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Minister for Education Batt O'Keeffe TD reviews IRD Duhallow's Strategic Plan with Judy O'Leary, Vice Chairperson and Maura Walsh, Manager.

Chairman's Address

The past year has been a busy one as always. The main thrust of the year for all groups has been around completing the strategic planning process and applying for the new LEADER programme. Even though IRD Duhallow was deemed as a cohesed group by the Minister from the outset, we have still had to make certain changes to come in line with the Department guidelines for the new programme. This involved amendments to our Memorandum and Articles of Association. This was not a huge test for IRD Duhallow, as much of what we had was similar to what was proposed, however it did mean two areas of major change. Firstly, in keeping with Departmental guidelines, the status of membership was changed at our Extraordinary General Meeting in June. This confines the organisations members to the members of the board, however, the board decided, and included it in the Articles of Association, that an open AGM would continue to be held every year so that the communities of Duhallow will not be excluded. IRD Duhallow's AGM is an annual celebration of the past year's work and looks forward to the coming year, and, on occasion, new programmes. The AGM is attended by upwards of one hundred people, so as a board and organisation we could not depart from this format which epitomises all that is Inclusive and Bottom-Up.

The second major change we have had to make is in terms of the Board. Representation Boards can have no more than 23 members. We welcome the two additional local authority representatives, Cllr. Marie Murphy and Cllr. Tom Fleming, as well as Cllr. John Sheahan who replaces Cllr. Tom Sheahan who was elected to the Dail in last summer's election. We also welcome the community forum representative, Hannah Kelleher from Cullen, who along with Cormac Collins represents Western Duhallow. We also welcome Tom Stritch to the Board as the representative of the Cork County Manager. Perhaps the most profound change has been the request from the Department to cease our practice of co-opting the outgoing Chairman as an ex-officio board member. This has led to one of my most difficult tasks as current Chairman in seeking the resignation of my two predecessors, John Moynihan and Jack Roche. The leadership shown by both of these men, together with their significant time commitment to IRD Duhallow, as retired manager, farmer and County Councillor, has been tremendous. Both men have been role models to board members through the years and have always worked tirelessly for the benefit of the company and Duhallow. The insight one gains as Chairman that cannot come from any other role, means the time as a former Chairman on the Board is always hugely beneficial to the organisation. This expertise guarantees a strong and effective decision-making structure that can guide the organisation to maximise the many opportunities which may come its way for the greater good of the region.

When I was first nominated on to the Board in 2001, John Moynihan led as Chairman with Jack Roche as Vice-Chairman. Together, this formidable team worked with the Board and Manager to continue the growth of the organisation and lead us towards the considerable employment level we have in IRD Duhallow at present along with the high level of funding being leveraged by the company for the Duhallow region. John Moynihan and Jack Roche are well known throughout the country for their enormous contribution not only to Duhallow but also nationally and indeed internationally in Jack's role as President of ELARD for two years. The resignation of these members, as required by the Department, is something the entire Board has found upsetting.

The positive outcome however, is that both can still serve on and lead, some of the Working Groups of IRD Duhallow, and we hope they will continue to do this for many years to come. With this fast-moving "revolving-door" I can envisage the Board made up mainly of inexperienced members, the majority of whom will have less than two years in the organisation while at the same time those with greatest knowledge and experience will be on our Working Groups. A precarious situation to say the least.



In July of this year Strategic Plans were brought to the Department offices in Sligo. We expect an announcement shortly regarding the funding available to us for Duhallow up to 2013 and are anticipating increased funding. The collective experience of Board and staff in the past three LEADER Programmes has been extremely positive and we look forward to the new Programme. Women and Youth will continue to be targeted but this plan cannot ignore the very significant and growing proportion of our population that is over 60 years of age. We also need to focus on the persistent population decline which cannot be allowed to continue. Duhallow has a significant dependency on agriculture, however this sector is experiencing many challenges in diversifying their economic base and needs to be considered in the allocation of resources.

Having drawn up and examined the socio-economic profile of the entire Duhallow region and drawing on the summary and recommendations of the 2007 evaluation, our Rural Development Strategy to 2013 addresses the infrastructural deficits in the region in order to continue to generate local enterprise, sustain and create new jobs and provide a range of HETAC and FETAC accredited courses locally and improve the quality of life through provision and enhancement of services.

The Board was heartened to have confirmed independently, through an evaluation, that LEADER funded enterprises now account for 21% of employment in Duhallow. This gives us the confidence to pursue our economic strategy with even more vigour against the impact of the construction slowdown and projections for an economic downturn nationally.

The new LEADER Programme is very welcome and will have a huge impact, however, as we know from the past, this must be complemented by the Local Development Social Inclusion Programme so that many people in our society who may slip through so many other nets, may be targeted directly. I would like to thank our LEADER inspector, Breda Dooley, and our LDSIP Liaison Officer, Pdraig de Burca, for their continued support and help.

I want to thank Judy O'Leary, the Vice Chairman and Noel Dillon, the Finance Chairman for their support and hard work during the year. Thank you also to all members of the Board for your consistent commitment to this organisation and all that it represents.

I wish to thank Maura Walsh, our Manager, for her stalwart work and dedication to IRD Duhallow and the region. Maura's work ethic and enthusiasm is always unwavering and I am proud to say is being emulated by our team leaders. IRD Duhallow can always rely on its well-qualified and competent staff. Again, the diligence of the staff can be seen in their sustained delivery of so many high quality projects.

It is a great honour for the Board to have been offered and been able to accept the James O'Keeffe Memorial Institute. We are cognisant of the responsibilities being given to us with the management of the Institute from the Foundation. IRD Duhallow's charitable status and company structure mean that we are ideally placed to execute the objectives for which the Foundation was established.

As I drive around Duhallow I am always impressed to see RSS participants completing their work in communities, the Duhallow Community Food Services staff delivering meals to the elderly and isolated, the Warmer Home Schemes workers insulating older houses and making living conditions better, the Duhallow Area Rural Transport Service providing links and a lifeline to many who could not travel otherwise. I see the childcare facilities that were supported through the office, the after-schools services being funded by IRD, the village enhancement and community development projects and the many enterprises supported by IRD Duhallow. These, together with all of the other work undertaken through this office, remind me why I and the other 22 board members give so much time on a voluntary basis to this organisation.

Don Crowley
CHAIRMAN

Manager's Report

This year IRD Duhallow completed its third LEADER Programme. A Strategic Review was undertaken by Dr. Brendan O'Keeffe, and highlighted that over 1000 jobs have been created in Duhallow through the three LEADER programmes. The flexibility of LEADER has been its hallmark while audits and evaluations at the highest level including EU, have concluded that the Irish LEADER Programme has been the premier example of Bottom-up Rural Development in Europe and excellent value for money.

The CLE Operating Rules Working Group has looked at the proposed rules of the next LEADER Programme; we are alarmed at the high level of departmental control. There is a strong risk of stifling the programme, with disastrous consequences for community projects and enterprise development in rural areas. Still, we hope that common sense prevails and that the extraordinary level of Bureaucracy can be reduced considerably for the good of the LEADER Programme and Rural Communities.

LDSIP completed a transition year and just like in secondary school, a transition period can provide an opportunity to take stock of what we have been doing and develop pathways for the future. It is becoming increasingly apparent that an initiative, which addresses the unmet needs of our senior citizens, will need to be included in our next strategic plan. Likewise, much of our employment and training work with disabilities has pointed the way for an initiative, which targets those with mental ill health. These initiatives must include a suite of supports; much like the approach, we have taken with the Focal Farmer Programme; personal development, career/job guidance, ongoing training, mentoring, one to one as well as group support, job placement and the development of a social enterprise to provide further jobs are essential components of any new initiative. It will be imperative that the HSE Mental Health Services are included locally to collaborate with us in any such initiative. A Youth Initiative is also being planned and Community Development will continue to underpin the Social Inclusion Programme.

Rural Isolation has been identified as a serious problem right throughout rural areas. While DART, our Rural Transport Programme, Duhallow Community Food Services, The Warmer Homes Initiative and the Rural Social Scheme in so far as it targets farmers, have gone much of the way in tackling the problem, much more needs to be done for those young and old who are feeling the brunt of continued population losses through out-immigration and who now remain isolated.

Community Development must continue so that Rural Communities can connect all their neighbours in appropriate actions and projects.

Volunteering remains strong in Duhallow with active Community Groups in every settlement in the region. As well as the geographically based Development groups, IRD Duhallow has supported the establishment of several issue based groups covering a very wide range of topics including, Youth, Lone Parents, Business Networks, Older People, Women, Carers, Bereavement, Domestic Violence, Migrant Workers/New Communities, Childcare, Mother and Toddler Groups, Craft Workers, Estate Management and Mental Health.

There were never more opportunities to volunteer in Duhallow and our Community Development team is there to support all our volunteers.

RSS is continuing to provide essential income for small farmers and supports voluntary services in Communities across Duhallow. We had hoped for an expansion of the scheme in recent years



moreover in light of the closure of the Sugar Factory, Molex and the redundancies at Dairygold.

The impact of the initiatives already in place cannot be under-estimated. Their success is due to the leadership role played by the Board and Working Groups, which over-see and guide their progress but moreover to the co-ordinators and staff who take huge pride in the services they are providing to all communities in Duhallow.

Duhallow Community Food Services has provided over five thousand meals in the past year and delivered them to homes throughout the region. DART, our Rural Transport Service carried over thirty seven thousand passengers last year and has already exceeded that number in the first eight months of this year.

One hundred and nineteen houses were insulated last year and already one hundred and seventy seven have been completed to date this year through the Duhallow Warmer Homes Scheme. The support of the Community Services Programme has put these services on a firm footing in Duhallow as well as providing rewarding work for those distanced from the labour market.

IRD Duhallow used the past transition year to restructure its staff resource, Eileen Linehan, Community Development Team Leader and Catherine Crowley, Enterprise Team Leader have taken on the responsibility for the accounts functions associated with the programmes they manage. This has proven to be a very satisfactory arrangement from a management perspective.

IRD Duhallow was successful in maintaining the Excellence Through People Standard again this year and I want to acknowledge the role of Marie Fleming in this achievement.

As always, I am grateful to the team of dedicated staff who make my job a pleasant and rewarding one through their hard work and loyalty. As IRD Duhallow's payroll now exceeds 120 people across a wide range of schemes and Programmes the HR function has become much more significant. I have stalwart leadership from Michael Manning and the HR Working Group and tremendous support from Derval Corbet in administration. The amazing achievements of our highly qualified and motivated team of Development Officers, Supervisors and Co-ordinators who each are led by an enthusiastic working group are outlined throughout this report. Each can be justifiably proud of their collective achievements.

This year Marie O'Riordan took on the responsibility of co-ordinating the production of the Annual Report – a mammoth task that she completed with flourish.

I want to thank our Chairman, Don Crowley for his dedication and support to me as Manager, for the time he volunteers as well as his vision in leading the company through the choppy waters of programme completion and strategic planning. Thanks to our Vice Chair, Judy O Leary for her continued support and encouragement. To all the Board Members many of whom chair the working groups, for their leadership and contribution to the Governance of the company.

Finally, thank you to the people of Duhallow, for whom this company was established to serve, who are ever increasing their own activities and are so supportive of all our initiatives.

Maura Walsh
MANAGER

IRD Duhallow Ltd. Company Structure

IRD Duhallow is a Company limited by guarantee not having share capital. It has charitable status and its directors are not remunerated and serve on an entirely voluntary basis.

This year the Government laid down a template for the Memorandums and Articles and prescribed membership of Local Development Groups. IRD Duhallow adopted the new Memorandum and Articles at an Extraordinary General Meeting in July.

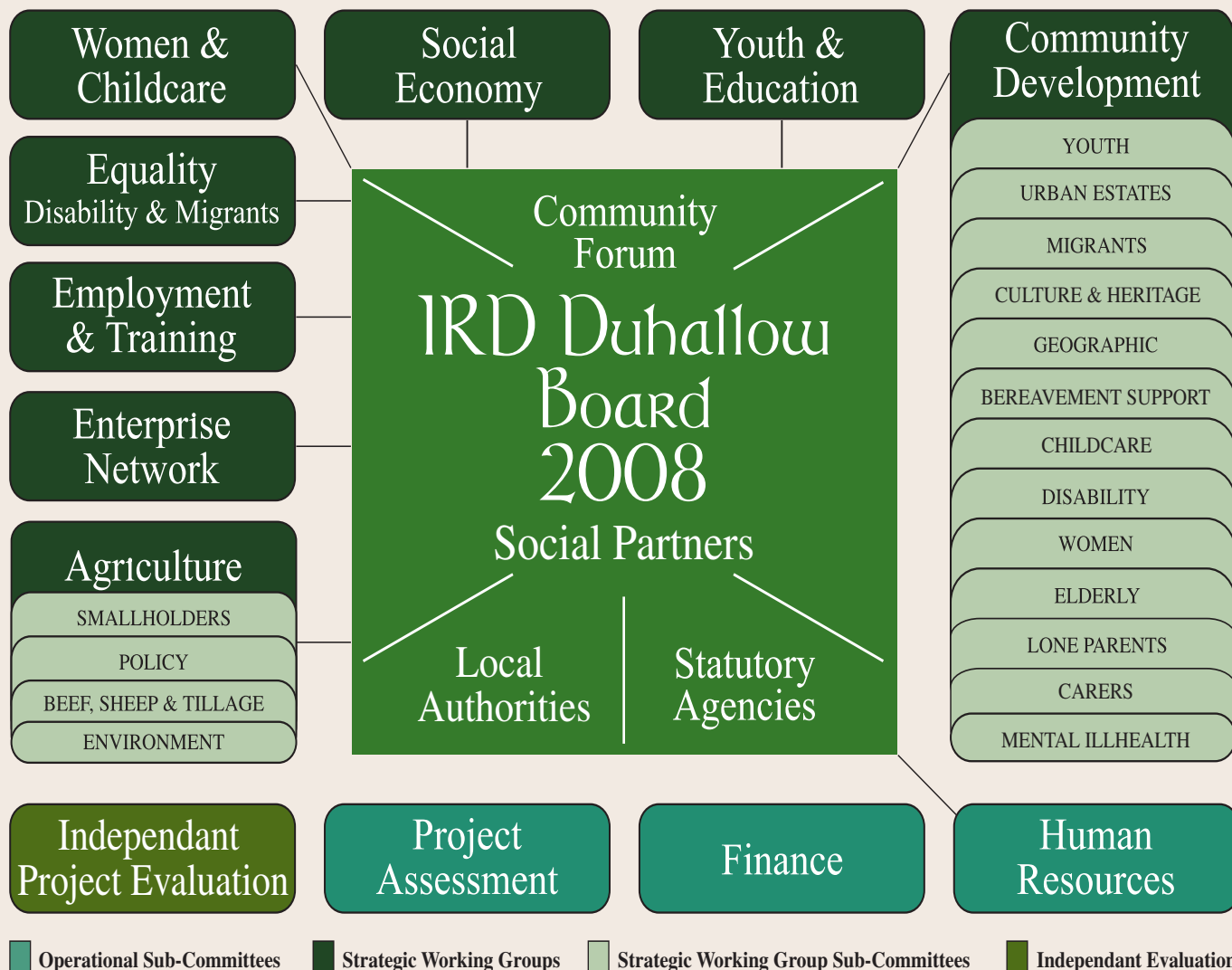
IRD Duhallow is subject to and complies with the Ethics in Public Office Act. Board Members and Management complete a register of interests and the Standards in Public Office Commission is notified annually of our compliance.

Board members fully realise their role in providing leadership, setting out the strategies for the working groups, management and staff to implement. A number of strategic working groups

have been put in place in order to involve more citizens in the spirit of the Bottom Up Approach to Rural Development.

Through animation and capacity building, the community development function has expanded greatly throughout the life of the LEADER and LDSIP Programmes. There are now thirteen subcommittees feeding into the community development function.

IRD Duhallow was awarded and has maintained the Excellence Through People Standard, which is Ireland's national standard for Human Resource Management. IRD Duhallow maintains and continuously improves a culture of learning and development within the organisation, identifying the training needs of all staff and supporting staff to undertake the most appropriate courses to ensure a highly trained and motivated team.



IRD Duhallow Board Members

COMMUNITIES OF INTEREST & SOCIAL PARTNERS

Don Crowley

Don Crowley from Castlemagner was elected chairman of IRD Duhallow following the 2006 AGM. He is President of Banteer Macra na Feirme, The Rural Youth Organisation and is one of two Farming Organisations representatives. He chairs two of IRD Duhallow's Working Groups, Youth & Education and Employment & Training. He is a member of the Human Resources, Social Economy and Project Evaluation Working Groups. Don is a lecturer in Business Information Systems and Management with the Cork Institute of Technology.



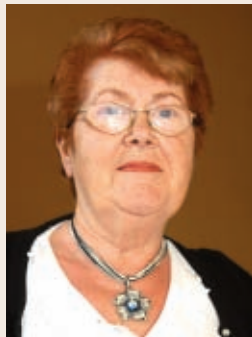
Judy O'Leary

Judy O'Leary is Vice Chairperson of the Board having been elected after the 2006 AGM. She chairs the Women and Childcare Working Group and is a member of the Human Resources Working Group. Judy is a founding member of the Duhallow Women's Forum. She is actively involved with the Irish Country Women's Association and is An Grianán Teachta of the Cork Federation (ICA Adult Education College). She is also Secretary of the National Consumer Committee of ICA and an Information Officer.



Kitty O'Mahony

Kitty O'Mahony is from Boherbue and is a founding member of the Duhallow Carers Association which she represents on the Board. Kitty is keenly aware of the isolation and helplessness often experienced by people who care full-time for relatives. This is why she makes time to network and support others who are in a similar situation through the Duhallow Carers Group. Kitty facilitates the regular meetings of the association and is a strong advocate for Carers Support.



Jack Roche

Jack Roche is from Rockchapel and represents Sliabh Luachra's cultural interests on the Board. He sits on Project Evaluation, Social Economy and Community Development Working Groups. He is Chairman of IRD Duhallow's Agriculture Working Group. He represents IRD Duhallow on the Cork County Development Board, Kerry Community Transport and Comhar LEADER na hÉireann, the Irish LEADER Network. Jack represents CLE on ELARD the European Association for Rural Development of which he is a past President. He sits on the Rural Development Forum. Jack will step down from the Board this year in compliance with the Departments new guidelines on length of service.



John Cooney

John represents the Trade Union Movement on the Board of IRD Duhallow on foot of the guidelines on Governance of LEADER Partnerships. John has served as an official with SIPTU, the Services Industrial Professional and Technical Union. He is based at the Mallow Office where he is a Branch Organiser. John is no stranger to IRD Duhallow as he has been an active member of our Employment and Training Working Group for the past number of years.



Conor Creedon

Conor was appointed to the Board in 2007 as a second representative of the farming sector, on foot of the Government Guidelines on Board Membership. He is a member of the ICMSA (Irish Creamery Milk Suppliers Association) and participates on its Administrative Committee and is Chairman of its Farm Services & Environment Committee. Conor is a dairy farmer who along with his wife Elisha manages the family farm in Rathmore, Co Kerry. He is an active member of IRD Duhallow's Agriculture Working Group.



Michael Twohig

Michael is a founding member of IRD Duhallow and served as Finance Director until he stepped down in 1996. He was reappointed to the Board in 2007 representing Kanturk Chamber of Commerce. Along with his wife Noreen he manages the family owned Supervalu Stores in Kanturk & Abbeyfeale. Supervalu Kanturk sponsored the Summer Camps in Duhallow last year. A keen angler, he has developed a number of angling projects in Duhallow. Michael is an active member of the Enterprise Working Group.



