



SHEP

Capacity for Personal
& Social Transformation




Social & Health Education Project

Annual Report 2022

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Our Mission: In solidarity and partnership with others we seek to foster the well-being of people, families, communities and the wider world and to contribute to a healthy, loving, socially just and sustainable way of living



Chairperson's Message

2022 has seen SHEP continuing to adapt and develop as an organisation at a time of increasing fracturing and uncertainty. A key development in 2022 was our welcoming in of the 'Relationships in Practice' Programme with the generous support of Ag Eisteacht Foundation. It was fantastic to see the in-person work become more and more possible as the Covid Pandemic moved into new stages. During the year, we continued to build on our commitment to prioritise environmental sustainability- and the management committee is excited about where this will take us. We were guided by our new Strategic Plan and we worked hard with our funders, particularly our core funder the HSE, to secure some additional funding for the 2023 programme. A highlight for me was the officially opened our new offices at OLA, Ardfoyle in June, where many of our strategic partners and collaborators gathered to join with us in celebrating our move to Ballintemple. As Chairperson I am extremely proud to see evidence of adaptability, personal strength and achievement right across the Project. On behalf of all the SHEP Management Committee I want to express my deep appreciation to all our staff, tutors and trainers, facilitators, counsellors, advocates and volunteers and to the many committed course participants and service users, all of whom make up the SHEP family.

Carrie Shanahan
SHEP Chairperson



Director's Reflection

I feel deeply privileged to work for SHEP in my role as Director. When you read this report you will see what wonderful work we have done as a community of people during 2022 in difficult circumstances and with limited resources. It has been a huge team effort and I am deeply appreciative of the tremendous support of all those in the Project and those who support our work. During 2022 we remained conscious of the global backdrop to our work. We continued to collaborate and build partnerships. We returned to on-site and in person working. We had strong interest in our courses. We expanded our staff team, made some important changes and continued the work to bring new facilitators into SHEP and to diversify our organisation. A highlight for me was that we were granted accreditation status in the Erasmus Plus programme which will support us to continue our linking with and learning from likeminded partners across the European Union. All in all, it was a very good, but rather tough year for us all. Going forward we will need to find a more sustainable level of work.

Jim Sheehan
Director





SHEP Community

Key Developments

We welcomed in 'Relationships in Practice'

SHEP continues to grow and develop in response to needs in the community. In 2022 not only did we keep up the great work being done across our existing programmes and partnerships but we expanded significantly by the incorporation into SHEP of what was formerly Ag Eisteacht and is now Relationships In Practice. Our thirteen core areas of work now fall broadly into six discrete but interconnected categories:

1. **Training** – short courses, foundation & facilitator training, ongoing personal development, facilitator support and professional development; reflective practice & support to community organisations
2. **Counselling** – Coiscéim low-cost counselling and Lib multi-cultural counselling
3. **Relationships in Practice** – ABLE training for frontline practitioners
4. **Advocacy** – support for groups & individuals living in congregated settings, Advocacy training and Advocacy Networks of Solidarity
5. **Earth Aware** – promoting sustainability and climate awareness
6. **International Learning Partnership** – supporting community empowerment in Nepal

We remained conscious of the global backdrop to our work

2022 has been an unsettling year. An ongoing Covid public health situation, the mental health fallout from the lockdowns, climate breakdown, the war in Ukraine, the housing and cost of living crises. All these and more have framed the context for our work in 2022. We are ever cognisant of the impact of global and national events on local communities and of our role in supporting health and wellbeing, climate justice, integration and personal and social transformation.

We built on our commitment to prioritise environmental sustainability

In 2021 SHEP Management Committee responded to the Climate Crisis by adopting a resolution to put *"environmental sustainability at the heart of all that we do"*. This now shapes all our plans including our 50th anniversary celebrations for 2024.

We are working to diversify our organisation

We are actively prioritising ways of supporting diversity more fully across the whole organisation, as guided by the recommendations of our generative dialogue process in 2021, which was facilitated by Dr Anne Rath.

We returned to on-site and in-person working

As the Covid pandemic began to ease during 2022 SHEP managed this transition by gradually returning to onsite working and in person groups whilst retaining online training, counselling and advocacy and flexible hybrid working practices for staff. This required a huge team effort as we approached the new context with caution and care, ever mindful of the need for public health safety as well as maintaining safe emotional spaces for people emerging from isolation and by seeking as an organisation, to 'leave no one behind'. It was a joy to be able to host

some major in person events again; the official opening of Ardfoyle in May, the Cork and Limerick Certs nights in June, and a visit from our Erasmus partners in September.

We officially opened our new offices

We moved our new offices in Ardfoyle, Ballintemple in 2020, right in the middle of the Covid Pandemic so it wasn't until May 25th of this year that we were finally able to have our official opening with guest of honour Eileen Lynch cutting the ribbon. Largely held outdoors with limited numbers in attendance due to public health considerations it was a joyful, heart-warming and significant event that, after the long wait and the isolation of Covid, brought many representatives of our community together along with special guests and the OLA sisters.

We continued to collaborate and build partnerships

Partnership and collaboration are fundamental to SHEP's way of working both within our core programmes and the many additional activities we are involved in and support. Some notable activities in 2022 included: The Heart of Frontline Practice Seminar with Relationships in Practice, an ever-growing closeness with the Horticultural Project next door at Ardfoyle; partnering with SPHE in the South East; the SHEP Community Choir; supporting Cork Migrant Centre with the International Garden Project (based at Ardfoyle).

We expanded our staff team, made some changes and said some goodbyes

After ten years as Advocacy programme Co-Ordinator Deirdre Lillis retired but fortunately for us did not go too far away and remains as Advocacy Consultant. The Co-Ordinator post is now job shared between new team member Marge Lysaght and Niamh Kelleher our CESCA Alliance Co-ordinator.

Fern Higgins Atkinson came on board as the new Relationships in Practice manager, ably supported by Norma Roche – who after any years with SHEP steps into her first staff role - and Robyn Pinkham who takes over from Sabrina Morris to whom we said goodbye. We also expanded our finance department with the addition of Niamh Findlay as Finance Assistant. We bade more goodbyes to: El Shaddai Djankah, Dee Gubbins and Mary Murphy.

