

**Community Development
& Health Network**

ANNUAL REPORT

2021

ANNUAL REPORT

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Chairperson's Report

Throughout the last year, we continued to tackle health inequalities with community development principles and practice at the heart of everything we do. Addressing the rise of inequality and the widening of health gaps continues to pose a significant societal challenge with Covid-19 exposing and amplifying entrenched health inequalities that exist within our communities. As we emerge from the pandemic and move to a recovery phase, the work of CDHN and its membership is more important than ever before.

The CDHN team continues to lead on the Building the Community-Pharmacy Partnership Programme, Elevate community capacity building programme, our ongoing health literacy work (Covid ID Project) as well as our work with primary care. In the past year, we said a fond farewell to Joanne Morgan who led the organisation for over 11 years, and a warm welcome to Joanne Vance as the incoming Director. It has been a significantly busy year with the development of CDHN's three-year strategy and operational plan supported by a governance review, new Board recruitment process, strengthening our operational platform.

In my final year as Chairperson, I am delighted and proud to be a part of an organisation that seeks to 'take action' against the avoidable health inequalities that blight our society. I would like to formally thank the CDHN Board and staff team for all their hard work and support during the past year. In particular, I would like to thank my fellow Board Members for their invaluable support including Sheelin McKeagney, Vice Chair and Liam Hannaway, Treasurer. This year, Arfawn Yasin will be stepping down from the Board after 11 years and on behalf of the CDHN Board and team, I would like to thank Arfawn for his invaluable support and dedication.

We are delighted to welcome six new members to the CDHN Board. They bring a wealth of knowledge, experience, and a shared vision to tackle health inequalities. Thank you to all our funders for their ongoing financial support and lastly, thank you to our membership who are an inspiration in their unwavering dedication and commitment to ending health inequalities.



Laura Feeney
CDHN Chairperson

Director's Report

As your new Director, it gives me great pleasure to report to you on the Community Development and Health Network's activities for the year ending 31 March 2021. 2020 was a year like no other. Globally, the inequality gap was increasing between and within countries. Life expectancy rates were either stalling or falling. Child poverty and homeless, on the rise. With the arrival of a global pandemic, this inequalities gap widened.

Unemployment rates doubled, and 34,500 new Universal Credit claims were made here. The overall Covid infection rate in the most deprived areas was more than one and a half times higher than the NI average. For those over 65, it was almost double the NI average. The admission rate for under 75s in the most deprived 10 per cent of the population was three times higher than those in the least deprived. Those most affected were people living in overcrowded and cramped conditions.

We got to see and feel what social and health inequalities look like, the impact of lost income, reduced access to education, health, work, public services, social amenities, even family and friends. Living day to day, we witnessed the upturning family, social, and working lives in our communities and across the world. Governments swiftly introduced public safety and public welfare measures to mitigate against the mass job and income losses.

Health literacy is core to our work. We prioritised keeping a two-way flow of accurate information about Covid between the PHA and our members. The Covid 19 ID project provided up-to-date information to help communities understand new health information and develop their confidence in supporting people in making sound health decisions. We proactively used CDHN's digital communications reach to counteract the sharing of misinformation on social media platforms.

In the second part of the year, we re-focused our attention on working with our local partners to adjust our community and mentoring and support programmes; to allow us to continue delivering our community health and well-being projects to address health inequalities.

The Elevate staff successfully moved to online training – coaxing participants to the online world and developing innovative ways to ensure that Elevate training retained the interactive element for which it had become so well known. With targets exceeded and community development outcomes achieved, the Public Health Agency has extended funding for a further year until March 2022.

Thanks to the community organisations and their volunteers who made these programmes a success. A special thanks and appreciation to our long-standing CDHN volunteer Phyllis.

This year highlighted the importance of the Third sector and our ability to organise and respond collectively to the crisis. CDHN embraced the change. We connected and co-operated with Community and Voluntary colleagues, Government departments and agencies, regionally, leading to continued and new supports for people and communities most affected by the pandemic.

