



OB AIR NEWMARKET-ON-FERGUS

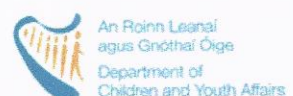
OB AIR ENVIRONMENT SERVICES DAC



AGM REPORT 2017 YEAR END DECEMBER 2016



Supported by the Department of Social Protection
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AGENDA

ANNUAL GENERAL MEETING 26TH APRIL 2017

1. Welcome
2. Minutes of the 2017 Joint AGM discussing the business of 2016 for:
Obair Newmarket on Fergus CLG
& Obair Environment Services DAC
3. Obair Environment Services DAC
 - a. Annual Accounts & Auditors Report
 - b. Election of Board of Directors
 - c. Election of Auditors, Bankers & Solicitors
4. Obair Newmarket on Fergus CLG
 - a. Annual Accounts & Auditors Report
 - b. Election of Board of Directors
 - c. Election of Auditors, Bankers & Solicitors

Chairpersons Report

We are pleased to present to the members of Obair Newmarket on Fergus CLG and Obair Environment Services DAC our Annual Report for 2016. We hope that this report reflects the work achieved by both companies last year. This report will show that while we continue to face challenges that we also continue to develop as an organisation through new initiatives in the community.

One of our key objectives continues to be the development of viable social enterprise in this community and as a whole we aim to address the problem of social exclusion by putting in place programmes to combat this issue.

In 2016 we became fully compliant with the Governance Code and you will find included in this report a signed copy of our commitment to the Code.

We would like to thank the funders, community groups and agencies that we have engaged with in 2016. We thank them for their support and recognition of the importance of Obair; we hope to continue to nurture these important relationships in 2017.

I wish to thank our voluntary Board of Directors for their contribution and commitment during the past year. The Board has agreed to reduce the number of Directors to 10 members as the Board is too big for such a small organisation. This reduction will take place as members resign naturally until the number is reached. On that note we would like to thank Margaret O'Rourke Quill for her contribution as a Director of Obair. Margaret is retiring from the Board and we would like to wish her well in her future endeavors.

On behalf of the Board I also wish to give sincere thanks to Obair Manager Pat Cronin and his staff for their continuing commitment to their work. As it can sometimes be difficult to put into words the value of our service this year we have added some photos to represent the work that is achieved in 2016.

Bernadette Glynn

Chairperson

Obair Newmarket on Fergus CLG

DJ Meehan

Chairperson

Obair Environment Services DAC

Sub Committee Reports

Governance Committee

The Governance Committee is charged with ensuring that Obair Newmarket-on-Fergus CLG operates to best practice principles. The Board, Management and staff have cooperated with the Governance Committee in applying best practice in the operation of the company.

Obair Newmarket-on-Fergus CLG has signed up to the 5 principles of the Governance Code since 2014 and renews this pledge annually. The Governance Code has been put in place to assist community, voluntary and charity organisations develop their overall capacity in terms of how they run their organisation. It is a voluntary code provided free to all boards and committees of not-for-profit groups to encourage them to check themselves against best practice in the management of their affairs. In March this year the Governance Committee conducted a review of our commitment to the Governance Code and updated our controls where necessary.

Obair Newmarket-on-Fergus CLG have also agreed at board level to sign up to the Commitment to Standards in Fundraising and have applied for registration with the Charities Institute Ireland. It is hoped that this registration will take place in the next few months. We have also registered with the Lobbying Registration Scheme which is a requisite of all charities which lobby politicians in the course of their work.

John Quinlivan – Chairman - Governance Code Committee

Audit Committee

The audit committee is chaired by Kevin Barry and it consists of two others, Bernadette Glynn and Mary O'Donnell O'Brien. All three are non executive directors.

The audit committee is required to meet at least twice a year and is responsible for ensuring that the financial performance of the Company is properly monitored and reported. As part of this, it is responsible for meeting with the external auditors and reviewing findings of the audit with them. It meets with the auditors at least once a year without any member of management being present and is also responsible for considering and making recommendations regarding the identity and remuneration of such auditors. It is authorised to seek any information that it properly requires from any employee and may ask questions of any employee. During the year, the committee met on two occasions.

