



To improve the quality of life for women through education and personal development, supporting women to make choices for the future.

ANNUAL REPORT 2008 - 2009



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CHAIRPERSON'S REPORT

This is my first year as Chairperson of First Steps Women's Centre (FSWC). I have witnessed a period of substantial growth and improvement in our services.

The period also saw the end of a number of funded programmes, namely the Training for Women's Network, Proteus and DEL Projects. There was however a seamless transition from the ending of these projects to the start of new funding.

First Steps Women's Centre was successful through the Department for Employment and Learning and European Social Fund to provide a series of training, educational and personal development programmes for First Steps Women's Centre. The title of the project was "Women Towards Greater Education and Employment". Although First Steps Women's Centre was successful in receiving the funding it had to jump through another hoop. In order to get this funding we had to find 35% of the overall money as match funding. Thankfully and after a bit of gentle persuasion the Department for Social Development allowed First Steps Women's Centre to use the money from the Community Investment and Child care funds in order to leverage the £1.2 million funding.

Special thanks must go to Lord Morrow, Michelle Gildernew, Tom Elliott and Danny Kennedy for assisting the Centre in resolving the match funding conundrum with DSD.

Now that the Centre had secured all the funding it was down to the business of developing the "Women Towards Greater Education and Employment" project. By September 2008 First Steps had set up courses in Fivemiletown and also in Dungannon. The Centre decided to set up a course in childcare in Fivemiletown. This attracted 11 women who began the NVQ Level 2 in Children's Care, Learning and Development Programme. The reason behind having the childcare course in Fivemiletown was to increase the number of women who would be qualified in childcare in rural areas.

Fivemiletown also proved to be the setting for the personal development course "Moving On". This was held at Blessingbourne and proved to be a great success. Please flick through the report and you will find more details of what the centre has achieved.

During January & February 2009, FSWC staff and committee members met together to draw up a 3 year strategic plan. The five aims and the outline of the progress up until 2010 are laid out within this report.

Finally I would like to thank all of the staff, volunteers, committee members and women who come to the Centre for making the Centre what it is, a friendly environment which nurtures friendships, learning and progress.

Mary O'Neill
Chairperson

MANAGER'S REPORT

As highlighted in last years report, in 2008 First Steps Women's Centre was coming to the end of several projects. These included TWN (Training for Women Network), Proteus and the Department for Employment and Learning's (DEL) Building Sustainable Prosperity Project.

New Funding from Department of Employment and Learning.

Whilst these projects ended by May 2008, First Steps Women's Centre had been successful in gaining funding from DEL. This was for £1.2million over 3 years. This project was titled Women Towards Greater Education and Employment for Women. The project was part funded by the European Social Fund (ESF) and its overall aim was to reduce economic inactivity and also increase employment. However FSWC had one more hurdle to jump over before the Project could get started. The Centre had to seek confirmation from DSD that they would allow their funding to be matched against the DEL/ESF Funding. After 2 months of negotiations this was finally agreed in June 2008. This cleared the path for providing a much needed boost for the Centre.

FSWC's approach to the new project was to provide a series of accredited and non - accredited courses to ensure that women were better equipped to remain in or return to the labour market.

In August 2008 FSWC got a brand new IT training suite. This replaced the old computers that were donated by DDA. The courses were earmarked to start in September 2008. The courses included for the very first time GCSE English Language and GCSE Mathematics. They also included several IT courses including Advanced ECDL, ECDL, CLAIT Certificate, CLAIT Diploma and Digital Photography. **The results for the IT courses were 100% pass rate for every single course.** The results for the other courses were equally outstanding. Flick through the pages of this report and you will see for yourself not only the results and statistics but also the smiling and happy faces. These happy faces include the children in our childcare projects based in Fivemiletown and Dungannon.

Childcare

This year has seen a dramatic shift in the provision of childcare. Janice McMullan was appointed Childcare Co-ordinator in July 2008. Janice immediately set out to review, update and introduce new childcare policies and procedures within FSWC. First Steps Women's Centre opened two new childcare provisions in February 2009. These were in Fivemiletown and also Moygashel, Dungannon. The childcare in Moygashel was to provide a 2 Year Old programme for Dungannon Surestart. This Project was a new initiative funded through the Department of Education.

The childcare in Fivemiletown was developed in partnership with Clogher Valley Surestart. They also provided much needed match funding which enabled FSWC to provide a series of courses in Fivemiletown.

Outreach in Fivemiletown

FSWC began developing a number of courses for women living in rural areas of the Dungannon Borough. The courses included NVQ 2 Children's Care, Learning and Development, Beginners IT and Moving On. Moving On is a personal development programme for women. It was held in Blessingbourne which is a lovely rustic farmhouse set in lovely countryside within Fivemiletown. The feedback and evaluations from the women attending the Moving On certainly highlighted that they felt comfortable and relaxed in the location.

Strategic Development & Investors In People Application

During November and December 2008 FSWC sought assistance from Community Change to assist in developing a strategic plan for the Centre. This culminated in a series of meetings involving staff and Management Committee during January and February 2009. The end result was the development of a coherent strategy to lead FSWC forward. As a result of developing our 3 year strategy First Steps Women's Centre was ready to apply for Investors In People accreditation.

