

Annual Report

Leitrim Association of People with Disabilities

2021



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**Full Copy of 2021 Audited accounts and Membership form for 2023 are
at the back of this report**

Glossary of terms

Leader: A person receiving a service,client service user.

***Personal Assistant: A personal assistant (PA) is someone employed by
LAPWD to provide a Leader with assistance to live independently.***

***LAPWD: is the shortened version of the company name and is governed by a
Board of directors.***

Chairperson's Report



Dear Friends,

Welcome to the Annual Report for 2021. We take this opportunity to look back on what was another challenging year. We must be thankful for all our Organisation achieved, despite the Pandemic. The Association has continued to provide a number of specific aims and objectives, namely :To provide a personal assistant service for people with disabilities to live and work independently in their own community and to facilitate the raising of disability issues at local and national level.

We were successful in many funding applications, which will be outlined in this report. Many thanks to Leitrim County Council, HSE, Creative Ireland, Social Enterprise and Tesco Ireland for all their support throughout the year.

We continue our good working relationship with the Physical and Sensory team in Sligo, led by their Manager, Kate Ferguson, who are our main funders.

Many thanks to the Leitrim Development Company for their continued support with the RSS Scheme.

I would like to take this opportunity to pay tribute to our wonderful staff both in the office in Mohill and in the Community, headed by our Manager Karen McPartland, their commitment and dedication to the organisation is outstanding.

Thank you to my fellow directors on the Board for their contribution to the organisation over the past year. Special thanks to Ann T Reynold and Donal Fox who both retired from the Board this year. We were very grateful for their shared expertise and hard work over the years.

To members and families who had bereavements during the year, we offer our sympathy on the loss of your loved ones.

Yours Sincerely,

Ita Reynolds Flynn

Manager's Report



Dear Members,

2021 was yet again a challenging year for of us. COVID had placed many restrictions on us as a service provider. We had to navigate our way through ever changing levels, restrictions and guidelines. In saying that, we still provided 22,465 home support hours, through our Service Level Agreement (SLA) with the Physical and Sensory Department in JFK House in Sligo. In addition to this, we provided 8,821 hours through Learning Disability Services. The core business of LAPWD is the delivery of a quality personal assistant service to our Leaders across all areas of County Leitrim and West Cavan. The specific needs of our Leaders is a priority and we make every effort to deliver the Personal assistant service to match those needs.

Our Bus service continued throughout the pandemic, providing a much needed resource for our members, this is a door-to-door service, enabling people to attend appointments or other events, with a minimal contributions.

I would like to acknowledge Gary Boyne and thank him for this work on the bus, Gary is always a very accommodating and patience driver.

2021 brought us much changes within the Core staff here in the office. We said a very sad farewell to our beloved Marie McGuinness.

The time came for Marie to retire after over 25 years' service .Marie was here from the inception of LAPWD, she was the most dedicated and diligent person to ever walk through its doors. Marie played an integral part of the team and I am glad to say, she is still very much part of the organisation and we often call on her for her expertise and advice.

Not an easy post to fill but Emer Clancy joined LAPWD in August 2021. Emer fitted into the team seamlessly, she has proved her skills and worth repeatedly. Emer has brought many skills to the post that will benefit LAPWD into the digital future, with excellent computer skills and management of our Social media presence.

Over the course of 2021, we had many successful applications for funding.

The Community Enhancement Programme (Leitrim County Council) we received €2,295 and installed much needed storage presses in the offices upstairs to help with our weekly delivery of PPE.

Through HSE Connecting for Life Sligo/Leitrim, we secured €3,300 to enable us to roll out our "Hug in a basket" initiative. This allowed us to provide all our Leaders with a wellbeing gift at Christmas and it was very well received.

Manager's Report

Through the Social Enterprise Capital Grant Scheme we received €1,850. We purchased 4 new tables for our multipurpose meeting room and 2 new chairs for our meeting space upstairs.

The Education and Training Board (ETB) funded a Gardening Programme in 2021, due to restrictions this course, which was facilitated by Seamus Scott, was done outside in the Sensory and Community Gardens.

We availed of a substantial grant of €4,500 through the SEAI towards upgrading our lightening in the Action Ability Centre here in Mohill.

All lights were changed to energy efficient fitting, which will see significant savings in our energy bills over the next number of years.

Donations: we would like to sincerely thank Tony and Bernadette McGovern of McGovern Brothers (Haulage) Ltd, for their generous donation of £2,000 again this year.

