

IRD Duhallow



Duhallow

THE SPIRIT OF RURAL IRELAND

PROGRESS REPORT | 2017 - 2018

COMMUNITIES
IN DUHALLOW

Duhallow
The Land & People

The expanded IRD Duhallow region includes North West Cork and South East Kerry and Mid Cork. It is a largely rural area. Over 85% of the population live in the open countryside or in settlements of less than 200 people.

The expanded Duhallow region has five market towns: Macroom (3738), Kanturk (Pop 2263), Millstreet (Pop 1574), Newmarket (Pop 988) and Rathmore (Pop 778).



IRD Duhallow

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contents

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	PAGE
Chairperson’s Address	2
Manager’s Report	3
IRD Duhallow Board Members	4, 5, 6
IRD Duhallow CLG Company Structure	7
Staff	8,9
Enterprise	10
Duhallow Skillnet	11
Raptor Life.....	12, 13
After LIFE	14
Environment.....	15
Agriculture.....	16
Local Training Initiative	17
Tourism.....	18
Culture & Heritage	19
Community Development.....	20,21
LEADER & Projects.....	22,23
SICAP & Projects.....	24
The Saoi Network	25
Equality and Social Inclusion (Carers, Disability, Domestic Violence, Pal and Migrants)	26, 27
Employment and Training.....	28, 29
Youth and Education.....	30, 31
Towards Occupation Programme and Mental Health	32, 33
Equality for Women & Childcare	34, 35
Warmer Homes Initiative.....	36
Duhallow Furniture Revamp	37
Duhallow Community Laundry.....	38
Community Employment Scheme.....	39
Rural Social Scheme	40, 41
Tús.....	42, 43
Duhallow Community Food Services.....	44



IRD Duhallow CEO
Maura Walsh,
Jim Daly TD Minister of State
for Mental Health
and Older People and
IRD Duhallow Chairperson
Anne Maria Bourke

Chairperson's Address

In my final Progress Report Statement as Chairman of IRD Duhallow I am pleased to report another year of solid performance at all levels of the company and that we have made good progress on all our strategic objectives in the past year. Increasingly embedded, sustainability thinking and continuous improvement and expansion into new areas, have been the hallmark of our past year.

Our Company Structure supports delivery across the broadening landscape of community and rural development based on knowledge and an unrivalled breadth and depth of experience of our Board, Sub Groups, Management and Staff.

At our annual strategic planning day the Board members and Staff made a commitment to strive to minimise the company's dependence on any one programme. The dominance of the LEADER programme in the past was seen, in its new iteration, to be a risk to the continued growth of the company and its ability to serve the changing needs of its communities. To that end, the CEO and staff have pursued the ambitious targets set out by the Board and Sub Committees and have delivered. IRD Duhallow is on a journey of continuous improvement which now underpins the company's strategic objectives to support the economic, social, cultural and environmental development of the region. This strategy is of course true to the ideals, beliefs and aims of the founding members of IRD Duhallow who established the company back in 1989. IRD Duhallow must remain customer focused and not become a slave to the whims of the programmes it implements.

IRD Duhallow has demonstrated its resilience and ability to consistently respond to communities, businesses, individuals and government policy needs, despite the increasingly fragmented, short term funding channels. However, this fragmentation has provided us with significant opportunities to address the regions specific needs into the future.

The Board of IRD Duhallow is committed to upholding the highest standards of corporate governance to manage risk and support sustainability and growth. IRD Duhallow has put in place measures to comply with GDPR and are signed up to the Governance Code for charities, NSAI Standard for Cavity Wall Insulation and we have been awarded the NSAI Excellence Through People Standard. We comply with the Lobbying Act and are working towards the Q-Mark for Furniture Revamp. The Board formally reviews the company's principle risks and opportunities annually at its strategic planning day.

Our Board members and Senior Staff and Evaluation Committee sign up to the Standards in Public Office. All our projects are decided in a fair transparent manner in accordance with the governing rules of the specific programmes.

Under the new climate of strengthening Local Government, we operate as Implementing Partners to the Local Authority led Local Action Groups and Local Community Development Committees. In fact, IRD Duhallow almost uniquely is partner to three such structures. I wish to thank the two Chairs, Cllr Gerard Murphy and Cllr Michael Hegarty along with Chief officer Kay Keegan, Andrew Lewis and their staff in North and South Cork and Chairman of Kerry Local Action Group Cllr. Niall Kelleher along with Chief Officer, Mike Scannell, LAG Manager Niamh O'Sullivan; Helena Switzer and Anne Marie Fitzgerald. In addition to the oversight by LCDC of our SICAP programme, Pobal also carries out periodic audits and reviews and I wish to thank Denis Leamy CEO and his staff in Pobal; the Department of Agriculture's inspector, Ken Lane and JP Mulherin, Pat Henry and Denis Mc Gowan; the Department of Employment Affairs



and Social Protection; Nora Durcan, Principle Officer Tús and RSS; Marie O'Flynn and Maurice Lawlor Regional Managers and their staff; The Department of Education and Skills and Paul Healy CEO and Trish Breen of Skillnet Ireland; The Department of Environment – LIFE section Pat Martin; The European Commission, DG Agri Josefine Loritz Hoffman; DG Environment Laszlo Becsy and Anna McClintock along with NEEMO monitor Neil Wilkie; Department of Energy and National Resources along with SEAI who oversee our Warmer Homes programme. Suzanne Campion and Andrew Gillispie of Inland Fisheries Ireland; Jarvis Good and David Tierney of NPWS as well as Fran Igoe of LAWCO.

I would like to pay tribute to our CEO Maura Walsh for her enormous personal contribution to the development and growth of the company since she joined us in 1991. Her vision has inspired and informed and supported me and the succession of chairmen who have gone before me.

I would like to thank our outgoing Directors who have retired during the past year for their individual contributions and service to the company and their communities, Noreen Duggan, South Eastern Duhallow; Aongus MacSuibhine, Muskerry; Eimear Guiney, Macra na Feirme; John Linehan, North Eastern Duhallow. I welcome the new Board Members Anne Fitzgerald, Macra na Feirme; Tommy Mullane, Kanturk Traders; Billy Murphy, South Eastern Duhallow and John Breen, Director of Services Environment, Kerry County Council as representatives of the wider community. They have exclusive experience in rural and community development.

We offer sincerest sympathy to the family of Donal Guiney RIP, one of the original Board members of the company and to the family of Marie Collins RIP who served on our mentor panel while her husband Danny served on the Board.

It was my pleasure to welcome Mr. Jim Daly Minister for State at the Department of Health who addressed our SAOI Network of elderly groups during the year.

As IRD Duhallow's Chairman for the past three years I have been tasked with ensuring that the Board, Management and Staff remain committed to the values, which have characterised the company since its foundation in 1989. We are proud to articulate those values in terms of being courageous, caring, driven and trusted by the people of Duhallow and our stakeholders at Local and National Government level as well as at European Commission level.

To conclude on a note of sincere thanks to my Vice Chairman, Brian Kelly, for his dedicated work and support, all those who served, voluntarily, on the Board during my three-year tenure, the former Chairs for their wise counsel and encouragement, the Chairs and members of our Working Groups who give so generously of their time and expertise, our CEO, Assistant CEO, Management Team and Staff.

I am happy to pass on the Chairs baton, confident of the company's ability to continue to grow and develop in the changing environment and meet the needs of the extended region, communities and businesses.

Anne Maria Bourke

CHAIRPERSON

Manager's Report

The year under review has seen an unprecedented level of demand for services and supports from across the region, in all sectors and there are a number of significant achievements to report.

We got the first LEADER projects approved by the North/South Cork and Kerry LCDC/LAG's during the year. Over half a million euro has been committed to 22 projects through the trojan work of our staff, supporting Duhallow businesses and communities through the complex application processes. We have over 50 projects in the pipeline, which we expect to bring to the next LAG meetings in the coming months. So, despite the late start to the programme, we will have LEADER fully implemented by 2020.

Payments are starting to get drawn down as projects are completed. We expect many of our enterprise projects will create badly needed jobs locally and we look forward to recording those results in the coming year. All our staff were involved in getting LEADER off the ground. Some in animating and supporting project promoters, others through encouraging them and guiding them through the arduous application process while many along with our Board and Working Group members are getting involved in their local clubs and organisations to support bottom-up development.

Our Duhallow Skillnet programme has enjoyed another very successful year supporting over 1,500 local business members to grow through the ongoing training and development of their staff. Over 781 people received training through a wide variety of demand led courses delivered locally. The opportunity for owners, managers and staff to network with peers from other organisations is, of course, invaluable. We are fortunate to have the excellent facilities of The James O'Keeffe Institute at our disposal to facilitate Skillnet and all our other training programmes. The service provided by Duhallow Community Food Services, which also operates from The James O'Keeffe complex, is much appreciated and enables us to take on more ambitious day long programmes. We were delighted to be chosen to deliver two further Skillnet programmes this Autumn, which will go a long way to encouraging the viability of a number of community enterprises. We were heartened to hear Minister Richard Bruton outlining the Departments plans for strengthening the role of Skillnet throughout the Country.

We entered into a contract with Cork and Kerry Local Community Development Committees to deliver a three-year Social Inclusion Community Activation Programme. SEAI has contracted us for three years along with a similar contract from Pobal for wage support through the Community Services Programme for Warmer Homes, Revamp, and the Community Laundry. Cork ETB renewed our Local Training Initiative contract for Horticulture as did the Department of Employment Affairs and Social Protection for our mental health supports and also our Community Employment Scheme. The Rural Social Scheme has been expanded while disappointingly, our Tús Programme has contracted from eight to just three schemes, due in the main to the upturn in the economy and consequent drop in those on the live register. While our Afterschools Programme continues to reach its targets our LIFE Environment Programme, Raptor LIFE, has exceeded its targets. We have been able to access two new initiatives aimed at supporting people with disabilities to access training and employment and for assisting young unemployed people.

This company is community based, bottom-up, volunteer driven, supported by a young, highly educated graduate staff that can innovate and adapt easily to change. The guiding principles and values of IRD Duhallow as articulated by our Chairman in her report, are the hallmarks of our work. We work to serve the local communities of the expanded Duhallow region.

I want to thank the volunteers from communities, businesses and voluntary groups who serve on our Sub-Committees, Working Groups and Board.

The stewardship of our Chairman Anne Maria Bourke has been exemplary. She has expertly led the company through a very difficult, challenging time and did it with such a light touch, which of course is one the important hallmarks of a great leader. Anne Maria placed great trust in the ability her fellow Board Members and in all the staff and this was repaid with tremendous loyalty to the company with eagerness not to disappoint. She exudes great positive energy and is a natural motivator. She



is genuine and always generous in giving compliments to our volunteers and to all Staff and Board Members, thus deflecting all attention from herself. While we will miss her from the top table we are fortunate and blessed that she will remain on the Board and continue to strengthen and nurture it.

This Progress Report provides a detailed commentary on the outputs and achievements of each of the programmes and initiatives the company undertakes. The Management Team and Staff that I am privileged to lead can feel justly proud of what they have achieved in the past year. In terms of loyalty, dedication, flexibility, courage, expertise and willingness to try something new, they have truly excelled.

Eileen Linehan, our assistant CEO, has provided stellar leadership through the example of her dedication, hard work managing a range of programmes, her insight and clear decision making. While Triona Dennehy has met the

challenges of managing the fast-expanding then fast-contracting employment placement schemes. She has shown tenacity in successfully seeking out other programmes and initiatives to address the needs of the region. Helen O'Sullivan manages the Community Services team which includes the After-schools and has led out on new community services, working with agencies like Tús to find solutions for families under pressure as well as for the elderly. Katie Crowley came back to work after having her second son and has developed our environment projects and assists Rachel Budd, the co-ordinator of our hugely successful Local Training Initiative in Horticulture. Mary Creedon who is currently on maternity leave after the birth of her third child, has supported the development of a number of genealogy and heritage programmes as well as achieving the Programme for Employability Inclusion and Learning to assist women to return to training and education and upskill to return to work. Jacinta Carroll has grown into and mastered her many roles including providing assistance to job seekers in preparing CVs and interview skills as well as rolling out the PEIL Programme while Nollaig Murphy looks after the LEADER Project files.

Louise Bourke has excelled in the rollout of the Enterprise measure in LEADER while developing and growing our Skillnet Network of businesses and organising a wide range of training programmes to meet their needs and those of their staff, she is assisted by Helena Enright. Louise is currently on her honeymoon having married Michael a few weeks ago. We wish them well and best wishes to Triona also whom you may have noticed has changed her name to Dennehy having married Donal last September.

Eileen Linehan's Raptor LIFE Team comprising Allan Mee, Darren Reidy and Tomasz Siekaniec have done Trojan work in conservation and monitoring of the Hen Harrier and other Raptor species with the support of Nuala Riordan and the RSS and Tús participants. Derval Corbett and Jennifer Drumm along with Marie Fleming look after the reception, administration and provide support to our Board and Sub-Committee meetings. Colm Crowley and his team of installers and supervisors have surpassed all targets in delivering a range of home and community building insulation services with enquiries and information provided by Eileen Moynihan. Margaret O'Connor, Kasia Meller and Julie O'Flaherty look after the financial administration of our programmes and the overall company accounts. Our dwindling team of Tús and RSS Supervisors, comprising Sheila O'Keeffe, Care and Repair; Michael Corcoran, Construction; Con O'Sullivan, Walks; Tom Twomey, Pitch & Putt & Transport and Don Murphy, Stone Craft have provided communities with a high standard of service and support for local volunteers. We were sorry to bid farewell to Sheila Roche and also Joe Pierce who retired from the scheme this year. And last but not least, Aoife Linehan that manages our Afterschools, Jessica Baron and Colm O'Connor that lead our Furniture Revamp and Paddy O'Connor our CE Supervisor. To you all a big thank you for a job well done.

IRD Duhallow, through its strong roots in the community, its community engagement across all ages and interests, its company structure and high governance standards coupled with its dedicated team of experienced, motivated and well qualified staff, is well positioned to be able to implement European and Government policy at local level.

Maura Walsh

CEO IRD DUHALLOW

IRD Duhallow Board Members

Anne Maria Bourke

Anne Maria Bourke is the Board's Chairperson and sits on the Finance and HR Committees, and was elected to the Board to represent Trade Unions. Anne Maria is the Principal of Liscarroll N.S which offers special classes for children with autism. She is an active member of the union being the current secretary of the District 16 Branch of the I.N.T.O. Principal's forum and a member of Cork I.P.P.N. (Irish Primary Principal Network). In addition, she is an active member of the Allianz Sciath na Scoil North Cork Primary Schools' Games. She is a keen bridge player and is a member of both Brogeen and Kanturk Bridge Clubs.



Brian Kelly

Brian was elected to the Board to represent the Western Duhallow region in June 2014 and is the current Vice Chairman as well as Chair of the Finance Committee. He has over 30 years experience in industry and worked as an electrical contractor and is a founding member and former director of ECSSA, a body set to regulate the electrical industry. Along with his wife Anna he runs two Subway restaurants, and served on the advertising Board for Subway. Brian is Chair of the Enterprise Working Group overseeing the Duhallow Skillnet. He is also an active member of Rathmore Community Council.



Cormac Collins

Cormac is a former Chairman of IRD Duhallow holding the role from 2012 to 2015. He's from Gneeveguilla and works as a Senior Manager in ESB Networks based in Tralee. He was appointed to the Board to represent the State sector having previously served as Community Representative for Western Duhallow. The ESB has worked closely with IRD Duhallow in delivering three phase electricity to many small industries in rural Duhallow. He is chairman of Gneeveguilla Community Council and developed a cultural centre in Gneeveguilla village, "Teach Failte". He serves on the HR, Finance and Community Development Working Groups.



Breeda Moynihan Cronin

Breeda re-joined the Board in 2014 to represent Duhallow's Social Enterprises. Breeda was a member of Dáil Éireann from 1992 – 2007 and a member of Kerry Co. Council from 1999- 2003 and from 2011 - 2013. Serving her community for over 20 years, her constituency included the East Kerry area of Duhallow. At present she is chair of ECSSA (Electrical Contractors Safety Standards Association) Ireland and is involved in a number of voluntary and charitable organisations. Breeda is Chair of the Social Economy Working Group of IRD Duhallow.



Ann Fitzgerald

Ann is a 30 year old primary school teacher, teaching in Scoil Croí Íosa in Blarney. She has an M.A. in Cognitive Behavioural Therapy and has a special interest in mental health. She has volunteered with Rehab Ireland and My Mind Centre for Mental Well being. She joined the board in 2017, representing Macra na Feirme. She is an active member of the Freemount club where she currently has the role of Public Relations Social Media Officer. She has competed in a variety of competitions nationally including CAPERS, public speaking, debating and drama.



Michael Twohig

Michael is a founder member of IRD Duhallow and served as Chairman from 2011-2013, he also in the past served as Finance Director. He represents Kanturk Chamber of Commerce on the Board. With his wife Noreen he manages the family owned Supervalu Stores in Kanturk, Abbeyfeale and Askeaton. A keen angler and hunter he has developed a number of angling projects in Duhallow. Michael is an active member of the Enterprise Working Group, Finance and Audit Working Group, HR Committee and Life + Steering Committee.



Don Crowley

Don lives in Banteer and is former Chairman of IRD Duhallow, having held the role from 2006 until 2009. He was re-appointed to the Board in 2012 representing Cork Institute of Technology where he is the Head of the Department of Organisation & Professional Development. He is a member of the Finance, Employment and Training, Youth and Education and Social Economy Working Groups. He brings experience of business and community projects as well as supporting lifelong education and training and delivering opportunities for marginalised individuals and target groups.



John Breen

John is a member of the Environment Working Group and has been nominated to the Board to represent them. He is currently Director of Services with responsibility for Environment & Water Services, Fire and Emergency services, Civil Defence and Library services with Kerry County Council. Previously he served as Director of Services for Housing and Community for 10 years. He has also previously served as Director of Services in Limerick City and as Town Clerk in Tralee and Town Manager of Listowel and Killarney Town Councils. A native of Kilkenny city he presently resides in Castleisland.



IRD Duhallow Board Members

Jack Roche

Jack is from Rockchapel and represents the Saoi Network of which he is the Chairman. A former IRD Duhallow Chairman, he sits on the Social Economy, Finance, Human Resources and Community Development Working Groups. Jack represents IRD Duhallow on ILDN and also represents ILDN on ELARD the European LEADER Association for Rural Development of which he is past President. Steeped in the cultural development of the region, he developed Bruach na Carraige Cultural Centre in Rockchapel, the Sliabh Luachra Archive and the Cultural Trail.



Billy Dennehy

Billy Dennehy was elected to the Board of IRD Duhallow in May 2017 as a community representative for the Western Duhallow region. He is an active member of the Kiskeam Community and volunteers with many community groups. He is the current Development Officer of the Kiskeam Development Association and PRO of Kiskeam GAA Club whilst also being a member of the Kiskeam Senior Football team. He is working as an Engineer with Cork County Council. Billy is married to Emily and they have two children.



Mary Wallace

Mary originally hails from Béal na Bláth, but has lived in Donoughmore for 29 years. She was elected to the Board in 2015 representing the South Eastern Region. She is Chairperson of the Community Development Working Group and a member of the Women and Childcare Working Group. She is married to Vincent, has 2 children and works in the Department of Social Protection. She has served on the Boards of Management of both primary and secondary schools. She is a member of Donoughmore Community Alert and Community Council serving as Chairperson.



Billy Murphy

Billy was recently elected to the Board of IRD Duhallow to represent South Eastern Duhallow. He is a founding member and Chairperson of the Lyre Community Culture, Sport and Leisure Association and has overseen large scale community development in Lyre village including the development of their community centre. Billy is also a long standing member of Banteer, Lyre Nadd District Community Council. Billy works in the Water Section of Cork County Council and is an avid community volunteer.



Tommy Mullane

Tommy Mullane was coopted to the Board in June 2018 to represent the North Eastern Duhallow Region. A native of Kanturk, Tommy is General Manager with Aspel's SPAR Kanturk. A keen community man, he has been on the Board of Kanturk & District Community Council for the last 15 years and is its current treasurer. Tommy is also involved with a number of other local committees including the Kanturk Arts Festival, Wild Boar Festival, Kanturk Tidy Towns and is the current Vice Chairman of Kanturk Chamber of Commerce. In his spare time, Tommy enjoys running and athletics.



Annette O'Mahony

Annette was elected to the Board in May 2016 representing the North Eastern Duhallow region. She is married to David, they have 5 sons, and she works in Newmarket as a Practice Nurse. She has served on the Board of Management of Ballyhass N.S. and has also spent time as Chairperson of its Parents Association. She is currently Treasurer of the Parents Council in Mercy Secondary School. Annette volunteers with voluntary groups such as Castlemagner GAA, Croke Rovers, and the Irish Guide Dog Association and is involved in the local An Taisce litter watch.



Breda Kelleher

Breda joined the Board in February 2016 representing the Mid Cork area. Breda lives in Clondrohid where she farms with her husband John, and minds some of her grandchildren. She has a daughter, two sons and seven grandchildren. Breda worked in the Adult Learning Centre in Macroom for 7 years, and also did voluntary tutoring there. She has always been involved in voluntary work and she was chairperson of Clondrohid Parents Association for many years. Breda has also been treasurer of Macroom Ploughing and is its current PRO. She is very involved in Community Alert, and is the Assistant Secretary and Treasurer of Clondrohid Development Group and a member of the Clondrohid Tidy Towns Committee.



IRD Duhallow Board Members

Judy O'Leary

Judy first joined the Board of IRD Duhallow in 1997 representing women's groups. She Chairs the Women and Childcare Working Group and is a member of the HR Working Group. Judy is a founder member of the Duhallow Women's Forum. She hails from Dromtariffe and is actively involved in her local community. She is a long standing member of the Irish Country Women's Association and is the Vice President for the North Cork Guilds and a member of Kiskeam Guild. She has also served as Vice Chairperson of IRD Duhallow for three years



Suzanne Campion

Suzanne represents Inland Fisheries Ireland where she is Head of Business Development. Suzanne has previously worked as a manager and accountant in the public and private sectors. As head of Business Development with IFI, her focus is on developing habitat, angling infrastructure and angling marketing through the implementation of The National Strategy for Angling Development. Suzanne represents IFI in the Irish Tourism Industry Confederation and many rural development strategy groups.



Cllr Maura Healy Rae

27 year old Cllr Maura Healy Rae joined the Board of IRD Duhallow in March of 2016. An independent Councillor for the Killarney Municipal District, Maura was co-opted onto Kerry County Council following her father, Danny Healy-Rae's election to Dail Eireann. Maura is the fourth of the six Healy-Rae children of Danny and his wife Eileen. Her constituency includes the East Kerry area, so she is very familiar with Duhallow and the projects and work that have been carried out in her area. Maura works as an English and History teacher in St. Brogan's College, Bandon.



