Unit 9 Drumillard Business Park
Monaghan Road
Castleblayney A75 HR59
Co Monaghan

Monaghan Integrated Development

Supporting Growth & Opportunity

Annual Report 2020

Employment

Community

Rural Development

Enterprise

Education

Monaghan Integrated Development CLG

Forbairt Chomhtháite Mhuineacháin CLG

042 9749500

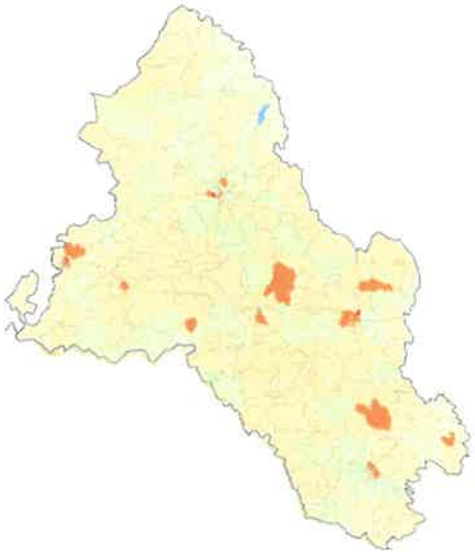
info@midl.ie

www.midl.ie

@MonIntDev

Monaghan Integrated Development CLG

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.

Rialtas na hÉireann
Government of Ireland

An Roinn Coimirce Sóisialaí
Department of Social Protection

Rialtas na hÉireann
Government of Ireland

Funded by the Department of Rural and Community Development

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

CAWT
cooperation and working together
for health gain and social well being in border areas

Comhairle Contae Mhuineacháin
Monaghan County Council

LEADER

Innovating Communities

SICAP
Social Inclusion & Community Activation Programme

. "The Social Inclusion and Community Activation Programme (SICAP) 2018-2022 is funded by the Irish Government through the Department of Rural and Community Development and co-funded by the European Social Fund under the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020

5.Chairpersons Introduction - Mary Mullen

It is a pleasure for me as Chairperson of Monaghan Integrated Development (MID) to present the Annual Report for 2020 which provides a summary of the work undertaken by the company during the year.

2020 was a year like no other, March 2020 brought a lockdown of our country, something most of us would never have thought possible. The world as we knew had changed dramatically. We never thought we would see a day when all our churches would be closed to the public and we would be advised not to visit each other's houses.

Our staff had to find new ways of giving support to those most in need. Teams found new ways of working, tapped new levels of creativity and forged new relationships to ensure that plans did not get derailed and clients were supported in meaningful ways.

Food support was identified as a need in early lockdown, support was given to food banks and connections were made with the Food Cloud charity. Food donations were sourced and collected and delivered to those identified as most in need.

With face to face meetings and activities no longer being possible new ways had to be found of doing things. Zoom, Teams, webinars, online meetings all became familiar words. The digital divide became very evident, poor broadband access and lack of IT resources made it very difficult for some people to connect.

Despite all the barriers of COVID, Monaghan Integrated succeeded in reaching targets throughout 2020. Our LEADER budget was fully committed by 31st December and while progress on some projects slowed significantly owing to construction lockdowns and difficulty in purchasing equipment and other project elements we are confident spend will be completed by the deadline.

The impact of the loss of traditional funding sources such as fund-raising opportunities for community groups, as well as the uncertain economic climate of Brexit for enterprises, caused some promoters to hesitate, but also to seek out innovative approaches to overcoming the challenges through identifying new opportunities or new markets.

The SICAP 2018-2022 programme completed another year with all Key Performance Indicator (KPI) targets met and budgets spent. Among the various supports given were 10 local community groups who received governance training and mentoring support in 2020. This training and mentoring focused on helping these groups put in place policies and procedure to comply with the Charity Regulator's Governance Code but also to support them improve their governance, making them more effective.

Our Small Business Support Service continued to give support to people who took the brave initiative to start up their own business in 2020 and with great assistance from our Enterprise staff, 39 unemployed individuals progressed into business start-up during 2020.

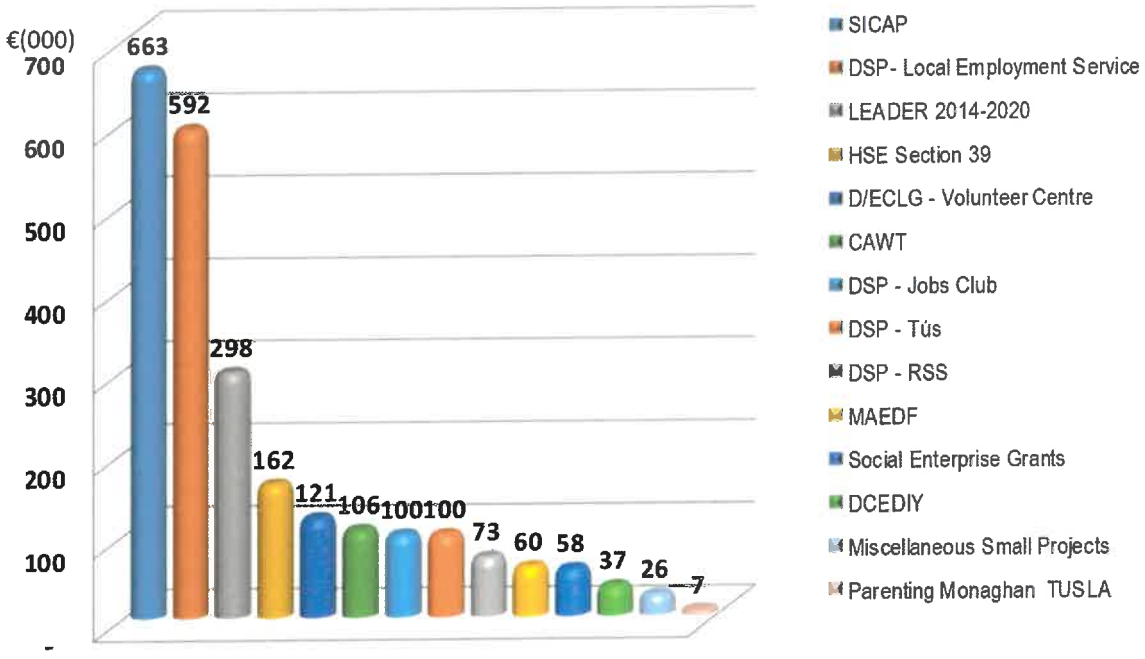
Other areas of work in this area was the Grants for Social Enterprise 2020 where five social enterprises were supported to make SICAP Social Enterprise Grant. There are numerous other supports given by all our staff across the various programmes.