John Moynihan

John is from Rathmore in Co Kerry and is a founding member of IRD Duhallow. He has also served as Chairman. He is Chair of the Enterprise Development Working Group, which supports Duhallow entrepreneurs through networking, mentoring and training. He is also a member of the Human Resources Working Group. John represents IRD Duhallow on the Kerry County Development Board. John has retired from Cadbury's and is very involved in the development of East Kerry, which is within IRD Duhallow's catchment area. John will step down from the Board this year in compliance with the Departments new guidelines on length of service.



IRD Duhallow Board Members

STATUTORY FORUM

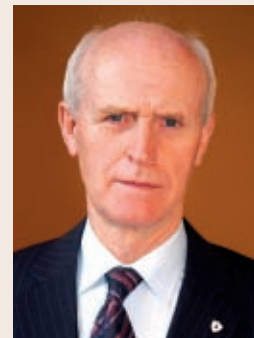
Suzanne Campion

Suzanne Campion represents the Southern Regional Fisheries Board where she is Assistant CEO. She is a member of the Southern and Eastern Regional Assembly's Agriculture and Rural Development Sub-Committee, the County Waterford Heritage Forum and the Regional Working Group of Midland Regional Authority's Water Tour project. Suzanne has worked as a manager and accountant in the public and private sectors. She is involved in the management, protection, development and conservation of the rivers and their habitats in the Region.



Michael Manning

Michael was elected to the Board in 2001. He is a Chair of the Human Resources Working Group and a member of the Project Evaluation Working Group. Michael's presence on the Board ensures the development of sustainable tourism strategies for the Duhallow Region. He lends the expertise to encourage the growth of tourism in the Region while promoting the highest standards in tourism products. As chair of the HR Working Group he has overseen IRD Duhallow achieve and maintain the Excellence Through People award.



Noel Dillon

Noel was appointed to the board in 2005. A former County Manager of Cork County Council, he brings a wealth of managerial knowledge along with a vast experience within the planning and development spectrum to IRD Duhallow. He is Chair of the Finance Sub Committee and also chairs the Social Economy Working Group which is responsible for initiatives such as the Rural Transport, Warmer Homes, Rural Meal Services along with the Rural Social Scheme and the Community Employment Scheme.



Tom Stritch

Tom Stritch is an engineer and joined the Board of IRD Duhallow in July as the nominee of Cork County Manager, Martin Nolan. Tom holds the position of Director of Services for the Northern Division of Cork County Council with responsibility for the management of services including; housing, roads, water, waste, litter, recreation, and amenities, delivered through Divisional offices in Mallow and Area offices in Charleville, Kanturk, Millstreet and Newmarket.



Michael Doyle

Michael is from Banteer and was first elected to the board in 1991 to represent Coillte. He is Chair of the Equality, Disability & Migrants Working Group and is also a member of the Project Evaluation and Equality Working Groups. He represents the Board of IRD Duhallow on several National Fora dealing with Equality and Integration. Michael liaises with the Sports Council of Ireland and the National Trails Committee on the development and maintenance of long distance and looped walks.



Jerry Donovan

Jerry was appointed to the Board in 2001 and represents Teagasc, the National Farm Advisory Service. His presence on the Board ensures complementarity between the two organisations in our advice and supports to the agricultural sector. Jerry is a member of the Agriculture Working Group which is responsible for the rollout of our Focal Farmer Programme which provides supports to Smallholder Families in the region. Jerry is also a member of the Board of Kanturk Credit Union.



LOCAL AUTHORITIES

Tom Fleming

Tom Fleming served on the Board of IRD Duhallow from 1999 until 2004 and has returned, nominated by Kerry County Council from 2008. Tom is the current Mayor of Kerry and is a member of the Southern Regional Drugs Task Force, The Regional Health Forum South, The Community, Culture and Tourism Strategic Policy Committee and Rural Water Committee of Kerry County Council. He hails from Scartaglin and is an avid supporter of Sliabh Luachra Culture.



John Sheahan

John Sheahan was co-opted to Kerry County Council in June 2007, and was appointed to the Board of IRD Duhallow in 2008. He is an active member of his local community in Killarney. John is a member of the Regional Health Forum South, The Community, Culture and Tourism Strategic Policy Committee and Rural Water Committee of Kerry County Council, Joint Policing Committee, Kerry Education Service and a Member of the Board.



IRD Duhallow Board Members

COMMUNITY FORUM

Pat Keane

Pat represents the North Eastern Duhallow Community Forum and was re-elected for a three-year term in 2007. He is Chair of the Project Assessment Working Group and is also a member of the Community Development and the Agriculture Working Groups. Pat is very active in his local community of Freemount. He is a founding member of the Duhallow Beekeepers Association where he promotes training, marketing and promotion of their unique artisan food product. Pat is retired from Golden Vale Co-op.



Elaine White

Elaine was elected on to the board in 2007 to represent the North Eastern Community Forum. Elaine is a native of Castlemagner and is an active member of the Castlemagner Musical Society, which raised €23,000 for the church repair fund. Elaine is also a member of the Castlemagner Development Association which erected a monument to one of the Mná Duhallow - Edel Quinn during the year. Elaine serves on the Community Development Working Group.



Cormac Collins

Cormac is from Gneeveguilla, Co Kerry and was appointed for a three year term in 2007. He is Chairman of Gneeveguilla Community Council, whose comprehensive local development plan has won support from Kerry County Council, CLÁR and LEADER. The community has erected a monument to the several local poets, writers and musicians of national renown and won an Arts and Culture award from Kerry Community Awards. He sits on the Community Development Working Group. Cormac is Customer Services Supervisor of the ESB Networks.



Billy Murphy

Billy represents the South Eastern Duhallow Community Forum and was re-elected in 2006. He is Chair of the Project Evaluation Working Group and is also a member of the Finance, Employment & Training and Community Development Working Groups. He is an active member of Banteer Lyre and District Community Council which has won several national awards in Tidy Towns and was nominated to represent the county in the National Pride of Place Competition. Billy is an employee of Cork County Council.



Cliona Browne

Cliona was elected to the Board of IRD Duhallow in 2006 to represent the South Eastern Duhallow Region. She is Chairperson of Kilcorney Community Council and is highly involved in the Kilcorney Feis and the Community Gym. Cliona has worked diligently with her community council to improve the appearance of her village under the CLÁR & LEADER Programmes. A general nurse by profession she is responsible for the care of the elderly and is also a manual handling instructor.



Hannah Kelleher

Hannah is from Cullen and was elected to represent Western Duhallow on the Board in June 2008. A national School Teacher, she was appointed Principal of Cullen Primary School in 2004. She is a member of the Board of Rathmore Credit Union and is actively involved in the annual Cullen Feis. Hannah has a keen interest in culture and heritage and promotes pride of place locally and nationally.



LOCAL AUTHORITIES

Pat Buckley

Patrick is a member of Cork County Council and was re-appointed to the Board in 2008 by the Local Authority. He is a member of our Enterprise Network and our Community Development Working Group. He provides a vital link between Cork County Council and IRD Duhallow and advocates strong community involvement on Rural Development Boards. Patrick is a committed member of the Banteer Community Council of which he was elected Chairman in 2007 and serves on the Community Sports field Committee.



Marie Murphy

Marie Murphy was appointed to the Board of IRD Duhallow in 2008 representing Cork County Council, on which she has served for the past 11 years. Marie sits on the Board of Cork VEC, Manix College and Davis College; she is chair of the Board of Management of Coláiste Treasa. She sits on the Environment Committee and Library committee of Cork County Council. Marie is also a member of Millstreet Community Council.



Details of Staff



EILEEN LINEHAN, B.A. (Econ & Geog), MBS (Business Economics), Dip. Personnel Mng.
With seven years experience in Rural Development, Eileen was appointed Community Development Team Leader in 2006 having previously managed the Enterprise Team and has responsibility for the LDSIP & LEADER Programmes. She prepares the Programme of Activities and oversees the financial operations of RSS, FAS CE, Warmer Homes, NCIP and all project budgets. Eileen monitors the progress of the programmes through the SCOPE & LEADER performance monitoring systems and represents Community Partnerships on the Cork County Childcare Committee and Pobal's Pension Board.



MARGARET O'CONNOR, MAAT, AIPA
With ten years service, Margaret is the Accounts Team Leader with IRD Duhallow. She is responsible for the establishment and maintenance of the financial systems and procedures. She is also responsible for the financial control of the LEADER & LDSIP programmes. She prepares Financial Reports for Management and the Board of Directors. Margaret is also responsible for the operation of the payroll system and in May 2006 successfully completed a Certified Payroll Technician course.



KASIA MELLER, MA in Political Science
Kasia, originally from Napole, a village in Central Poland, she was appointed Accounts Officer in March 2007 having completed a work placement. She reports to the Community Development Team Leader. She is responsible for the preparation of weekly and monthly accounts for RSS, Warmer Homes, FAS and Out of schools and prepares quarterly reports to Pobal. Kasia also processes the FAS, Warmer Homes and Out of School wages on a weekly basis and she prepares financial reports for the Social Economy Working Group monthly meetings.



KASIA KROL, MA in International Relations, Diploma in European Studies
Kasia hails from Bydgoszcz, a large town in central Poland. She came to Duhallow in November 2006 on work experience through the Leonardo Da Vinci Programme. She is working in the Equality Department and is the staff resource for the Equality & Migrants Working Group. With the working group she has developed two Social Centres for Foreign Nationals working in Duhallow. Kasia works closely with the migrant community encouraging them and helping them in their integration with local communities in the Duhallow area.



MOIRA O'LEARY, B.A. (Hons), P.G.D.E. (Hons), T.E.F.L.
Moira joined IRD Duhallow on a summer placement in 2007. In April 2008 she was appointed Youth and After-schools Co-ordinator. She runs the after-school service and also organises an Out of School multi-activity summer camp. She is also responsible for the LDSIP youth projects and Millennium Education Fund. Moira has undertaken promoting a range of youth and school based programmes to meet the needs of young people in Duhallow.



DERVAL CORBETT, ECDL
Derval joined IRD Duhallow in December 1999 as clerical officer. She deals with general enquiries, administration, oversees and maintains stationery orders. She is responsible for preparing the monthly Board Pack and is editor of the monthly newsletter which is circulated to over 10,000 homes in Duhallow. Derval is also responsible for overseeing the company's IT systems.



MARIE O'RIORDAN, Dip Office Info Systems, Dip Integrated Computer Appn, ECDL
Marie joined IRD Duhallow in October 2007 on work experience. She was initially based in the Community Development Team where she assisted with LDSIP administration. Marie was appointed to research Wildlife and Information Panels for the walkways and to produce a series of Walks Brochures. She is co-ordinating the production of this year's Annual Report. Marie has been appointed to the Reception and Administration Office.



CATHERINE CROWLEY, B.Sc (Food Business), M.Sc. (Food Marketing)
With over five years experience in Rural Development Catherine is the Enterprise Team Leader with IRD Duhallow. She promotes enterprise, craft and tourism development in Duhallow and oversees the day to day operations of staff within the Enterprise team. She plays a leading role in the implementation of a number of programme measures including LEADER, Article 6, the Community Service Programme and the Local Development Social Inclusion Programme. She also oversees the financial operations of DART and the Rural Meals Service.



HELEN O'SULLIVAN, B.Soc.Sc., M.Soc.Sc, Dip Com, Leadership & Mgt, Cert in Agr.
Helen joined IRD Duhallow as the Community Development Officer in 2005. She is responsible for implementing the CLAR Programme. Helen works with our 36 communities and promotes the development and capacity building of community and voluntary groups in Duhallow through training, consultation and information. She is also the staff resource for the SAOI Network, The Duhallow Carers, The Duhallow Women's Forum, The Bereavement Support Group along with Mental Health promotion. Helen supports the work of the Community Development Working Group.



KATIE CROWLEY, B.B.S. Dip in Food Mkt & Rural Dev & Co-ops, Cert in Agri.
Having spent two years as Employment and Training Officer Katie has recently taken on the brief of co-ordinator of the Small Holder Initiative and Article 6 Programme supporting the work of the Agriculture Working Group. Katie will provide support and guidance to farm families in the Duhallow area, so as to sustain a vibrant rural community. Katie actively promotes participation on the Rural Social Scheme, organises training, support's diversification and provides a one to one support service to Low Income Smallholders and their families.



TRIONA MURPHY, B.Sc Public Health & Health Promotion
Having completed a summer placement with the Community Development team in 2007, Triona has returned to join the Enterprise team as Employment and Training officer. She works directly with the unemployed tackling disadvantage and delivering employment support services through the Job Centre. She works closely with local employers to identify training needs and puts in place a programme of training to enhance employment opportunities and work-skills for job seekers. Triona also works on Mental Health projects.



MARIE FLEMING, Diploma in Business Skills, PR and Marketing
Marie joined IRD Duhallow in May 2006 as Clerical Officer. In addition to dealing with general queries in the front office she provides administrative assistance to the Development Officers and supports the Managers participation on a number of National Fora. Marie also provides the administrative support for Excellence Through People, Ireland's standard for human resource development which IRD Duhallow successfully retained last year.



MARTINA O'SULLIVAN, SEB (Secretarial Studies)
Martina was appointed Accounts Administrator in February 2007. Martina is responsible for the preparation of weekly and monthly accounts and completes the reports submitted to Pobal and the Department on a monthly and quarterly basis. She also assists in the compilation of financial reports presented to the Finance Board on a monthly basis.

LEADER

With the main activities of the LEADER+ programme finished since December 2006, Local Action Groups around the country have been anxiously awaiting the arrival of the new Rural Development Programme. Minister Éamon Ó Cuív announced the RDP Programme in May and we submitted our business plan for evaluation to the Department at the beginning of July. The Department hopes to have the programme up and running by late autumn thereby putting IRD Duhallow in a position to accept projects before the end of the year.

The RDP Programme

The Rural Development Programme 2007-2013 has a budget of €5.778 billion of which €465 million is reserved for LEADER, over a 7 year period. The programme is structured around four axes which have the aim of improving competitiveness of agriculture, improving the environment and improving the quality of life in rural areas. The fourth axis defines the LEADER approach towards achieving the objectives of the RDP.

Axes 1 & 2 will be delivered through the Department of Agriculture and Food while the Department of Community, Rural and Gaeltacht Affairs through the Local Action Groups will deliver **Axes 3 & 4**.

Axes 3 & 4

The broad objective of Axes 3 & 4 is to improve the quality of life in rural areas and to encourage diversification of economic activity in rural areas including supports for non-agricultural activities. The axis will be subdivided into a number of measures outlined below:

- **Diversification in Non Agricultural Activities:** Objective of this measure is to significantly increase the percentage of holdings where the fixed assets of the farm are utilised in any non agricultural activity by a member of the farm for economic gain and will include such activities as the provision of tourism facilities, development of niche tourism or the development of farm shops.
- **Support for Business Creation & Development:** The objective of this measure is to position rural areas to provide economic activity of sufficient mass to attract people to live and work in the rural area. Eligible projects will include creation of small rural enterprise space, assistance for business start up, development of innovative products, utilisation of ICT capacity and actions to foster rural entrepreneurship.
- **Encouragement of Tourism Activities:** This measure aims to promote sustainable, regionally balanced, tourism potential of all rural areas through the provision of necessary infrastructure and development of the countryside as a resource for everyone.
- **Basic Services for the economy and rural population:** This measure aims to identify and provide appropriate cultural and leisure facilities to local communities and will include amenity and leisure facilities, supports for cultural activities, general community and recreational infrastructure.
- **Village Renewal and Development:** The provision of appropriate support to enhance the economic and social attractiveness of villages, small towns and the surrounding countryside and will include access to facilities and amenities, public utilities, farmers markets, general surface upgrading.
- **Conservation and upgrading of the rural heritage:** This action strives to provide an integrated approach for the protection of the local heritage through a number of related preservation actions, complemented by a range of initiatives designed to develop the sustainable economic contribution of the natural heritage and will include actions to preserve and develop vernacular architecture; crafts and archaeology, cultural traditions, community environment projects, integrated plans for development of locally significant natural areas.
- **Training:** The purpose of this measure is to equip rural dwellers and communities with the appropriate range of skills and training to derive maximum social and economic benefit from the other initiatives available. This measure will provide general/specialised training courses, flexible learning opportunities, the development of training facilities and the facilitation of distant learning.



Minister Éamon Ó Cuív pictured at the launch of Carnegie at the Ploughing during the year, with Seamus Boland, Kate Braithwaite, Tony Pender, Kirsty Tait, and Maura Walsh IRD Duhallow.



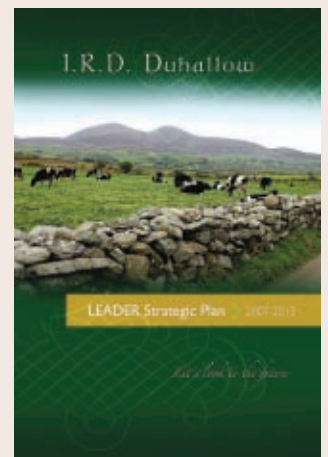
Trevor Sargeant and Jack Roche at the Farmers Markets Seminar.



Breda Dooley, Department Inspector at HSS Newmarket, with Margaret McCarthy & Tim Ring.

The operating rules for the programme have not been finalised, however general guidelines are available and it is expected that the maximum level of grant aid will be €150,000 with communities receiving 75% funding and private promoters 50% funding. Analysis and Development grants will be capped at €50,000 again with 75% funding for communities and 50% for private promoters. Training will be eligible at 100%.

IRD Duhallow's Strategic Plan 2007-2013 is based on four Strategic Pillars; Human, Cultural, Economic and Environmental Resource Development. The Development of this Strategy was informed by the Carnegie Charter for Rural Community Development, which was launched in Ireland at the Ploughing Championships by Minister Éamon Ó Cuív. The support and development of our small food producers, farmers market and rural abattoirs was informed by CLE's policy on Small Food Production, which is led by former IRD Duhallow Development Officer Isobel Fletcher.



IRD Duhallow's LEADER Strategic Plan 2007-2013.

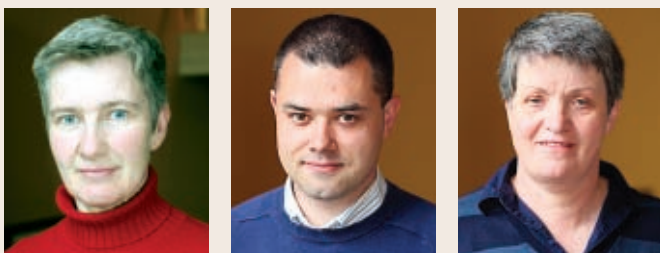


Minister Éamon Ó Cuív has a word with Jack Roche at the launch of the LEADER Programme.



Jack Roche hands over the ELARD Presidency to Panagiotis Patras in Greece during the year.

Rural Social Scheme



RSS Supervisors, from left: Ita Hickey, Tim Ring and Sheila O'Keefe.

Background

IRD Duhallow's Rural Social Scheme has 58 participants, is in its fourth year and going from strength to strength. The scheme provides additional income for low income smallholders while offering communities additional labour for community projects and services. The economic value of the scheme to Duhallow farmers exceeds €1 million a year. The RSS has helped reduce rural isolation for many farmers as well as enhancing community services and villages.

Pobal Case Study

Pobal commissioned a case study of the Rural Social Scheme in 2007 to examine the impact of the scheme on the ground. IRD Duhallow's scheme was featured in the report which examined the role of the RSS in piloting the Warmer Homes Scheme in Duhallow. The case study highlighted many positive impacts of the Rural Social Scheme in Duhallow and illustrated that: "RSS does not necessarily mean just income support; it can also mean progression into other employment, into education or into enterprise." The case study also highlighted: "the power of mutual support that can be generated within the RSS. There is a strong sense of solidarity and team work amongst the participants and supervisors, one that extends beyond the RSS obligations into their farming and personal lives." Pobal is embarking on a follow-up study to examine the Social Cost Benefit Analysis of the RSS.



