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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

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**DIRECTORS' REPORT AND FINANCIAL STATEMENTS**

**FOR THE YEAR ENDED 31 DECEMBER 2022**

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

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**DIRECTORS' REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2022**

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

**Directors**

John Cunningham (Chairperson)  
Marcella Bannon (resigned 15 September 2022)  
Samantha Briody  
Dr Norah Burns  
Pauric Dempsey  
Miriam Dollard (resigned 30 June 2022)  
Denis Duggan  
Jenny Gannon  
Dr Emma Farrell  
Áine Kerr  
Dr Ali Khan  
Philly McMahon (resigned 1 September 2022)  
Paul Sweetman  
Vincent Teo  
Emily Ann Whelton (appointed 1 July 2022)

**Honorary Patron**

President of Ireland

**Chief Executive Office**

Yvonne McKenna to 30 September 2022  
Avril Ryan from 1 October 2022 (appointed Acting CEO)  
Avril Ryan from 14 April 2023 (appointed CEO)

**Charity Regulatory Authority number**

20020903

**Charity Registration number**

CHY8482

**Company number**

251020

**Secretary**

Alex Davis

**Principal office**

Ratra House  
North Road  
Phoenix Park  
Dublin 8

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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

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**DIRECTORS' REPORT  
FOR THE YEAR ENDED 31 DECEMBER 2022**

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**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



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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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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 2022.

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

##### Chairperson's Statement

On behalf of the Council of Gaisce - The President's Award, I am pleased to present the organisation's 2022 report.

The purpose of the Gaisce Awards programme is to provide young people with an opportunity, through participation in personal, physical, community and team/adventure 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.

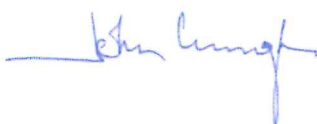
Throughout 2022 the country continued to emerge from the impact of Covid-19. We witnessed a welcome return to norms with many young people looking to reconnect with their communities and peers in a post-Covid era. This was validated by the confident results delivered by Gaisce, with participation levels growing by 9.5% with 23,953 young people registering for the programme. 12,562 Award completions were recorded, just exceeding 2021 levels. Based on registrations in 2022 we expect completions to rise accordingly in 2023. Overall participation in Gaisce in 2022 indicates a positive and steady post covid recovery to pre-2020 levels.

A particular highlight for the organisation in 2022 was its progression in driving equality of access for marginalised young people. Several key initiatives championed this ambition including the Wavelength project, Generation Change, Rural LGBT+ event and The Ride Away from the Storm exhibition in IMMA which was launched by Minister Roderic O'Gorman. These initiatives demonstrate the value of bespoke projects that increase visibility, access and inclusion for so many young people whom we wish to ensure can see themselves in, and participating in Gaisce.

Gaisce's core grant from the Department of Children, Equality, Disability, Integration and Youth was increased in 2022 and I wish to thank and commend Minister Roderic O'Gorman and officials within his Department for securing this vital funding to support staff activity promoting and supporting participation for young people in the Gaisce Awards.

2022 was a year of change on Council: three members retired following the expiry of their term, and we welcomed two new Council members in their place. Expressions of interest are currently being sought for the remaining vacancy. 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 2022. Yvonne McKenna, after eight years of dedicated and exemplar service to the organisation, completed her tenure as CEO and we wish her every success with her future endeavours.

We are indebted to President Michael D. Higgins and officials within Áras an Uachtaráin in for their continued support and engagement.



John Cunningham Chairperson

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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#### CEO's Statement

The entire team in Gaisce, were highly motivated and energised to get back to more face-to-face interaction with PALs, participants, and Awardees, whilst also utilising the technical advancements that COVID-19 accelerated to extend our reach and access, 2022 brought hope and fresh perspective. This was particularly evident in the training programmes delivered for our President Award Leaders, the lifeblood of the Gaisce programme, who tirelessly support and guide thousands of young people through their Gaisce journey each year. Throughout 2022 484 PALs were trained across 17 training sessions.

A major achievement was the completion of our Digital Transformation Project with the transfer of data and the implementation of a brand-new Salesforce system supporting our database and application process for PALs and participants. 40 PALs received bespoke training on the new Gaisce Online (GO) system along with the distribution of accessible system support resources sent to all PALs.

A Gaisce Award is far more than a medal and certificate. These elements 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 represents an individual story for a young person to share and reflect on. Participant engagement in the programme continued to prove strong in 2022 with 23,953 young people registering for Gaisce and 12,562 Gaisce Awards were achieved.

The Gaisce Award programme relies on individuals and organisations that share both our belief in and ambition for young people and we remain ever grateful for their support of the Gaisce programme.

