



Bray Partnership Annual Report **2003**

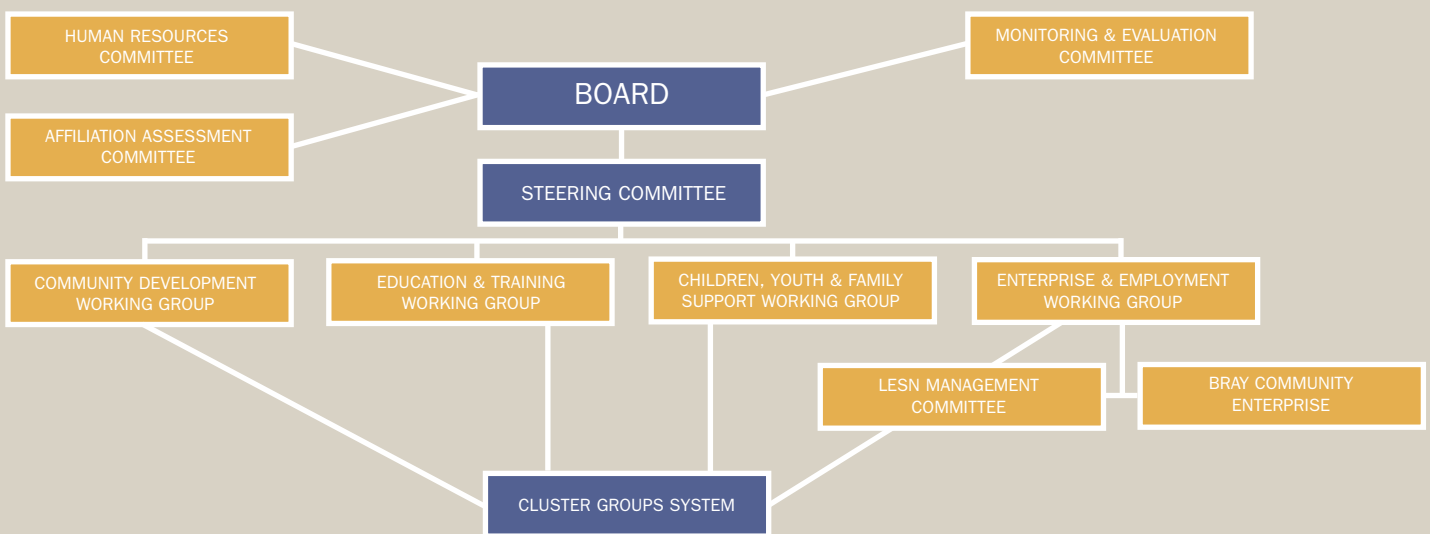
# BRAY PARTNERSHIP VISION STATEMENT

Bray Partnership believes that the well-being of communities is best achieved through the active engagement of all to combat social disadvantage and enhance the quality of life in the area.

# BRAY PARTNERSHIP MISSION STATEMENT

Bray Partnership's programme of work focuses on the need of those individuals and groups who have not had the opportunity to develop their capacities, so enabling their full participation in society. It works to encourage and facilitate community, voluntary and statutory sectors, social partners, and elected public representatives to build on existing co-operation.

## ORGANISATIONAL STRUCTURE



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## Foreword

2003 marked the third and final year of the first phase implementation period of the Partnership's current area action plan. Bray Partnership, as an independent local development company, works collaboratively with individuals, communities and relevant bodies to address situations of poverty, disadvantage and exclusion experienced by key target groups in the area. The operational strategies developed by the Partnership at the outset of the period in 2000/2001 sought to harness available resources and through combined action to put in place integrated responses to identified local needs, using a variety of delivery mechanisms. Similar to performance levels recorded in previous years, creditable progress was again achieved in 2003.

Bray Partnership's 2003 work programme was again implemented through a number of inter-linked support programmes incorporating employment, enterprise, education (adult/youth and early childhood) and community development. Activities undertaken and advanced by the Partnership over the twelve months to the end of December were influenced by a range of factors, many expected and some unforeseen, including:

- The non-allocation to Bray Partnership of a substantial portion of the agreed Local Development Social Inclusion Programme (LDSIP) budget;
- Ongoing restrictions in complementary programmes and other progression-related initiatives;
- The mid-term review of the National Development Plan;
- The strategic review completed by the Partnership of activities carried out during the period 2001 to 2003;
- Preparation of the implementation plan for the next three years to 2006; and
- The review process being pursued by the Department of Community, Rural and Gaelteacht Affairs of local and community development bodies.

Much of the early months of 2003 were dominated by the need for radical restructuring of the Partnership's developed annual programme following the withdrawal of committed LDSIP funds. This situation had a significant negative impact on Partnership-based activity, the results of which continue. In addition, uncertainties generated by the nature of the Department of Community, Rural and Gaelteacht Affairs' review process, together with the general restrictions and curtailments in various progression-related initiatives, all contributed to making 2003 one of the most challenging years to date for Partnership-led local development inclusion-focused work.

Notwithstanding the difficulties encountered during 2003, Bray Partnership's local programme of activities continued to resource many positive and beneficial actions incorporating research, needs analysis, project development, policy-related work, networking and collaboration. Given the more challenging environment within which the Partnership now operates and the particular difficulties faced in 2003, it is significant to report that, in general, the performance and output from all Partnership support programmes were consistent with the projected annual targets set. The commitment and input from all those involved in the Partnership's inclusion-focused local development work - sectoral representatives, members of operational structures, community organisations and staff - must be acknowledged in this regard. Area Development Management Ltd. (ADM), the intermediate company through which funding is channelled, maintained an ongoing support and advice role to Bray Partnership that has been of value in both a local and national context.

Bray Partnership's local development programme is resourced from a number of sources, the core funding line being the Local Development Social Inclusion Programme. The move, introduced in 2003, from multi-annual budget allocations to single year income and expenditure based operating systems for LDSIP funding affected somewhat the scope for innovation and experimentation, as had been the case in previous years. However the fundamental priming role played by the availability and use of LDSIP funds within the Partnership's work programme is evident year on year.

In the last quarter of the year Bray Partnership carried out a mid-term review of activities undertaken over the period 2001 to 2003. The basis of the process adopted for the review was that of open, interactive participation by the various sectoral interests, programme target groups, members of the Partnership's operational structures and staff in a number of facilitated consultative sessions. The review proved to be useful in charting successful and effective actions implemented through the local programme, challenging situations encountered and policy and practice areas requiring future attention. Suggestions and proposals brought forward towards reshaping or redirecting priorities for the period ahead will be addressed during the remaining years of the Partnership's current action plan.

The Partnership's annual reports are designed to be informative and readable documents. The layout and content of the 2003 annual report seeks to continue this style and hopefully readers will gain a better insight into the Partnership's work through the accessible format used.



**J.J. Murphy**  
Chairperson



**Peter Brennan**  
Manager

# About Bray Partnership

Bray Partnership was established nine years ago as a local development company to progress social and economic activities for a range of key target groups and communities in the area. The Partnership's operational structure harnesses the combined energies, creativity and resources of the various sectoral interests in the area to address situations of disadvantage, inequality and exclusion.

