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**Board Meeting 7<sup>th</sup> February 2026  
Minutes  
(For Publication)**



The main object for which the Youth Work Ireland is established is:

- To benefit the community through a planned programme of education designed for the purpose of aiding and enhancing the personal and social development of young persons through their voluntary participation, and which is complementary to their formal, academic, or vocational education and training; and is provided by voluntary youth work organisations. (Constitution of YWI)

**Date:** 7<sup>th</sup> February 2026  
**Time:** Board Meeting 11.00am: 2.30pm  
**Venue:** Dominick Street  
**Chair:** Catherine Durkin

**Expected :** Catherine Durkin (Chairperson) Leo Galvin, Caolan Faux, Danielle Gayson (President), Molly Hickey, Jamie Mac Giolla Bhain, Deirdre Bermingham, Pat Hayes (Treasurer)

**Apologies:** Sean Roche, Doireann Walsh, Ger Conlon,

**Absent:** Geraldine Hogarty, Donal Kelly,

**In Attendance:** Patrick Burke CEO., Mary Horgan in attendance for Finance items.

|   | Agenda Item              | DECISIONS / Actions  |
|---|--------------------------|--|
| 1 | a. Welcome               | The chair welcomed all to the meeting. In particular she welcomed the Jamie MacGiolla Bhain and Deirdre Bermingham, two new members of the committee. There followed a brief round of introductions. |
|   | b. Quorum                | The chair declared that a quorum was present   |
|   | c. Adoption of Agenda    | The meeting reviewed and approved the agenda:  |
|   | d. Conflict of Interest  | The chair invited those present to declare if any item on the agenda constituted a conflict of interest for them. No such conflict was declared.   |
|   | e. Conflict of Loyalties | The chair invited those present to declare if any item on the agenda constituted a conflict of loyalty for them. No such conflict was declared   |
|   | f. Apologies             | Apologies from Sean Roche, Doireann Walsh and Ger Conlon were noted.   |

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| 3. | <b>2</b>               | <b>Minutes and Matters Arising</b>  |   |
|    | a.                     | Minutes of Board Meeting 21 <sup>st</sup> November 2026   | The minutes of the meeting of 21 <sup>st</sup> November 2025 were reviewed and approved:  |
|    | b.                     | Minutes for Board Meeting 21 <sup>st</sup> November (for publication)   | The minutes of the meeting of 21 <sup>st</sup> November 2025 (for publication) were reviewed and approved:  |
|    | c.                     | Matters Arising   | There were no matters arising that were not listed for discussion on the agenda for today's meeting.  |
|    | <b>Finance</b>         |   |   |
|    | a.                     | Management Accounts 31 <sup>st</sup> December 2025  | The HOF prepare a presentation on the Organisation's Finance for the meeting.<br><br>Both income and expenditure were broadly in line with expectations although a small surplus for the year was welcomed. |
|    | b.                     | Balance Sheet 31 <sup>st</sup> December 2025  | The meeting reviewed and approved the balance sheet. It was agreed that we had a very healthy balance sheet and the end of 2025   |
|    | c.                     | Cashflow Report 31 <sup>st</sup> December 2025  | Likewise, there was no issue of concern with the cashflow in 2025.  |
|    | d.                     | Update from Grants Committee  | The HOF presented the latest report from the grants working group. The board expressed its appreciation for the work done in this area and the success today.   |
|    | e.                     | Minutes of Governance Subgroup 29 <sup>th</sup> January 2026  | The minutes of Governance subgroup 29 <sup>th</sup> January 2026 were noted by the board.   |
| f. | Indicative Budget 2026 | <p>The meeting was informed that the allocations letter from the Department of Education and Youth was received just before close of business the previous day. It provides for a 3% rise in our allocation for 2026. The following process was agreed in order to finalise our 2026 budget.</p> <p>The HOF and CEO will meet on budget 2026 early in the coming week. The ACEO will also be consulted. Once the management have agreed a draft budget the HOF will meet with Pat Hayes (Treasurer) to finalize the 2026 draft budget. We should then be ready to present it along with a number of other matters to and additional Governance Subgroup on <b>Wednesday 18<sup>th</sup> February at 17.30.</b></p> <p>The agreed agenda items were as follows:</p> <ol style="list-style-type: none"> <li>1. Budget 2026 for approval</li> <li>2. Approval of the Youth Services Grant Booklet (Dispersal of funds to MYSs) and allocations letters.</li> </ol> |   |

