

Breaking Through



Annual Report for Year Ended 2018

Breaking Through CLG

Newtown House

Confey

Leixlip

Co.Kildare

Table of Contents

Company Information	2-3
Chairpersons Report	4
National Directors Report	5-17
Governance/Management & Financial Reporting	17-19
Treasurers Report	20

Breaking Through

A Company Limited by Guarantee with Charitable Status

Legal and Administration Details

Board of Directors (November 2017- November 2018)

- o Gerard Griffin (Chair), National Co-ordinator, Youthreach/ VTOS
- o Ciaran Kenny (Vice Chair) Outreach Aftercare Worker, Don Bosco Care
- o Neil Forsyth (PRO) Services Manager, Focus Ireland
- o Sharon Byrne Corish (Treasurer) Aftercare Worker, Crosscare
- o Edel Weldon (Board Member) Advocacy Officer, EPIC
- o Eavan Brady, (Board Member) Assistant Professor in Social Work, Trinity College Dublin

Secretary

Marie Halligan

Registered Office

Newtown House Confey Leixlip Co Kildare

Registered Company Number: 321538

CHY Number: 13601.

Charity Registration No: 20042844

Office phone number: 01 6060858

Email:info@breakingthrough.org

Auditors:

PT O'Farrell & Company Limited
Chartered Accountants & Statutory Auditors
Castlemaine Court
Dublin Road
Athlone
Co. Westmeath

Principal Bankers:

AIB
O'Connell Street
Dublin 2

Staff Members:

Yvonne Casey, National Director Marie Halligan, Assistant National Director

AGM 20th of November 2018

The following appointments were confirmed at the AGM 2018 which meant the board remained unchanged from the previous year

Election to Board

Chairperson:

Gerry Griffin, National Co-Ordinator, Youthreach/VTOS

Vice Chairperson:

Ciaran Kenny, Outreach Aftercare Worker, Don Bosco Care

Treasurer:

Sharon Byrne Corish, Aftercare Worker Crosscare

Secretary:

Marie Halligan (staff & non -board member)

PRO:

Joint Appointment

Neil Forsyth, Services Manager, Focus Ireland and Yvonne Casey (staff & non-board member)

Board Members:

Edel Weldon, Advocacy Officer, EPIC

Eavan Brady, Assistant Professor in Social Work, Trinity College Dublin

There are two paid members of staff, one full time and one part time along with a voluntary Board of Management and a voluntary advisory committee. The advisory committee comprises of individuals who bring unique knowledge, experience and skills of the Irish aftercare sector which augments the knowledge and skills of Breaking Through Board of Management.

Aftercare sub committee/advisory committee

- Ciaran Kenny: Don Bosco Care, Outreach Aftercare Worker
- Edel Weldon: EPIC, Advocacy Officer
- Sharon Byrne Corish : Crosscare, Aftercare Worker
- Neil Forsyth: Focus Ireland, Services Manager
- Louise Keane: Don Bosco Care, Aftercare Service
- Tanya Blyth: Peter McVerry Trust, Deputy Director of Services (under 18's services, aftercare services and family services)
- Belinda Reid: Tusla, Aftercare Worker/ Social Care Leader
- Charlotte Armstrong: Daffodil Care Services, Social Care Manager
- Eavan Brady: Assistant Professor in Social Work, Trinity College Dublin
- Sharon Morrison: Tusla Leaving & Aftercare Service, Social Care Manager

Chairpersons Report

2018 was a very active year for Breaking Through. The level of development and activity undertaken this year is testimony to the commitment and enthusiasm of the wonderful staff, board & committee.

Breaking Through was allocated core funding from 2016-2019 under The Scheme to Support National Organisations (SSNO). Core funding received in 2018 amounted to €71,480.00. With this being the second year of SSNO funding for Breaking Through to manage, coordinate & develop the Irish Aftercare Network there is without any doubt that the network feels more established and has certainly gained significant credibility in such a short period of time.

In 2018 the HSE also renewed its Service Level agreement with Breaking Through to plan, manage & co—ordinate suicide intervention and prevention training inclusive of Suicide Alertness for Everyone (safeTALK), Applied Suicide Intervention Skills Training (ASIST) and Understanding Self Harm training for CHO area 7 which encompasses Kildare, West Wicklow, Dublin West, Dublin South City & Dublin South West

The National Directors report below will highlight the events and achievements for the year and communicate what wonderful work Breaking Through does and continues to do with a small budget, volunteer board, volunteer committee, one full time and one part time member of staff.