Kevin Barry - Chairman - Audit Committee

Minutes of Annual General Meeting 2016

(Reporting on business of 2015)

13th April 2016

The Annual General Meeting of Obair Newmarket-on-Fergus Ltd. was held on Wednesday 13th April 2016 in the Obair Offices, Ennis Road, Newmarket-on-Fergus.

Chairperson Bernadette Glynn chaired the meeting.

Apologies

There were apologies from 3 members who submitted 3 proxy forms in due time. They were Kevin Ryan, Mary O'Donnell O'Brien and Fr. Tom Fitzpatrick.

Format

The AGM of Obair Newmarket-on-Fergus Ltd. and Obair Environment Services Ltd. were held at the same meeting therefore the business of each company was conducted sequentially.

Minutes

The minutes of the previous years AGM were read by the Secretary, proposed for adoption by John Quinlivan and seconded by Deirdre Whitney O'Dea and passed by members.

Chairpersons Remarks

Chairperson Bernadette Glynn welcomed all present and commenced the meeting by reminding us of the Obair Mission Statement which is as follows:-

*"To create a united vibrant community working together in
harmony for the benefit of all"*

She hoped that the presentation of the Annual Report 2015 reflected the work achieved by both companies in our 23rd year of operation. One of the key objectives continues to be the development of viable social enterprise in our community and to address the problem of social isolation by putting in place programmes to combat the issue.

We are fully committed to good governance and to achieve the highest standards of best practice. In 2015 we became fully compliant with the Governance Code. We are fortunate to have a focused and committed Governance Committee who worked tirelessly to deliver the Governance Code to both of our companies.

She thanked our funders, community groups and agencies that we engaged with in 2015, for their support and recognition of the importance of Obair and hoped to nurture these relationships over the coming years. She thanked the voluntary Board of Directors for their invaluable contributions and commitment during the past year. She thanked our manager Pat Cronin for his continued leadership and commitment. She paid a special tribute to the staff of both companies for their continuing commitment to their work and commended them for adapting their skills to new roles and services. With their dedication, support and team work we look forward to new ventures in the coming months where we will strive to reinvigorate the local community.

Minutes were proposed for adoption by John Quinlivan and seconded by Deirdre Whitney O'Dea and passed by members.

Obair Environment Services Ltd.

- John Byrnes of Vaughan & Co. presented the financial report for 2015 for Obair Environment Services Ltd. It showed a retained profit/loss for the year of €2,170.00 after the years trading compared to €284.00 for the previous year. Proposed for adoption by DJ Meehan and seconded by Bill Gorman.

Obair Newmarket-on-Fergus Ltd.

- John Byrnes of Vaughan & Co. presented the financial report of 2015 for Obair Newmarket-on-Fergus Ltd. It showed a retained profit/loss of €(17,539) compared to €(18,166) for the previous year. Proposed for adoption by John Quinlivan and seconded by Kevin Barry.
- The auditors Vaughan & Co. to continue
Bankers AIB to continue
Solicitors Howard Crimmins to continue
All 3 above proposed by Eugene Crimmins and seconded by Bill Gorman.

The fee for the auditors Vaughan and Co. having been agreed by the audit committee were approved by members, €4,982.00 fee for Obair Newmarket-on-Fergus Ltd and €3,167.00 for Obair Environment Services Ltd.

Michael Willis queried the recording of his retirement from the board of Environment Services in the Directors Information section of the report. Secretary said he would investigate this matter and communicate his findings to him.

The report was proposed for adoption by John Quinlivan and seconded by Kevin Barry.

John Byrnes thanked those involved in internal audit for the accuracy of the accounts presented to him and the ease of preparing the accounts.

Election of Directors

Our Articles of Association state that one third of our directors must retire each year, these directors are eligible for re-election if they make themselves available. This year the following retire - Edwin Bailey, Kevin Barry, Kevin Ryan, John Quinlivan and Mary O'Donnell O'Brien. There was also one valid nomination for director, Anthony McMahon nominated Eugene Crimmins.

