

# SECAD PARTNERSHIP

## 2018 Annual Report

Highlights & Impacts

[www.secad.ie](http://www.secad.ie)

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# Foreword



from Maurice Smiddy, Chairperson and Ryan Howard, CEO of SECAD Partnership CLG

## Chairman's Address

Having delivered SICAP 2015-2017, SECAD started the contract to deliver SICAP II 2018-2022 for the South Cork Area based on a high-quality plan and proven capacity to meet the expectations and challenges of this significant programme. The 2014-2020 LEADER Programme continued its progression in 2018 with a significant increase in the numbers of applications being processed. SECAD is the main Implementing Partner for both LEADER South Cork and LEADER West Cork. The SECAD Community Benefit Funds and **safefood** Community Food Initiative continued to develop successfully during 2018. A new contract was awarded to SECAD at the end of 2018 for the delivery of **safefood** CFI 2019-2021. SECAD is a partner with IRD Duhallow (lead partner) and Ballyhoura for a programme called 'Ability' which will provide support to young people with a disability over a three-year period.

SECAD expanded its numbers on the Rural Social Scheme while the Tús Initiative had a challenging year as the number of referrals from the Department of Employment Affairs and Social Protection (DEASP) decreased with the live register falling in 2018. SECAD has been working with local DEASP case officers to address this issue.

SECAD and Ballyhoura Development continued to deliver initiatives co-funded with the European Social Fund (called PEIL 2014-2020) to promote female entrepreneurship and employment. The SECAD Wild Work Initiative expanded in 2018 with a range of new corporate and community clients to promote biodiversity best practices, greening of communities and developing pollinator corridors. There has also been a link with local schools to introduce practical learning for students.

The Transnational Education in LEADER implementation (TELI2) project funded by ERASMUS+ which entails a study of the delivery of the LEADER programme, identifying examples of the most efficient models of implementation in the partner countries came to an end with a major national conference hosted by Limerick Institute of Technology (LIT), the lead partner, at their Thurles Campus with the Department of Community & Rural Development (DCRD). SECAD was the only participating Local Development Company from Ireland.

The Board and management are committed to achieving the highest standards of Governance throughout SECAD and I am happy to report that we are well on the journey to compliance with each standard of the Charities Governance Code.

Toward year end we set about developing our 5-year Strategic Plan; completion and sign off anticipated to be in mid-2019.

I would like to express my appreciation for the significant time commitment my fellow board colleagues give to SECAD. Finally, I would like to take the opportunity to thank Ryan Howard and all the SECAD staff for their dedication and commitment over the past year.

Maurice Smiddy, Chairperson

## CEO's Address

SECAD Partnership is a great place to work. Working here is full of positivity and challenge as we are trying to make a difference in terms of the quality of life for our clients. We are providing supports for communities, groups and people that need some help and cannot find it elsewhere – people and places that are often without the resources to meet growing needs.

I have met some incredibly inspiring people – I include all the SECAD team, board and staff, in this category. JJ Harty, past Chairman of SECAD, would say the most important thing that we can do for anyone coming through our door is to be genuinely interested in their story. This is the wisest guidance that I have shared with our team over the past two decades to develop a culture of support.

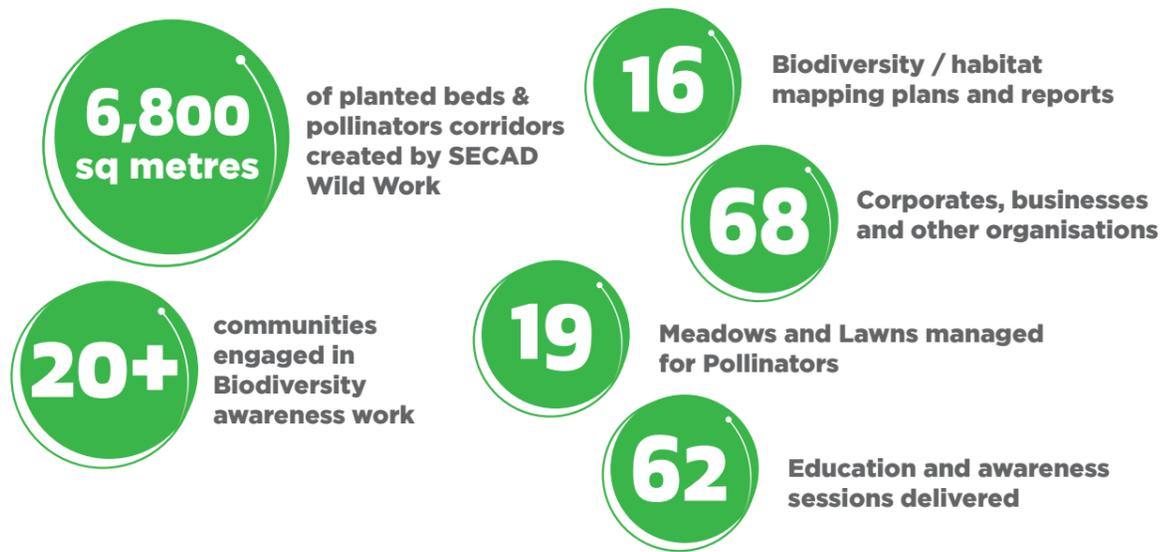
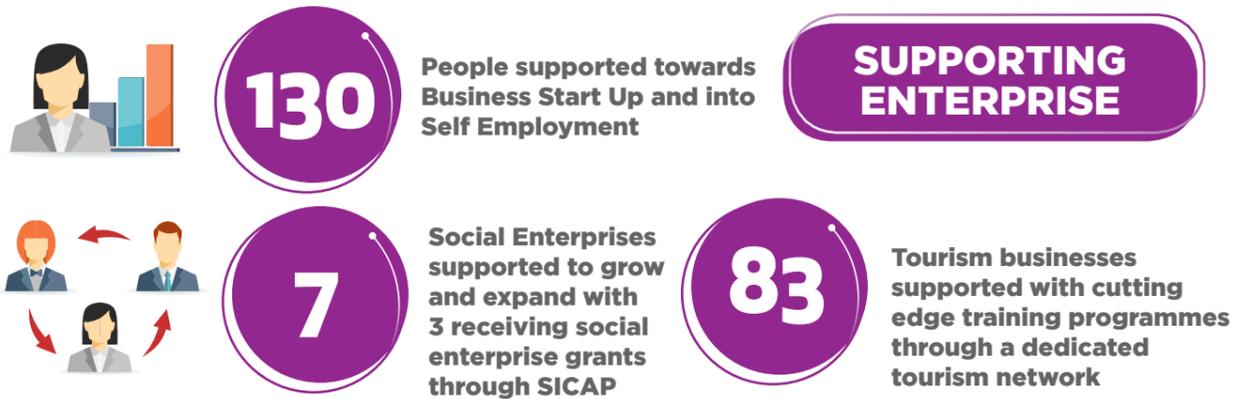
And we provide this support to people trying to get away from unemployment; to entrepreneurs developing their businesses and creating local jobs; to low income families and other disadvantaged groups to address issues by investing in local services; to community groups providing a whole range of critical services and amenities for all; towards those promoting positive integration and others making a real difference to address environmental and habitat loss issues.

SECAD is a Local Development Partnership or Local Action Group (there are over 2,000 across Europe), it is a charitable organisation with all our funds invested in supporting the sustainability of communities where we work. The un-sung heroes of this work are the volunteers who give their time, without charge, to supporting us to do our work. This includes over thirty people involved in evaluation committees and specifically the Board Members of SECAD, led by Maurice Smiddy Chairman. Their commitment is unbelievable and essential to ensure that we maintain the highest levels of corporate governance.

I hope that you will take a few minutes to read through this report and if inspired or curious to please knock on our door, you will find someone that is genuinely interested in your story.

Ryan Howard, Chief Executive Officer

# SECAD Partnership Impact 2018



## SECAD has supported;



## COMMUNITY DEVELOPMENT



# SECAD Partnership's Vision & Mission

## Vision

To be recognised as a leading European development organisation, enabling vibrant, sustainable and inclusive communities.

## Mission

SECAD is a dynamic and pioneering social enterprise which works in partnership with diverse stakeholders to provide services, facilities and investments for the benefit of the communities we serve.



SECAD 

# SECTION 1: SUPPORTING ENTERPRISE

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# Supporting Enterprise

The sustainability, vibrancy and future of our rural areas is directly linked to the existence of a range of different indigenous businesses within our rural communities. SECAD Partnership CLG has been supporting the development of business and creating links between large and small organisations and encouraging entrepreneurship since its formation in 1995.

## Women's Rural Entrepreneurial Network (WREN)

SECAD recognises that even in a society of increasing equality and opportunity, there is still a lack of female entrepreneurs and female owned businesses. According to Enterprise Ireland, *"the gap between men and women entrepreneurs is higher in Ireland than in many other European countries."*

To address this issue at its core, SECAD, through the Women's Rural Entrepreneurial Network (WREN), is supporting female entrepreneurs living in Cork and Limerick who have a concrete business idea and wish to become self-employed or who are already in the early stages of business development. The programme is co-funded by the Irish Government and

European Social Fund as part of the Programme for Employability, Inclusion and Learning (PEIL). SECAD delivers this programme in partnership with the Rubicon Centre (CIT) and Ballyhoura Development.

