



MACROOM FAMILY

RESOURCE CENTRE

Annual Report 2023/2024

Chairpersons Address / Organisational Overview

February 2024 

I'm delighted, as Chairperson of Macroom FRC, to report, from my perspective, on the work of our Centre for the past year. Each year this becomes more complex.

The nature of the services that we provide inevitably results in our impacting on the lives of many families who live in and around the Macroom region. This includes the very typical service needs such as childcare along with local counselling for families and individuals and increasingly support for the newest members of our community who have arrived from many different areas of the world.

Our work is never plain sailing. It would be impossible to operate face-to-face community support without experiencing the great challenges that are posed through our work with service users, who are seeking to provide the best care possible for their family units. I suppose that this is the reason why we are constantly seeking to improve and why we are never 100% satisfied. There are always new needs and challenges.

Overview of 2023

Our Childcare Programme accommodates approximately 80 children, between Preschool and Daycare / Creche.

Our Counselling services have never been so much in demand.

Our Child Access Programme has become ever more central to our operation.

We have become much more active in our work with Migrant Populations in the Region, for whom we provide, through HSE & Tusla funding, Family & Community supports for the newest members of our Community.

Even with the best laid plans in relation to all aspects of our work, we find ourselves reacting continuously to ever-changing needs and emerging challenges. This is a reality in our sector, and a reality for us since we opened in 2005.

Our Experiences

Childcare.

Providing Childcare anywhere in Ireland, is an enormous challenge, regardless of whether the provider is a private operator or Community Based, as we are.

Childcare provision in Macroom is no exception to this. In fact, as a rural provider we have additional challenges that urban providers may not have.

We are currently licensed to provide services for up to 80 children at any one time between our Service in Macroom FRC and from our service based in St. Josephs' Primary School. In truth we have enough demand for an additional 40 children.

Accessing Childcare will be a significant challenge, in the coming years, for parents in Macroom, who seek childcare to enable them to take up employment in the region.

Since our experience with Covid-19 for the two years between March 2020 and March 2022 the demand for services has changed significantly. In particular, we have noticed increased applications for small babies. Perhaps this is a result of the "Covid Baby Boom", however it has required us to make decisions on prioritising particular age groups.

From 2020 we have not recommenced our After-Schools services, having decided to prioritise 1–5-year-old children as the main childcare need in Macroom.

Deciding to focus on smaller children, as an identified community need, poses new challenges for us, i.e.

- This is a more expensive type of service to operate due to the legal requirement for ratios of 1 adult to every 3 babies for under ones and 1 adult for every 5 babies for children between 1 and 3.
- Our need to source and retain staff is constant, and this dictates, along with the size of our premises, the numbers of children that we can accommodate.
- Recruiting qualified staff in childcare is very difficult, now, and for the past 6 years as mentioned in previous reports. Recruiting staff in a rural area is even more difficult than in urban areas. Our recruitment approaches have led us to sourcing staff from abroad to ensure that we can maintain services.
- Retaining staff by paying rates which are up to, or more than



the Living Wage in Ireland is an impossibility for us in Macroom. We have tied into and committed to the Government Funding Scheme for Childcare, (NCS) Thus far this programme has not met the needs of childcare funding in Macroom.

- **We want:**

- » To pay our people far more than “marginally above minimum wages.”
- » To offer places for childcare on demand to facilitate our community.
- » To be funded appropriately for our decision to provide the services that are required, i.e. small children should attract more funding.
- » To have access to locally trained childcare practitioners who want to work where they live. Currently, training is centralised in Cork or other Urban areas.

Broader Family & Community Supports



Since I last reported on the work of Macroom FRC, some significant changes have occurred, which will continue to impact on Macroom and the work of our Centre for years to come. For the purposes of this report, I will focus on two which are deserving of mention.

