

national collective of  
**community based  
women's  
networks**



Annual  
Report

2011

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Waterford Women's Centre

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## **Chairwoman's Address**

Welcome to the Waterford Women's Centre 2011 Annual Report. In July 2011, I, Ann Fitzgerald, was nominated to take over as interim Chairwoman as the previous Chairwoman, Miriam Holt, stepped down to take the position as National Coordinator of the National Collective of Community-based Women's Networks (NCCWN). The past year has been an eventful year for the management and staff of the Women's Centre. The management has had to face significant funding challenges due to Government cut backs and the impacts of the economic recession; this is at a time when women need the service more than ever. However the Women's Centre has been, and continues to be, instrumental in setting up and maintaining a national structure to support women's community development while continuing to maintain and support the increase in the numbers of women seeking services and supports at local level. The transfer of the management and funding provision of the Community Development part of our work to the National Collective of Community Based Women's Networks (NCCWN) was completed at the beginning of 2011. The development and maintenance of the national structures continues to require significant involvement. As part of the NCCWN we are currently involved with the development of regional structures to support Women's Projects and Organisations' regional development and to bring local women's issues to national policy level.

The management are very grateful to all the staff, particularly our Coordinator, Breda Murphy, for continuing to ensure the smooth running and the facilitation of the ever increasing numbers of women using the Centre. The women's groups have continued to grow and each woman has demonstrated her commitment to the organisation by continuing to participate fully and overcome barriers. All the groups and, in particular, the early engagement group have expanded greatly this year.

The Childcare Centre has continued to flourish and we would like to thank Coordinator Sarah Walsh and all the childcare staff for their professional work ethic. Furthermore, the management are grateful for the valuable work in overseeing the facilities that contribute greatly to the child friendly ethos of the facility. The management would like to thank the parents who are encouraged to engage with the Childcare Centre to ensure best care for their children. The staff team demonstrate their commitment and have been instrumental in making the facility such a vibrant and welcoming place for children and parents.

As chairwoman, I would like to express my gratitude to our main funder – the Department of Community, Rural and Gaeltacht Affairs whose core funding allows us to be sustainable and plan for our future. I would also like to thank all our funding agencies, the Department of Social and Family Affairs, the Equality for Women Measure (EWM), Waterford City VEC, The National Childcare Investment Programme, FAS, Waterford Area Partnership and the HSE. Also thanks to those who are involved in, and support, the work we do: advisors; community and statutory agencies; volunteers; participants; and staff for their continued support for the Women's Centre. I look forward to us continuing to work together in 2012.

**Ann Fitzgerald**

**December 2011**

## **Background**

Waterford Women's Centre (Access 2000 Ltd) was established by women for women and has since 1995 worked with women experiencing social, economic, educational and cultural barriers. Our work has a gender equality, anti-poverty, and social inclusion focus and we work at many levels to analyse and remove barriers to participation for women. We provide a space for the voices of those excluded to be heard and build capacity in order to create and participate in a more equal society. The Women's Centre is situated in Manor Street a busy thoroughfare close to the centre of Waterford city and occupies three terraced houses from 74 -76. It also has a 25 place purpose built Childcare Centre. The Women's Centre provides community development responses to the identified needs of marginalised women, through outreach and engagement, using human rights based approach and community education/community development principles, practices and methodologies. The Women's Centre has always had a strong group of volunteers directing, managing and steering the work.

The Women's Centre has been designing and delivering needs based community education programmes for women since 1995. There is a common approach and ethos that characterises all of the training which has been developed from our experience and understanding of gender inequality, social exclusion and the barriers to participation that women face in society. All our work focuses on the challenging and removal of these barriers. The women we work with encompass many target groups and include women who are: without formal education qualifications, short term unemployed, long term unemployed, lone parents, travellers, older women, asylum seekers, refugees, members of low income families and members of new communities.

