



2019 Annual Report

Highlights & Impacts

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from Michael Walley, Chairperson and Ryan Howard, CEO of SECAD Partnership CLG

Chairman's Address

In 2019 SECAD's Executive continued to deliver successfully the various development programmes it operates throughout the communities we serve. During the year an ambitious and dynamic Strategic Plan 2019-2023 was drawn up and subsequently approved by the Board of Directors. The Strategic Objectives set out by the company are as follows:

1. To have in place Board, management and governance structures and systems to facilitate its growth and development as a social enterprise
2. Working in partnership with others, to provide innovative services, facilities and investments which make a positive impact on the social and economic lives of the communities it serves and on the built and natural environments
3. To grow and consolidate SECAD as a social enterprise
4. To expand SECAD's commercial client base in Ireland and to review and avail of emerging opportunities in Europe to which SECAD would have the specific capacity to respond
5. To manage risk at strategic, operational and project levels
6. To develop and maintain the recognition of SECAD in Ireland and abroad as a leading European development organisation, enabling vibrant, sustainable and inclusive communities
7. To actively collaborate with a wide network of partner organisations to the benefit of SECAD, the partner organisations and the communities they serve
8. To be an organisation which actively works to achieve positive benefit for rural communities and for the disadvantaged and marginalised

This plan creates new challenges for the Management and Staff of SECAD. However, they are well placed in their capacity to deliver all elements of this plan, having acquired such vast experience by successfully delivering programmes throughout the community over the past 25 years. We are fortunate to have such a dedicated voluntary Board of Directors together with our voluntary Evaluation Committee who give of their time and expertise willingly throughout the year. To all of these SECAD is indebted and their input is reflected in the great success of the company to date.

In conclusion, I wish to thank our Chief Executive Ryan Howard and his exemplary hard-working staff for their excellent contribution throughout the year, without which SECAD would not survive and prosper.

Michael Walley
Chairman

CEO's Address

For the 2018 Annual Company Report, I wrote of the excitement and challenge of working for an organisation like SECAD Partnership. We are working with communities, individuals, small and big business, local authorities, and agencies in a manner that encourages and enables sustainability and vibrancy.

The whole world is catching up to the idea that we need to do things differently if we are to continue to maintain our planet's future. I believe that the saying 'act local think global' would accurately reflect what we as an organisation is supporting with communities across Ireland.

Working with communities, low income families and the unemployed (via our key *Social Inclusion Programme* - SICAP), our aims are to enable their development and support their efforts to address personal challenges. SECAD is also working with disadvantaged communities across the island of Ireland as the managers of *Ireland's Community Food* Initiative on behalf of **safefood** (one of the cross border initiatives set up under the 'Good-Friday Agreement') to encourage purchasing and preparing better quality food and introducing a more sustainable, healthy and balanced diet with local families.

Another cross country initiative delivered by SECAD is the management of *Community Benefit Funds* on behalf of renewable energy companies whereby part of the profits from these projects (primarily to date these are on-shore windfarms) is shared with local communities so that they can use this funding to invest in local short term and legacy initiatives.

Returning back to our base in the county of Cork located on the southern coast of Ireland, SECAD is a platform for investment supports such as the EU co-funded *LEADER Programme*, as well as providing direct services for 'underemployed' (*Rural Social Scheme* - available to low income farmers and fishing families in our region), Unemployed (*Tús Programme* providing part time employment in not-for-profit services for 12 months available to people who are more than 1 year on the live-register), the PEIL WREN Programme (available for women who want to set up their own business), PEIL Healthcare (available for those that want to develop a career in healthcare) and PEIL Ability (available for young adults with a disability who want to develop or implement a learning and activation plan for themselves).

Sustainability is at the heart of all that we strive to do and with the support of our Board, led by Michael Walley, and our team of over 40 committed staff team, we will do everything we can to ensure that the future of our communities is one that is hopeful, creative and supportive of each other.

Ryan Howard
CEO

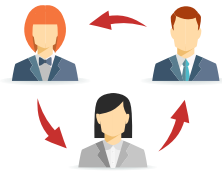
SECAD Partnership Impact 2019



91

People receiving Business Start Up & Business Sustainability support

SUPPORTING ENTERPRISE



25

Social Enterprises receiving training & mentoring with 5 receiving SICAP grants

30

Female Entrepreneurs receiving training through WREN

22

Food Enterprises supported to address food waste with 6 engaged in our artisan food initiative

198

Tourism businesses supported through training plus 131 businesses who participated in Fam Trips



Wildwork

HELPING PEOPLE **HELP NATURE** HELP PEOPLE



ENVIRONMENT

SECAD Environmental Investments

11,550
sq metres

Metres of native wildflower seed sown by Wild Work directly

72

Education & awareness sessions

26

Pollinator-friendly landscaping & habitat management projects

10

Biodiversity Action Plans & Recommendations Reports

1,550

Packs of native wildflower seed distributed to the public

51

Children & families from disadvantaged areas engaged through 'Discover the Wild Side' outdoor nature & biodiversity events 2019

702

Individuals supported on a 1-to-1 basis



87

People progressed into Employment

ENABLING EMPLOYMENT

182

Individuals receiving sector specific skills for work training



171

Young people 18-24 years towards training &/or employment options including Young Filmmakers Project & Wildwork Stepping Stones Programme

351

Active Tús Participants throughout 2019

57

Women receiving tailored personal development training under the PEIL programme through WREN & Healthcare

COMMUNITY DEVELOPMENT

100

Community Employer supported Tús work placements

52

Local Community Groups to govern, plan & represent social inclusion & equality issues

300

New Communities' children & families engaged through community integration projects involved food diversity & celebration through food festivals

120

Vulnerable people receiving wellbeing & personal development supports

134

Children under 15 years supported in positive mental health through Schools intervention programme

134

Children & families supported through healthy eating & lifestyle programmes including *Making Health A Habit* in 2019

14

Community Food Initiatives supported in Northern Ireland & Republic to deliver healthy eating actions through safefood CFI



155

Projects throughout Ireland offered financial support from 2019 Community Benefit Funds

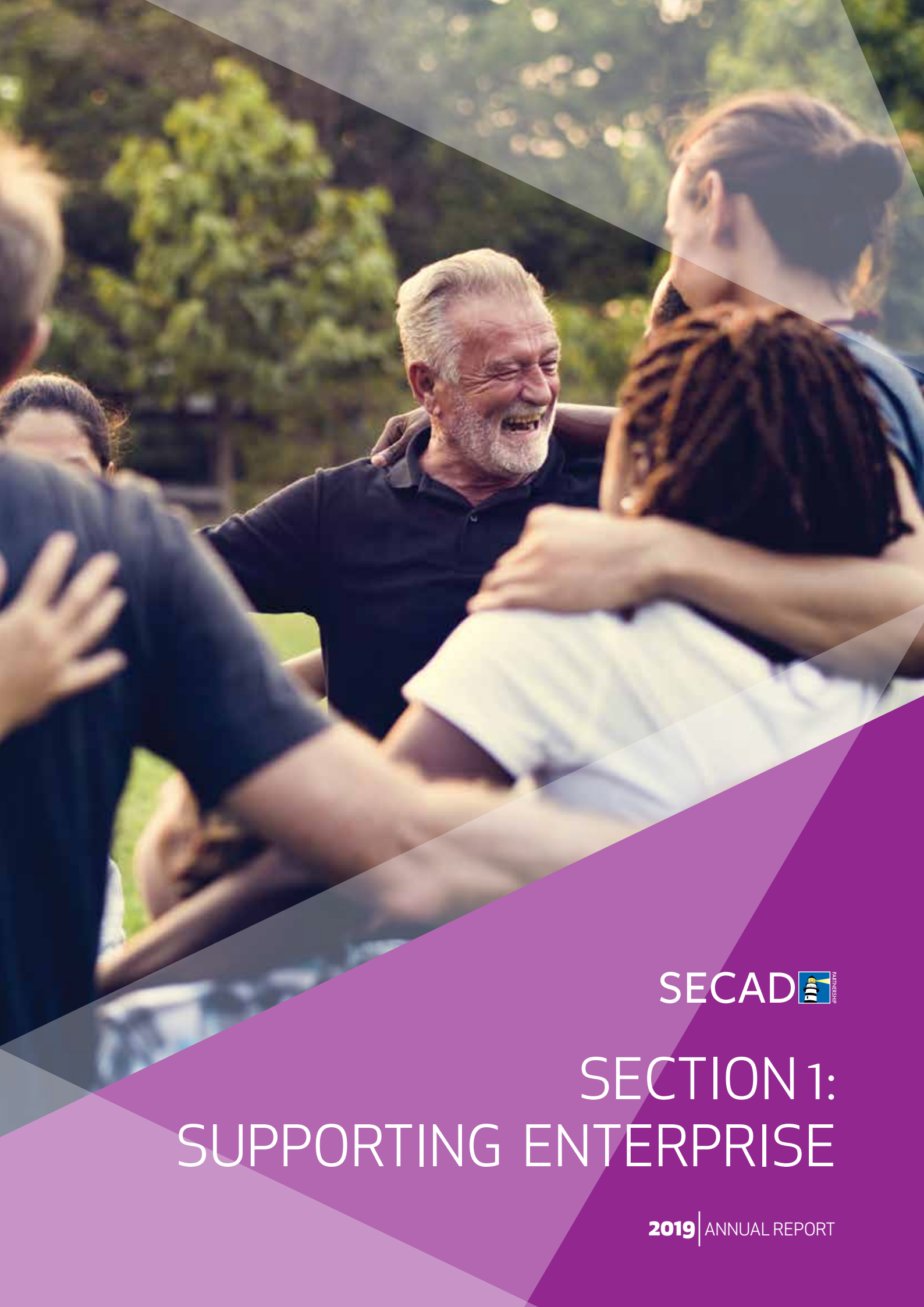
SECAD Partnership's Vision & Mission

Vision

To be recognised as a leading European development organisation, enabling vibrant, sustainable and inclusive communities.

Mission

SECAD is a dynamic and pioneering social enterprise which works in partnership with diverse stakeholders to provide services, facilities and investments for the benefit of the communities we serve.



SECAD 

SECTION 1: SUPPORTING ENTERPRISE

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Supporting Enterprise

Women's Rural Entrepreneurial Network (WREN)

SECAD has been supporting entrepreneurs in our community for a number of years. As women continue to be underrepresented in senior management and leadership throughout Europe, the WREN programme works with women to provide support to set up their own business.

The WREN programme is co-funded by the Irish Government and the European Social Fund through the Programme for Employability, Inclusion and Learning (PEIL) 2014-2020 and is delivered by SECAD in partnership with Ballyhoura Development and the Rubicon Centre.

Through many years of working in the community, SECAD recognised that many females are lacking in confidence and the soft skills needed to support them into business. Consequently, the programme was delivered in 2 sections and included one-to-one coaching, mentoring and group workshops. The content of the Personal Development module included confidence building, emotional intelligence, time management, smart goals, positive self-expression, learning styles and one to one coaching. The Business module covered Business Strategy, Market Research, Finance / Taxation, Sales & Marketing, Creation of a Business Plan, See It, I Can Do It Showcase and one-to-one mentoring.

Both of these sections of the programme were accredited which allowed participants to receive a QQI Level 6 Special Purpose Award of 20 Credits in Business from the CIT.



WREN Graduation 2019 – Rory Gallagher Hall, CIT

WREN Showcase - See it, I can do it!

