

Northern Ireland Women's Aid Federation

Annual Report
2000-2001



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Northern Ireland Women's Aid Federation (NIWAF) exists to challenge attitudes and beliefs which perpetuate domestic violence. We seek through our work to promote healthy and non-abusive relationships.

There are eleven local Women's Aid groups throughout Northern Ireland affiliated to NIWAF.

NIWAF Staff during the year.....

Angela Courtney - Regional Management Co-ordinator
Sarah Mason - Regional Administrator
Jan Power - Assistant Regional Administrator
Ann Daly - Finance Worker/Receptionist
Maureen Greer - DTP Operator/Administrator
Fiona Devlin - Administration Assistant
Lorna Dougherty - Area Management Co-ordinator
Eithne Gilligan - Regional Development Worker
Charlene Craig - Information Services Worker
Cecilia Whitehorn - Training Co-ordinator
Sandra McNamee - Young Person's Development Worker
Sandra Broghan - Equality Project Worker
Deirdre Teague - Helpline Co-ordinator
Sonya Lutton - Helpline Worker
Seanagh Turner - Helpline Worker

Domestic violence is the intentional and persistent physical, emotional, sexual or mental abuse of one person by another, with whom they have or have had an intimate relationship. Over 90% of reported cases of such violence are by men against women.

'To eliminate domestic violence in the new Century' is the aspiration of our strategic plan. This report shows that Women's Aid not only holds the vision but demonstrates how to create avenues for enabling communities to realise it. Cultural shifts are possible when enough of us - a critical mass - seek solutions. Understanding that challenging and changing violence in the home and in relationships is a fundamental necessity for creating safety in private and in public, in family and neighbourhood, and in corporate and political life.

The Helpline took a record number of calls and NIWAF is indebted to the huge commitment of the volunteers who ensure that a 24-hour service can continue. **A campaign by UTV contributed significantly to greater awareness amongst the public.** This in turn increased the demand on the Helpline and further exposed the need for continuous recruitment of volunteers and the requirement for a volunteer co-ordinator. An external evaluation of the Helpline is planned.

The changing funding and political environment in Northern Ireland has thrown up many challenges for the Northern Ireland Women's Aid Federation (NIWAF) and its member groups. Priority was given to the process of engaging with the Northern Ireland Housing Executive **to ensure that the transitional housing benefit arrangements were** progressed and solutions found to the problems associated with such fundamental changes in policy. This is still ongoing. Responding to other policy led initiatives, e.g., Section 75 of the Northern Ireland Act, was also a key feature,

The projects run by NIWAF continued to prove their worth: of particular note are the Young Person's Development Project and Equality Project. The training courses and NVQ Level 3 Accreditation course have all progressed and are completed. Important progress was made with inter-agency work through a series of training events called "Mapping the Vision".

regional overview

During the year we responded to 13,600 calls to the Helpline, while 1076 women and 1465 children stayed in refuges. In 2000, the police responded to over 14,500 domestic incidents.

Identified Risks

The structures of the organisation were examined and revised in detail as part of the further implementation of the organisational review. Greater support for local groups, as well as changes to the NIWAF team, were recommended. A need for additional resources has also been identified and approaches have been made to relevant funders.

In the coming year, NIWAF will continue to respond to the changing social, political and funding environment. This response will be based on a sense of security from past achievement, and with a sense of purpose born out of a thorough examination of organisational needs and the knowledge that our stakeholders and statutory partners are fully involved in the process. The Department of Health, Social Services & Public Safety and the Northern Ireland Office both contribute to the core costs of NIWAF services. We share a common aim to effectively tackle domestic violence in Northern Ireland.

Fundraising for projects from independent sources has been successful and resulted in further developing work on prevention of domestic violence with children and young people and the launch of the video "Hurting, Coping, Growing" in March.

European funding channelled through TWN and Proteus has assisted in the development of extensive volunteer training programmes

which support the work and result in staff and volunteers receiving accredited qualifications.

The Equality Project, which embraces the needs of ethnic minority and disabled women and other minority groups, has provided training within Women's Aid on these issues. Liaison with other voluntary agencies has also developed through this work.

The climate of short term funding seriously disadvantages planning. This is true for the regional organisation as well as the local Women's Aid groups. Core funding has been and will continue to be sought to stabilize this situation.

It is essential that the Northern Ireland Executive honours its many commitments to the vulnerable members of our community when developing the budget for the Programme of Government. Domestic violence is one of those areas which requires a strategic inter-departmental response at government level as well as a multi-agency response at operational level. It is critical to dedicate the financial resources which will maintain and sustain this work which is so essential to ensuring a more peaceful and just society.

Angela Courtney
Regional Management Co-ordinator

Development is a process through which individuals can, through time, achieve their full potential.

It is the process which underpins the self-help philosophy and practice at the core of work in Women's Aid. Education is a major contributor to that developmental process, because it affects the formation, not only of knowledge and abilities but also of understanding, thoughts, feelings and behaviours.

