

SUBMISSION TO IFI FROM MID ARMAGH COMMUNITY NETWORK AND CO ARMAGH GRAND ORANGE LODGE COMMUNITY DEVELOPMENT COMMITTEE

Executive Summary

This is a joint proposal from Mid- Armagh Community Network (MACN) (for further information on MACN see Appendix one) in partnership with the Co. Armagh Grand Orange Lodge. Co. Armagh Grand Orange Lodge established a Community Development Committee. The Committee is representative of the County and carries the full endorsement of the County in this venture. (For further information see Appendix two)

MACN to be the lead partner as it is a recognised Charity and has the experience of running the training and development work already carried out. It also has the structures to handle the administration associated with running the project

Diversity Challenges has supported the development work on this project up to now and it is proposed that Diversity Challenges would continue to work with the project. (For information on Diversity Challenges see Appendix three)

This would provide an important challenge and support function given Diversity Challenges key Community Relations Vision and Mission

- **Vision:** A society in which people understand, and take responsibility for, the shared and distinctive traditions of all communities.
- **Mission:** To assist culturally specific groups in integrating community relations principles and considerations within all aspects of their work.

Diversity Challenges would provide support to the project an in particular to the worker ensuring that programme delivery met the standards set by the funder. Diversity Challenges will bring a breadth and experience of wider community development work, networking, and cultural diversity. The support from Diversity Challenges would progressively reduce as the project developed.

The project follows the model of developing community groups from an Orange base as supported by the IFI in Co. Down and will work alongside the proposed Federation of Community Groups operating in Orange Halls in Ireland. Thus this builds on work already tested within the Orange Family and is tied in with other work across NI and the Border Counties of the ROI.

A steering group chaired by MACN drawn from MACN and the Co. Armagh Grand Orange Lodge Community Development Committee and Diversity

Challenges will be established to further the objectives of the project. Representation from the IFI would be welcomed.

This proposal represents a significant stage in the furtherance of MACN's mission and in the re-development of a community infrastructure in the Protestant community of Armagh within which the Co. Armagh Grand Orange Lodge will have a key role to play.

and experience of the Ulster- Scots and Protestant Heritage and its place within Northern Ireland society. While MACN's own base is the Market Hill area it is centrally located in the County and has proved a successful venue for current development work. It is also significant that the driving force for this work had come from Market Hill district.

During the last 30 years of the conflict in Northern Ireland the Armagh District suffered the largest number of terrorist related deaths outside of Belfast. Over that period, both on an individual and community level there has been much trauma and suffering. This has resulted in deep division and polarisation both within and between communities in the area.

In preparing this proposal MACN draws on its own and other sources of information and research such as:

Co. Armagh Grand Orange Lodge supported by MACN and funded by Diversity Challenges "Social Audit Opportunities for Expanded Community Use of Halls" and its findings and

"You feel you'd have no say" Border Protestants and Community Development recently published Rural Community Network and its recommendations.

MACN recognise that the needs of the Protestant community in the Armagh district must be addressed and that the Orange Order and its halls provide an infrastructure that can be developed and utilised leading to a regenerated community enabled to engage at all levels with all sections of society.

This proposal has the following key objectives:

- To redress an imbalance of weak community infrastructure, low confidence and low levels of participation within the wider community structures
- To build on the training work that has already taken place and the subsequent formation of community groups based in Orange Halls across the County
- To establish a development support framework with training and mentoring support
- To facilitate the sharing of success stories, models of good practice, events, ideas and training opportunities on an ongoing basis
- To raise the awareness of the value of intra and inter community development within the Protestant community
- To interact with other agencies including: Rural Community Network and their sub regional networks, Further Education Colleges, District Council's, Local community development networks, NICVA, Ulster Scots Agency

MACN exists to foster and promote the Ulster-Scots heritage, culture and traditions

This proposal is built on a solid foundation of MACN's 5 years experiential development work within the Protestant community of establishing relationships and partnerships, challenging attitudes and perceptions and increasing awareness, knowledge and experience of the Ulster- Scots and Protestant heritage and its place within Northern Ireland society. While MACN's own base is the Markethill area it is centrally located in the County and has proved a successful venue for current development work. It is also significant that the driving force for this work had come from Markethill district.

