



annual report 2005

Northern Ireland
Gingerbread

supporting lone parents and their children

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Mission Statement

Gingerbread is Northern Ireland's only lone parent-led organisation working to secure and protect equality and social inclusion for one parent families

Values and Principles

Gingerbread is an independent, not for profit, membership organisation.

Gingerbread is an organisation promoting individual and collective empowerment.

Gingerbread operates on a Northern Ireland wide basis to represent and be accessible to all lone parents.

Gingerbread respects and reflects the diversity of one parent families and recognises the need for their equality of treatment.

Aims

To represent one parent families in Northern Ireland and enhance understanding of their needs and aspirations.

To identify the needs of one parent families and develop appropriate responses.

To influence policy makers and service providers to respond appropriately to the needs of one parent families

Chairperson and Director's Introduction



Claire Boome
Chairperson



Marie Cavanagh
Director

Welcome to Gingerbread's 27th Annual Report and once again there are a whole host of exciting new developments to celebrate.

Our new web-site is now live and is well worth a visit at www.gingerbreadni.org with its mix of information, advice and links to other useful sites. Our communications section has been working hard on our lone parent guide, information talks, the newsletter and of course the discount booklet which we hope you all enjoyed. We extend many thanks to all the businesses who so generously contributed to it.

Each of our three centres in Belfast, Derry and Ballymena are running to full capacity, with Ballymena enjoying the launch of its new premises in October 2005. Advice, training and crèche facilities are now available at all three sites and we hope to maintain this throughout the coming years.

All our training programmes have proved extremely popular again this year with a high number of participants completing and moving on either to employment or further training. Our Outreach Volunteer Project has proved very successful and has led directly to advice provision being made available in our Northern Area Centre. This year, as a direct result of the findings in our Western Board Needs Assessment Research, we launched 'Not Alone' a project addressing the needs of minority

groups of lone parents, such as lone fathers, lone parents from ethnic backgrounds and young lone parents.

Another exciting development is our Equal Opportunities for Lone Parents project funded through EQUAL. The Possibilities Development Partnership is a combination of locally based initiatives and local and international research focusing on the provision of support, advice and training to achieve equality of opportunity for lone parents in the workplace. The international element of the project involves a Trans-national partnership (Empower) which the Possibilities Development Partnership has established with partners in Italy, Spain, Malta and Lithuania. We look forward to a lot of interesting developments for lone parents both in Northern Ireland and abroad.

As you know Gingerbread is a lone parent led organisation and we value your views and input whether through our newsletter, evaluation forms, our research projects or membership of the Board. Contributions from members have enabled Gingerbread to respond authoritatively to the many consultations which have been taking place throughout the year. Members have also been very willing to share their experiences in the various researches, launch and media events we have undertaken. In doing this, you as members directly influence the work of Gingerbread and we thank you for your input.

This year has proved to be a busy one and we would like to take this opportunity to thank all of the members, staff, volunteers and trainees for their support and hard work. As with previous years we must mention both the financial and moral support we receive from the various funders who invest in the work of Gingerbread. Their continued commitment is essential if we are to maintain our current range of services and we thank them

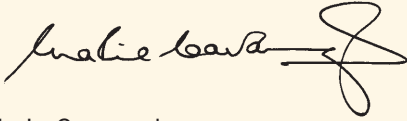
Chairperson and Director's Introduction

wholeheartedly for their support throughout the year.

The main body of the report will highlight the range of work undertaken throughout the year and we commend the report to you.



Claire Boome
Chairperson



Marie Cavanagh
Director

Training

All of the training options provided by Gingerbread continue to be extremely popular and we continue to offer a range of high quality courses all of which are free and include support with childcare and travel costs. Gingerbread has worked in partnership with a wide range of organisations including funders, employers, accrediting bodies as well as training and childcare agencies to continue to meet the demand from lone parents in Northern Ireland for high quality, accessible and affordable training provision. Between September 2004 and August 2005, 203 lone parents gained a range of qualifications through 'Pathways', 'Choices' and 'Steps to Work'. 71% of those who completed a course went on to further and higher education and 12% found employment.