First Steps Women's Centre made an application to IIP in March 2009. This was acknowledged in May 2009 when FSWC was awarded with Investors In People Status. There can be no doubt in my mind that this award is down to the total dedication of all staff. I wish to state my gratitude for their hard work, commitment and enthusiasm. These qualities are the main reason why women come and stay at FSWC and more importantly do very well.

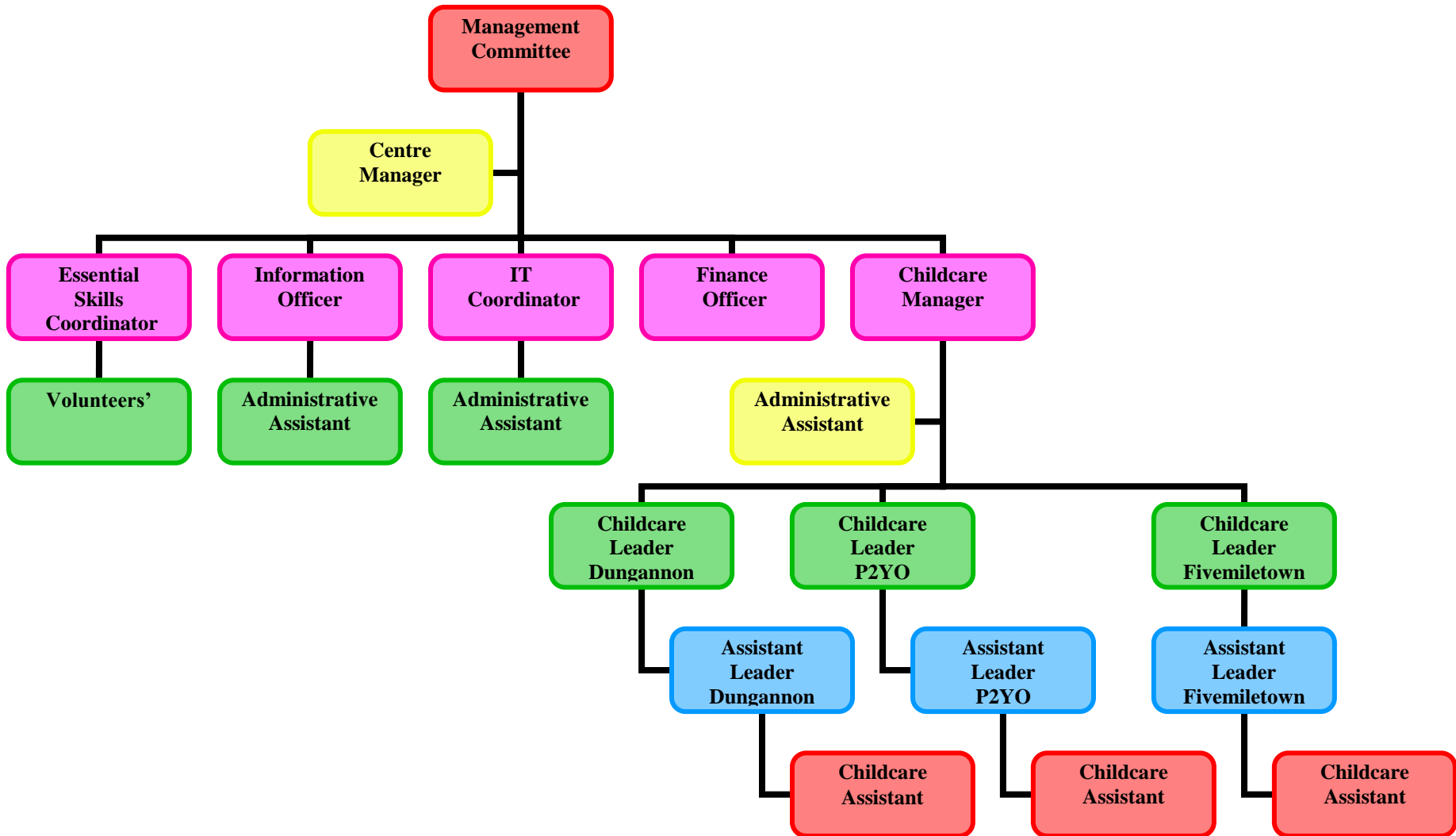
Thanks

I would like to thank a number of people and funders for providing the necessary resources which makes FSWC work. They include the Northern Bank (Dungannon), Paul, Sean, Andrea and the two James from the Department for Social Development - without their patience and willingness to listen to the Committee and Management within First Steps Women's Centre none of what you read in this report would have happened. Also to Clogher Valley Surestart and Dungannon Surestart for their significant match funding contributions. To Department for Employment and Learning for their support and professionalism in helping FSWC set up our new project.

Finally, I would personally like to thank the Management Committee, staff and volunteers within First Steps Women's Centre for their ceaseless energy, motivation and enthusiasm. Their contribution has made possible the outstanding results associated with the Centre. Long may it continue.

Michael McGoldrick
Manager

ORGANISATIONAL CHART



Organisational Aims & Achievements

IMPLEMENTATION PLAN

FIRST YEAR IMPLEMENTING EVENTS

What activities do we intend to do in the next 12 months to implement the strategic plan?

