

Longford Women's Link

Annual Report 2018



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 LWL complies with The Governance Code for the Community, Voluntary and Charitable Sector in Ireland.

We confirm that LWL complies with ICTR's Fundraising Principles.

We confirm that our organisation is registered with the Charities Regulator.

CHAIRPERSON'S MESSAGE:

Many women have taken the first step on a life-changing path by walking through the doors of Longford Women's Link. Whether they have accessed further education and training, childcare, domestic violence services, counselling or support, crossing the threshold of Longford Women's Link has made the difference to them, and their families. In making this difference, in facilitating that change, Longford Women's Link always remains true to its vision of providing a space for women to achieve their full potential in a safe, just and equal society.

2018 was another significant year for Longford Women's Link 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.

We welcomed Minister Heather Humphreys to LWL in February to launch our Strategic Plan 2017-2020 in February which outlines the aims for the organisation in the coming years and in particular focuses on the restoration of services that had been cut or curtailed during the downturn.

Training and education are key to LWL's ethos and this service saw a 7% increase in student numbers in 2018 while our collaboration with Carlow IT to provide access to third level continued. 29 students graduated with a QQI Level 8 Honours Degree in Childcare at LWL and the delivery of the Higher Certificate in Business Studies has continued.

We were proud to see Deputy CEO Tara Farrell elected as Chairperson of Aontas in November. LWL continues to represent Women's Community Education on the Executive Committee of AONTAS.

During 2018 Longford Women's Link Domestic Violence Service supported 348 women, 2 men and 8 children directly with an associated 5585 client interactions. This was a 5% increase in clients and a 24% increase in interactions on the previous year. There were a total of 482 children also impacted. The work of the Domestic Violence Service is a central tenet of LWL and has a profound impact on the lives of the women and children who come to this service.

2018 saw the repeal of the 8th amendment and LWL facilitated the launch of the Longford Together for Yes movement where we encountered a new generation of passionate advocates from County Longford determined to make their voices heard.

Longford Women's Manifesto project held a number of events in 2018 including 'Voices & Views from the Campaign Trail' in conjunction with Women for Election and also 'Smashing the Status Quo' with Roscommon Women's Manifesto Group. The challenge here is that LWMG does not have a full-time facilitator and 2019 will undoubtedly be a busy year for the LWMG with Local and European Elections looming.

The opening of LWL Willow Traders in 2016 was a new departure for Longford Women's Link and this social enterprise continues to grow at pace. As well as providing an important service in the town, providing good quality used furniture and clothes as well as an opportunity to volunteer, Willow Traders has also raised the profile of LWL in the area.

The importance of fundraising must be acknowledged and during 2018 these events included a raffle in Willow Traders Show, the mini-marathon and a church gate collection. We were also successful in securing a number of grants during 2018 including €25,000 for Training and Education from The Ireland Funds, €8,000 for the Longford Women's Link Domestic Violence Service Support Groups from International Charity Bazaar) and a School Age grant for Crèche equipment. We also secured €15,000 from the Court Poor Box €12,396 which will be carried forward to directly support the Domestic Violence Support team in 2019. This is a very significant amount of money and this donation is also an acknowledgement of the important work being done by the Domestic Violence Service in LWL.

Staff

I want to acknowledge the work of the staff at Longford Women's Link. Their passion and dedication power the engine of LWL. At the helm are CEO Louise Lovett and Deputy CEO Tara Farrell whom we thank for their vision, drive and sheer hard work.

Board

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, Sheila Reilly, Mary Carleton Reynolds, Olive Quinn, Stephanie Igoe, Nancy Bermingham and Vicky Crosby. Olive Quinn President of Longford ICA joined the board in 2018 while Mary Carthy outgoing President of Longford ICA left. We would like to thank Mary for her valuable contribution. The board met nine times in 2018. 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 2018:

2018 was a positive and eventful year for Longford Women's Link (LWL). With the ever increasing demand LWL's services, the Strategic Plan 2017 -2020 (LWL-SP) (which was developed during 2017 and launched by Minister Heather Humphreys TD, in February 2018) placed organisational focus squarely on the restoration of services and programmes that had been pared back or cut completely during the preceding years of funding cuts and income reduction. In addition the organisation concentrated 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 11 for the 2018 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.*

During 2018 LWL secured additional funding from both TUSLA and QCBI (The Quality and Capacity Building Initiative Innovation Fund: Enhancing Children's and Young People's Outcomes). This provided LWLDVS with the resources to undergo relevant training and to implement a pilot Safe Space programme with LWLDVS working directly with children living with DV for the first time. The pilot was very successful and the learning will be incorporated into an extension programme which will again be funded by TUSLA and QCBI for 2019.

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.*

As a result of increased funding and income generation, staff were able to undertake a substantial amount of training and CDP during 2018 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. For complete list of opportunities availed of during 2018 see **Figure 2** (page 38)

SP3 Leadership, Networking & Influence – Action 3.2 Local & National Representation & Advocacy

Throughout the year LWL maintained its local regional and national networking continuing to build on the organisation's track record and reputation in promoting gender equality and human rights generally. I am particularly proud that the organisation took a leadership and advocacy role locally, by supporting staff and board members to participate in an *'Open Conversation on Abortion, Pregnancy Care and the 8th Amendment'* and then by providing resources to facilitate the launch of the very successful Longford 'Together for Yes' Campaign to repeal the 8th amendment.

SP3 Leadership, Networking & Influence – Action 3.2 Manifesto particularly the facilitation and independent development/continuation of the group and maintaining links with national Manifesto groups.

Despite have no specific funding for the group and not having a dedicated facilitator in situ, LWL and LWMG continued to lead out on gender representation and associated issues during 2018. In January, Gender Balance research was published and circulated to coincide with and mark Nollaig na mBan. The group hosted the NWCi Members & Friends meeting in April where Tara Farrell Deputy CEO LWL, presented on the recently completed Common Chapter as part of her work the Centre for Cross Border Studies. LWMG supported the set-up of Roscommon Women's Manifesto and collaborated with this group on two events during the year, the first *'Voices & Views from the Campaign Trail'* in conjunction with Women for Election. The second event titled *'Smashing the Status Quo'* took place in Roscommon in November. LWMG also partnered with Longford Library on the Launch of Martina Fitzgerald's book *Madam Politician*.

