



**Governance Documentation**

- Mission statement (SP)
- Memorandum and Articles of Association
- Register of Members and Directors
- VBOM Handbook
- Charitable Status documents from Revenue
- Compliance with Good Governance Code
- Various funder / stakeholder documented requirements
- VBOM Minutes
- AGM documents
- Accounts
- Insurance documentation
- Health and Safety documentation
- Risk Assessment processes
- Code of Ethics and Practice
- Counselling
- Employment Equality Statement (SH)
- User / Customer Charter
- Volunteer Policy
- Staff Handbook
- Employment Contracts
- Contracts for Contract Workers
- Record keeping policy and procedures
- Data Protection and FOI documentation
- Staff Recruitment and Selection Policy (SH)
- Employee Personnel files - (read contents only)
- HR forms and other documentation
- Induction and Probation (SH)
- Staff Training Policy (SH)
- Car Insurance Indemnity
- Performance Appraisal (SH)
- Disciplinary and Grievance Procedures (SH)
- Redundancy (SH)
- Alcohol and Drugs Misuse Policy (SH)
- Anti-Bullying / Harassment Policy (SH)
- Child Protection Policy (SH)
- Information Technology Policy, including appropriate use of telephones (SH)
- Communications Policy (external communications - Media, PR etc.)
- Jury Service Policy (SH)
- Sick Leave Policy (SH)
- Supervision - Stress and Time Management processes
- Annual Report(s)
- Counselling Service documents\* MEND / DV documents, including Code of Practice
- Policies-Protocols for MEND
- Contract for Supervisors
- Contract for facilitators
- Contract for Partner Support Individual Remuneration Rates 2014 Women's Support Services
- Contract Partner Support Organisation Best Practice
- Children
- Tulla Children First\_Sf
- Safety Guidelines for Facilitators
- Draft Phone Usage Policy
- Violent Intent
- MEND REFERRAL FORM MD F.1 2014
- Initial assessment 2014 NEW MEND Initial Assessment Form F1
- RADAR Manual Rev 1.1 May13
- Contract for Assessment
- Client Complaints
- Participation Agreement for MEND MD F.1 2014
- Client hand-over from Assessor to Facilitator
- Men's group rules
- Participant Evaluation Form
- Partner Support Assessment
- Female Partner Confidentiality Agreement PSS
- Partner handover
- Partner Weekly Feedback
- Monthly Risk Management
- Partner Support Guidelines at Programme completion
- Exit Interview partner
- End of Programme Release MEND Prog
- Protocols between MEND and Probation
- A Guide for Data Controllers
- Probation Service Policy on DV