Pathways

'Pathways', supported by the Belfast Local Strategy Partnership (BLSP) through Peace 2, offers lone parents the opportunity to gain a combination of IT and professional Chartered Institute of Personnel and Development (CIPD) trainer qualifications. Successful completion of Pathways enables lone parents to maximise the job opportunities available to them within the labour market as well as creating opportunities for flexible working and self-employment. All training is offered free of charge and trainees receive help with travel and childcare costs as well as the option of using an on-site crèche.

'Pathways' offers a range of I.T. courses including Entry Level 3, New CLAIT & CLAIT Plus, along with the European

Computer Driving Licence (ECDL) as well as the Level 3 CIPD Certificate in Training Practice (CTP). Participants can opt to take the courses individually or in any combination. On completion of the CTP training, participants gain industry recognition as fully qualified professional trainers as well as achieving Associate Membership of the CIPD. Many of those who completed the course have gone on to take up careers in training whilst others have achieved promotion. Gingerbread remains the only voluntary organisation in the UK or Ireland to have been awarded centre status for the delivery of CIPD qualifications and we are very pleased to be able to continue to offer this qualification free of charge and to meet participants' professional CIPD membership fees for their first year. In the last year, 51 lone parents achieved qualifications through Pathways. Geraldine, a newly qualified Associate Member of CIPD, explained why she found 'Pathways' helpful,

"The Certificate in Training Practice course was very valuable and will be beneficial to my future career in training. I would not have had access to this course without the help of Gingerbread."

Steps to Work

'Steps to Work' offers lone parents the opportunity to undertake I.T. training in one of Gingerbread's Area Centres. The courses on offer include Entry Level 3 New CLAIT and ECDL. As well as help with the cost of travel, we are able to provide on-site childcare or help with the cost of alternative childcare such as a childminder.

Support from the 'New Deal for Lone Parents' enabled 44 lone parents in our Western Area Centre, Derry, to gain a total of 56 qualifications. Meanwhile, funding from the Community Foundation Northern Ireland (CFNI), through Peace 2, has enabled us to extend the provision of this popular programme to our new Northern Area Centre in

Services

Ballymena, where 34 lone parents undertook training and gained qualifications. As Seana, commented,

“I was interested in gaining more qualifications, but I didn't know who could look after my young son while I studied. I was introduced to Gingerbread through my lone parent adviser at my local J&BO and have never looked back. I achieved the following qualifications: New CLAIT and ECDL, whilst my son was looked after downstairs in the crèche. My confidence has increased and I have made new friends”



This year 66 lone parents across Northern Ireland undertook training. Examples of courses undertaken included, an access to University course in Information Technology, Foundation Diplomas in Science & Technology as well as NVQ's in a range of occupational areas. Qualifications ranged from Level 1 to Level 4. All those taking part in Choices receive one to one support and professional careers advice and guidance to help them plan their future career. In the words of Charlene, a Choices participant:

“The Choices programme has given me the opportunity to gain new qualifications and access to university to train as a nurse. This experience will help me get a career and enable me to provide for my daughter and live independently.”

Choices

Gingerbread's longest running training programme; 'Choices', supported through the European Union's Building Sustainable Prosperity (BSP) programme, is now in its seventeenth year. It is a bursary support programme for lone parents returning to training and education. Participants choose an accredited course at their local training provider, such as a Further Education College, and then receive help with meeting the cost of fees, travel and childcare as well as practical advice and guidance and work experience to improve their employment prospects.



Advice

The last year has been one of continuing development and evolution for the Advice Service. We have been developing relationships with a range of statutory and voluntary agencies as well as the private sector to help us maintain a service for lone parents that is at the leading edge of technological development, quality assurance and information management. The development of new working relationships and partnerships is underwritten by a commitment to our core values. This guarantees our Advice Service remains free, confidential, impartial and independent.