CDHN staff and members are proud to have played our part in that community response. The team quickly adapted to the emerging situation taking on new roles and responsibilities as we reallocated resources to improve the response. Through the Pharmacy Delivery scheme, we accessed our network of local community pharmacies. We asked them to partner with community organisations and volunteers to organise locally and bring people shielding their vital medicines to their door.

Director's Report

Our membership continues to reflect the diversity of individuals and organisations, large and small, all working to reduce health inequalities, pooling their strengths and assets to create healthy communities. We thank you all for your contribution during the emergency and your continued support.

Every year, we thank our funding partners for supporting our collaborations to strengthen capacity and build our evidence based on the local knowledge to tackle and reduce health inequalities. This year, we thank them for their trust in us and the flexibility shown in reallocating the spending of project grants to core costs. Our locally funded groups were able to sustain themselves during the pandemic and keep their virtual door open.

Finally, the CDHN staff and I would like to thank the CDHN Board and our outgoing Chairperson, Laura Feeney, for their direction and determination to steer us through this challenging and rewarding year. As we prepare for the recovery, I look forward to working with you all to ensure the broadest possible participation in delivering a successful Strategy 2021-24.



Joanne Vance
CDHN Director

About CDHN

With over 2,500 members supporting tens of thousands of people, Community Development and Health Network (CDHN) is Northern Ireland's leading organisation working to empower communities, improve health and wellbeing and reduce health inequalities.



MISSION

Our mission is building a fairer and more equal society, and improving people's lives, health and well-being through community development which releases individual and community capacity and influences change.



VISION

Our vision is for an end to health inequalities.



VALUES

Leading with Passion

In all our work we will lead with passion using our expertise and belief in what we are doing to inspire others.

Tenacity and Flexibility

We will be tenacious, focused and flexible to ensure an end to health inequalities.

Integrity and Respect

Through our words and actions, we will work with integrity and respect.

Equality and Inclusivity

We will recognise and promote equality and inclusivity to ensure we achieve social justice for all.

Valuing Others

We will value individuals, teams, partners, and communities recognising this as a key strength to achieving our vision.

Strategic Aim 1

RELEASE CAPACITY TO IMPROVE PEOPLE'S LIVES

CDHN continues to develop its regionally organised programmes in each HSC trust area, to build capacity and improve the lives of people living and working in areas of disadvantage. In light of the pandemic, CDHN staff utilised technological resources to support communities and deliver the BCPP, Elevate and Health Literacy programmes which promote health and wellbeing and tackle inequality with local communities across Northern Ireland. Over £500,000 was invested in local communities to support initiatives improving health, through action on the social determinants.



Building the Community Pharmacy Partnership Programme

Impact of Covid 19

The BCPP programme made significant adjustments to proactively respond to emerging needs during the pandemic. It quickly became apparent that community engagement and group work would not be possible in a face-to-face setting. CDHN made the decision to pause all open projects and organisations were given the option of moving to online delivery if possible. Some swiftly adapted to Zoom meetings and others started online after the summer months.

CDHN adopted a positive and flexible response. All BCPP grant holders were offered a proportion of their grant unconditionally to use toward the core costs of their organisation. CDHN and the Health & Social Care Board recognised the pressures on the sector and hoped this would help with sustainability at a very challenging time.

From March to September 2020 with the BCPP programme on hold, staff turned their time, energy and funding into the development and management of the Community Support for Community Pharmacy Scheme. The long-established relationships between CDHN, community pharmacies and the local community groups were key to facilitating this successful partnership working.



Community Support for Community Pharmacy Scheme

The aim of the Scheme was to ensure those shielding had their medication delivered to their homes by volunteers in local community groups. CDHN worked closely with the HSC Board as they developed standard operating procedures which would be used to ensure all registered volunteer community groups were Access NI checked and had completed the Butterfly Training Programme. A Power BI interactive map was developed to assist key workers across NI (in Councils and Trusts and those working in Covid-19 referral help lines) in their signposting role. The Scheme was an overwhelming success.