- 1 For some time before the completion of the Macroom Bypass, our Town and its' surrounds were identified as prime for the construction of multiple housing developments and community settings. Almost imperceptibly, our population has visibly expanded placing inevitable demands on the overall infrastructure of Macroom.
 - » Our Town Centre, thankfully, is no longer gridlocked with “pass through” traffic but already the vibrancy of our main street is evident with people who want to be there.
 - » The immediate impact of new family arrivals in Macroom evidenced by the number of childcare enquiries from families who are in the process of moving to Macroom is a fact.
 - » The question is whether we have an infrastructure capable of coping with these new needs. Several years ago, I recall a request that we made to Cork County Council to earmark some sites in and around new developments to accommodate future community needs. We were told at the time that this was not possible due to restrictions on the criteria for some funding. I hope it is not too late to allocate such resources now.
- 2 Apart from the influx of indigenous arrivals in Macroom, we also have received significant numbers of Migrant Families, many of whom have already graced our schools, our childcare facilities, and our businesses.
 - » It is my opinion and that of Macroom FRC that these families will

greatly enhance the patchwork of our community and enrich us as a vibrant rural community.

- » Over the past two years, with funding from HSE and Tusla and through funding received from the “Integration Fund” of DCEDIY, we have been active in our work to support and integrate new families in Macroom.
- » It is inevitable that we will be greatly impacted in a positive fashion by this marvellous addition to our population.

Impacts on our Work.

I never thought that I would be sitting a Russian Invasion of Ukraine as having a direct impact on our work and operating conditions. Yet this is exactly the case in Macroom and every other town / city in Ireland and further afield.

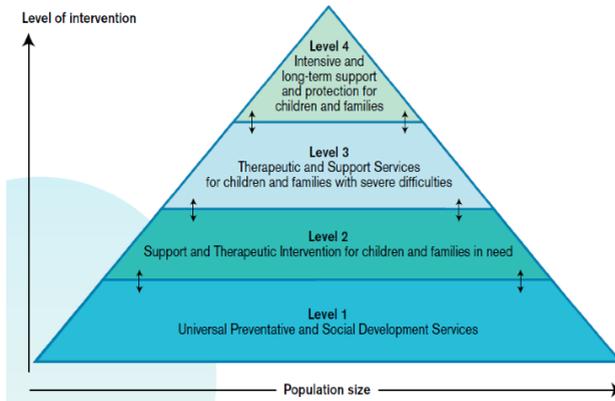
- The obvious and best-known impacts have been the increased cost of fuels, electricity, food, hygiene materials and all other operational materials necessary for Centres such as ours. The immediate impact and future implications of increased costs is one that is seriously concerning, right now, and one that we will need to monitor very carefully in the coming months.
- The community in Macroom has become more diverse and multicultural over the past decade. The interaction between children of many cultures and ethnicities has been a pleasure to observe in our childcare rooms over the past number of years. It’s noteworthy and a source of great pride, the levels of acceptance and integration that have been displayed in Macroom.

I have never been so proud to be associated with a body of people such as we have in Macroom FRC. Despite the home pressures that every one of our staff and volunteers inevitably experience, our people have faced up to every challenge in a professional, committed, and resourceful manner. We have shown ourselves to be absolutely responsible, and capable of doing the best job possible in very difficult circumstances.

Our Management

- Seamus and his team have made all, of the Board commitments and aspirations, a reality. We totally rely on our reporting mechanisms and on the expertise of our staff to inform our decisions, in terms of affordability, do-ability and sustainability.
- Adapting to an ever-changing work and social environment has been a cornerstone of our approach. This will continue as we face new and emerging challenges to our work.
- Our team is already setting itself up for the next 5 years through a process of restructuring and re-evaluation of the work and responsibilities.

Measuring what we do



In Macroom FRC our workload is measured. We use a system called the “hardiker model.”