Throughout the year, we have maintained the Freephone Advice Helpline and drop-in service at our Belfast and Western Area centres. We have extended information resources and reduced administration to enable Advisers to have more time to provide direct services to lone parents. Staff and volunteers have completed a range of training courses over the year – demonstrating Gingerbread’s commitment to personal development for staff and volunteers, as well keeping our service up to date with the ongoing changes in the Benefits and Tax Credits systems.

The government’s Welfare Reform agenda which includes Tax Credits, Child Support, Disability and Carer’s Benefits continues to have a disproportionate effect on lone parents and we expect this to be the case over the next few years. We will continue to work to ensure lone parents can access their entitlements through these systems and we will make the agencies responsible aware of the effect of these changes on one parent families.

Advice Services in general face an unclear future as a lack of funding, uncertainty over government strategy and other external pressures mean many organisations are finding the resources are not available to meet all

of the demand presented by our clients. We are working with Adviceni and other advice and voluntary sector bodies to ensure that those in need get a fair share of resources.

Complex needs; Changing demand:

Issue	No of Enquiries	%
Social Security	4,172	42%
Personal	2,125	21%
Housing	801	8%
Relationships	788	8%
Debt	784	8%
Legal	632	6%
Tax	401	4%
Employment	201	2%
Consumer	115	1%
TOTAL	10,019	100%

The Advice Service continues to deal with a high level of enquiries. Debt and Tax Credit enquiries are becoming more complex and complicated, requiring more time and work from our Advice Workers.

Outreach Volunteer Project Sustained progress; New challenges

The last year has been a successful one for the Outreach Volunteer Project. Our innovative project is designed to extend our advice provision and involve lone parents in the delivery of advice. The project provides accredited training to enable lone parents to become advisers. They can then join Gingerbread’s advice team in dealing with calls from other lone parents. Five volunteers completed training on the project and have started delivering advice to lone parents. We have also extended the programme of training to include accredited Housing and Money Advice training and we are working on including the NVQ Level 3 in Advice and Guidance in the project in the near future – this will train our volunteers to the highest standard available and provide job ready qualifications for the lone parents who take part. The challenges and rewards offered by the project have made it popular with the volunteers who have taken part and we

Services

believe that this project can become a long term part of Gingerbread's Advice Service provision.

Social Policy

Making Change work for lone parents

The Advice Service has always sought to speak up for lone parents to ensure one parent families are heard by policy makers and treated fairly in changes that will affect them. The ongoing Welfare Reform programme has presented difficulties for many lone parents over the last year as problems mounted in the Tax Credits system and Child Support system. This has caused serious financial problems and significant distress for our clients.

Over the last year the Advice Service has challenged aspects of these changes which we felt were detrimental to lone parents and have reported on difficulties and problem experienced by individual lone parents. We took these concerns to the relevant agencies, departments and government ministers responsible and have worked with other agencies to try to ensure lone parents get an equal chance.



£980,174 in new income for Lone Parents

The advice service raised £980,174 of new income for lone parents and their children over the last year. This extra income for lone parents was generated by identifying unclaimed and under claimed benefits, tax credits, representing clients at appeal hearings, identifying grants and bursaries and

helping clients move into work. This figure demonstrates one of the practical changes the Advice Service can bring about for those who use it.

Highlights of the last year

- The Advice Service, including the Freephone Advice Helpline, handled 10,019 enquiries.
- Lone Parents in Northern Ireland are better off by £980,174 because of assistance from the Advice Service.
- The Advice Service has been increasingly active in representing lone parents by highlighting the effects of changes to the Benefits, Tax Credits, Housing and Child Support systems and campaigning for change.

Childcare

This year Gingerbread has continued to provide childcare services in Belfast, and in our Western Area Centre based in Derry. More recently a new facility has opened in our Northern Area Centre based in Ballymena.



