footprints

womens centre

Annual Report 2003

Mission Statement

Footprints Women's Centre exists to help women grow in confidence, to become more aware of their own potential and to help create a positive model for their children.

The purpose of Footprints Women's Centre is to provide quality childcare, support, education and training for women from local communities and to support social enterprise.

Footprints Women's Centre is based on a community development ethos. It is run by women, for women, in a friendly and non-threatening environment, creating a space where a woman's voice can be heard and enabling women to move from the private sphere of the home to take their rightful place in the public world.

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Joint Chairperson's Report

Over the past year Footprints Women's Centre has experienced a lot of changes with the merging of the Catering Company and the Daycare facility to form Footprints Trading Company, which was officially launched on 1st April 2003. This will contribute to self sufficiency and create employment in the local community. A number of new staff have been recruited enabling us to open our Daycare facility.

Last year due to lack of funding, the Board of Directors was forced to make a very difficult decision to place all staff on notice and Footprints Women's Centre faced closure.
This was a devastating blow to everyone as this was so soon after officially launching the new building, which was the realisation of our dream and hard work over the years.
At times like these the strength and determination of the women of Footprints Women's Centre really comes to the fore, when everyone from The Board, together with staff and members rallies. Letters and faxes were sent to anyone and everyone who had any influence for help and support. At the twelfth hour the funding did come through and we cannot thank all the women of Footprints Women's Centre enough for ensuring that their centre remains open.

Footprints Women's Centre suffered a great loss last July when our friend and colleague Colette Whyte passed away suddenly. Her bubbly personality and laughter was felt in every room. Her presence and sense of fun is sadly missed by all at Footprints Women's Centre and her memory will live forever in our hearts.

The women of Footprints Women's Centre are launching a bursary in honour of Colette's memory. This will be a small amount of money given yearly to groups who work with children in the 0 – 4 age group, as Colette worked with children of this age. The bursary will be awarded to the first recipients in July 2003.

We would like to take this opportunity to thank the staff team and management board for their hard work throughout this difficult year. A special word of thanks goes to the Centre Manager, Gillian Gibson, for her commitment, wisdom and friendship for managing us through our difficult times.
We look forward to the centre having a brighter and prosperous year.

Patricia Firth
Chairperson

Colette McGibbon
Chairperson

Treasurer's Report

This time last year Footprints Women's Centre breathed a sigh of relief as it survived a particularly turbulent year in terms of funding uncertainty within the community women's sector. As we looked forward to a new financial year in which we would eventually make the leap towards becoming a fully functioning social economic project we anticipated many problems. Nothing could have prepared us for what lay ahead.

Despite our greatest efforts Footprints Women's Centre faced closure in September 2002, just five months after the launch of our new building in March 2002. With every avenue of funding explored and exhausted, the importance of our Social Economic activities and the launch of the Trading Company became paramount. Belfast Regeneration Office supported our strategy and enabled us to continue functioning until the end of this financial year. In April 2003 we eventually were able to open our Trading Company, which incorporated Catering and Daycare Services.

This last year has convinced us of the importance of developing our own revenue base in order to alleviate the uncertainty caused by total dependency on funding bodies. Whilst Footprints Women's Centre aims to generate their own income, it will never meet the total costs of running the Centre and its programme. Footprints will therefore continue to fundraise and form relationships with appropriate funding bodies.

The fact that Footprints Women's Centre now manages its own trading company has resulted in a further refinement of our financials systems and procedures, with Footprints Trading Company reporting directly to the Board of Footprints Women's Centre. The expansion of the Centre's activities has further increased the responsibilities of the Directors and staff who are so closely involved in the Centre's financial management.
I would like to take this opportunity to thank all those involved in the financial management and fundraising activities for their ongoing support and work on behalf of the Centre.

Pat Schreuder
Treasurer

Centre Manager's Overview

Footprints Women's Centre has always endeavoured to develop around the needs of the women and children living within the Colin Neighbourhood. This has driven us forward with single-minded purpose to create the resources and services requested by women from the Colin Neighbourhood. Footprints Women's Centre has tremendous pride in what has been achieved on behalf of women from the area. Our celebration of our work is reflected in the content of this report, which we hope gives a flavour of our practice over the last year.

As someone who does not come from the Colin Neighbourhood, I have unique advantage in appreciating the qualities and the substance of the women who live and work in this community. Colette Whyte, who worked and lived in West Belfast all of her life, represented for me all of what is special about the women from this community. She lived her life with heart. She loved her family and friends deeply and her loyalty to them was constant. When Colette talked about her community it was with pride and passion. She loved it warts and all. Colette was a doer and she was always the first to get her sleeves rolled up and get stuck in. All of the children who passed through her loving arms will remember the gifts she bestowed upon them, and we who stood and looked on will always hold a memory of her broad smile and laughter weaving a spell upon all who knew her. Colette will always be special to us and we hope we carry on our work with children in the same spirit as she taught us over the many years we worked with her.

In this spirit we continued to strive even harder this year to maintain the many valued services and programmes developed by Footprints Women's Centre over the last 11 years. Childcare in particular became an area, which progressed at a phenomenal rate with a full staff complement being recruited throughout the year to take on the diverse services delivered for the benefit of women and children from the Colin Neighbourhood.

