
GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2018

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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COMPANY INFORMATION

Directors

John Cunningham (appointed 16 May 2018) (Chairperson)
Justin McAleese
Miriam Dollard
Paul Joseph Sweetman
Denis Duggan
Emma Farrell
Feargal Hynes
Maura Lyons
Lydia Bracken
Karen Buckley
Carmel Nic Airt (resigned 8 November 2018)
Ellen O'Malley Dunlop (resigned 28 February 2018)
John Concannon (resigned 28 February 2018)
Norma Smurfit (resigned 28 February 2018)
Aonghus Sammin (resigned 28 February 2018)
Andrew Madden (resigned 28 February 2018)
Pauric Dempsey (appointed 1 March 2018)
James McGovern (appointed 1 March 2018)
Lindsay Malone (appointed 1 March 2018)
Marcella Bannon (appointed 1 March 2018)
Philly McMahon (appointed 11 April 2019)

Honorary Patron

President of Ireland

Chief Executive Office

Yvonne McKenna

Charity Regulatory Authority number

20020903

Charity Registration number

CHY8482

Company number

251020

Secretary

Eibhlín O'Hara (appointed 31 August 2018)
Niamh McCabe (resigned 31 August 2018)

Principal office

Ratra House
North Road
Phoenix Park
Dublin 8

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

Independent auditors

Crowe Ireland
Chartered Accountants and Statutory Audit Firm
Marine House
Clanwilliam Place
Dublin 2

Bankers

Bank of Ireland
Lower Baggot Street
Dublin 2

Solicitors

Eugene F Collins
Temple Chambers
3 Burlington Road
Dublin 4

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

The Directors ("Council") submits herewith its report and audited financial statements for the year ended 31 December 2018.

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

The Council of Gaisce – The President's Award is pleased to present its report for 2018.

More Gaisce Awards were achieved in 2018, than in any year since the foundation of the organisation, and December's Gold Award ceremony was the largest ever held, with a record number of 78 awards presented. Whilst there was a decline in the number of registrations compared to 2017, at just under 25,000, they remain considerable, particularly given the size of the organisation. In addition to the number of awards achieved, there was a significant increase in the number and variety of organisations delivering Gaisce.

The Council of Gaisce wishes to recognise and thank those who contribute to the operation and success of the Gaisce programme:

- To our Patron, the President of Ireland Michael D. Higgins, in whose name each and every Award is given. Gaisce is very grateful to the President and his office for their ongoing support and in particular his attendance and participation in our Gold Award Ceremony each year.
- To the more 1,200 President's Award Leaders and more than 850 Gaisce Award Partners active in 2018, all of whom are central to the success of the programme and without whom, Gaisce could not exist.
- To the Minister of Children and Youth Affairs, Katherine Zappone TD and her Department for their continued commitment and support.
- Council also wishes to acknowledge the financial support of other entities, which has particularly helped the organisation undertake 'special projects' in line with the strategic priorities of the organisation to ensure the Gaisce Award programme is accessible by all young people in Ireland.

Particular highlights from 2018 include the following:

- President Michael D Higgins' first visit to Oberstown Children's Detention Campus, where he presented Gaisce Awards
- Gaisce's cross-border Gold Residential in Castle Saunderson Co. Cavan was a huge success. Eleven young people from Ireland and Northern Ireland completed the first ever Gaisce/Joint Award Initiative joint residential.
- 60+ prison service and education staff from all over Ireland and beyond attended Gaisce's first prison symposium 'The Award in Custody – A Shared Perspective'.
- Major funding was achieved for Gaisce's work in the area of youth justice, migrant integration (Wavelength) and with young members of LGBT+ communities (LikeMinded).
- Gaisce's Award Ceremonies in 2018 exemplified the organisation's vision for future awards ceremonies. For example, Dublin's Silver Award Ceremony was MC'd by the ever-enthusiastic Stephen Byrne (RTÉ 2FM), with inspiring and empowering speeches from the Irish International para athlete Paul Keogan and Gaisce Gold award holder Olivia Sneyd, while RTÉ 2FM's Eoghan McDermott MC'd the Gold ceremony for a second year running.