John Joe Culloty

John Joe joined the Board of IRD Duhallow in July 2015, as a Nominee of Kerry County Council. John Joe is self-employed in the construction industry for the past 30 years. He is Chairman of a number of committees including the Killarney Municipal District Strategic Twinning Committee, and Killarney Arts Working Group. He is a Board Member of St. Bridget's Secondary School, the Joint Policing Committee, HSE Health Forum South and the Killarney National Park Liaison Committee. Involved in Killarney Mountain & Town Meitheals, and Killarney Looking Good, and he served as Mayor of Killarney from June 14 - 15.



David Doyle

David Doyle joined the Board of IRD Duhallow in July 2015, as a nominee of the Chief Executive of Kerry County Council, Moira Murrell. David holds the position of Senior Engineer in the Operations & Safety section of Kerry County Council. He previously worked in Killarney as a Town Engineer. He and his staff in the Municipal Districts, support and work with local development groups and tidy town organisations. David lives in Beaufort, Killarney and is an active member of the local Tidy Towns Committee.



Cllr Melissa Mullane

Cllr Melissa Mullane joined the Board of IRD Duhallow in 2015 and is a member of Cork County Council representing the Kanturk-Mallow area and was previously a Town Councillor in Mallow. Melissa is a long term employee of Dairygold Co-operative Society and former parttime VEC Tutor on Payroll and Taxation. She sits on both the Corporate Policy Group & Environment Strategic policy committees in Cork County Council and Chairs both the Arts & Culture Strategic Policy Group and the LTACC. She Chairs the IRD Duhallow Employment & Training Working Group.



Cllr Gobnait Moynihan

Cllr Gobnait Moynihan joined the Board of IRD Duhallow in June 2017. Gobnait is a member of Cork County Council representing the Blarney/Macroom Municipal District. Gobnait was co-opted onto Cork County Council following her brother Aindrias Moynihan's election to Dail Eireann. The IRD Duhallow region was expanded last year to incorporate the greater Macroom, Inchigeelagh, Rylane area. Gobnait will continue to build stronger bonds between IRD Duhallow's existing networks and the local communities in her own constituency.



Cllr Gearóid Murphy

Gearóid is a barrister and represents the Kanturk-Mallow area as a County Councillor. In April 2017, Gearóid was co-opted to replace the late Councillor Dan Joe Fitzgerald, who was a former member of the Board of IRD Duhallow. Gearóid serves as Chair of IRD Duhallow's Youth and Education Working Group, is a member of the Southern Regional Assembly and sits on Cork County Council's Economic Development, Housing, Library and Joint Policing Committees. He is fluent in German and was educated at CBC Cork, UCD, King's Inns and the University of Heidelberg. Gearóid is active in his local community and has a special interest in the economic and social development of rural areas. He joined the Board of IRD Duhallow in June 2017.



IRD Duhallow CLG. Company Structure

IRD Duhallow is a Community based Rural Development Company established in 1989. It is a Company Limited by Guarantee without share capital. It has charitable status and our directors are voluntary and receive no remuneration for their services. The Board of IRD Duhallow adopted the Governance Code Principles Statement in 2013 and is listed on the Register of Compliance. The Constitution reflects best practice and is in accordance with the Charities Act, 2011.

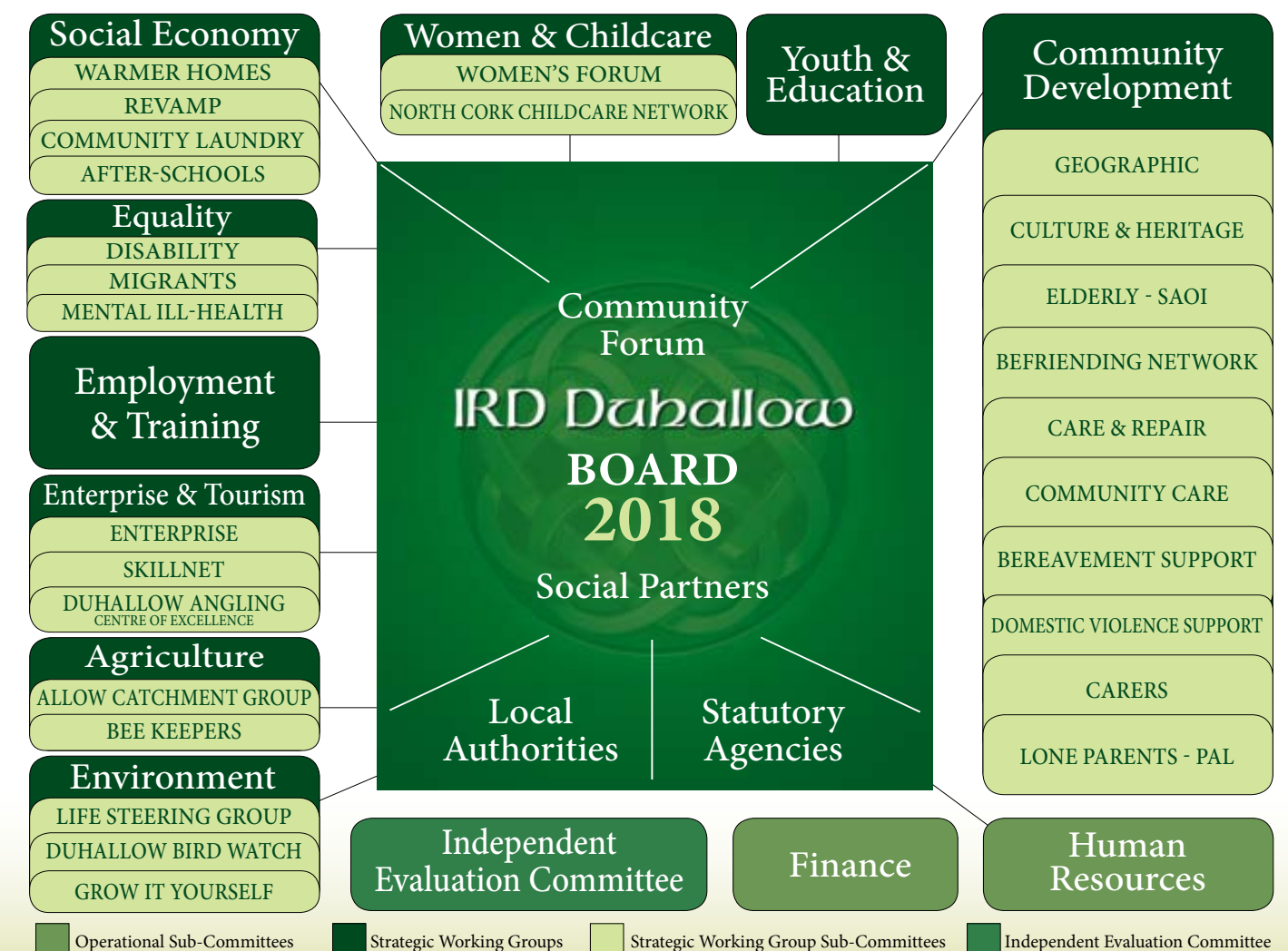
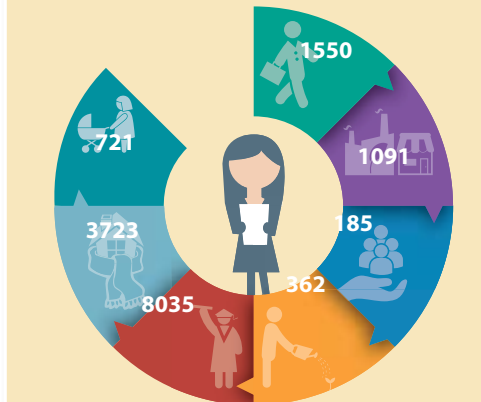
The Board membership reflects the integration of Social Inclusion and Rural Development, the importance of the environment and community volunteers and the democratically elected Local Authority Members. Reflective of the integrated nature of our work, the Company's Board and Sub Committee Structures have evolved over the years and enjoy a massive amount of good will and voluntary contribution in the region. Upwards of 3,500 people participate from the bottom up through these structures. IRD Duhallow has a number of working groups with representatives from our Board and staff as well as community and State sector representatives. This structure allows us to target specific expertise beneficial to the implementation of the strategic aims assigned to the particular working group.



Jacinta Carroll and Marie Fleming receive IRD Duhallow's Excellence Through People Certification from NSAI CEO Geraldine Larkin

WHAT WE HAVE ACHIEVED SINCE 1989:

- 1550** Jobs Created
- 1091** Businesses Supported
- 185** Community Groups Supported
- 362** Community Work Placements Supported
- 8035** Training Places Created
- 3723** Homes Insulated
- 721** Childcare Places Supported



Details of Staff



EILEEN LINEHAN, B.A. (Econ & Geog), MBS (Business Economics), Dip. Personnel Mng. Dip in Public Procurement EU funded projects

Eileen has worked with the company for 17 years and is the Assistant Manager with responsibility for the Enterprise team, which includes the Raptor Life, Skillnets, Community Employment, & LEADER Programmes. She supports the Manager in the day-to-day running of the company including Human Resources, financial operations of a number of programmes. Eileen monitors LEADER through its IT system and she also represents Local Development Companies on Cork County Childcare Committee, which she currently Chairs, and represents CCC boards Nationally on CCI. She also sits on Pobal's Pension Board.



MARGARET O'CONNOR, MAAT-Accounting Technician, AIPA – Payroll Technician

Margaret is the Senior Accounts Administrator and has been employed by IRD Duhallow for twenty-one years. She is responsible for the establishment and maintenance of the company's financial systems and procedures and the implementation of the apportionment of overheads across the various programmes delivered including LEADER, SICAP and PEIL. She also oversees the Payroll and Pension administration and prepares Financial Reports for Management and the Board of Directors on a monthly basis and compiles monthly financial reports for the three Local Authority LEADER LAGs.



MARY CREEDON, B.B.S., Postgrad Dip in Rural Dev, Mkt & Co-ops. Dip in Community Dev. IMCV Professional Mgr Award. Cert in Career Needs Assessment, Planning and Support for Work

Mary joined IRD Duhallow in 2006 and is responsible for Employment and Training. She promotes lifelong learning animating and supporting LEADER and SICAP projects and works directly with the unemployed tackling disadvantage and delivering employment support services. She jointly coordinates the Gender Equality Programme (PEIL). She manages the Digital Skills for Citizens Grant Scheme and is the staff resource to the Duhallow Women's Forum, Employment and Training Working Group and Equality Working Group.



JACINTA CARROLL, Bachelor of Arts (B.A.), Geography and English, Training Delivery & Evaluation (QQI L6), Manual Handling Instructor (QQI L6).

Jacinta joined IRD Duhallow in April 2016 and works with the Employment and Training Team. She coordinates the PEIL Programme for Employability, Inclusion and Learning which offers support to Women wishing to return to the workforce through the provision of flexible accredited and non-accredited training, workshops and the offering of one to one support. She supports these individuals in accessing suitable employment and training opportunities. Jacinta is the staff resource for the Equality Working Group and the Duhallow Women's Forum.



TOMASZ SIEKANIEC, B.Sc. in Wildlife biology

Tomasz joined IRD Duhallow RaptorLIFE project full time in the summer of 2017 having worked on the project as part of his student placement from Tralee IT. Tom was initially recruited to provide cover for maternity leave. Tom has worked with RSS and Tus participants on removal of alien invasive species. His duties has gradually expended and he has now become fully engaged in most of project actions. His main responsibilities are data collection and analysis, monitoring of project measures and species, delivering GIS maps and liaison with project partners and other stakeholders.



JENNIFER DRUMM, B.A. Degree in Information Systems Management with Web Technologies, Supervisory Management QQI L6

Jennifer joined IRD Duhallow in 2016 and works full time in the Front Office supporting the team in administration responsibilities, and supports the other staff in the organisation. She is also responsible for the co-ordination of various events for IRD Duhallow, and assists with Community events throughout the region.



HELEN O'SULLIVAN, B.Soc.Sc., M.Soc.Sc, Dip Com, Leadership & Mgt, Cert in Agri.

Helen joined the company in 2005 and has worked in both Community & Enterprise Development over the last 13 years. Helen is the Community Services Team Leader with responsibility for the management and development of social enterprises including the Warmer Homes Scheme and Newmarket Afterschools and manages the Community Services Programme. Helen also works on the Duhallow Skillnet Programme supporting local companies and employee's access locally affordable training. Helen works closely with community, youth and voluntary groups in South and North Eastern Duhallow. She is also the co-ordinator of the North Cork Childcare Network.



KATIE CROWLEY, B.B.S. Postgraduate Dip in Rural Dev, Food Mkt & Co-ops, Cert in Agriculture, IMCV Professional Manager Award, Training Delivery & Evaluation (QQI L6)

Katie joined IRD Duhallow in 2007 and works across the SICAP and LEADER Programmes. She is Assistant Coordinator of the Horticulture Local Training Initiative (LTI) and promotes Community Education and Lifelong Learning through the SICAP programme. Katie is staff resource to the Environment Working Group and coordinates the work of Duhallow GIY Group, Duhallow Birdwatch Group and the Duhallow Beekeepers. Katie is staff resource to the Agriculture Working Group supporting low income farm families.



LOUISE BOURKE, B.C.L., Masters in Criminal Justice, Masters in Management, Cert in Agri., IMCV Professional Manager Award; Training Delivery & Evaluation (QQI L6)

Louise joined the IRD Duhallow Enterprise Team in November 2010, as the Enterprise and Tourism Development Officer, coordinating the Enterprise and Tourism supports under the LEADER and SICAP Programmes. She provides targeted support to startup and micro enterprises and SMEs. Louise implements the skillnet programme in the region, coordinating quality affordable training for local businesses. She is the appointed, staff liaison for the Enterprise Working Group, the SAOI Network, Duhallow Befriending Network and the Literacy Support Programme.



DR. ALLAN MEE, PhD in Zoology, BSc Zoology

Allan joined IRD Duhallow in February 2018 as Project Scientist for the EU funded RaptorLIFE project. He previously worked as an external expert for IRD Duhallow on hen harrier monitoring and satellite tagging since 2016 and managed the White-tailed Eagle reintroduction project in Killarney National Park since 2007. Allan is responsible for a range of EU Annex species, especially research and monitoring on hen harrier and merlin; leading on actions to restore heather and moorland habitats; designing a management plan for hen harriers in SPAs and the preparation of the project's technical reports.



KASIA MELLER, MA in Political Science, IPASS Payroll Technician, Accounting Technician

Kasia was appointed Accounts Officer in March 2007. In January 2008, Kasia took over as Finance Officer on the Community Development Team. She is responsible for the preparation of weekly and monthly accounts for RSS, TUS, Out of school, Walks, Warmer Homes, and prepares quarterly reports to Pobal. Kasia also processes the Out of school and Warmer Homes Payroll on a weekly basis and she prepares financial reports for the Social Economy and Finance meetings and the reports for the Main Board. She assists in the production of financial returns to the 3 Local Authority LAGs.



DERVAL CORBETT, ECCL, Cert in Supervisory Management

Derval joined IRD Duhallow in 1999 as a Clerical Officer and is based in the Reception and Administration Office. She deals with initial enquiries to the Company and supports Management in day to day operations. She is editor of our monthly Newsletter which is circulated to 10,000 homes in Duhallow. Derval is also the Liaison Person with the National Vetting Bureau on behalf of Partnerships.

Details of Staff



TRIONA DENNEHY, MBS Cooperative and Social Enterprise, B.Sc Public Health & Health Promotion, IMCV Professional Manager Award, Training Delivery & Evaluation (QQI L6)

Triona is the Tús and RSS Coordinating Supervisor with special responsibility for those under 25 years. She oversees the RSS and Tús Programmes to ensure good planning, participant deployment, monitoring of outcomes/reporting and quality assurance. Triona is the coordinator of the Towards Occupation Programme and oversees the SICAP Programme, Duhallow REVAMP and the Employment, Training and Equality briefs. She works with communities in Western Duhallow and supports the work of both the Community and Youth and Education Working Groups.



SHEILA O'KEEFFE, Dip. Community Education; Cert in Genealogy and Family History; Manual Handling Instructor (QQI L6), Supervisor Management (QQI L6)

Sheila O'Keeffe joined IRD Duhallow in July 2004 as a Rural Social Scheme Participant with responsibility for administration. She progressed to RSS supervisor in January 2008. Through IRD Duhallow she has upskilled her administration skills and completed a Supervisory Management Course. She has a diploma in Community Education delivered by UCC in 2007 and a Certificate in Genealogy and Family History delivered by UL in 2013. She is a fully qualified Manual Handling instructor.



PADDY O'CONNOR C.E. Supervisor

Paddy has been the IRD Duhallow CE Supervisor for over seventeen years and has gained valuable experience in aiding participants to get the most from their CE placement. Paddy has responsibility for supervising the Twenty-Two participants as well as liaising with the communities to ensure optimum support for the communities while ensuring the ongoing progression of participants and also their Health & Safety on Projects.



CON O'SULLIVAN, Cert in Family History and Genealogical Methods; Manual Handling Instructor (QQI L6)

Con was appointed Tús supervisor in June 2011. He has responsibility for placement and supervision of the Scheme participants. He is also responsible for the keeping and recording of time sheets and wages. Con supervises participants working across a number of projects including the walks maintenance, village Renewal, the LIFE Project, Community building Maintenance and Renovations. Con holds a certificate in Family History and Genealogical Methods, obtained in the University of Limerick in 2013 and in 2016 he completed a Manual Handling Instructors course.



NUALA RIORDAN, Supervisory Management (QQIL6), BER Assessor, Cert. in Genealogy and Family History

Nuala joined IRD Duhallow in Nov 2008 as an administrator. She became part of the Warmer Homes team and was their BER Assessor. She joined the IRD Duhallow LIFE Project team in Nov 2012, as administrator and field officer. In August 2016 she became TUS supervisor. She is responsible for the monitoring and improvement of the habitat and wildlife along the River Blackwater and its catchment area of the River Araglin. Nuala liaises with many of the project stakeholders and oversees much of the on-the-ground actions. She also delivers educational lectures to the schools of Duhallow and the general public, on the LIFE Project and the environment.



NOLLAIG MURPHY, B.A. (Sociology and History), H.Dip. Soc. Pol., M.S.W.

Nollaig joined the staff of IRD Duhallow in September 2017 on a part-time basis. She works as an administrator on the LEADER programme, and is responsible for ensuring that project related documents are uploaded to the LEADER ICT system. She prepares the LEADER project files for progression through the system in order to meet the programme's compliance checks. Nollaig also supervises the weekly Touch Type Read Spell classes for children, which occur during term time. These computer classes combine literacy development with touch typing lessons.



MARIE FLEMING, BSc Rural Development. Supervisory Management (QQI L6) Certificate in Health & Safety in the Workplace

Marie is Senior Administrator with special responsibility for the Rural Social Scheme and the Community Laundry. Marie provides administrative support to the Board and Social Economy Working Group. She is secretary of the Health and Safety Committee and coordinates staff training and development in line with Excellence Through People guidelines and oversees the Company's IT and Phone Systems. She ensures we are compliant with national bodies such as the Charities and Lobbying Regulator and the Standards in Public Office.



COLM CROWLEY, Diploma in Rural Development, Certificate in Business Studies, IMCV Professional Manager Award

Colm joined IRD Duhallow in July 2007 as the Warmer Homes Scheme Coordinator. Colm is responsible for the day to day running of a number of SEAL programmes which include the Better Energy Warmer Homes Scheme, Home Incentive Scheme and Better Energy Communities and has responsibility for the teams of installers we have working on warmer homes. Colm works as part of the Community Services Team and reports to the Social Economy Working Group on a monthly basis.



DON MURPHY, Cert in Archaeology ; Cert in Oral History; Training Delivery and Evaluation (QQI L6)

Don was appointed Tús Supervisor in June 2011. His main areas of responsibility include placement, induction, training and supervision of scheme participants in the areas of built heritage renovation and vintage machinery restoration. Don has over 20 years' experience as a sub-contractor in the construction industry in Ireland and abroad. He is a master craftsman and stonemason and trains participants on the LTI, T.O and other in house programmes.



MICHAEL CORCORAN

Michael worked in the sugar factory as a supervisor until its closure in 2006. He secured employment with IRD Duhallow through the CSP Programme in 2009 and worked on our Warmer Homes Scheme and in July 2014 when he was promoted to RSS Supervisor. Michael has a team of 20 participants responsible for maintenance works carried out in a number of projects and communities across the Duhallow region. He has taken the lead on the Community Care project work assisting in the homes of vulnerable adults and older people where the house fails to meet basic standards of warmth and safety. Michael also oversees a maintenance works across the James O' Keeffe complex.



THOMAS TWOMEY, Supervisory Management (QQI L6), Project Supervisor Construction Stage Level (QQI L6)

Thomas joined our Warmer Homes team in August 2013 working on the new ventilation specifications of the scheme. He was appointed Tus Supervisor in August 2016 with responsibility for coordinating and supervising participants placed in a number of settings in communities in the eastern Duhallow area including the maintenance of Newmarket Pitch & Putt course. Thomas also looks after the transport portfolio in the company and coordinates the maintenance of our fleet of vehicles.



RACHEL BUDD, B.A. Hons Sociology, Cert in Training and Development, Cert in Community Development, Cert in Therapeutic Horticulture

Rachel joined IRD Duhallow in 2014 as a Horticultural Trainer, working with Tús participants and members of the T.O group and Cope Foundation trainees to create the award winning IRD Duhallow Community Gardens. In March 2016 she became the Co-ordinator for the Local Training Initiative in Horticulture, which is currently in its 3rd year at IRD Duhallow. She also works closely with the local GIY group which meet monthly at the James O'Keeffe Institute.

Enterprise

The Enterprise Working Group collectively focus on how best we to support local business and drive the local economy through fostering innovation, encouraging entrepreneurship and stimulating growth.

Duhallow has a high dependency on Agriculture and the Manufacturing Industry. Considerable work has been undertaken across multiple programmes such as LEADER, SICAP and Skillnets to provide supports to develop Duhallow's Economy and create sustainable jobs locally.



Gneeveguilla native Tasmin Franssen was the winner of the Best Creative Industry Award.

The Duhallow Business Awards

2017 was the fifth year of the Duhallow Business Awards, which were once again hosted in conjunction with Independent News and Media. The awards were held in November, and each finalist was profiled in the special feature supplement.