- Level One: which is the main body of our service user population who avail of our universal services (40%)
- Level Two: reflects the service users in our Centre that require additional supports to access and participate effectively in their specific environment (15%)
- Level Three: for individuals and families who are part of our Counselling Programme, Aim Programme or Rainbows programme (25%).

Level Four: for Service Users who use all or a number of our services and who require significant time and resource investment from our Centre (20%)

Our work in the past two years has become increasingly focused on children and families who require additional supports, in terms of therapeutic and integrational measures. Integrating children into mainstream services and integrating families into our evolving communities will benefit Macroom for future generations.

This is the challenge that we welcome for our work in the coming years.

Thanks to all those who contributed in any way to our work in 2023 / 2024. Our Service Users, Our Volunteers and Our Staff have all contributed greatly to the immense amount of valuable community activity which takes place in our Centre emanating from MFRC.

Thanks to my fellow Board Members and to our Manager Seamus for making my job as pleasant as possible under the extreme circumstances that we work.

Thank you most sincerely.

Olive O Riordan (Chairperson)

Secretary's Report to Annual General Meeting on Work and Activities (March 2024)

Secretarysts' Report

The Board

This report is for a period of 12 months from March 2023 to March 2024

My name is Norma O Connor and I'm currently Company Secretary for Macroom Family Resource Centre.

As Board and Company Secretary of MFRC I am responsible for many of the formal functions which form part of our obligations as a Company Limited by Guarantee and for ensuring that our practices are to a high standard in terms of Governance and Accountability. During the period March 2023 to March 2024, we met as a Board on 7 occasions and many more times through external meetings and training. Our AGM was held on the 8th of March 2023.

Our programme for developing internal management structures has been progressing towards ensuring that we have an effective and robust skillset in terms of managers and staff. During 2023 we appointed a new Administration Manager to work alongside our Childcare Managers and our Centre Director. Our objective in enhancing our management base has been to spread the load of responsibility for our operations across a wider staffing base and thus to enhance the quality of our work. As always, this process has been carefully overseen by our Manager Seamus and we hope to see the benefits of the investments over the coming years.



This is my organisational work report to the AGM of 13th March 2024.

2023 saw our work return to some normality, after the previous two years of Covid Impacted work. The period was one of reflection and readjustment to new and changed priorities. It was a bit like starting afresh and the needs and demands for services had increased and changed. The most significant changes occurred in two areas of work, namely:

- In childcare we had far more demand for our services than in the previous two years and in addition to this the profile of the demand had changed, with far more applications for infant children. We made a conscious decision to prioritise our services towards the younger age groups.
- Support needs for Migrant families in Macroom became more evident as a result, mainly of the war in Ukraine, and this led us to take on additional work in this area at the request of HSE, TUSLA and the Irish Government.

MFRC continued in our efforts to stay viable, adapt our operations, re-boot and reopen, stay safe, stay grounded and continue to impact positively on our community in Macroom.



Services Summary

Early Years



- MFRC provided childcare services for up to 180 children during the period March 2023 to March 2024. This, however, crosses over 2 years in childcare terms. Our capacity, at any one time is 60 children in our own Centre and a further 18 children in St. Josephs Primary School where we operate a preschool for 4- to 5-year-olds.
- From a staffing perspective, we were at our maximum capacity for this period, although, if additional staff were available, we would have been in a position to accommodate additional children.
- MFRC became part of the National Childcare Programme in the Autumn of 2022. To date our experience of this programme has been mixed in so far as it does provide a national structure for childcare in Ireland, however it has not proven in our opinion to be adequately funded and many staff remain on pay levels below the living wage.
- Our recruitment of staff locally and internationally continues to be a challenge. While our ambition has always been to recruit childcare practitioners locally, we find ourselves dependent on employees from other EU countries to maintain our service levels. Recruiting through EURES has proven to be most valuable to us over the past number of years.
- We are continuously seeking new and innovative ways of meeting the growing childcare needs in Macroom. We are hopeful of a surge in the numbers of newly trained childcare workers locally, but this will not happen in the immediate future, given current trends.