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 I am delighted that towards the end of 2018, LWL was successful in attracting funding from the Ulster Bank Skills & Opportunities fund which enables the organisation to reprise a flagship Female Entrepreneurship offering. On the same theme it was my pleasure to act as Ambassador for the Midlands National Women's Enterprise event in the Backstage Theatre in October 2018. LWL entered into an equally positive partnership with Irish Rural Link and Maynooth University with the DELSA programme to support Digital Empowerment for Low Skilled Adults under the EU Erasmus+ programme. For 2019

and 2020, this new collaboration will have the effect of replacing some of the BTEI funding withdrawn by the ETB following the merger of Longford and Westmeath VEC's.

These are significant accomplishments and a testament to staff's commitment to the work and to the organisation. I have to specifically acknowledge both the outgoing and incoming Chairpersons Stephanie Igoe and Sheila Reilly for their enduring 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 2018. They continue to give their time and expertise so generously year on year.

Louise Lovett, CEO, Longford Women's Link

LWL – KEY ACHIEVEMENTS 2018

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 2018 included:

- LWL's **Strategic Plan 2017-2022** was launched in January 2018.
- **LWLDVS** supported 348 women, 2 men and 8 children directly with an associated 5585 interactions with these clients in 2018 representing a 5% increase in the numbers of women who were able to access our service and a 20% increase in client interactions. There were a total of 482 children also impacted.
- **LWLDVS** delivered a pilot Safe Space Programme supporting women and children under the QCBI Innovation Fund.
- **LWLDVS** continues to be represented on regional and national forums (MRJHCF, Longford Westmeath CYPSY & DV Observatory)
- LWL's **Counselling** service provided 514 counselling sessions to 55 individual clients inclusive of those attending Rape Crisis Counselling
- **Catkins Early Years and Afterschool Service** increased its ECCE numbers by 46%.
- **Catkins Early Years and Afterschool Service** continue to participate in the **Siolta Quality Assurance Process**
- **DEASP Community Employment Childcare Scheme** progression rates continue to be impressive - 95 participants have completed the scheme since the beginning of the new childcare programme in 2014, all have participated in training 79% progressed into employment/Further Education. We have an 83% progression rate for 2018.
- **Catkins Mobile Childcare Solutions** continues to provide mobile childcare to the Deaf Hear biannual conference in Portlaoise.
- **LWL's Training and Education service** continues to expand with a 16% increase in student numbers in 2017.
- Our collaboration with **IT Carlow** continued - 29 students graduated with a QQI Level 8 Honours Degree in Childcare at LWL
- With support from **The Ireland Funds**, LWL continued our collaboration with **IT Carlow** and continued the delivery of the Higher Certificate in Business Studies.

- LWL continues to represent **Women's Community Education** on the Executive Committee of AONTAS. LWL's Deputy CEO Tara Farrell was elected as Chairperson in November 2018.
- The **Retail Skills** programme supported by **Ulster Bank Skills & Opportunities** concluded with a total of 51 women completing the programme with 31 graduating with a Retail Skills QQI Level 4 award.
- 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 is participating in the Centre for Cross Border Studies '**Towards a New Common Chapter**' project.
 - The Deputy CEO sits on the Steering Group of **The Next Chapter** project with Irish Rural Link and Politics Plus in Stormont, Belfast.
 - A successful **training and engagement seminar** for women considering political life was held in October 2018 (training delivered by Women For Election) and supported by the Making Europe Sustainable For All fund.
- **CEO** Louise Lovett was invited to take the role of Ambassador for the Midlands National Women's Enterprise event in the Backstage Theatre in October 2018.
- LWL said goodbye to **board member** Mary Carthy and welcomed Olive Quinn
- LWL became a partner in the **Erasmus+ funded DELSA** project with Irish Rural Link looking at digital skills for adults.
- **Fundraising**
 - A number of fundraising events contributed to the final fundraising total. In particular we had:
 - Shop Raffle
 - Mini Marathon
 - Church Gate Collection
 - CSR support from industry
- **LWL was successful in securing a number of grants in 2018 including:**
 - The Ireland Funds (€25,000 for Training and Education)
 - EU-funded programme (DELSA) in conjunction with Irish Rural Link (€36,000 over two years)
 - Older Person's Fund (€5,000 Community Foundation)
 - Making Europe Sustainable for All (€1,000)
 - Community Enhancement Fund (LCC €2,328)
 - LWL received €15,000 from the Court Poor Box €12,396 which will be carried forward to directly support the Domestic Violence Support team in 2019.

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 16)**
- **LWL Counselling Service (page 18)**
- **Catkins Early Years and Afterschool Service (page 19)**
- **Catkins Mobile Childcare Solutions (page 21)**

LWL Domestic Violence Service

2018

Supports & Services:

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



Key Issues 2018

5% increase in no. of women supported in 2018

33% service users are foreign nationals.
26% service users aged under 30

Complex cases are high risk, multifaceted, and time-intensive - 7 women had 100+ interactions with LWLDVS, 1 woman had 314 interactions

Group Work

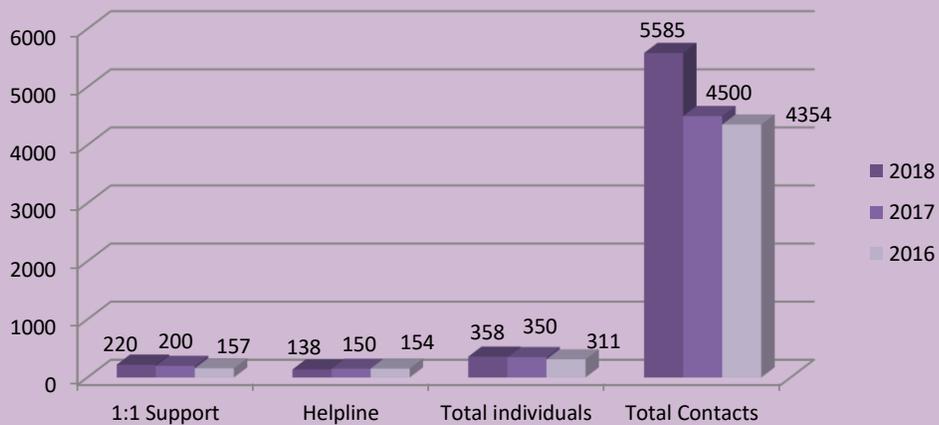
Peer Support (Child Access/Child Protection)

Coming Back Home (Survivors group)