Participants were invited to take part in a Showcase in the Rubicon Centre. This provided participants with the opportunity to put together a stand for their business and to give a 3 minute presentation. This formed part of the accreditation programme. At the end of the presentations, the participants received feedback from Toni McCaul, SECAD and Josette O Mullane, CIT.



WREN Showcase

SECAD held a number of networking events throughout 2019 with guest speakers, who inspired the WREN participants with their experiences of setting up their own businesses.



WREN participants at a networking event in East Ferry, December 2019

Compiled by Frances Doyle, Development Officer

SECAD Supporting Artisan Food Producers

As implementing partners for LEADER South Cork LAG, Leader West Cork LAG, and in partnership with Cork County Council Local Community Development Committees (LCDC's), SECAD has proudly supported a number of Cork Artisan food producers to the value of €300,000 of grant aid under the LEADER Artisan Food initiative during 2019. Investment supported the purchase of production equipment, branding and marketing activities, and new product development with the potential creation of 26 new jobs.

From the Skibbereen Food Company in West Cork to Leahy's Open Farm in Dungourney in East Cork, the reach was wide and inclusive. Thanks to the support and guidance from SECAD's Development Officers, several food producers submitted applications and received funding under the Artisan Food Initiative. The funding enabled these food producers to rebrand, upscale, develop new products and enter new markets.

Frank Hederman's Smokehouse-Cobh

Frank Hederman has dedicated over 38 years to creating the finest handmade smoked salmon in the world. Drawing on Ireland's heritage, focussing on small batch production, and avoiding mechanisation or automation where possible, he has spent decades learning and refining the rare traditional skills of hang-smoking, giving him an unparalleled understanding of his craft.

"We engaged with SECAD and the LEADER food initiative and are delighted to now be in a position to renew our refrigeration in order to meet new environmental directives and increase our capacity for production."

Kinsale Bay Food Company-Little Island

Originating in Kinsale, Co. Cork, Kinsale Bay Food Company is a family-owned business and started trading in April 2014. From simple beginnings supplying various products to local Kinsale farmers' markets, they have grown into to the quality-based, gluten free food producers they are today, distributing a range of products nationwide.

"The support we received from the LEADER food initiative enabled us to increase our retail listing to include both Supervalu and Dunnes Stores. As a result of this new business and financial support we have created 4 new full-time jobs increasing our workforce to 21. I would advise food business to take advantage of this support to achieve their growth ambitions."



Pictured L-R: Nathan King (Kinsale Bay Food Company), Teresa Leahy (Leahy's Open Farm), Suzanne Kearney (SECAD), Minister Michael Creed TD, Michael Hassett (Hassett's Bakery)

Leahy's Open Farm-Dungourney

Leahy's Open Farm is a family fun attraction providing a great day out for all the family. It started small with just a couple of hundred people visiting in 1994 and has grown to over 70,000 visitors in 2018. The farm has many attractions including kids play areas and a petting zoo with the latest addition of a new Ice Cream and Chocolate Factory where delicious ice cream and chocolate treats are made on site.

"Through the support received from the LEADER Food initiative, we were in a position to increase our production capacity and improve efficiencies in the production process allowing us to meet the increase in demand from growing visitor numbers."

Hassett's Bakery-Carrigaline

Hassett's are the leading supplier of high-end bread and confectionery products in Cork. They have four of their own shops and their products can also be found in several retail outlets including Cork Airport, SuperValu and Aldi. They currently export to some key EU markets, North America and Canada.

"We have identified growth opportunities in the bakery sector in both domestic and export markets. Funding received through the LEADER food initiative allowed us to invest in specialised baking equipment to expand our production capacity and respond to current trends in the market."

The Skibbereen Food Company

The Skibbereen Food Company was established by award winning Kiwi chef Matthew Brownie in 2014 and is stationed in West Cork, Skibbereen. The company currently produces a range of pork crackling snacks for the retail, high convenience and on and off trade food service markets throughout Ireland under the 'Scratch My Pork' brand.

"The support offered to Skibbereen Food Company through the LEADER food fund enabled us to increase our offering and release three new innovative pork snacks to the Irish market which allow consumers to choose a healthier way of snacking with a high protein, preservative free and natural snack."

Compiled by Tanya Fitzgerald, Development Officer

Clonakilty Chocolate-trading as 'Exploding Tree'

Clonakilty Chocolate make chocolate that is good – for our bodies & our communities. Allison Roberts has been working with chocolate since age 12, so starting up Clonakilty Chocolate was yet another incarnation of the passion she has for working with cocoa.

"I'm delighted to have the support of LEADER to purchase a new Winnower and support with our current rebrand. The application process was very challenging but with the support of the LEADER staff I was able to complete it. Small producers should reach out to LEADER if they are having any difficulties, this is funding aimed at small Artisan producers and so it is possible for any small producer to work through it and deliver a successful application."

Savour Food Programme

Managing food waste is a problem that faces Irish food business every day. The environmental costs of food waste are huge, and it is known to contribute to food shortages, water stress, unnecessary biodiversity loss and increased greenhouse gas emissions worldwide. Food waste is the third largest contributor to greenhouse gas emissions globally.



Tanya Fitzgerald, Development Officer SECAD, presenting certificate of participation to Orla O'Donovan, owner/manager of The Fig & Olive Café Clonakilty.

Savour Food is a food waste reduction initiative for tackling food waste at a business level. Created by the Clean Technology Centre (CTC), the programme offers food businesses free consultancy, food waste training and advice in relation to food waste management. Food waste represents a significant cost to businesses, including the cost of buying, preparing and storing food, plus the cost of disposing of food that goes uneaten. A reduction in food waste not only lowers our environmental impact, but can also help businesses to reduce costs, and become more profitable.

The CTC have partnered with SECAD and Ballyhoura Development CLG to assist businesses to cut food waste costs. This programme is funded by the Department of Agriculture, Food and the Marine from the Department's Rural Innovation and Development Fund and available to businesses free of charge.



Chef Alan and owner Gillian Kearney of Bramley Lodge, Carrigtwohill receiving a certificate for participation in the 2019 Savour Food Programme.

SECAD works closely with the CTC to identify programme participants, manage relationships and to facilitate the programme whereby food businesses are guided in the assessment and measurement of their food waste in relation to food preparation, food that is prepared and unserved or plate waste (that which has been served but uneaten). As a result of these assessments, practical recommendations are made on how to reduce the amount of waste, which can be implemented quickly and easily.

Programme participant Monica Buckley, owner at The Fresh Fish Deli, Skibbereen stated that *"Since we engaged with Savour Food we have reduced our waste collection costs by €150/ month in addition to sourcing more cost-effective production inputs with a potential saving of €1,000 / month. Taking part in this initiative has not only helped us to reduce costs but also to improve our business processes in relation to food waste and reduce our carbon footprint"*.

Following a successful pilot of the programme in 2018, which saw 11 businesses taking part in the programme in the East Cork area, Savour Food was then extended to include, Clonakilty and Ballyhoura (East Co. Limerick and North Co. Cork) regions. In 2019, SECAD and the CTC worked with a further 22 business in the East Cork and Clonakilty areas while continuing to support participants of the 2018 programme with their food waste reduction initiatives.

Compiled by Tanya Fitzgerald, Development Officer



Monica Buckley, owner of The Fresh Fish Deli Skibbereen receiving a certificate for participation in the 2019 Savour Food Programme.



Owner / manager Jack O'Sullivan at The Granary Foodstore, Midleton receiving a certificate for participation in the 2019 Savour Food Programme.

SECAD and Tourism

Over 20 years ago, SECAD identified the need to strengthen and support tourism businesses in the East Cork area. This was achieved through creating a network and a platform for tourism related businesses that allowed them to continue to grow and develop. The network enabled businesses to work together, increasing visitors to the region and putting East Cork on the map as a tourism destination.

This network has expanded its reach across East Cork and Cork Harbour and is now known as the Ring of Cork. Ring of Cork members represent Cork's leading tourism activities, attractions, restaurants and accommodation providers. The main supports offered to Ring of Cork by SECAD Partnership are skills development, networking, and online promotions.

Skills Development

Training is tailored to the needs of members and also provides members with the opportunity to network. During Spring 2019, members had the opportunity to take part in two programmes; "Instagram for Tourism Businesses" and 'What Does the German Tourist Really Want?'



Ring Of Cork members attending Instagram for Business Training Programme, 13th February & German Cultural Training on 6th March 2019

Tourism Town Skills Training Programme

After a busy Summer season, this fantastic new training programme was launched in October with the ambition to deliver 100 workshops under 8 training topics, locally in 9 towns across South and West Cork between Autumn /Winter 2019 and Spring 2020.

Under the Tourism Town Skills Training Programme, 14 digital training workshops were delivered in SEO, Facebook Advertising, Video Marketing, You Tube and Instagram. 5 Customer Service workshops and 2 Public Relations workshops were also delivered throughout the towns of South and West Cork.

Networking

Ring of Cork has identified the importance of creating linkages and building business relationships, and therefore places a strong emphasis on networking through facilitating Familiarisation Trips. These trips are a great way for host businesses to showcase their attraction to fellow members. They also provide the opportunity for Front of House staff and owner managers to gain knowledge, create linkages, and promote other businesses.

SECAD

For dates & information
contact eryl@secad.ie
or 021 4613432

To book & pay online go to
Training & Events page on
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**TOURISM
TOWN
SKILLS
PROGRAMME**

**AUTUMN / SPRING
TRAINING**

LOCATIONS:

- Ballincollig
- Carrigaline
- Clonakilty
- Cobh
- Kinsale
- Middleton
- Rosscarbery
- Skibbereen
- Youghal

TOPICS INCLUDE:

- Customer Service
- Local Food Menu Development
- Public Relations - Creating & Telling Your Story for Traditional Media
- Digital Marketing
 - SEO: How to win more tourists through Google
 - Facebook Advertising
 - Video Marketing using your smart Phone
 - YouTube Marketing
 - Instagram Marketing

**LIMITED PLACES
BOOK NOW**

Half Day Workshop: €10
Full Day Workshop: €20

LEADER 2014-2020 is funded through the European Agricultural Fund for Rural Development - Europe Investing in Rural Areas

LCDB

2040



Seamus Heaney Northern Ireland Tourism Cluster Group on 24th March 2019

Ring of Cork hosted six networking trips & events in 2019, with close to 80 people attending overall. These are fun and informal days away from the office encouraging members to participate and attend. Recent trips included: Passage West Maritime Museum & Carrigaline Court Hotel, ZIPIT Farran Woods & Oriel House Hotel, Mid-Ulster Seamus Heaney Cluster Event, Leahy's Open Farm & Chocolate & Ice Cream factory, Inch Hideaway Eco Glamping & Believe at Fota Island Resort.



Ring of Cork 'Fam' Trip to Ziplt, Farran Woods, 4th April

Ring of Cork also hosted the 'Gearing Up & Getting Ready Tourism Seminar' on 11th December 2019 in the Jameson Distillery. Keynote speakers included Stephen Lynch of Coach House Coffee, Waterford Greenway and Tanya Fitzgerald from the SECAD Savour Food Programme. The seminar brought businesses together and afforded them the opportunity to meet, catch up, learn, and create long term partnerships.



