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REDUCTION

## FOREWORD

Since taking up office as President of AONTAS at the AGM in April 2002, my task has been to provide leadership for a vibrant organisation operating in a rapidly changing environment. Since 1997 the adult education sector has seen many significant changes in both policy and funding and has finally taken its place as a key player in the continuum of lifelong learning. AONTAS has played a major role in this development since its first strategic review in 1998.

With its first Strategic Plan, **A Vision for the Future** (1998-2000), AONTAS developed a clear policy focus and planned its work strategically to ensure that the voice and issues of adult learners would be brought to the attention of policy and decision makers. During its current strategic planning phase AONTAS is seeking to ensure that the recommendations of the White Paper on Adult Education, **Learning for Life**, are implemented and, during 2002, has taken the opportunity afforded by a general election to do this. This report outlines the work of AONTAS during 2002. On reviewing the developments of the year it is clear that AONTAS has truly achieved its objectives of representing adult education at a number of important national fora.

The implications of taking the work of the organisation to a higher level involve a high degree of professionalism on the part of representatives at the table as well as the need to strengthen links with members at a local level. The decision to organise regional membership meetings annually is designed to ensure increased participation of the membership in shaping policy developments and building a strong, inclusive and responsive adult education service. The establishment of the National Adult Learning Council, the rollout of the Back to Education Initiative and the recruitment of Community Education Facilitators have been key developments during 2002. The report of the Taskforce on Lifelong also contains important recommendations which will strengthen access to education and training for adults.

2002 saw a new Minister of State with responsibility for adult education taking up office. Having met with Minister Síle DeValera in July, I look forward to working with her to continue the developments initiated by Minister O'Dea between 1997 and 2002. The AONTAS Executive Committee which represents both the statutory and voluntary membership are committed to working with me to consolidate the gains made by the adult education sector in recent years. Following their election in April, the new Executive Committee spent its first day long meeting with our external consultant planning how they could best serve the interests of the organisation as a whole. I would like to thank them and my fellow Officers for giving their time, ideas and energy throughout 2002.

In November I relinquished my seat on the Executive of the European Association of Education for Adults after four years of service. As the AONTAS representative, I was able to contribute to the Strategic planning of the Association during a period of great change in Europe. The model of practice used by AONTAS was extremely valuable in this regard. I now wish the new Board representative, Ms. Brid Connolly, well as she takes up her seat. Her experience and expertise will surely add to the work of the EAEA.

During 2002 AONTAS saw some staff changes with the departure of Fiona Lawler to pursue further study and the recruitment of two new staff members, Finola Mc Donnell and Deirdre Allen. Their work has already made an impact on the organisation and will add more skills and experience to the already excellent staff team. I would like to acknowledge the work of the staff throughout the year and I look forward to continuing to work with them. Finally I would like to thank the Department of Education and Science officials in the Further Education Section led by Margaret Kelly, Principal Officer, for their continued support of AONTAS.

John Ryan, President

## OVERVIEW

By the end of 2002 AONTAS had completed the second year of its Strategic plan, **Moving Forward**. Building on the work and developments of the previous five years, AONTAS sought to ensure that the important recommendations of the White paper on Adult education, **Learning for Life**, continued to be implemented and that the adult education sector would continue to grow and develop.

Because 2002 was an election year it afforded opportunities to bring the concerns of the adult and community education sector into the political arena and to lobby for the continuation of both a political and financial commitment to the fledgling adult education service. AONTAS rose to the challenges and opportunities presented to it and engaged in a range of planned activities as well as new work emerging over the course of the year. The Strategic Plan which provides the direction of the work of AONTAS set out seven organisational objectives which in summary are as follows:-

- Promoting adult education
- Participating in policy development
- Supporting and representing membership
- Identifying and responding to changing needs
- Building working partnerships
- Developing research
- Developing AONTAS as a learning organisation

AONTAS endeavours to achieve these objectives through an integrated approach to its work.

### Policy and Promotion

2002 saw some significant changes in both the economic and political environment. Because it was an election year AONTAS decided to use this as an opportunity to highlight the issues of concern to the adult education sector through the development of an information and lobbying strategy aimed particularly at political parties, but also at media and the general public. Throughout the year AONTAS produced a series of information pamphlets outlining the gains already made by the sector and identifying the main demands for the election campaign. Our Top Ten demands which are detailed in the body of the report were printed on fliers and bookmarks making them easily accessible to members, media and politicians. The uncertainty about the actual election date occasionally made it a little difficult to plan but overall the campaign was strategic and successful. AONTAS continued to use Montague Communications to assist with some of this work, in particular profiling adult education in the media. The opportunities provided by the AONTAS regional meetings to encourage and support its members to lobby politicians at a local level and to make full use of local media also proved to be very effective.

When the date of the election was finally announced AONTAS began to prepare for changes and to upgrade its lobby. In particular AONTAS lobbied the Minister of State, Mr. Willie O' Dea to establish the National Adult Learning Council and to roll out the Back To Education Initiative which had already been delayed for a year. AONTAS also lobbied strongly for the implementation of the recruitment of Community Education Facilitators which was a key recommendation in its response to the earlier Green Paper and which was subsequently recommended by the White Paper. In January 2002 Minister O'Dea announced seven major developments which were as follows:-

- Establishment of the National Adult Learning Council
- Back to Education Initiative
- Increase in funding for the National Adult Literacy Programme
- Recruitment of Community Education facilitators
- Funding for Further Education Development
- Third Phase of the Adult Education Guidance Initiative
- Development of information systems

The Minister announced a budget of €22.74m to support these developments which were warmly welcomed by AONTAS. The National Adult Learning Council (NALC) was finally established in April 2002 and shortly afterwards the Educational Disadvantage Committee (EDC) was established by Dr. Michael Woods, Minister for Education and Science. AONTAS is represented on both the Council and the EDC. AONTAS lobbied all political parties prior to the election and developed a paper entitled, **Building the Adult Education Service: The Next Steps**, which outlined the gains made between 1997 and 2002 and the areas where more progress was needed.

All of the parties responded, promising support for a range of strategies designed to promote lifelong learning. A key concern was the retention of a Minister of State with responsibility for adult education and AONTAS welcomed the new Minister Ms. Sile DeValera in June 2002. A meeting was arranged in July with the new Minister. This was attended by the Director and President who gave the Minister an overview of the work of AONTAS and our main concerns for the future development of adult and community education. This was warmly received and the Minister made a commitment to the continuing support of the service.

In September AONTAS developed a supplement with the Irish Times and also part sponsored an Examiner supplement which was published to highlight the annual exhibition of adult education opportunities held by the Cork Adult Education Council. Throughout the year AONTAS maintained its contact with the media, and members of the AONTAS staff team and Executive Committee made presentations to, and participated in various conferences and seminars at home and abroad. AONTAS held a national conference in October focussing on learning as a right. A conference report has been prepared and will be disseminated to participants, membership and other interested parties.

One of the main strategies undertaken by AONTAS as part of the current Strategic Plan is to ensure that the organisation is represented on key policy and decision making bodies at a national level. During 2002 AONTAS has been successful in achieving this objective and is now strategically positioned to bring the issues of concern to adult learners and providers to the table. The fora on which AONTAS is represented are described in this report.

### **Supporting members and building partnerships**

The membership of AONTAS, which continued to grow throughout 2002 currently comprises a wide range of groups and agencies with very diverse interests and resources. AONTAS endeavours to listen to their issues and to bring them, where appropriate, to the attention of national policy and decision makers. The organisation of annual regional meetings has been an important development as they enable members to network, keep informed and to highlight issues which are of concern to them at a local level. They also allow the AONTAS staff team and executive to meet with a wide range of members and to get a much deeper understanding of their issues. The regional meetings in 2002 were very well attended and participants provided very positive feedback. A report of the meetings has been compiled and widely disseminated. AONTAS continues through the work of its Membership Officer, to maintain communication and contact with members.

AONTAS continued to support its women's network members through the S.T.A.N.C.E programme which completed the second year of its three year programme by the end of 2002. The emergence of the National Collective of Community-based Women's Networks (NCCWN) is a key development brought about as the result of the programme. The Collective will be supported by AONTAS during 2003 to enable it to work independently towards providing a collective mechanism for women's networks to participate in and respond to national policy development. It will also work to strengthen the capacity of women's networks to be involved in local, regional, national and global issues. The emergence of the National Collective is the result of more than ten years of work with the women's groups and its development should serve as a model of practice for other community-based groups.

### **Supporting Emerging Work**

As the recommendations of the White Paper began to be implemented new areas of work began to emerge during the year. One of these was the provision of education and training to refugee and asylum seekers. Already many of our member groups are engaged in the delivery of services at local level. A roundtable discussion funded by a grant from the Department of Justice, Equality and Law Reform was organised to explore the role of adult education in addressing the needs of these groups and what role, if any, AONTAS could play. The 2001 production of the Adult Learner entitled, **Acknowledging Difference**, provided a focal point for the discussion. AONTAS plans to link with agencies whose main concerns are addressing the needs of these groups and to explore how best to support their work.

### **Back to Education Initiative (BTEI)**

One of the major demands of the AONTAS election campaign was the implementation of the Back to Education Initiative (BTEI) which had already suffered a delay and as a result been subject to budgetary adjustments. With its emphasis on part-time provision the BTEI will afford the opportunity to combine a return to education and training with family, work and other responsibilities. The Initiative aimed to provide more than 6000 places in the formal adult education sector with 600 places allocated under the Community Strand. In the formal sector activities commenced in most counties by December 2002. Six thousand four hundred and ninety one places have been allocated mostly through the VECs. By providing a community strand to the BTEI a major contribution will be made towards building the capacity of the community education sector to meet the changing needs of individuals, communities and society.

The Further Education Development Unit called for applications from community organisations in September 2002. AONTAS participated in a consultation process organised by the Further Education Section of the Department of Education and Science to design accessible application forms and to discuss how best to progress the implementation of the community strand. Maureen Kavanagh, Project Manager, participated in the assessment committee to select the successful applicants. Sixty two applicants were approved, thus distributing 689 places. A wide variety of programmes targeting groups including adults who left school early with low or no formal qualifications, unemployed men and women, those not in work but not eligible to be on the Live Register, Travellers, people with disabilities, Lone parents, and people for whom English is not their first language. The successful projects will begin their work in 2003.