Parenting Group

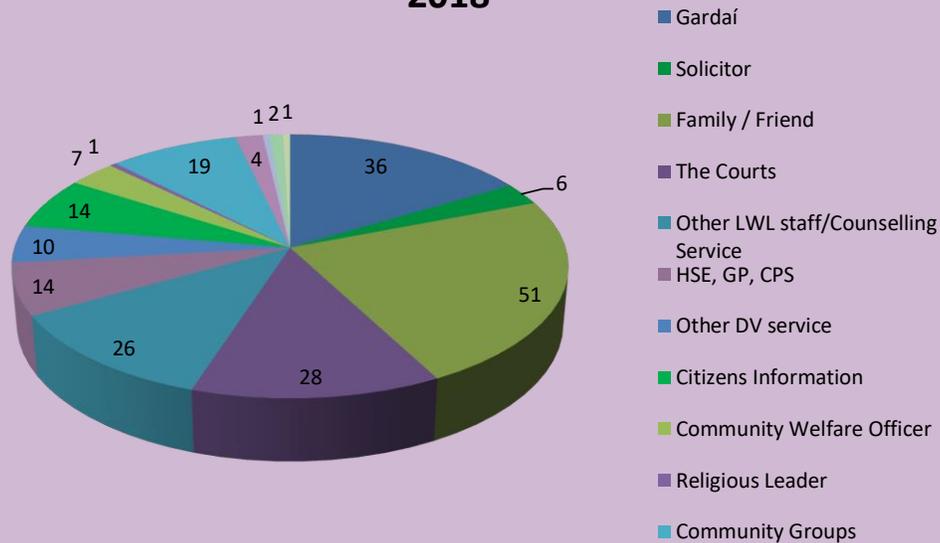
LWL Domestic Violence Service

LWLDVS annual figures



Referrals 2018

2018



LWLDVS Advocacy

2018

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

Transport provided to
193 service users
Childcare provided for 37
children

Additional Supports



Moe Reynolds, LWLDVS speaks at the Irish Observatory on Violence Against Women

LWL Counselling Service

421
Counselling
sessions
provided

40
Individual
Clients

Rape Crisis
Counselling provided
one day per week
15 clients, 93
sessions in 2018

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

2018

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

Drop-in Service – when available

Afterschool Care 13:30-17:30

New ECCE room

127 children daily

New sensory room

46% increase ECCE numbers

Key Issues 2018

Expansion of services, new staff, porta cabin (5% capital funding), updated outdoor play areas (designed and built by staff)

Staff engaging in CPD

Impact of Single Affordable Scheme and CE Level 5 qualification

Continue to participate in the Síolta Quality Assurance process & Diversity, Equality & Inclusion Charter Training

Manager, and two other staff members graduated with QQI Level 8 Honours Degree in Childcare

Initiatives & Programmes





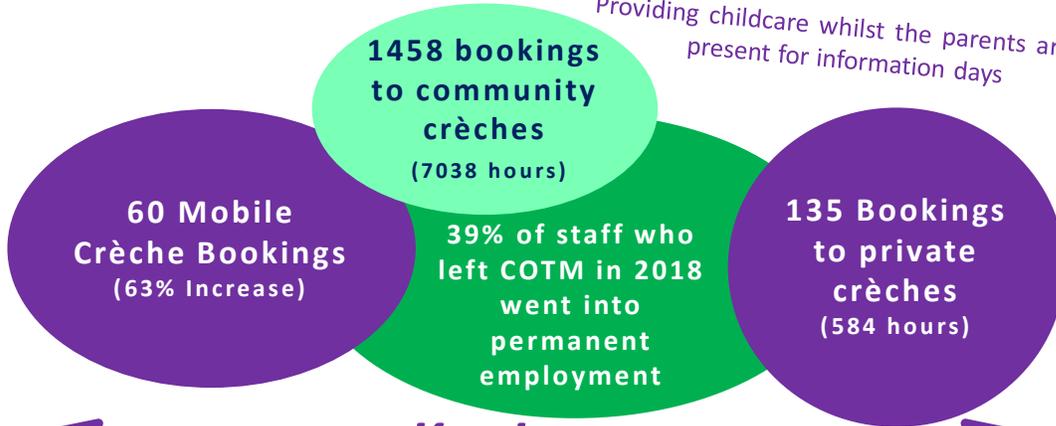
Catkins Early Years & Afterschool



Catkins on the Move Mobile Childcare Solutions

2018

- **Childcare Relief Service**
For Community & Private Early Years Services
- **Temporary Childcare Services**
Creating Early Years services as required
- **Catkins Cosy Corner**
Providing childcare whilst the parents are present for information days



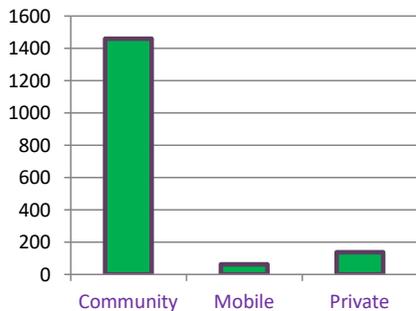
Key Issues 2018

Regular bookings – Repeat Business

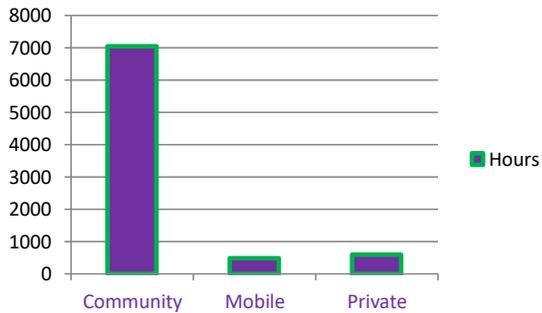
COTM continues to provide childcare for the Deaf Hear conferences in Portlaoise in March and October

Recruitment of QQI L6-qualified staff continues to be an issue

Bookings



Hours



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:

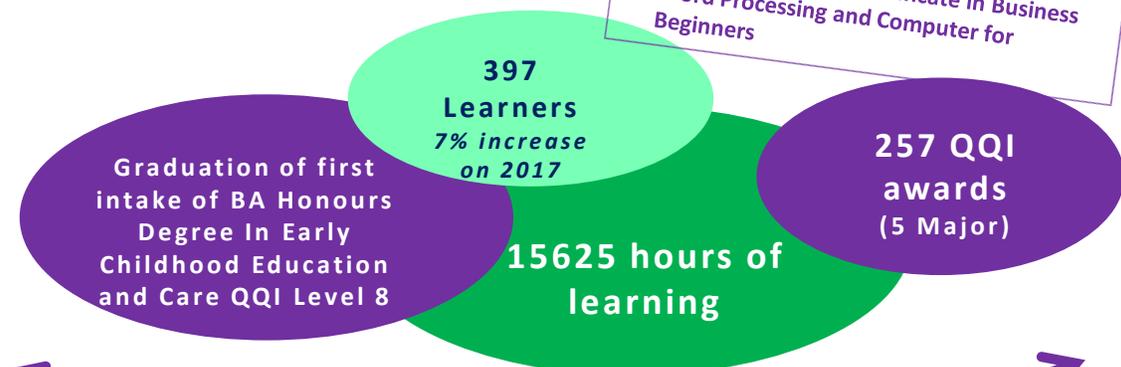
- **LWL Education and Training Service (page 23)**
- **LWL DSP Community Employment Childcare Scheme (page 26)**
- **LWL Retail Skills Mentoring Programme (page 28)**
- **LWL Willow Traders (page 29)**