The Rural Social Scheme (RSS) continues to provide us with much needed supports from administration, reception and garden maintenance. Many thanks to the Leitrim Development Company and John Charles, RSS supervisor for their continued support.

I wish to thank all Board members who have given of their time and contributed so much over the past 12 months. They have brought their most relevant and valuable skills, experiences, and ideas to the table to help create a long-term vision for the organisation.

I would also like to express my sincere thanks to our Chairperson Ita Reynolds Flynn for the commitment of her time and support to me personally and the whole team throughout the year.

I want to acknowledge the ongoing support of the Disability Manager, Ms. Kate Ferguson and the staff of the Physical and Sensory Dept. of the HSE in Sligo.

Throughout the year we work closely with a range of community health professionals and it is important that we acknowledge this good shared working relationship.

I would like to give a special mention to our dedicated Personal Assistants – many of whom have been with us for a long number of years. We rightly applaud you, you all do a tremendous job and we take this opportunity to sincerely thank you.

To the office, staff who make the environment such a pleasure to work in every day. Thank you for all your hard work throughout the year.

Yours Sincerely,



Introduction & History of LAPWD

The Independent Living Movement has a well-established history, pioneered by and for disabled people. In Dublin it emerged as a movement in 1992 and the Leitrim Association of People with Disabilities followed in 1996 and was established by Sr. Emmanuel Farrelly. Driven by a group of Leitrim disabled people their aim was to raise awareness about the Independent Living Movement, advocate for services to facilitate their independence and to establish a support network to empower peers. The purpose of LAPWD remains to work to ensure that disabled people achieve independence, choice and control over their lives and full participation in society as equal citizens.

LAPWD is a not for profit organisation funded under Section 39 Health Act 2004. Currently LAPWD supports over 50 disabled people throughout county Leitrim and West Cavan. We employ 55 staff which comprises a team of community based personal assistants who deliver the services daily, and administration staff who help coordinate and support the service based in the Action Ability Centre in Mohill, co. Leitrim. All staff are responsible to a Manager who reports directly to a Voluntary Board of Trustees [Board of Management].

Our Trustees are entrusted with the responsibility to steer the organisation towards a sustainable future by adopting sound, ethical, and legal governance, and financial management policies, as well as by making sure that we have adequate resources to advance our mission. Our trustees bring to this role their experience from industry, finance, ICT, health, sport, social and disability services. Together we work to implement our Strategic Plan and ensure that we provide an excellent Leader led supports provided by a well-trained team.



Mission statement & The key objective of LAPWD

LAPWD's core objective is assisting people with disabilities to live independently in their own homes or in a place of their choice. Allowing them make choices and direct the services and supports they require.

"Independent Living is the right of all persons regardless of age, type or extent of disability to live in the community; to have the same range of choices as everybody else in housing, transportation, education and employment; to participate in the social, economic and political life of their own communities; to have a family; to live as responsible respected members of their communities with all the duties and privileges that this entails, and to unfold their potential" (Adolf Ratzka)

The Philosophy of Independent Living underpins LAPWD's core values and all our activities are aimed towards promoting: Independence, Options, Rights and Empowerment.

The Independent Living philosophy is based on the belief that persons with disabilities have the same basic human rights as persons without disabilities to participate in and contribute to community life.



Our Values

Independence

We are committed to promoting independence through the provision of person-centred services and supports and by using our knowledge and experience to influence policy development and decision making in the sector.

Enable

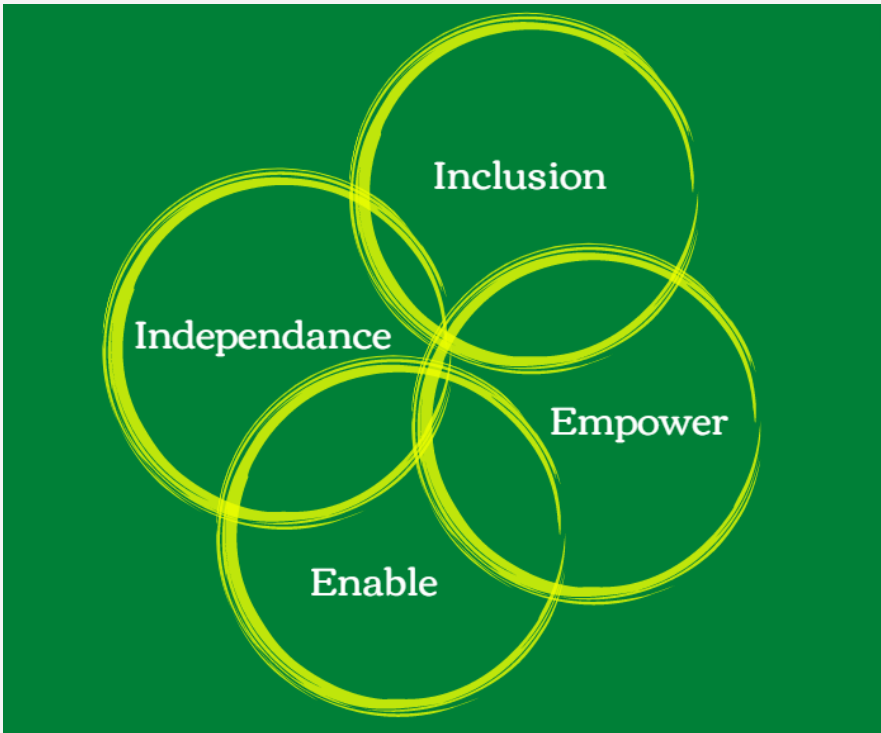
We keep people at the centre of what we do and ensure that the services and supports we offer are delivered equitably and fairly and to the highest standard. Enabling persons with disabilities, persons with differing abilities, older persons and all who use our services to live meaningful lives within society.