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These objectives provide a framework for the development of this strategic proposal consolidating upon the achievements to date and enabling improved participation in development activities leading to increased participation in relationship building activities. They also provide a framework to secure appropriate structures upon which to build.

In 1610, Henry Adairson (Aitchison), a Scotsman from Haddington, was granted 1,000 acres of land in this area by King James I.

Markethill village lies approximately seven miles south east of Armagh City and ten miles south of Portadown and Markethill and the MACH area of benefit lie on the fringes of South Armagh. It is ideally located to deliver this service to the whole county as has been seen with the training programmes.

During the last 30 years of the conflict in Northern Ireland the Armagh District suffered the largest number of terrorist related deaths outside of Belfast. 378 people, 332 of whom were mainly male members of the Protestant community have been murdered during this time. There have been 1155 gun attacks and 1255 bomb attacks, at least 6 of which caused major structural damage to homes and business in the village of Markethill. The overall effect of this is that on both an individual and community level there has been much trauma and suffering. This has resulted in deep division and polarisation both within and between communities in the area and an overall loss of community confidence within the Protestant community.

Over 200 Orange halls have been attacked since 1990 and many destroyed. Rural Orange halls, particularly in County Armagh, have been attacked and on occasions totally destroyed raising fears among the organisation that its members were threatened with being forced out of areas. In recent weeks Ballyree Hall, which had started to set up a rural community group, was attacked and burnt. This followed them advertising in the local press the setting up of their group and the holding of an Ulster Scots Social as the start to their new project. This attack is seen as an attempt to halt the development of new projects from an Orange base. The attack was widely condemned by representatives of all the local parties. Representatives of the local churches forum, which includes the four main churches, visited the site to express their sympathy to members of the lodge. Lately the Madden GAA Club in Armagh has since been similarly attacked and but for the skill work of locals damage would have been much greater. The Ballyree Lodge publicly condemned this attack.

Both of these incidents hinder the development of trust and confidence within and between the local communities.

Research undertaken by The Northern Ireland Life and Times Survey in June 2001 looking at 10 years of social attitudes to community relations in Northern Ireland provided evidence of the growing insecurity among the Protestant community. The authors reported that "the growing disparity is perhaps an endorsement of a Catholic community that is growing in confidence and a Protestant community feeling increasingly marginalized by wider political developments." The overall analysis indicated that Protestants feel that the

Background and Context

The village of Markethill was founded during the Plantation of Ulster, when in 1610, Henry Acheson (Atchison), a Scotsman from Haddington, was granted 1,000 acres of land in this area by King James I.

Markethill village lies approximately seven miles south east of Armagh City and ten miles south of Portadown and Markethill and the MACN area of benefit lie on the fringes of South Armagh. It is ideally located to deliver this service to the whole county as has been seen with the training programmes

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overall political and social context in Northern Ireland is perceived to be less sensitive to their rights and cultural traditions.

The British Cultural Forum held a conference on "The Future of Orange Halls" in February 2001 in Kilkeel and their report highlighted the fact that there is an absence of experience in the Protestant community and a lack of leadership in responding to the need for change. *"Protestant involvement in collective activity has been generally low; they have not developed the structures, or the networks, necessary for community-led activity. They have failed to avail of the opportunities for improvement and progress, which the European Union's funding mechanisms have provided."*

Demographic changes in Northern Ireland have also heightened the sense of loss within Protestant communities. The Ulster Scots group, Fokk Richts (Human Rights) submitted a report to the NIO claiming that there has been a dramatic movement of the Protestant population from up to 50 towns and villages across Northern Ireland, due to polarisation from the effects of 30 years of the Troubles.