Counselling



- Counselling services have been very much in demand for the past year. New and emerging needs, especially relating to young people, have changed the profile of our service over time. Finding ways to support young people and their parents to cope with many aspects of life has challenged us to find new methods of support. From a learning perspective, we have discovered that supports need to be provided to both children and parents in most cases if interventions are to be successful.
- Increased funding for this service has allowed us to continue to provide “affordable” counselling in Macroom on a referral basis.
- Over the past year we have also been active in supporting Migrant families / children, many of whom have presented with an entirely new set of needs because of experiences prior to arriving in Ireland.

Counselling, through Macroom FRC is described as a “low-cost model” whereby it is charged on an “ability to pay” basis.

Our Counseling Programme is funded by the Child and Family Agency (TUSLA).

We continue to provide a range of counseling options:

- One to one individual counseling.
- Relationship / Marriage counseling.
- Pre-accredited counseling for those who are willing to accept this.
- Play therapy and Art Therapy is provided for some children.

Rainbows

MFRC remain part of the Rainbows Programme although we have not been active for several years, due to the lack of volume in applications. This is unfortunate as we still receive applications for this service but unfortunately, not enough to justify programmes within the current guidelines.

We do however support potential applicants to find Rainbows services elsewhere.



Our efforts to re-ignite this programme in Macroom have thus far failed due to volume levels of children “of similar age” and “of same type of bereavement” not emerging from our area. This continues to be a disappointment for us.

Child Access

Child access is finally a part of our core funding from TUSLA. We're delighted to be able to make this service available locally for families and to be able to plan for the further development of the service over the coming years. To date we have facilitated numerous supervised and unsupervised sessions in our Centre, even with the limited space that we have available to us.

Session referrals are being received via the court systems and from our Social Work colleagues in Tusla and HSE.

Our plans for 2024 are to continue to grow and refine this service for the benefit of our local community.

It is always the case that the supports, directed at the most sensitive of cases are the ones that require the most attention and time. This is certainly the case for us in MFRC. However, we are looking forward to professionalising this service for the local community during 2024.



We continue to liaise with other “Child Access” providers to examine and adopt the practices / protocols that have worked well for them in delivering this service.

Our service is fundamental in its nature and provides for Children to have Access to Parents in a safe environment which is neutral and away from difficult family situations.

This is one of our activities that few people have knowledge of, due to its’ confidential nature.

Our Child Access programme continues to take up a disproportionate percentage of time and resources. When service users utilise this resource, it tends to be long-term and almost invariably involves dealing with Families, Social workers, Solicitors and directly with the Courts. Our challenges have been:

We try to guarantee a safe environment for the child/children, the visitor and for our staff.

Our approach to this service has been one of constant vigilance and by taking each situation on its individual merits.

Support Networks

Linking with other likeminded groups in the Cork region has always been essential to us from the point of view of learning from the approaches of others and sharing local experiences. Normally the networks to which we belong are Community/ Voluntary operated and dependent on State funding either partially or completely. During 2023 we worked closely with Toger Family Centre in relation to the development of our Child Access programme, which is now part of our core funding from TUSLA.

Seamus has continuously appraised the Board of the benefits of local and regional networks to our work and thinking.

The benefit of these networks has always been through “a sharing of experiences and approaches” of groups and individuals of similar mindsets and objectives.



MFRC Staff

As an organisation MFRC is totally reliant on our staff to provide all our direct services and to ensure the systems of management and oversight are in place for everything that we do. We've continued to highlight our difficulty in attracting, recruiting, and retaining staff in our services for the past 5 years. 2023 was no exception to this ongoing phenomenon. This difficulty is enhanced by the rural nature/location of our organisation. We continue to look for solutions to this issue but at this point we do not see the situation changing for the foreseeable future.