AIM	March – May 09	June – August 09	Sept – Dec 09	Jan – Feb 09
Develop and implement a strategy to ensure adequate physical space to deliver services	<ul style="list-style-type: none"> •Research existing provision 	<ul style="list-style-type: none"> •Action planning 	<ul style="list-style-type: none"> •Implementation 	<ul style="list-style-type: none"> •Review
Maintain and develop services and community development in response to identified need	<ul style="list-style-type: none"> •Develop terms of reference 	<ul style="list-style-type: none"> •Funding applications for research 	<ul style="list-style-type: none"> •Appoint consultant or staff 	<ul style="list-style-type: none"> •Review results
Ensure financial sustainability	<ul style="list-style-type: none"> •Resolve cash flow 	<ul style="list-style-type: none"> •Explore structures to aid financial sustainability 	<ul style="list-style-type: none"> •Promotion to secure core funding 	<ul style="list-style-type: none"> •Explore alternative funding options •Generate income
Effective promotion of First Steps as a model of excellence	<ul style="list-style-type: none"> •Complete Centre Accreditation •Develop a PR strategy •Identify stakeholders 	<ul style="list-style-type: none"> •Develop appropriate evaluation tools 	<ul style="list-style-type: none"> •Host an annual event •Implement evaluation tools 	<ul style="list-style-type: none"> •Review evaluation tools
	<ul style="list-style-type: none"> •Participate in WCRP / NIRWN activities 			
Sustain and ensure growth of the organisation	<ul style="list-style-type: none"> •Skills audit (Staff / MC / Vol) 	<ul style="list-style-type: none"> •Identify Gaps •Develop training plan •Representation at statutory and voluntary sectors 	<ul style="list-style-type: none"> •Review training plan (Staff / MC / Vol) 	

Essential Skills, GCSE's, Personal Development ESOL

In the academic year September 2008 - June 2009 the following **WEE courses** were coordinated for a total of **119** places catering for **85** women and **25** childcare places. All targets were exceeded except for GCSE English. A 6 week and final evaluation was carried out for each course and overall feedback was extremely positive.

4 Essential Skills courses delivered by WEA & South West College
3 Numeracy courses - 2 in Dungannon and 1 in FMT for **29** places **Target:24**
1 Literacy course in Dungannon for **12** places **Target: 24** (1 **ESOL** class was run instead).

All Essential skills classes ran over 12-16 weeks twice per week.

Childcare provided for **2** children in Dungannon and **4** children in Fivemiletown.

1 GCSE English class for **8** places run over 30 weeks – Dungannon. **Target:12**. This course was delivered by a tutor from South West College. Childcare provided for **1** child.

1 GCSE Maths class for **14** places run over 30 weeks – Dungannon. **Target:12** This course was delivered by a tutor from South West College. **3** childcare places in the crèche.

2 ESOL classes for **21** places run over 24 weeks once per week – Dungannon. **Target: 12** (in lieu of Literacy) This course was delivered by a free lance tutor and accredited through STEP. 11 candidates have been entered for City & Guilds International ESOL. Childcare provided for **8** children.

Personal Development Courses:

1 Moving On class for **13** places run over 16 weeks – Fivemiletown Blessingbourne Estate **Target:12** The training was delivered by Zanchin

2 Women Progressing classes for **22** places over 10 weeks ongoing until 25/6/09 – Dungannon. Delivered by Zanchin. **7** childcare places in the crèche **Target:12**

Transport:

Our minibus provided transport for 20 women and 12 children in the course of each week.

Other Courses:

Funding from **Mid-Ulster Women's Network** was used to provide 2 half days **Holistic Health Training** for **20** women and a further course will be delivered to another **20** women on 16th and 23rd June in partnership with Dungannon West. The training is delivered by New Life Directions (Sisters of Mercy) who have also contributed £6940 for outreach work with disadvantaged women.

Funding from Dungannon Community Relations Group was used to deliver Cultural Awareness training for **16** women and Creativity Awareness for **19** women in 2 sessions of **Coming to Your Senses**.



Volunteer Coordination

Volunteer policy and procedures put in place including induction, supervision and training needs analysis. Over the period we have been well served by **seven** volunteers including 2 bus drivers, Ian and Brian, 3 reception/administration, Eleanor, Irene and Carla and more recently Patriona (clerical) and Janette (finance). Customer Care Training was provided as part of the continuing professional development for volunteers.

Mentoring Policy

Mentoring Policy and Procedures were put in place. Assistance to participants has included emergency loans, referrals to Citizens Advice, STEP, Parents Advice, EGSA, SELB, regarding housing, benefits, health care, home/school travel, and student finance for progression courses.

Skills Audit

Management Committee: 6 responses were received to assist training needs analysis.
Staff: 8 responses were received for use in end of year reviews.

