



# ACCORD

Annual Report 2010

AT THE HEART  
OF MARRIAGE

CATHOLIC MARRIAGE CARE SERVICE

# Mission Statement

Empowering people  
Fostering Relationships  
Caring for Couples facing  
the Challenges of Christian Marriage.  
This is the work of ACCORD  
in today's world.

## Vision Statement

**ACCORD** is an agency of the Catholic Church providing a nationwide service to couples preparing for or seeking a deeper commitment within the sacrament of marriage.

**ACCORD** is committed to providing a quality service. Personnel, coming from a wide variety of backgrounds, are appropriately trained.

**ACCORD** responds to the challenges facing Christian marriage today and affirms its value in an everchanging world. It empowers couples to explore and reflect on:

- the essential elements of their marriage.
- the purpose and value of their choices within a committed relationship.

**ACCORD** serves the pastoral needs of couples at different stages in their relationship.

- Preparation for marriage in a Christian context focuses on the essential components which foster a good couple relationship:
  - lifelong commitment.
  - communication and conflict resolution skills.
  - responsible parenthood within a faith context.
  - time and resource management.
- Ongoing support throughout marriage facilitates:
  - the development of strategies for the emotional, spiritual and psychological well-being of couples.
  - reflection on the Christian experience of love, commitment and family life.
- Relationship counselling is provided for couples as well as individuals in a couple relationship in a caring and confidential manner. It is a twofold process enabling clients to identify and acknowledge difficulties in their relationship and to discover the inner resources to deal with them.

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# Message from Bishop Christy Jones *President of ACCORD*



Bishop Christy Jones  
President

Current research confirms that family rooted in marriage is the best possible environment for the health and happiness of parents, children and ultimately of society itself. Cohabitation today is a huge challenge to marriage and family and therefore to the future of civilisation itself.

ACCORD as an Agency of the Catholic Church in Ireland has the huge responsibility of promoting the Church's understanding of sacramental marriage and of preparing couples for a life-long relationship with God and with each other. Through professional counselling ACCORD also endeavours to help heal the wounds of division in marriages and families.

The economic recession has exercised enormous pressure on marriages and families. Tragically too many people had put all their trust and energy in the job, the house and money as they took their relationships for granted. They had little or no time for their relationship with God or with each other.

We must help our marriages and families discover that their happiness is rooted not in material things but in their relationships. They must invest as much time in their relationships as they do in their job, their house or their hobbies. Their greatest joy will come from their relationships and of course their greatest pain and suffering comes not from the loss of job or things but from broken betrayed relationships.

May the Good Lord who is the source of all love inspire ACCORD in all its services and fill the hearts and homes of our land with the peace that only He can give.

+ Christopher Jones

Right: Members of the Wexford Centre





**Above:** Donal and Brid Power, Archbishop Diarmuid Martin, Frances and JJ Cummins, Kathleen and John McCluskey.

**Right:** Day of Celebration Centre Symbols



# NEC Chairperson's Report



Al McGuinness  
NEC Chairperson

There is an old Greek proverb "A civilisation flourishes when people plant trees under which they will never sit". This proverb neatly sums up the work of the volunteers and staff in ACCORD. We join ACCORD to benefit our community. We work with the core element of the community – the family. We work with the key relationship in the family – the couple relationship and through helping the couple relationship we help create a ripple effect which benefits all the community.

It is six years since I was asked by Sister Angela Clarkson from the ACCORD Longford Centre to put myself forward for selection as a facilitator with ACCORD. My six years with ACCORD have been a wonderful experience. Each person I have met in this organisation has been so uplifting and positive. It is little wonder then, that whatever job I was asked to do, I said yes.

When I was asked by Gerry Guinnane to join the NEC I was delighted to say yes, and to be appointed Chairman of the NEC for 2010 was a great honour.

The year 2010 has been a challenging year for ACCORD as it has for the people of Ireland. The staff in Central Office, in our regions and in all of our centres, along with our volunteers, deserve a very big Thank You for all the work that has been achieved in 2010 on behalf of our clients. As Chairman of the NEC let me assure you of the gratitude felt by all members of the NEC.

We welcomed our new President of ACCORD Bishop Christopher Jones onto the NEC in April 2010.

Numerous decisions were made by the NEC. There was lively debate on topics such as:

1. Governance
2. Finance
3. Accreditation
4. Conference

Right: Day of Celebration Centre Symbols





Among several policies reviewed and updated by the NEC during the year were the policy to Safeguard Children and Vulnerable Adults, the policy to work with victims of Domestic Violence and the policy to keep our supervision practices in line with strictest professional requirements.

As I leave the position of Chair and hand over to Carol O’Gorman from the Castlebar Centre, I wish to take this opportunity to record my thanks to my fellow members of the NEC who worked so tirelessly to guide the organisation through a year of great change. In particular, I wish to thank Bishop Willie Walsh past President of ACCORD, Bishop Christopher Jones, Ruth Barror and her able Personal Assistant and the members of the Longford Centre for their support and encouragement throughout the year.

**Al Mc Guinness**  
*Chairperson of NEC*



**Above:** NEC Members 2010  
*Back Row L to R: Al McGuinness, Harry Casey, David Kennedy, Barbara Gilroy, Deirdre O’Rawe, Breda McDonald, Gael Kilduff, John Cooper, Fr. Peter Murphy, Carol O’Gorman*  
*Front Row L to R: Breda Landy Horgan, Bishop Willie Walsh, Ruth Barror*

# National Director's Report 2010



Ruth Barror  
National Director

2010 in ACCORD had a bit of everything - ups and downs, comings and goings, looking backwards and forwards. We imagined our future while at the same time focussing on current reality. We had concerns about funding and sustainability while celebrating the people without whom we could not exist.

## Ups

- Overall ACCORD delivered an 8% increase in the level of counselling services which when added to the figures for 2009 show a 20% increase in two years.
- Members of ACCORD in the West North East, Northern Ireland and the Dublin regions have led the way in developing programmes for children in schools over the years. For example, the ACCORD schools team in Dublin worked with 25,875 children in 2010 which represented an 8% increase on 2009. A parallel increase in talks for parents means ACCORD is reaching a significant number of children and adults at a time in their lives when awareness and skills in relationships are most relevant.

## Downs

- Marriage preparation again showed a decrease which reflected the downturn in numbers of couples getting married. It was also symptomatic of the growing numbers of alternative providers.

## The world outside ACCORD – the reality of the present Societal Needs

The teaching of the Catholic Church has always been clear and unambiguous on marriage. It is reassuring that most modern research on the topic backs up the needs of human beings for strong stable marriages. The Iona Institute published a document "Made for Marriage" which provided compelling evidence for the mental, physical, economic and emotional benefits of marriage.

Further supportive evidence was forthcoming in a US report<sup>1</sup> which confirmed that children raised by their own married parents are at far less risk of abuse or neglect than children brought up in other family types.

### A Day of Celebration

Right: Fr. Michael Paul Gallagher SJ,  
Stephen Cummins, Bishop Willie Walsh



<sup>1</sup> Fourth National Incidence of Child Abuse and Neglect Report to Congress Washington DC 2010

<sup>2</sup> Bristol Community Family Trust December 2010





## Societal Trends

In February the Minister Mary Hanafin T.D. Minister for Social Welfare and Family Affairs launched the report “Family Figures” (a joint publication of the Family Support Agency and the ESRI) which was an in-depth analysis of family life in Ireland based on the 2006 census.

### Upward trends in the report showed:

- A fourfold increase in Cohabitation 1996-2006,
- A sharp increase in numbers living with partner after age 25,
- A dramatic rise in lone parenthood for those with low educational attainment,
- An increased rate of marital breakdown in late 30s age group, and
- 30% increase in breakdown on birth of first child

The report found that those in their 20s and 30s are clearly following a different pattern from previous generations - an opportunity and a challenge for ACCORD.

### The report showed downward trends in rates of:

- Civil marriages
- Catholic marriages and
- Divorce

UK research<sup>2</sup> clearly showed family breakdown is not only about divorce which accounts for 20% of family breakup and 14% of cost of family breakdown. Collapse of relationships between unmarried couples account for 80% of cases of family breakdown and 86% of costs of family breakdown.

So, the decrease in divorce is low because people are not marrying not because there is a lessening in breakdown in relationships.

Irish research is showing similar patterns but at an earlier stage of development which gives ACCORD an opportunity to work harder to promote strong marriages and relationships and prevent breakdown.



**Above:** Ruth Barror and Tim McGillicuddy celebrating Tim’s 30 years service to ACCORD

## **“Imagining our future”**

Members of the 60 centres in ACCORD were invited to bring to the National Day of Celebration of 40 years of ACCORD an exhibit which for them symbolised the future of ACCORD and their centre. The variety, depth and scope of the exhibits were breathtaking. The keynote address by Fr. Michael Paul Gallagher SJ, which opened with the lines “if the relationship is right, anything can happen” captured the imagination of all present as did his analysis of the human dilemma in 2010, which he communicated through memorable images and apt quotations the most apt perhaps from Johan Baptist Metz: “New secularisation means massive loss of memory and sensibility; healed by hearing the pain of the world again”

## **Strategic plan 2012-2016**

The external needs and trends described above along with our imaginings will inform and influence our work in ACCORD for the years 2012-2016. In December the NEC decided to adopt an incremental pragmatic approach to developing the plan by:

- building on what has been working well within the organisation and
- responding to the detailed feedback received from our members and principals over the previous two years.

## **Comings and Goings**

As we bade farewell to Bishop Willie Walsh on his retirement and wished him a well deserved rest we welcomed Bishop Christopher Jones as our new President. Bishop Christy very quickly outlined his vision for ACCORD and we look forward to working closely with him into the future.

## **Concerns about funding and sustainability**

Apart from the external environment and the opportunities and challenges it presents, ACCORD continued to grapple with internal issues such as sustainability, structure, and governance. Minister Hanafin did not cut our funding for 2010 which felt like an increase given the times we are living in. I would like to acknowledge on behalf of all in ACCORD the support afforded us by Ministers Mary Hannifin and Pat Carey and we hope that they benefit from a well-earned though probably unwished for rest.

