
GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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GAISCE · GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD
COMPANY INFORMATION

Directors

Marcella Bannon
Samantha Briody
Dr Norah Burns (appointed 1 April 2021)
John Cunningham (Chairperson)
Pauric Dempsey
Miriam Dollard
Denis Duggan
Jenny Gannon (appointed 1 March 2021)
Dr Emma Farrell
Áine Kerr (appointed 1 March 2021)
Dr Ali Khan (appointed 1 March 2021)
Justin McAleese (resigned 8 November 2021)
Philly McMahon
Paul Sweetman
Vincent Teo (appointed 1 March 2021)

Honorary Patron

President of Ireland

Chief Executive Office

Yvonne McKenna

Charity Regulatory Authority number

20020903

Charity Registration number

CHY8482

Company number

251020

Secretary

Alex Davis

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

Principal office

Ratra House
North Road
Phoenix Park
Dublin 8

Principal place of business

Ratra House
North Road
Phoenix Park
Dublin 8

Independent auditors

Crowe Ireland
Chartered Accountants and Statutory Audit Firm
40 Mespil Road
Dublin 4
D04 C2N4

Bankers

Bank of Ireland
Lower Baggot Street
Dublin 2

Solicitors

A&L Goodbody
International Financial Services Centre
25-28 North Wall Quay
Dublin 1

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

The Directors ("Council") of Gaisce – Gradam an Uachtaráin - The President's Award (henceforth Gaisce – The President's Award, or Gaisce) submits herewith its report and audited financial statements for the year ended 31 December 2021.

Section (1): Chairperson's and CEO's Statements

On behalf of the Council of Gaisce – The President's Award, I am pleased to present the organisation's 2021 report.

The purpose of the Gaisce Awards programme is to provide young people with an opportunity, through participation in personal, physical, community and group challenges, to learn about themselves and the world around them and the role they can play in making it better. In essence, to provide the environment in which they can unlock their own potential and be the best version of themselves. As I observe the world around me, Gaisce – The President's Award has never been more relevant or necessary.

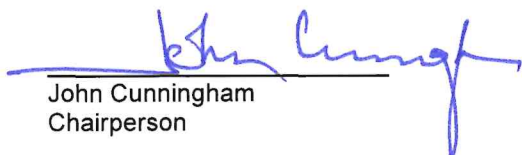
Although Covid-19 continued to impact the operations of Gaisce across 2021, the Council is satisfied that the organisation's agile response to the pandemic ensured that as many young people as possible were able to start, continue and to complete their Gaisce Award. We were delighted to see an increase in both the number of young people registering for their Gaisce Award, and the numbers of Gaisce Awards achieved overall.

Despite the uncertain financial impact of the pandemic, Gaisce's core grant from the Department of Children, Equality, Disability, Integration and Youth was increased in 2021 and I wish to thank and commend Minister Roderic O'Gorman and officials within his Department for securing this vital funding for young people who are particularly affected by Covid-19. Likewise, for the additional support the Minister and his Department was able to provide for Gaisce's 35th anniversary project, 'Bulbs For Bees', and LikeMinded, our LGBTI+ programme.

The organisation was particularly pleased that, despite the challenges of Covid-19, diversity and inclusion projects were able to progress, and thank the generous support of funders in this regard. The organisation achieved a small surplus in 2021. As a result of both continued relationships and new partnerships, the organisation's financial position was healthy at year end. Mindful of uncertainties into the future, however, the organisation will continue to seek out additional sources of funding, appropriate to the mission and values of Gaisce.

2021 was a year of change on Council: five members stood down following the expiry of their term, and we welcomed five new Council members in their place. All Council members – retiring, continuing and new – discharge their duties with exceptional professionalism and generosity and I wish to thank them all for their commitment to Gaisce in 2021.

We are indebted to President Michael D Higgins and officials within Áras an Uachtaráin for their continued support and engagement. It is our pleasure to carry out our work on his behalf.


John Cunningham
Chairperson

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DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

CEO's Statement

Preparing a workplan for 2021, we hoped Covid-related measures would soon become unnecessary and we could revert to 'normal'. Alas, it was not to be and programme amendments introduced to ensure young people could start, continue and complete their Gaisce Award remained largely in place across 2021. Notwithstanding this, thanks to the agility and energy of colleagues in Gaisce, the tireless effort of President's Award Leaders and the sheer resilience of young people, there was a 3% increase in the number of young people registering for Gaisce in 2021 and an increase of 36% in the number of young people achieving a Gaisce Award. Given completion rates were particularly affected by Covid in 2020, this recovery is as welcome as it is significant. More than 21,700 young people registered for Gaisce in 2021 and 12,500 Gaisce Awards were achieved.


A Gaisce Award is far more than a medal and certificate: these are only the physical representation of the personal growth of a young person and the development of vital social and emotional competencies, from confidence and self-management, to resilience and empathy – each Award representing an individual story for a young person to share and reflect on.

The Gaisce Award programme relies on individuals and organisations that share both our belief in and ambition for young people. More than 1,300 President's Award Leaders, working and volunteering across 775 Gaisce Award Partner organisations supported young people through their Gaisce journey in 2021. In the context of a second year of Covid-related restrictions, we consider this a phenomenal number and remain ever grateful for their support of the Gaisce programme.

Significant events in 2021 that I would like to draw attention to include the following:

- 'Bulbs For Bees': Gaisce's nationwide pollination project to mark the organisation's 35th anniversary which resulted in over 650,000 pollinator-friendly bulbs being planted across the length and breadth of the country.
- At over 329, the near two-fold increase in the number of young people with a disability registering for a Gaisce Award in 2021 compared to 2020, the result of concerted effort to re-establish and build new relationships with disability organisations.
- Gaisce's LikeMinded art exhibition, the first LGBT+ exhibition ever held in the National Gallery of Ireland. Following an official opening by Minister Roderic O'Gorman in the Gallery with 170+ in virtual attendance, more than 30,000 people visited the exhibition between July 30th and October 17th. The exhibition featured on RTÉ Radio 1's Arena show and Jack L's *Postcards from the Edge* live stream.
- In a year that we were forced to cancel all large award ceremonies, President Michael D Higgins presented two Gold Awards in Cork prison, one of the few events the President was able to participate in due to the pandemic. In total, more than 130 Awards were achieved by young people across prison, probation, intervention and diversion.

Financially and in other important respects, Gaisce ended 2021 on a positive note. We look forward to launching a new Strategic Plan for Gaisce – The President's Award in 2022 and hope the environment in which it is launched is less beholden to Covid than has been the case since March 2020. Whatever conditions prevail, the priority for Gaisce will be recovering ground lost during the pandemic and redoubling our efforts to ensure accessibility so that every young person in Ireland, no matter their circumstances, has the opportunity to take on the President's Challenge to dream big and fulfil their potential.