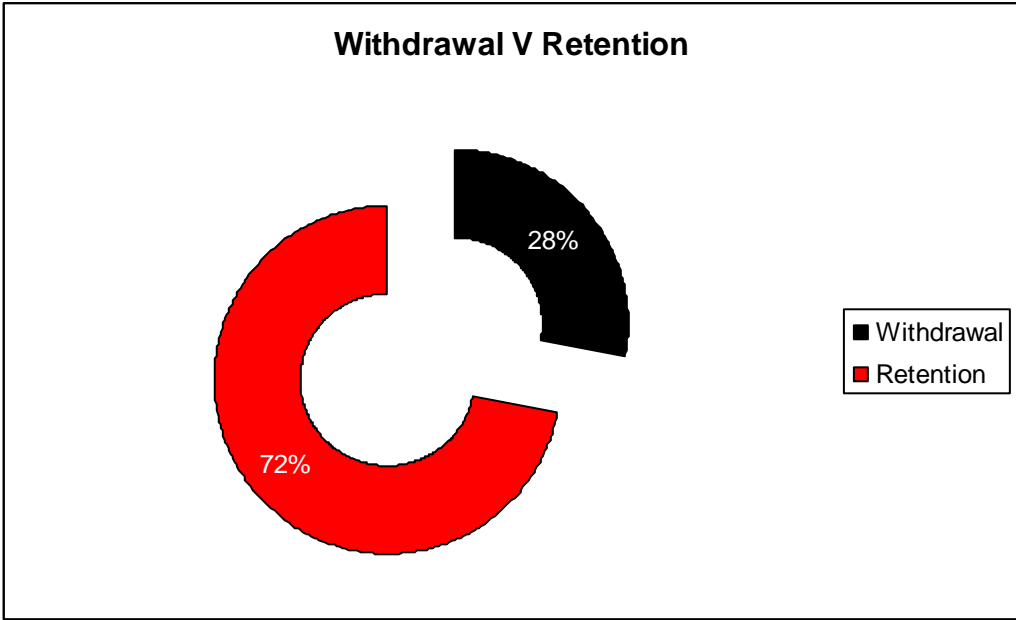
Networking

Joan is currently serving as a WEA and NIRWIN Management Committee Member.
In line with our strategic aim to ensure organizational representation at key strategic organizational level.

Training

Joan McCool commenced in November 2008 with the Advanced Diploma in Sustainable Futures at Jordanstown. The course content included Managing Self & Personal Skills, Leadership & Team working, and Managing Marketing. Joan wishes to thank the Management Committee for giving her this opportunity and the Centre Manager for his support.

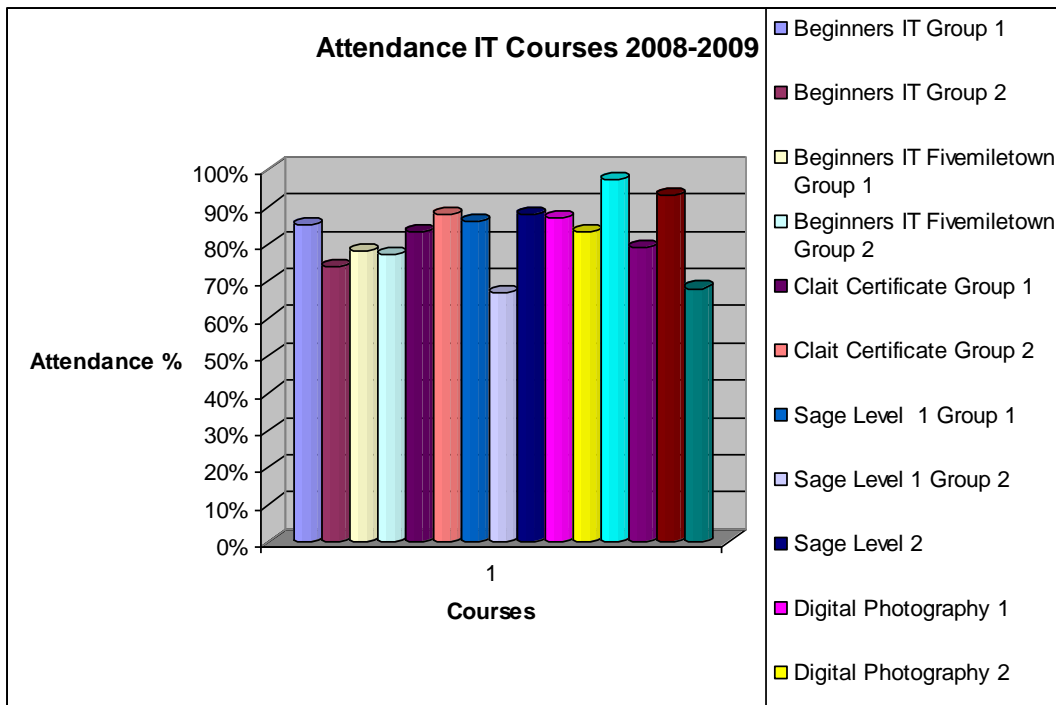
Name of Course	Attendance Percentage	Attendance Percentage Minus Withdrawals	Withdrawal	Retention Percentage
Improve your English	65%	81%	42%	58%
Improve your Maths 1	68%	86%	27%	73%
Improve your Maths 2	71%	83%	33%	67%
GCSE English	76%	94%	25%	75%
GCSE Maths	67%	76%	29%	71%
Numeracy FMT	73%	92%	33%	67%
Moving On	67%	86%	31%	69%
ESOL	58%	71%	29%	71%
Women Progressing	88%	90%	5%	95%
AVERAGE PERCENTAGE	70	84	28	72