### **Community Education Facilitators (CEFs)**

During the final quarter of 2002 recruitment of CEFs by the Vocational Education Committees began to take place. Thirty four facilitators will be appointed throughout the country. AONTAS welcomes this development and sees the recruitment of CEFs as an addition to the pool of professional adult education personnel already working locally within the system. AONTAS was invited by four member VECs to participate in their interview process. This was undertaken by the Director and provided a valuable insight into the wealth of experience and expertise of people working on the ground. The Department of Education and Science took a decision in 2002 to provide a Support and Training Programme for the facilitators. The Co-ordinator of this programme will be located in and managed by AONTAS. The Programme will be developed in collaboration with the VECs and will be guided by a Steering Group consisting of representatives of the IVEA, the AEOA, DES and AONTAS. ADM is also represented on the group. AONTAS sees this as an important opportunity to support the work of local providers.

## Information Services

AONTAS continued to provide a referral service to the general public using its information referral pack which has proved to be very successful. Almost 1800 people received the pack which is constantly updated and currently includes contact details for the adult guidance services funded under the Adult Education Guidance Initiative (AEGI). AONTAS continued its quarterly mailouts to members and disseminated research publications to a wide range of agencies and individuals. The AONTAS website has also proved to be a popular and important vehicle for the dissemination of information. Halfway through the year AONTAS employed an Information Co-ordinator whose main role is to develop and implement an information strategy. A Policy Analyst was also employed at this time.

## Research

During 2002 AONTAS commissioned a major piece of research on behalf of the Further Education Section of the Department of Education and Science. This research which explored the learning styles of men and women and the implications for the provision of education and training opportunities, stemmed from a commitment entered into by the government and social partners in the Programme for Prosperity and Fairness. The research report entitled, **Gender and Learning**, was completed by the end of 2002 and will be launched in 2003.

## Organisational Development

AONTAS continues to pay attention to its own development as a learning organisation by strengthening its human, financial and technical resources. In doing so it endeavours to provide a model of best practice to the sector and indeed has, during 2002, provided advice, training and support to member groups. AONTAS continued its work with its external consultant, Ms Mary Rafferty during 2002. This work, which involves regular staff review days and management support allows the staff team to develop and grow thus making available to the organisation a high standard of professionalism. Staff members regularly avail of training across a range of areas.

2002 saw a change in leadership of the organisation with the election of a new Officer Board at the AGM in April. Some new members were also elected to the Executive Committee. An induction day for the new Executive was facilitated in July by our external consultant. This gave the Committee members an opportunity to examine their role and to explore how best they could contribute to the work of the organisation. The Executive meets six times per year and these meetings make a major contribution to policy development in particular. Executive members participated actively in the regional and general meetings and also represented AONTAS at events locally, nationally and internationally. AONTAS is a member of the European Association of Education for Adults (EAEA) and has been represented on its executive committee for four years by John Ryan. At its General Assembly in November, Ms. Brid Connolly, Hon Secretary, was elected as the new representative. Both John and Brid have contributed a great deal of experience and expertise to the European Association.

Once more the task of relocating the AONTAS office was put on hold for legal reasons relating to the lease on the current premises. However this is now coming into its final year and a contingency plan has been made for a move in 2003.

AONTAS continues to work closely with the Staff of the Further Education Section of the DES, in particular, Ms. Margaret Kelly, P.O. and Mr. Des O' Loughlin, A.P.O. We acknowledge their and their colleagues' ongoing support and encouragement for our work and for the development of the adult education service. Finally AONTAS would like to thank the outgoing Minister Mr. Willie O' Dea for his important contribution to the development of adult education between 1997 and 2002. We look forward to working with the new Minister, Ms. Síle DeValera in the continuation of this important work.

**Berni Brady, Director**

REPORT

SENT

ATION

COMMITTEE  
TO DEVELOP  
AGENCY  
& POLICY

## **REPRESENTATION AND POLICY DEVELOPMENT**

A major strategy for AONTAS has been to ensure that it is represented on key policy and decision making bodies. The following section describes these bodies and the involvement of AONTAS in them.

### **National Adult Learning Council (NALC)**

The National Adult Learning Council (NALC) was set up in April 2002. It consists of 25 members representing a broad range of agencies with an interest in adult education and training. The role of NALC will be in policy development, coordination, quality support and research in the adult education sector. Its functions will include the development of workplace learning, community education, an equality strategy and the setting up of an advisory group on special needs. During 2002 the Council met seven times. Meetings to date have focussed on information sharing, establishing priorities for the Council and planning work processes. The Minister of State attended one meeting of the Council to listen and respond to the issues raised by members. The Council is currently awaiting a Ministerial Order which will establish it as a statutory body. It is expected that staff will be recruited to the Council during 2003 as a result of which Technical Units will be established to support and develop the work. When the Local Adult Learning Boards are established, they will report annually to NALC on the development of adult education at local level. A report of the year's work of the Council will be available in 2003. The work of the Council is also regularly reported in the AONTAS newsheet and website. AONTAS is represented on NALC by the Director, Berni Brady

### **National Qualifications Framework**

Since its establishment in 2001, the National Qualifications Authority of Ireland (NQAI) has been involved in the development of a single National Framework of Qualifications. Although not represented on the Authority itself, AONTAS has maintained an active role in the development of the Framework and its accompanying policies and procedures. Staff have been participating in a consultative group which meets regularly to discuss framework development, and have also contributed documentation to the Authority where appropriate. In addition to participation in consultative meetings in 2002, AONTAS also participated in two consultation sessions organised by NQAI with the wider Community and Voluntary sector. Building on the organisation's previous involvement with the Community and Voluntary Accreditation Forum (CVAF), this has provided an opportunity to contribute to the discussion of the particular issues affecting the sector in relation to accreditation. The Director, Berni Brady and the Policy Analyst, Finola Mc Donnell represent AONTAS on the consultative group.

A related process has been underway at the Further Education and Training Awards Council (FETAC). Established in 2001, FETAC has been engaged in developing new systems for its accreditation and validation of programmes in the further education sector. In 2002 AONTAS participated in a consultation process on the development of a quality framework for FETAC approved providers. This framework will provide a model through which all providers can continuously monitor and improve the quality of their provision. AONTAS highlighted the particular concerns of those in the community education field with regard to quality assurance, and has ensured that their issues are fed into FETAC. Consultations on programme validation and other related systems will continue through 2003. AONTAS is represented by the Policy Analyst, Finola Mc Donnell.

## Educational Disadvantage Committee

The Educational Disadvantage Committee was established in March 2002 by then Minister for Education and Science, Dr Michael Woods. The Committee is provided for in the Education Act 1998, and its purpose is to advise the Minister on policies and strategies to identify and correct educational disadvantage. The Committee includes among its 21 members voluntary and other bodies who have particular insights and expertise in tackling educational disadvantage at all levels. The size and composition of the Committee has been chosen to ensure it works efficiently. The Committee met six times in 2002 and is currently preparing a number of papers for the attention of the Minister. AONTAS is represented on the Committee by Director, Berni Brady.

To facilitate the participation of a broader range of agencies in tackling exclusion, a Forum on Educational Disadvantage was also established in 2002. The inaugural meeting of the Forum took place in November 2002. Both the Minister for Education and Science Noel Dempsey, and the Minister of State, Síle DeValera were in attendance for the day long session. AONTAS participated in the Forum, as did several of our member organisations, and contributed to the debate. AONTAS also made a written submission to the Committee prior to the meeting of the Forum, emphasising the need to target educational disadvantage among adults as well as among school aged children. This submission may be accessed through the Department of Education and Science website and also through the AONTAS site. As Minister Dempsey has made clear from the outset his intention to focus on educational disadvantage during his term in office, AONTAS intends to actively pursue the concerns of the adult education sector in this regard in 2003.

## Education Equality Initiative

The Education Equality Initiative (EEI) which seeks to address educational disadvantage affecting adults throughout Ireland is an innovative measure funded through the National Development Plan (NDP) (2000-2006). There are acknowledged gaps in provision for the most educationally disadvantaged adults in Ireland. The EEI seeks to address these gaps through:

- Outreach strategies to attract as yet un-reached adults into learning;
- Bringing learning closer to home;
- Innovation in teaching and learning;
- Developing and strengthening practical support structures;
- New ways of accrediting and certifying learning;
- Facilitating the progression of marginalised individuals and groups through learning and accreditation pathways;
- The development of partnerships between key stakeholders locally;
- Identifying and documenting key policy lessons;
- Mainstreaming of good practice.

EEI Phase 1 (2000-2003) funds eighteen pilot projects, thirteen in the South and East region and five in the Border-Midland-West region. The projects are designed to address educational disadvantage experienced by the following groups:

- Adults in treatment programmes for addictions;
- Adults who wish to develop basic competencies;
- Adults with learning difficulties including dyslexia;
- Adults with mild learning disability;
- Community-based learners who wish to access higher education;
- Lesbian and gay adults who wish to continue their learning;
- Traveller men;
- Isolated rural communities wishing to engage in education;
- Traveller women;
- Women who have experienced violence;
- Women who wish to participate in second-chance education.

The Further Education Section of the Department of Education and Science funds the Initiative under the National Development Plan (2000-2006) with support from the European Social Fund. All those involved in the EEI at national level are working together to ensure that the learning and models of good practice being generated at local level by the EEI Phase1 are identified, documented and shared throughout the adult education community, locally and nationally. Mainstreaming of this learning and good practice is a key objective of the EEI. An external evaluation of the initiative is underway and will hopefully provide valuable information for the second phase of the initiative due to start in 2004. AONTAS is represented on the EEI Steering Group by Maureen Kavanagh, Project Manager

### **Implementation and Advisory Group of the White Paper, Supporting Voluntary Sector Activity**

The Implementation and Advisory Group (IAG) was established in July 2001. It comprises six Statutory Members, six Community/Voluntary Sector Members and is co-chaired by officials from the Department of Rural, Community and Gaeltacht Affairs, and Department of Health and Children. The process is supported by the White Paper Implementation Unit within Department of Rural, Community and Gaeltacht Affairs, (formerly within the Department of Social, Community and Family Affairs).

The terms of reference for the IAG are outlined clearly in the White Paper but fundamental aims are:

- To oversee the implementation of decisions contained in the White Paper;
- To identify unresolved issues that arise in a national context;
- To pursue a resolution of those issues;
- To create a forum for discussion of the relationship between the State and Community/Voluntary sectors.

The IAG has met every six to eight weeks during 2002. Community/ Voluntary representatives meetings are planned to precede the IAG meetings which enables the group to prepare, and have agreed strategies for the full meetings. To date the work of the IAG has focussed mainly on developing two funding schemes of £2 million each; one for networks and federations and the other for training and supports. In order to progress the work on these, subgroups comprising Community/Voluntary representatives and Department officials met on numerous occasions. However due to the post-election restructuring in Departments and the changeover of Ministers much of this work has been put on hold leaving some disquiet among the community/voluntary representatives

The IAG is very aware of the need to have absolute openness and transparency particularly in developing and making decisions about funding. Thus when the new Minister took up office he was concerned about the definitions of networks and federations. This has led to the decision to readvertise the scheme in 2003. Other areas of work have included addressing the multiplicity of funders to the sector and a review of the charities legislation. Maureen Kavanagh, Projects Manager is a Community/Voluntary sector representative.