Elga Ryan, Ring of Cork, Stephen Lynch, Coach House Coffee, Waterford Greenway and Tanya Fitzgerald, SECAD Savour Food Programme

On-Line Promotions

Keeping the finger on the pulse of marketing and promotion opportunities, Ring of Cork developed a new website, which was launched on 1st March 2019. The website is modern, comprehensive and user friendly. It is a welcoming and visually appealing site that includes videos and blogs as well as a member's page and industry support section. The site allows for the promotion of Ring of Cork members through event listings, blog posts, videos and news, as well as constant updates for members with useful information and available industry supports. Starting in June, 10 blogs were published promoting members and promoted via social media driving people to ROC website.



Ring of Cork Home Page

The Ring of Cork Heritage Trail Map was produced in Spring. The heritage trail connects East Cork, Cork Harbour and the greater Cork region. The map is very popular when visitors arrive at their destination. The map included one of Cork's newest Heritage attractions, Passage West Maritime Museum.



Ring of Cork Heritage Trail Map

Compiled by Elga Ryan, Development Officer

Enterprise Support Service

Throughout 2019, SECAD continued to assist individuals to progress into self-employment and there was an increase in year on year figures as we saw more individuals opting for self-employment as their future career.

Many of the clients were progressing from unemployment into self-employment and were supported to apply for the Back to Work Enterprise Allowance and the Short Term Enterprise Allowance, which are payments provided by the Department of Employment Affairs and Social Protection (DEASP) to support the entrepreneur.

Eight start your own business courses ran throughout 2019 in both South and East Cork as well as in Macroom. A SECAD start your own business course runs over six half days and includes all aspects of starting out on the entrepreneurial journey from business formation and market research to bookkeeping and client retention. SECAD clients are also further guided within the process by availing of

individual business mentoring following completion of a start your own business course.

We have witnessed very high progression rates from course attendees to ultimately starting out in business in such areas as counselling, alternative therapies, traditional trades, I.T. consultancy, jewellery making and web design. The range is vast.

In 2019, SECAD ran a business sustainability taster course with a view to further developing enterprise sustainability courses in 2020, further ensuring the viability of our enterprise client base. This was welcomed by DEASP as a measure to further enhance the likelihood of a business succeeding.

Also in 2019 enterprise support staff forged strong links with the Women's Rural Entrepreneurial Network (WREN) in order to promote female entrepreneurship in the region. A number of 2019 start your own business clients went on to participate in the programme targeted at female entrepreneurs.

Social Enterprise

Social enterprises operate in a similar fashion to other businesses, selling goods or services to individuals, private businesses and to the public sector. However, social enterprises are set up to deliver or contribute towards social, community or environmental goals. Supporting social enterprises, both new and existing, is an area that SECAD partnership continued to deliver well on throughout 2019. Many local social businesses received mentoring support in order to allow them further develop their enterprises and become more sustainable going in to the future.

There was strong interest also in the 2019 Social Enterprise Grant Fund where funding was awarded to the following groups:

- Passage West Creates
- Active Connections
- Cork Craft and Design
- Douglas Community Association
- MY Place Midleton

Case Study: Passage West Creates



Passage West Creates is a collective of crafters and makers. The aim of which is to give local crafters from the Cork area an opportunity to display and sell their products in a main street venue. The unit they secured was vacant/for sale for a number of years so the craft shop also works as an anti-dereliction measure. The aim of 'Passage West Creates' is to attract visitors into Passage West, thereby helping to increase the currently low level of commercial activity in the town centre.

'Passage West Creates' was awarded funding towards marketing its current offering in terms of signage, advertising and promotional leaflets. Many of those involved are female and are working on a volunteer basis within the social enterprise on a part-time basis.

National Social Enterprise Expo in Sligo, 22nd November 2019

SECAD participated in the National Forum and Expo in November 2019 accompanied by a dynamic social enterprise in the SECAD area, Active Connections. The event attracted a mix of Local Development Company Enterprise Officers, with a broad representation of social enterprises from around the country.



Active Connections owner-manager Ray Burke with Toni McCaul and Tara Doyle of SECAD Partnership at the National Social Enterprise EXPO.

In 2019, SECAD continued to work as part of the Irish Social Business Campus (ISBC), working with a number of agencies to support the development of the social enterprise sector. The main aim of the network is to work collaboratively with universities and other local development companies in order to promote the creation of sustainable social enterprises. The ISBC seeks to enhance local capacity building for the social enterprise sector and also to assist with scaling social enterprises to create more vibrant community businesses.

Ask & Advise Evening

In October 2019 an 'Ask & Advise' evening was held to provide a platform for those in the social impact space. It brought together social enterprises, curious individuals, experts and community leaders to share expertise with those in need of advice and provide a forum for meaningful networking. Topics ranged from technology to governance, crisis management to leveraging engagement.



Josephine O'Donovan, Social Entrepreneur, Pauline Gannon ISBC, Donna Cleary SECAD

Following on from the 'Ask & Advise' evening, a series of workshops were held in November 2019 in order to further support social enterprises in terms of governance, future expansion and impact reporting. The workshops were targeted at founders, managers & key decision makers within social businesses. A social enterprise incubator programme was developed in 2020 as a result of the work completed during 2019.

Compiled by Donna Cleary, Development Officer



SECAD  PARTNERSHIP

SECTION 2: ENABLING EMPLOYMENT

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Enabling Employment

SECAD Employment Fair 2019

The SECAD Partnership Employment Fair took place on 26th Sept 2019. This energetic event offered an informal space for both employers and job hunters to network and discuss job opportunities and skills sets together. Job hunting today is more multidimensional than ever with networking being a critical ingredient for success. A networking space like that of an employment fair enables employers to tap into local talent and supports job hunters in meeting employers directly to highlight their own unique skills offering.

SECAD's Employment Fair was a major focus of our Employment Support team for 2019 demonstrating SECAD's continued commitment to support people in our communities to successfully return to employment and/or transition their careers.



SECAD Staff at the SECAD Stand - Mark O'Connell, Cora O'Donnell, Frances Doyle and Kieran Butler

A wide range of roles were available spanning sectors including ICT, construction, healthcare, manufacturing, food, retail, Farm Relief & Fencing, hospitality/tourism and career routes in the Irish Navy. Also in attendance were training providers Cork Training

Centre and National Learning Network. INTREO was also in attendance, highlighting job opportunities available through Jobs Ireland and supports on offer from the Department of Employment Affairs & Social Protection. SECAD staff were on standby to support job hunters on the day offering last minute job seeking tips and general guidance on the range of roles available at the event as well as guidance on skills development and training. In total 153 jobseekers, 16 companies and two education/training providers attended the event.

The range of sectors covered at the Employment Fair highlights the diversity of positions available in the region presenting real opportunities for people currently seeking new employment or interested in transitioning their career.

Overall feedback from participating organisations and job hunters was very positive. Many employers expressed how impressed they were with the calibre of candidates and felt it was very worthwhile event to attend. Job hunters benefited with some receiving job offers that morning while the majority of job hunters benefited from meeting with employers and making that initial contact for further follow up on job opportunities of interest.

SECAD was delighted to have been in a position to organise and facilitate the Employment Fair for a second year in a row building on the success of SECAD's first ever Employment Fair in 2018. The success and positive outcomes from the Employment Fair demonstrates the power of community initiatives to make a real and meaningful impact in supporting local job creation.

Compiled by Kieran Butler, Development Officer

Compiled by Kieran Butler, Development Officer

SECAD Employment Services



The approach that SECAD takes in delivering its Employment Support Service is to put the client at the centre of the service. We facilitate clients to gain an insight into their own unique blend of skills and how they can showcase this to a prospective employer.

A significant number of clients who have availed of the service have progressed across an array of routes e.g. apprenticeships, training, and employment. The

Employment Support Service provides individuals with a comprehensive, wrap around support that covers all aspects of the job hunt/career transition process including:

- Career coaching with a focus on direction & transition
- CV & cover letter support which includes review, feedback and design support
- Interview preparation - preparing clients to perform with confidence at interviews
- Training & Education – signposting to education/training options

In addition to the one to one service, SECAD's Employment Service has implemented a specific set of actions for those on our SECAD Tús Programme. The Employment Support team engage with SECAD Tús participants at their induction and follow up during the course of their placement providing one to one support on CV development and career direction. The proactive and person-centred style of the SECAD Employment Support Service has resulted in the service developing a reputation for quality and excellence amongst key stakeholders in the employment activation space.

Compiled by Kieran Butler, Development Officer

East Cork Recruitment & Upskilling Fair

SECAD Employment Support continues to provide one to one and group supports across the SECAD area of operation on a weekly basis to clients experiencing unemployment or underemployment. The support is confidential and tailored to client's needs. It provides effective guidance on job seeking and lifelong learning supports as well as referrals and effective tools.

As part of the Employment Support Service in East Cork, SECAD, together with Cumann na Daoine and the Department of Employment Affairs & Social Protection (DEASP), has been involved in the Employment Network in Youghal since 2017.

As part of this work, DEASP chose the East Cork Area for the focus and venue for the East Cork Recruitment & Upskilling Fair. This took place in the Walter Raleigh Hotel in Youghal on the 26th March 2019, during National Jobs Week.

SECAD was proud to be involved with this event and provided the main external job seeking support to visitors on the day. Employers from hospitality, construction, manufacturing and healthcare industries as well as Cork Education & Training Board (CETB) and upskilling/training agencies were represented on the day. DEASP staff were also in attendance with support from the DEASP Employer Engagement Team, Eures and Jobs Ireland who added to the local jobs board on the day.

In total over 450 individuals visited the fair during the event, with many visiting the SECAD Employment Desk for first level advice on job seeking, CVs and interviews. Clients were supported and offered further assistance via the SECAD SICAP Employment Pathways team, including follow up appointments and workshops.

Three workshops were held during the Fair and were advertised in advance of the event to DEASP clients and other visitors. A SECAD Employment Officer covering the Youghal and East Cork area was asked to design a workshop in line with the needs that were arising with unemployed individuals in the area. The subject matter for this workshop included direction and advice regarding online job applications and psychometric testing. These topics created a lot of interest, with a subscription of over 45 attendees and a waiting list on the day for spaces.

The workshop provided essential, practical guidance and tips for online job applications and on preparation for psychometric testing, and received an exceptionally positive response from attendees. As a result of the workshop some attendees followed up with SECAD afterwards, and said that they would recommend the service to others.

Due to the success of the workshop, SECAD was asked to provide further workshops during the year in line with demand from DEASP clients. SECAD will be providing this workshop at the next SECAD Midleton Employment Fair. The Employment Supports at SECAD continue to remain busy and continues to meet the demand for supports and progression provided to the unemployed in the area.

Compiled by Cora O'Donnell, Development Officer

Employment Workshops: Stammer Support

People who stutter can feel there are barriers to working. They may have low confidence going into an interview situation or even approaching potential employers in the first place because of their stammer. Often times people may not be getting work even though they have degrees related to the jobs being offered, or, due to low self-esteem are reluctant to even attempt a job search.

ISA (Irish Stammering Association) ran a series of pilot workshops to support people who stutter to get into employment. SECAD was delighted to work with

the Irish Stammering Association to facilitate the first joint support workshop.

The ISA workshop in partnership with SECAD provided participants with information on the application and interview process, what employers are looking for, what to say at interview, how to talk more comfortably about stuttering in an interview and an informative Q&A session.

Compiled by Margaret Hartigan, Development Officer

SECAD Health Care Initiative Course

Many women in Ireland who may not be on the live register can benefit hugely from programmes that enable them to return to work. Due to various circumstances, these women face huge challenges when they decide to return to work and often the biggest challenge they face is within themselves and they must deal with confidence and self-esteem issues first.