Yvonne McKenna
CEO

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Section (2): Summary of the Organisation's Purpose and Activities

Gaisce – The President's Award was founded in 1985 with the aim of establishing and administering a system of non-competitive Awards for all young people in Ireland, ensuring equality of access and participation, in recognition of personal achievement within their leisure time. It is Ireland's national youth award and the highest recognition of a young person's initiative, achievement and voluntary contribution. Most importantly, Gaisce has stood the test of time: participation is proven to enhance the development of vital social and emotional competences, including confidence, resilience and empathy. These competencies are recognised as central, not only to making positive life choices and employability, but to fulfilling potential and flourishing. Gaisce has a unique position in Ireland and continues to encourage young people, in the pursuit of their Award, to consider and question the world around them and the role they can play in creating a more just and equal society.

The programme is open to young people aged between 14 (under certain programmes, 13) and 25 years of age. Participation involves young people setting and achieving goals across three challenge areas - personal skill, community action and physical activity – and undertaking a team adventure challenge. There are three levels of Award: Bronze, Silver and Gold. At Gold level, an additional residential challenge is required.

Participants are supported through their Gaisce journey by their President's Award Leader (PAL), an adult mentor, who supports, guides and encourages a young person through their Award. Gaisce provides training and support to PALs to deliver Gaisce directly to young people they work or volunteer with. As a result of having a trained PAL, organisations become Gaisce Award Partners. In addition to responding to requests to become a PAL or Gaisce Award Partner, towards ensuring the programme is accessible to as many young people as possible, Gaisce takes a proactive approach to recruiting new PALs and Gaisce Award Partners.

The Gaisce Council approved a new strategic plan for the period 2020-2025 in 2020 but postponed launching it due to Covid-19. Retaining the priorities of access, awareness and excellence, the new plan puts a renewed focus on diversity and inclusion, particularly in the context of the Sustainable Development Goals. The plan will be reviewed early in 2022 to ensure it remains relevant to a post-/co-Covid environment.

Gaisce's core values are: Empowerment; Inclusion and Equality; Respect; and Excellence. The organisation has developed a 'values proposition' which sets out: the meaning of each value as it pertains to Gaisce; what the organisation aims to achieve with respect to each value; the approach to work to ensure alignment with each value; and a statement of practice, outlining how practice and behaviour reflects each value.

Gaisce's impact is in the personal development of the many hundreds of thousands of young people that have participated in the programme since its inception in 1985, and their impact on and in the communities and societies in which they live. And in the commitment and endeavour of the many thousands of President's Award Leaders and others who support and encourage young people to pursue and achieve a President's Award.

Section (3): Achievements & Performance

Guided and informed by the organisation's Strategic Plan, annual workplans are developed to direct and focus the work of the organisation. The 2021 workplan was developed cognisant of Covid-19 related restrictions and realities that pertained at the time (end 2020/early 2021), with an understanding that should restrictions ease or further impacts of the pandemic materialise, the plan could be reviewed accordingly. Whilst the vaccine roll out across 2021 did result in a certain roll back of restrictions in the third quarter of the year, the emergence of new strains and increased levels of the virus meant that, in reality, programme amendments introduced in response to Covid remained in place across the year and Gaisce continued to work primarily remotely. The organisation continued to take a proactive approach to ensuring all PALs and participants were aware that, despite whatever restrictions were in place, it was always possible to start, to continue and to complete a Gaisce Award, under a banner campaign: 'Covid is a lot about can't; Gaisce is about can'.

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Registrations and Completions

Despite the continued prevalence and impact of the pandemic across 2021, there was an increase in registrations and, more significantly, completions compared to 2020. In relation to both, the organisation surpassed targets by 3% and 18% respectively. At 21,713, registrations for Gaisce in 2021 were up 3% on 2020, and 91% of 2019 levels. The best 'recovery' in 2021 was in schools (DEIS and non-DEIS). Disability and certain areas of justice (GYDP) improved significantly, but there was a decline in Youthreach, some youth services (including uniformed) and across justice areas of prisons, probation and intervention.

At 12,566, completions were up 36% on 2020 levels, and 84% of 2019 levels. Completions increased across all categories, with the exception of some youth services (including uniformed) and probation. Included in this figure is 127 Gaisce Awards achieved by young people in Northern Ireland under the Joint Award agreement. This compares to 50 Gaisce Awards achieved in Northern Ireland in 2020, and 114 in 2019.

Gaisce Award Partners and President's Award Leaders (PALs)

Gaisce's aim is to ensure young people, wherever they are and whatever their circumstances, can take up the President's Challenge and pursue a Gaisce Award. For that to happen, Gaisce must ensure sufficient 'access points' to the Award i.e. organisations that deliver Gaisce. The primary focus of Gaisce's work, therefore, is supporting President's Award Leaders, recruiting new Gaisce Award Partners and President's Award Leaders, and promoting the Award to potential participants.

A total of 775 organisations delivered Gaisce in 2021, a 5% increase on 2020. Schools remain the environment in which most young people register for their Gaisce Award. In 2021, 592 or 82% of all post-primary schools in Ireland delivered the programme (this number includes 114 or 56% of DEIS schools in Ireland). We are pleased to report a significant increase (28%) in the number of non-school organisations (youth, community etc.) delivering Gaisce. We note, particularly, that the concerted effort to increase the number of disability organisations delivering Gaisce resulted in a significant increase from 24 in 2020 to 42 in 2021, representing not just recovery, but growth on pre-Covid numbers. In addition to recruiting new and/or 'returning' Gaisce Award Partners, Award Partners remaining active year to year is another metric by which we measure success. Retention levels of Gaisce Award Partners increased from 75% in 2020 to 80% in 2021. In addition to organisations that 'returned' to delivering Gaisce after a break of a year, more than 40 new Gaisce Award Partners were welcomed.

President's Award Leaders are the heart of Gaisce and we are indebted to the 1,300+ PALs who supported young people through their Gaisce journey in 2021, an increase of 6% on 2020. This overall figure represents an increase of 4% in school-based PALs, and of 14% in the number of PALs working and/or volunteering in youth, community and other non-school settings.

All PAL training in 2021 took place online, with 427 individuals attending across 15 training sessions. As a result of not being able to make visits to PALs and Gaisce Award Partners, Gaisce redoubled efforts to ensure support could be provided in other ways. Several mass PAL-specific communications issued across 2021, including to alert PALs to upcoming events they might be interested to attend (Gaisce-related and otherwise), updating them on activities within Gaisce and who to contact within Gaisce should they have queries, and sharing Gaisce's Impact Report. An individual 'PAL Pack' comprising useful information on delivering Gaisce within remaining restrictions and Gaisce-branded stationery was issued to all PALs in September. In addition to year-round on-hand office support by Gaisce's administrative team, Development Officers provided virtual support to PALs individually through email and 'phone and through group meetings and presentations. In addition to individual contact made with all active PALs, 10 PAL online 'Catch Up' events took place (ca. 300 attendees) and Development Officers delivered 118 virtual presentations to participants and Gaisce Award Partners.

Gaisce takes every opportunity to recognise PALs, ensuring they are thanked in all communications, whether printed or in person. A Christmas Card was sent to all PALs and 31 gifts were sent to PALs that took retirement in the year. 467 PALs who have been active for five years or more received a Civic Merit Award (and certificate).