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

Gaisce – The President's Award, a personal development programme for young people between the ages of 15 and 25, was founded in 1985 with the aim of establishing and administering 'a system of non-competitive Gaisce Awards for young people, particularly those most in need of opportunity and inspiration, in recognition of personal achievement within their leisure time'.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

The programme is three-tiered, with participants choosing and undertaking a set of challenges at Bronze, Silver and Gold levels. Participants are supported through their Gaisce journey by a trained adult mentor, their President's Award Leader or PAL.

Gaisce's activities are based on the objects as defined within its governing document and are further expanded and developed within its Strategic Plan.

The current strategic plan (2015-2018) sets out the following priorities:

1. To provide an innovative and challenging Gaisce programme;
2. To make Gaisce accessible to all young people and programme delivery effective and sustainable;
3. To raise awareness and recognition of Gaisce and its contribution throughout Irish society;
4. To ensure Gaisce's sustainability to deliver.

As a preparatory measure towards the development of a new strategic plan, Gaisce undertook a review of its stated values in 2018. The result was a re-naming, re-defining and re-ordering of the organisation's values. In revising the values that guide the organisation, Gaisce chose to develop a full 'values proposition'. In addition to setting out the meaning of each value as it pertains to Gaisce, the values proposition articulates a statement of objective for each value, setting out what Gaisce aims to achieve in relation to each value; a statement of process, setting out the approach to work in regard to each value; and a statement of practice, setting out how staff and management practices reflect each value. The values proposition ensures the values are not only fully understood, but fully embedded in how Gaisce operates on a daily basis.

The new values for Gaisce are as follows:

Empowerment: Making a difference, effecting change and enabling young people to shape their path to self-discovery.

Inclusion and Equality: Every person has the opportunity to grow their potential through equality of access, participation and outcome.

Respect: Valuing people equally, recognising diversity, and ensuring everyone is treated with dignity.

Excellence: Making an impact through pursuing the highest standards, operating with integrity and in a transparent manner.

Section (3): Achievements & Performance

Guided and informed by the organisation's Strategic Plan, annual workplans are developed to direct and focus the work of the organisation.

The workplan for 2018 set out objectives under ten priority areas, as follows:

1. Grow overall participation in the Gaisce Programme and increase diversity of access points
2. Improve progressions through increasing participation at Gold and Silver level
3. Uphold quality of programme delivery through improved quality control
4. Ensure a well-supported, high-functioning panel of PALs within Gaisce Award Partners that deliver a quality programme, sufficient to meet demands and respond to growth
5. Establish robust evidence to validate impact and effectiveness
6. Increase awareness of Gaisce and its value to Irish society with key stakeholders
7. Ensure the organisation is financially secure and sustainable
8. Upgrade the organisation's information and communication technology to ensure a more efficient, effective and better-informed organisation
9. Align Gaisce with best practice policies and procedures at governance, organisation and operational levels, achieving full compliance with the Governance Code and all relevant legislation
10. Develop a new strategic plan for 2019+

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

Highlights from the 2018 priority areas are outlined below:

Registrations – In 2018, just under 25,000 young people registered for a Gaisce Award. Primarily undertaken in school as an extra-curricular activity, Gaisce continued in 2018 to expand access to the programme beyond the formal school setting. A number of bespoke PAL training sessions were offered in Prison/Probation, Community & Voluntary and Disability sectors and close to 20% of registrations were from either DEIS schools or outside the formal school setting.

Progressions – There was a 71% increase in the number of Gold Awards achieved in 2018 compared to 2017, resulting in the largest ever Gold Award ceremony held, and an increase in the number of young people registering for Gold from non-school organisations. Whilst progressions to Silver fell short of expectations, there was an increase in the number of young people advancing to Silver in DEIS schools and in non-school organisations. The organisation undertook a number of projects in 2018 with a view to improving progressions in 2019 and beyond. These included hosting dedicated Going for Gold events, creating a local network in Ballymun comprising Ballymun Regional Youth Resource, Ballymun Kickams and Trinity Comprehensive School and partnerships with, for example, Comhairle na nÓg, Foróige and a local Ballymun network partnership with.

Completions – There was a slight increase in the number of Gaisce Awards achieved in 2018 (15,178), when compared to 2017. At 62%, completion rates for 2018 exceeded targets set. The percentage of Awards achieved through 'other organisations' (i.e. non-schools) remained consistent at 4%, with a 2% increase (to 12%) in the percentage achieved in DEIS schools.