Deirdre O'Sullivan and Geraldine Flanagan were both recognised with promotions: Deirdre to Senior Training & Development Officer and Geraldine to Training & Development Officer. Finally, it was Au Revoir to Lorraine Vercuiel who is taking special leave, opening the door for Zilma Exshaw to step across from the front office and take up the role of Coiscéim Administration Support for a year. We also welcomed new trainers and facilitators.

We had strong interest in our courses

Over 1300 people participated in our training programme both in person and on-line.

We benefited from on-going funding support

Funding our activities is ever challenging and the financial pressure on us continued to increase. In 2022 Coiscéim counselling was forced to close for two months due to high demand and insufficient funds. In such a precarious context we are extremely appreciative of the ongoing support from all our funders and in particular our core funder the HSE.

We achieved new Erasmus Accreditation

We succeeded in becoming accredited as an Erasmus Plus Organisation for the period March 1st 2022 to December 31st 2027. Up until now our Erasmus programme has only been open to staff, trainers and tutors but the new accreditation status gives us the opportunity to expand this to include learners which is an exciting and inclusive development.

We were guided by our new Strategic Plan

The main decisions of SHEP's internal inquiry/generative/planning process continued to form the basis for our rolling strategic plan for 2022-2026.



Learnings & Reflections



SHEP staff review the year at our team meeting

We continue to learn our way forward

SHEP has been exploring how to develop organisationally and manage change in a way that resonates with our core commitments to learning, relational and process work. Two key outputs over recent years, emerged from that generative process, with the latter one being developed in 2022:

1. *Reformulated Purpose, What we Dream and What We See finalised in Dec 2021 and*
2. *System Flow Diagram of SHEP as a Learning Organisation (version May 2022)*

Our intention is to Learn Our Way Forward in the context of the Climate, Bio-Diversity Loss and Social Justice Emergencies

People and our organisational culture are our greatest resource

SHEP's organisational culture is person centred, with personal development, support and connection at the heart of what we do. Without question, the years of the Pandemic have been challenging across the board but it is this organisational culture and the dedicated people who make up SHEP - staff, trainers, tutors, advocates, counsellors, participants and volunteers that sustain and hold us as a community through difficult

We are proud of our achievements

Across the organisation there is a feeling of 'yes we can'. Despite the challenges we achieved a huge amount: thanks to all the committed people who make up the SHEP family.

As an organisation we are resilient and adaptable

We demonstrated our capacity for innovation, resilience and adaptability in the face of an uncertain social and public health context and in managing the transition back to onsite and flexible working. Connection and team work are vital and we are discovering new ways of doing our work that are satisfying, sustainable and supportive to the Project as a whole and to our staff.

Needs have grown as a result of world events

The aftermath of the Pandemic, the climate emergency, the Ukraine war, global disruption, the housing and cost-of-living crises have all contributed to an increasing demand on our services, particularly counselling, and a need for more in depth support.

On-line training & meetings have a permanent place in our future

We are excited about the possibilities that online training has opened up and recognise it is a preferred choice for some. It enhances the accessibility of our training programmes and we will continue to offer this option alongside our in-person groups.

Maintaining a work - life balance has been hard for staff

SHEP staff acknowledge the huge impact and losses that Covid has had on them on a personal, team and organisational level. There remains an ongoing tension between self-care, resource constraints and increased workload as well as managing staff changeovers. We will continue to explore how to achieve the same outputs with less cost to ourselves personally and as a team.

Space for staff reflection and support is essential

We need to continue to keep reflective spaces open for staff and improve staff support structures

Others can reflect what we may not see

Our recent Erasmus visitors noted how we work with people across different parts of the lifespan and how responsive SHEP has been and continues to be.



SHEP Connecting

Training Programme

Short Community Education Courses for Health & Wellbeing

“I found this course brilliant and I would say that it’s been a life changer.”

Course participant 2022

This programme was again very strong in 2022 with 63 courses organised, typically of eight-weeks’ duration - 24 hours if on-line and 20 hours in-person. The profile of the course topics, participants starting and completing is shown in Table 1 below. On average there was an 83% completion rate, with an average of 11 participants starting and 9 completing each group. (This compares with 2021 where the average completion rates were 80% with an average group size of 10 commencing and 8 finishing).

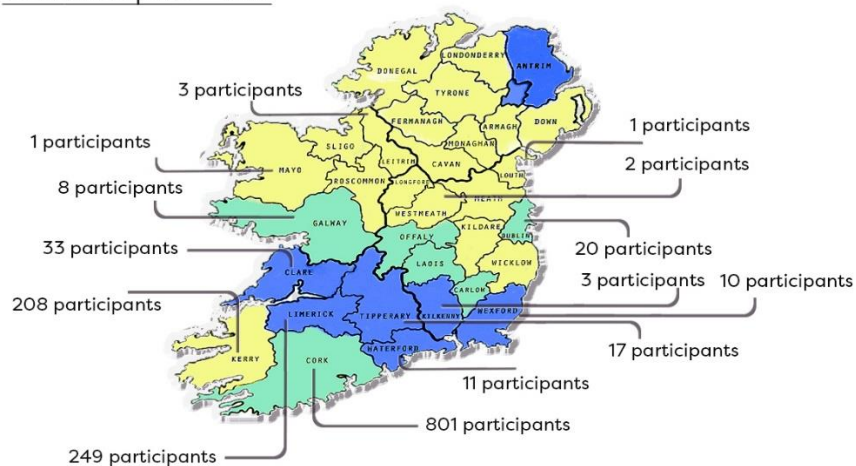
Table 1 – Short Course Topics

Row Labels	Sum of Finished	Sum of Started	Count of Course
Introduction to Personal Development course	231	273	23
Seasons for Growth – Living with Grief, Loss and Change course	75	97	10
Effective Communication for Better Relationships course	68	79	7
Caring for Our Wellbeing course	60	65	7
Supporting Yourself as a Parent (Family Communication & Self-esteem) course	31	35	4
(blank)	19	28	2
Growing Still – Facilitating Well-being & Empowerment in Older Adults course	22	25	2
Women’s Well-being course	17	23	2
Managing Stress in Our Daily Lives course	14	19	2
Tailored Training	5	11	1
Men’s Well-being course	9	11	2
Connecting from the Heart - Courage to be Real together in the Present times	7	8	1
Grand Total	558	674	63

Geographical spread of training participants

Participants on SHEP training courses 2022

Total Participants - 1367



16 or 25% of the courses were online, reflecting the emergence through the pandemic and a desire to return to in-person working. However, the on-line offering is likely to remain as a dimension of our programme at around this scale as it facilitates inclusion in a number of ways.