This development process is crucial at every level within Women's Aid - individual, team, project, group, area, regionally and organisationally. Provision of education and training opportunities enables this to be realised at every level. Individual women and their children have, in local groups, accessed this through courses such as 'Journey to Freedom', 'My Life - My Choices' and the 'Helping Hands' pilot. Development support for individual workers begins with the Women's Aid seven day core training that is accredited through the Northern Ireland Open College Network. This was organised twice this year in venues in Belfast and Cookstown. The Introduction to Counselling, which is also accredited, was organised for workers, both paid and unpaid who had no previous experience of counselling education and training.

Additionally, non-accredited courses in a variety of areas were organised by individual training team members through the Regional Training Calendar.

Supporting the development of groups often involves the 'Training the Trainers' events. This year the basic domestic violence awareness raising and the 'Children Under Stress' training were both revisited with a review of existing materials and the development of new resources. The 'Children Under Stress' materials had been reviewed earlier in September 2000, when Cecilia Whitehorn spoke at a Conference in Finland, for teachers on children and domestic violence. The 'No Fear' pack has been adapted and translated for use in schools in Finland some of which Cecilia had the opportunity to visit whilst there.

training report

In local Women's Aid groups, many of the individual and group courses were replicated with additional tailor made courses such as the 'Value Based Revisited' training with Belfast Women's Aid.

Thirteen participants attended the Supervisory Management Course with ten seeking accreditation. The course, delivered and assessed, by Cecilia Whitehorn, covered core areas of management, managing people, resources, activities and self. The Labour Relations Agency and Fair Employment Commission provided some sessions on employee relations, policies and practice. Those seeking accreditation were required to provide assignments in each management project. Evaluations showed that the programme was work intensive but worthwhile for individuals and in contributing to group and organisational development issues.

The LOV Two project recruited and registered 14 participants to undertake a level 3 NVQ in Social Care using the model developed with the previous NVQ project. New work based assessors, mentors and **two new internal verifiers were developed at local group and area level.**

Women's Aid in Northern Ireland has now built an infrastructure base of 13 work based assessors and **6 internal verifiers for the ongoing provision of vocational training. Over the past five years a total of 27 workers paid and unpaid have completed their level III award in Social Care. Their individual achievements have been supported by workers in**

local groups, areas and regionally. The training, assignments and personal development have contributed to team, group and organisational **development. The extensive financial and information management systems developed have ensured the effective monitoring of the project.**

Policies and practices, values and beliefs have been impacted at every level by training. Similarly training provision and development has evolved from **identified need at all levels within Women's Aid.** While key stakeholders and the external environment have also contributed to development.

It is essential that future training provision continues to model this best practice and ongoing development for all.

Cecilia Whitehorn
Regional Training Co-ordinator

This was an exciting and eventful year for NIWAF's Young Person's Development Project. A year which witnessed the expansion and development of current services and also the introduction of new and innovative projects.

Training

Training continues to be a very busy area for the project both internally for local groups and externally for a wide variety of organisations which this year included inter-agency groups, health visitors, youth leaders, teachers and various voluntary organisations such as Child Care Northern Ireland and the Children's Law Centre. Such training provision continues to focus on children and domestic violence and encompasses surrounding issues such as contact and legislation.

Internally, a new course "Powerful Girls, Powerful Women" was designed and piloted within Women's Aid. The overall aim of this course is to increase understanding of causes of low self-esteem in young women and to promote creative ways to encourage the development of positive self-esteem. Other courses running internally include: "Children under Stress", "Child Protection", "Protective Behaviours" as well as "Training the Trainers" in "Children under Stress" and "No Fear".

New video

Perhaps the most significant development for the project this year was the production of a new training video "Hurting, Coping, Growing - Children and Domestic Violence" which was launched on 7 March 2001, at the Nerve Centre in Derry/Londonderry. The overall aim of the video is to bring forward children's voices in relation to domestic violence.

The video includes children's stories, thoughts, art and poetry as well as thoughts and perspectives of various adults working with children. Throughout the video the need to support and listen to children is emphasised. The video is a tribute to all those involved but most importantly the survivors of domestic violence, women and children who gave their stories, thoughts and hopes so openly and creatively.

The video was the end product of a long process of hard work. Its success is largely due to the commitment of the steering group, Adeline McClenaghan (North Down and Ards Women's Aid), Katrina Heaney (Foyle Women's Aid), Cynthia Allen (Cookstown Women's Aid) and Bernie Hatten (Craigavon Women's Aid) who directed the project through from start to finish. Well done everyone!

young person's project

Children's Art Exhibition

Children from refuges all over Northern Ireland used paints, crayons and all sorts of other materials to put together a fantastic and colourful art exhibition "Words and Pictures" which was displayed at the launch of "Hurting, Coping, Growing". The launch was well attended by approximately 150 representatives from various organisations including: education, the youth service, social services, voluntary organisations and the press. The feedback received on these works of art was a credit to the creative skills of all involved.

