Dun Laoghaire Rathdown Outreach Project

Annual Report 2016

DROP
Acceptance • Support • Progression
Dun Laoghaire Rathdown Outreach Project (DROP) is a community based organisation that has been providing support services since 1998. We provide a variety of services to people who are negatively affected by substance misuse and are looking for support. Our services are designed to support individuals at any stage of substance misuse and with each step we look to assist our service users in defining their progression path across our services or by way of referral to another agency who can better meet their individual needs.

VISION & MISSION STATEMENT

Our **Vision** is of a society that is well informed about and understands issues of substance misuse and addiction.

We are working towards a society in which individuals receive the care and support they need to address their substance misuse and addiction without fear of discrimination or stigmatisation.

Our **Mission** is to empower positive change through a person centred approach for individuals, families and communities affected by substance misuse and addiction.

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Old Haunts is a creative writing project produced by participants on the Rehabilitation Programme in 2016, extracts of which can be found throughout this annual report.
2016 was a year of great change and an extremely difficult period for the organisation. As a result of the loss of DLR Drug & Alcohol Task Force Funding in 2015 the organisation could no longer continue in its current format and required restructuring. The two Team Leader (Cocaine and Rehabilitation Day Services) and Manager’s Assistant posts were made redundant and the Manager’s role and function changed as the Rehabilitation Team reduced in size. The loss of funding resulted in a loss of space as there was no longer sufficient income to cover the rent and overheads of number 46 Upper Georges Street. However, the most regrettable result of the loss of funding was the wind down of some service provision namely the Cocaine and Family Support Services.

On a positive note we viewed the organisation restructure as an opportunity to refocus service provision and develop a new programme with clear progressive steps and an outcome focus. With the support of an external facilitator, Caroline Gardner of Quality Matters, the staff and board took part in planning sessions which resulted in the development of a whole new rehabilitation programme and one to one keyworking service. In 2016 the new 3 Year (3-tiered) programme was developed and its implementation commenced. The programme criteria for entry opened up to work with individuals at all stages of drug use irrespective of the type of drug. The new programme incorporates a pre-entry stage, followed by a stabilisation phase with progression onto Rehabilitation and Reintegration. All service users accessing DROP have a care plan which is regularly reviewed and outcomes are recorded. The programme is 19.5 hours per week and service users are on Community Employment which is a Department of Social Protection initiative. Our one to one service is operated with a team of 2.5 project workers and is funded through the Health Service Executive under a service level arrangement.

2016 also saw the end of DROP’s current Strategic Plan so work commenced on its’ review and planning for the next three years. An interim business plan was developed.

The Board having come through such a difficult time for the organisation are clear that forward strategic planning is priority for the coming three years. With the change of management it was agreed that governance and risk management were two areas that needed immediate attention. With the financial support of the HSE a consultant was recruited to undertake a review of DROP’s governance structures, undertake a risk audit and develop policies for the organisation to ensure compliance. A report has been developed for the Board with clear guidelines and recommendations which will be included in the next three year strategic plan.

The organisation has survived a very turbulent time and come through with less resources but with a clear vision for the future. With further support from funders to ensure adequate resources DROP can continue to provide a quality service meeting the needs of its service users in the Dun Laoghaire Rathdown area.

I would like to take this opportunity to thank my fellow Board Members for their time and dedication over the last twelve months. On behalf of the Board I would like to take this opportunity to give our sincere thanks to the extremely committed and professional staff team and volunteers at DROP who work tirelessly for all the service users who access the organisation. I would like to extend thanks on behalf of the staff and board to the following agencies for their continued support Health Service Executive, Department of Social Protection and the Court Services. Thanks also to the Dun Laoghaire Rathdown Drug & Alcohol Task Force for their support over the years. Thanks to the host of agencies across all social care areas who refer their service users to DROP and who work in collaboration with us to ensure a continuity of care for our service users.