LWL Training & Education

2018

Courses:

- QQI Childcare Levels 5, 6 & 8
- QQI Special Needs Assisting Levels 5 & 6
- ECDL Test Centre
- Manual Handling/Fire Safety
- Occupational First Aid/FAR
- QQI Level 4 Retail Sales
- QQI Level 6 Higher Certificate in Business
- Word Processing and Computer for Beginners



Key Issues 2018

- QQI re-engagement process commenced
- Increase in certification submissions to QQI in order to be PEL Compliant
- CE classes now include non CE learners
- Increase in Room Rental opportunities
- Change over of QQI Level 5 First Aid to FAR First Aid Responder
- Computer course funded by the Community Foundation Older Peoples Fund underway.
- Graduation of Retail Sales group in June 2018
- Upgrade of equipment in the training building funded by the Community Enhancement fund.

Community Partners/Outreach

- Outreach courses in Granard and Mullingar.
- Continue to providing training to Rehab Care Longford & Leitrim and other CE Schemes in the community.

IT Carlow – New intake of QQI Level 8 Honours Degree in Sep 2018 – (in partnership with MBE Skillnet).

- Continued active participation in AONTAS/CEN initiatives.
- Co-convene RPL Practitioners Board
- Member of the Steering group for QQI Reengagement
- Shortlisted for Aontas Star Award



Training and Education Activity 2018



Longford Women's Link Annual Report 2018



The Higher Certificate in Business class - supported by LWL, IT Carlow, MBE Skillnet and The Ireland Funds



DEASP Supervisor, Kathleen Dowd speaking at the AONTAS Adult Learner's Festival in March 2018

DEASP Community Employment Childcare Scheme

2018

- Support for training & employment:
- QQI qualification
 - On-The-Job training
 - 1:1 Support
 - Career Planning
- *Supported by the DEASP



Key Issues 2018

At the end of December 2018
62% of the existing staff were qualified with a minimum QQI L5 childcare award

3 CE participants in 2018 completed Driving lessons.

1 participant achieved 2018 National Education Award from Exchange House Ireland

2 CE participants along with CE Supervisor achieved BA in Early Childhood Care & Education

83% Progression at LWL 2018

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

Since 2014, 95 participants finished on CE - 66 secured employment (39 childcare) and 9 progressed to further ed.

In 2018, 17 participants finished on CE of these 13 secured employment (11 childcare) and 1 to further education.

DEASP CE training modules offered in 2018

- QQI Level 5 Childcare
- QQI Level 6 Childcare
- QQI Level 8 Honours Degree in Early Childhood Care & Education
- QQI Level 5 Special Needs Assistant
- QQI Level 6 Special Needs Assistant
- QQI Level 5 Care of the Elderly
- QQI Level 5 First Aid
- QQI Refresher First Aid
- Fire Safety
- Manual Handling
- HACCP Food Safety
- Basic Computers
- CPC (Bus Driver Module)
- QQI Level 5 Horticulture Tool Maintenance
- Advanced Manual Handling
- Child Protection



Longford Business Expo 2018



Dep. CEO Tara Farrell elected Chair of AONTAS



DELSA Erasmus+ project kick-off meeting, Brussels 2018

Retail Skills Mentoring Programme 2018

In 2016, LWL identified the need for a specialised programme which offered accredited training, alongside work experience, mentoring and peer support to facilitate career development and progression among women in Longford in the Business and Retail sectors.

Supported by Retail Skills Mentor Karen Reilly, the programme initially had a target of 30 women with 15 of those to complete the QQI Level 4 award in Retail Skills. Demand for the programme far exceeded expectations and in total, 51 women completed the programme with 31 opting to pursue the accredited element. All 31 graduated in June 2018 and to date, 12 women have secured employment, a further 10 are pursuing further training and 6 are engaging with LWL on their forthcoming Women Into Self-Employment programme in 2019.



Retail Skills Graduation June 2018

Willow Traders

2018



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



Key Issues 2018

Providing retail volunteering opportunities

Participation in Ulster Bank Retail Skills Programme (mentoring and work experience)

1,300+ likes on social media



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 (page 31)**
- **LWL International Women's Day 2018 (page 32)**
- **LWL Policy, Submissions & Media (page 33)**
- **LWL Advocacy and Representation (page 34)**

**International Women's Day 2018:
LWL celebrates at Bridgeways FRC!**



LWL information stand at IWD 2018 in Ballymahon



Setting off for Ballymahon!

LWL Policy and Submissions

Policy Submissions/Consultations

Submissions were made in relation to the following policy documents:

- Submission on the impact of Domestic Violence on Rural Women to the IRL Pre-Budget Submission
- Input to AONTAS Pre-Budget Submission
- 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 2,800 Facebook and 2,130 Twitter followers.



LWL at IRL information evening



Charity Bazaar Cheque Presentation 2018



National Women's Enterprise Day 2018

LWL Advocacy and Representation

LWL Local to National Advocacy & Representation 2018



LWL participated in a number of seminars and events throughout 2018. CEO Louise Lovett was the Ambassador for the Longford/Westmeath/Laois/Offaly National Women in Enterprise Day at the Backstage Theatre, Longford

Deputy CEO Tara Farrell was invited to speak at the Centre for Cross Border Studies Seminar on Wellbeing in Derry, The Northern Ireland Women's European Platform event on Women & Brexit in Belfast and the An Cosán VCC Community Partner Forum in Dublin.



LWL at the launch of 'Madam Politician' with Martina Fitzgerald at Longford Library.

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 2018 the LWL Board met 9 times with CEO/Deputy CEO. In 2018 Mary Carthy resigned from the board and the following Board members continued to participate in 2018: 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 2018.

At the AGM in March 2018, Stephanie Igoe resigned as Chairperson after spending six years in the role. Sheila Reilly was appointed as her replacement.

