



SHEP
Capacity for Personal
& Social Transformation

SHEP - The Social & Health Education Project CLG.

Annual Report

2021



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

1. A Message from our Chairperson



Another Extraordinary Year

2021 has yet again been an extraordinary year which has seen SHEP continuing to adapt and develop as an organisation and respond to the ongoing impact and uncertainty caused by the Covid pandemic. Tremendous learning has taken place and as Chairperson I am extremely proud to see evidence of adaptability, personal strength and achievement right across the project. This has come from staff and management committee members, from tutors and trainers, from counsellors and volunteers and from the many committed course participants, all of whom make up the SHEP family.

As we reflect on 2021, it's important to acknowledge not only SHEP's agility & resilience in the face of a global crisis, but the openness to take on this challenges & find operational solutions to effectively meet the needs of our community.

Our team has expanded, we have developed our online presence, our board has expanded with new diverse members and our offerings have evolved – an amazing feat to celebrate & testament to the entire SHEP team!

Our annual report is a great news story & helps set our goals and vision for 2022! Once again, THANK YOU to our entire SHEP team & supporters – your amazing work, passion & dedication to our vision enables our success!

Carrie Shanahan
SHEP Chairperson



2. Key Developments

The Pandemic continued to cause disruption & unexpected gains

SHEP continued to be affected by the Pandemic and all courses remained online with the exception of the Leadership programme which pioneered a Blended Approach. Counselling and Advocacy also stayed largely online and SHEP's project staff continued to adopt a hybrid approach to working.

Great work was done across all 12 programmes

The growth and development of the project over the decade is reflected in the fact that by the end of 2021 SHEP had twelve discrete but interconnected programmes and a thirteenth (*Relationships in Practice*) in development

SHEP Programmes

Twelve interconnected programmes and a thirteenth in development



We agreed to prioritise environmental sustainability

The SHEP Management Committee responded to the Climate Crisis by adopting a resolution to put “*environmental sustainability at the heart of all that we do*”. The intention is that SHEP prioritises and models the kind of behavioural change that is needed to transform society and respond to the IPCC report’s ‘Code Red for Humanity’. A Listening & Consultation Event: *Environmental Sustainability & SHEP: Courage to Put Our Own House in Order*, was held on Zoom on October 15th and ideas were exchanged about how SHEP might reduce its carbon footprint and enact the resolution which was also unanimously endorsed by all staff at one of the few in-person staff meetings of the year. SHEP Earth Aware and staff members are working on an Environmental Action Plan for 2022 which includes an energy audit of the building .

Almost all work remained online

In 2020 most of SHEP’s Community Education and Training work, Counselling and Advocacy had to transition quickly to online and we discovered to our surprise that deep connections were possible

even across technology. This meant that we were well set up to continue our programme online in 2021. For many this turned out to be an empowering transition which enabled them get to grips with technology in a safe environment and feel supported and connected whilst remaining in their homes. For others it was an opportunity to access to services from which they were previously excluded on account of geography or personal circumstances. Consequently an online offering will continue to make up part of SHEP's training programme into the future, even in the much hoped for scenario of the Pandemic being long behind us.

The interest in our courses was strong

125 courses were organised during the year including: 4 SHEP Certificate in Personal Development (SCPD), 3 Social Awareness & Community Empowerment (SACE), the Leadership for Living & Social Action programme, 5 Reflective Practice and 75 short courses. In total almost 1900 participants accepted places and 761 of these were new to SHEP.

We consolidated our Facilitation Approach

A new document outlining our unique approach to facilitation was developed by the generative dialogue group and was circulated to all tutors and trainers. It affirms SHEP as a learning community and incorporates SHEP's commitment to social justice, environmental sustainability and personal and collective empowerment through facilitated groupwork. Further work to embed this approach across the SHEP community will take place in the coming years as we build towards our 50th anniversary.

We extended our geographical reach

As well as maintaining and developing our presence in Kerry, the Mid West and South East the expansion of our online programme also extended our geographical reach, further positioning us as a national rather than regional organisation.

There were significant changes in the Staff team & Facilitator team

Pat McCarthy retired from her staff role as Coiscéim Coordinator, a position she held for over 20 years. She will be greatly missed. Happily she is replaced in this role by Carmel Savage whilst Sheila Kelleher, Nuala Burke and Lorraine Verduel joined the Coiscéim staff team and Toufik Messibah was appointed to Lib Multicultural Counselling and Outreach. Robert O'Herlihy also joined us and took charge of Communications and Technical Support whilst Jessie Bowen was appointed to Administration.

