



MACRO BUILDING MANAGEMENT LTD MACRO COMMUNITY RESOURCE CENTRE Annual Report 2012



Supported By



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MACRO BUILDING MANAGEMENT LTD

ANNUAL REPORT 2012

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Chairperson Address

I find it hard to believe another year has passed since our last AGM. It has been a busy year for our board and for everyone involved in the Macro Community Resource Centre which was made even more difficult with everyone feeling the effects of cutbacks in funding

Our board has strengthened this year with the appointment of three new board members Mr Stephen O Sullivan Mr Neil Dwane and Ms Deirdre Casey they are all very welcome and we thank Ms Olwyn Bennett for her contribution as an advisor to the board. I would like to take this opportunity to thank my fellow board members and advisors who serve on the board of Macro Building Management and I recognise their efforts in meeting the challenges of the past year and of the future.

The Board recognises with gratitude the efforts that staff made during 2012. Their commitment and professionalism, has allowed us to respond to the needs of the Markets Community in delivering a community service.

The board also recognises the significant support it has received from Dublin City Council, the Dept. of Social Protection and Pobal without their support the Macro Community Resource Centre would not attain the level of success it has achieved to date.

In closing I would like to refer to the contribution of Brenda Murphy the Development Manager to what has been a demanding year and I look forward to supporting and working with her and the board to ensure the continued success of the Macro Community Resource Centre.

Yours Sincerely

Patrick Delaney
Chairperson

Development Manager's Address

Many challenges on several fronts engaged Macro Building Management during 2012. Our main driving force was to maintain stability of the Resource Centre while catering for the needs of the local community and community projects. Against a background of financial uncertainty for many projects, Macro Building Management worked to attain a solution for the issue of vat on Project Licenses, to complete Project Licenses and to maintain our contribution rates at their current levels

In reviewing our Strategic Plan and in delivering our mission we have tracked changes closely and modified our procedures and processes. We have acted strongly in 2012 to promote the Resource Centre to the local and wider community with a new presence on Facebook and with the anticipated development of a new website for 2013. Support of local community activities has been growing with children's activities, adult classes of Spanish, Yoga and Creative Writing also through the Macro Men's Club and the Ladies Club

We were sad to see The Greater Dublin Centre for Independent Living close its doors due to funding cutbacks, they will be greatly missed by the local community and we welcomed the expansion of the National Advocacy Service.

We also welcomed to our board the appointment of three new directors Mr Neil Dwane Mr Stephen O Sullivan and Ms Deirdre Casey from the, business, legal and community professions and we accepted the resignation of one advisor Ms Olwyn Bennett. We welcome their commitment as we continue to develop the Resource Centre and our policies that ensure stability and safety for all who work in and visit the Macro Community Resource Centre.

I would like to thank all of those who serve on our board at Macro who have contributed to the considerable work that has been undertaken by the Macro Building Management throughout the year, our funders Dublin City Council who provide financial and maintenance support, the Dept. of Social Protection and Pobal who contribute financial and finally I wish to thank the staff for their continued hard work and their commitment to the organisation in these challenging times. Their dedication and focus will help with our goals of ensuring the Macro Community Resource Centre will remain a focus for the people in the Markets Area. I would also like to thank all those individuals and groups who have been engaged and supportive of the Macro Community Resource Centre.

As always we will continue to innovate and refine our services, procedures and processes to improve efficiency and effectiveness. There is a need to deliver an expanding service with fewer resources which means we have to work more imaginatively in all areas.

