level which ensures that Longford Women's Link's core activity could continue during a period of unforeseen difficulty.
- A proportion of reserves to be maintained in a readily realisable form.

The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle.

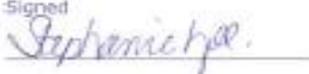
It takes into account:

- Risks associated with each stream of income and expenditure being different from that budgeted
- Planned activity level
- Organisation's commitments
- Fluctuations in income
- Unplanned expenditure

A substantial proportion of the reserves shown in the balance sheet are represented by assets other than cash such as the buildings necessary to provide the service

At any given time readily available cash reserves should be sufficient to cover 13 week's salaries and organisational operational costs. It does not include DSP CE Participants as these are covered by an advance salary grant

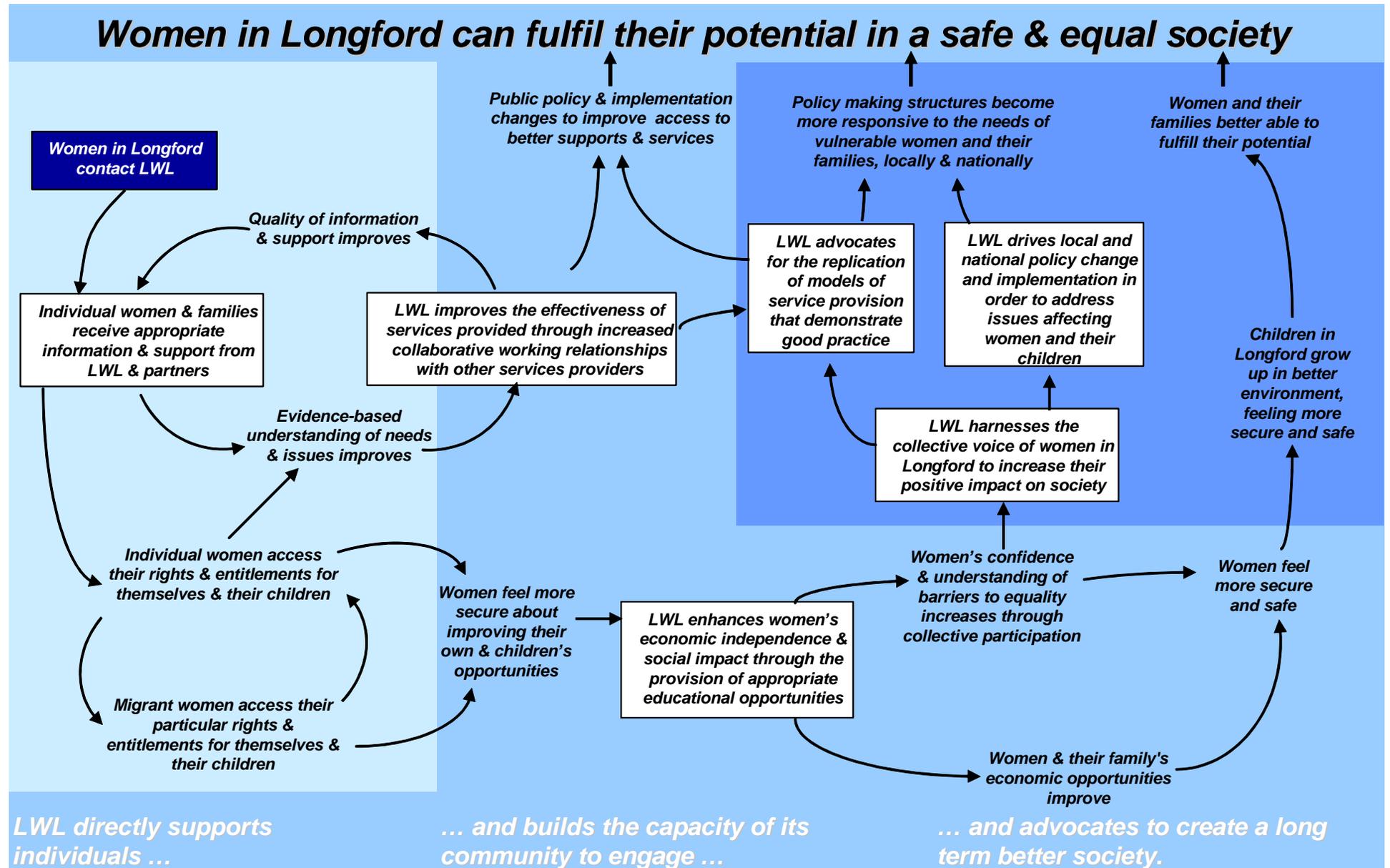
13 weeks Salaries inc. ERPrsi - (excluding DSP CE Participants only)	218,744
13 weeks Direct & Indirect Overheads (Core & Programme)	77,222
Contingency	25,000
Redundancy	50,000
Total	371,466
<i>In addition it is prudent to c/ 13 weeks Core Unfunded Salaries until earned income begins to accumulate</i>	66,931
Total liquid reserves required at y/e	438,398