Inclusion

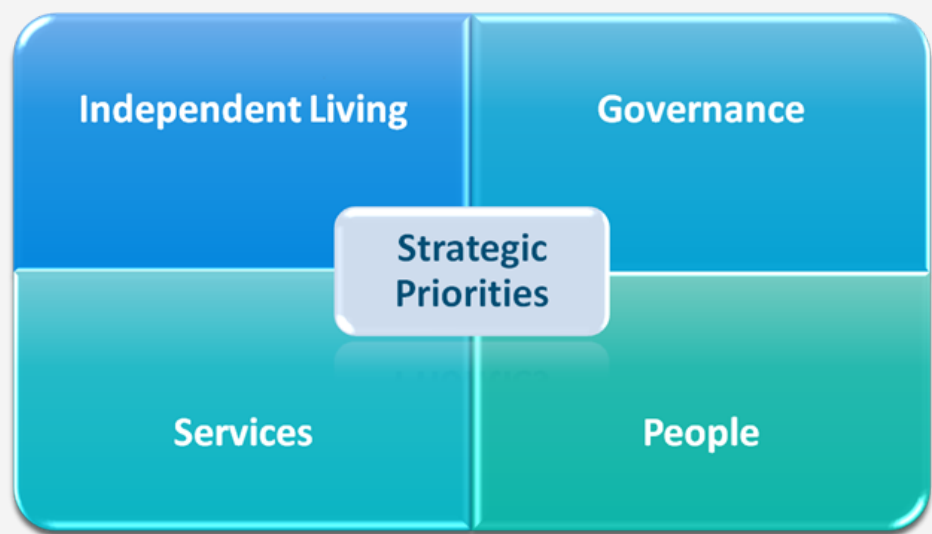
A disability is not an inability. We are committed to promoting Inclusion within society. And foster an environment based on respect, support and value.

Empower

Everyone has the right to be empowered and be given the choices in their own lives. The empowerment of disabled people, persons with differing abilities, older persons to overcome environmental, educational and social barriers.



Strategic Priorities



Independent Living

Our key service remains the delivery of a quality personal assistant service to allow our Leaders live independent lives.

Each year we are granted a contract of funding by the HSE to deliver a specific number of hours to an approved number of Leaders. This report covers the period January to December 2020 (52 weeks).

Each month we provide a report to the HSE on the hours delivered through a key performance indicator template and a breakdown of the hours we have provided. The Manager attends a monthly Home Support Meeting, which was in 2021, via teleconference which is facilitated by Physical & Sensory Manager.

On a quarterly basis we report to the HSE on the financial expenditure to support the information provided in the Key performance indicators. The information taken together in the financial and activity based reports provides robust monitoring and transparent detail on the activity of LAPWD, Hours of Direct Personal Assistant Service are delivered over 7 days each week.



Strategic Priorities

Governance

The Charities Governance Code

The Charities Governance Code explains the minimum standards you should meet to effectively manage and control your charity. Good governance involves putting in place systems, processes to ensure that your charity achieves its charitable objectives with integrity, and is managed in an effective, efficient, accountable and transparent way.

The Charities Governance Code is:

- six principles of governance which all charities should apply
- core standards that all charities must meet when putting the principles into action;
- Additional standards that reflect best practice for charities with high levels of income and/or complex organisational and funding structures and/or significant numbers of employees.