Macro Building Management has been responsive to the needs of the community and we are wholly committed to ensuring we build on the achievements of the last eleven years. The coming year is likely to be just as challenging but we are confident we can continue to serve the Markets Community in an objective honest and transparent manner and deliver a professional community based service

Brenda Murphy
Development Manager

OUR VISION AND MISSION

Vision

TO BE THE BEST RESOURCE CENTRE IN THE COUNTRY TO PROVIDE SUPPORT SERVICES AND ASSISTANCE WITH NO BARRIERS

TO EMPOWER OUR COMMUNITY



Mission

MACRO BUILDING MANAGEMENT'S MISSION IS TO WORK WITH COMMUNITY AND VOLUNTARY ORGANISATIONS TO PROVIDE THE COMMUNITY OF THE MARKETS AREA WITH SUSTAINABLE IMPROVEMENTS IN THE QUALITY OF THEIR LIFE THROUGH THE PROVISION OF COMMUNITY SERVICES





Contact Information

Name:	MACRO Building Management Ltd
Address:	MACRO Community Resource Centre 1 Green Street Dublin 7
Tel:	01 8737000 / 01 8737009
Fax:	01 8737091
E-mail:	info@macrobuilding.ie
Legal Status:	In November 2001 MACRO Building Management became An incorporated company limited by guarantee.
Company Registration Number	350055
Charitable Status	In August 2002 the company was granted Charitable Status
CHY Number	14885
Auditors	Howlin O'Rourke & Co Unit 4 The Seapoint Buildings Clontarf

Dublin 4

Bankers

Allied Irish Banks
Capel Street
Dublin 1

MACRO BUILDING MANAGEMENT LTD

BOARD OF MANAGEMENT 2012

DIRECTORS



Patrick Delaney
Chairperson



Elizabeth Kavanagh
Company Secretary



May Burke
Treasurer



Paul Bedford



Joan McConvey



Neil Dwane



Stephen O Sullivan



Deirdre Casey

ADVISORS

Mary McNerney (Dublin City Council)

Marion Finglas (Dublin City Council)

Olwyn Bennett (Barrister)

DEVELOPMENT MANAGER

Brenda Murphy

WORKING GROUPS

Human Resources

Patrick Delaney
Deirdre Casey
Patricia Trumble
Brenda Murphy

Finance

May Burke
Patrick Delaney
Brenda Murphy
Patricia Trumble

Health and Safety

May Burke
Brenda Murphy
Patricia Trumble



Brenda Murphy
Development Manager



Patricia Trumble
Assistant Manager

Anne Mackey
& Mary Hynes



Carol Rollo



Caroline Kenny &
Mary Curran



David Crowley
Jason Kearns
Carol Dodrill



Christopher Bardon &

ABOUT THE MACRO COMMUNITY RESOURCE CENTRE

THE MACRO COMMUNITY RESOURCE CENTRE IN GREEN STREET WAS OPENED IN NOVEMBER 2001. IT WAS BUILT BY DUBLIN CITY COUNCIL FOR THE PEOPLE OF THE MARKETS AREA OF DUBLIN AND FOR THE USE BY THE WIDER COMMUNITY AND VOLUNTARY SECTOR. THE RESOURCE CENTRE SERVES BY THE PEOPLE WHO RESIDE WITHIN THE BOUNDARIES OF CAPEL STREET, HENRIETTA STREET, CONSTITUTION HILL, QUEEN STREET, SMITHFIELD GREEK STREET AND THE CITY QUAYS.



THE MACRO COMMUNITY RESOURCE CENTRE IS A NON - PROFIT MAKING COMMUNITY RESOURCE WHICH PROVIDES OFFICE ACCOMMODATION AND ACTIVITY SPACE TO COMMUNITY AND VOLUNTARY ORGANISATIONS OFFERING AN EXCELLENT ENVIRONMENT FROM WHICH A NUMBER OF SERVICE PROVIDERS IN THE AREAS OF YOUTH, DISABILITY, CHILDCARE, DRUG RECOVERY, EDUCATION, SENIOR CITIZENS, COMMUNITY UP SKILLING AND INFORMATION PROVISION WORK TOGETHER.



THE RESOURCE CENTRE WAS DESIGNED BY DEREK TYNAN ARCHITECTS WITH INPUT FROM LOCAL COMMUNITY GROUPS AND LOCAL RESIDENTS GROUPS. THE 4 STORY BUILDING WITH ITS UNIQUE SHAPED ROOMS, UNIQUE BLOCK WORK AND GLASS ATRIUM PROVIDE A STRIKING BUILDING WHICH HOUSES THE 10 COMMUNITY AND VOLUNTARY RESIDENT PROJECTS INCLUDING A COMMUNITY CRÈCHE AND A SENIOR CITIZENS SERVICE.