Significant events in 2022 that amplify and support our development to ensure as many young people as possible feel part of and see themselves in the Gaisce Awards include the following:

- Gold Award Residential Project, a partnership with the Joint Award Initiative/Duke of Edinburgh's Award NI. The core theme of the residential was to develop young leaders through the collaboration of Gold Award participants across the island of Ireland to tackle global issues at a local level.
- 'The Ride Away from the Storm' public exhibition by 12 Gaisce participants was officially launched in the Irish Museum of Modern Art (IMMA) by Minister for Children Roderic O'Gorman in April 2022. The vibrant and ground-breaking collaboration, between Gaisce, IMMA and Oberstown Children Detention Campus aimed to create a platform to highlight the benefits and value of engagement in the Gaisce Awards and how shared creative processes can give a voice to young people's experiences and the chance to make a positive change in their lives. 4,183 visitors attended the exhibition.
- The Wavelength workstream finished with strong results, fulfilling our ambition to make the programme available to young people from direct provision and new communities. 148 young people registered for the award with 35 participants completing their awards and more to complete in 2023. 52 partner organisations engaged with the project and 77 PALs registered with the programme, 35 of which were newly trained in 2022, and many new to working with the refugee community.
- Generation Change, an event to highlight the connection and value of Gaisce Awards as a personal development programme that can help young people flourish and increase confidence building towards employment opportunities post custody, was successfully launched by Minister of State James Brown on October 5th, 2022, at Google HQ. The event, which was attended by over 250 people and filmed, for the purposes of showing to prisoners via the internal prison television system, was a huge success and the audience heard examples of clear pathways of hope and successful outcomes for young people in custody.
- The Story Exchange project in partnership with Mountjoy Progression Unit and Maynooth University featured as a primary segment on Change Makers, a 6-part documentary series, and was broadcast on the 24th of January 2022 and repeated in Autumn 2022.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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The positive achievement of our work plan goals to develop and deliver the Gaisce Awards against our strategic plan ensured that 2022 was a very productive year. We look forward to further implementing the aims of the Strategic Plan in 2023 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.

Special thanks to all our partner organisations and to our President's Award Leaders, without their commitment the delivery of the Gaisce programme would not be possible. I want to particularly pay tribute to Gaisce's wonderful Council who give so generously of their time and to the energetic Gaisce Team for their dedication and belief in the value of Gaisce for young people.



Avril Ryan  
CEO

#### **Section (2): Summary of the Organisation's Purpose, Activities and Values**

Gaisce's mission is 'to provide a positive youth development programme that encourages and guides young people so that their innate talents and abilities, sense of citizenship and social agency can be fully realised' and our vision is 'an Ireland where young people dream big and fulfil their potential'.

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 and participation has 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, launched in July 2022, puts a renewed focus on diversity and inclusion, particularly in the context of the Sustainable Development Goals.

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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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, 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**

The long-term goal of the organisation is to create an environment where young people dream big and fulfil their potential and that every young person regardless of circumstance has an opportunity to undertake and complete their Gaisce Awards. For Gaisce, increasing positive impact is just as important as increasing participation.

Our objectives are guided and informed by the organisation's Strategic Plan 2022-2025 under three strategic pillars 1. Build on Achievement 2. Tell Our Story 3. Excellence in What We Do. Our annual workplans are developed to direct and focus the work of the organisation to deliver upon this strategy. Gaisce's work plan for 2022 delivered and exceeded on all aspects of our Strategic Plan pillars, highlights against our objectives included:

#### **PILLAR 1 – BUILD ON ACHIEVEMENT**

##### Equality of Access:

- The Ride Away from the Storm exhibition in IMMA with Oberstown Children's Detention Campus.
- Wavelength a programme for young migrants.
- Generation Change event supporting pathways for young people in youth justice.
- Rural LGBT+ event supporting safe spaces and likeminded Award participation.
- increase in registrations and completions (see stats in this report).

##### Responsible Citizenship:

- Gaisce Glas training and resources supporting GCE.
- Gold Awardee Community engagement, developing alumni connections.

##### Working in Partnership:

- The Award in Custody National Steering group with the Irish Prison Service, Probation Service
- Red Cross, Working to Change
- Gold Award Residential and events for participants with Joint Award Initiative/The Duke of Edinburgh's Award Northern Ireland
- Generation Change partnerships with Working to Change, Google
- The Ride Away from the Storm partnership with IMMA and Oberstown
- Dual Award partnerships with the Irish Girl Guides, Scouting Ireland, and the Catholic Guides of Ireland
- LGBT+ Rural event with the Midlands LGBT Project, Transgender Equality Network of Ireland (TENI), BelongTo Youth Services and Jigsaw - The National Centre for Youth Mental Health.



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#### **PILLAR 2 - TELL OUR STORY**

Lá Gaisce campaign; Maithú campaign; Gold Awards PR; media coverage on all outlets in every quarter; events and workshops on special projects; promotion of activities and opportunities, workshops and training; creation of project videos and case studies; website development; brand consistency.

#### **PILLAR 3 – EXCELLENCE IN WHAT WE DO**

Participants: Generation Change; Wavelength; Story Exchange with the Irish Prison Service & Maynooth Access Programme; Gaisce is now a recommended requirement for empowering young people as part of the TUSLA participation award (pilot); Climate Justice activities in partnership with NYCI; Gaisce Glas activities supporting global citizenship education; Going for Gold workshops for Gold participants; Gold Portfolio workshops for Gold participants.

PALs: PAL training; Development supports; additional PAL training with Gaisce Glas; PAL recognition; Generation Change; PAL toolkit; member of the Tusla Participation Award pilot selection committee; Approved Adventure Journey Providers initiative in place to support Adventure Journey options; Challenge Partners opportunities increases year on year with a wide range of activities for young people undertaking their Gaisce Awards nationwide; 483 PALs trained in the programme.

Governance: Planned Council meetings and subcommittee meetings; adherence to governance regulations and best practice; review and implementation of policies and procedures across HR/ Finance/ Governance/ Safeguarding; digital transformation project implemented.