These facilities are designed to address the local needs of lone parents and their children. Gingerbread's investment in on-site childcare enables lone parents to undertake training, providing them with the skills necessary to enable them to secure long-term sustainable employment. The service is also designed to provide some respite childcare for those lone parents



who are experiencing the pressures of parenting alone.

The crèche facilities offered by Gingerbread enables lone parents to get a break from their sole caring responsibilities, confident their children are being cared for by professional, qualified childcare workers in a safe, secure and emotionally and educationally developmental environment. The childcare provision is offered on a cross-community, multi-cultural basis and is also designed to adapt to children with additional needs. During the last 12 months we have provided over 3,000 child places to lone parents.

All of Gingerbread's facilities offer children a warm, welcoming and stimulating environment. We believe play is an important part of a child's development and our structured play programme enables us to assess and monitor the development of children's communication and interactive skills. Parents also use the opportunity of discussing child development issues with our skilled workers and see this as a vital support role for themselves and their children.

Development

Western Area Centre

The Western Area Centre has had another successful year with the further development of existing services, the publication of a local research report and the launch of two new projects.

In March 2005, the then Mayor of the City, Cllr Gearoid O'hEara, and Karen Meehan, Chairperson of the Western Health and Social Services Board, launched 'Bright Futures?', a report presenting the findings of research into the health and social care needs of lone parents throughout the Western Health and Social Services Board area (WHSSB). Carried out over a one year period and involving 151 lone parents living in each of the District Council areas covered by the WHSSB, the research highlighted that, on average, 32% of all families with children in the Board area are headed by a lone parent, rising to 38% in the Derry District Council area. 'Bright Futures?' confirms that many families are experiencing poverty which is directly linked to health and social exclusion. An overwhelming 99% said they were under stress while 57% said they had suffered from depression. Gingerbread has been using the findings to influence service providers and policy makers throughout the Board area, as well as to shape the future development of our own provision.



One such development has been, "Not Alone", a project working with groups of lone parents who, in the course of the research, told us they faced particular difficulties which required recognition and support. Launched by the City's Mayor, Cllr Lynn Flemming, in

September 2005, this innovative project will, for the next year, work with groups such as lone parents caring for children with disabilities, lone fathers, young parents and those from an ethnic background. Funded by Derry City Council, 'Not Alone' is intended to develop links between lone parents themselves, to improve their links with local support agencies and to raise awareness of their needs and circumstances.



Within the Western Area Centre there has also been further development of our on-site training, advice and childcare services. In the past year, over 400 lone parents have visited the Centre to use one or more of our services and we now have 125 members in the Western Area. The on-site I.T. training has had a very successful year with 44 trainees receiving a total of 56 qualifications and 17 lone parents currently working towards accredited IT qualifications. The newly refurbished crèche provided 1,352 childcare places and there are currently 96 families registered to use our childcare facility. The advice service has continued to provide advice and lone parents can opt either to drop in or to use the freephone advice line. Over the past year advice has been able to help lone parents in the area to recoup £314,987.31 in unclaimed benefits.

Gingerbread has recently secured funding from the Neighbourhood Renewal Scheme (Phase 2) which will allow us to maintain the Centre and to further develop our Information and Advice services. Commenting on the project, Regional Manager, Maria Fox, explains:

'This will be achieved by training lone parents themselves to become long-term volunteers to meet the increasing demand for these services in the area. We will be appointing an Information and Advice Development Co-ordinator to establish and develop this new volunteer-based service. Other developments will include a regional information event, bringing together local agencies and community groups with local lone parents and the production of a guide giving lone parents a user-friendly, up to date directory of what is available to them in their area'.

Northern Area Centre

In July 2004, Gingerbread's Northern Area Centre moved to new and larger premises in Greenvale Street, Ballymena. The Centre, which is in a very central location, has an I.T. training suite, a crèche, meeting space as well as information and advice provision.