Brendan Murtagh's Research¹ looked at the changes in population in the South Armagh and Mid Armagh area. He showed a 'greening' of the southern part of the County and an 'oranging' of the mid to northern. This was shown by a 1% to 3% shift per year of a period of ten years. Recent information from the census would confirm this trend.

Even the then Secretary of State, Dr John Reid, in a speech to the Institute of Irish Studies, Liverpool University, 21st November 2001, stated *"Northern Ireland must not become a cold place for Protestants, or we will have failed."*

His speech focused on British and Irish identities in Northern Ireland and the idea that as Catholic confidence has increased the Protestant community's confidence has declined. He highlighted the evidence of this in the fact that Unionist politics has become even more fragmented and the feuding within Loyalism is symptomatic of the same problem.

Recent research such as the Co. Armagh Grand Orange Lodge supported by MACN and funded by Diversity Challenges *"Social Audit Opportunities for Expanded Community Use of Halls"* and its findings highlighted that the priority support needs were:

- Assessing community needs
- Funding support
- Ensuring it is understood that the Orange Order wishes to work on a cross community basis
- Community development support.

¹ UU 1996 Conflict in Rural Ulster Brendan Murtagh

The audit also identified options for the way forward including:

- Future use of halls
- Promotion and marketing
- Policies on hall use
- Income generation
- Views of the wider community especially the Roman Catholic community

Other recent research such as *"You feel you'd have no say" Border Protestants and Community Development* commissioned by the Rural Community Network makes recommendations such as:

- There is clearly a need for single identity work within Protestant communities to develop confidence and self-esteem, with the ultimate purpose of enabling people to feel confident enough to engaging cross-community activity. This is particularly important in areas where the community is in a minority etc.
- To facilitate the work referred to above, funders must be open to supporting activities, which take place in both Orange Order and church halls. In some areas, these are the only halls available for community activity.

It is evident that there is much work to be done to build trust and confidence within and between the communities in Northern Ireland.

- To continue the work
- The need to have a co-ordinating body
- The need for a development worker
- The need for further training
- Need for improved communications and sharing of ideas
- The need to increase participation

The initial training took place in 2002/2003 with a second tranche in 2003/2004. In both cases the training was delivered in Markethill and was based on the community development training that has been pioneered by Atnaveigh House in Co Down². Initially those partaking in the training were from the rural parts of the County but in the second group lodges from both Lurgan and Portadown Districts participated. This is an important development and shows that this work is developing interest in these urban centres as well as the rural areas. In urban areas of Armagh, Portadown and Lurgan there is the potential for this work to be linked to urban regeneration. In these areas as in the urban parts of the rest of NI the Order is in direct competition with groups from a paramilitary background. The development of

² For details of training see appendix four

Proposal

This proposal has the following key objectives:

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This proposal builds upon work commenced with support from Diversity Challenges. Community Development training was provided to members of Co. Armagh Loyal Orange Lodges. The aim of this project was to follow up the audit with local training to introduce the basic elements involved in establishing a community group. This project received a high level of support and participation in the training sessions and clearly identified a need for further work. Key points arising from the evaluations of the sessions were:

- To continue the work
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community development programmes and youth based activity may be a means of providing a suitable alternative. Diversity Challenges is working on a model with the West Belfast Orange Hall on the Shankill Road in Belfast This may prove to be applicable in these urban areas as well.

Co. Armagh has suffered considerably from the conflict this is recognised through the Cost of the Troubles Study where Co. Armagh is identified as one of the highest areas of death. This is reflected across the membership of the Order. In Markethill the memorial to those members of the security forces killed in the troubles are all members of the Order. Thus development work and change from this base is all the more significant. It also highlights why development work has to start from a 'safe base' and why people from this background are unlikely to get involved in community development in community centres and other venues. The work that has been undertaken in the last two years shows what is possible. The groups formed and people involved were not partaking in other projects. They are new people whose capacity is being developed and who are showing increased confidence.