We benefitted from ongoing HSE Funding

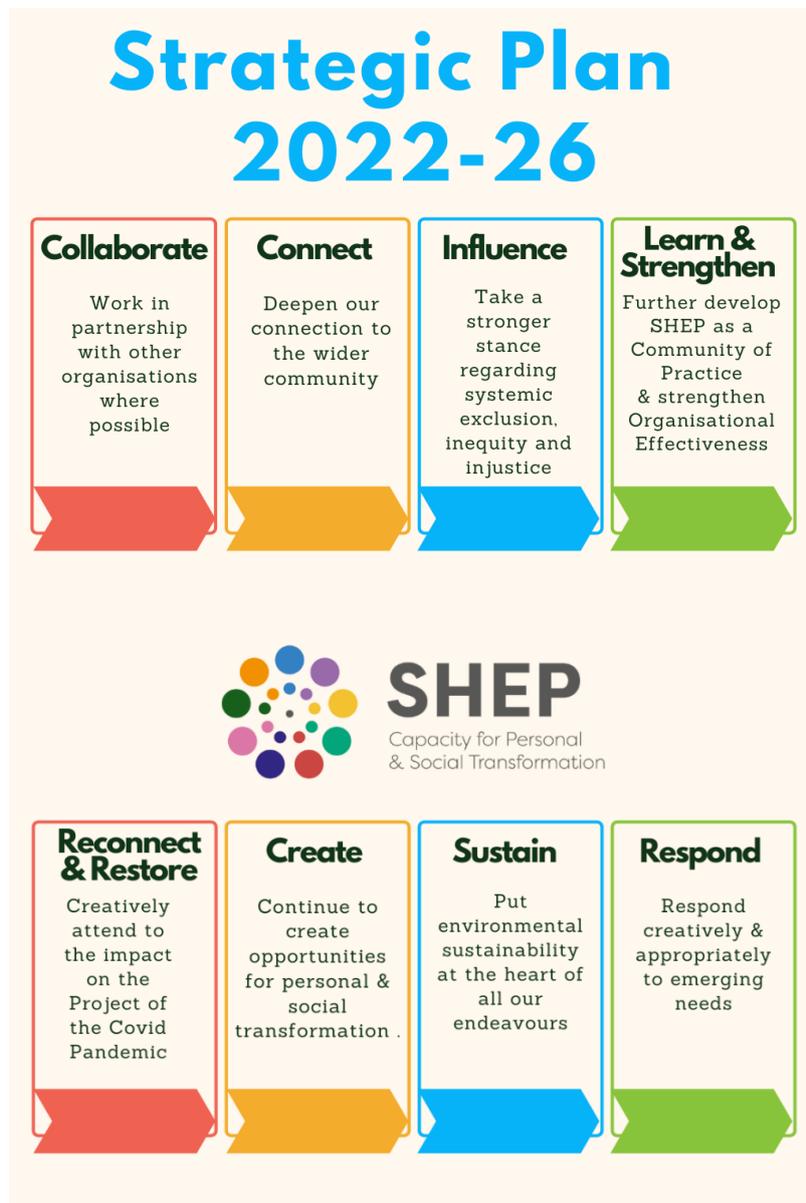
We are very appreciative of the ongoing support from the HSE who provide core funding for SHEP through a Section 39 Grant. Rebecca Loughry and David Lane met with the SHEP management committee to discuss what has been achieved by the Project over the past year across Training, Advocacy and Counselling and to explore possibilities for our need for additional HSE funding for the Project for 2022.



We celebrated 20 years of Counselling
 Over 100 people gathered online on Friday, 28th May to hear about key moments in the growth of Coiscéim over the years and important developments happening now, including Lib Multicultural Counselling and our TUSLA-funded work with young people.

We drafted a new Strategic Plan 2021-2026

The Management Committee brought together the main decisions of SHEP’s internal inquiry/generative/planning process by compiling a short, rolling strategic plan for 2022-2026.



We modernised our systems and rebranded our logo

Robert O' Herlihy our Technical & Communications Officer overhauled and modernised our IT system, updated the website and introduced online applications and payments. During the year 115 out of the 742 payments made for courses were conducted online via Stripe. We also updated our main and individual programme logos.



We deepened our partnership with The Perry & Sandy Massie Foundation

The Perry & Sandy Massie Foundation has been kindly supporting our work over the last two years enabling us, among other things, to diversify our facilitator team, modernise our systems, sustain the work in the Mid-West, target scholarships and create more supportive learning spaces. We are exploring possibilities with them for scaling up their support in 2022 and into the future.



