Unit 9 Drumillard Business Park

Monaghan Road

Castleblayney A75 HR59

Co Monaghan

Monaghan Integrated Development

Supporting Growth & Opportunity

Annual Report 2022

Employment

Community

Rural Development

Enterprise

Education

Monaghan Integrated Development CLG

Forbairt Chomhtháite Mhuineacháin CLG

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1. Acknowledgements

Without the support of our funders, our board, partners and staff, we would not be in a position to undertake the range and scope of work outlined in this report, nor would we be able to achieve the significant positive outcomes experienced by the people we serve.

The mix of projects funded and the complementary nature of the work undertaken has made a significant impact on promoting social inclusion and making a real and positive difference in the lives of so many of the clients and communities we serve.

We would also like to acknowledge the support of all the statutory bodies, both nationally and locally, who contributed to the broader range of activities of the company during the year.

Rialtas na hÉireann
Government of Ireland

Rialtas na hÉireann
Government of Ireland

European Union
European Regional Development Fund
Investing in your future

An Roinn Coimirce Sóisialaí
Department of Social Protection

Funded by the Department of Rural and Community Development

'The European Agricultural Fund for Rural Development: Europe investing in rural areas'.

Innovating Communities

SICAP
Social Inclusion & Community Activation Programme

Comhairle Contae Mhuineacháin
Monaghan County Council

LEADER

"The Social Inclusion and Community Activation Programme (SICAP) is co-funded by the Irish Government, through the Department of Rural and Community Development, and the European Social Fund Plus under the Employment, Inclusion, Skills and Training (EIST) Programme 2021 -2027. It is overseen locally by Monaghan Local Community Development Committee (LCDC) with support from Monaghan County Council"

"Tá an Clár um Chuimsiú Sóisialta agus Gníomhachtú Pobail (SICAP) cómhaoinithe ag Rialtas na hÉireann, tríd an Roinn Forbartha Tuaithe agus Pobail, agus Ciste Sóisialta na hEorpa Plus faoin gClár Fostaíochta, Cuimsiú, Scileanna agus Oiliúna (EIST) 2021 -2027. Tá s á mhaoirsiú go háitiúil ag Coiste Forbhartha Pobail Áitiúil (CFPÁ) Mhuineacháin le tacaíocht ó Comhairle Chontae Mhuineacháin"

2. Mission Statement

" Supporting Communities through Social Inclusion and Rural Development"

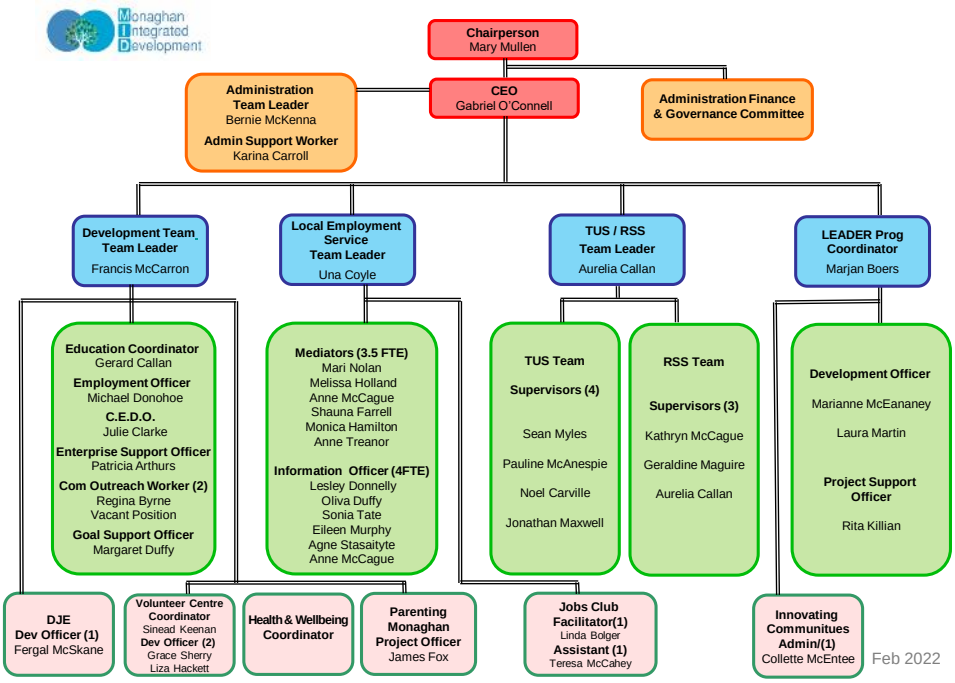
3. Monaghan Integrated Development Board at 2022

Front row from Left to Right: Daniel Hawthorn, Gabriel O'Connell, CEO; Mary Mullen, Chairperson; Fiona Duffy, Alice Forde, Kathleen Ward **Back Row Left to Right:** Sunday Abel Ayodeji, Barry McCarron, Gerry McMahon, Cathal Grant, Carol McGeough, Christy McKenna, Fiona McCaffrey Jones, Jane McConnon, Tommy Duffy.

Missing from picture PJ. Harte, Orla Nugent, Deirdre Byrne,

4. Organisational Structure

Monaghan Integrated Development - Operational Structure



5.Chairpersons Introduction - Mary Mullen

It is a pleasure for me as Chairperson of Monaghan Integrated Development to present the Annual Report for 2022 which provides a summary of the work undertaken by the company during the year.

The SICAP 2018-2022 Programme completed another successful year with all Key Performance Indicator (KPI) targets met and budgets spent.

Meals on Wheels Service in South Monaghan continued to expand throughout the year. A total of 73 older people accessed the service in 2022 with 7 people on a waiting list at the end of the year.
The profile of clients is older people, living on their own, with no transport and no family support nearby.
A dedicated team of 13 volunteers delivered hot meals to the clients.

SICAP held a number of budgeting workshops in Monaghan and Carrickmacross to support clients from disadvantaged estates with the cost of living. Mark Coan from Money Sherpa facilitated the sessions and gave very useful information to many of saving money and maximising income

Failte Isteach classes are run in Monaghan, Clones and Carrickmacross

Rural Development LEADER Programme 2014-2022
All of the remaining funds available under the Transitional Programme and EURI funding were allocated to projects across County Monaghan before the programme was due to close on 31st December 2022.
In December 2022, Monaghan Integrated Development submitted an Expression of Interest (EOI) to the Department of Rural and Community Development to undertake the development of the County Monaghan Local Development Strategy for LEADER 2023-2027. This was Stage 1 of a competitive process and MID were successful. This will be developed and submitted during 2023.

2022 saw the completion of two in-house LEADER projects:

- Parenting Monaghan Strategic Plan covering 2022-2025
- Water Resources Management Training Course

Work also continued on

- Energy Audits for Community Groups
- Biodiversity Plans for Community Groups
- Smart Village Training Delivery Cooperation Project
- Innovating Communities – Designing our future

Local Area Employment Service.
The year began with a 6 month extension for the LES and Jobs Club while we awaited the conclusion of the tender process for the new Local Area Employment Service which started in September and is now firmly established across both Monaghan and Cavan, with regular referrals being received from DSP for both counties. As the LAES is now focused on long term unemployed, the profile of the clients presenting is very different to what we would have dealt with in our LES. We have now moved from a funding model into a payment by result model. The service is now bedding in in Cavan, with the main office in Cavan town and outreach in several locations across the county.

The Co Monaghan Social Enterprise Strategy was launched in May by Minister Heather Humphreys. The strategy was developed through SICAP and funded by LEADER. One of the recommendations was to develop an Online Policy Bank for Social Enterprises. This was successfully completed in conjunction with Cavan and Louth Local Development Companies and launched in November by Minister Humphreys.
Free online training sessions for Social Enterprises were provided on the following topics: Governance; Human Resources; Financial Management; Accessing funding and writing successful grant applications; Health & Safety and; GDPR

2022 was tinged with sadness as we were saddened to hear of the passing of an esteemed colleague Mary O Rourke in April. Mary had been part of the SICAP team as a Community Development Officer working in particular with new communities

2022 saw the outbreak of war in Ukraine and with that came an influx of refugees into our country. While Monaghan may not have received as many Ukrainians as some counties the numbers were estimated to be around 500 at the end of the year. This, along with the increase of International Protection Applicants and Roma particularly in the Carrickmacross area meant a busy time for staff working with New Communities

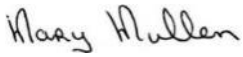
Monaghan Migrant Support Centre was launched in November and is supported by SICAP and CE workers. It operates a Drop in Service from Monday to Friday from 9.30 to 12.30. In addition to the Drop in Service the Migrant Support Centre provides a platform to support other SICAP services such as Failte Isteach, the Cosmopolitan Womens Group, Little Cosmos and the Ukrainian Hub.

In September an Energy Master Plan for the County was launched by our SEC, with guest speakers from ATU, SEAI and Monaghan Co Council. This event was followed by a Home Energy Expo.

Our Educational Disadvantage Fund was in great demand and supported 52 clients with direct funding of €15,357.99 to undertake training courses throughout the year.

Finally I would like to extend my thanks to all my fellow board members for their commitment to MID and to express my thanks to Gabriel O Connell, CEO and staff for their dedication and commitment in carrying out all the various programmes within the company over the past year.

I look forward to continuing to work with both the board members and staff in 2023.



Mary Mullen
Chairperson Monaghan Integrated Development CLG

6 . Chief Executive Forward – Gabriel O'Connell

This report outlines the work of Monaghan Integrated Development CLG (MID) over the last year and reviews the main programmes.
Core programmes like Social Inclusion Community Activation Programme (SICAP), LEADER and the new Local Area Employment Employment Service (LAES) are very important interventions for MID and allow us the space to develop a suite of complementary services which include Tús, Volunteer Centre, RSS and Integration of New Communities, Helping Hands and PoliRural.

As CEO I am delighted to report on the broad range of activities and outcomes for 2022. The availability of funding for core programmes like SICAP, LEADER and LAES provides us an important foundation to build additional complementary services for our communities. The flexibility to quickly respond to changing needs was very evident this year as we continued to respond to the impacts of COVID on communities and on the increasing number of emergency refugees brought about by the war in Ukraine and requiring supports.

The end of 2022 also marked the expected completion of the SICAP and LEADER programme, which were both extended into 2023 to facilitate the completion of programmes which had been delayed by the impact of COVID-19.

MID were successful in tendering for the new Local Area Employment Services (LAES) for counties Monaghan and Cavan and late in 2022 started the delivery of the new services across the region. The new service has a very different focus on work with the previous Local Employment Services contract, as the LAES is solely focused on supporting long-term unemployed back into the jobs.

As we moved towards the final year (2023) of the current LEADER programme, at end if 2022, we had paid out €4,108,593 (80%) of the 2024-2020 programme budget and had allocated €333,941 (20%) of the Transitional Programme 2022-2023.

A total of 2,657 individuals throughout the county were directly supported in 2022 through services provided by MID. Just under 519 unemployed individuals were guided into employment.

Of these, 259 people supported into private sector employment and 260 people supported into Community Employment and 57 into new self employment start-ups. A further 57 local existing enterprises were also assisted during the twelve month period. In addition, 189 Community Groups were supported and 513 individuals completed training places courses.