We are enthusiastic and excited to see what 2019 will bring.

Gerard Griffin

Chairperson

National Directors Report



Mission Statement: To provide support to those who engage with people/groups at risk

Objectives:

- Facilitate links through local, regional and national agencies/networks
- Promote partnership and inter-agency co-operation
- Collate and disseminate models of best practice
- Provide informed support for practitioners and volunteers within an atmosphere of mutual respect
- Influence policy, practice and programme development
- Secure appropriate resources to support the networks
- Collaborate with State Agencies in providing training

Breaking Through CLG manage, coordinate and oversees the development of **The Irish Aftercare Network** and also manage and co ordinate area based **Suicide Intervention/Prevention training on behalf of the HSE**.

Funding: Breaking Through was allocated core funding from 2016-2019 under The Scheme to Support National Organisations (SSNO). Core funding was granted to the amount of €214, 440.00 over three years (July 2016 – June 2019). Core funding received in 2018 amounted to €71,480.00.



Suicide Intervention & Prevention Training on behalf of the HSE







The HSE renewed its service level agreement for 2018 with Breaking Through CLG. Under this agreement Breaking Through plan, manage & coordinate suicide intervention and prevention training inclusive of the following ;Suicide Alertness for Everyone (safeTALK), Applied Suicide Intervention Skills Training (Asist), Tune Up (a refresher to Asist) and Understanding Self Harm training for the Community Health Organisation 7 (CHO) which encompasses Kildare, West Wicklow, Dublin West, Dublin South City & Dublin South West. This training is linked to the Connecting for Life Strategy which is Irelands National Strategy to reduce Suicide (2015 – 2020) The area based suicide action plans 'Connecting for Life Dublin South and Connecting for Life Kildare and West Wicklow 2018-2020' were officially launched on Tuesday 20th February 2018. We attended the launch as training coordinators for the strategy.

Under this Service Level Agreement in 2018 Breaking Through planned, managed & coordinated 93 training events, the following is the breakdown of the different training events:

- 75 x safeTALKS (Suicide Alertness for Everyone)
- 15 x Asist (Applied Suicide Interventions Skills training)
- 2 x Understanding Self Harm training
- 1 x Tune Ups (refreshers to the Asist course)







1927 people were trained in suicide intervention & prevention within the area Breaking Through coordinates. This equates to just over 5 people on average a day being trained in suicide intervention & prevention or 161 people trained a month. We really are very proud of this. It is really important that people are upskilled in the latest techniques in reducing suicide.

Breaking Through also coordinated training for national organisations on behalf of the National Office of Suicide Prevention. This included the national Garda training College in Templemore. 170 Gardaí were trained in Applied Suicide Intervention Skills training coordinated by Breaking Through. Training was also coordinated for several government departments.

Below is a link to a simple yet effective video made by Jobstown Community, Tallaght following a safeTALK training coordinated by Breaking Through https://m.youtube.com/watch?feature=youtu.be&v=Zn6yVw644ys

"Education and training has been identified as one of the key components of work to achieve the vision of Connecting for Life, Irelands National Strategy to Reduce Suicide 2015-2020. Education and training is a frequently used intervention in suicide prevention. Breaking Through co-ordinates and manages the roll out and delivery of suicide prevention training across CHO 7 ensuring a wide representation of the population are trained from concerned members of the public and community caregivers through to frontline health and social care staff. Breaking Through are professional, efficient and effective in training coordination and delivery".

Ailish O'Neill, National Education and Training Programme Manager, National Office for Suicide Prevention

IRISH AFTERCARE NETWORK

Providing Support to People Working With Care Leavers

Breaking Throughs main focus is to manage, coordinate & develop The Irish Aftercare Network

Aftercare is a term used to describe the planning and support put in place to meet the needs of a young person who is leaving care services at age 18. Currently there are 6500 young people in care in Ireland who in the next number of years will be care leavers. Approximately 450 to 500 young people leave care annually on turning 18 years old. The people who support these young people namely "Aftercare Workers" do so by planning and assisting them to make the transition from care to independent living

Aims of The Irish Aftercare Network

'Providing support to people working with Care Leavers'

Objectives:

- Share and promote models of best practice in Aftercare
- Collate and disseminate evidence based information
- Develop a directory of services and resources
- Provide peer support and access to training
- Lobby, contribute and inform the development of standards for young people leaving care
- Quarterly network meetings for Aftercare Workers
- National Annual Conference

The Irish Aftercare Network provides a forum for Aftercare Workers to access peer support, information, training and an opportunity to network. It also gives a platform to discuss current issues of concern including how to influence policy development and policy makers.