#### **Registrations and Completions**

As many young people sought to reconnect with their communities and peers in a post-Covid era we were delighted to witness an increase in Gaisce participation levels in 2022. The organisation surpassed 2021 levels by 9.5%, with 23,953 young people registering for Awards, including Northern Ireland. Total Bronze Awards – 22,527 (+8.4%), Silver Awards –1,236 (+2.3%), Gold –190 (+10%).

Completion levels exceeded 2021 figures, with 12,562 completions compared to 12,474 (+1%) - Bronze Awards – 11,959 (+8%), Silver Award 524 (-4%), Gold Awards 79 (+23%). This includes 99 Gaisce Awards achieved by young people in Northern Ireland through the Joint Award Initiative partnership with the Duke of Edinburgh's Award.

#### **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 772 organisations delivered Gaisce in 2022. Schools remain the environment in which most young people register for their Gaisce Award. In 2022, 588 or 80% of all post-primary schools in Ireland delivered the programme. This number includes 156 or 79% of Deis schools in Ireland which is a significant increase on the 114 or 56% of Deis schools in 2021. 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 remained healthy at 80% in 2022. In addition to organisations that 'returned' to delivering Gaisce after a break of a year, 37 new Gaisce partners were welcomed.

President's Award Leaders are the heart of Gaisce and we are indebted to the 1,237 PALs who supported young people through their Gaisce journey in 2022. Throughout 2022 483 PALs were trained during 17 training sessions. In September 2022 a new PAL Pack for 2022 was sent to 3,181 PALs.

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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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 6 gifts were given to PALs that took retirement in the year, 3 being presented at the PAL Celebration Event for 2022 which was held in January 2023 at Farmleigh House. 55 PALs who have been active for five years or more received a Civic Merit Award and certificate, with 11 of these presented in person at the PAL Celebration Event. 70 PALs received a certificate recognising their exemplary work as a mentor for a Gold Awardee, and 16 of these were presented in person.

#### **Specialist Projects, including Diversity and Inclusion**

**Gold Award Residential Project** (a partnership with the Joint Award Initiative/Duke of Edinburgh's Award NI) was advertised in September calling for 15 Gold Award participants aged 18-25 from all over Ireland to participate. The residential project was held over two weekends. The first weekend was held in Belfast at the Irish Girl Guide Centre in the Lorne Estate. The second weekend was in Gaisce's HQ, with accommodation provided by the Civil Defence. The core theme of the residential was to develop young leaders through the collaboration of Gold Award participants across the island of Ireland to tackle global issues at a local level.

**The Ride Away from the Storm:** On the 26th of April 2022, 'The Ride Away from the Storm' public exhibition by Gaisce participants was officially launched in the Irish Museum of Modern Art (IMMA) by Minister for Children Roderic O'Gorman. The vibrant and ground-breaking art exhibition was the culmination of more than six months of work from 12 young people at Oberstown Children Detention Campus, representing the Community Involvement challenge of their Bronze Gaisce Award. The exhibition ran for 2 weeks. 4,183 visitors to The Ride Away from the Storm Exhibition at IMMA May 2022 created by 12 Gaisce Participants from Oberstown Childrens Detention Campus.

The young people chose subjects that depicted their own personal history or that expressed their connection with Irish history, heritage, and culture. Art teachers guided the young artists, who also took part in workshops facilitated by the IMMA SPICE project – a citizen curation initiative to help groups with limited or no access to art galleries to connect with and draw inspiration from the IMMA collection.

The collaboration, between Gaisce, IMMA and Oberstown Children Detention Campus aimed to create a platform to highlight the benefits and value of engagement in the Gaisce Awards and how shared creative processes can give a voice to young people's experiences and the chance to make a positive change in their lives.

**Wavelength:** The project finished with strong results, fulfilling our ambition to make the programme available to young people from direct provision and new communities. 148 young people registered for the award with 35 participants completed their awards and more to complete in 2023. 52 partner organisations had engaged with the project and 77 PALs had registered with the programme of which 35 were newly trained in 2022, with many new to working with the refugee community.

**Generation Change:** The event, which was a cross-sectoral dialogue looking at the challenges for those leaving the probation service and prison system in finding employment opportunities, was hosted by Gaisce – The President's Award and the Department of Justice's 'Working to Change' strategy and supported by James Long and Timmy Leonard of 'The Two Norries' Podcast. The event highlighted the value of It took place in Google HQ on October 5th, 2022.

The dialogue aimed to critically consider how key programmes, re-engagement in education opportunities and the alignment with 'One Good Adult' for young people within the system can strongly support a reduction in reoffending, as well as promoting active citizenship, safer communities, and fewer victims. The audience heard examples of clear pathways of hope and successful outcomes for young people in these circumstances.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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James Browne TD, Minister of State at the Department of Justice and Equality with responsibility of Law Reform and Youth Justice addressed the audience as well as Sinead Gibney, Chief Commissioner of the Irish Human Rights and Equality Commission. Contributions from pro-Athlete Ger Redmond, Chef and entrepreneur Domini Kemp, founder of Speire Nua in Galway - Damien Quinn, and Siobhan Cafferty, Pobal, Implementation Manager of the of 'Working to Change' strategy of the Department of Justice were also heard.

The event had in attendance over 250 people from across the Irish Prison Service, Probation Service, Youth Justice sector as well as Social Enterprises.