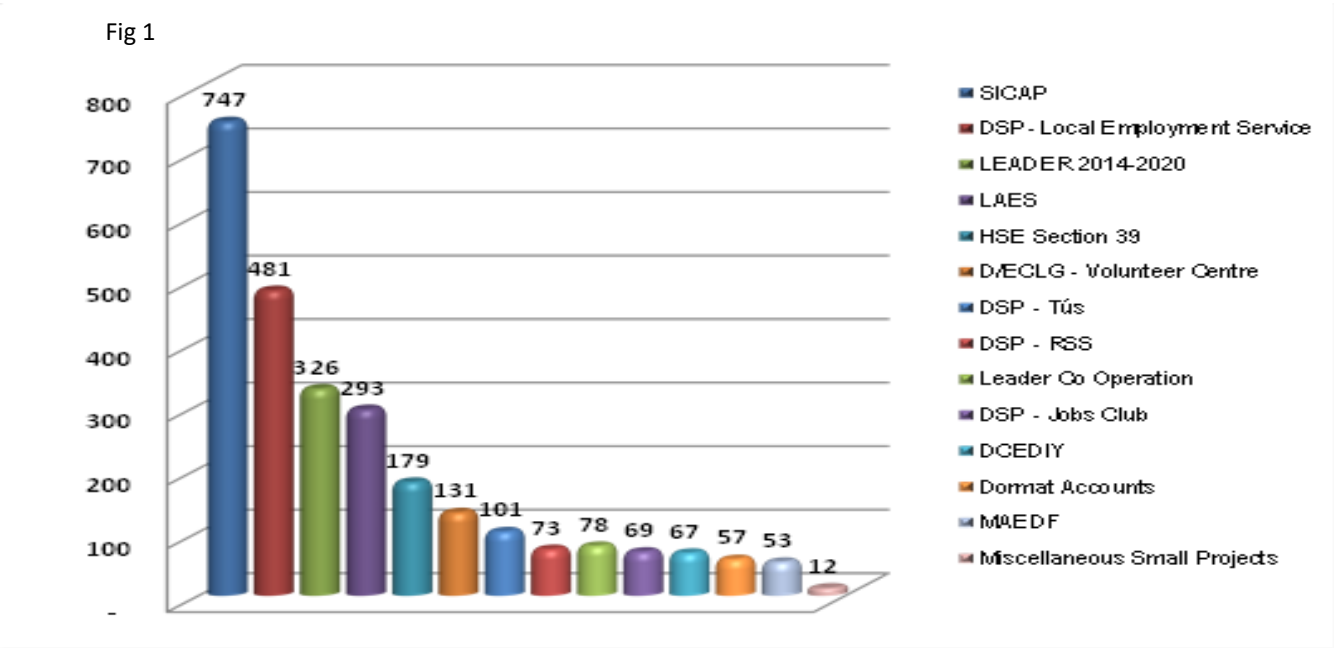
Monaghan Integrated Development's strapline is 'supporting growth and opportunity' and I believe that we have fully embraced this goal through our activities during 2022 and in our response to the different challenges encountered. This has been a very challenging year for everyone, with people's short-term needs becoming the overriding concern. The importance of supporting and working to build individual and community resilience have come to the fore as all grapple with the impact of the pandemic, the impact of crisis refugees and helping people recover and rebuild.

As CEO I am privileged to lead a very energetic, vibrant and dedicated group of people who are extremely passionate about the work they do and about ensuring that their work makes a 'real and positive difference' to the lives of the people we work with. I want to acknowledge this commitment to the objectives of the company and to say a big thank you and well done to all our programme staff.

Finally, I want to express my appreciation to our Chairperson Mary Mullen for her continued support and commitment to the work of MID and to acknowledge all the board members for their continued commitment to community-led local development and to collectively working to create developmental opportunities for individuals and communities throughout County Monaghan. Without our boards vision and drive for advancing the partnership approach to integrated development this innovative work would not be possible.

Fig.1 below and accompanying table provides details of the funding distribution for 2022 and presents a break-down of the direct leverage funding secured and disbursed by Monaghan Integrated Development for the year which came to €2,684,438. This included significant additional levered funding for complementary programmes and initiatives which added value to the services of all our partner organisations and the individuals our programmes support.

Fig 1



SICAP	746,558
DSP- Local Employment Service	480,744
LEADER 2014-2020	325,725
LAES	293,384
HSE Section 39	178,820
D/ECLG - Volunteer Centre	130,932
DSP - Tús	100,843
DSP - RSS	73,000
Leader Co Operation	78,056
DSP - Jobs Club	68,924
DCEDIY	67,084
Dormat Accounts	57,161
MAEDF	52,896
Miscellaneous Small Projects	12,031
CYPSC	11,000
TUSLA	7,280
Total	**2,684,438**

Through our work we continue to promote and embrace the partnership approach, working with all the statutory agencies and bodies in the county, assisting them to get closer to individuals and communities and in being more aware of the needs of specific target groups who may require specific approaches and interventions. On behalf of our Board I want to acknowledge the contribution of all of our funders and to thank them for continuing to embrace our community led local development model of integrated local development. Working together we achieve more.

Gabriel O'Connell
CEO

MID Programmes & Initiatives 2022 Outputs

Core Programmes:

- SICAP—Social Inclusion and Community Activation Programme
- LEADER

Labour Market Programmes:

- Local Employment Service Network
- Jobs Club
- Tús & RSS

Other Initiatives:

- Volunteer Centre
- Parenting Monaghan
- Fit for Work and Life
- Community Food Initiative
- Department of Children, Equality, Disability , Integration and Youth
- PoliRural

7. Integrated Development

MID delivers its programmes in an integrated manner. This means that the MID staff can cross refer clients and groups to the programmes and activities best suited to address their needs. It also enables better outcomes for the clients and groups engaged. In addition, the MID Board facilitates a partnership approach that is at the heart of all Local Development Companies. Collaboration with other agencies on a variety of activities is a regular feature of the local development work undertaken. This approach has resulted in the following overall outcomes being achieved from the programmes delivered in 2022

Summary

2657

Individuals Supported

189

Groups Supported

513

Courses Completed By Individuals

Jobs 259

Com Emp 260

Into Employment

New 57

Existing 57

Enterprises Supported

Community Development Team:

Social Inclusion and Community Activation Programme (SICAP)

Community Development Team programmes include SICAP; Monaghan Volunteer Centre; HSE Older Peoples Supports; Parenting Monaghan; and Intercultural Support.

SICAP met and exceeded all its Key Performance Indicator targets for 2022.
These were to work with 34 Groups and 300 individuals, 29% of which had to come from a disadvantaged area as designated by Pobal. By year end the SICAP team had worked with 38 groups and 445 individuals, 45% of whom were from a disadvantaged area. The activities to reach the KPIs are outlined in individual team member reports below.

In 2022 we were also able to support O'Neill Park and Area Residents Association to carry out a needs analysis for their neighbourhood, the findings of which will be acted upon in the year ahead. SICAP also assisted O'Neill Park to secure €15,000 from the AXA fund for a gardening project.

In addition to core SICAP funding, complementary funding totalling €250,936.70 was secured from: CMETB (MAEDF €31,216.65); HSE Section 39: Older People (€178,820) & HSE Intercultural Supports (€24,000); and the International Protection and Integration Fund (€16,900) to support the work of the Community Development team.

The invasion of Ukraine by Russia led to the arrival of c.500 displaced Ukrainians in the county. Whilst this was not anticipated at the outset of 2023, the numbers in Co Monaghan were relatively low when compared with counties like Clare who had over 2,000 arrivals. The response from the Department was excellent and supports and resources were made available enabling the recruitment of a Ukrainian Support Worker in September to help deal with the additional workload and the extension of their hours from 2.5 to 3 days and then to 4 days in the year ahead.

On the other hand, whilst the numbers of Roma and International Protection Applicants showed a steady increase, there were no additional resources available. Roma numbers appear to be greater than Ukrainian numbers in Co Monaghan and the number of IPAs is greater than either Roma or Ukrainians.
The imbalance in resources risks creating a two tier approach to migrant supports and this would not be a desirable situation.

MID were fortunate to have the support of an Intercultural Worker funded through ad-hoc funding from the Dept of Children, Equality, Disability, Integration and Youth throughout 2022. However, we were informed that this position will not be continued in 2023 as the Department is setting up new Migrant Integration Units and has yet to decide whether these will be Council based, NGO based or both.

Section 39 Supports for Older People and supports to implement the Parenting Monaghan Strategy continued. It was noted a number of Day Care Services did not reopen after Covid so a rethink on how services are delivered to older people in these areas will be required. The Parenting Monaghan project also continued and the support worker is making steady progress, but the programme requires more stable financing to ensure coordination of the Parenting Monaghan Strategy and the implementation of its actions.

In the meantime I would like to thank and congratulate the Community Development Team for all their hard work and effort in 2022 and for making such a positive difference in the lives of people in Co Monaghan.

The Volunteer Centre had a successful year and managed to get National coverage for the Volunteer of the Year Awards which was great to see. The team continued to find new and innovative ways to encourage and support people to volunteer, which was reflected in a big jump in the number of placements.

In 2022 we continued to work with our sister Local Development Companies. We collaborated with EMPOWER in North Dublin to support the continued employment of a Roma Support Worker in Carrickmacross. We also worked with County Cavan Local Development (CCLD) to support the employment of a Rural Recreation Officer to help Co. Monaghan to access the governments Walks Scheme Supports.

In November our Community and Economic Development Officer moved on and we were unable to recruit a replacement before year end. This reflected a tightening situation in labour market recruitment and may be a portent of challenges in the year ahead.

In the meantime I would like to thank and congratulate the Community Development Team for all their hard work and effort in 2022 and for making such a positive difference in the lives of people in Co Monaghan.

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SICAP Goal 1 Group Support Actions

Goal 1: Action 1 Traveller & Roma Supports Traveller Supports

SICAP led out on the formation of a new Traveller Interagency Group (TIG) for Co Monaghan. 14 organisations from across the county are now participating in the new group, which aims to improve the lives of Travellers.

We engaged the services of Niall Crowley, 'Value Labs' to facilitate discussions on a new 12 month plan for engagement with the Travelling Community. A new Action Plan was agreed focusing on Engaging Travellers, Influencing policy and Development of TIG. Traveller input in 2022 came from the Cavan Traveller Movement and a HSE worker who is also from the Traveller community.

Traveller Youth Support

In July, we accompanied a number of young travellers from Monaghan Town to visit Eileen Flynn in the Dail. Eileen is the first member of the Travelling Community to sit in the Oireachtas. During our meeting with Eileen, she committed to visiting Monaghan in the near future to highlight issues facing Travellers in County Monaghan.

We supported a Summer Camp for a group of young travellers from Monaghan Town during the week of the 18th – 22nd July. The week included a visit to Navan Travellers Project where the young people completed a workshop in Traveller Heritage. They also did some team building activities in Tanagh Adventure Centre. The young people really enjoyed the week as it afforded them the opportunity to further explore their traveller heritage and history.

Traveller Pride Week

As part of Traveller Pride Week, we organised a concert by well-known Traveller Artist, Steo Wall in Monaghan Town on 22nd July. Over 30 members of the travelling community attended the event and celebrate the Traveller Culture.

Other Supports

- Worked with North Monaghan SCP to support a young Traveller Student to successfully complete an iScoil Programme and transition to Castleblayney Youthreach.
- Goal 1 activity referred a number of Traveller clients for Goal 2 supports i.e. driving and life coaching.
- Assisted Traveller Family with housing/anti-social behaviour issue in Mullaghmatt estate.

Roma Supports

It is estimated that 180 Roma families currently reside in Co. Monaghan, mainly in the Carrickmacross and Castleblayney area. In 2022, through the process of participatory research, we have identified that the Roma community continue to face challenges in accessing public and community services such as healthcare, education, training, employment and accommodation.

Throughout 2022, SICAP continued to convene and provide ongoing support to the Cavan/Monaghan Roma Interagency Group and its subgroup.

In June, SICAP supported the group to test a needs assessment survey with 6 Roma families in Carrickmacross. Feedback on the survey tool was positive so an additional 45 families were surveyed in the autumn. The results of the research and emerging recommendations are currently being complied and will inform the SICAP supports in the 2023 period.

The Roma Tabor Community group also continues to receive support. SICAP successfully applied to the Work Place Experience Programme (WPEP) for a Roma Community Support Worker to support Marius Corcan, the existing worker. The WPEP worker provided valuable additional support to the Tabor group for the period July to December 2022.

SICAP continues to collaborate with the HSE and the Roma community to address issues around how the community access the HSE's Safety Net service in Carrickmacross.

Goal 1: Action 2 Intercultural Supports

Syrians in Clones

Following on from the needs assessment with the Syrian community in May 2022, SICAP undertook several actions in response to the identified needs. These included:

- Establishment of an Intercultural Homework Club in St. Tiarnach's National School to support children from new communities with homework. The club commenced in October, runs 4 afternoons a week with an average of 35 children from new communities attending each session. **Need addressed**: Educational Support
- Syrian children supported to engage in summer camps and extracurricular school activities including camps and Friday Fun Club. **Need addressed**: Integration with the wider community.