Minister Robin Swann, Chief Pharmaceutical Officer, Cathy Harrison and Joe Brogan, HSC Board met with CDHN and volunteers to celebrate the success of the scheme and acknowledge the contribution of the volunteers.



63,000
Deliveries



122 Community
Groups



2,300
Volunteers



263
Pharmacies

Total BCPP funding by Health & Social Care Trust area 2020/21

Belfast **£12,000**

Northern **£72,500**

South Eastern **£24,000**

Southern **£89,500**

Western **£43,500**

£241,500



BCPP Funded Projects Training

Due to restrictions, training for new projects was delivered via Zoom over a two-day period. In February, 41 participants (both community and pharmacy partners) attended this training. The first session covered an introduction to community development, poverty, inequality and social deprivation. The second session covered financial and evaluation requirements for the funded projects.



Celtic Conference

CDHN was delighted to contribute to the Celtic Conference in March 2021 - an annual Pharmacy Conference which visits each of the Celtic nations on a three-year cycle. The conference, originally planned to take place in Wales in 2020, was held virtually. This was a fantastic opportunity to share the learning from the BCPP programme with a wider audience. CDHN was accompanied by Pharmacist Evan Reid who enriched the presentation with his personal experiences and stories.

University Engagement

CDHN continued to contribute to the pharmacy undergraduate degrees in both University of Ulster and QUB. We delivered a workshop with UU 4th year pharmacy students the week before lockdown with the support of Pharmacist Evan Reid and to QUB students via their online platform.

Elevate Community Development Capacity Building Programme

Elevate provides opportunities for the development of skills, knowledge and expertise in community development as a way to tackle health inequalities. The Public Health Agency commissioned CDHN to develop and deliver this programme of support for the community, voluntary and public sectors which is delivered in partnership with five mentor groups.



It has been a successful year for the Elevate programme. Despite the pandemic, the training was successfully moved online and the mentoring and grants programme continued unaffected.

Community Mentoring & Grants Programme

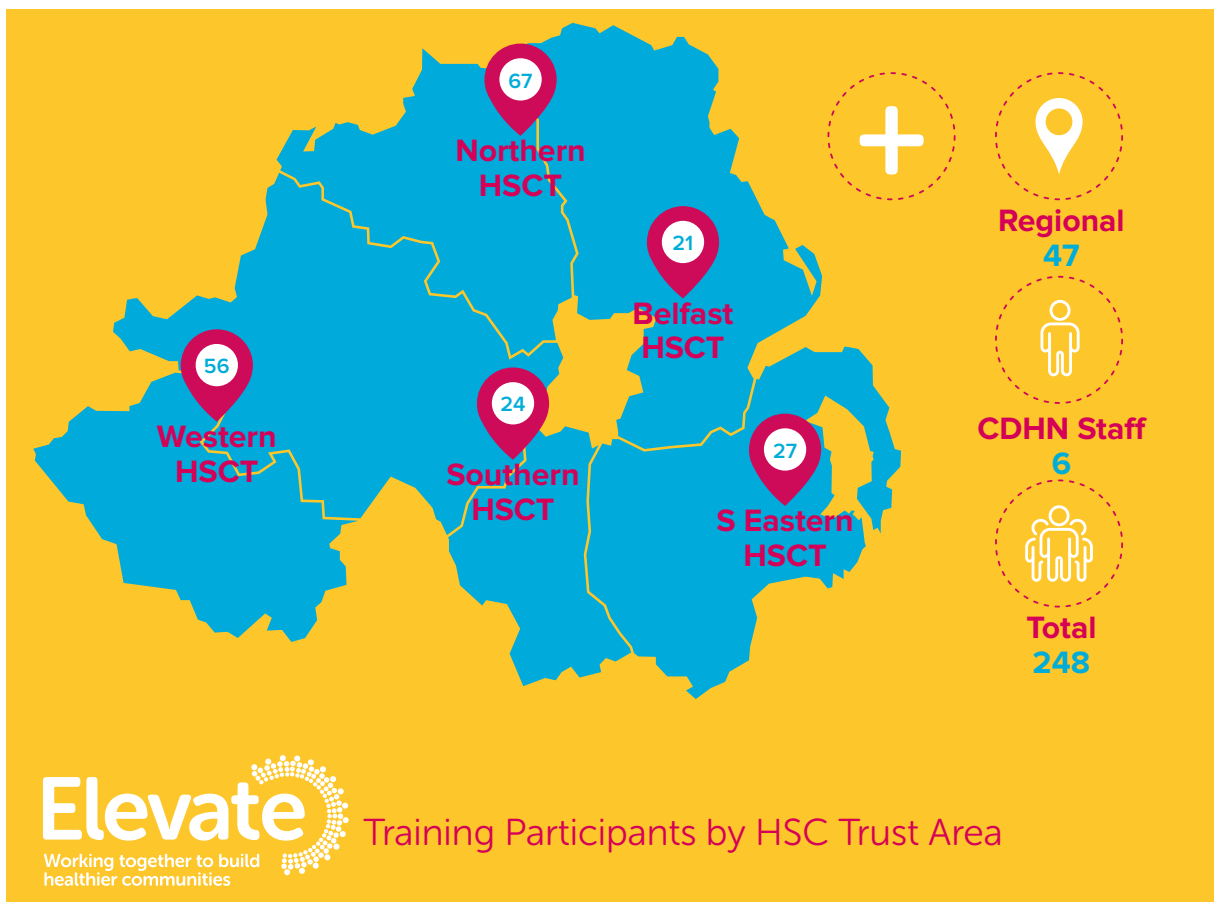
As part of the Community Mentoring & Grants programme, groups accessed a start-up grant to implement a community-based project, following their local identification of needs and solutions. The Elevate team received a fantastic range of ideas to address challenges for community groups during Covid, including one for the development of a sexual health toolkit to reduce health inequalities for people living with a learning disability and another to deliver wellness packs to older people who were socially isolated. Another group used the funding to develop and deliver an incredible 164 health and wellbeing sessions for those affected by cancer and their families.