## **Celebrating the people without whom there would be no ACCORD**

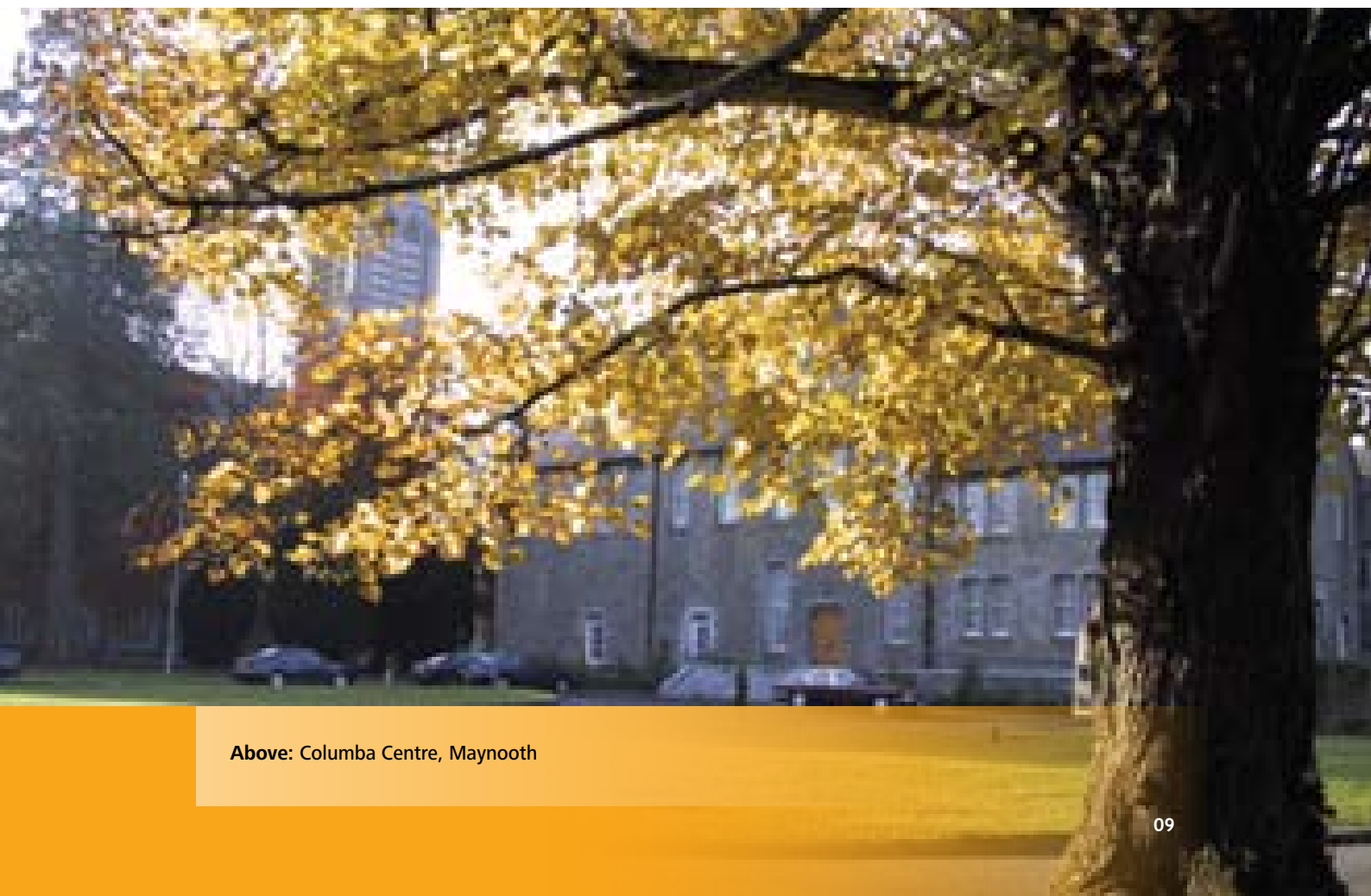
- Our clients, who come to us either to participate in our marriage preparation courses or seek counselling or in some cases both. We are dedicated to growing our relevance to their lives and relationships and developing programmes to accompany them in their relationships from the cradle to the grave.
- Our members who deliver more than 70% of ACCORD services on a voluntary basis, and their families, who facilitate in so many ways their spouses’ work for ACCORD. Apart from the voluntary counselling and marriage preparation work they do, it is impossible to measure the additional voluntary work undertaken by the majority of members on the local Centre Executive, Regional Team meetings, NEC, various committees and subcommittees including review bodies – all working to ensure that ACCORD remains at the cutting edge of high standards in terms of professionalism and voluntarism.



- Our Principals, Members of the Irish Episcopal Conference - who make available premises for centres etc. and who support us in what we do.
- The Family Support Agency, our principal funders in the Republic of Ireland. We look forward to working closely into the future with our new Minister Frances Fitzgerald TD Minister for Children.
- The Department of Health, Social Services and Public Safety in Northern Ireland and the local trusts.
- The Health Services Executive.
- The Department of Community, Equality and Gaeltacht Affairs. (Now the Department of Environment, Community and Local Government).
- Our Priests, whether they serve as ACCORD Priest Directors or not but who are always open to requests for their support of our work. Their dedication and contribution are inspirational.
- ACCORD staff including the Regional Officers who respond to all that is asked of them and go several "extra miles" as they continue to be asked to do more for less. ACCORD 2010 was for all its "ups" and "downs" an energising place to work for the people and reasons described in the following pages. We relish the future as we resolve the issues that slow us down and adopt more preventive measures to protect and promote Marriage – but "de reir a cheile a thogfar na caisleain" (It takes time to build castles)

Go raibh míle maith agaibh go léir.

**Ruth Barror** *National Director*



**Above:** Columba Centre, Maynooth

# National Chaplain's Report 2010



Fr Peter Murphy  
National Chaplain

**Marriage, however, is a unique communion of persons . . . It is precisely the difference between man and woman that makes possible this unique communion of persons, the unique partnership of life and love that is marriage. A man and woman united in marriage as husband and wife serve as a symbol of both life and love in a way that no other relationship of human persons can.**

*Marriage Love and Life in the Divine Plan*

ACCORD works to support Catholic Christian Marriage and Family. In 2010 ACCORD has built on the encouragement and direction of our retired President Bishop Willie Walsh and our former Chair of Assembly and NEC, Denis Ryan, working with our National Director, Ruth Barror. In our work we continued to focus on people, programmes, funding, governance, policies and spirituality.

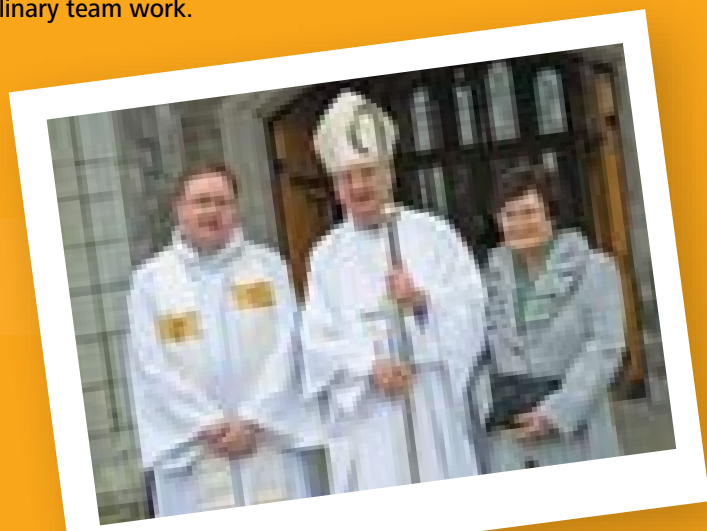
## **Continued growth and development of ACCORD as a Diocesan Agency**

ACCORD locally is a Diocesan Agency (*see Figure 1 Page 13*). In 2012 it will be 50 years since our first Diocesan Centre opened in Belfast in the Diocese of Down and Connor. Since then the volunteerism, generosity of heart, vocational calling and professionalism of ACCORD people have grown and developed, so that in 2010 there are 60 Diocesan ACCORD Centres in our 26 Dioceses.

## **A new holistic and integrated approach to ACCORD Marriage Preparation**

In 2010 a Review Working Party, in cooperation with Stephen Cummins Central Office Marriage Education Director, created 4 new modules for inclusion in the marriage preparation programme. This work was based on the reflections and suggestions of ACCORD marriage education facilitators, as well as those of many priests in parishes North, South, East and West who are closely supported by ACCORD in their pastoral involvement with all couples in our Marriage Preparation programme. The new process, together with the presentation of the trainers' manual and workbook, reflects a holistic, integrated and spiritual approach. All modules are now interconnected and interrelated, encouraging the couples to choose to live out the practicalities of the Sacrament of Marriage together and with God, enriching the community to which they belong and being supported by the community. I felt very privileged to be included in this interdisciplinary team work.

**Right:** Fr. Peter Murphy, Archbishop Diarmuid Martin, and Ruth Barror





## Pastoral Relatedness – the essence of ACCORD’s Pastoral Care

A number of the documents of Vatican II emphasise that clergy and laity co-operate and are responsible for a holistic pastoral service. Over many years there has been a deepening of the connections between the Christian vision, education, counselling and psychology. Pastoral care continues its commitment to fostering people’s relationship with God and helping people find peace and meaning in life.

During 2010, ACCORD’s participation in the work of the Irish Catholic Bishops’ Commission for Pastoral Care has promoted the “Good News” of the Pastoral Care of the Catholic Church in Ireland. All of our ACCORD people in Marriage Education and Marriage Counselling contribute in a unique way to the work of pastoral care, of pastoral relatedness, of ‘being-with’. To quote, Dr John Quinlan, “pastoral relatedness is the key that enables people to reveal their private concerns and experience God’s care in the context of a pastoral relationship”.

## Research on ACCORD’s Spiritual Strengths and Needs shows organisational implications

The recent ACCORD Spirituality Report whose research included data from a very high response of members to questionnaires (‘Reflectionnaires’) confirmed that ACCORD is ‘ecclesial’, part of a faith based community, of the life and ministry of each diocese. The unfolding of the Report and the continued nourishment of our ACCORD Spiritual Strengths and Needs is with ACCORD people locally, i.e. ACCORD Diocesan Centre members and their Bishops. Diocesan, Centre, Regional events are popular and well attended throughout ACCORD and the feedback to the spiritual elements of National Events is positive.

In terms of the future of peer ministry, with definite shifts in the demographics, there are organizational implications. The Spirituality Report found that among its respondents in terms of replies broken down in role that 31% of the marriage education facilitators had been recruited in the previous 3 years by contrast with 18% of counsellors. 70% of the counsellors had been with ACCORD for more than 7 years. Only 42% of the marriage education facilitators had been with ACCORD for more than 7 years. The ratio of female to male is 6:1 among the most recent ‘cohort’ recruited in the previous 3 years. This contrasts with a ratio 2:1 in earlier ‘cohorts’. Of the counsellors, 77% are female and 70% of the marriage education facilitators are female. Of the recent ‘cohort’ only 14% are male. 30% overall are male.



Above: Members of Navan Centre

## **Why Marriage Matters, A Statement of the Irish Bishops' Conference on the Civil Partnership Bill**

ACCORD has participated in what was formerly the Irish Bishop's Committee for Family and Welfare of Children over many years. That Committee focused on why marriage is so important, God's plan for marriage, the challenges to marriage today and why the Church was concerned about the Civil Partnership Bill. The statement published by the Bishops' Conference, *Why Marriage Matters* emphasized that protecting marriage is a matter of justice and "to promote and protect the unique nature of marriage as the union of one man and one woman is itself a matter of justice".

2010 saw the birth of a new Council for Marriage and the Family of the Irish Episcopal Conference in conjunction with the Commission for Pastoral Care of the Irish Episcopal Conference.

### **Recruiting new ACCORD People**

Being a person who loves people, I am delighted to be involved as always in the processes of recruiting and selecting ACCORD people, as well as collaborating with the selectors and in meeting the people involved. To those in training, those who have graduated to membership and new personnel recruited in 2010, I offer a warm-hearted C ad M ile F ilte.

### **A unique Icon of the Wedding Feast at Cana**

ACCORD members and those we serve are always in my prayer and very especially as I travel between dioceses from Centre to Centre. Part of my work during 2010 was journeying with the suggestion of a number of ACCORD members to create an original Icon of the Wedding Feast of Cana.