The Charity Governance Code is made up of 6 principles:

1. Advancing charitable purpose
2. Behaving with integrity
3. Leading people
4. Exercising control
5. Working effectively
6. Being accountable



At a minimum, charities are expected to meet the core standards of these principles. With over 10,000 registered charities in Ireland the code was designed to work for a diverse range of organisations. The Charities Regulator stated that 2019 was to be viewed as a learning year for charities. In 2021 charities must report on their compliance with the Code. In time, the Charities Regulator will publicly display whether or not a charity is in compliance. It is important to note that charities will be required to declare their compliance status as at the date they file their Annual Report. LAPWD is a company Limited by guarantee and we are a registered charity. We comply with the Charities regulatory authority and provide them with an up-to-date annual report and audited accounts.

Our accounts are audited annually and copy of our financial account included in the annual report .LAPWD have complied with the voluntary Governance Code for the Community, Voluntary and Charitable Sector in Ireland and have also signed up to the Statement of Guiding Principles for Fundraising.

The business of the Company is governed by a Board of Directors. The Board comprises of individuals elected for a three-year term by Company Members at the AGM. Membership is open to all on completion of a membership form.

Strategic Priorities

The Board is responsible for keeping an overview of the organisation’s direction and progress assuring that the assets of the organisation is protected, ensuring that the organisation is accountable and verifying that the organisation is operating legally. The Board ordinarily meets on a bi monthly basis.

The Board can establish sub-committees and / or working groups to assist it with the discharge of its responsibilities.

Directors to the Board of LAPWD are nominated by members and ratified at the AGM.

Services

Transport

Our accessible vehicle continued to provide much needed services to people in the community. In 2021, we facilitated over 90 trips for members, providing our door-to-door assisted service matching individual need and is complimentary to the ethos of our organisation in supporting Independent living.

We continue to exercise stringent safety measures to keep both staff and passengers safe. LAPWD as a service provider can see first-hand the need for transport support for vulnerable or sick people with complex medical and care needs.

Our driver waits and takes them home and this can reduce anxiety and the stress encountered by people with disabilities having to attend appointments. In certain situations, the carer for the individual will accompany the person to allay any fears and to ensure safety in transfers etc.



Strategic Priorities

People

LAPWD Leaders & Personal Assistant (PA) Services Leader is the term used to describe a person with a disability who manages his or her own personal assistant (PA). A personal assistant (PA) is someone employed by LAPWD to provide a Leader with assistance to live independently. A PA assists with all aspects of daily living.

For a person with a disability (Leaders) their personal assistant (PA) services are key to Independent Living. Having a PA provides a person with a disability choice and control over their own lives and live a life of their own choosing. In line with our Service Level Agreement (SLA) with the Health Service Executive LAPWD we are contracted to provide 23,883 PA hours annually, to 45 Leaders all over County Leitrim and West Cavan.. In addition to this, we provided support to Intellectual Disability services, Mental Health and Older Persons Services. All, which is outside our core funding

For many of our Leaders they are living in very isolated areas and without this assistance would not manage their basic daily tasks or remain living in their own home. The LAPWD Manager keeps in regular contact with our leaders and PA's with ongoing visits to Leaders homes in order to offer support, get feedback on the service and assist with making referral to the Public Health Nurse, Occupational Therapist or Key Worker within the HSE.



Finances and Annual Audited Accounts.

Copies of the annual audited accounts for the period January to December 2021 form part of this report and the accounts demonstrate that the company is in a healthy state financially. We continue to manage our finances carefully and make savings and efficiencies where possible.

Our funding for the past year as per the annual HSE Service level Agreement was €565,116.00 for Physical and Sensory services.

Like all organisations Insurance costs have increased, especially in the area of public liability, it is an ongoing challenge we meet with increases annually. We have liaised without CIL and some have face an increase in their insurance costs of up to 50%.We envisage this becoming a major issue in the future and we will need support to highlight this issue at a national level.

We continue to provide support hours to Intellectual Disabilities services under the management of the HSE .This is an area where we envisage growth and expansion and look forward to developing more services in this area .LAPWD continually strives to strengthen and make more transparent our financial policies and reporting.

Please see full report on all finances at the back of this report.



COVID-19

COVID-19 continued to be emotionally challenging for many people, changing day-to-day life in unprecedented ways. We followed HSE advice and information on COVID-19 throughout, doing everything we could to protect our Leaders, employees and the general public.

