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Co Monaghan

Monaghan Integrated Development

Supporting Growth & Opportunity

Annual Report 2021

Employment

Community

Rural Development

Enterprise

Education

Monaghan Integrated Development CLG
Forbairt Chomhtháite Mhuineacháin CLG

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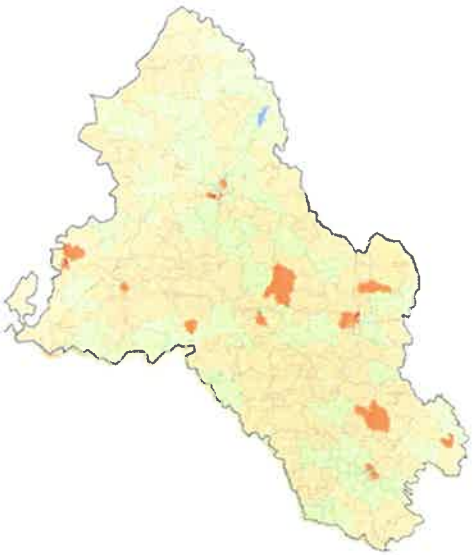
Monaghan Integrated Development CLG

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
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European Union
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Investing in your future

"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 and is overseen locally by Monaghan Local Community Development Committee (LCDC) with support from Monaghan County Council".

5.Chairpersons Introduction - Mary Mullen

It is a pleasure for me as Chairperson of Monaghan Integrated Development (MID) to present the Annual Report for 2021 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. The ongoing Covid crisis allowed the programme to demonstrate its flexibility and potential to identify and bridge gaps where needed. For example in 2020, with the onset of Covid, MID undertook a mapping exercise of Meals on Wheels Services in the county. A gap was identified in the south Monaghan area which MID filled with 24 clients availing of the service. In 2021 this has risen to 51 clients being supported. This is a vital service for these clients and the community, who would not have been supported otherwise. We will seek to restructure the service in 2022 as a long term need has now been established and we need to ensure sustainability.

Parenting Monaghan provided 6 on-line courses/workshops and 2 face to face courses for parents covering a range of topics which were of great value to parents. An application for funding was submitted to LEADER for funding towards the development of a new Strategic Plan for Parenting Monaghan. The application was successful and work will commence on this in early 2022.

As per previous years, assistance was given in 2021 to 26 clients under our Educational Disadvantage Fund. In the area of Youth support the students who availed of the JumpAgrade extra online home tuition passed their individual exam subject. Hopefully this help will benefit them to continue in education.

The Edible Estates 2021 project was very successful with 20 households in Castleblayney and 32 households in Clones participated in the project.

With LEADER 2014-2020 funds fully allocated in late December 2020, the 1st quarter of 2021 focused on the issuing of contracts and commencement letters to the substantial number of projects that had received approval, as well as catching up on a range of key tasks that had been put on hold to facilitate the final push. Another very significant focus was on the roll out of the Transitional Programme 2021-2022 and EURI funding, following the Minister's announcement on 16th December 2020 of an extension to LEADER 2014-2020. Budgets were agreed and final preparations were made for the commencement of the Transitional Programme and EURI Funding in County Monaghan on 1st April 2021. Animation was stepped up though increased publicity of the new funding on social media, and development staff actioned enquiries and conducted site visits where such animation was necessary and it was safe to do so. For community groups, opportunities for even small face-to-face meetings and traditional fund-raising activities were very limited, and enterprises continued in the uncertain economic climate created by BREXIT. The rate of aid for eligible businesses increased from 50% to 75% under the Transitional Programme and EURI, and the enterprise sector responded keenly in 2021 with project proposals under the Enterprise Development theme.

A number of internal projects were completed, namely,

- Social Enterprise Strategy,
- Biodiversity Plans for Community Groups in Monaghan,
- Digital and Online Safety Training for Parents and Guardians,
- Community Development Training for SMART Futures,
- Water Resources Management Training Course
- The Innovating communities "Designing our Future" was rolled out in conjunction with the 5 other Border region Local Development Companies

Local Employment Service. Yet again 2021 was a year with waves of Covid restriction; Jan to March and Nov to Dec experienced lockdown restrictions. These restrictions affected levels of new referrals into the Local Employment Services and walk-in clients requiring employment supports. However, the demand on the job market increased with employers recruiting in most employment sectors. During the summer months, a large number of LES clients gained employment

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 Local Employment Service Network (LESN) remain very important interventions for MID and allow us the space to develop a suite of complementary services which include Tús, Job Club, Volunteer Centre, RSS and Integration of New Communities, Helping Hands and CAWT.