Significantly, it was also this year that Footprints began to develop a closer working relationship with Down and Lisburn Trust, which we hope to embed with a service level agreement over the coming year. The Investing for Healthier Communities funding underpinned our preventative work with families and has harnessed our practice enabling us to concentrate upon and respond to key areas of concern in partnership with appropriate agencies and through a co-ordinated approach, maximising impact.

EHSSB has committed to provide core funding for a 3 year period to women's centres across greater Belfast. This provided crucial support to the women's sector at a time when other statutory departments were reluctant to commit mainstream funding to this sector.

As we look to the year ahead I believe it is with more confidence. Having come through the threat of closure in September 2002 and turning around to launch the Trading Company in April 2003 we look forward to having more autonomy over the work we do. We are beginning to sense a new willingness amongst statutory bodies to work with the community and this is emphasised by the local developments taking place within the Colin Neighbourhood strategy and the extension of the Colin Surestart programme. Now that Footprints Women's Centre have secured a reasonable level of stability for the coming year we look forward once again to contributing to both initiatives with the same enthusiasm that we have in the past.

If we have been taught any lessons this year it is not to underestimate our membership. The threat of closure in September rallied a strong team of active members who have since launched a funding campaign, which has raised almost £1,000 since Christmas. The Volunteer Action Group have reaffirmed our purpose and given us confidence in our work and future. I would also particularly like to thank Marie Abbott, (The Community Foundation for Northern Ireland), Sue Ramsay MLA, Clr Michael Ferguson and Monica McWilliams MLA, all of whom listened and supported us to take the practical steps that we needed to during the difficult periods we faced throughout the past year.

Gillian Gibson
Centre Manager

"Through the collective effort of every sector we in the Colin Neighbourhood have produced a regeneration strategy at the core of which is Health, Education and Physical Environment. If we look at Footprints Women's Centre we will see the women involved often on a shoestring and not knowing where the next penny is coming from delivering in real terms improvements in the health and education of women, children and the elderly.

If this vital regeneration work is to be build upon then mainstream funding of core posts should be a priority for Government Departments, Boards, and Trusts and considered as nothing less than good practice.

Ministers, city Mayors and Department heads have hailed Footprints Women's Centre as the women's model of good practice. It is time they permanently underpinned this engine for regeneration with mainstream resources."

Cllr Michael Ferguson

The development of a Social Economy Enterprise

Throughout the 1990's Community and Voluntary organisations were being encouraged to engage in community enterprise activities, with a view to community projects ultimately sustaining themselves with the profits of such activities. Unrealistic as this was, Footprints Women's Centre set up a community enterprise project determined to prove the impossibility of community businesses sustaining whole community projects, whilst at the same time rising to the challenge of developing a community business. In 1997 Footprints Catering Ltd was established, to provide a catering service to the local community, create employment and generate income. The catering business managed to sustain itself for six years and provided the foundation for the development of Footprints Trading Limited, launched in April 2003. Footprints Trading Limited incorporates the catering business and the newly established Daycare business. The Trading Company also allows for other trading activities to develop under the auspices of the Company.

"We really enjoy the senior citizen's lunch club which takes place on Mondays at Footprints Women's Centre. We are made very welcome and everyone goes out of their way to accommodate us. The meals are excellent thanks to Eileen and Patricia in the kitchen. Mary McNeill has been more than supportive in organising activities to the group. Thanks must go to Kate McCarney for her volunteering with the group, she never lets us down. The art and therapy were very enlightening. Dinah Adair took us through the Activate programme and she was a lovely woman. We just can't say enough about the Footprints Women's Centre, long may it last."

Rosaleen McGrady
On behalf of the senior citizens group

The Company is owned by Footprints Women's Centre and has its own Board of Directors. The Trading Company seeks to develop economically sustainable activities in direct response to the social needs of the Colin Neighbourhood. This will lead to job creation, and the delivery of quality services and resources to women, the local community, voluntary and statutory sectors. This will create a self confidence in the ability of the community to create long-term and sustainable employment in area, which has traditionally had a limited number of jobs and businesses located within the Colin Neighbourhood. Furthermore, it will complement and support the charitable objectives of Footprints Womens Centre.

Footprints Women's Centre has developed the Trading Company as a main tenet in its evolution as a Social Economy Project. The Centre reflects how a Social Economy project operates in practice; it develops services to meet the needs of the local community whilst at the same time generating an income to ultimately support the Centre's charitable objectives. For example the Catering service runs a lunch club for senior citizens in partnership with the Women's Centre. The Women's Centre fundraised towards the cost of the lunches and the Trading Company delivers the service followed by a Social afternoon co-ordinated by Footprints Women's Centre. Examples of this blend of Social and Economic activity can be cited across every aspect of our work at Footprints. It is our expectation that next year the merging of social and economic activity will deepen creating a sophisticated network of structures and procedures built to sustain the unique blend of services and programmes particular to Footprints Women's Centre.

The income generated through trading activities will contribute to the Centre's overall sustainability. However, the need to secure core funding and funding for projects will always exist. To date the Trading Company has created employment for 9.5 posts and has an anticipated income of £125k over the coming year, (if we manage to operate at full capacity). Considering that it costs approximately £400k to run Footprints Women's Centre we still have a lot of fundraising and income generation ahead of us.