In July, SICAP organised an Eid celebration trip for the wider Syrian community to Lough Muckno and GR8 activity trip. Group members also attended and participated in the launch of Monaghan Migrant Support Centre in November. SICAP supported the group to attend the Monaghan Women's Assembly plenary in November.

Failte Isteach Monaghan

Classes ran twice a week for the duration of the academic year. A total of 15 volunteers have engaged with and supported the project in 2022. Since September, the classes have seen an increase in student attendance with a wide diversity of nationalities participating. *Picture: Intercultural coffee break at Failte Isteach Monaghan*

Failte Isteach Carrickmacross

SICAP facilitates a weekly class in Carrickmacross Library. The class has seen a significant increase in student numbers since September. A Christmas event was organised involving a local choir to promote community integration.

Failte Isteach Clones

Failte Isteach Clones relaunched in October 2022. The class runs once a week in Clones Library. 5 volunteers are engaged in the class which is primarily comprised of Ukrainians who have recently relocated to the area.

SICAP organised training for all volunteers in September. This was facilitated by Claire Dalton of the National Failte Isteach body. In October, SICAP commenced Migrant Information and Support Hubs alongside all Failte Isteach classes.

Cosmopolitan Migrant Women's Group and Little Cosmos

SICAP in collaboration with Women's Collective Monaghan organised 2 Intercultural events engaging women from Cosmopolitan Women's Group. An Intercultural lake walk and coffee morning took place in October and an Intercultural lunch took place in November. Both events successfully engaged Cosmopolitan members and further promoted their integration.

With SICAP support, Little Cosmos continued their weekly activity pack programme for the duration of 2022. Three play sessions were held in September, November and December. SICAP successfully supported Little Cosmos with a grant application to Monaghan County Childcare Committee. This funding enabled parents to attend a Parent's First Aid Training Course in November and cover the cost of the play sessions.

Goal 1: Action 2 Intercultural Supports (continued)

Other Initiatives

SICAP launched Monaghan Migrant Support Centre (MMSC) on the 14th November. The centre operates a Drop in Centre in Monaghan town, 5 mornings a week providing support and information to Migrants in the locality. The need for this support was identified through engaging with migrants in Failte Isteach classes. Our picture shows
Minister Heather Humphreys at the launch .

SICAP organised a Culture Night event on September 23rd with more than 100 people in attendance. The event celebrated a wide range of cultures including Irish culture.

SICAP and the Intercultural Worker organised a series of 'Wellness Walks' for International Protection Applicants.
Pictured adjacent are *Members of the Lithuanian Community attending the Culture Night Event*

Goal 1: Action 3 Community Group supports
This action consisted of three measures in 2022.

Measure 1 – Meals on Wheels South Monaghan
Meals on Wheels Service in South Monaghan continued to expand throughout the year. A total of 73 older people accessed the service in 2022 with 7 people on a waiting list at the end of the year. The profile of clients is older people, living on their own, with no transport and no family support nearby. Majority of referrals were received from the Public Health Nurses in Carrickmacross Primary Care Team with referrals also received from Social Workers in Hospitals, HSE Occupational Therapists and a Mental Health Social Worker for Older People. A dedicated team of 13 volunteers delivered hot meals to the clients.

Loneliness remains a key issue among this target group despite the easing of Covid restrictions.

"***I won't see anyone until I see you*** [meals on wheels volunteer] ***tomorrow***" Client Quote

"***Ah that wee man broke my heart. He had tears in his eyes telling me how lonely he was"*** Volunteer Quote

Throughout 2022, SICAP facilitated meetings with community groups in South Monaghan to gauge availability and capacity to take on the service.

No existing group is available or has the capacity to take on the project in addition to their current workload. At the end of the year, MID secured funding from HSE to employ a Meals on Wheels Co-ordinator to take the busy weekly administration out of SICAP. In 2023, SICAP will be working on other community-based solutions for the service to ensure its long-term viability. Our picture shows Volunteers at our Volunteer Appreciation Lunch.

Measure 2 – DisAbility Support
The key element of this measure was supporting the county's DisAbility Network. The Network brings disability groups together from all areas of disabilities and all areas of County Monaghan.

This support enabled the Network to:

- Hold quarterly networking meetings to bring members together to identify common issues of concern.
- Be the lead organisation to roll out Make Way Day in the County. ***Make Way Day*** is the national accessibility awareness day. County Council Cathaoirleach and Social Inclusion Officer participated in the day with Network members.
- Organise a successful on-line Regional DisAbility Ideas Generation Workshop, facilitated by Innovating Communities.
- Participate in Social Farming. 5 Network members undertook a 10 week social farming programme, facilitated by SICAP in conjunction with Social Farming Ireland.

Measure 3 – Governance Support
SICAP delivered governance support to 9 community groups. This support included:

- Delivering training on the principles of the Charity Regulator's Governance Code
- Designing and delivering training sessions on how to hold more effective board meetings.
- Helping a group to apply for charitable status,
- Helping a group with registering as a company limited by guarantee.
- Reviewing a group's governance procedures and supporting them to enhance areas highlighted as needing improvement.
- Supporting a peer support group to formalise their structures so that they are better placed to leverage in funding to support their work.

Goal 1: Action 4 Social Enterprise Supports

The County Monaghan Social Enterprise Strategy 2021- 2025 was officially launched in May by Minister Heather Humphreys. The strategy was developed through SICAP and funded by LEADER. One of the key strategy recommendations (10.2) was to develop an On-Line Policy Bank for Social Enterprises. This was successfully completed in collaboration with Cavan and Louth LDCs and with funding from ILDNs Social Enterprise Support Programme. *Minister Heather Humphreys and Niamh Smyth T.D. at the launch .*

The website ***www.SEpolicybank.ie***, contains 23 policies and procedure templates specifically designed for the Social Enterprise sector, along with a range of accompanying resources/templates. The website was also launched by Minister Humphreys in November.

Free online training sessions for social enterprises were provided on the following topics: Governance; Human Resources; Financial Management; Accessing funding and writing successful grant applications; Health & Safety and; GDPR.

Participating SE's included: Acorn Centre Newbliss; Killeevan Gymnastics Club; LINC Society Ireland; Latton Social Services and Development; Phoenix Sports Centre; Scotshouse Community Childcare Services; Cairde Activation CLG; Siolta Chroi; Carrickmacross Workhouse; St Michaels Regional Community Development CLG; The Holy Family Parish Community Creche CLG; Enterprising Monaghan; Down Syndrome Centre North East; Fingers and Toes; Flocking Arts.

13 Social Enterprises (linked to 3 LCGs) received business development supports. The majority of this work involved supporting groups to access funding, but 4 groups at pre-start-up phase required more intensive support.

10 groups requested Mentoring support, so a panel of Mentors was recruited. Mentoring Support commenced in September with Killeevan Development and Knockatallon Development. A third SE, 'The Collective', deferred their request for support until 2023. One completed SICAP SE grant application was received from Killeevan Development who were awarded €1538 for upgrade work at the Acorn Centre in Newbliss.

Goal 1: Action 5 Sustainable Communities This action consisted of two measures

Measure 1: Sustainable Energy Communities

SICAP supported County Monaghan SEC to carry out an awareness raising campaign, promoting home energy upgrades in disadvantaged areas, as recommended in their Energy Master Plan 2022. Two FREE Home Energy Upgrades Expos were hosted in Teach na Daoine, Mullaghmatt (April) and the Iontas Centre, Castleblayney (September). The first event was funded by SEAI and the second by SICAP.

*Our photograph shows our Mullaghamtt even*t.

At both events SICAP & CMETB offered assistance to people eligible to complete Warmer Homes Scheme Grant Applications whilst the Citizens Information Centre provided additional information on eligibility for Fuel Allowance and other Social Welfare entitlements. Atlantic Technological University (ATU) staff delivered a presentation on improving home energy efficiency and explained the SEAI grants available. Alan McCabe, also a SEC Mentor with ATU, provided information on Individual Home Grants, whilst Kore Insulation presented information on the One Stop Shop Grants. As a result of the events 49 people submitted SEAI grant applications.
25 of these people (Monaghan 12, Castleblayney 13) received additional SICAP support to do so.

Final reports on spending were submitted to SEAI for the Energy Master Plan (EMP) grant. In September, SICAP supported County Monaghan SEC to launch the Energy Master Plan (EMP) for the county at an event in Iontas.

The event was very well attended with guest speakers from ATU, SEAI, Monaghan County Council, The Iontas Centre and Action Renewables. Later the same month, the SICAP worker presented a summary of the EMP plan to The Environment Social Policy Committee of Monaghan County Council.

The EMP contains many useful recommendations which need resourcing if they are to be implemented. SICAP partnered with Cavan, Letrim and Sligo LDCs on a successful application to Pobal's Climate Action Fund to ensure this happens. As a result, staff and resources for a project to cover the North East Region have been secured and in early 2023 a Local Retrofit Champion Cavan/Monaghan will be on the ground.

Measure 2: Sustainable living
Four LCGs received support under Measure 2.

- SICAP supported **Monaghan Community Allotments** to negotiate an amendment to their lease agreement in 2022 with Monaghan County Council to allow for some traded activities, which will enhance their sustainability and reduce their reliance on grant funding. We also facilitated a site visit with Monaghan County Council's Environmental Awareness Officer, Sharon Finnegan, to meet the group and see the work that they are doing.
- In May Monaghan Community Allotments hosted a visit of the SICAP Edible Estate participants from Clones. The 18 strong group included members of **O'Neill Park Residents Association** and **Clones Community Forum**. The visit provided insights into setting up and running a community garden. A networking lunch and a facilitated discussion on what attendees would like to see in a community garden space in O'Neill Park concluded the visit.
- The outcome was a decision by O'Neill Park Residents Association to submit a grant application to the AXA Parks fund for development of a community garden on the site of the old Met station in their housing estate. The consultation undertaken with the group in May framed the application. With SICAP support, the group successfully secured €15,000. The group then engaged with Monaghan County Council to secure a five year lease on the site. O'Neill Park Residents Association were also provided with vegetable seedlings and compost to plant in raised beds in the public spaces on the estate for local residents to access.
- The Edible Estate participants were supported to plant communal vegetable plots in the Cassandra Hand Centre garden and the Castleblayney Community Garden.
- Both the Clones Community Forum and the **Castleblayney Community Garden** LCG's actively engaged with and supported the individual SICAP clients (28 individuals) participating on the GIY/Edible Estates project to care for and harvest the vegetables growing in the communal gardens on their sites.

In August a study visit to Cloughjordan Eco-Village was held. 32 people attended with GIY/Edible Estate participants joined by members of Castleblayney Community Gardens and Monaghan Community Allotments. The majority of those in attendance (24 people) were originally from Syria & Egypt and the lifestyle in the Eco-Village reminded them of life in their home countries.

Also in August, over 200 people attended the O'Neill Park Community Barbecue and Consultation on the Green of their housing estate in Clones. The O'Neill Park Residents Association received a SICAP LCG grant towards the cost of hosting the event. The Residents Association extended a special invitation to the Ukrainian refugees in the Creighton Hotel and to members of the Syrian community living locally with whom they had engaged on the Edible Estates project. There was a large turnout from both communities on the day.

In addition to the LCGs above, another 9 non-caseload LCGs were provided with Apple, Pear and Plum trees as part of the 'DCs for Bees Orchards in the Community' project which were delivered in November.

Goal 1: Action 6 Disadvantaged Estates
In 2022 SICAP commissioned Business Improvement Solutions to carry out a needs analysis for the O'Neill Park Estate in Clones. We worked closely with the consultant Finbarr Fitzpatrick and the O'Neill Park & Area Residents Association to devise a questionnaire and circulate it to the 160 houses in the estate.

The main issues to emerge were concerns around access for Emergency Services due to the parking situation on the estate, as well as the lighting of public spaces. SICAP will be working with the residents to address these and other issues in 2023.

