

KNOCKMORE/RATHDUFF

ECONOMIC & SOCIAL DEVELOPMENT COMPANY

ANNUAL REPORT 2019

COMPANY

The Knockmore Rathduff ESD Company is a limited company by guarantee and continues to work in compliance with company law.

The company's policies and procedures are in line with The Safety, Health and Welfare at Work Act 2005; Employment Equality Acts 1998 – 2011; Charities Act 2009; The National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 (No. 47 of 2012); New Companies Act 2014; Workplace Relations Commission 2015. The company is also subject to Pobal regulations regarding its financial practices in line with Irish public accountability requirements.

It is registered with the Mayo Public Participation Network (**Mayo PPN**), the main link through which the local authority connects with the community, voluntary and environmental sectors. It is also a member of 'The Wheel', the representative body of charitable, community and voluntary organisations in the country. The company (Charity Number 16101) is fully compliant with the Charities Regulatory Authority under reference Number 20057275 and will be expected to comply with the Charities Governance Code from 2020.

In 2019 a Statutory Instrument to establish a Central Register of Beneficial Ownership of Companies and Industrial and Provident Societies (RBO) was signed into law by the Minister for Finance. In line with the regulations, filing of beneficial ownership data was submitted on-line through a portal on the RBO website at www.rbo.gov.ie.

The following information on each board member was required for disclosure as part of the filing:

- ✚ Full name;
- ✚ Date of birth
- ✚ Nationality
- ✚ Residential address
- ✚ A statement of the nature and extent of the interest held by the beneficial owner
- ✚ PPS number

This is a new element of compliance and is separate to the preparation of and filing of company tax returns with Revenue or financial statement returns to the Company Registration Office

Membership of the company is open to the community at an annual fee of €10:00 by contacting the secretary.

The company engaged the professional support of the following:

External Auditor	Peter Dooley, Cahill & Trautt
Legal Advisor	Liam Sheridan
Advisory Services	Canavan Byrne (Ad Hoc Services)
Financial Services	A.I. B
Plan & Design	ESD Company Expertise
Medical Practitioner	Dr Michael Moffatt

❖ Directors

Seven directors with a varying range of expertise and skills agreed to serve on the board for 2019, namely, Fr Michael Flynn, Bernard Cumiskey, Beatrice Timlin, Gerry Walsh, Ann Clarke,

John Horgan and Martina Gardiner. Cllrs Seamus Weir and Annie May Reape remained Mayo County Council co-opted members. All directors are Garda vetted.

We welcomed John as our newly recruited director at his first meeting on 27 February 2019. Juan Sotoparra resigned as director in February 2019 having acted as I.T. advisor /Plan & Design consultant to the company on a voluntary basis since 2014.

❖ Governance

The Charities Regulator launched a new Charities Governance Code in late 2018, which sets out a mandatory standard for governance in Irish charities. The original Governance Code for Community, Voluntary and Charitable Organisations (CVC Code) is retired and all charities have been steered towards the Charities Regulator's Governance Code and shall be expected to start compliance in 2020 and reporting their compliances by 2021.

The website www.governancecode.ie remains available as a legacy website. The list of organisations that were 'fully compliant' and 'on the journey' like ourselves were removed in 2019.

The Charities Governance Code Toolkit, available on the CRA website, provides guidance notes and templates to assist charities and charity trustees/board members to meet all of the core standards outlined in the Code.

Six principles are identified on which good governance is based and which are linked to the legal duties of charity trustees/ board members under Charity Law. Under each principle, the Code provides a set of core standards that all charities are expected to apply.

The six principles of the Charities Governance Code are:

1. Advancing Charitable Purpose
2. Behaving with Integrity
3. Leading People
4. Exercising Control
5. Working Effectively
6. Being Accountable & Transparent

'The Wheels' Good Governance three Webinar based training sessions relative to the six principles above were held and regarded by many in the sector as one of the better governance trainings.

The manager attended the 1st training in Castlebar on September 11th and then arranged for this Webinar to be hosted in the IT room in the centre for the following two sessions on October 9th and November 13th. Board members were invited to attend the second and third session. Both sessions were attended by Alma Reddington and Martina Gardiner.

This webinar series is available for future use if the board wishes to arrange an internal training session on Governance.