In year 2, £100,000 of grant funding was allocated. A total of 34 applications were received and all of these were allocated funding – 10 of these groups had also been successful in the first round of funding in 2019. Out of these 34 organisations, 33 were able to implement their projects despite challenges faced by Covid-19 and Brexit. The group which was not able to undertake the project still availed of one-to-one mentoring support enabling organisational development.

Training

The CDHN team lost no time in redeveloping their existing training content to support the online delivery of Elevate. They further developed new content for participants to explore how community development can address health inequalities in the context of Covid-19.

In total, 26 online sessions were delivered this year, involving 248 participants from the community, voluntary and statutory sectors working all over Northern Ireland.



CDOF

Community Development Outcomes Framework (CDOF) is a resource for community and project leaders who want to measure the positive social impact of their work. It is a how-to-use outcome measures guide, designed to help community development practitioners factor in relevant outcome measures that support the planning, delivery, assessment, and overall impact of their health and social inequalities work, at every level. Community Evaluation Northern Ireland (CENI), an Elevate partner, led the development of CDOF but, unfortunately, closed in March 2020. We are currently working with PHA to progress the draft outcomes framework, in terms of our Elevate training and capacity building activities in 2021-22.

External Evaluation

An extensive and robust external evaluation was completed with the aim to examine the implementation and impact of the programme and make recommendations for future development. A mixed-method approach was used to examine the areas specified in the Elevate logic model. The evaluation was very positive and proved a useful resource for reviewing processes and making improvements to streamline the Community Mentoring and Grants element of the programme.



Health Literacy

The aim of CDHN's health literacy work is to increase awareness and improve knowledge and understanding of health literacy so that:

- 1 People have confidence when using health information and services and feel better equipped to make health decisions.
- 2 Those who support people with health and social issues have a better understanding of people's circumstances so they can provide the most effective and appropriate advice and help.

CDHN is a member of the Health and Social Care (HSC) Regional Health Literacy Forum. A health literacy logo, definition and messages were developed by service users in the Northern Health and Social Care Trust and endorsed by the Forum. CDHN uses these resources when promoting health literacy and as part of its training.