- 51 people from 45 lodges who have undergone training in the two sessions
- 11 New community groups have been established
- 3 New groups are in the planning stages
- The groups established are undertaking a variety of work and projects including
 - Cultural Programmes
 - Community Safety
 - Audits
 - Computer Classes
 - Health Hygiene Classes
 - Senior Citizens
 - Youth

Many of the classes are being run in partnership with local FE Colleges.

Groups are engaging with District Council Community Development and Community Relations Programmes

This is from a base of around four groups in Tullyvallen, Markethill, Bessbrook and Armagh in 2002

The desire now is to build on the knowledge and experience that is there and to move on.

This base has been achieved through limited funding from Diversity Challenges using a consultant to deliver the training. The mentoring support available for the groups is limited. If we are to achieve the full potential there is a need for a dedicated worker based at MACN to deliver further training and to provide the mentoring support for the emerging groups. The worker would in turn receive support and back up from the Committee and from the support

bought in from Diversity Challenges. In year one Diversity Challenges would provide two days a month reducing to one day a month in year two and 0.5 days a month in year three. In this way the learning and capacity is built not only in the emerging groups but also in MACN and the GOLI Community Development Committee. The vision is that by the end of the project there would be 35 to 40 sustainable groups functioning across the County.

The proposal will involve a number of practical capacity building measures to include

- 2 x 8 week community development training courses per year using the Altnaveigh model
- 2X 4 week good relations training using the Altnaveigh model
- Ongoing development support for new and emerging groups to include assistance with community audits, skills/needs analysis, group formation and development, planning, fundraising, project development and management, etc
- Programme work to back up the training and mentoring support
- Essential Skills training through the project funded by EGSA Peace II and delivered by Altnaveigh, Belfast Institute and East Tyrone FE
- Networking with key agencies and bodies to further the objectives of the proposal
- Co-ordination of a group development mentoring programme

The programme will be delivered through:

- A partnership of MACN, Co Armagh GOLI Community Development and Diversity Challenges. The Lead partner will be MACN.
- A part time development worker based at MACN with part time admin support

Work programme and targets:

Year one

Establish the project
 Recruit workers
 Complete induction of staff and steering committee
 Development worker trained to deliver programme
 Training programme with 2 groups of twenty people per group trained
 Mentoring programme established

Needs of existing and emerging groups established
Programme to meet needs devised
Networks with community and statutory bodies.

Ten new groups established across county

Year two

Training programme with 2 groups of twenty people per group trained
Programme to meet needs and existing groups established
Partnerships for the delivery of programmes operating

Review of work of existing and new groups, re-examination of needs and
revision of programme
Ten new groups established across county

Year three

Repeat of year two

Evaluation

Job skills of Development Worker

The person appointed will have to be able to demonstrate the following skills

- A knowledge of the groups and culture that they will be working with
- An ability to work on their own with direction from a committee
- An understanding of community development
- Knowledge of the wider community network particularly in Co. Armagh
- Willing to work unsocial hours
- Access to own transport for work purposes
- Good oral and written presentation skills including IT
- An ability to lead training
- A willingness to learn

Given the tasks and the outcomes it is believed that this is a part-time post of 17.5 hours per week the costings reflect this.

Signed: _____ Position: _____

Date: _____

Outcomes:

1. Development of 35 to 40 sustainable community groups across the county
2. Engagement by a presently marginalized group with the rest of civic society. Demonstrated by partaking in networks, wider events, and community festivals.
3. New skills and competencies within this community demonstrated by accredited training e.g. NVQs
4. Improved community relations demonstrated by reduced tension at parades.

Introduction and Mission

Mission Statement

MACN exists to foster and promote the Ulster-Scots heritage, culture and traditions

Mid-Armagh Community Network (M.A.C.N.) is an Ulster-Scots cultural community group established in June 1998 to preserve and promote this heritage in Markethill town and the surrounding rural hinterlands of Mullibrack, Mountnorris, Loughgilly, Glenanne and beyond. Our aim is to initiate measures to improve the confidence levels of the Ulster-Scots community in this area and to promote an increased awareness of our heritage, culture, traditions and identity through the mediums of education, history, music, dance, language and the literature of the Ulster-Scots people.