❖ Manager

A smooth working relationship based on protocols and a strict working Code of Practice exists between the Board of Directors and the manager. All activity relative to auditing, finance, human resource, marketing & publicity, security and services is efficiently conducted by the manager and supported by staff who work in the Recreation and Resource Centre. This is successfully reflected in the monthly management accounts/reports presented to the board. Input and advice from the manager are always considered and valued.

❖ Retirement

On 5 May, 2019 Brendan Boland retired from the post he held since 2008 but remained in an acting capacity until 5 August 2019 when our new manager took up her position. The board would acknowledge that Brendan fitted the aforementioned criteria as a suitable, efficient and dedicated manager with a huge amount of expertise. We wish Brendan a very happy and healthy retirement.

❖ Recruitment [New CSP Manager]

Following notification from Brendan that he would be retiring on 5 May 2019, an advertisement for the manager's position appeared in the 11 March edition of the Western People. It was also on the INDEED and our own websites. Thirteen applications were received by 12 April and an additional four were received after the closing date (12 April). One of the initial thirteen applications was withdrawn and the late applications were not considered.

A copy of each application was forwarded to the board of directors. Peter Dooley advised that the company should contact Pobal (Funders) for guidelines, have one independent person on the interview panel with the chairman and one other person. Gender balance would be necessary.

The board decided to short list the twelve applications to seven. This was based on experience, suitable skills & qualifications. A record of the shortlisting and decision-making process is on file and the company is satisfied that the exclusion of applicants was based on solid and fair considerations cognisant of the fact that it may be subject to examination during our next Pobal audit.

The Interview Panel consisted of Bernard Cumiskey, John Horgan and Sheila Hunt, CSP Manager of Kilmovee Community Centre. Gerry Walsh agreed to act as substitute and was allocated one of the interviewees. There were seven candidates scheduled for interview, three were interviewed on 12 June and one on Tuesday 25 June (interview rescheduled). Three candidates cancelled their attendance prior to the interview date.

Email updates by the secretary to every board member confirmed that Alma Reddington from Knock with a vast experience in leadership, management, marketing, web & social media in addition to a vast knowledge of the Charities Sector had accepted the post and subsequently commenced duty on 06 August 2019.

❖ Volunteerism

The company values the distinctive contribution that Volunteerism makes to the success of our organisation. It recognises their status as a legitimate and complimentary resource to that of our paid staff. Recruitment, induction, health & safety regulations, policies & procedures, clarity in the lines of responsibility are incorporated in our volunteering policy. In 2019, we had 23 volunteers covering Bingo, delivery of MOWs in the community, BOD and occasional activities in the hall.

As a way of thanking our volunteers for their ongoing contribution to the centre and commitment to the community a volunteer appreciation morning was arranged by the manager and held in the centre on 5 December to mark **UN International Volunteers Day**. A token gift was given to each volunteer.

❖ Meetings

Eleven scheduled meetings in addition to six 'single issue' meetings were held under the chairmanship of Bernard Cumiskey in 2019

❖ Subcommittees

Bingo [Alma]

A valuable committed *Bingo working group*, including staff and volunteers, is involved in preparing the hall, arranging float, selling books, pool sheets, raffle tickets, calling out the numbers, calling back the checks, tuck shop and providing that welcome cup of tea.

Finance [Beatrice]

All streams of Traded income + Lodgements is checked by a member of the *Finance subcommittee* against bank statements. The subcommittee ensures that all financial documents relating to the company are reviewed and certified by the Board.

Planning/Maintenance [Bernard]

Project Developments are discussed at our board meetings and progress is led by Bernard and a small team including the manager.

❖ Gárda Vetting

The National Vetting Bureau (Children and Vulnerable Persons) Acts 2012 to 2016 provide a statutory basis for the vetting of persons carrying out relevant work with children or vulnerable persons thus establishing and maintaining a national vetting bureau database system. The Act also creates offences and penalties of up to €1,000 for persons who fail to comply with its provisions. In 2019 updated applications on behalf of staff, volunteers and the board were forwarded to the National Vetting Bureau and successfully dealt with in house.