THE MACRO COMMUNITY RESOURCE CENTRE PROVIDES THE MARKET'S AREA IN GENERAL WITH AN INTEGRATED FOCUS FOR COMMUNITY SERVICES AND FACILITIES. IT IS THE HOME FOR A VARIETY OF ORGANISATIONS THEIR STAFF AND CLIENTS OFFERING A SAFE, SECURE AND DISABLE FRIENDLY ENVIRONMENT TO MEET THE NEEDS OF THE COMMUNITY.



ADDITIONAL SERVICES PROVIDED TO THE GENERAL PUBLIC AND RESIDENTIAL PROJECTS INCLUDE SUPPORT STAFF, ADMINISTRATION, PAYROLL, CLEANING, MAINTENANCE, PHOTOCOPYING, FAXING, WORD-PROCESSING, EQUIPMENT HIRE FOR MEETINGS SECURITY AND MAINTENANCE OF COMMON AREAS OF THE RESOURCE CENTRE. POSTAL SERVICE EXHIBITION SPACE AND COMMUNITY NOTICE BOARDS THE RESOURCE CENTRE WAS OPENED TO PROVIDE THE LOCAL COMMUNITY WITH THE OPPORTUNITY TO IMPROVE THE QUALITY OF THEIR LIFE THROUGH THE PROVISION OF LOCAL EMPLOYMENT AND TO MEET GROWING SOCIAL, DEVELOPMENT AND EDUCATIONAL NEEDS OF INDIVIDUALS, FAMILIES AND THE COMMUNITY & VOLUNTARY SECTOR.

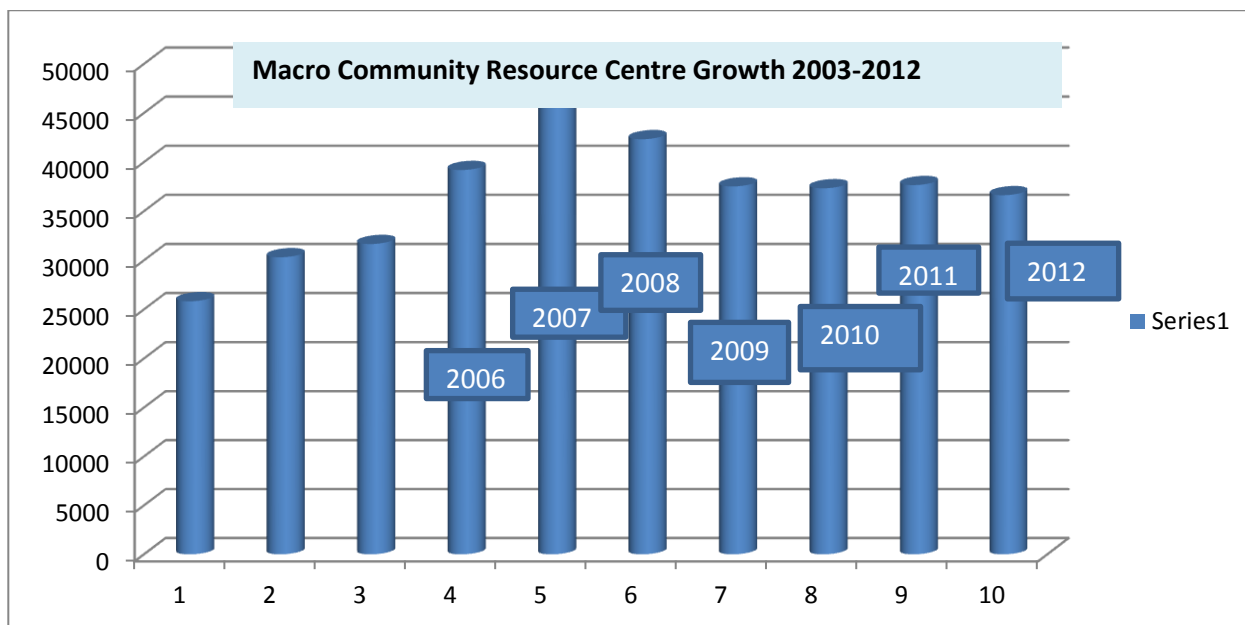
RESIDENTIAL SERVICES AT THE MACRO COMMUNITY RESOURCE CENTRE		
Name of Group	Service provided	Current status
Pitter Patter Crèche	A community Crèche providing affordable childcare for 32 children, 16 per morning and afternoon sessions	Commenced Nov 2002
North West Inner City Training Development	A training and development project for stabilised drug users	Commenced June 2002
North West Citizens Information Service	Providing a free and confidential information and advice service on a wide range of services and entitlements to the wider community.	Commenced May 2003
George's Hill Community Employment.	A Community Employment project providing childcare and administration staff to local community projects	Commenced April 2002
Macro Senior Citizens	A drop in service providing social activities for senior citizens (Yoga, art, dancing, outings, bingo and crafts) plus home visits for elderly living alone.	Commenced April 2002
Snug Counselling Service	A community based counselling service for families and recovering drug users affected by addictions (drugs alcohol gambling and eating disorders)	Commenced April 2002
Greater Dublin Centre For Independent Living	A community employment project providing a home or work support service to persons with disabilities	Commenced March 2004 Finished June 2012
Irish Environmental Network	Represents to government the capacity building and funding needs of its member organisations, all of whom are involved in one way or another in the well-being, protection and enhancement of the environment.	Commenced Sept 2010