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Marking Gaisce's 35th: 'Bulbs For Bees'

To mark the establishment of Gaisce – The President's Award in October 1985, the organisation designed and delivered a public pollination project in 2021. In deciding on a theme, Gaisce wished to reflect both the concerns and interests of young people, and the organisation's commitment to the Sustainable Development Goals. Taking inspiration and guidance from the All-Ireland Pollinator Plan, 'Bulbs For Bees' provided an opportunity to take positive action and reflected Gaisce values of inclusivity, positivity and hope: to plant is to believe in tomorrow.

With generous support from the Department of Children, Equality, Disability, Inclusion and Youth, 'Bulbs For Bees' was the largest ever public pollination project in Ireland and involved more than 650,000 pollinator-friendly bulbs being planted across the length and breadth of the country. The campaign was launched in early September and closed on 21st October, Lá Gaisce. Through a partnership with An Post, Gaisce directly distributed 50,000 bulbs to ca. 1,500 organisations and individuals, including Gaisce Award Partners, Challenge Partners, Volunteer Centres and every post-primary school in the country (82% of whom deliver Gaisce). A further 300,000 bulbs were distributed to the national network of local community development companies for distribution to local youth and/or community organisations. A further 300,000 bulbs were sold across 160 Lidl stores nationwide. The campaign generated significant print and social media coverage across local, regional and national press with reach of 3.4million and 2.9million respectively including an op-ed by Gaisce's CEO in the Journal.ie. The campaign also featured in Lidl Irelands magazine and in store advertising.

Specialist Projects, including Diversity and Inclusion

Towards ensuring accessibility to the Award, Gaisce operates a number of specialist projects, often dependent on additional funding secured specifically for the purpose. In 2021, these included: our work across justice settings, from prevention and intervention to custody and probation; Wavelength, for young refugees and asylum seekers; and LikeMinded, for young members of the LGBTIQ+ community. Events to support these projects included, for Wavelength, an 'Ideas and Learning Exchange' online information event for current and potential PALs and participants, and a series of online/in-person FutureTalks workshops for participants that explored education and career paths and opportunities; the LikeMinded exhibition held in the National Gallery of Ireland, the first LGBT+ exhibition held in the Gallery; and a webinar aimed at youth justice workers (Just the Two of Us) in partnership with the Research Evidence into Policy, Programmes and Practice Project (REPPP) in the University of Limerick. An empathy-building project that is a collaboration between Gaisce, Maynooth University and the Progression Unit in Mountjoy prison continued into a second year. President Michael D Higgins presented two Gold Awards in Cork prison, one of the few outings the President was able to make during 2021, due to Covid-19. During a brief reprise in restrictions, a bespoke Award ceremony was also held for the LikeMinded project in October where 5 Bronze and 9 Silver Gaisce Awards were presented. As part of World Refugee Day, the Wavelength project collaborated with Bohemian's football club on a 'Dreamball' competition which involved young people designing a football encapsulating the theme 'together through sport'.

With funding secured from Irish Aid, the organisation's climate justice programme, Gaisce Glas, was able to progress into a second year, taking the broader focus of global citizenship. In addition to young people participating in pursuit of their Gaisce Award, the project extended to building the capacity of PALs to run their own Gaisce Glas projects. Thus far, 100 young people have been involved in Gaisce Glas, including Gaisce participants in the Midlands Prison.

Continuing a pilot project to offer Gaisce to second-year post-primary students, 17 schools (including seven DEIS schools) participated in 2021, with 140 registrations. 25 second year students that registered in 2020 completed in 2021.

Ceremonies and Events

Due to Covid-19, for a second year running, Gaisce was unable to host the annual national Gold Award or PAL Civic Merit ceremonies and the Defence Forces Adventure Challenge was cancelled. In place of the Civic Merit ceremony, medals and certificates were sent to the relevant Gaisce Award Partner along with a letter from the CEO and encouragement to the head of the organisation to make a local presentation to their PAL, which a great many did.

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Most other ceremonies were cancelled and in-person events were either cancelled or held online. In addition to events supporting Gaisce's specialist projects, other online events held during 2021 included Going 4 Gold workshops, Gold portfolio check-ins and a follow up workshop to the 2020 Disability World Café event. To assist Gold participants complete the 'residential' challenge area of their Award, Gaisce organised a five-day online programme of activities under the theme of Global Citizenship. 24 young people took part in the week, which included Model United Nations and constructive dialogue with Minister of State, Thomas Byrne, which formed part of the Conference on the Future of Europe.

In total, over 700 people attended Gaisce events in 2021.

Strategic Partnerships

Gaisce developed strategic partnerships in 2021 with Macra na Feirme and collaborated with Eco-Unesco, the Irish Girl Guides, No Name Club and Young Irish Film Makers on an Eco-Unesco led Youth Climate Justice project. Another significant development in 2021 was progressing the Approved Adventure Journey Provider (AAJP) project with Outdoor Education and Training Centres. As, due to Covid-19, the Adventure Journey remained optional throughout 2021, the AIPP partnership will be launched in 2022. Two new Challenge Partnerships were announced in 2021: the Alzheimer Society of Ireland and FIT's (Fastrack to Information Technology) *Choose Tech* programme.

The CEO maintained regular contact with the Department of Children, Equality, Disability, Integration and Youth and submitted governance information as required in May and October.

In the context of the continued impact of Covid-19 in 2021, the organisation is satisfied it made every effort to ensure that as many young people as possible could start, continue and complete their Gaisce Award in 2021. Whilst the organisation notes the significant increase in completions in 2021 compared to 2020, it also notes the continued impact of Covid-19 on participation, particularly for young people affected by disadvantage. Notwithstanding the continued impact of Covid-19 in 2022, Gaisce is mindful that achieving pre-pandemic participation levels in the Award will require significant development and re-development work, particularly with respect to ensuring accessibility for young people affected by disadvantage.

Section (4): Structure, Governance & Management

Gaisce is a company limited by guarantee and does not have a share capital.

The Company has been granted charitable status by the Revenue Commissioners, number CHY8482. It is also registered with the Charities Regulatory Authority with a registered Charity Number of 20020903. Gaisce is governed by a Council of 15 members. Whilst Gaisce is not a state body, it is 'under the aegis' of the Department of Children, Equality, Disability, Integration and Youth.

The Minister for Children, Equality, Disability, Integration and Youth appoints Council members and does so in accordance with the Guidelines for Appointments to State Boards (2014). Applications for Council vacancies are posted on the Public Appointments System's website (www.stateboards.ie) and officials within the Minister's Department mirror the Public Affairs System process to identify a shortlist for the Minister. The Chair is also involved. The terms of a number of Council members expired in 2021 and positions were filled drawing from a panel established through this process.

In advance or in response to a vacancy, Council conducts a skills audit (or consults a previously undertaken one). This process is initiated by the Chair to identify any gaps in knowledge or experience on the Council. Prospective candidates for Council are required to demonstrate: interest and experience in policies/systems which enable and support young people, youth work and active citizenship; an understanding of the origins, rationale and role of Gaisce; and the main governance responsibilities of charity board membership. In addition, candidates should be able to demonstrate capacity under at least one of the following competency areas: youth development (majority competency); finance, accounting and audit; digital/ICT; corporate governance and compliance; organisational development and innovation; legal; marketing and communications.