## **Current work**

- Outreach and support to women who face barriers to participation
- Referral strategy
- Drop in facility two mornings a week
- A space where women's groups are facilitated and supported on a daily basis
- Community Education programmes from pre-development to degree
- Support and advocacy for women to access relevant information and services
- On-going needs based training and support for volunteers and management members
- Engagement in policy analysis with regard to issues and structures that impact on women's lives
- Highlighting issues relating to women's equality
- Childcare provision for up to 25 children to support women's participation
- Community Facilitators Apprenticeship Programme
- Issue based support groups for women

## **Goal 1**

### **Outreach, engagement and progression**

Outreach and early engagement aims to engage women who experience marginalisation and isolation and who may not feel equipped to access statutory services. The programme operated two mornings each week throughout 2011. Sixty three women in total attended and many of them went on to attend two additional mornings for craft and wellbeing/stress management workshops. The early engagement group developed as a response to a need identified by women who came to the Centre looking for support. Due to negative experiences in formal education many women faced barriers to participating in other programmes such as: negative associations with statutory organisations, literacy requirements in formal programmes, lack of confidence, fear of attending mixed gender programmes due to cultural taboos or have experienced abuse from men, feeling excluded from formal institutions due to their socio economic background and tradition, or timetabling not suiting their role as primary carer or lack of childcare.

It also developed from the realisation that many of the women coming to the Centre did not initially feel able to participate in a large group situation and needed an earlier intervention. Through the early engagement programme women could call in and have a facilitated informal gathering with a few other women where they got to know each other and became relaxed. This enabled them to participate in discussion and take more interest in the other groups in the Centre and outside. It also provided an opportunity to increase awareness of their needs and access relevant support and information.

On entering the Centre each woman meets with the Outreach Development Worker on a one to one basis before attending the programme in order to ensure an accurate analysis of her needs and an appropriate referral strategy is made. It may be necessary to meet with some participants more than once before they are ready to participate. Follow up contact is made in order to encourage and support continued attendance of the women where multiple barriers are evident.

Front line staff from statutory and community services can accompany a woman they are referring for their first meeting in order to make it easy for her to attend. Alternatively a family member or friend may come with her. Many referrals come from women who have participated themselves. In 2011, referrals to the Drop-In were received from FAS, local Doctors, Community Welfare, DSFA, Barnardos, MABS, CIS, Local Social Workers, Probations Services, Oasis House Women's Refuge, MEND (men ending domestic violence) St. Brigid's Family Resource Centre, VEC, Tintean Housing for Homeless Women, Simon, Respond Housing, Focus Ireland and CURA.

The Outreach Development Worker has information meetings with community and statutory organisations to describe the work that we do, in order to facilitate appropriate referrals.

### ***Participant feedback***

*If the women's centre did not exist I would probably be sitting at home getting more depressed.*

*I was in an abusive relationship and was left broken, I felt stupid, no good, worthless. In short this place saved me.*

*My self-worth is increased since coming here I have belief in myself now.*

*I feel at ease with others now and more confident in myself.*

*Before I came to the group I was in bed most of the days but now I have a place to be, and friends to share my life with.*

The early engagement programme was evaluated through informal conversations, where literacy skills were not required. The women were encouraged to give feedback on what would make the group better for themselves and other women who might come to the Centre in the future. The facilitators in the Drop-in are women themselves who are past participants and have trained to become community leaders. The women can therefore identify with the facilitators and are very comfortable giving honest feedback.

The referral process was further developed and expanded through networking with local services who saw a vast improvement in mental health and general well being. Barnardos, family doctors, social workers and counsellors send many referrals as they see the benefits to the entire family when women's 'well being' improve.