WREN aims to provide participants with the skills to understand how a business operates and the steps involved in turning an idea into a business opportunity. By combining Personal Development and Business Modules, the women who participate are provided with the combined set of skills and knowledge to develop their levels of motivation, business skills and the confidence to take part in mainstream entrepreneurship activities on completion.



WREN Phase 1 Class Graduation



CIT and SECAD Team members supporting the WREN Graduation

The first phase of WREN supported thirty six women across Cork and Limerick to start their own business. This started in October 2017 with seventy applicants being interviewed for the thirty six places on the programme. For the women who did not get a place, other supports were offered under the SICAP programme which included Start Your Own Business Courses and One to One mentoring supports.

The academic phase of the programme ran from October 2017 to June 2018. The female entrepreneurs covered both personal development modules and business skills. Topics ranged from SMART goal setting, time management and emotional intelligence to the business model canvas, market research and financial business plans. The Rubicon Centre in CIT delivered the business skills aspect of the programme, while the personal development aspect was delivered by SECAD.

SECAD also offered participants the opportunity to avail of extra supports, often collaborating with other organisations who work to support women in enterprise. These supports included training and workshops with UCC School of Applied Psychology, Dr Alexis Anaye from UCC Blackstone Launchpad and Dr Helen Mc Guirk from the Hinks Centre of Entrepreneurship in CIT.



WREN participants in UCC School of Applied Psychology with Dr Alexis Amaye from UCC Creative zone

The female entrepreneurs attended a showcase in 2018 that enabled them to display their business ideas and pitch their business to judges which contributed to their course accreditation. All participants are offered accreditation on the WREN programme: Certificate in Personal Development and Enterprise, QQI Level 6, Special Purpose Awards and 20 Credits from CIT.

*Compiled by Development Officer Frances Doyle*

## SECAD and the Savour Food Programme

Managing food waste is a problem that faces Irish food business every day. The environmental costs of food waste are huge, and it is known to contribute to food shortages, water stress, unnecessary biodiversity loss and increased greenhouse gas emissions worldwide.

Savour Food is a food waste reduction initiative for tackling food waste at a business level. The programme offers food businesses free consultancy, food waste training and advice in relation to food waste management. Food waste represents a significant cost to businesses, including the cost of buying, preparing and storing food, plus the cost of disposing of food that goes uneaten. A reduction in food waste not only lowers environmental impact, but can also help businesses to reduce costs, and become more profitable.

The Clean Technology Centre (CIT) has partnered with SECAD and Ballyhoura Development CLG to assist businesses to cut food waste costs. This programme is funded by the Department of Agriculture, Food and the Marine from the Department's Rural Innovation and Development Fund and is available to businesses free of charge.



Lynda O' Riordan (Bitesize, Midleton), Keelin Tobin (Clean Technology Centre, CIT), Carrie O' Donoghue (Ballyhoura CLG) and David Fitzgibbon (Aherne's Seafood Restaurant, Youghal).

Programme participant Monica Buckley, owner at The Fresh Fish Deli, Skibbereen stated that *"Since we engaged with Savour Food we have reduced our waste collection costs by €150/ month in addition to sourcing more cost-effective production inputs with a potential saving of €1,000 / month. Taking part in this initiative has not only helped us to reduce costs but also to improve our business processes in relation to food waste and reduce our carbon footprint"*.



Ross Curley (SECAD), James Hogan (Clean Technology Centre, CIT), Keelin Tobin (Clean Technology Centre, CIT), Donna Cleary (Ballyhoura CLG) and Sean Sweeney (Ballyhoura CLG).

The programme follows a nine-step process where The Clean Technology Centre (CIT), in conjunction with SECAD, guide food businesses in the assessment and measurement of their food waste in relation to food preparation, food that is prepared and unserved or plate waste (that which has been served but uneaten). From the results of the assessment, practical recommendations are made on how to reduce the amount of waste, which can be implemented quickly and easily.

Following a successful pilot of the programme in 2018, which saw 11 businesses taking part in the programme in the East Cork area, Savour Food has now been extended to include Clonakilty and Ballyhoura (East Co. Limerick and North Co. Cork) regions. SECAD are facilitating food businesses that wish to take part in the Clonakilty, Midleton and surrounding areas with a further 30 participants expected to take part in 2019.

Compiled by Development Officer Tanya Fitzgerald

## SECAD and Tourism

Over 20 years ago, SECAD identified the need to strengthen and support tourism businesses in the East Cork area. This was done by creating a network and a platform for tourism related businesses that allowed them to continue to grow and develop. The network enabled businesses to work together, increasing visitors to the region and putting East Cork on the map as a tourism destination.

This network has expanded its reach across East Cork and Cork Harbour and is now known as the Ring of Cork. The Ring of Cork membership currently comprises of 83 businesses representing Cork's leading tourism activities, attractions, restaurants and accommodation providers.

The main supports offered to Ring of Cork members by SECAD Partnership are skills development, networking, and online promotions.



Ring of Cork & Fáilte Ireland 'China Ready' Training Programme

### Skills Development

Training is tailored to the needs of members, and in 2018 workshops were delivered with the aim of upskilling staff and owner managers. Attendance at the workshops was strong and included 'Advanced Facebook Advertising', 'Customer Service', 'Maximise your Social Media', 'Introduction to Data Protection (GDPR)', 'WordPress for non-techies' and 'China Ready' Training Programme in conjunction with Fáilte Ireland.

### Networking

Ring of Cork has identified the importance of creating linkages and building business relationships,

and encourages networking among the membership through the facilitation of Familiarisation Trips. These trips are a great way for the hosts to showcase their businesses to fellow members. They also provide the opportunity for Front of House staff and owner managers to gain knowledge and create linkages with other businesses. Ring of Cork hosted trips in 2018 to Fota Wildlife Park, Trabolgan Holiday Village, 'Spooky Town' at Fota Island Resort, Jameson Experience Midleton 'Behind the Scenes Tour' and Seek at Fota Island.

Ring of Cork also hosted the 'Staying Ahead and Standing Out Tourism Seminar' in December 2018 in the Oriel House Hotel. Key note speakers included John Innes of IRONMAN Cork and Stephanie Lynch from OnTheQT. The seminar brought businesses together and afforded them the opportunity to meet, catch up, learn, and create long term partnerships.



John Innes, IRONMAN Cork & Stephanie Lynch, OnTheQT with Elga Ryan, SECAD as the Staying Ahead and Standing Out Tourism Seminar

### On-Line Promotions

Keeping the finger on the pulse of marketing and promotion opportunities, Ring of Cork began developing a new website during 2018. The website is modern, comprehensive and user friendly. The welcoming and visually appealing site includes videos and blogs as well as a members' page and industry support section. The site allows for the promotion of Ring of Cork members through listings, blog posts, videos and news, as well as constant updates for members with useful information and available industry supports.

Compiled by Development Officer Elga Ryan

## Start Your Own Business

Throughout 2018, SECAD continued to work closely with the Department of Employment Affairs & Social Protection in assisting individuals to progress in to self-employment. Seven start your own business courses ran throughout the year in both South and East Cork as well as in Macroom. The start your own business training programme was developed further in 2018 to target those with no previous business experience. Many of the clients that were supported were progressing from unemployment in to self-employment and were assisted to apply for a social welfare support payment called the Back-To-Work-Enterprise Allowance. A total of 93 clients undertook this training in 2018.

A typical SECAD start your own business course is spread over six three-hour modules which include, assessing personal suitability for self-employment, market research, marketing (traditional and digital), ownership types, financial planning and viability. As well as group training workshops, the course also includes a 2-hour individual mentoring session for each participant with a business mentor. Participants of the programme have gone on to start businesses in many areas including food, hospitality, tourism, services provision and consultancy; course participants continue to operate viable, sustainable businesses.

### Case Study: Izz Alkarjeh – Izz Café



Izz & Eman Alkarjeh

In 2018, Izz Alkarjeh, his wife Eman and their children were living in a direct provision centre in Cork. Izz, originally from Halhul, a town north of Hebron and south of Bethlehem, went to school and then university, in East Jerusalem, graduating with a degree in Computer Science. Circumstances which ensued, however necessitated Izz and his family to apply for asylum in Ireland and the family were settled in Cork. While living in direct provision, Izz and Eman used this time to share their food with other refugees and Irish people to get feedback on Palestinian food and the results were overwhelmingly positive.

Informed by a friend of the SECAD Start Your Own Business programme, Izz enrolled and the journey

towards setting up Izz Café began in earnest. Through the programme and with the one-to-one mentoring support, Izz finalised his business plan and cash flow projections for his proposed café. The café would specialise in Palestinian street food, pastries, hummus, falafels and soups and would also have a latte printing service which enables customers to print their selfies, slogans and memories on the cream topping.

SECAD assigned a business mentor to Izz on completion of the Programme. Neil O'Brien from Quantum Business Solutions outlined "At the time I was very confident that Izz would succeed in business as he did a tremendous amount of research for his planned business. Izz felt that his Palestinian food would be well received in Cork and that it served a particular niche when compared to other cafés in Cork." Initially, funding was the biggest struggle so he decided to build up his savings by selling at farmers' markets. This also afforded him a great opportunity to get customer feedback. During this time he also received advice from the Allen family in Ballymaloe in supporting him to start selling via farmers' markets. On their first day at Mahon Point Farmers' Market, their entire stock sold out in two hours. Izz went on to secure a premises in Cork's Hanover Quay to set up 'Izz Café' which is a thriving business offering delicious Palestinian food to lunch and dinner customers in Cork City.