Strategic Plan 2015-2025	Management Strategic Plan	Men's Development Programme Strategic Plan	Men's Health Programme Strategic Plan	SEODVP/MEND Strategic Plan	White Ribbon Strategic Plan	Turn Off the Red Light Strategic Plan	Ending Men's Violence Against Women (EHVAW) Strategic Plan	Counseling Strategic Plan	Parenting Programme Strategic Plan	Equality	Yes Equality Manage Equality	Publications	Social Media	Websites	Offices	External supervision Audits Consultants	Office systems Hard & Soft Office Protocols	
	Scheme to Support National Organisations (SSNO)	Scheme to Support National Organisations (SSNO)	HSE Service/Grant Agreement 2015	COSC Agreed Business Plan	Vodafone/COSC Agreed Business Plan	Voluntary agreement + a bit of White Ribbon	Requires management	TUSLA agreed plan	HSE agreed plan	Voluntary & Contracted	Own time	Own time	Own time & voluntary	Paid, unpaid, voluntary domain management	Waterford, Dublin, Ferm	Contracted supervisors	Staff Handbook	
	Contracted Agreed Work Plan with Dept. of Environment, Community and Local Government	Contracted Agreed Work Plan with Dept. of Environment, Community and Local Government	Contracted Agreed Work Plan with Gov. Dept of Health & Gov. Agency HSE	Contracted Agreed Work Plan with Gov. Dept of Justice & Equality & Gov Agency COSC	Contracted Agreed Work Plan with Gov. Dept Justice & Equality and Corporate	MDN signed up to Alliance agreement	Membership agreement	Contracted Agreed Work Plan with Gov. Dept of Children & Youth Affairs	Intermittent Contracted Agreed Work Plan with Gov. Dept of Health and HSE	Intermittent Contract Work Plan	Campaign Goals	Cleared by Board & Staff	Aligned with MDN policy and SP	Contracts with designers, service providers, domain managers etc.	Contracts, tenancy, receivers, partners	Contracts, agreements, when & what	Staff contracts, updates	
	CEO Work Plan Job Description	National Men's Development Plan Coordinated Work Plan Job Description	National Coordinator +1/2 Dev. Worker Work Plan Job Description	Coordinator, Risk manager & administrator work plan	National event manager + event manager Job Description Work Plan	4 time volunteer + CEO, White Ribbon National Advocate, EM	CEO, White Ribbon National Advocate, MEND Coordinator	Contracted coordinators & coordinators Job Description Work Plan	National MDP Coord Part time	NWCI Gender Matters Yes Equality	Once off	CEO Mostly Testing by Men's Health Coordinator	FB & Twitter for MDN, WR, blog	Review sites Add MH & New Conversation Websites	New office in Waterford?	Staff, CEO, Office Manager, Board, MH, Partners	Staff, CEO, Office Manager, Board, MH, Partners	CEO, Staff, Office Manager, Finance Manager
	Manage the vision Report to the Board Report to funders Be the face of MDN	ANMTDSS, Training S/CAP, Nat Reps., Leadership Profile	MHAP accepted and ongoing 16 Agreed items of work	5 Programmes Facilitators Partner Support Workers	Working Group Ambassadors Events	Meetings Events	National International Feminist Analysis Trauma	Referees - Probation HSE Psychiatry & Psy. TUS? Social Workers	Delivered by co-facilitators HSE + MDN, IPH, Working With Men, MeCare - Promundo	With NWCI, THREC, Yes Equality, Power, LGBTI	Volunteers Carrying Teams Political Parties	With the relevant staff Governance on board	MDN, WR, AON, RB, MDN, MH	Existing designer New designers Staff, reps, users	Auctioneers, buildings, negotiations, poker, advisors	Ext. Supervisors	Update possibilities/limits	
	Board, VBOM, Funders, Staff, Volunteers, Reps Supporters	Chairman, CEO, S/CAP, Nat Reps., LDCs, sheils.	Partnerships: NMHC, ITC, WIT, MHFI	Partnerships: Men, SAG, Steering Groups, Refugees, RCCS, Garda, Probation, RESPECT	Partnerships: Nat. Orgs corporates, unions, sports, women's orgs	One of 79 allies on core group	Memberships of EIGE, RESPECT, FRP, EU Network, NTMAC	Soliciting funding, Managing message	Fitting these programmes in Preparation and agreeing methodology	Gender Matters, stereotyping end, Campaigning, training traveler men, LGBTI Reps, focus groups, EIGE	Caravanning, promoting events	Complete final version of "New Website" launched	Keeping it going, International Connection, Managing competing needs	Coordination of all MDN sites, Staffs, & users, needs & responses	New location sought, existing presence maintained, rent account maintained	Review with external supervisors? Institute requirements satisfied, Finance management	Update possibilities/limits	
	Supporting, directing, supervising, funding existing programmes & staff, vols, etc. strengthening external relationships + opps Responding to Board requirements	Leadership Training, Men's Development facilitation, plan & deliver ANMTDSS, S/CAP courses, Rep. support & Dev	Engage, 7 Key Questions for Men, EYMP, Men on the Move, NMHDAP review & Healthy Ireland, Training New Conversation Facilitation	4 MEND Programmes, New 1 in development. Writing the programme Risk Assessment SUDVP Network Presentations	White Ribbon programmes for schools, unions, sports orgs, presentations - local, national, international. Awareness raising, media presence, White Ribbon 16 days	Events, local & national promotion joint presentations with ICI, Rohana & Space international & WRI	Attendance at Int. Events Coordination of understanding & approach	Agreeing appropriate risk victims of D.V.	2 Parenting Programmes delivered Relationship with WWM maintained	National Traveller Monitoring and Advisory Committee launched	May 22nd	Book & Manual published Website launched Methodology disseminated	Facebook presence maintained for MDN & White Ribbon, Others?	New sites launched Improvements made Active Sites Social media links	Situation sorted or status quo maintained	Ext. supervisors more aware Financial requirements fulfilled Consultants work helpful	Ext. supervisors more aware Financial requirements fulfilled Consultants work helpful	
	Existing staff & programmes & MDN maintained and goals achieved SP implemented, Relationships grown Internal relationships good, opps taken	20 Reps trained- NC & 7 QS for Men 10 Reps as S/CAP Facilitators 40 Reps @ ANMTDSS 100 Men through activation programmes	Units of engage delivered times 7 Key Q's training no. of men engaged no. of agencies trained no. of facilitators trained	100 men assessed, LO started 24 - 30 men through programme 8 Facilitators upskilled: MDN staff 8 Partner supporters upskilled Programme written Sensormotor Trauma Training approach	3 colleges on board, PR company 3 main sports bodies with funding ICTU, SIPTU, TBEC, chambers + their members + fund raising	Diablo campaign coordination employed funds Workof event Pressure on politicians Legislation passed	1 EIGE meeting, 1 Respect meeting 1 FRP meeting, 1 EU notebook meeting NTMAC Focus Groups 6 times MenEngage ????	2 counsellors retained 16 men counselled 5 extended to Dunangan?	2 Parenting Programmes delivered Relationship with WWM maintained	National Traveller Monitoring and Advisory Committee launched Relationship with NWCI defined? Any work with IHRCC? Traveller men training agreed? Lesbian, Gay, Bisexual, Transgender, Intersex research presented Marriage equality passed								