Having moved into the world of economic regeneration we now accept its power and potential for the benefit of Footprints Women's Centre. We are determined to make this new model work and look forward to what we expect to be a prosperous year ahead.

We would like to take this opportunity to thank the Belfast Regeneration Office who have supported this vision and provided us with the funding throughout the last year to bring these plans to fruition. This has been the year in which we prepared to take the leap towards becoming a fully functioning social economy enterprise. Belfast Regeneration Office provided the bridging funding to make this leap possible and our clear intention is to deliver the outcomes such an investment deserves.

"The past year has seen the evolvement of Footprints Trading Company which has merged the economic activities of the Centre. I believe that this will result in the company going from strength to strength and have a truly positive economic impact in the local area. In addition, it is anticipated that the trading company will help sustain the positive charitable objectives of women's centre".

Claire Ferris (Chairperson FTC)

Finance and Administration Report

The last year has been extremely challenging for this area of work in Footprints Women's Centre. With a lot of hard work and effort, we have emerged from a crisis situation to a stronger position in the many areas where funding has been secured. However, there is no time for complacency as we continue to struggle to secure funding to guarantee the survival of necessary services.

There have been many changes within the department the most significant was securing the funding from BRO for an administrator to ensure a high standard of administration support for the centre and to assist the Finance Officer in devoting the necessary time to developing the finance systems. This has also enabled us to change the hours for the clerical support worker to facilitate the daycare opening hours.

It comes at a very opportune moment as the trading company, which was just an idea this time last year has become a reality and started trading on 1 April 2003. Footprints Trading Ltd encompasses all the income generating activity of the centre, which currently involves, catering, daycare and room hire. All these areas are being developed to maximise income to sustain the services. The Social Economy model has become a reality for Footprints Women's Centre and, given the experience that was gained with the catering business which was previously in existence, we are optimistic that we can make a success of this venture.

Taking over the finances for the trading company has meant setting up systems that are similar to those already in existence for Footprints Women's Centre. These systems will be refined and developed to meet the needs of a competitive business. The creation of a sales ledger system to effect efficient credit control is essential and this will take place in both companies. In the last year a purchase order system was created. The purpose of this system is to enable us to have more accurate and efficient controls on expenditure and this will be replicated in the trading company.

An emphasis will be placed on finance procedures for key workers. Budgets will be introduced and all areas will be responsible for observing proper controls and monitoring of expenditure. This will take place through regular meetings with the Finance Officer and familiarisation with the finance systems.

The administration service to the centre will be developed and standards will be introduced to ensure quality throughout the centre. New stationery and information packs will be introduced and the centre will convey a more professional approach to the service. There are many people to thank for their support. We have relied heavily on the contribution of volunteers such as Pat Schreuder, Colette McGibbon Margaret Boyle and Eimear Herdman. The administration team acknowledges the contribution of their colleague, Marian McKee, who left this year and we would like to take this opportunity to thank her for her long service.

The Finance/Administration team is confident that the next year will bring further improvements, which will enhance the potential for the centre to sustain the new trading business in order to guarantee the provision of the existing services.

Elizabeth McCurry
Finance Officer

Overview of the centre's work

Over the last 8 years, Footprints Women's Centre has developed around 5 Key areas of work which include Childcare, Training and Education, Women's Support and Development, Catering and Community Development. Since moving to the new Centre which was designed to meet the needs of our strategy to become a Social Economy Project the level of cross-working between key areas and statutory partners is increasing at an accelerated rate and key areas are becoming less easy to define working with more than one single issue. For this reason we are attempting to represent our work this year, not within the structure of key areas, but on project based work and core activities. This has been a natural development and with the creation of a trading company in April 2003 we are now identifying a need to review our organisational and management structures to provide the best context within which the work will grow. This will affect every aspect of our work and will be a priority over this coming year. In many respects it feels as if we are only beginning as we lay the foundations of the Social Economy Project. It has taken 11 years of hard work and effort by numerous funders and women involved in the life of Footprints Women's Centre to reach this stage in our development.

NIKE

Projects

The Ireland Funds

Amount: £6,000.00
Duration: October 2002 to September 2003
Facilitated by: Pauline Cunningham (Training & Education Co-ordinator) Christine Cosgrove (Women's Support & Development Worker)

"I came to Footprints Women's Centre when I was pregnant because I was bored sitting in the house. After I had the baby I did a Women Moving On course and thought it was brilliant. I got to meet a lovely tutor called Pat and got to meet lovely women who I now call my friends."

Mia Diamond

Footprints Adult Learning Facility, funded by Belfast Regeneration Office and the Ireland Funds, ended its first year in September 2002 with the launch of a new Training and Education Programme packed with learning opportunities and exciting new classes. Classes introduced this year included the Institute of Leadership and Management Certificate, which has proven to be a big success, despite the participants having to commit to training two evenings per week. Footprints has also continued to provide the core classes that have given us a reputation for quality training and education provision, including, GCSE'S in Maths and English, the Diploma in Women's Studies, Clait, ECDL, Women Moving On and Women Progressing. Recreational classes including Photography, Colour Awareness, Christmas Crafts and Arts & Crafts have also run successfully this year. A total of 250 women enrolled on these classes alone this academic year.