Goal 1: Action 7 Ukrainian Community Support

Russia invaded Eastern Ukraine on the 24th February 2022. Less than a month later we had identified 20 refugees resident in Co Monaghan and a definite 10 more to follow. Working with the Ukrainian Community at that time the main needs identified were for:

- Accommodation: Arriving refugees were being accommodated in unsuitable conditions, e.g. One Ukrainian couple were hosting 2 adults and 6 refugee children in their one bedroom apartment. Accommodation was emphasised as the most urgent need.
- English language supports for adults and children.
- Education: Access to local schools (with additional in-school English language support) and access to online schooling from Ukraine.
- Transport
- GP access and other medical supports
- Financial support: For those who fled without finances, initial support or fast access to Social Welfare Supports.
- Transfer of qualifications to allow access to employment. E.g. a Nurse and an English Teacher had Ukrainian Certification but this was not recognised in Ireland.
- A means to disseminate and share information of relevance amongst the community.

We encouraged the Ukrainian community to set up their own Facebook page which they did under the title Ukrainian in Monaghan. The Facebook page enabled them to share information of relevance to the Ukrainian Community.

Monaghan Local Authority set up the Ukrainian Community Response Forum at this time and MID shared all information SICAP had gathered with the Forum members. At this point it was anticipated that there would be a large number of arrivals however, after the arrival of a large group to Monaghan Civil Defence in April, numbers continued to grow gradually.

We continued with the mapping process, identifying Ukrainian individuals residing across the county.
We established contact with those who had arrived via the IPAS system and those who had come to the county of their own accord, perhaps to stay with family and friends. A Household Starter Kit scheme was initiated in collaboration with Cosmopolitan Women's Group, providing individuals and families moving into houses with essential items including kitchen utensils and bedding. With SICAP's support, the Little Cosmos Migrant Mother and Toddler Group were able to extend their arts and crafts activity pack scheme to Ukrainian families.

On the 25th May, we organised a walking tour of Monaghan town for Ukrainians who had recently arrived to the town and the surrounding area. The purpose of the tour was to introduce local services such as the Library, Supermarkets and Post Office. The event also gave Ukrainians the opportunity to come together in a social setting and make connections with each other.

In June, we re-established the Failte Isteach English Conversational class in Carrickmacross town. We supported Ukrainians in the area to attend these classes and CMETB ESOL classes by providing support with transport. The classes provided an opportunity to practice English as well as promoting integration with Volunteer Tutors from the local area. The class continues to meet every Friday in Carrickmacross Library with steady attendance from the Ukrainian community. In July, we organised a Failte Isteach '***Let's Speak English'*** day trip to Carlingford. Volunteers and students engaged in a treasure hunt around the town as a fun and interactive way to practice English.

In June, SICAP supported Coral Leisure to host an open evening to introduce Ukrainians to the Sports and Leisure facilities available in the area. This was attended by more than 60 individuals. In July, a similar session was organised in Clones, with the Peace Link hosting a taster session for Ukrainians living in the town.

Over the summer months, we organised several trips to provide opportunities for Ukrainians to connect with each other, as well as introducing them to various aspects of Irish Heritage and Culture.

On the 25th June, SICAP supported the Little Cosmos Group to organise a day trip to Dublin Zoo. Ukrainian parents and children attended on the day and had the opportunity to meet other migrant parents and children. On the 19th July, SICAP organised a Ukrainian Connect trip to Ardgillian Castle. The trip brought Ukrainians from across Co. Monaghan together to enjoy nature and learn about Irish Culture.

We negotiated the use of a kitchen space for Ukrainians living in catered accommodation in Clones. This provided an opportunity for people to cook traditional foods once a week. Food plays an important role in cultural identity.

We collaborated with Clones Library and the Ukrainian Community to organise a Ukrainian Independence Day event. The occasion was well attended by the local community and was marked with song, poetry and Ukrainian food.

Dzintra McConnon was appointed as Ukrainian Support Worker and commenced in post on 6th September 2022.

During the Autumn, Failte Isteach English Conversation classes resumed in Carrickmacross, Clones and Monaghan. Approximately 60 Ukrainians engaged with these classes on a weekly basis. SICAP's Ukrainian Hubs ran alongside these classes, providing information and support on a wide variety of issues. MID liaised with CMETB to roll out ESOL classes throughout the county to the newly arrived Ukrainians and other non-Irish nationals.

Ukrainian women engaged in several SICAP intercultural initiatives. In collaboration with National Women's Collective Monaghan, we organised an Intercultural Lake Walk and Coffee Morning in October and an Intercultural Lunch in November. Ukrainian women participated in both events. Ukrainian mothers and children also attended the SICAP supported Little Cosmos Halloween and Christmas play sessions.

Members of the Ukrainian community were supported to attend the Monaghan Food Festival on the 1st October. Two Ukrainian Connect trips to the EPIC Museum and Navan Adventure Centre were organised in October. ***Pictured above: Some of the group returning from Navan to Monaghan***

On 2nd Dec, we hosted an Intercultural Christmas Extravaganza attended by 200 people including 150 members of the Ukrainian community.

Our picture shows the Christmas Extravaganza event

The following were identified as challenges/barriers throughout the course of 2022:

- Transport: poor public transport infrastructure presented challenges in engaging Ukrainians in activities such as English language classes.
- Language: communication was a challenge/barrier for SICAP staff who do not have Russian or Ukrainian language.
- Working with a Health system challenged in dealing with extra numbers, especially GP's. This presented barriers for SICAP staff engaging with professionals and service users.
- Challenges occurred with information sharing and collaborative working between agencies involved in the Ukrainian response effort.
- Obtaining an accurate number of Ukrainians in the county is challenging. Some Ukrainians chose to come to the county of their own accord and may not be accounted for in the IPAS or DSP systems.

SICAP Goal 2 Individual Support Actions

Goal 2: Action 1 Personal Development & Training

Life Coaching

60 individuals completed individual Life Coaching, which was facilitated by an experienced Life Coach. Feedback on the Life Coaching sessions has been extremely positive with the Development Officers progressing issues raised during the sessions including mental health supports, training courses, confidence building, etc.

Educational Disadvantage Fund

Our Educational Disadvantage Fund was in great demand and supported 52 clients with direct funding of €15,357.99 to undertake training courses throughout the year.

East Timorese Community

We engaged extensively with 60 members of the East Timorese community in Clones to assist them with issues such as family reunification, income support and accommodation.

Goal 2: Action 2 Youth supports

Driving Support Programme

10 individuals participated in the Driving Support Programme which included the cost of 12 lessons and driving test. 4 of the 10 participants successfully completed the driving test in 2022 with remainder due to sit it in 2023.

Monaghan Town Boxing Club

The SICAP team delivered a very successful Boxing Initiative in Monaghan Town during November and December. The initiative attracted a huge number of young people aged 10-16 from the area to participate in '***Introduction to Boxing'*** sessions.

The sessions were delivered by Martin 'Frick' McMahon from Carrickmacross Boxing Club with an average of 50 young people in attendance each evening

JumpAgrade Equality of Education initiative

SICAP supported 7 students with the JumpAGrade programme in 2022. The aim of the programme is to offer additional grinds to students from disadvantaged backgrounds to give them the best opportunity to succeed in their chosen subject. Feedback from the grinds was very positive with 6 students passing their selected Leaving Certificate subject. The remaining student commenced the programme in November and will complete the Leaving Certificate subject in 2023.

Don't Pour Your Dreams Away

The annual Don't Pour Your Dreams Away Programme was successfully delivered to all Secondary Schools in October/November 2022. A total of 982 students participated in the programme. While SICAP supported delivery in a number of schools, the initiative was led by Youth Work Ireland Monaghan and funded by Monaghan JPC.

Aftercare Supports

Meetings were held with the Tusla Aftercare team to discuss supporting young people leaving the care system. Agreement was reached on a referral pathway and supports to be offered to each client. 6 young people were referred by Tusla with 3 completing the Life Coaching sessions. Further work will be undertaken with these clients in 2023.

iScoil

Our engagement with iScoil continued in 2022 and we supported 2 students from Traveller and Roma backgrounds. Our Traveller student successfully completed the iScoil programme in August and moved on to Castleblayney Youthreach. Additionally, we also supported a student from the Roma Community to participate in the iScoil programme. She will complete the programme in 2023 with a view to educational progression.

Goal 2: Action 3 Resilient & Sustainable Households
This action consisted of two measures

Measure 1: Household budgeting
Budgeting Workshops
SICAP held a number of budgeting workshops in Monaghan and Carrickmacross to support clients from disadvantaged estates with the cost of living. Mark Coan from Money Sherpa facilitated the sessions and gave very useful information on ways of saving money and maximising income.

Fit for Work and Life
We delivered a number of Health and Well-being talks to students in Monaghan Collegiate School. The talks focused on alcohol and vaping. 50 students attended the talks and there was good engagement with the students on both topics.

Warmer Homes Scheme
28 individuals were supported to submit an application to the Warmer Homes Scheme.

Measure 2: Grow It Yourself
Under this measure 29 individuals (27 in Clones, 2 in Castleblayney) were supported to participate in growing their own food and to take part in activities that connected them with the Edible Estates Projects in their areas.

In March Clones participants were invited to a consultation event to frame the project. This identified participants' interest and topics for inclusion in the programme. Participants received compost, seedlings and seeds for their raised beds in May 2022. Thirteen of the participants in Clones attended a field trip to Monaghan on 17th May 2022 to visit the Monaghan Community Allotments to find out more about setting up and running a Community Garden.

Arising from the trip to Monaghan, a demonstration garden was constructed by the Clones Mens Shed at the Cassandra Hand Centre. 15 of the Clones participants met there in May to plant a Communal Garden at their first in-person Edible Estates workshop. This was one of 4 Horticultural Training sessions delivered by CMETB through-out the growing session.

Two participants in Castleblayney joined the Castleblayney Community Gardens and were supported by experienced members of the group to plant and harvest their vegetables. As a result of this engagement, Castleblayney Community Gardens received a SICAP LCG grants for €369 towards the purchase of essential equipment for the gardens. They also erected a polytunnel to facilitate the delivery of community based Horticulture Training at the Gardens. The polytunnel cost was secured by SICAP through CMETBs MAEDF fund.

Engagement through the GIY and Edible Estates project with six Syrian families led to a wider SICAP team consultation with five Syrian families and two Egyptian families in May to identify needs and priorities that were addressed through Goal 1 Intercultural Supports.

The project was very successful in drawing new communities members into Edible Estate and wider community activities.

- 32 people attended a study visit to Cloughjordan Eco-Village in August. GIY Edible Estate participants joined members of Castleblayney Community Gardens and Monaghan Community Allotments on the trip and 24 of the attendance were originally from Syria & Egypt.
- Engagement with the Edible Estates project and other SICAP support also led these Syrians & Egyptians to participate in the O'Neill Park Community Barbecue and Consultation
- Through other participant engagement on this project we identified a large number of migrant workers in Clones with emerging basic needs.
- After a consultation event in May with 16 migrant workers from East Timor to identify needs under Measure 2 of this action, SICAP supported almost 60 East Timorese under Measure 1 to address issues mainly centred on language and family reunification support.
- Members of the Brazilian community were also directed to SICAP and CMETB English language supports.

Goal 2: Action 4 Small Business Supports Service
Enterprise Development Supports were delivered for those wishing to Start their Own Business. All of the Enterprise supports were co-ordinated and delivered by MID's Enterprise Development Officer Patricia Arthurs.
Demand for Self-Employment supports remained constant from the beginning of 2022 and this trend continued throughout the year. Advertising of supports was via the MIDL website, social media, local newspaper and WOW newsletter.

A significant percentage of the new registrations between January and April were individuals still in receipt of the Pandemic Unemployment Payment. Many of these individuals confirmed their jobs were no longer available to them or they had chosen not to return.

In April all those that remained on the PUP were transferred to a Jobseekers payment. Those that qualified for Jobseekers Allowance had immediate access to the BTWEA scheme having previously been on the PUP.

Planning for Self-Employment Training courses were delivered online via Zoom in the first half of the year and returned to the training room from July. 1-1 mentoring supports were delivered through a blend of face-to-face meetings and online via Teams. Client engagement with online supports remained very positive throughout 2022

Centralised Processing
DSP North East region started processing Enterprise Allowance applications centrally in July 2021 and the system worked very well throughout 2022. The areas of the North East region include Monaghan, Cavan, Drogheda, Dundalk and Navan. A central team assesses and reviews the BTWEA STEA applications and all related correspondence is dealt with through a dedicated email address set up for all BTWEA/STEA and Enterprise Support Grant applications. The centralised format has now been fully rolled out across the country.