Prevention Work

Work with young people in schools and youth groups with the "No Fear" pack continues to develop within the project but more so within local Women's Aid groups as they identify need in their own area. The past year has witnessed the development of various education partnerships between Women's Aid and schools and youth groups all over Northern Ireland. Further afield, we are continuing to hear of progress with the "No Fear" pack internationally in countries such as the Republic of Ireland, Finland and Uganda! It is fantastic to hear of such important work developing at such a rapid speed!

'Helping Hands for Children'

The new activity pack for working with primary school aged children is well under way. The overall aim of this pack is "to increase children's understanding of feeling safe and to explore and promote behaviours which will contribute to a safe environment." The pack has been piloted both internally within Women's Aid and externally with primary schools. An in-depth evaluation was conducted on the success of the pilot by Cathy McAllistair, a Youth and Community student on placement from the University of Ulster. Feedback has been extremely positive, both from adults facilitating the sessions and also from children involved. This is an exciting and creative project and we look forward to its future development.



Sandra McNamee

Young Person's Development Worker

The Equality project established in 1999, continues to promote training initiatives that encourage and implement the equality process within Women's Aid practice and policy making. The goal is to mainstream an equality agenda in all projects and services. Training and development activities include:

- Anti-Racist Training
- Anti-Sectarian Training
- Equality for All Training (Equality & Anti-discrimination Training)
- Anti-Ageism Training
- Sexual Orientation Training
- Making a Difference (Anti-Racism & Cultural Awareness Training)
- Human Rights Information Seminar (Update on new N.I Human Rights Act)
- Review of NIWAF Equality Policy guidelines

The project also continued to support ethnic minority communities and to establish new links with other minority communities of interest particularly in the field of disability. This work is carried out to establish and develop a network of access and support for minority women and children who may be experiencing domestic violence within or outside their communities.

equality
project

- Production of Pilot ‘Effective Use of Interpreter’s’ Training Guide
- Links with National Asylum Support Service (NASS) regarding provision of refuge for refugee asylum seeker women and children experiencing domestic violence
- Involvement with South & East Belfast Health & Social Services Trust on the needs of women from minority ethnic groups
- Domestic violence awareness training with workers from the Chinese Welfare Association
- Meeting with Multi-Cultural Resource Centre Women’s Group members to discuss domestic violence awareness issues

Additionally, links have been made through attendance at a wide range of events and participation in:

- The Equality Coalition, (a Coalition of Voluntary Sector Groups active in the response to the Statutory Duty Legislation in Northern Ireland)
- Ad-Hoc Human Rights Committee (Coalition of Voluntary groups active in the Bill of Rights & Human Rights Agenda for Northern Ireland)
- The Racial Equality Forum of Minority Ethnic Groups in Northern Ireland

It is hoped that the project will be further developed through local Women’s Aid groups which will continue to promote the equality agenda supported by NIWAF. With this in mind we hope to extend the range of materials relevant to the needs of minority communities which embed recognition and proactive response to diversity and equality within Women’s Aid in Northern Ireland.

Sandra Broghan
Equality Project Worker

The inter-agency approach to working seems to have become the accepted method in many aspects of statutory, voluntary and community activity. Women's Aid has recognised for years that co-operation across a range of services and responsibilities is required to address domestic violence and its impact on the lives of women, children and the wider community.

This last year reflects steady progress and achievement in inter-agency cooperation but work remains outstanding in operational as well as policy and strategic terms. Both regional and local commitment is required to ensure consistent, effective and efficient responses to tackle domestic violence.

Mapping the Vision

A number of Domestic Violence Forums completed "Mapping the Vision" identifying and agreeing priorities for joint working. NIWAF and local Women's Aid Team Leaders facilitated these planning sessions, which go a long way to consolidating and motivating inter-agency groups.

Local forums published a number of useful documents including directories of services and good practice guidelines for their member agencies. The launch, publicity and distribution of this material act as an effective means of raising awareness of domestic violence and helping agencies.

Innovative projects were started in a number of areas and include:

- Developing a policy, practice and training strategy in a local hospital
- Introducing schools, teachers and students to the "No Fear" pack and preventative education
- Engaging with local church leaders and introducing them to "Ending the Pain and Healing the Hurt"
- Liaising with the local courts service to improve or secure private waiting facilities for women attending court hearings

inter
agency
work

Bridging the Gap

The Homefirst Domestic Violence Forum hosted a major inter-agency conference in May with the theme of recent legislative and policy developments in relation to domestic violence. Professor Monica McWilliams MLA delivered the keynote speech followed by Clare Archbold of the Office of Law Reform who outlined the impact of the Family Homes and Domestic Violence (NI) Order. Speakers from key local and regional agencies addressed a number of issues and Nik Peasgood from the Leeds based project HALT outlined their response to violence towards women.

Supporting People - counting down to 2003

Supporting People, Transitional Housing Benefit and Floating Support became familiar terms for all Northern Ireland's voluntary housing sector and Women's Aid groups were no exception. While the lead-up to the introduction of Supporting People in 2003 requires major work for Women's Aid, it is hoped that the policy will ensure quality and effective support for vulnerable people.

Key progress was made during the year in gaining recognition for aftercare and outreach services as part of 'Floating Support' services. This creates the opportunity to attract funding to maintain and develop community based support services to women.