Health Literacy Training

CDHN offers Health Literacy training for people who work or volunteer in communities and for health and social care staff. Training courses we delivered this year include:

Health Literacy Training: Information & Everyday Skills

CDHN held three half day online training sessions which aimed to improve health literacy understanding and skills for those supporting people in the community. In total, 42 people attended the training. After the three training sessions, we reviewed the evaluation and decided to develop a health literacy training mini-series for people in the community to be delivered in April 2021.

Health Literacy Training for Pre-Reg Pharmacists

CDHN developed and delivered a pre-recorded session on pharmacy and health literacy for UCA pre-reg pharmacy students. We also supplied them with a 'Pharmacy Health Literacy Self-Assessment Tool/Action Plan' for the participants to check if their pharmacy is health literate.

Covid-19 Information Dissemination (ID) Project

The Covid-19 ID project was developed in March 2020 as a response to the pandemic. The project was funded by HSCB and aimed to improve people's health literacy about Covid-19 by providing accurate and up-to-date information to increase knowledge, understanding and confidence and enable people to make good health decisions.

This project was initially for six months, however, as the pandemic

continued we were very aware that the work was still necessary and relevant and continued it on an ad hoc basis. **There were five key elements to this work:**



Partnership with FactCheckNI

Between March and August 2020, CDHN worked in partnership with FactCheckNI to complete 13 unique fact check articles with five updated as information changed. FactCheckNI published the full articles on their website and we produced health literate summaries for the CDHN website. The articles had combined Facebook impressions of over 600k on both sites.

Counteract misinformation and identify gaps in information for people in communities about Covid-19

CDHN joined 38 Facebook groups (membership of over 90,000) and listened to what our staff team had heard when engaging with people in communities. We monitored what was being discussed and posted in the groups and shared these insights with HSC for use in their development of Covid-19 information and social media campaigns. These insights were also used to identify potential fact checks. This was a primary focus in the first six months of the year, however we continued when relevant for the remainder of the year.

Disseminating official information

CDHN is viewed as a trusted and respected source of information by its extensive membership base. Building on existing relationships with Health and Social Care Board, Public Health Agency, Department of Health and the five Health and Social Care Trusts, we worked together to provide timely and accurate information in relation to Covid-19. We used our existing networks, social media platforms and communication channels (website, ezine) to share important public health information and guidance throughout the year.

Raising awareness about the role of community pharmacies

Community pharmacy played a key role in responding to people's everyday health needs during the pandemic. Through the Covid-19 ID project, we helped raise awareness of the services and support they offer in the community. In the first six months, we wrote 22 unique posts for social media on pharmacy as well as sharing official updates about HSC pharmacy services. We continue to raise awareness and promote the pharmacy offering and regularly write and share posts about their critical role in the health service.

A-Z Guide of Covid-19 Words and Terms

The language of Covid-19 can be confusing with many new words and terms being used. To support people's understanding and improve health literacy in relation to Covid-19, CDHN compiled an A-Z glossary with plain English explanations. We adapted this with permission from National Adult Literacy Association (NALA) for a Northern Irish context. This was recognised by HSC and the community and voluntary sector as being a useful resource and a link to the guide was added to the HSC Covid-19 App and the Covid Wellbeing NI online hub. It had over 19,000 views on our website in the year, the majority of which were in the second lockdown in early 2021.

Self-Care Pharmacy Project

The aim of the Self Care Pharmacy project was to improve the knowledge and understanding of self-care for minor ailments through a health literacy approach. It was funded by the Health and Social Care Board and was part of a strategy from the Department of Health to put pharmacy first and support self-care for minor ailments.



The project incorporated Design Thinking - an approach to solving problems which allows everybody engaged in the process to be a creative thinker. It is most useful when tackling problems that are ill-defined or unknown – in this case, improving health literacy and increasing people's capacity to self-care for minor ailments. The final Design Thinking workshop was due to take place in March 2020 but was cancelled due to the pandemic.