Figure 1: LWL Board Attendance Record 2018

Longford Women's Link Board Attendance Record 2018										
Board Member	Date of Board Meeting									
	February 19th	March 21st	April 21st	May 21st	June 18th	July 16th	September 17th	October 22nd	November 21st	
Elsie Moxham	X	✓	X	X	✓	X	✓	✓	✓	
Mary Carleton-Reynolds	X	✓	✓	X	X	X	✓	X	X	
May Carthy	✓	X	Resigned March							
Nancy Bermingham	X	✓	✓	X	✓	✓	✓	✓	✓	
Olive Quinn						Joined Sept	✓	X	✓	
Pat Murphy	✓	X	✓	✓	✓	✓	X	✓	✓	
Sheila Reilly	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Stephanie Igoe	✓		✓	X	✓	X	X	X	X	
Tereas Kearney	✓	✓	X	X	✓	✓	X	✓	✓	
Tess Murphy	✓	✓	✓	✓	✓	✓	X	✓	X	
Vicky Crosby	✓	✓	✓	✓	X	X	✓	X	✓	

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Staff

As a result of increased funding and income generation, staff were able to undertake a substantial amount of training and CDP during 2018 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. See **Figure 2** for details of the opportunities offered to and availed of by staff. Note this does not include training undertaken by CE participants as this programme has always provided significant training for participants.

Figure 2: LWL Staff Training 2018

Longford Women's Link Staff Training 2018		
Course/Seminar Name	No: of Staff	
	Completed	Commenced
2 Day Trauma Summit	6	
BA Early Childhood Education - QQI level 8	5	
Child Care - QQI level 6		1
Coercive Control and Children	8	
Coercive Control & Protective Parenting	8	
Collaborative Enquiry - Education needs of DV workers	2	
Collaborative Training for Community Education	4	
Data Protection Workshops (Various)	10	
Diploma in International Management & Corporate Responsibility		1
Domestic Violence and Women's Mental Health	1	
Equality & Diversity	11	
Evidence Based Learning	1	
Evan Stark - Understanding and Responding to Coercive Control	4	
Fire Safety	16	
First Aid	12	
Helping Hands	3	
International peer learning - Field visit to CEDAR, Scotland	1	
International peer learning - Field visit to Safelives & Nextlink Young Person DV, Wales	1	
International Seminar on Domestic Violence, Children & Protection	1	
Manual Handling	14	
Measuring Outcomes - putting your data to use	1	
PAYE Modernisation	2	
Understanding and Preparing Budgets	2	
Working with Trauma - An introduction to Somatic Experience	1	
TOTAL	114	2

Compliance

During 2018 LWL renewed its compliance with the Governance Code for the Community, Voluntary and Charitable Sector in Ireland. LWL was removed from the Lobbying register as organisational advocacy activity does not constitute lobbying as defined for the purposes of this register. LWL continued to be compliant in relation to all Charities Regulator requirements. The organisation plans to be compliant with the new Charities Governance code before the required date in 2019.

Financial Overview

Key issues that emerged during 2017/2018 and which have had a positive impact on Finances or which will impact the organisation negatively and must be addressed during 2019 are:

- LWL were successful in securing support from DCYA towards the cost of removing unqualified or partially qualified CE Childcare participants from Adult: Child Ratios in a pre-school setting. The grant awarded was a once-off payment of €45,000 to go towards employing qualified staff. As this is a once-off payment, LWL must continue to closely monitor the impact of the CE transition on the Childcare Service Finances. The service repaid the organisational loan of €31,544 in 2018.
- The National Childcare Scheme (NCC) due to come into effect from October 2019 will, if it is implemented as planned have a negative impact on LWL's current childcare offering. Once NCC goes live, people will be able to choose to move over to the new scheme or to remain on their old scheme for the remainder of the programme year but from October 2019, registrations under the existing schemes will cease. The main issue for LWL (apart from the fact that parents, not providers must register the children), is that parents who are not working, studying or training 'may' qualify for up to 15 hours of subsidised childcare per week under the Scheme. This rule is likely to impact over 90% of our children.
- Following an application to TUSLA, to stabilise supports for the team, TUSLA provided an extra €15,000 for 2018 and increased the initial €131,275 in 2018 to €180,663 for 2019. This is a very positive move for the service with three full-time and one part-time staff working on the front line.
- Restoration of pay awards and increments for public sector employees with no increase in funding to provide similar to NGO employees.
- Restoration of 100% of CSP hardship fund (due to finish in 2018) to support services to cover the additional costs of the increased minimum wage is another very positive support for LWL's service provision. However, the CSP programme

will undergo a national review during 2019 so LWL must feed into this review in so far as is possible to ensure that this vital programme is continued.

- Continued lack of support for adult learners from LWETB. LWL has not had any success in restoring funding from LWETB for their 3rd Level Outreach.
- 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 3 below provides a breakdown of income received during 2018 as well as income projections for 2019. **Figure 4** provides the same information for summarised expenditure. Please note that **Figures 3** and **4** reflect Audited Accounts figures for 2018 and therefore take into account pre-payments and accruals from 2018 and for 2019 in addition to depreciation and the release back to income of capital outlay. The outturn for 2018 is very positive i.e. a surplus of €69,195 compare to 2017's deficit of €53,276.

Figure 5 provides a snapshot of Income & Expenditure for the past ten years (2009-2018). However it is important to note that the change in total income 2015-2018 is skewed heavily by the expansion of the DSP CE Childcare Scheme where LWL consolidated its role as the lead sponsor for County Longford with allocated participant numbers currently at 83 in addition to three supervisors and an assistant supervisor. For 2019 this will change again with a reduction in CE allocated places from 83 to 70.

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.

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Figure 3: Income Received 2018 & Projected 2019