The winners of the 2017 Duhallow Business Awards were:

Best Start Up:	North Cork Play Therapy
Best Established:	Ashgrove Engineering
Best Community Enterprise:	Millstreet Day Care Centre
Best Agri Led Industry Award:	Castlecort Potatoes
Creative Industry Award:	Eco Beibi
Best Women Led Business:	Erin Geraghty Cork Baby Sensory
Best Overall Duhallow Business 2017:	Castlecort Potatoes



The Supplement which was commissioned in the Corkman Newspaper featuring all our finalists in the Duhallow Business Awards

On the night over 160 people attended, the Gala Banquet and it proved to be a successful business-networking event for all present. Colm O'Brien from Carambola was the invited guest speaker and his motivational talk about "Feeding Johnny" was inspirational to all present. Colm started with a contract for 27 school dinners and from there has grown the enterprise which now employs over 100 people, and delivers 22,000 school meals on a daily basis. Colm proudly presented the title of Best Overall Duhallow Business 2017 to the English family in Kilbrin, who own Castlecort Potatoes. Established 40 years ago, this potato farm now employs up to 26 people on a daily basis and supports local employment by engaging local subcontractors.



The late Marie Collins with her husband Danny and Derval Corbett and Margaret O'Connor IRD Duhallow. Marie was a great supporter and promoter of the Duhallow Business Awards having herself been a finalist with her company Digipulse in 2013. Marie was also one of our mentors on the mentoring programme and is a huge loss to Enterprise in Duhallow. May She Rest In Peace.



Maura Walsh IRD Duhallow with John Feerick of the Corkman presented the Best Overall Duhallow Business to family run Castlecort Potatoes.

SICAP

In the past 12 months, we have supported 13 unemployed individuals to set up their own business. Through SICAP we organised two Start Your Own Business Programmes, where learners acquired the fundamentals of starting their own business including training on topics such as; company structure, marketing, taxation and finance. Additional supports are offered through our mentoring programme, which provides one to one supports from our panel of mentors who have expertise across a broad range of areas. Twenty-One People received one to one mentoring to support them in the establishment of their business in the past 12 months. Mentors act as a sounding board in the development of an individual's business offering sound advice and impartial guidance.

We also liaise closely with the DEASP to offer supports to those applying for the Back to Work and Enterprise Allowance and the Short Term Enterprise Allowance. These payments allow people to continue to receive a percentage of social welfare income whilst establishing their own business.



Signing the first North Cork LEADER contract, Cllr. Gerard Murphy Chairman of the North Cork LAG, Donal Cross of Cromur Engineering, Anne Maria Bourke, Maura Walsh IRD Duhallow and Cllr. Geraird Murphy

LEADER

Economic Development, Enterprise Development and Job Creation is one of the three themes of the LEADER 14-20 Programme. Under this measure, up to 50% funding is available to eligible business to drive the local economy by generating and sustaining rural employment. Working closely with the Local Enterprise Office under the new Enterprise Protocol, stakeholders are ensuring a multi-agency support system is available to local businesses. The Enterprise Measure of IRD Duhallow's LEADER Programme is almost fully committed with seven businesses receiving funding across our three LAG Areas. Whilst the majority of these applications relate to capital developments or equipment purchase, a promoter can also apply for feasibility studies to conduct A&D research.



Assistant Manager, IRD Duhallow, Eileen Linehan who was MC on the night of Duhallow Business Awards, with John Feerick Independent News and Media and one of our Judges James McCauley of MIG

Ploughing

IRD Duhallow again attended the Go Kerry Tent at the Ploughing Championships in September 2017. This proved to be a successful means of promoting IRD Duhallow's supports and services to communities and businesses. It also acts as an opportunity to meet with politicians and other notable officials and encourages visitors to the area.

Duhallow Skillnet

Skillnet is a programme funded by the Department of Education and Skills to encourage business owners to continue to upskill and grow their enterprises through training. IRD Duhallow's first programme was awarded in 2015 and since then the programme has increased by almost 400%.

The mission statement of the IRD Duhallow Network is "To provide relevant cost effective, quality training locally, thereby enhancing the competitiveness of rural Duhallow Businesses."



Joe Noonan, John Cott, Tim O'Connell and Seamus O'Keefe of Kanturk Mart with Louise Bourke IRD Duhallow and Pat O'Neill of Ayrton, officially launching a seminar entitled "Turning Over a New Leaf - Making Farm Safety A Priority for 2018", which was organised by Duhallow Skillnet.

The Skillnets funding model has two strands of funding: The Training Networks Programme (TNP) and Employment Activation Programme (EAP). The TNP programme is funded at 50% and the EAP 100%. This means that there is considerable cash matching to be raised each year, which is generated entirely through training fees for courses.

DUHALLOW SKILLNET HIGHLIGHTS May 2017- May 2018

Member Companies	293
Employed Trainees	781
Unemployed Trainees	69
Employed Training Days	3146
Unemployed Training Days	767

Supporting Local Enterprise

The Duhallow Skillnet has provided supports to 781 employees across 293 member companies in the region. These trainees have been supported to access transversal and industry specific skills delivered here locally. As well as our open training courses, we also offer a 15% discount to companies wishing to complete in house company training with their own staff.



Participant had to roll up their sleeves in the practical Introduction to Sugar Craft Course, which was delivered by Lynn Smith of Edible Art.

The Duhallow Skillnet proved extremely successful at targeting the hard to reach SMEs. Ninety six percent of the businesses who engaged with the skillnet had less than 250 employees; this is higher than the National Average of 92%. Fifty percent of those funded by the Duhallow Skillnet were micro enterprises, the majority of which were sole traders. Our key priority for 2017 was to engage with the Medium and Large companies in the area and develop training programmes and collaborations on bigger projects. Great strides have been made in this regard in the past 12 months and now Medium and Large enterprises amount to 12% of the companies engaged with the skillnet.

Networking

Promoting business networking is a key priority for the Duhallow Skillnet. 2017 saw the delivery of a number of networking events including recognition of learning ceremonies, the Duhallow Business Awards, and Succession



Tracy Breen, Ashgrove; Janette McCarthy, Ayrton; Helen Linehan, Ayrton; Bernice Collins Twohigs Super Valu and Kathleen Cronin at the Women in Business Networking Event organised by the Skillnet.



Graduates of the QQI Level 5 in Palliative Care Course receiving their certs at the Recognition of Learning Ceremony.

Planning in Agriculture. Successful networking allows for opportunity and business led generation, knowledge sharing, increased confidence and marketing. The new Duhallow Women in Business Network has also been formed and they meet on a quarterly basis.

Supporting the Unemployed

The Duhallow Skillnet also offers a number of fully-funded programmes for jobseekers, subject to eligibility criteria and places being available on the programme. This initiative is designed exclusively for unemployed people and includes free training in skills in demand by companies combined with direct access to employers through meaningful work placements. In 2017 we ran two JSSP programmes, an 8 week full time book keeping and payroll programme and a 6 week Construction Worker Programme. There are already a number of success stories with people quickly gaining employment. Three further programmes are planned for the fall of the year: Warehouse Operative, Health Care Support Worker and Admin & Reception Skills.



Helena Enright is the part time administrator with Duhallow Skillnet with responsibility for all course registrations.

Skillnet Ireland

Skillnets nationally has been rebranded to Skillnet Ireland. This is a result of major consultation with key stakeholders and is based on an innovative brand strategy that befits the organisation and its ambitions for businesses in Ireland. The brand strategy also extends to the enterprise groups collaborating in the Skillnet Ireland family.



Helen O'Sullivan, Joint Coordinator of the Skillnet programme with Sr Helen of Mercy House Kanturk at the Duhallow Business Awards

We at Alps Electric (Ireland) Limited have worked with IRD Duhallow over the past year on numerous training projects, both large and small and have found the service they offer second to none. IRD Duhallow can deal directly with training providers to build custom made training programmes or to negotiate on off the shelf type training on behalf of Companies and we found that without their support and funding assistance a lot of the training we conducted this year may not have been viable.

I would highly recommend IRD Duhallow to any company looking to partner with a Skillnet provider as they always work hard to offer the best possible training course at prices that are extremely competitive.

Michelle O'Shea, HR Officer, Alps Electric

RaptorLIFE

The IRD Duhallow RaptorLIFE programme is a nature conservation project under the EU LIFE nature and biodiversity theme. It is co-financed by the main financial instrument of the European Community in the field of environmental protection - LIFE+. Pobal are an Associate Beneficiary on our project as they carry out the payroll function for our RSS and Tús schemes. The general objective of LIFE is to contribute to the implementation, updating and development of EU environmental and climate policy and legislation by co-financing projects with European added value. After more than three years of delivering various conservation actions, this project is now near completion. The final year will enable us to achieve the targets and meet all of the initial objectives. It will also show if conservation measures implemented by the project were effective.

Hen Harrier

In recent years the Hen harrier has suffered significant decline across all six of its designated protection areas in the country. One of the reasons of decline is high chick mortality. Harrier chicks are especially vulnerable in their early life and up to four months after leaving the nest. Once they are beyond this critical period they are more likely to survive.

For the last two years Raptor life has studied harriers to address knowledge gaps in the area of habitat selection, dispersal, recruitment and survival of the Hen harrier in Duhallow. In 2017 our newly appointed project scientist Dr Allan Mee tagged three chicks; male Dóchas and females Sruthán and Fraoichin, under NPWS licence. We are happy to say that Sruthán has returned home and is now sitting on eggs! Satellite tracking data shows that Sruthán spent her first month after fledging in natal territory. She later relocated East, where she was exploring the counties of Killkenney, Laois, Kildare and Carlow. She then decided to fly South-East and spent the winter in the estuarine area of the coast of Wexford. Like older birds, which come back to their natal territory to breed, this young female has managed to fly back home to Kerry. This was unusual, as Harriers in the first year of their life rarely come back to their birthplace. Fraoichin has gone to the Wicklow mountains and Dóchas on last transmission was remaining in his natal Mount Eagle.



Young wildlife explorers enjoying time spent in Island Woods during IRD Duhallow's Nature Camp



IRD Duhallow staff members, volunteers, RSS and Tús participants with Eugene Curran from Cork Wildfire Co-operative Group at the controlled burning workshop.

Data gathered from satellite transmitters is of great importance as it will give better insight into Hen harrier ecology and dispersal patterns.

Winter roost monitoring

Hen harriers become very social in the winter and tend to gather to roost collectively. The project team and our volunteers have been monitoring one of the most important winter roost sites in Ireland, which is located here in Duhallow. We are happy to say that this year we have noted an increase in the average number of roosting harriers. It is possible that such a large grouping consists also of birds from other countries such as Scotland. On one occasion, we have observed more than twenty birds going down to roost. They will later disperse to their natal territories to breed. With the help of our volunteers, we will continue to monitor our local birds in their breeding territories.



Front cover calendar 2018

Management of upland habitats

Proper management of upland farms and the continuation of traditional farming practices is essential for existence of semi-natural habitats occurring there. Well maintained farms can support a whole range of wildlife starting with small insects right through to the predators on the top of the food pyramid. The RaptorLIFE project is facilitating IRD Duhallow to actively assist farmers on five pilot project farms in optimising a cover of rush and heather. These plants can be controlled in several ways e.g. flailing or grazing. In the winter months burning is also permitted. To expand our expertise in the area of the use of fire we have established a partnership with the Cork Wildfire Cooperative Group, which promotes wise and responsible use of fire as an upland vegetation management tool, by highlighting myriad of benefits that can be achieved by stakeholders and the environment.



Demonstration of controlled burning techniques at the Upland Management Event in Millstreet Country Park.

RaptorLIFE

Farm Plans and Management Guide

The Information collated after trialling various management techniques, will serve as a case study for the creation of the Farm Management Plans. These plans will summarise available options and advise landowners within and outside of designated areas on how to enhance habitats for biodiversity, without compromising their farm incomes. It will also highlight the problems with conflicting policies and address the issues of lack of equal opportunities for farmers with the land that is equally valuable for wildlife, yet outside of SPA's.



Mary Kilmartin and her sons, were presented with the RaptorLIFE competition prize at the Ploughing 2017 with Maura Walsh IRD Duhallow CEO, Nuala Riordan and Tomasz Siekaniec IRD Duhallow

Another document currently being produced by IRD Duhallow as part of the project from lessons learnt and best practice techniques – "The Management Plan for Hen Harrier and Merlin" is due to be completed this year. This document will examine the Hen harrier conservation issues on a local as well as national scale. It will deliver robust prescriptions for habitat management and serve as a guideline for policymakers.

Alien invasive species

As part of the project, we use a systematic approach to eradicate invasive plant species from the riverbanks and road network of Duhallow. We are now into the third year of our eradication programme and the infestation of troublesome Knotweed has far exceeded our initial estimations and we are unfortunately discovering new stands every year. This coming summer will prove very informative on how effective our eradication process is.



Tús Supervisor, Nuala Riordan in a tunnel of Japanese knotweed growing on the banks of a watercourse (Croaghane) in the SPA.



Tralee IT students John Sherry and Tadhg Twomey putting up a "Do Not Cut" Japanese knotweed sign near Meelin. The project being ideal for students to get practical work experience.

Himalayan balsam is another plant that is threatening our ecosystems. Although very good for diversity of pollinators, it unfortunately does

more harm than good to the environment. Non chemical removal of this plant is very challenging as it often grows in very dense thickets of brambles

and willow. IRD Duhallow will continue to deploy crews of RSS and Tús participants until October, when over the plant dies off with the first cold snap.

Two other invasive plants; Giant rhubarb and Prickly heath are also in the project area in small quantities. Although only in early stages, these are also being treated before they start spreading and getting out of control.

Upon the completion of the eradication programmes, all knowledge gained from the process will be incorporated into a detailed Invasive Species Management Guide. This guide will contain best practice procedures and inform anyone struggling with invasive plant species on how to deal with them efficiently.

Healthy rivers

Improvement of the ecological status of rivers in Blackwater catchment is a priority for the project. Our actions on rivers Owentaraglin and Blackwater are focusing on prevention of erosion and the provision of high quality terrestrial and aquatic habitats.

With the help of RSS and Tús participants, over 23 km of the river margins were fenced and planted with native broadleaf tree species from the local provenance such as Hawthorn, Blackthorn, Alder, Rowan and Willow. It is estimated that over 11 hectares of prime riparian habitat was created as a result of these actions.

The project team is responsible for monitoring the effectiveness of implemented actions. This is being achieved by observing changes in silt load present in the substrate. The overall health status of our rivers is also assessed based on macrobenthic invertebrate assemblages present in the river. The project is also liaising with Inland Fisheries Ireland (IFI) which is supplementing our research with an important data on fish stocks.



Proper management of heather and rush cover is essential for the maintenance of the rich flora and fauna of the upland pastures. Over 20 hectares of degraded habitat are regenerated by RaptorLIFE on 4 pilot project farms. Pictured here is project scientist Dr Allan Mee and RSS participant George O'Connor on one of the project farms.



Dr Allan Mee showcasing the work completed in upland management under our Life project to Neil Wilkie LIFE+ monitor with NEEMO, Laszlo Betsy and Anna McClintock of DG Environment and Darren Reidy IRD Duhallow.



Tomasz Siekaniec, Technical Assistant and Dr Allan Mee, Project Scientist presenting project actions to James Claffey from National Rural Network.

After-LIFE stage

The achievement of continued benefits from environmental projects such as the IRD Duhallow LIFE SAMOK project is a requirement of the programme however; it is possibly the biggest challenge of short-term initiatives like these. To combat this, the EU commission has put in place the requirement for an After-LIFE Conservation Plan with the long-term vision of specific tasks to be undertaken by stakeholders. The aim of this plan is to achieve maximum environmental benefits in the long run.



Upon completion of our SAMOK project, a detailed After-Life Plan has been put in place and we are fortunate to have participants on the RSS and Tús schemes which play a major role in its realisation. Most of the works involve long term monitoring of delivered actions and management of project sites.

Artificial Kingfisher nests installed on the Brogeen, Dalua, Allow rivers are checked annually

Log Piles and Otter Holts

The Eurasian otter; although it is commonly found throughout Ireland, it is in fact "near threatened" globally. The EU has recognised the need of protecting this elusive species and therefore, placed it on Annexes II and IV of the Habitat directive. During the course of the SAMOK Project, 10 otter Holts and 28 log piles were constructed to accommodate the large number of otters living in Duhallow. These structures are now maintained and monitored annually as a part of the After LIFE Plan.



Annual inspections of the Otter holts and log pile for signs of activity such as fish bones or spraints and clearing vegetation

Himalayan Balsam

Invasive alien species are confirmed as one of the biggest threat to biodiversity. Eradication is often very labour intensive and time consuming. IRD Duhallow in conjunction with local anglers continues to monitor and prevent any re-infestation of this plant along 35 kilometres of the rivers Dalua, Allow, Brogeen and the Rampart stream, as well as removing Balsam from drains that feed into the waterways. So far, we were able to identify a few stands on the Rampart stream, where Himalayan balsam was still present amongst dense vegetation. Since then, all these plants were removed, and monitoring of the sites will continue in future years. In the AfterLIFE Himalayan balsam walkover, a few stands of Japanese knotweed were discovered. These stands are being treated by the IRD Duhallow, before this virulent invasive plant spreads in this catchment area.



Dipper

Dipper Nest Boxes

Good news for all bird lovers! 70 percent of sites containing our Dipper boxes have been occupied. Last year, birds proved to prefer nests made out of drainage pipe to more traditional wooden ones. Apart from the monitoring of the

local population of these small divers, systematic site visits are also important for a few other reasons: Firstly, old nesting material have to be removed from the boxes and secondly, small maintenance works need to be carried out.

Sand Martin Wall

We have had success in attracting Sand martins to nest in a specially designed nesting wall, which was erected by our RSS and Tús workers as a part of the SAMOK Life+ project. The colony, which has been residing in the banks of river Dalua near Kanturk, has been severely affected by fluctuating water levels. The flooding that occurs in the nesting months of May and June causes a washout of chicks from the nests. We are persevering by playing their calls with a playback system to attract more Sand martins to our safe 'hotel'.



Emptying the old nesting material from our Dipper pipes and boxes to provide a space for a new nest to be built in the spring.



Assessing the success of the Sandmartin house is Dr Brin McDonnell of Duhallow Birdwatch Group and Tralee IT students John Sherry and Tadhg Twomey

Maintenance of Silt Traps

Siltation of the riverbed caused by collapsing riverbanks is still a significant problem in Duhallow. Tiny particles that fill interstitial spaces in the gravel are undesirable by many aquatic species (namely Atlantic salmon, Freshwater pearl mussel and Brook lamprey to name a few). During the SAMOK project, IRD Duhallow installed silt traps at strategic points in the catchment to improve the habitat in Duhallow Rivers. Silt traps when full, are no longer effective, therefore frequent maintenance is essential. We are systematically emptying full silt traps, to ensure they work effectively and continuity of benefits for aquatic environment is sustained.

Silt trap refurbished by RSS and Tús workers on the river Allow continues to prevent fine sediment from entering the gravels and destroying riverine habitat



Environment



A Red Squirrel recently spotted in the Newmarket area.

Duhallow's Environment is a fundamental and high-quality national asset that provides a strong foundation for healthy and contented lives. Our most basic needs are clean air, safe drinking water, safe shelter and healthy food. The quality of each one of these needs is directly influenced by the quality of our environment. The Environment Working Group initiates projects to assist individuals and their communities value and protect our natural resources in order to provide for current and future generations. We are all custodians of the environment and have a responsibility to care for and protect our natural resources and habitats not just for Duhallow and Ireland, as pollution and climate change jeopardise the future of our planet.

Recycling Ambassador Programme

Waste management practices, infrastructure and regulation have matured significantly over the last 20 years. The current and future focus is on waste prevention, reuse, maximising recycling and using waste as a fuel in replacement of fossil fuels, all elements of the circular economy strategy to boost competitiveness, foster sustainable economic growth and generate new jobs. The Environment Working Group welcomed representation from the Recycling Ambassador Programme to Newmarket in June of this year. This programme is a VOICE initiative funded by the Department of Communications, Climate Action and Environment in order to promote the Governments new recycling list and improve recycling rates in our homes, businesses and communities. Many of us have become confused about what can and cannot be recycled in our recycling bins and the Ambassador Programme demonstrated what you can and cannot recycle in your household bin.



IRD Duhallow staff members Nuala O'Riordan and Tom Siekaniek preparing the IRD After-schools children achieve the Biodiversity Flag. Biodiversity is the fifth Green-Schools theme and investigates actions to increase awareness of the importance of native plants, animals and habitats, and to increase species-richness in a locality.

European Innovation Partnerships (EIP) "The Farming for Conservation Project"

IRD Duhallow was successful in the first round of applications for funding of a project to enhance and maintain water quality on the River Allow "The Farming for Conservation Project" under the European Innovation Partnership (EIP) programme. The European Innovation Partnerships Initiative under the Rural Development Programme 2014-2020 comes under the remit of EU regulation but on the ground it's a Locally Led Scheme with a bottom up focus. The funding will enable groups to implement innovative projects that contribute to Rural Development Priorities and will involve the cooperation of farmers, scientists, advisors, NGO's and others coming together to address a specific issue or to take advantage of a new opportunity. The ultimate aim of these innovation partnerships is to road-test new ideas and practices which can then be used more widely by farmer and others to improve productivity, enhance resource efficiency and pursue sustainable farming practices. The 'Farming



"Healthy Waters Supporting Vibrant Communities" Dr Fran Igoe of LAWCO and former Scientist with IRD Duhallow promoting better management of our streams, rivers, and lakes for the benefit of present and future generations.

for Conservation' project will focus its activities along the wider Allow catchment for actions to enhance water quality to benefit Freshwater Pearl Mussel and other fish species as a follow on to IRD Duhallow's first LIFE Programme.

"20 Years A Growing"

Michael Doyle Chairperson of the Environment Working Group recently represented IRD Duhallow at a Native Woodlands Conference in Delgany Co Wicklow. Presentations by leading Irish and international experts covered a range of topics from managing native woodlands and hedgerows to flood management and woodlands for water protection. In accordance with IRD Duhallow's Environment strategy one of our actions focus specifically on Hedgerow Management and our EU RaptorLIFE project has made great progress on the habitat restoration component of the project with six project farms participating.



Andrew Gillespie Inland Fisheries Ireland, facilitates an educational field trip for local school children on the importance of our local waterways and the important role our river play in Biodiversity.



Jack and Orla Gillespie getting up close with a Barn Owl which is Red-listed species in Ireland due to a significant decline in breeding populations.

RaptorLIFE has allowed us create a riparian foraging corridor along the upper reaches of the Blackwater to provide nesting and foraging habitat for Hen Harrier and Merlin, the work links up the conservation efforts of two important EU designated sites an SAC and SPA.

GIY Duhallow

Growing your own produce enables you control what ends up on your family's table, you decide what fertilizer, water and pest control to use, as well as whether to grow organically. Gardening is a fun, family friendly activity that allows children to get their hands dirty and learn where their food comes from. IRD Duhallow established GIY Duhallow in 2010 the group meets generally on the last Tuesday night of the month and throughout the year, seminars, workshops and field trips are organised to inform, empower and inspire individuals and communities to grow their own produces and the become more familiar with the associated benefits.