A Dingle Selfie! Anita O'Shea, Dinny Keogh, Jim Sheehan, Abigail Joffe, Sandy Massie & Perry Massie met up in Dingle in November

3. Key Learnings & Reflections

We are proud of our achievements

Across the organisation we achieved a huge amount thanks to all the committed people who make up the SHEP family.

2021 was another stressful & challenging year that has taken a toll

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

As an organisation we are resilient and adaptable

We demonstrated our capacity for innovation, resilience and adaptability in the face of an uncertain social and public health context.

Working from home has up sides and down sides

Whilst the flexibility allowed by remote working has been largely positive it has also created a sense of disconnection within the team, particularly with staff who have joined during the past two years.

Space for staff reflection and support is essential

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

Experiential training is possible online and can extend our reach

A key organisational belief that our work must take place in person was disrupted by the pandemic. Because our courses were online many people were able to access them who would not normally be able to attend in person due to geography or personal circumstances.

We used financial resources wisely

The Management Committee committed quickly to funding special Covid related measures and we made targeted use of additional funding from the HSE and the Perry & Sandy Massie Foundation.

The second year of the pandemic has helped us build a stronger community

Though we rarely met in person in 2021 - and while there has been a huge loss – we have nonetheless developed a stronger sense of community.

We learned as an organisation and Mining our Experience will contribute to our future success

We learned our way together and listened to the pulse of the bigger SHEP family. Capturing and documenting what contributed to our success in this second extraordinary year 2021, will help us build for the future



At our first in-person gathering of staff at Ardfoyle (outdoor lunch in the car park at the front of the building in Ardfoyle), we were joined by the five members of staff who retired over the last 18 months :Mary Mangan, Dolores McCashin, Helen Godsell, Pat McCarthy & Mary White.

4. Training

“SHEP is life-changing! Go for it - take the plunge - believe me it will be worth it!! “
Course participant 2021

Short Courses *(community-based)*

The Community Education programme for Health & Wellbeing was again very strong in 2021, building on the learning from 2020 in relation to facilitating online experiential learning. 75 courses were organized, typically 24 hours if on-line and 20 hours where in-person. The additional 4 hours were used for 15min one to one meetings with facilitators, an innovative learning from 2020 to support groups on-line. 782 participants commenced and 625 completed (80%) with an average group size of 10.

Due to the pandemic 61 (81%) of these courses were on-line and 14 in-person (these mostly towards the latter part of the year). 38% of the courses were facilitated by one tutor and 45% were co-facilitated (where funding available for a second facilitator). A further 17% had facilitation with an apprentice (14 completing). Cork ETB, Kerry ETB, Healthy Ireland Limerick, Clare and Tipperary, Mid-West Region Drug & Alcohol Forum, SHEP Stability Fund and grants from community groups were the funders of the programme during the year.

Table 1 – Course Topics

Row Labels	Count of Course Type
Introduction to Personal Development course	16
Seasons for Growth – Living with Grief, Loss and Change course	12
Managing Stress in Our Daily Lives course	12
Supporting Yourself as a Parent (Family Communication & Self-esteem) course	8
Effective Communication for Better Relationships course	7
Caring for Our Wellbeing course	6
Facilitated Workshop/s	5
Connecting from the Heart - Courage to be Real together in the Present times	3
Women's Well-being course	3
Men's Well-being course	2
Growing Still – Facilitating Well-being & Empowerment in Older Adults course	1
Grand Total	75

Our programme is premised on a strong and active tutor base and in 2021 over 75% of our panel of 76 registered tutors either facilitated a course or declined due to availability.

Delivering on this scale of programme is challenging organisationally – for example over 1100 applications have to be processed for the eventual commencement and completion rates above. Community education's strength is its approach of collaboratively working with local groups and adapting to local needs – the 2021 programme involved over 40 collaborations. For 2022 the challenges are likely to involve (a) balance on-line and in-person working; (b) managing the scale, administration and development time of the programme; (c) securing funding such as through Healthy Ireland; (d) completing apprenticeships for those awaiting; (e) availing of suitable venues as we return in-person; (f) engaging in on-going practice development with the SHEP tutor base

Foundation Training (*in personal & social transformation*)

SHEP Certificate in Personal Development (SCPD)

“The Personal Development Course with SHEP has changed my whole outlook on life. I have a strength within that I always knew was there, I just needed the right help to access it.”

SCPD Course Participant 2021

In 2021-2022 we had eight SCPD courses running and all of these were online. Course hours were increased to 88 and the number of participants per group from 12- 14. Out of 126 applicants, 101 participants started and 90 finished.