The network has a national remit with members from all counties represented.

The overarching aim of the network is and always will be to create better outcomes for young care leavers in Ireland.



Membership

There are over 40 organisations in membership representing over 250 individuals who work directly or indirectly with young care leavers. The network has a national reach and includes organisations such as Care Leavers Network, TUSLA, Irish Foster Care Association, Fostering First Ireland, EPIC, Focus Ireland, Don Bosco Care, Peter McVerry Trust, Salvation Army, Crosscare, Oberstown Detention Centre, Merchant Quay Ireland, and An Garda Siochanna. In the first 6 months of 2018 membership has increased by 16.7%.

In early 2018 Breaking Through reviewed its Strategic Plan to inform its work for the year 2018. The Plan was pivotal in guiding & measuring the work achieved and is both encouraging and motivating to see not only were the majority of Key Performance Indicators (KPI's) met, many were exceeded. The table below followed by Key Events of 2018 highlights the successful year 2018 was for Breaking Through

January 2018 - December 2	018	T	
Objective	Key Performance Indicators. Output	Outcome achieved for 2018 as measured against overall objective	Overall outcome achieved for 2018 as measured against all objectives
Build and maintain a strong, engaged & connected membership	 Key target areas identified where membership is low Increased number of recruitment initiatives undertaken Regional committees formation process underway Comprehensive membership database in operation Steady increase in new members Maintenance of existing members Increased social media presence 	10% increase in overall membership Greater awareness of the network within the aftercare sector nationally Standard national membership process established	 The Irish Aftercare Network is recognised as a key national advocate for the aftercare sector The Irish Aftercare Network has influence. The Irish Aftercare Network swork is relevant to, and reflects, the voices of its members. The Irish Aftercare Network ensures its work is strategic and informed by evidence. The Irish Aftercare Network work is informed by best-practice Greater public awareness of The Irish Aftercare Network. Adds value to its members.
Networking	 Host quarterly consultation /information events and annual themed conference. 4 x themed network meetings 1 x annual conference Evaluated and measured. 	 Access to peer support among network members. Opportunity to network and forge links between workers, organisations and agencies. Workers up skilled, 	

Advocacy Regional Networks	 Well attended. Numbers reflect members engaging Continue to lobby & campaign in a coordinated way at national, regional & local level in relation to the rights and needs of young people leaving care including those at risk of homelessness. Seek membership to relevant agencies e.g. Children's Rights Alliance. Participate in relevant national boards ensuring aftercare & the network has a voice Research the network being members of perhaps social care Ireland or any other relevant orgs Establish strong links and relationships with other networks Positively influence policy and legislative reform in the area of aftercare. Link in with regional 	informed on policy and practice. Ongoing engagement with target groups National Annual Conference & network meetings ran at capacity Increase awareness of The Irish Aftercare Network at national level and with senior decision makers. Continue to influence policy & programme development in relation to Aftercare. Enhance inter — agency collaboration Raise networks profile Calibre 7 standard of the annual conference achieved great PR for the network e Establish gap in
	workers. Measure and evaluate Research possibility of regional reps to strengthen steering committee	services nationally Learn and link in with regions Highlight lack of standardisation in Aftercare nationally Progress the need for the development of a Directory of Services

Information Dissemination & Sharing

Throughout the year relevant & current information was disseminated to members this included but was not limited to

- Research opportunities in relation to education & care leavers
- Relevant Parliamentary Q & A's
- Details regarding Education Fair for care leavers
- Information on availability of Aftercare grants and college bursaries
- Presentation circulated regarding CAS, Capital Assistance Scheme

We also commenced an information sharing platform whereby we circulate a members query anonymously and collate all responses to see what the standard or best practice is in relation to a particular query/issue. This has received very positive feedback from our members.