Members of GIY Duhallow on a recent educational field trip to Gortbrack Organic Farm with Ian McGrigor who specialises in organic vegetables, environmental education and biodiversity planning

Agriculture

Agriculture and Agri-food is Ireland's oldest and largest indigenous industry which is deeply embedded in the landscape, history and personality of the country. Before Ireland joined the European Union we were almost totally economically dependent on farming but we now have the addition of hi-tech industries and global exports to further support the sector. Agriculture in Duhallow and around the country is on a journey, one that is connecting local communities across the island to vast and diverse food markets around the globe. The Agriculture Working Group is cognizant of the fact that the sector is strategically important to the local economy, its roots in the community and its strengthening global reach makes it unlike any other employing 8.4% of the working population nationally and supporting thousands of jobs in the wider rural economy.



From humble beginnings Ned English together with his wife Mary and family have transformed Castlecor Potatoes into a highly successful agri-business and were worthy recipients of the 2017 Best Overall Duhallow Business Award.

Farm Incomes

The average family farm income in Ireland last year reached a high of €31374 according to the latest National Farm Survey representing an increase of 32% on the figure for 2016. But many in the Duhallow farming community argue that the overall figure is giving a misleading impression of how well the majority have done as income for two thirds of farmers actually stood broadly still. The increase in farm income was driven almost entirely by an increase in incomes in the dairy sector, when the dairy sector is excluded, average farm income was approximately €20,000 last year. Incomes on cattle and sheep farms were far lower at between €12,600 and €16,900. Increasing on farm efficiencies and availing of upskilling and training opportunities can contribute to increasing family farm income.



There has always been a gap between incomes earned in the dairy sector and in other farming activities, but this became an even wider chasm in the past twelve months.



This year's fodder crisis is the second major fodder crisis in five years.

Upskilling & Training

In Duhallow farmers can avail of a series of upskilling and training courses through the SICAP Social Inclusion Programme, Skillnet and Agri Digital Skills, a number of workshops were delivered in the past twelve months including: information technology, finance, taxation,



Volunteers being trained to deliver Agri-Digital Skills to farmers in Duhallow.



Farming approaches can be tailored to benefit wildlife and biodiversity, which in turn can increase ecosystem stability in the face of environmental change, without reducing the potential for agricultural yield.

and a range of practical courses including boom sprayer, small engine maintenance and chainsaw operations. Feedback from farmers who completed training courses highlight that efficiency and skill levels were enhanced, farmers had increased confidence in their own abilities and it provided them with the opportunity to meet and collaborate with other farmers and broaden and build on their experience and knowledge.

Succession Planning, Tax & Legal Updates

Like any business farming is and can be complex, it often takes specialist knowledge and understanding to appreciate the problems farmers face. Farm succession affects every single farm household and the key to getting it right is to start talking about it early. Aisling Meehan a qualified solicitor, tax consultant and trained farmer was invited by the Agriculture Working Group to address the Duhallow farming community at an information seminar held in the James O'Keeffe Institute Newmarket to help broaden farmer's knowledge on succession planning.



Chairman of the North Cork LAG Cllr Gerard Murphy pictured signing the Kanturk Mart LEADER contract with Mart Chairman John Cott, IRD Duhallow Chairperson Anne Maria Bourke, Maura Walsh IRD Duhallow and board members Cllr Gearoid Murphy and Jack Roche.

Beekeeping in Duhallow

One third of the 98 bee species in Ireland are threatened with extinction while three-quarters of the country's wild plants require insect pollinators. The startling statistics has serious implications for the environment, the growing of crops, food production, gardening and the general landscape. Of the 100 crops providing 90% of the world's food, 71 are pollinated by bees. Duhallow Beekeepers ran a number of workshops throughout the year educating and raising awareness on the importance of Beekeeping speakers included: Fiona Edwards Murphy, Aoife Nic Giolla Coda, John O'Mahony, Andy Bourke & Padraic Whelan.



Taoiseach Leo Varadkar visits the farm of Joanne Buckley in Banteer, with Donie & Julia Barry, Denis Withers, and Pat & Julianne Buckley.

Women in Agriculture

2017 marked the 10th anniversary of the Women in Agriculture Conference and once again the farming women of Duhallow were represented in great numbers with 30 women attending the annual event. Women are an essential part of farming families across Duhallow and beyond and its essential that they are to the forefront of the business. In the EU women account for 35.1% of the agricultural workforce however in Ireland the figure is just 11.6%. There continues to be a significant gender imbalance within agriculture in Ireland with more than 90% of farm holders being men. Some of Ireland's brightest female farmers feel it's time we called a halt to the traditional structure of handing down the farm to the eldest son and that women with an interest in agriculture should look towards a farm structure that works for their lifestyle.

IRD Duhallow's Local Training Initiative

The Irish horticultural industry is an important economic sector in Ireland with an estimated farmgate value of €433m which is the 4th highest sector in terms of gross agricultural commodity output value. In Duhallow the Local Training Initiative provides vocational training opportunities in Horticulture, assisting students to achieve a QQI Level 4 certification and develop their capacity to progress to further training, education and work in the horticultural sector.

The IRD Duhallow Local Training Initiative has entered its third successive year. It is a full time programme delivered on the grounds of the James O'Keeffe Institute and is supported through funding received from Cork Education and Training Board. We are particularly grateful to Patricia O' Mahony Assistant Manager and Catherine Power, Development Officer at Cork Education & Training Board for their guidance and assistance in administering the programme.



Generally bunker maintenance is divided into two areas, maintaining everything inside the bunker and everything outside the bunker. Karl O'Flynn, Margie Murphy and Barry O'Shea working on the bunkers at the Newmarket Pitch and Putt course.

Programme Delivery

The LTI programme provides a broad introduction into the four main sectors of the horticultural industry with modules including: Growing Vegetables, Plant Propagation, Hard Landscape Construction, Establishing Turfgrass, Safe Horticultural Practice, Plant identification, Care and Maintenance along with core subjects such as Information technology, Personal Effectiveness and Work Experience. Furthermore, throughout the year, students receive the opportunity to participate in non-elective modules based on their individual training needs analysis. Included in the programme are a number of events organised by the students, including Plant Sales, a Garden Open Day and a Weekly Vegetable Stall throughout the growing season. These events accentuate the work put in by the students and enables the general public to purchase organically raised vegetables and plants. The broad range of modules both elective and non-elective



Keith Reen overseeing the vegetable stall during the weekly sale in the height of last year's growing season.

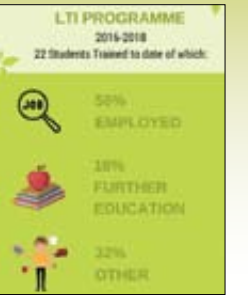


Tim Twomey, Natalie Sharples, Dolly Ott and John O'Sullivan gaining experience on stone masonry with tutor Don Murphy who facilitates the hard landscaping module.

guarantee that students are equipped with an all-round qualification enabling them to source sustainable employment opportunities specifically in the horticultural field.

Progression Opportunities

No matter how much students learn through their studies, they need to underpin the theoretical learning with a period of hands-on learning where they can develop their skills in a practical manner. As part of the Work Experience module each student is encouraged to source a suitable work placement. Past students have gained experience in local Golf Courses, Organic Farms, Local Landscaping Companies, Retail outlets and Nursery businesses. This experience is invaluable for students and we are very grateful to the businesses that afford the students the opportunity to undertake the placements. To date two students have commenced full-time work with employers with whom they completed their work experience, other students have found employment within the horticultural sector and a number of students have progressed to further training in horticulture and are close to completing their QQI level 5 qualification.

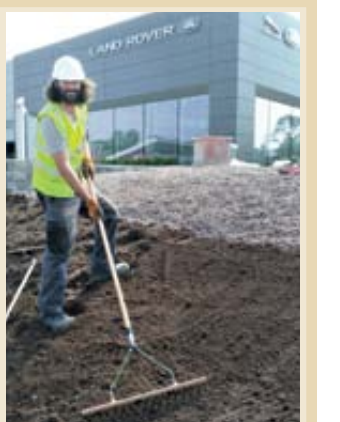


Denis Collins preparing timber beams for the hard landscaping module

The success of the programme is owing to the fact that the training is characterised by a facilitative learning approach incorporating, project based learning, development of individual learning plans, self-paced learning, individualised learning supports, work experience opportunities and provision of high level one to one support throughout the programme. To date 22 students have successfully completed the programme, with 18 achieving the Major Award, consisting of all nine modules. Twelve new students commenced the LTI programme for the current academic period in April of this year.

LTI Testimonial: Enda Carroll

"From my experience, I found that the course was very well run, very well taught, and the eight core modules were very diverse and covered a broad range of horticultural topics. Strong student-teacher bonds formed during the course, borne of familiarity, shared goals and teamwork around various tasks. The practical nature of the course lent itself to good group dynamics, and firm friendships were formed between all the students. There was a two-week placement in a horticultural workplace of my choosing. The hard work put in here paid dividends in my subsequent job search. Within two months of completion of the course, I found employment in a medium-sized, busy landscaping company in Mallow. The LTI is an ideal entry position into the horticultural world."



Enda Carroll who participated in last year's LTI programme, is now working full time for Castle Landscapes in Mallow.

Tourism

Nestled in the heart of Munster, the Duhallow Region has many outdoor attractions, which complement the region's unique Sliabh Luachra culture and heritage. With unspoilt rural landscapes, trout teemed rivers and well maintained walks and trails; there are plenty of daytime activities for outdoor enthusiasts.

LEADER

The IRD Duhallow LEADER programme has funded three projects under North Cork: Ballyhass Lakes, Kilguilkey and Tom Dennehy Self Catering and one Kerry Tourism Project – the publication of the 18th, 19th and 20th editions of the Sliabh Luachra Journal. Tourism is funded under Theme 1 of LEADER 14-20 and it recognises that rural tourism provides a stimulus for enterprise and job creation.



Eddie McCarthy of Ballyhass Lakes signing a contract for LEADER funding under the tourism measure with Chairman of the North Cork LAG Cllr Gerard Murphy, Maura Walsh, Michael Twohig, Eileen Linehan and Anne Maria Bourke of IRD Duhallow and LAG Member Cllr John Paul O'Shea.



Nestled beneath the paps, the walks along Shrone Lake are spectacular for tourists.

Walks

For those with time and enthusiasm, or those with a love for walking, Duhallow is best explored on foot and will reveal a breath-taking variety of scenery. Whether it is trekking along the Mullaghareirk Mountains or along Mount Hillary or going for a stroll in the Island Woods, the Duhallow region has a variety of walks to suit all ages and interests. Participants of the Tús and Rural Social Schemes as well as local landowners through the Walks Scheme maintain these walks. All the brochures can be either downloaded from the IRD Duhallow Website or are available from the IRD Duhallow reception.

Duhallow Angling Centre

Kanturk Trout Anglers founded the Angling Centre of Excellence in 2012 with support from IRD Duhallow through our LEADER 07-13 programme. The plan for the Angling Centre was to make angling more accessible to the local community in Duhallow and to attract a percentage of the very fast growing angling tourism market in Ireland.

Ireland is one of the last remaining countries in Western Europe with an indigenous head of wild brown trout and here in Duhallow we have crystal clear trout streams on par with the best in Europe.

The Duhallow Angling Centre of Excellence has successfully built up its reputation over the past six years for the quality of our trout angling and continue to attract anglers from all over the world. Angling tourism has a major economic impact on the local economy with accommodation providers, restaurants, supermarkets, tackle dealers and local bars all benefitting as well as creating and maintaining local employment levels.



Husband and wife David and Judy O'Driscoll from Colorado USA enjoying the trout teemed rivers of Duhallow.

In our continued quest to introduce more members of our local community to our rivers, we continue to host two angling camps for children every year at Easter and in the summer. Summer classes for adults are also available as are individual lessons.



Michael McMahon shows off his catch!



The next generation of gillies! Fly tying classes take place throughout the winter in the James O'Keeffe Institute.

Winter activities for the angling centre mainly consist of fly dressing classes for both adults and children. Fly dressing is the art of creating artificial flies for angling.

Newmarket Pitch and Putt

Newmarket Pitch and Putt Club has continued to grow in membership year on year, with the plan for the year ahead to implement a number of improvements to the course. Adults and juvenile members represent the Club in competitions around the country. The course attracts visiting players from all across Munster due to the remarkable design of the course making it a challenge to play for even the most experienced player. Two weekly competitions have been put in place for our juveniles since the start of May 2017 resulting in social interaction between kids that might otherwise never get to play together. The Adult Members weekly competitions have seen great success, attracting large numbers, consisting of three major competitions throughout the summer. Since 2015, the Club have organised a weeklong camp for juveniles each summer. This provides an opportunity for young people who have an interest in the sport to get a taste of it before committing to an Annual membership. The summer camps have been a massive success and plans are underway for another such camp this August. These camps are supported by the Pitch & Putt Union of Ireland and supervised by a PPUI Development Officer, providing hands on training teaching them the rules of the game and how to perfect their techniques.



At Newmarket Pitch and Putt, Tracy Herlihy presenting the Jimmy Cross Memorial Match 2017 in honour of her dad to this year's winner Donal Hannon.



Students from Newmarket Boys National School under the tutelage of Paddy O'Connor and Tom Twomey.

Culture and Heritage

Duhallow has an abundance of unique heritage and culture which local voluntary groups and individuals actively help to promote and celebrate. It is this invaluable contribution that volunteers make which helps to ensure that we can preserve traditions, stories and folklore unique to Duhallow for future generations, visitors and locals alike. Through funding programmes such as LEADER IRD Duhallow has supported a number of community led projects which have helped to preserve, restore and celebrate our culture. It is hoped that under the current LEADER programme despite budget cuts we will see innovate heritage projects come forward from the community.



Local volunteers hard at work recording data for our historic graveyards project

Cumann Luachra

Members of Cumann Luachra Rathmore have devoted years of hard work to researching and recording the culture and heritage of the Sliabh Luachra area. IRD Duhallow has always supported Cumann Luachra in the voluntary work they undertake and were delighted to support them to successfully apply for LEADER funding in 2017 for the production of the 18th, 19th and 20th issue of the Sliabh Luachra Journal. This project will see the local volunteers and historians undertake research, record and publish this local history as well as encouraging local participation in this overall process and helping to preserve such information for future generations.



A headstone in Dromtarriffe where details were recorded as part of our historic graveyards project

Heritage Week 2017... 'It's in Your Nature'

National Heritage Week gives communities an opportunity every August to raise awareness and celebrate local culture, traditions and heritage. 'It's in Your Nature' was the theme for 2017 and IRD Duhallow organised a number of events under this theme. Firstly an open workshop was facilitated in our polytunnels on the grounds of the James O'Keeffe Institute entitled 'Plants for Pollinators' which was facilitated by expert herbalist Niamh Ni Dhuill who advised on how best to develop your garden to promote pollination. With the weather in our favour all in attendance were able to visit the community garden and participate in discussions of the various plants and wildlife.



Tom Ankettell of Kanturk Angling Centre of Excellence giving a demonstration to locals as part of National Heritage Week activities 'It's in Your Nature'

Secondly to keep with the natural heritage theme we organised a day on the river workshop where Andrew Gillespie and colleagues from Inland Fisheries Ireland showcased aquatic life on the river and Tom Ankettell of Duhallow Angling Centre of Excellence gave demonstrations on angling. This was a thoroughly enjoyable experience where those present had a new appreciation for our natural heritage right on our door step.

IRD Duhallow has also over the last 6 years trained community groups to document and survey their historic graveyards and to publish the surveys on www.historicgraves.ie. John Tierney of Eachtra Archaeological Projects Ltd facilitated this training and the third phase of this project was funded by the Heritage Council to finish the 28 community led historic graveyard surveys to a high standard of completion. This is a great unique body of work and a testament to the community groups who took part in the surveys. The surveys will be a very useful resource for those undertaking genealogical and historical work in the future and further data can also be added to the collection in the future.



Niamh Ni Dhuill giving advice on what plants to have in your garden to promote pollination as part of National Heritage Week here in Duhallow



Duhallow Choral Society did a special performance for Mayor Rahm Emmanuel as part of their Chicago Rose Tour.

Duhallow Choral Society

Duhallow Choral Society was established in 1996 and now has over 70 dedicated members who have over the years been highly trained to ensure a very high calibre of choral singing. The group have performed regionally nationally and internationally for various dignitaries over the years including President Michael D Higgins, Leinster House, Cardinal William Levada in Rome and Senator Hilary Clinton. They have toured both Europe and America performing in prestigious venues. In 2018 the choir undertook a tour of Chicago where they performed at various events organised by the Chicago Rose of Tralee Centre, the Department of Arts and Humanities at St Xavier University, the Irish Network of Chicago and Kerry Group. As it coincided with St Patricks Day celebrations the choir took part in the Chicago South Side Irish Parade. This was a great accolade for the choir and raised the profile of Duhallow in Chicago.

Sliabh Luachra Music and Dance

Bruach na Carraige Heritage Centre located in Rockchapel has long been promoting and celebrating the unique culture and heritage of Sliabh Luachra and 2018 saw even more successful events with seisiuns, summer camps and concerts held throughout the year. A concert with Peadar O'Riada and Sean O'Shea, world renowned traditional Irish musicians and singers was a great success held in the heritage centre. Ceoiltoiri Sliabh Luachra consists of 15 young musicians, singers and dancers highly trained who perform through the year at seisiuns and events and took their show 'A Musical Journey through the History of Ireland' to Siamsa Tire, Tralee which received great praise and helped to promote the culture of Sliabh Luachra to visitors and locals in Kerry.

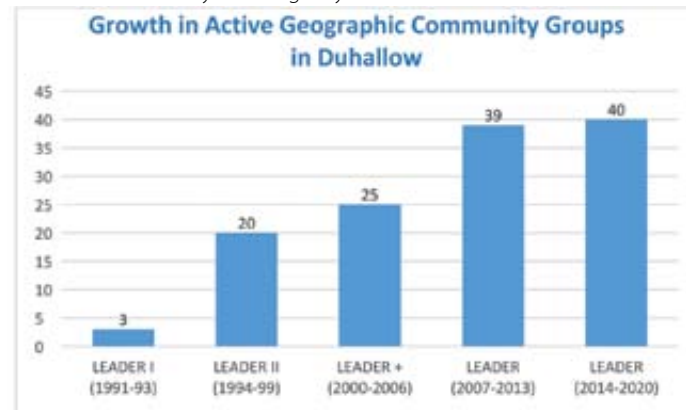


Renowned musician and singer Peadar O'Riada and Sean O'Shea performing at a full house at Bruach na Carraige Rockchapel

Community Development

Enhancing Rural Governance

IRD Duhallow supports the development of resilient and inclusive communities through capacity building, training, networking and area based planning. Community-led local development has been central to the work of IRD Duhallow since the launch of the first LEADER programme in 1991. Over the past 27 years, there has been significant growth in the number of rural community groups across Duhallow actively engaging and directing the local development of their own areas. The targeted capacity building measures utilised by IRD Duhallow helps to stimulate greater participation in community planning, decision making and leadership. Community volunteers are encouraged through the bottom up approach to consider the longer potential of their areas whilst taking into account the needs of future generations. In turn, this sense of involvement helps to promote community ownership of projects which ensures sustainability and longevity.



This graph illustrates the growth in the number of active communities from 1991 to the present day.

IRD Duhallow's community development working group aims to support the development of bottom-up and locally led initiatives and interventions that have distinct economic, social, and environmental objectives. IRD Duhallow works closely with the locally based community groups to identify the needs and aspirations of the people living in the area whilst also ensuring the appropriate linkages with the Local Economic Community Plan and the Local Development Strategies. Community Support Plans are drawn up with each local community group to determine the reach and scope of the proposed project plans and to define strategies for leveraging funding from multiple sources. The plans are there to assist communities in planning what outcomes they want to achieve and the actions that IRD Duhallow can help them to progress.

LEADER supporting Vibrant Towns & Villages

Creating vibrant towns and villages throughout the region has wide ranging economic and social benefits for both the local communities and businesses in the area. With the assistance of LEADER funding IRD Duhallow has worked with community groups to develop the fabric of the rural towns and villages and their hinterlands through improvements to streetscapes, creation of recreational spaces, regeneration and upgrading of heritage and other community buildings. Animation work has focused on stimulating and supporting the capacity, assets and leadership within these communities.



Triona Dennehy, IRD Duhallow assisting Bertie O'Leary, Tureenahill Community Group with their LEADER application and SICAP Community Support Plan

As with many EU and Irish programmes, the language and rules surrounding LEADER can be quite daunting but staff of IRD Duhallow work alongside community groups to ensure they can submit an application for funding. With a significant cut to the LEADER programme community groups are actively seeking grant aid from multiple sources to help make up the shortfall in grant aid. This has placed even

more pressure on voluntary members of committees to source finance. IRD Duhallow works closely with both Cork and Kerry local authorities to identify co funding opportunities between LEADER and local authority administered programmes.

SICAP

The Social Inclusion and Community Activation Programme concluded at the end of 2017. IRD Duhallow actively engaged in a consultation process to contribute to the design of the new successor programme 2018-2022 which included interviews with the Economic and Social Research Institute (ESRI) and attendance at workshops and surveys. Staff and management strongly stressed that SICAP is complementary to the existing range of programmes and does not stand alone or could not stand alone given the limited budget available for both Cork and Kerry. SICAP 2018 – 2022 provides funding to tackle poverty and social exclusion at a local level through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies. There is a reduced focus on activation and a return to a community development approach which encompasses the wider factors are at play, for example, lack of self-confidence and motivation, poor mental or physical health, poverty and debt, social isolation, lack of social networks, lack of information, transport, local services etc.



Aerial photograph of the new car park development in Clondrohid.

CLÁR

CLÁR is a targeted investment programme which provides funding for small scale infrastructural projects in rural areas which have suffered the greatest levels of population decline since the foundation of the state. In 2017 IRD Duhallow supported Clondrohid to successfully apply for the development of a community car park under Clar. Nationally, there was an allocation of €5 million made available for the CLÁR programme for 2018 with an objective to maximise the impact of the funding, for the benefit of communities in CLÁR areas. IRD Duhallow supported 4 communities in Duhallow and 2 Communities in the Mid Cork area to apply for funding under Measure 1: Support for Schools/Community Safety Measures and Measure 2: Play Areas. To date Clondrohid was successfully approved funding Under Maeasure 1 towards the construction and upgrading of footpaths, lighting and further car parking spaces.



Noel McDonagh, Chairperson Clondrohid Community Recreational Facilities LTD, Cllr. Kevin Conway (NP) Chairperson Macroom/Blarney Municipality District, Fr Anthony Wickham PP Clondrohid, Cllr. Gobnait Moynihan (FF), Claire O'Neill Acting Municipality District Officer, Triona Dennehy, IRD Duhallow & Cllr. Michael Creed along with members of other Community organisations in Clondrohid, gather by the Clondrohid GAA facility which received funding under CLAR for tarmac and a new gated area.



Work underway on the LEADER part funded footpath which will connect Boherbue village to the graveyard.