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

Relationship

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

Support

Support is also key and participants are supported from the outset of the application process. We are particularly cognisant of the participants who need support with IT or form filling and ensure they can access help from front of house personnel. Innovation from our new Communications & Technical Support Officer Robert O’Herlihy has improved the entire enquiry and application process. Other supports are: the provision of laptops to participants, counselling, financial supports such as the bursary scheme and Department of Social Protection funding. Facilitators are supported through regular contact with designated staff, meetings, workshops and supervision.

Implementation of the New Facilitator SHEP Pathway

In the last year two apprentices were given the opportunity to get experience working with main facilitators on the SCPD, two new facilitators co-facilitated for the first time and five facilitators co-facilitated for the second time.

SHEP Certificate in Social Awareness & Community Empowerment

This programme is typically organized as 78 hours over five weekend workshops. The priority over the pandemic was to give continuity to SHEP’s overall programme by flexibly moving to on-line working. Building on the learning from 2020, three adapted on-line programmes of 60 hours (16 weekly sessions and six weekend days) were organized in 2021.35 out of the enrolled 39 participants completed (90%).



A bonus of Zoom was that one of the SACE groups had the opportunity to link up with Sahakarmi Samaj in Nepal for a day long workshop on Food Waste and the Ayurvedic approach to food and the body.

Since 2000 when SHEP adopted this ‘Training for Transformation’ based programme it has been offered on 75 occasions, reaching 1700 participants, with an average group size commencing of 23 and 21 completing (92%). This year on-line working facilitated a novel geographic spread of participants, development of our trainer base and also facilitated linking with Sahakarmi Samaj for a day workshop in one of the courses.

Along with the benefits of adaptation to on-line, there was a recognition that elements of the course such as simulations were not readily transferrable on-line (particularly simulations). The weekly format and lengthened time span is also significantly different from the five weekend format. As we navigate out of the pandemic, programme design for 2022 will bear these learnings in mind.

Community of Practitioners – Internal

The training of facilitators is a core element of SHEP’s approach to personal and social transformation. In 2021 two on-line SHEP **Facilitation courses** were organised. 29 participants commenced and 26 received full certs.

In response to strong interest we a **‘Caring for Our Wellbeing’** tutor training course during the Autumn, ready for a Spring 2022 start. We ran two 30-hour **‘Community Education Tutor On-line training’** courses and out of these developed a new community course **‘Connecting from the Heart’**. We also supported over 100 practitioners to develop their skills for facilitating experiential learning online, through a series of once-off workshops and held a series of Community of Practice seminars designed to upskill our tutors and trainers.

During 2021 SHEPs **Generative Dialogue group** finalised an account of ‘SHEPs Facilitation Approach’ and commenced conversations on the topic of ‘SHEP as a Learning Organisation’. The Annual Gathering and the spaces mentioned above have all contributed to developing and renewing our shared sense of ourselves as a community of practice and practitioners. This has been most evident in how we have supported each other and groups as we navigated the pandemic. Building community has been a significant outcome of the last two years.



SHEP Director Jim Sheehan with Dr Maeve Hurley (Ag Eisteacht) & Dr Nicola O’Sullivan taking some reflective time in Garryduff Woods in Cork to remind frontline practitioners to take time out to pause and reflect on the impact of their work

Reflective Practice & Supporting the Wider Community of Practice

SHEP has been supporting practitioners in the community since the establishment of the Project in 1974 and in 2021 the ongoing Pandemic shone a spotlight on the supports SHEP can offer. The Bon Secours Community Initiative Fund supported 3 x **Critical Reflective Practice** on-line courses during 2021 and the Wheel Training Links grant supported a further 3 courses in the South-East. Since 2013

there have been 44 Reflective Practice course offerings (mostly Critical Reflection circa 30 hour courses over 10 or 12 sessions, but also **seminars, tailored courses and Theory-U based courses**). These courses have reached over 440 practitioners across a wide geographic spread.

Reconnecting with the Heart of Frontline Practice

The Heart of Frontline Practice collaborative group proudly presents:

The second national seminar to provide Ireland's frontline practitioners with a safe and nourishing on-line space to reflect on the impact of their work.

Tuesday 25th May 2021
9.30am - 3.30pm

Open to all frontline practitioners working in public, private or community roles in healthcare, social care, education and the justice sector.