### **Impacts and outputs**

64 women were interviewed one to one

9 women referred to other services

55 women attended the drop in throughout the year



96 drop in sessions were facilitated

20 meetings took place with statutory and community representatives

22 accessed information and services outside

#### **Participant feedback**

**I enjoyed it even though at times I was not very well, I always felt better after the group session.**

**I lost my inhibitions, I felt safe, I overcame fear, everyone got on really well and there was great interaction.**

**I feel a happier person and my family said I have come back to myself, my sister said 'I have my sister back' and my children notice I am happier.**

**Some people thought I would never last, as I usually give up everything, but I finished the whole course and I want more.**

**I used to be so depressed. I love coming here I have made friends and come out of myself.**

**We did so much this year and we have accomplished so much when I look back I can't believe it. My family said I am a different person.**

**The personal effectiveness module helped me to communicate better; I know more about how to talk to someone now.**

## **Goal 2**

### **Progression programme**

Time for Me is a progression from the early engagement programme. Time for Me participants were supported to engaged in a more structured learning environment. Both non-accredited and accredited FETAC programmes were offered to participants as the women's centre is a FETAC registered provider. This work was overseen by the Outreach Development Worker.

From January to December 2011 the Department of Social Protection funded two programmes, supporting twenty hours contact each week across two groups, each programme offering up to ten hours contact to each participant.

Time for Me 2 participants identified their need for an accredited progression

programme. Fifteen women completed and received accreditation for two FETAC Level 4 modules. The participants were facilitated to identify how they would like to achieve the learning. They decided to take on a project, renovating an overgrown garden at the Women's Centre. It was a learning-

by-doing exercise, *'most learning happens when learners practice things, have a go, and learn by making mistakes and finding out why'* (Anderson, et



al 1998, p10). Using a garden renovation project as a vehicle of learning; the 'Personal Effectiveness' module was integrated with the group activities. This is an example of a pragmatic approach and the learners were enthusiastic about learning in this

integrated way. Personal effectiveness skills were developed throughout the process. Learning strategies also included portfolio building, project work and documenting the progress, reflective learning journals, collective learning sessions, role play, teamwork and discussion. Conflict resolution was experienced through working through and resolving real life disagreement over many issues within the project. Practical gardening skills were also developed as well as garden design, weed control, planting and watering, planting from seed, planting from a budget, plant identification, recycling and environment sustainability. As a consequence to this experience many women brought the skills home and together with their children worked on their own garden, which contributed positively to family life.

The Drama module involved participants attending drama workshops and designing and participating in a drama and creative movement activities. This culminated in the participants performing in front of an audience. The assessments involved capturing the learning on film and evaluating the experience. All of the learning outcomes were met and much more, as collateral learning was also captured during the evaluations following both modules. The participants acknowledged during evaluation that it was a positive and empowering experience.

The external examiner was impressed with the quality of the assessments and learning outcomes, and commented in her 'external authentication report' that 'comprehensive evidence of work was available' and that the 'project nature of the module worked well'. Another comment on the external authentication report suggests that 'the evidence presented displayed a high level of creativity and innovation'.

A Ceremony for the presentation of FETAC certificates and the opening of the garden which involved being presented with their Certificates by the mayor of Waterford City was attended by up to 50 people including ten representatives from Community and Statutory organisations.

Twelve women identified that they were not ready to do a course that involved accreditation and participated in a non-accredited course for 10 hours each week. Delivery methods used include community arts based activities. The work is highly participative which works particularly well with our target groups. The facilitators also continue to use creative activities and learning-by-doing methods as a vehicle to overcome shyness and self consciousness.

The work focuses on breaking down internal barriers to participation for women such as; low self-esteem and lack of confidence. The work throughout the year continued to increase access to both formal and informal educational, recreational and cultural activities and resources, as a broad range of activities were offered.

In 2011 the participants of the engagement/progression programme organised a number of events and initiatives to raise funds for the women's centre including, a table quiz, coffee mornings, Christmas party, raffles, and a second hand clothes shop.