### **Adult Education Guidance Initiative (AEGI) Advisory Group**

The AEGI is funded by the Department of Education and Science under the auspices of the National Development Plan which designated €45m over the period of the Plan. The AEGI is implemented through the National Committee for Guidance in Education (NCGE) and is supported by an Advisory Group consisting of members from across the adult and community education sectors as well as government and employer representatives.

The aim of the Adult Educational Guidance Initiative is to provide a quality adult education guidance service to participants in adult literacy programmes, VTOS and adult and community education programmes nationwide. The initiative which began in 2000 is now in its third phase with a service established in 26 areas. The projects are designed to establish the guidance needs of their target groups, with the aim of providing a responsive service on a local basis. The first phase of the initiative has been evaluated and the learning has proven to be effective in developing the subsequent phases. The Advisory Group meets four times per year and AONTAS is represented by the Director, Berni Brady.

## UCD Governing Authority

The Governing Authority of University College, Dublin is a representative body charged with overseeing policy and procedures at the University. The members of the Governing Authority of UCD are a mix of University executive and teaching staff, student representatives, nominees of the Minister for Education & Science, local government and other representatives. Under the terms of the University Act, Universities are obliged to appoint external nominees. The Authority meets on a monthly basis with the exception of July and August. The Director, Berni Brady is serving her second term as a member of the Authority.

## European Association for the Education of Adults (EAEA)

In addition to its role in the international arena of adult education, through the work with the International Council for Adult Education (ICAE), AONTAS has a very active role at European level, through the work of European Association for the Education of Adults (EAEA). The EAEA is a European-wide NGO, founded with the purpose of linking organisations which are directly involved in every level of adult education and lifelong learning. It was originally known as the European Bureau of Adult Education and was founded in 1953 by representatives from a number of European countries. As this year is the 50th anniversary of its foundation, it is proposed to celebrate in typical adult education fashion, by acknowledging the tremendous progress of adult education over that time.

Today the Association is made up of some 110 organisations in 30 countries – from Cyprus to the Nordic countries, and from Iceland to Russia. The key objective of the EAEA is to work for the creation of a learning society. It does this by encouraging marginal groups to identify their learning needs, and support providers in meeting those needs. It aims to work on policy issues for adult education, at local, national and transnational levels.

As the AONTAS representative, Brid Connolly sees her role in continuing the work of John Ryan, to establish a learning society which promotes critically reflective active citizenship. She brings the experience from her work with marginalised groups, particularly with unemployed adults and women's community education, to the EAEA, and also her learning from colleagues from all over Europe, back to local and national arenas in Ireland.

Currently, the EAEA is involved with several European Projects. Each member of the executive of the Association is involved to some degree with the project work. These include Transfine, which is a partnership built around five European networks. The objectives of the project are to collect, analyse and build on work already carried out on formal, informal and non-formal education in order to work on a system of credit transfer and accumulation of qualifications. This is crucial work for adult educators involved in APEL, that is, Accreditation of Prior Experiential Learning, especially in regard to valuing informal learning.

The project in which the AONTAS representative is involved is adult education for prisoners: Entitled, **Reality, Practice and Collaboration for Education in European Prisons**, this project is underpinned by the belief that education in prison is not only a basic human right but also a crucial step towards the reintegration and the rehabilitation of prisoners.

The work of the EAEA involves board meetings in Europe every two to three months, a General Meeting annually, and whatever the demands of the project work. AONTAS has been very influential in shaping the strategic plan for EAEA, and AONTAS is held in very high esteem by the organisation.

MEMBER

SHIP

## AONTAS MEMBERSHIP SERVICES

In April the thirty-second Annual General Meeting of AONTAS saw the election of a new President and Executive Committee (see Executive Committee Members). The incoming President, John Ryan brings a wealth of experience to the role having been a member of the Executive Committee at ordinary and officer level for nearly a decade. At the AGM John Ryan presented the workplan for 2002 which focused on the unparalleled changes that had happened in adult education since 1997 and the strategic position AONTAS needed to adopt to keep adult education on the political agenda in an election year.

Prior to the election AONTAS sent members a document entitled, **Building the Adult Education Service: The Next Steps**, which highlighted eight issues that AONTAS with its sister organisation, NALA, had campaigned for prior to the general election in 1997. The document showed where progress had been made and what still remained to be done. It also incorporated an analysis of the manifestoes of the main political parties. This document in conjunction with the AONTAS Election 2002 leaflet was designed to aid members to lobby for the continued development of the adult education service at local level.

### Regional Meetings

Following the general election, AONTAS held its annual series of regional meetings in May and June to reflect on its pre-election campaign and to establish priorities for the sector under the new administration. The meetings were held in Donegal, Dublin, Athlone, Cork and Wexford and were attended by a very broad range of member groups. John Ryan, AONTAS President chaired the sessions, while Director, Berni Brady gave an update on the significant policy developments in the sector during the course of the previous year. An open session followed in which members were encouraged to voice their concerns and priorities for the sector. Maureen Kavanagh, AONTAS Project Manager gave a workshop on strategic planning and the identification of key local stakeholders. A resource pack was prepared to further aid with strategic planning and was distributed at each meeting and later disseminated to all members.

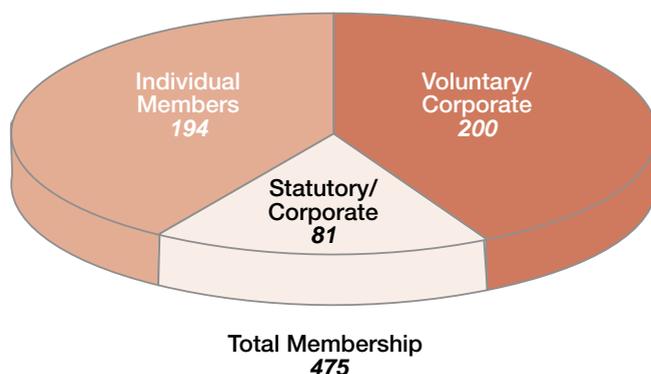
A report of the regional meetings was subsequently compiled which has been widely disseminated both to members and to other key agencies and government officials. It is also available to download from the AONTAS website. The report highlighted the main concerns that emerged in each of the regions, and enabled the policy staff to identify priority areas of work for the remainder of the year and beyond. Common issues raised fitted within three broad categories i.e. structures, investments and supports. Regarding structures, there was concern at the delay in recruiting the Community Education Facilitators although since the regional meetings many have in fact been recruited.

In terms of supports, the main concern raised was the childcare issue and the lack of clarity about the new structures established under the National Childcare Strategy. Doubt was expressed about the suitability to the sector of the funding available through the Department of Justice, Equality and Law Reform under its **Equal Opportunities Childcare Programme**. AONTAS has since developed a policy discussion paper on the childcare options for participants in adult education, with a particular focus on the Equal Opportunities scheme. This document will be published in early 2003 and will be disseminated to members, childcare agencies and personnel within relevant government departments.

In September the government announced a series of budget adjustments which included the BTEI and schemes targeted at the disadvantaged. AONTAS sent members full details of the proposed adjustments and a petition sheet calling on the government to honour its commitment to lifelong learning and to prioritise the development of the fledgling adult education service. There was a large response to the petition with over two thousand five hundred signatures returned. At the General Meeting in November an overview of the AONTAS Regional Meetings Report which had previously been disseminated to members and an overview of the AONTAS Information Strategy was presented.

### **AONTAS Membership**

As of 31st December 2002 the AONTAS membership totalled four hundred and seventy-five members (for a full listing see Membership List, pp 27–31). This represents an overall increase of 7.7% in membership on the 2001 figure.



The AONTAS directory of members has been available on request since December 1999 and in 2002 each member group was initially sent their own entry and, following any required amendments the directory was disseminated to all statutory and voluntary members. The directory and membership section on the AONTAS website enables members to network. This is particularly important for members who are unable to attend AONTAS events.

In March 2002 the redeveloped AONTAS website was launched. In addition to the AONTAS events guide a distinct section was added for members' events. The Membership Officer, Mary Malone, wrote to all members advertising this service and received a very good response. In addition the Membership Officer continues to collect information on all events that are relevant to the general membership and post them on the AONTAS website. The Membership Officer deals daily with current and prospective members. Her contact with members has been enhanced by the new site from which members contact her directly by e-mail and prospective members apply for membership on-line.

## AONTAS Information Services

In June 2002 Deirdre Allen was appointed as Information Co-ordinator to develop an Information Strategy for AONTAS. This strategy is being developed to support the work of the AONTAS staff team and to respond to the information needs of AONTAS membership, Executive Committee and the general public.

An information audit to elicit staff information needs was conducted in July 2002. As a result the AONTAS internal Library was reorganised and recatalogued over the summer of 2002 to suit the changing information needs of staff. A weekly current awareness bulletin is also being produced in response to staff needs for up-to-date relevant information.

A postal questionnaire was sent to a cross section of members and the entire Executive Committee in September 2002. The results of this questionnaire were encouraging and proved very useful in developing an information strategy for members. Most of those who responded were satisfied with the current AONTAS information services. In particular they found the AONTAS newsheet useful. They felt it was concise, yet contained relevant information and facilitated an exchange of ideas for those interested in Adult and Community Education. Members' suggestions on topics which could be included in future newsheets have been noted and will be included in the publication over the next year. Many positive comments were made about AONTAS summaries of policy documents. Members felt that they captured salient points and reduced the need to trawl through complex official documents.

The AONTAS website, which is maintained by the Information Co-ordinator was extensively used in 2002 as a means of keeping members and other agencies interested in adult education updated. On average there were 30,000 hits a month on the AONTAS website. Those using the website found it very useful for checking information and event dates. This is reflected in the statistics on page requests. The sections on the website most frequently visited were the link to Publications and Links followed by the section on News and Events. This last section proved particularly effective in highlighting members' activities at both local and national level. The new option on the website of downloading various AONTAS publications proved successful, giving members instant access to relevant information. Members who do not have access to the website may still contact AONTAS directly to request publications. A range of information presentations to groups, both Irish and international were made by members of the staff team in 2002. These served to increase the knowledge of key issues facing the adult and community education sector in Ireland and to provide an overview of how the sector is developing. The Information Co-ordinator made presentations to the following groups:

- In-patients in St. John of God's Hospital in Stillorgan on adult educational opportunities in Ireland.
- Final year students in NUI Maynooth on careers in Adult Education
- AONTAS members at the General Meeting, December 2002, on the AONTAS Information Strategy
- Grundtvig Gender Genuine Learning Partnership on research into men and women's learning styles in Ireland.