Community Development

The role of Community Centres

Community Centres play a pivotal role in engaging communities in activities that strengthen the ties within the town/village and surrounding countryside. These centres serve as focal points for local people where different groups can meet, community celebrations can be held and significant events can be marked. In smaller communities without shops, schools, or post offices, they may be the only place that communities can come together. With the assistance of LEADER, IRD Duhallow has assisted communities to renovate/upgrade and/or extend existing centres as well as building new facilities. Support was also provided for the renovation of old school houses and other historical buildings which were lying dormant for years following their closure. These centres now provide a base for a vast array of social, cultural, recreational, educational and sporting activities in local communities.



Jacinta Carroll and Sheila O'Keeffe of IRD Duhallow hosted an information stand at the North Cork PPN public information day.



Billy Murphy of the Lyre Community Culture Sport and Leisure Association signing their LEADER contract for funding towards the development of a park and walkway in Lyre village with Cllr Gerard Murphy Chairman of North Cork LCDC, Anne Maria Bourke & Helen O'Sullivan IRD Duhallow and Cllr Gearoid Murphy IRD Duhallow Board member.

Outdoor Recreation Infrastructure Scheme

Regular exercise not only keeps muscles and joints healthy, but it is also good for co-ordination, mobility and core-stability. IRD Duhallow was successful in securing funding in 2016 to purchase and install outdoor gym equipment in locations across Duhallow. The equipment resembles that of indoor gym equipment with a range of cardio & resistance apparatus which work to improve co-ordination, heart rate & posture of users. The equipment is available for everyone to use from teenagers to older adults and everyone in between!



Lily Stack using the new outdoor gym equipment @ Rockchapel GAA field which was funded through the Rural Recreation Fund.

Community Elections

Community representatives have always formed an integral component of the board of IRD Duhallow with each of the

3 areas North Eastern, South Eastern and Western Duhallow having 2 representatives democratically elected to the board. We have expanded this representation to include 2 more representatives from the mid Cork area which we now cover under the LEADER programme. 2018 saw the turn of the South Eastern Duhallow elections where Mary Wallace of Donoughmore returned for a second term and Billy Murphy of Lyre was newly elected. We thank Noreen Duggan Banteer for serving 3 years on the board and representing her area for this time.



Mary Wallace Donoughmore who was re-elected and Billy Murphy Lyre who was newly elected as community representatives to the board of IRD Duhallow for the South Eastern Duhallow area with Maura Walsh CEO on the night in the Glen Theatre Banteer

Outreach Services

The James O'Keeffe Complex acts as a hub for various supports and services for the Duhallow region. Such an asset in the region allows us to work with organisations such as MABS, and Citizens Information to ensure that they can provide outreach services here on our doorstep to those who need such supports. Weekly clinics are held by both organisations which complement each other and existing IRD Duhallow supports also. For those with limited access to transport and or broadband the provision of an outreach service is vital.



Ciaran Casey Development Manager and Nuala O'Sullivan Information Officer of North & East Cork County Citizens Information Service who facilitate a weekly outreach service in the James O'Keeffe Institute Newmarket.

Kerry Community Awards 2018

Kerry Community Awards aims to recognise the work of the community and voluntary sector that seeks to improve the Social, Economic, Cultural and Environmental quality of life in local communities, both urban and rural. Tureenahill Community Group won a Special Achievement gold award for their efforts in enriching their community through the revitalisation of the old school. This welcoming centre now provides an outlet for all age groups, from babies to seniors including Tai Chi, Kickboxing, Bridge, Computer classes etc.



Members of Tureenahill Community Group proudly accepting their Gold Award at the Kerry Community Awards.

North Cork LEADER 2014-2020 Strategy Summary

The following is a summary of the North Cork LAG Local Development Strategy. All Projects funded through LEADER contribute to the implementation of this strategy.

Rural Tourism

Strong stock of natural, cultural and heritage communities, with potential for further expansion in activity tourism, sight-seeing and culture seeking. Capacity to capitalise on proximity to Killarney and West Cork.

Develop signature attractions, Increase things to see, Upgrade outdoor activities.

Destination Marketing – Focusing on each segment and sector. Using Digital Technology to generate business and increase brand awareness

Enterprise Development

Need for significant investment in rural economic diversification and support for entrepreneurship. Strong local work ethic and loyalty of SME sector. Fall out from economic decline has most adversely affected rural areas, young males and those with low skill levels.

Build on the current LDC approaches, structures and relationships with entrepreneurs to ensure continuation and expansion, one-to-one supports, increased mentoring and more effective inter-business networking. Life Long Learning programmes and courses delivered locally.

Rural Towns

Areas proximate to the Cork Gateway have experienced population growth. Mallow has grown as a designated Hub town. Smaller and more rural towns have been adversely affected by rural re-structuring.

Community Development in commuter communities to focus on integration and service provision. Rural-Proofing of all actions. Polycentric development of rural towns, through inter-community collaboration and by strengthening of rural communities and villages.

Basic Services for Hard to Reach Communities

The retrenchant State has deprived many communities of essential public services, and social exclusion is being compounded. Older people, young rural men, those with health difficulties, lone parents and foreign nationals are experiencing particular problems.

Work with all agencies to ensure the delivery of the targets on rural service provision specified in the NSS, and ensure their full incorporation into the National Planning Framework. Specific community development actions to target those most affected by social exclusion, including support groups, networking, training, confidence-building and support for entrepreneurship.

Rural Youth

High levels of migration from rural parts of the sub-region. Under-representation of young people in civil society bodies and decision-making structures.

Support for SME development and the enhancement of the quality of life in rural communities. Inter-generational projects, Cultural Development Initiatives, Specific development programmes and retraining for young men.

Rural Environment

Protection and Sustainability; The Munster Blackwater represents a significant resource. NHAs and SACs signify state recognition of local landscapes, but approaches have been largely exogenous. Citizens' awareness of the environment has increased.

Further work with farmers and civil society to promote landscape valorisation. Greater partnership approaches.

Improvement of Biodiversity On-going work with schools and communities and agencies to promote responsible attitudes and behaviour. Support community-led initiatives including Tidy Towns.

Support for Food Producers

A growing number and network of artisan producers.

On-going supports through diversification projects, SME expansion, development of outlets and marketing strategies.



Maura Walsh CEO, Brian Kelly, Michael Twohig and Anne Maria Bourke, Board Members IRD Duhallo, with Cllr Gerard Murphy, Chair of North Cork LAG with Danny Duloher of Kilguilkey House, signing his LEADER contract with Cllr Bernard Moynihan, North Cork LAG Member.



Jack Roche, Irish representative on ELARD, the European Network of Local Development Companies attends a meeting in the European Parliament with Johnny Coyne of Forum Connemara and Joe Sanders of ILDN.

Cllr Niall Kelleher, Chair Kerry LCD, presents Aine Hickey, Director of Hickey Scaffolding Ltd with their LEADER contract with Maura Walsh, CEO IRD Duhallo.



Maura Walsh, CEO, was invited to speak at the NRN Conference in February.



Chair Anne Maria Bourke, Sinead Goggin of E-bridge Training, Carmel Kelleher, Ducon Concrete, Louise Bourke, Eileen Linehan and Maura Walsh IRD Duhallo at the women in Enterprise Networking Event held in the JOK in June.

LEADER Projects

LEADER North Cork 2014-2020

Rural Tourism Tom Dennehy Kilguilkey Stables Ballyhass Lakes	Development of Self Catering Accommodation Purchase of Portable Stabling Upgrades and Equipment Purchase	€20,000.00 €25,000.00 €40,012.40
Total		€85,012.40
Enterprise Development James O'Keeffe Feasibility Enterprise Working Group Cromur Engineering Daniel P Buckley Kanturk Mart Hickey Metering Ltd	Feasibility study in Curriculum Development and Quality Assurance Systems Delivery of Start Your Own Business Training Purchase of Equipment Purchase of Equipment Development of Public Car Park Purchase of Equipment	€18,000.00 €5,550.00 €30,000.00 €10,000.00 €40,000.00 €12,500.00
Total		€116,050
Rural Towns Boherbue Community Sports Centre CLG Araglen Development Association Boherbue Parish Hall Lyre Community, Community, Culture, Sport and Leisure Association	Refurbishment of Boherbue Sports Centre and development of Indoor Wall Development of the Glouneen River Loop Walsh Upgrades to Hall Roof Lyre Walkway	€12,390.00 €10,300.12 €22,813.50 €35,752.00
Total		€81,255.62
Basic Services Boherbue Community Development Assoc. Millstreet & District Housing Association	Development of Boherbue Foot Path Equipment for the Canon O'Donovan Day Care Centre	€40,000.00 €2,666.00
Total		€42,666
Rural Youth Youth & Education Working Group Newmarket Pitch & Putt Club	Conducting a Rural Youth Feasibility Study Upgrades and Development of Newmarket Pitch & Putt Club	€12,647.00 € 48,416.08
Total		€61,063.08
Total North Cork Commitment		€386,047.10

LEADER Kerry 2014-2020

Rural Tourism Cumann Luachra	Publication of the 18th, 19th & 20th Editions of the Sliabh Luachra Journal	€21,882.00
Rural Youth Youth & Education Working Group	Conducting a Rural Youth Feasibility Study	€2,582.00
Enterprise Development Sean Hickey Scaffolding	Purchase of Equipment	€56,000.00
Total Kerry Commitment		€80,464

LEADER South 2014-2020

Basic Services Ballinagree Community Development Co.	Development of Ballinagree Playground	€65,000.00
Rural Youth Youth & Education Working Group	Conducting a Rural Youth Feasibility Study	€2,582.00
Total South Cork Commitment		€67,582

Overall Total IRD Duhallo Commitment

€529,093.10

Social Inclusion Community Activation Programme 2018-2022



Cllr Gerard Murphy, James Fogarty, Cork County Council Divisional Manager with IRD Duhallow Chair, Ann Maria Bourke and LCDC staff Kay Keegan and Andrew Lewis.

The Social Inclusion and Community Activation Programme (SICAP) 2018 – 2022 provides funding to tackle poverty and social exclusion at a local level through local engagement and partnerships between disadvantaged individuals, community organisations and public sector agencies. SICAP 2018 – 2022 is the successor programme to SICAP 2015 - 2017. SICAP is a social inclusion programme which assists both individuals and groups through a two-pronged approach; supporting communities and supporting individuals. Having taken into account the feedback received from consultations, evaluations and ongoing learning, SICAP 2018-2022 is better placed to respond to national and



LDC CEO's Maura Walsh with John Stack & Eamonn O'Reilly NEWKD, Noel Spillane SKDP, with Moira Murrell, CEO Kerry County Council, Cllr Niall Kelleher, Chair of LCDC & Mike Scannell Chief Officer, Niamh O'Sullivan, Manager and Anne Marie Fitzgerald KCC Staff.

local needs and priorities. IRD Duhallow welcomes the reduced focus on activation and instead, progressing people towards jobs rather than into jobs per se, focusing on those most distant from labour market and returning to a community development approach. With the assistance of SICAP funding, IRD Duhallow aims to ensure that those at risk of poverty and social exclusion gain the opportunities and resources necessary to participate fully in economic, social, political and cultural life. It ensures that they have greater participation in decision making which affects their lives and access to their fundamental rights.

FUNDS COMMITTED TO PROJECTS 2017

ACTION	PROMOTER	PAID CORK	PAID KERRY
GOAL 1 LIST OF ASSOCIATED ACTIONS			
Action 1 Stakeholder Engagement Newsletter		5,060.08 5,060.08	1,617.81 1,617.81
Action 2 Empowerment of Disadvantaged Communities Bereavement, Domestic Violence & Emotional Support Service Duhallow Carers Meeting Costs Kerry Community Awards	Equality Working Group Duhallow Carers Community Development Working Group	950.34 780.40 169.94	362.89 182.70 45.60 134.59
Action 3 Collaborative Networks Alzheimer's Tea Morning, Bealtaine Brochures, Duhallow Beekeepers Association Membership Transition from Primary School to Secondary	Saoi Network, Agriculture Working Group Youth & Education Working Group	1,056.98 564.95 492.03	225.68 225.68
Action 4 Integration of New Communities Cultural Awareness Training, Multicultural Christmas Event	Equality Working Group	1,001.93 1,001.93	490.30 490.30
Total Goal 1 Budget		8,069.33	2,696.68
GOAL 2 LIST OF ASSOCIATED ACTIONS			
Action 5 Community Education & Training Beekeeping Workshops Courses / Workshops: Upcycling/Recycling, Art Classes, Millinery, GIY, Pension workshop, Sign Language, Toddler Bonding, alternative Health, Parenting Skills.	Agriculture Working Group Employment & Training Working Group	6,368.79 375.00 5,993.79	1,915.82 1,915.82
Action 6 Preventing Early School Leaving Literacy & Numeracy Support & Careers Exhibition Scoil Pobal Sliabh Luachra Afterschools	Youth & Education Working Group Scoil Pobal Sliabh Luachra	5,396.52 5,396.52	2,272.00 246.48 2,272.00
Action 7 Pre support Engagement SHINE Phrenz, TO Ceramic & Pottery Classes, Public Speaking, Kerry Community Awards	Equality Working Group	3,257.88 3,257.88	615.48 615.48
Action 8 Empowerment of Active Citizenship Cyberbullying seminar, Coderjojo, Public Speaking Competition Kerry Community Awards	Youth & Education Working Group Community Development Working Group	2,321.88 2,321.88	966.06 700.65 265.41
Total Goal 2 Budget		17,345.07	5,769.36
GOAL 3			
Action 9 Community & Social enterprise Materials and Equipment for Afterschool's Newmarket Pitch and Putt Bruach na Carraige Lamh Sign Language	Newmarket Afterschool's Newmarket Pitch & Putt Bruach na Carraige Danu Childcare Rathmore	2,150.70 500.00 1,577.00 73.70	1,439.90 446.30 993.60
Action 10 Labour Market Activation Theory Test Workshops, Occupational First Aid, Forklift Training, Customer Service & Complaint handling, Safepass, Training Brochure	Employment & Training Working Group	6,795.02 6,795.02	2,393.30 2,393.30
Action 11 Job Centre Recognition of Learning Ceremony Job Centre Mentoring & Equality work	Employment & Training Working Group Equality Working Group	1,492.82 1,249.09 243.73	743.97 667.40 76.57
Action 12 Self Employment Mentoring, Start Your Own Business, Training Booklet, Business Awards Women in Agriculture Conference	Enterprise Working Group Agriculture Working Group	6,681.84 5,681.84 1,000.00	1,350.00 1,150.00 200.00
Total Goal 3 Budget		17,120.38	5,927.17

Saoi - Network Duhallow Active Retired Groups

The SAOI network plays an important role and promotes the participation of older people in local decision making processes as well as encouraging and supporting them to avail of the various supports available. It helps to promote and value the role and contribution of older people in Duhallow through coordinating the efforts of locally established groups to develop regional responses to their various needs.



Barry Murphy from the new Active Retired Group in Clondrohid enjoying Jack's Famous Mystery Tour

New Groups

This year the focus was on developing a new group in Clondrohid. The first Saoi Network member from the South Cork Region- Clondrohid Active Retired was formed in September 2017 with the support of IRD Duhallow. The group meets monthly in Clondrohid Hall.



Maura Walsh, Jack Roche and Noreen O'Regan officially launched Duhallow's First Seniors Conference.

Seniors Conference

The inaugural Duhallow Seniors Conference took place in November of 2017. The event was a resounding success with in excess of 140 people in attendance in the specially erected Marquee in the James O'Keeffe Institute. The conference was officially launched by Minister of State for Mental Health and Older People Jim Daly, who was followed by the panel of speakers giving informative presentations on issues affecting the elderly.



Speakers at the Duhallow Seniors Conference: Mary Ann Jones of Jones Carter & Co; Maura Walsh, IRD Duhallow; Jim Daly Minister of State for Mental Health and Older People; Jack Roche, IRD Duhallow; Helen O'Sullivan, IRD Duhallow; Nuala O'Sullivan, Citizen's Information and Angela McCarthy, Cork County Council.

Bealtaine

The Duhallow Bealtaine Festival has become an annual event on the calendar. Developed by Age & Opportunity the National Theme for this year was "Be Our Guest", embracing Ireland's traditions and our history of the céad mile failte. Active Retired



Jimmy Reidy c103, pictured with Louise Bourke and Jack Roche at the recording of the Special Around the Fireside Programmes relating to Bealtaine.

Groups across Duhallow organised 29 events within the region.

Day Time Cinema

As our elderly population in rural Ireland grows, so too does the loneliness and the feeling of isolation being experienced by older people in the region.

Our day time cinemas create a social circle for people to meet and have dinner and reminisce over films from their youth. Films shown include The Quiet Man; Calamity Jane; How the West Was Won and Mary Poppins.



"Reeling in the Years!" Throughout the year we run a number of day time cinemas featuring old classic movies such as Calamity Jane, the Quiet Man and Mary Poppins.

Befriending

The Befriending Network continues to operate whereby local volunteers call in pairs to the house of an older person once a week for a friendly chat. There are currently 10 regular users of the service.



Joan Cashman of Colour and Image Academy with Philip Linehan of Linehan's Fashions. Joan hosted an Over 50s Fashion Evening featuring local stores.

Care & Repair 2018

IRD Duhallow has completed 23 repair jobs/referrals to date under the Care & Repair service. This service is provided through a pool of local volunteers who give their time free of charge. The householder only pays for any materials used. Ten people also receive a weekly friendly telephone call service. Age Action donated 200 Carbon Monoxide alarms, which are fitted in homes insulated through the Better Energy Warmer Homes Scheme by our Warmer Homes Scheme installers.

Senior Alert Scheme (SAS) Personal Monitored Alarms

IRD Duhallow is registered with Pobal to deliver the Senior Alert Scheme, which provides personal monitored alarms free of charge to persons over 65 years of age. The householder will receive an alarm along with a pendant, which can be worn around the wrist or neck. When pressed it connects wirelessly to a base unit, usually attached to a phone. This base unit immediately sends a call to a 24-hour monitoring centre. The equipment is supplied and installed free of charge along with one year's monitoring. To date 50 alarms have been installed with a further 32 applicants approved and awaiting installation.



Members of Rockchapel Young at Heart enjoyed their first taster session of Chair Yoga, which was organised in conjunction with Cork Sports Partnership.

Collaborations With Other Agencies

The Saoi Network works closely with other agencies to provide supports to older people. In conjunction with Cathal Geraghty of Cork Sports Partnership, Yoga Classes were funded in Rockchapel, Dromtariffe and Kilbrin. A number of Go For Life Games Blitzes were also organised as part of the Bealtaine Festival, as well as a "Get Walking Workshop".

The Saoi Network also links with Community Worker Eleanor Moore of the HSE about the provision of supports and funding for Active Retirement Groups. John Noel Cronin of Active Retirement Ireland is always on hand to support the Saoi Network in the development of new Active Retired Clubs in the region.

Equality and Social Inclusion

Equality and Social Inclusion

We live in an increasingly diverse society and need to be able to understand and respect diversity as well as being able to respond appropriately and sensitively to difference in others. The promotion of Equality and Social Inclusion ensures that all people are treated fairly with respect and are given equal access to opportunities and resources ensuring that their needs are met. IRD Duhallow's Equality Working Group has been working for over two decades to counter disadvantage by creating a more inclusive Duhallow and understands the importance of communicating the benefits of promoting equality and diversity among local communities. The Working Group believe that the best way to achieve this is to support and organise several initiatives which promote positive interactions which ensure that all communities in Duhallow recognise the value of diversity, and multiculturalism in society.



Kamilla, Karina and Danile Kolesnyk receiving their presents from Santa and Mrs. Clause at the Multi-Cultural Christmas Event in Teach Íosagain Rathmore.



Participants who recently completed their examinations in Irish Sign Language Level 1.

Supporting Integration

Integration is a two-way process which involves the immigrant and the host community. Through the many initiatives organised over the last year the IRD Duhallow Equality Working Group has developed and promoted an increased awareness and appreciation of the different non-national groups living among the local community through a collaborative approach. According to Census 2016 the national average for the number of people who were born outside of Ireland and the UK was 10%. Figures in Duhallow are well above this national average, with Millstreet being one of the ten most diverse towns in Ireland, with 26.4% of the population born outside of Ireland and the U.K, which has risen by 3% since Census 2011. The town of Kanturk also has an above average number of Non-Irish Nationals (12.4%). The 2017 Migrant Integration Strategy reminds us that "successful integration is the responsibility of Irish society as a whole and will require action by everyone in Irish Society". The Working Group is at the forefront in developing local responses to the local needs of migrant people. We



Participants of the Basic Computer Training Course from Drishane Castle Accommodation Centre after receiving their Certs from Cllr. Gearóid Murphy, IRD Duhallow Board Member, at the IRD Duhallow Annual Recognition of Learning Ceremony.

aim to help members of new communities to become active citizens and to integrate and participate in the local community.

IRD Duhallow has been working with Members of New Communities for over two decades in promoting tolerance, mutual understanding and social inclusion within the local region. We have worked with several migrant individuals, and have enabled many to progress through community development, training and education.



Olivia and Lilianna with their parents Monika and Lukas enjoying the annual Multi-Cultural Christmas Event in Teach Íosagain Rathmore.

Multi-Cultural Christmas Events

Two Multi-Cultural Christmas Events were held in Teach Íosagain Rathmore and The Trade Union Hall Kanturk in December 2017 with over 70 children and their families participating. We are once again extremely grateful to the RSS participants both current and retired who provided Santa and Mrs. Claus each night. Embracing diversity is key to successful integration and these Christmas events continue to be an important annual event in supporting common ground between the Members of New Communities and the local communities.

Cultural Awareness Training

Cultural Awareness Training was organised by the Working Group in November 2017. The training delivered by Dr Alvina Grosu of Culture Wise Ireland fostered cross-cultural understanding for participants. This one-day interactive training course, delivered through the SICAP programme, enabled participants to gain an insight into the multitude of factors that cause impediments to the integration of Migrants while helping them to recognise the value of diversity and multiculturalism on society, building on their capacity to respond appropriately to the needs of migrants.



Participants of the Basic Computer Training Course from Drishane Castle Accommodation Centre after receiving their Certs from Cllr. Gearóid Murphy, IRD Duhallow Board Member, at the IRD Duhallow Annual Recognition of Learning Ceremony.

Basic Computer Training

Basic Computer Training was delivered to 19 participants from Drishane Accommodation Centre through the Digital Skills for Citizens Scheme. Over a five-week period participants were taught basic computer and internet skills. Each participant received a certification of participation at the IRD Duhallow Recognition of Learning Ceremony in December 2017.

Equality and Social Inclusion

Irish Sign Language (ISL)

The Equality Working Group welcomes the announcement by the Irish Government to recognise Irish Sign Language (ISL) as an official language of Ireland in December 2017. The Irish Sign Language Act (2017) is an important step towards equal rights for all 5,000 members of the deaf community in Ireland. For many years the Equality Working Group have organised Basic Sign Language classes in Duhallow and this year in light of the passing of the new bill we organised an 18 week course in Level 1 ISL which covered an Introduction to ISL, Conversational ISL and Communicating in ISL. ISL incorporates the shaping of hands, movements, gestures and facial expressions.