RSS participants Betty Cahill (top left), Bridget Keating (top right) and Ita Murphy (bottom) successfully combine farming with RSS work.

Village Enhancement

This year, as well as providing landscaping and painting services the RSS participants contributed to the success of An Taisce's National Spring Clean Week, which was organised by IRD Duhallow in conjunction with Cork County Council. Participants facilitated the delivery of litter pickers to the various communities and many volunteered to take part in the Spring Clean locally, on their own time. The Green Man street sweeper, which was co-funded by Cork County Council, plays a major role in the upkeep of villages across Duhallow.

Training

In the past LEADER provided the funds for specific training for the RSS. However, with the interregnum between programmes, we were fortunate to have the Article 6 Programme which prioritised training. A number of participants completed Quad Bike Training, Trimmers Safety, Safety at heights, Safe Pass and Health and Safety on the farm courses. All of these courses meet the specific needs of RSS work and safety on the farm. The participants have also undertaken Manual Handling training and Sheila O'Keefe has qualified as a training provider and having started as a participant was prompted to charge-hand and during the year was successful in being appointed as RSS supervisor.



RSS Supervisor Sheila O'Keefe who came on the RSS as a participant, progressed to a Charge hand and was appointed Supervisor having completed her Diploma in Rural Development.



Michael Cronin cutting the grass at Banteer Sports Field.



Andy Collins sweeping the streets of Knocknagree with the Green Man.

Community Projects

The Duhallow RSS programme provides maintenance and caretaking support for many community facilities throughout Duhallow. A number of painting projects have been undertaken by the RSS, such as Meelin Sports Complex, the Kanturk's Edel Quinn Hall and Rathmore Community Centre.



Helena Lynch working on a new computer purchased to assist her in Rathmore Childcare Centre.

RSS participants delivered and planted trees for National Tree Week, which was organised by the Tree Council of Ireland in conjunction with IRD Duhallow and Cork County Council. The participants provide vital support in the preparation and delivery of meals for the elderly in DCFS.

Walks

Duhallow RSS has prioritised Walks and has upgraded three new walks in Mt Hillary, Mullaghareirk and at the source of the Blackwater. These walks have been funded by Fáilte Ireland and approved by the Irish Sports Council. The RSS is heavily involved in the development of the O'Sullivan Bere Walk which follows the route of the great march through Duhallow from Bere in West Cork to Brefini in Co. Leitrim.



Tim Ring negotiating way leave on the O'Sullivan Bere Way with land owner Sean Murphy and participants Peter Cronin and John McCarthy.

The RSS Capital budget prioritised markers and materials for this and the Kiskeam River Walk as well as the Way-marked Duhallow Way which runs 29km east to west through the region.

Warmer Homes Initiative



COLM CROWLEY,
Certificate in Business Studies
(Marketing)

Colm joined IRD Duhallow in July 2007 as the Warmer Homes Scheme Coordinator and is responsible for the management of the scheme. Coming from the private sector he brought with him a range of experience, particularly in marketing and customer relations. He was recently awarded a certificate in Energy Awareness, which enables him to deliver energy advice to clients.

IRD Duhallow's Warmer Homes Initiative is now entering its third year of SEI contract with 270 houses insulated to date and another 150 houses targeted for insulation in 2008. The work carried out includes installing attic insulation, draught proofing external doors and windows, lagging of cold water tanks and pipe work, fitting of hot water cylinder jackets and installing low energy light bulbs. These measures increase the energy efficiency of the home, thereby reducing the amount of fuel used and helping to alleviate fuel poverty amongst the elderly and low income households in the Duhallow region by reducing their fuel costs. Feedback from beneficiaries of the scheme is hugely positive with noted improvement in heat retention in their homes. Our insulation crews are complemented on their tidiness and courtesy while carrying out the insulation work.



Warmer Homes Staff, Installers John Fitzgerald, Tim Enright and Mossie Reidy. Administrators Denise McGeough and Mary Cherry.

Sustainable Energy Ireland

Sustainable Energy Ireland continues to support this initiative by providing funding for the insulation materials and overheads. SEI has again contracted EAGA to provide technical support to the Duhallow Warmer Homes Scheme. Their inspector carries out quality control inspections on the houses insulated by our teams and their reports have been very positive, ensuring our work is carried out to a very high standard.

Community Services Programme

In July 2007, IRD Duhallow received a three year staffing grant from Pobal, under the Community Services Programme, which allowed us to employ four people, a full time coordinator for the initiative, along with office administrators, a surveyor and installers to supplement the RSS teams which piloted the initiative. The CSP also provides a small contribution towards protective clothing and overheads. As a result of the CSP support the team is now headed up by a dedicated co-ordinator which records applications for insulation, makes appointments for the insulation teams and logs all insulated houses on the SEI database and the financial administration of the scheme, which contributes to the overall successful running of the initiative.



Colm Crowley having received a City and Guilds Certificate on Energy Awareness from Minister Eamon Ryan.



Warmer Homes Installation Team: Donie Murphy, Con Guiney RSS and Tim O'Sullivan CSP.

Rural Social Scheme Pilot

In the first year of operation, the Duhallow Warmer Homes Initiative was delivered through the Rural Social Scheme. This scheme provided work for low-income farmers and they took on the Warmer Homes project with enthusiasm. Their existing farm skills, coupled with extensive local knowledge of the entire rural Duhallow region, was invaluable in getting the scheme off the ground. The RSS continues to provide significant support to the programme and the CSP and RSS participants combined skills ensure an excellent level of service to the region.



Maureen and Peter Moynihan whose house was insulated under the Warmer Homes Scheme.

Training

Warmer Homes staff have completed Manual Handling training, while the installers and surveyors have completed a Safe Pass course. Specific specialist training has been provided by Energy Action with NCE Insulation, Cork, and Cúnamh, Tralee, assisting with the set up training. The Co-ordinator has completed BER training and organises on-going training for the team.



Installer Tim Enright fitting a low energy light bulb.

State Agency Support

The ESB continues to support the initiative and has made available to us free of charge a quantity of lagging jackets and low energy light bulbs again this year. This contribution will assist us in providing more energy efficient homes in the Duhallow region. We are very grateful to Sean Casey Regional Manager and Anne Allen, Public Relations Officer with ESB Networks, for their support with the project this year.



RSS Participants Con Guiney and Donie Murphy insulating pipework and a cold water tank as part of the Warmer Homes Initiative.

Enterprise

IRD Duhallow's enterprise strategy encourages and fosters entrepreneurship, business development and expansion through capital supports and the provision of training and networking. Our Enterprise Strategy has encouraged and strengthened an entrepreneurial climate that has inspired the creation of new enterprises and provided a supportive environment for existing businesses in Duhallow. LEADER and LDSIP supported enterprises are performing very well, accounting for 21% of all industrial employment in Duhallow.

By enhancing knowledge, skills and expertise forty business owners and their staff availed of training in Bookkeeping, Financial management and Sage in 2007 to develop their skills in measuring the financial performance of their business. A further twenty budding entrepreneurs participated in a Start up Business Programme. Funding from the Article 6 programme enabled fifteen individuals to avail of a Fetac Level 5 Start Your Own Business Programme at our training centre in Boherbue.



Paddy Buckley proprietor of Buckley Ironworks showing his powdercoating and shotblasting facilities at his workshop in Gneeveguilla.

Combining our efforts, in business start-ups and expansions in the past year, we have supported over one hundred small businesses with grants and training. The enterprise working group has re-affirmed that wealth and job creation in this region will continue to come primarily from locally based rural enterprises. IRD Duhallow has enjoyed considerable success with this strategy to date with over 1000 jobs created and a similar number sustained as a result of the LEADER, Social Inclusion and Article 6 Programmes.

Economic Infrastructure

We have worked hard in our efforts to bring broadband to Duhallow and to date a substantial number of businesses and communities have availed of the service from the broadband providers Amocom and PermaNet. With the recent announcement of the National Broadband Scheme we are working closely with the Dept of Communications Energy and Natural Resources (DCENR) to ensure the broadband service to the black spot areas around Duhallow are included as targeted areas under the National Broadband Scheme (NBS). Access to broadband is essential to facilitate economic development. It will mean more businesses will be able to use video-conferencing, phone lines, faxes and access to the internet simultaneously.

Twenty five SME's were supported to avail of financial assistance under CLÁR for the provision of the single to three-phase electricity conversion scheme with a CLÁR contribution of €450,000.

Under this measure a 100% grant is available to cover the cost of the customer contribution to the ESB and this applies to new businesses and existing businesses in the CLÁR area. This has enabled rural businesses to grow and diversify and avail of sophisticated equipment.



Members of Duhallow Enterprise Working Group comprising of John Moynihan, Chairman, Dan Buckley, Gerard Moynihan, Nicola McMahon, pictured with Don Crowley, Chairperson of IRD Duhallow, Joan McGuive, Computer Consultant and some local business entrepreneurs.

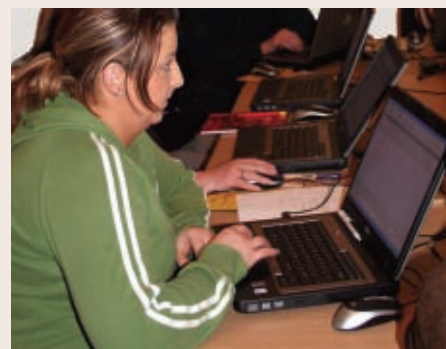


Kieran O Sullivan, Millstreet Sandplasting & Engineering Services Ltd who received a CLÁR contribution of €27,580 for conversion to 3 phase electricity.

Business to Business Networks

The IRD Duhallow Enterprise Network facilitates support and knowledge transfer to Micro Enterprise owners through attendance at network meetings and workshops funded through the Local Development Social Inclusion Programme. Many individuals in the network also avail of the excellent supports from our panel of Mentors which consists of local business people who volunteer their time and expertise to assist those starting out. This initiative proves to be a vital service and we are grateful to the dedication and time of our panel of voluntary mentors.

Individuals from the network have highlighted its benefits not only from the point of view of business supports but also in developing support structures and in removing the feeling of isolation and remoteness expressed by many Rural Entrepreneurs.



40 Business owners and staff availed of training in 2007.

The network fulfils an essential role in terms of bringing people together across the small businesses sector in a supportive way. We look forward to building on these networks with support from the LEADER and Local Development Social Inclusion programme.



Some participants from the Fetac Level 5 Start Your Own Business programme pictured with Career Tracks Tutor Alan Galvin.

IRD Duhallow in co-operation with FÁS has supported the collaboration of a number of business programmes and the Business Mentor Programme funded through their Competency Development Programme has enabled five local businesses from Duhallow avail of a total of nineteen days consultation over a period of twelve months for a cost to the business of only €1,500. Under this programme a group of consultants assisted the participating businesses in production management, quality management systems, finance, health & safety, marketing and business development, supporting Rural Enterprises, Craft Enterprises and manage sustainability.

Enterprise

The LEADER rural enterprise measure in Duhallow encourages diversification and innovation, assisting small indigenous enterprises to expand and diversify. We aim to provide accessible services to businesses in Duhallow, which will lead to the growth of stronger companies in the area. The Local Development Social Inclusion Programme (LDSIP) allows for specific focus in relation to building entrepreneurial capacity for a number of target groups and many individuals in Duhallow across different sectors have availed of start-up business supports including capital grants, training, and mentoring and feasibility studies.

Buckley Ironworks

LEADER funding has assisted Buckley Ironworks to expand and develop its existing fabrication business and to broaden its activity in powdercoating and shotblasting. LEADER has assisted Buckley Ironworks to expand markets, increase production, sales and employment, while building a profitable business. The promoter also availed of the IRD Duhallow Mentor Programme funded through the FÁS Competency Development Programme.

Allenweld Ltd

Allenweld availed of LEADER funding to upgrade its operations. The long established family business manufactures engineering products for the agriculture sector and more recently to design a wide range of equestrian equipment including stables. The business currently employs fourteen people. Allenweld also availed of support from the IRD Duhallow Business Mentor Programme funded through FÁS enabling the business to further develop, sustain jobs and exploit opportunities presented to it.



Allenweld Ltd. is poised to grow its Newmarket based agriculture and equine business.

Impact of LEADER in Enterprise for Sapphire Signs

In 2007, Sapphire Signs was awarded a LEADER grant of €100,000 towards its €1 million programme to expand its operations and update its plant. The impact of this development has been very significant for Sapphire Signs and for the area. The company now boasts workspace of over 22,000 sq feet and with 11 people already on the payroll, a further 6 positions were created immediately. The company was also assisted to avail of broadband through Amocom under the Rural Broadband scheme and close co-operation with the Managing Director of Sapphire Signs enabled Amocom to place its Access Point for broadband coverage in the Rathmore area on the new building where line of site is optimum. Sapphire Signs has no doubt proved to be a win-win situation for all.

Promoting Craft Enterprise



Working from her renovated old farm shed, Jeannette Dennehy designs memorial cards.

Thoughts that Count

Jeannette Dennehy started her business in 2007 with the support of a capital grant from the Local Development Social Inclusion Programme. Located in Kilbrin, Thoughts that Count designs and prints personalised memorial cards, acknowledgement cards and bookmarks.



CUTSUE Ltd. a core drilling and concrete cutting business based in Banteer received mentor support from the Mentor Programme funded through FÁS.



Dressmaking in action at Eileen's Sewing Service in Derrinagree.

Eileen's Sewing Service

Funding from the Local Development Social Inclusion Programme has enabled the promoter to set-up a workshop for custom sewing and alterations. Her service includes alterations, curtain design, bridesmaid and formal dress wear. The promoter is a member of the Enterprise Network and has benefited from training in bookkeeping and financial management.

Creative Artist, Mary Walsh

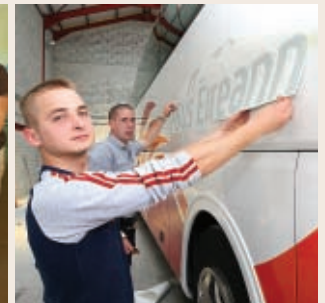
A graduate from the Crawford College of Art & Design with a first class honours degree in Fine Art Painting this promoter has exhibited in many galleries and her work is represented in private collections in America and Ireland. She was awarded a grant from IRD Duhallow, under the Local Development Social Inclusion Programme to develop her art as a sustainable business opportunity. The promoter's paint work is very original and creative with much of her work focused on portrait painting.

Hands of Duhallow

In its fourth year of operation "Hands of Duhallow" arose out of the need for a co-ordinated approach to develop the arts and craft sector in Duhallow. Investment in this sector has generated new economic activity and jobs and enhances the area's image. Hands of Duhallow represents some of the excellent quality and variety of arts and crafts that can be found in Duhallow. Funding from LDSIP has contributed greatly to the development of the sector.



Sapphire Signs proves that a Rural Enterprise can do business.



Sapphire Signs staff preparing a new Bus Eireann bus for transit.

IRD Duhallow's Enterprise Strategy for Balanced Economic Development LEADER 2007-2013

- Capital grants for new business development & diversification
- Capital supports to develop Enterprise Centres
- Capital supports for Enterprise expansion diversification
- Support Women in Enterprise
- Develop Rural Communication Infrastructure
- Business Networking & Mentoring
- Support new and existing food businesses
- Craft Enterprise Development
- Employment Grants
- Marketing Grants
- Management Training Programmes
- Pre-Enterprise and Micro-Enterprise support
- Build on trans-national networks to assist sector development

Agriculture

Smallholder Programme

IRD Duhallow has operated a Small Holders Programme since 1996 which to date has made a significant impact in the income and quality of life of its members. It specifies the significance of small family farms and the role of agriculture in the Duhallow economy. The main actions promoted under the Focal Farm programme focuses on assisting low income farm families in striving to improve on-farm efficiency to its maximum, helping to secure off-farm employment, to supplement the family farm income and encouraging farm diversification. The services available include annual subsidised soil and silage sampling, A.I. support and information, Financial Advice, Business Coaching, Training and up-skilling, Milk Recording, Educational forums, Study Visits and capital support for Farm Diversifications. Each year 140 farm households throughout Duhallow are benefiting directly from the programme.

Agriculture is the predominant land use in Duhallow however, maintaining farm numbers is challenging and part-time farming is becoming more prevalent as a result of farm incomes dropping. The Rural Social Scheme in Duhallow has been very successful in providing an income supplement for low income farmers in return for part time work in the community.



Trainer Pat O'Neill, Health & Safety Services Newmarket with participants on the Excavator 360 Course which took place in Kilmallock, Co Limerick.

Article 6 Training

Changes and restructuring in the agricultural sector prompted the development of a trans-national programme for innovative approaches to the management of change with partners from Ireland, Wales and Sweeden. The allocation of funds under the Article 6 Harnessing Rural Capital Programme 2006-2008 enabled IRD Duhallow to confront the implications of the restructuring process in the agriculture and agri-food sector.

Focus group consultations were conducted with farmers and those made redundant from the food sector to ascertain their skills needs. Through specific actions we supported the diversification of the economic base of the locality and assisted farmers and rural dwellers improve the quality of their lives through providing a range of programmes and information on a number of measures including; training specifically for outside the farm gate for machinery operating licences for ease of transferability, Safe Pass accreditation, Health and Safety including farm safety statements, supports for farm diversification and mentoring for business development, as well as creating linkages to employment for job placement programmes.



Tutor Brian Hannon, National Safety Training with John McCarthy and Shane McKenna who completed Site Dumper Training which was funded through the Article 6 Programme.

The Article 6 programme was very successful in up-skilling farmers and rural dwellers and in total 33 training programmes were implemented in the Duhallow area and 150 farmers and rural dwellers were trained and up-skilled providing training that has the potential to assist in increasing household income. The training was contracted out to locally based training companies and the range of training programmes delivered included the Excavator 360 & Site Dumper with CSCS tickets, Forklift Training (RTITIB Certification) Chainsaw Maintenance, Strimmer & Small Engines, Mobile Elevated Working Platform (MEWP), Quadbike, Wood Chipper Courses, First Aid, Health & Safety on the Farm, and Career Options for Farm Families.



Helen Shine proudly displays her free range eggs from the family run poultry business at the Farmers Market in Kanturk.



Mary Daly with her daughter Máire Daly displaying their array of fresh baking at the Farmers Market in Kanturk.

An Introduction to Organic Horticulture course funded through Article 6 covered all aspects of organic horticulture ranging from planning a garden to seed recovery and seed saving, to growing plants in a poly tunnel. This course offers potential growers the opportunity to learn the basics of organic farming.

A seminar funded through Article 6 was held in March 2008 promoting the benefits that can be achieved from Special Protection Area (SPA) and Special Area of Conservation (SAC) designation. On the night Ruth Minogue from Environmental Resource Management addressed the seminar on the different landscapes that exist in the Duhallow area; Dr. James Moran, Teagasc informed the audience about his experience on SAC.



Former Chairman of the Agriculture Working Group, Mossie Archdeacon receiving a presentation from the Chairman of IRD Duhallow, Don Crowley.

Tim Burkett of the National Parks & Wildlife Service (NPWS) spoke on the different types of designation (SAC & SPA). The designation of SPA is of particular interest in the local area as a large area of land in Duhallow has been designated for the protection of the hen harrier. There are opportunities for farmers to earn €350 per hectare for designated lands.

The Local Development Social Inclusion programme supported the delivery of two E-Feirm courses to enable farmers to streamline their business administration through computer use. Twenty two farmers were trained on how to navigate the Revenue On Line (ROS) website, and shown how to access the Department of Agriculture's online Single Farm payment scheme and a how to register the birth of calves on-line. The streamlining of farm paperwork allows farmers the opportunity to seek out opportunities outside the farm gate.



Nora Shine selling her homemade bread & cakes at the Farmers Market in Kanturk.