SECAD, in conjunction with our partners in Ballyhoura Development CLG, designed a support programme for women who are not in education, employment or on the 'live register'. This offers women an opportunity to upskill and gain a Level 5 QQI Major Award with the 'Healthcare Supports for Women' course. This award is a minimum mandatory qualification to work in the Healthcare Sector and it offers women the chance to be re-introduced into the world of work.

Course participants can complete individual modules, a stand-alone personal development programme, or the full award. As part of this training initiative various add on courses are also offered to the participants including Manual Handling, First Aid Responder, Dementia Awareness, Patient Moving & Hoist Training, Career Guidance and Basic IT skills. In 2019, there was also the added benefit of gaining two Major Awards in Healthcare.

The participants engaged in the Personal Development aspect at the outset of the course and were provided with one-to-one coaching, mentoring and group workshops. The workshops contained experiential opportunities including Emotional Intelligence, Personality Identification, Self-As-Expert, Values Identification and Strengths Appreciation. This was facilitated by Vicki Kelly who is the Course Co-Ordinator for the programme.

The CETB (Cork Educational Training Board) delivered the accredited QQI modules in an integrated manner. The modules chosen were Care Support, Communications, Work Experience, Infection Prevention and Control, Palliative Care Support, Care of the Older Person, Health and Safety and Care Skills. Dolores Mullahy was the trainer this year and offered a wealth of experience as a trainer with a former career as a Nurse.

In 2019, the first cycle of participants finished this year and a half long programme in June. It was designed around a school year which was beneficial to those who were mothers with school attending children. 16 achieved their first Major Award and the Graduation Ceremony was hosted by CETB in The Ambassador Hotel, Military Hill, Cork. All of their families attended the celebrations with them and it was a truly proud moment for the ladies, their families, their trainers and the SECAD team.



Graduation Ceremony was hosted by CETB in The Ambassador Hotel, Cork

In 2019 the second cycle of the programme continued their return to education and attended classes in SECAD twice weekly for the training workshops. This programme finished in December 2019. There were trips to UCC, CIT and Healthcare Centres to encourage the participants to explore further education and their career options. They also had the benefit of visiting healthcare experts and employers anxious to meet and encourage them in their new career path. They also had the added benefit of careers advisor Patricia Walter (CETB) who became part of the training team committed to their success.

All on the programme have been offered full-time employment; such is the demand for healthcare personnel.

This programme is a success because of the person-centred approach to training. The ladies are encouraged to support each other and become friends. This altruistic aspect of the programme adds to its success and the ladies form a “a tribe”. After years spent in the home looking after their families, they now have a community of their own and draw strength from it.

Compiled by Vicki Kelly, Development Officer

Ability Programme

In October 2018, a collaborative application for the Ability Programme was led by IRD Duhallow with Ballyhoura Development CLG and SECAD Partnership CLG. For the purpose of the Ability programme, people with disabilities refers to people with physical or sensory disabilities, mental health conditions, acquired disabilities, intellectual disabilities, hidden disabilities and people on the autistic spectrum. In order to qualify for support, Ability candidates must also be in receipt of disability allowance or referred from another disability support service.

The aim of the Ability programme is to support young people with disabilities (18-29 years of age) to improve their employability through a range of person-centred supports including tailored training and career guidance. The Ability Programme is based in Midleton with participants travelling from the satellite area to attend the sessions.

During 2019, the SECAD Ability team comprised of Edel Gallagher, Co-ordinator and Youth Support, Nuala O'Connell, Policies and Procedures and Vicki Kelly, Employer Engagement. Linkages were established and maintained with the DEASP, Health Services Executive (HSE), Adult Mental Health Services (AMHS), University College Cork (UCC), Cork Institute of Technology (CIT), Employability, the Cork Association for Autism (CAA), the COPE Foundation and the National Learning Network. These partners assisted SECAD in the recruitment of 10 participants.

Elements of the training included Drama Therapy, Personal Development, gentle movement, Yoga and guided meditations, Art Therapy, Music, career preparation, work readiness and Forest Wellbeing & Adventure. These elements provided a blend of supports to assist with confidence building and social skills. They also provided the structure and practical side of progression to provide a wraparound intervention. Participants also availed of opportunities such as the Wellness Recover Action Plan (WRAP) programme with the National Learning

Network (NLN), Lawnmower & Strimmer certification through SECAD Tús, STEM programme with Boston Scientific and 3 participants moved on to the SECAD Stepping Stones project (learning through the natural environment).



Ability Participants displaying their pottery

The group also experienced 'Social Farming' at Leahy's Farm, which offered the participants the opportunity to spend time on a working family farm in a healthy, supportive and inclusive environment. Edel Gallagher also met each participant for mentoring and to develop personal progression plans to tailor the programme for each individual and provide a participant-centred approach.

Vicki Kelly coordinated experiential education days and mentorship programmes with companies and organisations including: Pfizer, Fota House, The Kingsley Hotel, Boston Scientific, FoodCloud, Cheshire House, and the Cork Society for the Prevention of Cruelty to Animals (CSPCA).

"What I've enjoyed about this programme is that you know you're with a group of good people, that you can consider friends. My confidence and self-esteem is a lot better now because of it, I look forward to it every week and what I'll be able to do in the future now too" JD, Ability Programme Participant

Compiled by Danielle Sheehy, Development Officer



SECAD  PARTNERSHIP

SECTION 3: COMMUNITY DEVELOPMENT SUPPORTS

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Community Development Supports

Community Supports

Through its work on the LEADER Rural Development Programme 2014-2020 in South and West Cork, SECAD supports the large number of vibrant local community groups working to plan for improved infrastructure, facilities and social capital in the towns, villages and rural areas in which they live, work, do business and socialise.

SECAD also provides support to members of the New Communities who have moved to Ireland in recent years through SICAP and the Communities Integration Fund. The approach that SECAD uses is based on the concept of bringing people from different ethnic backgrounds together at street, neighbourhood and community levels through food-based events and interactions.

My Town, My Plan Community Training Programme

In 2019, SECAD planned for and commenced the rollout of the extensive My Town, My Plan Community Training Programme in four towns in South Cork and four towns in West Cork. Communities were consulted in advance of this programme through online surveys to establish the training and planning topics which each area found to be most relevant and important for their area.

Following a tendering process, the Hincks Centre for Entrepreneurship at the Cork Institute of Technology was awarded the contract to roll out this training programme. In Spring 2019, SECAD staff met with community members to establish the content and priorities in each of the eight towns and in September 2019, the programme commenced in earnest in Youghal, Midleton, Cobh and Carrigaline in South Cork and in Kinsale, Clonakilty, Rosscarbery and Skibbereen in West Cork.

The objective of the programme was to provide training in future planning and the innovative development of a cohesive vision for towns and their hinterland. A Facilitator was assigned to each town to deliver the following Core topics:

- Developing Community / Social Enterprise
- Moving from Ideas to Validation
- Developing My Town, My Plan Ideas / Vision

In addition to the Core topics, each town had the opportunity to select four topics from three themes to complement their training and vision for their town. Each town has access to at least twelve training sessions, with topics being delivered by a subject expert under the following themes:

- Theme A – Enterprise and Asset Management
- Theme B – Social, Community and Volunteer Supports
- Theme C – Environment

At a personal level, the programme was designed to positively impact on knowledge, leadership, management and teamwork skills. At a community level, the programme was designed to positively influence the community's competence and capability to inform themselves, evaluate options and make collaborative decisions. This approach enables groups to create viable and sustainable community / social enterprises and develop an appropriate Idea / Vision for their town's future.



My Town, My Plan Session in Skibbereen

In 2019, the first 44 training sessions and facilitated planning sessions were held at community venues in each of the eight towns, bringing together community members who may be members of existing groups, business members, individuals, local representatives, business associations, family centres, youth groups, students, Chambers of Commerce, Community Councils, Community Associations, Cork ETB, Heritage groups, private business owners, etc.

The My Town, My Plan programme will continue until mid-2020 at which stage it is hoped that groups will have upskilled and linked in with the wider community to develop high level plans in the form of Ideas documents which can provide a roadmap for future development in their towns. Topics under discussion include the social fabric of towns, business and retail opportunities, creation of jobs, infrastructure and transport management, cycle and

pedestrian friendly town centres, building stronger community connections, opportunities for tourism, heritage development, development of facilities for youth and older people.

Work will continue throughout 2020 with the communities of Youghal, Midleton, Cobh, Carrigaline, Kinsale, Clonakilty, Rosscarbery and Skibbereen to bring their plans to completion in 2020.

Supporting New Communities through SICAP and the Communities Integration Fund



SECAD Celebrating Multiculturalism Through Food in Midleton

The sun shone, and the crowds flocked to Midleton on Sunday, 8th September 2019 for the East Cork Food and Drink festival. For the second year running, a great crowd visited the 'SECAD Celebrating Multiculturalism through Food' event which was held at MY Place Community and Youth Centre. Following work and collaboration on the ground between SECAD Partnership CLG, Midleton Family Resource Centre and Carrigtwohill Family Resource Centre, who are working with New Communities in the East Cork area, a wide range of food was available to taste from over ten nationalities.

Minister of State for Equality, Immigration and Integration, David Stanton TD officially opened the event which was supported by funds from the Social Inclusion Community Activation Programme and

the Communities Integration Fund. The Minister presented certificates to all the people representing the different nationalities and who had worked so hard to prepare the food for the event.

Food native to Palestine, Lebanon, Morocco, Syria, USA, Ireland, Slovakia, China, South Africa, Nigeria, Benin and Italy was on display for all to taste and over 400 people enjoyed the food and discussions in the fun atmosphere. Lydia Jaber from Lebanon gave a demonstration on how to make the perfect hummus. Staff from Midleton FRC, Carrigtwohill FRC and SECAD Partnership were present to greet and assist visitors and information was shared amongst the volunteers who had prepared the food and the many people who visited MY Place to try out all of the different dishes.



Sean Ahern, Midleton FRC, Suzanne Kearney, SECAD, Minister David Stanton, Toddy Hogan, Carrigtwohill FRC

Two weeks later, a large crowd gathered to sample the culinary delights prepared by local people from 17 different nationalities at the SECAD Celebrating Multiculturalism Through Food Marquee in the Main Square, Macroom on Saturday evening, 21st September.

Following months of preparation, the International Food Flavours group in Macroom, under the guidance of local organiser Aurora Planells Bernat served up a range of tasty traditional treats representing 17 countries from Europe, Africa and Asia. These countries were France, Spain, Poland, Hungary, Iraq, Syria, Somalia, Tanzania, Zimbabwe, Nigeria, South Africa, Holland, Pakistan, Malaysia, Albania, Georgia and Turkey. Many of the participants were newly arrived residents at the Emergency Accommodation

Centre in Macroom who were very generous in sharing their experience of food from their countries.

This event has grown in success since its inception six years ago and is now a social highlight of the Macroom Food Festival. It provides a great opportunity to meet with local people who share a common interest in food and to celebrate the diversity of the community in Macroom and surrounding areas. In 2019, for the first time, the International Food Flavours group was part of the renowned festival 'Taste Trail' and the atmosphere was enhanced by local musicians who performed at this and other 'Taste Trail' events throughout the town.

Living in Ireland through English

In late 2019, SECAD continued to support New Communities through a number of initiatives which included a pilot programme entitled 'Living in Ireland through English'. This programme was delivered to small groups in an informal setting in a community centre in Midleton and included discussions on themes common in everyday life including transport, health services, education, public services, shopping. This enabled participants to improve their confidence in engaging with everyday life in their new homes, to make linkages and friendships and to improve their English language skills for everyday living.