Gaisce Award Partners – A total of 704 Gaisce Award Partners (GAPs) were active by registration in 2018, an increase of 2% on 2017. 20% of registrations were from non-school organisations; 15% were from DEIS schools and 65% schools. 86% of organisations active by registration in 2017 remained active in 2018, with an impressive 191 organisations delivering Gaisce for the first time, or following a break in service delivery. Of these, 79% were non-schools and, of schools, 24% were DEIS. These figures positively reflect commitment to increasing diversity of access points to Gaisce, as well as the 'near saturation' of schools.

Gaisce hosted 20 GAP recruitment events in 2018. Almost 90 new GAPs attended PAL training and the organisation welcomed 109 newly active GAPs in 2018. More than 15 organisations also became 'official' Gaisce Challenge Partners.

President Award Leaders – Gaisce trained more than 480 PALs in 2018, far exceeding its target of 400. In addition to 31 general PAL training sessions, six bespoke PAL trainings were organised for organisations working with young people affected by disadvantage and to the Irish Prison Service. The breakdown of those attending PAL training from schools, DEIS schools and other organisations was: 48:11:41. A new departure for the organisation, Gaisce also trained 59 students across a number of bespoke PAL training delivered in teacher training colleges.

Strategic Partners – As Gaisce does not deliver the Gaisce programme directly, it is, by necessity, a 'partnership organisation' and most activities involve partnerships – most fundamentally, the Gaisce Award Partners that deliver Gaisce, and the Challenge Partners through which young people achieve their Award. In addition, Gaisce actively seeks out partnerships that have the potential to assist the organisation achieving the strategic priorities of growing awareness of and access to Gaisce. Strategic partnerships in 2018 included the Defence Forces Adventure Challenge; Parkrun; Volunteer Ireland and local Volunteer Centres; Immigrant Council of Ireland and the Resettlement and Integration Agency (RIA); Department of Justice & Equality; Dublin City Council and the GAA's Future Leaders TY programme.

**DIRECTORS' REPORT (Continued)
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Joint Award Initiative – This unique collaboration between Gaisce – The President's Award, the Duke of Edinburgh's Award and the Duke of Edinburgh's International Award gives young people in Northern Ireland who fulfil the requirements of the award at any level, a choice in the certification they receive. A Joint Award Committee comprising representation from Gaisce and the Duke of Edinburgh's Award UK oversee and direct the Initiative. A joint workplan for 2018 was agreed between Gaisce and the Duke of Edinburgh's Award regional office in Northern Ireland. Notable achievements included the symposium, joint residential and a 28% increase (to 171) in the number of Gaisce Awards achieved by young people living in Northern Ireland.

Special Projects – With the help and support of funders, Gaisce was able to undertake a number of special projects in 2018 including:

- *Dublin 1 (Irish Life)*: A grant from Irish Life supported a special project in the Dublin 1 area which resulted in 55 young people registering for Gaisce across 11 organisations and more than 60 awards being achieved. The grant also funded the creation of a promotional video highlighting Gaisce's work with young people affected by disadvantage which was aired at the Gold Award ceremony.
- *LikeMinded (SIFI)*: Funding was secured to support young members of LGBT+ communities to explore and celebrate identity whilst achieving a Gaisce Award. The project was launched in December 2018 and will commence in 2019.
- *Mosney DP Centre (St Patrick's Cathedral)*: this progression project resulted in nine young people living in Direct Provision achieving a Silver Gaisce. Gaisce was provided with an opportunity to showcase its work at St Patrick's Cathedral's World Refugee Day event in June.
- *Wavelength (Coca Cola Foundation)*: Gaisce secured funding to expand its work into the area of migrant integration which will commence in 2019.
- *Youth Justice (philanthropic grant)*: With funding from a private philanthropic source, Gaisce was able to recruit a dedicated staff member to significantly expand its work in the area of youth justice.

Ceremonies and Events – Despite a high staff turnover in the Marketing and Communications team in 2018, Gaisce team members maintained the number of external events and conferences (26 in total) they attended to promote the programme, including exhibiting and presenting at School Summit, Zeminar, Ballymun Community Event, Prison Information Days and lots more. Gaisce team members also organised 16 internal events and ceremonies such as Gold and Silver Award Ceremonies, Civic Merit Ceremony and supported the President's Annual Garden Parties.

Stakeholder Engagement – A new Chair was appointed in 2018 and meetings took place with the Minister for Youth Affairs, as well as between the Chair and the President's Secretary General. The Chair also accompanied President Higgins to Oberstown award presentation ceremony.