As the Local Development Company for county Monaghan with a countywide footprint and strong links with the community and voluntary sector, MID provides an important community platform for the delivery of additional once off interventions which emerge. Therefore the role of MID is both to deliver core programmes on behalf of the State and Local Government and to flexibly respond to other once off opportunities on behalf of community groups who may need the supports of a community platform in order to address their needs.

As CEO I am delighted to report these end of year results for 2021 which have the effect of making a real and positive difference in so many people's lives in county Monaghan. The provision of funding for the core programmes (SICAP, LESN and LEADER) gives us the necessary foundation on which to build on additional and the complementary suite of activities mentioned above.

Overall in 2021 our programmes worked to support over 2,500 individuals, including 80 courses with 1,415 individual. A further 310 people were supported into securing a job in the open labour market and 260 into community employment and 51 into self-employment. MID programmes also supported the activities of 163 community groups. As our community emerges from the pandemic, the supports of our Local Employment Services and SICAP will continue to be critical.

The CAWT CoH-Sync Health Hub project completed in the fourth quarter of 2021 and we were delighted to report that we exceeded target of 1305 Health Plans set in the programme. This required a huge effort late in the year and despite the constraints of COVID, Caoimhe Rudden and her team managed to meet the targets and delivered what was a very innovative initiative on a payment by results model.

Last year marked 30 years of the LEADER Programme being implemented in Ireland. Despite the impact of COVID-19, the delivery of LEADER in 2021 was very positive with over €3.3mn in funding drawn down and 69 promoters fully paid at the end of 2021. Under the Transitional Programme (TP) 2021-2022, 13 projects were approved to a value of over €1mn with 67% of the available budget allocated. We are currently entering the last year of the LEADER TP (2021-2022) and the next LEADER is scheduled to run from 2023 to 2027. The open call for Expression of interest in this programme is expected to be advertised mid-2022.

During 2021, DRCD also announced a one-year extension to the SICAP contract period, which will bring the current contract up to the end of 2023.

In the fourth quarter, DSP announced their plans for tendering out a range of public employment services, including the existing LES/Jobs Clubs. The Tender was published on the final days of December with a closing date of 21st March 2022. The plan is to have the new successful tendered services in place for mid-2022.

The job placement and training results above, while more modest than previous years due to impact on COVID-19, demonstrate MIDs continued commitment to getting people work ready and back into employment and through a number of specific approaches like our Local Employment Service, Jobs Club and SICAP we continue to be successful in making a significant impact in this area. In addition, self-employment and the starting of small enterprises remains an important option for those unemployed who choose to pursue the entrepreneurial route. While many could be regarded as necessity entrepreneurs, the numbers being supported to become self-employed are evidence of continued desire to proactively move out of unemployment and take charge of their life opportunities.

Supporting growth and opportunity is a high level goal of MID and I believe that we have fully embraced this goal through our activities during a difficult and challenging year. 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. MID is due to undertake a new strategic plan in the year ahead which will provide the opportunity to take stock of the emerging challenges and prepare us for to best respond in the years ahead.

MID Programmes & Initiatives 2021 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)

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 2021

Summary

2587

Individuals Supported

163

Groups Supported

80

Courses Delivered

1415

Courses Completed By Individuals

310 Jobs

260 Com. Emp

Into Employment

51 New

52 Existing

Enterprises Supported

B: Community Leadership Training:

The SICAP programme facilitated the delivery of two very successful Community Leadership Training Courses, funded by LEADER. Caroline Egan of CramdenTECH Ltd. delivered these courses on-line. Each course consisted of eight, two-hour sessions covering topics such as

Group Dynamics and Committee Skills	SMART Villages
Principles of Good Governance	Identifying Drivers of Change
Fundraising	Responding to Community Change

Between the two courses, 28 community group members from Co Monaghan were trained in Community Leadership, increasing significantly the social capital within the community and voluntary sector. Of the groups trained, 9 of these were SICAP target groups who were supported to access and complete the training.