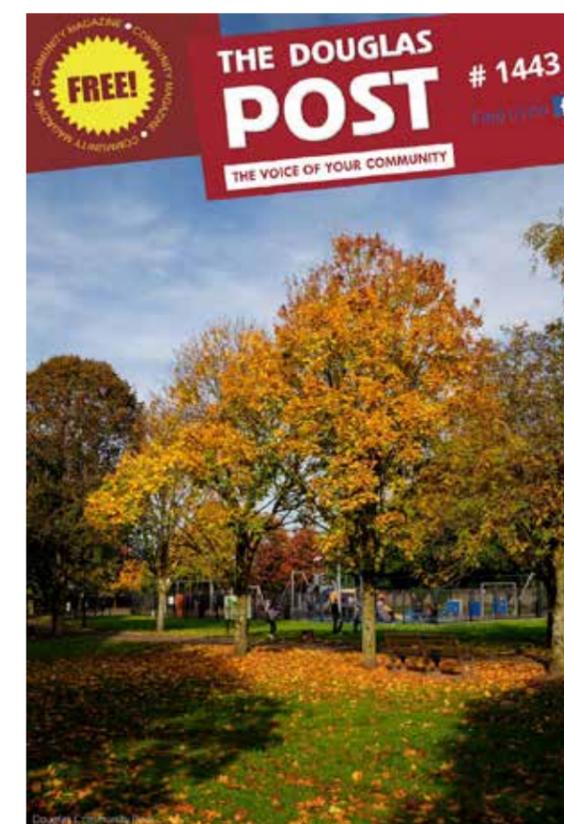
## SECAD Social Enterprise

### Irish Social Business Campus

In 2018, SECAD Partnership formed part of the Irish Social Business Campus, working with a number of agencies to support the development of the sector. The main aim of the network is to work collaboratively with universities and other local development companies in order to promote the creation of sustainable social enterprises. In addition to SECAD, this innovative partnership involves the University of Limerick, the Ludgate Hub in Skibbereen, North East West Kerry Development Company (NEWKD), Clare Local Development Company and BNEST who are a social enterprise incubator DAC. The main aim of the Irish Social Business Campus is to enhance local capacity building for the social enterprise sector and also to assist with scaling social enterprises to create more vibrant community businesses. SECAD will continue to form part of the Irish Social Business Campus to further develop the availability of social entrepreneurship mentoring, training and incubator programmes within the area.

### Supporting Social Enterprise

Social enterprises operate in a similar fashion to other businesses, selling goods or services to individuals, private businesses and to the public sector. However, social enterprises are set up to deliver or contribute towards social, community or environmental goals. More recently the conversations around social enterprises are changing and there is increased awareness of the role of social enterprises; increasingly we see communities respond to a dearth in service provision or to provide employment for those who may be excluded. Supporting social enterprises, both new and existing, is an area that SECAD partnership delivered well on throughout 2018.



There was strong interest in the 2018 Social Enterprise Grant Fund (funded under the Social Inclusion Community Activation Programme) where funding was awarded to:

- Douglas Community Association to upgrade their IT equipment which is used to produce the Douglas Post magazine
- MY Place Midleton for the purchase of lighting for their Mini Theatre Project and other stage equipment
- Field of Dreams for the purchase of a security intercom system for the main entrance gates at their horticultural training centre for adults with Down Syndrome



## Enabling Employment

SECAD provides one to one and group supports in six locations across the SECAD area of operation to clients experiencing unemployment or underemployment. The support is confidential, tailored to clients' needs and provides guidance on job seeking and lifelong learning supports as well as referrals to relevant agencies.

### SECAD Employment Services



A significant number of clients who availed of the service have progressed across an array of routes e.g. apprenticeships, training, and employment. The Employment support service provides individuals with a comprehensive, wrap around support that covers all aspects of the job hunt/career transition process including:

- Career coaching with a focus on direction & transition
- CV & Cover letter support which includes review, feedback and design
- Interview preparation – preparing clients to perform with confidence at interview
- Training & Education – signposting to education/training options & the supports

In addition to the one to the one service, SECAD's Employment service has implemented a specific set of actions for participants on SECAD's Tús programme. The Employment Support team engage with SECAD Tús participants at their induction and follow up during the course of their placement providing one to one support on CV development and career direction. The proactive and person-centred style of the SECAD Employment support service has resulted in the service developing a reputation of quality and excellence amongst key stakeholders in the employment activation space.

Today's competitive and constantly changing labour market still leaves some members of the community without the skills and knowledge needed to navigate it effectively and to secure employment. The core foundation of SECAD's Employment Supports is the person-centred nature in which the service is delivered. Clients are facilitated to gain an insight into their own unique blend of skills and to learn how they can showcase them to a prospective employer.

*Compiled by Development Officer Kieran Butler*

# SECAD SECTION 2: ENABLING EMPLOYMENT

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## Employment Fair

SECAD's first Employment Fair took place on 20th September and attracted 26 employers and 155 job seekers. It offered an informal space for both employers and job hunters to network and discuss job opportunities. A wide range of roles were available spanning sectors including IT, IT asset disposal/data destruction, construction, healthcare, precision manufacturing, food, retail, hospitality and tourism.

Because attending an Employment Fair can be a daunting experience for jobseekers, members of SECAD staff were available to provide support to job hunters on the day offering last minute job seeking tips and general guidance on how to access the range of roles available at the event as well as guidance on skills development and training.



Lauren Quinlivan & Karen Loxton, SECAD's Wild Work Team at the 2018 Jobs Fair

## SECAD Health Care Initiative Course

There are many people in Ireland who are not on the live register but could benefit hugely from programmes that could enable them to return to work. Often due to various circumstances these individuals can sometimes be the hardest to reach, link or communicate with.

With this in mind SECAD, in partnership with Ballyhoura Development CLG, designed a support programme for women who are not in education, employment or on the 'live register'. This offers women an opportunity to upskill and gain a Level 5 QQI Major Award with the 'Healthcare Supports for Women' course. This award is a minimum mandatory qualification to work in the Healthcare Sector and it offers women the chance to be re-introduced into the world of work.

Course participants can complete individual modules, a stand-alone personal development programme, or the full award. As part of this training initiative various add on courses are also offered to the participants including Manual Handling, First Aid Responder, Dementia Awareness, Patient Moving & Hoist Training, Career Guidance and Basic IT skills.



Vicki Kelly, SECAD's Health Care Initiative

The participants engaged in the Personal Development aspect at the outset of the course and were provided with one-to-one coaching, mentoring and group workshops. The workshops contained experiential opportunities including Emotional Intelligence, Personality Identification, Self-As-Expert, Values Identification and Strengths Appreciation. This was facilitated by SECAD Development Officer Vicki Kelly who is also the Course Co-Ordinator for the programme.

CETB (Cork Education & Training Board) delivered the accredited QQI modules in an integrated manner. The modules chosen were Care Support, Communications, Work Experience, Infection Prevention and Control, Palliative Care Support, Care of the Older Person, Health and Safety and Care Skills. The trainer, Dolores Mullahy, provided a wealth of experience as a trainer and also as a former Nurse.



Healthcare Programme Participants

*"I love walking into SECAD every week twice a week. The course is really good, and while others find it difficult I don't. I know what I signed up to and enjoy my mind being opened up again. I have found a new level of confidence with this course and others have noticed it too."* DOS – participant

Such is the demand for healthcare personnel, all on the programme have been offered full-time employment. A visit from a UCC Careers Advisor was facilitated in order to inform participants on how they could use this Major Award as a springboard to third level education. A number of participants have identified the degree courses they would like to join in 2020.

Compiled by Development Officer Vicki Kelly

This programme is a success because of the person-centred approach to training. The participants are included in the training design during peer coaching sessions where their needs are identified and built into the training structure.

*"I am really grateful for the opportunity to study these modules including the self-development part of it. It was a very good idea to start with the self-development course and introduce us to the world of learning this way. Jumping back to education would otherwise have been too scary for me after spending 10 years 'in the kitchen'."* CC – participant

## Ability Programme

In October 2018, a collaborative application for the Ability Programme was led by IRD Duhallow with Ballyhoura Development CLG and SECAD Partnership CLG. For the purpose of the Ability programme, people with disabilities refers to people with physical or sensory disabilities, mental health conditions, acquired disabilities, intellectual disabilities, hidden disabilities and people on the autistic spectrum.

In order to qualify for support, Ability candidates must also be in receipt of disability allowance or referred from another disability support service. The SECAD Ability team comprises of Edel Gallagher, Co-ordinator and Youth Support, Nuala O'Connell, Policies and Procedures and Vicki Kelly, Employer Engagement.

The aim of the Ability programme is to support young people with disabilities (18-29 years of age) to improve their employability through a range of person-centred supports including tailored training and career guidance. The Ability Programme will be based in Midleton with participants travelling from the satellite area to attend the sessions. Linkages will be made with relevant agencies to recruit and support participants.