Primarily, membership of MACN is open to anyone resident in the Mid-Armagh area who is over the age of 16 years and who is supportive of the aims and objectives of the group. MACN currently has membership in excess of 100 people.

Vision

Our Vision for MACN is that it will form the hub of a vibrant Ulster-Scots community promoting Ulster-Scots cultural activities and learning in Co. Armagh for both the Ulster-Scots community and the wider public.

Aims

MACN's aims are:

- > Initiate measures to improve the confidence levels of the Ulster Scots community

Signed: awareness of Ulster Scots heritage and traditions through the mediums of music, dance, education, language and literature Position: future and traditions through

Date: _____

APPENDIX ONE

MID ARMAGH COMMUNITY NETWORK



Registered Charity No:
XR30527

Introduction and Mission

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Aims:

MACN's aims are:

- Initiate measures to improve the confidence levels of the Ulster Scots community

Promote awareness of Ulster Scots heritage, culture and traditions through the media of music, dance, education, language and literature

- Provide learning opportunities for people from all income brackets to obtain skills that might otherwise be unavailable for them
- Encourage the development of Ulster-Scots culture through the provision of practical support for similarly minded new and existing community groups in Co. Armagh and beyond.

Objectives

MACN's objectives are:

- To teach Ulster-Scots music and dance
- To educate people in various aspects of Ulster-Scots culture
- To explore Ulster-Scots history
- To communicate what we do to the Ulster-Scots community and the wider public.

PROFILE OF MACN OFFICERS

Chairman – Mr Conrad Clarke: Conrad is a controller/manager within the Seagoe Technologies Group. He has a range of experience of project management within his professional role and for MACN.

Vice-Chair – Mrs Sharon McKelvey: Sharon is a homemaker and part time classroom assistant who has a wealth of experience working with young children/adolescents.

Treasurer – Mr Spiers Black: Spiers holds a senior position within the Department of Agriculture (Cookstown) and hold the position of Treasurer within several local groups. He has built up a strong reputation for good practice, financial management and funding knowledge.

Secretary – Mr Lewis Singleton LLB: Lewis is a solicitor and brings much legal knowledge and strategic thinking to MACN. He has been instrumental in the current development of the group.

Development Officer – Mr Andrew Dunlop: Andrew comes from a background in local education authorities and works to strategically plan and implement the current activities of MACN. Andrew has built up good relationships with several funders and has a good understanding of funding issues.

ACHIEVEMENTS OF MACN

From the formation of MACN in June 1998 they have evolved on a constant basis and established a track record of successful conception, development and implementation of projects. They have a good working relationship with many of the major funders in Northern Ireland such as the Ulster-Scots Agency, Arts Council of NI, Awards for All, Community Fund, Community Relations Council, Rural Development Council and many more.

Below is a brief synopsis of the events/programmes organised by MACN:

Annual Cultural Concert – Each year in May for the past 4 years MACN have organised the largest Ulster-Scots concert in the County highlighting the artistic achievements of local people and helping them develop their cultural identity.

Portadown Festival of Scottish Dance – This event is organised each April by MACN and is the largest event of its kind in Ireland. This year (5th Annual) there were over 200 entries and 500 separate dances in both Scottish Country and Highland Sections.

Burns Night – MACN have been organising a successful Burns Banquet in memory of Rabbe Burns, while raising funds for charity.

Educational Programme – MACN organise an annual educational program of lectures and exhibitions in order to further the general populations knowledge of Ulster-Scots culture. MACN have also developed specific programs aimed at senior citizens and those disabled members of the community.

MACN Music and Dance Academy – MACN have for the past 3 years organised a 30-week programme of classes to teach people tradition Ulster-Scots music and dance. It currently has an enrolment of over 150 students of all ages and genders, learning fiddle, fife, lambeg, country dance, highland dance, bagpipes, guitar, banjo and more.