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The term of appointment for Council members is for 3 years, or for a period of less than 3 years as determined by the Minister, whether to ensure rotation or for any other reason. In the case of casual vacancies, the term is the remainder of the predecessor's term. Consistent with best corporate governance practice no member of Council serves more than two consecutive full terms of appointment.

In addition to the process outlined above, there are two nominating bodies:

1. Áras an Uachtaráin nominates two members
2. The Department of the Taoiseach nominates a single member

The President's nominee to Council is Philly McMahon. The term of Justin McAleese ended in November 2021 and the organisation awaits details of the second nominee. Miriam Dollard is the Department of the Taoiseach's nominee.

The induction process for Council members involves two central elements: the provision of a documentation file, and meetings between the new Council member and the Chair and CEO of Gaisce.

The role of Council (individually and collectively) is fully defined within a Council Handbook and can be summarised as follows:

- ✓ To ensure the organisation has a clear vision, mission and strategic direction and is focused on achieving these;
- ✓ To ensure the organisation's governance is of the highest possible standards, takes responsibility for its "corporate" behaviour and complies with all legal and regulatory requirements;
- ✓ To safeguard the good name and values of the organisation;
- ✓ To ensure the effective and efficient administration of the organisation;
- ✓ To ensure the financial stability of the organisation;
- ✓ To act as guardians of the organisation's assets, both tangible and intangible, taking all due care over their security, deployment and proper application;
- ✓ To appoint the Chief Executive Officer and monitor their performance.

Council Members are required to complete a declaration of conflict of interests/loyalties when they first take up their position on Council and are asked to update the Company Secretary on any changes in this regard. Conflict of interest/loyalty is a standing item on the agenda at each Board meeting. Council members receive no payment for their service, save the option to recoup documented out of pocket expenses.

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**DIRECTORS' REPORT
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There are generally a minimum of 5 Council meetings in a calendar year on dates agreed in advance on an annual basis. In 2021 there were 7 Council meetings. The following table outlines attendance at Council meetings (whereby 'x' denotes present):

	04/02	18/03	15/04	24/06 & AGM	26/08	16/09	25/11	Total
Marcella Bannon	x	x	x	x		x		5 of 7
Samantha Briody	x	x	x	x	x	x	x	7 of 7
Karen Buckley	x	N/A	N/A	N/A	N/A	N/A	N/A	1 of 1
Norah Burns	N/A	N/A	x	x	x	x	x	5 of 5
John Cunningham (Chair)	x	x	x	x	x		x	6 of 7
Pauric Dempsey	x		x	x	x	x		5 of 7
Miriam Dollard	x	x	x	x		x	x	6 of 7
Denis Duggan	x	x	x	x			x	5 of 7
Emma Farrell	x	x	x	x	x		x	6 of 7
Jennifer Gannon	N/A	x	x	x	x	x	x	6 of 6
Áine Kerr	N/A	x	x	x	x	x	x	6 of 6
Ali Khan	N/A	x	x	x	x		x	5 of 6
Feargal Hynes	x	N/A	N/A	N/A	N/A	N/A	N/A	1 of 1
Maura Kiely	x	N/A	N/A	N/A	N/A	N/A	N/A	1 of 1
Justin McAleese	x	x	x	x	x	x	N/A	6 of 6
Jimmy McGovern		N/A	N/A	N/A	N/A	N/A	N/A	0 of 1
Philly McMahan	x		x				x	3 of 7
Paul Sweetman		x		x		x	x	4 of 7
Vincent Teo	N/A	x	x	x	x	x	x	6 of 6

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Karen Buckley	Retired 28/02/2021
Norah Burns	Appointed 01/04/2021
Jennifer Gannon	Appointed 01/03/21
Áine Kerr	Appointed 01/03/21
Ali Khan	Appointed 01/03/21
Feargal Hynes	Retired 28/02/2021
Maura Kiely	Retired 28/02/2021
Justin McAleese	Retired 08/11/2021
Jimmy McGovern	Retired 28/02/2021
Vincent Teo	Appointed 01/03/2021

Chairperson

The Chairperson is a director and a member of the company, who is appointed by the Minister for Children, Equality, Disability, Integration and Youth in accordance with the Guidelines for Appointments to State Boards (2014).

The Chairperson cannot be an employee of Gaisce. The responsibilities of the Chairperson are equal to that of a Council member with additional duties in relation to holding the Council and CEO to account for Gaisce's mission and vision; providing inclusive leadership to Council; and ensuring that each Council member fulfils their duties and responsibilities for the effective governance of the organisation. The Chair also supports, and, where appropriate, challenges the CEO and ensures that Council functions as a unit, working closely with CEO to achieve agreed objectives. The role of the Chair is expounded in the Council Handbook.

The current Chairperson of Gaisce is John Cunningham, who was appointed in May 2018. The Minister re-appointed Mr Cunningham to serve a second three-year term from May 2021.

Company Secretary

As per the legal requirements of a registered company, Gaisce has a Company Secretary. As per the governing documents of the organisation, the Company Secretary is a member of staff who is not the CEO. The role of the Company Secretary is to give notification of Council meetings; circulate papers in advance; take minutes at Council meetings and maintain an action log of all decisions taken. The current Company Secretary is Alex Davis, Senior Administrator in Gaisce.

Sub-committees

Sub-committees are established to deal with ongoing areas of work or to progress specific pieces of work. All sub-committees are appointed by Council and all Council members can be members of Council sub-committees. Each sub-committee has a minimum of two Council members and all sub-committees are chaired by a Council member.

Sub-committees have Terms of Reference agreed by full Council and detailing the name, purpose, membership and authority of the group. Sub-committees deliberate issues within their remit separately from the full Council, and present recommendations or decisions to the full Council for ratification. Unless decision making responsibilities are devolved to the Sub-committee (appropriately and in line with legislative obligations and good governance) the Council is responsible for approving any recommended actions.

In line with good governance procedures, Council undertook a review of standing sub-committees in 2021 and replenished membership. As a result of this review, the Finance and Audit sub-committee was expanded to include Risk, becoming the Finance, Audit and Risk sub-committee, and the responsibilities of the Safeguarding sub-committee were subsumed. The extant sub-committees of Governance, Human Resources and Remuneration and International/Joint Award were maintained.

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By year end, the members of the Finance, Audit and Risk sub-committee were:
Marcella Bannon, Samantha Briody, Jennifer Gannon, Áine Kerr, and Vincent Teo.

The members of the Governance sub-committee at year end were:
Marcella Bannon, Denis Duggan, Emma Farrell and Jennifer Gannon.

The members of the HR and Remuneration sub-committee at year end were:
Samantha Briody, Pauric Dempsey, Miriam Dollard and Áine Kerr.

The members of the International/Joint Award sub-committee at year end were:
John Cuningham, Miriam Dollard and Paul Sweetman.