Participants practicing their Irish Sign Language Skills (ISL). ISL incorporates the shaping of hands, movements, gestures and facial expressions.

Practical Self Advocacy Training

Practical Self Advocacy Training was offered in conjunction with the Disability Federation of Ireland to help to build the capacity of people with disabilities to enable them to advocate on their own behalf when achieving their goals. Fifteen participants completed the training in an active learning style where each individual is invited to get involved in a range of workshop activities and were encouraged to share their perspective on different topics.



Some of the participants of the Practical Self Advocacy Training Course after receiving their Certificates from Aine O'Sullivan, Community Development Worker, with the Disability Federation of Ireland.

Duhallow Carers

With a total of 195,263 family carers nationally and 18,269 in Cork County as a whole the Duhallow Region has a significant number of family carers with 1487 recorded in the 2016 Census. The Duhallow Carers Group meets monthly in an effort to reach out to family carers by providing a welcoming environment, a friendly chat and peer support amongst other family carers. With 109 such carers already members of the Duhallow Carers we actively strive to reach out to even more carers to link them up to various supports they could benefit from as well as from meeting with others in similar circumstances to themselves. Training, workshops and social outings are organised for members throughout the year to facilitate carers to take time out for themselves with their peers. A summer outing to Dingle proved very popular along



Breda Buckley Boherbue receiving a hand massage from Mararet Creen of The Red Cross who delivered a Hand Massage Workshop to the Duhallow Carers Group

with yoga classes and hand massage also provided. The carers hold their annual mass in November along with a Christmas outing in December. The 'National Carers Strategy Recognised, Supported, Empowered' has 4 national goals one of which is 'To support carers to care with confidence through the provision of adequate information, training, services and supports'. It is with the provision of services on the ground in the community by the Duhallow Carers which will assist family carers in their roles locally.

Domestic Violence

The IRD Duhallow domestic violence service provides support to both males and female victims of domestic violence through our listening and support service which is delivered by trained volunteers who operate our phone line and facilitate one to one sessions. Domestic violence affects people from all social backgrounds and unfortunately the stigma associated with it means that many are slow to ask for help especially in a rural context. Our service helps to offer a confidential and non-judgemental support to victims as well as information to concerned friends and family members on what supports are available to them and on rights and entitlements, barring orders etc.

2018 saw reforms to the Domestic Violence Bill pass through all stages of the Oireachtas which brings Ireland closer to ratifying the Istanbul Convention which aims to combat domestic violence. This development will see coercive control which is psychological abuse classified as an offence. Victims will be able to give evidence via a television link to avoid risk of intimidation and can be accompanied to court for support. Domestic violence orders and Emergency Barring Orders are also taking new factors into consideration. This is a significant development for victims of domestic violence as for the first time our legislative system will recognise and respond to a harmful pattern of control, dominance, inequality and psychological abuse which can be very prominent within a home.



A large crowd supported an Alzheimer's fundraising Tea Morning in Tureencahill Community Centre which raised vital funds for the Alzheimer's Society of Ireland.

Employment and Training



A large crowd gathered at the annual Recognition of Learning Ceremony, including this group who successfully completed a course on Computers for Improvers

Employment & Training

Unemployment was arguably one of the worst consequences of the economic crisis as it caused immeasurable financial and personal stress in households right across the county. Most recent figures from the CSO indicate that nationally unemployment rates have fallen from a peak of 16% in 2012 to 6% in March 2018, bringing unemployment figures to their lowest level in a decade. Live register figures in Newmarket indicate a reduction of 10.43% and there is a combined drop of over 20% in people signing on in both Macroom and Newmarket Social Welfare offices over the last twelve months. However, given the patterns and factors associated with economic exclusion and inequality, there are still several parts of Duhallow with above average levels of unemployment and youth unemployment is still a cause for concern. In the Newmarket DEASP region out of the 720 people on the live register in April 2018, 8% were under the age of 25. The longer this segment of the population remains out of work, the greater the long term impact on their career and quality of life. Through IRD Duhallow employment activation initiatives we ensure that, labour market recovery is transmitted to the harder-to-reach households so that they have every chance to get integrated into the work force.



Participants who took part in a Basic Computer training course with class Tutor Sheila Roche

Community Education and Life Long Learning

IRD Duhallow Community Education and Life Long Learning programmes respond to the needs of the local communities whilst providing a positive learner centred focus. The supportive environment in which community education takes place increases the engagement of socially excluded adult learners and those who have had previous negative experiences of



A Practical demonstration during CPR Training: Being trained in CPR and First Aid can be invaluable when someone is in serious medical distress.

the educational system. For many individuals the community education approach acts as the first step back to education. Our activities focus on individuals who are most distant from education and the labour market, each individual is encouraged and empowered to work as part of a team and come together in creative and participative ways in order to set and achieve goals such as employment, personal and social change, formal certification of their learning and community activity. SICAP funding has been utilised through Goal two to train over 120 adults in the last year through a variety of courses including: Basic Make-up application, ISL sign language, Art & Craft, CPR, Beekeeping, Grow your own and basic IT training. IRD Duhallow strives to give each individual access to one to one supports enabling them to take up a broad array of learning opportunities throughout their lives. Our aim is to provide learning in communities, which facilitates individual empowerment, build social cohesion, nurture active citizenship, promote economic and cultural prosperity and lay the foundation for sustainable development.



Forklift Safety Training is the foundation of fundamental material handling applications, it can improve the overall safety, productivity and efficiency of any workplace

Labour Market Activation

IRD Duhallow labour market activation programmes are designed to give jobseekers a better chance of finding employment. We engage intensively with jobseekers to support them back into employment by providing one to one supports, retraining and upskilling initiatives and prioritising the needs of individuals with lower skill levels. Throughout the year, we organised First Aid Response Training, Safe Pass, Customer Service and Complaint handling and Forklift training courses. Evidence suggests that the cohorts requiring the most assistance, in terms of numbers and distance from the labour market, are those on the Live Register for more than three years and people with disabilities.



Kristian Olow, Christopher O'Brien, Gerard Murphy and Gavin Keane who participated in the Inexperienced Forklift Training delivered by MI Safety and Training Services

Employment and Training

Job Centre

IRD Duhallow's SICAP funded Job Centre provides a one to one free and confidential service, providing support, advice and guidance to Job Seekers and low income workers whilst assisting them to improve their training and employment prospects. Job centre personnel engage closely with Tús and CE Scheme participants as well as participants from the Local Training Initiative in order to prepare them to seek employment upon exit from the various programmes. The main array of services provided through the Job Centre include: professional CV writing, one to one interview coaching which has proven to enhance performance at job interviews, advice on job seeking and further education and training opportunities. Eighty-Nine clients engaged with the IRD Duhallow Job Centre in 2017, with 20 (22%) of these individuals progressing to full/part-time employment. Our all-inclusive approach is paramount, empowering individuals overcome barriers whilst improving self-confidence in order to re-join the labour force, which can often be a very daunting task.



"Children need the freedom and time to play, play is not a luxury; play is a necessity"



The Saturday morning LEGO club proved to be a huge success, with wonderful creative structures developed by the participating children

Positive Parenting and childhood wellbeing

Parenting is an extremely rewarding role; however, there are times when the role is challenging. Through IRD Duhallow SICAP Community Education programme, we provide access to parents, guardians, carers and those working directly with children to programmes specifically focusing on positive child development and childhood wellbeing. During the past year, we worked closely with Aisling McAuliffe who is a certified Play Therapist and organised a course on Play skills for Parent and Professionals who were interested in learning play therapy based techniques. Sometimes children find it difficult to use verbal expression to tell us exactly how they feel or to recount events in detail through

words making more traditional forms of therapy more difficult for them to engage in. Play is a child's natural method of communication, expression and learning therefore play therapy makes use of the child's own resources to bring about verbal and or non-verbal expression. In addition, Lego Club workshops were provided for children between the age of 5 and 12, offering creative Lego building sessions giving children the opportunity to improve social, teamwork, communication, problem solving, fine motor and creative play skills, all while having fun and making new friends. Lego therapy provides a multi-sensory, creative and applied approach to therapeutic intervention for children.



Claire O'Reilly with her daughter Freya who took part in the Toddler Bonding Workshops delivered by Aisling McAuliffe of North Cork Play Therapy

Digital Skills for Citizens Training

The Digital Skills for Citizens scheme is an initiative under the Governments National Digital Strategy, funded by the Department of Communications, Climate Action and Environment. The programme provides basic digital skills training where individuals attending classes learn the skills they need to use and enjoy the many benefits that using the internet offers. IRD Duhallow through a Consortium bid with Age Action rolled out the initiative in Duhallow; classes are specifically targeted at people over the age of 45, from the farming community, small business owners, the unemployed, persons with disabilities and disadvantaged groups. This programme is a follow on scheme from the BenefitIT training, since the inception of the initiative we have trained over 550 individuals.

This year Kathleen O'Sullivan who participated in the Digital Skills smartphone training was shortlisted for a Silver Surfer Award in the "Hobbies on the Net Category." The awards celebrate and showcase older peoples use of the internet and technology and Kathleen was shortlisted as a person who uses the internet to pursue her hobby. Kathleen is a passionate hill walker who uses her smartphone to take breath-taking photos but more importantly uses location services and GPS utilities to determine her exact location while climbing Clara, The Galtees and Carrauntoohil, just to name a few.



Right: Kathleen O'Sullivan and Ann Goodall concentrating hard during the Digital Skills for Citizens smartphone training. Kathleen was recently shortlisted for a Silver Surfer Award in the Hobbies on the Net category. Congratulations Kathleen



Youth and Education

The IRD Duhallow Youth & Education Working Group represents a collective strategic vision of the various stakeholders in the area for youth in the region and consists of representatives from local schools, clubs, state agencies and An Garda Síochána. In European terms a young person is classified as anyone up to the age of 35 years of age and the working group is cognisant of developing priorities which encompass all of our youth and help to address the needs and opportunities for them in the region. It is too often the case that the older cohort of young people 25-35 year olds are often not prioritised nationally when services are being planned and in a rural context it is essential that we as a region ensure that our youth are able to live and work in Duhallow if they so wish and have the same opportunities as those living in urban areas.



Students from Coláiste Treasa, Kanturk exploring the agricultural courses on offer from representatives from Pallaskerry Agricultural College at the IRD Duhallow Careers Exhibition.

Careers Exhibition

Career Planning is one of the most important processes that students can participate in prior to applying for their CAO in order to achieve their own further education and training goals. The annual IRD Duhallow Careers Exhibition continues to be an important date in the calendar for Secondary School Students in Duhallow. Over 500 Senior Cycle students from across the Duhallow region attended the 15th annual IRD Duhallow Careers Exhibition, which took place on Wednesday 4th of October in the Edel Quinn Hall Kanturk. [Pic 2] The exhibition was largely attended by local, National and U.K. Universities, Institutes of Technology, Agricultural Colleges, PLC Training Colleges, Solas, and the local Gardaí. Students were provided with an opportunity to explore careers of interest by visiting the different exhibitors stands on offer and speaking to representatives from each college, who gave the students a much needed insight into their future career choice. Roisín Kelleher, Career Guidance Counsellor was in attendance to meet students on a one to one basis to offer additional support and advice in relation to subject and course choices.



Pictured at the University of Limerick Stand at the annual IRD Duhallow Careers Exhibition are students from Scoil Phobail Sliabh Luachra Rathmore.

Primary School Public Speaking Competition

Communication is the backbone of our society. It allows us to form connections, influence decisions, and motivate change. Without communication skills, the ability to progress in the working world and in life, itself, would be nearly impossible. Learning communication skills helps young people navigate their world and prepare for the



Students from Boherbue National School, winners of the IRD Duhallow's Primary School Public Speaking Competition 2017.

workforce, civic and family roles they will assume as young adults. Public speaking is one of the most important and most dreaded forms of communication. IRD Duhallow's annual Primary School Public Speaking Competition gives children an opportunity to practice and improve on communication skills, build self-confidence, improve critical thinking and to improve skills including research and oral presentation. Seven teams participated in IRD Duhallow's 10th annual Primary Schools Public Speaking Competition in November 2017, which were judged by accomplished judges. Boherbue National School were the overall winners on the night with Kanturk Girls National School and Kanturk Boys National School Runners-Up on the night.

IRD Duhallow Coderdojo Club

IRD Duhallow's Coderdojo Club was set up in 2017 as part of the CoderDojo Movement happening across Ireland. The community-based programming club for young people is volunteer led and Free of Charge. The club seeks to address the digital skills gap, encouraging young people to learn to code. Children benefit from learning code at an early age because they learn computational thinking, which fosters problem-solving skills. Duhallow CoderDojo Club which is facilitated by a team of six voluntary I.T. mentors, meets weekly in the James O'Keeffe Institute. The children are taught basic programming and web development skills through programmes such as Scratch, and Trinket in a fun, sociable, creative and interactive environment. There has been huge interest in the club to date with 25 children attending each session. The Youth and Education Working Group is extremely grateful to the team of dedicated mentors who voluntarily give their time and dedication to the running of the club.



Duhallow Coderdojo Club meets every Wednesday night in the James O' Keffe Institute.

Youth and Education



Coderdojo mentors Bertie Harte, Peter Ryan, Charlotte Kitto and Tim Hourigan after presenting certificates to some of the Coderdojo attendees.

Cyberbullying Awareness Seminar for Parents

The internet is a tool that we as a society can't function without. It allows for enhanced access to education, entertainment and social contact. However, due to the power of the internet, social media apps and the anonymity that technology allows, it is essential for parents and professionals who work with children to educate themselves on the potential dangers of the internet and, in particular, on how children and young people interact with it. In response to this, the Youth and Education Working Group organised a seminar on Cyberbullying in November 2017 with over 30 parents and teachers in attendance. This interactive seminar explored the effects of technology use on children, cyberbullying prevention and the safe use of technology. The seminar was delivered by Pat Forde, of Stopthebully Ireland, who is a leading figure in the on-going anti-bullying debate in Ireland and has featured on RTE's television series Bullyproof with Clinical Psychologist, David Coleman as well as being a regular contributor to media debates on the subject.

Literacy and Numeracy

One in 10 people are diagnosed with Dyslexia in their lifetime. However, for children a diagnosis of dyslexia or dyspraxia can be a hugely worrying time, knocking their self-esteem and self-worth. Through the SICAP Programme, Literacy and Numeracy classes are facilitated weekly in IRD Duhallow by three local primary school teachers. We also offer supports through our TTRS class, which is facilitated by Nollaig Murphy. Confidence building is the main purpose of these classes which aim to equip children with the skillset and confidence to overcome their difficulties. We presently have 14 children enrolled in our literacy support programme and parents are supported through clinics, which are held with the tutors every term. A Laugh and Learn Camp was facilitated last summer, which allowed targeted summer learning in a structured environment.



Grace Hogue is presented her Cert of Achievement in Excellence in literacy from Cllr Gearoid Murphy and our literacy teacher Sarah Browne



Some participants of the IRD Duhallow Literacy Support Programme with Youth and Education Working Group Chair Cllr Gearoid Murphy and our teachers; Sarah Browne, Noirin Murphy, Sinead Guiney and Nollaig Murphy

Transition from Primary to Secondary School

The Youth & Education Working Group recognises that the move from primary to secondary school can have a significant impact on a family especially when it is the first child in the household. In response to this an information evening was facilitated by Roisín Kelleher who is a distinguished Career Counsellor who addressed issues such as social interaction/fitting in, study techniques etc. Adjusting to change can be more difficult for some children than others with some easily adjusting and others finding it more challenging. All students need some level of support especially in relation to cope with one of the biggest differences which is the constant change of subjects and teachers every 40 minutes. The seminar was very beneficial to teachers, parents and students.



Career Guidance Counsellor Roisín Kelleher with Anne Maria Bourke, Chairperson and Helen O'Sullivan, Community Services Team Leader of IRD Duhallow.

Youth & Family Support Research Project

The Youth & Education Working Group consists of representatives from relevant stakeholders who work closely with other agencies in an effort to develop supports and services for children, young people and families living and working in Duhallow. The need for a detailed piece of research along with the development of a plan in specific response to these needs was identified as a priority by the working group. With the support of LEADER funding this piece of research has recently commenced under the expert guide of Dr Brendan O'Keeffe of the Institute for Action Research and will comprise of a socio economic and demographic analysis and will be undertaken via a number of different methods including focus groups, agency consultations, online surveys and census and other data analysis. The initial phase of the consultations was undertaken with 340 second level students in local secondary schools and the Working Group were delighted with the enthusiasm and support from local schools in this initiative. Under the LEADER Programme a young person is categorised as anyone up to the aged of 35 and therefore this initiative will also address the real issues for such young adults such as mortgages, planning permissions, employment opportunities for 3rd level graduates, amenities needed to attract people back to living in Duhallow. The project will also take into account the national policy for children and young people. This is an exciting and much needed piece of research which will reveal the real issues affecting youth people with a 3-year strategic plan being developed in response to this research.



Michael Moynihan TD celebrated Europe Day with the children of Kanturk Girls NS.

Towards Occupation and Mental Health

Health is created and lived by people within the settings of their everyday life; where they learn, work, play and love'

Ottawa Charter, 1986

The Ottawa Charter (WHO, 1986) highlighted the need for active community involvement in matters that affect health, rather than communities merely being passive recipients of professional interventions. At the heart of this participatory approach to health is the empowerment of communities, strengthening their capacity to take collaborative action. IRD Duhallo's Equality working group maintains its supports for the implementation of a recovery community based Mental Health model as delineated in A Vision for Change (2006) and aims to build capacity within the community to identify and address mental health priorities at a local level. Having a mental health problem can cause difficulties and obstacles in all areas of life, even those as simple as washing, shopping, talking openly with other people, brushing teeth, cleaning the house, managing money, making friends, shaving



TO Participant Julie Lehane preparing the soil for planting in the Polytunnel.

and being independent. Having a mental health problem, combined with taking strong medications in some instances can limit people's ability to socialise with other people, take part in education/training or/and find work.



Brian Casey, Barry Clarke, Teresa Collins and Mindfulness Tutor Ali Burnard.

The Towards Occupation (TO) programme is a part time modular training initiative designed to provide those who are distant from the labour market as a result of mental ill health to develop the skills and confidence via a combination of individualised and group capacity building supports to achieve personal progression e.g. occupational fulfilment, employment, education, training, voluntary work, or other directions. Other positive outcomes include increased self-esteem, improved socialisation and reduced welfare dependency. The programme is delivered by IRD Duhallo through



Mary Rose Twomey participating in the Creative Art Classes funded through Cork ETB Community Education

a partnership approach with Ballyhoura Development Limited, South East Cork Area Development, West Limerick Resources and Cork City Partnership. The Department of Employment Affairs and Social Protection, HSE and the Cork, Limerick and Clare Education and Training Boards are project partners in terms of co-operation and provision of supports. The partnership approach facilitates an integrated approach and provides participants with a broader range of opportunities and linkages. The Towards Occupation Programme is committed to the principal of progression, for some, this may be the support to move towards the open labour market and for others it may be the development of key 'Life skills' to effectively face the needs and challenges of everyday life. Training opportunities include: Mindfulness, Life Skills, Computers, Craft Skills – Sewing and Upholstery, Furniture Recycling, Art, Yoga and Cookery.



Participants of the Towards Occupation Programme proudly displaying their QQI level 3 Craft Upholstery Certificates at IRD Duhallo's Recognition of Learning Ceremony.

Ability Programme 2018-2021

IRD Duhallo will deliver a new pre activation programme called Ability which is funded by the Department of Employment Affairs and Social Protection and the European Social Fund. The purpose of the programme is to support young people with disabilities (15-29 years of age) to improve their employability through a range of person-centered supports. It is proposed that participants on the Ability programme will be supported with tailored training and career guidance support. Training will include the development of soft skills, confidence, communication, self-awareness, life-skills/personal development. A focus will be placed on work preparation training for young people with disabilities including job search strategies. Existing linkages on the ground with local employers will be utilised to facilitate supported work sampling, work experience placements, work shadowing, volunteer placements and place and train schemes. It is envisaged that the Social Enterprises sector in Duhallo will play a key role in creating occupational integration and rehabilitation for participants of the Ability Programme with varying degrees of disability in protective working environments. This may serve as a pathway or stepping stone to transition into the open labour market in some few cases. This innovative project will complement the existing work of the project planning and referral partners who were consulted during the application process. These partners include St. Josephs Foundation, Charleville, the National Learning Network, Middleton, the Disability Federation of Ireland and the Department of Employment Affairs and Social Protection. This regional project will focus on promoting participation and collaborative interagency work within the territories of IRD Duhallo (North West Cork, South East Kerry and Mid Cork), Ballyhoura Development (South and East Limerick and North Cork) and SECAD (South and East Cork).



Towards Occupation and Mental Health



Triona Dennehy, TO Coordinator speaking with TO Participant Margaret Hayes.

Community Emotional Support and Counselling Service

IRD Duhallo's Emotional Support Service is available by appointment to anyone over the age of 18, affected by mental ill health. The support service is completely confidential, non-judgmental and non-discriminatory. Very often people with lower incomes cannot afford counselling fees and therefore go without. Mature Students from Cork Institute of Technology provide a weekly community based Emotional



Volunteer Counsellors for IRD Duhallo's Community Emotional Support and Counselling Service: Edel Kelleher, Joe O'Herlihy and Aoife Douglas.

Support and counselling Service in the James O'Keeffe Institute as part of their placement process. This includes telephone listening and one to one Integrative counselling. Callers to the Bereavement phone have been referred to this service.

IRD Duhallo Phrenz Support Group

Shine in collaboration with IRD Duhallo, established the Duhallo's Phrenz support group in 2016. The Phrenz groups support individuals in their own recovery. Sharing experiences with others can be therapeutic and a great way for people to learn new coping skills as well as growing their support network and making new friends. The group, which is peer facilitated, meet on the second Thursday of each month in the James O'Keeffe Institute, Newmarket. An 8 week training programme entitled Finding My Way will be delivered in September 2018. The training aims to assist people in getting to a better place by supporting empowerment to embark on that journey of recovery.



Emily Daly, Shine Regional Information and Support Officer and Aoife Douglas who facilitates the monthly Shine meetings

Bereavement Support

Everyone will experience the loss of a loved one at some stage in their lives, however some can struggle more than others to deal with such a loss. Regardless of having friends and family, bereavement can be a very lonely place where one can feel a multitude of emotions as they go through the various stages of grief. To support people through this process the Equality Working Group established a bereavement and loss support service where one to one sessions as well as a helpline are available by trained volunteers at our meeting rooms in Newmarket. The service is free of charge and works closely alongside our Emotional Support and Counselling Service.