NIWAF has established links with the other UK Women's Aid Federations to monitor the ups and downs of Supporting People.

Eithne Gilligan

Regional Development Worker

The Library

The NIWAF Library now houses a comprehensive catalogue of books, journals, training materials, articles, research and statistical information relating to domestic violence. It also holds information that may be useful to staff and volunteers on wider issues such as personnel, policy, women's issues etc.

The library is invaluable to the project and has been well received by both staff and the public. Since it was established in 1998, around 1000 visitors have used the library directly and approximately 3000 people have telephoned requesting information.

The website

The Information Worker has developed NIWAF's website www.niwaf.org.

"I am so glad I found something to do with violence on the internet. I just want to thank you for helping me out. I needed to understand the real meaning of domestic violence and your website really helped me understand."

CARRIE, BALTIMORE, USA.

The website provides a resource for women seeking help from domestic violence. It is also a good starting point for students and researchers looking for information on domestic violence in Northern Ireland. The website is currently getting over 15,000 hits per month (that is 1200 individual visitors per month). In the past year it has been further developed to include more detailed information for women seeking help, research and statistics on Women's Aid, individual pages on local Women's Aid groups, online volunteering form, discussion forums etc.

The Newsletter

An information newsletter 'Newsaid' is produced quarterly. 'Newsaid' is distributed to Friends of Women's Aid members, Women's Aid staff and volunteers in Northern Ireland, Women's Aid groups in the UK, and other individuals requesting it. We have excellent feedback on this as on our other publications.

Charlene Craig

Information Services Worker

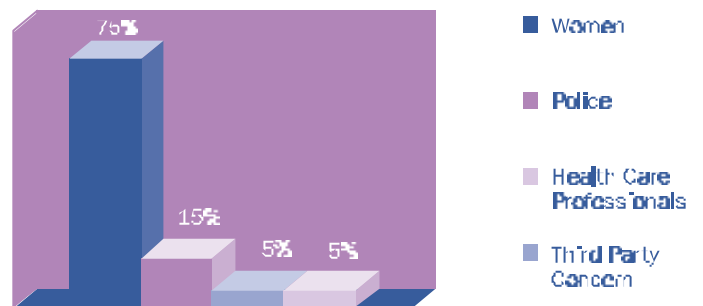
info
services

the helpline

Calls to the Helpline have continued to increase over the last year. In fact, statistics show a 33% increase on last year's figures with a total of 13,600 calls made throughout the year. Night calls in particular have doubled and calls at holiday times and weekends are also increasing. This reflects that women and agencies are becoming more aware of the 24-hour nature of the service and are accessing support and information at times when other services are closed. Clearly the Helpline is a critical factor in the network of support for women and children who are experiencing domestic violence and ensuring the sustainability of 24 hour cover through adequate resourcing is essential.

Almost 20% of calls to the Helpline are from key statutory services. The police are still the main agency using the Helpline. Health visitors, social workers and other health care professionals use the Helpline as a means of increasing support to the women and families they work with. This further underlies the case for secure funding from a variety of sources for this vital service, which support both women in crisis and the agencies working with them.

Who calls the Helpline?:



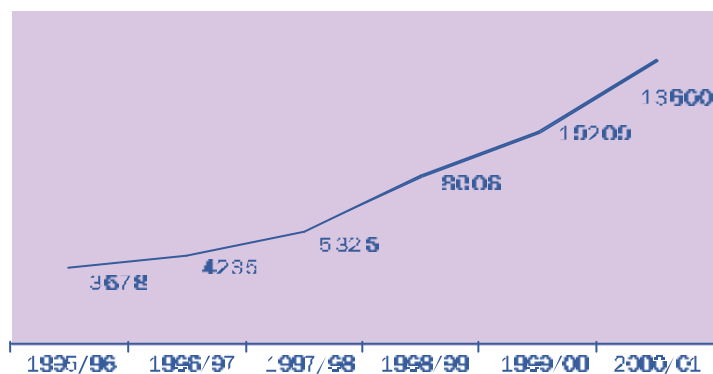
A concern which is echoed by many callers, has been the dissatisfaction with the legal system and the courts. Since the introduction of the Family Homes and Domestic Violence (N.I.) Order in 1999, a significant number of callers to the Helpline ask about

their opportunities to redress the abuse they experience using the civil justice system. We understand that the **Office of Law Reform is monitoring the impact of this legislation.** Listening to women's concerns and experiences of how the legislation is working is a vital part of the process. One of the issues that has emerged over the past twelve months is the disparity between how the courts choose to implement the Family Homes & Domestic Violence (NI) Order in Belfast as opposed to other areas in Northern Ireland. Women in rural areas in particular, are reporting more dissatisfaction with magistrate responses and their implementation of this legislation.

A review of the Helpline, its service and staff resource requirements is expected to report during September 2001.

Highly motivated volunteers continue to work tirelessly all year round to provide this vital service. Without their commitment, thousands of women would not have had practical advice in emergencies and much needed emotional support when working out longer term solutions.