The brand new computer suite enables us to offer a range of qualifications including: Basic ICT, New Clait, Clait Plus and ECDL. Many lone parents come with little or no computer experience yet, with some support and encouragement, have stayed to complete all the courses on offer. Some former trainees have gained employment whilst others have gone on to further education with the support of 'Choices', Gingerbread's popular, long running bursary and support programme.

All trainees can opt to use the on-site crèche which opened in January of this year. We employ two professional and approachable staff whose creative skills decorated the bright and colourful crèche. It can facilitate up to a maximum of eight children aged 5 years old and younger and aims to provide a friendly and flexible service. We now have 144 members in the Northern Area and some members have decided

to join the local lone parent support group which meets in the Centre.

Gladys Wilson, Regional Co-ordinator, took up post in November 2004. Since then, her role has been to co-ordinate, plan and develop Gingerbread's services in the NHSSB area. Commenting on the successful year past, Gladys remarks:

'We have established and developed an extensive network of contacts with statutory, community and voluntary agencies throughout the Northern Board Area. The most obvious effect has been the 50% increase in the numbers of lone parents using Gingerbread services in the Centre during the past year and we are sure that this trend will continue as more lone parents get to hear what is on offer.'



Most recently, Gingerbread was able to add professional information and advice provision to the range of services on offer within the Centre with the appointment of a part-time advice worker. The new Centre was officially opened by Michael Wood, Chairman of the Northern Health and Social Services Board on 12th October 2005.

Development and Partnership

development - Membership

During 2005 there has been an ongoing campaign to increase awareness of Gingerbread and its services amongst lone-parents and with other organisations, which would work with lone-parents or are interested in the challenges affecting lone parents. Membership of Gingerbread as either a 'Lone Parent Member' or an 'Associate Member' has been actively promoted in the last year. Gingerbread currently has 740 members which is an increase of 64% over last year.

As part of our commitment to the past year's developments at Gingerbread we undertook to promote Associate Membership of Gingerbread NI to other groups, organisations and individuals working with, or sympathetic to the needs of one parent families. This has resulted in a 180% increase in Associate Membership.

As part of our commitment to our Lone Parent Members, Gingerbread sourced and produced a discount book, issued membership cards and kept members informed of developments affecting them or the organisation. The quarterly newsletter, "Gingerbread Times", plays an important part in this as does our recently re-launched website. Both carry details of the advice, childcare, membership and training opportunities available to members.

Gingerbread is committed to providing the support and camaraderie, which our lone parent members in particular want. In the coming year we will be actively developing networks amongst lone parents which will enable them to come together and discuss the challenges facing them. This will also allow our members to consult with us and advise on the services that best fit their needs.

partnership - Possibilities

The 'Possibilities' Development Partnership (DP) was set up to create equality of opportunity for lone parents entering the labour market in Northern Ireland by exploring the obstacles they face and devising innovative ways to overcome them. The Partnership, led by Gingerbread, consists of the Department for Employment and Learning, the University of Ulster and Belfast Gems.



Through the University of Ulster, the 'Possibilities' DP will undertake research into current policy and practice relating to lone parents and employment both within Northern Ireland and in other European countries. We know, for instance, that lone parents in Northern Ireland have more difficulty in finding and remaining in employment but we do not know why that is the case. The research findings will be published and used to promote positive changes for lone parents locally.

'Possibilities' is also developing an innovative model of community-based support for lone parents who are interested in returning to work, enabling organisations to work in partnership to provide a co-ordinated package of support to lone parents which includes personal development coaching, skills training, childcare, careers guidance, welfare rights advice and work placement opportunities with local employers. This programme is currently being piloted in the Markets area of Belfast.

The work of the 'Possibilities' DP is funded by EQUAL which is part of the European Union's strategy for more and better jobs and for ensuring no one is denied access to them. Funded by the European Social Fund, EQUAL tests new ways of tackling discrimination and inequality experienced by those in work and those looking for a job. These new ideas could change future policy and practice in employment and training. EQUAL operates by bringing together the key players in a geographical area or sector. The various sectors, public administration, non-governmental organisations, social partners and the business sector, work in partnership, pooling their expertise and experience. The Development Partnerships agree a strategy within which they will try out new ways of dealing with problems of discrimination and inequality which they have already pinpointed.