"The Community Leadership Training Course started...almost a year into the pandemic...It was great to start the course, learn new things again, hear about other organisations and other people's ideas and experiences. It was a hugely positive learning experience and I came away with so much useful information and tips that have been of benefit to the organisation since then. " ***(Truagh Development Association, North Monaghan. Truagh Development Association is a CSP funded group providing community services)***

C. DisAbility Network Support

Throughout 2021, SICAP continued to provide general mentoring and guidance to the county's DisAbility Network. Through this support, Network members were enabled to pilot a ten-week Social Farming programme in conjunction with Social Farming Ireland. Social farming is the practice of offering activities on a family farm as a form of social inclusion support. Through these activities, people develop self-confidence, improve self-esteem, develop social skills and improve their physical health and wellbeing. The ten-week programme commenced in October on Bluebell Farm, in Shantonagh, Co Monaghan, a mixed farming enterprise with an Air BnB. Four participants took part in the pilot programme.

Early indications are that this programme has been very successful with full attendances weekly. An evaluation of the programme involving all stakeholders will be carried out in early 2022 with a view to running a social farming programme again next year.

Goal 1.5 Community Well Being and Just Transition - Measure 3 Meals on Wheels

MID started the Meals on Wheels service in South Monaghan in April 2020 in response to Covid to ensure those most vulnerable in the community had access to nutritional, affordable food. In 2021, the service continued to grow at a rapid rate from 24 clients at the beginning of the year to 51 clients at the end of the year . The clients have a hot meal delivered daily to their doorstep and are all older people, living on their own, with no transport and no family support network nearby. The majority of referrals are received from Public Health Nurses.

However in 2021, Social Workers organising discharge of older patients back to the community also commenced referrals. The delivery of this service is only made possible by our team of dedicated volunteers, who give up their time tirelessly to deliver meals, always ensuring the older person is ok before leaving the doorstep. 12 volunteers and 1 reserve volunteer make up the delivery team. By year end, the service was at full capacity, unable to take on new referrals and had a waiting list of 6 people.

Volunteer Outdoor Meeting, July 2021

Goal 1 Community Development Group Actions (1.1 & 1.2)

Plans to map Roma and their needs were hampered by Covid throughout the year, as gathering the information requires intense face to face interaction. A steering group was established with membership drawn from the Roma Community (Tabor), HSE, CMETB, Tusla, Monaghan and Cavan County Councils, CCLD, Garda, Empower and it concentrated on preparations to carry out mapping and assessments for when face to face work returns.

Action 1.5: Community Well Being & Just Transition
Measure 1: Supporting Sustainable Energy Communities

County Monaghan SEC were supported to finalise their Energy Master Plan and Register of Opportunities in 2021. The SEC were also supported to launch their promotional campaign that included logo development, developing a website *www.monaghansec.ie* and social media accounts. We also supported the group to host its first webinar on 29th May 2021 targeting homeowners in Co. Monaghan. The webinar "CUTTING ENERGY COSTS IN YOUR HOME" aimed to inform participants on how to improve the energy efficiency of their homes. It attracted over 55 participants. We agreed a project extension with SEAI to May 2022, to allow for additional work in 2022 to target the uptake of home energy.

Action 1.5: Community Well Being & Just Transition & Action 2.3 Resilient & Sustainable Households: Measure 2: Edible Estates- Supporting Sustainable Eating

52 disadvantaged households participated in the Edible Estates 2021 Project. 20 households in Castleblayney and 32 households in Clones. There were 92 children living in the households supported by this project. The SICAP target groups supported in this project included:

- 16 lone parent households
- 16 migrant households
- 8 households located in very disadvantaged areas
- 22 households located in disadvantaged areas

Participants received raised beds, compost to plant in and seedlings in May 2021. They were supported on their growing journey through the provision of 10 educational video tutorials and one to one telephone/video call supports between May and October 2021.

Participants were connected to a local community group in their locality that they can get involved with to further expand their growing experience. In Clones O'Neill Park Residents Association, with the support of Edible Estate participants, planted a new community herb garden in their estate. O' Neill Park Residents were also supported to successfully apply, for the first time, for a Community Enhancement Grant of €1000 to make further improvements to their estate. In Castleblayney, Edible Estate participants worked with members of Castleblayney Community Garden to plant a new Community Orchard in Drumillard housing estate. Participants on the Edible Estates project received a tour of the community gardens and a number of the project participants will join the community garden in 2022. Three garden composters were raffled as part of the community planting days.

"I am delighted to be part of this project, I have three children and they are all actively involved, it is fun and interesting for them, they really enjoy planting and caring for the plants. Our community has united through this common goal; it is a great way for me and my family to get to know our neighbours. I hope there will be more projects like this; giving people a shared interest really unites them" ***Alina Yaroshchuk, originally from the Ukraine and living in O'Neill Park, Clones for 10 years***

"I did not grow vegetables in Syria, we were too busy with other things, trying to survive, now in Clones I love caring for my vegetables, I find it very relaxing and peaceful" ***Ghassan Beidoun, originally from Syria and now living in Clones***

Through the completion of Personal Action Plans with the Edible Estate participants, a wide range of client needs were identified including career guidance, job seeking supports and English language training.