Two area action plans have been produced to date, each one informed and directed by local input after extensive public consultation processes. The current plan, covering the period 2000-2006, outlines an area-based strategy to address issues of inclusion and equality confronting individuals and communities in the area.

## Our Support Programmes

The Partnership operates a variety of support programmes to implement the agreed strategy in the Area Action Plan 2000-2006. These are:

- The Community Development Programme
- The Employment Services Support Programme
- The Enterprise Development Support Programme
- The Education, Youth and Childcare Support Programme

In addition, strategies on equality/prooing and information-provision operate across the four programmes and permeate all areas of our work.

## Key Target Groups

The key target groups we work with are:

- Long-term unemployed people
- Older people
- Travellers
- People with disabilities
- Refugees and asylum seekers
- Young people at risk
- Disadvantaged women
- Disadvantaged men
- Homeless people
- Ex-offenders
- Low income households
- Substance mis-users

# Summary of Achievements 2003

As in recent years, Bray Partnership's 2003 work programme included a wide-ranging set of actions and initiatives, details of which are outlined in the pages following. A flavour of the programme make-up and its more significant aspects are set out below.

## **Support to Individuals and Groups**

- Grants to 3 local groups for management committee training
- Grants to 10 local groups for small scale community activity
- 40 adults received grants under the Bray Education Access Programme (BEAP)
- 33 adults and young people received grants under the Bray ASSET (Assisting Students to Stay in Education at Third) Level Programme
- Over 30 people and groups attended community training seminars
- Funded delivery of Incredible Years Training Programme to community-based childcare workers

## **Resourcing Employment and Self-employment**

- Over 250 job seekers registered with LESN mediators
- 197 job placements and 213 individuals progressed on to education, training or labour market schemes
- Over 1500 employer contacts made
- 20 individuals provided with training and work opportunities under the Job Initiative Programme
- 27 women completed the Women into Business course, with 12 progressing on to setting up a business
- 14 individuals completed the Self-Employment course, with 2 progressing on to Pre-Enterprise training and five progressing into self-employment
- 26 individuals completed the Pre-Enterprise Training course, with 17 progressing into self-employment

## **Equality-Related Actions**

- LEAP Traveller Men's Project: almost 40 men participated in the Traveller Men's Group Development Courses; 5 men participated in Phonographix specialist literacy tuition
- Women's Equality in Bray (WEB) Project for women over 45 further developed; 130 women engaged with the project
- Easi-Cab Travel Club: 260 members with disabilities provided with transport service
- Disability Awareness Project: 20 people with disabilities facilitated to take photos on the theme of social exclusion; over 50 pictures exhibited countrywide

## **Reports and Publications**

- New Ethnic Minorities Research Project commenced
- Homelessness Report completed and launched
- Bray – Family Childcare Needs Analysis research commenced, on behalf of Wicklow County Childcare Committee

## **Networking Activities**

Continued involvement with:

- Bray Local Drugs Task Force
- RAPID
- Wicklow County Development Board
- Wicklow County Childcare Committee
- Young People's Facilities and Services Fund

*Note: Bray Partnership's local programme is a collaborative effort between local sectoral interests. Many of the initiatives noted above involved joint planning, support and work with other bodies.*

# The Partnership's Support Programmes

## Community Development Programme

Bray Partnership supports and resources community development strategies in Bray. We promote the sustainable development of disadvantaged communities, both of an interest and geographical nature, to influence the processes that structure their everyday lives. We do this in a range of ways: from running training courses and facilitating groups and networks, to doing research and providing funding.

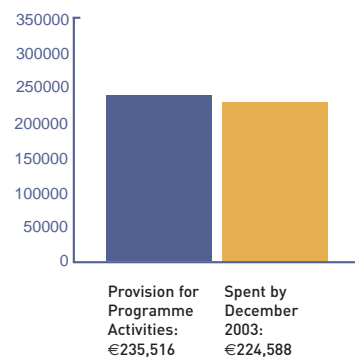
Some of the highlights and main achievements for 2003 include:

- Co-ordinating the **Disability Awareness Project** where 20 people with disabilities were trained and supported to take photos on the theme of social inclusion. Over 50 pictures were exhibited nationally to mark the European Year of People with Disabilities.
- Researching the needs of **New Ethnic Minorities in Bray**.
- Allocating 10 **community grants** for a range of local group activities. Funds provided enabled groups to enhance programme operations, increase capacity, and develop initiatives to include a wider diversity of participants.
- Publishing **research on homelessness** in conjunction with the Bray Homelessness Forum. A comprehensive set of recommendations were developed, a number of which were already implemented by the end of 2003.
- Three **community training seminars**, attended by over 30 people and groups. County-wide **training and needs assessment** and training tender produced for **accredited community development training**.
- 57 different groups used the **Community Administrative Support Centre** in 2003, many on a repeated basis.
- Three **community lunches** held with over 200 local activists and agency personnel attending. Improved links between community, voluntary and statutory groups. Improved information exchange. Improved profile of community and voluntary activity locally.
- **Six newsletters** disseminated with circulation of 250 individuals in community, voluntary and statutory groups. Web-site set-up and updated monthly. Annual report compiled and circulated. Presentations on Bray Partnership to a range of external bodies.



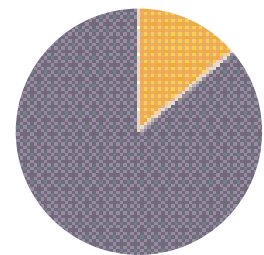
Community Development Team

### Programme Spend



### Programme Budget

Total Partnership Budget 100%  
12% provision for Community Development Programme activities





## Case Study 1

### Disability Cluster Group

It is estimated that one in ten people have a disability nationally. Using this measurement, there are over 2,500 people with disabilities in Bray. Bray is lucky to have a significant number of groups and organisations working with people with disabilities. In the course of Partnership consultation meetings in 2000 these groups identified the need to establish a network of groups working on issues affecting people with disabilities in Bray.

In response the Partnership established the Disability Cluster Group. The purpose of the group is to provide a space for groups to exchange information and network; to tackle areas of common concern; and to represent the views of people with disabilities on the Partnership's structures.

The Disability Cluster Group is a network of 25 disability service-providers and people with disabilities and has been meeting every six weeks since mid-2001. The members of the group have been involved in a huge range of activities, some of which are detailed below:

#### **Disability Cluster Group Highlights and Achievements in 2003**

- Finalising and launching innovative research on Direct Payments.
- Training people with disabilities to conduct an audit on the accessibility of premises and streetscapes for people in Bray.
- Lobbying for services for people who are losing vital services as they become adults. Over 3000 people signed a petition and a public meeting was held with T.D.s and over 60 local people. Funding was sought by members to research local needs.
- The Disability Awareness Photography Project "Disability Doesn't f-stop Here".
- Active Citizenship training to educate 15 people with disabilities about the electoral system and the power of their vote.
- Presentations from Comhairle, Shadow Box Theatre Company, Festina Lente, the Disability Federation of Ireland and the Wicklow Trade Union Centre for the Unemployed.

The group successfully recommended that Bray Partnership provide financial support to a local sports club, many of whose members participated in the 2003 Special Olympics.