The following table outlines attendance at Sub-committee meetings:

Sub Committee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Attendance
Governance		26 th									4 th		EF 1; KB 1; MB 2
IAA/JAC										14 th			JC
Finance Audit & Risk			23 rd					11 th ; 13 th ; 30 th			15 th		SB 5; JMCA 4; JG 3; MB 2
HR/ Remuneration				23 rd		24 th					24 th		AK 1; MD 3; PD 3; SB 1.

Compliance and Risk

In 2021, Gaisce submitted its Annual Report to the Charities Regulator, its reports under the Lobbying Register and returns for the Companies Office, all on time.

Gaisce is compliant with the Statement of Guiding Principles of Fundraising, a voluntary code of conduct drawn up by charity fundraising practitioners and donors with support from legal, accounting, and other related professionals. Gaisce is fully compliant with all obligations under Children First, the national guidance for the protection and welfare of children and all quality standards with respect to PAL screening and child protection policies were fully implemented and adhered to in 2021. Gaisce has completed adoption and implementation of the Governance Code issued by the Charities Regulator. It reported on its compliance with the code in 2021 as required by the regulator. A revised Constitution approved in 2019 by the then Department of Children and Youth Affairs and by Áras an Uachtaráin, was filed with the Companies Registration Office in 2021.

Compliance is a standing agenda item at Council meetings. The Council of Gaisce agreed a list of regulators, funders and legislative responsibility areas to be complied with. A working definition and description of each area ensures Council fully understand the organisation's responsibilities in relation to each area. Compliance is delegated to the Executive, and it is the responsibility of the CEO to ensure the organisation remains compliant across all areas of responsibility.

The Senior Administrator takes responsibility for keeping a live and updated status report on compliance.

The CEO provides a report at each meeting, updating Council on the status of the organisation in relation to the following areas: health and safety; complaints; child protection; staff performance/HR; data protection; compliance with funders' reporting requirements (public and private); CRO compliance requirements; CRA compliance requirements; standard operating compliance requirements; employment law; finance and financial policy; and register of lobbying requirements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

Gaisce maintains a risk register that is a standing agenda item at Council meetings. Any proposed changes to the assessment of a risk (i.e. its suggested inclusion or deletion from the list of those with a high or medium probability) is brought to Council for their consideration and decision. In addition to Council, the CEO works with the Gaisce team to review relevant areas of risk as well as the status of risk.

Gaisce comprises a core team of ca. 17, led by a Chief Executive Officer. The Chief Executive Officer is Yvonne McKenna and she reports directly to Council through the Chair.

Remuneration of staff recruited prior to 2015 is aligned to civil service grades. A remuneration policy, most recently updated in 2019, provides for the remuneration of staff recruited in and since 2015. The policy was developed with the aim to be fair, transparent, and consistent, providing guidelines to attract, motivate and retain employees with the appropriate skills to deliver the strategic priorities of the organisation. This policy is supported by other organisational policies relating to staff and human resource management, including a performance and development process.

Section (5) Financial Review

The results are set out on the following pages. The total income for the year amounted to €1,305,166, with total expenditure amounting to €1,288,335. The organisation achieved a small surplus in the year of €16,831.

Although certain 2020 income streams concluded, the organisation is pleased to report an increase in its income in 2021 compared to 2020 of €42K. This is due to an increase in the organisation's core grant from the Department of Children, Equality, Disability, Integration and Youth, increased fees income and a grant from Irish Aid. The organisation will continue to explore opportunities to secure additional sources of funding in line with the organisation's objectives and values.

Given the particular impact of Covid-19 on the organisation's operations in 2020, it was not surprising that expenditure in 2021 increased significantly on the previous year. The organisation is satisfied, however, that expenditure did not surpass income. It acknowledges, in particular, the Covid-19 Stability Scheme grant which assisted the organisation in 2020 and 2021.

Gaisce's core grant received from the Department of Children, Equality, Disability, Integration and Youth was €752,587 (2020: €719,597).

Gaisce is extremely grateful for the financial support of all its funders.

Government Grants

Gaisce is in receipt of grants from the Department of Children, Equality, Disability, Integration and Youth Affairs (core funding grant; Asylum Migration and Integration Fund (AMIF); Bulbs For Bees; Covid-19 Minor Grant; LGBTI+ Community Services Funding; Youth Capital Grant); the Department of Foreign Affairs (Irish Aid) and the Department of Rural and Community Development (Covid-19 Stability Scheme).

Pension

Gaisce operates a defined contribution pension scheme for employees who began employment with the organisation prior to 2014. The contribution made by the organisation is twice the contribution of a participating staff member, to a maximum of 13% gross salary. Staff employed from 1st January 2014 are required to contribute to the Single Public Sector Pension Scheme (SPSPS). The organisation does not financially contribute to the SPSPS.

Reserves Policy

To ensure Gaisce has sufficient funds to deliver core functions during a period of unforeseen difficulty, Council aspires to a €500K General Reserve and maintains a Special Reserve of €100K to allow consideration of proposals to Council from the CEO and/or Council Members. The target level for unrestricted reserves is, therefore, €600,000. At year end, the organisation's unrestricted reserve is €525,343.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

Principal risks and uncertainties

In addition to an increase in the organisation's core grant in 2021, the directors note improving registration and completion levels. In preparing its 2021 financial statements, the directors have identified the medium/longer-term impacts of Covid, financially and with respect to its impact on young people, and increasing inflation as risk factors facing the organisation. The directors are mindful of the organisation's reliance on grant income, including statutory grants, and continue to explore additional sources of funding, in line with Gaisce's mission and values.

Books of account

The measures taken by the Directors to secure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014, with regard to the keeping of accounting records, are the implementation of necessary policies and procedures for recording transactions, employment of appropriately qualified accounting personnel with appropriate expertise, the provision of adequate resources to the financial function and the maintenance of computerised accounting systems. The company's accounting records are maintained at the company's office at Ratra House, North Road, Dublin 8.

Statement of relevant audit information

In the case of each of the persons who are directors at the time when this Directors' Report is approved has confirmed that:

- so far as each Directors is aware, there is no relevant audit information of which the company's auditor are unaware, and
- each Director has taken all of the steps that ought to have been taken as a Directors in order to be aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Auditors

The auditors, Crowe Ireland, being eligible, have indicated a willingness to continue in office accordance with Section 383(2) of the Companies Act 2014.

Taxation status

No charge to taxation arises as Gaisce – Gradam an Uachtaráin –The President's Award has been granted charitable exemption by the Revenue Commissioners.

Section (6): Future Developments

Uachtarán na hÉireann is the patron of Gaisce. Gaisce's future is dependent on the agreement of An tUachtarán to continue with the Gradam an Uachtaráin scheme. In addition, the Government provides a grant, through the Department of Children, Equality, Disability, Integration and Youth, towards the cost of operating Gaisce's activities. These financial statements have been prepared on a going concern basis on the grounds that the department continue to provide this funding which, together with participant fees and other grant funding and income, will enable Gaisce – The President's Award to continue its operations for the foreseeable future.

At the time of approving the financial statements, the medium and longer-term impacts of Covid, financially and otherwise, remain a risk factor, along with increased inflation and the crisis in Ukraine. The Directors will continue to review in detail the organisation's income, expenditure and budgeted activities and consider the necessity to undertake corrective measures.