We have also continued to support the women taking classes with us this year in terms of careers and educational guidance help with childcare and study support and skills check programmes. However, it must also be acknowledged that the variety and number of courses available this year has been affected by the continued funding crisis, which is a continuing problem. The funding crisis has again placed great difficulties on the staff in their efforts to plan subsequent courses, and to the centres users, uncertain that the valuable service that Footprints offers to them will be available in the future. Having said that, I would like to send sincere thanks to Belfast Regeneration Office and The Ireland Funds, both of whom supported the Training and Education Programme at Footprints this year. Thanks also to Belfast Women's Training Services, Lisburn Institute, BIFHE and to all of the tutors who have worked to make the Training and Education Programme at Footprints so successful this year.

Support services for adult returners

Funder: Lisburn Partnership
Amount: £150,000.00
Duration: April 2003 to March 2006
Facilitated by: Training & Education and Childcare

In response to the growing numbers of women returning to training and education, Footprints Women's Centre has designed an adult returners support service incorporating crèche services to allow women to participate in a programme which operates mornings and afternoons. This service includes a new learner and study support service, which is now available two afternoons and one morning per week. A qualified teacher will now be available for a maximum of nine hours per week. Her role will be to facilitate learning and study techniques based directly on the needs of the women. Groups of women can make use of the service if they have a common problem or anxiety, or the tutor can work with women on an individual basis.

The third element of this project is an Introduction to IT module which will run each term. This class is aimed at those women who have a fear of technology and who would not consider themselves ready for a CLAIT or an ECDL class. Primarily this class will focus on the most basic aspects of computer learning, although by the end of the course the participants should be confident in the use of e-mail and internet searching. This class currently runs on a Tuesday afternoon and will run on a ten weekly cycle for 40 weeks.

"I've found that my time at Footprints Women's Centre has been very beneficial. As well as gaining qualifications, which will enable me to better my chances of getting a job, the fact that my children are being cared for on site is an extra bonus. The cr che and workers are excellent and myself and my children are very happy with Footprints Women's Centre."

Dana McIlwaine

New Deal for Lone Parents

Facilitated by: Pauline Cunningham (Training and Education Co-ordinator) Christine Cosgrove (Women's Support & Development Worker)

Footprints introduced a New Deal for Lone Parents computer class this year, in which the women were given the opportunity to gain a CLAIT and an ECDL qualification. As well as the chance to update their computer knowledge, the women also received a significant weekly training allowance, free childcare and a bonus upon certification. To date 10 women have completed this course, with a further six mid-way through their ECDL. All of those participating on the course attended Footprints three mornings per week. Initially the course was organised via Hugh .J. O' Boyle training services. Now however, Footprints works closely with Dairy Farm Training in order to run the course. Our thanks are extended to Marie Irvine from Hugh .J. O' Boyle for all of her help in setting up the course and to Ronan Heenan and Jacqueline McStravick from Dairy Farm for their help with the current course.

"My child Aoife is in the cr che without the cr che I wouldn't be able to attend my computer classes it is such a big help for mothers who have no family at home to help."

Sharon Cunningham

Community Foundation for Northern Ireland Investing for Healthier Communities Project:

Total funding: £85,600
Duration: May 2002 to April 2004
Facilitated by: Mary McNeill (Women's Support and Development Co-ordinator) and Eileen Wilson (Catering Manager)

The Women's Support and Development and Catering areas of work have finished their first year on the Investing for Healthier Communities Programme. The programme focuses on healthy living, and mental health prevention, managed by the Catering Manager and Women's Support and Development Co-ordinator. This project has created huge benefits and opportunities for the women of all ages living within the Colin Neighbourhood, and to Footprints Women's Centre for having the opportunity to facilitate the project.

"After being in the house for 15 years I had lost all my confidence and found it hard to trust or talk to people. In my last course and more importantly this course I have learned so much, things have changed so much since I was at school and I am now up to date in all this."

Marie Walls

Mental Health Prevention Programme

In the past year the Mental Health Prevention Programme has covered a wide variety of programmes, aimed at relieving stress and encouraging women to take positive steps towards developing better opportunities for themselves and their families.

The programme has included a range of confidence building courses, alternative therapies, stress management therapy, counselling/listening ear and advice/information. We have facilitated Action Cancer on two occasions this year providing breast and ovarian screening to forty three women and facilitated information days on many topics of interest to

women including health, education, politics and stress management etc. A 'Journey to Freedom' course facilitated by Women's Aid highlighted the need to convey an understanding of domestic violence and also identify the support women need to cope with situations like this. It has also highlighted the need to provide self esteem and personal development courses on a continuous basis.

An added advantage for the centre was being able to offer alternative therapy and beauty treatments to the women of this community, especially those suffering stress or mental anxiety. These treatments have proved essential in relation to aftercare and because they are subsidised makes them more accessible. The therapists should be commended for their expertise and support of the women.