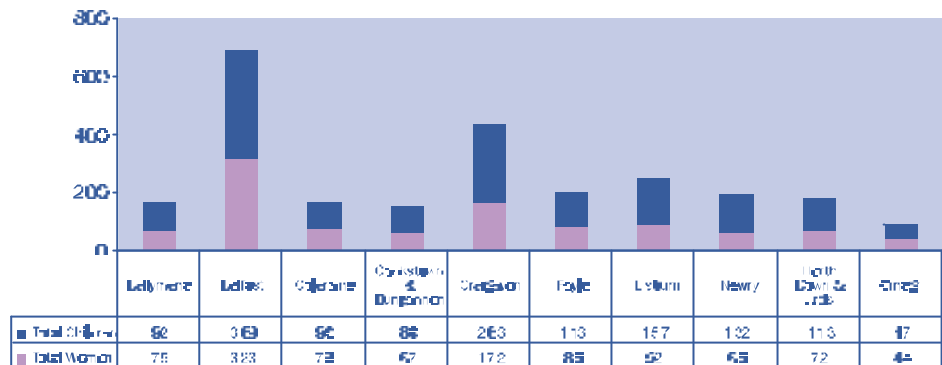
Calls the Helpline since 1995



There have been 45,045 calls to the Helpline since it was established in 1995.

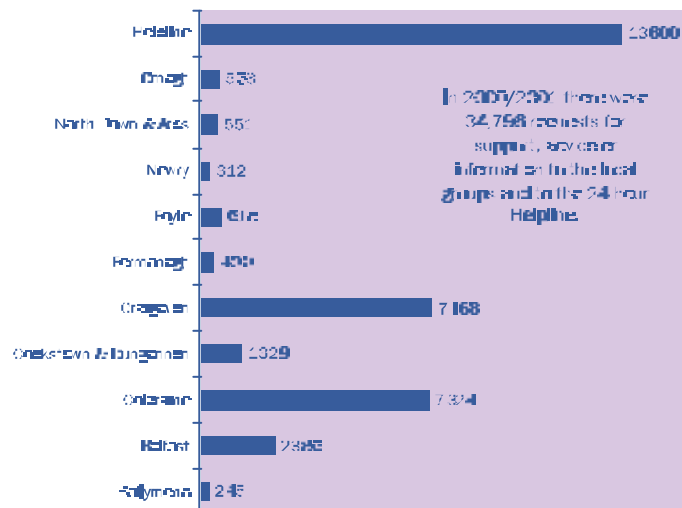
local group reports

How many women and children stayed in refuge?



Last year, 1076 women and 1465 children were accommodated in Women's Aid refuges throughout Northern Ireland. These figures are slightly lower than last year due to the fact that Fermanagh refuge was closed for all of the year and the Newry refuge was closed for six months for rebuilding. It is also noticeable that there are lower numbers of women and children staying in some refuges, particularly in Belfast and Coleraine. This is probably due to longer stays of individuals due to the length of time taken to be rehoused.

There was a 36% rise from last year on the total number of requests for advice and information to the local groups and to the helpline.



Requests for advice

Another busy and demanding year and **Ballymena** Women's Aid has continued to develop its service provision. A growing refuge programme included visits from health visitors, Citizen's Advice Bureau, solicitors and various other groups. The programme also included activities such as relaxation, ceramic painting and personal development classes for women during their time at the refuge.

Under the careful organisation of the Family Support and Aftercare Worker, the Aftercare Project provides support for women and children. It is an area of continuing development within Ballymena Women's Aid service provision.

Outreach 'clinics' have been successfully introduced in Cullabackey, Randalstown, Toome, Ballymena as well as a drop-in centre in Antrim. This has led to heightened community awareness of domestic violence in Ballymena and the neighbouring towns and has enabled more women in need of support to access our services.

Ballymena Women's Aid continues to dedicate a great amount of time and energy to inter-agency work through its involvement with the Ballymena Domestic Violence Forum, the Antrim Domestic Violence Forum and the Larne and Carrickfergus Domestic Violence Forum. By highlighting important issues that need to be addressed in and around domestic violence and service provision and training for various professional, statutory, community and voluntary organisations, these groups are effectively raising the **profile of domestic violence in local areas.**

We have also taken part in work to develop plans and structures for delivering Men Overcoming **Domestic Violence programmes** with the Homefirst Community Trust and will develop support for partners of perpetrators who take part in the programmes.



Over the past year **Belfast** Women's Aid has been very busy. 323 women and 369 children were accommodated and a further 2,386 women were offered alternative support. Many of these women continue to avail of services, participating in weekly support groups or personal development courses. Women have also participated in pre-vocational training and some have gone on to take up formal courses. Training has seen major development this year with a variety of courses offered both internally and externally. Awareness raising courses around Human Rights and the Families Homes and Domestic Violence (N.I) Order, to name but a few, have also been completed. Last summer, a computer suite was set up in the outreach centre to provide in-house training for women living in refuges, volunteers and staff. Over all, training continues to complement all aspects of the work. It also provides opportunities for both women using their services, staff and volunteers to learn together.