I wish to express my sincere thanks to you all, in what has been a hard and distressing year on so many people in very many different ways and I thank you for your continued effort and dedication to working for the benefit of your community. Monaghan Integrated Development are lucky to have such a dedicated and committed staff.

I also 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 board members and staff in 2021.

Mary Mullen
Chairperson Monaghan Integrated Development CLG

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.



SICAP	663,418
DSP- Local Employment Service	592,407
LEADER 2014-2020	297,699
HSE Section 39	161,713
D/ECLG - Volunteer Centre	121,000
CAWT	106,436
DSP - Jobs Club	100,388
DSP - Tús	100,374
DSP - RSS	72,732
MAEDF	60,395
Social Enterprise Grants	57,982
DCEDIY	36,983
Miscellaneous Small Projects	26,061
Parenting Monaghan TUSLA	7,000
Total	**2,404,588**

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 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

Business donors included:

Birdy's, Carrickmacross;
Centra, Castleblayney;
Circle K, Clones;
Connolly Eggs;
Pocono (Treanors), Glaslough;
Dunnes Stores, Monaghan;
Durnin's Fruit & Veg, Ardee;
Gerrys Prepared Veg, Ballybay;
Greenfield Foods, Smithboro;
Hickeys Foods, Ardee;
Lakeland Dairies (Town of Monaghan Co-op);
Lidl Carrickmacross and Castleblayney;
Margaret's Free Range Eggs, Mullagh, Co. Cavan;
Mc Carvilles XL Shops (Ballinode and Tydavnet);
Mc Mahon's Centra, Scotstown;
Mc Mahon's Shop, Emyvale;
McAloon's Grocery Store, Knockatallon;
McNally's Shop, Monaghan;
McNamee's Bakery, Carrickmacross;
O'Rouke's Filling Station, Magheracloone;
Sams Bridge Maxol Shop, Monaghan;
Supervalu, Castleblayney; and
Watters Londis, Castleblayney.

We also received cash donations from the staff of the Ulsterbank and Mr Price in Monaghan.

MID staff made up food parcels from donations received and delivered them to clients. An average of 62 families per week were supported over a 3 week period. A comment from one grateful householder captured the need and benefit of the initiative, ***"I never thought we would be in this position. You have no idea of the relief it is to get this help. Thank you all, thank you all."***

Throughout the year MID worked with a variety of agencies and partners to bring in additional food supplies, IT equipment and PPE supplies. We accessed €1200 funding from Monaghan County Councils Covid Emergency Fund and used it to purchase a fridge for Carrickmacross Foodbank and to leverage an additional €19,568 worth of food support from Food Cloud.

During the initial lockdown we supported all foodbanks and emergency support groups (Teach na Daoine, Hope, Elim Church in Monaghan), Carrickmacross, Castleblayney, Ballybay, Truagh Development, Latton Resource Centre) to secure supplies of dairy products via Lakeland dairies (who generously donated €12,000 of milk and butter).

In addition to the above, MID mapped the areas of the county most in need of food support and identified a need for Meals on Wheels in the south Monaghan area. This project was initiated and delivered by MIDs SICAP team to 24 clients by year end.

MID Programmes & Initiatives 2020 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
- Helping Hands
- Befriending Project
- Community Health Project (CoH-Sync)
- Support for Asylum Seekers in Direct Provision

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 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 2020.

Summary

2535

Individuals Supported

192

Groups Supported

40

Courses Delivered

800

Courses Completed By Individuals

181 Jobs

277 Com. Emp

Into Employment

39 New

65 Existing

Enterprises Supported

Migrant integration support is still a major area of work as the great majority of migrants in the county are EU citizens, mainly working in local industry, who need language and other supports to integrate more fully. The launch of the LEADER funded Migrant Integration Strategy in November provides a welcome road map for a more co-ordinated roll out of these supports. Covid restrictions and new government policy reduced the number of asylum seekers being housed in the county, but this cohort will still need support in the year ahead.

If Covid has had any positive side, it is that it has opened new opportunities to do work differently. Our use of online support is in its infancy and can progress in the year ahead. The delivery of online training in CAWT, SICAP and Parenting Monaghan also has further potential, although we must never lose sight of the core SICAP client group who cannot be reached using such methods.