Final words of thanks to Sandra Kelly who gave many great years to DROP through the supervision of the Community Employment Scheme and later as the Manager. You helped bring DROP to where it is today and shaped it for the future ahead. We wish you all the best with your future career.
As previously mentioned in the Chairpersons report 2016 proved both an extremely difficult and busy year for DROP, probably the most difficult since its inception in 1998. The decision by the DLR Drug and Alcohol Task Force, hereinafter referred to as “Task Force” to restructure their funding stream in 2015 resulted in the loss of funding for DROP circa €140,000. The Task Force had previously funded the position of the Manager, part time Manager’s Assistant and the entire Cocaine Service which included a full time Team Leader and part time Project Worker. It was never going to be possible to maintain the current staffing with such a reduction in funding. To remain sustainable the re-structuring of DROP was necessary. This resulted in the loss of 3 posts to redundancy and formed the main focus of the first quarter of the year.

DROP’s funding through the HSE was secure as was the continued operation of its CE scheme. With the support of an external consultant the Manager, Board and full staff team came together to review DROP’s service provision in light of reduced resources. Over the next three months through collaborative efforts a new programme structure for DROP was developed.

In 2016 the revised Rehabilitation Programme was developed which included identification of core rehabilitation, educational and health & wellbeing components as well as changes to the entry criteria in order to allow the programme become more accessible for our target group. Programme brochures were developed and promotion of the services began. The focus became more on developing incoming referral pathways, providing a solid one to one support service with a small staff team, implementing the core components of the Stabilisation and Rehabilitation Programmes across one group of service users. At all times ensuring that DROP and the funders were in agreement that DROP was meeting the expectations of the Service Level Arrangements.

Further changes took place later in the year with the Manager resigning from post to take up alternative employment in November. As the Board had already identified Corporate Governance as a priority area to be addressed the change of management was viewed as an opportunity to contract a consultant on an interim basis. The mandate of the Interim Manager would be to provide DROP with oversight of the project, undertake a governance review and develop a relevant suite of policies to ensure compliance in the areas of health and safety, governance and finances. The duration of this contract was three months and by the end a new manager would be recruited and in place in February 2017.

By the end of 2016, the numbers of service users accessing for one to one support was ever increasing with each Project Worker managing a full caseload and working at maximum capacity. There was an increase in numbers accessing and maintaining their places on the programme. Increased service user numbers across all service provision and changes to the management structure can be a challenge but with a committed staff team, good clinical supports in place and a passionate board the organisation finished off the year optimistically.

It should be noted that the reduction in funding has left DROP in a place of great risk. There is no financial backup to develop the building to adapt to the needs of larger group sizes or enough staff to respond to a further increase in numbers. In 2017 DROP will develop a three year strategic plan to run from 2017-2020 and will need to plan accordingly and work closely with funders to ensure a quality service is being provided to those in the Dun Laoghaire Rathdown area that need it.

Anthea Carry
(For Sandra Kelly)
ORGANISATIONAL STRUCTURE

Structure
Dun Laoghaire Rathdown Outreach Project (DROP) is an Irish company incorporated under the Companies Act 2014, on 11th December 1998. It is a company limited by guarantee and does not have a share capital. It is also a registered charity. DROP is governed by a Memorandum & Articles of Association which were last amended on 24th of September 2009. The Memorandum & Articles of Association will be reviewed and amended in line with the development of the Strategic Plan 2017-2020 which will be developed in line with the 2017 work plan for the organisation.

DROP is governed by a Board of Directors which consists of a minimum of 5 members. The Directors, who are non-executive, represent a diverse range of relevant expertise within the areas of Community Development, Addiction, Social Inclusion, Human Resource Management and Advocacy. The Board meet at least 6 times a year and has responsibility for all the business of the organisation. In 2016 the board met more regularly with there being a total of 11 Board meetings along with representation at organisation planning days and funder meetings. The Board delegates the day-to-day management of DROP to the Manager.

The Board members do not receive any remuneration in respect of their services to the organisation.