This year 85 women were re-housed from refuges, Many of these women attend weekly after-care programmes which continue to offer interesting and informative group sessions. The level of co-support in these very active groups encourages friendships and provides a safe place for exploring the fears many of the women face.

Pricewaterhouse Coopers were engaged to carry out a property review. It looked at the accommodation currently offered with a view to making recommendations on the type of accommodation that may be required in the future. In 1978 Belfast Women’s Aid opened the largest refuge in Northern Ireland. It was an old terrace house converted to meet the needs of larger families and today 23 years later, the need seems to be for more accommodation for smaller families and women without children. Hopefully next year Belfast will be moving towards the second stage of the review, seeking funding to up grade accommodation in south Belfast.

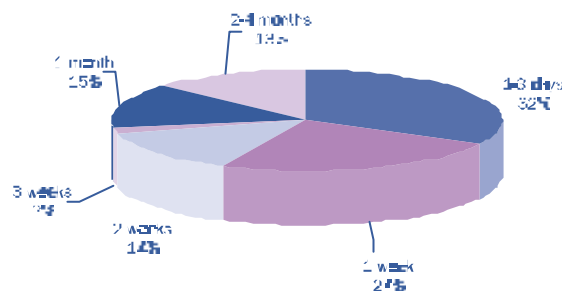
Volunteering in Belfast has always been very successful and this year was no exception. Over the year the number of volunteers ranged from 35-40. In total they gave over 17,000 hours. Women of all ages and from different backgrounds brought a whole range of life experience and diversity to all aspects of the work. They were involved in most areas of the work and this included working in refuges providing support and practical help to women and children, helping with fundraising by working in the shop, doing reception and crèche work etc. Volunteers also play a major role on the Management Committee for the organisation using their skills

and experience providing a model of good practice and management for the organisation as a whole.

This year has again demonstrated the collective strength of the teams of women, both paid and unpaid who through their hard work and commitment maintain this very crucial service for women in Belfast.



Average length of stay in refuges



This year **Coleraine** Women's Aid celebrated its 21st birthday with the launch of its Outreach Support Services. The evaluation clearly demonstrated the group's achievements in responding to women and children experiencing domestic violence in local communities. In addition to the group's core services designed to maximise protection and provision for women and children, the group has completed a year of extensive preventative work. This work was largely facilitated by the development of a new training project. The project enabled the group to both raise awareness of abusive/healthy relationships in schools within the context of their curriculum and to carry out extensive training with local voluntary **and statutory agencies. As a consequence, firm** professional links have been formed and further established through both inter-agency working and networking. These links are vital to the provision of appropriate services to women and children at whatever stage they are at, in their help-seeking process.

Locally the group is witnessing a growth in awareness of the issues around domestic violence, changed attitudes and improved responses. However, there is still a long way to go before domestic violence is placed high enough on the public agenda to make a difference in terms of the eradication of violence in the home.



Cookstown & Dungannon

Women's Aid has found that the number of families using the refuge has decreased substantially. In contrast, the number of people making use of the Resource Centre facilities is on the increase. The Centre has offered courses in self-esteem, **interior design, first aid, CLAIT, folk art workshop** and drama.

Crèche facilities are available for all classes and this service is being fully utilised. The Resource Centre continues to be very well supported throughout the local community. Outreach 'clinics' operate and development work continues with the aim of reaching those women experiencing domestic violence who are normally isolated in this rural community. A Community Based Childworker has taken up post under a new pilot project with **Homefirst and she is currently identifying groups** to work with through contact with doctors, health visitors, social workers etc.



Craigavon

In the year under review, **Craigavon** Women's Aid became Craigavon & Banbridge Women's Aid and Annagh House refuge, while steadily occupied, had some long overdue refurbishment.

Horizon House was launched in February 2001 and was very well attended by local agencies and local politicians including the two Mayors. Guest speakers included Paul Yam (Chinese Welfare

Association), Ann McLaughlin (NLCB), Angela Courtney (NIWAF) and Monica McWilliams (MLA). The Horizon House programme includes: daily drop-in, coffee mornings, 'Journey to Freedom' course, Charis Women's Group, and counselling sessions. The all day 'Kidz Korner' makes attending the programmes possible for most women.

Training and awareness raising sessions were delivered to various community groups and Craigavon Area Hospital nursing staff. Craigavon & Banbridge Women's Aid plays a central role in the inter-agency forum. Guidelines and a directory of support services were launched by Jeannie Johnson of UTV. The forum also organised many domestic violence awareness raising seminars throughout the year.



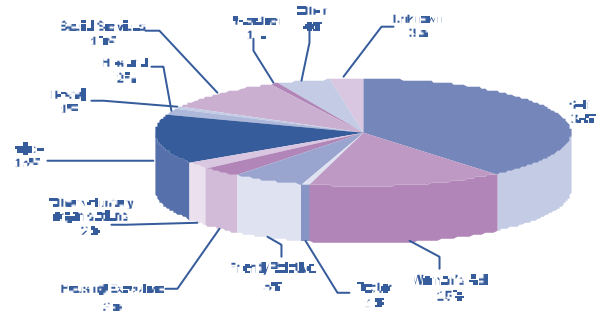
Fermanagh Women's Aid has had a very productive and busy year. Since opening the Women's Centre paid and voluntary staff have been very busy responding to the needs of women and children suffering domestic violence. It has been a time of steep learning curves both for staff and Management Committee and now it is paying off, as the centre is becoming known and respected by the wider community and other organisations in Fermanagh.