### **Impacts and outputs:**

Almost 47% of participants struggle with literacy related difficulties. Therefore it was an achievement to ensure participants continued participation to the completion of the programme. Many women availed of mentoring support particularly around literacy. Other achievements and outcomes are as follows:

- 6 achieved one module level 4 FETAC accreditation
- 9 women achieved two modules Level 4 FETAC accreditation
- 12 completed non accredited programmes
- 12 designed and performed drama.
- 12 performed creative dance in front of audience
- 50 women visited other community groups, adult learners event, and cultural awareness events
- 30 attended workshops on women's health
- 50 women attended FETAC presentation ceremony
- 15 women visited VEC and Ballybeg Community garden initiatives
- 35 accessed information and services, cultural, leisure, library, etc
- Improved confidence and self-esteem
- Increased personal awareness and personal development
- Enhanced communication skills & assertiveness skills
- Improved interpersonal relationships with other members in the group and family members
- Increased social awareness
- Increased involvement in own community
- Improved mental and physical health
- Increased physical activity, reduction in stress related illness, greater physical, emotional and mental wellbeing
- Improved quality of life; interaction with friends, neighbours, community, the process of forming friendships
- Development of skills to support increased access to education opportunities.
- Raised confidence to enable participation in cultural and recreational activities
- Increased presentational skills
- Increased development of practical skills
- Increased confidence in physical movement ability

### **Childcare Centre**

In 2011 the Childcare Centre cared for approximately 75 children across 50 families, 70% being one parent families headed by mothers. 10% of the parents were supported by the CETS programme, which supports parents to return to education and training in FAS and the VEC through the provision of

childcare costs, 10% were supported by ECCE, which offers one year free preschool for every child between the age of 3 and 4 years and seven months. The remaining 80% were supported under childcare subvention. 20% of the parents attended programmes in the Women's Centre, 20% gained employment, and 20% attended English classes and other supports for women from new communities and 40% of the parents attended back to education programmes.

Three childcare workers are funded through FAS Community Employment which is a great asset to the service. During the summer of 2011 we continued to provide full day care and did not provide the usual summer programme. This was due to the identified need of the parents using the service. We did however continue to use the outdoor play area together with the park in Railway Square and the People Park whenever the weather permitted. We also made full use of such local amenities as always: Run A Muck, Fenor Farm, Passage East Playground, Dunmore East Park and the local Garda bus provided transport for our out of town trips.

We provided snacks for the children using the service and the positive benefits are evident in the feedback from children, parents and staff. Some reorganisation took place during the year in order to accommodate the growing numbers of children which was funded under HSE Section 39 grant. The childcare service continues to work closely with the Women's Centre and together we work to support women to access training, education, information, services and employment.

Feedback is welcomed from both parents and children as it helps us to develop and enhance the service



#### *Feedback from a parent*

*I love having my son here at the women's centre. The staff are all so energetic and enthusiastic about their job. My son and all the staff have a great relationship and he really enjoys coming every day*



*This is great, it's my first time ever to see a real snake  
Ryan Walsh age 4*

### **Impacts and outputs**

75 children catered for in 2011

50 families supported to access support, training, education and employment, with

35 of the families were headed by mothers parenting alone

15 women were supported to attend Women's Centre groups

15 progressed to employment

15 women from new communities accessed supports, eg English classes

30 accessed back to education programmes, in FAS, VEC, WIT etc.



## **Goal 3**

### **Community Facilitators Programme**

Five facilitators who regularly work with the groups were participants themselves and have progressed through the Women Centre's programmes to the third level community leader's degree programme. The facilitators attend weekly professional development, support and feedback sessions facilitated by the Development Worker.

#### **Facilitators programme outcomes**

- 5 facilitators developed their skills throughout 2011 through Continuous Professional Development training
- 1 new trainee community facilitator participated in the programme in 2011 and was signed off in June 2011
- An increased ability to work effectively with groups and individuals through forming and sustaining relationships and managing professional boundaries thus increasing work readiness
- Enhanced ability to manage time effectively and to contribute as a reliable team member
- Development of an ability to identify good practice and begin to identify factors which may inhibit good practice

### **Equality for Women Measure, Community Leaders Degree Programme**

Waterford Women's Centre has a long history of training community leaders and activists in Waterford City since 1995. As initiators of the programmes in Community Education and Development, Waterford Women's Centre has worked in partnership with WIT to develop this accreditation for community activists. These programmes have proven to greatly enhance employability within the community and voluntary sector. The programmes are aimed primarily at women who have identified that additional supports are needed for them to progress to third level. The learning is facilitated in a practice focused, collective, creative learning environment that supports access to third level as well as deepening learning for the benefit of best practice within the community and voluntary sector. This greatly enhances employability and work readiness.