SICAP – Goal 1 Community Development Actions

Action 1.3 Target Groups & Disadvantaged Areas Support

2020 was a very different year for implementing group supports under Goal 1. For most of the year, face-to-face group meetings, events and activities originally planned could not take place for public health reasons. However, one of the strengths of the SICAP programme is its flexibility to deliver supports to respond to needs as they arise.

Innovative ways of supporting communities were developed and implemented such as outdoor community bingo in disadvantaged estates. Governance training moved on-line and mentoring support between training sessions was delivered by phone, e-mail and on-line too. Networking became a virtual experience for member groups of the DisAbility Network and every effort was made to ensure member groups could participate by organising training for the members on the use of on-line platforms.

Governance Training and Mentoring:

10 local community groups received governance training and mentoring support in 2020. This training and mentoring focused on helping these groups put in place policies and procedure to comply with the Charity Regulator's Governance Code but also to support them improve their governance, making them more effective. Initially this support was delivered face to face in the group's community venue, in March this training moved on-line. Moving on-line brought with it additional needs to be met such as helping the groups to download on-line platforms, e.g. Microsoft Teams, and delivering on-line sessions on their usage before the training commenced.

Evaluation of the governance support programme by Carmichael identified *"that group have all made huge progress in terms of putting in place the underpinning documentation to provide evidence that they were meeting the reference Standards of the Code. When they started on the Programme, on average groups had 30% of the documentation required. By the time questionnaires were distributed for this evaluation, they reported an average of 70% documentation in place."*

In 2020, another noteworthy development in the area of helping groups with their governance took place. A further six community workers were trained to deliver governance support. The training was delivered on-line by Senan Turnbull of Carmichael and funded by the LEADER programme. This brings the total number of governance code trainers in the county to 13, as 7 people were trained in 2019. This is a significant resource for the community and voluntary sector in the county and very much needed as complying with the Charity Regulator's Governance Code is now mandatory for community groups who are registered charities.

DisAbility Inclusion Support

SICAP support in 2020 to the DisAbility Network focused on enabling the members groups to independently organise events and participate in social change initiatives to help achieve the meaningful inclusion of people with disabilities in all areas of community life. The Network's achievements in the year, because of this support, include:

- Presenting disability access issues to Monaghan County Council in February. The presentation highlighted the obstacles and barriers in public spaces in the towns that members identified on Make Way Day. These included uneven footpaths, cars parked on footpaths, disabled parking bays in inappropriate locations, e.g. on a slope. Following their presentation, the County Councillors passed a motion for regular access audits to be completed and for issues identified to be resolved.

Responding to Covid 19

Covid 19 presented new needs to be met, not originally planned for. In March 2020, with the onset of Covid MID undertook a mapping exercise of meals on wheels services in the county, to ensure older, vulnerable people across the county had access to affordable nutritious food. It soon became apparent that no such service existed in the south of the county.

SICAP quickly bridged this gap by establishing a volunteer led meals on wheels service. Volunteers were recruited through Monaghan Volunteer Centre and it is these volunteers who deliver hot meals to vulnerable older people in the community, seven days a week. The clients of this new service are older people, living alone, with no family support network nearby, some are in poor health and others live in poor housing conditions. At the end of the year, 24 clients were availing of this new service.

SICAP – Goal 1 Community Development Actions

Despite the challenges Covid-19 created, the majority of the aims within this action were achieved. Many of the groups adapted to online activities and added a fun and engaging twist to them to avoid the Zoom Fatigue.

The results of SICAP support are summarised below.

Facebook Post to celebrate International Migrants Day. English language Activity Packs for Fáilte Isteach groups and Children's craft activity packs for Roma Tabor were given to mark the day.

The first edition of the Failte Isteach newspaper to share information and stories of migrant life in the County

Measure 1: Fáilte Isteach

- Support was given to Fáilte Isteach in Monaghan town, the longest established of the three conversation groups in the county to apply for funding. They secured funding from CMETB, Dept. of Justice and Monaghan County Council
- Despite lockdowns there was still an interest from people to join the groups - new participants joined all conversation groups (Monaghan, Clones, Carrickmacross) and participated in online activities.
- New volunteers recruited – There was a lot of interest from people to volunteer. Many lacked confidence for online volunteering and asked to wait until in person sessions return. However, other new volunteers have helped the group develop a new initiative, namely a private YouTube channel.
- Online activities – the development of a YouTube Channel, online end of year event to mark International Migrants Day and the summer Cultural Course with CMETB

Measure 1.2

- In December the Christmas Extravaganza was held with activity packs and online events. Fáilte Isteach Monaghan, Carrickmacross and Clones Conversation collaborated on this.
- Cosmopolitan Women's Group Activity pack programme continued and grew to 90 participants including not only residents in St Patricks Direct Provision Centre, but also migrants in Monaghan Town. The group secured funding from Dept. of Justice and CMETB.
- 'Fáilte News' newspaper established to share positive stories from migrant communities and to keep members informed of activities and funding for group.

Measure 1.3: The Monaghan Intercultural Network (Integration Strategy 2.4) was formed in 2020 and allowed for networking opportunities between migrant community groups and led to the above Christmas Extravaganza (which also invited the Tabor Roma group to be involved).

All social enterprises were encouraged and supported to apply for the Covid Stability Fund. Four of the groups supported by SICAP were successful in their applications.