Agriculture



Katie Crowley Small Holder Co-ordinator examines a crop of Miscanthus during an Article 6 Transnational visit to Wales.

Farm Diversifications

The increasing pressure on farm incomes means that many farm families cannot be sustained from farming alone. Alternative income generating opportunities based on off-farm activities or farm diversifications are essential if farm families and rural communities are to survive. With the downturn in the economy the opportunities for supplementary income through part-time jobs is becoming less buoyant.

However, on a more positive note farm diversification and off-farm employment has a more positive press than here to fore. In order to accommodate diversification it is important that farmers avail of the supports to improve farm efficiency Programmes like the Local Development Social Inclusion Programme (LDSIP) before engaging in alternative opportunities for generating income. By fostering the creation of additional sources of income IRD Duhallow has enabled farm families to thrive and remain the cornerstone of rural communities and organisations.



Participants attending a Beekeeping Programme for beginners.

In 2008, the family run poultry business of Helen and John Shine was successful in their application for funding to upgrade their existing on farm poultry enterprise.



Entrepreneur Sean O'Leary of O'Leary Engineering who was supported to develop his business in the craft of tool-making.

Following the closure of Molex, Millstreet in February 2008, part-time farmer Sean O'Leary who is a qualified toolmaker researched the viability of starting up his own business in order to generate sustainable income. With support from IRD Duhallow, he received grant aid through CLÁR for 3 phase electricity and a capital grant through the Local Development Social Inclusion Programme towards start-up costs which has played a significant role in kick starting his business.



Hay continues to provide an essential source of fodder even though this year proved challenging weather wise.



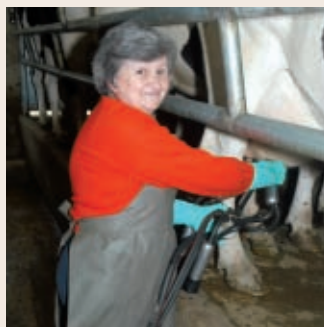
A crop of spring barley begins to ripen in Duhallow.



Farmer Stephen Roche puts the finishing touches to a field which has been recently sown with grass seed.

Kanturk Farmers Market

The Farmers Market in Kanturk continues to serve customers with a variety of locally grown produce. The market provides an alternative venue for individuals wishing to establish enterprises and to expand from farming into production to provide an outlet for low income smallholders to develop alternative business enterprises. The Farmers Market allows individuals to produce high quality products for sale directly to customers in the Duhallow region. The Farmers Market is situated at the rear of Twohig's Supervalu in Kanturk and is open from 10.30-2.30 every Thursday and Saturday.



Women play a significant role in farming in Duhallow.

PRSI information night

A PRSI information night was held to help low income farm families understand the criteria for both husband and wife to qualify for contributory pension. Collette Vaughan Social Welfare Officer Newmarket spoke on contributory pensions and the requirements for qualifying for pension. Christine O Riordan and a colleague from Bank of Ireland spoke on private pensions and benefits of having a private pension and the tax concessions available.



Freshly cut silage is being examined by farmer John O'Sullivan to determine when it can be bailed for winter forage.



Training in the safe use of trimmers enabled participants gain employment in garden maintenance.

Discussion Groups

Discussion groups often act as a catalyst for farm diversification and promote opportunities like organic horticulture and agri-tourism and encourage farmers to avail of the different supports. Discussion groups have been set up in the local co-op areas namely: Newmarket, Kanturk, Boherbue, Kerry, Kerry/Golden vale and Dairygold areas. There is a great opportunity to grow these discussion groups to become a strong social network for farmers. Over 30 farm families have availed of support.

Equality, Disability & Migrants



Kasia Krol, Integration Officer with IRD Duhallow provides one to one support for Agnieszka Wardas and her daughter Martynka.

The aim of the IRD Duhallow Equality Working Group is to promote equal opportunities and develop a more equal society with understanding and respect for all. We advocate holistic approach to integration, incorporating the active participation and inclusion of all in the economic, social, political and cultural spheres of Duhallow. The Equality Working Group provides strategic direction to combat racism and to develop a more inclusive, multi-cultural society. As an organisation rooted in the community IRD Duhallow has a strong commitment to create positive outcomes for all members of our community. Several important initiatives were developed by the Equality Working Group for the Duhallow region as a mechanism to promote equality and inclusion.



Participants on the Equality for Women Programme receiving certificates on completion of their FETAC Intermediate Computer Course.

Social Centres for New Communities

IRD Duhallow has established Social Centres in Kanturk (The Union Hall) and Rathmore (Teach Íosagáin) provide an exciting and practical resource for new communities in the area. Through the Social Centres it has been identified that migrant workers face many barriers which inhibit their full participation in employment and excludes them from integrating fully in society. The Information Service at the Centres provides an excellent opportunity for migrant workers to receive and share information about their rights and entitlements, information on public services, local social activities or just to meet, chat and exchange experiences. In 2007, the Centres offered advice and assistance to over 180 migrant workers and their families coming mainly from Eastern European countries like Poland, Lithuania, and Slovakia. Ten individuals were assisted to employment.



Groups of Polish, Slovakian's and Lithuanian's take their place in the Kanturk St. Patrick's Parade.

The Equality Working Group of IRD Duhallow acknowledges the important role of Sarah and John O'Connor of Kanturk Legion of Mary in supporting the development of the Social Centre in Kanturk.

IRD Duhallow's Integration Officer works closely with the Immigrant Community and organises one to one meetings with the clients on a regular basis at our offices in Newmarket. To meet their needs, targeted training and information workshops were organised for 60 individuals in 2007. The biggest barrier which still exists is lack of information about the local area and local services available to individuals. In response, the Equality Working Group has done trojan work in developing a database and producing an information booklet – Duhallow Information Guide for Migrants in the area.



Participants of the St. Patrick's Day Parade in Kanturk with Kasia Krol, Integration Officer, IRD Duhallow and Katie Crowley, IRD Duhallow.

In conjunction with our centres the Equality Working Group organised several Inter-cultural social events including, A Music Session in Bruach na Carriage - Rockchapel, and a Guided Tour of the Sliabh Luachra area. With support from the Integration Fund we organised the participation of Foreign Nationals from the Kanturk area to take part in the annual St. Patrick's Day Parade. A large group from Poland, Slovakia and Lithuania presented colourful posters, national symbols and flags and took their place in that big Irish feast day bringing an international flavour to the parade and proved that integration between different communities can be achieved and individual cultures celebrated together.



Sarah and John O'Connor of Kanturk Legion of Mary providing entertainment at one of the many Social Meetings held in Kanturk.

Training Supports & Initiatives

Through IRD Duhallow's Equality Working Group we have acknowledged the needs and challenges of the Immigrant Community in Duhallow, such as, lack of access to essential information, the language barriers, adjustment into new culture, feelings of uncertainty and loneliness experienced through separation from loved ones. These issues were addressed through the following actions.

Equality, Disability & Migrants



Participants of the Business English Classes facilitated through IRD Duhallow, from L-R: Algirda Aidukeviciene, Agnieszka Sidor, Anna Many and Jadwiga Gondek with the tutor Przemek Lesiak.

A successful course was held on Communication Across Language Barriers which aimed to help front-line staff and management to communicate more effectively in English with people for whom English is not a native language. Participants were afforded the opportunity to examine and explore issues of positive communication, stereotypes, cultural differences and understanding among the diverse community. Local communities, migrant workers, employers, service providers like the Gardaí, Social Welfare Officers, Community Workers and Bank Officials all contributed to a highly interactive and enjoyable training programme.

A Banking Information Evening was successfully organised in conjunction with Bank of Ireland Kanturk, where migrant workers got clear, practical advice about banking issues like personal current accounts, loans, savings and starting your own business in Ireland. We also organised Business English Language Classes which helped the Immigrant Community to eliminate language barriers and allow them to communicate more easily.

The Multicultural Environmental Awareness Evening held by IRD Duhallow in partnership with Cork County Council in October 2007 was also very beneficial. On the night information on waste, recycling and re-use were made available in several languages including Irish, Spanish, German, Lithuanian and Polish. The event took place in the Millstreet Recycling Centre and was an innovative approach to environmental awareness and multi-cultural integration.

Children enjoying the Multi-cultural Community Day in Rathmore with Kasia Krol, Integration Officer and RSS Participants Dermot Murphy and Mary Golden as Santa and Mrs Claus.



Multi-Cultural Community Days

Multicultural events created opportunities for supporting and networking migrant communities as well as encouraging interculturalism. For the Christmas season the Equality Working Group facilitated two successful Multi-Cultural Days in Kanturk and in Rathmore. The most important part of the days was the intra cultural development that took place between host and migrant community. The events were a huge success and showed that ethnic minorities and local Duhallow children and parents can really enjoy themselves together.



The Multicultural day in Kanturk was a huge success with several children and their parents attending for festive fun and games.

European Year of Intercultural Dialogue 2008

Multi-Cultural Food Event

2008 has been designated European Year of Intercultural Dialogue by the European Parliament and Council. The year presents a unique opportunity to promote dialogue and understanding about the challenges and opportunities arising from diversity.

The Equality Working Group celebrated different cultures by hosting an Intercultural Food Event, a wide range of countries participated from our community.



Magda Siekaniec and Ewa Meller from Poland who sell their home made Polish apple cake at the Farmers Market in Kanturk.



On route to Bruach na Carraige Cultural Centre in Rockchapel for a Music, song and dance Seisiún thanks to support of DART services.



Michael Doyle, Chairman of the Equality Working Group with some of the Migrant Community during one of the seisiúns in Bruach na Carraige.

Disability supports

IRD Duhallow enhances the capacity of people with a disability who live in rural areas to participate fully in local development opportunities to counter social exclusion. In October 2007 the Equality Working Group organised an Information Seminar for people with a disability, their families and carers. The event provided information on the rights, entitlements and services available for people with disabilities. Representatives from FÁS, Social Welfare and First Employment Services provided information on rights and entitlements.

A highly successful Sign Language Course was organised in July 2007. The training enabled 15 individuals to develop and establish a fluency in the use of sign language in a variety of social situations. The overall aim was the promotion of equality for people with disabilities and enabling individuals to overcome societal barriers which inhibit their full participation in community life.

Equality Awards

Positive recognition of business, communities and individuals which implement "equality for all" should be highlighted and rewarded. It is important that we emphasise the positive equality progress made to date in the Duhallow area, through recognising communities, employers, and individuals who are leaders in Equality. During the Equality Awards Ceremony organised in December 2007 awards were presented to the winners in four categories.

Duhallow Community Food Services received the Community Services award for its service to the elderly, and employment policy which encourages diversity and focuses on ability, ethnicity, gender, equality and anti-ageism in the work place. **Rathmore** won the town category for the work of the Community in providing child care services, a social action group which involves teenagers providing a wide range of social services and social housing, and a vibrant community council. **Castlemagner** won the village category for its child care, elder care, community development and hugely successful musical society. **John and Sarah O'Connor** of Kanturk Legion of Mary also won an award for their Trojan community work with migrant workers.

Community Development

Community Consultation has been the priority of the Community Development Working Group to encourage and support community groups to develop plans that will have a positive effect on their communities well into the future. Authenticity in developing such plans was due to the strong emphasis on community volunteerism which has been supported by IRD Duhallow and the LEADER Programme over the past 17 years. With communities enthusiastic and confident about the prospect of undertaking even bigger projects than they have in the past, there is an even greater sense than ever before of communities working together to get things done.

To support and prepare groups for the new LEADER programme IRD Duhallow facilitated community development workshops which focused on supporting voluntary groups in developing strategic plans, developing their organisational structure, identifying the needs of their communities and promoting volunteerism in their locality. The Duhallow Volunteer Bureau issued an information pack with 12 booklets for all community and voluntary groups in the region in order to support the successful operations of the groups.



Cormac Collins, Gneeveguilla Development Association pictured with fellow finalists in the Arts & Culture Category of Kerry Community Awards receiving their award from Mary Stack of Tutha Chiarraí.

Environmental Awareness Month

Following on from the success of the 1st year of IRD Duhallow's Environmental Awareness Month in 2007 the Community Development Working Group organised it again this year in conjunction with the local authorities. An Taisce's National Spring Clean was promoted throughout the 33 communities where IRD Duhallow registered groups and provided them with litter pickers and the local authority facilitated the collection of the rubbish at agreed locations. This year there was a significant increase in the number of volunteers taking part in the event with record numbers volunteering in Kanturk where all the local schools took part in the event in conjunction with the Tidy Towns Committee. The Environmental Awareness Month was officially opened at a public meeting organised by IRD Duhallow where the emphasis was on An Taisce's Green Schools Programme which is a national programme promoting responsible behaviour among school children and the wider community towards the environment. Representation from both schools and community groups was very high on the night.



Eileen Linehan (right) IRD Duhallow Community Development Team Leader & Victor Sheahan Kerry County Enterprise Board (centre) presenting the Community Renewal through Social Entrepreneurship Category of Kerry Community Awards to Liam Hassett representing Killorglin & District Mental Health Group and runners up representatives from Forbairt na Dromoda Teo & Knockanure Development Association.



Huge attendance at one of the 4 Older Persons Workshop on Independent Living held in Newmarket by IRD Duhallow in conjunction with Age & Opportunity.

SAOI

From recent Census figures it is clear that the Duhallow region has an ageing population and is well above the National Average figure of 11% for over 65 year olds with many of our communities registering as high as 17%. No community in Duhallow comes in under the National Average of 11% showing that IRD Duhallow is catering for a significant population of over 65 year olds in a very rural area. It is imperative that we ensure that older people are included in any LEADER quality of life Programmes and that those most isolated are supported through Social Inclusion measures. In an effort to identify future approaches to cater for our ageing population IRD Duhallow undertook research in conjunction with Age & Opportunity earlier this year which focused on the needs of older people in relation to independent living in Duhallow. Regional workshops were facilitated for older people and relevant agencies to attend to discuss issues affecting them and also to avail of information on the current supports available to them in the region. This research focused on themes such as Transport, Finance, Isolation, and Housing & Safety and from this research a report was compiled with recommendations on the future approaches to supporting older people in Duhallow. The timing of this report is very appropriate as IRD Duhallow can now incorporate its recommendations into its strategic plan for the next 7 years.



At the Banteer Pride of Place Award celebration night are, Front L-R: Fr Liam Ryan, Tadgh Cahill, Chairman, Glen Theatre, Louis Duffy, Director of Services, Cork County Council, Ted O'Leary, Cork County Council, Back L-R: Rory O'Driscoll MC, Michael Moynihan TD, Patrick Buckley MCC, Denis Withers, Treasurer Glen Theatre and Con O'Keefe Secretary Glen Theatre.

Estate Management

IRD Duhallow continues to work closely with the estate management team in Cork County Council with the most in need estates in the region being prioritised. IRD Duhallow supports the development of resident associations which remains the essential element in the successful implementation of this initiative.



Tim Browne, Kanturk Tidy Towns Committee volunteers to accompany some of the many youths that took part in the National Spring Clean in conjunction with IRD Duhallow & Cork County Council.

Community Development

Urban & Village Renewal

In a response to the increase in housing developments in some towns and villages the Community Development Working Group hosted an information session for all community groups entitled "Planning & Development of Communities." It was acknowledged on the night that there is a sense of fear in communities that their towns/villages could become taken over by housing estates and that there will be a severe lack of any amenities or facilities present for these new families. Case studies were used on the night to illustrate how a village has worked closely with a developer to ensure that existing Community facilities were funded to expand to meet the demands of the new development in their village.



Working together- students from schools in Kanturk along with local volunteers who came out to help clean up their town as part of An Taisce's National Spring Clean.

This is an issue that has become very relevant to community groups today and IRD Duhallow recognises our role in promoting the active engagement of community groups with the local authority in the development of the social infrastructure of Duhallow. It is imperative that communities are consulted from the outset on the development of their towns and villages and that a strategy is implemented to ensure that a new process of planning is developed.

Promoting Inclusive Communities

Duhallow is no exception to the changes that are occurring in our society today with greater pressures on family's time and energy than ever before. To continue to improve the quality of life for those living in Duhallow we are relying on the willingness of people to give their time freely and become involved in their local communities. IRD Duhallow recognises the need to find new ways to encourage and support voluntary activity by optimising on communities assets through training and workshops and thereby enriching our social capital and well being. We must ensure that the wealth of civic spirit and active participation already present in Duhallow continues to grow and develop. It is essential that we both capture and harness these voluntary efforts in our communities and the informal structures which exist within communities and the relationships which have been built over the years must not be underestimated.



At the launch of Duhallow Environmental Awareness Month L-R: Colette Creedon & Dr. Mary Stack, Cork County Council, Birgit O'Driscoll, An Taisce, Helen O'Sullivan, IRD Duhallow, Stephen O'Sullivan, Cork County Council & Jack Roche, IRD Duhallow, Board Member with Community Representatives.



Tadhg Cahill, Glen Theatre, Donie Barry, Banteer & Lyre Development Association, Brigid Daly, Duhallow Choir & Denis Withers, Banteer Old School Heritage & Drama Trust attending IRD Duhallow's EGM.

This is something that is also being promoted by the Kerry Community Awards Initiative which recognises the work of the community and voluntary sector and the crucial role of the work of volunteers. In acknowledging the existing contributions of groups and to encourage more people to become involved, groups were rewarded for projects they had undertaken in their communities. Gneeveguilla Community Council were runners up in the Community, Arts & Culture category in 2008, which publicly celebrated their efforts in erecting a cultural corner in honour of the rich traditions and culture of Sliabh Luachra under the CLÁR Village & Countryside Enhancement Scheme in conjunction with IRD Duhallow.

Promoting Equality in Duhallow

IRD Duhallow's Equality Working Group has put in place an award scheme which recognises businesses, communities and individuals for their efforts in promoting Equality under all nine grounds. This year saw two communities win well deserved awards. The Town of Rathmore was the overall winner for the Town Category with representatives from the Community Childcare, Social Action Group & Community Council present to receive their award for their joint efforts in responding to the varying needs in their community.



Promoting Female participation in local governance; Caroline O'Carroll, Fremont Development Association & Hannah Kelleher, Cullen Community Council attend IRD Duhallow's EGM.

Winner of the Village Category was "Castlemagner Development Association" for their work in childcare, village enhancement and promoting their heritage & culture in an inclusive manner. Both groups are an example of best practice to other groups in the region and will help to encourage other groups to become more proactive in addressing the needs of all citizens in their communities.

National Heritage Week

To celebrate National Heritage Week the Community Development Working Group hosted a conference entitled "Valuing our Local Heritage & Culture". This conference was officially opened by Minister Batt O'Keeffe with speakers on the day covering the History of Sliabh Luachra Music & Dance, The History of The Paps & Danú, & the Importance of Preserving Placenames in Duhallow. The important role of LEADER in promoting and sustaining our heritage was also addressed by IRD Duhallow Director Jack Roche and he called on the government to officially make Sliabh Luachra a National Heritage Site to help ensure the preservation of its authentic music, song, dance, holy wells, place names and historical heritage.



Minister Batt O'Keeffe, Dept. of the Environment & Local Government addresses the crowd at IRD Duhallow's Conference 'Valuing our Local Heritage & Culture' as part of National Heritage Week.

The richness of culture in the Sliabh Luachra Area was highlighted and promoted through the erection of signage to mark the birthplaces of poets Aoghan O'Rathaille & Eoghan Rua O'Sulleabháin. This was a joint initiative between IRD Duhallow and Cumann Luachra and will help to direct visitors to these historically and culturally significant locations.

Mental Health Promotion and Transition to Employment

Mental Health Promotion

As is the case in many rural areas, mental ill health continues to feature in Duhallow. The rate of suicide in the region remains extremely high with rural isolation, social exclusion and a lack of supports playing a major part in this problem.