Ballot papers were presented and votes cast and tallied by John Byrnes of Vaughan and Co. with director Bill Gorman. The following were declared elected - Edwin Bailey, Kevin Barry, Kevin Ryan, John Quinlivan and Mary O'Donnell O'Brien.

Signed

Chair _____ **Secretary** _____ **Dated** _____

Vision and Objectives of Obair

VISION FOR OBAIR

"TO CREATE AN UNITED VIBRANT COMMUNITY WORKING IN HARMONY FOR THE BENEFIT OF ALL"

OBJECTIVES

- To assist in establishing viable enterprise in the parish of Newmarket-on-Fergus and surrounding areas which will generate sustainable employment
- To support those who may not have an opportunity to access employment – in particular the long-term unemployed and young people.
- To develop a spirit of enterprise in our community
- To foster a greater sense of place by encouraging and assisting the protection and enhancement of the environment
- To promote educational and training activities for the further development of our community
- To facilitate greater community participation in the development of our area.

Cooperation and Compliments

Obair once again continued to work closely with all agencies in the area during the past year. This close co-operation will continue into the future as the work of the Obair programme continues. We are grateful for the support provided by the many agencies that we worked with during the past year and we look forward to continuing to work together to support and develop the community of Newmarket-on-Fergus.

- Age Action Ireland
- Caring for Carers
- Child and Family Agency
- Clare County Childcare Committee
- Clare County Council
- Clare Local Development Company
- Clare Youth Service
- Community Childcare Subvention (CCS) Programme
- Community Services Programme, Pobal
- Community Substance Misuse Team
- Department of Children and Youth Affairs
- Department of Social Protection
- Early Childhood Care and Education (ECCE) Scheme
- Early Years Capital
- Garda Diversion Programme
- Health Services Executive, West
- LEADER
- Limerick and Clare Education and Training Board
- Mid Western Regional Drugs Task Force
- National Childcare Investment Programme, Pobal
- Pobal
- School Meals (Local Projects) Scheme
- Training and Employment Childcare (TEC) Programmes
- Túsla, Child & Family Agency
- Youth Work Ireland

We are eternally grateful to our large number of volunteers across all of our community groups and services. We would like to express our gratitude to you all following a successful year in implementing our programmes and look forward to continued support and success.

Centre, Facility & Equipment Usage by Community & Voluntary Groups

We welcomed all of the following community groups who have availed of our centre, facilities or equipment during 2016:

- Acorn Women's Group
- Brothers of Charity
- Buzz Stop Youth Café
- Carrigoran House, Nursing Home
- Child Play Therapy
- Clare Local Development Company
- Clare Youth Service
- Community Games
- Cubs
- Darkness Into Light, Pieta House
- Ennis Community College
- Going Strong Active Retirement Group
- Grinds for Secondary School Children
- Irish Traditional Music Institute
- Jobseekers Assistance
- LCETB Motor Technology Course
- Low Cost Reflexology
- Low Cost Counseling Service
- Meals on Wheels
- Newmarket Celtic Soccer Club
- Newmarket on Fergus Agricultural Show
- Newmarket on Fergus Community Hall
- O'Regan Park Committee
- Over 55's Computer Tablet Course
- Pakie Ryan Committee
- Parent and Toddler Group
- Pink Angel Ball, Cancer Support Fundraiser
- Public Health Nurse
- Scoil na Maighdine Mhuire
- Scouts
- Shannon Rugby Club
- Sláinte an Chláir, Clare Cancer Support
- Social Inclusion Committee
- St Patricks Comprehensive School
- St Caimins Community School
- St Vincent De Paul
- SVP Christmas Appeal
- Tidy Towns
- TUS Training
- Village Carnival Festival

Youth and Community Development

Family Counselling:

In conjunction with Family Support Agency in Túsla and Scoil na Maighdine Mhuire we delivered intervention counselling services through play therapy again in 2016. Obair apply for grants to Túsla, HSE and Youth Work Ireland for funding towards counselling and confidence building. This counselling grant goes towards families identified by both the schools and the Clare Youth Service. Young Adult Counselling took place with HSE, Garda Diversion Programme and Child & Adult Mental Health Services

Youth Work:

Obair's Buzzstop Youth Café was up and running again this year with Christopher Ryan taking on the new role of Youth Leader. Christopher was a member of the Youth Café before volunteering as a leader. He is currently studying Youth and Community Development at Limerick College of Further Education. He continues to volunteer with the Youth Club every Friday while also working daily in Café Fergus and Meals on Wheels.

