

CHIEF EXECUTIVE'S ANNUAL REPORT

YEAR 2025



Family Tree Crèche
Family Fun Day

BENEVOLENCE & ADVOCACY

ENTERPRISE

EDUCATION & UPSKILLING

Doing nothing
is not our way

Our community is at the heart of
everything we do, and our collaborators
are critical to our success.

Our purpose

***To be a catalyst for
positive change in Limerick.***

A Limerick
solution to
a Limerick
challenge.



Potential moves us

About us

Limerick Enterprise Development Partnership (LEDP) is an organisation synonymous with Limerick's transformation over the past 25 years. Established as a not-for-profit, independently funded charity in response to the devastating closure of the famous Krups factory in 1998, with the immediate loss of over 500 direct jobs, it purchased the facility to create a new and unique operating model. LEDP lets the property and uses 100% of its revenue to invest in impactful community projects across Limerick's most disadvantaged communities. As a multi-stakeholder local partnership, LEDP provides a critical mass of economic activity and community-based services on its 16,000sq. m. Campus to support social inclusion on top of its direct financial investment in the community. The partnership is a European best in class example of a community-led development¹ and is unique in an Irish context.

LEDP is an organisation which on our own cannot eradicate the societal problems in our city, but we can be the spark in curtailing and minimising their impact. We can be a facilitator and catalyst of positive change by empowering people to be the change they want to see in their community.

Mission, Vision, Purpose

Mission

LEDP's mission is 'connecting people to opportunities through enterprise, education and upskilling, benevolence, and advocacy'.

Vision

Our vision is one of 'realising the full potential of the people of Limerick'.

Purpose

'To be a catalyst for positive change in Limerick'.

LEDP funds itself and, fuels the potential in our community. Doing nothing is not our way.

¹ 50 examples of good practice in urban development supported by the European Regional Development Fund during the 2007-2013 programming period (by AEIDL)

Our Strategic Priorities to 2026



1. Be relevant

Objectives

1. To raise LEDP's profile as an approachable body within our communities and with our collaborators, with a track record of delivering
2. To be recognised amongst our peer group as a leader in Limerick's ongoing transformation
3. To listen, and remain deeply connected with evolving community issues



2. Have a meaningful impact

Objectives

1. To increase our enterprise and employment creation activities
2. To focus our resources solely on projects which advance our purpose, avoiding mission drift
3. To provide the spark to connect people and stakeholders to mutual opportunities



3. A sustainable operating model

Objectives

1. To ensure LEDP's future is secure far beyond the lifetime of this Strategy
2. To embrace the UN Sustainable Development Goals to proactively meet our environmental responsibilities
3. To enable our communities' advance environmental solutions with LEDP leadership



4. Be organisationally excellent

Objectives

1. To ensure LEDP maintains the highest standards of governance
2. To ensure LEDP's actions reflect its stated values in all its activities

Dear Board and Members,

As Chief Executive of Limerick Enterprise Development Partnership (LEDP), I am pleased to present our Annual Report for 2024. This past year, our 25th anniversary, has seen us continue to provide crucial supports to charities, community organisations and social enterprises in Limerick and around the Mid-West.

LEDP continues to work hard to support the communities we operate within, navigating an increasingly challenging and uncertain funding environment for partners. Our mission of 'connecting people to opportunities through enterprise, education and upskilling, benevolence, and advocacy' has never been more important. It is essential that LEDP continues to provide supports as our partners navigate a challenging working environment. LEDP will continue to keep focused on the needs of the local community and how best their voice can be amplified to continue to make improvements that will enable the realisation of the full potential of the people of Limerick. To that end I am very pleased with the continuing increase in the financial capacity of our Impact Fund, and I will continue to work the LEDP Campus to enable a sustainable reserve into the future.

During 2024 LEDP has remained at the forefront to ensure supportive and inclusive responses to a diverse set of demanding community needs, while also making sure that our member organisations remain served by LEDP's work. In a year of continued public and media scrutiny, the role of good governance and effective board oversight in our charity remains critical and I would like to thank the board for the fulsome support of ensuring all compliance measures are strictly adhered to.

Our work in 2024

Throughout this report, you will read about the support we gave to the nonprofit sector through the diverse range of programmes and projects that we fund in marginalised communities around the Limerick. Some of our work that I'm particularly proud of is as follows.