Existing and new partnerships have developed to a very positive level, and have emphasized the importance of working together towards addressing many community needs, especially within the area of mental health. Our work with Down Lisburn Social Services Trust and Surestart continues to ensure that children and mothers experiencing isolation and stress are being provided with the best possible care we can offer through respite and provision of stress management and one to one interaction.

Through our partnership with the Down Lisburn Trust we have facilitated an Activate Programme with the senior citizens, baby massage for new mothers and their babies as well as breast feeding support for mothers co-ordinated in conjunction with Surestart. There has also been discussion with health workers to identify and provide more health services for women in the centre.

In June 2002 a new partnership involving Community, Church, Social Services and Down Lisburn Trust, was set up to address the growing and urgent need to provide a Counselling Service For the Colin Neighbourhood. This is now up and running through Lenadoon Counselling Service and facilitated by Jennifer McCann from the Community Forum. There has been grave concern recently for the growing number of suicides in young men and women. We would especially offer counselling to young people or families affected by these sad tragedies and through Patricia Quigley from Lenadoon Counselling, we will set up support for anyone needing to come to terms with suicide.

We have also been involved with community groups in West Belfast in a 'Safer Streets for All' campaign following the recent spate of rapes on women. This group is planning a strategy that hopes to combat this issue and offer advice support and methods of self protection to anyone seeking help.

The past year has been very rewarding and meaningful for Footprints. Having the means to implement a mental health programme through Investing For Healthier Communities has fostered positive working partnerships which are essential to meeting the needs of a community. Footprints Women's Centre is committed to community development and will endeavour to go on working as a centre steadfast in its purpose to build quality of life for all.

"I have helped out in all areas of the centre but the one I personally found most fulfiling was the Drop-In area. Through this I have learned the best way to deal with someone who has come for support and might be upset, or maybe just needs someone to talk to."

Healthy Living Programme

It was anticipated this year that the demands on the catering service at Footprints Women's Centre would extend given the significant growth ongoing at the Centre.

The fully operational childcare facility requires that dietician approved breaks and lunches are available in the children's dining area for Crèche, Out of Schools and Daycare. The nutritional policy which is in place ensures that recommended dietary intakes are routinely observed.

The involvement of children in the 'Food is Fun' programme with the planting and tending of herbs, group trips to Watertop Farm and Tayto Castle have stimulated interest in the growing and processing of food which has been developed with cookery sessions in the kitchen.

Centre users and staff have benefited from an increased awareness of nutrition and its impact on physical well being through dietician discussion groups and food choices presented in the adult dining room. Through working with the community dietician and the increase in confidence and knowledge surrounding nutrition, women users have set up a

weekly 'weigh in' and relaxation group which meets at night in the Centre. The group does not concentrate solely on weight loss but follows weekly menus promoting a healthy eating plan for family meals.

The senior citizen lunch club continues to flourish. Membership has doubled in the past year and maximum numbers attend weekly. Through the senior citizen lunch club members we have identified both isolated and housebound senior citizens in the Colin Area who would benefit from the service provided. To meet this need an adequate transport service needs to be implemented.

Ongoing training in the past year has been provided for volunteers, women users, work placement trainee David Lavery and at present NVQ trainee Emma McConnell. 'The Cook It' sessions have been explored in depth with smaller groups cooking on a low income and catering for the whole family. The opportunity to achieve Food Hygiene Certificate and First Aid Training has enabled women on the Cook It programme to combine improving practical skills with gaining a qualification. These programmes were in high demand with extra classes being provided for Disability Action Network and Belfast Travellers Support Group. Multi cultural cookery demonstrations appealed to a wide range of groups exploring Indian, Thai, Mexican and Chinese cookery skills. In the next year Mediterranean cookery will be explored together with its part in maintaining good health.

A further exciting piece of work which catering is undertaking is research leading to a Food Policy in the Colin Neighbourhood. Through enlisting the support of the Community Development Health Worker and the Colin Health Forum we will aim to publish in 2004, a piece of work which we hope will ultimately influence access to reasonably priced food.

Catering looks forward to another year ahead, as part of Footprints Trading Ltd. It has been an exciting year and we look forward to continuing the work involved with Investing for Healthier Communities and meeting the catering needs at Footprints Women's Centre. As always our thanks to our customers for their continued support.

Colin Surestart

Funding: £49,694.00
Period of funding: September 2001 to March 2003
Facilitated by: Amanda Wright, Aine McDonald and Lynsey Baird

The Colin Surestart Programme has in its short life made a significant impact upon the lives of children and parents within the Colin Neighbourhood. Footprints Women's Centre has been part of the Colin Surestart Programme from the outset and are very committed to the objectives of the Surestart Programme. Surestart focuses on providing opportunities for children in the 0-4 age group to develop to their full potential. A multi-agency partnership incorporating voluntary, statutory and community organisations provides a mixed blend of expertise geared entirely towards maximising the delivery of services and programmes tailor made to meet the distinct needs of this age group.

Footprints Women's Centre contributes to the programme through a special needs project designed to work with children who have speech and language/behavioural difficulties. The project employs 3 staff all of whom are dedicated to working with children in the 0-4 year age group. Staff provide additional activities focusing upon creative, physical, sensory and speech development. They also provide one to one support for children with particular developmental needs. The

project is linked directly into the core team of professionals operating through Colin Surestart. They are available to provide or direct us towards the expertise and advice we require at any particular given time.