Six social enterprises were supported to make SICAP Social Enterprise Grant applications in 2020, a summary of the grants awarded is outlined in the table below:

Organisation	Amount	Purpose
1. Castleblayney Community Enterprise	€2500	Smart TV and room upgrade to develop e-learning/ video conferencing facility
2. Cahans Meeting House Shop	€663.76	Hygiene and safety equipment to enable the shop to safely re-open due to Covid 19
3. Phoenix Centre	€1765.30	Equipment to enable the centre to safely re-open, taking necessary precautions for Covid 19
4. St. Michaels Regional Development	€850.57	Hygiene equipment to facilitate the re-opening of the centre and a laptop for use by community members.
5. Siolta Chroi	€1373.17	Co-operative registration cost and start-up equipment
6. Open Food Network Ireland	€1748.54	Co-operative registration fees, PL insurance and start-up equipment.

Training and Mentoring for Social Enterprises:

The table below gives a summary of the training and mentoring supports co-ordinated and delivered to support social enterprises in 2020:

Course	No. of Social enterprises supported	No. of attendees	Dates
1. OCN Level five Community Interpreting Course	1	10	February- May
2. Legal Structures for Social Enterprise Workshop	4	11	April
3. GDPR training	1	12	July
4. Employment Law for Social Enterprise Training	6	9	August/September
5. Lone Worker Safety Training for Social Enterprises	2	13	September
6. Employment Law mentoring to complete Employee Handbook for Social Enterprises	4	n/a	September- December

Monaghan Social Enterprise Strategy

The first draft of the LEADER funded Social Enterprise Strategy for the county was received in December 2020 the report will be finalised in the first quarter of 2021. In completing the study an online survey was distributed to 68 social enterprise recipients, 45 responded, giving a high response rate of 66%.

Measure 2: Sustainable Communities & Just Transition

MID established the County Monaghan Sustainable Energy Community in the second half of 2020. The SEC has registered with SEAI and currently has a membership of 12, representing a wide variety of stakeholders including: third level institutions, Monaghan County Council, community groups, Teagasc, IFA and local SECs.

The SEC was supported to apply for an SEAI grant to conduct an Energy Master Plan for the County. In November 2020 a grant of €25,000 was awarded to undertake this project. Action Renewables have been appointed to undertake this work in conjunction with County Monaghan Community SEC in 2021.

Supporting Disadvantaged Students during the Pandemic

In response to the impact of COVID 19 on students, we teamed up with JumpAgrade's 'Equality of Education' initiative and the 3 local School Completion Programmes to support 15 second level students from SICAP target groups to access additional online educational supports. The aim of the 'Equality of Education' programme is to improve confidence in young people through personalised academic support and to increase progression rates for young people from less advantaged backgrounds into apprenticeships, further education and third level. The students completed an individual needs analysis to identify subject areas they wished to focus on. Each student was then assigned their own personal tutor to support them throughout the school year. JumpAgrade teachers then provided personalised video feedback, identifying to the student how to improve their grades.

Success was relative to each individual, their goals and aspirations. Students also got access to a host of supports from live and on-demand classes, intensive revision courses and wellbeing programmes led by industry experts.

Supporting Asylum Seekers in Emergency Accommodation

We met individually with 41 clients to ascertain their needs. Opportunities to take part in social activities in the community were identified as a big need among the individuals. A programme of activities was put in place to provide social inclusion opportunities for people living in emergency accommodation. 28 individuals took part in sporting events in the local community sports hall and 8 availed of opportunity to do swimming in a local pool.

Following on from the group activities, a group had come together as a team and played a football match against members of the local Gardaí and other activities to aid integration into the community were planned before Covid lockdown disrupted the programme.

A walking programme was provided for residents of emergency accommodation centre in south Monaghan to visit Dun a Ri forest for weekly walking trips during Nov & Dec. 20 resident took part, which afforded them a much needed opportunity to leave the emergency accommodation centre. Our picture shows the ***South Monaghan Asylum Seekers match against local Carrickmacross Garda in February***

SICAP – Goal 2 Self Employment Actions
Small Business Supports Service

Enterprise Development Supports were delivered under Goal 2 in SICAP for those wishing to start their own Business. The Enterprise supports were co-ordinated and delivered by MID's Small Business Support Officer Patricia Arthurs.

All clients seeking to start a business and access the BTWEA/STEA scheme in County Monaghan were offered the following enterprise supports;

- Enterprise Information events held monthly. These were delivered online from April 2020 (Small group presentations (1.25 Hour)
- 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
- Group training - 15 hours of Planning for Self-Employment training
- Pre-start-up one-to-one business mentoring tailored to the needs of clients
- Business name registrations completed with Companies Registration Office
- Income Tax registration completed with Revenue
- BTWEA/STEA applications processed
- Record Keeping and Taxation training
- Post Start Up one-to-one mentoring tailored to the client needs to ensure their business remains viable and sustainable

As the government slowly re-opened most sectors of the economy in June, all of the BTWEA/STEA clients signed off the Pandemic Unemployment Payment and re-started their business. The second lockdown affected non-essential retail outlets and close contact services including hairdressers, beauticians and gyms. This resulted in these businesses being closed from the middle of October until December 1st. This second lockdown brought yet more anguish for those individuals who had to cease trading and re-apply for the covid-19 payment. Unlike March, the amount awarded was based on previous profits reported on income tax returns and PRSI paid in 2018/2019. None of the affected individuals had paid any PRSI or had submitted tax returns as they were not trading long enough to do so. They received an initial email with the following message:

"The Department does not have any recent record of PRSI contributions paid by you at the following Classes: A/E/H/P/S.