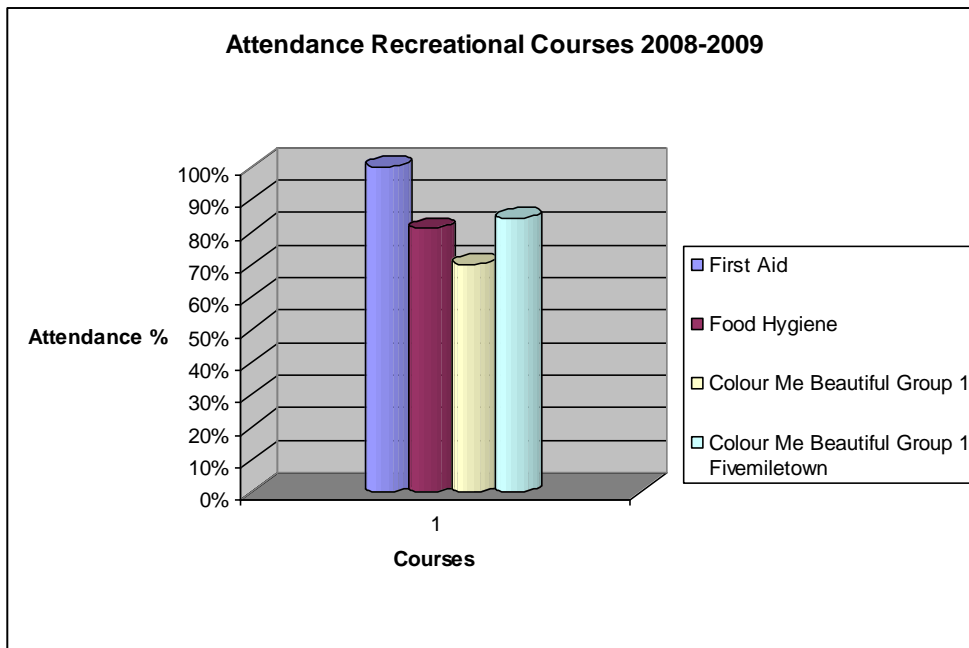


Information Technology & Recreational Courses

In the academic year commencing in September 2009, 24 information technology and ancillary courses (see Table 1, page 5) have been co-ordinated and run by First Steps Women's Centre – 20 courses were run in Dungannon and 4 courses were run in Fivemiletown. These courses provided 300 participant places for women in a variety of subjects ranging from ECDL to Colour Awareness.

Although 204 women availed of the courses on offer during the period September 2008 to June 2009 the impact of Access NI on our childcare provision meant that there was a withdrawal rate of up to 25% in each course. Courses varied in length from 5 weeks to 30 weeks in length. Average attendance across all the courses was 84%. Pass rates in accredited courses were 100%, which is a testament to the skill of our tutors and the commitment and motivation of our participants.





Formative and summative comprehensive evaluation was carried out for each course and overall feedback was extremely positive. This evaluation procedure enabled us to respond very quickly if any issues arose with tutors or participants, as was demonstrated by the re-launch of Web Design 2 with a new tutor in January 2009. In addition it has been evaluation has been a very valuable tool in assisting us to plan our course provision for 2009/10.

Notable results from our feedback included:

- 100% of respondents said that they would recommend courses to others.
- 100% of respondents said that they were given adequate support throughout the course from the centre and course co-ordinator.
- 95% of respondents rated each element of every course in the top two rating categories.

However it is the participants own testimony which best exemplifies outcomes:

“It is a fabulous building with exceptionally skilled tutors and yet at tea breaks it has an informal setting which allows the participants to relax and interact with others from a similar background. Thank you Michael and all the staff for giving me this opportunity to grow and develop.”

Digital Photography

“The Centre has offered a wonderful opportunity to further my knowledge of computers. I would have absolutely no hesitation in recommending the Centre and our tutor to anyone.”

ECDL

“This is a valuable course for everyone. It helps everyone develop within themselves and at their own ability”.

CLAIT Diploma

"A nice fun few weeks and I feel my confidence in my appearance has improved."

Colour Awareness

"I really enjoyed this course. I am more confident now working on a computer, as before I was not sure how to send e-mails or didn't know anything about the Internet."

Beginner's IT

"Very enjoyable course. Has greatly helped my personal development and confidence in using a computer"

CLAIT Certificate

"I thought this course would be very demanding. But the pace and the flexibility of the Tutor have ensured that it is very enjoyable and not at all stressful".

Web Design



OCR Centre Accreditation

In addition to course provision a number of other very significant achievements occurred during this academic year. Most notable of these was the achievement and recognition of FSWC as an OCR Centre. It is our intention to commence registering our own students for the CLAIT award suite in September 2009.

Investors In People

As part of the FSWC Strategic Plan it was agreed to look at ways to improve the profile of the Organisation and it was felt that the pursuit of accreditation as an IIP organisation would be advantageous to the Centre. Assessment to IIP Standards took place on 12th May 2009 and were awarded IIP status in June 2009.

Public Relations Strategy

A Public Relations Strategy was also devised during the year to raise the profile of the Organisation and to structure our promotional work. In addition new promotional items including bags have proved very popular and we hope to continue our work in this area with the production of a new DVD highlighting our work.

This year has been extremely successful for IT and Recreational Courses and has created a solid base upon which to build for year two of the Programme. However it is important that quality and individuality remains key to our provision and with this in mind it is vital that we take on board all that we have achieved this year in relation to IT and Recreational Courses.