A virtual follow up workshop was delivered in September 2020 to explore what was still relevant and the priority issues. Those who took part in the original Design Thinking Workshop, the Self-Care pharmacy project reference group, representatives from HSC communications team and ICPs were invited. The findings from this workshop were incorporated into a final draft report with recommendations for the future. We had planned to hold a health literacy conference and launch the report in early 2021. This was cancelled due to the third wave of the Covid-19 pandemic in early 2021. We are reformatting the report to make it relevant post Covid.

Inspiring Impact

Inspiring Impact is a UK-wide initiative established in 2012 with a vision to make good impact practice the norm for the community and voluntary sector. Inspiring Impact launched in NI in 2014, providing peer learning networks, online resources, and grant funding to help the sector understand and articulate the difference they make. CDHN became the new lead organisation for Northern Ireland in April 2020 taking over from the previous lead, CENI, which closed in March 2020.



To help decide how to progress the work, we met with Inspiring Impact partners and held four informal scoping meetings with two independent consultants and two regional VCSE organisations (January 2021). It was agreed that we would conduct a survey to review Inspiring Impact to date and capture people's experiences of the programme and what they would like to see continue to promote good impact practice in NI. The survey was developed and due to be launched in April 2021 with some group virtual workshops planned for later in 2021.

Strategic Aim 2

INFLUENCE CHANGE TOWARDS A FAIRER AND MORE EQUAL SOCIETY

CDHN continued its collaborations with members and other local and regional third sector and government agencies to build the evidence on what needs to change, based on people's lived experience, to bring us closer to a fair and equal society.

Representation on Forums & Groups

Emergency Leadership Group

At the start of the pandemic, we joined the Emergency Leadership Group led by NICVA and the Department of Communities to support the development and co-ordination of the community response, focusing on the needs of the most vulnerable and socially isolated in our society, to try to counter the most negative social, economic and health consequences of the crisis.

Integrated Care Partnership (ICP) Steering Group & Forum

We participated in the ICP Third Sector Steering Group and Forum to highlight the impact of Covid on health inequalities and to support the dissemination of accurate messages on staying safe during Covid.

IMPACT Agewell Strategic Hub

Led by Mid and East Antrim Agewell Partnership (MEAAP), CDHN continues to chair quarterly meetings of this ground-breaking, community-led, integrated care model. With funding from Dunhill Medical Trust and HSCB, the partnership increased its reach to 17 locality hubs, each comprising a range of delivery partners including GPs; Community Pharmacists; Social Workers; Local Community Organisations; the PHA; and HSCB.

The Hub's focus is to enhance the health and wellbeing of older people in their community, using a multi-disciplinary approach to improve the quality of health and social services at the community level. A recent three-year evaluation demonstrated that the IMPACT Agewell model not only improves the quality of life and reduces social isolation for older people but its Social Return on Investment study concluded that this approach has led to health system savings, through the reduction of unscheduled visits to primary and secondary care.

Lisburn Health Inequalities Strategic Hub

Building on previous development work with the Resurgam Trust, a new project co-ordinated by the Lisburn Integrated Care was established to co-design an inequalities focused approach to health and wellbeing in Lisburn. Supported by Resurgam and CDHN, the ICP initiated two virtual events in September and October 2020.

A call to action, it encouraged over 23 public sector and voluntary and community agencies, including Lisburn and Castlereagh City Council, to come together to gain a fuller understanding of the direct impact of inequalities on people living in poverty and in isolation in Lisburn. The partnership provides a forum for peer learning and sharing and members are developing a locality health and wellbeing profile for the Lisburn population.

The Implementation and Innovation Board (IIB)

Established by the Public Health Agency, this cross-sectoral group oversees the direction of the Expansion of Community Development Framework and the integration of community development approaches, to address the social determinants of health and reduce health inequalities. It is aligned to the Making Life Better Strategy. The Elevate Programme Manager and Director represent CDHN and its membership on the IIB. Following a review in early 2021, new recommendations on the purpose, reporting structure and representation of the cross-departmental steering group were agreed. We look forward to our continued engagement with colleagues on phase two of the work programme.