The newly revamped Youth Cafe has held drug and alcohol awareness talks, mental health awareness, and how to protect yourself on social media.

Garda Diversion Work:

Clare Youth Service and Obair Community Development continued to support the delivery of group work to youths in the Newmarket on Fergus area.

Going Strong:

Our Active Retirement Group had a great year of activities and celebrated 20 years "going strong" with a special invite for Afternoon Tea at Áras an Úachtaráin. The group presented President Higgins with a painting of a local river near where he grew up. President Higgins chatted and mingled with the group before dining in the Presidential Portrait Room. In his speech he referred to his upbringing in Newmarket on Fergus and his memories of the area. The group then enjoyed entertainment and dancing before having a tour and walk around the garden.

In February the Going Strong Group shared some of their scone baking skills with the Buzzstop Youth Café members. A really fun afternoon was had by both groups and was followed by a joint table quiz.

Helping our Community Groups:

In 2016 Obair Community Development facilitated local community groups by supplying equipment and marquees to various events and fundraisers. Benefactors of our equipment in 2016 were Newmarket Celtic soccer club, Carrigoran House, Pakie Ryan Memorial Run, Scoil na Maighdine Mhuire, Darkness into Light and Ennis Community College.

Website:

The new Obair website was launched in early 2016, the old website was outdated and contained incorrect information. This new website is updated regularly with news items and is a more current representation of what we do in Obair. The website went live in March coinciding with the launch of our extended Meals on Wheels service.

Education and Training

Motor Mechanics LTI:

2016 was another very successful year in education and training in Obair with a successful QQI Level 5 car mechanics course taking place. This is the most successful adult education LTI (Local Training Initiative) in County Clare and is run in conjunction with Clare Local Development Company.

Community Education:

Community Adult Education classes ran at Obair also this year with the women's Acorn Group and the Going Strong Active Retirement group both accessing adult education programmes.

Tradaree Development:

2016 saw Obair purchase the Tradaree Arms building on Main Street, Newmarket on Fergus. This site has been lying unused for a number of years. It is hoped that Obair can invest in the building to transform the site into a fully functioning social enterprise centre while also regenerating the village. A committee was formed including members of the Obair Board as well as the Manager and staff from Obair.

The Committee have looked at a number of possible uses such as an arts, heritage and cultural venue, training centre and production kitchen.

Arts and Heritage

The Obair Heritage and Arts section's mission statement is to engage, educate and advocate, to develop a wider understanding of the vital contribution that our heritage and the arts makes to our community.

Tripadvisor Award

In March Newmarket on Fergus made the Top 10 TripAdvisor 2016 list of destinations. Tracey Daly Heritage and Arts Officer spoke to Pól O'Conghaile from the Irish Independent and Gavin on Clare FM'S Morning Focus. They discussed the importance of such an accolade and how to capitalise on this in the coming year. A recording of this interview is available to listen back to on both the Obair Website and also on the Obair Facebook Timeline. This was such a great achievement for the whole County as well for the locality of Newmarket on Fergus.

Proclamation Day

Also in March Obair took part in the 1916 Centenary commemoration events. A flag raising ceremony took place at the Community Crèche with all the children receiving copies of the Proclamation. They also made flags and dressed in green for the event. Café Fergus baked green cupcakes for the occasion and a parade was led by Noreen and Siobhán from the crèche. The youngest member of childcare staff Hayleigh recited the Proclamation as the children listened intently while Brendan raised the flag. This was a poignant moment and was an opportunity for the children to learn about their history.