**Approved Adventure Journey Providers:** The Approved Adventure Journey Providers (AAJPs) initiative launched in April 2022 with eight Outdoor Education and Training Centres (OETCs) applying. After visits to the approved centres in H2, the numbers grew to eleven out of the eleven OETCs in the ETB network by the year end. The work that Gaisce is doing in this area is being discussed positively in numerous outdoor education circles and with the launch of the initiative to all outdoor adventure centres in October, added a further 11 centres (and counting) for 2023. The total centres who are now AAJPs by the end of 2022 is 22. The AAJPs are a Gaisce approved and recognised national network of adventure centres providing quality Adventure Journey options for PALs and participants aligned with the Award requirements.

**Gaisce Glas:** There were three online training sessions delivered across the month of October which focusing on Global Citizenship Education with the participation of 17 PALs impacting more 302 young people using the theme for their Gaisce Awards.

This work builds on a similar set of training workshops delivered in 2021 for PALs which culminated in a showcase of activities, inspired by GCE themes, by participants towards their Gaisce Awards in Spring 2022. This showcase was attended by over 30 people, a mix of Gaisce Glas participants and their PALs and other interested participants and President's Award Leaders from a variety of areas such as the Prison Services, Community Groups and School groups.

The purpose of the showcase was to provide an opportunity for all Gaisce Glas participants from the academic year 2021-22 to share their experiences and learnings. Each group either presented the actions and outcomes of both their projects and their Day of Action on the call, through video or via their PAL. There was also a video from Minister Pippa Hackett and input and a Q&A with TD Patrick Costello.

**Lá Gaisce** was the main campaign for delivery in October 2022, which celebrated Gaisce impact and value stories from participants and Gaisce Awardees, as well as the work of the President's Award Leaders. Supported with a live timer on our website and a 4-day countdown on socials, participants were encouraged to share their story with a photo or video clip, including the hashtag #LáGaisce and tagging @GaisceAward across Facebook, Instagram, and Twitter. All tagged stories were entered into a prize draw to win Gaisce merchandise.

**Rural LGBTQ Event**, partnering with the Midlands LGBT Project during Pride Month 2022, this event was chance to discuss how we as teachers, youth workers and volunteers can help create and maintain safe spaces and places for the young people we engage with to grow and self-develop. Particularly focusing on how we can better support our young LGBTI+ and questioning young people in rural Ireland, and a spotlight on how the Gaisce Award is a useful tool. The event included input from Gaisce Award participants who engaged in the 'LikeMinded' exhibition in the National Gallery of Ireland in 2021 – particularly speaking about why the Gaisce Award worked so well in supporting their development, representatives from the Transgender Equality Network of Ireland (TENI), BelongTo Youth Services and Jigsaw - The National Centre for Youth Mental Health on their supports for young people in rural Ireland that have established recognised safe spaces for young people, as well as contributions from Midlands LGBT Project on the growing needs of young people in rural areas and how they can be addressed

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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#### Ceremonies and Events

##### Gold Award Ceremony 2022

140 young people achieved their Gold Awards in 2020 & 2021; 103 through Gaisce and 38 as part of the Joint Award Initiative with the Duke of Edinburgh's Award. We were able to hold a ceremony for these Awardees in July 2022, with 74 young people in attendance, some assisted by parents and guardians or PALs. The event began in Ratra House where the Awardees had the chance to meet each other, members of the Gaisce Team and Gaisce Council over afternoon tea and listening to music from local musician Kenan Flannery. Buses then transported all Awardees to Áras an Uachtaráin for the ceremony, MC'd by Tara Flynn, attended by President Michael D. Higgins and with a special contribution from poet, and Gold Awardee, Colm Keegan. All 74 young people were presented their medal, pin and certificate by President Michael D. Higgins and CEO of Gaisce Yvonne McKenna before being hosted at a special celebratory reception in the Áras main reception rooms.

##### Defence Forces Challenge 2022

After a two-year hiatus due to Covid19, the annual Gaisce Award Defence Forces challenge was back, running 14-17th June 2022. Over 70 young people from across the Republic of Ireland applied for the 33rd Defence Forces Challenge and 28 were chosen through the selection process. Over four days, the young people take part in outdoor pursuits, aerial runways, zip wires, river crossings, obstacle courses, hiking, and survival skills. The Challenge involved 4 days and 3 nights of activities led by the Defence Forces. Young people aged between 15-17 who were currently undergoing a Gaisce Award nominated themselves. The Challenge covered the Adventure Journey requirements for Bronze and Silver participants.

##### Future Plans

PILLAR 1 - Gaisce will continue to develop our diversity and inclusion work in 2023 with a focus on: youth justice; young Travellers; achieving As I am Accreditation; the development of an access and inclusion bursary fund; further development on our GCE programme Gaisce Glas; build on current partnerships and develop new partnerships.

PILLAR 2 – Gaisce will invest and increase our communications profile and share stories about PALs and Gaisce participant achievements in order to inspire and engage more young people in the programme.

PILLAR 3 - Develop our CRM capabilities to streamline outputs and useful data collection to inform the programme development; develop more activities and infrastructure to support PAL learning, particularly around the Adventure Journey; develop new sustainable fundraising opportunities; begin planning for Gaisce's 40<sup>th</sup> anniversary in 2025.

#### 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](http://www.stateboards.ie)) and officials within the Minister's Department mirror the Public Appointments System process to identify a shortlist for the Minister. The Chair is also involved.