Health Literacy Networking & Awareness Raising

As well as being members of the HSC Regional Health Literacy Forum, we are members of the Western Health Literacy Delivery Partnership and Belfast Healthy Cities Health Literacy Working Group and attended their meetings throughout the year.

CDHN published an article on health literacy with Belfast Healthy Cities for the NI Impact Forum for Adult Learning and Belfast Learning City. It features in a new joint publication, Learn Well, Live Well: Adult Learning and Health and Wellbeing. One of our BCPP projects featured as a case study.

CDHN delivered a presentation on health literacy at the NI Adult Learning Forum Health and Wellbeing Seminar in October 2020.

Civic Innovation Programme

CDHN took part in stage one of the Civic Innovation Programme, funded by the Community Foundation Northern Ireland. The programme encouraged Community and Voluntary Sector organisations to collaborate around a project that would increase public participation with decision makers. CDHN collaborated with Victim Support & Oak Counselling to bring victims of crime together to advocate for mental health support after exiting the criminal justice system. CDHN assisted in the planning and facilitating of victims' calls to ensure their lived experience could be listened to and collectivised. Unfortunately, the project was unsuccessful in going forward to stage two.

Centre for Cross Border Studies Conference

Former Director Joanne Morgan, presented at the conference's plenary session on health. She spoke about how the Covid pandemic has illuminated the stark health and social inequalities on the Island, particularly for those living in cramped and overcrowded housing on low incomes.

Advance Care Planning Consultation

CDHN members met with the Department of Health as part of the Advanced Care Planning consultation process. We recognised the broad spectrum of support our members offer people and communities throughout all stages of life. Advanced Care Planning provides an opportunity for people to have greater choice and control in planning their future health and social care needs. It encourages plans to be made in conversation with those who are important to them and/or someone providing care, support or treatment.

Programme for Government 2021 Consultation Response

In early 2021, the NI Executive held a public consultation on its Programme for Government (PfG) draft Outcomes Framework. CDHN organised two consultation events with The Executive Office on the PfG. One was with our staff team and the other with our members. We developed our response from our members' feedback, looking at the Framework through the lens of equality, human rights, and a community development perspective.



Team Development

C03 Financial Resilience Mentorship

CDHN secured a place on this mentorship programme. It has given our staff team a boost in challenging times and provided access to expertise and resources as well as a supportive environment to reflect on our business model.

Acquired Brain Injury Training

CDHN staff had the opportunity to participate in training with Leonard Cheshire Foundation to develop our understanding of acquired brain injury and the support available in the community to support people and families.

Health & Wellbeing

CDHN signed up to the NICHs Work Well Live Well programme. The Health Champion in the organisation will undertake training and develop a Wellbeing Plan for 2021-22.

Treasurer's Report

I am pleased to present the Treasurer's Report for the financial year ending March 2021. The effective financial management of CDHN has continued to ensure that the organisation remains in a sound financial position despite the impact of Covid-19 pandemic and the challenges faced by the sector. The strategy for developing a mixed portfolio of income and the development of new funding opportunities will continue as the organisation pursues its vision. The financial results demonstrate the great efforts CDHN has made in ensuring the organisation retains its position as experts in community development to address health inequality.

CDHN has made a healthy surplus for the 2020-21 year and the CDHN Board would like to extend its thanks to the team for availing of opportunities as they arose and for the high quality delivery against contracts won. We also realise this has been a really trying year for staff and they have worked in exceedingly difficult circumstances to achieve this robust financial position.

CDHN has a healthy cash flow and a reserves position that is in line with the Reserves Policy. The main sources of income for the year were from the Health and Social Care Board (BCPP and Self Care Programmes), DHSSPS Revenue Grant, PHA Elevate Programme, CDHN earned income and some smaller projects (for example, the Design Thinking for Primary Care work funded by HSCB).