Speakers:
Dr Tim Dartington
'Spaces to think'
Dr Aisling McMahon
'Vulnerability and humility in supervision relationships'
Dr Kate Lucre
'The Compassionate Kitbag: practical ways to develop our compassionate identity'

Places are limited and booking is required before 11th of May. Tickets €50 via [Eventbrite](#). For more information email sabrina@ageisteacht.com

The development of the programme in the South-East and Mid-West, collaborations with National and other groups, and on-line working have significantly expanded the reach of this work. The programme has proven to be a key strategic development for the Project and has helped build connections and collaborations that position the Project as significant provider of innovative supports to practitioners. The programme sits amongst the suite of initiatives SHEP has developed, that build on our core approach to facilitated experiential group work – critical reflection, leadership, participatory methods, inter-agency practice, Theory U and systems approaches to change. The work is further consolidated through the linking of SHEP and Ag Éisteacht. Internal strategising was undertaken during 2021 to consolidate the Project's intentions and set the platform for further strategising on this area of work over 2022.

SHEP
Capacity for Personal & Social Transformation

LEADERSHIP for Living & Social Action
LEADING FROM THE INSIDE OUT
An innovative & experiential programme
SHEP CPD Certificate

SEPTEMBER 2021 – MAY 2022

Blended:
Tuesday Evenings (on-line) & three Saturdays
(in person, in Cork in 2022, subject to public health guidelines)

SLIDING SCALE OF FEES
Closing Date: 21 June 2021

SHEP's Facilitated online support group for Parents of Children with Autism

Who is welcome to sign up:
Any parent or guardian of a child with a diagnosis of Autism or presenting with the signs of Autism, but without a completed assessment, is welcome.

When will the group meet:
The group will meet online every Friday morning from 10.00 am to 11.30 a.m. Participants are asked to commit to 10 weeks. **The course begins Fri. 17th September 10am**

Cost:
€40 for 10 weeks which will be payable when you receive confirmation that the group is going ahead

How do I join:
Contact office for application form

Closing date for application: Friday Friday 10th September 2021
For more information please contact info@socialandhealth.com or phone 0214666180 and you will be directed to one of the group facilitators.

SHEP
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SHEP re – launched **Leadership for Living & Social Action** as a blended course and in association with Ag Eisteacht developed a new short eight-hour course to support practitioners called '**Reflect and**

Engage’. This was delivered in partnership with Kerry ETB, PSYCHED (Mental Health in the Workplace), and the South East Regional Network of Family Resource Centres.

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

UCC Diploma in Social & Psychological Health Studies



It is twenty years since the first group of graduates (pictured above in 2003) began the Diploma course in UCC. This collaboration with Adult Continuing Education in UCC has gone from strength to strength and in 2021 16 students (14 women and 2 men), successfully completed the two-year diploma. For the first time in a number of years those who have done SHEP training comprise the majority. This is also the first time we have made SHEP Scholarships available to those who have completed SHEP Tutor Training. As with all our courses, these students moved online due to Covid and demonstrated tremendous commitment in completing their studies.



Celine Griffin (Course Tutor, with Mary Keane, Sherifat Babalola at the UCC conferring in November 2021.