Cork ETB, Kerry ETB, Community sector and Healthy Ireland grants primarily, across our geographic area, meant courses could be offered at no charge to participants.

Our programme is premised on a strong and active tutor base. This forms the basis for the Project's ongoing commitment to organising tutor trainings (e.g. Caring for Our Wellbeing completed during 2022). Currently there are 71 registered tutors.

Community education's strength is its approach of collaboratively working with local groups and adapting to local needs. Having navigated through the pandemic, on-line working and developing facilitation skills, the challenges emerging for 2023 and beyond are different. There is increasing complexity of need presenting to our community education program for health and wellbeing. The changes in society related to multi-culturalism, housing and economic divides and climate change necessitate we continue to adapt our program and develop our capacity to hold these needs and respond. Funding resources for the program is an ongoing dilemma, and despite the significant support of HSE, ETB, Community grants and Healthy Ireland demand always outstrips our capacity to respond.



Introduction to Personal Development short community education course in Kerry

“Looked forward to this course every week because to me it was a social aspect and meeting new friends. It taught me a lot about the wellness of myself.”

Course participant 2022

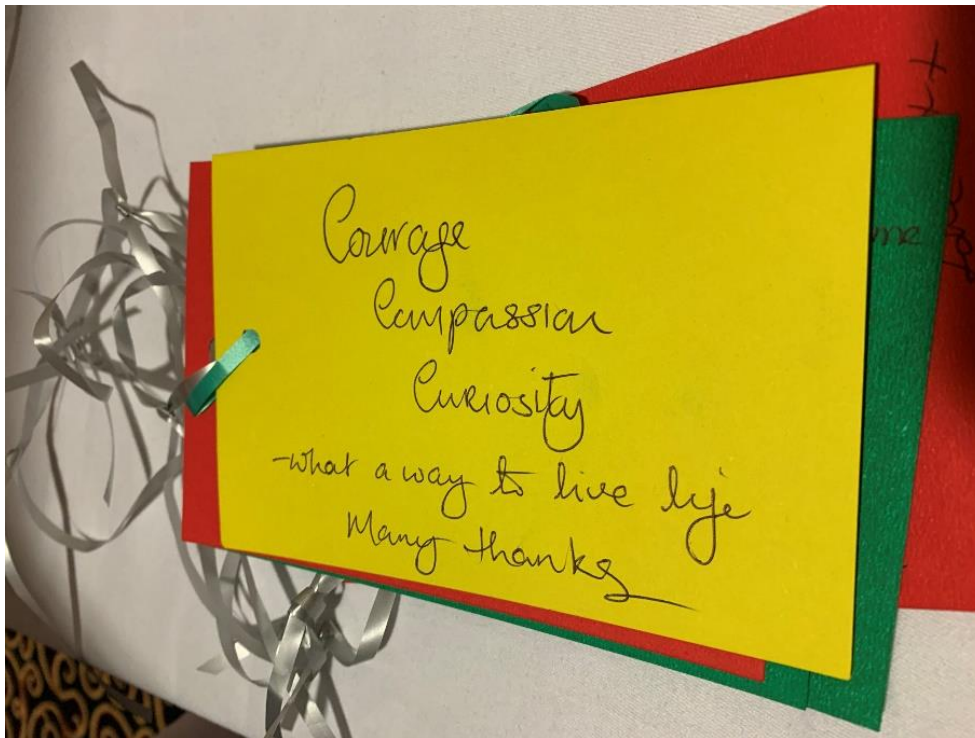
Foundation Training (in Personal & Social Transformation)

1 : SHEP Certificate in Personal Development (SCPD)

“This course has changed my way of dealing with problems of all kinds, from emotional/relationship problems to dealing with how to run my life on a day to day level ”

SCPD Course Participant

In 2021-2022 we ran eight SCPD courses, all on-line. Five were in Cork, one in Kerry and two in Limerick. Course hours were 88 and the number of participants per group between 12 -14. Out of 127 applicants across the regions, 103 participants started a course and 93 finished. Their age profile was from 25-67 years.



A participant's message at Limerick Certs night

As we reflect on the 2021-2022 an image of a web arises whose main threads are: *Relationship* and *Support*.

Relationship

The relationships we have with each other as a team, with the facilitators and the participants of the SCPD are vital to the successful delivery of the programme.

Support

Support is also key and participants are supported from the outset of the application process. We are particularly cognisant of the participants who need support with IT or form filling and ensure they can access help from front of house personnel. We were also able to grant 17

reduced fee concessions at a cost to SHEP of €5100.00. In Cork we received €10,130 from Department of Social Protection for participants who were fully funded. In Kerry the figure was €4,130 .

Implementation of the New Facilitator SHEP Pathway

In the last year two apprentices were given the opportunity to get experience working with main facilitators on the SCPD, three co-facilitated for the first time and one new facilitator joined the Body Awareness team.



SHEP choir entertains at Cork Certs Night - our largest in person gathering for 2 years

2 : SHEP Certificate in Social Awareness & Community Empowerment (SACE)

“ The SACE course provided an opportunity to creatively encounter myself within the context of the group, the wider community and the world. It was fun, informative and a safe space to really reflect and engage with topics that can be challenging. It was transformative.”

SACE Course participant 2022



Cork Social Awareness & Community Empowerment participants collaboratively sorting ideas

The programme in 2022 was a return to a fully in-person 78-hour five weekend format. One course was organised and ran in Cork with 11 participants. This ‘Training for Transformation’ influenced course has been offered on 77 occasions since its introduction to SHEP’s programme in 2000. It continues to be a core element of SHEP’s Foundation Training in Social and Personal Health Education.

Reflective Practice

During 2022 four groups were organised. The aim of the programme is to co-create a space for twelve participants to reflect on their prior and current practice experiences using the ‘Critical Reflection’ model. The programme aims to enhance participants’ capacity to engage in the critical reflective process and to enhance their capacity to co-create the conditions for learning from practice reflection. We aim for maximum of 12 per group running typically fortnightly for 30 hours in total. In 2022 44 participants commenced (11 average per group) and 37 completed (9 average per group). Three courses were on-line and one was in-person. Three were funded by The Bon Secours Community Initiative Fund and one from the What Works Grant with the latter having a focus on practitioners from Early Intervention. This was the final year of the current five-year grant support to the programme from the Bon Secours. That partnership laid the foundations for the programme which continues to offer needed supports to the field.