The Towards Occupation Programme Summer Picnic in the Therapeutic Gardens located on the grounds of the James O'Keeffe Institute, Newmarket

Equality for Women & Childcare

Poverty, social exclusion, lack of education and flexible employment opportunities are all at the forefront of challenges which continue to face women living in rural Duhallow. Over the years the Working Group has played a pivotal role in responding to promoting and achieving greater equality for Women in Duhallow. This has been achieved by responding to women's needs while improving their access to childcare, education, support, guidance and personal development supports as well as helping to support women undertaking entrepreneurial activity and ensuring that they can participate in key decisions concerning their lives.

Since the establishment of the IRD Duhallow Women and Childcare Working Group in 1997, IRD Duhallow has played an important role in focusing on developing and advocating policy and programmes which work towards the positive development of women's rights, entitlements and opportunities. IRD Duhallow has welcomed the reinstatement and inclusion of disadvantaged women as a target group in the new SICAP Programme 2014-2020.

Duhallow Women's Forum

The Women's Forum has played a substantial role in promoting the role of women in society, as well as focusing on enhancing the participation of women in community development and local decision and policy making. The forum has impacted on the lives of local women for the past 21 years, providing the opportunity for 17 women's groups in

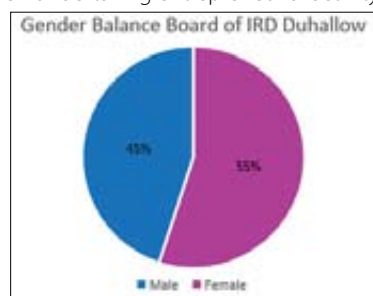


International Women's Day 2018 was marked on Thursday, March 8 as IRD Duhallow visited Millstreet Community School to speak on the role of the Duhallow Women's Forum as part of a series of events organised by Transition Year students to celebrate gender equality.

Duhallow to come together to network, collaborate and share information and ideas while encouraging their participation in a wide range of training courses, workshops, seminars and conferences and promoting gender balance on Boards and Committees.



Honouring the home grown hero, Hanna Sheehy Skeffington were (L-R) Mary Creedon, IRD Duhallow, Judy O'Leary and Jeanette O'Connell, Duhallow Women's Forum, Kasla Meller and Jacinta Carroll, IRD Duhallow. A life sized monument, depicting Hannah with a ballot box was erected in her honour by IRD Duhallow's Women's Forum in Kanturk Town Park around the site of the old Mill Wheel beside where the Sheehy home stood.



the militant Irish Women's Franchise League to fight for women's right to vote and for women's citizenship to be included in the Home Rule Bill. As one of our most accomplished Duhallow born women, she was allocated a page in the Mná Duhallow Calendar of 2002. The 6th of February 2018 marked 100 years since legislation was passed that gave Irish women the right to vote.

Equality for Women and Pensions

The pension gap in Ireland continues to widen as state pensions paid to women are now an average of 37% smaller than those paid to men. The main cause of this inequality is the fact that women are more likely than men to take time out from paid work to care for children or family members leaving them short of PRSI contributions to qualify for a full State Contributory Pension which has resulted in many women reaching pension age with no pension rights at all. Although, women are more likely than men to depend on their State pension in their older years, only 36% of those receiving a full State Contributory Pension are women.



Members of Duhallow Women's Forum pictured with local T.D. Michael Moynihan and Mary Creedon, IRD Duhallow at the National Women's Council of Ireland Pension Lobby Day in Dublin in September.

The Duhallow Women's Forum continued to lobby for pension rights over the past year. Two Pension Workshops were held in conjunction with the National Women's Council of Ireland funded by the Community Foundation of Ireland and the SICAP Programme. The workshops were facilitated by Catherine Lane of the Women's Council of Ireland, Nuala O'Sullivan of Citizen's Information and Naomi Feely, Senior Policy Officer with Age Action.



Participants of the ECDL Start Programme delivered as part of PEIL pictured with tutor Kieran Clifford. Ten of these participants went on and completed their full ECDL Certificate.

PEIL Gender Equality Programme - Duhallow Work Opportunities for Women Project

Returning to education is empowering for women and gives them the skills and confidence required to return to the workforce. The Programme for Employability, Inclusion and Learning (PEIL), a 3 year programme funded by the Department of Justice and the European Social Fund (ESF), supports women seeking to return to the workforce through the provision of flexible locally delivered accredited and non-accredited training opportunities focusing on self-development and work related skills. The supports offered through this programme have proven key for supporting women to take the first step back into learning or thinking about their return to work and have benefited the social and personal skills development of the women and their families.

Equality for Women & Childcare



Pictured at the Breast and Ovarian Cancer Information Seminar organised as part of the PEIL Programme are Mary Creedon, IRD Duhallow, Jeanette O'Connell Vice-Chairperson Duhallow Women's Forum, Fiona Moriarty Cork Arc Cancer Support Centre, Sharon O'Toole Senior Researcher Trinity College Dublin, and Meave Fitzgerald Community Information nurse with the Marie Keating Foundation.

Duhallow Work Opportunities for Women Project has supported 117 women to date to participate in training and supports including accredited training such as Care Skills QQI Level 5, Care Support QQI Level 5, Care of the Elderly QQI Level 5, ECDL, Frontline Office & Reception Skills QQI Level 5, and non-accredited such as Basic & Intermediate Excel Training, CV & Interview Skills, Mindful Living & Stress Management Workshop, Moms Matter Workshops, Assertiveness, Psychometric Testing and Personal Development.



Tutor Ailbe Coffey providing assistance with CV Preparation as part of one of the workshops run through PEIL Gender Equality Programme.

North Cork Childcare Network

The Network acts as a vehicle in bringing managers from 25 community childcare facilities together with Tusla, Cork County Childcare and IRD Duhallow representatives on a bi monthly basis to network, share experiences, address the needs and issues in the sector as well as identify opportunities. The sector is experiencing greater demand than ever before with most facilities at full capacity and long waiting lists developing with families desperate for early years and school aged childcare in their community. With almost full employment nationally and both parents working there is a strong need for more childcare places. The National Childcare Capital Programme is a welcomed investment into the sector but with the €7m programme in 2018 oversubscribed with €30m applications proves there is even further investment required to ensure families are not forced to resort to the unqualified people minding children in their own homes. For staff in this sector IRD Duhallow via our Skillnet programme undertook a detailed training needs analysis from which a GDPR course specifically for the childcare sector was identified and delivered as a priority in advance of the EU GDPR changes. Other training needs identified ranged from QQI Level 7 in childcare, music, play therapy, finance and risk management, all of which are being planned for the coming year.

GDPR Training for the Childcare Sector was delivered via Duhallow Skillnets in advance of changes to legislation to 14 childcare managers with Charlie Mernagh from Island Computing who facilitated the training.



Members of the North Cork Childcare Managers Network at their network meeting in Banteer with Helen O'Sullivan IRD Duhallow and Michelle Ryan Cork County Childcare.

After-schools

Now in its 13th year, IRD Duhallow's After Schools continues to provide school aged childcare to local families. Funded by the DCYA under the Community Childcare Subvention Programme we are able to offer a tiered pricing system to families in receipt of a social welfare payment and/or medical card/gp card. Children are collected from Newmarket schools by bus daily and are provided with a warm nutritious meal prepared by Duhallow Community Foods Services followed by homework study. Daily activities and games take place after homework is complete. This service is vital for families who require affordable school aged childcare and they are also content in the knowledge that their children are cared for in a safe and caring environment with qualified staff. 2018 saw the after schools being awarded its 5th Green Flag from An Taisce for Biodiversity. This is a great achievement for an after schools where children's attendance varies weekly and staff co-ordinate the programme in a flexible manner.



Aoife Linehan, Co-ordinator of IRD Duhallow's After-school with Assistant Maggie Walshe.

Warmer Homes Initiative

Better Energy Warmer Homes Scheme (BEWHS)

The Better Energy Warmer Homes Scheme is funded by the Sustainable Energy Authority of Ireland (SEAI) and Pobal through the Community Services Programme (CSP). To qualify for this scheme, you must be in receipt of Fuel Allowance or Family Income Supplement or Job Seekers Allowance (For more than 6 months and have a child under 7 years of age) or the One Parent Family Payment. New qualifying criteria was added in 2018 whereby families in receipt of the Domiciliary Care Allowance now qualify for this scheme. Homes must be owner occupied and constructed before 2006. IRD Duhallow is one of 12 community based organisations (CBO'S) delivering this scheme throughout the country. Our Warmer Homes Scheme is in operation since 2006 and at the end of 2017 we have insulated well in excess of 3,700 houses. Areas covered include North and Mid Cork, South Limerick and all of Kerry.



KSN Inspector Tim Coakley inspecting a home insulated under the SEAI approved Better Energy Warmer Homes Scheme by IRD Duhallow. All homes must pass third party inspection.

Additional Measures, 2018

Following an announcement by Minister Denis Naughten in March, SEAI added new measures to the BEWHS in 2018. These additional works include internal dry-lining, external wall insulation, heating upgrades and window replacement. As IRD Duhallow is not on the SEAI panel of contractors for delivery of deep measures, we have partnered with Northside Community Enterprises (NCE) to deliver these additional measures to our customers. Our installers will receive training on external wall installation and we



hope to receive National Standards Authority of Ireland (NSAI) External Wall Certification by 2019.

Tade Roche and Liam Buicke preparing to insulate the cavity wall of a home with Envirobead Cavity Wall Insulation under the Better Energy Warmer Homes Scheme.

Kingspan Retrofit Home Incentive Scheme

IRD Duhallow is a registered installer of attic, cavity wall and internal dry lining insulation measures under the Kingspan Retrofit Home Incentive Scheme. This scheme is rolled out through our cavity wall certificate holder Envirobead and is available to householders whose properties were built prior to 2006. A grant of up to €923 is available per house for attic and cavity wall insulation, regardless of house size. IRD Duhallow price the job, deduct the grant amount and the householder will pay the balance. A BER (Building Energy Rating) Certificate is generated for each completed house by an independent assessor. To date, 78 houses received funding for insulation works through this scheme.

Better Energy Communities Programme (BEC)

IRD Duhallow carried out energy efficient upgrade works to 3 community buildings and 25 homes under the BEC in 2017. The community buildings were subcontracted to IRD Duhallow through Enprova and included cavity wall insulation works to Community Centres in Togher and Crosshaven. A Respond Housing Crèche in Charleville received attic, cavity wall and internal dry lining through this scheme



James Kelleher Warmer Homes Installer carefully undertaking attic insulation with all the requisite protective equipment required in an enclosed attic space.

Carbon Monoxide Detectors

We received an allocation of 200 carbon monoxide detectors from Age Action in 2017. These alarms were donated by Gas Networks Ireland and complement our insulation and ventilation works through the BEWHS and our installers fit the detectors free of charge in each home.



Tom Cambridge, Warmer Homes Installer, fitting a carbon monoxide alarm donated by Age Action into a home which also received insulating works from Duhallow Warmer Homes.

Training & Quality Assurance

Training is an essential part of our service where staff are kept up to date on industry standards. These include Manual Handling, Working at Heights training, Abrasive Wheel training, Mobile Tower Scaffold training, Installer Insulation training, Project Supervisor Construction Stage (PSCS), Project Supervisor Design Process (PSDP) and Safe Pass. Our cavity wall teams have received training from Envirobead Insulation on surveying and insulation and are certified with the National Standards Authority of Ireland (NSAI) to deliver Bonded Bead Cavity Wall Insulation. KSN oversee the quality control for the BEWHS where their inspectors carry out random quality checks on houses completed by IRD Duhallow. In 2017 we had a pass rate of 95% from these inspections. We continue to carry out internal quality control checks to ensure we maintain this high pass rate.



Billy Browne Duhallow Warmer Homes Surveyor with Sheila McSweeney Lismire who benefited from having her home insulated under the Better Energy Warmer Homes Scheme.

Employment

The Warmer Homes Scheme is staffed through the Community Services Programme (CSP) which contributes towards the employment of a coordinator and 5 full time staff. The scheme is further supported through a number of labour schemes including the Rural Social Scheme (RSS), Community Employment (CE) and the TUS Scheme which supply participants to work with teams insulating attics and cavity walls.



Maura Walsh, IRD Duhallow pictured with Marie Linehan, CEO, Kerry Parents & Friends Association in the IRD Duhallow stand at the National Ploughing Championships 2017. IRD Duhallow has carried out energy efficiency upgrade works to a number of Kerry Parents & Friends properties since 2014 under the Better Energy Communities Programme.

Senior Alert Scheme (SAS)

IRD Duhallow registered with Pobal in 2017 to deliver the Senior Alert Scheme to householders over 66 years of age. Qualifying householders receive a free alarm or pendant which can be worn around the wrist or neck. When pressed it connects wirelessly to a base unit which is linked to your landline or mobile phone. This base unit immediately sends a call to a 24-hour monitoring centre. The equipment is supplied and installed free of charge along with one year's free monitoring. After one year, the householder must pay the monitoring fee (€65 approx.). To date, over 100 applications have been approved by Pobal and installation of the alarms by Tunstall Emergency Response is on-going. We continue to promote this service through the SAOI Network, Duhallow Revamp, Duhallow Community Laundry, DCFS and the Community Care group.

Philomena Burns Boherbue who had her home insulated under the Kingspan Retrofit Home Incentive Scheme receiving her Building Energy Rating Certificate (BER) from Noel Heffernan of IRD Duhallow



Duhallow Furniture REVAMP



With the assistance of the Community Services Programme Duhallow furniture REVAMP has been in operation since January 2016 and is providing a range of in-demand services to the community and in particular to disadvantaged individuals and groups in Duhallow. In addition to the wide offering of good quality second-hand furniture for sale, Duhallow REVAMP provides a collection and delivery service, therefore enticing the general public to have their furniture recycled and diverting such items from ending up in landfills. A repair, restoration and re-upholstery service is also available and proving extremely popular as people often prefer to upcycle and reuse their own items. A detailed workflow plan is in place to ensure that there is as little waste as possible and that project goals and priorities are met on time and within budget. There is also a discount available in an effort to further assist and entice those in receipt of social welfare, low income households and students.

Reducing the Volume of Waste Disposal

With over 67 tons of furniture diverted from landfills to date, Duhallow REVAMP is actively participating in a greener local environment. One of the principal aims of Duhallow REVAMP is to repair furniture items with as little waste as possible and redistribute the furniture back out to the community. To date, 55.9 tons of the furniture handled by REVAMP has been redistributed back into the community through sales and refurbishment, thereby contributing to a reduction in 'greenhouse' gas emissions and fly tipping. The provision of a free collection service offers a great incentive to all individuals in the community to play their part in



Jessica Baron and Colm O'Connor accepting the first prize certificate from the Southern Waste regions Upcycling Challenge 2017.

creating a cleaner environment. Duhallow REVAMP is using less than 5% of new materials.

Award Winning

Duhallow REVAMP were winners of the Southern Waste Regions Upcycling Challenge 2017 organised by Free Trade Ireland. The winning entry was a footstool made from a recycled tyre. The project stemmed from the challenges associated with the disposal of tyres in the community. REVAMP also received an award from Cork Environmental Forum in recognition of an outstanding

contribution to sustainability in Cork County and participation in the promotion of environmental care. The project was also shortlisted for the Pakman Awards 2017 which are national awards that recognise excellence in waste management and recycling among businesses, organisations, community groups and initiatives in Ireland. These accolades are testament to the difference Duhallow REVAMP is making in the community.

Employment and Training Opportunities

Another underlying social objective of Duhallow REVAMP is to provide employment and training opportunities. The social enterprise is currently operating with 4 full time equivalents including Craft and Upholstery Operatives, Stock Control/Sales and an Accounts Administrator. Employees of REVAMP have availed of training opportunities through our Skillnets programme in the fields of Health and Safety, Administration, Customer Service, Training Delivery and Management to name but a few. The project is currently seeking expressions of interest from unemployed individuals who are interested in completing a work placement in the area of upholstery, woodwork, furniture restoration and customer service. A range of training opportunities are available (pending funding) through Skillnets and SICAP e.g. Forklift, CPC training, Dumper Truck Operating, Safe Pass and Manual Handling.



Jessica Baron and Colm O'Connor with Cork County Mayor Declan Hurley attending Cork County Council Reuse Exhibition on behalf of Revamp with Michelle Green from The Smile Project.

Quality Reuse Mark

In September 2017, Duhallow REVAMP was selected to be part of a nationwide pilot project of the Community Reuse Network Ireland (CRNI), funded by the Environmental Protection Agency to address consumers concerns regarding the quality and safety of reused goods. The accredited projects will have demonstrated a commitment to rigorous quality standards, safety standards and traceability. Duhallow REVAMP along with 12 other enterprises spread throughout Ireland will actively participate in setting the framework of this quality mark.

Newly Renovated Furniture Shop

Our recently renovated showrooms has been made possible with the assistance of Dormant Accounts Funding. We are grateful for the assistance of the CRNI who linked Duhallow REVAMP with an experienced retail merchandiser for design purposes. The showrooms which houses our unique stock collection is open Monday to Friday from 9.00am to 5.30pm so please come and visit!



An antique chaise longue completely restored and reupholstered to its former glory.

Duhallow Community Laundry

Duhallow Community Laundry opened its doors four years ago in response to a need highlighted by our SAOI Network and Carers Groups for an affordable laundry service for the Elderly, Lone Parents, Carers, recipients of Family Income Supplement, the Unemployed, recipients of Disability, recipients of Farm Assist, and participants from our schemes such as Tús, Rural Social Scheme and Community Employment.

This social enterprise provides an affordable service to low income families and our elderly who are trying to live on a very modest pension as well as family carers who again are often struggling to manage all the tasks involved in caring for a loved one. We have a strong client base of a number of regular customers who use the laundry several times a week and it is clear to see that they find it hugely beneficial and that the laundry is achieving what it set out to do. Our primary users are older people followed closely by family carers.



Ann, Anita, Joan, Irena and Margaret who staff the laundry from RSS, Tús and CSP gain valuable work placement experience from using all the machines, customer care and administration.

A very important part of our service is the provision of our collection service as most of our clientele don't have access to transport. This year, we were successful in our application to the HSE National Lottery Grant for the purchase of a van, which facilitates our pick up and drop off services and sign writing ensures we are identifiable in the community especially to the elderly and rurally isolated. At the start of each week, we devise the daily collection and delivery routes, calling to our customers on that particular route. This ensures value for money and service efficiency.

Staffing

Under the stewardship of Margaret Murphy the team in the laundry pride themselves in providing an excellent service. We are very grateful for the support of the Rural Social Scheme, Tús and the Community Employment Scheme who provide us with our competent and capable staff. However, given the turnover necessary on many of these schemes, it was important for the service to secure staffing positions on a more permanent basis. With this in mind, we applied to Pobal for a Community Services Programme which is operated by the



The laundry team with the van funded by the HSE under the National Litter Fund.

Department of Social Protection. We were approved 1 Manager and 2FTEs. The aim of this Community Services Programme funding is to provide local social, economic and environmental services through the application of a social enterprise model of delivery. This funding will allow us to create sustainable jobs for those most distant from the labour market, in particular for those who are long term unemployed and from specific target groups while providing a much needed service to alleviate disadvantage.



Eileen Twomey collecting her laundry from Joan at our premises in the James O'Keeffe where there is plenty of parking and our staff are only delighted to assist by collecting and dropping laundry from and to our customer's cars.

to address changes. A recent study by the Community Foundation of Ireland has highlighted the top three priorities for older people to be;

- Home (independent living and home care services, family and informal care and nursing homes)
- Engagement in community, social connection and loneliness
- Protection of older people

People in Ireland are living for longer, the population aged over 65 years increased by 19.1% between the 2011 and 2016 census. The Social Economy Working Group are committed to maintaining all services along with addressing identified needs.

Services for the Elderly

Duhallow Community Laundry was recently featured in the IRD Duhallow newly updated 'Supporting Older People Brochure'. This brochure is a fantastic way of reaching those that need access to the services showcased along with the Laundry, the Warmer Homes Scheme and the Meals on Wheels. It is through the foresight and commitment of our Working Groups and the Board that IRD Duhallow addresses the needs when identified in the gaps in our society.



Irena and Joan preparing clothes for one of our customers, the team ensure that all laundry is cleaned, ironed, folded and packed to the highest standard.

This extra staffing will allow us to identify and expand our service to those that can avail of it.

Governance

The Social Economy Working Group oversee the work of the Community Laundry. Together with the Board of Directors of IRD Duhallow, the Working Group ensures to keep informed of societal issues and this then ensures that they are in pivotal position



Ann delivering to one of our clients Michael Fleming in Kanturk who is just one of our many customers that avail of the collection and drop off service, we aim to satisfy all our customers by providing as quick a turnaround as possible.

IRD Duhallow Community Employment Scheme

IRD Duhallow's CE Scheme

IRD Duhallow has long run its CE scheme as part of the wider supports the company offers to the unemployed and underemployed. While Tús helps people take the first steps back to a work environment, CE goes that step further by developing individual learner plans and helps participants identify the type of work they would ultimately like to engage in and strives to place people in a work environment that compliments their goals. With this in mind, IRD Duhallow actively targets participants completing Tús to join the Community Employment Scheme.

Our CE scheme is one of four CE schemes in the Duhallow area and



Denis Sheahan receives his certificate in Sate Pass Training. Training forms an important part of the Community Employment Scheme.

covers the geographical areas of Dromtariffe, Rathcoole, Newmarket, Kilcorney, Banteer, Lyre, Boherbue and Ballydaly. The scheme also provides support to a number of Community projects including Newmarket Pitch and Putt, Duhallow Community Laundry, Duhallow Revamp and Duhallow Community Food Services. Our scheme caters for 22 participants and one Supervisor.

IRD Duhallow's CE scheme provides a variety of opportunities for participants as well as substantial benefits to the communities they work in. The geographical areas covered by the scheme benefit from caretaking of community facilities, grass cutting and tidy towns works. The community enterprises benefit from additional personnel, which support each of the services to continue to meet the needs of the vulnerable and disadvantaged that they serve within the region.

From the participant's point of view, the opportunity to work in a community enterprise affords many new experiences that will prepare them well for future employment. Revamp provides opportunity to gain skills in upholstery, furniture restoration and sales while working as part of a team. DCFS provides opportunities for baking, cooking, customer services, waitressing along with administration, again all working in a team environment. Duhallow Community Laundry provides a work opportunity to develop skills for future work in laundry service, with customer service and administration duties part of the placement.

Training and Personal Progression

One of the distinguishing factors of Community Employment from other labour marker schemes is its focus on training and upskilling.



Paul Kennedy works in Newmarket Pitch and Putt as part of the scheme and is responsible for all green keeping and maintenance on the course.

Participants are generally given a one-year contract with the possibility of it being for three years, provided they participate in QQI or Industry related training. The focus on

training ensures that participants make the best use of their time on the scheme and their time is spent working towards gaining qualifications in an area that will support their work on the scheme as well as strengthening their employability prospects on completion. The Department of Social Protection provides some funding towards training and each individual has to contribute towards the costs also.