Securing a new 10-year lease with our anchor tenant, Virgin Media Ireland (VMI), was a hugely significant milestone for the organisation. This agreement provides sustainability for the medium term with a rental rate which not only bolsters our financial capacity but also protects the employment of over 400 people, predominantly from the surrounding community. The second year of our 'Impact Fund' in 2024, has shown huge progress in ensuring LEDP is seen as a relevant organisation at the forefront of supporting community initiatives. The diverse nature of the projects being supported, as illustrated further in this report, is testament to the amplification of our work and subsequent breath applications received to the Fund. The completion of the refurbishment of Family Tree Crèche, our on-site childcare facility built in 2005, was a significant investment by LEDP in ensuring we have a facility suitable for best-in-class service for the children within our care. It was a pleasure to share the official opening with all our children and parents with a family fun day. This project compromised a complete overhaul of the interior of the building, providing enhanced play areas for children as well as new staff facilities. Finally, the celebration of our 25th anniversary through a series of events was an appropriate milestone, where we acknowledged our origins and also looked to an exciting future. Celebrating our **first** 25 years of supporting communities across Limerick was a key theme throughout the year, and our ambition for 2025 and beyond is to facilitate a wider and deeper range of services and supports. The Krups Exhibition in collaboration with the

Limerick Museum was very positively received, underpinned by a comprehensive year long communications campaign to highlight the mission and purpose of LEDP.

Charities Governance Code – Record of Compliance

I can confirm to the board and members that the Record of Compliance (with the Charities Governance Code), had been completed and fully evidenced with reference to all supporting documentation, as required, and that the Company remained in full compliance for FY 2023-2024. The purpose of the Record of Compliance was to serve as a checklist to ensure all required regulatory and compliance actions were completed and that this was validated with supporting evidence. The Record of Compliance did not require to be submitted to the Charities Regulator, but it remains maintained as an approved internal document and is available to the Regulator or any other regulatory or auditing party at their request, in compliance with the Charities Governance Code.

Some thanks

Firstly, I would like to thank to acknowledge the invaluable work of our board and subcommittees who are entirely voluntary and donate their valuable time and expertise to LEDP and our mission. I would particularly like to thank Nigel Healey who stood down from the board in 2024. Nigel's contribution to the experience and work of the board was highly valuable. Likewise, I'd like to extend a warm welcome to our newest board member, Ann Ledwith who joined us in April.

I would like to thank the full staff team for their tremendous work throughout the year. The work of our staff and their commitment to serving the community and our member organisations is much appreciated by me and the board. My final thanks are to you, our member organisations. Without your support, LEDP simply would not exist, and it's been a privilege. I wish you all continued success in the coming year.

The culmination of our work, the Impact Fund

Eighteen projects from across Limericks' most disadvantaged areas spanning education, employment pathways, social inclusion and integration have been chosen as recipients for 2024/25. The partner projects have been carefully selected by a subcommittee and subsequent full board approval for their potential to support children, teenagers, and adults from diverse backgrounds in reaching their full potential. As an organisation leading the agenda for social advancement in Limerick, LEDP is proud to make a significant impact in across Limerick working with our partners. From furthering the educational opportunities for students to improving the quality of life for people facing challenges in our community, we're focused on empowering people to be the change they want to see in their community. Our Impact Fund symbolises the essence of what LEDP is about; using our model to support Limerick's most disadvantaged communities by enabling people fulfil their potential. Whilst we cannot solve all the problems alone, we can be the spark igniting positive change.

In addition, LEDP continues its long-standing partnership with UL in supporting the AccessCampus homework support project at the LEDP Campus, as well as the continued partnership with Limerick City & County Council and Limerick & Clare Education and Training Board in supporting a bespoke 'Outreach to Employment' initiative on Limerick's Southside. We also continue to have an active presense in many community committees, lending our expertise and guidance to enable better outcomes and to strengthen community cohesion and communication.



LEDP Impact Fund 2024

Educational Interventions

1. UL AccessCampus partnership

2. Le Cheile NS

3. Corpus Christi NS

4. OLQOP NS
5. jumpAgrade

6. Engage in Education

7. St. Mary's NS

8. Southill After Schools Club



Mental Wellbeing

1. Phoenix Arts Therapy
2. Saoirse Addition Centre
3. Haven Hub



Social Inclusion

1. Doras Migrant Outreach
2. Southill Hub
3. Community Law & Mediation



Helping the vulnerable

1. St. Vincent de Paul drop-in centre
2. St. Gabriels
3. Special Needs Sports Day



Catalyst to a better life

1. No Interest Loan Scheme
2. Bedford Row Project
3. Learning Hub



Community Impact

1. Markets Field Stadium
2. Biodiversity investment
3. Family Tree Crèche
4. Narrative 4





"What LEDP has contributed to the social fabric of Limerick over the past 25 years is quite extraordinary. What is being accomplished here is not only testament to the original ingenuity of Krups and its workers, but is a demonstration that, together, we can succeed in meeting today's challenges, and create a brighter tomorrow for everyone,"

H.E. Mr. David Gill –

German Ambassador to Ireland.

2024 SNAPSHOT



- Launch of the Krups Exhibition in collaboration with Limerick Museum.
- New 10-year lease secured with anchor tenant, Virgin Media Ireland.
- Thomond College; winners of 'Pride in Your Community' competition.
- LEDP sponsored tree planting; our pledge to plant 26,000 by 2026.