As a result, we cannot make a decision on your claim at this time for the following reasons:

1. *We cannot verify if you were in employment before claiming the Covid Pandemic Unemployment Payment*
2. *We cannot determine the rate of payment which should apply to your claim*

Because of this, it is not possible to make any payments to you"

This issue took a number of weeks to resolve, resulting in some individuals having to seek financial support from the Community Welfare Officer while others only received their payment following intervention by their local representative.

It is difficult to portray in writing the impact this pandemic has had on BTWEA individuals and the level of support they required from myself. The points highlighted below summarise the range of emotions felt and supports required:

- Initial concerns about the impact on their business and ability to continue trading
- Major financial worries if business has to stop trading
- Fear of the unknown
- Seeking reassurance they would get their weekly payments
- Huge anxiety and worry when pandemic unemployment payment stopped due to system error over Easter weekend and all DSP offices/helplines were closed
- Feelings of panic, stress and frustration
- Lack of awareness of supports available – I continuously contacted BTWEA clients providing support related to the Covid pandemic and ensuring they were aware of the relevant financial and business supports available to them
- Support required with completing applications for the Business Continuity Voucher Scheme, Trading Online Voucher Scheme, Business Re-Start Grant, Covid-19 Enterprise Support Grant, Covid Restriction Support Scheme.

Covid-19 presented many challenges in 2020. However, despite the Pandemic a total of 39 unemployed individuals progressed into self-employment throughout the year. The gender balance is closing with females accounting for 46% of the total start-ups.

Prior to the Covid-19 pandemic all of the above enterprise development supports were delivered in a training room setting and client meetings were face-to-face. The transition to delivery online was a very positive experience overall both for the enterprise support staff and clients alike with no reduction in productivity rate experienced throughout the year. However, it did add additional work as many clients required assistance with downloading the Teams app and performing a trial log in prior to the delivery of the information sessions.

Unfortunately, government announced level 5 restrictions again in late December resulting in the majority of clients having to temporarily cease trading again (some for the third time) until at least the beginning of March 2021.

Volunteer Centre

Monaghan Volunteer Centre provides a countywide service for volunteering. The Centre is funded by the Department of Rural and Community Development and managed by MID. The Centre is committed to promoting, supporting and advancing volunteering in County Monaghan. 2020 outputs were:

Resources and Staffing

The increase in budget announced in September 2019 allowed us to restructure our staffing arrangement. A new worker, Liza Hackett was recruited early in 2020. Liza works 2.5 days per week alongside Grace Sherry (also 2.5 days) in a development worker role. Sinéad Keenan moved to full time coordinator and Francis McCarron continues to oversee the Volunteer Centre as part of his role as Community Development Team leader.

Our RSS worker, Marina McKenna, retired in 2020 and we are working with the Rural Social Scheme to recruit a replacement to assist with our "Befriending Monaghan" project.

Covid-19

The onset of the pandemic dramatically changed the nature of our work. Staff worked from home during the initial lockdown, with a mixture of home and office working since then. The office was closed for face to face public meetings during lockdowns and we couldn't visit groups, so new volunteer registrations and applications came mainly coming through our website, with follow up support by phone.

During the first lockdown we had a surge in people registering with us and our overall registration levels for the year increased sharply. Some of these people were only interested in short term roles whilst the lockdown lasted, however fewer volunteer roles were available to place people in as many voluntary organisations were not been able to resume their normal activities. To overcome this challenge we promoted 'online' and 'from home' volunteering.

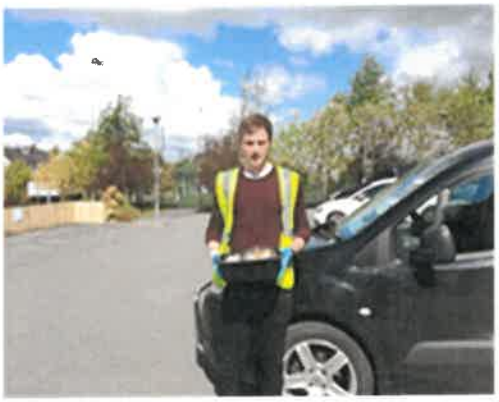
Covid-19 Shopping & Support Role

During the first lockdown we recruited, vetted and directly managed a panel of volunteers willing to help with shopping or other practical support for people cocooning. Requests for their assistance came through the Community Call helpline and other sources, like public health nurses and mental health nurses. The volunteers delivered groceries and prescriptions and carried out various other tasks.

Support for Other Services During the Pandemic

We also placed some of our panel with meals on wheels services, when they urgently needed someone to replace a volunteer who was sick or isolating. Because we had reference checked and Garda vetted the panel members, these services were able to get them started more quickly. This was important to support services under pressure and make sure they could continue.

As things settled down through the year, we continued to recruit volunteers for these services and other voluntary organisations that were able to operate, e.g. like the new MID Meals on Wheels Service.



Our picture shows volunteer Paddy Philipps delivering dinners on the MID Meals on Wheels service in south Monaghan.

Quality Standards

Monaghan Volunteer Centre continued to operate to a high standard and we are happy to report that we retained our Q Mark following a Volunteer Ireland inspection. One outcome of this process was a recommendation to provide more stakeholder feedback to the board in quarterly and annual reports.