Through engagement on the Edible Estates project, 28 Brazilians in Clones commenced English language training organised by CMETB.

Monaghan Community Allotments received a LCG of €1381, towards essential equipment and additional raised beds, which will be accessible to people with disabilities.

Manual Handling
60 clients completed Manual Handling training and received completion certificates that will last for the next 3 years. Completion of the course makes clients more job ready. More importantly, it gives them a sense of purpose and a sense of achievement and opens their mind to participation in further training and other activities.

2:2 Youth Support *JumpAgrade Equality of Education' initiative*
MID worked with the three School Completion Programmes to support 14 students in local DEIS schools who were identified as at risk by the SCP Coordinators. JumpAgrade provided extra online home tuition in subjects of the student's choice (mainly maths) for the January – June school term. We are pleased to report that all students who participated on the initiative passed their individual exam subject. Feedback from the various School Completion Programmes has been very positive with all citing the JumpAGrade intervention as the key element of allowing the students achieve success in their chosen subject. A further 8 students are receiving JumpAgrade support for the September to December term and will continue to get support into 2022.

NEET driving support programme
A total of 4 clients under 25 completed the NEET driving support initiative during 2021 and 3 achieved a full drivers licence. The number would have been higher were it not for Covid restrictions prohibiting driving lessons for a large part of the year. The remaining clients will complete their lessons and test in 2022. We will conduct a full appraisal of the driving scheme to assess the overall success of the measure in supporting young people to make positive change to their lives next year.

Traveller Employment Programme
Initial thinking on this action was to see could we set up an employment scheme for Travellers along the lines of EmployAbility. DEASP were interested in this at local and regional level, but indicated that current schemes might suffice.

This led us to carry out research into Traveller participation on employment schemes and training (including CE, Tús, Employability, YESS, LES, Jobs Plus, SICAP and ETB). This found limited interaction across a range of schemes in the North-East region (Monaghan, Cavan, Louth, Meath) and a lack of knowledge among Travellers about many of the schemes examined. Based on this feedback it was decided to establish a broader Traveller Interagency Group to address these and other issues under Goal 1.

2:3 Resilient and Sustainable Households
Household budgeting support was delivered to 8 households. This support examined monthly spending and helped clients draft income and expenditure reports for their household for the calendar year. We then supported clients to use this information to complete means tests for state supports. The following quote is from a beneficiary who was assisted to access a medical card. *"I'm no use at forms. Without your help I would have been lost, I wouldn't know where to start. Thank you*".

We held back starting a piece of work to examine underlying reasons for household poverty with St Vincent de Paul/food programme clients. They need to be worked with in a certain way which will require face to face contact over a set period of time and Covid was too disruptive to allow this. This work will commence in the year ahead.

Goal 2 Community Development Individual support Actions (2.4)

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

Demand for Self-Employment supports remained constant from the beginning of 2021 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 new registrations throughout 2021 were individuals in receipt of the Pandemic Unemployment Payment. Many of these individuals were using the opportunity to explore self-employment as a possible career path while their place of work was closed due to the Covid-19 pandemic while others confirmed their jobs were no longer available to them. One welcome barrier that was removed from the BTWEA application process for PUP participants was the need to be in receipt of a qualifying jobseekers payment for nine months. This was replaced with automatic qualification for the BTWEA scheme as soon as eligibility for jobseekers allowance was established.

Throughout 2021 all Planning for Self-Employment Training courses continued to be delivered online via Zoom and the 1-1 mentoring supports were delivered through a blend of face-to-face meetings and online via Teams. Client engagement with online supports has remained very positive overall since the onset of Covid-19

The categories of businesses started include:

- H&S Training & Consultancy - 2
- Russian Translation & Training Services -1
- Gluten Free Bakery -1
- Handyman Services/Window Cleaning - 3
- Garden Centre/Florist - 2
- School of Motoring - 1
- Retail Outlet/Online Retail - 7
- Delivery Service - 1
- Administration Support Services - 1
- Hairdressing, Beauty & Alternative Therapies - 9
- Construction & Carpentry Services - 8
- Energy Consultant - 1
- Play Therapy - 1
- Graphic Design - 2
- Panel Beater/Mechanic - 2
- Coffee Trailer/Sandwich/Bar/Ice Cream Van - 3
- Sports & Nutrition Coach - 1
- Mobile Valeting Service/Car Wash - 2
- Photography/Visual Artist - 1
- Taxi - 1
- B&B - 1