At the Launch of Duhallow Mental Well Being Week; L to R; Helen O'Sullivan, Community Development Officer, Don Crowley, Chairperson IRD Duhallow, Brenda Crowley, Mental Health Promotion Officer HSE, Dr. Helen Keeley, Irish Association of Suicidology & Con Cremin, Talbot Grove Treatment Centre.

During 2007 the Community Development Working Group piloted an initiative called "Duhallow Mental Well Being Week". This initiative aimed to promote positive mental health, challenge the stigma associated with mental illness and to raise awareness of supports available. The week was officially opened by Dan Neville, President of the Irish Association of Suicidology, where he turned the first sod in two 'Time to Talk Time to Listen Gardens' in Kanturk & Rathmore. These "seats" provide people with an open space and reminds them to take time out of their busy stressful lives and invites people young and old to talk and to listen to each other. The community response is very positive.

At an informative public seminar entitled "A Community Response to Mental Illness", Dr. Helen Keeley, Consultant Child & Adolescent Psychiatrist with the HSE & National Suicide Research Foundation focused on the approach communities must take to respond to Suicidal Behaviour & Mental Health Difficulties in youths. Brenda Crowley, Mental Health Officer with the HSE focused on Suicide Prevention in the Community and the current services available. As always addiction is a major cause of depression and suicide in our communities and Con Cremin of Talbot Grove Addiction Centre in Castleisland presented his thoughts on tackling addiction in Ireland today.

To reach out to as many people as possible during this week a coffee morning was held in Kanturk Farmers Market with information stands for people to receive as much information on services and supports available to them as required. IRD Duhallow also linked up with AWARE to facilitate the Beat the Blues Programme in 3 secondary schools which is an awareness programme on depression designed for senior classes. Symptoms of depression and encouraging youths to become more open about emotional difficulties were among the issues covered on the days.



Youths & Local Representatives at the opening of the Time to Talk - Time to Listen Garden in Kanturk as part of Duhallow Mental Well Being Week.



IRD Duhallow Staff along with Community Representatives who took part in a 2-day ASSIST Suicide Intervention Training Programme in conjunction with the HSE.

Bereavement Support

The Duhallow Bereavement Support Group is now in its eighth year of existence and this is due to the dedication and hard work of its volunteers. This year saw new volunteers being recruited and trained in Duhallow by the National Counselling Institute of Ireland, an outreach programme. The Bereavement Support Group provides one to one support to those bereaved including suicide and Para suicide. The publication of a brochure and business cards promoting the service led to an increase in calls to the helpline number. The initiative provides a safe environment for people to talk about their situation with trained volunteers. The group has also identified that it is important that a more specific support service is provided for families bereaved through suicide and this is one of their priority targets going forward.



Duhallow Bereavement Support Group Brochure which the group produced and distributed throughout the region.

Helen O'Sullivan, Community Development Officer (right) & Mary Murray, CareerTracks (centre) pictured with volunteers who undertook a 2 day initial introduction to Bereavement Support.



Jigsaw Project

Headstrong is a new charitable organisation, headed by psychologist, lecturer and author Tony Bates which aims to help young people between the ages of 12 to 25 in Ireland dealing with personal issues in their lives such as suicide and depression. Headstrong's project is called Jigsaw and it is a flexible community based programme centered on the needs of young people. It is hoped that this project will make clear the pathways to the supports, information and professionals that are needed by youths in a time of need. Jigsaw represents a new approach to youth mental health. It is hoped that within three years Headstrong will have established five pilot sites, one of which is County Kerry. IRD Duhallow representing all of the Duhallow area has been involved in this multi stakeholder project since its first meeting and it has members on the main planning board, the steering group and two members on the Youth Advisory Panel. Representatives from IRD Duhallow have been involved in the preliminary discussions and data gathering, programme design and development tasks as well as contributing to the compilation of the qualitative and quantitative data derived from focus groups and key informant group interviews. Over the coming months IRD Duhallow will continue to contribute to the formation and development of this project on many different levels.

Mental Health Promotion and Transition to Employment



L-R Sitting ; Bill Cashin, Kanturk Community Council, Helen O'Sullivan, IRD Duhallow, Dan Neville, President Irish Association of Suicidology, Tom O'Sullivan, Kanturk Community Council, Back Row: Nora Mary O'Reilly, Fr. McCarthy, Michael Doyle, IRD Duhallow Board Member, Garda John Fuller, Kanturk Community Council.

Dan Neville, President of the Irish Association of Suicidology turns the first sod of the Time to Talk - Time to Listen Garden in O'Brien Street Park.

Transition to Employment Options

The Transition to Employment Programme addresses many of the issues which affect and impact upon the lives of those experiencing mental ill health. The programme is a partnership programme developed in partnership with Avonduh Development, Ballyhoura Development and IRD Duhallow. The main aim of the programme is to "Develop a model of enhanced delivery of education, training and employment services to people with mental ill health in rural areas which has the potential to be replicated and mainstreamed". Through an innovative combination of training, guidance and one to one supports, the programme is dedicated to enabling those most distanced from the labour market as a result of mental ill-health to develop the skills and confidence to move into employment, self-employment, education and training. The programme is being piloted under the Department of Justice, Equality and Law Reform and is administered by Pobal. It's supported locally by the Department of Social & Family Affairs.

The initiative in Duhallow was established in direct response to a serious need identified by IRD Duhallow within the local community. From our ongoing work with communities we found that those who experience mental ill-health face chronic unemployment, typically well above 45%. A dearth of suitable occupational opportunities in rural areas prevents many from participating fully in society and satisfying their occupational needs. Due to the unpredictable nature of mental illness and the effects of some medication, flexibility in occupational opportunities is often necessary and this type of flexible work is often difficult to source in remote rural areas. We also found that those who suffer or may have suffered from mental ill health often feel isolated and cut off from society and struggle to get back into the workplace. Individuals often have poor self-confidence and lack of self-esteem, which can become a profound barrier to personal progression. Engagement in a structured daily activity, such as provided by work, is regularly cited as the most pressing unmet need of people with mental illness. There is also stigma, discrimination and lack of knowledge about mental illness in society.

To date three training modules have been successfully completed, supporting forty one individuals in the Duhallow area. The programme recognises the right of people with mental ill-health to be centrally involved in the design, delivery and evaluation of the programme. Throughout the three programmes there was an emphasis on education, training and employment however, the modules were tailored to meet the needs of the participants. The modules included: Crafts- Upholstery, Basic Computers, Personal Development, Career Objectives, Manual Handling, Occupational Counseling – Guidance, and One to One Facilitation. The value of sustained one-to-one supports and guidance cannot be overstated. The employment facilitator has been integral in securing progression opportunities for many participants. After completing training, ongoing support is offered to individuals through IRD Duhallow's Job Centre where participants are informed of further training and employment opportunities.

Some of the participants have secured full and part-time employment. Participants have gained employment through the Rural Social Scheme, others through the Community Employment Scheme, and some participants are investigating the possibility of self-employment and networking with the IRD Duhallow Enterprise Team. However a proportion of participants require progression opportunities in their locality, often outside the realms of conventional employment. In Duhallow, such opportunities are scarce, further illustrating the need for tailored progression options, such as Community Enterprises promoted by groups like IRD Duhallow which has a suite of supports available to participants including Rural Transport, Training and Childcare.



Alan Galvin, Career Tracks Tutor who facilitated the Transition to Employment Programme in the Boherbue Training Centre.

In addition to the progression to employment, self-employment, further training and volunteering, there were many additional benefits experienced by participants such as improvement in their quality of life, physical improvements in health, increased socialisation, friendships formed, personal independence, increased confidence, hopeful possibilities to aspire to, leading to some Psychiatric Services clients requiring access services less frequently.

IRD Duhallow would like to thank the Dept. of Social and Family Affairs which co-funded the programme, the management and staff of Kanturk Psychiatric Day Care Centre, Community Health Nurses, Local GP's and the Clergy for their continued support of this innovative initiative.

Incorporating the learning of the Transition to Employment Programme, the *Towards Occupation* Programme will continue to support those in the community experiencing mental ill-health and will aim through the provision of training and guidance, to support participants through the discovery of personal occupational requirements to achieve occupational fulfillment. The Department of Social and Family Affairs continues to provide co-funding.



Declan Carey and Dr. Marie Carmody of the National Counselling Institute of Ireland at the launch of NCI in Limerick. NCI provided the training for the Transition to Employment programme which was co-ordinated by IRD Duhallow.

Local Development Social Inclusion Programme Funds Committed to Projects to December 2007

Sector	Project Name	Description	Committed
Services to the Unemployed	Focal Farmer Programme	Business & Financial Advice	€1,876.00
		Information Seminars on topical issues for low income Smallholders	€4,140.00
		Direct Interventions for Farmers including soil, silage, milk recording and AI grants	€13,139.00
		Support for on Farm Diversification including poultry, farming and beekeeping	€10,205.00
	Duhallow Farmers' Market	Support for the Development of the Farmers' Market	€3,814.00
	IRD Duhallow Job Centre	Support for Job-seekers including CV preparation, interview skills, job placements, etc.	€1,644.00
	Employment & Training Working Group	Introduction to Computers Course	€2,700.00
		Reception Skills Course	€1,694.00
		Arts Training Course	€1,200.00
		Occupational First Aid	€1,431.00
		Transition to Employment Options Programme	€5,676.00
		Seven Individual Bursaries for Adults who are continuing education	€7,515.00
	Duhallow Community Food Services	Purchase of equipment for business expansion	€7,000.00
	Mary Walsh	Purchase of equipment for the set-up of new business	€910.00
	Erna Spier	Purchase of equipment to set up new business	€1,088.00
	Pamela Barret	Purchase of equipment for business expansion	€545.00
	Julie Elson	Purchase of equipment for business expansion	€653.00
Gerard Healy	Purchase of equipment for business expansion	€3,493.00	
Teddy Drum	Purchase of equipment for business expansion	€5,981.00	
Eileen O Sullivan	Purchase of equipment for business expansion	€4,722.00	
Enterprise Network	Mentor Support	€186.00	
	Basic Bookkeeping and 'Start Your Own Business' Training	€3,526.00	
	Craft Fair	€4,204.00	
	Hands of Duhallow Marketing Booklets	€4,988.00	
IRD Duhallow Monthly Newsletter	Printing and Distributing of Monthly Newsletter	€8,317.00	
Community Development	Domestic Violence	Promotion of Domestic Violence Initiative	€1,950.00
	Lone Parents	Support for Lone Parents through Training Initiatives & Bursaries	€3,335.00
	Freemount Community Centre	Funding for chairs	€780.00
	Castlemagner Community Council	Funding for equipment	€127.00
	Cullen Centenary Booklet	Funding for Printing of booklets on 'History of the Church'	€777.00
	SAOI Network	Elderly Workshops	€2,173.00
	Women's Forum	Creative Writing Workshops	€1,596.00
		Information Initiative on Rights and Entitlements	€608.00
		Equality for Women Training Initiative	€5,022.00
		Funding for Booklets of Achievements	€1,452.00
		Spirituality Conference	€1,402.00
		Women in Politics Information Evening	€955.00
	Community Development Working Group	Environmental Awareness Month	€1,942.00
		Heritage Week	€1,537.00
		Community Development Training	€2,980.00
		Volunteering booklets	€3,063.00
		Volunteer Training Programme	€2,560.00
		Kerry Community Awards	€3,000.00
		Training for Volunteers	€1,300.00
	John Dillon	Funding for 'Clans, Castles & Battles' book	€910.00
	Sliabh Luchra Estate	Replacing 'Sigh of entry' to 'Estate'	€312.00
	Boherbue Park 2000	Landscaping of Park	€494.00
	Boherbue Brownie Unit	Funding equipment and activities	€262.00
	Women & Childcare Working Group	Managing 'Challenging Behaviour' Workshop	€414.00
	Bereavement Support Group	Information brochures & Business cards	€951.00
		Bereavement Group Training	€2,072.00
	Carers Group	Carers Workshops	€870.00
		Carers Training	€5,793.00
		Information Evening on 'Caring for our Carers'	€523.00
		Producing Carers Backdrop	€454.00
		Carers Support Day	€2,696.00
	Equality Working Group	Disability Information Evening	€591.00
		Sign Language Classes	€655.00
		Communication Across Barriers Training Course	€2,010.00
		Equality Awards	€1,571.44
		Essential Guide for Foreign Nationals	€2,496.00
	Mental Health Promotion	Teentxt'	€1,000.00
		Suicide Prevention Training Course	€1,008.00
		Mental Health Awareness Week	€6,338.00
	Aiden Flanagan	Continuing Education Bursary	€500.00
	Catherine Curtin	Continuing Education Bursary	€500.00
Community Based Youth Initiative	Afterschools Homework Support	Homework Support in four Duhallow Secondary Schools	€15,591.00
	Youth & Education Working Group	Life Coaching for early leaving Students	€5,650.00
		Drive Safety Awareness Programme for young people	€873.00
		Literacy Summer Camp	€2,204.00
		Dyslexia subject support for Parents & Information Seminars	€1,597.00
		Dyslexia Computer Software	€1,280.00
		Workshops for Children with Dyslexia and other learning difficulties	€3,381.00
		Transition from Primary to Secondary School Information Initiative	€1,170.00
		Green Schools Information Evening	€64.00
		Decisions' Information Day	€1,575.00
		Educational Theatre Programme in six Duhallow National Schools	€4,550.00
		Networking & Support for development of clustering in Rurally Isolated Schools	€1,121.00
		Development of Vegetable Patch in School	€410.00
	Banteer National School	Mental Health Awareness Information Seminars for Students	€582.00
	Rathmore Secondary School	Living Scenes Intergenerational Project	€4,000.00
	Millstreet Community School	Afterschools Literacy Support for children with learning difficulties	€957.00
	Colaiste Treasa, Kanturk	Funding for equipment	€312.00
	Castlemagner Youth Club	Funding for activities and equipment	€750.00
	Lismire Youth Club	Funding for equipment	€685.00
	Kanturk Tennis Club	First Aid Course	€700.00
	Castlemagner First Aid For Youths	Funding for equipment	€257.00
	Ballydesmond Youth Club	Funding for activities	€735.00
	Banteer Social Inclusion Day	Community Summer Camp	€750.00
	Banteer Summer Camp	Community Summer Camp	€612.00
	Kanturk Special Needs Camp	Community Summer Camp	€500.00
	Rathmore Summer Camp	Community Summer Camp	€750.00
	Rockchapel Cultural Camp	Community Summer Camp	€750.00
	Newmarket After Schools Camp	Community Summer Camp	€750.00
	Anchor Playschool, Meelin	Community Summer Camp	€750.00
	Tir an Nóg Summer Camp	Community Summer Camp	€750.00
		Total	€222,932.44

Local Development Social Inclusion Programme

The Local Development Social Inclusion Programme came to an end in December 2006 with interim funding being delivered for 2007 and again in 2008. LDSIP is a series of measures that are designed to counter disadvantage and to promote equality and social and economic inclusion. Under this programme, IRD Duhallow has the flexibility to prepare local development plans that respond to local economic and social needs. While actions funded by the LDSIP involve integrated responses to the multi-dimensional nature of social exclusion, they are grouped into three areas of activity: Services for the unemployed, Community Development and Community-based youth initiatives. Review of the 2001-2006 programme highlights the target areas for IRD Duhallow to concentrate on for the 2008-2013 programme.



Eileen Linehan, Community Development Team Leader and Representative on Cork County Childcare with Karen McDonnell, Co-ordinator of Cork County Childcare Committee.

The Actions under LDSIP enhance the position of those affected by poverty and rurality, promote equality between men and women, able bodied and those with disabilities and improve the quality of the natural environment in Duhallow. The Local Development Social Inclusion Programme is essential in tackling key issues, which affect the people of Duhallow.

Rural Isolation

Loneliness and isolation can affect anyone. However, it becomes more apparent in rural areas. Rural Isolation predominantly affects our elderly, younger women and single men. IRD Duhallow recognises that strong community linkages are vital in countering rural isolation and through LDSIP, we have developed a strong SAOI network for older people. The Network has delivered a number of training programmes for elderly people in Duhallow and continues to be a strong link for our elderly within the community. The Duhallow Women's Forum continues to work to reduce isolation for women in Duhallow. The Women and Childcare Working Group has assisted the 5 community crèches become a reality and as a result one of the main barriers to participation and inclusion for young women in Duhallow has been alleviated.



Eileen Linehan, Community Development Team Leader and Pdraic De Burca, Liaison Officer with Pobal at the Ploughing Championships.



Author of the Cullen Church history Eileen O'Connor presents a copy to the Bishop of Kerry, Dr Bill Murphy, in the presence of Fr Gerard O'Leary.

Mental Health

Suicide continues to be an issue that affects many families in Duhallow. Through the Equality Working Group, IRD Duhallow is working to raise awareness of suicide and other mental health issues and highlighting the supports available to people who suffer mental ill health and also to their families. No single intervention is likely to prevent suicide, but with a series of initiatives pioneered by IRD Duhallow through LDSIP, we are working to counter the problem.

IRD Duhallow continues to support the local region through the provision of a number of services and initiatives aimed at tackling isolation associated with mental ill health. During the past year, we have delivered suicide intervention training to over 30 people in Duhallow as a step in providing a community led response to Suicide and other Mental Ill Health Issues.



Maura Walsh shares a joke with retired Pobal CEO Tony Crooks at a CPN Meeting where Tony Crooks was honoured for his work in Social Inclusion.

During 2007, we also piloted Duhallow *Mental Well Being Week*, which raised awareness of the supports available in the area and spotlighted the problems associated with Mental Ill Health in Duhallow.

Youth

Young people continue to be a focus of the LDSIP Programme, with an action dedicated to the Community Based Youth Initiatives. Through the Social Inclusion Programme, IRD Duhallow promotes initiatives aimed at alleviating educational disadvantage including support for children with learning difficulties, life coaching for early school leavers and homework support in secondary schools. We also target the parents of disadvantaged children by providing training and information. We continue to support local communities to develop and enhance inclusive facilities and clubs for young people in the region.



National RSS Working Group (from l-r): Isobel Cambie, Tipperary, Eileen Dake, Wexford, Maurice Harvey, Clare, Gerry O'Neill, SW Mayo, John Whittle, Moyvalley, Perpetua McDonagh, Offaly, Pdraic Maher, Galway, John McWalter, SW Mayo and Maura Walsh, Chair, IRD Duhallow.

Youth & Education

Samhlaíocht Schools Educational Theatre Programme “Glee”

During the summer of 2007, IRD Duhallow’s Youth and Education Working Group engaged Samhlaíocht, a non profit community arts organisation in Kerry, to deliver a school educational theatre programme in eight Kerry rurally isolated schools in the Duhallow region. Knockaclarig, Foilaghohig, Toureencahill, Gneeveguilla, Shrone, Meentogues, Hollymount and Rathmore National Schools participated in the programme.



Toureencahill N.S. children enjoying the fun and games with the Samhlaíocht duo.

The aim of the programme is to provide geographically disadvantaged schools that are unable to access quality arts activity in their immediate locality with the opportunity to participate in this programme. The project involves interactive workshops and performances which encourage an active rather than passive engagement for the pupils.

This programme entitled “Glee” ran in each of the eight Kerry schools in Duhallow and consisted of a musical hour of fun and learning for school children comprising an educational journey of music, songs and games using a variety of instruments and stories. This project ensures provision of arts for schools in disadvantaged areas and aid in the development of new skills and interests for primary school children.



In Limerick Activity Centre participants get the opportunity to learn new skills.