Board of Directors 2016
Elaine Forsyth Chairperson
Margaret Kenny Treasurer
Colette Byrne Company Secretary
Eileen Ryder
Tony Duggan
Seamus Brennan

Staff Team
Sandra Kelly Manager
Chris Gordon Interim Manager
Anthea Carry Manager’s Assistant
Clara Geaney Team Leader
Christy Rankin Team Leader
Patrick Fitzpatrick CE Supervisor
Dean Ward
John O Donnell Project Worker
Paul Cunningham Project Worker
Loraine Quinn Support Worker
Sam Hempenstall Support Worker
Jennifer Cosgrave Support Worker
Dave O Neill Support Worker
Brendan Hill Support Worker
Maria Murphy Financial Administrator
Patrick Gannon Receptionist
John Joe Murray Receptionist
Patricia Perrie Housekeeper
Anthea Carry Volunteer
Clara Geaney Volunteer
Christy Rankin Volunteer
Patrick Fitzpatrick Volunteer
Dean Ward Volunteer
John O Donnell Volunteer
Paul Cunningham Volunteer
Loraine Quinn Volunteer
Sam Hempenstall Volunteer
Jennifer Cosgrave Volunteer
Dave O Neill Volunteer
Brendan Hill Volunteer
Maria Murphy Volunteer
Patrick Gannon Volunteer
John Joe Murray Volunteer
Patricia Perrie Volunteer
Anthea Carry Volunteer
Clara Geaney Volunteer
Christy Rankin Volunteer
Patrick Fitzpatrick Volunteer
Dean Ward Volunteer
John O Donnell Volunteer
Paul Cunningham Volunteer
Loraine Quinn Volunteer
Sam Hempenstall Volunteer
Jennifer Cosgrave Volunteer
Dave O Neill Volunteer
Brendan Hill Volunteer
Maria Murphy Volunteer
Patrick Gannon Volunteer
John Joe Murray Volunteer
Patricia Perrie Volunteer
Anthea Carry Volunteer
Clara Geaney Volunteer
Christy Rankin Volunteer
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John O Donnell Volunteer
Paul Cunningham Volunteer
Loraine Quinn Volunteer
Sam Hempenstall Volunteer
Jennifer Cosgrave Volunteer
Dave O Neill Volunteer
Brendan Hill Volunteer
Maria Murphy Volunteer
Patrick Gannon Volunteer
John Joe Murray Volunteer
Patricia Perrie Volunteer

Non-Fiction
Addiction, addiction it’s an awful affliction,
If I could only decrease the cravings and friction
This is all fact it’s not fiction, trust me
The only way to live is happy and healthy

“Old Haunts”
In 2015, the DROP Morning Programme was reviewed and evaluated. As a result of this process and the loss of funding the organisation underwent a re-structuring of not only staff but also service delivery in 2016. A one to one service for those wishing to access DROP but not avail of the Rehabilitation Programme was developed. All new service users would undergo an Initial Assessment before being provided with a keyworker. This one to one space also provided for a pre-entry space for service users who were looking to join a 19.5 hour per week Community Employment Rehabilitation Programme.

**DROP’s programme structure is three tiered as follows:**

1. **Pre-entry** is provided within one to one sessions. Once the programme has been identified by the client as an area of need the keyworker will work with them to identify goals to move positively towards accessing the programme.

2. **Stabilisation Programme** is a low threshold and accessible programme for individuals looking to stabilise and reduce their drug and or alcohol use

3. **Rehabilitation Programme** aims to give individuals the skills to live independent of drugs and alcohol and to support goal setting and attainment in areas of rehabilitation; education, training and work experience; health and wellbeing; social integration and pro-social activity through a range of modular evidence based programmes
Throughout the year a total of 97 individuals accessed the services in DROP across one to one support and group programmes. Of these 71 were male and 26 female. Of the 97 people who engaged with DROP 83 were appointed a keyworker and developed a care plan. The 14 people who did not develop a care plan either came for an initial contact session and never returned or were accessing the family support service.

