



Slí Eile Support Services

Sli Eile Housing Association

Annual Report 2020

Introduction

2020 was a year very much marked by Covid 19. The lockdowns impacted the operations and welfare of tenants within Sil Eile. Covid 19 meant that the Bakery and market were closed for much of 2020, tenant trips and outings etc were suspended. Family visits were also limited during much of 2020 which was very hard on tenants and their mental health. Tenants who left Sli Eile also needed extra support due to the impact of Covid 19, in terms of isolation from family and friends for considerable periods of time.



Board

The Board was active and met on seven occasions during the year as well as holding its Annual General Meeting in September 2020. Many of the meetings were held through Zoom due to Covid 19.

During the year, policies were developed and approved by the Board in the following areas:

- Self-harm and Suicide
- Service User Feedback
- Service User belongings
- Staff What's app Group Policy

The Board continued to support the welfare of the tenants during this very difficult time as many of the tenants found themselves very isolated because of Covid-19.

The Board reviewed the Housing Agency's Governance Standard and the Charity Regulator's Governance Code, arranging a day in January 2020 to address identified policy deficits, but this was subsequently cancelled due to Covid 19. Board and Senior management agreed that organisational restructuring needed to take place within Sli Eile. This restructuring was completed in December 2020, with the appointment of a Chief Operations Officer and the development of a new role, Mental Health Guide who took up employment in Jan 2021.

The Board also agreed that the occupation of any office of the Board should be limited to 5 years and that Board membership would be reviewed on an annual basis. However, the Board recognised that funders and regulators may impose time limits for Board membership in 2021/2022 and agreed that Sli Eile will be required to be compliant with Charity Regulator by 2021.

Board Members

- Niall Daly -Chairperson
- Aidan Gleeson-Secretary
- Ann Coughlan (Volunteers)
- Kate Lasher (Protected Disclosure Officer)
- Lucy O Connell (Finance)
- Billy Cotter (Protected Disclosure Officer)
- Bridget O' Brien (Fundraising)
- Hannah O Brien

Staff (2020)

- CEO
- Programme Manager
- Estate Manager
- Administrator X1

- 5 X Tenant facilitators
- Horticulturist
- Market Co-ordinator (p/t)
- Relief Staff

Company Solicitor

Marie Forde, New Line, Charleville, Co cork.

Human Resources

An Administrator and an additional tenant Progression facilitator were recruited during 2020. Senior Management and Board worked to develop contracts for relief workers and agreed to fund Covid related illness payments for staff, while sick pay policy was being developed. It was also agreed to implement an on-call system at weekends, with responsibility divided among the management team.

Slí Eile made every effort to comply with all relevant legal, regulatory, and funders' requirements, with returns being made to the Revenue Commissioners, the Companies Registration Office, the Charities' Regulator, the Health Service Executive, the Housing Agency, the Department of Agriculture, the Organic Trust, and Bord Bia in 2020.

HSE Audit

Sli Eile as a Section 39 organisation was selected for HSE Audit during 2020. The audit reviewed existing policies and procedures as well as the development of new policies in areas like Risk, Protected disclosure, HR, Fundraising and donations etc. The Audit also recommended the amalgamation of both charities as well as the development of a strategic plan for Sli Eile.

Finances

The auditors appointed for Sile Eile Support services were Murray Clooney, Charleville, Co. Cork. Sile Eile Support services was showing a loss of €27,205 for 2020, as opposed to a profit of €141, 118 for 2019. (See audited accounts for 2020). The main source of funding for Sli Eile is the annual funding received from HSE Cork Kerry Community Health care.

Social Enterprises

Covid 19 impacted the opening of the market and the operation of the Bakery for much of 2020. Despite that farm income increased during 2020, mainly due to cattle sales and the production of Vegetables which increased by 30%.



Fund Raising

Fundraising was affected Covid 19, despite this some events did take place in 2020.

- Kilbrin Community walk raised €500
- Ongoing online giving through direct debits and Benevity portal
- Private donations and direct debits continued.

Board received a presentation from staff from JP Mc Manus Pro-am Golf classic, however the classic was later cancelled due to Covid 19.

Grants

Several grants were successfully applied for during 2020 and including the Covid 19-stability fund. JP Mc Manus, and National Lottery. This funding assisted with Budget deficits, flooring and refurbishment of kitchen, toilet, as well as further renovation of Burton Park and Coachman's Cottage and the purchase of a new Polytunnel.

Tenants

Family visits and outings were cancelled for most of 2020, with the impact of Covid 19 being felt by staff and tenants. Covid 19 guidelines were implemented in relation to contacts, masks, and separate hubs for tenants. Tenant trips out and activities were curtailed during due to Covid 19.

However, several tenants accessed sheltered and private accommodation and shelter housing in the local area and in Cork City. Staff worked with County Council to ensure that Tenants within Sli Eile were offered an adapted non-Ras/non-CAS payment in lieu of rent allowance

Volunteers

Covid 19 curtailed the activities of the volunteers within Sli Eile, however Volunteers continued to work assisting with gardens and veg production for periods outside lockdown. The Board appointed a Volunteer Co-ordinator (member of the Board), but again Covid restrictions resulted in difficulty in the development of volunteer policy and supports in 2020.



Infrastructure and Work

Painting and refurbishment of the Coachman's Cottage and several rooms within Burton House were completed in 2020. The transitional house in Villa Maria, was also upgraded and painted. The purchase of new equipment for Bakery and the restructuring of workflow due to Covid 19 was also completed. Funding from Ballyhoura Development enabled Sli Eile to erect a packing shed during 2020. Three new composting areas were also finished in 2020.

Training

Staff attended HSE risk management, and a risk register was developed during 2020, with further work earmarked for 2021 in terms of the development of risk policy as highlighted in the HSE Audit. Several staff also attended First Aid training during 2020.

Visitors and Networking

CEO presented to Cork and Kerry Mental Health Service Management teams in May 2020.

Website

A new website was completed for Sli Eile during 2020. The Website outlines history, admission procedures, and programme content.