- MDN Men's Development Programme**
- National Coordination.
  - Delivering The Men's Development Programme
  - Supporting the National Volunteer Reps
  - Promoting the geographical spread of the work Nationally
  - Redressing the negative impact of disadvantage.
  - Training and development
  - Maintaining relationships
  - Growth of membership
  - Engaging community activism
  - Organising national events
  - Outreach
  - Maintaining funding and resources
  - International Relationships.
  - Engaging community activism
  - Alliance, memberships and collaborations
  - Dissemination of information
  - Better Lives for Men

**Staff Team**

Liam Bolger  
Michael Hennessy  
National Representatives  
Volunteers

- MDN's Men's Development Health Programme**
- Building on National Men's Health Policy and Action Plan Review & Healthy Ireland Policy: (HI 4 Goals, 6 themes and the relevant 64 Actions).
  - Gender Similar Services (Health, Social and Community) (HI, Figure 3, Social Determinants of Health, Page 43, Sexual Health, Page 11)
  - Mental Health: (HI Page 10).
  - Health Conditions [Chronic Diseases and Obesity]: (HI Page 10).
  - Health Behaviours [PA, Smoking, Alcohol, Drugs]: (HI Page 10).
- 12 Key Actions**
- Develop a men's health action plan for healthy Ireland
  - National & Inter-Sectoral Work
  - Development and Delivery of 'Engage' national men's health training programme
  - Delivering the MDN's Men's Health 7 Key Questions for Men
  - 19th Annual National Men's Health Training & Development Summer School Family Communication & Self-Esteem Parenting Programme
  - Engaging Young Men Project
  - SPHE Experientially-based Facilitation Training (Emotional Intelligence Training)
  - Community based health promotion activities targeting key populations of men.
  - Health Awareness Resource Packs focusing on key health and wellbeing themes, Development and delivery of the Men on the Move Programme
  - Co-ordinate National Men's Health week with MHFI and relevant national bodies.

**Staff Team**

Lorcan Brennan  
Michael Hennessy  
Partners  
WIT  
ITC  
HSE  
NHSI

- The SEODVP/MEND Business Plan consists of 9 Priorities listed below:
- Priority No. 1: Delivery of a Domestic Violence Intervention Programme in each of the four areas of the South East namely Carlow/Kilkenny, South Tipperary, Waterford and Wexford. Development of a new Programme in Laois/Offaly.
  - Priority No. 2: On-going Development of Administration and Financial Management to underpin Priority no 1 and 4.
  - Priority No. 3: On-going Engagement with Cosc - the National Office for the Prevention of Domestic, Sexual and Gender Based Violence
  - Priority No. 4: Development and Piloting of the next stage of the up-graded MEND Programme
  - Priority No. 5: Training
  - Priority No. 6: Policies and Protocols
  - Priority No. 7: On-going Development/Maintenance of Website
  - Priority No. 8: Meet with Primary Care Teams and Local Area Pathways
  - Priority No. 9: Engaging with Domestic Violence Fora locally, nationally and internationally

**Staff Team**

John Doyle  
Mairtin Doherty  
Deirdre Reddy  
Facilitators  
Partner Support Workers

- White Ribbon Campaign**
- WRI wants to end all violence against women, by encouraging men never to commit, excuse or stay silent about men's violence against women.
  - WRI analysis recognises that the key barriers to this are gender conditioning of individuals and secondly, societal and institutional perceptions of men and women and the roles, behaviours, expectations for both men and women.
  - To bring about change in society MDN has identified 7 levers of change, which it uses to influence people at the individual, community, cultural, organisational and legal levels. These levers of change are the focus areas for the work of MDN.
- WRI's Vision:** "Make Ireland a place where all women can live in safety, free from violence and abuse".
- Purpose/Mission of WRI:** Encouraging men to take ownership of the issue, by accepting their role in the deconstruction of harmful gender conditioning.

**Staff team**

Voluntary work group  
Intens

MDN provides a counselling service as follows:

Type(s): Marriage / Relationship Counselling, Bereavement Counselling / Support Service Provider Type: Counselling Organisation

Street address: 30 O'Connell Street  
County: Wicklow

Contact name: Michael Dillon  
Phone number: (01-844260)  
Opening Hours: Monday to Friday 9.00 AM - 5.00 PM

The Men's Development Network's mission statement is: Better lives for men, better lives for all!

We aim to support all men whose lives are affected by marginalisation

Other services offered include:

- Men's health support and training
- MEND - domestic violence intervention programme (see www.mend.ie)
- Men's groups and development programmes
- Support for traveller men
- Back to education and employment support

**Staff team**

Anita Crotty  
Contracted Counsellors

**MDN WORK CHART**

**DRAFT 11 PRINT**

MDN, 49 O'CONNELL ST, WATERFORD