The delivery of enterprise supports online continued to be a very positive experience throughout 2021 for both the enterprise support staff and clients alike. The target number of 120 individuals set for this action was exceeded by 59% with a total of 191 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 & advertising, registering for VAT, employing staff, preparation for income tax returns, identify any additional training required and signpost to the relevant agency

A summary of the key achievements/outputs for 2021 are listed below:

- Eight information sessions on SICAP supports for self-employment delivered - 104 individuals attended
- Eight 15 hour's Planning for Self-Employment training courses delivered - 92 individuals completed
- Eight Resilience Workshops – 80 individuals completed
- Mentoring supports was provided to a total of 191 individuals – 143 of these were for Pre start-up supports (99 new registrations in 2021 & 44 re-engaging from 2018/2019/2020) together with 48 individuals receiving Post start-up supports
- 51 individuals progressed into self-employment. These consisted of 24 males and 27 females

Enterprise Support Grant

35 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 (3 individuals)
- ETB – Safe Pass Training (9 individuals)
- LEADER – Grant Aid (4 individuals)
- LES – Employment Supports & Staff Recruitment for Jobs Plus Scheme (4 individuals)

Emergency Asylum Seeker Supports

Lorna Lavery filled the role of Emergency Asylum Seeker Support Worker from May until August. As the year drew to a close, Fergal McSkane took up the role in December. Lorna worked closely with her colleagues on the Community Development Team to support residents to partake in activities to promote their health, fitness and wellbeing. For example, she accessed funding from the CoH-Sync Programme to provide a weekly fitness programme and a four week Yoga and exercise class for women at the M Hotel. Transport was provided for women residing in Lisanisk who wished to attend. Attendance at all the programmes was sporadic, usually starting well with good numbers and then dwindling.

Social Integration for residents within the local community is difficult and this was exacerbated by Covid regulations. However, connections have been made with residents and the local soccer and running clubs, but transport is a major barrier. 7 residents were supported to take part in Monaghan Integrated Developments Jobs Club (Teresa McCaughey) for support around CV development, interview preparation and job searching. 13 people were enrolled in a Level 4 IT Skills Course with CMETB and availed of a laptop on loan from MID for the course duration. A further 21 residents from both centres were supported to complete Manual Handling.

CAWT CoH Sync Project & Health Supports

The end of the **CAWT Coh-Sync project** was celebrated at a virtual event with Department of Health representatives in attendance from ROI, NI and Scotland. Caoimhe Rudden and Brandy Michelleti both presented through a pre-recorded interview, detailing the achievements of the project and highlighting the work involved in completing over 1300 health plans between 2018 and 2021, with a global pandemic thrown in. In Dec 2021, the Coh-Sync team collaborated with Tusla on a social prescribing support for Foster Parents in the county. Support is ongoing into early 2022 for these parents.

HSE Older Peoples Services:

12 site visits were completed by Sinead Daly (HSE), Helena O Reilly (HSE) and Caoimhe Rudden (MID) among the Section 39 groups. The purpose of these visits was to assess each centres position in terms of reopening and advise and guide each group on positive actions to reopening e.g increased sanitation, change of furniture, purchasing of equipment, social distancing measures etc. Each group were provided with a detailed report outlining their recommendations, HSE posters, cleaning rota templates and PPE where suitable.

Through HSE Slips and Falls Prevention funding, stair nosing was sourced by Caoimhe for two stairwells in Ulster Canal Stores Clones along with bathroom hand rails and toilet seat raisers. Drumkill Day Care centre were provided with grab rails, toilet seat raisers and shower mats. Broomfield Housing Company also availed of this funding and were provided with a range of anti slip equipment including a 'Rollator' walker for a group member with mobility issues.

Parenting Monaghan

Following recruitment of a Parenting Monaghan Coordinator in May 2021, the following workshops/courses were arranged for parents across County Monaghan throughout the remainder of the year:

Date	Type	Providers	Title
5th July	Online MACE Universal	ParentingNI	Raising your child's self esteem
14th July	Online Parents Talk	Stella O'Malley	Managing children's digital habits
29th July	Online MACE Universal	ParentingNI	Resolving conflict in the home
3rd August	Online MACE Universal	ParentingNI	Parents Emotional Health
16th August	Online MACE Universal	ParentingNI	Managing change, transition from primary to secondary school
18th August	Online MACE Universal	ParentingNI	Managing change, transition from home to pre-school
9th November	6 week, face to face	Parents Plus Facilitators	Adolescent Programme
11th November	6 week, face to face	Parents Plus Facilitators	Children's Programme

In addition to the above activity, we submitted an application to LEADER for funding towards the development of a new Strategic Plan for Parenting Monaghan. Our application was successful and we will commence work in early 2022.