“I would strongly recommend this course to others, if you would like to peel back the layers to explore the real you, in a kind gentle supportive way, then this is the course for you! “

Reflective Practice Course participant 2022

SHEP Certificate in Facilitation

The SHEP Certificate in Facilitation is an experiential intermediate-level course in facilitation which supports participants to develop a basic competence in the skills necessary to facilitate group processes in a variety of group settings. Practical skills development is complemented by continuing attention to the personal awareness needed by group leaders in order to be able to remain grounded and to be emotionally present to group members. In 2022, 16 participants commenced and 15 completed this programme which orientates and equips participants in the essential elements of our approach to facilitated groupwork. The diagram below is an extract from the fuller description laid out in SHEP’s Facilitation Approach. The courses in 2022 was c.110 hours in length and ran in a hybrid mode, with 29 weekly sessions online and weekend days gradually returning to in-person.

“I really feel I benefited from this course and the skills are applicable throughout my life. I am truly grateful. “

Course participant 2022



Caring for Our Well-being Specialised Tutor Training

SHEP's Specialised Tutor Training courses are advanced level trainings in and application of the above mentioned SHEP Facilitation approach. The pandemic had a disruptive impact on our organising of tutors trainings and the 2022 course was the first one since the Integrated Specialised Tutor Training completed in 2017/2018 and behind our intended timelines. Consequently demand was high.

The 'Caring for Our Well-being' is a SHEP specialised tutor training course which was first developed in 2015/2016 in response to a need in the community for short courses whose particular focus is supporting people to take charge of their own well-being. Two cohorts of SHEP facilitators have already trained in this specialised topic. On the course in 2022 a further 16 commenced and fully completed the training with all advancing to the next step of apprenticeships which has augmented our capacity across Cork, Kerry and Limerick. The course involved c.120 hours training time and an additional 24 hours in learning/practice groups and was delivered by a team of trainers, each taking modular elements.

Community of Practice - Other Funded Activities

Facilitation Practice workshop

13 participants who completed recent SHEP Certificate in Facilitation courses, undertook a further on-going training in facilitation over 4 weekend days during 2022 (24 hours). This course was a bridge for people who are considering aiming towards the next tutor training by continuing to develop their group facilitation practice skills. As recent facilitation courses had been on-line, the opportunity also gave in-person facilitation practice experiences.

SGGLC Adolescent Companion Training

Created through grant support under the 2022 "Sharing Knowledge Fund", SHEP completed two Children and Young People's Seasons for Growth Companion trainings in 2022 - one in Cork and one in Limerick. The program was aimed at SHEP Facilitators, Coiscéim panel members and to some external practitioners involved in Education settings. The aim of the 'companions' course was to train people who will have the capacity to deliver the programme in contexts where there is endorsement for the work and to undertake that role. The companion training is run over 2 days with a half day re-connecter. 25 practitioners undertook the training.



Limerick Companion Training Group

UCC Diploma in Social & Psychological Health Studies

Twenty one years later and our collaboration with Adult Continuing Education in UCC has gone from strength to strength. In September, 13 students commenced year two of the Diploma.



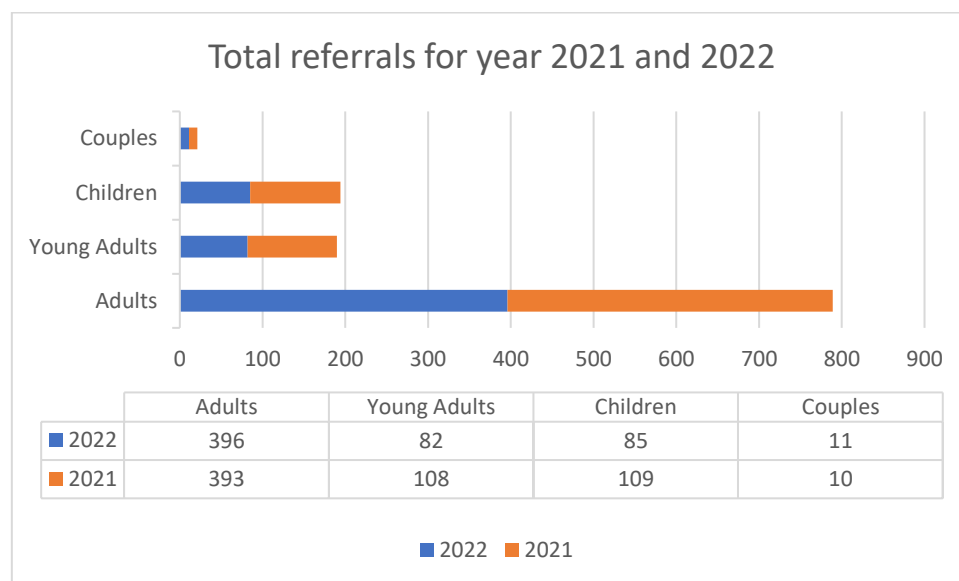
Some of the 2021-23 UCC Diploma Group in UCC

Counselling Services

Coiscéim Low-Cost Counselling Service

The Coiscéim Low-cost Counselling Service experienced a very high demand for counselling in 2022. This, coupled with the cost-of-living crisis, brought severe pressure to bear on the limited funding available.