In 2022, the Council met the Government target of a minimum of 40% representation of each gender in the membership of funded agencies' leadership.



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The key elements of the Council's approach to the promotion of diversity and inclusion and the progress being made in this area includes :-

1. The Chairperson monitors and alerts the Minister for Children, Equality, Disability, Integration and Youth if a situation arises where either women or men are significantly under-represented on the Council;
2. The Council evaluation process incorporates a detailed analysis of the gender, diversity and skills mix within the Council, including where relevant, a critical assessment of the reasons where gender balance in Council membership has not yet been achieved;
3. Building and promoting a values driven culture which will be key in maintaining and supporting gender balance and promoting diversity and inclusion in Gaisce's operations;
4. Attendance at training in the relevant areas to eliminate discrimination, protect human rights and promote equality of opportunity of Gaisce's, stakeholders, service users and everyone affected by their policies and plans.

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.

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 terms of the Council members appointed by the President's Office and the Department of the Taoiseach ended in 2022. The organisation awaits details of the President's nominees. Emily Whelton 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.

## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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.

There are generally a minimum of 5 Council meetings in a calendar year on dates agreed in advance on an annual basis. In 2022 there were 7 Council meetings. The following table outlines attendance at Council meetings (whereby 'x' denotes present):

	27-Jan	14-Apr	23-Jun & AGM	15-Sep	24-Nov	13-Dec EGM	Total
<b>John Cunningham (Chair)</b>	x	x	x	x	x	x	6 of 6
<b>Marcella Bannon*</b>	x		x	x	N/A	N/A	3 of 4
<b>Samantha Briody</b>	x	x	x		x	x	5 of 6
<b>Norah Burns</b>	x	x	x	x	x		5 of 6
<b>Pauric Dempsey</b>	x		x	x	x	x	5 of 6
<b>Miriam Dollard</b>	x		x	N/A	N/A	N/A	2 of 3
<b>Denis Duggan</b>			x	x		x	3 of 6
<b>Emma Farrell</b>		x	x	x	x		4 of 6
<b>Jennifer Gannon</b>		x	x	x	x		4 of 6
<b>Áine Kerr</b>	x	x	x	x	x	x	6 of 6
<b>Ali Khan</b>	x	x	x	x	x	x	6 of 6
<b>Philly McMahon**</b>			x	N/A	N/A	N/A	1 of 3
<b>Paul Sweetman</b>	x		x		x	x	4 of 6
<b>Vincent Teo</b>	x	x		x	x	x	5 of 6
<b>Emily Wheldon***</b>	N/A	N/A	N/A	x	x		2 of 3
<b>Total Attendees</b>	<b>10</b>	<b>8</b>	<b>13</b>	<b>11</b>	<b>11</b>	<b>8</b>	

<b>*Marcella Bannon</b>	Retired 15/09/22
<b>**Philly McMahon</b>	Retired 01/09/22
<b>***Emily Wheldon</b>	Appointed 01/07/2022

#### 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.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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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.

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

*The members of the Governance sub-committee at year end were: Norah Burns, Denis Duggan, Emma Farrell, Jennifer Gannon and Emily Whelton.*

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

*The members of the International/Joint Award sub-committee at year end were: John Cunningham, Paul Sweetman and Emily Whelton.*

The following table outlines attendance at Sub-committee meetings:

Sub Committee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Attendance
<b>Governance</b>	20 <sup>th</sup>										4 <sup>th</sup> 14 <sup>th</sup>		MB 2; EF 2; JG 1; NB 1; EW 1
<b>IAA/JAC</b>													
<b>Finance Audit &amp; Risk</b>	21 <sup>st</sup>	28 <sup>th</sup>		4 <sup>th</sup>		16 <sup>th</sup>			8 <sup>th</sup>		15 <sup>th</sup>		SB 6; VT 6; JG 2; MB 1; AK 1
<b>HR / Remuneration</b>			7 <sup>th</sup>						5 <sup>th</sup>				AK 2; MD 1; PD 2; SB 1.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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#### **Compliance and Risk**

In 2022, 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 2022. Gaisce has completed adoption and implementation of the Governance Code issued by the Charities Regulator. It reported on its compliance with the code in 2022 as required by the regulator.

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 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 through the Finance, Audit and Risk Subcommittee. 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. 18, led by a Chief Executive Officer. The Chief Executive Officer reports directly to Council through the Chair. Yvonne McKenna resigned as CEO after an 8-year tenure on 30 September 2022. Avril Ryan, Head of Operations and Development, was appointed acting CEO from October 2022 and following a recruitment process was appointed CEO on 14 April 2023.

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 page 21. The total income for the year amounted to €1,396,087, with total expenditure amounting to €1,487,776. The organisation had a deficit in the year of €91,689.

Although certain 2022 income streams concluded including AMIF, the organisation can report an increase in its income in 2022 compared to 2021 of €90,921. This is due to an increase in the organisation's core grant from the Department of Children, Equality, Disability, Integration and Youth 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.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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The organisation is no longer in receipt of the Covid-19 Stability Scheme grant which assisted the organisation in 2020 and 2021. The organisation is steadily trending towards reaching pre-Covid levels of registrations, award completions and levels of activity following the ending of Covid-19 related government restrictions.

Gaisce's core grant received from the Department of Children, Equality, Disability, Integration and Youth was €946,381 (2021: €752,587).

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) and the Department of Foreign Affairs (Irish Aid).