My collaboration here was with Italian artist, Fabrizio Diomedi whose work as an iconographer attempts always to research and spread the beauty that comes from faith in Jesus Christ. Diomedi created a unique Icon of the Wedding Feast of Cana with all the elements: the newly married couple at the centre, all those who helped, following the encouragement of Mary the mother of God and the movement of Jesus from the wedding feast table to join the jar fillers and to his first miracle. The Icon incorporates on the table cloth, the Saint Brigid's Cross with the two rings of the bride and groom. These symbols echo from the Rite of Marriage for Ireland the ancient custom in Ireland whereby the family of origin presents the couple, for their new home, a Saint Brigid's Cross from ancestral home.

This Icon draws me into a deep spirituality of how wonderful ACCORD people are and those we serve (see Figure 2).

### **Awaiting the National Directory for Catechesis in Ireland**

As 2010 draws to an end, the National Directory for Catechesis in Ireland has received final approval. This will be a charter for the development of faith community, and ACCORD will be included in the life of that development.

### **The work of bridge-building and collaboration**

As always it is a deep privilege to work with and serve ACCORD people in my role as a bridge-builder and an 'anam cara'. As a representative of the Bishops I appreciate their time and availability. Work-wise also I am deeply thankful to our President, Bishop Christopher Jones and his predecessor, to Assembly and NEC Chairs, Al McGuinness and Carol O' Gorman, National Director, Ruth Barror and all my other Assembly and NEC colleagues. In our co-responsibility of supporting the Diocesan Bishops throughout ACCORD collaborating with our Regional Officers and the Regional Director, Northern Ireland and Dublin Diocesan Director is invaluable. As they say, "Work is the key" and I wish also to acknowledge the support of all staff at ACCORD Central Office.

*May Christ's peace be with you.*

**Fr Peter Murphy, National Chaplain**



Figure 2

# ACCORD Diocesan Centres

Figure 1



# ACCORD Services

ACCORD Catholic Marriage Care Service currently has just under 800 active counsellors and facilitators providing services in our **Marriage Counselling** and **Marriage Education Services** in 60 Centres nationwide.

The services offered in the **Marriage Counselling Service** are:

- Marriage and Relationship Counselling
- Fertility and Well-being
- Marital Sex Therapy

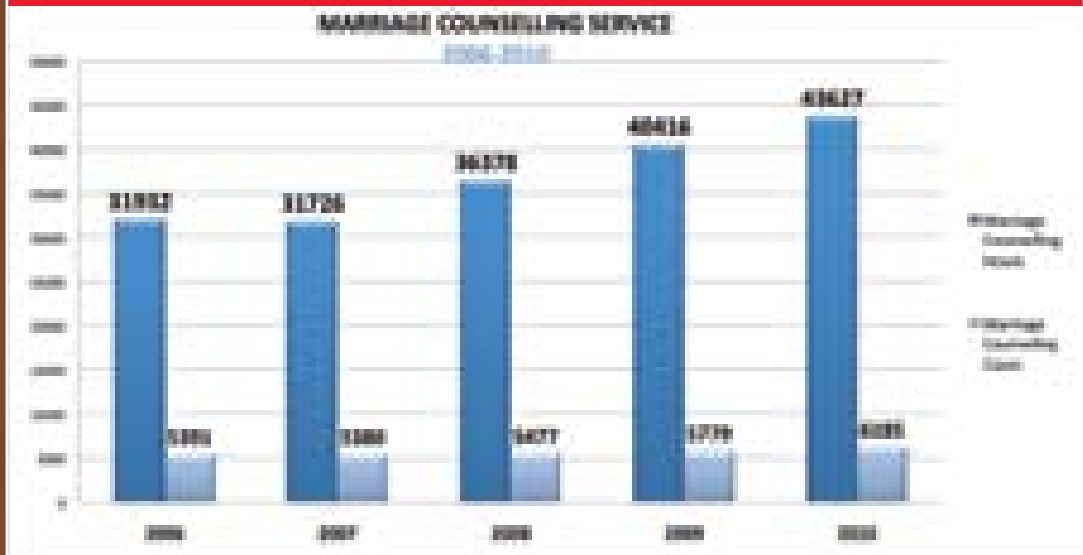
The **Marriage Education Service** offers:

- Marriage Preparation Courses
- Marriage Enrichment Courses
- Personal Enrichment Courses
- Schools Programmes

*Opposite are charts for the Marriage Counselling Service and Marriage Education Service in ACCORD 2006-2010*



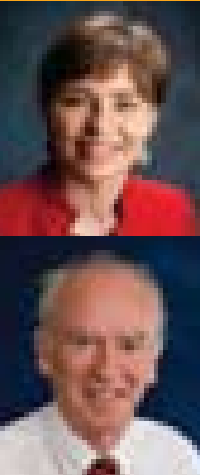
### Marriage Counselling Service 2006 -2010



### Marriage Preparation 2006 -2010



# Marriage and Relationship Counselling Service Report 2010

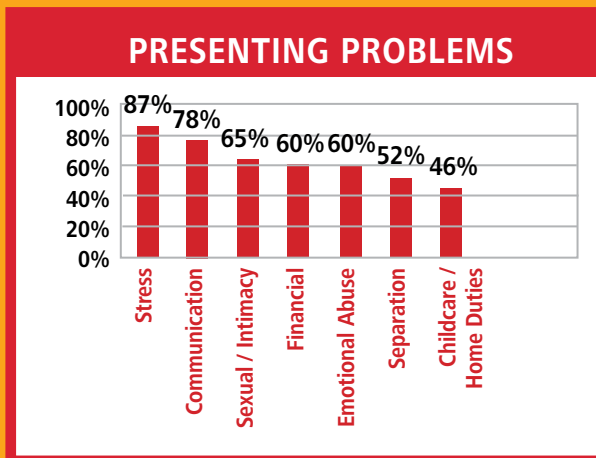


Jane Ferguson & Liam Lally  
Co-directors  
of Counselling

## “Changing the World, One Relationship at a Time”

In 2010 ACCORD counsellors delivered over 43,000 counselling sessions to people who were in need of their professional assistance. The steady annual increase in the demand for counselling services is an indication of the pressures that marriage relationships are under, and also the high regard in which ACCORD counsellors are held in this country. Statistics derived from the initial assessment of clients' needs show a familiar pattern with some variations.

### Presenting Problems Identified in the Needs Assessment of ACCORD Clients in 2010



Communication difficulties continue to remain very high. There was an increase of 9% in the number of clients listing financial problems as a source of conflict in their relationships and a decrease of 12% in the numbers who were considering separation. While the total number of people listing the internet as a factor in marital difficulties is small, it is growing faster than any other area – an increase of 20% in 2010 and an overall increase of 125% since ACCORD began to compile these statistics in 2007. The internet, like many things in life, can be hugely beneficial or detrimental depending on its use.

Right: Open Space Technology in action





ACCORD provides a professional counselling service in its Centres throughout the thirty two counties. Maintaining professional standards is a shared responsibility for all involved in the organisation; from the person who answers the phone when an initial call is made, to the counsellor who meets the clients; from the tutor who takes first year trainees to the supervisor who monitors and supports our practitioners, from the night receptionist to the National Director, and all others who give so generously of their time and talent.

Some people mistakenly think that “professional” and “volunteer” are not compatible bed-fellows. We want to dispel any such myth. A “professional” is a person with the qualifications, expertise, skills, proficiency and training necessary to do the work for which s/he is engaged. It has nothing to do with payment. Each ACCORD counsellor delivers many hours of unpaid service each year. The fact that it is unpaid does not in any way mean that the service provided is less professional. The initial training our counsellors receive, the Continuous Professional Development (CPD) courses they attend, the supervision provided, are all, at the very least, on a par with what is regarded as standard within the wider counselling profession.

In September the first graduates of our Higher Diploma in Counselling (Marriage and Relationships) received their parchments at a conferring ceremony in the College Chapel Maynooth. Associate Counsellors, Supervisors and Marital Sex Therapists also received their certificates on that day. We welcome those people in to the ACCORD family and look forward to their continued commitment.

Last year we revised some of our policies and more will be attended to in the current year. Our policies, procedures and practices have served us well in the past; we must ensure that they are regularly updated to meet the challenges of the present and equip us for the future.

After wide consultation, a revised Needs Assessment Form was introduced on 1st January. In order to continue to provide a quality service, ACCORD requires client demographic and needs based information to inform, guide and sustain a quality service.

Current, accurate and robust information is essential to inform:

- **clinical practice,**
- **professional development for counsellors and supervisors**

Information yielded by the Needs Assessment will clearly illustrate the contexts, profiles and presenting problems of ACCORD clients. Accurate and comprehensive profiles will enable ACCORD to remain at the cutting edge of Marriage and Relationship counselling, to respond to emerging trends, to continue to deliver a quality, needs-based, client-focused service.

A full review of our Domestic Violence service was undertaken at each Centre level which was followed by a Day of Discernment using the innovative Open Space Technology approach. The outcome of that review will shape the future direction of the Domestic Violence service offered by ACCORD. A new Continuous Professional Development policy came in to operation in 2010 and is now being followed in all Centres. The Regional Officers are playing a key role in the implementation of this policy.

To sustain a healthy, life enhancing marriage in which each spouse realises their full potential as human-spiritual beings was never easy, and it certainly is not easy in the current environment. The challenges we face as a country are impacting on people and on their marriages. This year there was a 9% increase in the number of people coming to ACCORD who stated that financial difficulties were having a negative impact on their relationships. ACCORD, with its country-wide spread of Centres, staffed by people who can deliver a professional counselling service, is uniquely placed to help couples to meet the challenges that come their way. In doing that work, ACCORD counsellors not only help those particular couples but also their children/families. It is not too big a claim to make, that society in general is richer as a result of the work of our counsellors.

To all who have contributed to the successes of 2010, we say, along with Mary Johnston who joined us as a clinical specialist in September, a sincere “Thank You”.

**Jane Ferguson   Liam Lally**  
**Co-directors of Counselling**

# Marriage Education Service Report 2010



Stephen Cummins  
Director of Marriage  
Education

2010 saw a decline in the number of couples attending our Marriage Preparation Courses. There is no doubt that this is due in part to the downturn in the economy. We have all heard the stories of couples postponing and in some cases cancelling their wedding due to the changing circumstances affecting their plans. The other reason for the reduction in numbers attending the ACCORD courses is due to the supply of courses available from other providers. The assessment of couples who attend our courses is very positive and complimentary. We need to take this positive feedback and use it to promote our Marriage Preparation Courses at every opportunity. I wish to offer my sincere thanks for the tremendous voluntary work being done by facilitators week in week out in all of our Centres.

## Certificate in Marriage Education

The first ever group to take part in the Certificate in Marriage Education programme accredited by St. Patrick's College, Maynooth, completed their training in May 2010. They are currently active in their respective Centres and will have their Graduation Ceremony in Maynooth in September 2011. I would like to congratulate them and their trainers in breaking new ground for ACCORD. The process of attaining accreditation from St. Patrick's College was started over three years ago and brought to completion in 2009. A word of thanks is due to Anne Coleman for her work in bringing this project to a satisfactory conclusion on behalf of ACCORD

## Selection of new Facilitators

Following an audit of Centres to determine their requirements a series of information sessions took place throughout the Regions. Five Selection Conferences took place in June and forty nine people were sent forward for training which began in September.