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|    |                                     | If the Governance Sub-group approve the above, in accordance with the decision of the board at today's meeting, agreement will be sought from the board electronically immediately following and then ratified at the next board meeting.   |
| g  | Update on Popal Audit               | The meeting was informed that the Pobal audit was now complete and that we are awaiting a formal letter to be sent by Pobal to the chair of the Board resulting from the audit. The board will have an opportunity to review the recommendations of the audit and formally respond to the letter. This will be on the agenda for the next meeting of the Board.   |
| h  | Update to Finance Policy            | <p>The HOF reported that she and the CEO had reviewed the Finance policy and were recommending a number of changes in order to bring the policy into line with some external changes in our environment and some changes in internal practice. These changes include but are not limited to:</p> <ul style="list-style-type: none"> <li>• Our core funders are now the Department of Education and Youth</li> <li>• We replaced our accounts package to Implicit from Sage</li> <li>• Use of cheques for payments is now almost completely eliminated, and cheques are only kept in the event that at some future stage the electronic system fails.</li> <li>• We now use debit cards and provision in the policy needed to be made for this change in practice.</li> </ul> <p>The meeting approved the updates to the Finance policy following some discussion</p>  |
| i. | Approving Building Reserve proposal | <p><b>Proposal to Board of Trustees of Youth Work Ireland 7<sup>th</sup> Feb 2026 on the creation of a designated Fund entitled Building Reserve</b></p> <p><i>(This proposal was presented by the CEO and HOF based on a recommendation from the Auditors)</i>The YWI Board has established a building reserve to support future capital expenditure, including major repairs and refurbishment cycles to ensure the ongoing upkeep and maintenance of 20 Lower Dominick Street.</p> <p><b>Purpose:</b></p> <ul style="list-style-type: none"> <li>• To ensure sufficient funds exist to maintain safe, compliant premises.</li> <li>• To avoid sudden financial pressure arising from major building works</li> <li>• To support long-term property strategy and capital planning</li> <li>• To ensure that the core work of the charity is never compromised because of sufficient funds not being put aside in an orderly manner, to support the maintenance of ongoing development of the building.</li> </ul> |

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|           |                                    | <p><b>Calculation:</b></p> <p>The reserve level is based on the:</p> <ul style="list-style-type: none"> <li>• Short Term planned work to 20 Lower Dominick Street as outlined in the conservation plan.</li> <li>• Long term strategic goals for the future use of the building as identified in the conservation plan and to be identified in the scheduled Feasibility Study for the future of the building to be commissioned later this year.</li> <li>• Building surveys where applicable</li> <li>• Risk assessments related to property</li> <li>• A minimum of 10% of any undesignated surpluses at the end of each year to be allocated to this fund. The board may decide to exceed this minimum in any given year.</li> </ul> <p><b>Liquidity:</b></p> <p>A portion of the reserve is held in readily realisable form, in line with recommended practice that reserves include accessible components for urgent use.</p> <p>The proposal was formally approved by the Board:</p> |
| <i>j</i>  | 2025 Trustee Report and Audit      | The meeting was informed that staff members were already preparing the narrative piece for the 2025 Annual Trustees report. The finance sections is currently being prepared. Mr. John Donnellan (Auditor) attended the recent Governance Subgroup meeting to plan for the 2025 audit. Our target is to have a draft of the Report ready for approval at the  |
| <i>k.</i> | Proposal on General Reserve Policy | <p><b>The HOF presented the board with a number of options open to the board for agreeing a Reserve policy for Youth York Ireland</b></p> <p>There are two options normally used within the sector as to the basis of calculation for our proposed reserve policy</p> <p><b>Option 1.</b></p> <p>Take the cost of all staff salaries and overheads for the year and divide this amount by 3, giving a reserve figure to run the organisation for 3 months</p>   |