The CEO maintained regular contact with DCYA and attended bi-annual meetings with DCYA officials and the Minister. The Duke of Edinburgh's International Award Foundation visited Gaisce with a full day of meetings arranged, including introduction between Chair and key principals. Delegate also attended Silver Award ceremony in Cork. CEO attended Duke of Edinburgh's International Award Foundation Forum in Ghana.

Quality – Gaisce complied fully with all DCYA obligations and has received positive feedback from its National Quality Standards Framework team. Gaisce fully implemented its quality standards with respect to PAL screening and child protection policies throughout the year. Additional quality controls were also introduced in 2018 in relation to programme delivery and quality assessment.

Gaisce set itself an ambitious workplan for 2018 and some areas were not advanced to the extent the organisation planned. For example, the awardee engagement strategy was not finalised by year end, nor was it possible to upgrade the organisation's IT systems. Where the organisation did not achieve its objectives, it was largely due to resources (affected by staff turnover) and/or the realisation that a project was larger than originally envisaged.

Overall, however, Gaisce is satisfied with the significant achievements of 2018 and looks forward to continuing to progress strategic priorities in 2019.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

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.

Council

Gaisce is governed by a Council of 14 members. Whilst Gaisce is not a state body, the Minister for Children and Youth Affairs appoints Council members and does so in accordance with the Guidelines for Appointments to State Boards (2014). There are two nominating bodies. Áras an Uachtaráin nominates two Members, and the Department of the Taoiseach one member.

Four new Council members were recruited in 2018 in line with Guidelines for Appointments to State Boards.

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 in order to identify any gaps in knowledge or experience on the Council.

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.

The Role of Council (individually and collectively) is fully defined within the 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.

As well as the various statutory duties, any trustee should make full use of any specific skills, knowledge or experience to help the board make good decisions.

Chairperson

The Chairperson of Gaisce is John Cunningham, who was appointed in May 2018. The Chairperson is a director and a member of the company, who is appointed by the Minister for Children and Youth Affairs 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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**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

When the Chairperson is aware that they will be unable to attend a Council meeting, they appoint a Member of the Council to Chair the meeting in their absence. In the case where the Chairperson is unable to attend and does not give advance notice of same, the Council Members who are in attendance approve a Council Member from their number to Chair the meeting.

Where there is an unexpected but ongoing vacancy in the position of Chairperson and with the approval of the Minister for Children and Youth Affairs, the existing Council Members may nominate from their number an interim Chairperson, for a period of up to six months.

Company Secretary

As per the legal requirements of a registered company, Gaisce has a Company Secretary. The current Governing Documents state that the Company Secretary should be a member of staff, who is not the CEO, and is nominated to carry out the following duties:

- Notification of Council meetings
- Circulation of papers prior to Council meetings
- Taking of minutes at Council meetings
- Keeping an action log of all decisions taken

The current Company Secretary is Eibhlín O'Hara.

The following table outlines the directors who served during the year and their attendance at Council meetings (whereby 'x' denotes present):

	20/02	22/03	19/04	17/05	21/06 AGM	06/09	04/10	06/12	Total
Marcella Bannon *	n/a	x	x		x	x	x		5 of 7
Lydia Bracken	x	x	x	x			x	x	6 of 8
Karen Buckley	x	x	x	x	x	x	x	x	8 of 8
John Cunningham **	n/a	n/a	n/a	x	x		x	x	4 of 5
Pauric Dempsey *	n/a	x		x	x		x		4 of 7
Miriam Dollard	x	x	x	x	x		x		6 of 8
Denis Duggan		x	x				x		3 of 8
Emma Farrell		x	x		x		x	x	5 of 8
Feargal Hynes	x	x			x	x	x	x	6 of 8
Maura Lyons	x	x	x	x		x	x		6 of 8
Lindsay Malone *	n/a	x		x	x		x	maternity	4 of 6
Justin McAleese			x	x	x	x	x	x	6 of 8
James McGovern *	n/a	x		x	x		x		4 of 7
Carmel Nic Airt ~								n/a	0 of 7
Paul Sweetman	x	x	x		x	x	x	x	7 of 8
John Concannon #	x	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1 of 1
Andrew Madden #	x	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1 of 1
Ellen O'Malley Dunlop #	x	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1 of 1
Aonghus Sammin #	x	n/a	n/a	n/a	n/a	n/a	n/a	n/a	1 of 1
Norma Smurfit #		n/a	n/a	n/a	n/a	n/a	n/a	n/a	0 of 1

* appointed 1 March 2018

** appointed 16 May 2018

resigned 28 February 2018

~ resigned 8 November 2018

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2018

Sub-committees

Sub-committees are established, when deemed necessary by Council, 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 the 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. The current Governing Documents state that the CEO is entitled to attend all Gaisce meetings.