The outreach programme is countywide and there are four alternative weekly outreach 'clinics' held

in Beleek, Lisnaskea, Irinstown and Roslea so as to reach as many rural women as possible. Community Childcare work continues and the crèche has been refurbished (funded by Children in Need). Women's courses are proving very popular and are well attended by women from the aftercare project and women from the community. Staff and volunteers have done trojan work and the work is increasing. Core funding still however, remains a problem.



Source of referrals to refuges



Foyle Women's Aid has, yet again, had a very busy year. However, this year, more than before, Foyle has had more difficulty in striving to maintain core services offered to women and children as a result of the impact of changes to funding from the NIHE and delays in GAP funding. The new Human Rights Legislation had a very negative impact on local women seeking non-molestation orders in our local courts which increased, not only the workload of our outreach services, but left women feeling disillusioned, unprotected and in some cases in great danger. Despite all these setbacks, the team at Foyle remains very committed and has worked hard to keep it high on the public agenda. Some of the achievements at Foyle this year to date have been:

- The appointment of an Inter-agency Training Worker and an administration assistant who have already trained in excess of 600 people.
- 'Caroline's Day' on 24th January 2001 in Guildhall Square in Derry which was a remembrance day for a young local woman who was murdered and also for all others who lost their lives in Northern Ireland as a result of domestic violence.
- The appointment of a Volunteer Co-ordinator who is currently training volunteer supports or projects in Derry and a satellite support group in Strabane.
- Participation in the second locally run 'Men Overcoming Domestic Violence' programme through support of partners of men attempting to change their abusive behaviour. There is an increase in demand for the next programme.
- The appointment of our new crèche worker who

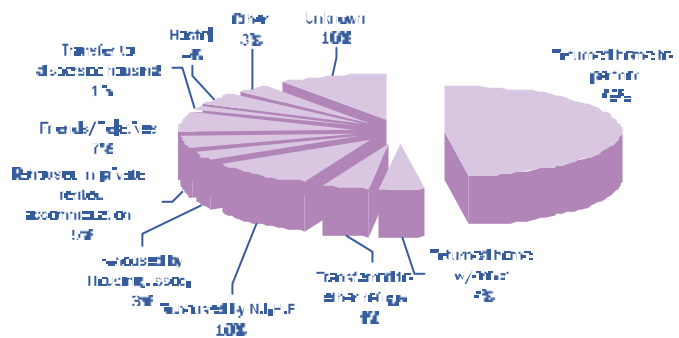
has developed an excellent crèche facility in our 'Pathways' Aftercare/Outreach Centre.

- The development of Foyle Women's Aid 3 year Strategic Plan.
- A very successful media campaign, which included an inter-agency discussion panel.

Our strengths in Foyle Women's Aid are the strongly committed team of staff, management and volunteers who have worked tirelessly to sustain and develop the current quality provision of services in answer to the needs of women, children and young people suffering domestic violence in the Foyle



Leaving the refuge



The new refuge in **Newry** Women's Aid was handed over from Ulidia Housing Association on 20 March 2001. The staff are delighted with the new, much larger, building which is over twice the size of the old one in terms of bed spaces having 11 units/25 bed spaces. Immediately upon handover of the refuge the service to women and children was up and running - the result of the hard work and enthusiasm of the refuge staff, and a great tribute to them. For the 11 weeks since the day of handover, the occupancy rate had been approximately 56%, however, this soon increased to 70%. This emphasises the continued need for a refuge for women and children who are experiencing abuse at home and Mourne.

Over the past year, the Resource Centre has enjoyed considerable growth and development. Continued partnerships with Newry and Mourne College of Further Education enable us to offer a wide range of courses. These include: Introduction to Computers, English and Maths, Delta Parenting Programme, Beauty Therapy and Journey to Freedom.

Networking has promoted the development and strengthening of partnerships with a wide range of agencies. Newry and Mourne Health Postnatal Depression Group use the centre on a weekly basis along with other groups. UTV ran a series of programmes on domestic violence in December and featured a wall hanging made by women who use the centre. A user forum was established in February as part of ongoing evaluation of services. The past year has been very significant for the development of volunteering and student

placements in the centre. With full staffing levels and an extensive programme on offer, perhaps the best description of the plans for the year ahead is 'consolidation'.



Over the past year the **Omagh** Women's Aid Resource Centre has continued to provide opportunities for training, personal development, relaxation, and other programmes to meet the requirements of local women. The centre has offered courses in Stress Management, Adult Literacy, Parenting Skills, Art Therapy, Women's Health, Assertiveness, Creative Writing etc. Accredited courses were provided during the year in a wide range of subjects including Computer Skills; a follow up programme is currently underway. The Centre continues to be well supported throughout the local community.