Social & Personal Development Programme

As a result of our ongoing work with schools, local youth clubs and groups, a need to provide local young people with assistance in accessing affordable educational activities was identified. With this in mind, the Youth and Education Working Group applied for and secured funding under the Recreation and Personal Development Programmes for Disadvantaged Youths funded through Dormant Accounts. This funding was aimed at supporting projects providing enhanced access to recreational and personal development opportunities for disadvantaged young people. Twenty local young people spent three weeks last summer in Coláiste Bhréanainn Irish Summer College in Ballybunion. This unique programme provided the participants with the opportunity to improve their knowledge of Irish language while also providing the opportunity to interact with other young people their own age from differing background and location. Following this, the participants had the opportunity to attend Oysterhaven Activity centre in Kinsale and the Activity centre in the University of Limerick.



Through the Recreation and Personal Development Programme funded through Dormant Accounts participants get the opportunity to take part in out door activities.



Winners at the Public Speaking Competition held in Banteer, from Freemount School pictured with Joe O’Carroll from Carroll Insurance in Charleville who were sponsors of the event, Máiread O’Sullivan, Freemount School, Maura Walsh, IRD Duhallow, Catherine Buckley, National President of Macra, and Don Crowley, Chair IRD Duhallow.

“Driving Ambition” Student Bursary

Newmarket Motors approached IRD Duhallow earlier this year with their idea to launch a student bursary initiative aimed at young people in the community who are a representative of their school/club or community and who display a “driving ambition” to succeed, not just academically. Following consultations with IRD Duhallow, the application process was finalised and Maura Walsh was invited to become a member of the Judging Panel that selected the successful candidates. This project is an excellent example of how Corporate Social Responsibility can contribute to the lives of rural dwellers in Duhallow.

Youth Clubs

One of the most reoccurring needs identified by young people in Duhallow is to meet with other young people in a youth club or group social setting. The working group strives to promote and create youth driven and youth centred space where participants can socialise, express their hopes and concerns and have access to information and programmes. IRD Duhallow though the Local Development Social Inclusion Programme has again supported a number a youth clubs in the past twelve months. Castlemagner, Lismire, Ballydesmond and Banteer have all received funding to purchase equipment. Kanturk Tennis Club and Kanturk Basketball have also received capital funding to enhance their clubs and the facilities available for young people in the region.



Hollymount National School children are enthralled by the Samhlaíocht performances.

Summer Camps

IRD Duhallow funded a number of summer camps in Duhallow sponsored by Twohigs Supervalu during the summer of 2007. The purpose of these social inclusion camps is to provide children from disadvantaged families the opportunity to participate in summer camps. Through Social Inclusion funding, these camps are able to operate an affordable service for all through a tiered pricing system which facilitates all families in the community.

Mental Health Promotion

Through the Community Development & Equality Working Groups, IRD Duhallow has pioneered a number of initiatives addressing the issues of mental health in Duhallow. Rathmore Community School through the Youth & Education Working group delivered an evening lecture for parents and students on studying for exams. Also incorporated into this evening was a Beat the Blues Programme aimed at making students more aware of depression and its affects while also helping young people to become more open about emotional difficulties they face. These problems often come to the fore during stressful times in the young person’s life particularly during Junior and Leaving Certificate exams.

Youth & Education

Transition from Primary - Secondary - Third Level Education

Following the success of the transition from primary to secondary school initiatives over the past few years, the youth and education working group delivered another information evening for parents and students in September. The purpose of the initiative is to make students feel at ease about the transition and also to help parents understand their children's feelings at this time of upheaval in their lives.

This year was the first year that we also delivered a transition from secondary to third level education, an initiative designed to inform students of the challenges they will face in embarking on college life. The initiative also highlighted support structures in place for third level students.



Don Crowley Chairperson of IRD Duhallow and also lecturer with CIT with students from John the Baptist Secondary School from Hospital, Co. Limerick at the Careers Exhibition day.



Michael Hartnett of John the Baptist Secondary School outlining to students their future career options.

Dyslexia

IRD Duhallow's Dyslexia Support group continues to deliver workshops for children with learning difficulties. These workshops are run during the school term with the Dyslexia Summer Camp running in August to prepare children for returning to school in September. The Support Group also provides much needed help and advice for parents whose children have a learning difficulty. Each year a number of courses for parents are run in order to reduce the stigma attached to dyslexia and other learning difficulties. During this past year, a subject support course for parents was run to aid parents understand how to help their child with subjects and an awareness night was held to increase awareness of dyslexia and the social and academic supports available. Coláiste Treasa in Kanturk continues to provide a literacy homework support club for students in the school with the help of Local Development Social Inclusion Funding.



Participants of the Dyslexia Literacy Summer Camp enjoy SuperValu Fun Packs sponsored through a learning initiative with SuperValu of Kanturk.

Millennium Partnership Fund

The Millennium Partnership fund provides financial assistance for students in further or higher education who are experiencing financial difficulties whilst attending college. This programme aims to retain the highest number of students in 3rd level education. For the academic year 2007-2008, IRD Duhallow awarded 27 bursaries to local students and also provided non financial support through the fund including study skills, guidance and mentoring.



Meentogues N.S. children trying out some of the magic tricks for themselves.

Public Speaking Competition

This year, Don Crowley Chairman and Noleen Buckley of the Youth & Education Working Group piloted a public speaking competition for Rural Duhallow Schools including Meelin, Lyre, Ballyhass and Freemount with IRD Duhallow sponsoring the IRD Duhallow Perpetual Trophy. The event was run in May in the Glen Theatre in Banteer.

The speakers from 5th and 6th class discussed topics ranging from sports stars as role models to the environment, living in a rural area and value for money on television licences. The benefits of this initiative are numerous. It gives children the opportunity to explore topical issues, to undertake research, to speak in front of an audience and learn the value of team work. This promotes confidence and helps them build relationships with their peers.



Timmy Murphy from Ballyhass N.S. who received an award for Best Speaker on the night from Catherine Buckley, National President Macra Na Feirme.

Following the success of this project, the working group intends expanding the competition next year to all Duhallow National Schools. IRD Duhallow would like to thank all of the Principals, teachers and parents for their participation and hard work.



Participants of the "Living Scenes" Inter-generational project pictured with Co-ordinator John Magee, Millstreet Community School.

Afterschools Homework Support

IRD Duhallow continues to support four local secondary schools deliver afterschools homework support. The schools identify students at risk of underachieving or leaving school early and the programme provides a mechanism for this support which involves creating a comfortable, safe and quiet environment to assist young people with homework, study and interpersonal skills.

Newmarket Afterschools Service

The Newmarket Afterschools facility continues to provide a full wrap-around service for school age children providing full day care during holidays and afterschools care during school term. The service is complimented by the Duhallow Area Rural Transport Initiative which collects the children at school and delivers them to the service. Children have the opportunity to complete their homework and avail of extra tuition in areas of difficulty. A hot meal is served daily to the children and a variety of fun activities are organised daily. The afterschools operates a tiered pricing policy which facilitates all parents to avail of the service regardless of financial circumstances.

CLÁR

The 2007 CLÁR Village Enhancement Programme was administered by IRD Duhallow for the 6th year with Cork and Kerry County Council and the CLÁR Section of the Department of Community, Rural & Gaeltacht Affairs. This programme was somewhat more restricted in 2007 due to the limited amount of co-financing available at the end of the LEADER+ Programme, however it was still very rewarding for the five communities availing of the programme. A total of €150,000 worth of projects were approved funding by Minister Éamon Ó Cuív under this measure. The effective implementation of this programme in Duhallow was ensured through the Community Development Team liaising tirelessly with Cork and Kerry County Councils to prioritise the most deserving projects and then working closely with the CLÁR Team to receive final approval and drawdown of funds.

Continuing with IRD Duhallow Women's Forum priority of honouring great women role models, Castlemagner Development Association chose to honour Legion of Mary Missionary Edel Quinn who hailed from the parish. A bronze life size monument was commissioned from sculptor Kevin Holland and the committee worked closely with Fr. Dorgan and the diocese which granted permission for this monument to be erected in the church grounds. The official unveiling was by Bishop John Magee, Dioceses of Cloyne as part of a week of prayer held to Edel Quinn in May each year.



Don Crowley, Chairperson of IRD Duhallow, Elaine White Castlemagner Development Association and Judy O'Leary Vice Chairperson of IRD Duhallow at the unveiling of a life size bronze statue of the Venerable Edel Quinn during a week of prayer in her honour in Castlemagner.

In supporting communities to promote their heritage and culture, a life size monument was erected in honour of well known local Ploughman Thady Kelleher who won several national and the World Ploughing Championship, on the entrance to Kanturk. This monument attracted crowds from far and near for its official unveiling with locals commenting on the remarkable likeness sculptor Don Cronin had achieved to the man himself. The Kanturk Community Council and the Kelleher family provided matching funds.



At the hugely attended unveiling ceremony of "The Ploughman" Monument in honour of local man Thady Kelleher were, Bill Cashin, Denis Kelleher, John Fuller, Jack Roche, Helen O'Sullivan Tom O'Sullivan and John McCarthy.



Rockchapel Hall Committee Members; Noreen Murphy, Sheila O'Callaghan, Timmy Twomey, Neily Curtin and Breda O'Callaghan in the newly renovated room in Rockchapel Community Centre under the CLÁR Community & Village Enhancement Programme.

The communities of Rockchapel and Ballydaly in Western Duhallow applied to have community halls renovated to meet the needs of the groups who use the facilities. Extra parking, upgrading of kitchen facilities and stage area were completed in Ballydaly while in Rockchapel a complete overhaul occurred with the roof being repaired, the balcony enclosed and the kitchen renovated.



Local Children Abbie Aherne, Roisin Murphy, Emma Walsh and Eadoin Murphy on their way for fun and games at Boherbue Park standing alongside the newly erected stone wall funded by CLÁR, Cork County Council and LEADER at the entrance to the Park.

In Boherbue the park committee built a stone wall at the entrance to the park and put in place footpaths and lighting. This project has helped complete the park and make it more attractive and accessible for people.



Members of Ballydaly Community Development Association at the entrance to their local hall which they developed for parking along with refurbishing the hall itself through the CLÁR Community & Village Enhancement Programme.

CLÁR Bi-Lingual Signage Programme
2007 also saw IRD Duhallow's first application to the CLÁR Bi-Lingual Signage Scheme for Private businesses. Cronin's Family Shop in Millstreet was supported by Community Development Officer Helen O'Sullivan to erect a new shop sign giving equal prominence to English and Irish. Funded by CLÁR & Foras Na Gaeilge this project is an example and inspiration to other businesses to promote the importance of the Irish language as much as possible.



Promoting the Irish language in Millstreet, Local Shopkeepers Denis & Maura Cronin erected Bilingual Signage on their Shop Front funded through CLÁR & Foras na Gaeilge.



At the Unveiling of the Danú Monument in Rathmore: Frank Buckley, Rathmore Community Council, Kathleen O'Mahony, Duhallow Womens Forum, Tom Sheehan, TD, Jeanette O'Connell & Judy O'Leary, Duhallow Womens Forum, Donal McCarthy & Niall Kelleher, Rathmore Community Council and Breda Mulryan, Kerry County Council.

CLÁR 3-Phase Electricity Programme
The CLÁR Three Phase Electricity Programme has expanded since last year with community halls as well as small businesses now eligible for a subsidy to upgrade from single to three phase electricity. Community Halls including Castlemagner and the Glen Theatre in Banteer have been successful in their applications for this subsidy. To date 29 businesses have benefited with €465,989 drawn down under the scheme.

Rural Transport Programme



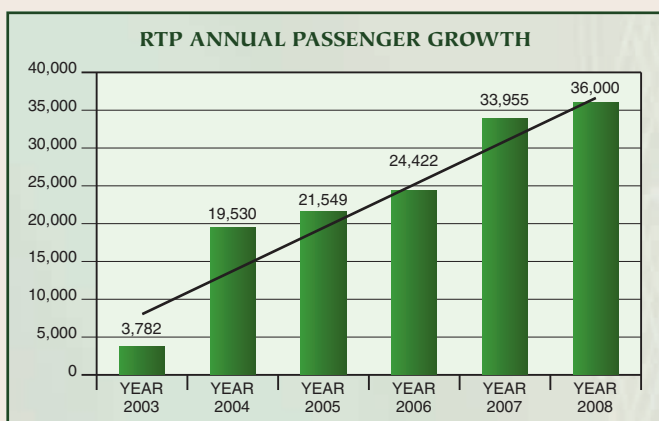
MARY MCHUGH
B.B.S., Dip in Food Marketing, Rural Development and Cooperative Studies. Cert in Comm Dev, Cert in Health & Safety in the Workplace

Mary joined IRD Duhallow in October 2006 to work on the Equality for Women Measure which was a one year Pilot Measure to support the development and delivery of training and

educational supports to assist women's entry or progression in the workforce. In addition Mary also supports PAL - Parenting Alone in Duhallow. In January 2008 Mary transferred to the Enterprise Development Team as Acting Co-ordinator for the Duhallow Area Rural Transport Programme. This involves the co-ordination and implementation of the Rural Transport Programme within Duhallow whilst overseeing the day to day management of the programme.

Duhallow Area Rural Transport (DART) has been operational since 2003 when IRD Duhallow was awarded funding under the Rural Transport Initiative to develop rural transport services in the Duhallow area. DART provides an innovative transport service and addresses the issue of access, social exclusion and rural isolation in particular.

At present Duhallow Area Rural Transport has fifty one different services operating throughout Duhallow and more than 920 passengers using DART each week. All services were developed in consultation with the local communities and are fully accessible. From very humble beginnings of transporting 3,782 passengers in 2003 DART hit an all time high in 2007 carrying 33,955 passengers which was a 39% increase from 2006. DART will continue to provide transport services that promote social inclusion, equality of access in terms of availability and affordability in communities across Duhallow, thanks to the government mainstreaming the programme during the year.



DART Services

People can access day care centres, health clinics, doctors appointments, collect shopping, pension, attend training courses, pre-school and after-school services, employment and financial and social services. This has dramatically increased the sense of social and economic well being among the passengers who use the service. Our research shows that those who are most marginalised by lack of access to transport are women, the elderly, the mobility impaired, people on low income and young people. The provision of DART services has made a very important contribution to improving the quality of life for these people.



Lismire National School pupils are collected from the school by the DART service and taken to IRD Duhallow Afterschools in Newmarket.

Evening services include weekly Bingo Routes to local towns and villages within Duhallow. DART continues to provide daily transport to Millstreet and Kanturk Day Care, where patients including those with mental ill-health receive medical and social supports. A case in point of providing access to rural services is the route provided for customers of the recently closed Lyre Post Office. This service operates on Friday mornings arriving first in Nadd for 10.30a.m., then proceeding to Lyre and onto Banteer and from there to Kanturk and a return service is provided from Kanturk at 1.00 p.m.



Attending the Kerry Community Transport Conference in Tralee, from left: Cllr Marie Murphy, Noel Dillon, Mary Breen, Jack Roche, Marie Shire and Noel McCormack.



Pupils from Rathcoole NS being collected at Mallow Swimming Pool.

A range of after-schools programmes have been facilitated for children which include swimming and life-saving classes, this measure has been encouraged through the County Council's Policy of having centralised pools around the county with transport from catchment areas. In addition DART provides a daily transport service for children attending the Afterschools' in Newmarket from their primary schools in the town and outlying villages to the centre in Newmarket. Participation for most families would not be possible without the provision of the Rural Transport Programme in Duhallow.



The DART Team (back, l-r): Eileen Roche, Marie Shire and Vincent McDonnell. Front: Eilish Doherty and Mary Breen.

Key Success Factors

A key factor in the success of DART is the local community impetus. Services are flexible, demand responsive and facilitate door-to-door collection. The availability of passenger assistants ensures that people with mobility difficulties and children are not excluded. Transport is affordable and meets the needs of the most excluded.

By subcontracting DART's routes to local bus owners and hackneys DART has sustained twenty one local transport businesses in Duhallow and in 2007 payment to these operators amounted to €225,469. DART underpins much of IRD Duhallow's work through its provision of transport for training programmes including the Back to Education Initiative, Transition to Employment, and the Equality for Women Measure.

The Rural Transport Programme (RTP) was launched in February 2007 and is building on the success of the Rural Transport Initiative and puts the former pilot scheme on a permanent mainstreamed basis, with significantly increased funding, we are grateful to Minister Allen and Department Secretary Julie O'Neill for this.



DART Passengers being collected from Millstreet Day Care Centre after their daily visit.

Employment & Training

IRD Duhallow's Employment and Training Centre supports individuals in accessing suitable and sustainable employment opportunities, develops training initiatives and provides a free and confidential service to employers in Duhallow.

Through the Local Development Social Inclusion Programme, we target those most distant from the labour market and implement specific strategies to meet their needs in the areas of education, training, work experience, job placement, welfare entitlements as well as gaining suitable employment in local social economy enterprises and placement on labour market schemes. Through LEADER we support others in the community who wish to avail of life long learning and second chance education.



Katie Crowley Development Officer provides Mary O'Connor with Employment Guidance during her visit to the Job Centre.

Employment guidance is a major element of our work. The Job Centre provides one-to-one supports, information, mediation and guidance to disadvantaged and marginalised individuals in seeking access to employment and training opportunities which ultimately enhances their quality of life and employability prospects.

In 2007, 255 individuals were assisted in the job seeking process, receiving supports in terms of preparing CV's, interview techniques and advice on different training programmes with 50 placed in jobs in Duhallow.



Participants who successfully completed "Reception Skills for the Modern Office" with Judy O'Leary, Vice Chairperson IRD Duhallow, Michael Doyle, Chairperson of the Equality Working Group and Katie Crowley, Development Officer.



Marcin Jakubowski practices Cardio-Pulmonary Resuscitation (CPR) during the Occupational First Aid Course in the Boherbue Training Centre.

To enhance employment opportunities we place a major emphasis on up-skilling and on delivering locally accessible accredited training programmes to match the future human resource needs of local employers. This is particularly relevant with the downturn in the construction sector and the closure of local business such as Molex in Millstreet, the Mallow Sugar Factory and Keating's Bakery in Kanturk.



Participants receiving training on Basic Computers which was funded through the Local Development Social Inclusion Programme. (LDSIP)

The Job Centre serves as an excellent resource for local employers to find the ideal candidate for the position they wish to fill. For the employer, we will carefully select and screen candidates from our extensive database. We proactively prepare shortlists for each vacancy and assist in ensuring a smooth, accurate and confidential recruitment process. The Job Centre has developed and expanded its range of promotional materials to market its services to local employers and has adopted a role in the promotion of equality awareness among employers where we advise employers in implementing the Employment Equality Act.



Graduates who completed a Diploma in Community Education in the Boherbue Training Centre pictured at their Graduation Ceremony in University College Cork.

IRD Duhallow's Job Centre filled 50 vacancies in local businesses during 2007.

Engaging effectively with people who live in remote rural areas and who are spatially and educationally 'hard to reach' can be a significant challenge. IRD Duhallow Board, Staff and Communities invest considerable time and effort into identifying training needs to ensure that the training provided is at all times relevant and practical in response to needs identified and locally accessible. Support from our Rural Transport Programme provides an accessible service to and from all areas of Duhallow.

Individual Career Path Development

With support from the Local Development Social Inclusion Programme we were successful in purchasing the psychometric tool, Career Pathfinder which is used by our clients as a self-completion questionnaire designed to aid career decision-making. The programme enables the client to increase their self awareness and determine their own career development opportunities. This is a very valuable tool for individuals who are seeking new career opportunities or returning to the workforce after a career in the home. It also provides people with a clearer view as to the skills and competencies required to perform in their chosen field.

Employment & Training



Individuals who successfully completed a Computer Applications Course attending a Graduation Ceremony in the James O'Keefe Institute.

Preparation for Work

This year saw the delivery of a number of training programmes such as: *Reception Skills for the Modern Office*, the main aim of this training was to provide individuals with the necessary skills to secure employment or manage the reception area in a small to medium sized business. Twelve participants successfully completed the training.

An *Occupational First Aid* course was delivered to ten participants in the Boherbue Training Centre. This was a practical three day programme to obtain a certificate in Occupational First Aid. This programme involved practical exercises including simulation of cardio-pulmonary resuscitation.