Footprints Women's Centre would like to acknowledge the contribution of the staff initially employed to kickstart this project – Colette Whyte, Sylvia Winning and Maire Scott.

Out of Schools Project

Funder:	New Opportunities Fund
Funding:	£29,510.00
Period of funding:	January 2002 – December 2002
Facilitated by:	Martine Taggart, Geraldine McManus and Ciaran Taylor

The funding secured through the New Opportunities Fund enabled Footprints Women's Centre to continue working with children in the 3-11 year age group mornings and afternoons. Footprints Women's Centre had for many years operated an After Schools facility and the Out of Schools Funding allowed us to build upon this expertise and create a new project as part of our new childcare facility.

The Out of Schools facility provides a Crèche in the morning for the 3-4 year olds and After Schools provision for working parents, social service referrals and women who wish their children to participate in After Schools Activities. A summer activity programme organised last year proved to be a remarkable success with up to 34 children attending a 6 week programme in July and August.

The children attending the Out of Schools facility bring with them a freshness and brightness which lifts all our spirits. They remind us of the importance of conversation and talking, for the pure pleasure of spending time with others. And in the midst of these conversations you seldom part without some fresh insight or words of wisdom ringing in your ears. We look forward to consolidating this project over the coming 2 years having successfully secured further funding support from the New Opportunities Fund.

"As a parent of one of the children who attends Footprints Women's Centre, I would just like to say how good they are with the children. They always have plenty of time to give to all the children. My daughter Maire loves it to bits and wouldn't miss a day at it. I would just like to say 'keep up the good work' to all the staff at Footprints Women's Centre.

Maura McFadden

Footprints and Windsor Journey of Reconciliation Project

Jointly funded by:	Community Foundation for Northern Ireland And Community Relations Council
Amount:	£2,500.00
Amount:	£2,402.00
Duration:	April to August 2003

Footprints Women's Centre and Windsor Women's Centre have come together again to work on a 'Journey of Reconciliation Project'. This will involve up to ten women and children from each centre who will participate in a number of workshops designed to express their experiences of living through the troubles within the past thirty years.

The workshops are designed to approach reconciliation through the use of 'Art, Drama and Story telling'. Reconciliation between a Protestant and Catholic group is a sensitive issue to deal with so we are hoping the art themes will break down barriers and enable the women to work together with compassion and respect.

A one day trip to Ballycastle is arranged as time out for the families to get to know each other prior to spending six days in Corrymeela. At Corrymeela the women will proceed with the work they carried out in the workshops putting together a dramatised scenario typical of women living in conflict; finalise their story telling in preparation for booklet form; and with the help of the children produce an art form characteristic of life in the troubles.

A full programme of activities has also been planned to compliment the workshops so that everyone involved with the Project will have time to relax and enjoy each others company.

We are aware that similar Projects have been undertaken before, but as women we will always continue to make every effort to bridge the divide that has been a constant threat to living together. As we come to the end of our Project we will be continuing to identify other avenues of networking towards peace in Northern Ireland.

Women's Volunteer Scheme

Funder: Voluntary Services Lisburn
Amount: £500.00
Duration: 2002 to 2003

Volunteering continues to function as an important element of the work within the centre. It is in volunteering that many women realise unused skills that can be developed to their full potential. Each year the scheme creates a space for new members to link up with long term users while others have moved on in a chosen direction. As a rule we do not encourage women to volunteer until they have been members for up to six months. This gives them an opportunity to become acquainted with the work and recognise the value of volunteering according to the ethos of the centre, which is to empower women.

The volunteers assist the centre in many areas i.e. office, kitchen and drop-in/support, but more recently in the planning of social activities and fund raising ideas. They also take advantage of training opportunities, which would benefit them in their volunteering. Courses this year have included, Committee Skills, Personal Development, Assertiveness and Teambuilding. All of these courses are based on women working in groups or teams and learning through discussion the importance of listening to and respecting another's opinion or views and working together through conflict.

The past year has been very positive and challenging for the volunteers who reached a crossroads through a workshop in teambuilding and identified specific issues that were important to them as volunteers. For instance, a decision was taken dissolve the Women's Committee in favour of a Women's Action Team, in an attempt to dismiss a sense of hierarchy and create space where everyone shared equal status. Another issue revealed the need to recognise the amount of time and energy that any volunteer can offer before burn out occurs. These discoveries help the women acknowledge their limitations in a healthy and positive way.

While VSL support is appreciated, a larger amount needs to be raised in order to properly manage the scheme. Up to eighteen women have volunteered this year. This number has grown from twelve in the previous year. Community Organisations have to rely very heavily on volunteering for their existence and we thank the volunteers for their invaluable assistance.

"Volunteering has given me confidence in myself and through the personal development classes I have gained confidence to attempt things that 4 years ago I would have run away from."

"I have never been given the opportunity to show what I can do; through volunteering I can tell people I am not stupid."

Community Arts Project

Funder: Lisburn City Council
Amount: £1,560.00
Duration: May 2002 to September 2002

Footprints Women's Centre launched a community arts project in May 2002 to offer an Introduction in Art Themes to its members and children.