While delivering short term projects in parallel with long term projects, CDHN will continue to pursue opportunities for longer-term earned income and programmes which will benefit our members and help to achieve our mission. In doing so, the Board will continue to support CDHN in managing its finances and seeking out opportunities in a difficult and changing funding environment and in an uncertain world as we exit the Covid19 pandemic.

Finally, I would like to thank the staff who have managed and administered the finances of CDHN on behalf of the Board. Their efforts are an important contribution to the ongoing strategic development of CDHN and the achievement of its mission.



Liam Hannaway
CDHN Treasurer

Balance Sheet

Balance Sheet as at 31 March 2021

	2021		Restated 2020
	£	£	£
Fixed assets			
Tangible assets	3,881		4,573
Current assets			
Debtors	177,367		61,590
Cash at bank & in hand	<u>336,330</u>		<u>265,965</u>
	513,697		327,555
Creditors: amounts falling due within one year	(81,653)		(75,806)
Net current assets		432,043	251,749
Total assets less current liabilities		435,924	256,322
Long term liabilities			
Provisions		(38,371)	(38,371)
Net assets		<u>397,552</u>	<u>217,951</u>
The funds of the charity:			
Restricted funds		82,733	0
Unrestricted funds		314,819	217,951
		397,552	217,951

These financial statements have been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and Charities SORP (FRS102).

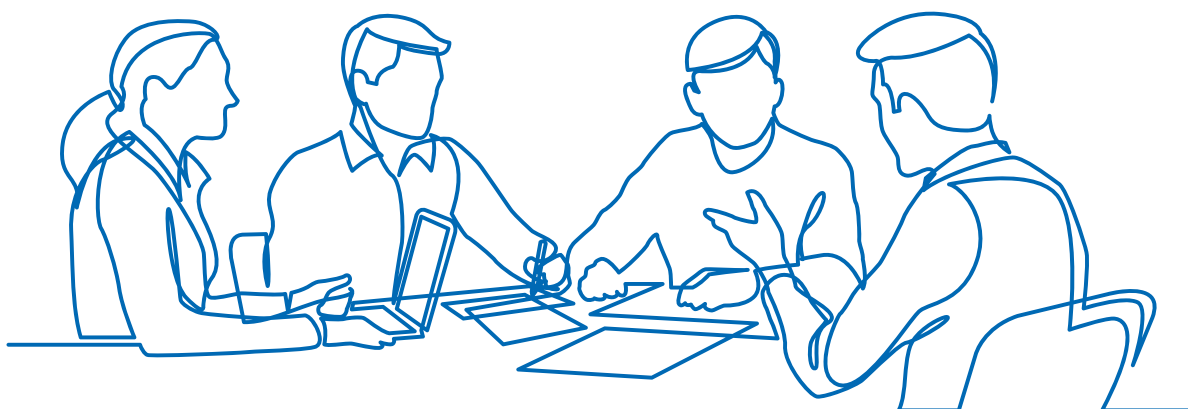
The financial statements were approved by the Board and signed on its behalf:

Liam Hannaway
Treasurer

Date: 12/11/2021

Company Number:
NI034114 (Northern Ireland)

Board & Staff 2020–2021



Board Members

Laura Feeny / Chairperson
Liam Hannaway / Treasurer
Sheelin McKeagney / Vice Chairperson
Arfawn Yasin
Paul Braithwaite

Staff Members

Joanne Vance / Director
Joanne Morgan / Director (until Nov 2020)
Kathy Martin / Interim Director/Strategic Impact Manager
Mary O'Hagan / Financial Monitoring Officer
Laura Harper / Evaluation & Support Lead
Helen McNamee / Project Manager
Mary McDonald / Evaluation & Finance Administrator
Linda Rogers / Communications Officer
Patricia Harte / Training Officer
Nicola Clarke / Programme Manager
Catherine Murnin / Programme Manager (until Oct 2020)
Joel Anderson / Project Officer
Stephanie Houston / Project Officer
Marion O'Hare / Administrator (HR)

Volunteer

We would like to thank **Phyllis Hanratty** for all her hard work and dedication.

Contact

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**INSPIRING
IMPACT**