Village Carnival and National Heritage Week 2016

The Theme for the Village Carnival and Heritage Day was 'Life in 1916'. National Heritage Week took place from August 26-28th; this was the 1916 Commemoration Festival. The festival was very successful and enjoyable for the whole community as it has something to cater for all tastes, the level of good will within the community of Newmarket on Fergus was again present, with so many people volunteering and offering their help, goods and services in so many ways. National Heritage Day on the Sunday was hugely successful with big crowds attending the events at the Hillfort. The Wild Kitchen, The Archaeology School, the Fairy Village and the Hedge School were just some of the main highlights on the days.

Jerry Fish and his Electric Sideshow performed on the Saturday night as well as many local acts from Shannon, Ennis and Sixmilebridge. Paddy Dennehy, a new up and coming artist from Limerick blew away the crowd with his soulful set. On the Friday night fun was had by all at the Family Fun evening in O' Regan Park with plenty of entertainment for all ages such as Pokemon Hunt, Circus Display and Workshop, Bean Bag Toss and Bubble Disco with DJ Bubbles!

The Moth Man

The County Heritage Officer sent a very prestigious Expert in the taxonomy of Moths and Larvae to survey Newmarket on Fergus. Ken had to leave two moth traps in a meadow area with oak and beech trees present in the Ballinacragga area. Beechlawn House proved to be the ideal environment for this, and as usual Deirdre O' Brien Vaughan was as accommodating as ever.

Childcare Division

Our Mission Statement:

Obair Community Crèche is a non-profit organisation aiming to provide affordable, accessible, high quality and safe childcare for the immediate and surrounding areas of Newmarket-on-Fergus.

The highlights of the Crèche and After School Project in 2016 were:

- New staff member Una McInerney joined us in January
- Healthy Eating Week
- Santa's visit and the Christmas Party
- Proclamation Day to commemorate 1916 Centenary
- Participated in the National Pyjama Day in aid of Autism Ireland.
- Participated in the Toddle Walk for Barnardos.
- Visit to Stonehall Farm
- Visited O'Regan Park on numerous occasions.
- 4 Staff are studying for their QQI Level 6 in Childcare
- 1 Staff Member is studying for her LINC Special Purpose Level 6 Award. This programme seeks to address the need for continuing professional development in relation to the inclusion of children with additional needs.
- Clare Music Generation Programme-Mini Masters Music Makers for preschool

Obair Community Crèche and After School Project continue to provide childcare facilities for children aged between 3 months and 13 years within the Family Centre. We continually focus on the Social Inclusion needs of Newmarket on Fergus and its surrounding areas through our admissions policy, recruitment and training policies.

Obair Community Crèche and After School Project are funded directly by the Department of Social Protection and the Department for Children and Youth Affairs. This funding is administered through Pobal. We would like to thank Pobal for their continued support. We currently operate the Community Childcare Subvention (CCS) scheme, the Early Childhood Care and Education (ECCE) scheme and the Training and Employment Childcare (TEC) Programmes through the National Childcare Investment Programme (NCIP) under the guidelines of the Department of Children and Youth Affairs (DCYA).

Cafe Fergus

Café Fergus continued to cement its status as a true community hub and a valued social outlet in the heart of the village. We put an emphasis on creating local employment and supporting local producers.

Meals on Wheels:

The Newmarket on Fergus and South Clare Meals on Wheels service is operated from the Café; the meals are produced here supplying the clients with a fresh, hot home cooked dinner on a daily basis. We produce these wholesome nutritious meals to a strict standard as well as meeting the Café's high level of quality and taste. At the end of 2016 we were delivering to Newmarket on Fergus, Clarecastle, Quin, Doora, Kilkishen, Sixmilebridge, Kilmurry, Bunratty and Cratloe. In March we officially launched the extended service as well as our new IPB Funded Community Catering Van. In attendance was a representative from IPBs Community Engagement Fund as well as Joe Carey TD who had the honour of cutting the ribbon on the van!

In 2016 a total of 9,400 meals were delivered both locally and in the wider South Clare Area. Many referrals for the service come through local Public Health Nurses and they have been fantastic in spreading word about this vital service in these areas. We received such a positive response from all the agencies we work with and in December we were awarded one off funding from the HSE as part of the Winter Initiative Programme. This fund is there to support elderly people to remain in their own home. Obair is delighted with this grant and that HSE acknowledges the value of the Meals on Wheels service in the context of social contact for older people in the community. This funding enabled us to give free meals to existing clients in both areas for the Christmas and New Year period.