The vast majority of our staff work in our childcare programme, which we continue to struggle to fully staff.

During 2023/2024 we recruited three additional staff in "non-childcare" positions, namely:

- We recruited a full-time Administration Manager to reinforce our core practices in the Centre. This position plays a support role to all our programmes and is central to ensuring compliance in all areas of our work.
- We recruited two Migrant Support workers with funding from HSE and Tusla. A central function of these workers is to address immediate needs of our Migrant population and to support measures to ensure a positive integration to our community in Macroom.

Finances

Our accounts for 2023 reflect additional numbers of service users in MFRC along with the additional elements that have been added to our service provision portfolio.

- For the first time our turnover will exceed €800,000.
- For the first time we have contracted to carry out new and emerging pieces of work, which we know will significantly impact on Macroom in the coming years.

Core Funding

Our sincere thanks to our Core funders, HSE & TUSLA for their continued confidence in our work. This is the funding that triggers our accessing funds for all our other funding, i.e.

- Counselling
- Child Access
- Migrant Family and Community Supports

- Integration funding received from DCEDIY
- Childcare Funding provided through Pobal and the NCS

Without the ongoing resourcing of our organisation, many of our services would not be possible. Core funding makes all the other services possible.

Sensory Facilities

Through funding which was provided by Cork County Council MFRC has a fully outfitted Sensory Room facility. We worked with the Kids Clinic in Ballincollig to design an appropriate system for use for both typical and developmentally delayed children.

Our intention, operating in a few ways, namely:

- To inform our service users that we have this facility (*Sensory Facility*) and offer it for use under professional guidance for children who are already receiving sensory support privately or through HSE.
- We will also be happy to discuss with parents “undiagnosed behaviour” and see if we can find a way of providing an early intervention through use of the *Sensory Facility* where this is agreed by all concerned.
- We have sourced some foundation training from a Paediatric Occupational Therapist for our own staff to assist them in supporting agreed activities in the Sensory Facility for use with children attending the Childcare Services.
- We are delighted to make the public aware of the existence of this facility and its availability to them.
- Finally, we are happy to hear from other private professionals working with children from this area to discuss how we might support them in their work with local children and possibly avoid them having to travel too far for supports.

Considerations for use of the Sensory Facility in Macroom Family Resource Centre:

- Typically Developing Children attending Childcare Services may access the Sensory Facility as part of their childcare programme routine or structure. By accessing the Sensory Facility, the child’s sensory development is being supported through a variety of sensory experiences, i.e.
 - » Visual Development
 - » Auditory Development
 - » Tactile Development
 - » Movement Development & Body Awareness/Coordination

- Use of the *Sensory Facility* contributes to the aims & learning goals set out in the four main pillars of *AISTEAR: the Early Childhood Curriculum Framework*, e.g.
 - » **Wellbeing** e.g. *Children will be as healthy & fit as they can be by gaining increasing control & co-ordination of body movements; discover, explore & refine motor skills in a multi-sensorial way; express themselves through a variety of play; develop & nurture their sense of wonder & awe.*
 - » **Exploring & Thinking** e.g. *Children will learn about & make sense of the world around them by engaging, exploring & experimenting in their environment; develop a sense of time, shape, space & place; express feelings, thoughts & ideas through moving, playing, art, story-telling etc.*
 - » **Communicating** e.g. *Children will develop use of language & communication using a range of body movements & express themselves creatively & imaginatively using verbal & non-verbal communication; use language & movement to explore sound, pattern & repetition in language; express their feelings through a variety of multi-sensory experiences e.g. storytelling, moving to music, role-play etc.*
 - » **Identity & Belonging** e.g. *Children will have a 'sense of who they are' through learning opportunities that allow them to express their ideas, preferences & needs & have a sense of co-operation, responsibility & negotiation through group play & group activities.*
- Children with additional needs will benefit from participating with their group in the *Sensory Facility* e.g.
 - » Children with gross motor difficulties, e.g. balance, ball skills, spatial awareness, etc.
 - » Children with attention / concentration difficulties
 - » Children with social participation difficulties / anxiety/difficulty with transitions.
 - » Children with sensory processing difficulties e.g. auditory sensitive, tactile sensitive, sensory seeking behaviours.