COMMUNITY SERVICES PROGRAMME

The Community Services Programme, is funded by the Department of Rural and Community Development since 2018 and managed by POBAL. It provides, with the assistance of the RSS, TÚS and CE schemes, social services for the elderly. The current 01/01/2018 – 31/12/2020 grant is worth €381,495. Funding is currently provided to Knockmore Rathduff Community Services Programme (CSP) as a fixed contribution towards the cost of employing one manager and five full-time equivalent positions (FTEs). The CSP provides €19,033 per FTE and €32,000 per manager.

❖ Minimum Wage/Pay increases

Minimum wage increases are not funded by the Department of Rural and Community Development. The CSP contribution is not aligned with the minimum wage, our financial plan is expected to incorporate any additional costs necessary to implement the minimum wage requirements. The company pays the difference of **€35,396** (top up), the contribution from Pobal being €8.65 per hour + 8.5% PRSI.

Budget 2019 (October 2018) increased the minimum wage from €9.55 to €9.80 and became effective on 01 January 2019. An additional increase by the company of €0.20 from €9.80 to €10.00 [granted in 2018] per hour remained in place.

❖ INDECON Review

Michael Ring TD, the Minister for Rural and Community Development, announced in March 2019 that INDECON Consultants were appointed to carry out an independent review of the Community Services Programme (CSP), the first since the programme was introduced in 2006

The review would take approximately six months and would inform decisions on the future shape and structure of the programme. The review would ensure that the programme is more closely aligned with current Department and Government policy and would be better placed to meet community needs. A report on this review, which was due towards end of 2019, is awaited.

❖ POBAL Returns [2019]

Copies of the June and December 2019 CSP returns were available at the appropriate times for discussion and the information contained therein was found to be in order. It included worker profile for all CSP staff; records of non CSP staff and volunteers. Payroll summary outputs & progress reports; Expenditure summary; P-35 declaration for Knockmore ESD company and Butterflies playschool and quarterly statements for PAYE, PRSI, USC and LPT

HSE

Two Health inspections in compliance with Food Safety Legislation were carried out by the HSE Environmental Health Officer in May and November 2019. A short list of non-compliances was identified on both occasions and successfully addressed by management and administration staff.

The manager also relied on advice she received from Noel Kearney, EHO on 08/11/19 in relation to the distribution of meals during the Christmas 'Shut Down' periods i.e. serving double meals on Monday, 23 December and Monday, 30 December. A survey of clients needing the services was successfully conducted and arrangements made accordingly. His advice included guidelines for kitchen staff and delivery drivers.

RECREATION & RESOURCE FACILITIES

The Recreation & Resource Facilities are available in the Community Hall and in the Resource Centre and can cater for all types of functions. Competitive rates, in line with our pricing policy, for group gatherings with refreshments are now in place.

Activities, maintenance, upkeep and security in the centre and hall are organised by the manager and 18 members of full time and part time staff who work under the different programmes and schemes, namely, CSP, RSS, TÚS and CE.

The **Community Hall** catered for:

❖ Social Gatherings

The traditional refreshments served after communion and confirmation for almost 700 people were welcomed by the parents, teachers, priests, children and relatives. The preparation work carried out by manager and staff is much appreciated by the parish.

❖ Children's parties

Thirty-six Children's parties were catered for between Tuesday and Saturday and this included hall rental, bouncing castle, indoor games, food, party bags etc. The assistance and kindness of staff has been widely reported along with their willingness to engage the children in activities resulting in very positive feedback. Thanks to the great efforts of Marie, Eilish, Pauline, Joan, Lisa and Enda, the centre has an excellent reputation for birthday parties.

A matter arose in 2019 concerning insurance for bouncing castles. Leisure Insure, the company involved with insurance for bouncing castles, has pulled out of the Irish market leaving those with bouncy castle companies without insurance once their current policy is complete. Our provider was insured until March 2020. Contact has been made with the Irish Inflatable Hires Federation who are currently in negotiations with a UK provider to insure companies across Ireland in 2020.

❖ Sporting Activities

Indoor Soccer (Seasonal) for boys and girls.
GAA for mothers and others
Underage GAA training

❖ Bingo

BINGO continues to be our biggest weekly event, €2750 + (depending on number of checks) was paid out in weekly prizes in addition to extras for holiday weekends. Its success is mainly due to the great support from the community and neighbouring parishes and to our loyal hard-working group of volunteers, Staff (CSP, RSS, TÚS, and CE) and board members. Play print, our Bingo supplier, went into liquidation in 2019 and was replaced by the 'Let's Play Bingo Company'.