LAPWD was fully compliant with the prevailing public health guidelines requiring people to isolate or restricting their movement and as we experienced in 2021 this had a significant impact on the continuity of services were temporarily suspended. Covid 19 continues to have an impact and we continue to work hard to maintain our services and reduce and manage the risk to Services Users and Staff



Mandatory Training

HSELand

HSeLand is the Health Service Executive's (HSE) national online learning and development portal. Built on a fully integrated Learning and Talent Management System, HSeLand is developed and maintained by the HSE National HR Capability and Culture function

Children's First Online

The Children's First Online course, which is developed by Tusla. The course is to recognise child abuse and report a reasonable concern about a child's welfare and/or protection. All our staff need to complete this course as a HSE funded agency.

Safeguarding Vulnerable Adults.

LAPWD aims to adhere to the HSE Safeguarding Vulnerable Persons at Risk of Abuse National Policy and Procedures and to minimise the negative impacts of risk, while respecting and upholding the human rights and inherent dignity of all people involved with LAPWD.

hseland.ie
Cúram le Eolas

**Children
First**



Events

Make Way Day

Make Way Day is a National Public Awareness Campaign that highlights the issues people with disabilities face getting around their local communities. "Hey, this blocks my way!" is the message.

LAPWD worked in conjunction with Leitrim County Council to mark Make Way Day on 24th September 2021.



Thank you to all for their ongoing support for Make Way Day, which is vital to the success of the campaign. Make Way Day is a real team undertaking, that has a positive impact in achieving local and national recognition of accessibility in our towns and communities.

Community Physiotherapy.

The Community Physiotherapist has their clinic here on the ground floor of the LAPWD building. The clinic is open 3 days per week and proves a very valuable asset to the community.

The Physiotherapist can be contacted directly on 071 96 31128.



Funding received

Lighting upgrade

We availed of a substantial grant of €4,500 through the SEAI Better Energy Community Grant (BEC) towards upgrading our lightening in the Action Ability Centre here in Mohill.

All lights were changed to energy efficient fittings, which will see significant savings in our energy bills over the next number of years. A company called Ecomentum Energy installed this.



Gardening workshop.

The Educated Training Board (ETB) approved funding to run a garden programme, facilitated by instructor Seamus Scott. Due to restriction it was held outdoor in our Sensory Garden and in the Community Garden.

Mayo, Sligo and Leitrim Education and Training Board is the leading provider of education and training in the region.



Tesco Blue Tokens

LAPWD was one of the charities from the Tesco Blue Token for the month of November 2021 in Tesco Carrick on Shannon. We received a donation of €166.66 from this fund.

Many thanks to Tesco for their continued support.



Funding received

Community Enhancement Programme, Leitrim County Council.

The Community Enhancement Programme (Leitrim County Council) we received €2,295 and installed much needed storage presses in the offices upstairs to help with our weekly delivery of PPE.

HSE Connecting for Life Sligo/Leitrim

We secured €3,300 through this Fund to enable us to roll out our “Hug in a basket” initiative.

We got to work planning how we could put it together. We purchased all the items for the hampers from RJS Chemists Drumshanbo, Kieran’s Chemist Mohill and C & D Chemist Mohill.

Theresa Duignan and Nikki Mullen in the office put all 50 hampers together for all the Leaders and we delivered them to everyone just in time for Christmas.

They were so well received; we hope to be able to source funding in the future to do something similar.



Social Enterprise Capital Grant Scheme

Through the Social Enterprise Capital Grant Scheme we received €1,850. We purchased 4 new tables for our multipurpose meeting room and 2 new chairs for our meeting space upstairs.



Donations received

Tony and Bernadette McGovern of McGovern Brothers (Haulage) Ltd,



Leitrim Association of People With Disabilities (LAPWD) would like to sincerely thank Tony and Bernadette McGovern of McGovern Brothers (Haulage) Ltd, in association with The Leitrim Association in London for their generous donation of £2,000.(€2,313.48)
This donation helps provide services for people with physical and sensory disabilities all over County Leitrim.

Rejuvenate –Treanmore,Mohill.

This business is based in Treanmore, Mohill making furniture from repurposed wood and upcycling existing pieces.

Many thanks to Danielle and Larry for their very kind donation of a planter box, bird feed. Many thanks for your support and contribution to our sensory garden,

rejuvenatemohill@gmail.com



Leitrim Person of the Year 2021 Home and Abroad

In 2021, The Leitrim Guardian Committee decided to bestow honour on two of the nominations received for the Leitrim Guardian Person of the Year Award. One award abroad to represent the generous activities undertaken by members of our diaspora and one award at home to represent the wonderful work carried out here.