All sub-committees report in writing to Council.

Working Groups

From time to time, Council working groups are established to progress specific pieces of work.

Gaisce appoints a number of sub-committees and working groups whose remit and activities are defined within the Council handbook. These include: Finance and Audit; International Award/Joint Award; HR and Remuneration; Governance; and Safeguarding (formerly called Keeping Children and Young People Safe). Sub committees meet to address relevant areas of work, and make recommendations to Council, who then consider and make decisions when required. Due to the retirement and appointment of Council members, membership of all Subcommittees was fully replenished between November 2017 and May 2018.

The members of the Finance and Audit sub-committee are: Justin McAleese, Denis Duggan and Maura Lyons (Aonghus Sammin retired in 2018).

The Members of the Governance sub-committee are: Emma Farrell, Karen Buckley, Marcella Bannon and Lindsay Malone (Andrew Madden and Carmel Nic Áirt retired in 2018).

The members of the IAA/JA sub-committee are: Justin McAleese, Paul Sweetman and Miriam Dollard (John Concannon retired in 2018).

The members of the Safeguarding sub-committee are: Karen Buckley, Lydia Bracken and Maura Lyons (Andrew Madden and Carmel Nic Áirt retired in 2018).

The Members of the HR and Remuneration sub-committee are: Miriam Dollard, Fergal Hynes and Pauric Dempsey (Ellen O'Malley-Dunlop retired in 2018).

The following table outlines attendance at Sub-committee meetings:

Sub Committee	Date	Date	Date	Date	Attendance
Governance	19 th Jan	9 th Feb	4 th Oct		AM 2 KB 2 MB 1 EF 1
Safeguarding*	19 th Jan	9 th Feb	20 th July	6 th Sept	AM 2 ML 2 KB 2 LB 1
IAA/JAC	23 rd April				JMcA 1 MD 1 PS 1
Finance & Audit	17 th May	4 th Oct			JMcA 2 ML 2 DD 1
HR/Remuneration	21 st June	6 th Sept			PD 1 MD 1 FH 2

*Formerly KCYPS

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2018

Board Members are required to fill in 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.

A comprehensive risk register was drawn up for Gaisce in 2017 and agreed by the Board. A full review of the risk register was undertaken towards the end of 2018 and a revised and updated risk register will be presented to Council for consideration early in 2019.

There are generally a minimum of 5 Council meetings in a calendar year. In 2018 there were 8 Council meetings. Council meeting dates are agreed on an annual basis.

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.

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's donor rights, donor charter and complaints procedure are all accessible on the organisation's website. Gaisce is fully compliant with all obligations under Children First and drafted a new Health and Safety Statement in 2018 which will be finalised and implemented in 2019. Gaisce prepares its audited account to be SORP-compliant.

Gaisce is working towards full compliance with the new Governance Code launched by the Charities Regulator on 7th of November 2018. A revised Constitution was drafted and submitted to DCYA for prior-approval. Finalising the new Constitution and adoption of the new Governance Code will be a focus of work for the Gov S-C in 2019.

Significant work was undertaken in 2018 in relation to GDPR including the establishment of an internal working group, and engagement of external expertise. Working group members attended GDPR training and undertook a full policy and procedure audit and review. Existing consents not compliant with new GDPR standards were refreshed and data processing contracts (or addendums) were put in place with data processors / contractors. Gaisce updated existing privacy policies and created new data protection policies and procedures where required. Staff received training on these policies and procedures at a team meeting in October 2018. A Security Breach Management Team (SBMT) was established to handle potential data breaches expediently, in line with the organisation's data breach policy.

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

Gaisce recruited for the new position of Communications Manager in December 2018. The Communications Manager manages a team of two – a Marketing and Communications Officer and Events and Engagement Officer and the team is responsible for developing and implementing a multi-platform communications strategy that incorporates Events, Engagement, Internal/External Communications, Digital and Branding.