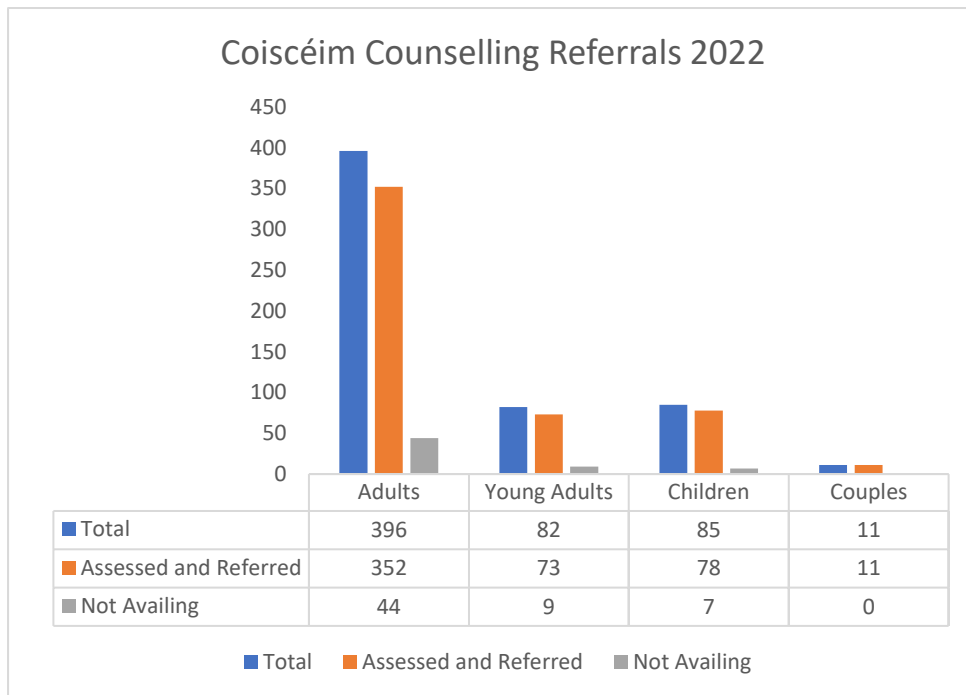
As families and individuals struggled to self-regulate in the 2022 post-Covid period, the Coiscéim Counselling Service worked very hard to support their needs. However, by October 2022, the assigned budgets from the HSE and Tusla were greatly surpassed, which resulted in substantial financial deficits being sustained. Consequently, the service had to regrettably close to the public at the end of October 2022 for the remainder of the year. However, referrals continued to be made on behalf of the organisations that Coiscéim Counselling support and with whom there is financial collaboration i.e., provision of subsidies for the clients they refer.



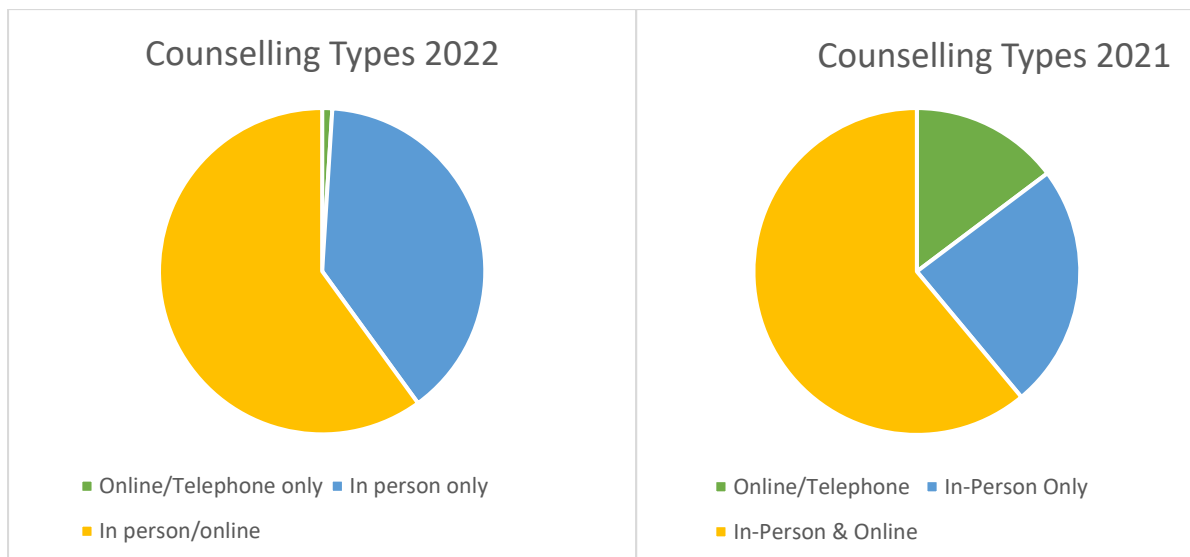
Overall, the graphs below illustrate Coiscéim Counselling activity for a **ten-month period in 2022**, as opposed to the normal twelve-month reporting period in 2021. The total referrals for 2022 was 574; this figure would most likely have been in the region of 689 for the twelve-month period if the service had remained open.

" I've had the amazing opportunity to work with and help many clients on their journey, which has also helped me to develop as a psychotherapist, both professionally and personally. The support and sense of community within the organisation is remarkable."

Mercedes O'Sullivan, psychotherapist



The means of providing counselling sessions in 2022 saw a significant increase in counsellors returning to in-person counselling sessions from previously on-line only counselling sessions. In most cases, counsellors were happy to provide both types going forward.



New Signage at Crosses Green

The premises at Crosses Green is a valuable resource for the Coiscéim Counselling Service as it provides an easy-accessible designated Cork City centre location for clients. It is a warm and friendly space and is used by many of the counsellors on our panel, particularly those who are pre-accredited. From time to time, this space is also shared with Lib counsellors. With Coiscéim Counselling operating out of this premises for many years now, it received a

well-earned facelift in November 2022 with a new SHEP plaque being proudly erected on site.



Zilma, Sheila, Nuala & Toufik from the counselling team outside Crosses Greene

Counsellors' Gathering 2022

In June 2022, Coiscéim Counselling was delighted to host the first post-Covid gathering of its wonderful counsellors. The staff were absolutely charmed to see so many in attendance that night, all ready for some wonderful reconnecting and good fun. Needless to say, a great night was had by all.



Coiscéim Counsellors at the gathering

Lib Multicultural Counselling & Outreach

The valuable and meaningful role of Lib in supporting asylum seekers, refugees and individual in temporary protection has again been acknowledged by the HSE. Under the auspices of SHEP Lib Multicultural counselling was granted a new funding of €54,000. It is a welcome grant that allows Lib to continue to offer counselling, art therapy, play therapy and reflexology to adults and children in the county of Cork. Lib has been very fortunate to welcome Sheila Kelleher in an admin support capacity and continues to grow as one therapist in East cork and an additional therapist in Kerry have chosen to join the team. Social Entrepreneurs Ireland has also confirmed their belief in the reliability and necessary role of Lib by awarding €5000 for the development of the Amaris programme. Amaris is a 12-hour psychosocial intervention for adults that focuses on promoting resilience through a better felt sense of self-efficacy and agency. Amaris's theory of change is rooted in the combination of 5 models and or concepts: recovery, polyvagal, choice theory, logotherapy and the humanistic belief in the actualising tendencies. Our programme for children, Roots, is also proving to be popular as we have delivered 2 programmes in 2023 so far.