Henry Acheson Ulster-Scots Summer School – 2003 saw the first inaugural summer school organised by MACN. A weeklong of music, dance and educational lectures, backup with cultural evenings and tourist initiatives this is the only event of its kind. Total enrolments last year were in excess of 200. This years event promises to be bigger and better than ever.

Development of Community Groups - MACN in conjunction with County Armagh Grand Lodge and Diversity Challenges have been working to develop new community groups based in Orange Halls. MACN have also helped groups not connected to the Orange Order to form organisations and has gained a reputation as a best practice Ulster-Scots group. It is currently one of the biggest Ulster-Scots in Northern Ireland.

APPENDIX TWO

Orange Order

The Loyal Orange Institution was founded after the Battle of the Diamond on September 21, 1795. When the skirmish ended, the Protestants formed a circle, joined hands and declared their brotherhood in Loyalty to the Crown, the Country and the Reformed Religion.

As more of the gentry joined, the Institution grew so rapidly that District and County Lodges were formed.

It was soon recognised that there should be some uniformity of practice and on 12th July 1796 at Portadown the idea of a Grand Lodge was mooted.

Wolsey Atkinson of Portadown was appointed Secretary and requested to issue printed Lodge warrants as opposed to the previously hand-written "James Sloan" versions. And so this was the beginning of the Order we know today.

It should be remembered that the Order has a worldwide membership. The structure which is Orangeism has its basis in the coming together of men of goodwill who are determined to use what power and influence they can muster to ensure that civil and religious liberty is maintained.

Members of the Orange Institution are pledged to uphold the Protestant faith and liberty under the law. They are neither bigots nor extremists. Standing for tolerance and compassion towards all they also stand for the underlying principle of the Christian faith and the dignity and rights of the individual.

The Orange Order is fundamentally a Christian organisation. It is our desire to live at peace with all men and to ensure that all men have peace in which to live.

The Grand Orange Lodge of Ireland believes it is vital

- That civil and religious liberty is maintained in Ulster, that the Christian faith, reformed and Protestant will be preached and taught here.
- That the British connection is maintained.
- That every effort is made to make our country happy, prosperous and outward looking, a good place for everyone who lives there.

That the Protestant religion must be a self-propagating faith whilst not denying the same rights to

- Other religious persuasions.

Our members have always sought to play a positive role in their country. We have had Leaders in Political Life as well as in Finance, Industry and Education and we have had hundreds of thousands of ordinary people who living out their faith and principles have made their local community, their country and indeed the world a better place.

The Orange Institution was the original provider of the community hall or leisure centre and Orange Halls continue to play a central role in the life of the community with over 1,000 different activities carried on in our Halls.

The Orange Order is at the forefront of preserving and promoting the unique culture of our people

Co. Armagh Grand Orange Lodge established a Community Development Committee after the audit and agreement to develop training. The Committee

is representative of the County and carries the full endorsement of the County in this venture.

In the county there are

- 161 Lodges
- 131 Halls
- Membership of around 6,000

PROFILE OF COUNTY STEERING COMMITTEE KEY MEMBERS:

Chairperson – Mr Richard Whitten: Richard is a teacher by profession but has chaired a number of large voluntary organisations and has a great deal of experience in project implementation and management.

Vice Chairperson – Mr Leslie McNeill – Leslie is an accountant and has a wide range of experience within organising large scale events, managing projects and most importantly dealing with accounts and budgets.

Mission

To assist culturally specific groups in integrating community relations principles and considerations within all aspects of their work.

Description of work

- Target key culturally specific groups within Northern Ireland, with greatest impact on community life.
- Identify influential individuals within each organisation who are driving change (or wish to drive change) – towards a fuller and more constructive role in a diverse society.
- Support the individuals through consultancy, coaching, training, networking and practical assistance to develop and implement change strategies within their organisations.
- Use the experience gained in the project to develop and publish good practice models for international circulation.
- Provide consultancy and training support on the use of the best practice models to agencies in other countries facing similar challenges.