There are stringent controls with almost 100% adherence in place for monitoring Bingo Books, Pool Sheets, Raffle Tickets and Tuck Shop. Knockmore GAA Club availed of the weekly opportunity to sell their lotto tickets. The tattered cardboard box was finally replaced with a saffron and blue coloured plastic drum.

The **Recreation & Resource centre** is a multifunctional building, catering for all age groups in our community. The facilities therein were used by many of the groups and organisations in the parish on a regular basis for training; meetings; Senior Citizen's activities; knitting & crochet; Music lessons; frequent Foróige activities; Yoga; Rinka; refreshments after children's' monthly masses, Parish Council meetings,

❖ Gym

The Gym is highly equipped with Cardiovascular (treadmills, cross trainers, spinners) and strength training equipment with regular maintenance and replacements when required. An increase in its usage was noted in 2019. A 'Pay as You Go' plus weekly, monthly, quarterly, half yearly and yearly membership was available.

❖ Library

In 2019 it was decided to reduce the number of stocks in the Library. Most of the old library books were recycled or donated to charity institutions, nursing homes and Ballina Men's shed. Shelving was removed with one area remaining for a small selection of Children's and other interesting books.

❖ Equipment 2019

The photocopier/printer was replaced with a model similar to the current one in use [Utax3206ci All In One Printer], same maintenance agreement and a guarantee of five years. Cost: €1850 + VAT €425.50 = €2275.50

❖ I.T. Equipment/Technology

Ten new 'All in One' 22" flat slim line computers complete with software were installed in the I.T. room in addition to a 65" interactive flat touch screen with stand. WiFi was upgraded with 75 GB of memory. The project is regarded as high definition cutting edge technology costing €16,382.31 with a grant of €12,286.73 drawn down at the end of the year.

SOCIAL FRIENDLY SERVICES FOR THE ELDERLY

In addition to Meals on Wheels availability of other facilities in the complex, the following services were also available:

❖ Rural Transport

The Rural transport Programme, which is funded by the Department of Transport & Tourism and managed by the National Transport Authority, is a unique bus service for senior citizens in the community and others who wish to avail of the service for a small fee. People were collected at their homes every Tuesday for activities in the centre which included refreshments on arrival, hot lunch, social interaction and recreational activities in the Library and Gym. Thursday's transport provided an opportunity for shopping and appointments in Ballina.

❖ Seniors Alert Scheme

The objective of the Seniors Alert Scheme (SAS) is to encourage community support for vulnerable older people in our community through the provision of personal monitored alarms. The scheme is now managed by Pobal. Funding is available under the scheme towards the purchase of equipment and made available through community, voluntary and not-for-profit organisations registered with Pobal under the SAS.

❖ Mayo Befriending Service

The Mayo Befriending Telephone service continued in operation from the centre on a voluntary basis. We extend our thanks to David and Marie for all their help and time in delivering this valuable confidential voluntary service on an ongoing basis.

BUTTERFLIES PLAYSCHOOL/PRESCHOOL

Butterflies preschool facility is funded by The Department of Children & Youth Affairs, regulated by TUSLA and funding is managed by Pobal. It facilitates the ECCE (Early Childhood Care and Education) and CCS (Community Childcare Scheme) schemes and the High Scope programme operates successfully.

The facility complies with all agency policies, protocols and practices (TUSLA, HSE, DYCA, POBAL) and is subject to regular inspections.

A new childcare scheme was launched in October 2019 known as 'The National Childcare Scheme' (NCS). It is a new scheme that provides financial support to help parents to meet the costs of childcare and it will replace all existing targeted childcare support programmes and the current universal childcare subsidy by 2021.

The Early Childhood Care and Education (ECCE) programme provides early childhood care and education for pre-school children. It will not be affected by the NCS and will continue to operate alongside the NCS.