SECAD 

# SECTION 3: COMMUNITY DEVELOPMENT SUPPORTS

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# Community Development Supports

## Strategic Planning – Community Connectors

During 2018, SECAD participated in a research project led by Carolyn Wallace of Swinburne University of Technology located in Melbourne, Australia which identified key individuals known as 'Community Connectors.' Community Connectors are the people central to the delivery of community services or the communication of these services. In October 2018, SECAD organised the first Community Connector's Forum bringing together various stakeholders and service providers in the Midleton / Carrigtwohill / Youghal area.

The aim of the forum was to facilitate introductions to community connectors and service providers in the area. There is a need for information sharing and support in this area of work, so the forum placed emphasis on collaboration. One of the main goals of the event was to help strengthen connections with other providers in social inclusion, health & wellbeing services and supports in the Midleton, Youghal & Carrigtwohill areas.

This meeting brought together several community connectors who were involved in the research project mentioned above. The meeting also attracted key contacts from some of the local health, wellbeing and social services including the HSE, Youth Services, Family & Community Resource Centres, Respond (a housing organisation), Jigsaw (a mental health support service), Tusla (a child and family agency), and other community providers.

The forum included 'Open Conversation,' with attendees chatting about what makes a good connector. Service providers gave a brief input on key health and wellbeing supports and the session finished with some informal networking over light lunch, where connectors and service providers were encouraged to link up and mingle.

Feedback from the forum session has been extremely positive, citing a great energy in the room matched by a huge appetite for sharing of information across the services and area.



Community Connectors' Forum



Community Connectors' Forum



Community Connectors making connections



Community Connectors making connections

## SECAD Celebrates Multi-Culturalism through Food



SECAD Celebrates Multiculturalism through Food at Carrigtwohill Community School in collaboration with Carrigtwohill FRC'

In recent years communities across Ireland have become more diverse and now include people of many cultures and nationalities. Successful integration of several communities can be difficult however, SECAD has found that food is often something that connects people and enables sustainable multicultural communities.

Throughout 2017 and 2018, SECAD targeted towns such as Midleton, Macroom and Carrigtwohill to bring people together to share experiences and plan for the future. This was done in collaboration with local organisations such as the International Food Flavours group in Macroom, Carrigtwohill Family Resource Centre, and Midleton Family Resource Centre. SECAD collaborated with these organisations as well as local food festivals to promote the integration of different

communities, using food as a vehicle to do so. This work has been funded through the Social Inclusion Community Activation Programme (SICAP) and the Communities Integration Fund.

Following the theme 'Strength in Diversity', development work has continued in Midleton and Carrigtwohill. Events aimed at children of pre-school age and their parents were held at the newly established Carrigtwohill Community College and Midleton Educate Together have been successfully organised and linkages have been made with members of new communities in both areas as a result.

In Midleton, a Food Fusion group has formed and includes Irish, Polish, Russian, Argentinian, Nigerian, British and Australian participants and has further expanded to link in with the wider range of nationalities in neighbouring Carrigtwohill through links with the Family Resource Centre. The FRC is hugely welcoming and embraces diversity and cultural differences. Currently the FRC has service users from nearly 33 different nationalities, from Carrigtwohill town, Leamlara, Lisgoold, Glounthane, and its surrounding areas in East Cork.

Midleton FRC through the support of SICAP engaged with New Communities within the catchment area through a series of themed Focus Groups. The Groups included meaningful collaboration and engagement with:

- a) Eastern European Community;
- b) African Community;
- c) Asian Community;
- d) Children (all Nationalities including Irish);
- e) Men (All Nationalities non-Irish).

They discussed how retaining and maintaining their National identity is very important and that they



SECAD Celebrates Multiculturalism through Food at Midleton Educate Together Winter Fair in collaboration with Midleton FRC and Carrigtwohill FRC

Compiled by Development Officer Nuala O'Connell

are able to reinforce this within their children. For example it was highlighted that children attending 'Polish School' was very important. This is an extra-curricular activity on the Educate Together Campus. However, they felt that it was equally important that their children have non-polish friends, 'they are after all Irish too' one participant stated.

Macroom town is also host to multiple nationalities and has been a focus of the SICAP Integrating New Communities Initiative since 2017. This programme has included a series of workshops in advance and after the food festivals to encourage people from nationalities and ethnicities to come together to share food related stories, histories and recipes. The programme set out to develop relationships at street and neighbourhood levels and in rural areas within parishes to develop the first levels of a peer support group. As this work evolves it aims to focus on integration barriers including literacy issues, cultural challenges and more fundamental issues of inequality, racism and prejudice.



## SECAD Tús and the Rural Social Scheme

The aim of Tús is to provide short-term, quality work opportunities for those who are unemployed, by providing 12-month work placements with local not for profit / community organisations. While responsibility for the operation of Tús rests with the Department of Employment Affairs and Social Protection (DEASP), it is managed at a local level by Local Development Companies (LDCs) like SECAD Partnership. During 2018 over 200 people participated in the SECAD Tús Initiative.

The Rural Social Scheme provides income support for Farmers and Fishermen who are in receipt of long term social welfare payments. It provides services of benefit to rural communities and the participants can earn a supplementary income in return for working 19.5 hours weekly undertaken within the community and voluntary sector. SECAD Partnership CLG has 20 participants on the RSS working on various projects across the SECAD area of operation.

Here are some of the SECAD Tús and RSS Stories...

### Community Work Placement: Douglas

#### New Home for Young At Heart Douglas Seniors

Douglas Young at Heart Group is a voluntary community group that is now almost fifteen years in existence and, since its first meeting where roughly 10 people were involved, it now has around 350 active members. The group provides a local link for people who are retired and may wish to socialise with others of the same age. The group provides computer classes, paint & art therapy, a walking group, as well as tours and trips in Ireland and abroad.

While Douglas Seniors were using Douglas Community Centre as a temporary base, the perfect opportunity arose to secure a more permanent location. During the upgrade of Douglas Community Centre, a site in the corner of the Community Park was provided to Douglas Seniors for a Porta Cabin that would be used to house the group.

In July 2018 the group applied for a community enhancement grant and were granted €25,000. In conjunction with the HSE, Tús Supervisor Declan Barron and the committee of the Douglas Community centre chaired by Billy Coleman and Phil Goodman from Douglas Seniors were granted permission to construct a new office on the existing site. The office was provided by Steel Tech.

The new office will provide a permanent home for Douglas Seniors and the Tús and Community Employment Staff.

Compiled by Tús Supervisor Declan Barron



A permanent home for the Douglas Seniors and Tús & Community Employment staff

*"Thanks to the continued support of SECAD, Young At Heart Douglas Seniors now have a permanent home to see us well into the future. Without the continued support of SECAD who supply personnel for our office it would not have been possible to come so far in so little time. Last November we had no home but by February we were in our new building - without the help of SECAD that would not have been possible. We are all extremely grateful for the help and continued support offered by SECAD." - Phil Goodman founder of Young At Heart Douglas Seniors*

## Community Work Placement: Ballincollig

### Olga: Tús Participant at Butterflies & Bees Charity Shop

Before getting a place on the Tús Programme, Olga had limited work experience. Her time with the Butterflies & Bees charity shop allowed her to gain confidence, improve her English and learn valuable transferable skills.

*“Getting a position on the Tús Programme has given me the opportunity to get an insight into how the retail business operates. I am learning how to work out pricing different items and how to present them on the shop floor. It has also given me the opportunity to meet with people and how to interact with the public. I really enjoy my time in the shop.”*

Shop manager Jill Kennedy said, *“Olga is a credit to herself and we are delighted to have her as part of the team.”*



Butterflies & Bees Charity Shop, Ballincollig

Compiled by Tús Supervisor Joe Dilworth

## Community Work Placement: Carrigaline

### Tim: Tús Participant at Carrigaline Family Resource Centre

Tim joined Carrigaline Family Resource Centre in March of this year as an Administrator and from early in the placement proved to be an exceptional asset to the team. Even though Tim came mainly from a hotel background, he has adapted to the organisation wonderfully. He proved to be very versatile in what he could do, with an example being the volunteer appreciation night.

Tim designed the certificates of appreciation for this night that were both attractive and effective at communicating what needed to be said. He also designed the thank you cards for volunteers and from that suggested making them into a generic thank you card as he saw that the centre sends out a lot of these. On the day of the event it was discovered that Tim has excellent cooking and baking skills and he helped to prepare a savoury and sweet buffet for 40 people.

Compiled by Tús Supervisor Mark O'Connell



Carrigaline Family Resource Centre at the Carrigaline Lions Youth Centre

Tim has had his first review which involved the designing of a new role profile which will develop his skills further in the next 3 months. As part of this he has been asked to research a training course he would like to undertake in September.

*“I am delighted to have found someone so talented on the TÚS scheme and will do everything I can to make this a great work experience for Tim. Thank you for giving us the opportunity to have this TÚS placement.”*

Tina Sheehan  
Manager, Carrigaline Family Resource Centre

## Community Work Placement: Passage West

### Cormac & Chris: Tús Participant at Passage West Maritime Museum

The Passage West Maritime Museum officially opened its door to the public on the 8th July 2018 with great success. The museum is staffed by volunteers and Tús workers. The SECAD Tús workers, Cormac and Chris, are very much involved with the day to day running of the museum and will attend meetings when needed too.