IT & Ancillary Courses 2008-2009		
Course Title	Attendance Rate	Pass Rate
ECDL	93%	100%
Beginners IT 1 Dungannon	85%	100%
Beginners IT 2 Dungannon	74%	100%
CLAIT Diploma	68%	100%
CLAIT Certificate 1	83%	100%
CLAIT Certificate 2	88%	100%
Sage 1 2008	86%	100%
Sage 1 2009	67%	100%
Sage 2	88%	100%
Web Design 1	79%	100%
Wed Design 2	90%	100%
Digital Photography 1	87%	Not applicable
Digital Photography 2	83%	Not applicable
Digital Photography 3	97%	Not applicable
Colour Awareness 1 Dungannon	70%	Not applicable
Colour Awareness 2 Dungannon	100%	Not applicable
Colour Awareness 1 Fivemiletown	84%	Not applicable
Colour Awareness 2 Fivemiletown	100%	Not applicable
First Aid	100%	100%
Food Hygiene 1	81%	100%
Food Hygiene 2	100%	100%
Beginners IT 1 Fivemiletown	78%	100%

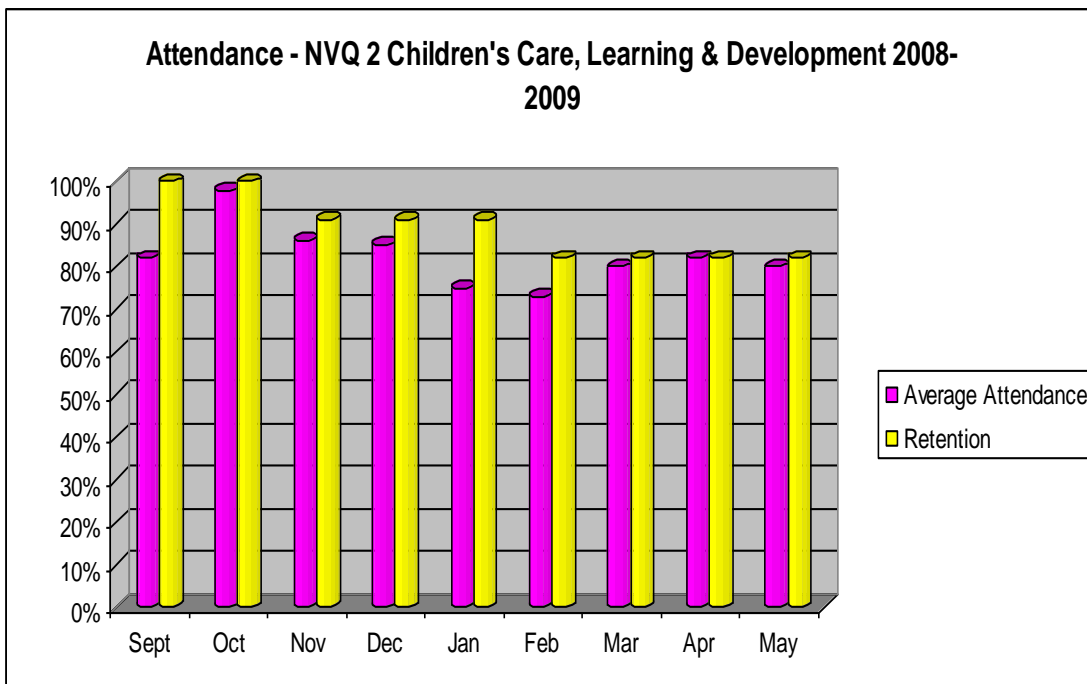
NVQ 2 CHILDREN'S CARE, LEARNING & DEVELOPMENT



NVQ 2 Children's Care, Learning and Development commenced September 2008 in the Youth Annex in Fivemiletown College, and concluded in mid - June 2009. Students attended the course tutorials for 3 hours every Thursday morning, and attended a Childcare Placement 6 hours each week. All 9 remaining students have worked hard and will hopefully meet their June deadline when First Steps funding ceases. Portfolios shall be sent for examination and results will be obtained Autumn 2009.

Attendance and retention rates have been high with 3 students having 100% commitment throughout the year.

3 students withdrew from the course due to personal health problems and other career opportunities. 2 have gone on to other courses offered through First Steps Women's Centre.



First Steps Women's Centre are grateful to the placements for their support as they are a vital role in assisting the student to achieve this qualification; all students are supervised and supported in developing their learning through practical work with the children. Each placement has been visited and progress reviews on each student completed.

Placements were provided by:





Evaluations were collected from students each term. Feedback has been positive with comments such as:

“The course tutor and Coordinator are both excellent at their job. I have got a 12 hour classroom assistant job out of doing this course so it has really give me a great advantage and job aspect”

“I have enjoyed the course, have made new friends and it has been a great opportunity to spend time with my sister, as we sometimes go over the course work together after class.the funding for travelling has been very much appreciated and the support from staff has been excellent. Thank you for all your help ...”

“I heard of this course in our local paper (Impartial Reporter) I have always wanted to do a child care course and this was a great opportunity to do it. The venue was most suitable in Fivemiletown quite close to where I live. I can take my own car and my children are grown up now so I found it all unbelievable that I could have free time to do the course. We receive great support from the First Steps staff, any problems and they are more than willing to help us out.