Performance and development is managed through a formal system developed by the organisation in 2016. Remuneration of staff recruited prior to 2015 is aligned to civil service grades. In 2017, the organisation developed a remuneration policy for 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.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

Section (5): Financial Review

The results are set out on the following pages. The total income for the year amounted to €1,254,844 and the total expenditure to €1,145,770. The surplus for the year amounted to €109,074, comprising a deficit on unrestricted funds of €15,026 and a surplus on restricted funds of €124,100. The surplus on restricted funds for the year relates to funds received for three programmes during 2018, the delivery of which were ongoing at the year end. The remaining funds on those programmes will be spent during 2019.

In 2018, the core grant received from the Department of Children and Youth Affairs (DCYA) was €678,597 (2017: €678,597). In 2018, Gaisce also received other funding as set out in Note 3 to the financial statements. Gaisce is extremely grateful for the financial support of all of its funders.

Income from registration fees in 2018 was €381,434, almost 15% greater than fees income received in 2017 of €332,287. As fees are collected throughout the academic year this does not reflect an increase in registrations but rather the delayed payment of some registration fees for the academic year into the 2018 financial year.

Gaisce is committed to increasing and broadening its revenue base to support the strategic and sustainable growth of the programme and this will be continue to be a key area of focus in 2019.

Government Grants

Gaisce is in receipt of grants from the Department of Children and Youth Affairs.

Pension

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

Reserves Policy

To ensure Gaisce has sufficient funds to deliver core functions during a period of unforeseen difficulty, Council aspires to a €500K General Reserve and maintains a Special Reserve of €100K to allow consideration of proposals to Council from the CEO and/or Council Members.

Principal risks and uncertainties

The company faces increasing administrative costs, increasing regulation compliance costs, and a reduction in sponsorship income. However, the level of the Company's core Government grant has shown a small increase and registration fee income remained healthy, allowing Gaisce to meet the additional requirements and costs thus far.

Books of account

The measures taken by the directors to ensure compliance with the requirements of Sections 281 to 285 of the Companies Act 2014 with regard to the keeping of accounting records, are the employments of appropriately qualified accounting personnel 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.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

Statement of relevant audit information

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

- so far as the director is aware, there is no relevant audit information of which the company's auditors are unaware, and
- the director has taken all the steps that ought to have been taken as a director 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 in accordance with Section 383(2) of the Companies Act 2014.

Taxation status

No charge to taxation arises as Gaisce - Gradam and Uachtaráin has been granted charitable exemption by the Revenue Commissioners.

Section (6): Future Developments

Uachtarán na hÉireann is the patron of Gaisce. Gaisce's future is dependent on the agreement of An tUachtarán to continue with the Gradam an Uachtaráin scheme. In addition, the Government provides a grant, through the Department of Children and Youth Affairs, towards the cost of operating Gaisce's activities. That financial support has been a vital source of funding for Gaisce since it was founded and Gaisce is grateful for the support of DCYA.

Council looks to the future with the encouragement and support that it receives from An tUachtarán, Government, PALs, Gaisce Award Partners and other supporters and sponsors.

Gaisce is at the end of its current strategic plan and currently working to develop a new strategic plan for 2019 onwards.

Section (7) Directors responsibilities statement

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.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2018**

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

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

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

The directors are responsible for ensuring that the company keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the company, enable at any time the assets, liabilities, financial position and surplus and deficit of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and 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

In the opinion of the directors, the state of the company's affairs is satisfactory and there has been no material change since the Balance Sheet date.

This report was approved by the Directors on

and signed on their behalf by:

.....
Director

.....
Director

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

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Gaisce - Gradam an Uachtaráin - The President's Award for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

This report is made solely to the company's members, as a body, in accordance with Section 391 of the Companies Act 2014. Our audit work has been undertaken so that we might state to the company's members those matters we are required to state to them in an Auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the company and the company's members, as a body, for our audit work, for this report, or for the opinions we have formed.

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2018 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" effective 1 January 2015;
- 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

We have nothing to report in respect of the following matters in relation to which the ISAs (Ireland) require us to report to you where:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Respective responsibilities

Responsibilities of directors for the financial statements

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

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

Auditors' responsibilities for the audit of the financial statements

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA 700 \(Ireland\)](https://www.iaasa.ie/Publications/ISA_700_(Ireland)). The description forms part of our Auditors' report.