European Consumer Centre	Offers advice on consumer rights when buying goods or services in another European country (including online). This service is free and confidential	Commenced Dec 2010
National Advocacy Service	The National Advocacy Service for People with Disabilities (NAS) provides independent, representative advocacy services for vulnerable people with disabilities.	Commenced April 2011

RESOURCE CENTRE USAGE BY COMMUNITY AND VOLUNTARY GROUPS

We welcomed all the following community groups who have availed of our facilities during 2012

Amazing Grace	Ballymun Community law Centre
Bridwell Business Watch	Broadstone Community Gardena
Business in the Community Ready to Work	Birdwatch
Capel Court Management	Caring of Carers Dublin
Citizens Information Service (Clondalkin)	Coast Watch
Carmichael Ctr Centre for Independent Living	Creative Writing Course
Counsellor V. Horgan	Corner Ladies Club
CSP Network	Disability Federation Ireland
Equality Studies of Social Justice UCD	Disability Support Service
George's Hill Presentation Primary School	Genetically Modified Organisation
Green Peace	House of Prayer
Irish Heritage	Integration Ireland
Irish Council for Civil Liberties	Korean Culture
Labour Party	LGBT Diversity
Macro Men's Group	Mannequin Theatre Company
Money Matters	National Lesbian and Gay Association
Network of Migrate Women	Neurological Alliance Ireland
Occupational Therapy Dept.	Outhouse Support Group
Rosey Cross	Rune Circle (Historic Buildings)
Salvation Army	Sea Shepard Ireland
St Michaels House	Smashing Times theatre
Snug Women's Group	Spanish Classes
Transgender Ireland	TUS Employment Pact
Union of Students of Ireland	Weight Watchers
Work Options	Yoga Class