The Co-ordinator also provided support to the S.T.A.N.C.E project through sourcing information on funding and training opportunities for members as well as by provision of an information input to the S.T.A.N.C.E. training.

AONTAS participated in the ALICE database project for the first time in 2002. This database provides information on European organisations at national or regional level in the non-formal adult sector. Following a briefing meeting with the ALICE database co-ordinator in Solingen, Germany, details were submitted of Irish organisations fitting these criteria. This will serve to raise awareness of Irish organisations in the non-formal sector at European level.

The Information Co-ordinator also participated in Phase 2 of the Grundtvig Gender Genuine Education Learning Partnership in Kaunas, Lithuania in November 2002. The main task of this meeting was the preparation of a Final Conference in Ludwigshafen in June 2003. Other themes included differences and similarities in learning styles between men and women and gender mainstreaming issues in relation to the labour market. In order to keep up with developments in the library and information world the Co-ordinator participates in a network of Information Officers and Librarians from the non-governmental and statutory sector. This involves a quarterly meeting and visits to one of the organisations in the network. This network provides an opportunity for professional support and sharing of best practice in the area of information provision.

## Information Referral Service

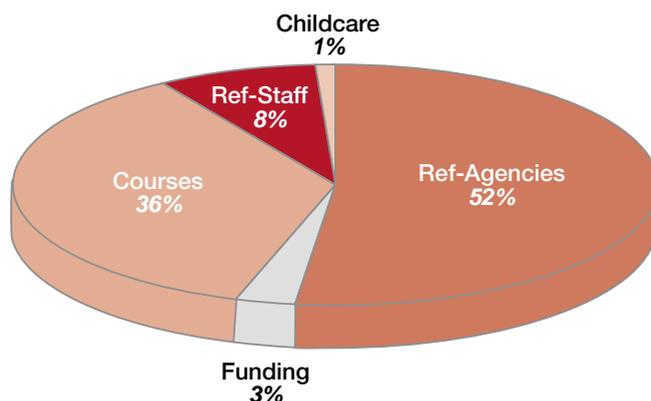
During 2002 the Information Referral Service provided by AONTAS received a total of 1717 queries from individual learners and agencies representing a slight increase on the previous year. Since the review of the Information Service and the launch of the Information Referral Pack in 2001, there has been a significant increase in the number of adult learners who wish to either upgrade their Leaving Certificate results and those who left school after Junior Certificate enquiring about now taking Leaving Certificate courses. The record of calls for 2002 also shows a significant increase in queries about funding for learning. There was a particular surge in queries after the announcement by Minister Dempsey about the increase in student registration fees for Higher Education. AONTAS has compiled an information document on funding which has recently been updated and which is available on the website. With the roll-out of the Back to Education Initiative (BTEI), there has been an increase in inquiries about how participation in the Initiative will affect Social Welfare entitlements. The Referral Pack contains a booklet on entitlements produced by the Department of Social and Family Affairs and during 2002 has also included an entitlements claim form. Callers are also referred to their local Social Welfare Office. An additional support for learners has been the up-dated list of pilot guidance projects, funded under the Adult Education Guidance Initiative (AEGI). A number of direct referrals has been made by AONTAS to the projects and the feedback has been extremely positive.

Currently the Information Referral Pack contains the following:

- General information for adults wishing to return to learning
- List of Adult Education Organisers and Third Level Institutions
- List of Education Co-ordinators attached to the Area-based Partnerships
- List of pilot guidance initiatives (AEGI)
- DSFA information booklet on returning to education
- DES information booklet for mature students
- DES information booklet on financial support for Further and Higher Education

The pack also contains information on where to access the main student guides and has an evaluation leaflet. Callers are asked to get back to AONTAS if the information they receive is not adequate. The feedback to the referral service is generally very positive and, as local information and guidance services improve, AONTAS is receiving less negative feedback about the experiences of adult learners seeking information. However there are still gaps in the service at local level and the lack of integration of local services still presents problems for adult learners. The proposed database and free phone helpline which is being set up by the DES will be a huge step forward.

During 2002 the AONTAS Information Referral Service responded to a total of 1717 calls. Of these 921 callers were referred directly to local agencies and services. The main referral point for adults is the local VEC or Adult Education Organiser. Other agencies include Further and Higher Education Colleges, NALA, HETAC, FETAC, FAS, CERT, Teagasc Government Departments etc. These Agencies themselves also often contact AONTAS for information. A significant trend in 2002 has been the number of older people seeking information on courses especially in Information Technology. Six hundred and forty callers sought general information on courses while the remainder mainly sought information on funding supports for learning. There was a decrease in inquiries about childcare supports during the year which may reflect the development of local services. AONTAS has completed a document on Childcare and Adult Education in response to this issue. The following graph shows the breakdown of calls received during the year. Geraldine Pollard, Receptionist, deals with frontline enquiries.



## S.T.A.N.C.E. Programme

S.T.A.N.C.E. (Strategies to Advance Networks Collective Empowerment) is a three-year programme, which began in January 2001 with funding from the then Department of Social, Family and Community Affairs (DSFCA) and the Department of Education and Science (DES).

The aims of STANCE are:

- To develop women's networks as regionally based infrastructures of support in addressing women's social exclusion
- To facilitate the development of a partnership approach to linking women's networks and key agencies at national level with a view to influencing policy

S.T.A.N.C.E. works with women's networks which are members of AONTAS across the country. Currently there are 25 women's networks involved in the project. Women's networks have been developed since the early 1990s by local women's groups in rural and urban areas to support women to meet, share information, provide training and support and to address issues at local, regional and national levels. They have developed a representative and lobbying role in relation to shaping policies which impact on their members, articulating the voices of women, in particular disadvantaged women, in a variety of policy making fora. These women's networks represent approximately 370 locally based women's groups.

S.T.A.N.C.E. works with the women's networks at a regional level through the provision of regional training and information workshops. These workshops involve the participation of women's networks management committee, staff and potential management committee members. At these workshops network representatives meet to share their knowledge and experiences, access information, exchange models of good practice, keep informed of developments and enhance and develop skills. They also provide an opportunity to explore issues and to work collectively to strengthen their position and involvement in policy development.

During 2002 S.T.A.N.C.E. held fourteen regional training and information workshops around the country in Dublin, Galway, Killarney, Sligo, Tipperary, Wexford and Waterford. The first series of regional meetings was held in February and March to enable networks to explore and develop skills in policy development. This also provided an opportunity for the women's networks to be informed of developments within the adult education sector following the White Paper e.g. National Adult Learning Council, recruitment of Community Education Facilitators, BTEI Community strand etc., and to develop strategies to respond to these developments. As changes take place, the need for the networks to link and work with each other was seen as essential in order to ensure their effectiveness and to avoid duplication and confusion within the sector.

The second series of regional meetings was held from April to June to facilitate women's networks to explore and define women's community education. All of the networks found the training useful in enabling them to step back and explore a variety of definitions of community education and enabling them to identify what definition of community education was pertinent to their work. It also gave them an opportunity to identify the principles, ethos and practices that make community education effective. Many of the networks have now developed important alliances with key organisations locally, regionally and nationally.

Through the training, organisations have been identified which would be of value to work with and strategies have been developed and implemented to establish or re-establish links. This process is often an aspect of policy work which is overlooked. A real challenge that emerged for the women's networks was how to use community education to explore and address social exclusion and racism. This discussion has already begun, with many women's networks and women's groups involved in providing programmes to refugee women and asylum seekers. However the networks realise the need to be more proactive and to work with other stakeholders to collectively develop effective strategies and responses.

A mid way evaluation of the S.T.A.N.C.E programme was carried out with the women's networks from October to December to assess its overall impact. All of the networks valued the opportunity that S.T.A.N.C.E regional meetings provided for network representatives to critically analyse their work and explore ideas for progress. Moreover through facilitated discussion, networks were enabled to prioritise in particular their policy work and develop strategies to achieve these priorities. Being part of the S.T.A.N.C.E project has enabled networks to realise the importance of networking to the overall development of their organisations. The access to, and sharing of information between networks has been an invaluable resource as well as creating a greater sense of solidarity between the networks themselves.

A particular aim of S.T.A.N.C.E was to facilitate the development of a partnership approach to linking women's networks and key agencies to influence policy. Thus the midway evaluation focused on networks' connections with their external environment, exploring the role of S.T.A.N.C.E. in enabling them to link with key agencies, processes used and the impact of this work. Many of the networks highlighted that participation in S.T.A.N.C.E. had given them access to information, space to identify and develop their knowledge and skills and the confidence to be both strategic and proactive in forging ongoing relationships and influence with key players. All of the networks reported significant improvements in their relationships with key agencies and policymakers, particularly at regional and county levels e.g. County Development Board, Vocational Educational Committee, County Childcare Committee etc. This reflects the changing nature of our policy making process with greater devolution of power to regional and county levels and the active involvement of the community and voluntary sector. This involvement requires particular investment of resources in capacity building of the sector in order to ensure their effective participation.

Overall the evaluation highlighted how S.T.A.N.C.E. had enabled the women's networks to be more informed of key developments, offered an opportunity to prioritise key areas to influence and gave them the confidence and skills to take action. A significant development within the S.T.A.N.C.E programme during 2002 was the establishment of the National Collective of Community based Women's Networks (N.C.C.W.N.). The aim of N.C.C.W.N. is to provide a collective mechanism for women's networks to participate in, develop, and respond to national policy development. The Collective also works to strengthen women's networks capacity to be involved in local, regional, national, European and global issues. N.C.C.W.N. comprises twenty three women's networks based around the country. S.T.A.N.C.E has supported the development of the Collective through supporting the networks to meet at regular intervals to develop their role and structure and prioritise their work.

An Advisory Group to the S.T.A.N.C.E project was also established in 2002. The role of the advisory group is to provide advice, support and direction to the project and involves AONTAS staff, an AONTAS Executive member, representatives from women's networks and from the National Women's Council of Ireland. 2003 will be the final year of the S.T.A.N.C.E programme. It will also coincide with the planning and development of a new Strategic Plan for AONTAS. Thus it will be essential that the learning and progress made through the S.T.A.N.C.E programme will inform the work of the future direction of AONTAS and its membership.

PROUD

FISTS

## PROJECTS

Throughout 2002 AONTAS organised and participated in a range of projects.