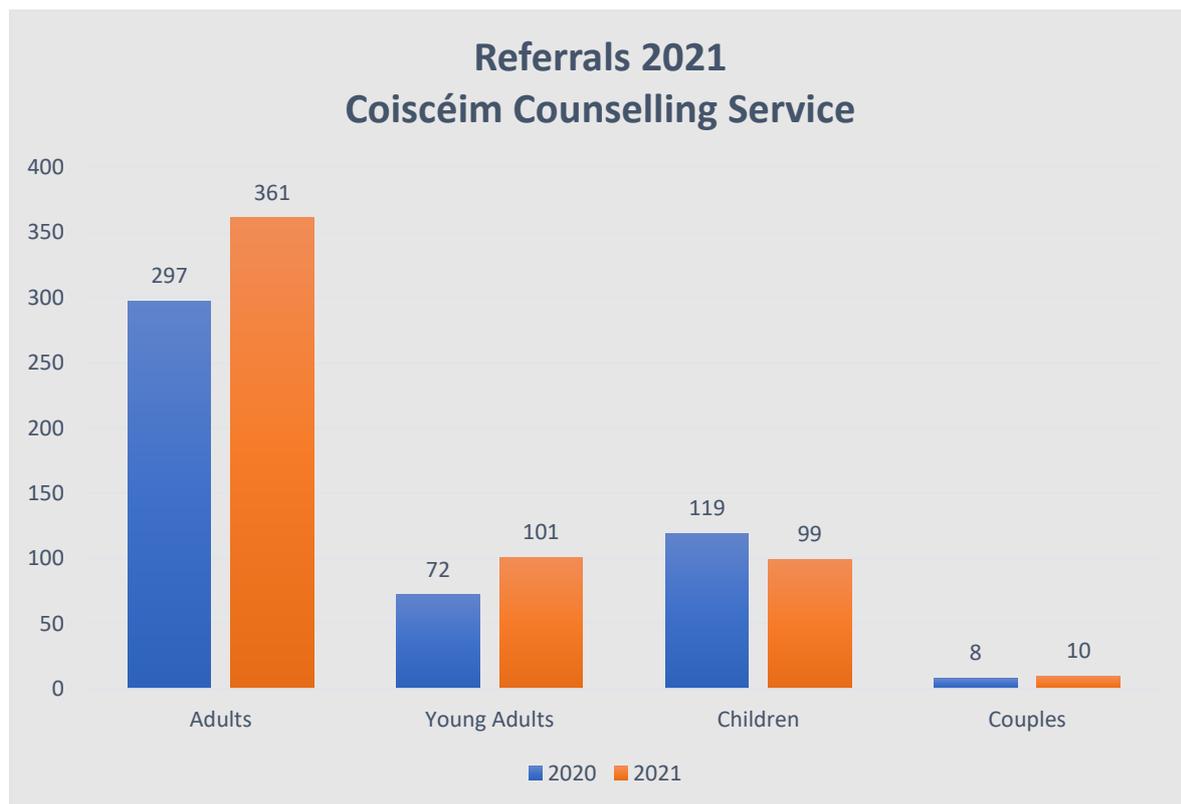
Fintan McCarthy and Mark Holland

5.Counselling

Coisceim

2021 was a very significant year in the Coisceim Counselling Service with the retirement of Pat McCarthy who acted as its beloved Coordinator for twenty years. She has been replaced by Carmel Savage who has taken over as Coordinator of the programme. With great foresight before her departure, Pat initiated the expansion of the Children's programme, and Sheila Kelleher was appointed to the new post of Child & Adolescent Referral Officer in January 2021 with funding secured from TUSLA.

In 2021, as an anxious community began to emerge from the imposed restrictions of Covid-19, the demand on the service increased substantially – with call volume rising from 700 in 2020 to 1004 during the year- a notable increase being seen in the demand for counselling from children and young people. Whilst Covid-19 still remained a strong feature, 24% of Coisceim counsellors returned to working fully in-person whilst 61% offered both modalities of in-person and on-line. For personal reasons, 15% of counsellors continued to work on-line only.



Lib Multicultural Counselling & Outreach

“Everything can be taken from a man but one thing: the last of the human freedoms — to choose one’s attitude in any given set of circumstances, to choose one’s own way.”

Viktor Frankl in *Man’s Search For Meaning*

Lib Multicultural Counselling is just over two years old and it feels like it has been around for a long time. From day one the objective was to support adults and children asylum seekers and refugees in rekindling their sense of hope, resilience, empowerment and autonomy. Viktor Frankl’s view combined with various strength-based models like the recovery approach are at the core of Lib, although traumatic personal stories are welcome.

Initially, one to one counselling was seen as a key approach, but very early on came the realisation that counselling is indeed a Western world concept. Traditionally in many cultures support and healing come from the group. This is why Lib has now two group-based programmes being rolled out: Amaris for adults and Roots for children. The strength and internal resources of each individual can be of support to all members of the group, in the spirit of togetherness, mutual acceptance, openness and fun. In 2021, 14 adults and 20 children participated in these programmes and 39 adults and 11 children accessed one to one counselling, with a mix of face to face and online.



Artist Spark Deeley brightened up our Ardfoyle offices with this fabulous mural

6. Advocacy

The SHEP Advocacy Programme maintained and developed its work in 2021 within the restrictions of the Pandemic. Our *Independent Advocacy Gathering* moved online in November and we continued to engage through the three key elements of our work:

1. Direct access to Advocacy Support through Group Advocacy Facilitation and some limited access to One-to-One Advocacy support.

Group advocacy work in congregated settings was a challenge in 2021 but we kept everything going and we look forward to developing this aspect of the programme as restrictions continue to lift.

Cobh Community Hospital Advocacy Meetings:
A chance to get together and talk about anything
that may be of concern to you.



Advocacy Group Meetings
are held every month in the dining room
with



Theresa Lynch and Teresa Hughes
(independent advocates)



All residents are very welcome

The next Advocacy Meeting is onat 10.45am.

If you want to contact us at The Social and Health Education Project (SHEP) Telephone 021 4666180 and leave a message for Deirdre, the **Advocacy** **Coordinator**.