Target Groups

Diversity Challenges targets its work with the following groups

1. Loyal Orders

- > ABOD
- > GOLI
- > RBP
- > IGOLI

2. Protestant Cultural Groups

- > Bands

Appendix Three

Diversity Challenges is a company limited by guarantee (NI50064) and is recognised by the Inland Revenue as a charity Ref NoXR74395 It was founded in 2001 with a grant obtained by the Community Relations Council from Atlantic Philanthropies to facilitate change in a number of Cultural groups in Ireland

It has the following:

Vision

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- Target key culturally specific groups within Northern Ireland, with greatest impact on community life.
- Identify influential individuals within each organisation who are driving change (or wish to drive change) – towards a fuller and more constructive role in a diverse society.
- Support the individuals through consultancy, coaching, training, networking and practical assistance to develop and implement change strategies within their organisations.
- Use the experience gained in the project to develop and publish good practice models for international circulation
- Provide consultancy and training support on the use of the best practice models to agencies in other countries facing similar challenges

Target Groups

Diversity Challenges targets its work with the following groups

1. Loyal Orders:

- ABOD
- GOLI
- RBP
- IGOLI

2. 'Protestant' Cultural Groups

- Bands

➤ Others

- 3.GAA
- 4.AOH
- 5.CRJ
- 6.'Catholic' Cultural Groups

Management

A Board of Directors manages diversity Challenges. The Community Relations Council nominates at least two members and the CEO of the Council attends meetings as an observer.

The current board is:

Chair Mrs. M Bryson Manager of Cookstown LSP former CRC member

Dr. Dominic Bryan Director Institute of Irish Studies QUB

Dr David Stephens Leader of Corrymela Community Member of CRC

Jim Ledwith Community Worker Fermanagh former Community Services Officer Fermanagh District Council

Observer Dr. Duncan Morrow CEO CRC

Diversity Challenges carries out its work through a consultant Will Glendinning former CEO of the CRC and someone with considerable experience in community relations and community development. He is assisted by Associate Consultants who are selected on the skills for particular tasks

- Developing a Vision / Goals
- Forming a Group: constitution, committee, structure, membership, charitable status, legal status, AGM, Annual Report
- Basics of Community Development
- Planning: aims, objectives, action plan, monitoring and evaluation
- Committee Skills: roles and responsibilities, procedures, meetings, time management, handling conflict, training
- Community Involvement: involving people, communication, PR and Marketing
- Fundraising: community fundraising, applications to funders, relationship with funders
- Managing resources: finance, premises, people
- Project Development: Ideas, proposals, implementation
- Networking: other groups, funders, support organisations
- Community Consultation
- Lobbying

Appendix Four

Co Armagh LOL Training Sessions **Mid Armagh Community Network**

Aim: To follow up the audit with local training to introduce the basic elements involved in establishing a community group

Objectives:

- To explore and discuss the advantages of setting up a community association/ cultural group
- To introduce the practical steps required to establishing and developing a community/cultural group
- To introduce mentoring support service

Training Sessions: To cover

1. Introduction: introducing training, setting out objectives, establishing the range of experience in the group
2. Why establish a community group / cultural association?
 - Presentation and Discussion
3. Practical Steps in Establishing a Group: Presentation/Discussion
 - Developing a Vision / Goals
 - Forming a Group: constitution, committee, structure, membership, charitable status, legal status, AGM, Annual Report
 - Basics of Community Development
 - Planning: aims, objectives, action plan, monitoring and evaluation
 - Committee Skills: roles and responsibilities, procedures, meetings, time management, handling conflict, training
 - Community Involvement: involving people, communication, PR and Marketing
 - Fundraising: community fundraising, applications to funders, relationship with funders
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 - Project Development: ideas, proposals, implementation
 - Networking: other groups, funders, support organisations
 - Community Consultation
 - Lobbying