### National Conference, 'Reclaim the Right to Learn'

AONTAS held its national conference in Malahide in October. The two day event which was opened by the Minister of State, Ms. Síle DeValera, was built around the theme 'Reclaim the Right to Learn.' The keynote address was given by Dr Paul Bélanger, President of the International Council for Adult Education, who emphasised that learning is a right for all citizens. Other keynote speakers included Dr. Tom Collins, Director, Dundalk Institute of Technology, Ms. Margaret Kelly, Principal Officer of the Further Education Section, DES and Ms. Eileen Curtis, Adult Education Organiser, Co. Kilkenny VEC. All of the speakers provided much food for thought.

The conference was attended by 250 participants with a wide range of interests, This was the first national adult education conference held since the publication of the White Paper in 2000, and it provided an opportunity to debate the current state of the adult education service in Ireland and possible future strategies. Workshops and discussion groups allowed delegates to express their own views on the future of adult education, and provided the AONTAS policy team with invaluable insights into the concerns and priorities of our members. A conference report was compiled by the Policy Analyst and will be made available in early 2003.

### Anti-Racism & Interculturalism

In 2001 AONTAS supported the publication of the Adult Learner, **Acknowledging Difference**, produced by the Adult Education Organisers Association. This edition was dedicated to exploring the issue of asylum seekers and refugees and their emerging needs in relation to education. AONTAS subsequently made a successful application to the Department of Justice, Equality and Law Reform under its **Anti-Racism Public Awareness Programme**, and was awarded a small grant to organise a roundtable discussion of the issues raised.

The roundtable was held in April 2002, and a range of interested stakeholders were invited. Inputs were given by the Director of the National Consultative Committee on Interculturalism, Philip Watt and by Liam Bane, AEO with County Dublin VEC and Editor of the Adult Learner. A Report of the discussion was circulated by AONTAS to encourage debate, and is available through our website. The debate centred on the need for more thorough research to be conducted into the educational needs of immigrants, and further exploration was deemed necessary before any strategy could be devised to meet this challenge. It was also deemed appropriate that AONTAS should monitor developments in this area closely.

In September 2002, AONTAS made a submission to the National Action Plan Against Racism under the heading **Promoting Anti-Racism and Interculturalism at all levels of the Education System**. This submission highlighted the issues raised at the earlier roundtable, and drew attention to the extensive work already being done by providers in organising programmes for immigrants. It further highlighted the research being undertaken by City of Dublin VEC into the language needs of asylum seekers and refugees, which is due for publication in 2003. AONTAS will follow developments in this field as they emerge.

## Adult Learner 2002

AONTAS continued its support for the publication of the Adult Learner during 2002. This particular edition explored the theme of partnership and examined how the reality matches with the ideal. The Adult Learner which is the only Irish journal of adult and community education is widely disseminated at home and abroad. It is the initiative of the Adult Education Organisers Association and is compiled by an editorial board chaired by Liam Bane, AEO, Co. Dublin VEC.

## Gender and Learning Research

In the latter part of 2001 The Shannon Curriculum Development Centre was commissioned by AONTAS, on behalf of the Further Education Section of the Department of Education and Science to examine women's and men's different learning styles and needs and the implications for the provision of education and training. The research stemmed from a commitment entered into by the Irish government and the social partners in the Programme for Prosperity and Fairness. The research was completed by the end of 2002 and will be launched in early 2003. The research team used both a quantitative and qualitative approach with fifty men and fifty women learners who had less than upper second level education.

While the research found that the learning styles of men and women did not differ significantly as measured by the instruments used, the qualitative data shows that there are some differences in the process of learning as experienced by men and women. For example, men experienced higher levels of frustration, and were less likely to persist with learning if the outcomes were not immediately evident. There is also a difference in the motivation for learning. Men were found to be more highly motivated when the outcome was project or vocationally oriented, while women were more prepared to explore wider options. These and other interesting findings are contained in the report. Perhaps the most important finding was that once adult learners became engaged in the learning process their needs were strikingly similar, pivoting on a learner-centred approach by tutors and providers.

## Community Development Consultancy Course

During 2002 AONTAS in partnership with Community Action Network (C.A.N) and Meitheal were successful in receiving funding under the **Equality for Women Measure** which is a positive action funding strand under the Regional Operational Programme of the National Development Plan 2000-2006. This funding will be used to run an advanced consultancy course for women in the community sector. The course is designed to enable local women to become training consultants to the community sector. The fund is administered through the Department of Justice, Equality and Law Reform with the W.R.C providing technical support. AONTAS and its two partner organisations spent most of 2002 developing a detailed action plan for the project and contracts were signed with the DJELR in November. A brochure advertising the course was produced and disseminated in December and the course will commence in 2003.

## In from the Margins Advisory Group

**In from the Margins** is a project for community women's groups working with women experiencing disadvantage. The National Women's Council of Ireland (NWC) with funding from the **Equality for Women Measure** has designed a programme of seminars to address the areas of anti-racism, poverty and health. Interculturalism and the participation of women with disabilities are also central to the work of the programme. To date **In from the Margins** has run two seminars. The first entitled, **Creating Change to end Women's Poverty**, was held in April in Limerick and the second entitled, **Women Together Celebrating Diversity**, was held in September in Dublin. These seminars gave women an opportunity to make plans to combat women's poverty, challenge racism and promote women's health at community level. Being part of the advisory group enables AONTAS to bring its expertise of working with community women's groups and networks to the table.

## Grundtvig Learning Partnership

The Grundtvig action of the Socrates programme promotes the European dimension of adult education. It provides support in four main types of activities: European Co-operation projects, European Learning Partnerships, Mobility and Networks. AONTAS is participating in a learning partnership programme (2001-2003) entitled: **Gender Genuine Education – Lifelong Learning and Gender Equality in Europe – a Challenge for Adult Education**. Germany is the co-ordinator and other countries participating include Austria, Slovakia, Lithuania and Sweden.

2002 saw the second year of involvement in this Grundtvig learning partnership. Four transnational visits were held in 2002 where learning from the different partners was shared. The first visit in January to Ludwigshafen in Germany was followed by meetings in Slovakia in April, Dublin in June and Kaunas in Lithuania in November. Many topics were discussed including women and decision making, gender differences in politics and men and women's learning styles. Statistics were shared from the different countries. The June meeting in Dublin provided AONTAS with the opportunity to evaluate progress to date. AONTAS was invited to attend a Grundtvig Learning Partnership Conference organised by the National agencies in Denmark in October. Maureen Kavanagh, Project Manager, presented the learning partnership as a model of good practice.

## Submission to the National Plan for Women (2001-2005)

The Government has been committed to producing a national plan for women since it signed up to the Beijing Platform for Action in 1995. This plan is part of the Government's gender-equality policy, which stems from a ten year UN Action Agenda agreed by 189 governments in 1995. 2002 saw this process being put in place. AONTAS through its work with women's community education groups and networks and its research is very aware of the issues which affect women. The submission was the result of consultations with the women's networks which are members of AONTAS. Copies of the submission are available from AONTAS.

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## MEMBERSHIP LIST

### Corporate Statutory

An Bord Altranais  
An Chomhairle Leabharlanna  
Association of Secondary Teachers in Ireland  
BA Modular Degree Programme  
Bord Iascaigh Mhara (BIM)  
Bray Adult Education Centre  
Canal Communities Partnership  
Centre for Adult & Community Education, Maynooth  
CERT  
City of Cork VEC  
City of Dublin VEC  
City of Limerick VEC  
City of Waterford VEC  
Clare Co Library  
Co Carlow VEC  
Co Cavan VEC  
Co Clare VEC  
Co Cork VEC  
Co Donegal VEC, Donegal Town  
Co Dublin VEC  
Co Galway VEC  
Co Kildare VEC  
Co Kilkenny VEC  
Co Laois VEC  
Co Leitrim VEC  
Co Limerick VEC  
Co Longford VEC  
Co Louth VEC  
Co Meath VEC  
Co Offaly VEC  
Co Roscommon VEC  
Co Tipperary VEC (NTH)  
Co Tipperary VEC (STH)  
Co Waterford VEC  
Co Westmeath VEC  
Co Wexford Partnership Limited  
Co Wexford VEC  
Co. Donegal VEC, Letterkenny  
DCU/Centre for Lifelong Learning  
Development Studies Centre  
Dublin City Council  
Dublin City Development Board  
Dublin Corporation Public Libraries  
Dublin Institute of Technology  
Dun Laoghaire Institute of Art, Design & Technology  
FAS  
Finglas Cabra Partnership  
Foroige  
Galway City Partnership  
Galway Rural Development Co. Ltd  
Higher Education Training Awards Council (HETAC)  
I.C.A.  
I.N.T.O.  
Institute of Public Administration (IPA)  
Institute of Technology, Sligo  
Irish Centre for Continuing Pharmaceutical Education  
I.V.E.A.  
Kerry Education Service  
Lets get Talking -Communication Consultants  
Letterkenny Institute of Technology  
Macra na Feirme  
Marino Institute of Education  
National College of Ireland  
National Committee for Development Education  
National Training and Development Institute  
Nightcourses.com  
NUI Galway  
OSCAIL - The National Distance Education Centre,  
Public Service Executive Union  
R.T.E.  
School of Practical Child Care  
Teachers' Union of Ireland  
The Milltown Institute of Theology & Philosophy  
The Open University in Ireland  
Tipperary Institute  
Tipperary Institute  
Udaras na Gaeltachta  
University College Cork  
University College Dublin  
Western Health Board  
Womens Studies Centre  
WRC Social & Economic Consultants Ltd