Section (7): Directors responsibilities statement

The directors are responsible for preparing the Directors' Report and the financial statements in accordance with Irish law and regulations.

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2021

applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

Under company law, the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the assets, liabilities and financial position of the company for the financial year end date and of the surplus or deficit of the company for that financial year and otherwise comply with the Companies Act 2014.

In preparing these financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether the financial statements have been prepared in accordance with applicable accounting standards, identify those standards, and note the effect and the reasons for any material departure from those standards; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors confirm that they have complied with the above requirements in preparing the Financial Statements.

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus and deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and the Directors' Report comply with the Companies Act 2014 and enable the financial statements to be audited. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the Republic of Ireland governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Section (8) Events since the year end date

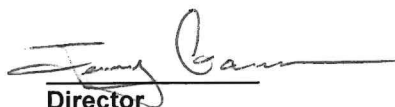
Notwithstanding levels of Covid-19 circulating at the time of preparing these Financial Statements, neither government nor public health officials indicate any return of restrictions. Notwithstanding this, given the organisation's agility since March 2020, the Directors are confident Gaisce will be able to respond accordingly to restrictions, should they be reimposed.

The medium and longer term impacts of Covid-19, financially and otherwise, remain unclear, however, and, in the context of rising inflation and events worldwide, the Directors are mindful that the environment in which the organisation operates is uncertain.

As a result of consideration the Directors have given to assessing the status of the organisation, they conclude the organisation is in a position to continue as a going concern and remain confident in the current financial status of the organisation.

This report was approved by the Directors on 21 June 2022 and signed on their behalf by:


Director


Director

Date: 21 June 2022

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Gaisce - Gradam an Uachtaráin - The President's Award for the year ended 31 December 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" second edition effective 1 January 2019.

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members 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 company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2021 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" second edition effective 1 January 2019;
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (Ireland) (ISAs (Ireland)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the company in accordance with the ethical requirements that are relevant to our audit of financial statements in Ireland, including the Ethical Standard issued by the Irish Auditing and Accounting Supervisory Authority (IAASA), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the directors' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the directors with respect to going concern are described in the relevant sections of this report.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

Other information

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

Based solely on the work undertaken in the course of the audit, we report that:

- in our opinion, the information given in the Directors' Report is consistent with the financial statements; and
- in our opinion, the Directors' Report has been prepared in accordance with applicable legal requirements.

We have obtained all the information and explanations which we consider necessary for the purposes of our audit.

In our opinion the accounting records of the company were sufficient to permit the financial statements to be readily and properly audited, and financial statements are in agreement with the accounting records.

Matters on which we are required to report by exception

Based on the knowledge and understanding of the company and its environment obtained in the course of the audit, we have not identified material misstatements in the Directors' Report.

The Companies Act 2014 requires us to report to you if, in our opinion, the disclosures of directors' remuneration and transactions required by sections 305 to 312 of the Act are not made. We have nothing to report in this regard.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

INDEPENDENT AUDITORS' REPORT TO THE DIRECTORS OF GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

Respective responsibilities

Responsibilities of directors for the financial statements


As explained more fully in the Directors' responsibilities statement in the Directors report, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the management either intends to liquidate the company or to cease operations, or has no realistic alternative but to do so.


Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an Auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (Ireland) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA 700 \(Ireland\)](https://www.iaasa.ie/Publications/ISA 700 (Ireland)). The description forms part of our Auditors' report.

Signed: 
Roseanna O'Hanlon

For and on behalf of


Chartered Accountants and Statutory Audit Firm
40 Mespil Road
Dublin 4
D04 C2N4

Date: 24 June 2022

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total funds 2021 €	<i>Total funds 2020 €</i>
Note				
Income from:				
Charitable activities	<u>293,885</u>	<u>1,011,281</u>	<u>1,305,166</u>	1,263,087
Total income	<u>293,885</u>	<u>1,011,281</u>	<u>1,305,166</u>	1,263,087
Expenditure on:				
Raising funds	4 54,107	1,229	55,336	40,855
Charitable activities	5 <u>129,300</u>	<u>1,103,699</u>	<u>1,232,999</u>	1,048,928
Total expenditure	<u>183,407</u>	<u>1,104,928</u>	<u>1,288,335</u>	1,089,783
Net income (expenditure)	110,478	(93,647)	16,831	173,304
Transfers between funds	14 <u>(4,922)</u>	<u>4,922</u>	-	-
Net movement in funds	14 105,556	(88,725)	16,831	173,804
Reconciliation of funds:				
Total funds brought forward	14 <u>419,787</u>	<u>267,521</u>	<u>687,308</u>	514,004
Total funds carried forward	14 <u>525,343</u>	<u>178,796</u>	<u>704,139</u>	687,308


The notes on pages 22 to 31 form part of these financial statements.

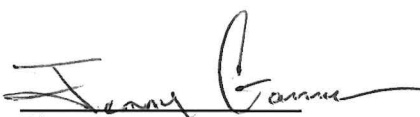
GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**BALANCE SHEET
AS AT 31 DECEMBER 2021**

	Note	€	2021 €	€	2020 €
Fixed assets					
Tangible assets	10		40,270		30,766
Current assets					
Stocks	11	54,936		53,763	
Debtors	12	9,674		43,395	
Cash at bank and in hand		<u>640,469</u>		<u>605,896</u>	
		705,079		703,054	
Creditors: amounts falling due within one year	13	<u>(41,210)</u>		<u>(46,512)</u>	
Net current assets			<u>663,869</u>		<u>656,542</u>
Net assets			<u>704,139</u>		<u>687,308</u>
Charity Funds					
Unrestricted funds	14		525,343		419,787
Restricted funds	14		<u>178,796</u>		<u>267,521</u>
Total funds	14		<u>704,139</u>		<u>687,308</u>

The financial statements were approved by the Directors on 21 June 2022 and signed on their behalf by:


Director


Director

The notes on pages 22 to 31 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	2021 €	2020 €
Cash flows from operating activities			
Net cash generated from operating activities	16	<u>75,781</u>	<u>136,184</u>
Cash flows from investing activities			
Net cash used in investing activities	16	<u>(41,208)</u>	<u>(38,390)</u>
Change in cash and cash equivalents in the year		34,573	97,794
Cash and cash equivalents brought forward		<u>605,896</u>	<u>508,102</u>
Cash and cash equivalents carried forward	17	<u><u>640,469</u></u>	<u><u>605,896</u></u>

The notes on pages 22 to 31 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

1. Accounting Policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland, and follow the recommendations of the Charities SORP Accounting and Reporting by Charities: Statement of Recommended Practice, and Irish statute comprising of the Companies Act 2014.

The principal accounting policies of the charity are set out below.

1.2 Going concern

The financial statements have been prepared in accordance with the going concern concept.

1.3 Income

Income represents funding received and receivable from the Department of Children, Equality, Disability, Integration and Youth and from fund-raising events, charitable donations and interest earned. Any fundraising is restricted to the purpose for which it is raised. All income derives from the company's principal activity.