COMPILED BY NUALA O'CONNELL, DEVELOPMENT OFFICER



SECAD Celebrating Multiculturalism Through Food in Macroom

Tús Community Work Placements



Douglas Community Centre

Douglas Community Centre

My name is Abdelkader Khallouf and I worked for SECAD for one year on the Tús Programme. I arrived in Cork from Syria, via Lebanon and the UK. Working with SECAD was a really good opportunity as it opened a good few doors for me. I worked in Douglas Community Centre as a general operative and it allowed me to get to know new people around me and introduce myself to the others. My previous qualification was as an archaeologist back in Syria where I worked as a curator in a Museum and also organised field trips for clients to various tourist sites.

Because I speak both English and Arabic, I got this chance to do some translation hours as an interpreter as well alongside my Tús work. The work with SECAD is flexible and they will give you an option to decide which hours you would like to do and what time. With this flexibility, I got the chance to do both jobs, general operative with SECAD and interpreter with a translation company.

With this flexibility I got the chance to increase my income. When my contract was up with SECAD, they were able to set me up with a follow on C.E. Programme where I was given more responsibility as I was working on my own. At a later date, I will investigate starting my own business and I will be back in touch with SECAD and my Tús Supervisor who was really supportive to me and my family. It was really good experience with them.

COMPILED BY ABDELKADER KHALLOUF, TÚS PARTICIPANT



Tracey Pierce - Edmund Rice College, Carrigaline

Edmund Rice College, Carrigaline

My name is Tracey. I was a stay at home parent for 7 years when I decided to go back to college to study "Office Administration & Business" as a career change from my first career as a beauty therapist. I completed the diploma and then I was offered the opportunity to join the Tús Programme. It was a great way to gain experience in an active role for what I had studied.

The position in Edmund Rice College has been an amazing experience to date. I love the day to day interaction with staff and students while still managing to keep the school office organized and on top of all tasks required to be completed. The staff moral and environment in this school is like no other job I have been fortunate to have. The role in the administration office has allowed me to grow and learn new tasks while increasing my knowledge and confidence within the role. The Principal and Deputy Principal are always available to answer any questions or help with tasks within the new working environment.

COMPILED BY TRACEY PIERCE, SECAD TÚS PROGRAMME PARTICIPANT

Edmund Rice College is a new secondary school in Carrigaline which opened in September 2016 with 54 pupils. Next September it will have 430 pupils, so as you can imagine the demands on the school office have grown considerably over the past four years! In November 2019, Tracey Pierce joined the school in the key role of school secretary. Since then she has been an invaluable asset to the school and has greatly assisted in the many admin and secretarial tasks that are part of a busy secondary school.

As the first point of contact for those who phone or call to the school, Tracey is not only professional but also brings her bright and cheery disposition to the role. Most importantly, she has an excellent and friendly manner with the students. During her time in Edmund Rice College, Tracey has adapted to the school environment and has quickly learned several new skills. Without Tracey being placed by TÚS Programme in Edmund Rice College the school would not run as efficiently as it does, and she is an integral part of our school community!

COMPILED BY PETER HYDE, DEPUTY PRINCIPAL, EDMUND RICE COLLEGE, CARRIGALINE

SECAD Rural Social Scheme

The SECAD Rural Social Scheme (RSS) has grown significantly since its inception with double the numbers now on the scheme. The SECAD RSS area now covers from Youghal Bridge in the east of the county, to Rylane near Macroom in the west of the county. All around the county in various locations, RSS participants are playing their part in making their host organisations grow more self-sufficient.



Cork Autism

Cork Autism Group has two locations in east Cork; one in Mogeely at Crobally House and one in Castlemartyr at Greenvale House. RSS participants, Kieran Meade and Donal Cahill work as part of a maintenance team that care for the grounds and gardens where succulent produce is produced with the assistance of the Service Users who take great joy from their achievements.

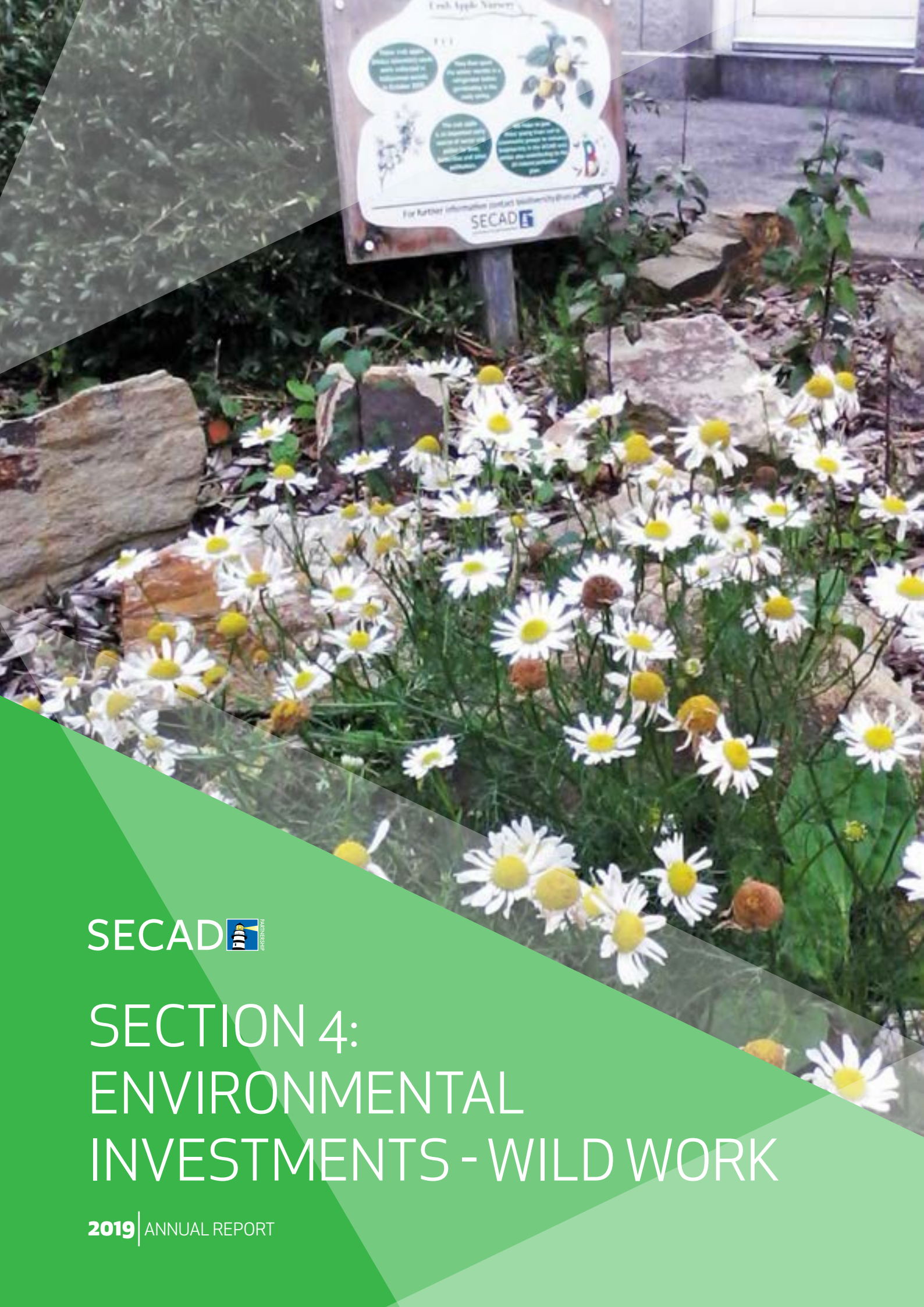
Field of Dreams is located in the suburbs of Ballincollig and is owned by Down Syndrome Ireland. Mary Coakley is part of the hard working team that takes care of this splendid establishment. The highlight of the 2019 season was the planting of 500 pumpkins that were harvested by the service users coming up to Halloween. The staff and Service Users were thrilled to have brought this huge project to fruition.



Field of Dreams

The 20 men and women that make up the SECAD RSS are from farming and fishing backgrounds. They receive income support through participating on the scheme, and in return they provide services which benefit rural communities. The beneficiaries of the skills and talents of the participants include community halls, sports pitches, heritage sites, woodland walks and support organisations, some of which feature in this year's report.

COMPILED BY FRANCES BURKE, RSS SUPERVISOR



SECAD 

SECTION 4: ENVIRONMENTAL INVESTMENTS - WILD WORK

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Environmental Investments

Wild Work

In 2019, SECAD's Wild Work initiative was short-listed for a national Corporate Social Responsibility (CSR) Award by Chambers Ireland. Over seventy projects were recognised for their CSR activities and initiatives, and were shortlisted across fourteen award categories. Projects were judged under the criteria that they were ambitious, innovative and practical in scope.

Wild Work was nominated in the category "Excellence in CSR by a small and medium-sized enterprise (SME)" which applies to companies with 50 employees or less and recognises excellence in CSR in a variety of areas, including environmental. While Wild Work did not win the category, we did make a big impact at the Dublin award ceremony with our Wild Work seed packets which were well received by the 500 attendees. These packets contain native wild-flower seeds sourced from an Irish supplier and repackaged with the Wild Work logo.



Wild Work Seed Packet



The seed packets are an excellent tool for engaging people, promoting Wild Work and encouraging the creation of a pollinator-friendly landscape. 400 of our seed packets were handed out to farmers during two other events organised by Teagasc and Dairygold. At these farming events, Wild Work was able to engage with over 1,000 farmers on the topic of biodiversity. Wild Work ran nature walks where we gave out seed packs and also distributed seed packs as part of Pfizer's 50th anniversary celebration of being in Cork. Overall, in 2019, seed packet distribution generated the potential for over 5000m² of pollinator-friendly wildflower areas to be created. Wild Work also developed guidance information linked with our seed packets which can be wild accessed at www.wildwork.ie/wildflowers

The seed packets are just one of the ways that Wild Work is keeping innovative in how we engage people and promote the initiative. Another was the launch in 2019 of the Wild Work Podcast series. These podcasts take the form of interviews and discussions promoting our work as well as that of our partners. Podcasts are a highly engaging way to build a more personal relationship with our clients and gives potential clients insight into how Wild Work operates and its values. You can listen to the podcast at www.wildworkpodcast.podbean.com

COMPILED BY KAREN LOXTON, DEVELOPMENT OFFICER



SECAD  PARTNERSHIP

SECTION 5: CORPORATE & PUBLIC SERVICES

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Corporate and Public Services

Community Benefit Fund Management

Since 2014, SECAD has had the role of Grant Making Organisation for a number of commercial entities to administer their Windfarm Community Benefit Funds across the island of Ireland. The aim of the Windfarm Community Benefit Funds is to 'make a contribution to local community activities'. SECAD is currently contracted to the ESB, Coillte, the NTR and Innogy to manage their Windfarm Community Benefit Funds.



Cappawhite Shop & Tearooms

Cappawhite Shop & Tearooms

In 2012, the village of Cappawhite in Co. Tipperary was devoid of all services; post office, shop and public house had all closed down. A small group of 5 people got together to look at how they might revive this rural, remote and disadvantaged little village. They looked at several options, and as a phase one looked at the possibility of opening a Shop and Tearooms. The group were inspired by the example of the Loughmore Tearooms also in Co. Tipperary, and Mary Brennan proved to be an inspirational motivator and helper.