The following graphs present the Care Plan Outcomes across the areas of Drugs; Alcohol; Children; Family Relationships; Money & Budgeting; Housing; Physical Health; Mental Health and Pro-social Activity involvement. Not all clients have issues they wish to address across all areas but for those that identify an area they wish to make an improvement in, their keyworkers assist them in identifying goals and working towards achieving them.
In 2016, we provided 849 one to one support appointments which are broken down as follows:

<table>
<thead>
<tr>
<th>One to one session type</th>
<th>No. of appointments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Keyworks</td>
<td>705</td>
</tr>
<tr>
<td>Interagency Meetings</td>
<td>44</td>
</tr>
<tr>
<td>Initial Assessments</td>
<td>28</td>
</tr>
<tr>
<td>Crisis Interventions</td>
<td>14</td>
</tr>
<tr>
<td>Counselling</td>
<td>35</td>
</tr>
<tr>
<td>Holistic Therapies</td>
<td>3</td>
</tr>
<tr>
<td>Comprehensive Assessments</td>
<td>1</td>
</tr>
<tr>
<td>Stabilisation/Rehabilitation Programme Assessments</td>
<td>19</td>
</tr>
</tbody>
</table>

Each week there was an average of 8 groups weekly on the programme with a focus of Rehabilitation; Health & Wellbeing; Educational and Pro-social which equates to almost 400 groups throughout the year.

Our services are provided by a staff team which consists of 1 manager, 1 CE Supervisor, Financial administrator (part time on community employment), 2 full time and 1 part time project workers and 2 support workers also part time on community employment.
From January to December 2016 there was a total of 91 case closures; 63 Male & 28 Female. Based on National Drug Treatment Reporting System (NDTRS) data the condition on discharge was as follows:

- **35** Clients were stable and treatment complete
- **20** Stable, the client refused to have further treatment sessions or did not return
- **18** Unstable, the client refused to have further treatment sessions or did not return
- **5** Stable, Client did not wish to attend further treatment sessions because he/she considered him/herself to be stable
- **4** Unstable, Client did not wish to attend further treatment sessions because he/she considered him/herself to be stable
- **3** Unstable, Premature exit from treatment for non-compliance
- **1** Transferred unstable
- **2** Transferred stable (including release linking patient to other treatment site or other prison treatment)
- **1** Unstable, Sentenced to prison
- **1** Unstable, Died

**ARTWORK PRODUCED IN THE ART MODULE OF THE PROGRAMME**
WHAT DROP MEANS TO ME

I literally “dropped in” and I was scared stiff but I knew I had a drink problem I needed to sort out. I got an appointment to come for an assessment through Dave. I completed the assessment with Dean and I had an appointment every Friday. This was reviewed every 6 weeks. I undertook a course of CBT which I found great. The fact that I was a children’s teacher for years really helped. The CBT allowed me to write things down and get it out of my system whatever was going on for me. Weeks I didn’t have homework I found they would be the weeks when I would have a slip.

Each week there was something to reflect on and work through. There was personal affirmations to soak in every day when you woke up. This brought back my self-confidence and self-esteem and showed me I got to where I got. I was referred to as Mrs Nightingale by my keyworker looking after everyone. The lies I told myself came out and this was fantastic. I was able to connect if I mentally went to do something and where that brought me. There were trigger factors that I had overlooked before, thinking they were part of the journey. I learned to connect. I learned I had physical and mental thinking but could not connect to my emotional thinking. This was really new to me.

My bedroom is where I have my solace and peace. What naturally unfolded was that I used this place to rest and meditate but also drink. DROP has been amazing and available at any time. The service was consistent which was really important to me. I attended DROP from October to June which was less than a year. Being connected with DROP I never relapsed. I used to do things before and I am aware I don’t anymore. I have a new way of thinking that I didn’t know before. I can achieve the same outcome if I do less but alter the structure of how I do it.

I used to be ashamed coming in the door of DROP but by a few months I wanted to stand at the door as I was proud to come here. I have adult children and they are very supportive. It goes to show the ripple effect that addiction can have. I took great joy in having the homework done for Dean and I really looked forward to coming to sessions. I didn’t mind what rooms we used and having the option to move around the building can be a good thing.

All the staff are so welcoming and friendly and it’s a lovely place to come.

I would like to do a course in CBT as I am not working at the moment and that’s how far I have come. I was able to review the tasks I had to do during the day and cut them down. I could say no without being afraid. My whole day was affected for the good. This wasn’t easy at the beginning. I realised my son was going through a lot. He got attacked and tried drugs. I had the time to do a lot more around him but it has worked out. He was a huge part of my condition and recovery. He is great now.