#### **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**

The Charities Regulator Authority recommends that charities maintain a Reserves Policy. The guidance issued pursuant to section 14(1) of the Charities Act 2009, is to encourage and facilitate the better administration and management of charitable organisations (charities). Gaisce's Council has established a Reserves Policy to ensure the stability of the mission, vision, programmes, employment, and on-going operations of the organisation and to provide a source of internal funds for organisational priorities or unforeseen difficulties. It is intended to support the goals and strategies contained in the governance and financial policies of the organisation. It has been agreed that the most appropriate level of reserves should be maintained at €500,000 for General Reserves and €100,000 for Special Reserves to allow consideration of proposals to Council from the CEO and/or Council Members. The target level for unrestricted reserves is, therefore, €600,000. The Reserves Policy is reviewed on an annual basis. At the year end, the organisation's unrestricted reserve is €457,255.

#### **Principal risks and uncertainties**

In addition to an increase in the organisation's core grant in 2022, the directors note improving registration levels. In preparing its 2022 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.

#### **Accounting records**

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, engagement 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



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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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- 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 hEireann is the patron of Gaisce. Gaisce's future is dependent on the agreement of An tUachtarán to continue with the Gradam an Uachtarán 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 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.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### DIRECTORS' REPORT FOR THE YEAR ENDED 31 DECEMBER 2022

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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


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 29 June 2023

and signed on their behalf by:

  
**John Cunningham**  
Director

  
**Samantha Briody**  
Director

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

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#### 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 2022 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, set out in note 1. 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 as at 31 December 2022 and of its deficit 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.



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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

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#### 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.

#### 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.

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

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#### **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 Irish Auditing and Accounting Supervisory Authority's website at: [http://www.iaasa.ie/getmedia/b23890131cf6-458b-9b8f-a98202dc9c3a/Description\\_of\\_auditors\\_responsibilities\\_for\\_audit.pdf](http://www.iaasa.ie/getmedia/b23890131cf6-458b-9b8f-a98202dc9c3a/Description_of_auditors_responsibilities_for_audit.pdf). This description forms part of our auditor's report.

#### **The purpose of our audit work and to whom we owe our responsibilities**

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.

Signed: Roseanna O'Hanlon  
Roseanna O'Hanlon

For and on behalf of Crowe Ireland  
Crowe Ireland  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

Date: 3 July 2023

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

**STATEMENT OF FINANCIAL ACTIVITIES  
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds 2022 €	Restricted funds 2022 €	Total funds 2022 €	Total funds 2021 €
<b>Income from:</b>					
Charitable activities	3	<u>294,982</u>	<u>1,101,105</u>	<u>1,396,087</u>	1,305,166
<b>Total income</b>		<u>294,982</u>	<u>1,101,105</u>	<u>1,396,087</u>	1,305,166
<b>Expenditure on:</b>					
Raising funds	4	35,091	-	35,091	55,336
Charitable activities	5	<u>130,114</u>	<u>1,322,571</u>	<u>1,452,685</u>	1,232,999
<b>Total expenditure</b>		<u>165,205</u>	<u>1,322,571</u>	<u>1,487,776</u>	1,288,335
<b>Net income (expenditure)</b>		129,777	(221,466)	(91,689)	16,831
Transfers between funds	14	<u>(197,865)</u>	<u>197,865</u>	-	-
<b>Net movement in funds</b>	14	<u>(68,088)</u>	<u>(23,601)</u>	<u>(91,689)</u>	16,831
<b>Reconciliation of funds:</b>					
Total funds brought forward	14	<u>525,343</u>	<u>178,796</u>	<u>704,139</u>	687,308
<b>Total funds carried forward</b>	14	<u>457,255</u>	<u>155,195</u>	<u>612,450</u>	704,139

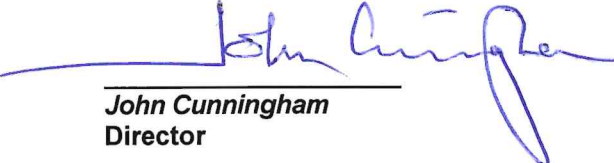
The notes on pages 24 to 33 form part of these financial statements.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

**BALANCE SHEET  
AS AT 31 DECEMBER 2022**

	Note	€	2022 €	€	2021 €
<b>Fixed assets</b>					
Tangible assets	10		22,410		40,270
<b>Current assets</b>					
Stocks	11	44,723		54,936	
Debtors	12	17,477		9,674	
Cash at bank and in hand		<u>586,018</u>		<u>640,469</u>	
		<b>648,218</b>		705,079	
<b>Creditors:</b> amounts falling due within one year	13	<u>(58,178)</u>		<u>(41,210)</u>	
<b>Net current assets</b>			<u><b>590,040</b></u>		<u>663,869</u>
<b>Net assets</b>			<u><b>612,450</b></u>		<u>704,139</u>
<b>Charity Funds</b>					
Unrestricted funds	14		<b>457,255</b>		525,343
Restricted funds	14		<u><b>155,195</b></u>		<u>178,796</u>
<b>Total funds</b>	14		<u><b>612,450</b></u>		<u>704,139</u>

The financial statements were approved by the Directors on 29 June 2023 and signed on their behalf by:

  
John Cunningham  
 Director

  
Samantha Briody  
 Director

The notes on pages 24 to 33 form part of these financial statements.