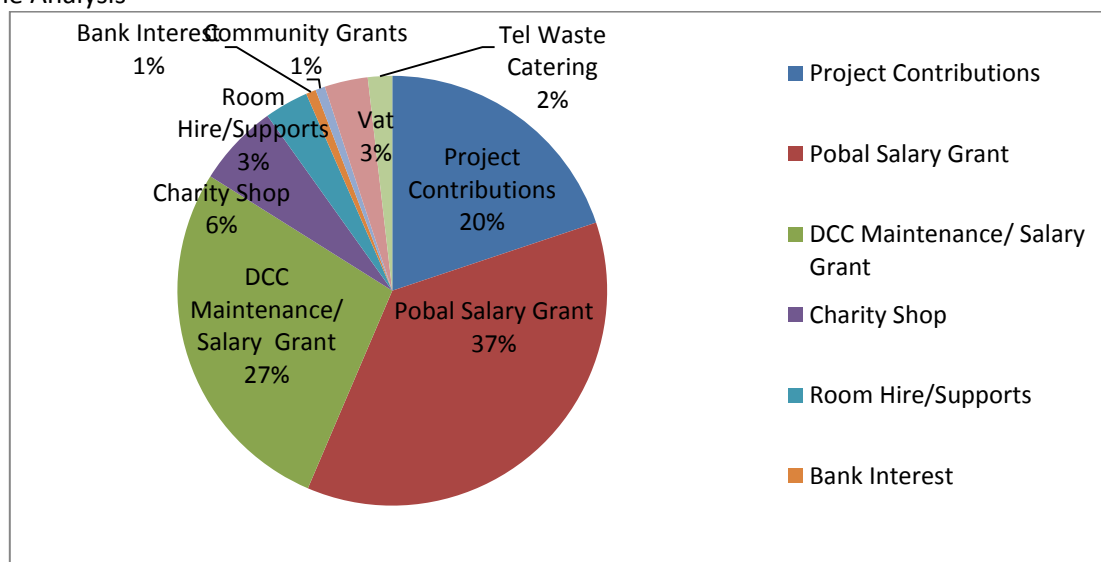


ACCOMPLISHMENTS 2012

Income

The Resource Centre's income is derived from three main sources the Department of Social Protection staffing grant administered by Pobal, Dublin City Council maintenance and staffing grant and our own generated income which comes from project contributions, room hire and support services plus the Macro Charity Shop.

Income Analysis



Board Matters

The board of Macro Building Management consists of eight members and a panel of four to six advisors all drawn from the local community, the community and voluntary sector, the legal profession or the business community. In 2012 Ms Elizabeth Kavanagh resigned as a Director and was re-appointed. Mr Stephen O Sullivan, Mr Neil Dwane and Ms Deirdre Casey were appointed as Directors during the year. Ms Olwyn Bennett (Nov) and Mr Barry Kennedy (Jan) advisors resigned during the year. The board has met nine times during the year plus two directors meetings and one Human Resources and one Finance meeting. The Annual General Meeting was held in May.

During the year the board reviewed the Strategic Plan (2011-2015) to ensure it remained focused, reviewed the Health and Safety Statement to ensure proper procedures and prevention measures were in place to safeguard all staff and users.

The Board operates to the best practice corporate governance principles both in its activities and in its use of committees, Board members register their interest in other undertakings.

Statutory Notes

Safety and Health and Welfare at work Act 1989: in accordance with the above act Macro Building Management implements appropriate measures to protect the safety health and welfare of all employees and visitors to the Resource Centre.

Customer Service: Macro Building Managements policy set out its commitment to a high quality service includes a procedure for dealing with complaints.

Complaint Equality Act 2004: Macro Building Management supports the principle of equal opportunities in employment it opposes all forms of discrimination on the grounds of colour, race nationality, sexual orientation, ethic religion, gender, marital status or disability. Macro Building Management commitment to implement equal opportunities is reflected in its policies and practices procedures. Its objective is to ensure that all staff and visitors are treated equally

Prompt Payment of Accounts: It is the policy of Macro Building Management to ensure that all invoices are paid promptly specific procedures are in place to enable it to track all invoices and to ensure that all payments are made by their due dates. Invoices are registered daily and electronic payments are issued as required to ensure timely payments.