Befriending Monaghan and Helping Hands

Helping Hands and Befriending Monaghan services have seen some changes this year due to the pandemic. We were forced to suspend face to face befriending and all but emergency Helping Hands jobs during the first lockdown. Many of the befriending clients transferred to MIDs Good Morning Monaghan phone service. MVC took over responsibility for Good Morning Monaghan in October and incorporated it into Befriending Monaghan. We now offer a dual service of visits and/or telephone calls depending on the needs of the client. This has allowed befriending services to continue safely throughout the pandemic.

In December, Liza and one of our service users were interviewed for The Wider View programme on Northern Sound. This was part of an ongoing effort to promote the befriending service more widely.

Grace and Liza delivered Christmas gift bags to service users, containing sweet treats, hand soap, decorations made by local schoolchildren and more. These were very well received and we received very positive feedback from clients about the befriending service. We also sent Christmas cards and gift vouchers to volunteers with Helping Hands and Befriending. This was to recognise their hard work and dedication and to counteract some of the travel expenses they have incurred while volunteering. We received very positive feedback and thanks for these from volunteers. Work has begun on developing the Befriending project further, which includes new branding, logo and promotional materials and training and induction packs for volunteers.

Training Delivered

We surveyed the organisations registered with us to see what type of training was most in demand. The majority wanted first aid or manual handling, with some also interested in training on recruiting and retaining volunteers. Two manual handling training sessions were delivered. First Aid is planned for the new year as participants would prefer in person delivery.

Publicity

We have been active with social media, interviews on local radio and had seven press releases published in the Northern Standard, as well as our monthly newsletter emailed to all registered volunteers and organisations and published on our website. Our website was redeveloped at the start of the year and looks much more attractive.

We also created a Youtube channel this year. It contains video interviews, e.g. with Regina Byrne about MIDs meals on wheels volunteer role, as well as motivational videos on the benefits of volunteering and videos of our Volunteer Award winners. https://www.youtube.com/channel/UCEieYCbNtsY8SKu43Ms74JQ

	2019	2020 Targets	2020 Actual
New Volunteers Registered	209	250	328
Repeat Callers	49	50	56
Total Placements	117 (including 18 project volunteers)	100	169 (including 89 youth project volunteers)
New Organisations Registered	12	12	16
New Volunteering Opportunities	46	50	36
Total Groups Supported	75	65	49
Active Volunteer Opportunities	51		30
Garda Vetting Applications Processed	375	300	245
Befriending/Helping Hands Clients supported during year	N/A	N/A	33 Befriending 15 HH
Befriending/Helping Hands Volunteers Active during year	N/A	N/A	14 Befriending 15 HH

CAWT– CoH-Sync Project

400 Coh-Sync Health Plans were completed in 2020 with a total of 892 submitted by the project so far since its commencement. The team are working hard to drive remote recruitment across Monaghan and Cavan and are building upon the range of online courses being provided. Returning favourites such as online art and cookery classes prove to be very popular alongside new skills like mindfulness practices, wool felting and life coaching.

Two of the Community Health Facilitators have undertaken training in the area of Chair Based Activity and Chi Me which will be rolled out to the public this year.

2021 will see the biggest targets yet for the project, with a submission quota of 413 plans across Feb, May, August and Sept. The team are continuing to collaborate with other MID colleagues to generate referrals and have had great uptake from RSS, TÚS, SICAP, Parenting Monaghan and Volunteer Centre Clients. There have also been great connections made with the Disability Network through Regina and with clients through Dochas. Greater work is being planned for promotion of the project particularly in Cavan in 2021 with Cavan Traveller Network and Cavan Hen's Sheds all scheduled for health and wellbeing plans this year.

Parenting Monaghan

Ellen McMeel delivered Parenting Monaghan supports throughout the year on a one day per week contract. She was ably assisted by Claire Comiskey and together they rolled out a series of training programmes for Parents in Co Monaghan. Covid forced this training to be suspended and supports were moved online. A series of 4 webinars were devised and have been delivered to large audiences (average 60 people per session).

Towards the end of the year Túsla and CYPSC announced funding to enable the service to move to 2 days per week in 2021. Ellen McMeel left the coordinator post in November and a new coordinator will be recruited for the year ahead.

Rural Social Scheme (RSS)

The RSS has a maximum capacity of 72 participants. In 2020 , 70 positons were filled. In terms of geographic coverage, there were 24 participants in North Monaghan, 23 participants in the West and the remaining 23 participants are located in the Mid-South Monaghan area. 39 project promoters were supported in this year across the county. All supervisors worked 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.

During the year RSS Supervisors & Participants followed all measures lined out in the National Living with Covid 19 guidelines and were busy reopening the schemes safely in times of reduced restrictions, while continuing to support their communities through challenging times. We helped and supported the MID Food initiative for our participants, undertook meals on wheels deliveries and delivery of supplies to people in need or cocooning. We worked along with the wider MID team to assist with the difficulties facing our communities. All RSS Activity was conducted with all Covid 19 guidelines in place, for the safety of participants and host groups, e.g. Social Distancing, good hand hygiene and good respiratory etiquette.

We continued to support requests for training from participants and groups to allow them to comply with new government regulations. All Training was carried out with Social Distancing recommendations/guidelines in place, or online where possible.

We continued to work with Placement Providers and Participants to ensure the safety of all in relation to our work in local communities, particularly under the new Covid 19 guidelines.