There were 21 children registered in 2019 under the ECCE 38-week programme and three CCS. We are extremely grateful to the staff, Antoinette, Lucy and Corinne, for carrying out their duties on a daily basis in such a professional and caring manner. We also appreciate the parents in the parish for supporting the Knockmore Rathduff Butterflies Playschool.

An unannounced focused TÚSLA Regulatory Inspection to assess compliance with the Childcare Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016 was carried out by M. Farrell, Early Years inspector on 23/03/2019.

The inspection focused on the areas of:

- ✚ Governance,
- ✚ Health Welfare & development of child
- ✚ Safety.

Certain regulation non-compliances were noted and a full 10-page TÚSLA Regulatory inspection report was issued and is on file. This was followed up with correspondence received from the Registration Office, Early Years Inspectorate, Estuary House, Henry Street, Limerick confirming that, following an inspection of the playschool service on 22 March 2019, the inspection panel had decided that the service would remain registered pursuant to Article 58 D (5) & (11) of the Child & Family Agency Act 2013. A copy of the Service's response dated 17/04/2019 and entitled Early Years inspectorate, corrective actions and prevention actions (CAPA) to address new compliances is also on file.

Staffing (Adult): child ratio [1:11 required] met the minimum adult/child ratios specified in the regulations for sessional services. There are three qualified staff in the facility and for the past two years a fourth person under TÚS has also been on the staff roll.

Olivia Donohue, Childcare Development Worker with Mayo County Childcare Committee, provided training to the childcare staff, Alma and Brendan on October 31st. Areas covered were

- ✚ The new portal for Childcare
- ✚ Information that is needed for re registration
- ✚ The new National Childcare Scheme application process for parents.

2019 FINANCE

The externally audited accounts by Cahill, Trautt & Co. Chartered Accountants & Registered Auditors for year ending 31 December 2019 are in the capable hands of the outgoing treasurer, signed off by directors, Bernard Cumiskey (Chairman) and Beatrice Timlin (Treasurer) on behalf of the board and by Peter Dooley on behalf of Cahill, Trautt & Co. on

The financial returns, required by Pobal - 30 April 2019 were duly returned, copy on file. A copy of our 2019 reserves statement is also on file.

Bank reconciliation statements in addition to internal invoices used in the drawing down of Pobal money are attached to the Management Financial Monthly Reports. All financial documents are prepared, signed and dated by the Administrator; reviewed, signed and dated by the manager; checked, signed and dated by the Treasurer; approved, signed and dated by the chairman of the board.

❖ Petty Cash

The petty cash facility opened in February 2019 with €500. A bank debit card was also introduced to facilitate grocery deliveries and other online payments.

❖ Christmas Bonus

The customary Christmas bonus was paid to all staff and volunteers on a pro rata basis. The maximum tax-free rate is set at €500 by revenue.

❖ Rates

The issue of Rates on our buildings has been ongoing since 2008. In 2019, Mayo County

Council carried out an inspection on both buildings which were originally rated at €7,392 per annum and which would have amounted to €50,000

Correspondence received from John Colfer, Revision Manager, Valuation Office confirmed that the Recreation & Resource Centre property will not be subject to rateable valuation and is, therefore, deemed exempt from rates. At this point we acknowledge the successful efforts of our former manager who has been pleading our case on the grounds of Charitable Status.

❖ Donations/Gifts

A donation of €100 was made to the Senior Citizens in aid of their annual outing. A donation of €350 was given to the C.D Benevolent Fund (CDBF). Cards and gifts were arranged for Fr Des Smyth (50) and Fr Gerry O’Hora (40) in recognition of their recent jubilees

SUSTAINABILITY

The Board recognises the importance of sustainability and finding additional income streams that will ensure the ongoing provision and expansion of services within the Community Centre and Hall.

We are open over 70 hours per week and sometimes for longer periods in response to demand. The support of everybody using the facilities in the centre and community hall is vital in order to generate income and indeed much appreciated

In addition to regular mainstream income from BINGO, MOWs, Activity fees we also record the following:

- ❖ Current CSP Business Plan 2018-2020 (worth €381,495)
- ❖ Childcare staffing grant
- ❖ Contract Fixed Letting [North Mayo Community Employment Scheme]
- ❖ Room Rental ... One Room
- ❖ Leader funding for IT equipment to the amount of €12,286.73
- ❖ A Capital Grant for €700 towards a new computer in Childcare.