## Marriage Preparation Course Review

The work of the Review Group in creating updated versions of four of the modules in our Marriage Preparation Course came to a close during the summer of 2010. Not alone were four of the modules updated but the workbook for couples and the facilitator's manual underwent major changes also. The new material was piloted in a number of Centres and assessed by couples and facilitators. This feedback was used to make changes to the programme before it went to print. A set of powerpoint slides were created to be used in conjunction with the new material. The new programme will be evaluated during 2011 taking account of the assessments from couples and the facilitators in an effort to provide the best possible course. On behalf of all facilitators I wish to thank the members of the Review Group; Mary Timmins, Fr. Peter Murphy, Mary Quinn, Joan O'Connor, Lorraine Collins, Helen Molyneaux and Maura Doyle who facilitated the process, for their enthusiasm, professionalism and above all their time in the creation of the new programme.

Right: Members of Wexford Centre





## Continuous Professional Development

During 2010 the emphasis in training was on the use of the new manual and workbook. A total of eleven training events took place throughout the regions to ensure that all facilitators got the opportunity to attend this essential to practice training. The feedback from these events was very positive with facilitators eager to engage with couples and get the opportunity to use the new material. Once the revised course has been used sufficiently during 2011 and facilitator and couple assessment reviewed, the task of upgrading the other four modules will begin.

## Criteria for Marriage Preparation

At their meeting in June 2010 the Irish Bishops' Conference agreed a set of criteria underpinning Preparation Courses for Sacramental Marriage. The criteria were compiled by a working group formed by the Bishops' Conference. Following the publication of these criteria ACCORD were asked to submit to the Criteria Implementation Committee a report on its Marriage Preparation Course, including the selection and training of its facilitators, the number of couples attending our courses, the location and duration of our courses, the cost of the course to couples. The report and copies of all materials used on the ACCORD Marriage Preparation Course were submitted to the committee. The second phase of the process was a visit by members of this committee to an ACCORD Marriage Preparation Course and the third phase, to take place in 2011, involves a face to face meeting between members of the committee and representatives of ACCORD. A copy of the criteria was sent to all Centres towards the end of 2010. This document clearly outlines what the Bishops' Conference expects from all providers of courses for Sacramental Marriage and especially ACCORD as the official providers of Marriage Preparation for the Irish Episcopal Conference. The challenge to the Education Department, to all Centres and to the facilitators working within those Centres is to measure up to the expectations outlined in this document.



Above: Anne Coleman meets President McAleese

## Promoting Marriage Preparation for Sacramental Marriage

A number of visits were made by the Director of Education to Priests' Conferences. The purpose of these visits was to inform as many priests as possible of the work of ACCORD in preparing couples for Sacramental Marriage. The content of the Marriage Preparation Courses and the methodologies used to present same were brought to the attention of the Priests. The feedback from these meetings has been very positive, with Priests feeling better equipped to promote the ACCORD course.

Members of ACCORD Centres in different Dioceses also attended Deanery meetings. Priests from different locations were invited to visit their local ACCORD Centre to see the facilities and to become familiar with the format of our Marriage Preparation Courses and the materials used. These events have proven to be very successful with positive comments from priests and ACCORD members.

## Media Coverage

The name of ACCORD has continued to appear in the local and National media with increased regularity. The request for comments from ACCORD by the media on issues surrounding marriage, whether on the number of couples getting married or the causes of difficulty for married couples has increased greatly in recent years. A sustained effort to avail of opportunities to promote ACCORD will continue and every effort made to make our name synonymous with all things associated with Marriage in an effort to offer a positive image of marriage to the widest possible audience. In an effort to have a more public profile plans are being made by the Education Department to have an ACCORD presence at selected Wedding Fairs and possibly the National Ploughing Championships in 2011.

**Stephen Cummins**  
*Director of Marriage Education*



**Above:** Michael McCabe with his wife Attracta and daughters Sarah, Louise and Laura



**Above:** Aisling Madden, Ruth Barror and Anne Coleman of Central Office.



# Regional Reports

## West/North East

*Yvonne Cronin*

## South East

*Larry Kenny*

## Dublin

*Barbara Gilroy*

## Central

*Gerry Guinnane*

## Northern Ireland

*Deirdre O'Rawe*

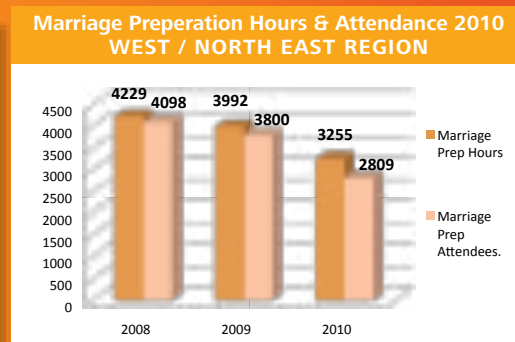
## South West

*John McNally*

# Regional Report West/North East



Yvonne Cronin  
Regional Officer



**Centres:**  
Castlebar  
Cavan  
Donegal Town  
Drogheda  
Dundalk  
Galway  
Inishowen  
Letterkenny  
Monaghan  
Navan  
Tuam

## West/North East 2010 – Overview

- Service provision in counselling continues to increase. 15% rise in counselling hours delivered with 31% more couples accessing our service.
- The provision of service in Marriage Preparation was reduced by 30% this year, with attendances down by 35%.
- Inter-centre co-operation continued in 2010 with counsellors and facilitators helping out in neighbouring centres, according to service demands. This flexibility enabled centres respond efficiently to client needs.
- The expansion of our counselling service, with two centres now offering counselling on Saturdays, was a welcome initiative for clients and analysis of demand trends will inform further development of this service across the region.
- Recruitment initiatives in both services resulted in new counsellors and facilitators joining ACCORD members in six centres across the region.
- The guidance and support of our Dioceses and Priest Directors continued in 2010. Participation in Deanery gatherings was appreciated and acknowledgement of the work of ACCORD energised members in the Region. This ongoing support is vital for our work.
- Our thanks and good wishes to our members who left ACCORD for various reasons during 2010. We acknowledge the generous contribution of their time and talent and hold dear their memory.
- The West/North East Region continues to benefit from the on-going financial support of the Family Support Agency. This support is pivotal to our work in communities around the region.
- The beautiful landscape at Dromantine was the backdrop for our Retreat "Come Away, Rest and Pray" in 2010. Fr Peter Murphy, National Chaplain together with Fr John Chester, chairperson of Monaghan Centre and Fr Kevin Donohoe, Chairperson of Cavan Centre officiated. ACCORD members from seven centres across the region attended including the National Director, Ruth Barror.





## Marriage Preparation

- 56 facilitators in eleven centres in the Archdiocese of Tuam, Armagh and Dioceses of Raphoe, Derry, Tuam, Galway, Clogher and Meath.
- 101 Marriage Preparations courses delivered
- 2,809 attendees
- 32 private courses delivered to couples with specific needs - cultural, literacy etc.
- 18 Couples referred by members of the clergy, who deemed the group format unsuitable for his parishioners, were offered FOCCUS (Facilitating Open Couple Communication, Understanding & Study) programmes across the region.

## Schools Programme

- 1778 young people attended schools programmes in our centres in Navan and Drogheda.

## Counselling

- 53 counsellors in 11 centres in Region.
- 7729 counselling hours delivered in West/North East – 37% increase over three year period to 2010.
- 993 cases – 35% increase over three year period to 2010.
- Expansion of client access with counselling appointments now available in Galway, Cavan and Navan on Saturdays.
- All centres now have access morning, afternoon and evening, five days per week.
- Client appointments now offered within 7 working days of initial contact.

## Finance

- Family Support Agency Funding maintained at 2009 level.
- Counselling client contributions down 10% on 2009.
- Marriage Preparation Fees down 35% on 2009.
- All renovation projects in centres reviewed and revised.

**Yvonne Cronin**  
*Regional Officer*

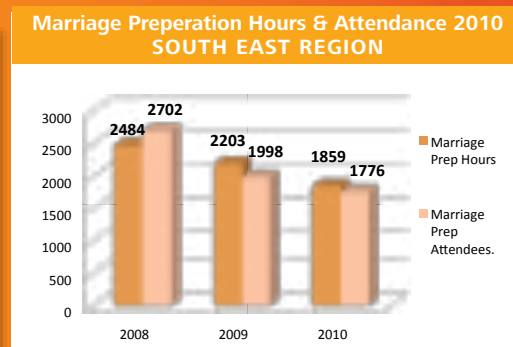
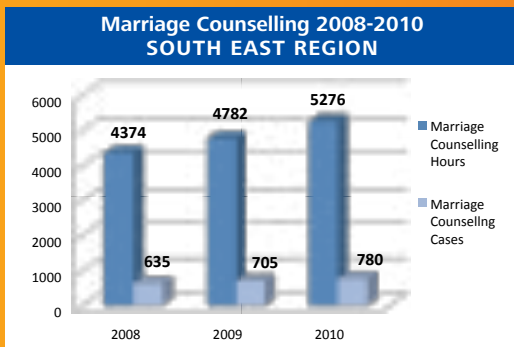


**Right:** Pam McGillan, Bishop Willie Walsh, and Sean McGillan

# Regional Report South East



Larry Kenny  
Regional Officer



**Centres:**  
Carlow  
Clonmel  
Kilkenny  
Newbridge  
Portlaoise  
Thurles  
Tipperary  
Waterford  
Wexford

## General

- South East Region comprises the Archdiocese of Cashel & Emly and the Diocese of Kildare & Leighlin, Ferns, Ossory and Waterford & Lismore and is served by 9 Centres.
- All nine Centres offering morning, evening and night time counselling Monday to Friday. Six new Facilitators commenced working in Wexford Centre, marriage preparation now being delivered in all nine centres.
- Very successful Spiritual Day delivered by Fr. Michael Mullins in Waterford Centre.
- Three Regional meetings held during 2010, Liam Lally, Co-director of Counselling attended the May meeting and Ruth Barror, National Director attended the October meeting.

## The development of Regional Meetings has meant that:

1. There is an increased sharing of resources within the region e.g. Supervisors, Tutors, Facilitators, Counsellors, Administration.
2. It encourages greater neighbourliness between the nine Centres and links Head Office to the Region viz. Regional Officer and National Executive Committee Regional representative.
3. It fosters the desire to encourage greater Clerical involvement and support in the work of ACCORD locally.
4. More queries from Centres are directed to Regional Officer with the expectation of a speedy response.
5. It keeps ethos/spirituality of ACCORD to the fore.

Right: Members of the Thurles Centres





## Counselling

- 43 Counsellors in Region.
- 5276 hours of marriage counselling delivered averaging 122 hours per counsellor.
- 44 hours of MST counselling delivered.
- All centres now offer counselling Monday to Friday morning, afternoon and evening.
- Emergency counselling available on Saturday in 4 centres.

## Marriage Preparation

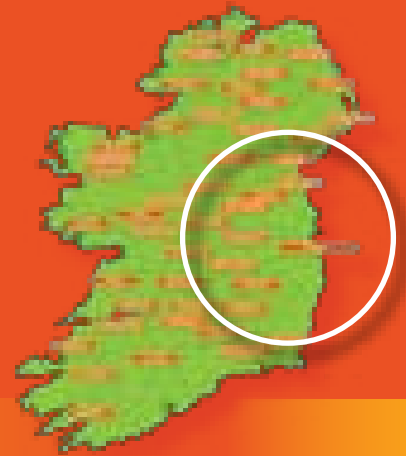
- 55 Facilitators in the South East Region.
- Courses now delivered in all 9 Centres.
- 66 full Marriage Preparation Courses delivered.
- 14 personal courses catering for 32 people with specific needs.
- 1776 people attended courses in Region.