I am always talking about DROP and some people like to say they mentioned DROP to me and take ownership over my attending here. DROP has a great name in the community.

I found that any aids Dean gave to work on a situation were easy to use, anyone could use them. They weren’t a complicated thing. You just need to be prepared to unravel yourself. I felt like a hundred stone coming, the weight of the burden was huge. What was I getting myself into opening Pandora’s box. Dean was able to read me and know what works best. He was brilliant he had an understanding of me and that’s why it worked. He would bring you back and let you unravel stuff. Always let you see how far you had come along. I have previous experiences of counsellors that didn’t work whereas with Dean it was something else and has made me want to learn more about this process.

I see a connection with children parents and relationships through my experience as a teacher and with counselling and DROP and how it works. I have learned through CBT that you can change things.

I was encouraged while working with Dean to get involved in using my experience to give something back. I have over 27 years of experience as a teacher. I still do some work in this area. The last 2 years I have changed a lot and learned a lot around my relationships which has helped me greatly. I have done pastoral care, support teaching and drama over
the last 2.5 years. For the future I think doing some kind of course in the area of CBT and being involved in community is where I see myself. It connects back to the teaching. As I get older I see a shift in my life, prioritising areas like relationships and finances. I could have buried that and left it but not move forward. Engaging with DROP has let me see this and helped a lot.

I would always see DROP as a support if I ever needed it into the future there is no doubt there. I gave up smoking cigarettes too a year later, that was part of coming here as the thinking had changed. I was fed up with it and I knew I could do it. It would work. This is a definitely a positive knock on effect of using CBT. I didn’t need to use substitutions like e-cigs or anything.

I just think that its’ a (DROP) fantastic place and that I hope it grows more because so many people need it. I see different age groups needing support.

A Smile from a Stranger
A Smile from a stranger is a beautiful thing
In a world void of trust we need this kind of thing
In a world full of pain heartbreak and sorrow
No one is given the gift of tomorrow
All you need is love Lennon once said
Turn on the news, another fifty dead
A smile from a stranger is such a wonderful start
To create peace, love and humanity inside the human heart
A smile from a stranger it doesn’t cost a thing
Something so simple and the joy it may bring

“Old Haunts”
THE EXPERIENCE OF A PARTICIPANT ON THE PROGRAMME ON 
DAY RELEASE FROM MOUNTJOY PRISON

What made you come to DROP?
I was looking to get something to do while I was in prison. I was passed for temporary release (TR) on a day release and wanted something in the Dun Laoghaire area. I had struggled with drink, drugs and gambling for years and wanted to do something about it. I went looking on the internet and found DROP. I got the number and gave it a call. I had my first assessment in Mountjoy. John came in for two appointments with me. Then I came out to DROP to do further assessments with Dean and Paudy. Two weeks after that I joined the programme.

It had been twenty years since I lived drug free. I hadn’t lived outside prison drug free since I was 12. Had about 18 months clean time in prison before coming here. My current sentence is a six year term. Before that I had just finished 3 years and had spent 6 months out before going back in. I will never go back after this time.

In the past I knew that I was going to go back taking drugs on release so talking with the addiction counsellor we looked into places that worked with addiction in the Dun Laoghaire area. Last time I was released I left the prison and went straight to the pub around the corner to get a pint. I looked so rough the bar man didn’t want to serve me. He thought I had been on the beer the whole night before. It was only when I explained that I had just been released that he gave me one (on the house). This was before I had even contacted anyone to let them know I had been released.

I don’t struggle coming to DROP. I am so happy to be getting out of the prison that I come straight to DROP and never consider going elsewhere. Sometimes I have a weight on me going back, it’s like a loss of freedom, but when I am in DROP I don’t think about it. I plan my time so I know when I have to go back, the time the train is due and I never struggle to go back as I have great supports here.

The first few weeks weren’t easy as I struggled with trust as I wasn’t sure about DROP and what they would be telling the prison. This only lasted a few weeks. I guess for the staff it was hard too as they had no experience of working like this with a prison. This has got better during the time of me being here as the process works.