Cormac and Chris are very trustworthy, polite and honest and really took to the job of promoting the newly formed museum. They help a lot as the museum is run by a group of dedicated volunteers who need help to continue the hard work.

Compiled by Tús Supervisor Mark O'Connell

*“I hope Chris and Cormac know that they are so much appreciated for the good work practice that they continue to do for us in the museum. The locals and visitors alike comment on how much they enjoyed their visit to the museum and the knowledge they have gained from their tour guides, our Tús workers.”*

Angela Murphy  
Chairperson, Passage West Maritime Museum



Angela & Jim Murphy, Chair and Vice Chair of Passage West Maritime Museum

## Community Work Placements: Cobh

### Tús Participants at Cobh Tourist Office and Chamber Office

SECAD TÚS workers are employed in both Cobh Tourist Office and Cobh Chamber of Commerce as Tourist Office Advisors and Chamber Office Administrators.

The tourist office advisor is a customer focused role, advising tourists of attractions in Cobh and giving information on the surrounding area and Ireland. The role also involves being responsible for displays, selling stock and daily cash handling.

The administrator role is more admin based and requires good IT skills. In addition, it includes banking, networking events, photocopying, binding, laminating and helping the public to use the computer system.

Both roles increase the staffing numbers which is particularly required during the summer months when the office is open for 7 days a week.

All Tús participants gain valuable knowledge and training as the roles can give them an opportunity to develop their communication skills. Good support is provided through training within the office where the atmosphere is relaxed, professional and friendly.

Recently a Tús Employee, who had very little confidence, but excellent IT skills really excelled during his time with the Chamber. During his time on Tús, his communication improved along with his confidence, allowing him to use his skills more efficiently and effectively. After completing Tús he was then offered a Community Employment scheme with the view of creating a longer-term relationship with the employer.



Cobh & Harbour Chamber

Compiled by Tús Supervisor Magdalena McLeod

## Community Work Placements: Cobh

### Tús Participants at NCBI Cobh

There are three SECAD Tús Participants employed as a sales assistants in NCBI Retail Charity Shop in Cobh. Through the charity shop, NCBI raises funds to support the essential services for children and adults living with sight loss. Participants in the Tús scheme working with NCBI contribute in a very positive way towards supporting these services.

Participants join the NCBI team for a variety of reasons, be it to gain retail experience or simply build their confidence to re-enter the workplace. They bring with them a mixture of their own unique skills and abilities adding to the diversity of backgrounds and experiences in NCBI.

Recently a Tús Participant has progressed and became a Manager in NCBI Cobh Store.

*Compiled by Tús Supervisor Magdalena McLeod*

*"We at NCBI really appreciate Tús participants joining our team. We would not be able to open our doors if not for their hard work. They complement the team of volunteers and the Manager, who not only help raise funds for the life changing services provided by NCBI, but also act as ambassadors for NCBI. They promote community support and increase community knowledge of NCBI."*

Carol Broe  
NCBI Area Manager South.



NCBI Charity Shop, Cobh

## Community Work Placements: Midleton

### Thomas: Tús Participant at Midleton GAA Club

Thomas, a qualified tradesman, was working seven days per week during the Celtic Tiger years. Then came the total collapse of the Construction Industry in Ireland. Unlike the majority of his construction trade colleagues, Thomas was not in a position to leave Ireland to seek work abroad and soon found himself on Long Term Job Seekers Allowance.



Thomas: Tús Participant

Thomas took up his Tús position as Groundsman/Caretaker at Midleton GAA club where he worked with a small team of Tús and Community Employment participants. He loved the routine of getting up and going out to work as well as the camaraderie and daily banter with his colleagues. This is something that he missed greatly from his time working on building sites throughout the County.

Denis McSweeney is the Club's co-ordinator of the Tús/CE team at Midleton GAA Club. He was very impressed by Thomas's work ethic, his 100% attendance record and his contribution to the maintenance team. Denis says that any Club Official in the County will tell you about the difficulty of recruiting volunteers for the many tasks that are required to provide and maintain playing and clubhouse facilities for members today.

Without the massive contribution of its Tús and CE workers, Midleton GAA Club would not be able to provide facilities for members 7 days per week as it currently does.

*Compiled by Tús Supervisor Noel Costello*

## Community Work Placements: Rural Social Scheme

### Tommy: Rural Social Scheme Participant at Ballyvergan Bird Hide

SECAD Partnership CLG has 20 participants on the Rural Social Scheme working on various projects across our area. One project is the Bird Hide at Ballyvergan, Youghal. Part of SECAD's objective is to support and protect the natural environment and habitats in the locality.

Situated on the R633 Youghal-Ballymacoda road lies Ballyvergan Marsh – one of the largest natural reed beds in Europe and a haven for wildlife. Ballyvergan has long established plant and bird communities and is a very important breeding site for migratory birds from all over the world. It is the most extensive breeding site for reed warblers in Ireland. It is also home to otter, fox, stoats, hedgehogs and mink. The bird hide is very popular for bird watching enthusiasts and is set to soon become even more accessible as it lies on the route of the proposed Greenway from Middleton to Youghal.

Caretaker for this popular site is SECAD Rural Social Scheme participant and Fisherman Tommy O Connell from Youghal. Tommy, who has a passion for all things wildlife, has built up a huge knowledge of the local habitat. Part of his role is to monitor all the species he sees at the hide and he acts as a guide to the many visitors who call to the site. He maintains the surrounding area; always ensuring it is a safe haven for both the wildlife that live there and the people who come to visit.

*Compiled by RSS supervisor Frances Burke*



Ballyvergan Bird Hide & RSS Participant Tommy



Wild Life in the reed bed at Ballyvergan Bird Hide



Ballyvergan Bird Hide

## Community Work Placement: Biodiversity

### Miriam: Tús Participant at Fota House and Frame Yard

Fota House and Frame Yard are a placement provider for SECAD's Tús community workplace initiative. Work in the frame yard and orchard includes organic gardening and maintenance with an emphasis on environmental good practice. The placement provides participants with access to expert gardeners and advice and guidance from other professionals in a beautiful and unique setting. The ethos is of a shared experience of working and learning.

Miriam was a Tús biodiversity participant and completed her 12-month placement in the orchard in Fota. She embraced the work and became such a valued member of the team that she was offered a permanent position and is now an employee. Miriam found her confidence grew as a result of her placement and now gives classes in horticulture a few times a year in the orchard.

*"After completing my studies in Environmental Science (ecology) I was looking for a job in this area for some time until SECAD helped me. While attending the interview I felt this was exactly what I was looking for and I was delighted to be on the programme.*

*The year on Tús placement was an amazing experience for me. I met many interesting people like beekeepers, ecologists and herbalists with amazing ideas. During the year I gained a lot of knowledge and I am truly grateful for this experience.*

*My advice to people interested in this programme is to enjoy every day because it is only for one year."*

Miriam  
SECAD Tús Participant

*Compiled by Tús Supervisor Barry O'Sullivan*



Fota House Frame Yard



SECAD 

# SECTION 4: ENVIRONMENTAL INVESTMENTS - WILD WORK

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# Environmental Investments

## Wild Work and Community: Biodiversity Action Plans

### Case Study: Douglas Tidy Towns and Ballybrack Woods

Ballybrack Woods, known locally as 'The Mangala', is situated in a riverine wooded valley in Douglas Co Cork. It is an important recreational amenity for local people with an array of interesting habitats, flora and fauna.

Douglas Tidy Towns, a local volunteer group, began working with Wild Work on developing a Biodiversity Action Plan (BAP) for the Mangala in 2016. This plan guides the management and maintenance, as well as the use of the area to engage local community in caring for nature and biodiversity in Douglas.

An integral component of engaging with the BAP is to raise awareness about it. To this end, Douglas Tidy Towns contacted Wild Work to run a series of walks and workshops around the plan. During the first phase, over 150 students from 5 local schools went on walks with Wild Work in the Mangala, and were informed about the BAP. These walks introduced the concept of habitat mapping and explained how such mapping forms the bases of a good biodiversity action plan.



Students had the opportunity to explore the habitats making up the area and the species that inhabit it. The second phase involves a follow up with these schools through a habitat mapping workshop where students will be shown how to map the habitats found within their school grounds and encouraged to develop their own biodiversity action plans.

An outline draft of the Ballybrack Woods Biodiversity Action Plan can be viewed on the Wild Work website: [www.wildwork.ie/project/biodiversity-action-plans](http://www.wildwork.ie/project/biodiversity-action-plans)



Biodiversity in The Mangala

## Discover the Wild Side – Engaging Communities through Nature

During 2018 SECAD launched 'Discover the Wild Side' to utilise nature as an innovative community development, social inclusion and integration tool. The aim of the initiative is to encourage people to care about their local environment and get directly involved in actions to improve biodiversity in their housing estates, greens, and community spaces.

Discover the Wild Side consists of a series of walks and talks celebrating the nature and biodiversity that can be found in and close to our towns and cities. As our interactions with nature occur increasingly within urban landscapes, nearby nature is becoming more and more important to reconnect people with the natural world.

SECAD Discover the Wild Side events have taken place in Macroom, Cobh and Youghal and included tree planting, woodland walks, children's nature scavenger hunts and talks on insects. By creating meaningful experiences and memories in local natural places we hope to influence people's bond with local places, and make these places special. Encouraging people to care about their local wild places can help facilitate richer biodiversity where people live, and increase people's sense of responsibility for that biodiversity.