"I didn't understand, you know, what is this because remember I'm from a background of where we don't believe in psychology or there is strength in the group or what, we don't believe in that... It's very important to share how you feel with somebody. And I didn't know that."

Lib Participant 2022



Amaris group in May 2023 with participants from North Africa, Sub-Sahara Africa and Ukraine with English, Ukrainian/Russian and French language

Relationships in Practice

“If you are offered the opportunity to participate, do not hesitate as it will change how you practise”

Mary (nurse), participant on ABE training

Relationships in Practice is a newly formed collaboration between the Ag Eisteacht Foundation and the Social & Health Education Project (SHEP). After twenty years of supporting quality relationships in frontline practice, Ag Eisteacht voluntarily deregistered as a charity on 31st December 2021 so that its good work could continue in collaboration with the Social & Health Education Project (SHEP) and the Ag Eisteacht Foundation. The transition into SHEP commenced on the 1st January 2022.

Our mission is to enhance practitioners’ capacity to be present and attuned through training so that they have the skills to empower and support their clients and look after themselves. We believe that Relationships Matter, and evidence demonstrates that they are a key determinant of health and wellbeing. Our work falls under four programmes: Training, Advocacy, Collaboration and Evaluation.



Figure 1 ABE Training October 2022

In April 2022, we won the overall Grand Prix award and took Gold in the Best Community Health category of the All-Ireland Community & Council Awards for our *Relationships Matter* initiative. *Relationships Matter* uses an innovative approach to promoting community health

by raising frontline practitioners' awareness of Adverse Childhood Experiences (ACEs) and highlighting the role supportive relationships play in buffering the negative impact of adversity.



LAMA Grand Prix Overall Winners at All Ireland Community & Council Awards 2022

We also collaborated with Dr Maeve Hurley and Dr Nicola O'Sullivan on the Heart of Frontline Practice Alliance and with PYSCHED, the Cork Healthy Cities workplace mental health promotion initiative. A more detailed Relationships in Practice Annual Report is available from: fern.higginsatkinson@relationshipspractice.ie.



Figure 2 L-R Jim Sheehan, Fern Higgins Atkinson, Dr Naomi Masheti, Dr Maeve Hurley and Fionnuala O'Connell.



Dr Maeve Hurley and Fern Higgins Atkinson with the training team at their annual trainer update workshop.

Advocacy

“The work undertaken has created a space to consider how we operate as individuals in the context of social injustice, how we can support each other and be active participants in finding our voices and challenging injustices.”

Self-Advocacy Course Review from participant

2022 brought change and transition in the SHEP Advocacy Programme as Deirdre Lillis stepped back from her role as Advocacy Program Coordinator after 14 years. Marge Lysaght and Niamh Kelleher joined the programme in Autumn 2022 to act as Co-Coordinators on a part-time basis. Deirdre remains part of the Advocacy Team, working as a consultant, supporting the work we do in working with people living in residential settings, during ‘de congregation’ processes. We are exceptionally lucky to continue to have Deirdre’s expertise and experience as part of the advocacy programme.

As the restrictions of the Pandemic lifted, the three strands of the advocacy program began to see increasing demands for its work and support. This is often difficult to meet with a part time Coordinator and a team of largely volunteer advocates, but we continue to deliver on all levels to the extent we can. We currently have six advocates as part of the team and seven facilitators supporting the programme. Some work in a voluntary capacity and some are paid, all supporting us to deliver our busy programme of work.

1. **Direct access to Advocacy Support through Group Advocacy Facilitation and some limited access to One-to-One Advocacy support.** Group advocacy work in three congregated settings remains a large focus of our work and we were glad to be able to return to meeting with people in person again in 2022. Our team of advocates visit three services in Cork on a monthly basis, meeting with residents either in group situations or on occasion, one to one. The Coordinator supports the advocates in raising advocacy issues that may arise. On average we have between 30-40 direct interactions on a monthly basis.
2. **Access to Advocacy Training** Following the completion of the 2021 Introduction to Advocacy course, five participants came together with the Advocacy Co-ordinator to develop an open access self-advocacy course that was offered in August 2022. 81% of participants indicated “a great deal of learning” on Survey Monkey.

There is already a significant waiting list for our next SHEP certified, Introduction to Advocacy Course taking place in January 2024 and we continue to respond to requests from disability services to deliver Advocacy Training and Advocacy Awareness Sessions to rights holders and staff for bespoke training sessions, with 4 planned for 2023.



Advocacy Staff Team: Marge Lysaght, Niamh Kelleher and Deirdre Lillis

3. Developing Advocacy Networks of Solidarity ‘Our Rights and Medication’ (ORAM) utilised the grant from the Irish Human Rights and Equality Commission to deliver two dialogue sessions with professionals to ascertain their views on informed consent and



‘Our Rights and Medication’ Advocacy Group



Coimisiún na hÉireann
um Chearta an Duine
agus Comhionannas
Irish Human Rights and
Equality Commission

This project is supported
under the Irish Human
Rights and Equality
Commission Grant Scheme

informed decision making with regard to medication, following concerns about the overuse of psychotropic medication in the areas of intellectual disability, mental health and in older age. We also held a number of awareness sessions within residential settings as part of our broader program of work and we used the grant to develop a leaflet and short animated video about the work we do, to continue to raise awareness in this area. This video will be launched in 2023 to help mark the

implementation of the long-awaited Assisted Decision Making (Capacity) Act 2015.

Our annual Independent Advocacy Gathering took a break in 2022 and will return in 2023, providing an opportunity for rights holders and those engaged in advocacy, self, family, peer and professional to network and mark the implementation of the Assisted Decision Making

(Capacity) Act 2015, something the SHEP Advocacy Programme has been proactively involved in calling for, for many years.

SHEP Earth Aware

In 2022 SHEP's Environmental Action Plan included the completion of an energy audit of the building which will inform future action and ambition for SHEP to become a model of sustainability. During the year SHEP Earth Aware undertook significant collaborations with Cork Green Spaces for Health and the community gardens and we also deepened our partnership with the Bessborough Horticulture project where we now have a shared outdoor space and a SHEP garden where staff can get their hands dirty.

International Solidarity Garden

In collaboration with the Migrant Centre at Nano Nagle Place, Green Spaces for Health and the Cork Food Policy Council SHEP Earth Aware set up the Solidarity Garden at Ardfoyle. Ten families from direct provision centres in Cork now have a garden in which to grow food. SHEP assists by helping to support the needs of the families when they arrive on-site to garden.