## Corporate Voluntary

A.L.P.S.  
ACCEPT Counselling Association of Ireland  
Access 2000 Wexford Ltd.  
Adult Community Education Network  
AEO'S Association  
Age and Opportunity  
Ait Na Ndaoine CDP  
AKIDWA (Akina Dada Wa Africa)  
An Comhchoiste Reamhscolaiochta  
An Teach Ban  
Ard Scoil na nDeise  
Association of Community & Comprehensive Schools  
B.A.S.E.  
Ballybeg Community Development Project  
Ballybofey & Stranorlor Women's Group  
Ballyhoura Development Ltd.  
Ballymun Men's Centre  
Ballyphenane/Togher C.D.P.  
Banulacht  
Bawnogue Women's Development Group  
Bellinter House Conference Centre/Our Lady of Sion  
Birr Women's Group  
Borrisokane Area Network Development  
Brackenstown Adult Scene Of Education (BASE)  
Bridge Project  
Brainwave, The Irish Epilepsy Association  
Busy Bees Women's Group  
C.A.F.E.  
C.A.L.P.  
CANDO  
Castlemaine Family Resource Centre  
Catholic Youth Care  
Cavan Monaghan Rural Development Co-op Society  
CEO'S Association  
Clare Women's Network  
Clondalkin Adult Morning Education (CAME)  
Clondalkin Traveller's Development Group  
Clondalkin Women's Network  
Co. Kildare Centre for the Unemployed Ltd.  
Comhlamh  
Community Action Network (CAN)  
Community and Family Training Agency (CAFTA)  
Community Awareness of Drugs (C.A.D.)  
Community Women's Education Initiatives  
Connolly Information Centre for the Unemployed  
Cooneal/Ballysakeery Womens Group  
Co-operative Education and Promotion Group  
Corduff Community Development Project Ltd.  
CORI Education Office  
Cork Adult Education Council  
D.A.T.E  
Darndale Belcamp Discovery Centre  
Deonach  
DOCHAS for Women  
Donegal Local Development Co Ltd  
Donegal Town Women's Group  
Donegal Travellers Project  
Donegal Women's Network  
Douglas Community School  
Dr Steven's Centre  
DRAIOCHT  
Drogheda Area Women's Network  
Drogheda Community Forum  
Drogheda Resource Centre for the Unemployed  
Drop in Well Creative Learning Centre  
Duagh Family Centre  
Dublin Adult Learning Centre  
Dunrath Training & Development  
Educational Guidance Service for Adults  
Eiri Corca Baiscinn- West Clare Development  
Enable Ireland Cork  
Fatima Building on Basics Group  
Federation of Irish Complementary Therapy Associations  
Fingal ICTU Centre for the Unemployed  
Firhouse Women's Group  
Forum Women's Working Group  
Francis Street Community Education Centre  
Galway Centre for the Unemployed  
Greater Blanchardstown Development Project  
Greendale Community School  
Harmony Community Dev. Programme  
Holywell Trust Support Agency  
Institute for Social Awareness & Rural Development  
Irish National Organisation of the Unemployed  
Iveragh Information Technology Training Ltd.  
Joint Managerial Body  
K.A.P.E. Knocklyon Active Parenting Endeavour  
KAIES  
Kerry Action for Development Education  
Kildare Women's Group  
Kilkenny Women's Studies Group  
Kiltarnan Adult Education  
Kiltimagh C.D.P.  
KLEAR LTD  
Larkin Unemployed Centre  
Leitrim Women's Network  
Leixlip Women's Studies Group  
LES Guidance Service Limerick  
Letterkenny Woman's Centre  
Limerick Centre for the Unemployed  
Limerick Womens Network  
Longford Women's Centre  
Loreto Centre  
Lourdes Youth & Community Services  
Lucan 2000 Ltd.  
Mary Immaculate Secondary School  
Maynooth Adult Daytime Education (M.A.D.E.)  
Mercy College  
Mercy Education Centre

Mercy Family Ctre./Women's Ed. Group  
 Mevagh Resource Centre  
 Ministries Development Group  
 Moycullen Adult Education Group  
 National Adult Literacy Agency  
 National Parent's Council Post Primary  
 National Parent's Council Primary  
 National Training Centre for Fitness Instructors  
 National Women's Council of Ireland  
 National Youth Council of Ireland  
 Navan Traveller's Training Centre,  
 Nenagh Community Network  
 Network Kildare  
 New Ross Community Development Project  
 Newbury House Family Centre  
 North Kerry Together  
 North Leitrim Women's Centre  
  
 North Meath Communities Development Association  
 North Wall Women's Centre  
 North West Inner City Women's Network  
 Northside Community Enterprises Ltd.  
 Palmerstown Community School  
 PARTAS  
 Pavee Point Traveller's Group  
 People with Disabilities in Ireland Ltd  
 People's College  
 Portlaoise Women's Group  
 Presentation Family Centre Ltd.  
 Presentation Learning Centre Headford  
 Prussia Street Women's Group  
 R.A.V.E.  
 Redeemer Centre of Ongoing Learning  
 Ronanstown Women's Group/CDP  
 Rowlagh Womens Group  
 Ruhama  
 S.A.O.L. Project Limited  
 S.P.R.I.N.G.  
 Sacred Heart Secondary School  
 Scoil Dara  
 Scoil Mhuire  
 Seamount College  
 Second Chance Education Project for Women  
 Shanty Education and Training Centre  
 Slainte Pobal  
 Sligo Adult Guidance in Education (SAGE)  
 Soilse  
 South East Men's Network Ltd.  
 Southill Integrated Development Programme  
 South-West Kerry Women's Association (S.W.K.A.)

St Vincent's Trust  
 St. Aloysius' College  
 St. Andrew's Resource Centre  
 St. Davids Secondary School  
 St. Kilian's Adult and Community Education  
 St. Munchin's Family Resource Centre  
 St. Patrick's Women's Group  
 T.A.C.T.  
 T.A.R.G.E.T.  
 Tallaght Centre for the Unemployed  
 Teach Tearmainn Women's Refuge Project  
 The James Joyce Centre  
 The Literacy Network  
 Tipperary Women's Network  
 Togher Family Centre Ltd.  
 Tralee Centre for Unemployed  
 Tralee Women's Forum  
 Tuam Community Development Resource Centre  
 Tullamore Women's Network  
 URRUS - A Ballymun Youth Action Project  
 Warrenmount C.E.D. Centre  
 Waterford Women's Centre  
 Waterford Women's Community Network  
 Weightwatchers  
 West Cork & Beara Womens Network  
 West Training & Development  
  
 Western Women's Link  
 Westmeath Community Development  
 Wicklow Information Network (WIN)  
 Women Educating for Transformation  
 Women of the North West  
 Women Together Tallaght Network  
 Women's Advisory Committee  
 Women's Community Projects (Mullingar)  
 Association Ltd.  
 Women's Education Research & Resource Centre/UCD  
 Women's Issues Task Force  
 Women's Resource & Development Agency  
 Workers' Educational Association  
 Yoga Therapy Ireland  
 Youth Information Centre, Letterkenny  
 Youth Science Ireland

## Individual Members

Mr Martin Ade-Onojobi  
Ms Aine Ahern  
Mr. Patrick B. Bannon  
Mr. Denis Barrett  
Ms. Mary Blake  
Ms. Deborah Brock  
Ms. Honor Broderick  
Ms. Geraldine Butler  
Ms. Elaine Butler  
Ms. Melissa Butler  
Ms. Theresa Byrne  
Ms Sylvia Caffrey  
Ms. Frances Callan  
Sr. Chanel Canny  
Rev Liam Carey C.C.  
Mr. Serge Claes  
Mr Matthew Gerard Clarke  
Ms Maire Cody  
Mr Martin Coen  
Mr Peter Coffey  
Mr. Donal Coffey  
Ms Ursula Coleman  
Ms. Agnes Coleman  
Sr. Bernadette Collins  
Ms. Marie Comerford Kealy  
Ms Patricia Conboy  
Ms. Maureen Condon  
Fr. Martin Convey  
Ms. Martina Crehan  
Ms Joni Crone  
Mr. Jerry Cronin  
Mr. Donal Crosse  
Ms Susan Cullinane  
Ms Jacinta Cunneen  
Ms Noreen Daly  
Ms. Paula Daly  
Ms Anna Dangerfield  
Ms Merike Darmody  
Ms. Fiona De Buis  
Fr Hubert Delaney S.J.  
Mr. Loman Michael Dempsey  
Ms Emer Dolphin  
Mr. Stephen Doran  
Ms Marian Dowd  
Mr. Trevor Dowling  
Mr Tony Downes  
Prof. Sheelagh Drudy  
Mr. Ed Du Vivier  
Ms Susan Dunne  
Mr J.G. Dunne  
Sr Angela Durkin  
Mr Hugh Durnin  
Ms Rita M Edwards  
Mr Mike Egan  
Ms Mary Farrell  
Ms. Gabrielle Farren  
Ms. Maeve Finch  
Mr John Fitzgibbon  
Mr Desmond Fleming  
Dr Ted Fleming  
Ms. Mary Foudy  
Ms Theresa Gallagher  
Ms Maureen Gannon  
Mr Christopher Glancy  
Mr Brian Glennon  
Mr John Hanamy  
Ms Joan Harman  
Ms Cathleen Hartnett  
Ms. Joan Hassett  
Ms Brigid Haugh Mac Sweeney  
Ms. Elizabeth Hayes  
Ms. Kate Headon  
Mr Brendan Healy  
Ms. Marietta Herraghty  
Ms. Sylvia Hickey  
Ms. Mary Hickey  
Mr. Pat Higgins  
Ms Cathleen Hogan  
Ms. Eileen Holian  
Ms Freda Holly  
Ms Eleanor Hough  
Mr Cristopher Pius Hough  
Mr. Kevin Hurley  
Ms. Margaret M. Hurley,  
Mr. Mark Hurst  
Ms Susan Hymas  
Dr Tom Inglis  
Sr Margaret Ivers  
Ms. Deirdre Johnson  
Ms. Jean Johnston  
Mr Larry Kavanagh  
Ms. Sandra Kearney  
Ms. Brid Kelly  
Ms Diana Kelly  
Mr Michael Dermott Kelly  
Ms. Niamh Kennan  
Ms. Fiona Keogh  
Ms. Máire Kerrane  
Mr. Liam Kilbride  
Mr Nick Killian  
Ms. Paula King  
Ms Bernadette Kinsella  
Ms Josephine Lally  
Mr Paul Larkin  
Ms. Kerry Lawless  
Ms Deirdre Lawlor  
Ms. Alice Lyons  
Ms. Nora M. Edgeworth  
Ms. Eileen Magee  
Ms Anne Marron  
Ms. Eileen McCaffrey  
Ms. Josephine McCann  
Ms Margaret McCarthy  
Ms Catherine McCarthy  
Ms. Pamela McCarthy  
Ms. Fiona McCauley  
Ms. Mary McCoy  
Mr Sean McDermott  
Ms Mary McEvoy  
Ms Mary McGann  
Mr. Dermot McGarthy  
Mr Pat McGill  
Ms. Maureen McGovern  
Ms. Catherine McKinney  
Ms. Maria McNamara  
Ms Helena McNeill  
Mr John McPartlan