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|   |    |                                 | <p>For example, this would result in us having a reserve level of €427,922 these figures are based on 2025 years staffing and overheads</p> <p><b>Option 2.</b></p> <p>With this calculation, we calculate the redundancy costs for all staff.<br/>In addition, allow for 3 months overheads, allowing time to wind down the organisation<br/>For example, this would result in us having a reserve level of €270,549.90 based on current staff levels and time served, this would be annually</p> <p><b>Proposed Option:</b></p> <p>In the unlikely event of us winding up, we would indeed have to pay statutory redundancy and overheads on the building until the organisation is wound up. For this reason we the management team propose Option 2 .</p> <p>It should be noted that all staff are funded by grants and in their contracts, their employment can be terminated once the grant funding stops. All staff would be paid by the grantor up until the termination of their employment. It has been known at times that redundancy costs can also be covered by the funder.</p> <p>The board approved option two after some discussion</p> |
| 4 |    | <b>Strategic Considerations</b> |  |
|   | a. | Youth Work For all Campaign     | <p>The CEO informed the meeting that the Youth Work for All roadshow dates with MYS now being agreed. The board reviewed the associated grid and volunteers for the sessions were noted.</p> <p>He further reported that the Youth Work for All Campaign was successful promotion at the NSETS Endorsement in the University of Ulster, the 30<sup>th</sup> anniversary conference of EURODESK and in YWI's presentation to both the Oireachtas Committee on Youth and Education, Oireachtas Committee on Drugs and the Department of Justice.</p>   |

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|  | b. | ECYC update   | The Chair, who is currently the President of ECYC reported that in spite of the fact that the ECYC Director is the only staff member, the network is very busy. An application has been prepared for the next round of Erasmus funding which hopes to deliver a program on working with harder to reach young people. They are also considering working with young people who are living in post war societies and the particular challenges that they face.   |
|  | c. | ERYICA Update | <p><b>Geraldine Lace (CEO YWI Midlands) is currently a member of the ERYICA Governing Board. She provided the following update for the board.</b></p> <p><b>Governing Board – 3 hour meetings:</b></p> <ul style="list-style-type: none"> <li>• General Assembly 19<sup>th</sup> – 22<sup>nd</sup> May, Moldova. Elected to represent Youth Work Ireland on ERYICA Governing Board for a three year mandate 21<sup>st</sup> May.</li> <li>• GB Portfolio’s: HR and Youth Participation Taskforce</li> <li>• 1<sup>st</sup> September online planning / introduction meeting for ERYICA Network.</li> <li>• 30<sup>th</sup> September ERYICA Network Meeting online.</li> <li>• 112<sup>th</sup> ERYICA Governing Board Meeting – Luxembourg 14<sup>th</sup> – 17<sup>th</sup> October.</li> <li>• GB meeting with Director, 6<sup>th</sup> November.</li> <li>• 113<sup>th</sup> ERYICA Governing Board Meeting – Brussels 19<sup>th</sup> – 21<sup>st</sup> November.</li> <li>• 114<sup>th</sup> ERYICA GB meeting online – 27<sup>th</sup> January.</li> </ul> <p><b>Youth Participation Taskforce – 3 hour meetings:</b></p> <p><b>YP Taskforce planning – 1.5 hour meetings:</b></p> <ul style="list-style-type: none"> <li>• YP introductory online meeting with Anja &amp; Angelina 15<sup>th</sup> July.</li> <li>• 3<sup>rd</sup> September YP Taskforce planning meeting with Secretariat and Patricia (GB member with shared Portfolio).</li> <li>• 1<sup>st</sup> online meeting of Youth Participation Taskforce 17<sup>th</sup> September 2025 – Ger Chairperson.</li> <li>• Online planning meeting with Patricia – 5<sup>th</sup> November.</li> <li>• Online Taskforce meeting to plan agenda for February in person meeting – 26<sup>th</sup> November.</li> </ul> <p><b>HR Working Group:</b></p> <ul style="list-style-type: none"> <li>• Online meeting with Anja &amp; Lara re: MH etc.</li> <li>• Online meetings x 4/5 - GL &amp; LL July – November.</li> </ul> |