Gobnait Creedon, Computer Applications participant, receiving her certificate from Judy O'Leary Vice Chairperson of IRD Duhallow during the Graduation Ceremony.

The provision of *Basic Introduction to Computer* classes, are imperative to improve employability prospects of individuals. Participants developed an adequate level of competence in text production, word processing and the internet. Sixteen individuals completed the course at our training centre in Boherbue.

An *Arts Training* course was also organised to support some individuals who benefited from the Transition to Employment programme as well as other participants identified from the Back to Education Initiative. The art classes proved to be a huge success and encouraged greater inclusion of individuals who are often marginalised through mental ill health.

Second Chance Education

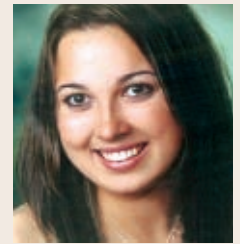
Many rural areas are faced with a lack of tertiary education opportunities. Due to the peripheral rural location individuals experience multiple disadvantage coupled with social marginalisation.



Judy O'Leary, Duhallow Women's Forum presents Keji Ashira with her certificate on completion of the Computer Applications Course.

The availability of Bursaries are critical in facilitating access and entry to education and training opportunities for adults who may not have had the opportunity to continue or complete their education.

In 2007 a number of bursaries were awarded to target group individuals returning to second chance education. Individuals received bursaries to progress to various courses including a Higher Certificate in Applied Addiction Studies and a Diploma in Counselling. These individuals in turn volunteer their time to some of our initiatives such as the Bereavement Support.



Summer Student Fiona O'Connor from San Francisco who completed a summer placement in Administration and Reception in IRD Duhallow.



Iwona Loniewska also placed through IRD Duhallow's Job Centre baking in DCFS.



Summer Students Michael Murphy, Brid Ann O'Donoghue & Siobhan Angland.

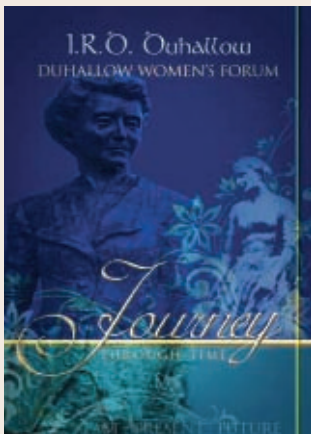
Adults Celebrate Learning New Skills

In December 2007, IRD Duhallow hosted a graduation ceremony to commend those individuals who successfully completed courses throughout the year with IRD Duhallow. The event proved to be a huge success with over 250 individuals receiving certificates in Book-keeping, Office Administration, Deciding Your Future, I Happen Programme, Occupational First Aid, Sign Language, Computerised Accounts, Carers Course, Special Needs Course, Back to Education Initiative, Managing Challenging Behaviours and E-Feirm.



Katie Murphy in Marie's Restaurant Newmarket who was placed through IRD Duhallow's Job Centre.

Women's Forum



Duhallow Women's Forum
- Journey through the Decade.

Duhallow Women's Forum celebrates 10 years in existence

The Duhallow Women's Forum celebrated its tenth anniversary in 2007 having been formally established in 1997 in response to identified needs of women. At that time there was a concern that women remained hidden and dis-empowered within rural areas. This was due to various interacting factors including inadequate childcare facilities, shortage of public or private transport services, few training opportunities, isolation within the home and absence of adequate support groups and facilities.

The forum is represented on the Board of IRD Duhallow and a number of key working groups; furthermore the forum is affiliated to the National Women's Council of Ireland.

Duhallow Women's Forum - Journey through the Decade

To celebrate and promote the achievement of the Duhallow Women's Forum Ten Year Anniversary, a booklet was published which identifies, acknowledges and celebrates the role and impact of the Women's Forum in Duhallow over the past ten years.

Mná Dhuthalla

In 2003 the Women's Forum developed a core project; the publication of the Mná Dhuthalla Calendar for 2004, with each month celebrating the life of a notable Duhallow woman.

This innovative project has captured the strong sense of local identity that characterises Duhallow, each year one of these women's lives has inspired a conference or event marking their lives and achievements and its relevance to women and society today.

The Forum has implemented its strategy through the erection and promotion of monuments to these chosen role models which will inspire future generations of women. With support from LEADER and CLÁR, monuments have been raised in the last year - Rathmore Community Council erected a monument to the goddess DANÚ; Newmarket Tidy Towns supported the development of a monument honouring the writer Alice Taylor which was erected in Newmarket and Castlemagner Community has erected a monument to honour the Venerable Edel Quinn.



The Duhallow Women's Forum acting as a medium for collaboration and networking for a wide range of women's issues.



L-R, Mary McHugh, IRD Duhallow, Ms. Jenny Butler PhD Student with UCC, Department of Folklore and Ethnology, Ms Noreen Mackey a former nun, barrister and author, Ms. Jeanette O'Connell Vice Chairperson of the Duhallow Women's Forum, Fr. Sean O'Duinn a Monk of Glenstal Abbey and Helen O'Sullivan, IRD Duhallow at the Duhallow Women's Forum Conference.

Forum AGM

Journey Through the Decade was launched at the Women's Forum AGM. Deirdre Clune, T.D., of Cork South Central was our keynote speaker. While the number of women in paid employment has more than doubled since the early 1990s and women have contributed significantly to the economic growth which has in turn enhanced the wellbeing of the majority of our citizens, the number of women who are actively engaged as decision-makers, political players and as other persons of influence within society has not kept pace.



Deirdre Clune, T.D. of Cork South Central launches the Duhallow Women's Forum 10 year anniversary booklet.

Despite great hopes for positive change in women's political representation, Election 2007 represented a decrease in the already extremely low numbers of women in Dáil Éireann, Deputy Clune however has come back from an absence in the Dáil to win a seat, and the AGM allowed her to reflect on her own political journey.

Conference on DANÚ & Spirituality -

A Spirit of Belonging
2007 was the year of Danú (of the Tuatha Dé Dannan) a Pre-Celtic fertility goddess whose memory is kept for ever alive through the twin peak mountains "The Paps" or Dhá Chiach Danú. Rathmore Community in co-operation with the Women's Forum had a sculpture of Danú commissioned by sculptor Don Cronin and hosted a Seminar on her theme "Women and Spirituality."



Women & Spirituality: Mrs Sheila Fitzgerald paying rounds at the oldest site of continuous spiritual worship in the world - An Cathair in Shrone.

Keynote speakers provided an understanding of DANÚ and how this divine figure is important in the spiritual lives of modern women. These included Jenny Butler PhD student with UCC, Professor Sean O'Duinn a monk of Glenstal Abbey and a Lecturer on Irish Heritage in the University of Limerick, and Noreen Mackey barrister & author.

Women's Forum



Members of the Castlemagner Organising Committee for the Edel Quinn Project pictured with Don Crowley, Chairperson, IRD Duhallow and Judy O'Leary Vice Chairperson, IRD Duhallow at the unveiling of a lifesize bronze statue of the Venerable Edel Quinn during a week of prayer in her honour in Castlemagner.

- Ms Jenny Butler revealed that the prominence of the name Danú in Irish mythology suggests she is seen as a mother goddess, being the "mother" of the Tuatha Dé Danann, making her a sovereignty goddess and protective force. Ms. Butler emphasised the importance of maintaining spiritual links with the ancestral peoples of this country; this message has particular relevance to the people of Rathmore due to the unique landscape of the "Paps of Anú". This deep spiritual connection with landscape and nature often gives rise to creative expression which may be important in the spiritual lives of modern women.
- Fr. O' Duinn provided a very interesting and comprehensive presentation which highlighted the area of Duhallow and the four points within Duhallow which represent a sacred calendar of the Winter, Spring, Summer and Autumn equinox. He suggested in his address that in Duhallow there seems to be a sacred calendar laid down on the landscape expressing the yearly cycle of the life of the Goddess of Fertility. These locations were places of pilgrimage to which people came four times per year to celebrate the different phases of the year's cycle. The centre point being what we know today as Boherbue. The Winter Station recognised today as Kiskeam, Autumn being Cullen and the Summer Station in Dromtarriffe. It was also proposed that our present day pilgrimages to the sacred sites of this area to honour three local saints - Lasair, Inion Bhaoi and Laitiaran is a Christian version of the ancient cult of the Triple Goddess.
- The kernel of Ms. Mackey's presentation was where she recounted her own personal journey in relation to Spirituality and Women in the 21st Century. She recounted a journey of discovery where she has encountered many setbacks along the way, suffered deep personal pain but also received extraordinary glimpses that assure her that the journey she has been taking is worthwhile. She made the discovery that "God wasn't to be found in the places she thought he was, in the enclosed orders, but that he had been beside her all the time..." Her presentation was a story that gave hope and encouragement to all who attended and especially to those who have ever stood among the ruins of their shattered hopes.



Mary McHugh, organiser of the Duhallow Women's Forum 10 year anniversary conference and unveiling of the Danú monument and Judy O'Leary, Chairperson of the Duhallow Women's Forum, pictured at the unveiling in Rathmore. (Photo courtesy of the Kerry's Eye)

Parenting Alone in Duhallow

The Parenting Alone Support Group, established in Duhallow as a result of the Equality for Women Programme is a support structure for people parenting alone. The purpose of this group is to articulate needs, viewpoints and take part in collective action to influence processes for lone parents in the Duhallow region. The unique ethos of IRD Duhallow's support for PAL is one of self-help and empowerment.

Central to delivering a better standard of living for lone parents and their children are policies directed at the breaking down of existing obstacles to employment and increasing access to career enhancing education and training opportunities. In response to this IRD Duhallow through the Equality for Women Measure put forward training courses specifically for women and in particular Lone Parents called the "I Happen Programme", where participants received FETAC Accreditation.



Members of the Duhallow Domestic Violence Support Group raising awareness as part of the 16 days of International Action opposing Violence Against Women selling white ribbons which raised €1,753 locally.

In addition to this training course PAL organised two workshops aimed at parents of young children and teenagers, which focused on issues that children/teenagers face in one parent families and the challenges that the single parent has to cope with when they are parenting alone. After undertaking these workshops parents were supported to develop successful parenting strategies which included concepts such as the Good Enough Parent, strategies to handle difficult behaviours and skills on how to create positive relationships.

Duhallow Domestic Abuse Project

In 2006, a total of 29 incidents of domestic abuse were reported in the Duhallow Region, while in 2007 this figure had risen to 42 incidents. This highlights the considerable increase of reported incidents in 12 months by victims of domestic abuse. The question must also be asked to how many more victims are not reporting such incidents and are isolated and vulnerable in our communities with limited support available to them locally. It was for this reason IRD Duhallow established a Domestic Violence Help-line and Support Group in 2006.



Domestic Violence Posters which were designed and distributed during the year to raise awareness and offer support for victims of Domestic Abuse.

Awareness Raising Campaign

The volunteers on the Duhallow Domestic Violence Support Group include representatives from the Garda Síochána, the Medical Profession, The Childcare Sector and the general public who strive to raise awareness on domestic abuse in Duhallow. They aim to establish a support service for victims of Domestic Abuse by the end of 2008 for the region that will supplement state services. An information leaflet was designed and distributed by the group to all households in Duhallow in 2007 on the support services currently available to victims of domestic abuse. This information leaflet also included a safety plan and profile of an abuser which was found to be very effective and informative for concerned families and friends of victims.

Equality for Women Measure

“The Equality for Women Measure” is a positive action programme for women, which is aimed at improving the economic, social and cultural lives of women who are experiencing social exclusion.”



Brid O'Brien tutor from Careertracks giving guidance to Oyinloye Keji Ashiru.

The “Equality for Women Measure” (EWM) in Duhallow was piloted during 2007 under the Department of Justice, Equality and Law Reform and was administered by Pobal. IRD Duhallow through the Duhallow Women’s Forum was successful in its application for this programme as much of Duhallow is designated under CLAR.

The position of women in Irish society has been transformed in the last thirty years. Although the numbers of women in the workplace has increased dramatically in recent years, women still often disproportionately occupy low-paid part-time jobs. It is noted that a higher percentage of women workers earn the minimum wage while women, particularly lone-parents and the elderly are at a greater risk of poverty than men. Women may also experience multiple forms of discrimination, due to their marital status, family status, age, disability, race, religion, sexual orientation, or membership of the Traveller community. It is clear that while formal legal barriers have been removed, there are broader structural barriers that still prevent women from participating fully in society.

The Equality for Women Measure is one mechanism through which greater equality for women can be progressed. IRD Duhallow’s Rural Action for Women project focused on developing and delivering training and education to support women’s entry or progression in the work force and into further training and education as well as enhancing women’s participation in decision making structures. The project delivered four training courses to sixty-two women, fifty four of whom gained an accreditation. The broad range of actions delivered, and the varying levels at which training programmes were pitched, ensured that the maximum numbers of women were enabled to participate in, and benefit from the available supports.



Participants working diligently in class for their Certificate in Computer Applications.

Deciding your Future was designed for women who had decided to return to work or training/education and sought to ensure they had support and professional intervention. The programme involved a structured mediation process for each participant with the specific focus of realising their aims and ambitions in relation to identified employment. Participants received FETAC Accreditation in Personal and Interpersonal Skills.

The I Happen Programme responded to the needs of women who needed a focused, yet flexible programme to enable them to increase their self-confidence, so that their capacity to participate in local development and the labour force would be enhanced. A FETAC Accreditation in Upholstery was attained by the women on this course.



“I Happen” Course Participants receiving advice on their portfolio work.

Women in Enterprise was designed for women interested in enterprise and had a follow-up structured mediation process. The development of a detailed, structured business plan was incorporated into the training and The Women’s Forum and Enterprise Working Group represent important vehicles in furthering equality and progression – individual and collective. A FETAC Accreditation in Marketing was attained by course participants.

Computer Applications provided participants with a specific suite of skills to enable them to avail of employment opportunities in industry and in local services, and the subsequent reports from the participants reveal that the course has succeeded in enabling many to secure employment. Participants received FETAC Accreditation in Computer Applications.



Participants receiving their FETAC Certificate in Computer Applications.

We were very fortunate to have the support of Careertracks as our service provider for the programme, under the leadership of Declan Carey whose considerable knowledge of the sector helped IRD Duhallow to implement the programme to the highest standard.

An External Evaluator was contracted by IRD Duhallow to conduct an evaluation of the Equality for Women Initiative; the evaluation indicated high levels of engagement with women, and specifically women who have experienced marginalisation and disadvantage.

One of the benefits that have clearly emerged from the training is that the women report that they have increased self-confidence. It is our anticipation that independent evaluations conducted by Pobal will also underpin the value of this programme to women



Women Into Enterprise Participants receiving their FETAC Marketing Certificate.

who experience isolation and marginalisation and will ensure that this pilot programme will be replicated and hopefully mainstreamed.

“The success of your project is evident from your achievement in recruiting and retaining a high number of participants from challenging target groups, and in particular that you met, indeed exceeded, your initial ambitious target in relation accreditation”

– Pobal report on EWM 2007

IRD Duhallow will continue with its follow up actions with the beneficiaries, both on a one-to-one basis, and collectively, through its sub-structures which the women were supported to join. On a broader level, there is a need to continue to pursue awareness-raising and information dissemination actions across all sections of society in Duhallow, so that both men and women are better informed about the value of gender equality, and so that women who continue to experience discrimination, poverty and social exclusion are targeted and empowered.

Duhallow Community Food Services



ORLAITH TOMKINS
DCFS Manager

Orlaith was appointed Manager of DCFS in January 2008. She graduated from NUI, Galway in 1994 with a Degree in Hotel and Catering Management. Over the past thirteen years she has gained experience both operationally and in a management capacity, in hotels and conference centres at home and abroad. She recently completed a Management of Food Hygiene course and is a registered as a trainer with the HSE.

The function of Duhallow Community Food Services is to provide a subsidised meal service to those who are not in a position to cook for themselves, primarily the elderly and those that are ill or recovering, living in rural areas. Mary O'Connell is the supervisor in the meals unit, which produces in the region of 1,500 meals per month.



Summer Students in the bakery unit at DCFS from left: Nora Murphy and Marie Murphy.

The team members are committed to providing wholesome, nutritious meals and an efficient service, while also researching and providing suitable meals for people with different dietary requirements. Meals are delivered directly to the individuals home, while catering is also provided to community centres on a weekly basis in Banteer, Kiskeam, Meelin and Rockchapel where the elderly can enjoy a meal in the company of their friends. The Community Centres offer added benefits to the elderly including access to health care and social contact.

Donal Lynch, Transport Co-ordinator is responsible for deliveries at DCFS. He ensures that drivers and vehicles are scheduled to provide efficient and timely distribution of meals to over 70 homes a day.

Due to the growth in the demand for meals, avenues were explored to subsidise the ever increasing associated costs. Alternative areas of food production and catering were identified that would subsidise the centres core function.

The bakery unit provides fresh products to local retail outlets throughout Duhallow as well as the Kanturk Farmers Market. Rose Drew the supervisor and her team continue to develop and grow the range of products available, which includes Scones, Brown Bread, Apple Tarts, Rhubarb Tarts, Queen Cakes, Cheesecakes, Muffins, Apple Turnovers and a wide selection of Maderia Cakes. The revenue generated goes some of the way in offsetting the costs in the meals unit.

The Food Centres' outside catering service has proven to be a great community service. It is used regularly for family occasions and private functions including Communion, Funerals, Confirmation, Christenings, and for participants on Training Programmes in IRD Duhallow's Training Centre at Boherbue.



Louise McBride Supervisor with responsibility for the catering at Boherbue Comprehensive School.

In 2008, the Centre secured a contract to deliver a School Meal Service for the Comprehensive School in Boherbue. In line with the government's policy on healthy eating in schools, the strategy at DCFS is to ensure that students have access to healthy food and drinks, produced locally using only fresh high quality ingredients. The Catering Supervisor, Louise McBride and her team are responsible for this area.



Preparing meals in the production unit, from left: Iwona Lionewska & Ruth O'Sullivan.

DCFS is managed by the Board of IRD Duhallow through its Social Economy Working Group which has considerable experience in social and enterprise development. It is with their commitment and that of the staff that the project is flourishing. We are very grateful to the Community Services Programme for providing funding for staffing; DCFS provides sheltered Job opportunities to people often excluded from the labour market.

The Rural Social Scheme has supported the service with catering staff and drivers to meet the growing demand. Training and development of the staff is of major importance at the centre, to ensure quality standards are maintained, throughout the operation and for the development of the team.



Paul O'Connor delivers a hot meal.

Key to this is the provision of a variety of courses and training programmes, including First Aid and Food Hygiene many of which are run by the Food Safety Authority of Ireland. The centre works closely with the National Learning Network providing placements for individuals on this programme.



Donal Lynch, DCFS Transport Co-ordinator.



Staff in the Meals unit in DCFS, from left: Den Lane, Mary Keating & Eileen Murphy.

We are grateful to Boherbue Co-op for their continued support and to the Southern Health Board for its subsidy towards the meal service. We are deeply indebted to the volunteers who assist with deliveries of meals and to the Public Health Nurses, Local Clergy, GPs and Community representatives for their ongoing referrals. The enthusiasm and work ethic of the staff are critical to the success of the project.

DCFS not only provides a valuable social service in the community, it also provides employment and a broad range of skills training to the staff which enhances their quality of life. In the coming year it is hoped to expand the service to more regions in Duhallow, through support from the HSE and subsidies from our baking service.



Nora Shine, an RSS Participant with DCFS sells home made cakes and breads at the Duhallow Farmer's Market, Kanturk.