Abroad Award

Caitriona and Seamus Clarke, Leitrim people abroad in New York, have been selected as the Leitrim Guardian People of the Year 2021 Award abroad, representing the Irish Diaspora, in recognition of their great work supporting the Leitrim Community abroad, during these most troubling times.

Home Award

Andy McGovern and Peter McHugh were founding members of Leitrim Association of People with Disabilities L.A.P.W.D. They were selected as the recipients of the Leitrim Guardian People of the Year Award 2021 at home, in recognition of their lifelong ongoing contribution to their local community .

We salute our award recipients, Andy McGovern and Peter McHugh for their courage and dignity throughout their lives, but it is their humanity that stands out. It is never about themselves rather it is what they can do for others. This is borne out in while accepting this award, they are anxious that L.A.P.W.D. is associated with this honour. Leitrim Association of People with Disabilities is a community led, non-profit organisation that enables people with disabilities in Co. Leitrim to live independently in their own homes and communities. It is in existence for twenty four years.

Both Andy and Peter were among the founding members with a vision to empower people with disabilities to achieve equal participation and inclusion in society. Through their guidance, the association has grown from strength to strength. They are members of the association and they have served on the Board Directors over many years. Andy is honorary President, providing his inspired wisdom in his unique indomitable manner.



Bláithín Gallagher, Editor of the Leitrim Guardian 2021 overseeing the handover of the trophy to Peter McHugh and Andy McGovern, the two home based recipients of the Leitrim Guardian People of the Year award, 2021, by Noel McPartland, recipient of the 2020 award.



Networking & Partnership

The Rural Social Scheme (RSS)

LAPWD have had the support of the RSS scheme through Leitrim Development Company for many years and this year is no exception.

We have 3 valued participants on the scheme who work 19.5 hours per week. 2 of which provide administration and office support and 1 who maintains our sensory garden and outdoor area, keeping it clean and litter free .We look forward to ongoing good working relationship with the RSS supervisor John Charles and the Leitrim Development Company.

Membership

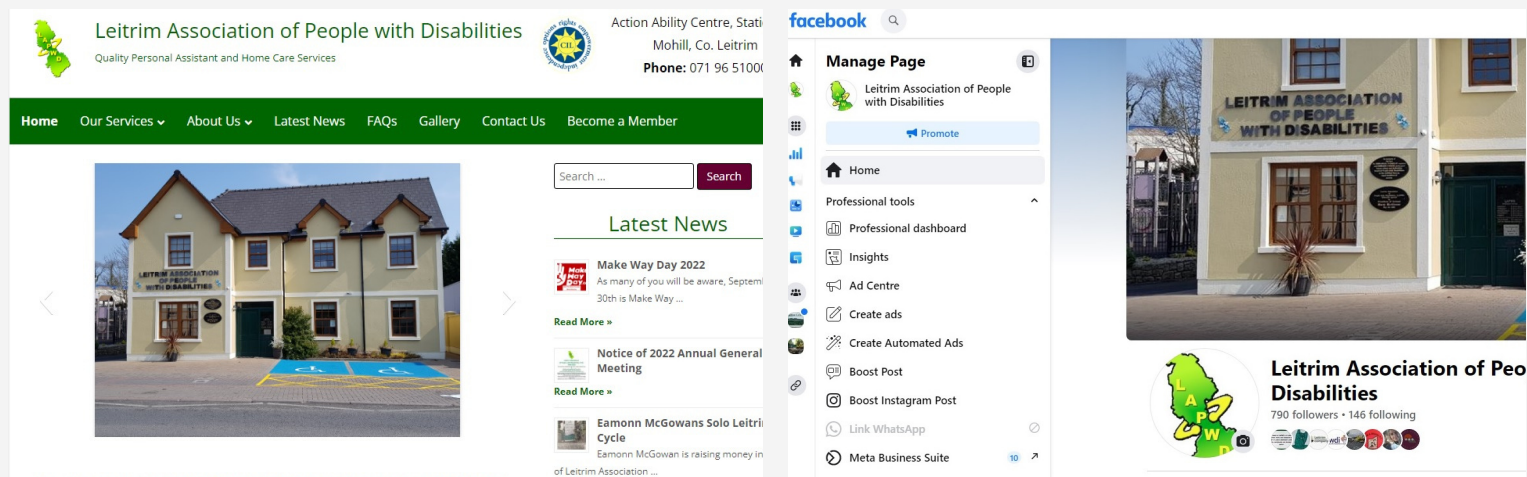
Membership of LAPWD is open to everyone on the completion of Annual Membership form and payment of membership fee of €10. Family membership is €20.A copy of the Membership form is at the back of the report.