Facebook & Twitter

Having joined Twitter in January 2017 the Irish Aftercare Network had 231 followers on twitter a year later in January 2018. Similar engagement was also achieved on Facebook with social media presence continuing to grow. In two years (2017 & 2018) Facebook followers increased by 900%



Key Events 2018

Successful grant application to Energy for Generations Fund

A grant application to ESB, Energy for Generations in 2017 was successful & funding of €4000.00 was secured. The balance of this funding was used in 2018 to help support several network meetings

Having established a gap in service delivery nationally we linked in with the regions and commenced the establishment of regional networks across the country. This has highlighted the lack of standardisation in aftercare nationally and how in different regions care leavers have a different set of needs .The regional groups have enabled us to gain a better overall picture of aftercare services nationally and have been a key learning. Having sourced funding with EFG we launched our western region network in March 2017 and continued to coordinate their regional meetings & agendas in 2018

"I'm a Social Care Manager with Daffodil Care Services; I joined the Irish aftercare network committee after attending one of the National Conferences. The Irish Aftercare Network supports all practitioners working with youths, within the social care field. The Network is a hub of information, to which anyone can access and seek professional advice / guidance on anything relating to aftercare. As all are aware Tulsa introduced the National Aftercare Policy for alternative care in 2017, for practitioners who are not working directly within the aftercare system, the introduction of this new policy was a little daunting, however, the network has supported

practitioners in understanding the new legislation and how it has/can affect the young people we work with.

The network organises regional and national conferences / workshops on up and coming issues or barriers we face as practitioners. The workshops / conferences creates and allows opportunity for networking, peer to peer support & learning, which benefits our day to day work with young people. – Charlotte Armstrong, Daffodil Care Services"

The following meetings were funded by the grant. A synopsis of the agendas & content show the high standard of speakers to contribute to

- ✓ Education & Training
- ✓ Networking
- ✓ Advocacy
- ✓ Specialist Supports
- ✓ Research & Policy Development
- ✓ Information Provision

Irish Aftercare Network Western Regional Meetings 2018

23rd January 2018

Agenda included

- Round table informal discussion
- Capital Assistance scheme(CAS) for Care Leavers
- Empowering People in Care (EPIC)
- Updates on Policy Information, Finance & the changeover & Assessment form completion

24th April 2018

- Capital Assistance scheme(CAS) for Care Leavers
- Plans/Forms review & discussion

23rd October 2018

- Supported Lodgings
- New Aftercare Manager Posts
- Steering Committees
- Payments & process nationally
- Drop in Service
- Case scenarios for consideration/learning
- Immigration and status issues for young people leaving care (including eligibility for Susi grants and Tusla liaison with Susi)

"Thank you to Irish Aftercare Network for bringing together aftercare services countrywide, giving an opportunity to share knowledge that will help in the continual development and delivery of aftercare services to support young care leavers in their transition from care"

Network Member & Aftercare Worker, Galway

Irish Aftercare Network Meetings Dublin 2018

Agenda 27th February 2018 included:

- Peter McVerry Trust (Presentation, Q & A, Brian Friel, Director of Services)
- Crosscare 'Drop in Aftercare Why it can work' (Paul Flynn, Crosscare)
- Care Leavers Network Emotional needs of care leavers developing tools that last a lifetime (Wayne Dignam, Care Leavers Network)
- Stage 8 Aftercare Presentation followed by Q & A

Agenda 2nd October included:

- Team for Separated Children Seeking Asylum Presentation & A& A
- Care Leavers Network-Children in state care and care leavers: 'Barriers to education facing vulnerable groups'. Shane Griffin, Care Leavers Network
- Children's Rights Alliance Julie Ahern, Access to Justice Manager
- Care Leavers Ireland-Presentation, Q & A followed by Discussion

_

Presented at Social Care Ireland Conference 21st March 2018

Committee members Charlotte, Ciarán and Edel presented at the Social Care Ireland conference in Athlone on "Do we work with strengths in the preparation for Aftercare"? The Irish Aftercare Network will continue to highlight the need for all young care leavers to receive quality aftercare as they continue their journey on to independent living.



Committee members invited & attended HIQA and Mental Health Commission Adult Safeguarding Seminar – 7th May 2018

Committee members participated in focus groups to inform the development of the National Adult Safeguarding Standards. The seminar aimed to raise awareness among practitioners, policy-makers and people using services about what safeguarding is and why it is important.

Annual Conference Sheraton Hotel, Athlone- Friday 25th May 2018

Our annual conference is growing in status with sponsorship from high profile organisations willing to support it which is always a good sign. This year we received sponsorship from Department of Children and Youth Affairs, DCU, Focus Ireland, DIT & Daffodil Care.