Rural Social Scheme

The RSS maximum capacity was increased in 2021 by 1 place up to 73 participants. At the end of the year we had 66 positons filled and the process of filling vacanciesi was underway.

In terms of geographic coverage, there are 22 participants in North Monaghan, 22 participants in the West and the remaining 22 participants are located in the Mid-South Monaghan area.

There has been 40 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 are continuing to support our local communities through challenging times. All RSS Activity adheres with all Covid 19 guidelines in place, for the safety of all participants and the host groups such as maintaining Social Distance, good hand hygiene and good respiratory etiquette.

We continue to support requests for training from participants and groups to allow them to be compliant to new government regulations. All Training will be carried out with the new Social Distancing recommendation and guidelines in place or online where possible. Participants have taken part in Manual Handling & Safepass with 3 further participating in Pesticide Spraying courses. We continue to work with Placement Providers and Participants to ensure the safety of all in relation to our work in the local communities, particularly under the new Covid 19 guidelines. **Our picture shows Philip mowing the green in Scotstown village**

Local Employment Service

Yet again 2021 was a year with waves of Covid restriction; Jan to March and Nov to Dec experienced lockdown restrictions. These restrictions affected levels of new referrals into the Local Employment Services and walk-in clients requiring employment supports. However, the demand on the job market increased with employers recruiting in most employment sectors. During the summer months, a large number of LES clients gained employment.
Some of the interagency groups the LES are involved with during 2021 include:

- High Support Group
- Roma Interagency Group
- Traveller Interagency Group
- Mediator Peer Support
- ILDN Local Employment Service Form
- ILDN Mediator Forum

Overview of main LES Activities 2021:

- **737 new job seekers received support from the Local Employment Service** (699 new referrals from Social Welfare and 38 walk-in clients)
- **233 clients moved into full-time employment or self-employment** with another **45 into part-time employment.**
- **46** either have started or are waiting to start Tus/CE.
- **234** clients have progressed into training and education programmes.
- **60** clients have received Mediator Fund. This is a financial support to help job seekers with training not provided by the state or with the timeframe expected for them to progress into employment.
- A total of €11,081 was spent during 2021, with training interventions including security training, health care, driving lessons, clothes & shoes for return to work, registration with teaching council, safe pass to name a few.
- The live register figures for County Monaghan in December 2021 stood at 2,038 with 174 under the age of 25 years.

Rural Development LEADER Programme

With LEADER 2014-2020 funds fully allocated in late December 2020, the 1st quarter of 2021 focused on the issuing of contracts and commencement letters to the substantial number of projects that had received approval, as well as catching up on a range of key tasks that had been put on hold to facilitate the final push. Another very significant focus was on the roll out of the Transitional Programme 2021-2022 and EURI funding, following the Minister's announcement on 16th December 2020 of an extension to LEADER 2014-2020. A range of Department Circulars and Frequently Asked Questions issued in subsequent months about how the new funding should be implemented. Partner budgets were agreed and final preparations were made for the commencement of the Transitional Programme and EURI Funding in Co. Monaghan on 1st April 2021. Animation was stepped up though increased publicity of the new funding on social media, and development staff actioned enquiries and conducted site visits where such animation was necessary and it was safe to do so.

For our promoters, and indeed all of us, it was another year of negotiating our way through COVID-19 health restrictions. For community groups, opportunities for even small face-to-face meetings and traditional fund-raising activities were very limited, and enterprises continued in the uncertain economic climate created by BREXIT. Many of our promoters have experienced and continue to experience, difficulty in sourcing approved project elements, along with increasing costs. Nevertheless, we are encouraged by the tenacity and the innovative approaches of LEADER promoters in overcoming challenges as they identify new opportunities and new markets. The rate of aid for eligible businesses increased from 50% to 75% under the Transitional Programme and EURI, and the enterprise sector responded keenly in 2021 with project proposals under the Enterprise Development theme. LEADER staff have continued to provide guidance and development support as necessary, while encouraging applicants in the community and voluntary sector, as well as projects that would fall under the environmental theme to avail of the funding too.