In reviewing their work, members perceived that there was considerable benefit in participating in the group, particularly in terms of information-exchange and general networking. They felt that it had developed a strong track record in developing and implementing a wide range of actions. This was attributed to a strong shared interest, and a high attendance and energy that members and Partnership support staff had committed to the group.



The Bray Homelessness Forum began meeting in autumn 2002 and continued to develop its work throughout 2003. The Forum's role is to provide an opportunity for local service-providers to meet and share information on services, to identify local issues and service responses. Funding was secured from the Combat Poverty Agency in conjunction with Wicklow County Council and from the East Coast Area Health Board to research homelessness in Bray.

The research began in March and was launched in October. It found that Bray has a large-scale homelessness problem, with at least 119 homeless people, of whom 24 were children. 85% experienced their homelessness alone as single-person households. The research also showed a high proportion of females homeless in the town: almost 1/3 of the total number of people homeless. Homeless people in Bray, as defined legally in the Housing Act 1998, are using a wide range of "accommodation". The most common, unsurprisingly given the lack of options available, is staying with friends (33%), then a hostel (29%), sleeping rough (14%), B&B (11%), in a women's refuge (5%), and finally other options (8%) including trailers. The proportion of households homeless for one year or more is high compared to Dublin; in Bray 72% are homeless for more than one year compared to 51% in Dublin. A majority (44 homeless households) stated that they are not registered with the local authority as homeless.

The report drew on the experiences of a wide range of key stakeholders and provided a clear strategy for tackling homelessness once and for all. The priority recommendations showed the need to develop a range of accommodation options including emergency accommodation, transitional housing and permanent accommodation. Support services for people at particular risk of homelessness were also identified, including people with mental illness, ex-offenders and drug-users.

Members of the Forum, including Bray Partnership Local Employment Service Network, Bray Town Council, Co. Wicklow Citizens Information Network, Cracked Pots, East Coast Area Health Board (ECAHB), Irish National Organisation of the Unemployed, Little Bray Family Resource Centre, Newcastle Hospital, Probation and Welfare Service and the Society of St Vincent de Paul, began to explore how the report could be implemented. Bray Town Council in particular used the report's recommendations as a basis for developing services, providing regular updates to the Forum on progress. They have, for example, decided to increase the number of one-bed units in all current and future housing developments to cater for older single men in particular. The ECAHB and Bray Town Council came to an agreement on providing rental deposits for those in emergency accommodation to move into permanent rented accommodation.

The Forum is also providing a basis for the community development team to begin direct work with homeless people in conjunction with local service providers.

# Community Development Programme Funding

ACTION	GROUP	AMOUNT ALLOCATED
Providing a community based counselling service	Living Life Community and Counselling Services	6,751 (LDSIP)
Health care education project	Bray Cancer Support and Information Centre	2,000 (LDSIP)
Volunteer Bureau feasibility study	Dargle Community Alliance	2,509 (LDSIP)
Small scale community grants scheme	Managed directly by Bray Partnership	6,511 (LDSIP)
Grant scheme for management committee training	Managed directly by Bray Partnership	2,874 (LDSIP)
Researching the needs of ethnic minorities	Ethnic Minorities Research Group	3,809 (LDSIP)
Resource fund for cluster groups	Bray Partnership	1,579 (LDSIP) 4,000 (Dept. Health & Childcare for Older People Cluster Group)
Reserve fund for investigating new actions including community lunches, seminars, access audit training, media training and the disability awareness project	Bray Partnership	2,200 (LDSIP) 2,000 (ECAHB) 2,500 (Private)
Equality awareness and promoting best practice (cross measure activity)	Managed Directly by Bray Partnership	194 (LDSIP)
Building a new community centre	Ballywaltrim Community Centre	3,000 (LDSIP)
Researching the provision of direct payments schemes for people with disabilities	Disability Research Steering Committee	3,500 (Comhairle) 1,000 (WCC)
Conducting homelessness research	Bray Homelessness Forum	4,000 (ECAHB)
Establishing an administrative support centre	Dargle Community Alliance	9,275 (LDSIP)
Implementing the Partnership's information strategy	Bray Partnership	1,279 (LDSIP)
Active Citizenship	Bray Partnership	500 (Comhairle)
Contribution to Special Olympics Local Organisation	Bray Partnership	600 (LDSIP)
Disability awareness project	Bray Partnership	1,567 (LDSIP) 2,000 (NDA)

*Note: The human resource input to the support programme is indicated in the Programme Spend and Programme Budget charts. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*

# Employment Services Support Programme

The Employment Services Support programme is co-ordinated and delivered via the Bray Partnership Local Employment Service Network. Through a focused strategy the LESN seeks to address the multiplicity of unemployment related issues in a constantly changing economic and social environment, especially those barriers facing individuals from particular target groups.

The objectives of the Employment Services Support Programme are:

- Identifying the needs of target groups on a continuous basis
- Promoting and widening the practice of outreach, pro-active targeting and information dissemination to target group individuals
- Providing progression choices for long-term unemployed people and others distanced from the labour market
- Identifying and supporting individuals who are participating in various labour market schemes

Some of the highlights and main achievements during 2003 were:

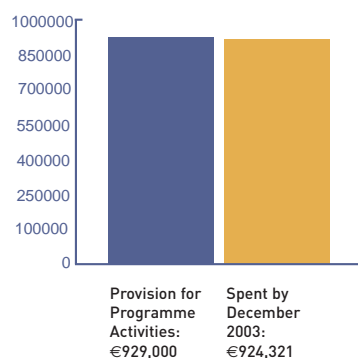
- **197 job placements** recorded with a further **213 individuals progressing into education, training or labour market schemes**
- **Over 250 job seekers registered** on LESN Mediators' case loads
- **Over 1100 information queries processed**, the majority concerning welfare to work and social welfare entitlements.
- **Intensive outreach** by LESN Information Officers, with contact being made with **over 1500 individuals** at the local Social Welfare office, **over 1000 households** and **over 200 individuals** contacted through targeted outreach mechanisms.
- Increased emphasis on employer contact with the inaugural meeting of the **Employer Forum** in May. **Over 180 direct presentations made to employers** by the LESN Employer Liaison Officer. A total of over 1500 employer contacts made.
- On-going collaboration with community and statutory service-providers saw the development and provision of **Return to Work** and related progression-focused courses.
- The **Job Initiative (JI)** Programme provided training and work opportunities for 20 individuals, with three progressing to open labour market employment.
- Employment services support staff continued to play an active role in the work of the Bray Adult Education Network, Drugs Task Force, Co. Wicklow Citizens Information Network, the Kildare and Wicklow EQUAL Project, LEAP, and WEB projects.

The locally-based nature of the service is emphasised by the operation of four LESN Contact Points, each staffed by an Information Officer and a Mediator.