ZOOM and online meetings

Because of the ongoing pandemic and restrictions, we continued to use ZOOM and tele call facilities throughout the year.

The LAPWD website www.lapwd.com is our interface with social media and we have reviewed and updated the site through the services of Katie Bourke from Adaptable Solutions.

Our Facebook page is updated regularly with our topical information.



Networking & Partnership

Networking-Sharing Resource and Information

Joint Working/Sharing Resources and Information.

Throughout the year we take every opportunity to engage in joint working with as many public agencies and community groups as possible to bring benefits and opportunities to our members.

The bodies include Health Service Executive, Public Participation Network, Leitrim Development Company, Disability Federation of Ireland, Leitrim County Council etc. (please see list below)

Public Participation Network (PPN)

LAPWD is registered as a member of the Public Participation Network (PPN) of Leitrim Co. Council.

Leitrim Sports Partnership Committee

Representatives of LAPWD attend meetings of the Leitrim Sports Partnership Committee.

Cairde Liatroma

The Manager also attends online meetings for Cairde Liatroma and participates in the planning of activities for this group throughout the year.

CHIME formally known as DeafHear.ie

This is a service for the deaf and hard of hearing. An Outreach Clinic facilitated by Orla Brennan is held in the LAPWD Centre at regular intervals. To access this service contact Orla Brennan on 071-9194975 or text 086-7961324. LAPWD hold a supply of hearing aid batteries to assist Leitrim clients.

Citizens Information

Further details from:

Carrick on Shannon Centre-North Connacht & Ulster Citizens Information Service 076 1075670 email leitrim@citinfo.ie

Disability Advocate

Sharon Hunt Contact Number: 087 3802720
Email sharon.hunt@advocacy.ie

Sligo Centre for Independent Living (CIL)

Longford Centre for Independent Living (CIL)

Independent Living Movement Ireland (ILMI)

Disability Federation of Ireland (DFI)

Mohill family support (MFSC)

Leitrim Volunteer Centre



Retirement

The day we had all been dreading finally came, when Marie McGuinness retired. Marie was a loyal employee of LAPWD since its first days 25 years ago. At that time, Marie worked closely with Sr Emmanuel Farrelly in identifying the need for a Centre for Independent Living (CIL) in Leitrim.

From there a board of directors was formed and funding through FAS, Community Employment Scheme was secured.

Work began putting in Personal Assistant services for people with disabilities all over County Leitrim, all which was coordinated by a small core group of staff, made up of Marie McGuinness, Bernie McGovern and Mary Boylan from the Credit Union building in Mohill.

After a short time, negotiations began with Sr Mary Henry in the Physical and Sensory Department in Sligo and Core Funding and an Service Level Agreement was agreed.

To date this Department is still our main funder. From there the Company grew and in 2008, it was agreed a larger premises was needed. Following a lot of hard work, lobbying and commitment from the then manager Rosaleen Kielty, work began on transforming Leogues former family home, into what we now have today as our Action Ability Centre, Station Road, Mohill.

Marie was a wonderful colleague and friend to us all in LAPWD. Her attention to detail was impeccable and she dedicated so much of her time and efforts to doing such a wonderful job. We often say, LAPWD was more of a vocation to Marie than a job.

We wish Marie every health and happiness in her retirement and thankfully Marie keeps in close contact with us all, always willing to offer her experience and expertise



Retirement

Another sad day, when Irma Moskua retired as a PA. Irma supported the same Leader for her 12 years of service and they became firm friends along the way. Irma always has a wonderful smile and her kind and gentle nature is very special. Irma is also a very talented artist and had been very busy in this field since her retirement. We wish her every happiness in her retirement.



Conclusion

The Leitrim Association of People with Disabilities mission statement is to empower and enable people with disabilities in Co. Leitrim to achieve independent living and equal participation and inclusion in society. We continue to work towards fulfilling the ethos of our mission statement each and every day.

We will continue to review and develop our services to ensure that we are meeting the needs of our Leaders, whilst fulfilling our obligations to the Physical and Sensory Department of the Health Service Executive.

We enjoy good working relations with the HSE Physical and Sensory team in Sligo, all HSE personnel including Public Health Nurses, Physiotherapist, Community Occupational Therapists, thank you to all, for their support throughout the year, working together to support our Leaders in the Community.

I would like to take this opportunity to thank LAPWD core office staff and all personal assistants in the community, for their resourcefulness and dedication.

I would also like to thank the Board of Directors for their service and commitment to the Organisation in 2021. As always, we extend our thanks for your commitment and interest in LAPWD and look forward to your continued support in the coming years.