Planning for Self-Employment Training
After initial assessment, all clients were referred for pre-start-up business training that was delivered by Gordon Mac Ardle – Rocas Training & Business Development. The pre-start-up training guides participants with the completion of a business plan for their proposed venture and the evaluation of their business idea.

The topics covered included:
- Business Basics –Key Questions when starting a business
- Business planning
- Legal Issues-Formality
- Marketing
- Competitors and Competitive Advantage
- Sales
- Business plan completion
- Book-Keeping & Finance
- Goal Setting/Resilience/Communication & Coping Skills

A total of 141 individuals considering self-employment as a career option received one-to-one business mentoring during 2022. These consisted of 99 new registrations in 2022 and 42 individuals who had previously made contact during 2018 - 2021 re-engaging with MID for additional enterprise supports

A further 56 individuals who commenced trading during 2020 & 2021 received post start-up one-to-one mentoring supports. All follow-up supports are to ensure the continued sustainability of their enterprise and identify any additional supports required to safeguard their business. Record Keeping & Social Media Marketing continues to be common subjects where extra supports are required by many fledgling businesses.

Despite the reducing numbers on the live register a total of 57 unemployed individuals progressed into self-employment with the support of the service. These individuals were supported with all stages involved in bringing their business to fruition including Planning for Self-Employment training, Resilience Workshop, completion of their Business Plan, Income Tax registration, Business Name registration, BTWEA/STEA application. The gender breakdown was males 60% and females 40% of the total start-up businesses.

The categories of businesses started include:

- Construction, Welding & Carpentry Services – 9
- Handyman Services/Window Cleaning/Power Washing – 4
- Interior Design - 2
- Training/Consultancy/Bookkeeping & Payroll Service – 6
- Music Teacher -1
- Web Design & IT Related Services -3
- Image/Colour Consultant - 2
- Retail Outlet/Online Retail - 4
- Delivery Service - 1
- Hairdressing, Beauty & Alternative Therapies – 7
- Mechanic/Agricultural ECU Re-Mapping - 3
- Gymnastics Instructor - 1
- Personalised Stationery & Merchandise/Craft Classes - 2
- Baking Classes/Air BnB - 1
- Upholstery - 1
- Civil & Building Surveying Professional Services - 1
- Gardening Services - 2
- Dog Day Care, Boarding & Grooming - 1
- Car Wash - 1
- Book Publishing - 1
- Taxi/Vehicle Recovery Service - 3
- Goldsmith - 1

SICAP Case Study

The 2022 SICAP case study focused on individuals supported under Goal 2 Education and Enterprise Supports. Together with myself outlining the range of training and mentoring supports, two enterprise clients featured in the video, showcasing their business and outlined how the SICAP supports assisted them in getting their business started and the positive impact starting their business has had on their family lives financially but also their overall Health and Wellbeing

The blended delivery of enterprise supports through online and face-to-face meetings continued to be a very positive experience throughout 2022 for both the enterprise support staff and clients alike. The target number of 120 individuals set for this action was exceeded by 64% (increased from 59% in 2021) with a total of 197 people supported.

SICAP Enterprise supports include:

- Delivery of Information Sessions on Self-Employment
- Initial one-to-one advice and guidance meeting to identify their business proposal and clarify if their DSP payment qualifies to apply for the BTWEA/STEA scheme
- Planning for Self-Employment training & Resilience Workshop
- 1 – 1 pre start-up mentoring to assist with evaluation of business idea, completion of business plan, business name registration, income tax registration, completion of BTWEA/STEA application
- 1 – 1 post start-up mentoring to ensure their business remains viable and sustainable, ensure proper record keeping is maintained, invoicing customers, assistance with ESG application forms, marketing and
- advertising, registering for VAT, Employing Staff, preparation for Income Tax returns, identify any additional training required and signpost to the relevant agency

2022 summary of the key achievements/outputs for Action 2.4 are:

- Eight Information Sessions on SICAP supports for self-employment delivered - 101 individuals attended
- Eight 18 hour's Planning for Self-Employment training courses delivered - 89 individuals completed
- 1-1 mentoring supports was provided to a total of 197 individuals – 141 of these were for Pre Start-Up Supports (99 new registrations in 2022 & 42 re-engaging from 2018 2021) together with 56 individuals receiving Post Start-Up supports
- 57 individuals progressed into self-employment. These consisted of 34 males and 23 females

Enterprise Support Grant
49 individuals were supported with an ESG application to the Department of Social Protection.
The main categories where assistance was sought included:

- Tools & Equipment
- Public Liability Insurance
- Advertising
- Accountancy

Referrals to other Agencies
- LEO – Grant Aid (2 individuals)
- ETB – Safe Pass, Manual Handling, First Aid Training (12 individuals)
- LEADER – Grant Aid (3 individuals)
- Goal 2 – Education & Disadvantaged Fund for training courses (2 individuals)

Goal 2: Action 5 Individual Ukrainian Supports

A Household Starter Kit scheme was initiated in collaboration with Cosmopolitan Women's Group, providing individuals and families moving into houses with essential items including kitchen utensils and bedding.
With SICAP's support, the Little Cosmos Migrant Mother and Toddler Group were able to extend their arts and crafts activity pack scheme to Ukrainian families.

In June, we supported Coral Leisure to host an open evening to introduce Ukrainians to the sports and leisure facilities available in the area. This was attended by more than 60 individuals.
In July, a similar session was organised in Clones, with the Peace Link hosting a taster session for Ukrainians living in the town.

SICAP supported 6 Ukrainian children to attend a summer camp in St. Tiarnach's National School in Clones. This proved to be an effective way of introducing the children and parents to the school setting and teachers before the new school term. An 'Introduction to School in Ireland' information session for parents was organised.

SICAP negotiated the use of a kitchen space for Ukrainians living in catered accommodation in Clones.

This provided an opportunity for people to cook traditional foods once a week. Food plays an important role in cultural identity.

SICAP's Ukrainian Hubs run alongside these classes, providing information and support on a wide variety of issues for Ukrainian individuals.

Alongside group supports and activities, SICAP staff have continuously provided one to one supports to individuals including interpretation for key stakeholders including and Gardai, Landlords, Accommodation Managers and Council personnel, information provision, assisting with Health Appointments, liaising with Education and Transport providers, assisting with DSP queries and forms.

Our picture shows a Ukranian Hub one to one discussion in action.

Monaghan Volunteer Centre (including Befriending Monaghan

Registrations and Placements

The number of registrations and placements have improved since 2021. Factors involved include the ending of Covid restrictions, the opening up of more volunteering opportunities and the increased staff level from August onward, allowing us to run a number of volunteer projects. Volunteers continue to register mostly online and the numbers of potential volunteers 'dropping in' to register face-to-face in the office remain low. However, we realise this is a knock on effect from covid restrictions; we will continue to offer and encourage face-to-face meetings with potential and registered volunteers.

	2021 Outputs	2022 Targets	2022 Total Outputs
No. of Placements	63	80	120
Groups Supported (including new VIOs registering, VIOs previously registered listing new volunteer opportunities, attending training, using Garda vetting service)	44	65	69
Repeat callers	52	50	70
New Registrations	163	225	199 (209 including deleted/ transferred individuals and 3 project volunteers)
Opportunities Applied For	274	300	330
New VIO's	7	10	14
New Volunteering Opportunities	29	40	58
Garda Vetting Applications	215	300	465

Volunteer Awards

The annual Co. Monaghan Volunteer Awards attracted 29 nominations and about 200 people attended our event in Iontas, Castleblayney on Sunday 6th November. We received excellent coverage in the Northern Standard and on the "Ireland AM" television show, with the three category winners interviewed during Deric Hartigan's weather slot from Clones. *Monaghan Volunteer Award winners' Ireland AM interview.*

Volunteer Projects

Project	Target Group	Numbers involved	Outcome
Steadfast House Art	People with disabilities	14	Participants had expressed a wish to do something to help others. They created a mural designed to welcome new members to their group and express their ideas and values.
Youth photo project	TY students, each will work with an older person such as a grandparent	30 at introduction. Approx 20 to 25 expected to complete.	Introduction event run in November. Young people who decide to continue will collaborate with an older person to create a booklet of photographs to be produced in 2023.

We ran projects mainly to create opportunities for people who have difficulty in finding suitable roles to volunteer. Monaghan Volunteer Centre receives a wide range of requests for help and assists whenever it can .

Some examples include:

- Arranging for members of a Men's Shed to install storage units at premises of a voluntary organisation.
- Collecting items knitted for Team Hope and Cairde and arranging delivery
- Financial support for a "thank you" lunch for Meals on Wheels volunteers
- Arranging First Aid training for a voluntary organisation

VC Ukraine support

We received additional funding to support Ukrainian people recently arrived in Monaghan. We mainly used for a Four Day Family Activity Camp during the Autumn mid-term break. Activities included arts and crafts, swimming, pottery in Glaslough and outdoor adventure in Carlingford. This created opportunities to talk to the adults about volunteering and answer some of their questions about life in Monaghan. Some have registered with MVC but most are not yet in a position to volunteer.

A Ukrainian volunteer acted as translator during preparations and the four days of the camp. We will aim to create roles in 2023 that make it easier for new arrivals to get started with volunteering.

Feedback from Volunteers

"I had a really brilliant experience volunteering at the Summer camp in Teach na Daoine. I learnt so much working with the other volunteers and with the children. I would really recommend it to anyone looking help out in their community".

"I had an interest in youth work and I wanted experience of volunteering with younger children, I started with the Ladybirds, I have enjoyed it so much, I would say to anyone thinking about volunteering to just go for it, it has opened lots of doors for me and provided me with opportunities I wouldn't have had."

Grace & Liza with some of the participants of the Steadfast House Art Project with their mural & artist Mary Scott

Our picture shows Sinéad with Andrea who volunteers with Team Hope, who was collecting some of the knitted toys made by fellow volunteer Mildred Clarke.

Publicity

Our goal is that everyone who might use our service is aware of what we offer. We try to achieve this through a variety of methods. During 2022, this included:

5	Northern Standard Articles
2	Northern Sound interviews
1	Television Interview
16	Information talks ranging from Schools to Council meetings.

Increased following on all social media:

	13/1/21	12/12/22	% increase Jan 21 to Dec 22
Facebook Likes	**2,160**	**2566**	**19%**
Facebook Follows	**2,329**	**2936**	**26%**
Twitter followers	**705**	**763**	**8%**
Instagram followers	**548**	**790**	**44%**

Department of Children, Equality, Disability, Integration & Youth Intercultural Worker

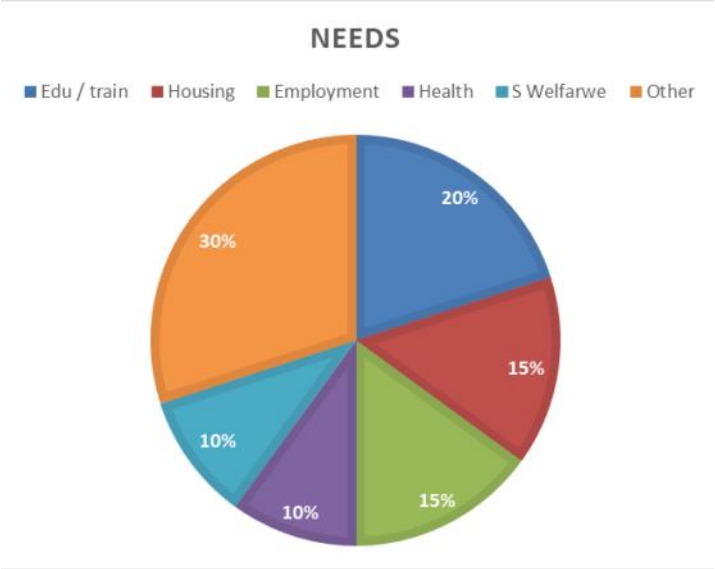
Overview of needs identified in 2022
As of November 2022, a total of 12,453 applications for International Protection were made in Ireland.
This represents an almost 500% increase in applications made for the same period in 2021.