*Compiled by Karen Loxton*



Discover the Wild Side events



SECAD 

# SECTION 5: CORPORATE & PUBLIC SERVICES

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## Corporate and Public Services

### Community Benefit Fund Management – SECAD

In 2015, SECAD began administering Community Benefit Funds on behalf of semi state and private sector renewable energy developers. Currently, SECAD acts on behalf of the ESB, Coillte, NTR plc and Innogy SE.

A Community Benefit Fund is an investment fund that a profit making organisation or venture is willing to create for investment into a local community. SECAD has used its twenty four years of experience supporting communities to apply for funds whilst providing funders with efficient due diligence and project management platforms to support the distribution of these Community Benefit Funds across the Island of Ireland.

In this context a sum of money, generally linked to the energy output of a sustainable energy project (e.g. wind farms), is made available on an annual basis to community groups located in the vicinity of the wind

farm. The Community Benefit Funds that SECAD supports are located across the Island of Ireland and make a significant local contribution especially to smaller and remote areas where the majority of these developments are found.

Since 2015, SECAD has facilitated commitments of approximately €1.96 million to 500 community group projects. This year, as part of our current portfolio of 20 wind farms, SECAD will administer in the region of €360,000. This figure changes on an annual basis as new wind farms and other ventures come on stream. SECAD facilitates investment in community projects using a grass roots, community led approach. On behalf of client companies, SECAD has conducted research projects and needs analyses to tailor funds to best meet the needs of the local community and optimise future impact. This is an essential part of the SECAD provision and helps to forge strong links between the funds and local community groups.

### Case Study: GAA Club, North County Wexford

It was two years ago when the vision to construct an all-weather facility and hurling wall in Kilanerin-Ballyfad GAA club was first suggested. Following initial cost estimates, the club immediately moved towards a funding structure to deliver the project.

It was obvious the project could not progress without significant grant aid. An application for funding was made to the Raheenleagh Wind Farm Community Fund which was administered by SECAD. The application made by Kilanerin-Ballyfad GAA club was successful in securing multi-annual funding of €90,000 over a 12 year period.

I would like to thank (SECAD Partnership) on behalf of Kilanerin-Ballyfad GAA club, the way our application was progressed in a professional and capable manner in all aspects of the development. It is absolutely certain that without the Raheenleagh Wind Farm Community Fund and SECAD's professionalism our all-weather facility and hurling wall could not have moved forward.



Hurling Wall in Kilanerin-Ballyfad GAA Club

The facility is built and is operational for two winters now and is a resounding success. Unlike some projects, the streamlined, appropriate and uncomplicated application process was easier to complete than most others. This is a major compliment for SECAD. Again on behalf of Kilanerin-Ballyfad GAA club, many thanks and we are indeed grateful to your team and the Raheenleagh Wind Farm Community Fund.

*Written by Michael D'Arcy: Kilanerin-Ballyfad*

## Case Study: Cappawhite Shop and Tea Rooms, Cappawhite, Co. Tipperary

In 2012, the village of Cappawhite in Co. Tipperary was devoid of all services; post office, shop and public house had all closed down. A small group of 5 people got together to look at how they might revive this rural, remote and disadvantaged little village. They looked at several options, and as phase one, looked at the possibility of opening a Shop and Tearooms. The group were inspired by the example of the Loughmore Tearooms also in Co Tipperary.

They leased a premises from the local GAA Club and set about renovating and customising the building for the Shop and Tearooms. LEADER funding was suspended at the time, however the group pressed ahead and from their own local resources and fund raising efforts invested over €70,000 in the project.

The Cappawhite Shop and Tearooms opened in November 2015, and the doors have been open since, sometimes with difficulty, but always with great enthusiasm and hard work. The services are run mainly by volunteers' along with Tús, Rural Social Scheme (RSS) and Community Employment participants.

In 2017, the Shop and Tearooms were faced with a big challenge when the HSE required the staff toilet to be moved from next to the kitchen to an adjoining building. The funds were not available at the time for this job, but very fortunately SECAD and the Cappawhite Wind Farm Community Fund came to the rescue.

The Shop and Tearooms secured grant aid of €4,500 which enabled them to complete this work, and also to replace the 50 year old patched and dangerous front yard. Without this assistance the Shop and Tearooms would have been in danger of closing. SECAD made the process very manageable for us, and is a process that we think should be replicated across many other community grant assessments and awards.

The SECAD and Cappawhite Wind Farm Community Fund have been a lifeline for us and we look forward to sustaining our service into the future with the wonderful and so helpful assistance of SECAD and the Cappawhite Wind Farm Community Fund.

*Written by Liam O'Brien  
Compiled by Catherine Scully*



The Shop and Tearooms in Cappawhite, Co. Tipperary

## safefood Community Food Initiative: healthy food, healthy families

One of SECAD's key objectives is to aid in the development of smart, vibrant and sustainable communities. However, healthy food can often be seen as excessively expensive and this can pose a barrier to the development of healthy, sustainable communities. The purpose of the Community Food Initiative Programme is to introduce the concept of healthy eating to families living in low income areas, using a community development approach. The programme helps to turn the concept into reality through providing the participants in the initiative with the knowledge and skills to create healthy food options for themselves and their families whilst living on a small budget.



safefood event

SECAD managed the 2016-18 Community Food Initiative Programme on behalf of **safefood** and worked with partners across Ireland who designed and delivered activities to engage low-income families.

**safefood** provides the funding for the CFI and is an all-island implementation body set up under the British-Irish Agreement with a general remit to promote awareness and knowledge of food safety and nutrition issues on the island of Ireland (IOI). As **safefood** is an all-island body, the organisations delivering the programme are from both Northern Ireland (NI) and the Republic of Ireland (ROI).

Since 2010, **safefood** has funded 30 organisations across the island of Ireland (IOI) as part of the Demonstration Programme of Community Food Initiative 2010-12, the Community Food Initiative Programme 2013-15 and the Community Food Initiative 2016-18. A further 14 organisations will be funded during 2019-21; 9 from the ROI and 5 from NI.



The community development approach adopted during the CFI has two elements which firstly involves setting up a Steering Group to support the work of the CFI. The membership of the Steering Group is made up of representatives from the community and public services including education, health, community development and community services that can directly help the CFI to grow locally.

The second element involves providing 'learning opportunities' for the participants through each local CFI. The activities, as designed by the participating partners in the initiative, aim to teach communities about the importance of nutrition and healthy food. This is done by utilising various access points and providing learning opportunities such as demonstrations, cookery lessons and visits to local supermarkets.

The outcomes generated through the CFI have contributed to the design of national policies and actions. In 2018, SECAD collected and compiled the stories from this initiative into a booklet which **safefood** distributes to provide examples of best practice.

In 2018, SECAD successfully tendered to deliver the 2019-21 CFI on behalf of **safefood** which will continue to build on the work of the previous programmes.



safefood event



**SECAD** 

## SECTION 6: NATIONAL & INTERNATIONAL PARTNERSHIPS

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# SECAD and International Partnerships

## LEADER Transnational Project

In early 2018 the concept of developing a LEADER Trans-National Cooperation (TNC) Project between LEADER South Cork & LEADER West Cork (SECAD Partnership areas) and TAGUS – Association for the Development of Tajo-Salor-Almonte Area (Spain) and LAG Tartu County Development Association (Estonia) was formed.

The basis of this was set against three themes. Firstly, to explore how LEADER LAGs can support, encourage or grow 'Innovation', a core principle of the LEADER Programme. Secondly, to see how LEADER LAGs could take this capacity to enable innovation and to view this in the context of the role of the LAG in terms of introducing 'Smart Solutions' to issues and challenges common to rural areas across Europe. Lastly, to experiment with different ways of structuring consultations, conversations, reviews and meetings with the aim of maximizing 'input into', 'accessibility to' and 'usage of' new ideas – in particular the partners were interested in using the 'World Café' methodology as part of their gatherings.

Each of the LEADER partners agreed that their first formal interaction would take the form of a 'seminar' to see if there was a sense across participants from each region that they could learn from each other and share challenges and solutions. The Seminar titled 'Creating innovation and smart solutions for sustainable local development' took place in Tartu, Estonia from 17th to 21st September 2018.

Roughly 8 participants from each of the Local Action Groups (LAG) regions attended. This included LAGs and development organisations from Estonia, Spain, Ireland as well as development specialists of local municipalities, local entrepreneurs, village associations, foundations, staffs of Local Action Groups, etc.

LEADER South Cork and LEADER West Cork agreed to target communities that had shown some interest in terms of developing innovative approaches to addressing local issues. As a result, two representatives from community/enterprise networks from Carrigtwohill, Passage West (South Cork), Skibbereen and Ballinadee (West Cork) were chosen and attended the seminar.

The seminar contributed to the main aim of the TNC project, which is to empower and encourage innovation at local level in partner countries and find new ways to do it. It also enhanced the abilities of local actors (local action groups, development associations, local municipalities, communities, companies, networks, etc) to think and act innovatively. In addition, participants of the seminar participated in setting up a model for creation, management and assessment of innovation in the LEADER regions.