Our staff have been initiated / trained in the planning and implementation of effective room activities and it is hoped to develop this programme at a manageable pace during 2024.

Macroom Family Resource Centre

Childcare Pricing Policy from 28th August 2023

- Our centre operates a **core pricing policy of between €4.80 & €6 / Hour (or part of)** depending on the type of service being availed of in Macroom FRC
- We operate a **minimum stay of 3.5 hours** policy & all costs are inclusive, i.e. contributions to food and admin are not additional. Half Day 3.5hrs – 5 hrs. Full day 5 – 10 hrs
- We give **priority to full-time and regular care** over part-time and intermittent care.
- We operate within the Gov. Subsidy Programmes

Service	5 days	4 days	3 days	2 days	Cost per day	Cost per half-day <5 hours	Cost per Additional Hours
Babies Under 1 year	€230	€193	€151	€105	€57.75	€31.5	€6.5
Wobblers between 1 and 2 years	€230	€193	€151	€105	€57.75	€31.5	€6.5
Toddlers over 2 years of age	€230	€193	€151	€105	€57.75	€31.5	€6.5
After Schools from 1.40pm	€136	€115	€92	€65	€35.5	N/A	N/A
After Schools 2.40pm & 3pm	€115	€97.5	€79	€54.5	€30.5	N/A	N/A
Pre-school Play-Group (5 sessions per week)	Free for eligible children €80 if paying				€16 / Session	N/A	N/A

Website

www.macroomfrc.com contains full reports on work over many years along with a description of our work and Staff teams.

New and Developing Work

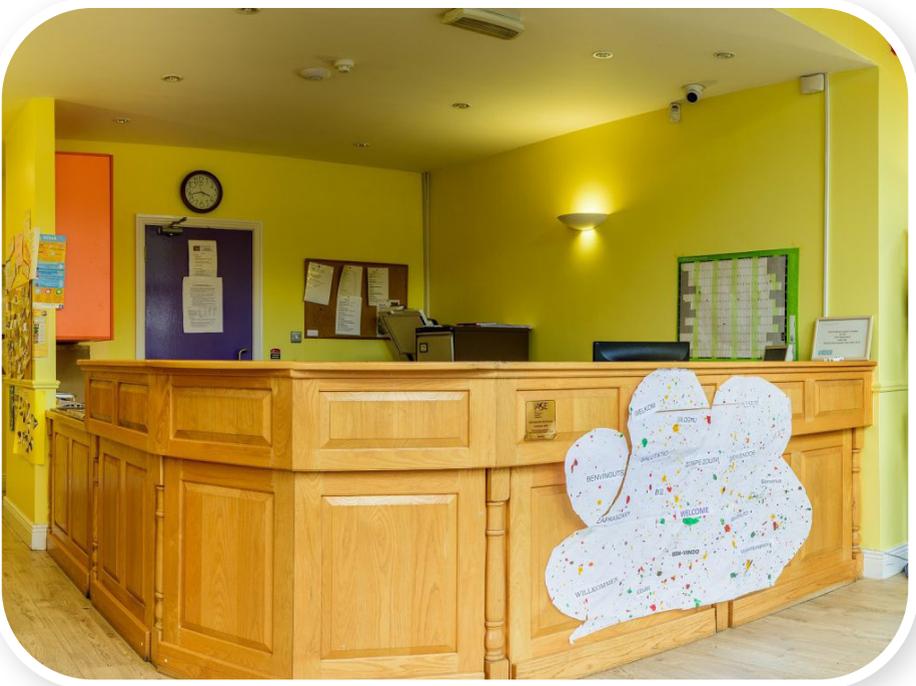
Meitheal

Many people in rural areas will be familiar with the term Meitheal which has been a mainstay of life in the country for many years.