### **Outreaching to community leaders**

Funding for a HETAC level 7 Degree in Community Education and Development was successfully drawn down in late December 2010 from the Equality for Women Measure. A comprehensive outreach process continued in January 2011 which consisted of phone calls, emails, letters and visits to community projects. 20 community projects in the south east region were contacted. 50 women, who completed the Higher Certificate through the centre and in WIT, that had requested progression, were contacted and informed of the start of the new programme. 28 potential learners were identified. Two information meetings were held followed by an invitation to submit CV and letter of application. One-to one interviews were held and 18 women were offered places on the programme which began in January. The outreach process supported the women to assess their own readiness for the programme, rather than be in a position where it would be difficult for them to succeed. Some women self selected out of the process for personal reasons and the process clarified for others the areas of community work they wished to pursue. Others engaged in the Recognition of Prior Learning Process and successfully progressed to the degree programme. Due to ill-health, work and family concerns 4 women left the programme during 2011.

5 Modules of the Degree in Community Education and Development were delivered during 2011. The Equality Studies and Community Development modules were successfully delivered and completed between January and June 2011. The Community Workplace Practice module was also started and this module will continue for the full duration of the programme until the end of April 2012. In September 2011 we continued with 2 further modules – Advanced Facilitation Skills and Community Project and Strategic Management. All modules are being delivered in an integrated way and the group are consulted regarding all aspects of delivery and assessment. Participatory and creative methods are employed which aims at achieving equality of condition and accessible higher education as well as greatly enhancing employability and preparation for work.



Ongoing supports include developmental and emotional supports which help to maintain participation as well as challenge limiting beliefs, internalised oppression, low self esteem and conditioning. This is in addition to academic mentoring and guidance with regard to employment.

Workplace placements were successfully in place for all participants by June 2011. Work placement supervision is an essential part of the programme. All participants must be in community work practice for a minimum of 6 hours per week. This can be in a voluntary or paid capacity.

All financial and qualitative end of year reporting was completed and sent to EWM and WAP by July 2011. Further reporting to meet ESF requirements was completed in December 2011. A further application for roll-over funding for the degree was made to EWM in May 2011 which was successful.

The delivery and development of the programme is also supported through a quality assurance framework which links to the management structures of the organisation.

### **The Higher Certificate graduations**

Graduation took place on the 6<sup>th</sup> of January – Nollaig na mBan – Eight women attended the ceremony together with their families who came from near and far. A photo and article about the event

#### **Degree participant feedback**

***As a working class woman I have had greater opportunities and possibilities opened up to me as a direct result of this programme and of my involvement with Waterford Women's Centre in particular. I left school at 15 and would not have contemplated taking on this learning without all the supports that are available to me within the Centre.***

***This course has provided me with a sense of agency, has build my capacity. It has given me the opportunity to obtain a qualification to make me more employable and also given me skills to improve my personal life.***

was printed in the Waterford News and Star and Waterford Today weekly newspapers.

### **Degree progression options**

Consultations have been carried out with participants on the degree programme and they have identified an interest and need to progress to a Level 8 degree in Community Education and Development which would complete the full qualification.