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|    |  | <ul style="list-style-type: none"> <li>• HR meeting re Director, GL, LL, JO, SV – 20<sup>th</sup> January 2026.</li> </ul> <p><b>Other:</b></p> <ul style="list-style-type: none"> <li>• June 2025 – January 2026; PBurke queries to DoEY re: Ireland hosting 2026 GA. No update / decision from the Department.</li> <li>• Online planning meeting with MMLoughlin YWI meeting with Seamus Boland, re EESC and ERYICA collaboration – 26<sup>th</sup> September.</li> <li>• 6<sup>th</sup> October meeting with Seamus Boland EESC President, Patrick Burke and Michael McLoughlin, National Office in Tullamore.</li> </ul>   |
| d. | Proposal on deactivating our X / Twitter account | <p>Over recent months, there has been a significant deterioration in the platform’s safeguarding standards, moderation practices, and responsiveness to harmful content. This has resulted in heightened exposure to material that is inconsistent with our organisation’s values and our duty of care particularly in relation to children and young people.</p> <p>As an organisation committed to youth wellbeing, inclusion, and protection, maintaining a presence on a platform where child safety mechanisms are demonstrably inadequate presents a reputational and ethical risk. Continued engagement may be perceived as endorsement of an environment that does not meet our safeguarding standards.</p> <p>Following a review of our communications channels, we believe that deactivating our Twitter account to disassociate ourselves from all that is vile on the platform is the most responsible course of action at this time. We can continue to reach stakeholders and young people effectively through alternative platforms such as Instagram, Facebook and LinkedIn that align more closely with our safeguarding and child protection commitments. I will also be looking into platforms like Bluesky and Tik Tok as alternatives.</p> <p>Following recent debates in Oireachtas over Grok, some organisations in the sector such as Children’s Rights Alliance have all formally deactivated their accounts and announced their exit from the platform. Our primary use of Twitter was to engage with TDs and Government departments. However, many of these stakeholders have now transitioned their communications and engagement to other platforms, particularly Instagram. As a result, deactivating our Twitter account will not compromise our advocacy, policy engagement, or broader communications objectives in any way.</p> <p>The proposal to deactivate but not close our X account was then formally approved by the board.</p> <p><b>Proposed: Deirdre Bermingham      Seconded: Molly Hickey</b></p> |

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|                 | <p>e. Stakeholder consultation by H Newman on the implementation of our current Strategic Statement</p> | <p>This item was discussed with Item 6. B below. As a result of the 3 consultations carried out by Helen Newham (Board and staff / YWI Communities of Practice / and YWI Directors) an action tracker has been developed to ensure that all agreed actions are going to be addressed over time. It is important that any decisions made, and actions agreed are implemented in order to promote greater confidence in the federation.</p> <p><b>Some positives that need to be acknowledged and celebrated:</b><br/> <i>Youth Work for all</i> campaigns is gaining currency both within the federation and among policy makers and politicians at local, regional, national and international levels and must be further promoted<br/> Excellent relationships with relevant department officials have been developed and a good working relationship exists<br/> The political briefing is considered very helpful and positive and should be continued.<br/> The communities of practice which have been developed are hugely successful<br/> The 4 pillars of the strategic statement (Communication, Advocacy, Support of MYSs and Impact of work, are still very relevant and valued by member youth services<br/> The work of establishing a federal finance group is considered very helpful and positive by the member youth services.<br/> Other success listed included the ERYICA quality label, Proud Spaces, and Disability Supports.<br/> Federal Leadership Group</p> <ul style="list-style-type: none"> <li>- Management Team Members must see themselves as full and equal members of the group</li> <li>- Members of the group who have been assigned actions or who have volunteered to implement actions are accountable to the group for those actions.</li> <li>- All members of the group have collective responsibility for monitoring the implementation of agreed actions</li> <li>- All actions will be allocated to existing governance bodies, and we will try to avoid the creation of new groups if at all possible.</li> </ul> <p>Progress on the action tracker will be monitored by the Management Team, the Federal Leadership Group and the Board.</p> |
|                 | <p>f. National campaign on better T&amp;C for Youth Workers</p>   | <p>The Board formally agreed to support that campaign as the majority of MYSs have expressed support for the initiative.</p> <p><b>Proposed: Caolan Faux      Seconded: Leo Galvin</b></p>  |
| <p><b>5</b></p> | <p><b>Operational</b></p>   |   |
|                 | <p>a. Staff Highlights Report June to December 2026</p>   | <p>The board noted the Staff Highlights report and commented on the quality, ranges and extent of the work. The CEO was asked to communicate the Board’s thanks for the work being done.</p>  |