Central to the work of each Development Partnership is its links with partnerships in other countries and its involvement in a network of others dealing with the same theme across Europe. Ideas are being tested with a view to using these results to influence the design of future policy and practice. The 'Possibilities' DP has formed a European wide partnership called 'Empower' with organisations in Italy, Spain, Lithuania and Malta, and will be hosting the first transnational meeting of 'Empower' in Northern Ireland in November 2005.

Marks and Starts

Gingerbread, in partnership with Marks & Spencer and English lone parent support organisation One Parent Families, was pleased to introduce 'Marks & Starts, Parents Return to Work' to Northern Ireland this year. This innovative programme consists of work preparation training followed by a two week work placement at a Marks and Spencer store. The training, which was

designed and delivered by Gingerbread, included confidence building, communication skills as well as information about tax credits and childcare options. This initial training was followed by two-weeks work placement during which participants were allocated a Marks & Spencer staff member or 'buddy', to offer guidance and support. Due to the success of the first programme in January 2005, which was offered at two Belfast stores, it was offered again in May 2005 and a third store location, Lisburn, was added. Twelve parents took part and three have gone on to work for Marks & Spencer. As one of the participants, Joanne explains:

"I had been out of work for five years caring for my daughter when I saw the advertisement for Marks & Starts in the newspaper. On the first day of training I was extremely apprehensive and nervous, as I didn't know what to expect. I thoroughly enjoyed the training and work placement and now have successfully gained employment in a Marks & Spencer store. My confidence has developed immensely, I have made new friends and I am now looking forward to my future."



Communications

Website

Gingerbread launched its new-look website during the year. The website, www.gingerbreadni.org aims to promote the diverse range of services offered by Gingerbread to lone parents. It keeps viewers informed of developments affecting them and what's happening at Gingerbread. The site now contains copies of our publications, information for schools and useful links to other sites of interest to lone parents. The site has been designed to enable lone parents to e-mail membership applications to Gingerbread and for those who want to volunteer with Gingerbread to complete volunteer application forms on-line. The site also has a 'members only' area containing a message board, helpful hints section and allows them to view "Gingerbread Times" first!



Newsletter

'Gingerbread Times' has continued to keep members up-to-date with what is happening at Gingerbread. It includes thought-provoking articles, updates on issues affecting lone parents and provides a platform for members to have their say by submitting articles and comments. Since last year the breadth of topics being covered in 'Gingerbread Times' has resulted in it expanding to 12 pages and being produced on a quarterly basis. New features are being developed and the newsletter will evolve as member's increase their input.

Networking

Throughout the year a variety of public, private, voluntary and community sector organisations have requested presentations on the services and policy work Gingerbread does in Northern Ireland. These presentations have taken the form of 24 workshops many of which were delivered in schools and colleges. These networking workshops prove to be a vital tool in raising awareness about Gingerbread and encouraging other voluntary organisations, statutory agencies and individuals to direct lone parents to Gingerbread.

Over the past year Gingerbread also received 500 direct enquiries for information on the services provided to lone parents. Almost 60% of these enquires came from lone parents themselves with an increasing number coming via email. The rest of the enquires come from students, teachers, health professionals and other interested parties such as voluntary organisations, social security offices and health/social care professionals.