Innovative approaches to learning continued to be developed, in which the community work experience of participants is placed at the centre of the learning which enhances work



readiness and employability. The learning is integrated into the work of the Women's Centre which is an active community development project led by principles of consultation, participation, equality and collective action for social

### **Feedback from degree participants**

*Being a participant on this course has built my capacity personally, professionally and politically. I am now a more confident capable community development worker..... I am raising awareness among marginalised people as to how class, oppression, poverty, lack of opportunities, structures and policies affect our lives and I have received paid work since becoming a participant on the degree course.*

*My journey has taken me from being a group participant with no confidence and with no formal education since the age of 14. As a result of this educational opportunity I am now working as a facilitator with women's groups in the community.*

change. This has enabled the maintenance of the original ethos of the programme with a strong emphasis on community practice and community development principles as well as ensuring that the learning is accessible and relevant to work practice.

Innovative modes of assessment are continuously being developed in response to the needs of the group and to ensure deep and relational learning events. A memorandum of understanding is in place with WIT which is part of the quality assurance framework for the programme.

### **Outputs and impacts**

8 graduated with a Higher Certificate in Community Education and Development on the 6<sup>th</sup> of January 2011 and 1 woman applied to WIT to repeat one module.

50 higher cert graduates were contacted about the degree programme and 20 community projects were consulted.

28 potential learners were identified interviewed and invited to 2 consultation /information meetings

18 participants started the programme

2 degree participants took up full time employment and three took up part-time employment as a direct result of their participation on the degree

The major challenge has been regarding balancing the caring roles of participants with the demands of the programme. Women participants have experienced close bereavement, personal illness and illness of family members which has impacted on their participation. We actively support women to maintain participation through keeping contact, encouraging women to view the programme as a personal space and support for themselves as well as providing additional supports with regard to one-to-one mentoring, childcare, building and maintaining good relationships and keeping in contact when participants are finding it difficult to participate.

The feedback from the learning group is very positive. They have expressed their enjoyment of the collective and creative approaches to delivery and assessment and the relevance of the programme to their work practice.

There has been particularly positive feedback with regard to the impact of the learning on the quality of their work practice and we hope to document this further.

## **Goal 4**

### **Policy engagement**

Through democratic systems, which have developed through 16 years of review and evaluation, we ensure that all involved in the project have the capacity to have their voices heard and share in the decision making process. There is a mix of those in the project since 1995 and current participants represented on the management committee. The structure and culture of the organisation seeks to ensure that equality and empowerment are at its heart.

Participation on the management committee is recognised as an effective training ground where the capacity of women experiencing disadvantage is built enabling them to voice concerns and develop confidence to participate at a local, regional and national level. The Women's Centre is represented by voluntary management members at a local, regional and national level. The Women's Centre also feeds into national policy development on grassroots women through representation on the NCCWN Board.

### **Awareness raising**

**16 Days of Action:** The Women's Centre in partnership with the Local Area Network on Violence against Women aims to improve the services for women in Waterford through working collaboratively and to raise awareness of the issue. A safety empowerment guide for women, Enough is Enough, was launched at a seminar on December 8<sup>th</sup> in Waterford City Library to mark the 16 Days of Action. A presentation was made by Maimuna Kanyamala, feminist activist from Mwanza, Tanzania, Director and founder of Kivulini Women's Rights Projects who was in Waterford for the Tanzanian Ireland

women's exchange programme. Maimuna underlined the seriousness of the issue in Tanzania while also acknowledging the work being done by women's groups in Tanzania and Ireland.

### **International Women's Day March 8<sup>th</sup>**

The women's centre annually organises a public event to mark International Women's Day. In 2011 a World Café event was held at Espresso Restaurant to celebrate International Women's Day where the public were invited to participate in an actual café and engage in conversation around tables in a relaxed and inviting way. To honour the tradition of community and hospitality, tea coffee and pancakes were served. Topics for discussion were on the theme of woman in society today. 60 people attended the event and include; representatives from community and statutory organisations, women attending groups in the Women's Centre and our newly elected TD Ciara Conway.

### **Management Committee**

Ongoing in-service and external training was availed of during the year and induction training was completed with new staff and voluntary members. Employment working group met regularly to oversee and address employment issues and to update and ensure best practice and compliance. All contracts were updated. Staff support and supervision was conducted on a regular basis with all staff members and annual appraisals took place.

