



Celebrating our **first** 25 years of supporting communities across Limerick

CHIEF EXECUTIVE'S ANNUAL REPORT

YEAR 2023



UL AccessCampus
at LEDP

BENEVOLENCE & ADVOCACY

ENTERPRISE

EDUCATION & UPSKILLING

Charity Number: 20041397

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.



Celebrating our *first* 25 years of supporting communities across Limerick



Potential moves us

Dear Board and extended Members,

Today will be my fourth AGM since joining LEDP as Chief Executive, and I wanted to reflect on just some of the activities LEDP has been engaged throughout a busy year. There are several projects initiated during 2023 currently underway, which will not only provide exciting opportunities ahead for our organisation, but also futureproof our activities and impact on Limerick. I will expand more upon these further ahead.

A momentous year

As we have now entered an historic year as an organisation, I hope you share my great sense of pride at how LEDP has evolved since inception all those 25 years ago. From the early years of struggle, resilience and innovation to a prosperous and future focused organisation demonstrating leadership and the art of the possible. Our evolution has been nothing short of phenomenal, and it is no coincidence it equals the transformation of Limerick's fortunes. Throughout our journey, our core purpose has remained the same - to help the most vulnerable children, teenagers and adults in Limerick's most disadvantaged areas realise their full potential, regardless of their family circumstances, their gender, race or ability. Celebrating our **first** 25 years of supporting communities across Limerick is a key theme throughout the coming year, and our ambition for 2024 and beyond is to facilitate a wider and deeper range of services and supports. As a charitable organisation, we will continue to embed the benevolent ethos and practice into all aspects of how we operate. We are also committed to making LEDP an attractive place to both work, not only for our own employees but for all our partner tenants and their clients.

As ever, we faced many obstacles and hurdles throughout 2023. Increasing labour shortages affecting Family Tree Crèche, another new football club in Treaty Utd Ltd. holder to imbed at the Markets Field, increasing footfall to the LEDP Building and ever-increasing demands from our partners for supports, to name but a few. Of the specific challenges, these were overcome as only LEDP knows how; with a high degree of professionalism, pragmatism and empathy in equal amounts. Living by our values determines our course of action. But importantly, there were many successes too. In an ever-growing complex environment, our strategic plan has provided the north star to direct our activities and add value in the areas we have set out to impact upon. Activities undertaken during 2023 hit on each of our stated 11 objectives in our Strategic Plan '**20 outcomes by 2026**'. From celebrating 20 years of partnership with the University of Limerick in the AccessCampus project and renewing our commitment with a new MoU, launching our first formal open call for donations with the Impact Fund, the continuation of project funding for our multi-annual partners including Corpus Christi NS and Doras, and our new innovative partnership with Limerick City & County Council with a bespoke Outreach to Employment Initiative, 2023 has been a not so insignificantly notable year. Other relevant initiatives carried out during 2023 included the establishment of employee engagement and satisfaction metrics at Family Tree Crèche, and the continued investment in the LEDP Building and administrative services.

Given the importance of cooperation with our partners and state agencies, we were delighted to contribute and expand our participation through numerous committees of relevance to our purpose. The uniqueness, flexibility, and connectivity that LEDP has as an organisation remains our strength and provides us with confidence as we move towards to the midway point of our strategic plan.