Statement of Financial Activities for the year ended 31 March 2005

Total
Funds
2005
£

Income & Expenditure

Incoming Resources

Department of Health, Social Services and Public Safety	134,280
BSP (DEL) – ESF/ERDF	155,942
EQUAL (DEL)	14,846
Northern Health and Social Services Board	26,970
Neighbourhood Renewal Strategy (DSD)	40,900
Steps to Work (DEL)	54,008
Adviceni	14,551
Research/DCC	2,500
Department Social Development - VCU	32,526
Sperrin Lakeland Health and Social Services Trust	15,000
NIPPA – Childhood Fund (Belfast)	18,328
Department of Social Development - Choice 3	52,354
Belfast Local Strategy Partnership	79,337
Community Foundation Northern Ireland	30,243
Marks & Spencer	4,000
Voluntary Income	9,545

Total Incoming Resources **685,330**

Resources Expended

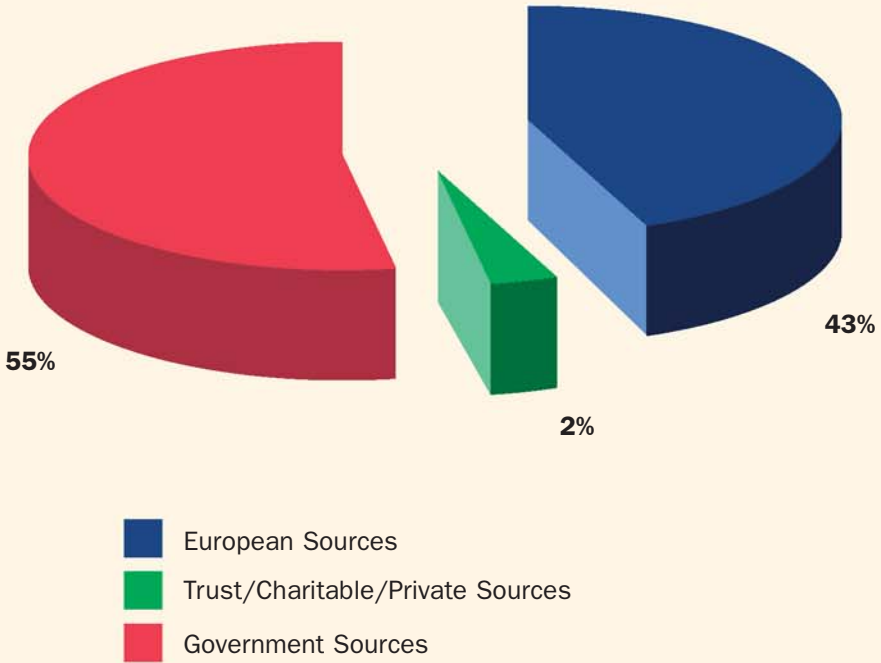
Direct Charitable Expenditure	634,516
Fundraising and Publicity	12,684
Management and Administration of the Charity	34,300

Total Resources Expended **681,500**

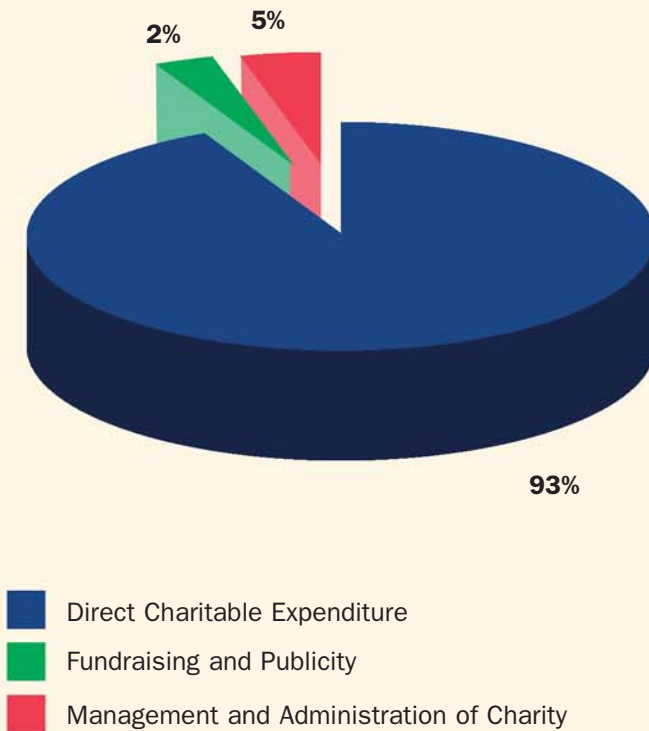
Net Surplus/(Deficit) for year end 31 March 2005 **3,830**