**Larry Kenny**  
*Regional Officer*

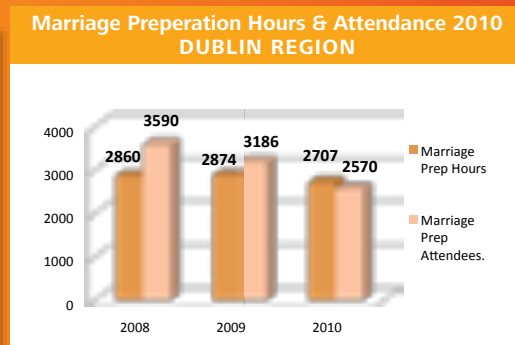
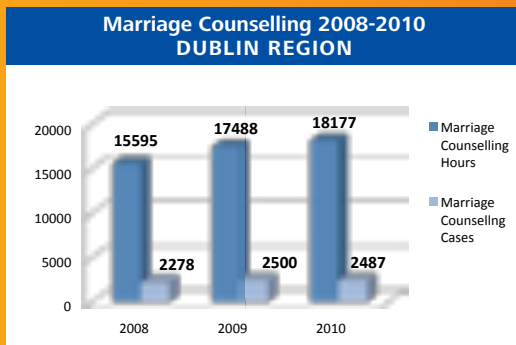


**Above:** 2010 Graduates in the Higher Diploma in Counselling (Marriage and Relationship)

# Regional Report Dublin



Barbara Gilroy  
Diocesan Director



**Centres:**  
Ballymun  
Blanchardstown  
Bray  
Clondlakin  
Dun Laoghaire  
Harcourt Street  
Lucan  
Marino  
Phibsborough  
Swords  
Tallaght  
Templeogue

## General

- Increase in the level of service provided continues. 8% increase in level of service available in schools programme, 4% increase in counselling hours delivered.
- Demand for regular marriage preparation courses was down. 71 courses offered in 2010 as opposed to 84 in 2009.
- 26 new people (counsellors and facilitators) welcomed to ACCORD Dublin.
- We bid farewell to 21 people who left the organisation for various reasons. Our thanks go to all these people without whose contribution ACCORD Dublin would not be what it is today.
- The work of ACCORD Dublin would also not be possible without the continued support of the Family Support Agency and the Archdiocese of Dublin. The Family Support Agency has been a consistent funder of ACCORD Dublin for many years now. Their support and interest in the organisation is much appreciated.
- The guidance and support received from the Archdiocese of Dublin comes in many guises, the personal support and encouragement of the Archbishop, the welcome, support and team work of the priests of the Archdiocese, the Annual Church Collection, the support given by staff of the Diocesan offices, all of which is essential to the work of ACCORD Dublin, all of which is much appreciated.
- Sadly, the Annual Mass celebrated by Archbishop Martin was one of the casualties of the unexpected snow in November and December. However, no ACCORD Dublin centre was closed due to unavailability of administrators or counsellors, valiant efforts were made by many to make it to their centres. All credit to everyone concerned.

Right: Al McGuinness and Bishop Willie Walsh





## Schools Programme

- Two new members joined the team in 2010. We wish them both well in their work.
- Small increase in number of individual bookings, but number of students attending the programme up by 8% (from 23,975 to 25,875).
- Increase in number of parent talks requested (18%) and an equal increase in the number of parents attending these talks.
- Number of schools visited up by 10%, increase mostly in secondary school bookings.

## Marriage Preparation

- 41 facilitators on Dublin Diocesan team
- Drop in number of courses offered on 2009, due to fewer number getting married in the Church and increase in providers of courses
- 71 marriage preparation courses delivered
- 2,570 people attended courses
- 27 private courses delivered to people with specific needs (hearing difficulties, language difficulties, etc.)
- 33 courses delivered with the Parish of Travelling people
- Delighted to include the Parish Centre Foxrock Church on the list of course venues, now 17 in total.
- During the year the team worked with the following Diocesan agencies - Permanent Diaconate, Trainee Parish Pastoral Workers, Interchurch Marriage Preparation Clergy, Parish of the Travelling People and the National Chaplaincy for Deaf People

## Counselling

- 129 counsellors in Dublin Diocese
- 18,177 counselling hours delivered in 12 centres (4% up on 2009)
- 1,134 hours of Continuous Professional Development received by counsellors in 2010.
- Counsellors received 1,477 hours of supervision during 2010.
- New counselling centre opened in Lucan in September.
- Balbriggan centre closed due to lack of demand in the area in November 2010.
- Reunion lunch for everyone who worked in Harcourt Street Centre from 1969 to the early 1990's was held in April. 38 people attended.
- Client appointments now offered within 7 working days of initial contact.
- Clondalkin, Harcourt Street, Lucan, Phibsborough and Tallaght centres welcomed new counsellors during 2010.

## Finance

### Income

- FSA Grant remained same as 2009, for which we are very grateful
- Church Annual Collection down 14% on 2009
- Counselling clients contributions down 10% on 2009
- Marriage Preparation fees down 12% on 2009

### Expenditure

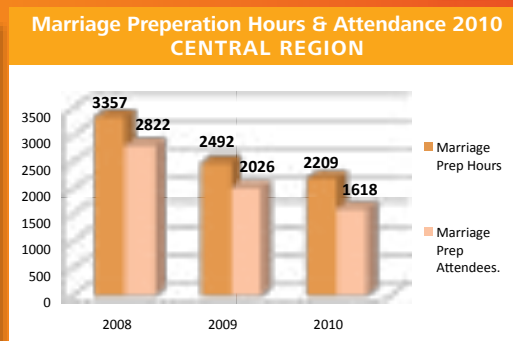
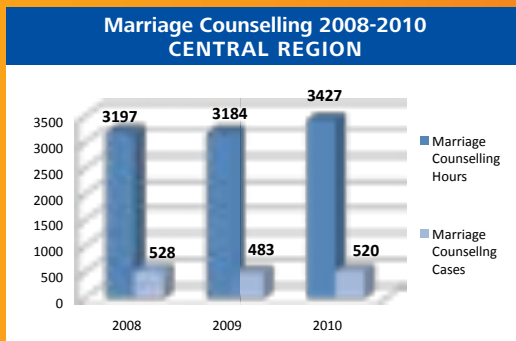
- Due to reduced income, hold put on renovation/upgrading works in centres
- No remuneration increases awarded
- Successful negotiations on cost reductions completed with most suppliers
- Impact of the above meant a small operating loss of just under €9,000 for the year.

**Barbara Gilroy**  
*Diocesan Director*

# Regional Report Central



Gerry Guinnane  
Regional Officer



**Centres:**  
Athlone  
Ballina  
Ballinasloe  
Charlestown  
Longford  
Mullingar  
Roscommon  
Sligo  
Tullamore

## General

- Counselling hours increased by almost 250.
- 38 Counsellors and 49 facilitators delivering service in the region.
- Demand for regular marriage preparation courses was down. 110 courses offered in 2010 as opposed to 135 in 2009.
- All Centres and services were adversely affected by the unprecedented snow and ice of January and December.
- Roscommon ACCORD closed its doors at the end of the year for renovations. It is hoped to get the centre back on the road again by the second half of 2011.
- Tremendous work done in the Region to streamline the task of year end Accounts.
- The inter-regional forum supporting Executives grows from strength to strength. This forum meets in Navan ACCORD where members from Central and West North East gather. The plan for 2011 is to locate a similar forum in the West of the Region.
- Task of on-line returns successfully completed. This has allowed us to view the figures on a quarterly basis and take action if necessary.
- It is important to acknowledge hours delivered above and beyond core hours, i.e. attending meetings, working on executive committees, supervision and training.
- I want to thank most sincerely all the team in Central Office who do all they can to provide a friendly and efficient service throughout the year. Finally I want to thank you the members of the Central Region who continue to keep faith with me as your Regional Officer.



**Right:** John Cooper, Waterford Centre and Doreen Mulvaney, Central Office



## Finance

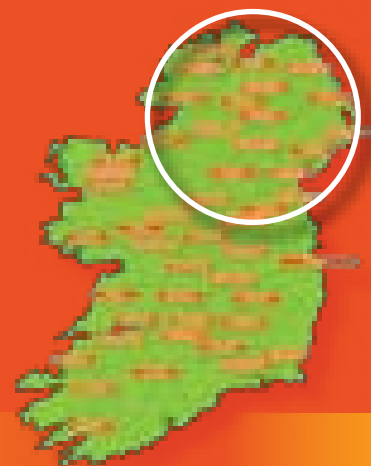
- The new system of issuing grant monies favoured some centres and disappointed others.
- Counselling clients contributions were down 25% on 2009 across the Region.
- Marriage Preparation fees were down between 20% and 30% depending on location.

**Gerry Guinnane**  
*Regional Officer*

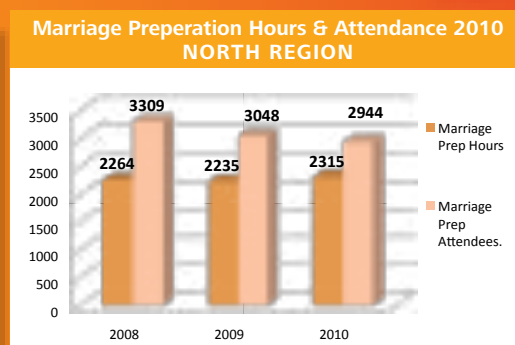
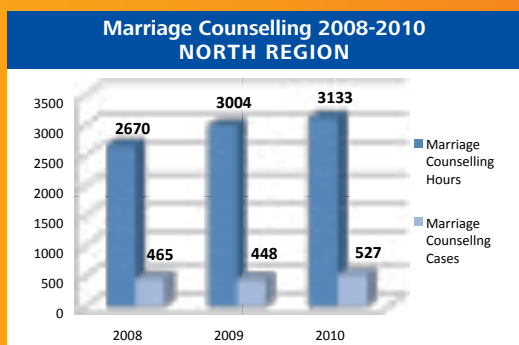


Above: ACCORD Celebrates 40 Years

# Regional Report Northern Ireland



Deirdre O'Rawe  
Regional Director



**Centres:**  
 Armagh  
 Ballymena  
 Belfast  
 Derry  
 Downpatrick  
 Enniskillen  
 Maghera  
 Newry  
 Omagh

Once again I am delighted to present the Annual Report on behalf of the 104 ACCORD members who work in the Northern Ireland Region.

Counsellors and facilitators, supported by centre executives and administration staff have delivered an increased number of counselling hours (3133) and provided marriage preparation to 2944 people. The numbers attending marriage preparation fell slightly; the 2010 figure represents 91.3% of the total in the previous year. Demand for our counselling service increased again this year. The post primary Relationships and Sexuality Education Programme (Yrs 8–12), 'LOVE MATTERS' continues to be used in 90% of our schools and the pilot primary programme (Yrs 6–7) 'I'M HAPPY THE WAY I AM' is in the process of evaluation.