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

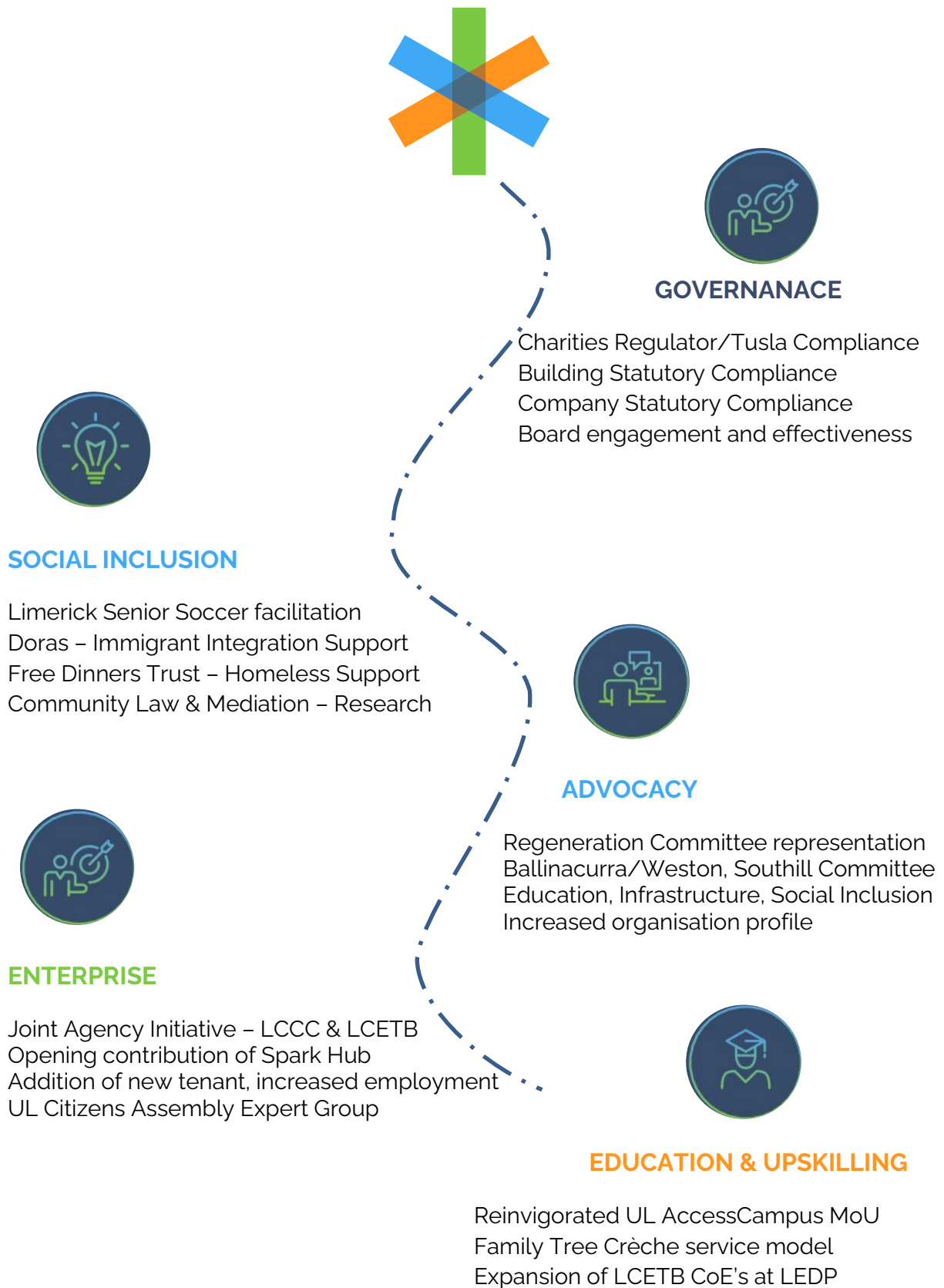


4. Be organisationally excellent

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

Key Strategic Milestones & Achievements 2023



The launch of the LEDP Impact Fund

Arguably the key milestone achieved through 2023 was the successful launch of LEDP 'Impact Fund', the first openly promoted process to access LEDP's benevolent funds for community-based projects. Providing a clear pathway for projects demonstrating an impact in one of the following areas:

- *Educational Access and Support*
- *Employment Outreach and Mentoring*
- *Other Social Inclusion outcomes e.g., marginalised communities, severe disadvantage, crisis interventions etc.*

Twelve projects from across Limericks' most disadvantaged areas spanning education, employment pathways, social inclusion and integration have been chosen as recipients for 2024. The partner projects have been carefully selected by a Sub-Committee and subsequent full Board approval for their potential to support children, teenagers, and adults from diverse backgrounds in reaching their full potential.

In addition, LEDP continues its long-standing partnership with UL in supporting the AccessCampus homework support project at the LEDP Campus, as well as a new 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.





"The work which the LEDP team does is helping to bring people together at a community level, while opening doors for young people in terms of educational and professional opportunities."

"Inclusion has to be at the heart of policymaking at all levels. What is being accomplished in Limerick is an example for all of us. Together, we can succeed in meeting today's challenges, and create a brighter tomorrow for everyone,"

Maaïke van Koldam –

Ambassador of the Kingdom of the Netherlands to Ireland.

2023 SNAPSHOT

LAUNCH OF THE WALL OF HOPE



MARKETS FIELD
GARRYOWEN

GOOD FRIDAY
APRIL 7TH @ NEW
TIME OF 2PM

ALL ARE WELCOME



- Launch of the 'Wall of Hope' for mental health.
- Celebrating 20 years of UL AccessCampus.
- Markets Field promoting equity of Women's soccer.
- Family Tree Crèche living wage announcement.