Sukar Meah  
Ms. Kay Meany  
Ms Patricia Meehan  
Ms Meabh Mhic Gairbheith  
Ms. Mairin Mhic Lochlainn  
Mr Patrick Moloney  
Ms Marie Mooney  
Ms Patricia-Anne Moore  
Mr Paul Moynihan  
Mr. Fergus Murphy  
Ms. Shelagh Murphy  
Ms Ciara Murphy  
Ms. Maire O'Brien  
Ms Loretta O'Brien  
Ms Ann O'Brien  
Ms. Katarina O'Brien  
Mr Sean S. O'Broin  
Ms Eva O'Connell  
Ms Catherine O'Connor  
Ms. Elizabeth O'Connor  
Ms Elizabeth O'Doherty  
Ms. Tina O'Donnell  
Ms Mary O'Donnell  
Ms. Siobhan O'Dowd  
Ms. Catherine O'Dowd  
Mr. Declan O'Dwyer  
Ms Julia O'Gorman  
Ms Anne O'Keefe  
Ms. Mairin O'Kelly  
Mr. Michael O'llill  
Mr. Michael O'Mahoney  
Mr T O'Mahony  
Mr Colm O'Maolmhuire  
Ms Kitty O'Reilly  
Chinedy Nnamdi Orji  
Ms Trish O'Rourke  
Ms. Angela O'Shea  
Mr Joseph O'Sullivan/Noel Keenan  
Ms Sorcha O'Toole  
Mr Colm O'Tuathalain  
Mrs Vera Owens  
Ms. Toni Owens

Songonuga Oyeleye  
Ms Angela Potter  
Ms Mary Rafferty  
Mr. Robert Redmond  
Ms. Mary Richardson  
Ms Fionnuala Richardson  
Mr Paddy Robinson  
Ms. Catherine Rooney  
Ms. Patsy Ryan  
Ms. Betty Scully  
Mr Eugene Scully  
Dr. Peter Shanahan  
Ms Mary Sheehy  
Ms Bernadette Sproule  
Mr Jim Strain  
Ms. Deirdre Sullivan  
Ms Fiona Wall  
Ms. Patricia Walter  
Ms. Amy Ward  
Mr. Brian Webberley  
Mr Robin Webster  
Mr. Dave Weldon  
Ms. Aine Whelan  
Ms Pamela Whitaker  
Mr. Owen Wims

ALU

COUNTS

## TREASURERS REPORT

By the end of 2002 AONTAS had completed the second year of its three year Strategic Plan, **Moving Forward**. Already many of the objectives of the plan have been achieved, due in no small part to the funding received for the year. The organisation received a substantial increase with the core grant rising by €17k and the SPIDAS supplement showing an increase of €76k. The increase included funding to enable AONTAS to relocate during 2002. However due to legal requirements related to the current lease and the lack of availability of suitable property this move had to be postponed. Relocation of the office will take place in 2003. A search for suitable premises has been initiated and the reserved funding of €80k has been set aside for this purpose. Work has already commenced on research leading to the development of a Quality Assurance Framework for Community education which will take place over the next eighteen months. A sum of €78k has been deferred for this purpose

The Balance Sheet at the end of the year shows a small surplus of €15,434. Some changes have been made in the allocations to account headings during 2002. A decision was taken to incorporate the full costs of the regional meetings under one heading rather than allocating printing, publication and venue costs related to the meetings under separate headings, hence the apparent increase in the cost of membership meetings. The increase in representation and affiliation cost is accounted for by the inclusion of the funding of the Grundtvig Learning Partnership. Increases in salaries under the development heading relate to the fact that two new staff members were recruited in 2002. Insurance costs have doubled during 2002 reflecting the general increase in insurance.

The funding base of AONTAS has improved substantially during the past three years thus enabling the organisation to deliver on its ambitious workplan. The fact that we now generally know what our complete year funding will be at the beginning of the year has greatly enhanced the task of planning ahead. During 2003 AONTAS will embark on its next planning phase to take it until the end of 2006. We are hopeful that the Department of Education and Science will continue to support our work. Finally I would like to thank the staff at the Further Education Section of the Department of Education and Science for their support of our work during the past year.

Patrick Nolan, Hon. Treasurer.

**AONTAS** (being a company limited by guarantee and not having a share capital)

## **Company Information**

**Directors**

Mr. John Ryan (President)  
Mr. Mike Egan (Vice-President)  
Ms. Brid Connolly (Hon. Secretary)  
Cllr. Patrick Nolan (Hon. Treasurer)  
Ms. Toni Devine  
Ms. Jacinta Donnelly  
Ms. Susan Dunne  
Ms. Joan Hanley  
Mr. Tom Hussey  
Ms. Loretta O'Brien  
Ms. Nora O'Hanlon  
Mr. Jim O'Loughlin  
Ms. Leonora O'Reilly

**Co-opted Members**

Ms Margaret Nolan, ICTU  
Ms Sheenagh Walsh, IBEC

**Secretary**

Ms. Brid Connolly

**Company Number**

80958

**Charity Number**

6719

**Registered Office**

22 Earlsfort Terrace  
Dublin 2

**Auditors**

Anne Brady & Associates  
The Anchorage  
Charlotte Quay  
Dublin 4

**Business Address**

22 Earlsfort Terrace  
Dublin 2

**Bankers**

Bank of Ireland  
Lower Baggot Street  
Dublin 2

**Solicitors**

P.J. Walsh & Company  
12 Upper Fitzwilliam Street  
Dublin 2

**AONTAS** (being a company limited by guarantee and not having a share capital)

### **Directors' Report for the year ended 31 December 2002**

The Board of Directors of AONTAS present their annual report and the audited financial statements for the year ended 31 December 2002.

### **Principal Activity**

The principal activity of the company is the promotion and development of adult education in Ireland.

### **Results for the year and state of affairs at 31 December 2002**

The results for the year and the state of affairs of the company at 31 December 2002 are set out on pages 41 to 48 of the financial statements. The results for the year show a (deficit)/surplus of €(126,111) ( 2001:€87,443). The deficit arises for the following reasons:

The directors of AONTAS had anticipated relocating their office during the financial year. The relocation did not take place as planned. The Department of Science and Education has agreed in principle to retain funds on hand at 31 December 2002 in anticipation of extra costs arising as a result of a change in premises. The directors have therefore included in the accounts for the year end 31 December 2002 an amount for €80,000 as deferred income for relocation expenses.

AONTAS have included in deferred income an amount for €78,000 in relation to research of a Quality Assurance Framework for Community Education. Work has already commenced on this proposal.

### **Health and Safety of Employees**

The company has adopted a safety statement in accordance with the requirements of the Act.

### **Companies (Amendment) Act, 1986**

The reporting requirements of the Companies (Amendment) Act, 1986 relating to financial statements do not apply as AONTAS is a company limited by guarantee and not having a share capital.

**AONTAS** (being a company limited by guarantee and not having a share capital)

## **Directors' Report for the year ended 31 December 2002**

### **Directors**

The Executive Committee constitutes the Board of Directors of the company under the terms of Article 28 of the Articles of Association of the company.

The Executive Committee is elected at the Annual General Meeting each year. The Annual General Meeting for the year ended 31 December 2001 was held on 24 April 2002 and at that date the following directors were appointed:

Mr. John Ryan (President)  
Mr. Mike Egan (Vice-President)  
Ms. Brid Connolly (Hon. Secretary)  
Cllr. Patrick Nolan (Hon. Treasurer)  
Ms. Toni Devine  
Ms. Jacinta Donnelly  
Ms. Susan Dunne  
Ms. Joan Hanley  
Mr. Tom Hussey  
Ms. Loretta O'Brien  
Ms. Nora O'Hanlon  
Mr. Jim O'Loughlin  
Ms. Leonora O'Reilly

The following members were appointed as co-opted members

Ms. Margaret Nolan (*resigned 27th November 2002*)  
Ms. Sheenagh Walsh (*resigned 27th November 2002*)

The following directors completed their term of office on 24 April 2002:

Mr. Seán Tracey  
Ms. Geraldine O'Brien  
Ms. Susan Cullinane  
Ms. Marietta Herraghty

**AONTAS** (being a company limited by guarantee and not having a share capital)

**Directors' Report for the year ended 31 December 2002**

**Books of Account**

The measures taken by the directors to ensure compliance with the requirements of Section 202, Companies Act, 1990, regarding proper books of account include the implementation of necessary policies and procedures for recording transactions, the employment of competent accounting personnel with appropriate expertise and the provision of adequate resources to the financial function. The books of account of the company are maintained at 22 Earlsfort Terrace, Dublin 2.

**Auditors**

The auditors, Anne Brady & Associates have indicated their willingness to continue in office in accordance with the provisions of Section 160(2) of the Companies Act, 1963.

Signed on behalf of the Board:

**Mr. John Ryan**  
**Director**

**Cllr. Patrick Nolan**  
**Director**

**Date:** 1st March 2003

**Date:** 1st March 2003

**AONTAS** (being a company limited by guarantee and not having a share capital)

### **Statement of Directors' Responsibilities**

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the company and of the surplus or deficit of the company for that year. In preparing these the directors are required to:

- select suitable accounting policies and apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Acts 1963 to 2001. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

On behalf of the Board:

**Mr. John Ryan**  
**Director**

**Date:** 1st March 2003

**Cllr. Patrick Nolan**  
**Director**

**Date:** 1st March 2003

**AONTAS** (being a company limited by guarantee and not having a share capital)

## **Independent Auditors' Report to the Members of AONTAS**

We have audited the financial statements of AONTAS on pages 41 to 48 for the year ended 31 December 2002 which comprise the Income & Expenditure Account, the Balance Sheet, Cash Flow Statement and the related notes. These financial statements have been prepared under the historical cost convention and the accounting policies set out on page 45.

### **Respective responsibilities of directors and auditors**

The directors' responsibilities for preparing the annual report and the financial statements in accordance with applicable law and Irish Accounting Standards are set out in the Statement of Directors' Responsibilities.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and auditing standards promulgated by the Auditing Practices Board in Ireland and the United Kingdom.

We report to you our opinion as to whether the financial statements give a true and fair view and are properly prepared in accordance with the Companies Acts 1963 to 2001. We also report to you whether in our opinion: proper books of account have been kept by the company; and whether the information given in the Directors' Report is consistent with the financial statements. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether the company's balance sheet and its income and expenditure account are in agreement with the books of account.

We report to the members if, in our opinion, any information specified by law regarding directors' remuneration or directors' transactions is not given and, where practicable, include such information in our report.

We read the other information contained in the annual report and consider whether it is consistent with the audited financial statements. This other information comprises only the Directors' Report. We consider the implications for our report if we become aware of any apparent misstatements or material inconsistencies with the financial statements. Our responsibilities do not extend to any other information.

**AONTAS** (being a company limited by guarantee and not having a share capital)

## **Independent Auditors' Report to the Members of AONTAS**

### **Basis of audit opinion**

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

### **Opinion**

In our opinion the financial statements give a true and fair view of the state of the company's affairs as at the 31 December 2002 and of its deficit and cash flows for the year then ended and have been properly prepared in accordance with the Companies Acts 1963 to 2001.

We have obtained all the information and explanations we consider necessary for the purposes of our audit. In our opinion proper books of account have been kept by the company. The financial statements are in agreement with the books of account.