Employment Services Support Team

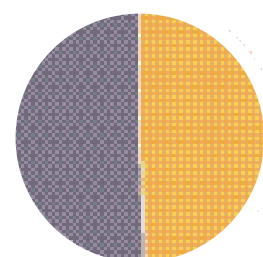
## Programme Spend



## Programme Budget

Total Partnership Budget 100%

48% provision for Employment Services Support Programme activities





## Case Study 1

### Traveller Women's Training Programme 1997-2003

2003 saw the culmination of a Traveller Women's education and training programme begun in 1997. In 1994 Bray Travellers Development Network's (later Bray Travellers Community Development Group - BTCDG) Development Plan prioritised development of a training programme for Traveller Women. In 1997, with support from Bray Partnership and the VEC, a ten-session course was provided with 13 women participating, followed by a similarly funded two mornings a week programme lasting 12 weeks. Childcare allowance payments facilitated participation by young mothers and provided an element of financial independence. Both courses examined aspects of Traveller Women's lives and aimed to raise their consciousness of themselves as women. Literacy and inputs on Traveller issues, e.g. Health, Accommodation and Discrimination, formed the core of the initial course. The second developed a broader perspective with increased emphasis on skills enhancement. Subjects included Health, Personal Development, Project Work, Literacy and Crafts.

These foundation courses gave participants confidence that they could study while managing a home and children. In 1998 FAS funded the course five mornings a week for forty weeks. Four participants sat Junior Certificate English and 12 completed Irish Pre-School Playgroups Association Certification. Basic Computer Skills and work experience were introduced for the first time. Since 1998 FAS core-funded the Training Programme with Co. Wicklow VEC, DSFA, ECAHB, etc., and community groups such as Signal Arts Centre, Bray & North Wicklow Women's Network and Little Bray Community Centre providing additional supports. Bray Partnership provided strategic assistance with course tuition, materials, networking and administrative supports.

Core elements (Literacy and Crafts) continued but the course developed an increasingly formal educational structure with IPPA Childcare, First Aid and I.T. certification and increased focus on active labour market participation. Work placements provided an opportunity to build on theoretical skills. Gradually the women took a representational role, identifying gaps in health service delivery and impacting at policy level in health, education and accommodation areas. Management Training facilitated increased involvement in BTCDG's Management Committee. Assessment and consultation led to a Pre-Primary Health Care Programme funded by FAS and the Traveller Health Unit in late 2002. In addition to financial support during 2003, Bray Partnership LESN facilitated a STEPS course, Welfare Rights inputs, interview skills and CV preparation. During 2003 resources were secured by BTCDG, Wicklow Travellers Group and ECAHB to employ 12 women as Primary Health Care Workers for the Traveller Community in the county. In addition to being employed the women continue primary healthcare training. Jim O'Brien, Manager, BTCDG states: "a core group of 12 participated on all the training but 60 Traveller women participated in some element. This has had very positive impacts on them and their families especially in areas such as health and assisting children with homework. From the beginning Bray Partnership and the VEC had the vision to support the Programme and this assisted us to get support from FAS, ECAHB, etc. This collaborative approach allowed the project to be the success it has proven to be".



## Case Study 2

Jessica Smith

When Jessica left school she had a variety of jobs over a three-year period including working as a shop assistant, waitress and catering assistant. However, by the time Jessica was contacted by the local Social Welfare Office in late 2002 about an ECDL course being run in Bray she had been two years unemployed. Part of the course involved a careers option and personal development element facilitated by an LESN Mediator.

Jessica had always had an interest in working as a beautician but wasn't sure how to go about doing this; as far back as 1998 she had collected a newspaper article on training with the Bronwyn Conroy Beauty School. Having completed the Social Welfare course, Jessica applied to the Bronwyn Conroy School and began training in January. The course fees were €1,850 and there were additional costs, including beauty kits, exam fees, etc. Her family assisted with the fees and she also got a Credit Union loan. In addition Jessica applied to Bray Partnership under the Education & Training Grants Scheme and received assistance of €300. The course took place each Saturday for a period of eight months. During the time she was training she kept in contact with her LESN Mediator and was seeking part-time work in related businesses such as chemists, clothes shops and large shops with cosmetic counters both in Bray and Dublin. Although she sent out a number of CVs, she did not receive one response.

When her course and exams were completed successfully she again set about looking for work. However, the feedback from most beauty salons contacted was that they were looking for someone with experience. Throughout this job search period Jessica's LESN Mediator met with her on a regular basis and kept in touch regarding suitable job vacancies, which she felt was very supportive and a confidence boost: "I felt very at ease with him and the fact that we were both looking together for a job for me was very helpful."

Jessica's efforts finally paid off when she was contacted by the owner of the Body Shop in Bray who wanted to open a nail bar in the shop. She had originally applied for a position with the Body Shop almost a year previously. Jessica is responsible for manicures, make-overs and assisting with the general day-to-day running of the shop. She particularly loves the fact that she has found a position that allows her to use some of the skills she learned on her beautician course and to develop experience both of working with the public and in the beauty field.

# Enterprise Development Support Programme



Bray Community Enterprise provides a range of enterprise support and advice services to individuals who are seeking to move from unemployment and exclusion to self-employment. The support includes: advice and support on business set-up and planning; Start your Own Business courses; on-going support and advice once trading has commenced; and computer training at basic and ECDL levels. Social Economy projects are also provided with ongoing support. This Enterprise Support Programme is delivered on behalf of Bray Partnership. Target groups include long-term unemployed, lone parents, people with disabilities, Travellers, disadvantaged women and disadvantaged men.

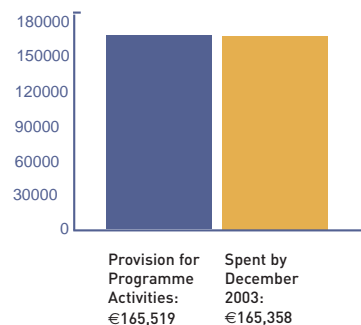
Some of the highlights and main achievements during 2003 were:

- **The Women into Business Programme** continued to grow with two courses being run in 2003, providing enterprise training to 27 women. This course was set up in 2002 in response to the low number of women moving to self-employment. 12 women who attended the course have become self-employed.
- **Considering Self-Employment Programme:** this course was run with assistance from the Department of Social and Family Affairs to provide an introduction to the concept of self-employment. At the end of the course participants had learned the basics about becoming self-employed. 14 individuals attended this course, with two progressing onto the Pre-Enterprise Training Programme, and five stating that they would be progressing directly to self-employment.
- 26 participants completed the **Pre Enterprise Training Programme**, a 22-week intensive start your own business course run as a CE scheme, with 17 people progressing into self-employment.
- 12 people signed onto the **Back to Work Enterprise Allowance Scheme**.
- **Book-keeping and computer training courses** for those on Back to Work Enterprise Allowance continued to be well attended in 2003, with computer training courses being offered at both basic and ECDL levels.
- **Business Seminars and Workshops** were held regularly throughout the year on topics such as Marketing on a Limited Budget, Tax and Tax Returns and Insurance and Pensions.
- Many clients availed of the **One to One Mentoring and Support Service**, with assistance provided in evaluation of business ideas, preparation of business plans and making funding applications.
- **Easi-Cab Travel Club**, which provides accessible and affordable transport to people with disabilities, successfully completed its first year in operation as a limited company. Its social audit indicated that, for the most part, it is meeting the aims and objectives set out at inception. The service is viewed by members as being helpful in allowing them more independence and more involvement in the community.