Carers

Duhallow Carers Support Group

The Duhallow Carers Support Group is extremely active in the region and provides a vital support to carers and their families. Membership and attendance at their monthly meetings continues to increase as the reputation of the group spreads out to more carers. These meetings provide a social outlet for carers along with emotional support and information on entitlements for new carers. Following the launch of the Duhallow Carers Brochure last year the group has since produced a matching backdrop to increase awareness of the service.

From the 2006 Census there are 1231 Carers in the Duhallow Region over the age of 15 years. This figure represents 5.5% of the overall population aged 15+ years. Of these 1231 carers 40% are male and 60% female; challenging the national trend of most carers being female. The Duhallow Carers Support Group sees that it is imperative that they reach out to support male carers as many can feel extremely isolated.



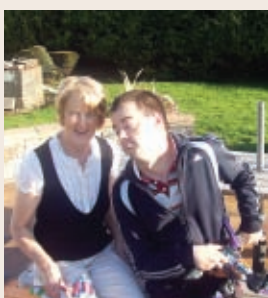
Breda Buckley with her son Niall enjoying their time together reading

From the Census it is also evident that 142 male carers and 273 female carers are involved in providing care for more than 29 hours per week. This is an extremely high figure. Geographically Western Duhallow represents the highest level of carers which is also the most rurally isolated of the region, again emphasising the important role that the Duhallow Carers Support Group plays.



Maura Walsh, IRD Duhallow, Patricia Jordan, Pobal, Fiona Hornman, NCII, and Dr Marie Carmody, President of NCII at the launch of the National Councillng Institute of Ireland.

Carers are not an homogenous group. They can be classified by age as we have both young and old carers, by gender as evident from the Census, by their geographical location of rural versus urban, and by those caring for some one with a disability in comparison to those caring for an older person. It is therefore necessary that all carers are supported especially those who could be at risk of exclusion and are in most need of support.



John O'Sullivan & his mother Kay enjoying the sunshine.

With this in mind it is with delight that the Duhallow Carers Support Group welcomes the Governments impending announcement of the National Carers Strategy as part of the National Social Partnership Agreement Towards 2016. This development is vital to supporting informal and family carers. The Duhallow Carers through IRD Duhallow & Deputy Michael Moynihan made a submission to the Inter Departmental Working Group set up to develop this Strategy.

The Duhallow Carers support group is represented on the Cork City & County Carers Forum and Steering Group by Helen O'Sullivan, IRD Duhallow Community Development Officer and staff resource to the group. The Forum aims to build the capacity of carers groups and raise awareness of the issues facing family carers and the need for new carers services to be developed. This forum allows for the Duhallow Carers to highlight the issue of the challenges carers in rural areas experience in comparison to those in an urban setting. Many carers are at risk of experiencing rural isolation and that topped with a shortage of home care support services places the family carer in an extremely vulnerable situation.

As part of National Carers Week 2008 the Duhallow Carers linked up with Cork City & County Carers Forum where a week of events was organised countywide. The week was officially opened by Mayor of Cork Conor Houlihan and a seminar was held along with information stands on supports available to carers. The Duhallow Carers supported these events along with holding their own workshop on "Does Rurality Play a Determining Factor on the Role of a Carer". This event was extremely well attended and the Duhallow Carers will put in place recommendations in response to the issues raised by carers on the day.



Surfing the Web - Eileen Murphy with daughter Linda.



Martina Golden caring for her mother-in-law Peg.

In an effort to support local carers IRD Duhallow facilitated a Carers Support Day for members of the Duhallow Carers Support Group. This day focused on prioritising the life of a carer rather than those that they care for. It is essential that the health of carers is promoted. Most often carers do not put themselves first with the result that many carers health and well being deteriorates. With carers saving the state an estimated €2 billion annually this is something that the Group identified as an issue needing to be addressed. This day provided the carers with the opportunity to distress and step back from being a carer for just one day while still in the support network of carers with similar backgrounds.

Education and training is an important element in the life of a carer. Many carers find themselves in a situation of providing full time care to a family member having no experience or training available to them. In any other line of work a person would receive at minimum induction and basic training in their new job but where caring is involved it is assumed that a family can bear these responsibilities themselves. In a response to this and in conjunction with The Carers Association of Ireland a Carers Support Programme was facilitated and 15 participants proudly received their Certificates at IRD Duhallow's Award Night last December.



Graduation night in Newmarket for the Carers Support Programme.

Childcare



Deputy Michael Moynihan pictured at the *Tír na nÓg* crèche in Ballydesmond with Eileen Linehan IRD Duhallow and Margaret Kerins Manager of the crèche.

Background

IRD Duhallow's Women and Childcare Working Group recognised that the lack of affordable childcare militated against the participation by women in local development and the Duhallow workforce for decades. With this in mind, the working group set out in IRD Duhallow's Strategic Plan 2003 the support of local communities in planning and preparing applications for funding to set up six affordable community childcare facilities in Duhallow. Five years on, Duhallow now has five fully functional childcare facilities in the villages of Banteer, Boherbue, Ballydesmond, Ballyhass and Rathmore as well as an Out of School Wrap around Service in Newmarket. Banteer opened its facility in September last year and Rathmore in October. Donoughmore and Bweeng are next to complete their crèches. Meelin has completed and operates a very successful Pre-school playgroup. These facilities were made possible through the vision and dedicated hard work of volunteers in the community with investment from the Dept of Justice, Equality and Law Reform which provided capital start up as well as staffing funding for these facilities.

National Childcare Investment Programme

In July 2007, the Minister for Children, Mr. Brendan Smith T.D. announced the launch of the National Childcare Investment Programme Subvention Scheme 2008-2010 (NCIP). The scheme supports community based non profit childcare services with a focus on disadvantage to

continue to provide quality childcare services at reduced rates to disadvantaged parents. At first this development was welcomed across the country, but as details of the programme were revealed last year, many facilities began to fear for the future of their childcare service.

In November 2007, IRD Duhallow established the Duhallow Network of Community Childcare Services, Chaired by Judy O'Leary, to discuss the impact of these changes and it was proposed to prepare a submission for the Office of the Minister of Children seeking changes in the proposed scheme.



Clodagh Kearney and Rachel O'Connor baking in the IRD Duhallow Afterschools.



Catherine Barrett and Tessa Keane enjoying the arts and crafts activities at the IRD Duhallow Afterschools.

Deputy Michael Moynihan provided much guidance in the preparation of this submission. In December, the Minister announced the revised scheme which was based on information provided by community services around the country. Increased subventions are now available for three different bands of parents, favoring the most disadvantaged. The Department has also made provision for facilities to receive a minimum grant of €20,000 and by 2010 the facilities will still be receiving no less than the 75% funding they enjoyed under the old scheme. These changes, although welcome by the IRD Duhallow Childcare Network has a grave concern that the Office of the Minister for Children has left an anomaly, in that families are inadvertently discriminated against because there is no subvention category to take account of several siblings attending a crèche at the same time. IRD Duhallow will continue to seek an amendment to the current guidelines to seek a cap on the amount that any family should be asked to pay for childcare. We feel that it should not exceed €250 per week.



Children enjoying the open day at Banteer Childcare Centre.

County Childcare Committees

As Duhallow covers parts of North Cork and East Kerry, we work closely with both Cork and Kerry County Childcare Committees. Eileen Linehan is a Board member of Cork County Childcare Committee representing Local Action Groups and sits on the Information and Support Sub Committee. She is also a member of the Project Evaluation Sub Committee which evaluates applications for capital funding under NCIP. Kerry County Childcare continues to subcontract the community project development brief to Local Action Groups. Moira O'Leary our Youth and Childcare Officer attends Kerry Development Officer meetings.



Danú, a modern purpose built childcare centre in Rathmore, where last year Minister John O'Donoghue turned the sod (right).



IRD Duhallow Afterschools

The IRD Duhallow Afterschools Service is funded under the NCIP Programme. The service operates Monday – Friday during school term and full day care is provided during out of school and holidays. In January 2008, the facility introduced a tiered fee system in anticipation of the new programme that was to begin in July. The service operates three bands to accommodate children of low income families and to ensure the facility is accessible by all parents thus promoting social inclusion. We have applied to Cork County Childcare Committee for capital funding under NCIP to renovate the kitchens and windows in the building which are in urgent need of replacement.

FÁS Community Employment Scheme



PADDY O'CONNOR
Supervisor

Paddy has been the FÁS CE Supervisor for IRD Duhallow for seven years and has a wealth of experience in dealing with participants. His previous experience in managing people in the private sector in both Ireland and the UK has been of huge benefit to the Duhallow scheme. As part of the Community

Development Team, Paddy has responsibility for supervising the eighteen participants on the scheme as well as for liaising with the communities where the work is carried out. His role as community workplace supervisor allows him to identify the needs of participants in the first instance in terms of training and further development and match the needs of the community.



John Gayfer, FÁS CE Participant weeding flower beds at Banteer Crèche.



Deirdre Horgan Dunlea at work in the Educare Centre in Boherbue.

IRD Duhallow's CE Scheme

Our current scheme employs eighteen participants who work across the communities of Boherbue, Ballydaly, Kilcorney, Banteer, Lyre, Dromtarriffe and Rathcoole. The aim of CE is to enhance the employability and mobility of disadvantaged and unemployed persons by providing opportunities for them to engage in useful temporary work within their communities while they prepare to return to mainstream employment. The scheme supports participants to regain confidence in themselves and their ability to work. A secondary function of CE is to provide much needed resources for local villages and their facilities.

IRD Duhallow identified a need to expand the type of work available to prospective participants in order to maximise the employment opportunities for participants when they complete the scheme. As a result, we sought and gained approval from FÁS to extend the type of work being carried out to include caretaking, cleaning and administration support in the newly opened community childcare facilities in Banteer and Boherbue.



Jeremiah O'Leary adjusts the trimmers before using at Ballydaly Church.

This development facilitated the childcare facilities to gain extra staffing support in the face of limited funding while more importantly providing the opportunity for participants to access training and valuable work experience in a community enterprise that will have employment opportunities into the future. IRD Duhallow placed 4 of the 18 participants in these facilities and each participant is offered Fetac Level 5 Childcare Training.

Importance of CE to Local Rural Communities

The number of community groups and facilities in the area requesting assistance from the IRD Duhallow Community Employment Scheme has increased again this year. CE participants provide vital support for a number of different community facilities across seven communities. Scheme participants are employed as caretakers in local Community Centres, GAA pitches and Park Attendants for local Town Parks and Green Areas. General maintenance and upkeep provided by the park attendants in the local parks has also improved the physical appearance of the area while providing an amenity for the locals and an attraction for visitors. Moreover the support of CE provides the impetus for volunteers in the community to continue their valuable work.



Margaret Gayfer, FÁS CE Participant at Banteer Crèche.

Participant Development through Training

FÁS places a huge emphasis on training and so each year all participants avail of a variety of flexible training opportunities. The development of the *Individual Learner Plan (ILP)* is a new intervention from FÁS. The ILP is designed to track and record an individual's progress from programme entry to exit. Supported by an on-line IT recording and reporting system, the Plan begins with the identification of learning needs at induction. It supports the participant's development through personal and project-related skills through to the acquisition of specific progression related competencies. This intervention is essential for participants whose experience of learning may be limited and who need both the confidence and competencies to progress into open employment and/or further training and education.



Michael O'Driscoll using the Scissor Platform under the supervision of Barry O'Donovan, HSS.



Timothy Desmond strimming in the church grounds in Lyre.

Tourism & Culture

Tourism has a considerable role to play in the development of Duhallow. It has combined well with agriculture, supporting population levels by providing supplementary income for farmers.



Intergeneration and Culture at its best in Duhallow.

IRD Duhallow has supported the development of a number of culture and heritage facilities to showcase the unique culture of the Sliabh Luachra region which spans Western Duhallow.

LEADER funding enabled IRD Duhallow to achieve its strategy of "Making the best use of our natural and cultural resources." Overall €346,689 was invested on Rural Agri Tourism projects and €146,490 on Agri Tourism projects including developing long distance and looped walks, developing angling facilities, supporting cultural centers, advocating heritage management, enhancement of existing heritage, encouraging preservation and restoration, developing high quality self catering accommodation, raising environmental awareness and promoting sustainable land use.

Demand for LEADER supported high quality self-catering accommodation is strong with almost full occupancy reported from May to September. Visitors are attracted by the environmental and cultural resources, which we have to offer in Duhallow.



Deputy Michael Moynihan and Jack Roche, IRD Duhallow with Father John J Ó Riordáin reviewing his recent publication.



Sr. Suzanne and Sr. Rosemary from the USA with the Archdeacons at their LEADER funded Self Catering accommodation in Newmarket.

Walking in Duhallow

IRD Duhallow has worked with Coillte, COSPOIR, Fáilte Ireland, Cork County Council and local landowners to develop the tourism potential of walking in Duhallow. Participants of the Rural Social Scheme are doing trojan work in upgrading and maintaining the walks in Duhallow.



Wildlife Information panels placed throughout all Duhallow Walkways.



Catherine Crowley and Jack Roche, IRD Duhallow review the new listing classification systems for Self Catering accommodation with Dr. Tony Lenehan and Josephine O'Driscoll of Fáilte Ireland.

The Duhallow Way takes over from the Blackwater Way in the village of Bweeng and ends past the beautiful sight of the Paps of Danú in Rathmore. The stretch which is almost 30km, offers a contrast of wild bog and mountain, forest roadways, glens, lakes, rivers and vast areas of spectacular isolation. IRD Duhallow supported the development of a number of looped walks including Mount Hillary, Mullaghareirk, and the Source of The Blackwater, and these walks were recently upgraded to the National Trail Standard with €65,000 funding secured from Cork County Council for map boards, wildlife panels, brochures, and replacing place markers and directional arrows. Labour was supplied by the farmers on IRD Duhallow's Rural Social Scheme.

We continue to work closely with community groups to develop a number of river walks including the Kiskeam River Walk, the Carragraigue River Walk in Kilcorney and the Glen River Walk in Banteer. IRD Duhallow is in the process of developing the O'Sullivan Beara walk through the Duhallow region. This walk follows the historic march of O'Sullivan Beara from West Cork to Breifne in County Leitrim and takes the routes of the five rivers that drain Duhallow.

Millstreet Country Park

The development of Eco-tourism in Duhallow centers on Millstreet Country Park, Duhallow's first LEADER flagship project. The 200 hectare park is a showcase of how the delicate balance between nature and economic development can be achieved. The park which is privately owned provides employment for up to twenty people at the height of the tourist season. It is a mix of open bogland, upland and lowland arboretum, mixed woodlands, wildflower meadows, groves, gardens, tumbling rivers and lakes.



Driven by friendly guides, transport is at hand to explore the entire park on wheels.



Within the park, 600 red deer are silhouetted against ancient stone monuments. The extensive park is home to several rare species of flora and fauna and has an excellent visitor centre and restaurant.

Networking

Fáilte Ireland's Mergo Network is a county based tourism learning network. It has assisted tourism and craft providers in Duhallow to develop their businesses effectively and avail of mentoring, networking, share best practice and participate in expert workshops. Going forward for the next six years, we will build on Duhallow's position as a natural, cultural and heritage tourism destination. Through supporting a range of accommodation facilities, developing summer schools that focus on our culture, angling, walks and trails and improve environmental awareness. Targeted Marketing plays a major role in our strategy.



Michael O'Donoghue, Rathmore with funding from LEADER developed an off farm enterprise by renovating an old farmhouse for Self Catering accommodation.

Summary of Accounts

IRD Duhallow Ltd. Limited by Guarantee

Summary of Accounts 2007

The financial information contained in this Summary of Accounts 2007 for the company's financial year ended 31st December 2007 is not the company's statutory accounts for that financial year. Statutory accounts for the financial year ended 31st December 2007 has been delivered to the Registrar of Companies. The auditors Westboro Partners have reported on the statutory accounts for that financial year and their report was unqualified.

Income & Expenditure Account, year ended 31st December, 2007

	€
Operating Income - Continuing Operations	2,399,734
Operating Expenditure	<u>2,398,666</u>
Operating Profit - Continuing Operations	1,068
Interest Received	<u>3,860</u>
Surplus of Income over Expenditure	<u><u>4,928</u></u>

Balance Sheet, as at the 31st December 2007

Fixed Assets

Tangible Assets - Fixture & Fittings	142,567
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Current Assets

Debtors	180,311
Cash at hand & in Bank	<u>107,603</u>
	287,914

Current Liabilities

Creditors: Amounts falling due within one year	<u>(20,311)</u>
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Net Current Assets	<u>267,603</u>
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Total Assets Less Current Liabilities	410,170
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Deferred Income	<u>-57,711</u>
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Net Assets	<u><u>352,459</u></u>
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Capital & Reserve

Income & Expenditure Account

Balance brought forward	347,531
Surplus of Income for the financial year	<u>4,928</u>

Balance carried forward	<u><u>352,459</u></u>
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Note 1 : Directors Remuneration

None of the directors who held office during the year received any remuneration.

Summary of Accounts

Reconciliation of EU & Government Grants

	LEADER	MRDP	SOCIAL INCLUSION	CSP/RTP	FÁS CE	CHILDCARE	RSS	DORMANT A/Cs	COHESION	SEI	TEP	TOTAL
	€	€	€	€	€	€	€	€	€	€	€	€
Balance at 01.01.07	134,349	20,770	5	0	(9,170)	(1,641)	49,197	5,143	(12,000)	(12,595)	1,025	175,082
Received in Year	30,602	516,895	592,835	313,103	239,261	2,440	111,214	9,456	12,000	108,630	63,633	2,000,070
RTI Fares	-	-	-	74,913	0	-	-	-	-	-	-	74,913
Deposit Interest Earned	2,459	479.75	691.52	-	-	-	-	-	-	-	-	3,630
Bank Charges	(69)	(309)	(15)	(187.70)	-503	-	(13.27)	-1	-	0	0	(1,098)
Disbursed in Year	(141,848)	(351,485)	(593,510)	(344,337)	(261,563)	(2,000)	(120,559)	(5,142)	-	(100,737)	(80,377)	(2,001,558)
Disbursed Interim in Year	-	(152,451)	-	-	-	-	-	-	-	-	-	(152,451)
Balance as at 31.12.07	25,493	33,901	6	43,491	(31,975)	(1,201)	39,839	9,456	0	(4,702)	15,718	98,589

Debtors:

Trade Debtors	€
Other Debtors	217,885
	107,603
	<u>325,488</u>

Creditors: Amount falling due within one year

Bank Overdraft	-
Accruals	20,284
Advance Income	-
	<u>20,284</u>

Share Capital:

The company does not have a share capital and is limited by guarantee.
The liability of members is limited to €1.27 each.

Programme Funds 2001-2007

LEADER+	€	3,074,252
MRDP	€	849,360
Total LEADER Funds 2001-2007		3,923,612
LDSIP 2001-2007		3,379,888
EQUAL 2002-2004		181,113
RTI 2003-2007		810,578
Free Travel Scheme Funds 2003-2007		139,262
DART 2003-2007		621,884
Transition to Employment		120,306
Rural Social Scheme 2004-2007		265,133
DCFS 2001-2007		1,169,644
EOCP / Afterschools Dormant A/c & Staffing 2005-2007		134,500
FÁS CE 2001-2007		1,376,187
CSP Warmer Homes / SEI 2006-2007		122,583
Overall Total Funds		<u>12,244,690</u>

IRD Duhallow Company Information

Chairman: Don Crowley
Finance Director: Noel Dillon
Manager & Secretary: Maura Walsh
Bankers: BOI Kanturk

Auditors: Westboro Partners
 Westboro House, Montenotte, Cork
Solicitors: Ronan Daly Jermyn, 12 South Mall, Cork
Registered Office: James O'Keefe Institute, Newmarket, Co.Cork

Company Registration No: 17639
Date of Incorporation: 01-07-1991
Charitable Status: CHY 11039
Designated Charity: 016

IRD Duhallow LEADER 2007-2013 Strategic Overview