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|          | b.                                | Updated Line Management Structure | The meeting reviewed the document. The CEO informed the meeting that Paul Gralton (ACEO) has informed him that he will be retiring from the organisation in January 2027. Paul's contribution to the YWI has been huge and it will be extremely difficult to find a replacement with a similar set of skills and abilities. The CEO informed the meeting that in the coming months he will be working with the Board, the Management Team, and our HR Advisor to look at how we manage the transfer of work packages from Paul to a new ACEO or other member of the management team. He will revert to the board with a plan in due course.  |
| <b>6</b> | <b>Federal Governance</b>         |                                   |  |
|          | a.                                | Federal Leadership Group          | The meeting noted the minutes of the most recent meeting.  |
|          | b.                                | Federal Action Tracker            | See 5.e., above  |
|          | c.                                | KCYS Recruitment of new CEO       | The meeting was informed that Seamus Wittey, (former development officer with KETB) has been appointed the new CEO of KCYS. He will take up his role in early March.   |
| <b>7</b> | <b>National Office Governance</b> |                                   |  |
|          | a.                                | Induction for New Board members   | Both new members of the board received their induction packs at today's meeting. In accordance with our new induction policy. The Chair and CEO will arrange the first of two induction online meetings in the coming weeks.   |
|          | b.                                | Skill Audit for current Board     | Board members completed a skills audit on the day. The results will be collated and any gaps in terms of skills required on the board for good governance will be discussed at the next board meeting. If it is deemed necessary, we can co-opt people with the necessary skills onto the board.   |
|          | c.                                | Safeguarding Subgroup Update      | The next meeting of this group will take place next week.  |
|          | d.                                | Youth Justice Subgroup update     | <p><i>The subgroup has been very active and had the first direct meeting with the new Principal Officer in the department recently. The following items emerged:</i></p> <p><b>Youth Work Ireland Delegation:</b></p> <ul style="list-style-type: none"> <li>• <i>Deirdre Bermingham (YWI Board member, Chair of the YWI Justice subgroup of the board and Chief Operations Officer YWI Galway)</i></li> <li>• <i>Mary Mescal (CEO Ossory Youth)</i></li> <li>• <i>Geraldine Lacey (CEO Youth Work Ireland Midlands and Chair of the National Advisory Committee)</i></li> <li>• <i>Dr. Patrick Burke (CEO Youth Work Ireland)</i></li> </ul> <p><b>Department Dep Justice, Home Affairs and Migration</b></p> |

Ciara O'Connell Department of Justice. Ross Wynne, Department of Justice; Olivia Farrell, Department of Justice.

**Agenda Items**

1. Introductions (Ciara O'Connell and Deirdre Bermingham)
2. Brief Presentation on the Youth Work Ireland's structure, membership, services and strategies.

**The officials expressed interest in our Integrated Youth Services model and in particular, the interface between Youth Diversion Projects and Drug/Addiction projects and services. We were requested to map this interface in terms of:**

- Referral pathways, and data – numbers of young people from YDP's that engage with drug / addiction services both internal referral and referring to external.
- Documenting the additional supports in young people's (and family) individual support plans, tracking impacts and outcomes for support from drug/addiction services.
- Sources for funding, reporting requirements of funders and how we capture the additionality which the integrated youth services model brings to young people in this context.
- Mapping exercise to identify successes.

**The department stressed three current concerns:**

- The department is anxious to receive any assistance we can give in relation to providing any tools, methodologies, frameworks or procedures for demonstrating to the uninitiated, that youth diversion interventions work and impact positive on the lives of young people, their families and communities.

Overall, the YWI delegation considered the meeting to be very positive and focused.

- UL have been asked to pivot from a focus on "no wrong door" to looking at those in communities who are hardest to reach and who have very complex needs. There are anxious to work with us and the sector to reach a common understanding of what we mean by "hard to reach" through the lens of YDP's and Youth Justice more broadly, and to agree appropriate interventions to this work.
- The department is association with DCU are developing a tool kit for use by all youth workers in relation to working with young people on topics such as racism, xenophobia, toxic masculinity and radicalisation. We have been asked to nominate an appropriate person to an expert working group (relevant professions & academics etc) working group which is being established to support the development of the tool kit.