"Together we Can"

Promoting Education, Training & Employment Opportunities for Care Leavers

$Friday\ 25^{th}\ May\ 2018$ The Sheraton Hotel, Athlone, Co. Westmeath

Speakers included

- **➤ Johnny Ward –** *Actor & Advocate*
- **Eavan Brady** –*Trinity College*
- ➤ **Ger Brophy-** Tusla
- > Senator Aodhán Ó Ríordáin Labour Party
- ➤ Maria Walshe SOLAS
- ➤ Linda Coone- National Learning Network
- **Evelyn Langan** Dept of Employment Affairs & Social Protection
- ➤ Jack Eustace SpunOut.ie
- > Dave Dunn- Group Facilitator
- **▶ Dr Mary Surlis** *NUIG*
- > Student Voices

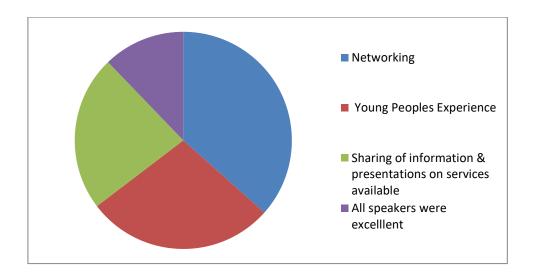


Ger Brophy of Túsla, Child and Family Agency: "If we are listening, it provides bedrock for progress and opportunity". #aftercareconf18



Student Voices - Kristina Vitina, Amy Harrington and Kaylem Toner who each told of their truly inspirational stories. #aftercareconf18

It was a huge success with 135 delegates rating it an average of 8.7 out of 10. When all delegates were asked they agreed that the information gained at the annual conference would help them in their daily work. When delegates were asked what did they find most useful about the day and why below are the top 4 responses.



The conference **highlights video** is available here https://youtu.be/60aHCK634Mw

The conference received media attention and an article was published in the Irish Examiner highlighting the conference and issues of concern



Young people leaving state residential care need more help, says support group





Friday, May 25, 2018 - 08:00 AM

There is a warning that young people who come through state residential care are far more at risk of becoming homeless than those in secure foster placements.

The Irish Aftercare Network, which supports young people who leave care, is holding its annual conference in Athlone today.

They say more training, education and employment prospects are needed to help people leaving state care.

A special note of thanks & appreciation to our social media volunteer on the day, Brian Melvin

Irish Aftercare Network speak with a number of care workers from Ukraine - May 2018

Members of the Irish Aftercare Network were delighted to speak with a number of care workers from Ukraine who spent a week in Ireland studying all aspects of how we engage with young people both in care and aftercare. It was a great opportunity to share ideas, experiences and approaches that can further help us engage with young people



Irish Aftercare Network become members of The Children's Rights Alliance - June 2018

The strength of the Children's Rights Alliance comes from its large and diverse range of members, now numbering over 100 organisations working together to make Ireland one of the best places in the world to be a child. They change the lives of all children in Ireland by making sure that their rights are respected and protected in our laws, policies and services.

Meeting with Tusla COO Office - October 2018

The Irish Aftercare Network were invited to meeting with Tusla COO, Aidan Waterstone for the purposes of Tulsa / Aftercare Network communication linkage. The network welcomed the opportunity and view communication collaboration with Tusla as positive.

Irish Foster Care Association Annual Conference -November 2nd 2018

The Irish Aftercare Network were delighted to host a stand at Irish Foster Care Association Annual Conference 2018 in Limerick

Governance/Management & Financial Reporting

Legal Status

Breaking Through CLG is a national organisation registered in Ireland (Registration Number 321538) which was incorporated under the Companies Act 2014 and is a company limited by guarantee not having a share capital. The objectives of the company are charitable in nature with full charitable status.

Governance

Breaking Through complies with the Governance Code for community, voluntary and charitable organisations in Ireland which was adopted in September 2014.

Risk Management Policy

Breaking Throughs Risk Management Policy forms part of our internal control and governance arrangements and explains our underlying approach to risk management.

The board is responsible for maintaining a sound system of internal control that supports the achievement of policies, aims and objectives while safeguarding funds and assets for which we are responsible.

The purpose of the risk register is to identify and monitor significant risks and consequently to enable the board to make informed and coherent decisions and timely actions in the best interests of the organisation.

Risks are categorised into four groups:

- Strategic
- Operational
- Financial
- Reputational

Appointment of Directors

At every Annual General Meeting at least one third of board members shall retire from office but shall be eligible for re–election following resignation.

Board of Directors

The Board of Directors elected and co-opted under the terms of the Articles of Association has overall responsibility for strategic development. The Board is responsible for providing leadership, setting strategy and ensuring control. It currently comprises of six volunteer board members.