What do you like most about being in DROP?
Being connected with people. You can come in and talk to people. Share the support for one another. When I came to DROP I had been drug free but I didn’t know how to live clean. I look forward to coming in and seeing everyone and the atmosphere is great. I’ve come in where I would be angry ready to blow and within minutes of being here it would get better and I would be laughing. I know people from the area and I liked that. I enjoy the classes and learning. I love going through the classes and learning a lot about myself through class materials. My mind is open to something new. I like having the time to chill out and I get this in prison too. It’s about how you choose to use your time.

What do you find challenging about being in DROP?
Dealing with people can be frustrating. But I have learned not to be judgemental people are at different stages. I don’t get along with everyone and I have learned that I need to distance myself when I get frustrated. It’s frustrating watching how some people treat each other and not reacting to it. My level of tolerance to people has changed. I have learned new skills. I have something different, it’s not about just a sense of freedom from prison it’s something I have never had before. Freedom from drugs too. It’s hard to explain.
I’ve paid the consequences for my actions. The lifestyle I was living and everything that I believed was important isn’t important when compared to the stuff that I lost. I missed out on my daughter’s childhood. I can never get that time back. It’s not worth it.

What are your hopes for the future?
I am looking to go get my driving license. Provide for my family. I want to keep training it’s my time out and I love it. At the moment my focus is on getting my license and to see if I can get a driving job. I’m looking forward to weekends and going horse riding with my daughter. Seeing her dancing, she does hip hop. To be able to support her, it’s not about me anymore. I want to try give her back the years, she knew where I was and it shouldn’t be like that.

What are you most proud of?
I am proud of how I have handled day release. I have had a few bumps but proud of how I have handled myself. DROP has helped me change my mind set. Challenging myself has helped me loads. I love being able to relate to my daughter. All I have learned here I bring home with me and pass it on to her. I have learned to work with her so she can see things clearly and make her own mind up. I don’t give out to her which was my experience of growing up. My parenting skills have developed and I can pass this on to her.

I am proud of myself for the first time. It’s the first time I have stuck to something and achieved what I set out to do. I haven’t fallen short this time. When my sentence finishes I will continue to have support so I know I will be able to do this.

Any Other Day
It seemed like any other day but
It was the day of my release.
Excitement and fear set in, as I walked out of prison
I made the decision I will never be back there.
I am glad to be where I am because I don’t belong where I was.
Loads of opportunities have come up for me
I am starting to believe in myself.

It may have seemed like any other day
But that was the first day of the rest of my life.
It can only get better.

“Old Haunts”
What made you apply for the Support Worker position with DROP?
I had just qualified with a BA in Youth & Community Work and had been getting lots of job interviews but not successful securing full time employment in that area. So, I came across an advertisement for a support worker role in DROP and decided to apply as this would add to my skills base. The interview went well and both myself and the organisation were happy that I would be learning addiction related skills but also able to give my own experience in community development to the organisation.

I was very excited. Before the official start date on CE I was invited to attend 3 planning days that were happening in the organisation. They were facilitated by an external facilitator. This brought about a mix of excitement but also apprehension in relation to how the level of work proposed could be done by such a small team. At the start there was a lot reading up on policies and not so much getting involved with service users. When the house keeper went off sick: the majority of time was then spent cooking and/or cleaning. I questioned if this was a good utilisation of my time. Work then transitioned to also covering breakfast and lunch breaks. This felt like a long time but then I got the opportunity to develop a programme called Barriers to Recovery which was the start of my official client work. This was quite terrifying at first and the group had put up a lot of resistance but myself and Loraine (my co-facilitator) overcame this and the programme worked well. I really embraced the opportunity to develop a programme and wanted to put my own touch to it. We did a lot of research and development of the programme to show that there are different aspects to barriers to recovery and different ways to present it.

What did you find most enjoyable during your time with the organisation?
Every day involved new learning for me: from staff, external facilitators and service users’ as well. Getting to see everyone learning and growing and to know that DROP existed was really important. The person centred approach and ethos of the organisation has meant that everything that was planned involved the service users’ active participation and input: this empowering approach offers not only empowerment and autonomy but an overall positive environment. I was proud to be a part of the team at DROP: to advocate for what DROP does, and how it offers a unique service with a dedicated and committed staff.