Throughout 2022, the Intercultural Worker (IW) had 245 individual consultations, identifying 380 individual needs. This number covers both International Protection Applicant's (IPA's) and Ukrainian's who availed of the Temporary Protection Directive (TPD). The 245 individual consultations consisted of 170 individuals (110 IPA'S & 60 Ukrainians), with some individuals presenting on more than 1 occasion.

Examples of individuals presenting with more than 1 need included; a pregnant lady, with no social supports, no GP, eager to uptake educational courses she also presented as vulnerable with mental health difficulties.

The 380 identified needs can are broken down on the table below. The majority of needs fell under the 'other' category. This category comprised of the following issues:

- Legal advice / matters
- ESOL / Failte Isteach
- Family reunification
- Financial concerns
- References
- Correspondence with IPAS, Irish Refugee Council, SPARISI, MASI or Legal Aid.



The main area of identified need comprised of information surrounding education and training. This accounted for 20% of overall consultations. Within this need, areas covered included; information on QQI levels, referrals to Guidance Counsellor, educational funding for courses, CMETB course registration and exploration of possible future course progression.

Housing and employment both registered 30% of overall identified needs. Both these areas consisting of 15% each. Monaghan has a disproportionately high level of people in Direct Provision (DP) for a small county.
Currently, in Monaghan there are 226 people in the 3 DP centres with status who cannot move on. This number includes families and individuals and accounts for 45% of overall IPA's. The IW has in 2022 collaborated with DePaul Housing Officer's in assisting individuals in completing social housing applications.

Seeking employment remains an integral part of the IPA's ability to become independent and integrate into the community. Within this identified need, assistance was given by informing individuals of employment rights, registering with recruitment agencies and online job sites and CV and cover letter preparation. There is a very high proportion of IPA's currently employed in hotels and factories within the South Monaghan area.

The 2 remaining needs identified included both Health (10%) and Social Welfare (10%). Under health needs, issues covered included information and assistance in applying for a medical card, linking IPA's to SafetyNet appointments, making GP appointments and linking individuals with the HSE Social Inclusion office to highlight issues and concerns. As an IPA, you are entitled to the Daily Expense Allowance of €38.80 per week for an adult, and €29.80 per week per child. Once an IPA receives Refugee Satus or Stamp 4 they are entitled to other Social Welfare payments and assistance was given by the International Worker to help clients to attain these payments.

Intercultural Worker and the Ukrainian response
In March 2022, Ukrainian refugees began arriving into Ireland where they were granted Temporary Protection. Initially, County Monaghan received low number of Ukrainians when compared to other counties.

The IW identified Ukrainians living within the county and established a network of Ukrainians where information surrounding Housing, Social Welfare, PPSN, Education and Healthcare was posted to Facebook and WhatsAPP groups. Both social media platforms were used as a means of not only providing relevant information but as a means of promoting intercultural events and introducing the Ukrainian community with other Ukrainians already living in Monaghan. Welcome packs were produced and translated into Ukrainian where information surrounding location of GP's, dental treatments, educational establishments, children's activities etc. were produced for the towns of Carrickmacross, Castleblayney and Monaghan town.

The main needs identified by the IW in the 6 months he was assisting Ukrainian's were:

- GP/Medical cards/Healthcare
- Employment and Training opportunities
- English language classes
- Housing
- Education concerns

Migrants in the community

The IW assisted 2 families (9 individuals) in Castleblaney throughout 2022. Assistance was provided through attaining PPSN's, Irish Residency Permits (IRP's), medical cards and social welfare appeals/advocacy and linking with SVDP. Links to training courses and local youth club also established.

Activities in 2022

2022 saw the introduction of wellness walks for IPA's. In total 6 walks took place with attendance ranging between 7 -12 individuals. These walks allowed IPA's the opportunity to participate in outdoor activities while undertaking mindfulness exercises. The 6 walks took place in Dun an Ri, Lough Mukno, Rossmore, Carlingford Greenway, Dartrey forest (kayaking) and Emy Lough. IPA's also participated in intercultural events such as the opening of the Migrant Support Centre, Intercultural Christmas event, Monaghan town tour, GR8 adventure and Carlingford Cultural walk.

Failte Isteach in Carrickmacross was re-established in 2022. Volunteers were recruited via the Volunteer Centre and posters were placed on local notice boards surrounding the Carrickmacross area. Students comprise of individuals from the Ukrainian community, IPA's residing in the M Hotel and Lisanisk House and other migrants in the community. The classes take place every Friday at noon in Carrickmacross Library with regular weekly attendance.

Dartrey River Kayak

Rossmore Wellness Walk

Dun A Ri Wellness Walk

Older Persons & Parenting Monaghan Projects

HSE Older Persons

HSE funding support was provided to 19 HSE Day Care Services in the county in the latter part of 2022.
Four services did not manage to reopen post Covid and some services reopened with reduced service provision e.g. Drumkill only operates one day a week post Covid instead of two days a week. It is hoped that a second day can be provided to service users moving forward. Day Care Services at Ardaghey, Broomfield, Clones and North Monaghan Social Services remain closed post covid. It is hoped Broomfield will reopen once volunteers can be recruited. The situation is unclear at this time in relation to the others but all supports have been offered to them and will continue to be offered should they reopen in 2023.

A Volunteer Appreciation night was held in the Glencarn hotel on December 1st. Most services were represented on the night. This event presented an opportunity to showcase some of the community supports available to the day care services in the county and included presentations from Monaghan Libraries, CMETB, Monaghan Sports Partnership, An Garda Siochana Community engagement unit, Monaghan Dementia Support Advisor and U3A. It is hoped that some of these services will deliver a programme of supports and activities to the groups moving forward as and when requested and required to do so and work has commenced on ensuring this happens in 2023.

In addition to the Day Care Services, support has been offered to the two Active Retirement groups in the county, one of which was represented on the appreciation night on December 1st. It is hoped that HSE Section 39 funding will be available to these groups moving forward. 'Goodie' bags on the night were sponsored by HSE, Healthy Ireland, Monaghan Volunteer Centre, Specsavers Monaghan and Coyle's Chemist.

Some of the challenges reported by the Day Care Services during 2022 include:

- Inadequate/lack of transport to day care centres-especially rural centres
- Falling numbers of service users
- Diminishing volunteer numbers /aging volunteer profile
- Funding /rising costs

Engagement with the key stakeholders has commenced to address some of these challenges, for example Monaghan Volunteer Centre is working to recruit new volunteers to help support the running of the Day Care Services with 5 services currently reporting that they need volunteers. Site visits were carried out to some centres and more are planned for 2023.

Parenting Monaghan

The Parenting Monaghan Coordinator works 2 days a week. Parenting Monaghan delivered a range of parent support programmes during 2022 , all of which were well attended.

Program delivery for 2022:

Programme/support	**Registration Parents**
School Lunch Talk-Migrant Support Centre	8
Positive Parenting Programme Access to 5 module parent support E parenting course and 2 x one to one tailored parenting sessions of one hour each with coach.	16
Early Years Parents Plus 6 week parenting programme (1-6 years)	13
On line parent support work shop on Toilet Training-Online workshops by Emma	19
Online parent support work shop on Sleep Hygiene –Online workshops by Emma	16
Seminar for parents with children for whom there are development concerns – Educational Psychologist	36
Parent support seminar on Autism Awareness and support strategies	26
Parent support seminar on Understanding Emotions, Fussy Eating –Educational Psychologist	14
Parent support seminar on behavior in the everyday-strategies for dealing with Challenging Behavior	18

Feedback from parents from all programmes has been really positive.

All parenting supports received media coverage across a range of medias including Northern Standard, Parish Bulletins, local town web pages, Schools/Crèches communication channels etc. Parenting Monaghan is indebted to these services for helping to publicise Parenting Monaghan supports, thereby helping to recruit Parents for these programmes.

Additionally, a number of parenting support programmes and seminars offered by other national bodies and available to parents in Co Monaghan were identified and communicated to parents in the county using a range of communication channels.

These included, but are not limited to, parent support programs offered by OneFamily, Parentline, ADHD Ireland, Family Carers Ireland, Webwiseparents, National Parents Council etc. Self-care and mental health supports were also identified and communicated to parents , for example supports from Suicide or Survive, Pieta House, HSE-Living Well and Stress Control programmes and others.

Parenting Monaghan maintained an active presence on Facebook and has recently created a presence on Instagram. Parenting Monaghan is represented on the Planet Youth Project, Connecting for Life working group; and the Child and Family Support Network. Parenting Monaghan with financial assistance from LEADER , commissioned a **Parenting Monaghan Strategic Plan covering 2022-2025.**

This process has identified four strategic objectives and 34 actions that will provide Parenting Monaghan with practical and measurable milestones to be actioned during the next three years.

Work has commenced on enhancing the on line presence of Parenting Monaghan and a new web page is expected to be completed by the first quarter of 2023.

Tús - Programme

The following statistics and summaries highlight the activities of the Tús Programme for the year 2022.

As with the previous year, it was a challenging time for the team as the number of people on the live register who were eligible dropped drastically. The temporary extensions for participants have ceased and the phased exits have continued to affect the numbers along with limited referrals. All participants and groups are currently back working to normal work patterns and following current safety guidelines. Supervisors are continuing to work as per MID directions around blended office and remote working.

Summary of Tús statistics for 2022

Participants employed on Tús:	88
Individuals who finished on Tús:	93
New starters on Tús:	49
Number of people referred by DSP: 161	161
Groups Supported:	54

Referrals
Due to low numbers on the live register referals were again at a premium.
In 2022 there were a total of 142 people referred from DSP.
Of these 132 came through the standard referral process (Feb -44, May-29, July-15 and Oct-44) and 10 other referrals at various times throughout the year by the self-referral process. Our picture shows a Tús Participant in Tydavnet Community Centre

Supervisors are continuously revisiting panels and re interviewing potential and suitable candidates when circumstances allow. All people who were interviewed and were not offered a Tús placement were encouraged to engage with other MID programmes were appropriate.

Training
We continue to support requests for training from participants and groups where possible.

There were 64 training courses utilised by participants this year.

The breakdown is as follows:-

Manual Handling	47
HACCP	2
Spraying	3
Safepass	8
Office	2
Forklift	1
Other	1

We were in a position to support 20 Tús Host Groups with small funding opportunities to assist them with the continuous running of local projects.

Progressions
19 people progressed from the Tús Programme in 2022 as outlined below

Full Time Work	6
CE General	5
CE Childcare	5
Part Time Work	2
Back to Education	1

Rural Social Scheme

We currently have 59 positons filled, we had a number of retirements in 2022 and the process is underway to fill all vacancies. In terms of geographic coverage, there is 18 participants in North Monaghan,
20 participants in the West and the remaining 21 participants are located in the Mid-South Monaghan area.

There has been 41 project promoters supported in this year across the county. All Supervisors have been working closely to develop and maintain good channels of communication with the local community groups we support in order to enhance all the work carried out by the RSS and MID as a whole.

We endeavour to support all requests for training from participants and groups to allow them any opportunity for self-development and learning new skills while maintaining H&S requirements. Participants have availed of 53 Training opportunities this year (Manual Handling & Safepass). We are continuing to support our local communities and all RSS Activity adheres with ongoing Covid 19 guidelines for the safety of all participants and the host groups.

RSS Participants in Scotshouse village

Local Area Employment Service -Team Leader Una Coyle

2022 was a year of considerable change for MID Employment Services. The LES and Jobs Club both received 6 month contracts which were then extended to 8 months (Jan 2022 to August 2022).

The outcomes for the LES Jan-July 2022:

New Client Registrations	596
Throughputted /closed with the service	363
Job Placed	211

From July to August considerable work was moved on to close LES & Jobs Club and prepare staff for the transition into the new Local Area Employment Service. Both the Local Employment Service and Jobs Club closed its services at the end of August 2022 after 25 years.

Local Area Employment Service end of year report 2022
A new Local Area Employment Service public tender was published on e-tenders late 2021 & MID submitted a tender response for the Lot 4 location Monaghan & Cavan.