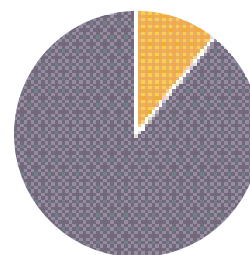
Enterprise Support Team

## Programme Spend



## Programme Budget

Total Partnership Budget 100%  
9% provision for Enterprise Support Programme Activities





## Case Study 1

### Easi-Cab Travel Club

Easi-Cab Travel Club was set up to provide a transport service for people of all ages with disabilities who are unable to access public transport, to facilitate them to enjoy a better quality of life and participate more fully in educational, training, sporting, recreational and cultural activities.

The club was set up as a pilot project in January 1999 by Bray Community Enterprise, with one small vehicle, a part-time co-ordinator and two drivers employed through the FAS Job Initiative Scheme. Since then it has expanded its operations, set up as a limited company, and received funding through the FAS Social Economy Programme. Easi-Cab now employs a manager, three drivers and an administrator and has in excess of 250 members and two fully-adapted and equipped vehicles to provide the service, which is available seven days a week from early morning to late evening.

Members using the service come from a wide range of geographical areas and include young people attending school-link programmes, older people using the service for medical, social and domestic reasons, and others travelling to training centres, education and employment. The service is also used by organisations such as East Coast Area Health Board, Enable Ireland, Rehab-Care, Sunbeam House Services, Bray and Greystones Cancer Support and Open Door Day Centre.

#### **A client's story**

"I have been using Easi-Cab since it first set up in 1999. I am now in my late fifties and have had mobility difficulties all my life, using either crutches or a wheelchair. I was delighted to hear that Easi-Cab was setting up as I always felt a bit insecure in wheelchair taxis, as there were no runners to enable the wheelchair to be secured in position so I had to hold on for dear life, especially going round corners.

I use the service for hospital appointments, going to respite care and for general shopping, and have had to rely on it more in the past year, as a family member did assist me, but is no longer able to do so. You may not be lost without me but I'd be lost without you. I don't use the DART because I got stuck in the door once and am nervous using buses to go into Dublin, as I may not be able to get a wheelchair-accessible bus to return home.

I am very comfortable using Easi-Cab; it has never been late, never let me down and can facilitate my large electric wheelchair. However I would like if it provided a later service to enable me to go to the theatre and cinema. I have seen a lot of changes in transport in the last ten years – the world is getting more accessible but people do not always have the patience, time and understanding that is needed."



## Case Study 2

### Pre-Enterprise Training Programme

The Bray Community Enterprise Pre-Enterprise Training Programme has been running successfully since 1998. In that time over 136 people have completed the course and approximately 100 people have progressed to setting up their own business. Participants are engaged through the C.E. programme and are paid while attending the 22-week course.

The main aim of the Pre-Enterprise Training Programme is to assist people in making the transition from unemployment and economic exclusion to self-employment, through the provision of training and support in key business skills such as book-keeping, marketing, I.T., management, communications and personal development. Training is structured to allow all students to build on their idea over the 22 weeks, working through all the elements of a business plan. Participants also attend regular one-to-one mentoring sessions where they can discuss obstacles and related business issues in greater detail.

While the main focus of the course is the business idea and how to develop it, an important element is also confidence-building and personal development for each individual. Bray Community Enterprise works with its clients in an inclusive and participatory way, emphasising the client's ability to change his/her own circumstances and empowering, rather than leading, them to do so. The course provides a positive environment where interaction between participants is a vital element in their development, and participants will often use the services of each other's businesses, particularly in the early days of trading.

Examples of the types of business set up include: building maintenance; carpentry; arts and crafts; catering; drama; dance; and alternative therapies.

By the end of the course some participants will have decided that their idea is not viable or that self-employment is not for them. They will, however, have gained the skills to make that decision and be in a better position to assess other progression options.

#### **Quotes from past participants**

"If I hadn't attended the course...my business would not have lasted the first year."

"My confidence has increased; I feel that I can succeed."

"I had been in business before, but it failed. This course helped me realise that I had the ability to develop my business and that I could make a living from it."

## Enterprise Development Programme Funding

ACTION	GROUP	AMOUNT ALLOCATED
Information communication technology training	BCE	2,275
Easi-Cab Travel Club	BCE	3,150
Mentoring and support initiatives for self-employed	BCE	1,050
Development of enterprise resource area	BCE	225
Pre-enterprise training programme	BCE	2,975
Women into Business programme	BCE	7,500
Resourcing the local Community Enterprise Company	BCE	26,250

*Note: The human resource input to the support programme is indicated in the Programme Spend and Programme Budget charts. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*

# Education, Youth and Childcare Support Programme

The Education and Youth Support Programme develops initiatives to ensure that low-income, poorer and socially excluded groups and communities have equal access to educational opportunities. Key elements of the Childcare Programme are also included as part of the overall strategy, emphasising the role of early childhood education in realising individual potential, promoting social inclusion, increasing returns on educational investment and enhancing future employability.

The objectives of the Education and Youth Programme are:

- Supporting target group individuals to pursue relevant education and training programmes.
- Developing initiatives to tackle early school leaving.
- Providing support to local schools in the area of policy formulation to address under-achievement in education.
- Promoting access to further and higher education for adults and young people from socio-economically disadvantaged backgrounds and providing a continuum of support to ensure that those most vulnerable in Bray are enabled to achieve their full potential.

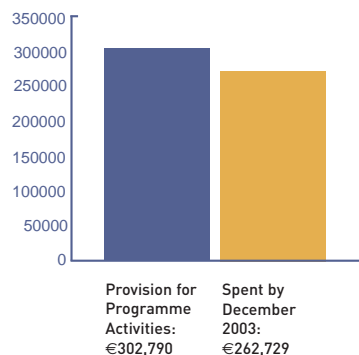
Some of the highlights and main achievements during 2003 were:

- 40 adults availed of financial support under the **Bray Education Access Programme (BEAP)**
- 33 adults and young people from socio-economically disadvantaged backgrounds were supported to participate in third level education under the **Bray ASSET (Assisting Students to Stay in Education at Third) Level Programme** funded under the Millennium Partnership Fund for Disadvantage.
- The **Bray Adult Education Network** produced a handbook detailing local educational opportunities, service providers, access programmes, childcare options and a guide to study skills for students.
- Supported Bray-North and Ballywaltrim **School Completion Programmes** in developing strategic plans.
- **Women’s Equality in Bray (WEB) Project** developed and progressed with the introduction of new and exciting tailor-made training programmes for women aged over 45.
- **Research** conducted on behalf of the Wicklow County Childcare Committee documenting childcare and family needs in the area.
- Continued resourcing **Bray and North Wicklow Childcare Network**.
- **Incredible Years Training Programme** delivered to community-based childcare workers in conjunction with Bray and North Wicklow Childcare Network and Lucena Clinic.
- Continued support to childcare services wishing to access funding under the **Equal Opportunities Childcare Programme**.