All issues of compliance were completed including the annual audit and AGM took place on the 3<sup>rd</sup> June 2011, the annual return lodged with the Company Registrations Office, tax clearance kept up to date and the implementation of new statutory employment policies completed.

### **Tanzanian Exchange**

Five Tanzanian women visited the Women's Centre in December as part an Exchange coordinated by Banulacht. The visit consolidated relationships which have developed over the past five years of the exchange programme. Two staff members and one management member have

travelled to Tanzania and the Centre hosted two visits from women in Tanzania. Their visit had a very positive and inspiring impact on the women they spoke to during their stay. The Tanzanian women shared many insights into the key challenges for women from the global south. There was a strong realisation of the commonality between women's experiences, particularly with regard to violence against women. We shared strategies and approaches and explored ways of working in solidarity with women from a local to a global perspective.

### **National Representation**

In July 2011, Ann Fitzgerald was elected to represent the Women's Centre on the Board of the NCCWN. Miriam Holt was appointed as the National Coordinator of the National Collective and stepped down as the Chairwoman of the Women's Centre. Ann Fitzgerald was appointed as the interim Chairwoman of the Women's Centre. Ann Fitzgerald also represented the Women's Centre on Banulacht Local to Global Committees. Miriam Holt is a director of the National Women's Council.

Three NCCWN staff and one voluntary member attended and participated in a national meeting in Dublin on the 19<sup>th</sup> of November to facilitate the meeting of the Board of the NCCWN and the staff from the local CDP's and to initiate the development of representative structures for the NCCWN. The project Coordinator worked as part of a planning group to facilitate the development of the NCCWN Strategic Planning process.

### **Networking**

Networking took place with the following relevant statutory and community organisations throughout the year: Ballybeg CDP, Barnardos, CIS, CURA, Dept. of Social Protection, FAS, Focus Ireland, HSE Community Services, Local Social Workers & Doctors, MABS, MEND Programme, Oasis House Women's Refuge, Probation Services, Respond, SIMON, St. Brigid's and the Sacred Heart Family Resource Centres, Tintean Housing for Homeless Women, TREO, Waterford Garda Station, WIT, Waterford City VEC, Waterford Area Partnership, Waterford Youth Arts and Waterford Traveller CDP.

## Outputs and impacts

- 60 attended International Women's Day
- 40 attended 16 Days of Action on Violence Against Women organised in partnership with the LAN
- 50 attended Tanzanian Exchange
- 20 from the WWC attended Aontas Community Education Conference
- 5 from WWC attended Banulacht Conference
- 4 attended NCCWN national network event
- 4 planning NCCWN sessions attended
- 10 interagency/networking events locally attended

## Staff profile 2011

This year we said good bye to our Childcare Coordinator Anita Grant, and Childcare Workers, Kathleen Marshall and Samantha Marshall. We wish them all well and thank them for their contribution to the Centre. Welcome to Sarah Walsh as the Coordinator and to Amie O'Shea as Assistant Coordinator. The work was also supported by the following students in 2011, Katie Broderick, Jessica Mc Evoy, Sarah Tierney, Farlowa Kase Amed, and Theresa Quinlan.

### **Childcare Coordinator:**

Sarah Walsh/Anita Grant

### **Assistant Coordinator:**

Amie O'Shea

### **Childcare Workers:**

Amy Fanning, Laura Marshall, Ope Owolabi, Samantha O'Brien, Emma Malone, Michelle Flynn.

**Project Coordinator:** Breda Murphy

**Administrator:** Francesca Jordan

**Outreach Development Worker:** Kate Crotty

**Equality for Women Measure Coordinator:** Eleanor Dalton

**Facilitators:** Alison Langford, Joanne Corcoran, Helen Long, Ann Fitzgerald, Maureen Walsh, Maeve O'Grady, David Howell, Monica Rudi-Kent and Cathy Hayden.



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## Transforming Ireland

**The NCIP 2006-2010 is funded by the Irish Government under the National Development Plan 2007-2013**

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