In terms of personnel, in 2021 we said goodbye to Mairead Mohan and Gareth Watters in January and welcomed Marjan Boers in April as Programme Coordinator, and Laura Martin in July as Development Officer. We also welcomed Collette McEntee in January as the Admin Network Coordinator for the Innovating Communities Cooperation Project, and this project has grown in momentum throughout 2021.

Monaghan LEADER continued to benefit from the expertise of the LEADER Independent Evaluation Committee during 2021, who make the successful implementation of the programme possible.

Transitional Programme, EURI, LEADER Food Initiative and Cooperation at 31st December 2021

- 13 projects were approved to the value of €1,039,520.95 from the Transitional Programme 2021-2022 (after 1 withdrawal); no projects were allocated under the EURI budget
- 67.66% of the available budget was allocated under the Transitional Programme (includes decommitments from LEADER 2014-2020); 0% was allocated under EURI funding
- 1 project to the value of €48,605 was approved under the LEADER Food Initiative (LFI); the LFI budget is exhausted and closed on 15th December 2021
- 8 projects to the value of €318,554.04 (after decommitments) have been approved under Cooperation 2014-2022

LEADER funds paid out at 31st December 2021

- €3,369,713.71 (63.14%) was drawn down under the LEADER 2014-2020 core budget;
- 69 promoters are fully paid
- €0 was paid out under the new Transitional Programme 2021-2022 & EURI
- €0 was paid out under the Food Initiative
- €49,801.27 was drawn-down under the Cooperation measure

At first, the promoter experienced delays due to the COVID pandemic as the assembly and installation of the equipment had to be overseen by an engineer travelling from Italy. An extension to the contract expiry date for the project was required. The promoter also sought a project amendment as, after arrival on site, the jib crane needed modification to fit into the existing premises.
The assigned Development Officer was on hand to assist the promoter with seeking the necessary approvals for the changes and the promoter writes of their LEADER experience *'I'd like to take this opportunity to thank you for all your help. You've been absolutely brilliant and very easy to work with and very efficient'* (Fergal Murray, June 2021). The promoter has projected that five full time jobs will be created due to this investment from LEADER.

MID Internal/In-House LEADER Projects:

2021 saw the completion of 4 in-house LEADER projects:

Social Enterprise Strategy. A study was conducted to build a database of the Social Enterprises operating in Co. Monaghan to 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. The Social Enterprise Strategy for Co. Monaghan was completed in June 2021

Biodiversity Plans for Community Groups in Monaghan. A qualified specialist was engaged to provide biodiversity plans for up to 33 community organisations across Co. Monaghan. Due to COVID health restrictions, some of the usual onsite consultation activity with representatives from each group were curtailed or were conducted online or by telephone.

Nevertheless, all 33 plans were completed, with one group approved for funding by LEADER to implement their biodiversity project. A number of proposed projects identified from the plans fall below the minimum funding threshold for LEADER. However, it is anticipated that the increased awareness and possibilities identified through the development of the biodiversity plans will open opportunities for the implementation of those projects via other means.

Digital and Online Safety Training for Parents and Guardians. This project delivered two training courses (2 groups x 4 evenings) on the subject of digital and online safety training, which was aimed at parents and guardians. Delivery took place during the spring via Zoom and 28 registered for the 1st course and 31 for the 2nd course. Participants gained a greater understanding of the dangers of ICT & digital platforms commonly used, and learned tools to protect themselves and their families. All participants indicated they had personally benefited. At a time of lockdown and home schooling, some participants experienced zoom fatigue, however engagement was of a high level as the topic was so relevant.

Community Development Training for SMART Futures. The project delivered two online training courses on community leadership (8 sessions x 2 hours) facilitated by an expert. The training focused on building the leadership capacity and skills of participants and their groups. The aim was to improve sustainability through providing basic knowledge to assist groups to have a better understanding of the challenges within the community sector, and how to best approach them.
Sessions were interactive with participants contributing and discussing issues and concerns. Topics covered included group dynamics and committee skills, governance training and fundraising, Smart Villages and working smarter, identifying change and the need for community action.

The 1st course was completed in April 2021 with 19 participants (from 18 community groups), and the 2nd course was completed in November 2021 with 9 participants (from 7 community groups).

28 group members now have new tools to approach community challenges in different ways and design innovative solutions to address these. A participant wrote *'it was great to start the course, learn new things again, and hear about other organisations and other people's ideas and experiences. It was a hugely positive learning experience and I came away with so much useful information and tips that have been of benefit to the organisation since then.* (Truagh Development Association)

Animation during 2021:

Animation began slowly in 2021 as we awaited detail from the Department relating to the Transitional Programme and EURI funding, and agreement was reached amongst the partners locally on its roll out.