It was a great honour to be trusted by the service users in sharing their journey. It was also incredible to see their daily progression: the hard work, vision and commitment of both service users and staff was/is positively impacting lives. This was the most inspiring part of it. Both John and Dean would have supported me a lot when I would have difficulties or was concerned about service users and any addiction specific concerns. I could go to them and get advice which enhanced my practice.

Having another support worker doing the same role was amazing. I actually don’t think I would have continued without Loraine. We could provide a support to each other across all areas of the work. We worked really well together. We could bounce stuff off each other all the time and push each other forward.

As my own confidence and skill set grew, everyday became more and more enjoyable. Availing of the SMART recovery training was another important transitional stage for me. Gaining knowledge and addiction specific tools from this training gave me further confidence in planning, prepping and evaluating programmes and supporting service users.

What did you find least enjoyable during your time with the organisation?
The Stress! There wasn’t enough hours in the day or resources to do the work that was required. At times I felt that I was out of my depth and filling a hole rather than being the best person to do a piece of work. Being asked to deliver a group when I didn’t feel qualified or that I had the time to develop and prepare was frightening and created anxiety and stress for me.
Over time I felt that this was no longer ok and I wanted something to change before reaching burn out. I also felt a lack of supervision around the work that I was doing and a space to process was a huge gap. The staff team was getting smaller and smaller and the work was being divided across a staff team that just couldn’t sustain it and this needed to be addressed. The difficulty with under resourcing is that there is a high risk of staff burn out and apathy due to the pressure of working to excess and not in line with ethical best practice. I do think that organisations in the community & voluntary are under resourced with an unfair dependence on voluntary and CE workers. So, in my opinion the lack of investment in such valuable work is what I find the least enjoyable and most infuriating.

I brought my concerns, assertively and with confidence (which had grown and developed through the work I was doing) to the team. Everyone was feeling the pressure. These conversations then resulted in an opening up of the staff team and being more collaborative in how we worked. Being invited to co-facilitate in the addiction specific group work allowed for learning and development. It also enhanced my understanding of the issues that were arising and the dynamics of the groups and the behaviours presenting. I got to see REBT and CBT in action and could then follow on and become conscious of putting it into practice. I guess what I found least enjoyable also presented valuable learning and a positive outcome.

**How did Community Employment benefit you?**

CE gave me paid employment experience to add to my CV. It gave me opportunity to specialise in another area and gain a new skillset. It gives structure to a person’s day and a sense of purpose. I found it very beneficial for my mental health. Every day provided learning; from the client bringing their issues in, the ETB tutors providing educational course and then the other work being done around rehabilitation. Having the training grant is really good for when a gap in skills is identified. For someone who was doing a part time course or considering going back to full time education in this area of work CE can give a good insight into whether or not a person should commit to progressing in this field. By utilising CE you can avail of high levels of professional development from supervisors that you might not get with a full time job in this field. By undertaking CE, the possibility of getting a full time paid position also increases.

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**Closely guarded secrets**

**Lie within my fragile heart**

**Secrets that must remain**

**For they’ll tear my world apart**

*“Old Haunts”*
We have audited the financial statements of Dun Laoghaire Rathdown Outreach Project Company Limited By Guarantee for the year ended 31 December 2016 which comprise the Income and Expenditure Account, the Statement of Comprehensive Income, the Balance Sheet, the Statement of Changes in Equity, the Statement of Cash Flows and the related notes. The relevant financial reporting framework that has been applied in their preparation is the Companies Act 2014 and FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council.

This report is made solely to the company’s members, as a body, in accordance with section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company’s members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company’s members as a body, for our audit work, for this report, or for the opinions we have formed.

Respective responsibilities of directors and auditor
As explained more fully in the Directors’ Responsibilities Statement, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view and otherwise comply with the Companies Act 2014. Our responsibility is to audit and express an opinion on the financial statements in accordance with Irish law and International Standards on Auditing (UK and Ireland). Those standards require us to comply with the Auditing Practices Board’s Ethical Standards for Auditors, including APB Ethical Standard - Provisions Available for Small Entities (Revised), in the circumstances set out in note 16 to the financial statements.