New Staff:

Earlier in 2016 we welcomed new staff members to Café Fergus; Chef Erica Long and Waitress Shaunagh Ring. We also had a lot of Transition Year, LCA and Youth Service students join us for work placements throughout the year. Alannah, Aoibhe, Megan, Una, Tríona, Sandra, Molly, David all received barista training and basic kitchen procedures. All were a big hit in the Café and picked up some great experience for future employment.

Special Visitors:

In February Micheál Martin popped in to the Café for a visit on his campaign trail. He enjoyed our lovely scones and took some time to talk to the kitchen staff reminiscing of his days working in a bakery. In May we welcomed Eamon Keaveney who was on a three month long trek around Ireland barefoot to raise funds and awareness for Pieta House. He was very impressed with the welcome he received and Tweeted his thanks to everyone involved.

Community Focus:

In June Café Fergus were delighted to offer their support to the Parish Office in the celebration of Canon Reuben Butlers Diamond Jubilee. In August Café staff volunteered as part of Heritage Day Wild Kitchen in Mooghaun, cooking griddle bread and churning butter around the campfire for everyone. In December Café Fergus held a pop up shop at the "Fashion on the Runway" event at Shannon Airport. We also used the evening to promote the Meals on Wheels service in the South Clare Area and we received a great response.

Tripadvisor:

Since being awarded as one of Irelands Top 10 Destinations in 2016 we have been using the logo on merchandise, letterheads and menus. We have also availed of their review cards for the Café and since this we have received nothing but five star reviews on Tripadvisor.

Catering:

Since January we supply daily baked goods to Shannon Fruit and Veg Shop, the most popular items on sale are our scones and tarts. A Community Harvest took place in the village last Autumn with Café Fergus putting a call out to the community to donate their unused harvest. This produce was used mainly in the production of homemade tarts, the proceeds of which went towards the production of Meals on Wheels.

School Meals Programme:

In 2016 the Café continued to produce healthy, nutritious meals for the children of the After-School Programme as part of the School Meals Programme. These meals are provided on a daily basis and form an important part of a child's day. It's a lovely sight to see the children come in from school and sit down to enjoy a beautiful hot meal every day.

Environment Department

In 2016 Obair's Environment Department continued in providing opportunities to people in the local area who may be experiencing social isolation.

Meals on Wheels:

Environment staff provide support to the Community Catering service(Meals on Wheels) and are involved in delivering daily hot meals to areas such as Clarecastle, Quin, Doora, Kilkishen, Kilmurry, Sixmilebridge, Cratloe and Bunratty. This has been a great success and we have received nothing but positive feedback with both the personal service and quality of food receiving great praise.

Elderly Support:

Furthermore we continue to provide weekly transport to ensure that members of the elderly community are able to avail of social meetings and clubs such as The Going Strong active retirement group. With the onset of the cold weather in November Environment employees assisted the elderly, those living alone or anyone who might not have access to a car.

Fuel Drive:

In Winter 2016 a severe cold snap prompted a Fuel Drive where Environment Staff would collect fuel purchased locally and deliver it to your door. This service helped out many locals who were unable to leave the house and who do not have access to transport.

Tús:

We also operate the Tús initiative, which is a community work placement scheme providing opportunities for unemployed people. In 2016 we had 3 participants under the Tús Scheme, one as a Meals on Wheels driver and two outdoor workers.

Community Focus:

We also continued to oversee the daily maintenance and upkeep of O' Regan Park Playground and Recreation Area and were involved in preparing for the O' Regan Park Fun Day which took place in August as part of Village Carnival 2016.

Retirement:

In May we said goodbye to Michael Earls who retired having been with the company for nearly 20 years. We wish him all the very best in his retirement.

Governance Code Pledge

The Governance Code: Principles of Good Governance

We, The Board (the governing body),
of Obair Newmarket Fergus Club (name of organisation) commit to:

Principle 1. Leading our organisation.