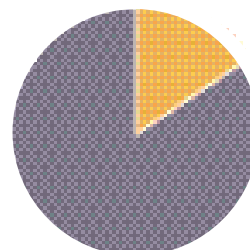
Education / Childcare Team

## Programme Spend

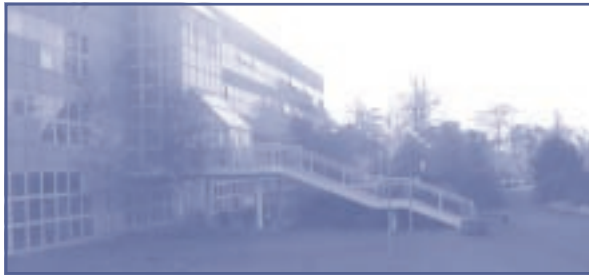


## Programme Budget

Total Partnership Budget 100%  
16% provision for Education and Youth Support Programme activities



Bray Partnership Annual Report 2003



## Case Study 1

### Bray Asset Level Programme

The Bray ASSET (Assisting Students to Stay in Education at Third) Level Programme has been operating in the area for the last three years with the aim of promoting further and higher education for adults and young people from socio-economically disadvantaged backgrounds. The programme provides a continuum of support ensuring that those most vulnerable in Bray are enabled to achieve their full potential within further and higher education. The programme is funded through the Millennium Partnership Fund, which in turn is funded by the Department of Education and Science under the National Development Plan 2000-2006, with assistance from the European Social Fund. There were 33 students supported under the Programme in the academic year 2003-2004

#### **Shane's Story**

"I first entered DCU in 2001 via the Access programme to pursue a degree in Electronic Systems. This is a five-year B.Eng./M.Eng. programme, of which one year and a half is spent in an engineering school in France. It was the Access Programme that made it possible to attend university. If one can't obtain the points necessary to go to university, they take into account your financial and social circumstances and assess you as a person and not as points! They also offer grinds and financial support each year, and they informed me of Bray Partnership's support to students from under-represented areas and disadvantaged backgrounds. Although many students from my area are more than capable academically for third level the main blockages are finance and support. The Bray ASSET Level Programme offers both these services - not only financially but they also offer study seminars where the students can learn vital study skills.

Coming from a single parent family it was always a financial struggle for my mother but she always made sure that this wouldn't be a problem and encouraged us to work hard at school. Being the first from my family to attend university I have a great passion to succeed. My brother, who is a year younger, has followed in my footsteps and is currently in 2nd year Mechanical Engineering at DCU. He also avails of the support offered by Bray Partnership.

At present I am busy studying abroad in Lyon, France on an Erasmus exchange. If all goes well I will be returning in 2006 to complete my fifth year of the Master's programme. To have made it this far is a great achievement, although it was not without the aid of the Bray ASSET Level Programme. University has enough stresses academically to make any student quit, let alone the financial pressures to survive. Living away from home and doing a full time degree programme would be impossible without the financial support from the Millennium Partnership Fund. Bon Courage."

*Shane O'Toole*



## Case Study 2

### Psychological Assessments in Primary Schools

In July 2002, the Bray Partnership Education and Training Working Group was approached by the Principal of St. Fergal's Junior School, Marie Dunphy, seeking financial resources for psychological assessments for children at risk in local primary schools. Assurance was given that "funds allocated in this way would ensure that appropriate resources are directed towards some of the most vulnerable children attending school". The representations for additional support in this area were made by St. Fergal's Junior National School on behalf of a number of local primary schools where the demand for such services far outweighed the capacity of the National Educational Psychological Services (NEPS) to respond to these needs. The demand for such services in local schools endorses the significance and urgency of the services delivered by NEPS, while also highlighting the need for additional resources to be invested in the service.

With this in mind, the Education and Training Working Group agreed to support psychological assessments for up to 22 children in the area as a matter of priority. It was agreed that the Headlamps project operating in the designated disadvantaged primary schools would manage the initiative on behalf of the following participating schools: St. Fergal's Junior N.S.; Gaelscoil na Ceadaiigh; St. Fergal's Senior N.S.; and St. Philomena's N.S.

The assessments took place in late 2002 and early 2003. According to Marie, the psychological assessments funded by the Partnership prioritized children in emergency cases and contributed towards securing additional resources from the Department, e.g., occupational therapy, speech and language therapy. Marie re-iterated the important role that psychological assessments and NEPS have played in "so far as possible trying to ensure that children who have needs have these needs addressed". Marie also highlighted deficits arising from current limitations in services, e.g., children who might be exceptionally bright but may not be achieving their full potential are not prioritized for assessment under the current service.

Marie acknowledged the role of psychological assessments in securing additional resources for the school in the past but pointed to the fact that this situation may change with the implementation of proposed changes to the current system in 2005. Marie was keen to emphasise the importance of assessments stating that: "to give children a chance you need to have objective assessments from a qualified professional psychologist". The objectivity provided by psychological assessments is also important in maintaining positive relationships between parents and teachers and assisting all relevant stakeholders to develop realistic education development plans for the child. Evidence pertaining to educational disadvantage, supporting preventative rather than compensatory education strategies, dictated the decision taken by the working group to intervene in this area.

## Case Study 3 Bray Family Childcare Needs Analysis

Bray Partnership's Education and Childcare Team conducted research into the childcare needs of families living in the Bray area on behalf of Wicklow County Childcare Committee (WCCC). The research, Bray - Family Childcare Needs Analysis, was identified and prioritised within the WCCC's Strategic Plan (2002). The research commenced in February 2003 with the overall objective of producing a reliable and verifiable report that would inform local planning on the needs of children, parents and families in terms of access to and participation in social and economic life. The aims of the research were, firstly, to gather research data and identify any deficits in existing information, and, secondly, to conduct a needs analysis with regard to childcare provision in Bray. A survey developed in collaboration with the WCCC was distributed to parents in June 2003 through a range of local facilities in Bray - local primary schools, pre-school facilities and family resource centres. Children were also consulted through a number of workshops held in November 2003 with a total of 69 participants aged 6-14 years. Specific schools and community-based homework clubs also engaged in this process. A consultation meeting was then held with key local stakeholders to review and comment on the findings of the research. This process contributed greatly to the identification of priorities and challenges for future childcare development.

<p><b>The Respondents</b></p>	<p><b>FINDINGS</b></p> <ul style="list-style-type: none"> <li>91.5% of sample female, 4.6% Male, 3.9% unspecified</li> <li>Majority of respondents had children in the 5-13 years age range</li> <li>Reasons for childcare need: 62.8% working outside home, 9.9% in education/training, 21.8% cited child's educational and social development</li> <li>70% of Respondents stated that childcare had an impact on their decision to get involved in education/training/work</li> </ul>
<p><b>Location of Childcare Arrangements</b></p>	<ul style="list-style-type: none"> <li>96% in Bray Area</li> <li>1% in Co. Wicklow</li> <li>3% in Co. Dublin</li> </ul>
<p><b>Types of Childcare Arrangement</b></p>	<p>A number of parents opted for some form of 'childminder arrangement' including unpaid relative/friend in home, paid relative/friend in home, paid childminder in home, paid childminder in their home and au pair. The total % of children being cared for by childminders was 59.4%.</p>
<p><b>Desired Childcare Arrangement</b></p>	<ul style="list-style-type: none"> <li>Private crèche/nursery: parents indicated a need for more than 30 hours per week</li> <li>School-based after-school care: average need 11.63 hrs per week</li> <li>After-school private childcare: average need 15.24 hrs per week</li> <li>Childminder: average need was low at 5.7hrs. However, given the fact that the majority of respondents were using childminders, many parents may have been expressing a desire for complementary childcare arrangements</li> </ul>

The report documenting the research findings concluded with a number of recommendations and conclusions that will inform the work of WCCC and other partner agencies, assisting in the strategic enhancement of childcare services in the area.