Jobs Club

In early January 2020, the Job Club Leader and LES Co-ordinator met with Department of Social Protection staff (Cavan) in their Ashe Street office in Cavan town. It was an opportunity to plan for the year ahead. A number of rural areas around Co. Cavan along with Cavan town were identified as locations for Job Club for 2020. Five Job Clubs were to be delivered in Co. Cavan in 2020.

During the first quarter of 2020 Job Clubs were delivered in Cavan town, Monaghan town and Castleblayney and were all well attended. On March 4th, the Job Club Leader along with the Job Club Assistant and MID colleagues attended the "Tools for Work" Job fair held in the Glencarn Hotel. This was a very successful event and a great opportunity to network with employers from around Co. Monaghan.

We provided assistance to Jobseekers attending the event – matched them up with relevant employers in attendance and provided interview tips, advice on CV's and cover letters. A number of jobseekers in attendance expressed an interest in attending our Job Club programme. The fourth Job Club of 2020 was due to commence on March 16th 2020 in Carrickmacross, however due to Covid 19 and under guidance from DSP this programme was cancelled.

From April 2020, the Job Club service ran on line four mornings per week. The Job Club Leader and Assistant both have laptops and a Job Club mobile phone. The programme ran through Microsoft Teams, via a link emailed to interested Job Seekers referred to us from DSP and LES. We also provided follow up on line assistance to these people and also one to one support to any jobseeker who made contact with the service. We also had a good number of self-referrals to the service over the year on foot of advertising on social media. A number of people made contact with us interested in availing of the service, however didn't have the technology, connection or IT skills to access, so therefore these people were supported by phone and email instead. It was a new way of working for the Job Club however we adapted well and the feedback was very positive from clients who availed of the service from around counties Cavan and Monaghan.

Job Club programmes continued to run on line through Microsoft Teams during the 3rd quarter and 4th quarter. The Job Club Assistant, through the MID marketing group, was involved in putting together the MID Social Media plan 2020 during the 3rd quarter. The promotional content for the Job Club programme was also updated on the MID website in the 3rd quarter of 2020. During the 4th quarter the Job Club Leader was asked by Department of Social Protection to do a promotional video detailing the Job Club service. This video will be used by DSP for further promotion of the national Job Club service. Also during the 4th quarter DSP put a stop on referrals to the Job Club so during this period we spent a lot of time going back over our database for the year and checking in with clients re vacancies and ensuring all required support was provided. We continued to advertise the Job Club service on the MID webpage and the MID Facebook page.

Job Club 2020 Number of clients supported

Job Club Workshops	**83**
One to one support	**39**
Initial CV preparation	**23**
Total number supported	**145**

Although 2020 was a very different year for the Job Club service, we remained busy and look forward to getting back out delivering the programme to people in communities around Counties Cavan and Monaghan in 2021.

Rachael McCabe teaches the playing of musical instruments to young people through her business 'Sound in Motion' near Clones. To sustain and expand her business offering, she applied for €3,005.50 (50% rate of aid) from LEADER to purchase a range of musical equipment including piano accordion, guitars, ukuleles, keytar, jingle sticks, microphones and music stands in order to start a Music Hub, where young people could come together and create music.

Castleblayney Arts & Community Development CLG were spending circa €60,000 annually on gas heating and hot water at the Iontas Centre. With approx. one-third of the building suitable for a heat pump, they were awarded €43,050 from LEADER (75% rate of aid) to purchase and install an air to water heat pump and control panel. This investment has increased their control of individual heating zones from 4 to 40, creating a potential saving of 23-30% in financial and energy usage.

MID Internal/In-House LEADER Projects:

2020 saw the completion of 4 in-house LEADER projects:

- **Biodiversity Targeted Training.** A 1 day training courses was delivered across five different locations within County Monaghan attended by 100 RSS/TÚS scheme workers, along with 1 evening course across 10-12 different locations attended by 85 participants from a range of backgrounds including community scheme sponsor groups and interested members of the public. The training provided participants with a basic introduction to biodiversity and how this knowledge could be applied in the sponsors/participants working environment. The subject that engaged participants the most was around hedgerows and how to use herbicides safely.
- **Local/Regional Tour Guide Training.** Regional Tour Guiding Level 6 was delivered to 14 members of the community in County Monaghan who graduated at a virtual graduation ceremony in July 2020. The 14 graduates have an integrated portfolio of work, QQI Level 6 Certificates and a Failte Approved tour guiding badge. The availability of this group of qualified tour guides adds significant value to the development of tourism in County Monaghan.
- **Migrant Integrated Strategy.** This is the first Migrant Integration Strategy developed for County Monaghan, which identified a range of actions for agencies, groups and communities to support integration work in County Monaghan to support migrants to participate fully in all aspects of life in the county over the next three years.
- **Strengthening Communities – Governance Code.** 13 trainers in the county are now equipped to deliver Governance Code training to community groups. Their knowledge and understanding of the principles, values and methodology of working through the checklists around the Governance Code is a significant resource as community groups and charities seek to comply with ever tighter Government regulations.

In 2020, work continued on a project developed in 2019:

Social Enterprise Strategy. A study was conducted to build a database of the social enterprises operating in County Monaghan that will inform future development plans in the county, ensuring that the supports offered are tailored to the specific needs of the sector fostering the emergence of new social enterprises.