1.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources.

Support costs are those costs incurred directly in support of expenditure on the objects of the charity and include project management carried out at our principal office at Ratra House, North Road, Phoenix Park, Dublin 8.

Costs of generating funds are costs incurred in attracting voluntary income, and those incurred in activities that raise funds.

Charitable activities and Governance costs are costs incurred on the charity's educational operations, including support costs and costs relating to the governance of the charity apportioned to charitable activities.

1.5 Tangible fixed assets and depreciation

All fixed assets are initially recorded at historical cost. Historical cost includes expenditure that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. Accounting Policies (continued)

Depreciation is charged so as to allocate the cost of assets, less their residual value, over their estimated useful lives, using the straight-line method. Depreciation is provided at the following rates:

Software Development	-	20% Straight Line
Computers/Equipment	-	33.33% Straight Line
Website Development	-	33.33% Straight Line

The assets' residual values, useful lives and depreciation methods are reviewed, and adjusted prospectively if appropriate, or if there is an indication of a significant change since the last reporting date. Gains and losses on disposal are determined by comparing the proceeds with the carrying amount and are recognised in the statement of financial activities.

1.6 Impairment of Fixed Assets

Fixed assets are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the assets carrying amount exceeds its recoverable amount.

1.7 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the Bank.

1.8 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

1.9 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1.10 Cash at Bank and in hand

Cash at bank and in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide. Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised within interest payable and similar charges.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

1. Accounting Policies (continued)

1.12 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

1.13 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Directors in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.14 Grants

Grants which are received from the Department of Children, Equality, Disability, Integration and Youth are protected and are not to be used as security for any other activity without prior consultation with the Department of Children, Equality, Disability, Integration and Youth.

1.15 Employee benefits

The company provides benefits to employees, including paid holiday arrangements and access to a pension plan.

(i) Short term benefits

Short term benefits, including holiday pay and other similar non-monetary benefits, are recognised as an expense in the period in which the service is received.

(ii) Pension plans

Gaisce operates a defined contribution pension scheme for employees who began employment with the organisation prior to 2014. The contribution made by the organisation is twice the contribution of a participating staff member, to a maximum of 13% gross salary. Staff employed from 1st January 2014 are required to contribute to the Single Public Sector Pension Scheme (SPSPS). The organisation does not financially contribute to the SPSPS.

A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate fund. Under defined contribution plans, the company has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. The contributions are recognised as employee benefit expense when they are due

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021

2. **Judgments in applying accounting policies and key sources of estimation uncertainty**

The preparation of these financial statements requires management to make judgements, estimates and assumptions that affect the application of policies and reported amounts of assets and liabilities, income and expenses.

Judgements and estimates are continually evaluated and are based on historical experiences and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

As part of the audit for the year ended 31 December 2021, the Finance, Audit and Risk subcommittee and the CEO considered the budget and cashflow forecast of the organisation for 2022 and a budget and cashflow forecast of the organisation for 2023. In relation to both years, a prudent approach was taken to preparing the budget and cashflow, with respect to including only grant income already secured and a conservative estimate of fees income based on actual prior years. Arising from its considerations, no further estimates or key sources of estimation uncertainty have been identified which ought to be disclosed in a note to the financial statements.

Going Concern

Despite the successful roll-out of a Covid-19 vaccine programme in 2021, the pandemic continued to have a material impact on life in Ireland by year end. Economically, the negative impact was not as catastrophic as initially imagined, although the medium and longer term impacts remain uncertain. As these statements are being prepared, inflation is rising and the crisis in Ukraine is having worldwide impact.

Gaisce – Gradam An Uachtaráin – The President’s Award will be exposed to uncertainty in relation to both longer term impacts of the pandemic and inflation. The company continues to operate during this period, where possible. The Directors also note the organisation’s reliance on grant income, including, statutory grants. The organisation continues to proactively seek additional income streams, appropriate to its mission and objectives.

The Directors have prepared budgets and cash flows for a period of at least twelve months from the date of approval of the financial statements. Taking a conservative approach, the organisation remains confident its expenditure will not exceed income during this period. In addition, the organisation is satisfied that, should the environment and forecast change significantly, the organisation’s reserves will provide fall back revenue. Combined, this demonstrates there is no material uncertainty regarding the company’s ability to meet its liabilities as they fall due, and to continue as a going concern.

On this basis, the Directors consider it appropriate to prepare the financial statements on a going concern basis. Accordingly, these financial statements do not include any adjustments to the carrying amounts and classification of assets and liabilities that may arise if the company was unable to continue as a going concern.

The financial statements have been prepared on a going concern basis.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2021**

3. Income from charitable activities

	Unrestricted 2021 €	Restricted 2021 €	Total 2021 €	Total 2020 €
Department of Children, Equality, Disability, Integration and Youth:				
- Main (Core) Grant	-	752,587	752,587	719,597
- Capital Grant	-	41,215	41,215	38,390
- Youth Climate Justice Fund	-	-	-	27,832
- Minor Grant Scheme	-	20,000	20,000	-
- Bulbs For Bees	-	20,000	20,000	-
- LGBTI+ Community Services Funding	-	8,500	8,500	-
Participant Fees	291,146	-	291,146	253,806
	-	-	-	-
Irish Aid (Department of Foreign Affairs)	-	35,000	35,000	-
Philanthropic donation	-	85,000	85,000	75,000
St. Patrick's Cathedral Community Fund	-	1,500	1,500	2,000
Covid-19 Stability Scheme (Department of Rural and Community Development)	-	-	-	139,296
Rethink Ireland (formerly SIFI) supported by the Department of Rural and Community Development and Dormant Accounts Fund)	-	-	-	5,000
Other Income	2,739	-	2,739	2,166
Asylum, Migration and Integration Fund (European Commission / DCEDIY)	-	44,979	44,979	-
Eco-Unesco (Youth Climate Justice Fund)	-	2,500	2,500	-
	293,885	1,011,281	1,305,166	1,263,087

4. Costs of raising funds

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Direct costs:				
Staff costs	-	39,740	39,740	28,380
	-	39,740	39,740	28,380
Support costs:				
Staff costs	-	13,235	13,235	10,441
Organisational Development - Governance	-	92	92	-
Legal & Professional	-	69	69	76
Audit fees	701	-	701	627
Bookkeeping	528	462	990	932
Property related expenses	-	81	81	92
Office supplies/catering	-	75	75	41
Organisational Development -Operational	-	46	46	23
Telephone, Internet & Communications	-	180	180	146
I.T. support	-	127	127	97
	1,229	14,367	15,596	12,475
Total costs	1,229	54,107	55,336	40,855