We are grateful to the DHSSPSNI and Health Trusts for their continued financial support. Like the south, we in the north, have been experiencing cutbacks in funding and more calls from distressed couples endeavouring to deal with the pressures of married and family life. Mostly, callers will now enquire as to the cost of services, unlike before, when the first question would have been how to access the service. In my 12 years with ACCORD, I have never felt our services were more needed than now, but changed circumstances have also raised the question of sustainability and efficiency savings. Such questions, coming from our centre chairpersons, resulted in the completion of a business plan, conducted by SECTOR MATTERS & COIUS CONSULTANCY. The findings concluded, that the work of ACCORD is both necessary and effective. This is a time when government is placing "family" on the agenda through policies such as the DHSSPS 'Families Matter: Supporting Families in Northern Ireland Strategy'. This strategy recognises the need to work with the sector to ensure the creation of confident, responsible and empowered parents. The strategy envisages parents will have access to support and information; be in a position to develop their ability and skills and to support their children so they in turn can reach their full potential and become active citizens within their community and society. The strategy also aims to promote integrated partnerships, working to develop and deliver appropriate seamless services for families and children. Clearly there is a role for ACCORD NI in the outplaying of this strategy.





The structure of ACCORD and the process of delivery is where we may need to evolve in order to become more efficient. Discussions have taken place with the Northern Bishops, N.I. Chairpersons, the NEC and senior management staff. There is no doubt that the success of ACCORD has its basis in the relationship between centres and dioceses. We are grateful to the Bishops for their ongoing moral and financial support.

Key voluntary roles carried out by Spiritual Directors, Chairpersons and Treasurers are central to supporting members and the effective running of busy centres. These roles have become more onerous; dealing with recruitment, adherence to best practice, financial/administrative management and personnel issues. I would like to pay tribute to those who give so generously of their time and expertise.

Our common purpose remains the wellbeing of couples embarking on married life and those coming to us in need. ACCORD members provide a remarkable service in building strong marriages, families and communities.

**Deirdre O’Rawe**  
*Regional Director*

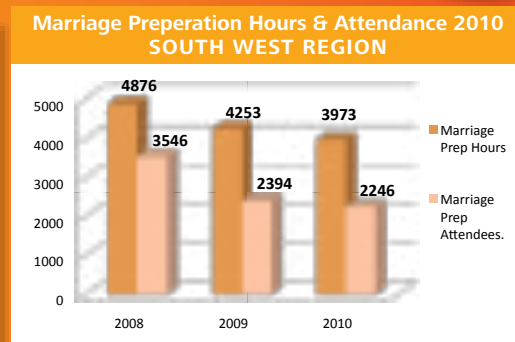
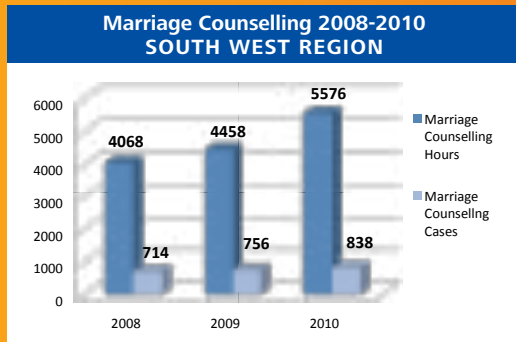


**Above:** Deirdre O’Rawe and George Branagan

# Regional Report South West



John McNally  
Regional Officer



**Centres:**  
Nenagh  
Ennis  
Limerick  
Newcastle West  
Tralee  
Killarney  
Cloyne  
Bantry

**“life is not easy for any of us. But what of that? We must have perseverance and above all confidence in ourselves. We must believe that we are gifted for something, and that this thing, at whatever cost, must be attained”** Marie Curie (1867-1934 )

Once again it gives me great pleasure to produce the annual report for the South Western Region of ACCORD for the year ended 2010.

In 2010 we saw many things change, not least the financial situation in our country, where our Government secured a bail out from our European neighbours, but at a huge cost to our sovereignty, and perhaps to our children and their children in turn. Only time will tell.

Society changes, the only thing which is constant is change. ACCORD is changing too. We have new products, a new Marriage Preparation programme, a new Needs Assessment for Counselling. We constantly embrace new recruits to the organisation. While members leave us, new ones come along. It is our duty to embrace change and to understand that future generations depend on the fact that change is the essence of living, the essence of wellbeing, and the essence of what it is to pass through this journey.

## Counselling

In 2010 we saw an increase both in the demand for counselling and in the delivery of our counselling services. The South West Region experienced a sizeable increase in both case numbers and hours delivered. In 2010 a total of 838 counselling cases were seen in the region and a total of 5576 counselling hours delivered. This marked an increase on the previous year of no less than 20% year on year.



## Pre Marriage

In 2010 we experienced a further downfall in the numbers taking pre marriage courses in this region. We presented 138 pre marriage courses in total in the region attended by 2246 people, a decrease in both numbers and courses offered on the previous year. The decrease in 2010 was a 6% drop from the previous year in people attending, while the number of courses offered in the region dropped by 8%. This reflects the falling number of marriages and the increasing number of alternative providers.

## The Future

ACCORD as a national organisation has seen an increasing need for its services in counselling, a demand which in 2011 is still increasing. Demand for Pre Marriage courses during our Celtic Tiger years peaked and while this service still provides a very high quality offering, the rate of marriage in Ireland is on the decline.

Dr John Hayward, who headed up the research project commissioned by the Relationships Charity the Jubilee Centre states:

*“Once again all the evidence suggests that families headed by married , biological parents who have not previously lived together, provide the best environment for both the individuals involved and their children. This has huge personal, social, economic and political consequences for us all”*

*Dr John Hayward Jubilee Centre*

The South West region of ACCORD is seeing a stabilisation of Pre Marriage work, a sizeable increase in Counselling, and is working on new initiatives to promote our work and to provide quality training for all our members. Initiatives include regular Regional Meetings which to date have proved very useful, Regional Training for members and for administrators, In-service and Continuous Professional Development on a regional basis, and continuous recruitment to the organisation for the years ahead. Further initiatives include a higher profile in both local newspapers and local radio and in our presence on the ground in local communities with information sessions to local GP’s, health centres and community services being undertaken, on a regular basis.

In concluding this report I pay tribute to all of our members for their sterling work throughout the year, their continuous dedication to the organisation and their professional delivery of all of our services.

To all of our centre executives I extend a heart-felt thanks for the co-operation and courtesy afforded me during the year, for the incredible efforts during 2010, and I look forward to 2011 with hope and enthusiasm.

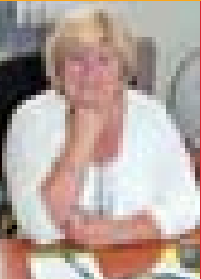
**John McNally**  
**Regional Officer**



Above: John McNally, Breda McDonald and Ruth Barror

# Financial Report

# Financial Report 2010



Maureen Warren  
Financial Director

In last year's report I reflected upon the tough year 2009 had been. 2010 has continued to be more of the same: constant depressing economic reports; another extremely cold winter and more hardship for the nation in the form of penal taxes, job losses and a continuing lack of hope with no apparent green shoots emerging as yet.

Within ACCORD we have all had to tighten the belt and produce more for less. The demand for counselling has increased substantially with more and more couples suffering job losses accompanied by domestic tensions and relationship strains, which have become a natural consequence of this upheaval. Our members have risen, yet again, to that challenge by delivering 43,627 counselling hours in 2010.

Minister Hannifin, in her desire to provide support for marriage and families, maintained our funding for 2010 for which we are most grateful. We have been advised of a funding cut of 10% for 2011 and the challenge for the coming year will be not only to maintain but to increase service delivery to couples in difficulty on a significantly reduced budget.

Our endeavour has always been to ensure that services are not denied to any person because of inability to pay for those services. In the midst of this unrelenting recession it has never been more crucial that we now continue that policy of counselling based on client need rather than ability to pay. Funding for our services is underpinned by the Constitution of Ireland, which states:

- 1. The State recognises the Family as the natural primary and fundamental unit group of Society, and as a moral institution possessing inalienable and imprescriptible rights, antecedent and superior to all positive law.**
- 2. The State, therefore, guarantees to protect the Family in its constitution and authority, as the necessary basis of social order and as indispensable to the welfare of the Nation and the State. (The Family, Article 41)**

2010 was the second year of centralized 3-year funding from the Family Support Agency and the organisation has adjusted to the new processes and reporting requirements. Undoubtedly it has added a considerable amount of additional work, expense and skill to achieve these new requirements but our centres and volunteers have responded with typical generosity and goodwill. We continue to develop our financial processes to ensure maximum efficiency and transparency.

Right: Day of Celebration Centre Symbol





The Department of Community, Equality and Gaeltacht Affairs (Now the Department of Environment, Community and Local Government) continued their support of our web project during 2010. The use of technology and web facilities is now firmly embedded in the organisation and has streamlined many procedures and tasks we undertake. We are most appreciative of this funding. The Irish Bishops continue to underpin our organisation and validate the services we provide in many practical ways; through providing funding at national and centre level, providing premises and services and continued spiritual and practical encouragement for all our members. We would like to express our sincere gratitude for this.

We would also like to acknowledge and thank the Health Service Executive for their continued support of our Fertility & Wellbeing Service. Our thanks is also due to the DHSSPS and various Trusts in Northern Ireland for their continued and considerate support of the organisation. We will persevere to meet both the difficulties and opportunities ahead. Within this all-Ireland organisation we are indeed fortunate to have the necessary resources of skill, intellect, courage, tenacity and dedication of purpose to see us through these challenging days. Through the goodwill and caring resolve of our volunteers and staff we will meet the continuing demand for services and keep our clients at the forefront and the heart of our endeavours.

**Maureen Warren**  
*Financial Director*



Above: Day of Celebration, Kilkenny Centre Symbol

# Accord National Executive Committee (Nec) Report

For The Year Ended 31st December 2010

The National Executive Committee (NEC) submit their Annual Report together with the audited Financial Statements for the Year Ended 31st December 2010.

## Principal Activity

ACCORD seeks to respond to the needs of marriage and family in a number of ways, preparation for pre-marriage couples, marriage and relationship counselling, marital sexual therapy, fertility and wellbeing and other complementary services. ACCORD Central Office selects, and trains the organisation's personnel, provides continuous professional development and supervision, sets policies and standards of quality, and funding procurement for the organisation.

## Results

Details of the results are set out in the Income and Expenditure Account on pages 5 and 6, and the related notes.

## Statement of ACCORD National Executive Committee Responsibilities

The constitution of ACCORD requires the National Executive Committee to prepare Financial Statements for each financial year which gives a true and fair view of the state of the affairs of the ACCORD and of its financial activities for the period. In preparing those Financial Statements the National Executive Committee are required to:

- a) Select suitable accounting policies and apply them consistently;
- b) Make judgements and estimates that are reasonable and prudent;
- c) State whether the policies adopted are in accordance with the Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the Financial Statements;
- d) Prepare the Financial Statements on the going concern basis unless it is inappropriate to presume that Central Office will continue in business.

The National Executive Committee are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of ACCORD and to ensure that the financial statements comply with the requirements of the Constitution of ACCORD. They also are responsible for safeguarding the assets of ACCORD and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.



Carol O'Gorman  
(Chairperson of NEC)



Date



Bishop Christopher Jones  
(NEC President)



Date



# Auditors Report To The National Executive Committee

We have audited the Financial Statements of ACCORD for the year 31st December 2010 which comprise the Income and Expenditure Account, Balance Sheet and related notes. These Financial Statements have been prepared under the accounting policies set out therein and in accordance with Generally Accepted Accounting Practice in Ireland.

This report is made solely to the National Executive Committee, as a body, in accordance with ACCORD'S Constitution. Our audit work has been undertaken so that we might state to the National Executive Committee those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the National Executive Committee, as a body, for our audit work, for this report, or for the opinion we have formed.