SERVICE PROVIDERS - 2019

Electricity:	Airtricity
Phone	Early 2019: Vodafone, Late 2019: Blueface
Internet	West Net
Insurance	BHP
Refuse Collection	Barna Recycling

❖ Right Price Alarms

Certificate confirming that the fire detection and fire alarms in all areas of the centre comply with recommendations of BS 5839-6 for design, installation and commissioning.

❖ Defibrillator

This piece of equipment (community defibrillator) is located at the right-hand side of the front entrance to the Resource Centre. Responsibility for checking the equipment, replacing pads and batteries in addition to recording the information remains with the Defib equipment committee. A weekly notice appears in the parish bulletin stating its location

PROPOSED DEVELOPMENT/ MAINTENANCE [in progress 2019/2020]

While most of the projects were initiated in 2019, work continues

❖ Carpark

Plans to have the car park at the rear of the building surfaced and finished off with Hot Rolled Asphalt are in progress. The open potholes are a 'Health & Safety' risk to all users at present.

In line with our procurement policy three quotations were sourced and it was agreed to accept the Mullafarry price (€20,150) which includes pricing for Maintenance ⁵⁰⁰; kerbing & channels ⁶⁵⁰ and is also inclusive of VAT @13.5% Works commenced after Christmas 2020 but the problem of an underground leak has come to the attention of the planning subcommittee and the project is currently on hold.

❖ Relocation of Offices

The manager's office and administration office switched accommodation to facilitate an extra member of staff (Eilish) in the administration office. There is a blind on the corridor window of the manager's new office to ensure more privacy for staff wishing to discuss matters with the manager.

❖ GDPR Measures

In accordance with GDPR regulations all cupboards in the administration office, where files and lists are stored, are locked. All open shelving was removed. Sink will also be removed to create the extra space for desks etc.

❖ Security Locking System

An entrance security coded system was introduced to the kitchen, gym and counting office in the main hall with the code only available to the relevant users. The SAFE is also relocated from its original location to another destination

❖ Water damage

A leaking radiator on the top floor has caused dampness on the ceiling area in one of the offices, currently occupied. This is considered as urgent for immediate maintenance work.

❖ Unit in Senior Citizen's Room

A pantry type unit has been installed in the Senior Citizen's room to accommodate the kitchen. Part of the unit also accommodates Bingo supplies. The work carried out by RSS is appreciated.

❖ Tunnel located in GAA ground

The Resource Centre has become the main beneficiary of fresh produce from the tunnel located on GAA property. This tunnel was initially organised by the Knockmore Village Enhancement (KVE) group with assistance from Mayo North East for the purpose of supplying flowers for the village enhancement.

However, the TÚS supervisor in consultation with Justin Sammon (Mayo North East) and CSP personnel are managing it following a cleaning and maintenance programme of its external and internal areas. There are two full time staff working there at present thus allowing the church, the centre and the village enhancement to benefit. It is felt that this could be incorporated in our future business plan.

❖ Solar Energy installation

A proposed extension to the current heating system is under review and its progress would be subject to successful grant application. It may involve changes to the sauna and its general area.

SOCIAL OCCASIONS

❖ Ballinrobe Races

A very enjoyable social evening at the Ballinrobe Races [All National Hunt card & evening meeting] was arranged for staff and Bingo volunteers on Tuesday 27 August

❖ Christmas Party

An enjoyable and successful social gathering of volunteers, staff [CSP, RSS, TUS, and CE] and the board was held in the upstairs Activities room of the centre on Saturday 14 December with drinks in the clubrooms afterwards. Food was supplied by John Barrett of 'The Post' Restaurant To mark Brendan's retirement, he received a voucher from the company and a bouquet of Flowers was arranged for Mary.

❖ CNOG MOR Housing Development

Tenant agreements for eight families were signed and Mayo County Council hosted a 'Meet and Greet' function upstairs in the activities room. Light refreshments were served.