New Policies

Safeguarding Children and Vulnerable Adults

This policy aim is to provide policy and procedures to Macro Building Management and staff and volunteers of their responsibilities when working with children, vulnerable adults and young people. The policy is in addition to our Child Protection Policy 2009

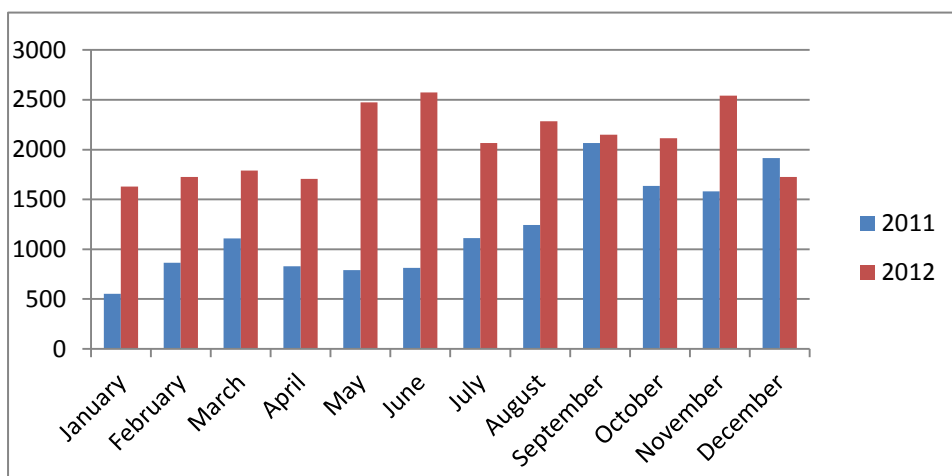
Conflict of Interest Policy

The policy purpose is to protect both the Macro Community Resource Centre and its board members from any appearance of impropriety

Licenses

The Licenses issued for space in the Resource Centre are issued by Dublin City Council on an annual basis.

Macro Charity Shop



The Macro Charity Shop is staffed by one member of staff seconded from the Parish Employment Network Programme funded by FAS and one staff member from the TUS Programme funded by the Dept. of Social Protection plus three volunteers. The Charity shop relies on volunteers for their

support and enthusiasm and their time given to assist with sales. All goods on sale are presented in an attractive way and we offer advice and a friendly smile. Our shop relies on the generosity of people from

the local community who donate their unwanted items for resale. In 2012 our total income was €24,780.00.



After all costs are paid the remaining income is used in accordance to our charitable purpose for the running the Macro Community Resource Centre and our new objective is to provide more community



activities starting with children's activities.

Our Charity Shop has become popular with everyone. It reuses second hand items and is a form of re-cycling thus reduces the amount of waste going landfill. The shop sells a mix of clothing, books, music and bric-a-brac. Unsold clothing stock is sold to textile merchants for re – cycling or reuse.

Maintenance

In the management of the facility the role of Macro Building Management is to ensure corporate and regulatory compliance plus the proper operation of all aspects of the Resource Centre to create an optimal, safe and cost effective environment for the occupants to function in. This is accomplished by managing the following activities:

Health and Safety	To control and manage all safety issues to prevent injury loss of business prosecution and insurance claims
Fire Safety	To maintain, inspect and test all fire safety equipment and systems, retaining records and inspection certificates
Security	To ensure the protection of employees and the Resource Centre
Maintenance	To ensure testing and inspection schedules are carried out to ensure safe operation of equipment
Cleaning	To maintain a safe and clean environment for all
Operational	Day to day running of the Resource Centre

Our maintenance mission is to ensure the Resource Centre is a clean and safe environment for all users. To achieve this we engage a number of companies plus our own staff to provide services and maintain the Centre, all electrical, mechanical units and water works are serviced bi-annually to ensure we have reliable operating systems. During 2012 we experienced several problems with our heating and water systems four new pumps were installed to correct the faults plus a new water circulation panel. Service contracts are in place for fire systems, alarms, doors, lifts, windows.

Employment, Work Experience and Training

Community Services Programme

The Community Service Programme assists in supporting social inclusive and economic development within the community. The programme is funded by the Dept. of Social Protection and provides part funding for the provision of four full time and six part time positions. 90% of staff employed under the Community Service Programme are employed from the Markets Area and Dublin 7 or 1 with 10% coming from the wider Dublin area.