In our opinion the information given in the directors' report on pages 35 - 37 is consistent with the financial statements.

**Anne Brady & Associates  
Chartered Accountants and  
Registered Auditors  
The Anchorage  
Charlotte Quay  
Dublin 4**

**Date:** 1st March 2003

## Income and Expenditure Account for the year ended 31 December 2002

	NOTE	2002 €	2001 €
<b>INCOME</b>			
Grants receivable	2	705,040	772,893
Members' subscriptions		16,961	16,769
Sales of publications		1,159	2,990
National conference		17,013	222
Interest receivable		157	687
		740,330	793,561
 <b>EXPENDITURE</b>			
<b>Administration</b>			
Salary costs		143,582	142,477
Pension scheme		30,668	30,533
Staff training and expenses		13,384	7,200
Postage and courier services		13,349	13,794
Printing and stationery		15,890	15,770
Advertising		11,800	33,074
Telephone		10,851	9,878
Motor and travel		5,647	12,595
Executive and general committee expenses		24,658	18,597
Legal fees		96	419
Audit and accountancy fees		5,820	5,333
Bad debts		-	769
Bank interest and charges		650	1,123
Representation and affiliation		21,607	9,123
Miscellaneous		1,636	34
Rent of venues and equipment		2,674	5,080
Computer costs		11,768	20,535
		314,080	326,334

**Income and Expenditure Account for the year ended 31 December 2002**

	NOTE	2002 €	2001 €
<b>Premises</b>			
Light and heat		3,455	2,517
Rent and rates		42,858	41,918
Repairs and maintainance		13,063	10,613
Leasing charges		2,807	3,149
Insurance		5,871	2,992
Cleaning		2,243	1,769
Depreciation of computers and office equipment		12,715	17,904
		<u>83,012</u>	<u>80,862</u>
<b>Development</b>			
Salaries		213,130	147,606
Consultants and contract staff		7,377	5,040
Travel and subsistence		20,565	20,917
Printing and publications		23,147	44,076
Conferences / seminars / membership meetings		37,937	18,341
National conference		78,059	1,448
Public Relations		7,531	-
Video Production		827	-
Information - library		5,503	3,129
Evaluation		4,800	3,504
Recruitment		18,443	22,088
Childcare		3,392	(487)
		<u>420,711</u>	<u>265,662</u>
<b>Research</b>			
Community education		-	16,781
Quality assurance framework for community education		1,760	-
Women and mens research		46,878	16,479
		<u>48,638</u>	<u>33,260</u>
<b>Total Expenditure</b>		<u>866,441</u>	<u>706,118</u>
<b>(Deficit)/Surplus for the year</b>		(126,111)	87,443
<b>Surplus brought forward 1 January 2002</b>			
		<u>141,545</u>	<u>54,102</u>
<b>Surplus carried forward 31 December 2002</b>			
		<u>15,434</u>	<u>141,545</u>

The notes on pages 45 - 48 form part of the financial statements.

The financial statements were approved by the board on 1st March 2003 and signed its behalf by

**Mr. John Ryan**  
Director

**Cllr. Patrick Nolan**  
Director

**Balance Sheet as at 31 December 2002**

	NOTES	2002		2001	
		€	€	€	€
<b>Fixed Assets</b>					
Tangible assets	7		41,907		1,732
<b>Current Assets</b>					
Debtors	8	23,184		10,598	
Cash at bank and in hand	9	185,315		197,730	
		<u>208,499</u>		<u>208,328</u>	
<b>Creditors: amounts falling due within one year</b>	10	<u>(234,972)</u>		<u>(68,515)</u>	
<b>Net Current (Liabilities)/Assets</b>			(26,473)		139,813
<b>Net Assets</b>			<u>15,434</u>		<u>141,545</u>
<b>Represented by:</b>					
Income and expenditure account			15,434		141,545
<b>Accumulated Surplus</b>			<u>15,434</u>		<u>141,545</u>

The notes on pages 45 - 48 form part of the financial statements.

The financial statements were approved by the board on 1st March 2003 and signed its behalf by

**Mr. John Ryan**  
Director

**Cllr. Patrick Nolan**  
Director

**AONTAS** (being a company limited by guarantee and not having a share capital)

**Cash Flow Statement for the year ended 31 December 2002**

	NOTE	2002 €	2001 €
<b>Reconciliation of operating (deficit)/surplus to net cash inflow from operating activities</b>			
Operating (deficit)/surplus less interest receivable		(126,268)	86,756
Depreciation		12,715	17,904
(Increase)/Decrease in debtors		(12,586)	7,850
Increase/(Decrease) in creditors		166,457	(1,407)
<b>Net cash inflow from operating activities</b>		<u>40,318</u>	<u>111,103</u>
<b>Cash Flow Statement</b>			
Net cash inflow from operating activities		40,318	111,103
Returns on investments and servicing of finance	12	157	687
Capital expenditure	12	(52,890)	–
<b>Decrease in cash in the year</b>		<u>(12,415)</u>	<u>111,790</u>
<b>Reconciliation of net cash flow to movement in net debt (Note 13)</b>			
Decrease in cash in the year		(12,415)	111,790
Net funds at 1 January 2002		197,730	85,940
<b>Net funds at 31 December 2002</b>		<u>185,315</u>	<u>197,730</u>

**1. Accounting Policies**

**1.1. Accounting convention**

The financial statements are prepared in accordance with generally accepted accounting principles under the historical cost convention and comply with Financial Reporting Standards of the Accounting Standards Board as promulgated by the Institute of Chartered Accountants in Ireland.

The comparative figures which were originally stated in Irish pounds have been restated using an exchange rate of €=IR£0.787564.

**1.2. Tangible fixed assets and depreciation**

Depreciation is provided at rates calculated to write off the cost less residual value of each asset over its expected useful life, as follows:

Fixtures and fittings	-	20% Straight Line
Office Equipment	-	20%/25% Straight Line
Computer Equipment	-	33.3% Straight Line

**1.3. Leasing**

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

**1.4. Pensions**

Payments to defined contribution pension schemes are charged to the profit and loss account in the period to which they relate.

**1.5. Grants receivable**

Where specific grants are received in the year and none, or only part, of the related expenditure has been incurred, the unused portion of the grant is carried forward in creditors and accruals as deferred income.

<b>2. Grants receivable</b>	<b>2002</b>	<b>2001</b>
	€	€
Department of Social, Community and Family Affairs: Support for locally based womens groups	105,400	96,183
Department of Education & Science: Grant in Aid	384,000	366,954
S.P.I.D.A.S. supplement	330,000	253,948
S.P.I.D.A.S. supplement 2000	-	62,217
Womens Community Education Research	313	469
Miscellaneous	14,728	19,453
	<u>834,441</u>	<u>799,224</u>
Opening deferred income	54,599	28,268
Closing deferred income	(184,000)	(54,599)
	<u>705,040</u>	<u>772,893</u>

## Notes to the Financial Statements for the year ended 31 December 2002

### 3. Continuing operations

The income and expenditure account has been prepared on the basis that the company has only continuing operations in accordance with the Companies (Amendment) Acts, 1983 and 1986.

### 4. Operating (deficit)/surplus

	2002	2001
	€	€

Operating (deficit)/surplus is stated after charging:

Depreciation of tangible assets	12,715	17,904
Operating lease rentals		
- Plant and machinery	7,531	-
- Office equipment	2,807	3,149
Auditors' remuneration	5,820	5,333
	5,820	5,333

### 5. Employees

	2002	2001
--	------	------

#### Number of employees

The average numbers of employees during the year were:

	10	8
	10	8

#### Employment costs

	2002	2001
	—	—
Wages and salaries	324,077	268,797
Social welfare costs	32,635	21,286
Other pension costs	30,668	30,533
	387,380	320,616

### 6. Pension costs

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amount to €30,668 - (2001: €30,533).

Notes to the Financial Statements for the year ended 31 December 2002

7. Tangible assets

	Office equipment	Computer equipment and fittings	Fixtures and	Total
	€	€	€	€
<b>Cost</b>				
At 1 January 2002	24,841	52,015	–	76,856
Additions	27,453	13,039	12,398	52,890
Disposals	(3,670)	–	–	(3,670)
	<u>48,624</u>	<u>65,054</u>	<u>12,398</u>	<u>126,076</u>
<b>Depreciation</b>				
At 1 January 2002	23,710	51,414	–	75,124
On disposals	(3,670)	–	–	(3,670)
Charge for the year	5,322	4,913	2,480	12,715
	<u>25,362</u>	<u>56,327</u>	<u>2,480</u>	<u>84,169</u>
<b>Net book values</b>				
At 31 December 2002	23,262	8,727	9,918	41,907
At 31 December 2001	<u>1,131</u>	<u>601</u>	<u>–</u>	<u>1,732</u>

8. Debtors

	2002 €	2001 €
Grants receivable - Department of Education and Science : - S.P.I.D.A.S.	–	1,635
Other debtors and prepayments	23,184	8,963
	<u>23,184</u>	<u>10,598</u>

**Notes to the Financial Statements for the year ended 31 December 2002**

<b>9. Cash at bank and on hand</b>	<b>2002</b>	<b>2001</b>
	—	—
Current accounts	184,360	196,776
Deposit accounts	955	954
	<u>185,315</u>	<u>197,730</u>

<b>10. Creditors: amounts falling due within one year</b>	<b>2002</b>	<b>2001</b>
	—	—
Trade creditors	36,234	3,439
PAYE / PRSI	1,364	—
Wages control	6,562	336
Deferred Income - grants receivable.	184,000	54,599
Accruals	6,812	10,141
	<u>234,972</u>	<u>68,515</u>

**11. Taxation**

The company has been granted exemption from taxation and this exemption has pertained since its incorporation.

**12. Gross Cash Flows**

	<b>2002</b>	<b>2001</b>
	—	—
<b>Returns on investments and servicing of finance</b>		
Interest received	157	687
	<u>157</u>	<u>687</u>
<b>Capital expenditure</b>		
Payments to acquire tangible assets	(52,890)	—
	<u>(52,890)</u>	<u>—</u>

**13. Analysis of changes in net funds**

	<b>Opening balance</b>	<b>Cash flows</b>	<b>Closing balance</b>
	—	—	—
Cash at bank and in hand	197,730	(12,415)	185,315
Net funds	<u>197,730</u>	<u>(12,415)</u>	<u>185,315</u>

**14. Controlling Party**

The company is controlled by the Board of Directors.

**15. Approval of financial statements**

The financial statements were approved by the Board on 1st March 2003 and signed on its behalf by

**Mr. John Ryan**  
Director

**Cllr. Patrick Nolan**  
Director