❖ CONN CULLIN Recreational Trail [Feasibility Study Launch]

On Friday, 29 November, Minister Ring launched the feasibility study for the Conn Cullin Trail in the Resource Centre. Amongst the hundred or so members of the community who joined in on the celebrations were the Pontoon/Tavanaughmore Recreational group (organisers of the event) Dara Calleary TD, Senators Michelle Mulherin and Rose Conway Walsh, councillors Seamus Weir, John O'Hara and Neil Cruise, members of ESD company and the Village Enhancement group. Refreshments were served

CONDOLENCES

We would like to express sincere sympathy to all members in the community who had bereavements during 2019. In a particular way we extend our sincere sympathy to the following staff, volunteers and board members who lost loved ones in 2019:

- ✚ Pauline Murphy (CSP staff) – Sister, Maureen Murphy
- ✚ Anne Breslin (Volunteer) – niece, Helena Murphy
- ✚ Pauline Corcoran (RSS staff) – husband, Kevin
- ✚ Beatrice (Board) & Carmel Kelly (Volunteer) – Aunt, Mary Agnes Browne & son Patrick
- ✚ Collette Barrett – husband, Michael ((former volunteer) Runagry
- ✚ Family of Christina Blewitt (former befriending volunteer) Runagry
- ✚ Family of Lucy Marler, nee Ferguson, St. Louis and Calladashin, donor of a very generous gift to the centre

May the souls of our faithful departed rest in peace

Votes of sympathy are recorded at our monthly meetings and sympathy cards are sent to family members.

ACKNOWLEDGEMENTS

We take this opportunity to thank all the staff in the centre for their hard work. We extend a welcome to those who joined our staff in 2019 and early 2020. Our current listing includes:

CSP [Five full time positions shared by eight staff]

Marie, Enda, Assumpta, Chris, Caroline, Bernie, Rita and Pauline. We wish AH a speedy recovery.

Rural Social Scheme

Joan; Frances; Pauline; Kate (June 2019)

TUS

Lisa – (23 July for one year); Bradley – (July 2019 for one year in Social Media)

CE Scheme

Noel on his 2nd year on CE. Eilish - Administration office - November 2019

Pending Retirement

Pauline M is retiring in Sept 2020

Management

A very special 'thank you' is due to our former manager Brendan who started as a volunteer in 2001 and took up the CSP managerial position in 2008, keeping the show on the road until 5 August 2019 with a huge contribution made to the sustainability of our social enterprise. Brendan held the position of Funding Applications Co-ordinator from 06 August 2019 until 31 December 2019. We wish him a long and happy retirement with his good wife Mary, one of our valued volunteers, in Currabagan.

In a special way we extend a céad mile fáilte to Alma, congratulate her on a very successful interview exceeding a high standard and wish her every success and happiness as she takes up the important position of CSP manager in the Knockmore Rathduff Recreation & Resource Centre. In addition to her aforementioned qualities and experience, her proficiency in all aspects of Microsoft Office has manifested itself, with colour, throughout the centre!

We would like to acknowledge Alma & Marie for all their help especially in regard to the continuous preparation work carried out in line with Pobal requirements and to thank Marie for covering managerial duties during annual leave.

We are forever indebted to our very loyal volunteers who help out with MOWs, social gatherings (funerals) and Bingo.

Training is ongoing for staff and board members. In October/November Mayo PPN arranged a series of training sessions for community groups, one of those being "Writing successful funding applications" which was attended by Alma and Martina on 26 November 2019 in Great National Hotel, Ballina.

We wish to record, with thanks and appreciation, the support of the following:

- Volunteers [Bingo, Drivers & Social gatherings & Hall activities]
- Freddie Henry - Community Employment Scheme
- Michael Rowland - Rural Social Scheme (RSS)
- Martin Corcoran - TÚS
- Ray Foley, Arrow Cabs - Rural Transport
- Fr Michael Flynn & Bernadette Coleman - Parish Bulletin Notes
- Eileen McHale - Western People Notes
- Ann Finn- Mayo North East Leader Partnership Company Teo (Governance Code)
- Grant Aid - Mayo North East Leader Partnership Company Teo

On a personal note, I would like to thank my fellow officers for all their help, courtesy and good humour throughout 2019, challenging as it was at times. I wish the incoming committee all the best for 2020. I would also like to record my personal thanks to Brendan for **his** courtesy and friendship, relative to the centre, since 2001. Our other friendship dates back to 1980

Ar aghaidh linn le chéile