As a result of the transnational seminar, all participants gained an in-depth knowledge into innovation. They engaged in study trips to organisations in the Tartu county training programme and became acquainted with their ideas and activities. Participants got to experience inclusive and participatory leadership techniques and methodologies. It was inspiring to experience the variety of innovation models coming from the different countries and regions and the partners in this project agreed to continue to explore the option of creating a full LEADER TNC project hopefully to be agreed and initiated in 2019.



# SECTION 7: FUNDS AND PROGRAMMES MANAGED BY SECAD

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## SECAD Funds

### SECAD Partnership CLG

SECAD Partnership CLG is a local development company established in 1995. SECAD is a not for profit, community led organisation with charitable status. SECAD works with a range of clients and stakeholders in rural areas including: community and voluntary groups, disadvantaged target groups, job seekers, businesses (including private and social enterprise), farmers, schools and the corporate sector.

SECAD provides a range of innovative rural development and social inclusion supports, to motivate and enable our communities to create a more vibrant, sustainable and inclusive society, in partnership with public, private, academic and community partners.

SECAD has evolved from managing a single funding programme into a platform for managing and delivering a wide range of funds and services including, social investment and employment supports, on behalf of the Irish Government, State Bodies and the EU.

SECAD currently delivers a number of major programmes alongside other smaller schemes and initiatives, including LEADER 2014-2020, the Social Inclusion and Community Activation Programme 2018-2022, the Rural Social Scheme, the Tús Programme, PEIL 2014-2020 (WREN, Healthcare & Ability), Community Sponsorship Initiative, Community Development Initiative & the Savour Food Initiative.

### Social Inclusion and Community Activation Programme (SICAP)

The aim of SICAP is to reduce disadvantage and promote social inclusion and equality through local, regional and national engagement and collaboration. Its vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or unemployed through community development approaches, targeted supports and interagency collaboration, where the

values of equality and inclusion are promoted, and human rights are respected. SECAD has delivered previous iterations of SICAP since the mid-1990s.

SECAD is currently delivering SICAP 2 which began on 1st January 2018 and runs until 2022, across the South Cork area, with an annual contract value of €812,902.

### LEADER

SECAD has been delivering the LEADER Programme since 1995. The current iteration of the programme is LEADER 2014-2020, which is being delivered in two 'Local Action Group' areas, South Cork and West Cork with a budget of €5,295,634 across the two areas.

The LEADER Programme supports local and community projects across a diverse range of themes

including; Rural tourism, enterprise development, rural towns, access to broadband, basic services targeted at hard-to-reach communities, rural youth, protection and sustainable use of water resources, protection and improvement of local biodiversity, and development of renewable energy. The programme is co-financed by the European Agricultural Fund for Rural Development

# Programme for Employability, Inclusion and Learning (PEIL) 2014-2020

SECAD is delivering three projects under PEIL 2014-2020:

## 1. Female Employability (Healthcare Opportunities)

SECAD is a partner in a Healthcare Opportunities Training project with Ballyhoura Development CLG. The Healthcare Opportunities programme is running in various locations throughout Cork and Limerick over a three-year period offering participants the opportunity to gain a Healthcare Assistant Level 5 qualification. The programme is specifically aimed at women who have been out of the workforce and who are not in receipt of Jobseekers Allowance. It particularly appeals to women who are interested in training to work as a care assistant in a care home,

community setting or a hospital. The training is free, flexible and an excellent way to upskill and gain a new career option.

The programme is co-funded by the Irish Government through the Dept of Justice and Equality and the European Social Fund, through PEIL 2014-2020. Funding is being provided under the Employability strand of PEIL to promote gender equality and to create new employment opportunities for women.

## 2. Female Entrepreneurship – Women’s Rural Entrepreneurial Network (WREN)

SECAD is leading this female entrepreneurship project, WREN, to support female entrepreneurs living in Cork and Limerick who have a concrete business idea and wish to become self-employed or who are already in the early stages of business development.

SECAD is working in partnership with Ballyhoura Development in Limerick and Cork Institute of Technology’s Rubicon Centre, Hincks Centre for Entrepreneurship Excellence and Dept of Technology Enhanced Learning on its delivery.

The WREN Project is co-funded by the Irish Government through the Dept. of Justice and Equality and the European Social Fund, through PEIL 2014-2020 to promote entrepreneurial skills and business start-up amongst women in the region.

The training programme includes personal development and business skills training, one to one and group mentoring, female ‘role model’ sharing of experience and support, themed networking and experiential learning events, formation and facilitation of the facilitated networking sessions and a range of other supports. The training will lead to an accredited award.

## 3. Ability Programme

SECAD is currently delivering the Ability Programme with our partners, IRD Duhallow (lead partner) and Ballyhoura Development CLG, on behalf of the Department of Employment Affairs and Social Protection (via Pobal). The Ability Programme aims

to support young people with disabilities (18-29 years of age) to improve their employability through a range of person-centred supports. Participants on the Ability programme will be supported with tailored training and career guidance support.

Training includes the development of soft skills, confidence, communication, self-awareness, life skills & personal development. A focus is placed on work preparation training for young people with disabilities, including job search strategies. Existing linkages on the ground with local employers are utilised to facilitate supported work sampling, work experience placements, work shadowing, volunteer placements and place and train schemes.

For the purpose of the Ability programme, people with disabilities refers to people with physical or sensory disabilities, mental health conditions, acquired disabilities, intellectual disabilities, hidden disabilities and people on the autistic spectrum. In order to qualify for support, Ability participants must also be:

- in receipt of disability allowance or invalidity pension; or
- in receipt of illness benefit for more than three months

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## Tús – Community Workplace Initiative

The roll out of the Tús Programme was announced by the Irish Government in December 2010, as a direct response to the downturn of the Irish economy, which caused unemployment numbers to rise considerably. The aim of Tús is to provide short-term, quality work opportunities for those who are unemployed, by providing 12-month work placements in local not for profit/community organisations, who provide services of benefit to local communities. While responsibility for the operation of Tús rests with the Department of Employment Affairs and Social Protection, it is

managed at a local level, on the Department’s behalf, by Local Development Companies (LDCs) like SECAD.

LDCs (and in the Gaeltacht areas, Údarás na Gaeltachta) were selected by Government to deliver Tús which SECAD began operating in July 2011. SECAD has a current allocation of 220 places for people coming from the Live Unemployment Register and employs 11 Tús Supervisors to manage those placements.

## Rural Social Scheme (RSS)

The Rural Social Scheme (RSS) was launched in 2004 by the Irish Government and is aimed at supporting low-income farmers and fishermen/women. The RSS was set up to provide income support for farmers and those in the fishing industry who are in receipt of long-term social welfare payments, and to provide services of benefit to rural communities. The RSS will allow those on low-incomes, who are unable to earn

an adequate living from their farm holding or from fishing, to earn a supplementary income in return for 19.5 hours work per week, undertaken within the community and voluntary sector.

SECAD delivers the RSS on behalf of the Department of Employment Affairs and Social Protection (DEASP).

## Community Food Initiative (CFI)

In 2016, **safefood** invited tenders from either non-governmental organisations or state bodies who have knowledge of and strong links with the community sector, to manage their Community Food Initiative (CFI) for 2016-2018. SECAD was the successful tenderer and was awarded the contract to deliver the CFI 2016-2018.

**safefood** is an all-island organisation set up to promote awareness and knowledge of food safety and nutrition issues on the island of Ireland. Since 2016, SECAD Partnership has delivered **safefood's** Community Food Initiative (CFI) to positively

influence the eating habits of low-income families and to identify and promote best practice in communities. On behalf of **safefood**, SECAD works with 13 community-based organisations across the Island of Ireland – 4 in Northern Ireland and 9 in the Republic of Ireland. Each of these organisations (CFI Leaders) has a 'social inclusion' focus and experience of working with local communities. SECAD supports CFI Leaders to act as champions for the CFI in their area, to develop strategic links with key agencies and to deliver a combination of large-scale workshops and smaller initiatives with target groups.

## Windfarm Community Benefit Funds

Since 2014, SECAD has had the role of Grant Making Organisation for a number of commercial entities across Ireland to administer their Windfarm Community Benefit Funds across the island of Ireland. The aim of the Windfarm Community Benefit Funds is to 'make a contribution to local community activities'. SECAD is currently contracted to the ESB, Coillte, the NTR and Innogy to manage their Windfarm Community Benefit Funds.

SECAD began in 2014 with 9 funds, increasing to 15 funds in 2018. SECAD's role involves liaising

with community representatives in the vicinity of windfarms, forming local Community Liaison Committees / Advisory Panels where necessary, advertising the fund, managing the grant application process, screening and assessing of fund applications, presenting project recommendations to the funders, managing and distributing grants to successful applicants and preparing reports and other documentation required by the funders. SECAD also provides capacity building supports to community groups / potential applicants in the area of benefit of those windfarms.

## Wild Work

SECAD has a long history of involvement in environmental projects and initiatives. SECAD was actively involved in the consultations undertaken as part of the development of the All Ireland Pollinator Plan and is one of only a few community based organisations in Ireland who are recognised in the plan as being actively involved in the promotion of biodiversity. Wild Work is a unique initiative developed by SECAD with biodiversity at its heart. Wild Work supports those who are committed to helping nature and has a particular focus on connecting business,

biodiversity and local communities. Wild Work also supports the work of both local and national organisations involved in the conservation and protection of our natural environment.