## Education, Youth & Childcare Programme Funding

ACTION	GROUP	AMOUNT ALLOCATED
Family literacy programme	Bray Adult Learning Centre	1,000 (LDSIP)
Adult education access programme	Little Bray Family Resource Centre	1,500 (LDSIP)
Traveller men's education project	LEAP	2,500 (LDSIP) 26,823 (Dept. of Social and Family Affairs) 25,000 (Dept. of Education and Science)
Education and Training Grants	Bray Partnership	4,300 (LDSIP)
Homework clubs	Marian Pre-school and Family Centre	2,772 (LDSIP)
Breakfast clubs	Marian Pre-school and Family Centre	8,199 (LDSIP)
Outdoor pursuits programme	Bray Youth Service	3,080 (LDSIP)
Involving target group young people in sporting activities	Bray Emmets GAA Club	4,322 (LDSIP)
Establishing and supporting a network of school and guidance counsellors	Bray Partnership	74 (LDSIP)
Involving target group young people in sporting activities	Fergal Ogs Games Club	1,125 (LDSIP)
Assisting students to stay in third level (ASSET) programme	Bray Partnership	20,000 (Dept. of Education and Science)
Programme targeting women aged 45+ to participate in social, economic and community activity	WEB Consortium	89,000 (Dept. of Justice, Equality and Law Reform)
Psychological assessment in primary schools	Headlamps Project	3,182 (LDSIP)
LITE – Traveller women's primary healthcare programme	Bray Travellers Community Development Group	500 (LDSIP)
Implementing the Partnership's information strategy	Bray Partnership	3,300 (LDSIP)
Building local capacity to equality proof actions and activities	Bray Partnership	583 (LDSIP)
Bray Adult Education Network		1,000 (LDSIP)
Bray Childcare Needs Analysis	Bray Partnership	4,800 (Wicklow Co. Childcare Cttee.)

*Note: The human resource input to the support programme is indicated in the Programme Spend and Programme Budget charts. The overall operating budget available to the action may also include funding directly secured by the promoting organisation and not shown here.*

# Partnership Building: Local Co-operation and Collaboration

Effective responses to poverty, disadvantage and exclusion require positive and collaborative action from a range of different bodies. Bray Partnership, as part of its local development remit, seeks to promote and progress opportunities whereby sectoral interests – community groups, statutory agencies etc. - can combine resources towards addressing identified needs in the area. Effective partnership arrangements bring added value and help avoid unnecessary overlap or duplication. Since its establishment, the Partnership has built valuable working relationships with various organisations by way of ensuring proper coherence between related programmes and initiatives. Examples of the type and range of organisations working with Bray Partnership in 2003 include:

- Bray Local Drugs Task Force
- East Coast Area Health Board
- Wicklow County Childcare Committee
- Department of Social and Family Affairs
- Co. Wicklow Vocational Education Committee
- Community and voluntary groups
- Community Development Projects
- Trade unions
- Local employers
- Wicklow County Development Board
- FAS
- The Rapid Programme
- National Disability Authority

## **Collaborative Work at County Level**

Collaborative action by the Partnership as part of our annual work programme is well reflected in our engagement with the Wicklow County Development Board (WCDB). The Board was established in 2000 and draws membership from a range of organisations operating within the county. As a strategic body the Board's primary function is to extend collaborative action at county level to ensure better service delivery.

During 2003 Bray Partnership played a full and active part in the implementation of the Board's ten-year strategy for the social, economic and cultural development of county Wicklow. Significant resources were committed to:

- Participation on the Wicklow County Development Board's main committee and the associated sub-structures;
- Chairing the Social Inclusion Measures Group;
- Being the lead agency in a consortium of agencies established to develop and deliver actions from the Board's ten year strategy; and
- Involvement in a range of other actions in areas such as employment opportunities for people with disabilities, literacy and youth.

The Wicklow County Development Board's activity at county level complements the Partnership's area-based approach to inclusion-focused local development work in Bray. The Partnership's experience and expertise have informed the development of the Board's strategy and helped to ensure that a social inclusion perspective underpins all resulting activities.

# Action on Equality

Equality promotion and practice issues are central to Bray Partnership's work programme. Significant resources are invested in this work, which involves direct interaction with key programme target groups such as people with disabilities, the Traveller community and new communities. A range of linked actions were developed and progressed in 2003, including:

- Supporting gender-positive actions addressing issues affecting marginalized men and women in areas such as education and training, self-employment and capacity building;
- Continued resourcing of an accessible and affordable local transport service for people with a disability; and
- Research and awareness-raising projects such as Researching the Needs of New Ethnic Minorities, the Disability Awareness Project, the Local Area Access Audit, and Direct Payments Schemes research.

Below are some examples of the Partnership's equality-based activity in 2003 in the area of disability.

## Case Study 1 Social Model of Disability Action

As part of the County Wicklow Development Board's ten-year strategy for the social, economic and cultural development of county Wicklow, Bray Partnership is leading an action relating to implementing the Social Model of Disability in public services in the county. The Social Model of Disability views disability as a social, rather than exclusively medical, issue. 13 organisations from around the county, including community and voluntary groups, service providers, and statutory agencies, are working with the Partnership on developing and progressing the action. The plan devised for delivering the action included: forming and resourcing the group and its activities; information gathering, research and dissemination; identifying agencies to pilot the model; implementing the pilot phase; and translating the learning. In 2003 the action group was formed and members engaged in capacity building work. The information and research phase was also commenced. When completed the action will hopefully facilitate agencies to adopt the model with a view towards enhancing service delivery for people with disabilities.

## Case Study 2 Disability Awareness Project

This project was the brainchild of Bray Partnership's Disability Cluster Group, which identified the need to increase awareness of disability issues in the town using a creative arts medium. A professional photographer was engaged to work with people with disabilities from three local groups - Bray Lakers, Marino School and RehabCare - to facilitate them to develop photography skills and produce photographs on the theme of social inclusion. Over 50 pictures were exhibited nationally in 2003 to mark the European Year of People with Disabilities. The exhibition, entitled Disability Doesn't f-stop Here - referring to the f-stop setting on a camera - was launched and displayed in the Mermaid Arts Centre in Bray and travelled during 2003 to a number of other venues around the country, including Wicklow County Council, the Special Olympic Village in the RDS, Eyre Square Gallery in Galway, and Cork City Library.

# Resourcing the Partnership's Work

The development and delivery of Bray Partnership's integrated local programme is resourced from a number of sources. The core funding line for the Partnership's annual budget continues to be derived from the Local Development Social Inclusion Programme (LDSIP) - connected to the Regional Operational Programmes in the current National Development Plan. The LDSIP financial allocation is combined with complementary funding made available from various statutory bodies and other initiatives to provide the resourcing base for Partnership-led activity. In 2003 the annual budget breakdown was made up of:

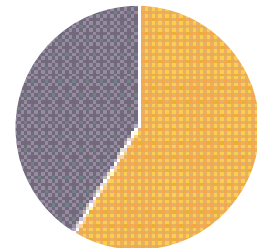
• LDSIP allocation	€768,888
• Direct Contributions to the Partnership Budget	€1,158,123
	€1,927,011

As already mentioned, the loss of a substantial portion of committed LDSIP funding mid-year significantly reduced the Partnership's overall projected annual budget for 2003. In addition to the noted resources managed by Bray Partnership, indirect funding valued at over €400,000 was secured by local organisations implementing programme-related actions during the year.