Greening Our City & 'Fridays For Earth'

With our collaborators (*Cork Healthy Cities, the Environmental Research Institute, Cork Environmental Forum, and Green Spaces for Health*) we continued our popular monthly Greening Our City webinar as well as our Friday for Earth series of talks.



Paul Doherty conducted an evaluation of 10 community garden

Inter-Generational Climate Justice Conference (October 2022)

For the third year in a row SHEP Earth Aware collaborated with the *SMA, School Teachers, Elders for Earth, and Cork City Council* to host a full day-long conference in support of climate justice issues. The conference is inter-generational and involves workshops, guest speaker presentations and debates in a programme that is co-designed by young people.

International Learning Partnership (Nepal)

During 2022 we were once again successful in our bid to Irish Aid's Civil Society our new three-year project with Sahakarmi Samaj in Nepal. Irish Aid has granted €90,000 per annum and the remaining 30% of the programme budget comes from two local municipalities in Nepal as well as SHEP community fundraising and Sahakarmi's reserve fund. The fact that local government is literally 'buying in' to the programme represents a huge leap forward that will ensure the long-term sustainability of the work.

The new project, named 'Shakti' after the Hindu goddess of female power, builds on the previous work of SHEP and Sahakarmi, supporting community groups to form, empower themselves and advocate to local government for their rights and services. There is also a greater emphasis on sustainable agriculture and practices such as seed saving and organic growing for which Sahakarmi have recruited a dynamic new Agroecology Officer Sujata, who will be based in our new working areas in Bajura, a very remote and disadvantaged mountainous region of North-West Nepal. Sahakarmi also recruited Raksha, another dynamic new staff member who took over from Pankaj as Monitoring, Evaluation & Learning Officer. They also retained their valuable team: Champa as Project Co-ordinator, Ram as Area Co-ordinator, Hema who was promoted to Head of Finance and of course Ammar as Director.



Newly trained community facilitators in Gaumul, Bajura, West Nepal

As before, SHEP is the lead partner on the programme with Sahakarmi Samaj being the implementing partner and carrying out all the in-country work in Nepal. SHEP's role is to build and support organisational capacity with our Nepalese colleagues, to monitor the project and to provide mentoring, solidarity and an international sounding board.



At the Irish end the SHEP Sahakarmi Fundraising Group did a magnificent job organising and hosting a Christmas bake sale/ coffee gathering and raffle at The Lough Scout Hall in Cork. Many SHEP friends and local parishioners braved the freezing temperatures, the SHEP choir sang us seasonal songs, and Bernadette Kenny's talented daughters played tunes as did Paul Doherty. The event was so successful that combined with private donations we exceeded our year 1 fundraising target of €5,000 by €1500 and are able to carry over surplus funds to Year 2 of the programme. Heartfelt thanks go to: Bernadette Kenny, Eithne Spalding, Siobhan O'Connor, Deirdre Lillis, Paul Doherty and all the volunteers and donors. Pictured are Bernadette Kenny and her daughters.



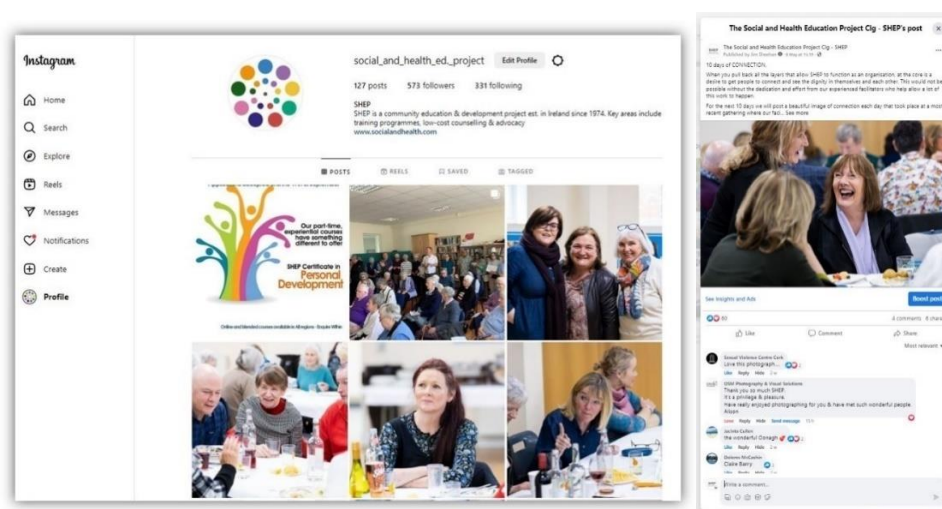
Governance & Civic Education Training for Community Leaders at Sahakarmi HQ

Other Projects & Developments

Technical Systems & Communications

The last year has seen improvements in SHEP IT systems and social media thanks to our Communications Officer Robert O’Herlihy.

The Mindaclient group is up and running again, its primary focus being on the training needs of staff members and maintaining the integrity of the data in the system. Our social media channels continue to develop with excellent engagement from the public. Instagram has upwards of 600 followers and Facebook has 1600. We are now producing broadcast standard video and the first clips are up on the SHEP YouTube channel which is developing as a video archive resource.



Preparations are well under way for the 50th anniversary with a new design theme and various media articles being produced. Maintenance of our website is on-going and some development work has been done with Coiscéim to build an online invoicing portal for the counselling panel.

Management Committee

We are ever grateful to our wonderful and dedicated management committee. In 2022 Noirín Breen was elected Deputy Chairperson and Dolores McCashin took over as Secretary. Carrie Shanahan was re-elected Chairperson and the other committee members were: Rosarie Coleman, Gearoid Condon; Roy Kelleher, James Murphy, Liam McCarthy, Lorna Rice Davis, Eithne Sparling; Rebecca O Mahony, Laura Minihan and Anita Murphy. In late 2022, Francis Cooley and Aoife Corcoran joined the committee.

Continued Collaboration and Outreach with Kerry ETB

After many years of valuable service to SHEP in Kerry we said goodbye to Dee Gubbins. Dee O’Sullivan continues to co-ordinate and support our work in Kerry where in 2022 we held short community education courses both online and in person in collaboration with Kerry ETB.

These included our innovative four-week short course run at school premises, 'Supporting Parents; Building Resilience' which was designed by Kerry facilitators Sheila Fitzgerald and Michelle Fitzgerald. We also ran two very well attended 'Introduction to Personal Development' courses with Kerry Travellers project and short courses with family resource centres across the county. Our first group aimed specifically at Ukrainian refugees was held in Dingle.