2. Access to Advocacy Training

We expanded our *Introduction to Advocacy* course team by welcoming four new facilitators SHEP Advocacy team members also continued to develop the *Self Advocacy Course* and as a result build the capacity of advocacy facilitation.



3. Developing Advocacy Networks of Solidarity

'Our Rights and Medication' group was awarded a grant from the Irish Human Rights and Equality Commission in what was a very competitive field. This is enabling our network of disabled people, advocates, academics, activists and interested individuals to develop resources and opportunities for discussion around informed consent and informed decision making with regard to medication, following concerns about the overuse of psychotropic medication in the areas of intellectual disability, mental health and in older age, especially where people are living in residential care. We look forward to contributing to a human rights mode of practice as we move from the still in operation archaic Lunacy Act of 1871 to the Assisted Decision Making (Capacity) Act 2015 due to be fully enacted in 2022

7. Sustainability & International Development

SHEP Earth Aware

In 2021 we were honoured to receive the Lord Mayor's Civic Trust Award for our work on Climate Change awareness building. During the year we collaborated very successfully with: Cork Chamber, the Environmental Research Institute (UCR), Cork Environmental Forum (CEF), Cork Healthy Cities and Green Spaces for Health, on the monthly webinar series: *Greening Our City* where we invited guest speakers from around the world to help us address the question: How Can Cork transition to becoming a genuine Green City? All talks were recorded and are available at: <https://corkhealthycities.com/greening-our-city/>. Our audience was and continues to be, a broad and eclectic mix of people.



SHEP Earth Aware and CEF also hosted the monthly online *Friday's for Earth* series. This was presented by a panel of speakers on a nominated topic which the audience had prepared for in advance, by reading or watching a particular film. Large numbers attended and much learning has moved into the mainstream activities of different organisations across the city.

Elders for Earth were very active, including hosting a series of Spirituality & the Earth talks. Perhaps the pinnacle of our year was the *Second Cork Intergenerational Climate Justice Conference* in October. This online interactive event was a collaboration between Earth Aware / Elders for Earth and various partners from the city. Speakers came from Ireland, South Africa and Uganda and reached a global audience.

International Learning Partnership with Nepal

Despite another challenging year with Covid, our Nepali partner Sahakarmi Samaj, completed all its activities in Year 3 of the Irish Aid/DF Norway programme. The programme focused on community empowerment through rights based advocacy and the development of civil society in rural Nepal, by working with people at both grass roots and government level. Zoom meetings allowed the SHEP and Sahakarmi teams to keep in touch regularly and in November Abigail Joffe went on a very productive and affirming monitoring visit. Whilst there she collaborated with the Sahakarmi team on a programme review and on the design of the new project which SHEP will apply to Irish Aid for in 2022. Also in June around 50 people from SHEP's wider community attended an online Nepalese Cultural Evening and Covid Relief Fund fundraiser. €6,500 was raised and sent to Sahakarmi who used it to

provide small business start-up grants to community group members who had suffered hardship due to the Pandemic.



Community group members at a Sahakarmi training session in Western Nepal

8. Other Projects & Developments

Management Committee

Current members of the management committee are: Carrie Whitty (Chairperson); Rosarie Coleman, Dolores McCashin, Gearoid Condon; Roy Kelleher, James Murphy, Liam McCarthy, Lorna Rice Davis, Eithne Sparling; Rebecca O Mahony, Laura Minihan, Noreen Breen & Anita Murphy.

Diversifying our Facilitator Base

The Management Committee agreed last year that we need to step up our work to bring in new facilitators into the Project and in particular to diversify the facilitation team in SHEP. It is accepted that this is a complex initiative that will take many years. The Generative Dialogue Group completed a series of five sessions, facilitated by Dr Anne Rath, to consider what is involved. A key conclusion is that in order to support a diversifying of the facilitation team SHEP must support diversity more fully across the whole organisation and in all aspects of our work. A number of practical ideas and next steps have been identified.

SHEP Across the Country

The Programme in the Mid-West continues to go from strength to strength, with support from local partners including the Mid-West Regional Drug and Alcohol Forum who provided grant funding again for some of the training. The Healthy Ireland Fund brought additional energy to the work and is supporting SHEP short course provision across the region. Four short community courses took place in Kerry 2021 and three others were planned that were unable to go ahead. Partners included: Kenmare Family Resource Centre, Maine Valley FRC, Ballyspillane FRC and Phoenix Womens Centre. In the South East we continue to liaise with the HSE but the COVID 19 pandemic disrupted progress somewhat. On June 14th we held a meeting of all partners and individuals interested in SPHE

facilitation with a view to forming a community of practice. The intention is that a small scale, pilot community-based programme will start in Spring 2022.