The project involved working with, mosaic, ceramics, photography and textiles and was targeted at women, children and senior citizens. Examples of their work are displayed throughout the centre including the welcome sign and a wonderful mosaic in the children's dining area.

The Community Art Project was very successful. It has identified a need to provide more art based courses aimed at encouraging the women and children to express themselves through new mediums. The art inspired a sense of achievement, fun and creativity in all who participated.

We would like to extend our thanks to the artists Leslie Quinn, Ann Marie Robinson and Gerry Casey and to Sharon Turtle, Island Art Centre for their support throughout the project.

Other sources of funding

Some of our funding received in the last year does not fall within specific project areas. Nevertheless, the importance of funding received from BBC Children In Need, DEL, Lloyds Trust Fund and Lisburn City Council cannot be underestimated. BBC Children In Need continue to play a pivotal role in maintaining the development and co-ordination of our childcare facility. DEL have also contributed towards maintaining a valuable childcare post. Lloyds have been steadfast in the sterling support they have provided in the area of Support and Development.

In particular we would like to acknowledge our sponsor WJ Napier and Sons who last year took commendable step to donate substantial funding to help secure the work of the wonderful building they erected in 2001.

Tribute to Colette Whyte

In the thirteen years of Footprints existence we have experienced many events and occasions that have been happy, exciting, daring, scary, challenging and sad. Many women have come and gone. They have moved on for many reasons, some of them members of staff, but the person who has had the deepest effect on all of us was Colette Whyte. Colette died in July 2002. This news devastated every woman, whether staff, management, members, neighbours or friends.

Colette Whyte worked in the centre for six years as a Childcare Supervisor for children aged between 0-4. Colette had a very special relationship with these children and their mothers, who felt confident to leave their children in Colette's care. Colette treated each child as an individual; each with their own particular characters and needs and always had time to talk to a mother regarding her child's welfare. We would walk into the crèche many times to see one of the children propped on her knee. She would be soothing them or playing with them and singing to them. She touched the lives of so many children who to this day would ask for her. As a staff team member we will all remember Colette as the one who just wanted to come in and do her job, looking after children.

Colette got away with things none of the rest of us would, not regarding her work, which was exemplary, but her distinctive behaviour. She had such a way with words, which were so unique to her that if any of us attempted to be like her it didn't have the same effect. When we think of Colette, which we do very often, we remember her as larger than life, in laughter, fun, softness, generosity and friendship. Many times we have come to work not feeling great and have had the experience of sitting in a room with Colette who has reduced us to so much laughter that for a time we put our worries aside and came away feeling life wasn't so bad as long as there were people like Colette around.

We all miss her very much and will always remember her with love and affection. It was heartbreaking for all of us for a very long time to try to come to terms with Colette's tragic death. There is a huge void in all of our lives without her. She is never very far from our thoughts as is her husband Tommy and sons John and Joe. When you consider our feelings about Colette as friends we cannot imagine what life is like for Tommy and the boys who loved her and needed her in their lives. We can only pray that what she represented in life will continue through her family, brothers and sisters and the people with whom she shared her life.

The Colette Whyte Bursary Scheme

The Colette Whyte Bursary Scheme was set up in response to a request from the members and staff of Footprints Women's Centre to organise a tribute in memory of their esteemed colleague and friend. The Centre agreed that a Bursary Scheme would be set up in Colette's name as an ongoing tribute to her work with children. The Bursary Scheme will award a small amount of money each year around the time of Colette's anniversary in July, to a group who worked with children in the pre-school age band. Colette's main interest lay with this age group and she worked hard throughout her career in childcare to highlight and draw attention to their needs. In this small way the women of Footprints Women's Centre wish to continue acknowledging the work, which Colette cared about so very much.

Key Members

Board of Directors

Patricia Firth	Joint Chairperson
Colette McGibbon	Joint Chairperson
Mary Fox	Director
Letitia Smyth	Director
Joy Poots	Director
Roisin McCaughley	Director
Pat Schreuder	Treasurer
Rosanna Holmes	Company Secretary
Bernadette McConnell	Director
Jo Hamilton	Director

Consultants

Vivienne McConvey	Frankie McNally
Billy Robinson	Mary McKeown
Barbara Murphy	

Volunteer Action Group

Anne McKnight	Anita Kennedy
Margaret Boyle	Rose Ward
Sinéad McPadden	Bernadette McConnell
Patricia Firth	Colette McGibbon
Bernadette Devlin	Geraldine O'Hagan
Kate Garland	Rose Shaw
Mary Catney	Isobel Carberry
Sylvia Winning	Moya Tracey
Pat Schreuder	Kate McCarney
Sister Marian	