Wild Work supports employment activation, providing work experience for people interested in this type of work and also employs workers (short term contracts) who have been long term unemployed to undertake the physical works e.g. creation of wildflower meadows to support pollinators etc.

Awareness raising, training, technical support and physical works are among the services provided by Wild Work, to promote biodiversity. This may involve awareness raising and training for communities and employees of industries in the area, technical support e.g. supporting industries and community groups to develop biodiversity action plans and physical work on public and private land. SECAD has provided

services to a range of bodies and organisations in the area e.g. Cork County Council, Cork Airport, local Tidy Towns organisations, Pfizer Ireland Pharmaceuticals, Midleton/Fermoy Garda Youth Division, Hovione Cork, Dairygold, GSK, Crann Centre, Glenilen Farm Ltd., PJ Hegarty among others

## Community Sponsorship Ireland (CSI)

Community Sponsorship Ireland is a pilot initiative that has been put in place by the Department of Justice & Equality to support local communities who want to assist Syrian refugee families arriving in Ireland, who have been granted official refugee status and asylum here. These families are currently based in UN refugee camps in countries such as Lebanon and are urgently awaiting resettlement.

The Initiative enables communities to offer practical supports to the Syrian family upon their arrival in Ireland and to embrace them as part of the local community through housing and other social

supports, including assisting the family to engage in Ireland's educational and social life and become part of the wider community. The aim of the programme is that, by the end of the 18-month initiative, the lives of the refugee family are stabilised enough to live independently without additional community supports.

The Department of Justice & Equality invited SECAD to become part of this pilot initiative. SECAD's role is to provide assistance and support to community groups wishing to be part of the initiative and to guide them through the process.

## Savour Food Initiative

Savour Food is a food waste reduction initiative for business. The Clean Technology Centre (CIT), SECAD and Ballyhoura Development CLG collaborate to assist businesses to cut food waste costs. This programme is funded by the Department of Agriculture, Food and the Marine from the Department's Rural Innovation and Development Fund and available to businesses free of charge.

Savour Food is an initiative for tackling food waste at a business level. The programme offers food businesses free consultancy, food waste training and advice regarding legal obligations in relation to food waste management. Food waste represents a significant cost to businesses, including the cost of buying, preparing and storing food, plus the cost of disposing of food that goes uneaten. A reduction in food waste not only lowers our environmental impact, but can also help businesses to reduce costs, and become more profitable. Better planning, food waste segregation, waste auditing and waste cost analysis are key practical elements of the Savour Food programme.

The Savour Food programme follows a nine-step process where The Clean Technology Centre (CIT), in conjunction with SECAD, guide food businesses in the assessment and measurement of their food waste in relation to food preparation, food that is prepared and unserved or plate waste (that which has been served but uneaten). From the results of the assessment, practical recommendations are made on how to reduce the amount of waste, which can be implemented quickly and easily. The Clean Technology Centre (CIT) estimates that, on average, every tonne of food waste costs Irish businesses €2,500. Food businesses can save money on food waste and ensure compliance with food waste legislation while creating an environment for a more sustainable future.

Following a successful pilot of the programme in 2018, which saw 11 businesses taking part in the programme in the East Cork area, Savour Food has now been extended to include, Clonakilty and Ballyhoura (East Co Limerick and North Co Cork) regions.

## Community Development Initiative (CDI)

The Community Development Initiative (CDI) is a programme developed by Cork County Council in partnership with LEADER Implementing Bodies across the County of Cork and its three Local Community Development Committees (LCDCs). SECAD is a LEADER Implementing Body for LEADER South Cork and LEADER West Cork.

The CDI value is €500,000 per year for the period 2018-2022. The funds are to be distributed periodically (e.g. every two to three years) over the seven years so that the level of funding in each 'call for projects' will be substantial.

The aim of this scheme is to fund local community development with small scale capital projects to a minimum of €1,000 and a maximum of €25,000 per project, to improve the range and/or quality of community-based facilities within Cork County communities, thus leading to a better quality of life.

In 2019 the first three years of the fund (valued at €1.5m) will be distributed to projects across the county. During this period, SECAD will manage circa 130 applications, preparing them for evaluation by the LCDC. Thereafter all projects awarded funding within SECAD's LEADER catchment areas (South and West Cork) will have their claims processed by SECAD before the end of September 2019. Payments processed and approved by SECAD will then be awarded their grants by Cork County Council.



SECAD 

# SECTION 8: SECAD GOVERNANCE

2018 | ANNUAL REPORT

# SECAD Governance

SECAD Partnership CLG is a not-for-profit, community-led organisation with charitable status. SECAD strives to ensure that it operates to the highest standards through, for example, implementing the 'Governance Code for Charities' which sets out a wide range of checks and counter-checks to ensure that proper systems and procedures for the management of funding, private and public, are maintained.

SECAD also invests in the governance management skills of our Board and staff each year. SECAD continues to invest in technology to protect our processing of financial and personal data adopting appropriate policies, practices and systems to record and store all information gathered as part of our work. In 2018, the Board of SECAD, with the support of the staff, began to develop a new 5 year Strategic Plan 2019-2022 which will be launched in 2019.

The following people are central to the management and operations of SECAD Partnership CLG.

## Our Board Members 2018

### State Agencies and Social Partners

- Anna Aherne (Environment Pillar)
- Patrick Cronin (Farming Pillar)
- Gerard Mac Mahon (Teagasc)
- Maurice Smiddy (Farming Pillar)
- Mike Walley (Employer Pillar)

### Local Authority/Local Government

- Cllr Deirdre Forde
- Cllr Seamus Mc Grath
- Louis Duffy

### Community and Voluntary Sector

- Damian Craven
- Steven Foott
- Edmund Stack
- Don Stockley

### Officers of the Board

- Mike Walley (Board Secretary)
- Maurice Smiddy (Chairperson)
- Steven Foott (Vice Chairperson)
- Damian Craven (Treasurer)

### Project Evaluation Committee

- Tom Hughes
- Dan McSweeney
- Mark O' Keeffe
- Christy O' Sullivan
- Anthony Barry
- Oliver Sheehan
- Michael McCarthy
- Denis Ring
- Adrienne Harrington
- Caroline Gallagher
- Catherine Cahalane
- Harry Bollard
- Maura Allen
- Mary Hickey Griffin
- Sinead Morgan
- Susan Gallagher
- Joe Burke (LEO South Cork)
- Deirdre O' Mahony (LEO West Cork)
- Sean O' Callaghan (Cork County Council - South & West Cork)

# Our Team 2018

## Management Team

- Ryan Howard - CEO
- Laura Mason - Finance Manager and Company Secretary
- Suzanne Kearney - Programme Manager/Assistant CEO
- Toni McCaul - Programme Manager

## Administration

- Clare Walsh
- Julie Aherne
- Elaine Barrett
- Magdalena Bosiacka
- Anne Coughlan
- Miriam Montagne
- Li Chai
- Amanda Collins

## Development Officers - Enterprise, Employment and Community

- Edel Smiddy
- Nuala O' Connell
- Elga Ryan
- Sinéad Conroy
- Ross Curley
- Katie Kearns
- Edel Gallagher

- Kieran Butler
- Frances Doyle
- Margaret Hartigan
- Vicki Kelly
- Cora O' Donnell
- William O' Halloran
- Karen Loxton
- Lauren Quinlivan
- Finbarr Wallace
- Ursula Collins
- Margaret Kelly

## Tús Community Work Placements and Rural Social Scheme Supervisors

- P.J. Dennehy (Co-Ordinator)
- Frances Burke
- Declan Barron
- Robert Colan O'Leary
- Noel Costello
- Joe Dilworth
- Aoife Fouhy
- Eilish Hurley
- Magdalena McLeod
- Barry O' Sullivan
- Mark O' Connell
- Billy Mulqueen
- Derek Kiely



Members of the SECAD Board & Management Team

# SECAD Financial Accounts

## SECAD Partnership CLG

(A Company Limited by Guarantee and not having Share Capital)

### Income & Expenditure Account Financial year ended 31 December 2018

|                                           | <b>2018</b>    |
|-------------------------------------------|----------------|
| Operating Income                          | €2,558,804     |
| Operating Expenditure                     | (€2,488,521)   |
| <b>Surplus of Income over Expenditure</b> | <b>€70,283</b> |

### Balance Sheet As at 31 December 2018

|                                                       | <b>2018</b>       |
|-------------------------------------------------------|-------------------|
| <b>Fixed assets</b>                                   |                   |
| Tangible assets                                       | €32,141           |
| <b>Current assets</b>                                 |                   |
| Debtors                                               | €81,459           |
| Cash at bank and in hand                              | €1,453,448        |
|                                                       | €1,534,907        |
| <b>Creditors: amounts falling due within one year</b> | <b>(€914,518)</b> |
| <b>Net Assets</b>                                     | <b>€652,530</b>   |
| <b>Capital &amp; Reserves</b>                         |                   |
| Balance brought forward                               | €582,247          |
| Surplus of Income for the financial year              | <b>€70,283</b>    |
| <b>Members funds</b>                                  | <b>€652,530</b>   |



# 2018 Annual Report

## Highlights & Impacts

SECAD Partnership,  
Owennacurra Business Park,  
Knockgriffin,  
Midleton,  
Co. Cork

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[www.secad.ie](http://www.secad.ie)