We do this by:

- 1.1 Agreeing our vision, purpose and values and making sure that they remain relevant;
- 1.2 Developing, resourcing, monitoring and evaluating a plan to make sure that our organisation achieves its stated purpose;
- 1.3 Managing, supporting and holding to account, staff, volunteers and all who act on behalf of the organisation.

Principle 2. Exercising control over our organisation.

We do this by:

- 2.1 Identifying and complying with all relevant legal and regulatory requirements;
- 2.2 Making sure there are appropriate internal financial and management controls;
- 2.3 Identifying major risks for our organisation and deciding ways of managing the risks.

Principle 3. Being transparent and accountable.

We do this by:

- 3.1 Identifying those who have a legitimate interest in the work of our organisation (stakeholders) and making sure there is regular and effective communication with them about our organisation;
- 3.2 Responding to stakeholders' questions or views about the work of our organisation and how we run it;
- 3.3 Encouraging and enabling the engagement of those who benefit from our organisation in the planning and decision-making of the organisation.

Principle 4. Working effectively.

We do this by:

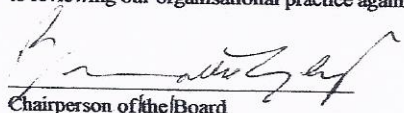
- 4.1 Making sure that our governing body, individual board members, committees, staff and volunteers understand their role, legal duties, and delegated responsibility for decision-making;
- 4.2 Making sure that as a board we exercise our collective responsibility through board meetings that are efficient and effective;
- 4.3 Making sure that there is suitable board recruitment, development and retirement processes in place.

Principle 5. Behaving with integrity.

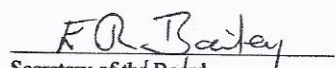
We do this by:

- 5.1 Being honest, fair and independent;
- 5.2 Understanding, declaring and managing conflicts of interest and conflicts of loyalties;
- 5.3 Protecting and promoting our organisation's reputation.

We confirm that our organisation is committed to the standards outlined in these principles. We commit to reviewing our organisational practice against the recommended actions for each principle every year.


Chairperson of the Board

Date: 22/2/2017


Secretary of the Board

Date: 22/2/2017

Meeting Attendance 2016

Name	Jan	Feb	Mar	Apr	May	June	July	Aug	Sep	Oct	Nov	Dec	Total
Anne Weir	1	1	2	2	1	1			1	1	1	1	12
Bernadette Comte	1		2	1	1	1				1	1	1	9
Vivien Grogan	1		2	1					1				5
Bernadette Glynn	1	1	2	2	1	1			1	1	1	1	12
Bill Gorman	1	1	1	1	1	1			1	1		1	9
Deirdre Whitney O'Dea	1		2	2		1			1	1		1	9
D J Meehan		1	1	1	1				1	1			6
Edwin Bailey	1	1	2	2	1	1			1	1	1	1	12
Fr. Tom Fitzpatrick	1		1	2					1	1			6
John Quinlivan	1		1	2	1	1			1	1	1		9
Kevin Barry	1	1	1						1				4
Kevin Ryan	1	1	2	1		1			1	1	1	1	10
Mary O'Donnell O'Brien			1	1		1					1	1	5
Margaret O'Rourke Quill		1		2		1					1		5
Triona Marren O'Grady	1	1	2	1	1	1			1	1	1		10

Finance Committee

Bill Gorman - Chair
Kevin Barry
DJ Meehan
Bernadette Glynn
Pat Cronin

				1	1			1	1		1	5
		1						1				2
		1		1				1	1			4
		1	1	1	1			1	1	1	1	8
		1	1	1	1			1	1	1	1	8

Audit Committee

Kevin Barry - Chair
Bernadette Glynn
Mary O'Donnell O'Brien

1								1				2
1								1				2

Governance Committee

John Quinlivan - Chair
Edwin Bailey
Pat Cronin
Bernadette Glynn
Eimear Murphy

	1	1	1				1		1			5
	1	1	1				1		1			5
	1	1	1				1		1			5
	1		1						1			3
	1		1				1					3

HR Committee

Vivien Grogan - Chair
Anne Weir
Orla Meehan

					1							1
					1							1
					1							1