Signed

 Chairperson
 Date June 19 2017

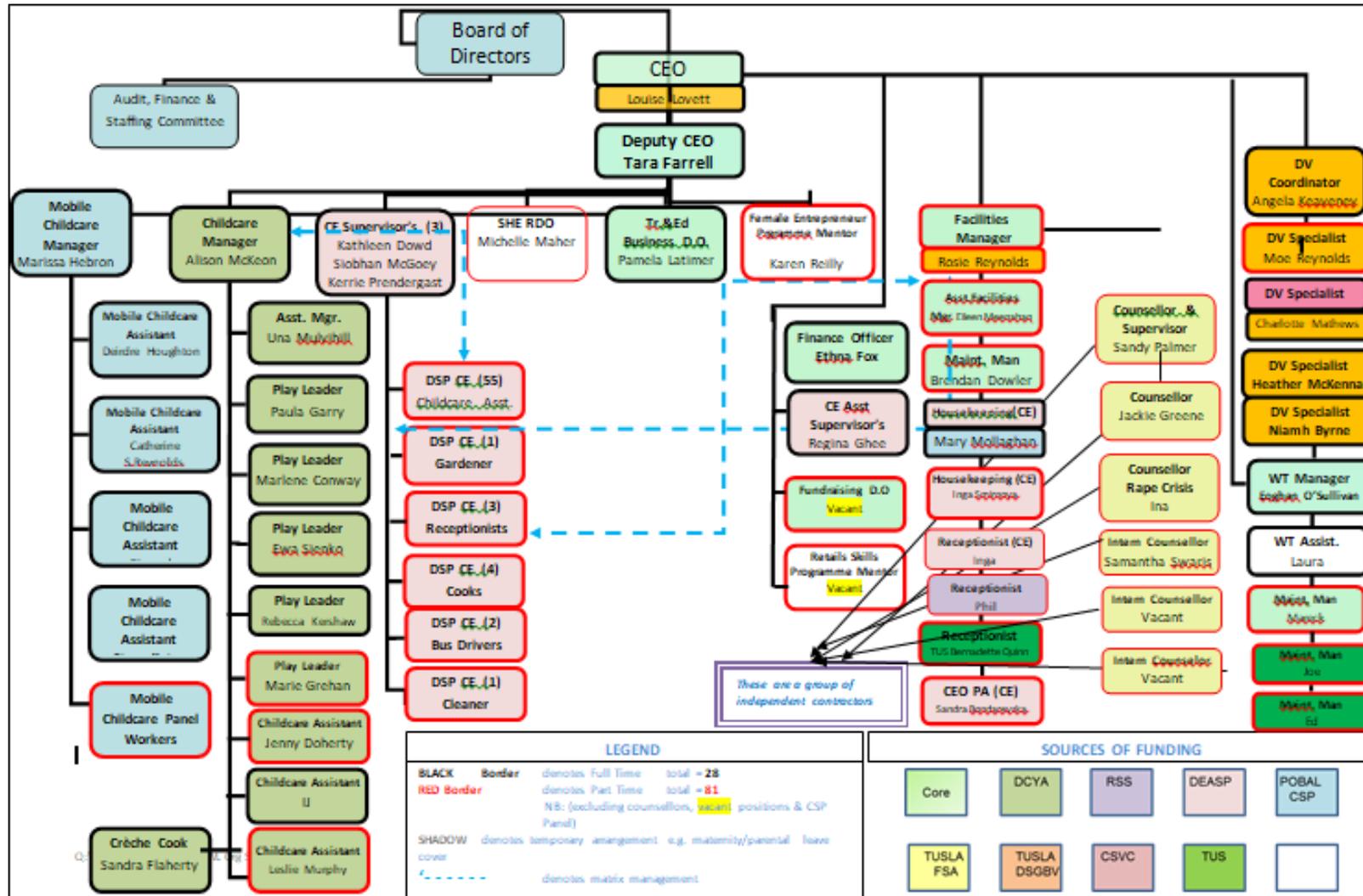
Signed

 Treasurer
 Date 19th June 2017

Appendix II: Theory of Change Framework



Appendix III: LWL Organisational Structure – 2019



Appendix IV: Our Funders



EUROPEAN SOCIAL FUND:
helping develop employment by
promoting employability, the business
spirit and equal opportunities and
investing in human resources



An Roinn Gnóthaí Fostaíochta
agus Coimirce Sóisialaí
Department of Employment Affairs
and Social Protection



The National Office for the Prevention of Domestic, Sexual and Gender-based Violence
An Oifig Náisiúnta um Fhoréigean Baile, Gnéisach agus Inscnebhunaithe a Chosc



THE IRELAND FUNDS



An Roinn Leanaí
agus Gnóthaí Óige
Department of Children
and Youth Affairs

Company Registration Number 241515 Registered Office: Willow House, Ardnacassa Avenue, Longford.
Chairperson: Sheila Reilly. Directors: Elsie Moxham, Tess Murphy, Stephanie Igoe, Nancy Bermingham, Teresa Kearney, Pat Murphy,
Mary Carleton Reynolds, Vicky Crosby, Olive Quinn