Thanks to Dee Gubbins (centre) for all her support to the Kerry Programme!

Important Developments in the South-East

The collaboration with our partners in the South-East continues to deepen. We started a 50-hour training in Kilkenny with new Health Promotion staff (working in the South-East) and we concluded our first Seasons for Growth - Grief Loss and Change course for HSE staff in South East which went very well.

Mid-West (Limerick & Clare)

The programme in the Mid-West continues its valuable work, with support from local partners including the Mid-West Regional Drug and Alcohol Forum who provided grant funding again for some of the training. The Healthy Ireland Fund brought additional energy to the work and is supporting SHEP short course provision across the region.

Collaborations – a Selection from the Year

Erasmus Plus

The EU funded KA1 programme (Staff & Tutor training abroad) was restarted in 2022 and a number of staff and trainers were able to avail of this opportunity, including three who participated in Theory U training in Berlin. The new KA2 programme - a strategic partnership with four European Partners with the theme of Storytelling as a tool for Adult Education - got under way, and two in person visits were able to take place: a midsummer visit to the Suiti indigenous region of Latvia and in September a visit to us in Ireland by our three partners (Spain, Latvia, Sweden) to us here in Ireland. This was an enormously positive and fruitful encounter during which we were able to share with our visiting partners, our work approach,

our culture and our beautiful country. Much learning took place and relationships and friendships were strengthened. We eagerly look forward to visiting Spain and Sweden in 2023.

Separately, our connection with LUR in Slovenia deepened. Jim Sheehan and Beatrice Barry Murphy co-facilitated a two-day training for LUR staff in Radovljica in June 2022. The intention is that LUR staff will facilitate a similar training for SHEP personnel in Ireland in 2023.



SHEP staff with Erasmus Plus partners at Torc waterfall on a day out in Killarney

Hosting of Cork Equitable & Sustainable Communities Alliance (CESCA)

CESCA is a unique and important alliance of 18 Community and voluntary organisations and the HSE to support equality and sustainability in community life which SHEP supports by being its host and employer organisation (Niamh Kelleher is the Alliance Coordinator). The HSE has now mainstreamed its core funding for CESCA and this is a very positive development.

SHEP Community Choir

SHEP Community Choir survived the pandemic and started meeting in person again. This is good news. The choir is part of the Natural Voice Network, a movement that reflects many SHEP values in its belief that 'Natural Voice is about celebrating the voice you were born with, rather than trying to train it to an ideal of perfection.' The choir gave an uplifting performance at the SHEP certs night in Cork. A big thank you to Pat Sheehan Corbett for all her work.

Link with Bessboro' Horticultural Project

Our connection with our the Bessborough Horticultural Training Project our neighbours at Ardfoyle literally grew before our eyes as a derelict space at et back of the building was transformed into an Outdoor Learning Area and SHEP garden. The outdoor aera is very popular with staff and visitors alike, as is the chance for hands on gardening in the SHEP garden. This is one of the initiatives made possible by the kind support of the Perry & Sandy Massie Foundation as well as €2,000 from Cork City Council Capital Grant Scheme.



Planting the SHEP garden together with the Bessboro Horticulture Project

Cork Community Education Network

The first in-person gathering of this network since the pandemic took place in April with the theme of 'Reconnect and Regenerate at the Everyman'. Keynote speakers included Maria Young (Green Spaces & SHEP Earth Aware), Denis Leamy (Cork ETB), Dr Judith Butler (MTU), Sophie Motely (Artistic Director), Everyman and Anne Doran (poet and mental health advocate) and) who spoke eloquently of her lifelong learning with SHEP, The Lantern, SHINE and UCC.

Over the course of the year we also supported and collaborated with: The National Youth Council of Ireland (NYCI), Cork-Kerry Traveller Projects, ABODE, Cork Education Support Centre, PSYCHED, COPE, Headway, Brothers of Charity and staff of the Bons Secours Health System.

Priorities 2023

- Support the continued integration of the 'Relationships in Practice' Programme into SHEP
- Work with our partners in the Mid-West to secure long-term funding to sustain the SHEP Training Programme in the region into the future
- Continue the selection and induction of new SHEP Facilitators with increased emphasis on improving diversity
- Liaise closely with Project funders to address funding shortfalls arising as the Project grows in response to emerging needs.
- Continue to strengthen and modernise internal systems in the Project
- Provide continued support to SHEP Personnel (& Facilitators) to deliver SHEP Training on-line and in blended formats.
- Continue to create opportunities and spaces for organisational learning, particularly in the context of the ending of the COVID19 pandemic.
- Prepare plans to celebrate the 50th Anniversary of the Establishment of SHEP in 2024.

Appreciation of Support

The Management Committee and staff of The Social and Health Education Project would like to sincerely thank everyone who supported our work in 2022. Total income in grants and fees received this year was **€1,554,480**. Total expenditure by SHEP in 2022 was **€1,564,151**. Total expenditure of HSE funds in 2022 was **€782,815**. The support of our main funders - the HSE in particular - is greatly appreciated. The HSE provide core funding for SHEP through a Section 39 Grant and in 2022 granted an extra €80,000 towards the extra cost of the work we are supporting. We are grateful to Ag Eisteacht Foundation for their support of the Relationships in Practice Programme and to The Department of Foreign Affairs (Irish Aid) for supporting of international partnership with Sahakarmi. We are also very appreciative of the support of the Perry and Sandy Massie Foundation which very generously donated \$US75,000 to our work in 2022.

We are grateful to the following partners for their on-going support: TUSLA, the Cork Education and Training Board, Kerry Education and Training Board, The Mid-West Regional Drug and Alcohol Forum, and The Department of Social Protection - all of whom played an important role in enabling SHEP to deliver our extensive programme of work for 2022. We are also very appreciative of grant funding made available by Healthy Ireland, The What Works Initiative, Mercy Solidarity Fund, Bon Secours and The Wheel to support a range of community projects during 2022. Finally, we acknowledge the support of the SHEP Community and the general public who helped fund-raise for our Solidarity Bursary Fund and to support our International Learning Partnership with Sahakarmi in Nepal.

Copies of our 2022 audited annual accounts are available on our website www.socialandhealth.com. Thank you for your interest and support.





Ardfoyle Official Opening