SHEP Facilitators Gathering

A gathering of SHEP Facilitators took place online on Friday, September 10th. A key piece on the evening was an acknowledgement of the retirement (as a trainer) Terry Coleman, who has been involved with the Project for over 30 years. Terry shared some of his memories and some time was given in small groups and plenary group to considering recent developments in the Project. A number of key themes emerged from the discussion: how incredibly mature SHEP has become over the 46 years; a real sense of SHEP holding to our values base; how SHEP has expanded and developed new practice and partnerships during COVID; that on-line work has created new opportunities for the Project (and that experiential training can work on-line); a sense that SHEP is now moving into a national space; how the Project has promoted a sense of community during the pandemic; that recent staff retirements have been very significant; the importance of more integration of people of different cultures into the Project; a real sense that the international learning partnership with Nepal has been mutually beneficial; that the Generative Dialogue Space has proven to be very important; the importance of the SHEP Earth Aware work and its new reach during COVID; and a sense for people feeling the need to connect with the new premises in Ardfoy (most people have not been there because of COVID19).

Erasmus

The EU funded KA1 programme (Staff & Tutor training abroad) was restarted in 2022 and we were also successful in our application to Léargas to become an accredited member of the programme. Our KA2 Programme exchange was completed online (June 14th & 15th) and went very well (see photo). We also sent each participant a parcel with a number of items from Ireland – chocolates, sweets and other treats – which was very much appreciated. The new KA2 programme - a strategic partnership with four European Partners with the theme of Storytelling as a tool for Adult Education)- also started on-line but the hope is for in person exchange visits with Latvia, Spain, Sweden and Slovenia in 2022.



SHEP Community Choir

The SHEP Choir started meeting again after a break and a period on Zoom. A big thank you to Pat Sheehan Corbett for all her work to support the choir members in difficult times for singers!

Hosting of CESCA

SHEP has been an active member of the CESCA alliance over the last seven years – and we support the Alliance through being its host and employer organisation (Niamh Kelleher is the Alliance Coordinator). The HSE has recently mainstreamed its core funding for CESCA and this is a very positive development.

Link with Bessboro' Horticultural Project

We continue to develop our connection with the Bessboro Horticultural Project which is based in the space behind the SHEP building in Ardfoy. Together with the Horticulture Project Staff and their new students we are looking at the possibility of creating, over the next six months, an outside Learning Space for common use as well as opportunities for staff to be involved in gardening activities. This is a very exciting development which has received tremendous enthusiasm from the SHEP staff team.



The Bessboro Horticulture Project joined us for a Halloween gathering in Ardfoy.



SHEP staff at our socially distanced Christmas meet-up at The Marina in Cork

Priorities 2022

In addition to delivering all the actions set out in our 2021 work-plan we have identified eight key priorities for 2022 as follows:

- To continue to consult widely throughout the Project regarding adaptations necessary to respond to the COVID19 pandemic.
- Continue to create opportunities and spaces for organisational learning, particularly in the context of the COVID19 pandemic.
- Continue to strengthen and modernise internal systems in the Project
- Provide continued support to SHEP Personnel (& Facilitators) to deliver SHEP Training on-line and in blended formats.
- Supporting the introduction of the SHEP Programme to Tipperary
- Further development of SHEP's Practitioner Development Programme
- Continue the selection and induction of new SHEP Facilitators with increased emphasis on improving diversity
- Liaise closely with Project funders to address funding shortfalls arising as the Project grows in response to emerging needs.

Appreciation of Support

The Management Committee and staff of The Social and Health Education Project would like to sincerely thank everyone who supported our work in 2021. The support of our main funders - the HSE in particular - is greatly appreciated. Total income in grants and fees received this year was **€1,184,750**. Total expenditure by SHEP in 2021 was **€1,208,961**. Total expenditure of HSE funds in 2021 was €788,706.

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On-going support from the Cork Education and Training Board, Kerry Education and Training Board, TUSLA, POBAL, The Department of Social Protection, The Mid-West Regional Drug and Alcohol Forum and HSE CESCO all played an important role in enabling SHEP to deliver our extensive programme of work for 2021 in support of a wide range of people from a wide range of backgrounds. We are also very appreciative of grant funding made available by Perry & Sandie Massie Foundation, Healthy Ireland, Mercy Solidarity Fund, Bon Secours and The Wheel to support a range of community projects during 2021.

Copies of our 2021 audited annual accounts are available on our website www.socialandhealth.com. Thank you for your interest and support.