They leased a premises from the local GAA Club and set about renovating and customising the building for the Shop and Tearooms. LEADER funding was suspended at the time, however the group pressed ahead and from their own local resources and fund raising efforts invested over €70,000 in the project. The Cappawhite Shop and Tearooms opened in November 2015, and the doors have been open since, sometimes with difficulty, but always with great enthusiasm and hard work. The services are run mainly by volunteers' along with Tús, Rural Social Scheme (RSS) and Community Employment participants.

In 2017, the Shop and Tearooms were faced with a big challenge, when the HSE required the staff toilet to be moved from next to the kitchen to an adjoining building. The funds were not available at the time for this job, but very fortunately SECAD and the Cappawhite Wind Farm Community Fund came to the rescue. The Shop and Tearooms secured grant aid of €4,500 which enabled them to complete this work, and also to replace the 50 year old patched and dangerous front yard. Without this assistance the Shop and Tearooms would have been in danger of closing.

In the 2019 round of grants, the Shop & Tearooms were awarded €2,411 for the purchase of a coffee machine. With the old machine irreparable and rental costs of over €200 per month the new machine will keep the coffee customers happy!

SECAD made the process very manageable for us, and is a process that we think should be replicated across many other community grant assessments and awards. The SECAD and Cappawhite Wind Farm Community Fund have been a lifeline for us and we look forward to sustaining our service into the future with the wonderful and so helpful assistance of SECAD and the Cappawhite Wind Farm Community Fund.

Compiled by Catherine Scully, Administration Team

safefood Community Food Initiative

After a successful tendering process in 2018, SECAD will continue to coordinate and administer the Community Food Initiatives (CFI) on behalf of **safefood** until 2021. SECAD has co-ordinated the CFI since 2016. The CFI was established by **safefood** to create awareness of the benefits of healthy eating and to provide families with the skills and knowledge to be able to provide healthy food options for themselves and their families. The current format was developed by **safefood** and SECAD and encourages the 14 partners (CFI Leaders) based throughout the island of Ireland to use a community development approach to engage and work with families.

safefood was set up under the British-Irish Agreement and is an all-island implementation body with a general remit to promote awareness and knowledge of food safety and nutrition issues on the island of Ireland (IOI). As **safefood** is an all-island body, the organisations delivering the CFI are from both Northern Ireland (NI) and the Republic of Ireland (ROI). Five of the projects are based in NI and nine in the ROI.

safefood initiated the tender process for the 2019-21 CFI in late 2018. The focus was changed and the CFI Leaders will support one target group throughout the 3 years of this round of the CFI. The focus of the CFI 2019-21 is families with children up to the age of 12 years.



Community Food Initiatives



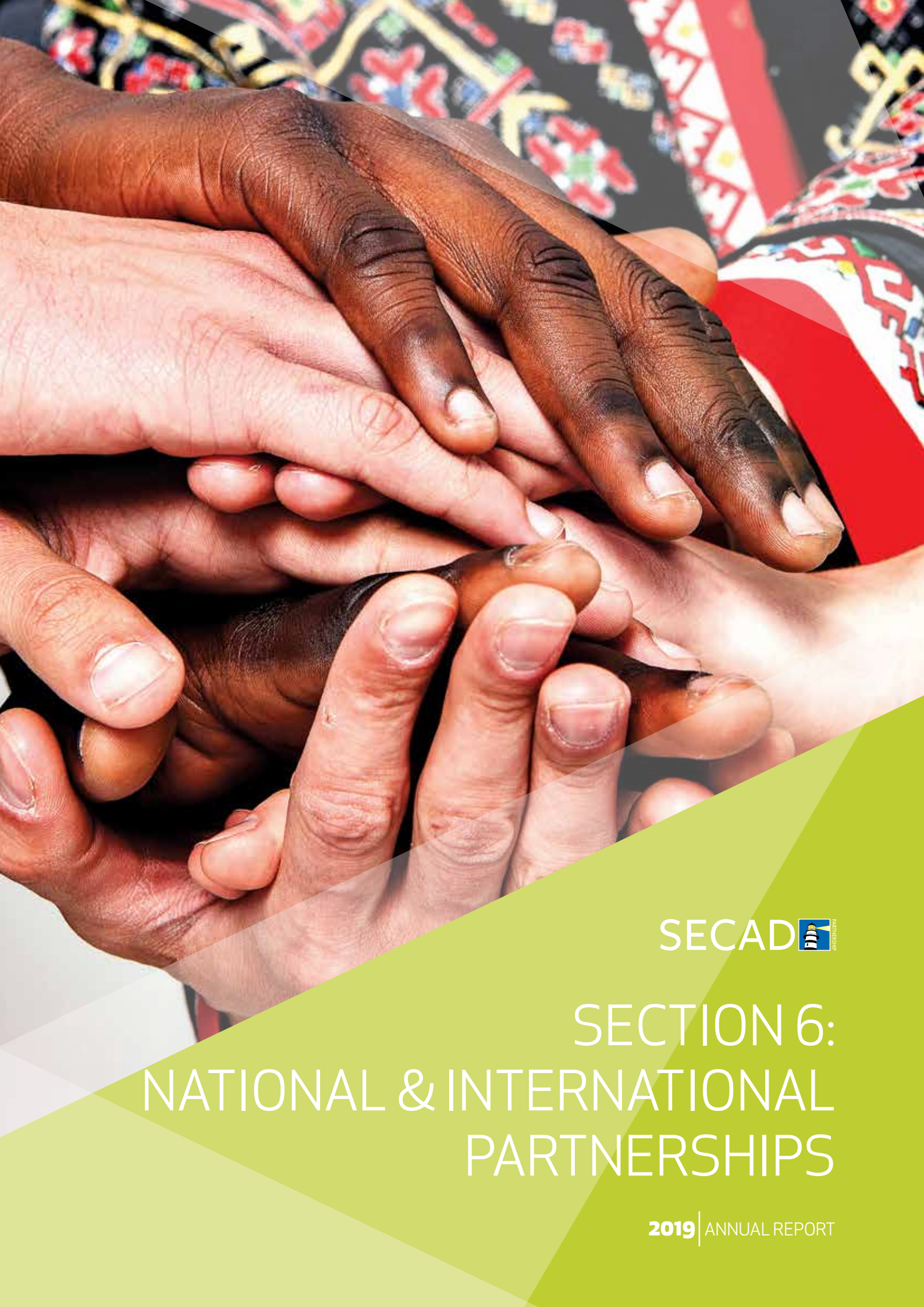
Work began immediately in late 2018 to develop a new set of guidelines and application forms for the recruitment of the new CFI Leaders. Application packs were emailed to each Local Development Company (LDC) in the ROI. In NI, the application packs were distributed by email through the Rural Community Network and the Healthy Living Centres Alliance. The launch of the CFI was held in the F2 Centre, Dublin 8 on Thursday, 21st March 2019.

SECAD's role is to administer the funding on behalf of **safefood** and to be a point of contact for the CFI Leaders. The CFI Leaders submit proposals to SECAD for the delivery of the CFI in each area. SECAD works with the CFI Leaders throughout the year to ensure that the CFI is delivered in line with the **safefood** criteria. Each CFI Leader organises a minimum of 2 community events each year and the purpose of these events is to share the healthy eating message with the wider community. In addition, the CFI Leader facilitates 2 to 3 small projects with the aim of supporting a minimum of 5 families to develop their cooking skills and healthy eating habits.

During the CFI 2019-21, regional workshops will be organised to spread the healthy eating message to professionals working in the social inclusion sector. The first workshop was held on 6th November 2019 in the NICVA Centre, Belfast.

Throughout the year, SECAD provides the CFI Leaders with templates to submit half year and end of year reports. SECAD amalgamates the information provided into a report which provides a record of the outputs for the year and documents the best practice developed and carried out by the CFI Leaders. The methods and techniques documented through the CFI have contributed to the design of national policies and actions.

Compiled by Sinéad Conroy, Development Officer



SECAD 

SECTION 6: NATIONAL & INTERNATIONAL PARTNERSHIPS

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SECAD and International Partnerships

Part of the opportunity for an officially validated EU recognised Community-Led Partnership is that we are invited to become part of international cooperation projects which encourage knowledge transfer and joint activities. It also provides additional investment into the each of the participating localities. SECAD Partnership has actively looked for and found some very interesting opportunities in this regard and following are two examples of this approach.



Tartu Rural Development Association Meeting in Athlone, February 2019

SMART, Sustainable and Innovative Training

Since 2018, SECAD has been working with partners in southern Estonia (Tartu Region) and western Spain (Tagus Region) to develop a series of training supports for each of our respective communities to prepare for the future. The purpose is to consider the challenges in terms of aiming for ‘sustainability’, ‘equality’ and ‘vibrancy’ – and to seek a balanced community-led plan (bringing together all key stakeholders) to achieve this. During 2019, this programme was being designed and in the latter part of the year, it was being prepared for tender. Ultimately the programme was approved by the Governments in each of the 3 countries and further progress on this will be reported in the 2020 Annual Report.

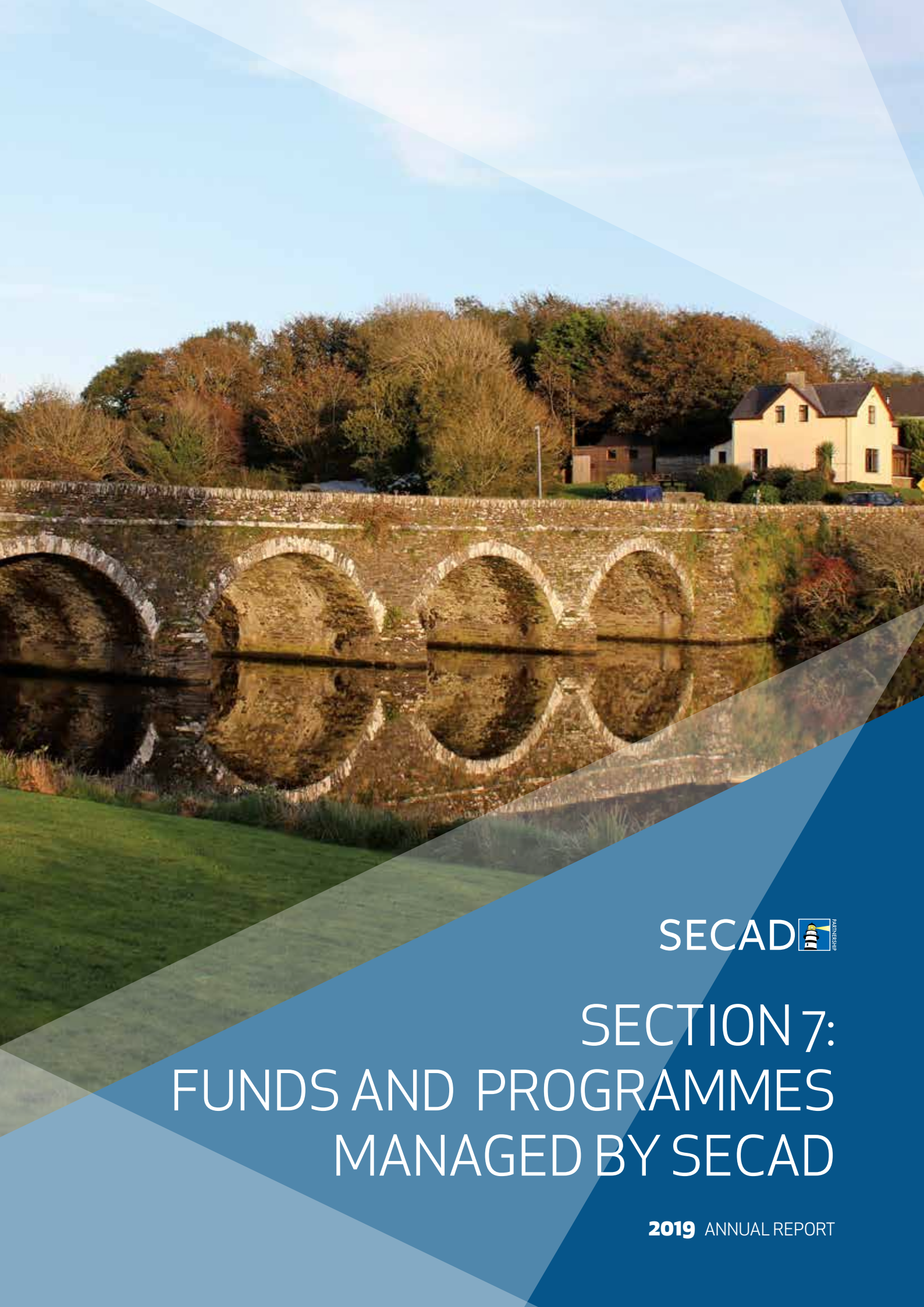
winLAG

The LEADER rural development investment programme has been in place for around 30 years. SECAD was first involved in LEADER in 1995 and it has been a core investment programme managed by the charity since that time. LEADER sets out a number of principles (including local decision

making, innovative projects, locally driven, local participation etc.) that create a framework for how locally managed investment should be delivered and organisations delivering these are regulated (and audited) to ensure that the LEADER approach is followed.