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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

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**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

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	Note	2022 €	2021 €
<b>Cash flows from operating activities</b>			
Net cash (used in) / generated from operating activities	16	<u>(41,441)</u>	<u>75,781</u>
<b>Cash flows from investing activities</b>			
Net cash used in investing activities	16	<u>(13,010)</u>	<u>(41,208)</u>
<b>Change in cash and cash equivalents in the year</b>		<b>(54,451)</b>	34,573
Cash and cash equivalents brought forward		<u>640,469</u>	<u>605,896</u>
<b>Cash and cash equivalents carried forward</b>	17	<u><b>586,018</b></u>	<u>640,469</u>

The notes on pages 24 to 33 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022

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**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 2022

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**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:

Office Equipment	-	33.33% Straight Line
Website Development	-	33.33% Straight Line
Software Development	-	20% 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 2022

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**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 1<sup>st</sup> 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 2022

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**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 2022, the Finance, Audit and Risk subcommittee and the CEO considered the budget and cashflow forecast of the organisation for 2023 and a budget and cashflow forecast of the organisation for 2024. 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.

**Establishing the lives for depreciation purposes of tangible fixed assets**

Long-lived, consisting primarily of office equipment, comprise a significant portion of the total assets. The annual depreciation charge depends primarily on the estimates lives of each type of asset and estimates of residual values. The directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful lives is included in the accounting policies.

**Impairment of stock**

The company holds stock amounting to €44,723 (2021: €54,936) at the financial year end date. The directors are of the view that an adequate allowance has been made to reflect the possibility of stocks being sold at less than cost. However, this estimate is subject to inherent uncertainty.

**Going Concern**

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 2022**

**3. Income from charitable activities**

	Unrestricted 2022 €	Restricted 2022 €	Total 2022 €	Total 2021 €
Department of Children, Equality, Disability, Integration and Youth:				
- Main (Core) Grant	-	946,381	946,381	752,587
- Capital Grant	-	6,910	6,910	41,215
- Cross Border Leadership Fund	-	7,108	7,108	-
- Minor Grant Scheme	-	(14,465)	(14,465)	20,000
- Bulbs For Bees	-	-	-	20,000
- LGBTI+ Community Services Funding	-	109	109	8,500
Participant Fees	290,713	-	290,713	291,146
Irish Aid (Department of Foreign Affairs)	-	70,062	70,062	35,000
Philanthropic donation	-	85,000	85,000	85,000
St. Patrick's Cathedral Community Fund	-	-	-	1,500
VAT comp scheme 2021	2,734	-	2,734	-
NYCI	1,500	-	1,500	-
Other Income	35	-	35	2,739
Asylum, Migration and Integration Fund (European Commission)	-	-	-	44,979
Eco-Unesco (Youth Climate Justice Fund)	-	-	-	2,500
	<b>294,982</b>	<b>1,101,105</b>	<b>1,396,087</b>	<b>1,305,166</b>

**4. Costs of raising funds**

	Unrestricted 2022 €	Restricted 2022 €	Total 2022 €	Total 2021 €
<b>Direct costs:</b>				
Staff costs	34,426	-	34,426	39,740
	<b>34,426</b>	<b>-</b>	<b>34,426</b>	<b>39,740</b>
<b>Support costs:</b>				
Staff costs	-	-	-	13,235
Organisational Development - Governance	24	-	24	92
Legal & Professional	39	-	39	69
Audit fees	-	-	-	701
Bookkeeping	101	-	101	990
Property related expenses	73	-	73	81
Office supplies/catering	46	-	46	75
Organisational Development -Operational	-	-	-	46
Telephone, Internet & Communications	236	-	236	180
I.T. support	146	-	146	127
	<b>665</b>	<b>-</b>	<b>665</b>	<b>15,596</b>
<b>Total costs</b>	<b>35,091</b>	<b>-</b>	<b>35,091</b>	<b>55,336</b>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**5. Charitable expenditure**

	Unrestricted 2022 €	Restricted 2022 €	Total 2022 €	Total 2021 €
<b>Direct costs:</b>				
Staff costs	-	786,457	786,457	697,533
Staff Travel	-	43,138	43,138	9,110
Staff Training	-	5,532	5,532	6,070
Property related expenses	-	6,530	6,530	7,247
Insurance	-	29,010	29,010	24,397
CRM/Online System	-	22,297	22,297	18,780
I.T.	-	15,333	15,333	16,728
Telephone, Internet & Communications	-	21,222	21,222	16,280
Postage/Courier	-	15,551	15,551	26,028
President's Award Leaders/Volunteer Training, Support & Expenses	-	7,529	7,529	34,305
PR, Advertising, Marketing & Conferences	-	55,317	55,317	48,285
Business Development	-	3,038	3,038	50
Bank Charges	-	529	529	381
Medals, Certs & Award Ceremonies	-	51,745	51,745	38,360
Office Supplies/Catering	-	4,160	4,160	6,707
Other Direct Costs	-	20,815	20,815	19,467
Organisational Development - Governance	-	2,119	2,119	8,256
Legal & Professional	-	160,859	160,859	12,269
Organisational Development – Operational	-	-	-	4,154
Participants expenses	-	22,793	22,793	12,020
Campaigns	-	-	-	54,506
Depreciation	-	30,870	30,870	31,704
	-	<b>1,304,844</b>	<b>1,304,844</b>	1,092,637
<b>Support costs:</b>				
Staff costs	124,134	-	124,134	119,112
Organisational Development - Governance	212	-	212	826
Legal & Professional	350	-	350	617
Audit fees	-	8,610	8,610	6,310
Bookkeeping	912	9,117	10,029	8,914
Property related expenses	653	-	653	725
Office supplies/catering	416	-	416	671
Organisational Development – Operational	-	-	-	415
Telephone, Internet & Communications	2,122	-	2,122	1,627
I.T.	1,315	-	1,315	1,145
	<b>130,114</b>	<b>17,727</b>	<b>147,841</b>	140,362
<b>Total costs</b>	<b>130,114</b>	<b>1,322,571</b>	<b>1,452,685</b>	1,232,999