In early July 2022 MID was awarded the LAES contract.

The New Monaghan Cavan Local Area Employment Service was started in September 2022 and with referrals to process from October 2022. The LAES will run for 4 years with the possibility of a 2 year extension.

The LAES has 3 main offices, Monaghan Town, Carrickmacross Town, Cavan Town.

Currently we have the following outreach locations open, Castleblayney, Clones, Cootehill, Bailieborough and Ballyconnell.

We have now moved from a funding model into a payment by result model with 3 key milestones/KPI's

Milestone 1: LAES Service Starts (90% target)

Milestone 2: LAES to agree Personal Progression Plans with clients (80% target)

Milestone 3: Employment, full-time 30 hours+ and must last 17 weeks (20% target)

Rural Development LEADER Programme 2014-2022

All of the remaining funds available under the Transitional Programme and EURI funding were allocated to projects across County Monaghan before the programme was due to close on 31st December 2022. The EURI budget was allocated by July, and the remaining Transitional Programme funding at the 14th December 2022 LAG meeting.

On the 14th December, the Department published a Circular announcing that the date for the allocation of funding was now extended to 31st August 2023. While all of the budgets are currently exhausted, should there be any underspends on existing projects, or should any approved projects withdraw from the LEADER process before the end of August, these funds will return to the budget and can be reallocated to new projects. There are currently a number of project applications waiting in the pipeline should sufficient funds return.

Monaghan LEADER continued to benefit from the expertise of the LEADER Independent Evaluation Committee during 2022. The Committee met five times during the year and their ongoing evaluation support continued to make the successful implementation of the programme possible.

In December 2022, Monaghan Integrated Development submitted an Expression of Interest (EOI) to the Department of Rural and Community Development to undertake the development of the
County Monaghan Local Development Strategy for LEADER 2023-2027. This was Stage 1 of a competitive process. At the time of writing, MID has been informed that our EOI has been considered eligible to develop and submit the County Monaghan Local Development Strategy, and we are through to Stage 2.

Transitional Programme (TP) 2021-2022, EURI, LEADER Food Initiative & Co-operation

- 29 projects have been approved from the **Transitional Programme 2021-2022** to the value of €1,735,394.08; 99.72% of the available budget has been allocated. (Although 100% of the funds were allocated at the 14th December LAG meeting, €4,800 of a decommital has returned to the TP budget under Social Inclusion).
- 8 projects have been approved under **EURI Funding** to the value of €517,685.25. 100% of EURI funding has been allocated.
- 1 project to the value of €48,605 has been approved under the **LEADER Food Initiative**
- 1 project to the value of €78,251.06 has been approved under the **LEADER Cooperation** measure during 2021-2022.

LEADER funds paid out at 31st December 2022

- 79.88% (€4,108,593.99) of **the LEADER 2014-2020 core budget** has been paid out.
- 19.36% (€333,941.12) of the **Transitional Programme 2021-2022** funds allocated to-date have been paid out.
- 1.98% (€10,272.10) of funds allocated under **EURI** are paid out.
- 100% of funds (€48,605) are drawndown under the **LEADER Food Initiative.**
- €83,410.74 is paid out under **Cooperation** (out of €397,361.25 allocated from 2014-2022).

Projects Completed in 2022

Projects completed and paid in 2022 have included the purchase of ICT equipment, the purchase of large industrial equipment, a renewable energy heating and cooling system, redevelopment of a community centre, development of a walking track, and protection and sustainable use of water and the protection of biodiversity projects. A sample of just a few of the projects that received full payment in 2022 are below.

The Nest Box Egg Company received €97,700 in LEADER support under the **Rural Environment/Development of Renewable Energy** theme to install an energy efficient heating and cooling air management solution using a renewable energy installation for its packaging room (20,000 square foot) within its existing production facilities. A renewable energy air conditioning system was installed with an air to water heat pump that includes a fresh air ventilation system supplying to and exhausting air from the building. The promoter writes '*one of the important features of the installation was the design, planning and the implementation of a control system, which operates each piece of equipment in the system, as well as operating the precise conditions inside the building. This functionality allows the system to generate heating and cooling, fresh air and filtered air according to demand. It modulates the output of the heating/cooling machine, and also modulates the fan speeds required to deliver the air volume and selects the equipment required by switching on and off compressors, fan motors and dampers simultaneously, in order to stabilise the desired room condition and maintain that condition. The result of integrating mechanical devices in this way reduces the overall energy requirement for the building by 70%, and at the same time delivers a perfect working condition within the space'.* The promoter adds '*we now have achieved a comfortable, safe and clean environment for our products and team to operate in without being stressed and with surety that the weather outside will not dictate the environment inside'* (The Nest Box Egg Company).

With a grant of €16,922.85 from LEADER under the **Rural Environment/Protection and Sustainable Use of Water Resources** theme, the **River Blackwater Catchment Trust (RBCT)** delivered a project to restore the Mountain River from tunnelling erosion and develop a buffer zone with a view to protecting the water quality entering Emy Lough. This riparian corridor would also act as an ecological corridor linking Sliabh Beagh to Emy Lough and further downstream. Riparian Zones are the transitional areas between land and water, including the margins of streams, rivers, lakes, and wetlands.

They are rich in biodiversity and play an important role in protecting water quality and stream ecosystem health. The project involved the supply and installation of fencing works and associated vegetation control and enhancement along and near to the Mountain Water River. Works included erecting 2,000 meters of fencing between the land banks and river, pruning overgrown vegetation, planting 300 meters of native hedging/trees to improve stability and biodiversity, and vegetation control and removal by a qualified chainsaw operator. The outcome of the work will be monitored in the coming years through water quality surveys in partnership with Glaslough and Tyholland Group Water Scheme. The promoter writes that '*landowners and farmers have learnt good water management techniques from this project and the works are a great showcase to be used by RBCT for training others. The project has already led to further funding on this river from LAWPRO, Catchment CARE and the NFGWS, based on the success of this Phase 1 project*' (Dan Curley).

Nutri-Snax Limited is a manufacturer of healthy homemade snacks made from natural ingredients for clients in the food service sector. The business is based in the Ballybay Food Hub.

Under the national **LEADER Food Initiative**, the business received €48,605 (75% rate of aid) to purchase a melter, tempering machine, enrobing belt and cooling tunnel, in order to expand their product offering.

The promoter writes '*one immediate impact of the project is our employment of a full-time Production Manager … I do not believe we would have been in a position to employ this person without the addition of the chocolate enrobing equipment and the expected business it will bring*'.
(Gary Conway, Nutri-Snax Limited).

During the 2nd quarter, **Doohamlet Community & Resource Centre CLG** drew down their final claim from LEADER for the redevelopment of their Community Centre The overall figure awarded to the group by LEADER was €500,000 (75% rate of aid), and the promoter outlined the many benefits from the grant aid including:

- The centre '*is energy efficient and sustainable'* and *'accessible and inviting*', '*the carpark is safe and functional'*, and '*the community garden within the grounds provide mature landscaping and a sense of place'*.
- Activities by service providers are ongoing including Parent/ Toddler group, day care group, youth group, faith based activities, AA meetings, dance, fitness, drama, music, slimming world, flower arranging, and heritage talks.
- *'Many people from outside of our local community are using the facility, particularly from Ballybay where no comparable community facilities are available'*.
- It was estimated that it would take 5-10 years to complete a phased redevelopment of the Centre, but *'with assistance from LEADER of €500,000 we have been able to complete our project in full in just 2 years'*.
- '*What has been even more beneficial is that the skills gained by our voluntary committee in applying for this funding has built our capacity and our ambition to deliver a project far beyond that initially planned. As a whole community we are very appreciate of this'*. (Roisin Moore, on behalf of Doohamlet Community Centre Committee).

Cremartin Shamrocks GFC received LEADER grant funding of €66,518.71 (75% rate of aid) under **Social Inclusion/Basic Services** to develop an approx. 800m tarmacked walking track around their football field, along with a tarmacked all weather area for exercise activities, and fencing and gates between the walking track and the pitches. The project included the installation of lighting and the construction of a retaining wall in one area. The track is accessible to wheelchair users and buggies.
The promoter writes '… *this was my first time applying for a large grant.*
The LEADER office in Castleblayney was very helpful at all times. There were different challenges involved with this project. COVID was a major issue and the project was held up on numerous occasions. The impact on the community has been great. To see people of all ages using this facility on a daily basis is very uplifting'.
(Terence Buckley, on behalf of Cremartin Shamrocks, Oct 2022).

MID Internal/In-House LEADER Projects:

2022 saw the completion of two in-house LEADER projects:

- MID commissioned a **Parenting Monaghan Strategic Plan** covering 2022-2025. The project received €4,725 (90% rate of aid) in LEADER support to research and carry out a consultation that has identified four strategic objectives and 34 actions that included potential leads, partners, time-frame and success indicators. These are providing Parenting Monaghan with practical and measurable milestones to be actioned during the next three years.
- **Water Resources Management Training Course** (€20,060 100% rate of aid).
  Delivered by Ken Whelan & Martin McGarrigle, this training was aimed at individuals and community groups, including tidy towns groups and anyone with an interest in raising awareness of their local rivers and lakes, and to prepare participants to develop and deliver habitat and water quality projects along their waterways. Both courses commenced in September, with two consecutive days of training held at Emyvale & Emy Lough (Course 1), and a further two held at Castleblayney & Inniskeen (Course 2). 'Lake days' were also held at Glaslough and Lough Muckno. There were over 50 interested parties, with attendance of 24 across both courses. Participants received detailed explanations of climate change, understanding water quality, and hands on experience of water sampling and citizen science.

In 2022, work continued on:

- **Energy Audits for Community Groups** (€29,889 90% rate of aid) - Eco Merit an independent consultant (not linked to any installer) has been contracted to work with up to 10 community facilities within County Monaghan to develop bespoke energy audits for their property.
  Progress: 10 community facilities have been selected and the energy audits have commenced with most of the site visits taking place in December 2022. The consultants are finalising drafts of the reports and have indicated that there are energy and cost savings measures identified in all reports substantially completed to-date.

- **Biodiversity Plans for Community Groups Phase II** (€26,568 90% rate of aid) -
  Flynn Furney Environmental Consultants have been engaged to work with up to 12 local community organisations to develop biodiversity plans for their community, area or village. Each plan will be designed unique to each group's situation and fit for purpose within each community setting. The match funding contribution requirement from participating groups is €246.00.
  Progress: To-date 5 community groups have signed up to undertake their biodiversity plan and the consultants will be commencing their work with these groups in January. There is still availability for other groups to be included in this project.

- **Smart Village Training Delivery Cooperation Project (**€23,918.85 100% rate of aid) aims to deliver training to communities in the principles and potential of the Smart Village concept as it will affect the communities and small businesses of Ireland. It is in partnership with
  16 Local Development Companies and Kilkenny LEADER Partnership CLG is the lead partner.
  The curriculum is grounded in emerging goals, methods and approaches and is an example of the European Union's Smart Village concept.
  Progress: A pilot of Smart Villages Training was rolled out in Tydavnet Parish. Ballinode, Knocktallon, Tydavnet and Scotstown created their own Smart Village Plans, and a course was delivered in Carrickmacross also. Townz has updated the Town Manager Portal & the new proposal is that the eTownz Coordination team will work more intensively with the pilot groups (Tydavnet, Knockatallon, Ballinode, Carrickmacross) over a 12 month period, so that they can really put the Smart Village/ Community practices in place and create an actionable smart village plan.

- **Innovating Communities – Designing our future** (Phase 3). €174,222.56 per LAG area (6 LAG areas Monaghan as lead partner, Louth, Leitrim, Sligo, Donegal and Cavan) and is primarily a training project, with a smaller element being equipment and branding. The purpose of the 'Innovating Communities, *Designing our Future'* is essentially about building the local capacity of community and voluntary groups and individuals, to tackle difficult local issues and to problem-solve in new and exciting ways. The project aims to harness a rural population that is open to new ideas and ways of working, to adopting new techniques, to increasing problem solving capability and has the confidence to deliver innovative and creative projects that will meet current and future opportunities. It will embrace the EU Smart Village agenda and a strong legacy will be a rural community better equipped to identify pressing needs and opportunities and to work collaboratively to co-create innovative and more sustainable solutions for their communities. South West College is an academic partner for this project. An element of this project will include the development of 10 innovation hubs, 2 per LAG area.