Overall Income - Longford Women's Link	Actual 2018	Projected 2019	
Grant Income			Funder Explanation
Pobal for DCYA Childcare Grants	445,658	445,658	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	109,184	112,533	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	155,947	156,603	Salaries and associated costs for running Domestic Violence Services - <i>(Restricted Funding with Dependencies)</i>
TUSLA Child and Family Agency - Counselling Grant	14,850	14,850	Subvention towards counsellors fees - must be applied for annually - <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>
DSP Community Employment Scheme	1,085,130	1,192,795	Return to work placement & training for 70 participants and 3 project supervisors - <i>(Restricted Funding with Dependencies)</i>
Community Foundation Older Persons Grant	252	4,748	Philanthropic funding to support Older Citizen engagement - <i>(Restricted Funding with Dependencies)</i>
QCBI Innovation Fund - Dormant Accounts	21,322	0	TUSLA/DCYA Dormant A/C's funding for pilot 'Safe Space' program for children living with Domestic Violence - <i>(Restricted Funding with Dependencies)</i>
Longford County Council - Community Enhancement Grant	2,328	1,582	Once off for equipment for Training Facility
Healthy Ireland - Healthy Relationship Grant	5,186	5,500	Once off for TY Healthy Relationship Sessions
World Visoin Ireland	1,000	0	Once off for Manifesto Seminar
Charity Baazar	3,241	4,729	Philanthropic funding towards Domestic Violence survivor group - <i>(Restricted Funding with Dependencies)</i>
Ulster Bank Skills & Opportunities Grant	19,119	19,119	Towards 18 month Female Entrepreneurship programme - <i>(Restricted Funding with Dependencies)</i>
Safe Ireland Resilliance Fund - Grant	360	2,640	Once off Local Authority Grant - <i>(Restricted Funding with Dependencies)</i>
Ireland Funds Business Studies Grant	25,000	20,000	Once off for Business Studies - <i>(Restricted Funding with Dependencies)</i>
Jobsplus grant	5,000	5,000	Employment Grant
Erasmus+ DELSA Grant	575	17,425	Two year Digital Skills Programme - <i>(Restricted Funding with Dependencies)</i>
	1,915,152	2,024,182	
Generated Income			
Room Rental Main	15,158	15,000	Used for Overheads, Heat, Light, Maintenance, Insurance etc., Some projects provide a contribution towards these costs but this is minimal an 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.)	15,500	22,513	
NET Fundraising	8,997	10,000	
Child Care Fees - Main Childcare	102,851	102,851	Creche running costs
Mobile CC Income - CSP	91,444	100,000	Mobile Childcare Running Costs and contingency for VAN
Counselling Fees	4,946	5,500	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)	62,560	65,000	Used to cover running costs and training Co-ordinator Salary
Willow Traders Sales	80,464	114,000	Used to cover running costs and Manager Salary - Deficit this year and until mid-2019
Related Party Discount Received - Willow Traders	6,300	6,300	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	1,250	1,250	Accounting dispersal of capital grant
DCYA Childcare Capital Grant 2015 Released	2,914	2,914	Accounting dispersal of 2015 Childcare capital grant
EYCP2016 New Prefab & Creche Toys Released	625	625	Accounting dispersal of capital grant
EYC Capital Grant 2017 released	6,241	6,241	Accounting dispersal of capital grant
EYC Capital Grant 2018 released	2,139	2,139	Accounting dispersal of capital grant
Generated Income Sub-Total:	408,897	461,841	
Total Income:	2,324,049	2,486,023	

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Figure 4: Summarised Expenditure Incurred 2018 & Projected 2019

Overall Budget - Longford Women's Link	Actual 2018	Projected 2019
Operating Expenses		
Salaries	1,857,577	1,933,833
Main Overheads*	186,902	232,319
Project Overheads	109,799	128,270
Training & Ed - Tutors and Materials	50,476	63,020
Depreciation (Property, Equipment etc.)	50,100	50,100
Total Operating Costs:	2,254,854	2,407,542
Period Surplus/Deficit (Reserves & Salary Accrual going forward)	69,195	78,482

Figure 5: Snapshot of Income & Expenditure 2009 - 2018

	Actual Income										%	Projected		%
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		2019	2019	
Income														
Government	895,782	889,108	959,219	873,442	812,215	1,164,144	1,652,161	1,866,180	1,695,396	1,866,180	80%	1,972,946	79%	
Philanthropic	200,000	200,000	171,072	40,302	126,836	140,395	59,524	50,222	59,520	50,222	3%	52,486	2%	
Earned	171,706	146,131	167,029	162,773	194,033	189,450	220,273	367,035	303,408	363,840	14%	408,768	16%	
Fund Raising	6,600	30,287	31,603	30,168	20,076	17,167	16,555	24,380	35,148	24,380	2%	32,396	1%	
Other (incl. Capital write backs to reflect Audited Accounts)	11,304	23,520	11,665	11,517	10,611	14,124	19,427	19,427	21,347	19,427	1%	19,427	1%	
Total Income	1,285,392	1,289,046	1,340,588	1,118,202	1,163,771	1,525,280	1,967,940	2,327,244	2,114,819	2,324,049	100%	2,486,023	100%	
Income Assumptions	<ol style="list-style-type: none"> 1 Program Costs Covered - Income in/out 2 Earned income will continue to grow 3 2019 Fundraising target of €10,000 will be achieved 4 No unanticipated cuts to State Funding 5 Philanthropic will account for between 1 and 3 % 													
	Actual Expenditure										%	Projected		%
	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018		2019	2019	
Expenditure														
Salaries	1,059,819	1,058,795	1,119,067	959,692	914,270	1,299,314	1,639,282	1,857,577	1,753,622	1,857,577	82%	1,933,833	80%	
Direct Overheads	89,524	74,863	80,961	82,097	92,119	73,105	88,829	114,940	121,408	114,940	5%	134,589	6%	
Direct Programme Costs	166,768	151,503	147,495	165,504	157,302	140,994	177,413	232,237	246,185	232,237	10%	289,020	12%	
Other (incl. Depreciation to reflect Audited Accounts)	25,552	23,764	33,178	30,871	31,035	31,539	32,250	50,100	46,884	50,100	2%	50,100	2%	
Total Expenditure	1,341,663	1,308,925	1,380,701	1,238,164	1,194,726	1,544,952	1,937,774	2,254,854	2,168,099	2,254,854	100%	2,407,542	100%	
Retained Profit/Loss	-56,271	-19,879	-40,113	-119,962	-30,955	-19,672	30,166	72,390	-53,280	69,195		78,482		
Expenditure Assumptions	<ol style="list-style-type: none"> 1 Programme expenditure reflects programme income 2 Continued and increased demand for support services 3 Increased demand for Income Generating Services i.e. Tr. & Ed. Mobile Childcare (due to qualification regulations) room rental etc., 4 Willow Traders will continue to develop and generate independent income 													

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 6: LWL Audited Accounts 2018