In addition to outreach 'clinics', supporting women at court etc, a key development this year has been fortnightly information sessions held in the female ward at the local psychiatric hospital. Many women attending have openly shared their domestic violence experiences, which have contributed directly to the breakdown in their mental health. Funding for the Outreach Project expires in June 2001 and resources to extend it are being sought urgently.

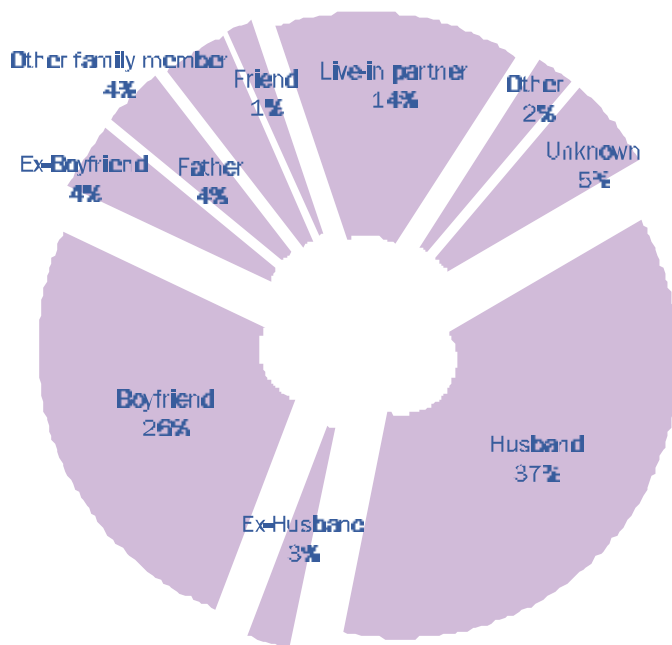
Our new larger refuge with enhanced facilities,

particularly the self-contained kitchens, has proved to be a bonus in offering privacy and space to families in crisis.

As a result of the refurbishments we are now in a much better position to offer enhanced activities and support to the children who access our service. Throughout the last year, opportunities for personal and career development in the form of NVQ level III Social Care, were offered to candidates who undertook work-based assessment and all were successfully completed.



Who is the abuser?



making
ends
meet

22

Northern Ireland Women's Aid Federation Ltd Company Information

Management Board (Board of Directors) at 31 March 2001

Elsie Jordan	Chair
Anne McMahon	Secretary
Sylvia Gordon	Treasurer
Angela McGuckan	
Brenda Whitley	
Catherine McLaughlin	
Chritine Whiteman	

Office	129 University Street Belfast BT7 1HP
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Registered Charity Number	XN 45049
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Company Registration Number	NI 21741
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Auditors	Lynn, Drake & Co 40 Main Street Moira BT67 0LQ
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Solicitors	Flynn & McGettrick 26 Arthur Street Belfast BT1
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Bankers	First Trust Bank Donegall Square South Belfast BT1
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Governing Document	The Memorandum and Articles of Association
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Legal Status	Company Limited by Guarantee
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WORTHEN REAL ESTATE HOLDINGS, INC. 2019 401(k) PLAN
STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31, 2019

	Assets	Liabilities	Net Assets	Total
Investment Expenses				
Investment Expenses				
2019 Investment Expenses	25,223	33,223	8,000	2,523
2018 Investment Expenses	27,223	27,223	0	27,223
Investment Income				
2019 Investment Income	25,223	33,223	8,000	2,523
2018 Investment Income	27,223	27,223	0	27,223
Investment Expenses				
2019 Investment Expenses	25,223	33,223	8,000	2,523
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2019 Investment Income	25,223	33,223	8,000	2,523
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Investment Expenses				
2019 Investment Expenses	25,223	33,223	8,000	2,523
2018 Investment Expenses	27,223	27,223	0	27,223
Investment Income				
2019 Investment Income	25,223	33,223	8,000	2,523
2018 Investment Income	27,223	27,223	0	27,223

The accompanying schedule of investments is an integral part of this financial statement.

WORTHEN REAL ESTATE HOLDINGS, INC.

We would like to thank all the donors and Friends of Women's Aid for their ongoing support and acknowledgement of our work and for enabling the continuation of so many vital projects.

- Charities Aid Foundation • Children in Need
- Comic Relief • Department of Health, Social Services & Public Safety
- Enkalon Foundation • Friends of Women's Aid
- Global Fund for Women • John Moores Foundation
- Lloyds T.S.B Foundation • NIPSA
- Northern Ireland Housing Executive • **Northern Ireland Office**
- Northern Ireland Voluntary Trust • Proteus
- Royal Ulster Constabulary • South & East Belfast H&SS Trust
- The Esme Fairbairn Trust • The Salamander Charity Trust
- The Allen Lane Foundation • The Oak Foundation
- The Esme Mitchell Trust • Training for Women's Network
- Volunteers • Individual Donors

And all those who have contributed anonymously throughout the year.

a word
of
thanks