Animation during 2022:

- February - an article promoting LEADER funded walkways was published in the Northern Standard.
- March – a pre-application workshop was held with 22 participants representing 10 separate projects.
- March - an article celebrating the 33 biodiversity community plans delivered through Monaghan LEADER was published in the Northern Standard.
- April - a pre-application workshop was held with 5 participants representing 5 different projects.
- April - a promotional article on Mullan Lighting and Design's business expansion was published in the Northern Standard. The business was awarded €157,250 in LEADER support.
- April - advertising got underway for community groups interested in participating in internal LEADER projects - *Energy Audits for Community Facilities* and *Biodiversity Plans for Community Groups II*
- May - a pre-application workshop was held with 8 participants representing 8 different projects.
- June - The *Smart Villages Delivery Training Project* was piloted in Ballinode, Tydavnet, Knockatallon and Scotstown, along with a second course in Carrickmacross.
- August - Tánaiste Leo Varadkar and Minister Heather Humphreys performed the official opening of the headquarters of Moffett Automated Storage Ltd. LEADER provided grant funding of €195,000 for the refurbishment of the office building (total cost €439,555).
- September - Minister Heather Humphreys performed the official opening of Doohamlet Community & Resource Centre. LEADER provided grant funding of €500,000 to upgrade the centre.
- September - *Understanding and Caring for our Waterways* Courses were advertised, and both courses were delivered in the autumn, with the highlights posted on social media.
- Promotion of LEADER funding through social media is ongoing via Facebook, Instagram and Twitter, and animation was supported throughout the year through telephone and online contact, and one-to-one physical meetings and site visits.

Looking forward to 2023
In 2023, the LEADER Team look forward to continuing to support promoters across County Monaghan, with the main areas of focus to include

1. Deliveriy of County Monaghan Local Development Strategy for LEADER 2023-2027;
2. Securing funding to deliver the 2023-2027 LEADER Programme;
3. Completion of the LEADER 2014-2022 Programme, EURI Funding and LEADER Co-operation, including the processing of claims and drawdowns, and the reallocation of any funding that may return to the budgets through decommitments; all projects must be completed by 31st December 2023 as per Department Circular with all paperwork completed by June 2024; and
4. Continued building of community capacity through the delivery of in-house projects, including completion of Biodiversity Plans for Community Groups, Smart Villages Delivery Training and Innovating Communities.

Outdoor Recreation Infrastructure Scheme (ORIS)
Monaghan Integrated Development secured funding for a further two projects under the 2022 Outdoor Recreation Infrastructure Scheme - €11,360.25 for Drumganny Lake Shoreline Development and €29,970 for Billy Fox Memorial Park Pedestrian Walkway. We are working with the
Cavan Monaghan Rural Recreation Officer on the completion of the 2021 projects in Hollywood Park and Derrygooney and the ongoing work with the new promoters.

Monaghan LEADER Contact Details: Further information about LEADER is available on the Monaghan Integrated Development CLG website at www.midl.ie, or email Marjan mboers@midl.ie, Marianne mmceneaney@midl.ie, Rita rkillian@midl.ie, or Gabriel goconnell@midl.ie.
Further information about Innovating Communities is available from Collette cmcentee@midl.ie

Monaghan Local Action Group (LAG) is administering the LEADER RDP 2014-2022 in County Monaghan for the Department of Rural & Community Development and the European Agricultural Fund for Rural Development. The County Monaghan Local Community Development Committee (LCDC) is operating as the LAG for the County. Monaghan Integrated Development, the Local Development Company for County Monaghan, is the implementing partner and Monaghan County Council is the lead financial partner.

MONAGHAN INTEGRATED DEVELOPMENT CLG

DIRECTORS'REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

The directors present their annual report and financial statements for the year ended 31 December 2022.

Principal activities

Monaghan Integrated Development is a Local Development Company funded by the Irish Government and charged with the delivery of a range of programmes whose aim is to support specific target groups with a view to making a positive difference in their lives. Monaghan Integrated Development was set up in late 2008 (formally County Monaghan Partnership Ltd) as part of the process of restructuring of the local development sector nationally.

A core role of Monaghan Integrated Development is to promote social inclusion, encourage enterprise development and employment creation, support access to education, training and lifelong learning for specific target groups and assist community and voluntary groups to play their part in tackling disadvantage and supporting volunteerism.

Monaghan Integrated Development implements the LEADER programme on behalf of Monaghan LEADER LAG & the Minister for Rural & Community Development. The core aim of the LEADER programme is to improve the quality of life of people in rural areas and to diversify the rural economy through a range of supports designed to help make rural areas economically and socially more sustainable.

The company also holds the contract to deliver the Social Inclusion Community Activation Programme (SICAP) on behalf of Monaghan Local Community Development Committee and the Minister for Rural & Community Development. SICAP supports increased access to services for specified target groups and engaging with local communities in developing their areas. The programme focuses largely on facilitating skills development, lifelong learning, job placement and on supporting enterprise.

Building on the two core programmes above, MID works to secure additional complementary funding from other sources which has the effect of working to achieve overall company objectives. A range of complementary programmes are delivered (ie. Local Area Employment Service, Volunteer Centre, TUS, Rural Social Scheme, HSE Section 39 Funding, Parenting Monaghan, Healthy Ireland and other small complementary funding) with a common theme of improving the lives of participants/clients. In addition, MID may, from time to time, also deliver a range of ad hoc and/or once off initiatives which supports the core role and objectives of the organisation.

The main object of Monaghan Integrated Development as an Integrated Local Development Company as outlined by our governing articles is to promote, support, assist and engage in (a) social development, (b) to alleviate unemployment through employment support and employment generation, (c) enterprise development to facilitate rural and urban regeneration, (d) the development of the environment, culture and heritage and (e) community development, designed to benefit and promote the welfare of local communities or to deal with the causes and consequences of social and economic disadvantage or poverty.

The company has staff employed by the company under the TUS & RSS programmes but administered and paid directly by Pobal. The average number of such employees in 2022 was 153 (2021: 149). The gross pay for these employees in 2022 was €2,249,190 (2021: €2,132,034) and the employer PRSI in 2022 was €35,246 (2021: €34,882).

The Company is a non profit making organisation. The Company is registered as a charity (No. 20071486) with the Charities Regulatory Authority.

MONAGHAN INTEGRATED DEVELOPMENT CLG

DIRECTORS'REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

Directors and secretary

The company is limited by guarantee and therefore the directors do not hold any interest in the company.

Alice Forde	
Barry Mccarron	
Mary Mullen	
Jane McGorman	
Pat Carney	(Resigned 21 April 2022)
Patrick Harte	
Gerard McMahon	
Michael Donohoe	(Resigned 25 April 2022)
Orla Nugent	
Tommy McGuire	(Resigned 25 April 2022)
Kathleen Ward	
Fiona Duffy	
Cathal Grant	
Briege Byrne	(Resigned 14 May 2022)
Tommy Duffy	
Deirdre Byrne	
Eimear Ryan	(Resigned 25 April 2022)
Sunday Abel Ayoeji	
Daniel Hawthorne	
Christopher McKenna	(Appointed 21 April 2022)
Fiona McCaffrey Jones	(Appointed 21 April 2022)
Carol McGeough	(Appointed 20 July 2022)

Results and dividends

The results for the year are set out on page 7.

Accounting records

The company's directors are aware of their responsibilities, under sections 281 to 285 of the Companies Act 2014 as to whether in their opinion, the accounting records of the company are sufficient to permit the financial statements to be readily and properly audited and are discharging their responsibility by employing qualified and experienced staff, ensuring that sufficient company resources are available for the task and liaising with the company's auditors/seeking external professional accounting advice.

The accounting records are held at the company's business premises, Unit 9 Drumillard Business Park Castleblayney Co Monaghan.

Auditor

In accordance with the Companies Act 2014, section 383(2), DBA Accountants Ltd continue in office as auditors of the company.

MONAGHAN INTEGRATED DEVELOPMENT CLG

DIRECTORS'REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

Statement of directors' responsibilities

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with applicable Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under that law, the directors have elected to prepare the financial statements in accordance with Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (Generally accepted Accounting Practice in Ireland) issued by the Financial Reporting Council. Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company as at the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the directors are required to:

- select suitable accounting policies for the company financial statements and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus or deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Statement of disclosure to auditor

Each of the directors in office at the date of approval of this annual report confirms that:

- so far as the director is aware, there is no relevant audit information of which the company's auditor is unaware, and
- the director has taken all the steps that he / she ought to have taken as a director in order to make himself / herself aware of any relevant audit information and to establish that the company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 330 of the Companies Act 2014.

The entity has availed of the small companies exemption contained in the Companies Act 2014 with regard to the requirements for exclusion of certain information in the directors' report.

On behalf of the board

Mary Mullan

Director

20 April 2023

Alice Forde

Director

MONAGHAN INTEGRATED DEVELOPMENT CLG

INDEPENDENT AUDITOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2022

Opinion

We have audited the financial statements of Monaghan Integrated Development CLG ('the company') for the year ended 31 December 2022, which comprise the income and expenditure account, the balance sheet and notes to the financial statements, including the summary of significant accounting policies set out in note 1. The financial reporting framework that has been applied in their preparation is Irish Law and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued in the United Kingdom by the Financial Reporting Council.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the company as at 31 December 2022 and of its surplus for the year then ended;
- have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland; and
- have been properly prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and the provisions available for small entities, in the circumstances set out in Note 12 to the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from the date when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

MONAGHAN INTEGRATED DEVELOPMENT CLG

INDEPENDENT AUDITOR'S REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

Other information

The directors are responsible for the other information in the annual report. The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard

Opinions on other matters prescribed by the Companies Act 2014

In our opinion, based on the work undertaken in the course of the audit, we report that:

- the information given in the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which, to the best of our knowledge and belief, are necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and the financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified any material misstatements in the directors' report.

The Companies Act 2014 requires us to report to you if, in our opinion, the requirements of any of sections 305 to 312 of the Act, which relate to disclosures of directors' remuneration and transactions, are not complied with by the company. We have nothing to report in this regard.

Responsibilities of directors for the financial statements

As explained more fully in the directors' responsibilities statement, the directors are responsible for the preparation of the financial statements in accordance with the applicable financial reporting framework that give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, if applicable, matters related to going concern and using the going concern basis of accounting unless management either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

MONAGHAN INTEGRATED DEVELOPMENT CLG

INDEPENDENT AUDITOR'S REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2022

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the company's financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Bernadine Gormley
For and on behalf of DBA Accountants Ltd
Accountants and Business Advisors
Statutory Auditors

20 April 2022

27 North Road Monaghan

Co Monaghan

MONAGHAN INTEGRATED DEVELOPMENT CLG
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2022

	Notes	2022 €	2021 €
Income	2	2,744,003	2,533,575
Specific Action Costs		(1,564,209)	(1,497,034)
Administrative expenses & Support costs		(987,713)	(958,196)
Surplus before taxation		192,081	78,345
Tax on surplus			
Surplus for the financial year		192,081	78,345

MONAGHAN INTEGRATED DEVELOPMENT CLG

BALANCE SHEET

FOR THE YEAR ENDED 31 DECEMBER 2022

		2022		2021	
	Notes	€	€	€	€
Fixed assets					
Tangible assets	**5**		30,121		38,476
Current assets					
Debtors	**6**	226,316		222,084	
Cash at bank and in hand		1,007,466		799,684	
		1,233,782		1,021,768	
Creditors: amounts falling due within one year	**7**	(564,735)		(553,164)	
Net current assets			669,047		468,604
Total assets less current liabilities			699,168		507,080
Reserves					
Income and expenditure account	**10**		699,168		507,080

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime and in accordance with Financial Reporting Standard 102 'The Financial Statement Reporting Standard applicable in the UK and Republic of Ireland'.

The financial statements were approved by the board of directors and authorised for issue on 20 April 2023 and are signed on its behalf by:

Mary Mullan

Director

Alice Forde

Director