Breakdown of Income and Expenditure

Breakdown of Income by Source 2004 - 05



Breakdown of Expenditure by Purpose 2004 - 05



Board Members

Chairperson	Clare Broome (Belfast)
Deputy Chairperson	Colette Loughran (Co-optee)
Honourary Treasurer	Mary Boyce (Omagh)
Deputy Honourary Treasurer	Karen Sweeney (Co-optee)
Committee Member	Ann Marie Duddy (Omagh)
Committee Member	Áine McCabe (Belfast)
Committee Member	Denise Braithwaite (Coleraine)
Committee Member	Betty McCarthy (Belfast)
Committee Member	Anne Downs (Belfast)
Committee Member	Andrea Heaney (Co-optee) – resigned Sept 2005
Committee Member	Geraldine Martin (Ballymena) – resigned Sept 2005
Committee Member	Juno Clarke (Belfast)

Staff List

Director	Marie Cavanagh
Assistant Director	Anne Sweeney
Assistant Director	Rachel McAree

Advice Section

Advice Manager	Seán Ó'Neíll
Advice Worker	Sarah Timmins (Belfast)/Jacqueline McGuinness (Derry)/ Geraldine Martin (Ballymena)
Advice Volunteer	Juno Clarke*/Geraldine Martin*/Mary Boyce*/Denise Callaghan*/ Fiona Noble*/ Fiona McConville*/Susan Gill*

Training Section

Training Manager	Karen McCann
Assistant Training Manager	Janice Montgomery
Choices Project Officer	Claire Ussher
CTP Co-ordinator	Brenda Kelly
IT Project Officer	Reggie Semple (Derry)
IT Project Officer	Clare Seeley
IT Project Officer	Lesley Hanley (Ballymena)
IT Volunteer	Tricia Andrews* (Ballymena)

Regional Development Section

Western Area Manager	Maria Fox
Administration Volunteers	Maria Doherty*/Suzanne O'Shea* (Derry)
Northern Area Co-ordinator	Gladys Wilson
Administration Volunteer	Lesley-Ann Cuckson* (Ballymena)

Finance Section

Finance Manager	Stephen Coogan
Assistant Finance Manager	Kenny Clarke
Finance Officer	Carmel McGarrigan

Personnel Section

Personnel Officer	Gloria Carson
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Child Care Section

Playcare Leaders	Beverly King (Belfast)/Mary Burke (Derry)
Playcare Assistants	Caroline Breen (Belfast)/Mary Doherty (Derry)/ Rosemary Armstrong (Ballymena)/Rhona McCarrison (Ballymena)
Playcare Placement	Deborah Mooney# (Belfast)
Playcare Volunteers/Placements	Miranda McLaughlin*/Emma Sheerin#/Leona Lavery#/ Fiona Deeney# (Derry)

Membership and Communications Section

Membership Co-ordinator	Maeve Kelly
Office Administrator	James Maguire
Administration Volunteers	Stephanie Rushe*/Alison Upton* (Belfast)

The following staff, volunteers and placement students have left Gingerbread during the past year:
Gemma McConnon... Mark Beattie#... Lorna Campbell#... Áine McCabe*... Una Fingleton*

* **Volunteers**

Trainee placements



^{Northern Ireland}
Gingerbread

supporting lone parents and their children

Gingerbread Northern Ireland
169 University Street
BELFAST
BT7 1HR
T: 028 9023 1417 (General Enquiries)
T: 0808 808 8090 (Freephone Advice Line)
F: 028 9024 0740

E: enquiries@gingerbreadni.org
W: www.gingerbreadni.org

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Company No: NI24947