### Respective Responsibilities of the National Executive Committee and Auditors

As described in the Statement of Responsibilities the National Executive Committee are responsible for the preparation of Financial Statements in accordance with applicable law and the accounting standards issued by the Accounting Standards Board and published by Chartered Accountants Ireland (Generally Accepted Accounting Practice in Ireland).

Our responsibility is to audit the Financial Statements in accordance with relevant legal and regulatory requirements and International Standards on Auditing (UK and Ireland).

We report to you our opinion as to whether the Financial Statements give a true and fair view, in accordance with Generally Accepted Accounting Practice in Ireland, and are properly prepared in accordance with the requirements of the Constitution of ACCORD.

We also report to you whether in our opinion proper books of account have been kept by Central Office. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit, and whether the financial statements are in agreement with the books of account.

### Basis of Opinion

We conducted our audit in accordance with relevant regulatory requirements and International Standards on Auditing (UK and Ireland) issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the National Executive Committee in the preparation of the financial statements, and of whether the accounting policies are appropriate to ACCORD'S circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

### Opinion

In our opinion the Financial Statements:

- give a true and fair view, in accordance with Generally Accepted Accounting Practise in Ireland of the state of the ACCORD'S affairs,
- and have been properly prepared in accordance with the Constitution of ACCORD.

We have obtained all the information and the explanations which we consider necessary for the purposes of our audit. In our opinion, proper books of accounts have been kept by the National Executive Committee. The Financial Statements are in agreement with the books of account.

DATE: 31/12/10



Henry Murray & Company  
Registered Auditors  
Chartered Accountants  
23 Church Place,  
LURGAN

### Auditors Confirmation To The Family Support Agency For The Financial Statements Year Ended 31st December 2010.

We confirm that we have examined the Financial Statements of ACCORD Central Office on a test basis and, accordingly, can confirm, based on the documentation examined by us and the information and representations received that the grant received from the Family Support Agency was used for the purposes for which it was given.

DATE: 31/12/10



Henry Murray & Company  
Registered Auditors  
Chartered Accountants  
23 Church Place,  
LURGAN.

## Income & Expenditure Account

For The Year Ended 31st December 2010

Income	2010 €	2009 €
Contribution from Irish Episcopal Conference	20,000.00	38,092.00
Contribution from Diocesan Centres	73,500.90	167,726.90
Grant from Family Support Agency	1,215,360.00	1,215,360.00
Grant from Dept. of Community, Rural & Gaeltacht Affairs	40,608.00	45,120.00
Grant from Health Service Executive	42,052.00	44,500.00
Selection, Training & Courses	329,171.25	266,293.25
Publicity Campaign Contribution from Centres	123,420.00	117,881.01
Printing & Promotional	69,455.77	78,894.39
Centre contribution for Management support	32,911.20	32,911.20
Professional Indemnity & National Insurance Policy	22,507.36	31,370.93
Interest Received	14,930.51	10,788.25
Client Contributions	6,441.00	9,219.00
Sundry Income	2,240.29	316.79

1,992,598.28	2,058,473.72
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### Expenditure

Remuneration	1,026,336.52	1,153,207.56
Conferences, Meetings & Courses	57,964.00	149,789.11
Publicity Campaign	123,418.38	121,995.95
Stationery, Printing & Office Supplies	72,140.63	97,915.00
Travelling, Subsistence & Allied Expenses	88,254.60	80,278.70
Building & IT Support Services	86,001.53	74,614.24
FSA Compliance Review Costs	50,974.75	52,931.67
Web Project	52,665.18	49,581.32
Counsellor / Facilitator Selection & Training Expenses	47,984.61	40,710.09
Postage & Telephone	24,400.94	32,931.52
Contribution to Costs of Accord (N.I.)	33,820.22	32,005.83
Market Research, Advertising, Books & Pamphlets	21,702.24	29,191.05
Insurance	26,161.61	28,966.20
Building Rent	22,472.73	22,472.73
Exchange Loss/Gain	2,072.56	21,284.36
Audit and Accountancy Services	17,901.13	17,571.00
Tutors' & Supervisors' Exps & Training	11,079.30	9,057.62
Subscriptions & Centre Contribution	3,502.31	11,084.14
Computer Training & Maintenance	1,233.84	2,397.70
Depreciation	6,592.08	1,948.40
Hosting Expenses	480.05	1,249.21
Bank Interest & Charges	1,327.46	255.39
Constitution and Strategic Review	1,210.00	250.00
Profit or Loss on Disposal of Assets	-	200.00
HR Review & Consultancy	15,432.20	-
Database Consolidation	24,442.00	-
MPC Review	19,662.50	-

1,839,233.39	2,031,888.79
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### Surplus/(Deficit) Before Appropriations

153,364.93	26,584.93
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# Statement Of Appropriations (Releases)

For The Year Ended 31st December 2010 - Note (F)

Income	2010 €	2009 €
Appropriation Released Database Consolidation & Development	(8,000.00)	-
Appropriation Released MPC Review	(28,000.00)	-
Appropriation Released Human Resources Consultancy	-	(13,000.00)
Appropriation Towards FSA Compliance Costs	30,000.00	(20,000.00)
Appropriation Towards Constitution & Strategic Review & Implementation	25,000.00	21,000.00
Appropriation Towards Organisation Development	-	11,618.51
Appropriation Released Schools Project	10,000.00	30,000.00
Appropriation Towards Marriage & Relationship Communications Project	40,000.00	-
Appropriation Towards Family Care Project	40,000.00	-
Appropriation Towards Supporting Marriages & Relationships in Recessionary Times Project	40,000.00	-
	<b>49,000.00</b>	<b>29,618.51</b>
<b>(Deficit)/Surplus For Year</b>	<b>4,364.93</b>	<b>(3,033.58)</b>

DATE: 21/6/10   
 Carol O'Gorman (Chairperson of NEC)

DATE: 21/6/10   
 Bishop Christopher Jones (NEC President)

**Extracts From The Income & Expenditure Account For The Year Ended 31st December, 2010. Income & Expenditure In Respect Of Funding Received Under The Federations, Networks And Umbrella Bodies Scheme For The Year Ended 31st December 2010.**


Income	2010 €	2009 €
Grant - Department of Community, Rural & Gaeltacht Affairs	40,608.00	45,120.00
	40,608.00	45,120.00
<b>Expenditure</b>		
Remuneration	30,012.66	22,000.00
Travel & Subsistence	106.93	-
Consultancy	9,199.88	21,977.31
Subscriptions	3,411.94	4,580.14
Site Optimisation & Google Adwords	9,933.77	1,023.87
	<b>52,665.18</b>	<b>49,581.32</b>
<b>Deficit For Year</b>	<b>(12,057.18)</b>	<b>(4,461.32)</b>

DATE: 21/6/10   
 Carol O'Gorman (Chairperson of NEC)

DATE: 21/6/10   
 Bishop Christopher Jones (NEC President)

**AUDITORS CONFIRMATION**

We confirm that we have examined the accounts on a test basis and, accordingly, can confirm, based on the documentation examined by us and the information and representations received that this grant was spent for the purposes set out in the work plan appended to Agreement for funding under the Scheme of Support for Federations, Networks and Umbrella Groups in the Community and Voluntary Sector.

Date: 21/6/10   
 Henry Murray & Company  
 Registered Auditors, Chartered Accountants  
 23 Church Place,

# Balance Sheet

As At 31st December, 2010

	Note	2010	2009
	€	€	
<b>Fixed Assets</b>	2	-	-
<b>Current Assets</b>			
Stock	5	115,639.19	49,745.51
Debtors & Prepayments	3	200,631.44	106,027.76
Bank Deposit Account		319,006.77	278,827.32
Bank Current Account		152,350.49	245,929.87
		<b>787,627.89</b>	<b>680,530.46</b>
<b>Current Liabilities</b>			
Creditors & Accruals	6	338,397.29	384,685.45
Bank Overdraft		53.67	33.03
		<b>338,450.96</b>	<b>384,718.48</b>
<b>Net Current Assets</b>		<b>449,176.91</b>	<b>295,811.98</b>
<b>Net Assets</b>		<b>449,176.91</b>	<b>295,811.98</b>
<b>Represented By:</b>			
Accumulated Reserves	7	17,245.91	12,880.98
Appropriations	8	431,931.00	282,931.00
		<b>449,176.91</b>	<b>295,811.98</b>

We the undersigned confirm that the Grant received for the Family Support Agency has been used for the purpose for which it was made.

DATE: 21/12/10

  
 Carol O'Gorman  
 (Chairperson of NEC)

DATE: 21/12/10

  
 Bishop Christopher Jones  
 (NEC President)

## Notes To The Accounts

### Note 1 – Accounting Policies

#### A) Basis Of Preparation

The accounts are prepared under the Historical Cost convention. The Accounts are prepared in accordance with applicable accounting standards

#### B) Grants Received

Grants towards revenue expenditure are released to the Income and Expenditure Account as the related expenditure is incurred. Other income is recognised in the Accounts in the period to which it relates.

#### C) Fixed Assets

All fixed assets are recorded at cost.

#### D) Depreciation

Depreciation is calculated to write off the original cost less the estimated residual value of fixed assets over their estimated useful lives at the following rates.

Fixtures and Equipment	25% Straight Line
Computer Equipment	100% Straight Line

Due to the high degree of technical obsolescence inherent in computer equipment, it has been decided to depreciate the computer equipment so as to write off the original cost in the year of acquisition.

#### E) Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowances for obsolete and slow moving items.

#### (F) Appropriations

Appropriations are amounts allocated after the surplus/deficit for the year has been computed, that are intended to be used in the coming year for specific purposes. The appropriations set out in the Appropriations (Releases) Statement are made by the National Director and represent a considered intention to utilise the specified funds for the purpose stated. No contractual commitment is in place at the year end with respect to the use of such appropriations.

Appropriations are released from previous appropriations to meet the related amounts for which appropriations have been made. Movement on the Appropriations (Release) during the year ended 31st December 2010 are set out in note 8.

#### (G) Pension Scheme

ACCORD operates a defined contribution pension scheme for employees. The assets of the scheme are held separately from those of the charity. The annual contributions payable are charged to the Income and Expenditure Account.

#### (H) Foreign Exchange

Foreign currency transactions relating to monetary items are translated to Euro at an average rate for the year, with any gain or loss being charged to the Income and Expenditure account.

Non Monetary items measured in terms of their historic cost shall be translated using the exchange rate at the date of the transaction.