In many counties, especially in Eastern European countries, the LEADER Approach is just beginning. In 2019, SECAD was approached by similar organisations in Finland and France (representing those with many years’ experience in the delivery of LEADER), to join with groups in North Macedonia and Moldova (with groups that are just beginning to deliver the LEADER Approach) to develop an exchange, share experience and re-invigorate the approach in terms of new views of rural ‘innovation’.

This project continued to evolve during 2019 and is leading towards a formal application for funding in 2020 for the delivery of this project. Further information will be found in SECAD 2020 Annual Report.



SECAD 

SECTION 7: FUNDS AND PROGRAMMES MANAGED BY SECAD

2019 ANNUAL REPORT

SECAD Funds

SECAD Partnership CLG

SECAD Partnership CLG is a local development company established in 1995. SECAD is a not for profit, community led organisation with charitable status. SECAD works with a range of clients and stakeholders in rural areas including: community and voluntary groups, disadvantaged target groups, job seekers, businesses (including private and social enterprise), farmers, schools and the corporate sector. SECAD provides a range of innovative rural development and social inclusion supports, to motivate and enable our communities to create a more vibrant, sustainable and inclusive society, in partnership with public, private, academic and community partners.

SECAD has evolved from managing a single funding programme into a platform for managing and delivering a wide range of funds and services including, social investment and employment supports, on behalf of the Irish Government, State Bodies and the EU.

SECAD currently delivers a number of major programmes alongside other smaller schemes and initiatives, including LEADER 2014-2020, the Social Inclusion and Community Activation Programme 2018-2022, the Rural Social Scheme, the Tús Programme, PEIL 2014-2020 (WREN, Healthcare & Ability), Community Sponsorship Initiative, Community Development Initiative & the Savour Food Initiative.

Social Inclusion and Community Activation Programme (SICAP)

The aim of SICAP is to reduce disadvantage and promote social inclusion and equality through local, regional and national engagement and collaboration. Its vision is to improve the life chances and opportunities of those who are marginalised in society, living in poverty or unemployed through community development approaches, targeted supports and interagency collaboration, where the

values of equality and inclusion are promoted, and human rights are respected. SECAD has delivered previous iterations of SICAP since the mid-1990s.

SECAD is currently delivering SICAP 2 which began on 1st January 2018 and runs until 2022, across the South Cork area, with an annual contract value of €812,902.

LEADER

SECAD has been delivering the LEADER Programme since 1995. The current iteration of the programme is LEADER 2014-2020, which is being delivered in two 'Local Action Group' areas, South Cork and West Cork with a budget of €5,295,634 across the two areas.

The LEADER Programme supports local and community projects across a diverse range of themes

including; rural tourism, enterprise development, rural towns, access to broadband, basic services targeted at hard-to-reach communities, rural youth, protection and sustainable use of water resources, protection and improvement of local biodiversity, and development of renewable energy. The programme is co-financed by the European Agricultural Fund for Rural Development.

Programme for Employability, Inclusion and Learning (PEIL) 2014-2020

SECAD is delivering three projects under PEIL 2014-2020:

1. Female Employability (Healthcare Opportunities)

SECAD is a partner in a Healthcare Opportunities Training project with Ballyhoura Development CLG. The Healthcare Opportunities programme is running in various locations throughout Cork and Limerick over a three-year period offering participants the opportunity to gain a Healthcare Assistant Level 5 qualification.

The programme is specifically aimed at women who have been out of the workforce and who are not in receipt of Jobseekers Allowance. It particularly appeals to women who are interested in training to

work as a care assistant in a care home, community setting or a hospital. The training is free, flexible and an excellent way to upskill and gain a new career option.

The programme is co-funded by the Irish Government through the Department of Justice and Equality and the European Social Fund, through PEIL 2014-2020. Funding is being provided under the Employability strand of PEIL to promote gender equality and to create new employment opportunities for women.

2. Female Entrepreneurship – Women's Rural Entrepreneurial Network (WREN)

SECAD is leading this female entrepreneurship project, WREN, to support female entrepreneurs living in Cork and Limerick who have a concrete business idea and wish to become self-employed or who are already in the early stages of business development.

The training programme includes personal development and business skills training, one to one and group mentoring, female 'role model' sharing of experience and support, themed networking and experiential learning events, formation and facilitation of the facilitated networking sessions and a range of other supports. The training will lead to an accredited award.

SECAD is working in partnership with Ballyhoura Development in Limerick and Cork Institute of Technology's Rubicon Centre, Hincks Centre for Entrepreneurship Excellence and Department of Technology Enhanced Learning on its delivery.

The WREN Project is co-funded by the Irish Government through the Department of Justice and Equality and the European Social Fund, through PEIL 2014-2020 to promote entrepreneurial skills and business start-up amongst women in the region.

3. Ability Programme

SECAD is currently delivering the Ability Programme with our partners, IRD Duhallow (lead partner) and Ballyhoura Development CLG, on behalf of the Department of Employment Affairs and Social Protection (via Pobal).

The Ability Programme aims to support young people with disabilities (18-29 years of age) to improve their employability through a range of person-centred supports. Participants on the Ability programme will be supported with tailored training and career guidance support.

Training includes the development of soft skills, confidence, communication, self-awareness, life skills & personal development. A focus is placed on work preparation training for young people with disabilities, including job search strategies. Existing linkages on the ground with local employers are utilised to facilitate supported work sampling, work experience placements, work shadowing, volunteer placements and place and train schemes.

For the purpose of the Ability programme, people with disabilities refers to people with physical or sensory disabilities, mental health conditions, acquired disabilities, intellectual disabilities, hidden disabilities and people on the autistic spectrum. In order to qualify for support, Ability participants must also be:

- in receipt of disability allowance or invalidity pension; or
- in receipt of illness benefit for more than three months

Tús – Community Workplace Initiative

The roll out of the Tús Programme was announced by the Irish Government in December 2010, as a direct response to the downturn of the Irish economy, which caused unemployment numbers to rise considerably. The aim of Tús is to provide short-term, quality work opportunities for those who are unemployed, by providing 12-month work placements in local not for profit/community organisations, who provide services of benefit to local communities.

While responsibility for the operation of Tús rests with the Department of Employment Affairs and

Social Protection, it is managed at a local level, on the Department's behalf, by Local Development Companies (LDCs) like SECAD. LDCs (and in the Gaeltacht areas, Údarás na Gaeltachta) were selected by Government to deliver Tús which SECAD began operating in July 2011. SECAD has a current allocation of 220 places for people coming from the Live Unemployment Register and employs 11 Tús Supervisors to manage those placements.

Rural Social Scheme (RSS)

The Rural Social Scheme (RSS) was launched in 2004 by the Irish Government and is aimed at supporting low-income farmers and fishermen/women. The RSS was set up to provide income support for farmers and those in the fishing industry who are in receipt of long-term social welfare payments, and to provide services of benefit to rural communities.

The RSS allows those on low-incomes, who are unable to earn an adequate living from their farm holding or from fishing, to earn a supplementary income in return for 19.5 hours work per week, undertaken within the community and voluntary sector. SECAD delivers the RSS on behalf of the Department of Employment Affairs and Social Protection (DEASP).

Community Food Initiative (CFI)

In 2016, **safefood** invited tenders from either nongovernmental organisations or state bodies who have knowledge of and strong links with the community sector, to manage their Community Food Initiative (CFI) for 2016-2018. SECAD was the successful tenderer and was awarded the contract to deliver the CFI 2016-2018. In 2018, **safefood** initiated a new tender process to deliver the next round of the CFI. SECAD once again was successful and will manage the CFI from 2019 to 2021.

safefood is an all-island organisation set up to promote awareness and knowledge of food safety and nutrition issues on the island of Ireland. Since 2016, SECAD Partnership has delivered **safefood**'s

Community Food Initiative (CFI) to positively influence the eating habits of low-income families and to identify and promote best practice in communities.

On behalf of **safefood**, SECAD works with 14 community-based organisations across the Island of Ireland – 5 in Northern Ireland and 9 in the Republic of Ireland. Each of these organisations (CFI Leaders) has a 'social inclusion' focus and experience of working with local communities. SECAD supports CFI Leaders to act as champions for the CFI in their area, to develop strategic links with key agencies and to deliver a combination of large-scale workshops and smaller initiatives with target groups.

Community Benefit Fund Management

In 2015, SECAD began administering Community Benefit Funds on behalf of semi state and private sector renewable energy developers. This in effect is sharing some of the profit from onshore windfarms with local communities. SECAD's role includes providing independent communications, evaluation and decision-making support whilst also advising communities in terms of maximising the short and long term use of these funds. During 2019, SECAD provided these services on behalf of the ESB, Coillte, NTR plc and Innogy SE.

The Community Benefit Funds that SECAD supports are located across the Island of Ireland and make a significant local contribution especially to smaller and remote areas where the majority of these developments are found.

Since 2015, SECAD has facilitated commitments of approximately €1.96 million to 500 community group projects. In 2019, SECAD managed an additional investment of over €872k into projects that are making a real difference to the quality of life for these communities, in many cases having a legacy or long-term impact. This figure changes on an annual basis as new wind farms and other ventures come on stream. SECAD facilitates investment in community projects using a grass roots, community led approach. On behalf of client companies, SECAD has conducted research projects and needs analyses to tailor funds to best meet the needs of the local community and optimise future impact. This is an essential part of the SECAD provision and helps to forge strong links between the funds, the sustainable energy companies and local community groups.

Wild Work

SECAD has a long history of involvement in environmental projects and initiatives. SECAD was actively involved in the consultations undertaken as part of the development of the All Ireland Pollinator Plan and is one of only a few community based organisations in Ireland who are recognised in the plan as being actively involved in the promotion of biodiversity.