Progress: Feedback on the draft report has been given to the consultant and the final report is expected shortly

Animation during 2020:

- In January 2020, a full page spread was published in the Northern Standard on achievements to-date; a sample of projects supported to-date and information on the LDS/types of projects that are eligible was included.
- Also in January, an advert was published in the Northern Standard launching two time-limited calls - Broadband 1.1 and Basic Services 1.1. The calls were also advertised on social media and this was followed up with an information event.
- From March, due to the COVID-19 pandemic, the focus moved online to regular promotion through social media channels – Facebook and Twitter.
- Animation was supported throughout the year through telephone and online contact, and one-to-one physical meetings as appropriate where COVID-19 restrictions permitted.

Outdoor Recreation Infrastructure Scheme (ORIS): The 2020 Outdoor Recreation Infrastructure Scheme, funded by the Department of Rural & Community Development, was launched in May 2020. Under Measure 1, funding was available for small scale projects, including *'the upkeep and repair of already established trails, walkways, cycleways, greenways and blueways, improved access to leisure or recreational facilities and the promotion and marketing of such infrastructure.* Local Development Companies could submit a maximum of two project applications to a maximum grant value of €20,000 each. Monaghan Integrated Development submitted two applications:

- A Guided Journey of the Drumlin County. This marketing and promotion project will develop a series of short videos and photography covering the north and south of the county, using the expertise of the new qualified Fáilte Ireland approved tour guides (trained through the LEADER Local/Regional Tourist Guide Training project) - €23,422.25
- Sliabh Beagh Outdoor Enhancement. This project aims to enhance the existing walking trail routes to include a highest point summit marker, skyline map display, bicycle rack and design waterproof walking cards - €10,000.

Looking forward to 2021

In 2021, the LEADER Team look forward to continuing to support promoters across County Monaghan, with the main areas of focus to include: The working out of the LEADER 2014-2020 Programme, including the processing of approx. 120 claims from promoters for the drawdown of funds. The preparation, promotion and animation of the Transitional Programme that is due to commence on 1st April 2021. The allocation of funds to promoters from the new Transitional Programme project budget by 31st December 2022

For the Innovating Communities Co-operation Project, the 6 partners aim to deliver over 50 Design Thinking training modules to over 450+ individuals over 4,500 hours, to train and sustain 38 co-trainers, and to establish 2 LEADER Learning Labs per county with Innovating Communities' trainees using the spaces for development and roll out of Innovating Communities projects (as per COVID-19 guidelines).

Monaghan LEADER Contact details

Further information about the LEADER supports available and application process are available on the MID website at www.midl.ie, or speak with a member of LEADER staff - Marianne McEneaney, Mairéad Mohan, Rita Killian, Collette McEntee (Innovating Communities), and Gabriel O'Connell.

Monaghan Local Action Group (LAG) is administering the LEADER RDP 2014-2020 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 (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020

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	
Larissa Kleshnina	(Resigned 18 June 2020)
Jane McGorman	
Pat Carney	
Patrick Harte	
Gerard McMahon	
Michael Donohoe	
Orla Nugent	
Tommy McGuire	
Kathleen Ward	
Barbara Kearns	(Resigned 20 February 2020)
Fiona Duffy	
Cathal Grant	
Deirdre Kelly	(Resigned 18 June 2020)
Denise McCormilla	
Briege Byrne	
Tommy Duffy	
Deirdre Byrne	
Peter Donaghy	(Resigned 7 December 2020)
Candice Moen	(Appointed 19 October 2020)
Eimear Ryan	(Appointed 10 July 2020)
Sunday Abel Ayoeji	(Appointed 10 July 2020)
Daniel Hawthorne	(Appointed 13 January 2021)

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
INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF MONAGHAN INTEGRATED DEVELOPMENT CLG
FOR THE YEAR ENDED 31 DECEMBER 2020

Opinion

We have audited the financial statements of Monaghan Integrated Development CLG (the 'company') for the year ended 31 December 2020 which comprise the income and expenditure account, the balance sheet and notes to the financial statements, including a summary of significant accounting policies. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland.*

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 2020 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 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 13 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

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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.

In connection with our audit of the financial statements, 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 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.

MONAGHAN INTEGRATED DEVELOPMENT CLG
INDEPENDENT AUDITOR'S REPORT (CONTINUED)
TO THE MEMBERS OF MONAGHAN INTEGRATED DEVELOPMENT CLG
FOR THE YEAR ENDED 31 DECEMBER 2020

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the 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.

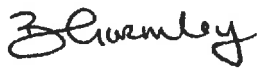
As part of an audit in accordance with ISAs (Ireland), we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- 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.

The purpose of our audit work and to whom we owe our responsibilities

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 & Business Advisors
Statutory Auditor

15th April 2021

27 North Road
Monaghan
Co. Monaghan

MONAGHAN INTEGRATED DEVELOPMENT CLG
BALANCE SHEET
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020		2019	
		€	€	€	
		€			
Fixed assets					
Tangible assets	**5**		42,216		**35,414**
Current assets					
Debtors	**6**	196,427		183,577	
Cash at bank andin hand		581,677		358,039	
		778,104		541,616	
Creditors: amounts falling due within one year	**7**	(391,581)		(378.734)	
Net current assets			386,523		162,882
Total assets less current liabilities			428,739		198,296
Reserves					
Income and expenditure account	**10**		428,739		198,296

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 Statement 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 15 April 2021 and are signed on its behalfby:

Mary Mullen

Director

Patrick Harte

Director