Limerick crèche ups its pay rates to reflect 'living wage'



2023 SNAPSHOT



- LEDP sponsored Limerick's first All Inclusive Sports Day.
- Launch of Krups Expo acknowledging our origins.
- Launch of Southill Hub Targeted Youth Employability Support Initiative.
- LEDP and UL sign new 5-year partnership MoU for AccessCampus.



Potential moves us

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
- UL CWELL partnership – Wall of Hope
- 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
- Cycling Initiative for Migrant Women
- 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
- Regeneration Jobs Fairs



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



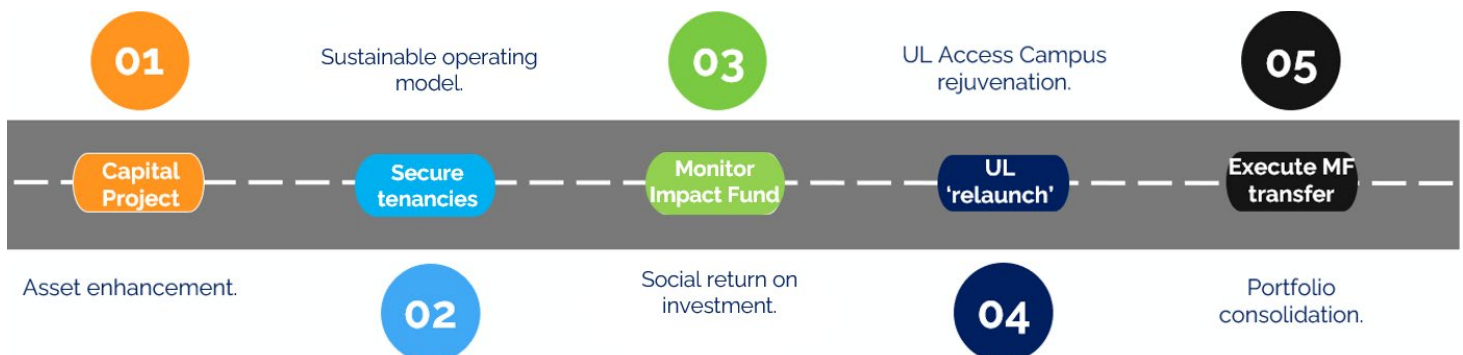
Strategy Roadmap for 2024

We will continue to pursue specific milestone projects in 2024 which will advance our strategic priorities and providing our 2024 roadmap. 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 collective goals.

Notwithstanding the continued focus on benevolence and advocacy, enterprise, education and upskilling, the overarching themes of the identified strategic actions for 2024 can be defined as follows:

- Progress LEDP Capital Project,
- Safeguard and renew expiring tenancies,
- Monitor projects supported by the Impact Fund,
- Support UL's plans for AccessCampus rejuvenation, and
- Secure a sustainable future for the Markets Field.

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



Outlook

Given the momentum we are seeing in our commercial performance, our profile, and the successful launch of our 'Impact Fund', the operating improvements we are driving in Family Tree Crèche, and the sustained financial position of the organisation, I am increasingly confident in our ability to deliver on our stated 11 objectives in our Strategic Plan **'20 outcomes by 2026'**. It remains my intention to accelerate activities to deliver our desired outcomes and demonstrate meaningful impact for our Member Organisations, and our community.

We have an exciting 2024 ahead; a rejuvenated childcare facility, continued celebration of our 25th anniversary, progressing our capital project to futureproof the organisation, and realising the impact of our benevolent contributions, to name but a few. I would like to take this opportunity to thank the Chairman for his support, leadership and dedication to the vision of LEDP during 2023. 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. I would like to finish by thanking our Member Organisations, our external advisors, our partners in the community and our staff for their support over the past year. We continue to prioritise raising our profile, to support and ignite the creation of opportunities, and to ensure that anyone who can benefit from our existence knows what's available to them and how to access it.

Achieving the highest standards of good governance and accountability remains a fundamental consideration for the Board, as evidenced in the Financial Accounts at this AGM. This outlines our efforts to continuously strengthen the LEDP Board, Committees, and processes, along with ensuring we abide by all legal and regulatory requirements. As we move into 2024, we continue to use our Strategic Plan ('20 outcomes by 2026') to inform our decision making and direction, despite the many challenges we continue to face. LEDP is compliant with the Charities Regulator Code and Charities SORP.

Thank you.

Michelle O'Callaghan



*Potential
moves us.*

Celebrating our *first* 25 years of
supporting communities across Limerick



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.