In the past few years TUSLA have adopted the term for a specific operation which they continue to roll out nationally.

Through the Meitheal Programme, participating Organisations aim to work in a planned and shared manner to support children who are identified as “being in need” of coordinated supports. For example, a school can suggest that a Meitheal for or on behalf of a particular child who might be in need of coordinated support. In consultation with the parents of the child the matter would be supported by the TUSLA Meitheal Officer and a meeting would be called of all professionals involved with the child. This could include Teachers, Social Workers, Childcare providers, Health Professionals, etc.

Macroom Family Resource Centre is delighted to support and participate in this programme in line with our policies of supporting Families and Children.



Macroom Bereavement Group

This is a local group who provide independent supports for families and individuals who have been affected by bereavement. Services / Supports include drop-in supports, local meetings and planned talks. This service is provided by a local group of volunteers who have been tutored in the provision of supports to loved ones of recently deceased local people.

This is a non-intrusive and non-judgmental service which can be accessed easily in the event that an individual requires such support.

Grow

The local GROW mental health support group continues to meet in Macroom FRC on a weekly basis. The Group can be contacted through our Centre or through GROW directly. This support group operates in a private and low-key fashion and provides a local support to members of the Macroom group.

Centre Users / Collaborators

Over the past year our Centre has been used by several Groups for Community purposes. Also, we collaborated with numerous local Groups in the execution of our work. We are sincerely grateful to all concerned for their support and friendship.

- Employability Services
- West Cork Travellers Support Group
- Macroom Senior Citizens Committee
- Macroom Youth Network
- Macroom Youthreach
- Muskerry Community Employment Project
- Macroom District Environmental Group
- Macroom Youth Services
- Macroom Bereavement Group
- Macroom Adult Literacy
- Macroom CIC
- Bishop McEgan College
- Clann Aire Childcare
- MABS
- West Cork Women Against Violence
- Cope Foundation
- Macroom Community Drugs Initiative

- HSE North (Southern Section)
- Meitheal (TUSLA Programme)
- TUSLA
- GROW
- SHINE
- West Cork Development Partnership
- SECAD
- IRD Duhallow

Staffing

We depend greatly on our staff to ensure that we can provide all services in a professional and approachable manner. Our staff are key to our ability to operate efficient, people-friendly programmes. Staffing costs represent approximately 65% of our annual turnover. We hope to continue to build the quality of our services over the coming years through staff development programmes and better reward systems.



The qualifications, expertise, and most of all the attitude of our staff to the provision of a wide range of social services are what make our Centre special.

2023 Staff

- Seamus O Leary is our Centre Manager and our link from the Board to all daily operations along with our funders.
- Gabriella Budai our Administration Manager since her appointment in February of 2023. Gabi is central to our services and is one of the faces of MFRC.
- Louise Coughlan is our Childcare Manager with responsibility for the management of our Childcare programme.
- Orlaith Lynch, is our Assistant Childcare Manager who supports programme management and service standards.
- We have numerous staff who are designated to Childcare:
 - » Gina Campion
 - » Kamilla Magdziak
 - » Margaret Kelleher
 - » Amanda O Connor
 - » Belinda Costin Healy
 - » Sheena Lonergan
 - » Gita Suce
 - » Griffin O Mahony Murphy
 - » Grainne Deasy
 - » James Corcoran
 - » Sara Delgado
 - » Marina Macias De Casas
 - » Jorge Becerra Perez
 - » Paula Vico Lopez
 - » Marta Gamero Casanueva
 - » Nani Perez
 - » Bernadette Horgan
 - » Breda Horgan
 - » Fionnghuala Lynch
 - » Claire O Riordan
 - » Fiona Cunningham