Breaking Through's board of management operates to best practice corporate governance principles. Board members possess skills & expertise in areas such as social care, community development, mental health, homelessness, education, civil and human rights, financial management, media & communications, research and report writing. Skills and experiences combined are relevant and effective in meeting programme objectives and representing the target group. Through their own roles it also facilitates good collaboration and inter agency work. Breaking Through gives board members the opportunity to contribute their professional skills and experience to a cause that they are passionate about.

Board of Management, Committee Meetings & AGM - 2018 Dates

16th January - BoM & Committee meeting

17th April - BoM & Committee meeting

4th September - BoM & Committee meeting

20th November – AGM 2018 & Board re-election

The following appointments were made

Appointment of Officers to the Board

Chairperson- Gerry Griffin

Vice-Chair- Ciaran Kenny

Treasurer-Sharon Byrne Corish

PRO-Joint Appointment –Neil Forsyth & Yvonne Casey (non-board member)

Company Secretary-Marie Halligan (non board member)

Board members

Edel Weldon Eavan Brady

Overall Board meeting attendance for 2018 averaged 83%

Date of Meeting	Jan 16 th 2018	April 17 th 2018	September 4 th 2018	AGM 2018, 20 th November
Overall	100%	83%	66%	83%
attendance				

[&]quot;Yvonne, thank you for all of the incredible work you and Marie have done over the past year, Yvonne It has been a pleasure to be a part of the Board of Management and the Irish Aftercare Network Committee this past year" Eavan Brady, Board Member

Aftercare sub committee/advisory board

- Ciaran Kenny: Don Bosco Care, Outreach Aftercare Worker
- Edel Weldon: EPIC, Advocacy Officer
- Sharon Byrne: Crosscare, Aftercare Worker
- Neil Forsyth: Focus Ireland, Services Manager
- Louise Keane: Don Bosco Care, Aftercare Service
- Tanya Blyth: Peter McVerry Trust, Deputy Director of Services (under 18's services, aftercare services and family services)
- Belinda Reid: Tusla, Aftercare Worker/ Social Care Leader
- Charlotte Armstrong: Daffodil Care Services, Social Care Manager
- Eavan Brady: Assistant Professor in Social Work, Trinity College Dublin
- Sharon Morrison: Tusla Leaving & Aftercare Service, Social Care Manager

Staffing

Breaking Through resources and delivers its aims and objectives with a very small but committed team of two paid members of staff. A full time National Director and a part time Assistant National Director.

Volunteers

All board and committee members are voluntary. Breaking Through was also very fortunate to have a volunteer with excellent I.T skills who helped with social media for our annual conference. We are hugely grateful to Brain Melvin for all the hours he has volunteered.

Treasurer's Report

2018 was a successful, busy, productive year for Breaking Through at all levels.

I would like to thank the following funders; the Department Environment, Community & Local Government, for funds to enable us to complete our work plan for 2018. This allowed us to expand & develop our work in the management and coordination of the Irish Aftercare Network. I believe this network has a major impact on supporting those working directly and indirectly with care leavers in Ireland.

This funding was put in place for three years from July 2016 to June 2019. It is a vital component in our work that we have security of funds to plan and implement our work strategy for a definite period of time, in this case a three year funding stream.

I would also like to thank HSE for renewing the Service Level Agreement for training in Dublin West, Dublin South City, Dublin South West together with Kildare/West Wicklow, comprising all of CHO Area 7 (Community Healthcare Organisation) and placing their confidence in Breaking Through to coordinate the training element of the governments Connecting for Life Strategy. We look forward to liaising with National Office of Suicide Prevention in relation to Breaking Through's model of best practice and thank them for the confidence they place in Breaking Through for also coordinating national pieces of work on their behalf.

Thanks also to ESB, Energy for Generations funding of €4000.00 for the development of regional networks.

Much appreciation to our conference sponsors DCYA, Daffodil Care, Focus Ireland, DCU & DIT in 2018 for yet another highly successful conference.

Many thanks to my fellow board and committee members for their co-operation and support and to staff members. A strong and united board and committee have contributed hugely to a very successful year. Thanks also to Yvonne and Marie for their continued dedication to the organisation, ensuring the strategic and development programme is implemented to the highest standard.

The following pages show detailed audited accounts completed by O'Farrell & Co. Chartered Accountants and Statutory Auditors.

Sharon Byrne Corish Treasurer