## Notes To The Accounts (contd)

### Note 2 - Fixed Assets

Cost	Furniture & Equipment €
<b>BALANCE AT 01/01/10</b>	164,445.64
Additions	6,592.08
Disposals	-
<b>BALANCE AT 31/12/10</b>	171,037.72

### Accumulated Depreciation

<b>BALANCE AT 01/01/10</b>	164,445.64
CHARGE FOR YEAR	6,592.08
DEPRECIATION ON DISPOSALS	-
<b>BALANCE AT 31/12/10</b>	171,037.72

### Net Book Value

AT 31/12/10	-
AT 31/12/09	-

### Note 3 – Debtors

	2010	2009
Accrued Income	4,255.57	1,127.70
Debtors	179,550.70	88,767.13
Prepayments	16,825.17	16,132.93
	200,631.44	106,027.76

### Note 4 – Tax Status

Accord is a registered charity within the meaning section 333 of the Income Tax Act 1967.  
Charity No. CHY 6983

### Note 5 – Stock

	2010	2009
Stock of Candles	-	7,503.11
Stock of Information Brochures	-	5,725.27
Stock of Posters	-	-
Stock of Pens	-	4,234.24
Stock of Folders	-	9,897.85
Stock of Bookmarks	-	1,759.34
Stock of Stationary Shells & Other Items	-	16,259.92
Stock of Marriage Workbooks	-	1,196.95
Stock of Stationery	-	3,168.83
	115,639.19	49,745.51

## Notes To The Accounts (contd)

### Note 6 – Creditors & Accruals

	2010	2009
Creditors	104,509.08	115,355.66
Accruals	88,208.16	96,189.58
ITC Course income deferred	145,680.05	173,140.21
	<b>338,397.29</b>	<b>384,685.45</b>

### Note 7 – Accumulated Reserves

	2010	2009
Balance as at start of Year	12,880.98	15,914.58
Surplus/(Deficit) for the Year	4,364.93	(3,033.58)
Balance at end of Year	<b>17,245.91</b>	<b>12,880.98</b>

### Note 8 – Appropriations

	2010	Increase	Decrease	2009
Constitution and Strategic Review & Implementation	25,000.00	25,000.00	-	50,000.00
Database Consolidation and Development	38,000.00	-	(8,000.00)	30,000.00
Marriage Preparation Course Review	28,000.00	-	(28,000.00)	-
Human Resources Consultancy	15,000.00	-	-	15,000.00
Organisational Development	146,931.00	-	-	146,931.00
FSA Compliance	-	30,000.00	30,000.00	-
Schools Project	30,000.00	10,000.00	-	40,000.00
Marriage & Relationship Communication Project	-	40,000.00	-	40,000.00
Family Care Project	-	40,000.00	-	40,000.00
Supporting Marriages & Relationships In Recessary Times	-	40,000.00	-	40,000.00
	<b>282,931.00</b>	<b>185,000.00</b>	<b>(36,000.00)</b>	<b>431,931.00</b>

### Note 9 – Accounts Approved

The accounts were approved by Bishop Christopher Jones NEC President and Carol O’Gorman Chairperson of the NEC on 

### Note 10 – Significant Events

There have been no significant events since the balance sheet date.

### Note 11 – Income Collected On Behalf Of Centres

Amounts are received for Marriage Preparation Courses collected via E-Commerce throughout the month, and are distributed to the relevant Centres at the beginning of the following month. During the year an amount of €626,819.00 (€552,761.00 for 2009) was collected for Marriage Preparation Courses via E-Commerce for ACCORD Centres, with €36,560.95 in relation to December 2010 being paid to Centres on 4th January 2011.

### Note 12 – fsa grant received on behalf of centres

ACCORD Central Office received €1,459,700 from the Family Support Agency (FSA) on behalf of 37 ACCORD Centres Nationwide. This was distributed to the centres.

# Accord Centres In Ireland

<b>Central Office:</b>	<b>Columba Centre, Maynooth, Co. Kildare</b>	<b>01-5053112</b>
Athlone:	'Alverna', Northgate Street, Athlone, Co. Westmeath.	090-6475491
Ballina:	Pastoral Centre, Cathedral Grounds, Ballina, Co. Mayo.	096-21478
Ballinasloe:	Family Centre, Brackernagh, Ballinasloe, Co. Galway.	090-9643573
Bantry:	5 Main Street, Bantry, Co. Cork	027-50272
Carlow:	St. Catherine's Community Centre, Station Road, Carlow.	059-9138738
Castlebar:	Accord Centre, 34B Moneen, Castlebar, Co. Mayo.	094-9022214
Cavan:	Kilmore Diocesan Pastoral Centre, Cullies, Co. Cavan	049-4375004
Charlestown:	Pastoral Centre, Charlestown, Co. Mayo.	094-9254944
Clonmel:	St. Mary's Pastoral Centre, Irishtown, Clonmel, Co. Tipperary.	052-6124144
Cloyne:	St. Colman's Hill, Fermoy, Co. Cork.	025-31899
Donegal:	Accord Counselling Service, Upper Main Street, Donegal Co. Donegal.	074-9723944
Drogheda:	"Verona", Cross Lane, Drogheda, Co Louth.	041-9843860
Dublin:	39 Harcourt Street, Dublin 2. (Marriage Preparation Courses Ph: 4784400)	01-4780866
	Unit 23, Ballymun Shopping Centre, Ballymun, Dublin 11.	01-8621508
	ACCORD House, Church Avenue, Blanchardstown, Dublin 15.	01-8201044
	The Old Presbytery, Herbert Rd, Bray, Co. Wicklow	01-2867712
	St. Kevin's, Monastery Road, Clondalkin, Dublin 22.	01-4593467
	Suite 2, 93 Upper George's Street, Dun Laoghaire, Co. Dublin.	01-2801682
	1A Hillcrest Road, Lucan, Co. Dublin	01-6010844
	71 Griffith Avenue, Marino, Dublin 3.	01-8338631
	15 Dalymount, Phibsborough, Dublin 7.	01-8680028
	Seatown Road, Swords, Co. Dublin.	01-8404550
	Unit E, Exchange Hall, Belgard Square North, Tallaght, Dublin 24.	01-4590337
	265 Templeogue Road, Templeogue, Dublin 6W.	01-4908739
Dundalk:	St. Patrick's Grounds, Roden Place, Dundalk, Co. Louth	042-9331731
Ennis:	Clarecare, Harmony Row, Ennis, Co. Clare.	065-6824297
Galway:	Pastoral Centre, Arus de Brun, Newtownsmith, Galway.	091-562331
Inishowen:	Pastoral Centre, Barrack Hill, Carndonagh, Co. Donegal.	074-9374103
Kilkenny:	Seville Lodge, Callan Road, Kilkenny.	056-7722674
Killarney:	Pastoral Centre, Rock Road, Killarney, Co. Kerry	064-6632644
Letterkenny:	Diocesan Pastoral Centre, Monastery Ave, Letterkenny, Co. Donegal.	074-9122218
Limerick:	St. Munchin's College, Corbally, Limerick.	061-343000
Limerick West:	The Parish Centre, Newcastle West, Co. Limerick.	069-61000



Longford:	“Teallach Iosa”, St. Mel’s Road, Longford.	043-3347222
Monaghan:	St. Macartan’s College, Monaghan.	047-83359
Mullingar:	Social Services Centre, Bishopsgate Street, Mullingar, Co. Westmeath.	044-9348707
Navan:	St. Annes Community Resource Centre, Railway St. Navan, Co. Meath.	046-9023146
Nenagh:	Loreto House, Kenyon Street, Nenagh, Co. Tipperary.	1850-585000
Newbridge:	Parish Centre, Station Road, Newbridge, Co. Kildare.	045-431695
Portlaoise:	Parish Centre, St. Peter’s & Paul’s Church, Portlaoise, Co. Laois.	057-8661581
Roscommon:	St. Comans Club, Abbey Street, Roscommon.	090-66 26619
Sligo:	1st Floor, Social Services Centre, Charles Street, Sligo.	071-91 45641
Thurles:	ACCORD House, Cathedral Street, Thurles, Co. Tipperary.	0504-22279
Tipperary:	Community Services Centre, St. Michael’s Street, Tipperary Town.	062-33330
Tralee:	St. John’s Parish Centre, Castle Street, Tralee, Co. Kerry.	066-7120194
Tuam:	6 St. Jarleth’s Place, Tuam, Co. Galway.	093-24900
Tullamore:	Tullamore Parish Centre, Benburb Street, Tullamore, Co. Offaly.	057-9341831
Waterford:	St. John’s Pastoral Centre, Johns Hill, Waterford.	051-878333
Wexford:	St. Brigid’s Centre, 12 Roches Road, Wexford Town.	053-9123086

## Centres In Northern Ireland:

### N.I. Regional Office:

**‘Cana House’, 56 Lisburn Road, Belfast BT9 6AF** **028-90-233002**

Armagh:	1 Tavanagh Avenue, Portadown, Co. Armagh. BT62 3AJ	028-38-334781
Ballymena:	All Saints Parish Centre, 9 Cushendall Road, Ballymena, BT43 6HC	028-38-334781
Belfast:	Curran House, Twin Spires Centre, 155 Northumberland Street BT13 2JF	028-90-339944
Derry:	Diocesan Pastoral Centre, 164 Bishop Street, Derry BT48 6UJ	028-71-362475
Downpatrick:	99 Irish Street, Downpatrick, Co. Down	028-44-613435
Enniskillen:	Ros Erne House, 8 Darling Street, Enniskillen, Co. Fermanagh BT74 7EJ	028-66-325696
Maghera:	159A Glen Road, Maghera, Co. Derry BT46 5JN	028-79-642983
Newry:	Cana Suite, Newry Parish Centre, 39 The Mall, Newry, BT34 1AN	028-30-263577
Omagh:	Mount Saint Columba Pastoral Centre, 48 Brook St. Omagh BT78 5HD	028-82-242439



Right: Day of Celebration Centre Symbol

## President

Bishop Christy Jones DD, Bishop of Elphin

## National Executive Committee

Bishop Christy Jones (President)  
Bishop Liam McDaid (Vice-President)  
Ruth Barror (National Director)  
Barbara Gilroy (Director Dublin)  
Damian Cordial (West/North East)  
Fr. Peter Murphy (National Chaplain, a Representative of IEC)  
David Kennedy (South East)  
Al McGuinness (Central)  
Linda Breathnach (Dublin)

John McNally (Regional Officer)  
Lillian Neil (North)  
Carol O’Gorman (West/North East)  
Gael Kilduff (Central)  
Breda McDonald (South West)  
John O’Donovan (South West)  
Deirdre O’Rawe (Director Northern Ireland)  
Harry Casey (IEC Representative)

## Regional Officers

Barbara Gilroy - Dublin  
Gerry Guinnane - Central  
Deirdre O’Rawe - Northern Ireland  
John McNally - South West  
Yvonne Cronin – West/North East  
Larry Kenny - South East

## Central Office Staff

Ruth Barror, National Director  
Breda Landy Horgan, P.A. to National Director  
Fr. Peter Murphy, National Chaplain, a Representative of IEC  
Maureen Warren, Finance Director  
Marie Carroll, Web Administrator  
Ann O’Mahony, Accounts Administrator  
Billy Condron, Administration/Finance (Part-time)  
Carla Brennan, Administration/Finance (Part-time)  
Jane Ferguson, Co-Director of Counselling

Liam Lally, Co-Director of Counselling  
Mary Johnston, Clinical Specialist Counselling (Part-time)  
Doreen Mulvaney, Secretary to Counselling Department  
Stephen Cummins, Director of Marriage Education  
Anne Coleman, Training and Development Officer  
Aisling Madden, Secretary to Marriage Education Department  
Clodagh Kennedy, FAS CE Scheme  
Alison Cullen, FAS CE Scheme

## AUDITOR

Henry Murray & Company  
Lurgan

## BANKERS

Bank of Ireland  
43 Lower Drumcondra Road  
Dublin 9

## CHARITABLE STATUS

Revenue Commissioners  
Charitable Status Number CHY 6983

## Northern Ireland Office Staff

REGIONAL DIRECTOR: Deirdre O’Rawe

ADMINISTRATION: Sandra Hamilton, Brenda Russell







ACCORD General Office  
Colombo Centre, Fitzwilliam, Co. Wick  
Tel: 01-205 3113  
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Web: [www.accord.ie](http://www.accord.ie)