» Dan Kiely

Recent Additions to our Staff Team and working in Migrant Supports

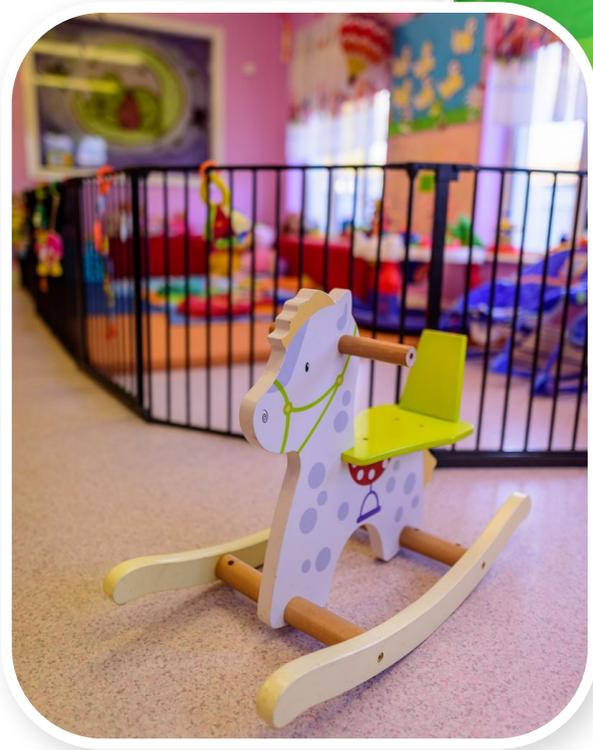
» Rola Abu Zeid O Neill

» Nadia Rashdan

Our ambition is to keep our staffing turnover to a minimum so that our consistency of quality is maintained.

Mile Buiochas

Norma O Connor (Secretary)



Macroom FRC Core Details

Mission Statement

Macroom Family Resource Centre (The Project) is a Community-Based Voluntary organisation which aspires to promoting and developing family support services in the Macroom Area and its hinterland.

We are committed to working with the full participation of individuals and groups towards improving our Community, socially, economically, and educationally and with our priority on the most disadvantaged.

Our Values

- User friendly and approachable with an emphasis on mutual respect.
- Committed to ensuring a social balance at all levels of our operation.

Our Approach

- Working in participation with other agencies while maintaining the right to an independent view
- Achieving success by offering realistic, well planned and adequately resourced programmes and activities.
- Integrating equal opportunities policies in all aspect of our work

Aims

- 1 To provide, promote and develop a wide range of community-based family support services.
- 2 To create opportunities for individuals and families to become actively involved in their own learning and development.
- 3 To encourage and provide opportunities for people to become involved in educational and developmental programmes towards realising their full potential.
- 4 To promote and develop a community awareness in health care, education, community development, social justice, and empowerment.

Objectives



- 1 Provision of a quality childcare service for children from 3-months to 13 years
- 2 Provision of a professional counselling service for individuals, couples, and families
- 3 Promotion of research into the difficulties being experienced by families.
- 4 To encourage and provide opportunities for people with leadership qualities to become involved in the community.
- 5 To promote educational opportunities
- 6 To work hand in hand with other agencies in alleviating poverty
- 7 To develop an information bank on community initiatives, educational opportunities, health, and rights issues and to make this information available to the local community and to service users.
- 8 To listen and respond to local community initiatives with particular focus on disadvantage.





Feidhmeannacht na Seirbhíse Sláinte
Health Service Executive



An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency



pobal

government supporting communities



An Roinn Leanaí, Comhionannais,
Míchumais, Lánpháirtíochta agus Óige
Department of Children, Equality,
Disability, Integration and Youth



Family Support Agency

Integration
Fund



An Roinn Coimirce Sóisialaí
Department of Social Protection
www.welfare.ie



www.macroomfrc.com