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## GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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### NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

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#### 6. Net income/expenditure

This is stated after charging:

	2022 €	2021 €
Depreciation of tangible fixed assets	<u>30,870</u>	<u>31,704</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 €165 were made to them (2021: €99).

#### 8. Staff numbers and costs

The average number of persons employed by the charity during the year was 21 (2021 : 17).

The number of employees whose remuneration (excluding employer pension costs) was in excess of €60,000 was as follows:

	2022 No.	2021 No.
€60,001 - €70,000	2	1
€70,001 - €80,000	2	-
€80,001 - €90,000	-	-
€90,001 - €100,000	-	1

The staff costs comprise:

	2022 €	2021 €
Wages and Salaries	815,995	761,664
Social Welfare	88,052	83,342
Pension Costs	<u>24,538</u>	<u>22,455</u>
Total	<u>928,585</u>	<u>867,461</u>

Key management personnel include the CEO and management team for whom the total benefit in 2022 was €186,977 (2021: €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.

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**10. Tangible fixed assets**

	Office equipment €	Website Development €	Software Development €	Total €
<b>Cost</b>				
At 1 January 2022	205,305	49,327	12,300	266,932
Additions	<u>13,010</u>	<u>-</u>	<u>-</u>	<u>13,010</u>
At 31 December 2022	<u>218,315</u>	<u>49,327</u>	<u>12,300</u>	<u>279,942</u>
<b>Depreciation</b>				
At 1 January 2022	165,035	49,327	12,300	226,662
Charge for the year	<u>30,870</u>	<u>-</u>	<u>-</u>	<u>30,870</u>
At 31 December 2022	<u>195,905</u>	<u>49,327</u>	<u>12,300</u>	<u>257,532</u>
<b>Net book value</b>				
At 31 December 2022	<u>22,410</u>	<u>-</u>	<u>-</u>	<u>22,410</u>
At 31 December 2021	<u>40,270</u>	<u>-</u>	<u>-</u>	<u>40,270</u>

**11. Stocks**

	2022 €	2021 €
Finished goods - Medals/Pins	<u>44,723</u>	<u>54,936</u>

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

**12. Debtors**

	2022 €	2021 €
Prepayments	<u>17,477</u>	<u>9,674</u>
	<u>17,477</u>	<u>9,674</u>

**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

**13. Creditors: Amounts falling due within one year**

	2022 €	2021 €
Trade creditors	11,916	7,927
Payroll taxes	23,213	23,886
Other creditors	1,086	2,029
Accruals	21,963	7,368
	58,178	41,210

**14. Statement of funds**

	Balance at 1 January 2022 €	Income €	Expenditure €	Transfers between funds €	Balance at 31 December 2022 €
<b>Unrestricted funds</b>					
General funds	525,343	294,982	(165,205)	(197,865)	457,255
<b>Restricted funds</b>					
Restricted funds	178,796	1,101,105	(1,322,571)	197,865	155,195
Total of funds	704,139	1,396,087	(1,487,776)	-	612,450

The balance on restricted funds at 31 December 2022 represents funds received during 2022 or in previous years for a number of projects which were still ongoing at the year-end. The remaining funds on these projects is expected to be spent during 2023.

**15. Analysis of net assets between funds**

	Unrestricted funds 2022 €	Restricted funds 2022 €	Total funds 2022 €
Fixed assets	22,410	-	22,410
Current assets	493,022	155,196	648,218
Creditors due within one year	(44,208)	-	(44,208)
	471,224	155,196	626,420
	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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**GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD**

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**NOTES TO THE FINANCIAL STATEMENTS  
FOR THE YEAR ENDED 31 DECEMBER 2022**

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**16. Reconciliation of net movement in funds to net cash flow from operating activities**

	2022	2021
	€	€
Net income/(expenditure) for the year	(91,689)	16,831
<b>Adjustment for:</b>		
Depreciation charges	30,870	31,704
Decrease)/(increase) in stocks	10,213	(1,173)
(Increase)/Decrease in debtors	(7,803)	33,721
Increase/(decrease) in creditors	<u>16,968</u>	<u>(5,302)</u>
<b>Net cash generated from operating activities</b>	<u>(41,441)</u>	<u>75,781</u>
Purchase of tangible fixed assets	<u>(13,010)</u>	<u>(41,208)</u>
<b>Net cash used in investing activities</b>	<u>(13,010)</u>	<u>(41,208)</u>

**17. Analysis of cash and cash equivalents**

	2022	2021
	€	€
Balance at beginning of year	640,469	605,896
Net increase in cash and cash equivalents	<u>(54,451)</u>	<u>34,573</u>
Balance at end of year	<u>586,018</u>	<u>640,469</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 €24,538 during the year (2021: €22,455).

**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 29 June 2023.