Staff

Lynsey Baird	Child Development Assistant
Anne Clarke	Childcare Worker
Christine Cosgrove	Women's Support & Development Worker
Pauline Cunningham	Training & Education Co-ordinator
Gillian Gibson	Centre Manager
Tracey Gillespie	Childcare Worker
Esther Kilifin	Childcare Co-ordinator
Mary Leydon	Domestic Support Worker
Kelly Anne McAllister	Childcare Worker
Deirdre Anne McAteer	Childcare Worker
Sinéad McCarry	Clerical Worker
Annemarie McCrystal	Room Supervisor
Elizabeth McCurry	Finance Officer
Aine McDonald	Child Development Assistant
Sinéad McIlroy	Project Administrator
Aisling McErlane	Childcare Worker
Patricia McKnight	Trainee Cook
Geraldine McManus	Childcare Worker
Mary McNeill	Women's Support & Development Co-ordinator
Geraldine Murphy	Childcare Worker
Brenda O'Neill	Crèche Organiser
Elizabeth Sangster	Room Supervisor
Emma Smyth	Childcare Worker
Martine Taggart	Out of Schools Organiser
Ciaran Taylor	Childcare Worker
Martin White	Caretaker / Cleaner
Eileen Wilson	Catering Manager
Amanda Wright	Child Development Worker

Staff Who Left Us This Year

Sharon Cahoon	Isobel Loughran
LeeAnn McLaughlin	Sylvia Winning
Marian McKee	Mary Walsh

Acknowledgments

Tutors

Gerry Gribbon	BIFHE
Linda Walker	BIFHE
Janet Campbell	
John Rooney	Lisburn Institute
Ian McRitchie	Lisburn Institute
Moya Henry	
Christine Goan	D&LHSST
Yvonne Robinson	
Pauline Livingstone	
Carol Kane	WEA
Julia Crawford	
Pat Kernaghan	BWTS
Avril Downey	BWTS
Nisha Tandem	
Michael Crowthers	Lisburn Institute
Sean Gibson	Lisburn Institute
Wendy Waring	WEA
Anne Jordan	WEA
Carla O'Rawe	WEA

Trainees

David Lavery	Worktrack
Emma McConnell	NVQ

Funders

BBC Children In Need
Belfast Regeneration Office
DEL
Lisburn City Council
Lloyds TSB Foundation
New Opportunities Fund
Voluntary Services Lisburn
Surestart
Community Foundation Northern Ireland
Lisburn Strategy Partnership Board
D&LHSST
EHSSB
Ireland Funds
Community Relations Council
W J Napier & Sons

Accounts

Income and Expenditure Account

For the year ended 31 March 2003

	Notes	**2002**	2001
		£	£
Income			
Voluntary income	2(d)	**41,763**	6,313
Capital grant release	2(c) + 10	**33,120**	51,826
Revenue grant release	2(e) + 11	**282,026**	222,982
Interest received		**334**	592
		315,480	275,400
TOTAL INCOME		**357,243**	281,713
Expenditure			
Training		**21,476**	16,022
Support & advice		**2,550**	805
Consultancy		**-**	1,840
Voluntary expenses		**469**	777
Catering		**7,489**	4,093
Childcare		**143**	137
ASP		**140**	200
Out of School		**413**	200
Centre Programme		**5,717**	214
Créche supplies etc		**4,451**	4,721
Travel		**4,451**	4,721
Salaries		**229,473**	173,366
Pensions		**16,272**	3,153
Rent & Rates		**984**	1,943
Heat and light		**7,032**	4,260
Insurance		**4,544**	3,635
Depreciation		**33,120**	51,826
Repairs and refurbishment		**4,425**	3,562
Advertising & promotion		**3,249**	2,119
Telephone		**2,572**	1,988
Office supplies and stationery		**4,801**	2,512
Miscellaneous		**1,245**	1,421
Audit and accountancy		**2,570**	2,524
Bank interest and charges		**262**	160
TOTAL EXPENDITURE		**354,474**	283,337
(DEFICIT)/SURPLUS FOR THE YEAR		**2,769**	(1,624)

Total recognised gains and losses

The company has no recognised gains or losses other than those included above and therefore no separate statement of total recognised gains or losses has been presented.
There is no difference between the retained surplus for the year stated above and its historical cost equivalent
The accompanying notes are an integral part of this income and expenditure account.

Balance Sheet

For the year ended 31 March 2002

	Notes	2002 £	2001 £
FIXED ASSETS	2(b) + 7	**744,484**	766,085
CURRENT ASSETS			
Cash at bank and in hand		**171,702**	40,167
Sundry debtors and prepayments	8	**14,759**	29,261
		186,461	69,428
CREDITORS: amounts falling due within one year	9	**(14,720)**	(3,621)
NET CURRENT ASSETS		**171,741**	65,807
Deferred income	2(c) + 10	**(743,962)**	(770,212)
NET ASSETS		**172,263**	61,680
FUNDS			
Restricted funds	2(e) + 11	**167,942**	60,128
Unrestricted funds	12	**4,321**	1,552
		172,263	61,680

The financial statements on pages 6 to 14 were approved by the Board of Directors on 29 May 2003 and signed on its behalf by:

C. McGibbon

Colette McGibbon

R Holmes

Rosanna Holmes

The accompanying notes are an integral part of this balance sheet

The summarised financial statements have been agreed by our auditors MT McLaughlin & Co as being consistent with the finan statements for the year ending 31 March 2003.

Further information is available from:
Footprints Womens Centre Limited, 84a Colinmill, BELFAST, BT17 0AR **T**: 028 9092 3444 **F** :028 9092 3445.