- April – the Transitional Programme and EURI Programme commenced on 1st April 2022 and a flyer containing information was prepared and circulated to community contacts
- May – information on the Transitional Programme and EURI was circulated through the MID website and on Social Media
- May – information on the LEADER Food Initiative was circulated through the MID website and social media
- June - three pre-application workshops were held online with 30 participants representing 21 projects.
- June - a Monaghan LEADER webinar was held online with 30 people registered and 22 attendees; it was a general introduction to the new programme, and covered the new priorities and eligibility, with a showcase of successful projects; some promoters already in receipt of LEADER funding were on hand to talk about how they experienced the application process, and the session finished with information on Innovating Communities
- August and September – pre-application workshops were held monthly with 12 participants representing 10 separate projects
- October, November and December - pre-application workshops were held monthly with 18 participants representing 18 separate projects
- October - an article on completion of an upgrade to the Phoenix Centre that was supported through LEADER grant aid of €137,070.55 was published in the Northern Standard
- Late Oct/Early November – publicity on the Ballybay Food Hub Official Opening with Tanaiste Leo Varadkar and Minister Heather Humphreys, including a visit to Moffett Automated Storage
- November - online presentation on LEADER funding for the Monaghan Food Programme run by Monaghan LEO
- Late November - an advert was placed in the Northern Standard promoting the LEADER support available under the social inclusion and rural environment themes
- December - a series of radio adverts were ran on Northern Sound also promoting the social inclusion and rural environment themes
- December - a webinar on LEADER funding was held with 22 people registered and 17 attendees. Two LEADER project promoters spoke at the event and provided useful feedback to potential promoters on the LEADER process.
- Promotion of LEADER funding is regular and ongoing through social media channels – Facebook and Twitter. Monaghan LEADER has also recently commenced on Instagram.
- Animation was supported throughout the year through telephone and online contact, and one-to-one physical meetings and site visits as appropriate where COVID-19 restrictions permitted.

Looking forward to 2022

In 2022, the LEADER Team look forward to continuing to support promoters across County Monaghan, with the main areas of focus to include:

- The continued processing of claims and drawdown of funds for promoters under LEADER 2014-2020 Programme, as well as the Transitional Programme 2021-2022, EURI, LEADER Food Initiative and Co-operation.
- Ongoing promotion and animation of the Transitional Programme 2021-2022 and EURI funding, especially under the social inclusion and rural environment themes, to ensure the allocation of all available funding to promoters by the programme deadline of 31st December 2022.
- The continued building of community capacity through the delivery of in-house projects, and especially through the Smart Villages Delivery Training and Innovating Communities Cooperation projects.

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, Laura lmartin@midl.ie, Rita rkillian@midl.ie, or Gabriel goconnell@midl.ie. Further information about Innovating Communities is available from Collette cmcentee@midl.ie

MONAGHAN INTEGRATED DEVELOPMENT CLG
DIRECTORS'REPORT
FOR THE YEAR ENDED 31 DECEMBER 2021

The directors present their annual report and financial statements for the year ended 31 December 2021.

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 Employment Service, Jobs Club, Volunteer Centre, TUS, Rural Social Scheme, Fit for Work and Life, CAWT CoSync, 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 2021 was 149 (2020: 146). The gross pay for these employees in 2021 was €2,132,034 (2020: €2,189,964) and the employer PRSI in 2021 was €34,882 (2020: €37,038).

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 2021

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

Director

Director

Date: 21st April 2022

MONAGHAN INTEGRATED DEVELOPMENT CLG

INDEPENDENT AUDITOR'S REPORT (continued)

FOR THE YEAR ENDED 31 DECEMBER 2021

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.

Opinions on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that in our opinion:

- the information given in the directors' report 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 we consider 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.

We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our opinion, the disclosures of directors' remuneration and transactions specified by sections 305 to 312 of the Act are not made.

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 and for being satisfied that they 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, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

MONAGHAN INTEGRATED DEVELOPMENT CLG
INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2021

	Notes	2021 €	2020 €
Income	2	2,533,575	2,498,812
Specific Action Costs		(1,497,034)	(1,354,445)
Administrative expenses & Support costs		(958,196)	(913,920)
Surplus before taxation		78,345	230,447
Tax on surplus			
Surplus for the financial year		78,345	230,447