“Having this qualification is an achievement for me, it has been long time from my school days so it was all a new experience, maybe if the chance arises I will seek part time employment. I enjoyed meeting the tutor all the girls in the course and we are like friends now. This course has helped my confidence, socializing and maybe new opportunities. I have really enjoyed this course meeting others the experience in the school with the children was all new to me and very enjoyable. I do hope we will have more courses like this and they will be available to us so close to home.”



We have almost completed this course with 9 students presenting for qualification, 4 of which have been referred to the Early Years Organisation and Clogher Valley Sure Start with the view to becoming Registered Childminders, which shall assist in addressing a skills shortage of childcare providers in the Clogher Valley area.

CRÈCHE DUNGANNON

2008-2009 has brought many changes. The year started with 1 crèche facility offering childcare to children whose mother / carer was attending a course in First Steps Women's Centre in Dungannon, in February First Steps Sessional Day care in Fivemiletown opened for those attending courses in the Clogher Valley area, in partnership with Kids R Us Playgroup and Clogher Valley Sure Start, and also in February we commenced the Programme for Two Year Olds in Moygashel in partnership with Dungannon Sure Start.

In preparation for all these developments all policies and documentation were renewed in order to streamline and have a consistent service across all provisions. Parents were provided with Information Booklets available in English, Portuguese, Lithuanian and Polish. Interpreting services were provided to assist with completing registration forms and advice. Parents were invited to attend fun events with their children to experience the hospitality and developmental opportunities. Evaluations were completed each term with the impressive results displayed on our website – www.southtyronewomenscentre.org

Throughout the year all childcare staff have shown enthusiasm, commitment and patience in preparing their play rooms on a daily basis and clearing away their equipment after a busy day, while also planning and implementing an exciting and varied schedule of play to promote development of each child attending.

Childcare Training achieved:

First Steps Women's Centre encourages all staff to avail of professional development training and opportunities, childcare staff have qualified in the following courses:

COURSE TITLE	NUMBER OF STAFF TRAINED
Food Hygiene	6
First Aid	10
Child Protection	7
Behaviour Management	2
Programme for Two Year Olds	6
Children with Special Needs	2
Hospitality	2
European Computer Driving License	7
First Aid Fire Fighting	10

First Steps Women's Centre Childcare provision has grown over the past year, and we look forward to improve and promote our service in 2009 – 2010 for the benefit of families in the South Tyrone area.



The Crèche had 48 registered children in September 2008. However not all children were able to come to the crèche because of the serious delays in vetting childcare staff. The delay was a result of the way vetting had changed. It meant that First Steps Women's Centre also had to delay opening up the crèche until late October. By then the numbers had reduced to 25 i.e. a loss of 50%.

In November 2008 the crèche introduced themes and a daily routine. This has worked quite well with a few improvements along the way. We also started a Key Worker System, i.e. where a designated staff member looks after the same child each week.

In December 2008 a new class, 'ESOL' (English for Speakers of Other Languages) started on Tuesdays and Fridays. This brought in nine new children. A Christmas party was held and each child received a present from Santa. A drop-in service was also introduced for parents doing courses who if they needed an extra hour or two could leave their child in whilst they go and do some much needed Christmas shopping.

Three new relief staff, Maggie, Jacqueline and Svetlana joined FSWC as their vetting confirmation came through.

In January parents received questionnaires as part of the evaluation of the crèche. The results were very very positive. All parents were pleased with the service provided. In February we welcomed Maggie as 'Assistant Crèche Leader', as Jillian moved on to the P2YO programme. Carolyn, Jacqueline and Helena began the 2 Year old training in March 2009.



P2YO MOYGASHEL

The Programme for Two Year Olds is a programme which has been introduced by the Department of Education (2006) and has been implemented in Surestart Areas. Two year olds develop at a rapid rate and this programme aims to recognise 2 year olds full potential to develop their skills and development. The Programme is based through play to allow the children to freely discover and explore their environment for themselves and with other children to develop emotionally, intellectually, physically and socially. The Programme works with the children, their families, the staff members and the local community.



First Steps Women's Centre is working in partnership with Dungannon SureStart in providing a multidisciplinary approach. The Programme is located in Moygashel Community Hall.

P2YO started in March 2009 and we have 9 children attending the Programme. Through the Programme the children attend a four day week. Another element of the programme is carrying out home visits. Home visiting is an effective way to develop a good working partnership with the parents.

March 2009	
Number children enrolled	9
Number children attended	9
Attendance	90%

The staff provides a learning environment both indoor and outdoor which is motivating and stimulating for the children. Through the Programme children are able to

- Freely discovering and exploring their environment and the world around them
- Developing skills towards adult life
- Be in an environment which is home from home and stimulating
- Have the opportunity to meet and play with other children and adults
- Staff who are approachable and friendly
- Staff who care and have an understanding of children to be able to provide an appropriate environment for them to develop and progress at their own pace

P2YO encourages parent involvement. An element of the Two Year Old programme is working in partnership with parents. Parent involvement days enable participation of the parents through giving them quality time with their child to learn new skills and information.

Examples of parent involvement days are:

- Creative Activity days
- Cooking
- Jo Jingles
- Toddler yoga
- Professionals
- Walks to Dungannon Park
- Visits to local library
- Trips



Below are some comments made by the parents:

“I would recommend this programme to any one with a 2 year old. We loved it.”