(A company limited by guarantee not having a share capital)			
Detailed Income & Expenditure Account for the year ended 31st Dec 2018			
Profit & Loss Account	Dec 18	Dec 17	
Income	Current €	Previous €	Variance €
DSP Community Employment Scheme	1,085,130	1,111,690	(26,560)
Jobsplus grant	5,000	1,667	3,333
Counselling fees	4,946	4,146	800
Fees - Catkins Early Years & Afterschool Service	102,851	66,302	36,549
Catkins Mobile Childcare Solutions Income	91,444	54,382	37,062
Pobal for DRCD - CSP Mobile Childcare Solutions	109,184	98,918	10,266
Pobal for DCYA Childcare Grants	445,658	306,852	138,806
EOCP extension fund released	3,164	3,164	0
RDP New building fund released	4,344	4,344	0
Ireland Funds Mini Bus Capital Grant released	1,250	1,250	0
DCYA Childcare Capital Grant 2015 released	2,914	2,914	0
EYCP New Prefab & Creche Toys 2016 released	625	625	0
Ireland Funds Sensory Toys Grant	0	5,000	(5,000)
School Aged Childcare 2017 - Creche Equipment	0	4,059	(4,059)
EYC Capital Grant 2017 released	6,241	6,241	0
EYC Capital Grant 2018 released	2,139		2,139
TUSLA Child and Family Agency - Counselling Grant	14,850	14,850	0
Community Foundation Older Persons Grant	252	2,564	(2,312)
RBS Skills and Opportunities Fund	19,119	19,713	(594)
TUSLA Child & Family Agency - DS&GBV Programme	155,947	136,855	19,092
Rental income	15,158	11,001	4,157
CSVC Grant	21,000	21,000	0
JRCT Grant		4,966	(4,966)
Community Foundation / Ulster Bank		1,660	(1,660)
LOCC - Gardening grant		1,000	(1,000)
Course fees	62,560	85,497	(22,937)
Court donations	15,383	11,153	4,230
Willow Traders sales	80,464	72,171	8,293
Related Party discount received - Willow Traders	6,300	9,863	(3,563)
Net Fundraising Income	8,997	23,995	(14,998)
Ireland Funds Mini Bus Operation Grant		1,931	(1,931)
Ireland Funds Business Studies Grant	25,000	25,000	0
Safe Ireland Resilliance Fund - Grant	360		360
Charity Baazar	3,241		3,241
Healthy Ireland - Healthy Relationships Grant	5,186		5,186
World Visoin Ireland	1,000		1,000
QCBI Innovation Fund - Dormant Accounts	21,322		21,322
DELSA Grant	575		575
Longford County Council - Community Enhancement Grant	2,328		2,328
Total Income	2,323,932	2,114,773	
Total Administration Expenses	2,254,854	2,168,098	
Bank interest received	117	46	
Total Overheads	2,254,737	2,168,052	
Retained profit	69,195	(53,279)	

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	Dec 18	Dec 17	
Administration Expenses	Current €	Previous €	Variance €
Wages and Salaries	810,043	658,907	151,136
DSP CE Scheme Wages & Salaries	914,931	980,124	(65,193)
Employer's PRSI contributions	83,207	67,384	15,823
DSP Employer's PRSI contributions	19,701	19,042	659
DSP CE Fuel Allowance & Christmas Bonus	29,695	28,165	1,530
Staff training (incl. DSP CE)	40,982	47,591	(6,609)
Safe Ireland DV Resilliance Supporty	360	0	360
Course participant childcare costs	1,754	2,197	(443)
Course Participant Transport costs	2,628	641	1,987
Room rental	2,756	3,874	(1,118)
Rent of Premises & Rates Willow Traders	7,380	7,380	0
Course Expenditure & General Training costs	69,384	77,907	(8,523)
Haulage & delivery of donated furniture	10,500	16,438	(5,938)
Insurance	16,819	17,293	(474)
Light and heat	16,843	16,361	482
Cleaning and maintenance	21,586	20,081	1,505
Service charge payable	6,228	6,641	(413)
Printing, postage and stationery	11,745	11,798	(53)
Recruitment and public relations	1,661	5,745	(4,084)
Telephone	9,078	9,371	(293)
Computer costs	6,247	4,809	1,438
Motor expenses	10,763	6,393	4,370
National travel and subsistence	22,224	19,383	2,841
Legal and professional	3,458	7,876	(4,418)
Audit & Accountancy	8,770	9,475	(705)
Counselling expenses	19,214	21,239	(2,025)
Bank charges	1,706	2,547	(841)
Catkins EY&AS - Running expenses	16,934	18,532	(1,598)
Catkins Mobile Childcare Solutions	1,661	0	1,661
Catkins EY&AS - Relief Staff Cover	9,049	677	8,372
Doubtful debts - Provision	848	7,216	(6,368)
Canteen and catering	4,423	5,896	(1,473)
Staff Welfare including health & safety	19,827	17,860	1,967
Subscriptions	2,349	2,372	(23)
Depreciation on freehold property	19,489	19,489	0
Depreciation on long leasehold	1,057	1,057	0
Depreciation on FF & Equipment	27,241	24,025	3,216
Depreciation on motor vehicles	2,313	2,313	0
Total Administration Expenses	2,254,854	2,168,098	
Bank interest received	117	46	
Total Overheads	2,254,737	2,168,052	
Retained profit	69,195	(53,279)	

Appendix I: LWL Reserves Policy



Longford Women's Link Reserves Policy

The Organisations 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 weeks 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)	77,722
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
Stephanie Kelly