The Tus Work Programme

The Tús initiative is a community work placement scheme providing short-term working opportunities for unemployed people. All the work carried out by participants in the Tús programme benefits the

community. The Macro Community Resource Center has been appreciative of the 4 Tus staff that have assisted with the Charity shop, maintenance and administration.

Training/Courses

During the year numerous classes were held in Spanish, Yoga, Manual Handling, First Aid, Basic Computer and Internet Skills.

Projects



User Groups and Individual

Over the year the Resource

organisations to the Macro Community Resource Centre, with 30% of these groups being local community groups and over 37,000 people calling in or using our meeting and training rooms and the services offered by the resident projects. During the year our new internet station based in the reception area has proved very popular and as a result we installed a second station to keep up with the community need.

Resident Projects

We were saddened by the loss of the Greater Dublin Centre for Independent Living Project who ceased to operate due to funding cuts they are sadly missed but we welcomed the expansion of the National Advocacy Service who provide an advocacy service for people with disabilities

Callers

Centre welcomed over 49 community and voluntary

Community Activities

Macro Lego Club

Our Lego Club opened on the 4th April and ran as a pilot program for 6 weeks. 10 children attended weekly. And we anticipate running the Lego Club in 2013

Money Skills for Life

A talk on money skills for life was given by the National Consumer Association which was beneficial to those who attended

Macro Plant Sale

Our plant sale was held over a two week period plants were supplied by Dublin City Council, window boxes, hanging baskets and a wide variety of other containers were sold to enhance the local area



Alzheimer's Tea-Day

Our annual Alzheimer's Tea day was held in May and was well supported by the local community and residents of the Community Resource Centre

Macro Summer Project

A three week programme of activities for children aged 4 to 12 years was held from the 9th July to the 26th July and was attended by 30 children. The tutors Andrea Plunket and Suzanne Keogh provided Story Telling Picnic, Games/Board Games, Jigsaws, Lego and Film Arts & Crafts/Drama Cookery



Table Quiz and Bingo. The children came from St Michan's House, Chancery House, Parnell Street, Constitution Hill, Jervis Place Kevin Barry House, Anne Street and other surrounding areas. Children of all nationalities attended making it a multicultural event. Our most successful event was the cookery where all the children made fruit smoothies with fresh fruit from the markets area and decorated cup-cakes and tray bakes lots of photographs were taken for the children to take home and a great time was had by all. We would like to take this opportunity to thank all the parents who volunteered to help with the activities. The Summer Project was supported



by the Macro Charity Shop and Dublin City Council

Macro Halloween Activities

A week long programme of Halloween activities, including, Spooky Art and Crafts Fancy Dress Party Board Games Lego Music Dance and drama. 16 children attended and enjoyed the fun

Children's Pre School Christmas Party

In December we hosted our annual Christmas pre-school Christmas party with a puppet show disco and Santa for over 70 pre-school children from the markets area.



Macro Building Management Ltd

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

Balance Sheet as at 31st December 2012

	2012		2011	
	€	€	€	€
Current assets				
Debtors	6,535		492	
Cash at bank and in hand	<u>205,529</u>		<u>246,897</u>	
	212,064		247,389	
Creditors: amounts falling due within one year	<u>(13,772)</u>		<u>(59,823)</u>	

Net current assets		<u>198,292</u>	<u>187,566</u>
Total assets less current			
Liabilities		198,292	187,566
Net assets		<u>198,292</u>	<u>187,566</u>
Reserves			
Other reserves	8	<u>198,292</u>	<u>187,566</u>
General Reserve		<u>198,292</u>	<u>187,566</u>

The financial statements were approved by the Board on 20th March 2013 and signed on its behalf by

Patrick Delaney
Director

May Burke
Director

MACRO Building Management Ltd
(A company limited by guarantee not having a share capital)