The ratio of the LDSIP allocation to other direct funds acquired was:

• LDSIP Funds	40%
• Other Contributions	60%

LDSIP Funds 40%  
Other Contributions 60%



Direct funding of the Partnership's local programme in 2003 included contributions from:

- Department of Enterprise, Trade and Employment, via FAS
- Department of Education and Science
- Department of Justice, Equality and Law Reform
- Department of Health and Children
- Department of Social and Family Affairs
- East Coast Area Health Board
- FAS
- Wicklow Local Authorities
- Wicklow County Childcare Committee
- National Disability Authority
- Comhairle



Administration Team

# Company Information



Members of the Board

## Members of the Bray Partnership Board at the end of 2003

MEMBER	SECTOR	ORGANISATION	GROUP
Jerry Murphy	Independent		
Kevin Moriarty	Social Partner	IBEC	Ardmore Studios
Sylvia Kelly <sup>1</sup>	Community	Childcare and Family Support Cluster Group	Holy Redeemer Community Playgroup
Betty Murphy	Community	Disability Cluster Group	Easi-Cab Travel Club
John O'Brien	Social Partner	ICTU	SIPTU
Eugene Finnegan	Social Partner	IBEC	Bray Chamber of Commerce
Vacant	Community		
Jim Ryan	Statutory	East Coast Area Health Board	
Gay Doolan	Statutory	Dept. of Social and Family Affairs	
Bernard Connolly (RIP)*	Social Partner	ICTU	
Patricia Shortt	Community	Marginalised, Disadvantaged and Unemployed Cluster Group	Wicklow Trade Union Centre for the Unemployed
Pat Ralph	Community	Older People Cluster Group	Bray Active Retirement Association
Aiden Conroy <sup>2</sup>	Statutory	Bray Town Council	
Carol Hanney	Statutory	Co. Wicklow V.E.C.	
Anne Reade	Statutory	Probation and Welfare Services	
Michael Mulvaney	Statutory	FAS	
Liz O'Grady	Community	Older People Cluster Group	Tuesday Tea Club
Oona McFarland	Community	Local and Community Development Cluster Group	Signal Arts Centre
John Byrne	Elected Public Representative	Bray Town Council	
David Grant	Elected Public Representative	Bray Town Council	
Michael Lawlor <sup>3</sup>	Elected Public Representative	Wicklow County Council	
Breeda Kennedy	ADM		

<sup>1</sup> Vacant at present (resigned Oct. '03) <sup>2</sup> Replaced by David Forde <sup>3</sup> Replaced by Eleanor Roche  
 \* Bernard Connolly, a valued member of the Board, sadly passed away recently

# Bray Partnership Staff 2003

## **Manager**

Peter Brennan

## **Enterprise Support Team**

Eithne Gunning Enterprise Co-ordinator

Bernard Dromey Enterprise Development Officer

## **Bray Community Enterprise – Company Directly Related to the Programme**

Gerry Shortt Enterprise Support Officer

Therese Delaney Secretary/Receptionist (left September 2003)

Eleanor Bryan Administrator (started November 2003)

## **Community Development Team**

Davin Roche Community Development Co-ordinator

Eileen Byrnes Community Links Worker

Gráinne McGettrick Information, Equality and Proofing Officer (left October 2003)

Michelle Rogers Communications Officer

## **Education/Childcare Team**

Jennifer D'Arcy Education Co-ordinator

Lorna Lafferty Childcare Policy and Development Worker

## **Employment Services Support Programme Team**

Mary O'Carolan Employment Services Co-ordinator

Sandra Jennings LESN Administrator

Chris Brady LESN Employer Liaison Officer

Maura Foskin LESN Mediator

David Walsh LESN Mediator

Teresa Donoghue LESN Mediator

Cathy Heffernan LESN Mediator

Una Wogan LESN Information Officer

Stephanie Tyrrell LESN Information Officer

David Viani LESN Information Officer

Fran Berry LESN Information Officer

Susan McGrane Clerical Officer

Pat Brennan Job Initiative Liaison Officer

## **Administration Team**

Donna White Administrator

Jennifer Jones Receptionist/Secretary

Heather Connor Performance Monitoring Officer (left May 2003)

Breda Tuite Assistant Administrator (left April 2003)

Ciara Mooney Assistant Administrator (started April 2003)

## **Initiatives Related to the Programme**

Pauline Long Co-ordinator, LEAP Project

Amanda Douglas P/T Administrative Support

Margaret Agnew Co-ordinator, WEB Project

# Job Initiative Staff 2003

<b>Name</b>	<b>Group</b>
Ann Booth	Dargle Community Alliance
Finton Fehily	Holy Redeemer Parish
Brendan Farrell	St Peter's Parish
John Keating	St Peter's Parish
Eleanor Phillips	Signal Arts Centre
Davnat O'Reilly	Signal Arts Centre
Marie Lally	Wicklow Trade Union Centre for the Unemployed
Audrey Kelly	Little Bray Community Centre
Catherine McCann	Little Bray Community Centre
Brendan Earls	Little Bray Family Resource Centre
Marie Greene	Little Bray Family Resource Centre
June Murphy	Little Bray Family Resource Centre
* Pauline Lott	St Kilian's Community School
* Mary McDonnell	St Fergal's Resource Centre
Helen Kinsella	Bray & North Wicklow Women's Network
Philomena Gummersbach	Open Door Day Care Centre
* John Coster	Ballywaltrim Sports Facility
George Harding	Ballywaltrim Sports Facility
Dermot de Barra	Beautiful Bray Association
Aileen Ryan	Bray Tourism

\* Left during 2003

# Income and Expenditure Account

For the year ended 31st December 2003

	<b>2003</b>
	€
Income	2,058,387
Staff Costs	1,201,669
Depreciation	26,761
Other Items of Expenditure	<u>744,058</u>
	1,972,488
Surplus/(Deficit) on Ordinary Activities before Taxation	85,899
Tax on Surplus/(Deficit) on Ordinary Activities	
Surplus/(Deficit) for the Financial Period	85,899
Dividends: Paid	<u>                    </u>
Proposed	
Surplus/(Deficit) retained for Period	85,899
Surplus/(Deficit) brought forward	<u>247,867</u>
Surplus/(Deficit) carried forward	<u>333,766</u>

# Balance Sheet

As at 31st December 2003

	<b>2003</b>
	€
<b>ASSETS EMPLOYED</b>	
<b>FIXED ASSETS</b>	
Tangible Assets	38,709
<b>CURRENT ASSETS</b>	
Prepayments	0
Cash at Bank	<u>341,793</u>
	341,793
<b>CREDITORS</b>	
(Amount falling due within one year)	(46,736)
<b>NET CURRENT ASSETS</b>	<u>295,057</u>
Total Assets Less Current Liabilities	<u><b>333,766</b></u>
<b>FINANCED BY</b>	
Excess on Income & Expenditure Account	<u>333,766</u>