Potential moves us

2024 SNAPSHOT



- LEDP 'Impact Fund' recipients, Dóchas autism Centre.
- Celebrating 25 years of the LEDP Project.
- Official reopening of Family Tree Crèche by Bishop Brendan Leahy.
- LEDP receives the Limerick Person of the Month accolade.



Our Active Member Partnerships

The existing activities in progress in partnership with our member organisations can be summarised as follows:

- AccessCampus partnership
- UL Citizens Assembly Expert Group
- Supporting the integration of the HAPPEE project
- Exploring opportunities with the Dept. of Allied Health



- 'Outreach to Employment Initiative' partnership
- Southill Hub 'Targeted Youth Employability' partnership
- Doras Migrant Outreach Clinic partnership
- Youth Workshops in Markets Field



- Employment Service Sub Committee
- Doras Migrant Outreach Clinic partnership
- Limerick Food Partnership
- Interview Panels and Strategy Support



- Outreach to Employment Initiative partnership
- Chair of ESIF Employability & Work Sub-Committee
- Regeneration Employment Steering Group
- Southill Regeneration Committee



- Le Cheile, Corpus Christi, OLQOP National Schools
- Redemptorists, Good Shepherd Ireland supports
- Youth Leadership Programme
- Impact Fund supporting social inclusion and integration



Strategy Roadmap for 2025

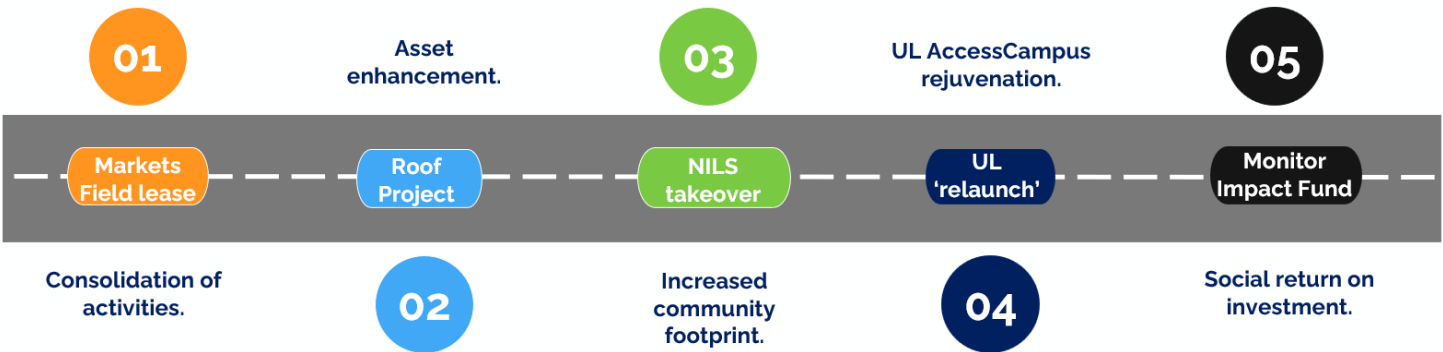
Given the momentum we are seeing in our commercial performance, our profile, and the successful launch of our 'Impact Fund', and the operating improvements we are driving in Family Tree Crèche, I am increasingly confident in our ability to deliver on our stated 11 objectives in our Strategic Plan **'20 outcomes by 2026'**.

We have an exciting 2025 ahead; by placing the organisation on a strong and stable footing and with the continuing support of our Board, dedicated staff and our many stakeholders, I am confident that LEDP can continue to deliver on its mission to connect people to opportunities through enterprise, education and upskilling, benevolence, and advocacy. Notwithstanding the ever-present prevailing caution about the year to come, I am confident that together we can continue to thrive and strive to provide resources to the significant unmet needs of community organisations and partners across Limerick. With your help and support the future looks bright.

We will continue to pursue specific milestone projects in 2025 which will advance our strategic priorities. Whilst there will be many operational activities, new opportunities and unexpected challenges which undoubtedly will arise during the year, our course is set to remain steadfast in pursuit of our stated goals. The overarching themes of the identified strategic actions for 2024 can be defined as follows:

- Complete the negotiation for a long-term lease at Markets Field,
- Continue to progress the capital plan for the LEDP Roof,
- Re-launch the No Interest Loan Scheme under LEDP's stewardship,
- Support UL's plans for AccessCampus rejuvenation, and
- Monitor effectively projects supported by the Impact Fund.

These specific items will provide the primary focus for board meetings throughout the year ahead.



Thank you.

Nick O'Callaghan



*Potential
moves us.*

LIMERICK ENTERPRISE
DEVELOPMENT PARTNERSHIP



Every person, every place has the potential to be more.
But potential needs a catalyst.
A spark that moves potential from something that might be, to something that is.
LEDP is that spark.
A mission to help people see potential and realise it.
To help Limerick help itself.
To improve lives and futures.
LEDP is vision, support, and the spark of action to find the potential within,
And move it forward.

Potential moves us.