Income & Expenditure Account for the year ended 31 December 2012

	2012	2011
	€	€
<u>Income</u>		
Contribution	79,439	79,018
Short-term Lettings	10,021	11,118
Pobal – Wages Grant	146,198	146,198
DCC License Fee	66,499	-
DCC Management Grant	110,000	110,000
Community Gain	-	2,500
Community Activities	610	396
Charity Shop	24,780	14,509
Communication Services	4,199	5,695
Support Services	3,223	3,916
Training Fees	-	120
Catering	2,457	2,535
Rates	-	6,536
Maintenance	-	5,209
Waste Labels	556	557
Deposit Interest Received	3,007	4,022
Macro Men's Group Grant	400	-

Macro Summer Activities Grant	1,874	-
License Vat	13,036	-
Department of Social Welfare	94	
Total Income	466,393	392,399

<u>Expenditure</u>		
Wages and Salaries	228,505	230,228
Er prsi contributions	20,508	21,919
Training	-	363
Charity Shop	390	381
Rates	7,673	5,846
Service & Maintenance Charges	43,701	36,122
Insurance	3,007	2,955
Light and Heat	34,450	27,539
Janitorial	3,067	2,448
Equipment & fixtures	2,420	1,283
Office expenses	7,791	7,457
Publicity	228	-
Telephone and Fax	6,589	8,483
IT Maintenance & restructuring	3,303	6,027
Catering	2,206	1,434
Community Activities	3,512	1,184
Waste Management	1,506	1,447
Men's Group	400	-
Policy Development	338	-
Property License	80,386	-
Audit	3,075	3,075
Bank Charges	613	525
Vat Refunds to Projects	1,999	-
Transfer to general reserve	10,726	33,683
Total Expenditure	466,393	392,399

This year as in the past Macro Building Management wishes to acknowledge the support given by many agencies projects and individuals.

Our gratitude is expressed to

DEPT OF SOCIAL PROTECTION for part funding the staff of the Resource Centre under the Community Services Programme administered by POBAL.

DUBLIN CITY COUNCIL Advisors Mary McInerney, Marion Finglas and the Development Department of Dublin City Council for part funding for staff and maintenance and providing support service to the Resource Centre.

ADVISORS TO THE BOARD

Deirdre Casey	City North West Citizens Information Service Appointed as a Director November 2012
Barry Kennedy	Marketing (Resigned January 2012)
Olwyn Bennett	Barrister (Resigned November 2012)
Neil Dwane	CEO Food Bia Appointed advisor February 2012 appointed as a Director July 2012
Stephen O'Sullivan	Barrister appointed advisor February 2012 appointed as a Director July 2012

The focused ethos of Macro Building Management is the inclusion of the community of the Markets Area in their availing of the services provided in the resource centre. In this regard we acknowledge the time and energy given by projects through their staff and voluntary Management Boards. Projects commitment to the service for the community is vital and for this we acknowledge their commitment.

Projects

GEORGE'S HILL COMMUNITY EMPLOYMENT PROJECT
CITY NORTH WEST CITIZEN'S INFORMATION SERVICE
MACRO SENIOR CITIZENS SERVICE
NWIC TRAINING & DEVELOPMENT PROJECT
PITTER PATTEN CRECHE
THE SNUG COUNSELLING SERVICE
GREATER DUBLIN CENTRE FOR INDEPENDENT LIVING
IRISH ENVIRONMENTAL NETWORK
NATIONAL ADVOCACY SERVICE
EUROPEAN CONSUMERS CENTRE

The Board of Managements greatest resource is the dedication commitment and professionalism of our staff. We wish to personally thank all our staff for their continued dedication in delivering the services required in the day to day management of the resource centre.

Building Management Staff

Brenda Murphy	Development Manager`	Patricia Trumble	Assistant Manager
Mary Hynes	Anne Mackey	Denise Towell	Mary Curran
David Crowley	Jason Kearns	Christopher Bardon	Carol Dodrill
Carol Rollo	Caroline Kenny		

Parish Employment Network

Eileen Cahill

TUS participants

Anthony Bolger

Lynn Dalton

Jennifer Devoy

Charity Shop Volunteers

Dominic O'Neill

Linda Konadu

Joan McConvey