Wild Work is a unique initiative developed by SECAD with biodiversity at its heart. Wild Work supports those who are committed to helping nature and has a particular focus on connecting business, biodiversity and local communities. Wild Work also supports the work of both local and national organisations involved in the conservation and protection of our natural environment.

Wild Work supports employment activation, providing work experience for people interested in this type of work and also employs workers (short term contracts)

who have been long term unemployed to undertake the physical works e.g. creation of wildflower meadows to support pollinators, etc.

Awareness raising, training, technical support and physical works are among the services provided by Wild Work, to promote biodiversity. This may involve awareness raising and training for communities and employees of industries in the area, technical support e.g. supporting industries and community groups to develop biodiversity action plans and physical work on public and private land.

SECAD has provided services to a range of bodies and organisations in the area e.g. Cork County Council, Cork Airport, local Tidy Towns organisations, Pfizer Ireland Pharmaceuticals, Midleton/Fermoy Garda Youth Division, Hovione Cork, Dairygold, GSK, Crann Centre, Glenilen Farm Ltd., and PJ Hegarty among others.

Community Sponsorship Ireland (CSI)

Community Sponsorship Ireland is a pilot initiative that has been put in place by the Department of Justice & Equality to support local communities who want to assist Syrian refugee families arriving in Ireland, who have been granted official refugee status and asylum here. These families are currently based in UN refugee camps in countries such as Lebanon and are urgently awaiting resettlement.

The Initiative enables communities to offer practical supports to the Syrian family upon their arrival in Ireland and to embrace them as part of the local community through housing and other social

supports, including assisting the family to engage in Ireland's educational and social life and become part of the wider community. The aim of the programme is that, by the end of the 18-month initiative, the lives of the refugee family are stabilised enough to live independently without additional community supports.

The Department of Justice & Equality invited SECAD to become part of this pilot initiative. SECAD's role is to provide assistance and support to community groups wishing to be part of the initiative and to guide them through the process.

Savour Food Initiative

Savour Food is a food waste reduction initiative for business. The Clean Technology Centre in Cork Institute of Technology (CIT), SECAD and Ballyhoura Development CLG collaborate to assist businesses to cut food waste costs. This programme is funded by the Department of Agriculture, Food and the Marine from the Department's Rural Innovation and Development Fund and available to businesses free of charge.

Savour Food is an initiative for tackling food waste at a business level. The programme offers food businesses free consultancy, food waste training and advice regarding legal obligations in relation to food waste management. Food waste represents a significant cost to businesses, including the cost of buying, preparing and storing food, plus the cost of disposing of food that goes uneaten. A reduction in food waste not only lowers our environmental impact, but can also help businesses to reduce costs, and become more profitable. Better planning, food waste segregation, waste auditing and waste cost analysis are key practical elements of the Savour Food programme.

The Savour Food programme follows a nine-step process where The Clean Technology Centre (CIT), in conjunction with SECAD, guide food businesses in the assessment and measurement of their food waste in relation to food preparation, food that is prepared and unserved or plate waste (that which has been served but uneaten). From the results of the assessment, practical recommendations are made on how to reduce the amount of waste, which can be implemented quickly and easily. The Clean Technology Centre (CIT) estimates that, on average, every tonne of food waste costs Irish businesses €2,500. Food businesses can save money on food waste and ensure compliance with food waste legislation while creating an environment for a more sustainable future.

Following a successful pilot of the programme in 2018, which saw 11 businesses taking part in the programme in the East Cork area, Savour Food has now been extended to include, Clonakilty and Ballyhoura (East Co Limerick and North Co Cork) regions.



SECAD  PARTNERSHIP

SECTION 8: SECAD GOVERNANCE

2019 ANNUAL REPORT

SECAD Governance

SECAD Partnership CLG is a not-for-profit, community-led organisation with charitable status. SECAD strives to ensure that it operates to the highest standards through, for example, implementing the 'Governance Code for Charities' which sets out a wide range of checks and counter-checks to ensure that proper systems and procedures for the management of funding, private and public, are maintained.

SECAD also invests in the governance management skills of our Board and staff each year. SECAD continues to invest in technology to protect our processing of financial and personal data adopting appropriate policies, practices and systems to record and store all information gathered as part of our work. In 2018, the Board of SECAD, with the support of the staff, began to develop a new 5 year Strategic Plan 2019-2022 which will be launched in 2020.

The following people are central to the management and operations of SECAD Partnership CLG.

Our Board Members 2019

State Agencies and Social Partners

- Anna Aherne* (Environment Pillar)
- Patrick Cronin (Farming Pillar)
- Gerard Mac Mahon (Teagasc)
- Maurice Smiddy (Farming Pillar)
- Michael Walley (Employer Pillar)

Local Authority/ Local Government

- Cllr Deirdre Forde
- Cllr Seamus Mc Grath*
- Louis Duffy*

Community and Voluntary Sector

- Damian Craven
- Steven Foott
- Edmund Stack
- Don Stockley

Officers of the Board

- Michael Walley (Chairman)
- Gerard MacMahon (Vice Chairman)
- Damien Craven (Treasurer)

Project Evaluation Committee

- Mark O'Keeffe
- Christy O'Sullivan
- Tom Hughes
- Anthony Barry
- Oliver Sheehan
- Michael McCarthy
- Denis Ring
- Adrienne Harrington
- Caroline Gallagher
- Catherine Cahalane
- Harry Bollard
- Maura Allen
- Mary Hickey Griffin
- Sinead Morgan
- Susan Gallagher
- Joe Burke (LEO South Cork)
- Deirdre O'Mahony (LEO West Cork)
- Sean O'Callaghan Cork County Council (South & West Cork)

*The Board of Directors would like to acknowledge the considerable commitment and dedication of those directors who retired during 2019.

Our Team 2019

Management Team

- Ryan Howard – CEO
- Laura Mason – Finance Manager and Company Secretary
- Suzanne Kearney – Assistant CEO & Programme Manager
- Toni McCaul – Programme Manager

Finance & Administration Team

- Clare Walsh
- Julie Aherne
- Elaine Barrett
- Magdalena Bosiacka
- Anne Coughlan
- Miriam Montagne
- Li Chai
- Catherine Scully
- Eilish Walsh

Development Officers – Enterprise, Employment and Community

- Edel Smiddy
- Nuala O' Connell
- Elga Ryan
- Sinéad Conroy
- Ross Curley
- Katie Kearns
- Edel Gallagher

- Kieran Butler
- Frances Doyle
- Margaret Hartigan
- Vicki Kelly
- Cora O' Donnell
- William O' Halloran
- Karen Loxton
- Finbarr Wallace
- Donna Cleary
- Tara Doyle
- Tanya Fitzgerald

Tús Community Work Placements and Rural Social Scheme Supervisors

- P.J. Dennehy (Co-Ordinator)
- Frances Burke
- Declan Barron
- Robert Colan O'Leary
- Noel Costello
- Joe Dilworth
- Aoife Fouhy
- Eilish Hurley
- Magdalena McLeod
- Barry O 'Sullivan
- Mark O 'Connell
- Billy Mulqueen
- Derek Kiely

SECAD Financial Accounts

SECAD Partnership CLG

(A Company Limited by Guarantee and not having Share Capital)

Income & Expenditure Account

Financial year ended 31 December 2019

2019

Operating Income	€3,071,088
Operating Expenditure	(€3,000,052)
Surplus of Income over Expenditure	€71,036

Balance Sheet

As at 31 December 2019

2019

Fixed assets

Tangible assets	€23,496
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Current assets

Debtors	€138,023
Cash at bank and in hand	€1,193,408
	€1,331,431

Creditors: amounts falling due within one year	(€515,093)
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Net Assets	€839,834
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Charity Funds

Restricted funds	€123,466
Unrestricted funds	€716,368

Total Charity Funds	€839,834
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JJ Harty – An Appreciation

By Ryan Howard, SECAD CEO



No words can properly express the importance of JJ Harty to the SECAD Partnership story, nor to me in a personal capacity, but I will do my best. JJ was a proud man of Cloyne, East Cork – a rich agricultural region in the South of Ireland with a strong tradition of horse breeding, and in JJ's case the desire to breed potential champion steeple chasers (horses that race and jump hurdles).

JJ studied Agricultural Science and was employed by the state Agricultural (& Food) Advisory Body which became known as 'Teagasc'. He became the

Head of Operations in East Cork before becoming the Principal of one of the region's largest and most prestigious Agricultural Colleges, in Clonakilty.

In 1991 the EU LEADER Programme was introduced, which provided finance to local community organisations with a short-to-long term investment strategy, to support projects that would emerge as a result of delivering that strategy. East Cork was not included in this first iteration of LEADER, so JJ Harty organised the establishment of a group of likeminded people to address this deficit.

When the second iteration of LEADER emerged in early 1995, it allowed newly forming groups to also put their plans forward and the East Cork Group, formed with the help of JJ Harty, was accepted as a valid applicant for this funding. At this point I became involved, having undertaken studies in Rural Development at University College Cork and was awarded the contract to become the CEO / Manager / Administrator / Development Officer / Receptionist for SECAD. Shortly after, we were blessed with the inclusion of key individuals who took on core administration and other responsibilities, and the organisation (currently 42 staff) expanded and new roles developed.

JJ served as a Board Member and at various points acted as Secretary, Treasurer, Vice-Chair and ultimately as Chairman of SECAD. During his tenure with SECAD, his approach as a Director and Chairman was always positive, progressive and dynamic, which resulted in getting the most and the best out of his fellow directors, and the staff. This set the bar for the achievements of the company to date and has led to its ability and capacity to continue to achieve.

Across Europe the 'LEADER process' and organisations continue to develop, with the vast majority focusing solely on this single EU funding mechanism. These organisations often had less than 5 staff members to help local communities and businesses achieve sustainability. However, JJ like many of his peers across Ireland recognised that this new emerging '3rd sector' (not a public nor private sector initiative) could become more representative of the broader 'community' and could potentially offer services to a greater range of investors. By 2019, SECAD had expanded to providing services to 8 different investors including 2 non-public funding sources, making SECAD one of Ireland's leading Social Enterprises – and all of this is linked to JJ's vision of what SECAD Partnership could become; a 'support' to rural communities to enable them become sustainable.

JJ also had an international perspective related to why supporting a 'vibrant rural community' was critical to achieving a more sustainable future. For this reason he joined the International Farm Management Association (IFMA) and was instrumental in broadening IFMA's focus on 'farm' to also include a 'rural economy and society' focus. IFMA events are typically a 3 week visit to a host country, anywhere across the world. In 2008, JJ successfully encouraged IFMA to visit Ireland to consider the existence and future of world agriculture within the context of 'Rural Vibrancy' and at that point asked that I become a key advisor. IFMA absorbed the importance of a 'bottom-up' support to rural development and invited JJ and I to speak in fora across the world; Brazil, New Zealand, Australia, Poland, Scotland and various locations across North America.

JJ Harty died on the 17th June 2019. As long as I live, I will never forget, and will always respect what JJ achieved; the design of a system of support for many thousands of people in rural communities, which I am proud to be part of. He was a visionary and respectful gentleman. He recognised the achievements resulting from the combined actions of each staff member.

We were respectful of each other's role – his as a visionary and policy maker, mine as a practitioner and manager, together (with SECAD staff and Board of Management) making positive differences for over two decades.

May he rest in peace and in the knowledge that he will never be forgotten.

Notes

This image shows a full page of white paper with horizontal dashed lines, typical of primary-ruled notebook paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.



2019 Annual Report

Highlights & Impacts

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