Scope of the audit of the financial statements
An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to the company’s circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the directors; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the annual report to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

Opinion on financial statements
In our opinion the financial statements:
• give a true and fair view of the state of the assets, liabilities and financial position of the company as at 31 December 2016 and of its deficit for the year then ended; and
• have been properly prepared in accordance with FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland issued by the Financial Reporting Council and, in particular, the requirements of the Companies Act 2014.

Matters on which we are required to report by the Companies Act 2014
• We have obtained all the information and explanations which we consider necessary for the purposes of our audit.
• In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited.
• The financial statements are in agreement with the accounting records.
• In our opinion the information given in the Directors’ Report is consistent with the financial statements.
DUN LAOGHAIRE RATHDOWN OUTREACH PROJECT COMPANY
LIMITED BY GUARANTEE

INDEPENDENT AUDITOR’S REPORT (CONTINUED)

TO THE MEMBERS OF DUN LAOGHAIRE RATHDOWN OUTREACH PROJECT
COMPANY LIMITED BY GUARANTEE

Matters on which we are required to report by exception
We have nothing to report in respect of our obligation under the Companies Act 2014 to report to you if, in our
opinion, the disclosures of director's remuneration and transactions specified by sections 305 to 312 of the Act
are not made.

Eoin Hodkinson (Statutory Auditor)
for and on behalf of HSM 17 August 2017

Chartered Accountants
Statutory Auditor

13 Sussex Street
Dun Laoghaire
Co. Dublin
DUN LAOGHAIRE RATHDOWN OUTREACH PROJECT COMPANY
LIMITED BY GUARANTEE

INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 DECEMBER 2016

<table>
<thead>
<tr>
<th>Notes</th>
<th>2016 €</th>
<th>2015 €</th>
</tr>
</thead>
<tbody>
<tr>
<td>Income</td>
<td>3</td>
<td>516,760</td>
</tr>
<tr>
<td>Administrative expenses</td>
<td></td>
<td>(565,173)</td>
</tr>
<tr>
<td>Other operating income</td>
<td></td>
<td>17,979</td>
</tr>
<tr>
<td>Deficit before taxation</td>
<td></td>
<td>(30,434)</td>
</tr>
<tr>
<td>Taxation</td>
<td>6</td>
<td>-</td>
</tr>
<tr>
<td>Deficit for the financial year</td>
<td></td>
<td>(30,434)</td>
</tr>
</tbody>
</table>

The Income and Expenditure Account has been prepared on the basis that all operations are continuing operations.
DUN LAOGHAIRE RATHDOWN OUTREACH PROJECT COMPANY
LIMITED BY GUARANTEE

BALANCE SHEET
AS AT 31 DECEMBER 2016

<table>
<thead>
<tr>
<th>Notes</th>
<th>2016 €</th>
<th>2015 €</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>7</td>
<td>-</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>9</td>
<td>10,733</td>
</tr>
<tr>
<td>Cash at bank and in hand</td>
<td></td>
<td>68,251</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due within one year</strong></td>
<td>10</td>
<td>(31,138)</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td></td>
<td>47,846</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td></td>
<td>47,846</td>
</tr>
<tr>
<td><strong>Creditors: amounts falling due after more than one year</strong></td>
<td>11</td>
<td>-</td>
</tr>
<tr>
<td><strong>Net assets</strong></td>
<td></td>
<td>47,846</td>
</tr>
<tr>
<td><strong>Reserves</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Income and expenditure account</td>
<td></td>
<td>47,846</td>
</tr>
</tbody>
</table>

The financial statements were approved by the board of directors and authorised for issue on 17 August 2017 and are signed on its behalf by:

Eileen Ryder  
Director

Ciaran Walsh  
Director
Dun Laoghaire Rathdown Outreach Project

45 Upper Georges Street

Dun Laoghaire
Co Dublin

Tel: 01 2803187

Email: info@drop.ie

Website: www.drop.ie

/dunlaoghiarerathdownoutreachproject/