The close supervision by our Supervisor Paddy, and the development of Individual Lerner Plans ensures participants are working towards specific goals immediately from joining the scheme. These goals are revisited regularly as part of the one to one support meetings with the supervisor. Over the past year participants took part in Payroll



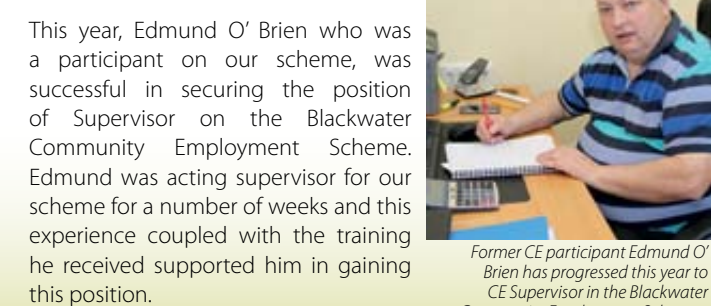
Jerry Healy completes his work experience in Banteer Community Sports field, where he maintains the pitches and walkways around the pond field.

Techniques, Manual Handling, Bookkeeping, Accounting / Bookkeeping computer software sage, Update of Accounting Practices, Professional Driving Modules, Forklift, Advance Excel, interview skills courses. All of the courses undertaken by participants are certified through QQI FETAC or City and Guilds.



Paddy O'Connor, Supervisor, surveys McAuliffe Avenue, Boherbue. The Development Association have put in a huge effort to bring improvements to the village and we are delighted that we could fill the vacancy in Boherbue again earlier this summer to compliment the voluntary effort of the community.

Local Employers & Placements Our Community Employment scheme is also unique in that it works across IRD Duhallow and the other supports the company provides. All our participants are signed up to the IRD Duhallow Job Centre, which supports the long term unemployed to prepare for Job interviews and supports individuals in preparing their CV's.



Former CE participant Edmund O'Brien has progressed this year to CE Supervisor in the Blackwater Community Employment Schemes.

IRD Duhallow Rural Social Scheme



RSS participant Seamus Curtin cleaning the village of New Tipperary as part of his RSS duties.

Why Join IRD Duhallow's Rural Social Scheme?

Whether you're looking to gain access to a Class 'A' stamp or to develop your work skills through training opportunities, to expand your network in the farming community or simply keep up to date with what's going on in the world of farming technology, IRD Duhallow's Rural Social Scheme (RSS) offers a wide range of both financial and social benefits to suit your needs. Participants are required to work 19.5 hours per week based on a farmer friendly schedule with flexibility where possible to ensure that participation on the scheme does not affect farming obligations. The work undertaken by those participating on the RSS is varied in nature and therefore there are community work opportunities to suit all different interest types and abilities.



Mary O'Connell, RSS participant, based in DCFS leads a team which prepares, delivers and serves healthy lunches to local Secondary Schools.

Recruitment of New RSS participants – Eligibility Criteria

Following the announcement of additional places nationally, IRD Duhallow is actively recruiting for suitable new RSS candidates. In order to qualify for the RSS, a person needs to be receiving Farm Assist or be in receipt of a means tested social welfare payment and be actively farming or have access to an active herd number (the herd number can be that of a partner/spouse, father/mother, brother/sister, provided this number is not being used by another RSS participant). The max weekly rate of payment for a single person is €220.50. The max rate of payment with an Adult Dependent is €351.90 and the max rate of payment for each child dependent is €31.80. A class 'A' PRSI contribution will be paid in respect of all participants. All wage payments to participants are assessable for Income Tax (PAYE) purposes. However, the actual amount payable to an individual will depend on his/her circumstances. Participants on the RSS are exempt from paying the Universal Social Charge.



Rural Social Scheme Supervisors Sheila O'Keefe and Marie Fleming preparing for the Open Day Interviews. IRD Duhallow are holding a series of open interviews to recruit participants on to the RSS and Tús schemes.

A spouse, child or sibling can take up a place on the scheme in place of the original applicant if they wish. Eligibility for all new RSS entrants is limited to those over 25 years. In addition, RSS eligibility for new RSS entrants is limited to a duration of three years at a time and a total of six years in a lifetime. These conditions do not affect existing RSS participants and will apply to new entrants only. If you are interested in joining the scheme and unsure as to whether

or not, you qualify for the scheme please don't hesitate to contact us by telephone on 029 60633 or call in to the offices in the James O'Keefe Institute to meet a Supervisor who will be happy to check your eligibility and answer any questions you may have or a current participant who can outline their experience of participating on the scheme.

TESTIMONIAL: John O'Flynn

"I have worked on the RSS since 2015. In that time the experience I have gained has been phenomenal. I have worked as part of a team and I know that my work has been appreciated. A full time job would not suit me as I also work on the farm on a continuous basis. The flexibility of the RSS has enabled me to be available to contribute to the farm work. During the busy periods on the farm I have been able to devote my time to this. The variety of work on the RSS has been challenging and rewarding. I must also mention the social aspect, meeting new people the banter and the craic and being able to bounce ideas off one another about the challenges we face in farming today. Knowing a Class A Stamp is being put up for me towards my pension is very reassuring about my future, I have also gained loads through the courses I have done".



RSS participant John O'Flynn strimming on the approach road to Gneeveguilla.

Benefits to the Community

The RSS directly facilitates a collaboration with volunteers in communities throughout Duhallow providing vital assistance for village renewal and maintenance works of community centres, sports facilities, schools, amenities, graveyards etc. Furthermore, the scheme contributes to services that enhance the independence and participation of older people to live in dignity and independence in their own homes and communities for as long as possible e.g. delivering meals on wheels, insulating homes, community laundry services and providing a friendly phone call for older people who aren't in regular contact with neighbours, family or friends.

The RSS continues to support rural recreation efforts in the region through the promotion and development of the National Trails Office accredited walks including Mt.Hilary, Mullaghareirk, the Source of the Blackwater and Claragh. IRD Duhallow administers the Walks Scheme for the Duhallow Way Walk which stretches 50 miles from Bweeng, Co.Cork to Clonkeen Church, Co.Kerry South of the Paps Mountains. Funding is provided for 26 local private landowners maintain and upgrade their sections along the route. As part of the Outdoor Recreation Infrastructure Scheme 2017, IRD Duhallow in conjunction with Kerry County Council completed upgrading works to the Old Butter Road, Rathmore and the Slyguddal road past Shrone and Clonkeen.



Kiskeam River Walk developed with the support of LEADER funding benefits from the service of the RSS with participant Tim Mahoney based there.

IRD Duhallow Rural Social Scheme



RSS participant Pat Shanahan power washing the walls surrounding Meelin Church.

Assisting Farmers to Prepare for Retirement

Nationally, almost a third of farmers are at retirement age or above, while more than half are over 55 years (CSO, 2016). Such an ageing farmer population jeopardises the role that farming plays in sustaining not only rural economies but rural communities as well. 62.5% of IRD Duhallow's Rural Social Scheme participants are over 55 years of age and 2% are under 40 years of age. The retirement age at present for the RSS is 66 years, however, retirees are continuing to farm into their older years as many do not have a son or a daughter to inherit or take over the work of the farm and in addition, fewer children of RSS farmers are taking over the traditional role of successor for these smaller farms. Unfortunately, the resulting out-migration of farm offspring, a dynamic and productive sector of the rural community, feeds into rural decline. When there is no one to take over the reins of the farm, RSS farmers tend to continue to gradually wind down their business rather than sell up. The RSS supports older farmers to through the provision of information and financial/lifestyle planning.



RSS participant Donal Moynihan finishing the mowing of the pitch at St John's GAA pitch in Millstreet.

Duhallow Community Care Committee

The Duhallow Community Care Committee is a great example of what can be achieved when local stakeholders come together in response to the needs of the most vulnerable in the community. Now in its second year, this committee consists of membership from the local St. Vincent de Paul, local Gardaí, Public Health Nurses, Community Welfare Officers, Department of Social Protection staff, a representative from the Housing Department of Cork County Council, MABS, representative from Duhallow Community Food Services and our own Warmer Homes Scheme, RSS along with representative from IRD Duhallow's Board and Management. Some older people medically ready to leave hospital are unable to return to their homes unless adaptations and improvements are made to their houses. If individuals are discharged to unsafe, cold, unsuitable homes, they are more likely to return to hospital. By request of the local Public Health Nurses, housing assessments have been conducted by the RSS Supervisors. In some instances, the homes fail



Ita Hickey, RSS Supervisor who joined the Rural Social Scheme in 2004 being presented with flowers by Maura Walsh, CEO, and Ann Maria Bourke, chairperson of IRD Duhallow on her retirement.

to meet basic standards of warmth and safety and therefore clean ups and alterations need to be made. Following the sensitive assessment of a home, recommendations are sent to the HSE and Community Welfare Officer. Work usually involves general clean up, painting and necessary adaptations or repairs. Referrals to the Warmer Homes Scheme have been made and the Furniture REVAMP project has been able to assist in providing furniture and other household items with 21 homes completed to date.



Donie O' Donoghue and Brendan Cronin are retiring from the RSS this year. Both have played a huge part in the success of the scheme and we wish them well in their retirement.



Mary Kelleher working at home on her farm in Cushloura (below), and working in the Sheltered Housing facility, Kilcorney (left). As part of her RSS work she makes sure that all activities are booked in and she maintains the hall and assists the residence to maintain their and the grounds.



TÚS Community Workplace Initiative

Tús is a Community Work Placement Initiative implemented by IRD Duhallow in conjunction with the Department of Employment Affairs and Social Protection. Since the inception of Tús in 2011, IRD Duhallow has focused on the activation of unemployed people, supporting them to stay in contact with the active labour market, maintain and update the currency of their work skills, and engage in meaningful occupational activity in the absence of paid open-labour market work. Tús aims to break the cycle of unemployment and to prepare each person for a return to the labour market by (i) ensuring people remain interested in and committed to finding a job, and (ii) improving people's productivity and employability. Being employed gives people a sense of purpose and provides a structure to life. It also gives a great sense of social inclusion, identity and status while affording opportunities for development and increased confidence.



Con O'Sullivan, Tús Supervisor, clearing a fallen tree at Mount Hillary, Banteer, which fell during the storm blocking part of the walk way. Con is qualified through a City & Guilds chainsaw training course.

Participants work for 19.5 hours per week in a variety of different community placements which lasts 12 months. They receive the same statutory (pro rata) annual leave and public holiday entitlement as other employees. A free fuel allowance and rent allowance will continue to be paid to those who fulfil the qualifying conditions on joining Tús. To qualify for Tús or to 'self-refer' a person must have been continuously unemployed for at least 12 months and 'signing' on a full time basis, and

- In receipt of a Jobseekers payment for DSP for at least 12 months, and
- Currently in receipt of Jobseekers Allowance



Con O'Sullivan, Tús Supervisor, qualified Manual Handling Instructor giving Manual Handling training to new Tús participants in the E-Centre Macroom as part of their induction.

You are now considered eligible if you had a break of up to but not exceeding 30 days in the Jobseekers Allowance record in the last 12 months. If you are interested in Self Referring, please contact your local

DEASP Case Officer in your Social Welfare branch office to apply. Jobseekers who are receiving supports on JobPath can now avail of a Tús work placements at the same time.



Tús participant Sheila Cotter working in the St Vincent de Paul shop in Kanturk. Sheila does quality control and makes sure that the clothes which are displayed in the shop are sorted into relevant styles and sizes.

Wrap Around Supports

IRD Duhallow's overall response to supporting the long term unemployed is broad, encompassing a suite of responses, not just activation, and framed in the context of the composition of the unemployed and the likely future shape of the labour market. In addition, the scale of youth unemployment, and its potential for long-term damage to the employment and general well-being prospects of individuals is actively addressed through Tús. The provision and signposting to social enhancing community services is provided to all participants and their families e.g. Warmer Homes Scheme, Bereavement Support etc. Job-search/job-matching, career guidance assistance and training opportunities are made available for participants through IRD Duhallow's SICAP and Work Opportunities for Women Programmes. Furthermore, work is ongoing with employers through the various different programmes including LEADER, Skillnets and SICAP to support them in creating employment opportunities and to ensure that such employment opportunities as are created are made available to people who are unemployed and, in particular, to those who are long-term unemployed.



Tús Supervisor Don Murphy puts the finishing touches to a beet pulper at our Agri Museum based in the JOK.

Reducing number of long term unemployed

Nationally, unemployment has fallen sharply since the jobless rate hit a high of 16 percent in early 2012. The Irish seasonally adjusted unemployment rate declined to 5.8 percent in May 2018 from 5.9 percent in the previous month and 6.6 percent a year earlier. It was the lowest jobless rate since April 2008. The seasonally adjusted number of persons unemployed was 139,000, down from 140,800 when compared to the April figure and a decrease of 15,600 when compared to May last year. Consequently, the DEASP has reduced the number of Tús places available in Duhallow from 160 to 60. Falling unemployment and soaring GDP means something different for many people in Duhallow who have yet to fully benefit from the recovery. The Programme for Government notes that "We accept that the economic recovery remains incomplete and fragile. Many people have yet to feel the benefit of the upturn in the economy. Many families are still struggling financially. Many communities - both rural and urban - have inadequate services and infrastructure." IRD Duhallow is keenly aware of the financial difficulties facing unemployed people and the supports which need to be provided in order to address the social and economic exclusion facing so many unemployed people and others of working age. Those remaining unemployed often require longer and more personal interventions to facilitate their return to the active labour force; cases where throughput and outputs will be smaller and more difficult to achieve. In the DEASP Statement of Strategy 2017 - 2020, the government has committed to reviewing work activation schemes to ensure that schemes do not contain anomalies that may impact unfairly on people in rural areas.



Liam Winters, Tús participant, setting up tables and chairs for the weekly bingo session in Kanturk hall.

TÚS Community Workplace Initiative



Participants taking part in the Digital Skills Computer training programme. Training provided by Sheila Roche, Tús supervisor.

The important role of Tús in the Community

IRD Duhallow's Tús Activation Programme provides opportunities for unemployed jobseekers to use their skills, time and talents in the community and thereby ensures that the complementary objectives of fostering community development and combating social exclusion is achieved in tandem. Participants provide an important resource to community based organisations and the voluntary sector seeking to provide services and supports in their local communities or communities of interest. As a result, communities now have an understanding of 'Activation' and have fully engaged and embraced the dual role and purpose of Tús in supporting the unemployed individual to acquire the skills to re-enter the labour market and the incentives for the community to contribute to the success.



Dry stone wall built by the participants on the Tús scheme under the supervision of Don Murphy. These participants had qualified through taking part in a "Dry Stone Wall building course" which was organised by IRD Duhallow as part of their Tús placement.

Community Conservation Projects

Tús has facilitated the sensitive restoration of a number of community buildings and infrastructure. Under the leadership and appropriate guidance of Tús Supervisors, participants have carefully carried out restoration works of traditional building projects, stone walls etc. in the community. The collapse in



Tús participant Dan Buckley, working on a stone wall. This work was completed as part of the improvements to the entrance to the GAA grounds in Cullen.

construction activity during the recession meant that a high number of the males who joined Tús were coming from a construction sector background. This is one such example of the upskilling and training opportunities provided through Tús which has allowed participants to exit the scheme with a set of skills enabling them to compete in the expanding jobs market.



Martin Murphy, who joined the Tús programme in April, working on the village renewal project in Rockchapel.

TESTIMONIAL:

Matthew Dobins

I entered the Tús Scheme with IRD Duhallow in May 2017, just over a year after the company I worked for closed and I lost my job. At the interview, I was told that retraining opportunities would be open for me if I wanted to avail of them.

As soon as I began my community administration placement. I was made to feel welcome and found everyone helpful, friendly and keen to include me, which is very important. At first, the work I was given was basic, but soon I was given more challenging and demanding tasks, which I enjoyed.

The promise of retraining was kept. I've long had an interest in training, having been a trainer earlier in my career, and I completed the Training Delivery and Evaluation QQI Level 6 and the Manual Handling Instructor QQI Level 6 courses, as well as a Computer Train the Trainer Course during my time on Tús. This has equipped me well for the future.

I can honestly say that I found the experience rewarding and enjoyable and would like to think that I've made some friends.



Matt Dobbins, Tús participant, completing administration work as part of his duties. Matt also contributed to IT training through Digital Skills Computer programme.



Tús participant Chantalle Cleary preparing food for a customer in the DCFS restaurant as part of her Tús duties.

Duhallow Community Food Services



Orlaith Tompkins, Manager of DCFS.

Rural Meals Service

The past year has seen more growth in the rural meals service with over 37,500 meals being produced and delivered to the homes of the elderly and the housebound in the Duhallow area and beyond. This is an increase of almost 10,000 in just 4 years. Deliveries are daily Monday to Friday and currently we have 6 routes in operation. Our focus is always to improve and increase the output and service in this area of business to ensure that all those



John & Peg O'Riordan from Sally's Cross get their dinner delivered to their home by RSS driver for DCFS, Michael Murphy.



Ruth O'Sullivan works in the bakery kitchen, which supplies local shops and retail outlets as well as the DCFS restaurant with a range of cakes, pastries and buns daily.

who can benefit from the service are accommodated. The Meals service both enable older people to remain in their homes within the community and allows them to return there following periods of hospitalisation. Recent national surveys have found that without the existence of the meals service in an area there would be a measurable impact on caring for the older members of the community, including: Higher mortality rates, more and longer stays in hospital, increased need for nursing home care following discharge, reduced likelihood of discharge from nursing home, increased need for non-elective hospital readmission, greater use of medications and lower levels of normal daily activity.

Bakery & Catering

DCFS continues to engage in commercial activity to offset the additional costs of the meals service and ensure the continuity of the service into the future. Outside / home catering continues to be very popular, catering for communions, confirmations, parties, and funerals. The bakery opens at 5am each morning producing scones and cakes for

delivery to the local shops, schools and for sale in the DCFS restaurant. The bakery produces a huge range of desserts and celebration cakes. School catering has been an important additional service provided by the food centre for many years. The centre provides healthy food, lunches and snacks to Boherbue Comprehensive School and more recently to Colaiste Treasa in Kanturk. Revenue generated from these additional activities is very important and we would like to thank all our customers for their continued support.



Our restaurant on site in the JOK is open 6 days a week for breakfast, lunch and dinner and afternoon tea is available. Trish Twomey is the supervisor in charge of the restaurant.



Breda Curtin has worked in DCFS since 2013 in the Meals Kitchen.

DCFS Restaurant

The move to our new Newmarket premises in December 2014, brought with it plenty new opportunity for the company. Most notable is the Restaurant on site, which finally allowed DCFS to show case its own produce on site and develop a shop front for the business. The Restaurant provides freshly cooked meals all day between 9.30 and 6pm and 10am-4.00 pm on Saturdays. The facility has also added a new dynamic to the elderly meals service. Our older clients can now visit the restaurant and avail of the elderly meals special price for their dinner on site, allowing them to get out and interact with other people.

Staffing

DCFS is fortunate to have a Community Services Programme, which provides the company with our Manager and 11 FTE's. We are also fortunate as a demand deficient community run business to be in a position to avail of support from the Rural Social Scheme, Tús and CE. These schemes provides us with additional staffing including our drivers, which help us to meet the demands of the service.



Moirá Murphy works in the Meals kitchen which produced and delivered over 37,500 meals in the last year.

Governance

DCFS is managed by a Board of 17 Voluntary Directors. The Board meets monthly and oversees all the operations of the company.



Orlaith Tompkins meets with her team of supervisors, Marcio Defrietas, Meals Supervisor, Olive Casey, Office Supervisor and Neilly O'Flynn, Transport Manager daily to complete meal plans, work plans and plan delivery routes.

COMMUNITY GROUPS IN DUHALLOW

South Eastern Duhallow Communities

Aubane
Banteer
Bweeng
Derrinagree
Donoughmore and Stuake
Firmount
Kilcorney
Lahern
Lyre
Millstreet
Nadd
New Tipperary
Rathcoole

Western Duhallow Communities

Ballinahulla
Ballydaly
Ballydesmond
Boherbue
Cullen
Foilogohig
Glash
Gneeveguilla
Kiskeam
Knockaclarig
Knocknaboul
Knocknagree
Meelin
Rathmore
Rockchapel
Shrone
Taur
Toureencahill

North Eastern Duhallow Communities

Castlemagner
Dromtarriffe
Kanturk
Kilbrin
Lismire
Newmarket
Tullylease

Mid Cork Communities

Carriganimmy & Clondrohid
Coachford, Aghabullogue & Rylane
Ballinagree
Bealnamorive
Inchigeelagh
Kilbarry
Macroom
Rusheen

IRD Duhallow Representatives

John Kelleher & Noreen Kelleher
Denis Withers & John Kirwan
Jeanette O'Connell & Sean Kelly
Tom Meeney & Andrias O'Sullivan
Marie Wallace & Monica Kennedy
Rachel Kelleher & Peter Cafferkey
Neil O'Shea & Cliona Browne
Eileen Forde & Sheila Crowley
Billy Murphy & Richard Murphy
Noel Buckley & Marie Twomey
Mary Leahy & Paudie O'Shea
Donnacha O'Donovan & Bryan Byrne
Dan Joe O'Keeffe & Gerard Tancred

IRD Duhallow Representatives

Liam Doody & Betty Collins
Richie O'Connor & WJ Moynihan
Siobhan Moynihan & Dan O'Connor
Margaret Murphy & Marie Casey
Patsy Jones & Lorraine Singleton
Annette O'Reilly & Geraldine Cremin
Mossie Fitzpatrick & Timothy Collins
Cormac Collins & Yvonne Crean
Paddy Joe O'Leary & Batt Casey
June Walsh & Ide Fitzgerald
Maureen Fleming & Tim Fitzgerald
Geraldine O'Connor & Claire Fleming
Eileen Kelly & Denis McAuliffe
Brian Kelly & Marie O'Leary
Mike Allen & Breda O Callaghan
Conor Creedon & Colette Carmody
Batt O'Callaghan & Jeremiah Murphy
Bertie O'Leary & Lil Fleming

IRD Duhallow Representatives

Andy Bourke & John Cott
David O'Keeffe & John Linehan
John Fuller & Tommy Mullane
Ester Hayes & Tom O'Riordan
Martina Aherne & Maria Arnold
Marian Murphy & Ollie Dugdale
Angela Hannigan & Mary O'Connell

IRD Duhallow Representatives

Breda Kelleher & Gerard Kelleher
Cal Healy & Peter Dineen
Shane Lehane & Aonghus MacSuibhne
Jim Twomey
Joe Creedon
Siobhan O'Dowd
Breda McCarthy & Martin Coughlan
Gerard Coakley & Ann O'Sullivan

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Duhallo

THE SPIRIT OF RURAL IRELAND