Chairperson

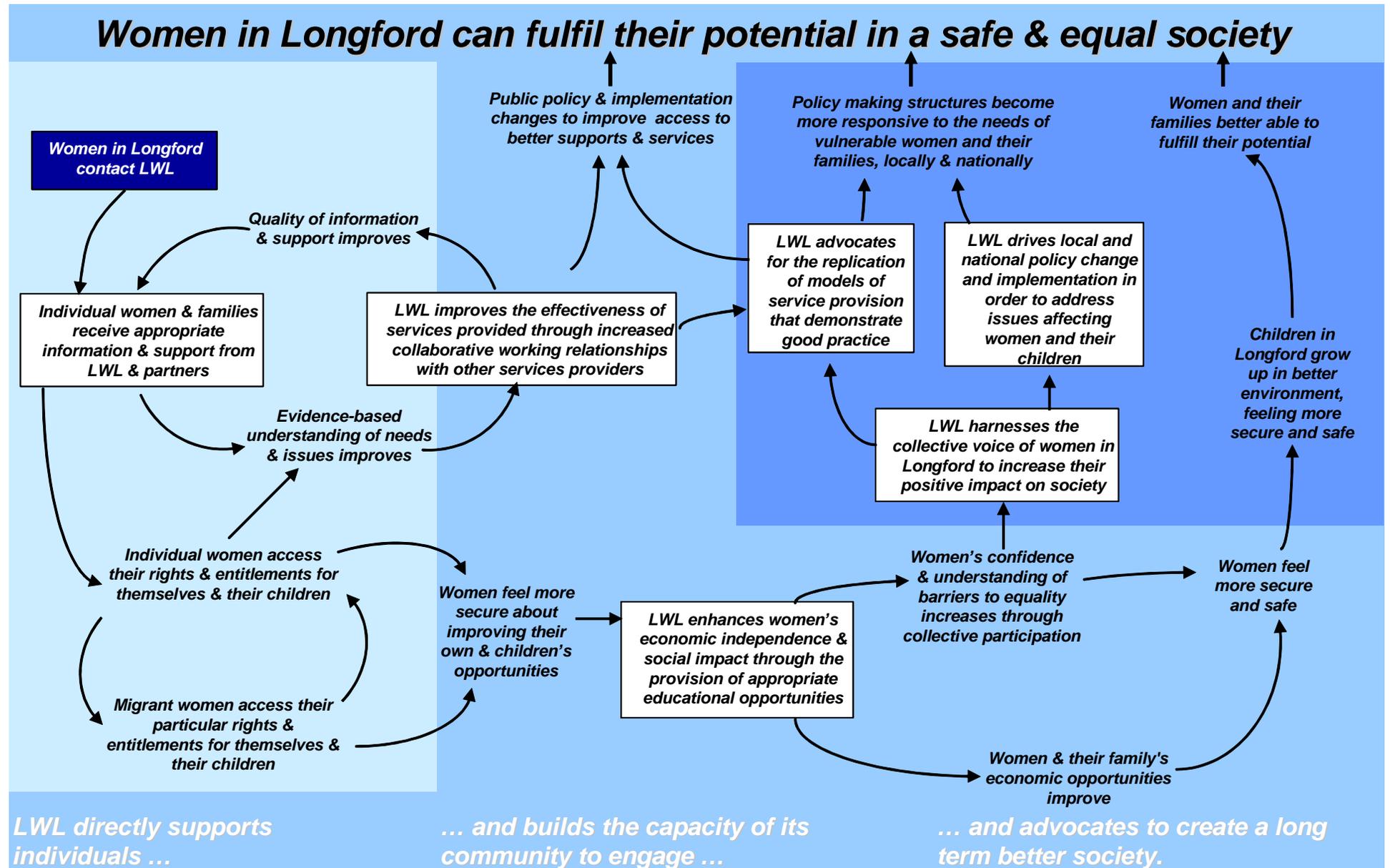
Date *June 19 2017*

Signed
R. S. Munn

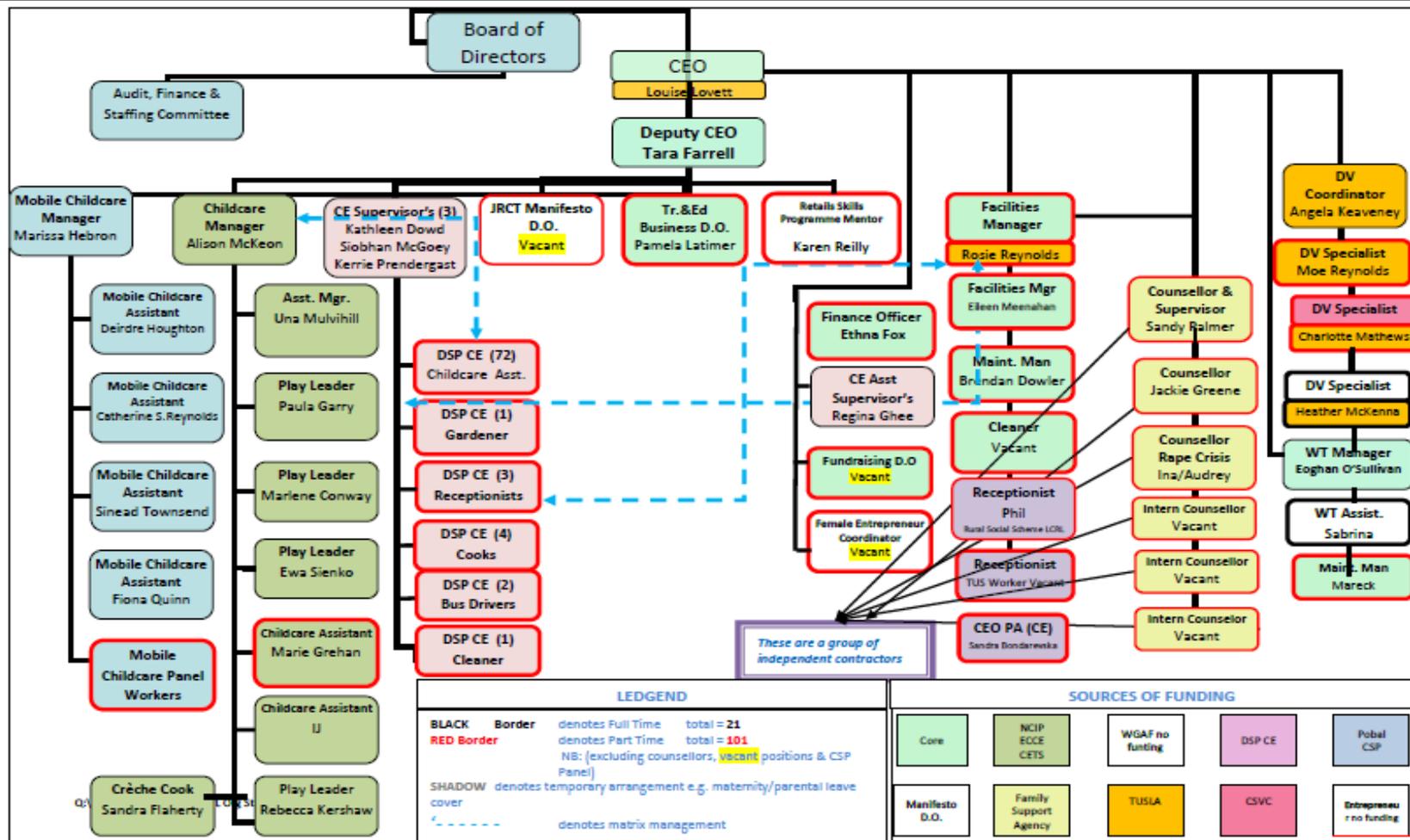
Treasurer

Date *19th June 2017*

Appendix II: Theory of Change Framework



Appendix III: LWL Organisational Structure – 2018



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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, Gnéasach agus Inscrubhualthe a Chosc



DEPARTMENT OF JUSTICE, EQUALITY AND LAW REFORM
AN ROINN DLÍ AGUS CIRT, COMHIONANNAIS AGUS ATHCHÓIRITHE DLÍ



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