“The staff and programme in Moygashel has been fantastic. My daughter has grew and developed fantastically with the guidance of the staff.”

“My child has definitely furthered her abilities through the range of activities provided at the programme.”

“The programme is a valuable part of the community and hope it is still running for my other child.”



FIVEMILETOWN SESSIONAL DAY CARE

Fivemiletown Sessional Day Care is situated at 'Kids R Us' premises just 50 yards from the main street in Fivemiletown. The premises opened in February 2009 and special thanks to our partners, Clogher Valley Sure Start for working with Kids R Us to develop the premises.

Clogher Valley Surestart has been working in partnership with First Steps Women's Centre since autumn 2008. First Steps are very excited about this partnership and believe that this venture is only the start of a successful initiative between CVSS and First Steps to bring childcare to the women of Clogher Valley. This will greatly improve the opportunities for women to gain new training, education and/or employment.



FINANCE REPORT

FINANCIAL STATEMENTS FOR THE YEAR ENDED 31ST MARCH 2009

	<u>Unrestricted Funds</u>	<u>Restricted Funds</u>	<u>2009</u>	<u>8 months to 31/3/08 2008</u>
2. DONATIONS, GIFTS AND OTHER INCOME:				
Donations	6,555	-	6,555	768
2b General income	235	-	235	180
2a Other income	6,740	-	6,740	7,969
2c Bank interest	9	-	9	1
	13,539	-	13,539	8,918

Donations towards the use of premises and class fees are contributions towards related costs incurred by the charity.

3. GRANTS RECEIVABLE:

New Del	-	35,570	35,570	77,900
Proteus	-	11,676	11,676	40,023
TWN Ltd	-	17,194	17,194	30,360
D.S.D.	-	97,667	97,667	92,770
Lloyds TSB-Capital Grant	-	-	-	6,100
WTEE	-	195,061	195,061	-
P2YO	-	10,137	10,137	-
Sure Start	-	6,661	6,661	-
Dungannon & South Tyrone BC	-	6,500	6,500	-
Co-op	-	-	-	500
	-	380,466	380,466	247,653

4. COSTS OF ACTIVITIES IN FURTHERANCE OF CHARITABLE ACTIVITIES:

	Unrestricted <u>Funds</u>	Restricted <u>Funds</u>	Total <u>2009</u>	Total <u>2008</u>
Wages and salaries	-	184,882	184,882	122,040
Childcare and travel	-	11,638	11,638	8,689
Course expenses and tutor fees	-	87,941	87,941	43,301
Grants returned	-	760	760	-
	-	285,221	285,221	174,030

5. MANAGEMENT AND ADMINISTRATION:

Rent, rates and room hire	-	29,365	29,365	19,053
Insurance and bus insurance	-	3,939	3,939	5,078
Light and heat	-	5,127	5,127	2,234
Repairs and maintenance	-	9,512	9,512	8,973
Printing, postage and stationery	-	8,895	8,895	7,084
Marketing, advertising and seminars	-	7,856	7,856	4,848
Telephone and fax	-	5,602	5,602	4,463
Computer costs	-	-	-	27
IT support	-	4,168	4,168	6,492
Evaluation fees	-	2,938	2,938	-
Legal and professional fees	-	470	470	-
Accountancy	-	6,195	6,195	6,953
Audit fees	-	3,274	3,274	1,938
Sundry and cleaning expenses	303	-	303	1,343
Bank charges and Interest	1,304	-	1,304	823
Depreciation	-	11,148	11,148	10,618
Staff Travel and subsistence	-	4,516	4,516	1,691
Staff training and recruitment	-	6,702	6,702	-
Admin	-	-	-	113
Hospitality	-	-	-	784
Motor tax and maintenance	-	929	929	175
Subscriptions	-	600	600	434
Health and safety	-	705	705	-
	1,607	111,941	113,548	83,124

PARTICIPANT TESTIMONIES

“A few words about the women’s centre, I would describe it as a home from home, it is well kept, clean and a pleasure to work in. A place to meet new friends. One is greeted with a cup of tea or coffee on arrival, when the mornings were cold, the tea was appreciated.

The staff are friendly courteous and helpful to all the students, and the atmosphere is very good.

It was strange how I got to know about the Women’s Centre, I was at a Carer’s meeting in Clogher July 2006, when a brochure was handed around I jotted down the telephone number. Two days later I got in touch with the Centre and spoke to Joan about doing a course. I was determined to try out a course so I signed up and never turned back.

Travelling from Clogher to Dungannon by bus worked fine, and the station is only a short distance away from the First Steps Women’s Centre. The bus service from Enniskillen to Dungannon is great.

The mornings were going to be early but I was willing to give it a go. In fact the early morning didn’t bother me too much for this was the opportunity I could not miss out on!

The Women’s Centre has created many opportunities that inspired not only me but all the people who use it

A big thank you to Michael, Joan, and Yvonne for arranging the different courses. They are excellent! “

“I enjoyed the classes taken by Jennifer, Patricia and Wendy, as well as the companionship of the other “pupils”. I’m glad to say that I now feel a little more confident now. With computers and hopefully more skilful. With best wishes to you and your colleagues at the Women’s Centre.”



To improve the quality of life for women through education and personal development, supporting women to make choices for the future.

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