We hope you found the report to be a true reflection of our work throughout the year.

Our Office Team



Manager
Karen Mc Partland



**Nikki
Mullen**



**Marie
McGuinness**



Gary Boyne



**Bernie
McGovern**



**Ann-Marie
Bohan**



**Theresa
Duignan**



**Emer
Clancy**

Our Board of Directors



Ita Reynolds Flynn



Philip McTeigue



Donal Fox



Terry Williams



Ann T Reynolds



Edward Mc Gowan



Peter Keams



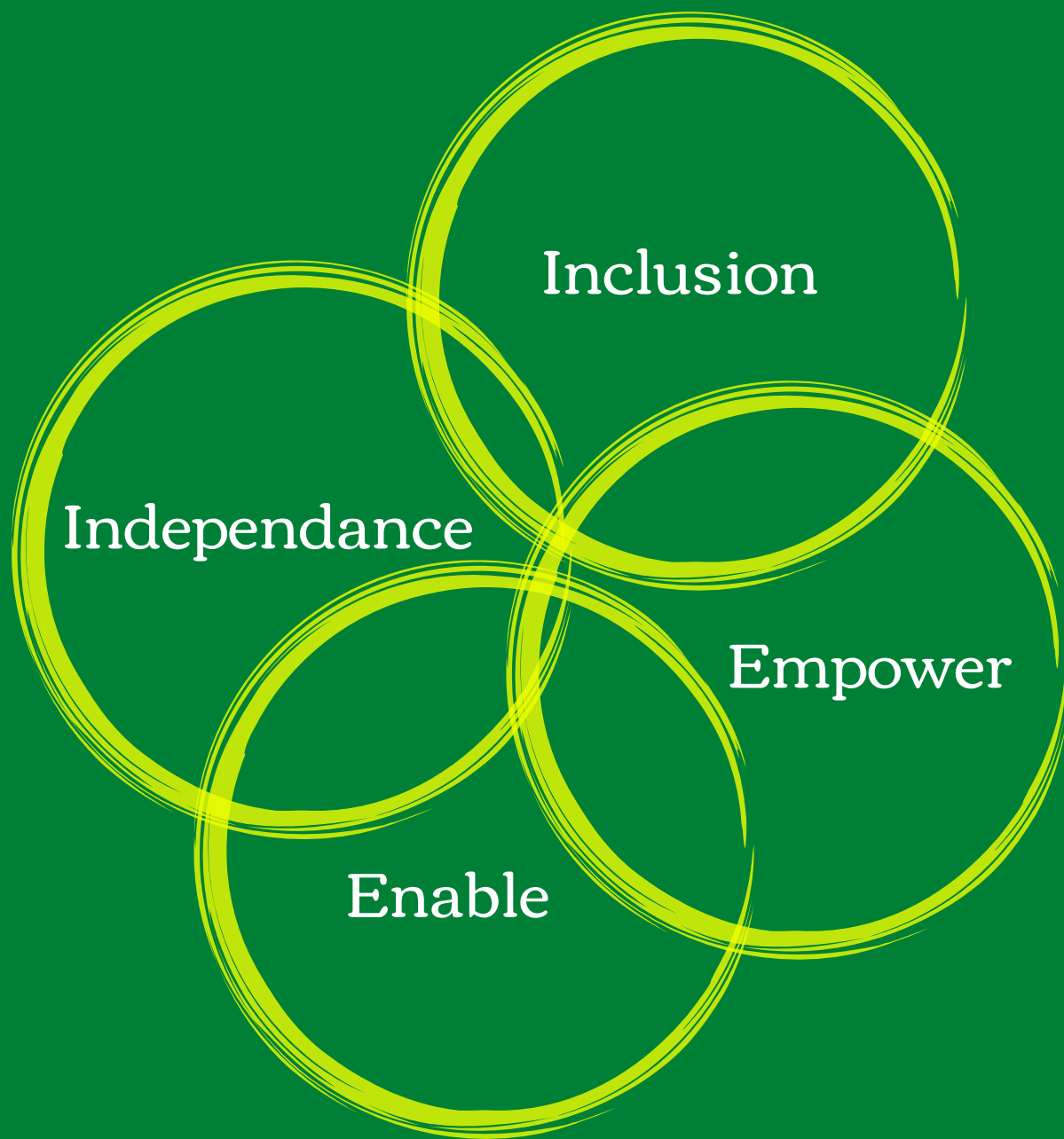
Bridget Mc Gourty



Anne Gilpin



John Rooney



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