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5. Charitable expenditure

	Restricted 2021 €	Unrestricted 2021 €	Total 2021 €	Total 2020 €
Direct costs:				
Staff costs	697,533	-	697,533	676,633
Staff Travel	9,110	-	9,110	7,569
Staff Training	6,070	-	6,070	4,046
Property related expenses	7,247	-	7,247	9,203
Insurance	24,397	-	24,397	17,655
CRM/Online System	18,780	-	18,780	14,040
I.T.	16,728	-	16,728	19,407
Telephone, Internet & Communications	16,280	-	16,280	14,671
Postage/Courier	26,028	-	26,028	21,670
President's Award Leaders/Volunteer Training, Support & Expenses	34,305	-	34,305	54
PR, Advertising, Marketing & Conferences	48,285	-	48,285	41,439
Business Development	50	-	50	2,029
Bank Charges	381	-	381	396
Medals, Certs & Award Ceremonies	38,360	-	38,360	27,141
Office Supplies/Catering	6,707	-	6,707	4,183
Other Direct Costs	19,467	-	19,467	8,312
Organisational Development - Governance	8,256	-	8,256	18
Legal & Professional	12,269	-	12,269	27,532
Organisational Development – Operational	4,154	-	4,154	2,313
Participants expenses	12,020	-	12,020	5,740
Campaigns	54,506	-	54,506	-
Depreciation	31,704	-	31,704	17,967
	1,092,637	-	1,092,637	922,018
Support costs:				
Staff costs	-	119,112	119,112	106,217
Organisational Development - Governance	-	826	826	2
Legal & Professional	-	617	617	768
Audit fees	6,310	-	6,310	6,384
Bookkeeping	4,752	4,162	8,914	9,485
Property related expenses	-	725	725	931
Office supplies/catering	-	671	671	422
Organisational Development – Operational	-	415	415	234
Telephone, Internet & Communications	-	1,627	1,627	1,484
I.T.	-	1,145	1,145	983
	11,062	129,300	140,362	126,910
Total costs	1,103,699	129,300	1,232,999	1,048,928

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6. Net income/expenditure

This is stated after charging:

	2021	2020
	€	€
Depreciation of tangible fixed assets	<u>31,704</u>	<u>17,967</u>

7. Directors' remuneration and transactions

Directors provide their services exclusively on an ex-gratia basis. Reimbursements for some incidental expenses during the year in the amount of €99 were made to them (2020: €23).

8. Staff numbers and costs

The average number of persons employed by the charity during the year was 17 (2020 : 17).

The number of employees whose remuneration (excluding employer pension costs) was in excess of €70,000 was as follows:

	2021	2020
	No.	No.
€70,001 - €80,000	-	-
€80,001 - €90,000	-	1
€90,001 - €100,000	1	-

The staff costs comprise:

	2021	2020
	€	€
Wages and Salaries	761,664	718,703
Social Welfare	83,342	78,325
Pension Costs	<u>22,455</u>	<u>22,009</u>
Total	<u>867,461</u>	<u>819,037</u>

Key management personnel include the CEO and management team for whom the total benefit in 2021 was €234,256, representing three full-time members of staff. The figures does not include employer pension contribution as the management team are members of the Single Public Sector Pension Scheme, to which the employer does not contribute.

9. Taxation

The company has been granted charitable status and as such is not liable to corporation tax. It is compliant with relevant tax circulars including circular 44/2006 "Tax Clearance Procedures Grants, subsidies and Similar Type Payments". Its reference number is CHY8482.

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10. Tangible fixed assets

	Office equipment €	Website Development €	Software Development €	Total €
Cost				
At 1 January 2021	164,097	49,327	12,300	225,724
Additions	<u>41,208</u>	<u>-</u>	<u>-</u>	<u>41,208</u>
At 31 December 2021	<u>205,305</u>	<u>49,327</u>	<u>12,300</u>	<u>266,932</u>
Depreciation				
At 1 January 2021	133,331	49,327	12,300	194,958
Charge for the year	<u>31,704</u>	<u>-</u>	<u>-</u>	<u>31,704</u>
At 31 December 2021	<u>165,035</u>	<u>49,327</u>	<u>12,300</u>	<u>226,662</u>
Net book value				
At 31 December 2021	<u>40,270</u>	<u>-</u>	<u>-</u>	<u>40,270</u>
At 31 December 2020	<u>30,766</u>	<u>-</u>	<u>-</u>	<u>30,766</u>

11. Stocks

	2021 €	2020 €
Finished goods - Medals/Pins	<u>54,936</u>	<u>53,763</u>

The replacement cost of stock is not considered to be materially different from the figure shown above.

12. Debtors

	2021 €	2020 €
Prepayments	9,674	-
Accrued income	-	43,395
	<u>9,674</u>	<u>43,395</u>

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13. Creditors: Amounts falling due within one year

	2021 €	2020 €
Trade creditors	7,927	10,352
Payroll taxes	23,886	21,473
Other creditors	2,029	1,542
Accruals	7,368	13,145
	41,210	46,512

14. Statement of funds

	Balance at 1 January 2021 €	Income €	Expenditure €	Transfers between funds €	Balance at 31 December 2021 €
Unrestricted funds					
General funds	419,787	293,885	(183,407)	(4,922)	525,343
Restricted funds					
Restricted funds	267,521	1,011,281	(1,104,928)	4,922	178,796
Total of funds	697,308	1,305,166	(1,288,335)	-	704,139

The balance on restricted funds at 31 December 2021 represents funds received during 2021 or in previous years for a number of projects which were still ongoing at the year-end. The remaining funds on these projects will be spent during 2022.

15. Analysis of net assets between funds

	Unrestricted funds 2021 €	Restricted funds 2021 €	Total funds 2021 €
Fixed assets	40,270	-	40,270
Current assets	526,283	178,796	705,079
Creditors due within one year	(41,210)	-	(41,210)
	525,343	178,796	704,139

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**NOTES TO THE FINANCIAL STATEMENTS
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16. Reconciliation of net movement in funds to net cash flow from operating activities

	2021	2020
	€	€
Net income for the year	16,831	173,304
Adjustment for:		
Depreciation charges	31,704	17,967
(Increase)/ decrease in stocks	(1,173)	(16,622)
Decrease/(increase) in debtors	33,721	(43,213)
(Decrease)/increase in creditors	<u>(5,302)</u>	<u>4,748</u>
Net cash generated from operating activities	<u>75,781</u>	<u>136,184</u>
Purchase of tangible fixed assets	<u>(41,208)</u>	<u>(38,390)</u>
Net cash used in investing activities	<u>(41,208)</u>	<u>(38,390)</u>

17. Analysis of cash and cash equivalents

	2021	2020
	€	€
Balance at beginning of year	605,896	508,102
Net increase in cash and cash equivalents	<u>34,573</u>	<u>97,794</u>
Balance at end of year	<u>640,469</u>	<u>605,896</u>

18. Pension commitments

The company operates a pension scheme in respect of certain employees. The scheme and its assets are held by independent trustees. The pension charge represents contributions due by the company and amounted to €22,455 during the year (2020: €22,009).

19. Provision of Premises

The company operates from premises situated at Ratra House, North Road, Phoenix Park, Dublin 8, which is owned by the Office of Public Works. The premises are provided rent free.

20. Company Limited by Guarantee

The company is limited by guarantee and does not have a share capital. The liability of each member is limited to a maximum of €6.

21. Approval of Financial Statements

The financial statements were approved by and authorised for issue by the directors on 21 June 2022.