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|    |   | <ul style="list-style-type: none"> <li>• <i>YDP's in a rural context and how the criminality can present rurally verses large urban areas.</i></li> </ul>   |
| e. | Advocacy Subgroup update                              | <p>The research of Youth Spaces is continuing but it needs to be completed soon. It continues to be challenging to get relevant people in relevant organisations to engage in the research, but we continue to try to set up meeting.</p> <p>It is important that the sub-group including new members meet soon to establish priorities for 2026 campaigns.</p>   |
| f. | National Youth Action Group update                    | <p>The following actions were agreed:</p> <ul style="list-style-type: none"> <li>- Danielle to prepare a video to invited participants from MYS and to put out on social media</li> <li>- Danielle to write to all Chairs requesting nominations to NYAG</li> <li>- Jamie to write up a one pager on the advantages of being a member of the NYAG.</li> </ul>   |
| g. | Registered Charity Number Display Checklist           | <p>The board individually inspected the range of documents when the Charitidy number ought to be displayed and fill our the checklist. Results will be collated and fed back to the board at the next meeting. The questionnaires will be uploaded to the Calqrisk system by way of evidence.</p>   |
| h. | Review of list of Company Policies for review in 2026 | <p>The meeting reviewed to list and agreed that the relevant polices needed to be reviewed and updated in accordance with the list in this calendar year. The CEO will discuss this with the Management Team and revert to the board with a plan.</p>   |
| i. | Board Priorities Plan                                 | <p>The board reviewed the plan and noted that it have been fully updated in recent days.</p>  |
| 8  | <b>HR</b>   |   |
|    | HR  | See 5.b above   |
|    | Board Staff Meetings                                  | Daniel and Catherine will attend the Board Staff meetings.  |
| 9  | <b>Any Other Business</b>                             | <p>Youth Work Ireland Dublin:</p> <p>The board agreed that it is imperative that the new Advisory board is established as soon as possible. Micheal Connolly (former board member) and Leo Gavin expressed interest in being part of the group. Unless YWI Dublin is formally established soon it will not be in a position to respond to expected tenders in the Dublin region in 2026. For the next board meeting the following is required:</p> <ul style="list-style-type: none"> <li>- Update brief note on YWI Dublin</li> <li>- Update on legal status</li> <li>- List of members of the advisory group</li> </ul> |
| a. | 2026 Meetings and Trainings                           | <p>Meeting Schedule 2026 were noted.</p>  |

## Board Registration Record 2025 - 2026

13 current Members: Quorum is 50% +1 which is 6 Members present. Gender breakdown: 7 identify as male, 5 as female and 1 as non-binary

|    |                        | Gender<br>(Self –<br>Identific<br>ation) | Code of<br>Conduct<br>Signed | Trustee<br>Register<br>of<br>Interest | 19 <sup>th</sup> July<br>2025<br>Cancelled | 27 <sup>th</sup> Sept<br>2025 | 22 <sup>nd</sup> No<br>2025 | 7 <sup>th</sup> Feb<br>2026 |
|----|------------------------|--|------------------------------|---------------------------------------|--|-------------------------------|-----------------------------|-----------------------------|
| 1  | Catherine Durkin       | F  | ✓                            | ✓                                     |  | ✓                             | ✓                           | ✓                           |
| 2  | Danielle Gayson        | F  | ✓                            | ✓                                     |  | Apol                          | ✓                           | ✓                           |
| 3  | Geraldine Hogarty      | F  | ✓                            | ✓                                     |  | Apol                          | ✓                           | X                           |
| 4  | Sean Roche             | M  |                              |                                       |  | ✓                             | ✓                           | Apol                        |
| 5  | Donal Kelly            | M  | ✓                            | ✓                                     |  |                               | ✓                           | X                           |
| 6  | Molly Hickey           | NB                                       |                              |                                       |  | Apol                          | ✓                           | ✓                           |
| 7  | Leo Galvin             | M  | ✓                            | N/A                                   |  | ✓                             | ✓                           | ✓                           |
| 8  | Pat Hayes              | M  |                              |                                       |  | ✓                             | Apol                        | ✓                           |
| 9  | Doireann Walsh         | F  | ✓                            |                                       |  | ✓                             | ✓                           | Apol                        |
| 10 | Ger Conlon             | M  |                              |                                       |  | ✓                             | ✓                           | Apol                        |
| 11 | Caolan Faux            | M  |                              |                                       |  | Apol                          | Apol                        | ✓                           |
| 12 | Jamie Mac Giolla Bhain | M  | ✓                            | ✓                                     |  |                               | Appointed                   | ✓                           |

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| 13 | Deirdre<br>Birmingham | F | ✓ | ✓ |  |  | Appointed | ✓ |
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