Signed: _____
Roseanna O'Hanlon

For and on behalf of

Chartered Accountants and Statutory Audit Firm
Marine House
Clanwilliam Place
Dublin 2

Date:

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Note	Unrestricted funds 2018 €	Restricted funds 2018 €	Total funds 2018 €	Total funds 2017 €
Income from:					
Donations and legacies	2	2,039	-	2,039	13,923
Charitable activities	3	381,434	871,325	1,252,759	1,023,874
Investments	4	46	-	46	-
Total income		<u>383,519</u>	<u>871,325</u>	<u>1,254,844</u>	<u>1,037,797</u>
Expenditure on:					
Raising funds	5	50,250	-	50,250	63,317
Charitable activities	6	172,395	923,125	1,095,520	989,278
Total expenditure		<u>222,645</u>	<u>923,125</u>	<u>1,145,770</u>	<u>1,052,595</u>
Net income / (expenditure) before transfers		160,874	(51,800)	109,074	(14,798)
Transfers between Funds	15	<u>(175,900)</u>	<u>175,900</u>	-	-
Net movement in funds		(15,026)	124,100	109,074	(14,798)
Reconciliation of funds:					
Total funds brought forward	15	<u>352,664</u>	-	<u>352,664</u>	<u>367,462</u>
Total funds carried forward	15	<u><u>337,638</u></u>	<u><u>124,100</u></u>	<u><u>461,738</u></u>	<u><u>352,664</u></u>

The notes on pages 20 to 29 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**BALANCE SHEET
AS AT 31 DECEMBER 2018**

	Note	€	2018 €	€	2017 €
Fixed assets					
Tangible assets	11		-		1,627
Current assets					
Stocks	12	48,033		67,639	
Debtors	13	766		-	
Cash at bank and in hand		<u>454,025</u>		<u>312,427</u>	
		502,824		380,066	
Creditors: amounts falling due within one year	14	<u>(41,086)</u>		<u>(29,029)</u>	
Net current assets			<u>461,738</u>		<u>351,037</u>
Net assets			<u>461,738</u>		<u>352,664</u>
Charity Funds					
Unrestricted funds	15		337,638		-
Restricted funds	15		<u>124,000</u>		<u>352,664</u>
Total funds			<u>461,738</u>		<u>352,664</u>

The financial statements were approved by the Directors on _____ and signed on their behalf by:

.....
Director

.....
Director

The notes on pages 20 to 29 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2018**

	Note	2018 €	2017 €
Cash flows from operating activities			
Net cash generated from/(used in) operating activities	17	<u>141,598</u>	<u>(8,851)</u>
Change in cash and cash equivalents in the year			
Cash and cash equivalents brought forward		<u>312,427</u>	<u>321,278</u>
Cash and cash equivalents carried forward	18	<u><u>454,025</u></u>	<u><u>312,427</u></u>

The notes on pages 20 to 29 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

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 total funds received during the year in respect of the services provided during the year.

Income represents funding received and receivable from the Department of Children and Youth Affairs 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 2018**

1. Accounting Policies (continued)

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

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

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

1.6 Impairment of Fixed Assets

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

1.7 Interest receivable

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

1.8 Stocks

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

1.9 Debtors

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

1.10 Cash at Bank and in hand

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

1.11 Liabilities and provisions

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

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 and Youth Affairs are protected and are not to be used as security for any other activity without prior consultation with the Department of Children and Youth Affairs.

1.15 Employee benefits

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

(i) Short term benefits

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

(ii) Pension plans

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

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

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

2. Income from donations and legacies

	Unrestricted funds 2018 €	<i>Total funds 2017 €</i>
Sponsorships	-	13,224
Merchandise	2,039	699
	2,039	<i>13,923</i>
Total donations and legacies	2,039	<i>13,923</i>

3. Income from charitable activities

	Unrestricted funds 2018 €	Restricted funds 2018 €	Total funds 2018 €	<i>Total funds 2017 €</i>
Department of Children & Youth Affairs: Main Grant	-	678,597	678,597	678,597
Youth Employability Initiative	-	-	-	12,990
Participant Fees	381,434	-	381,434	332,287
The Coca-Cola Foundation	-	82,378	82,378	-
Philanthropic donation	-	75,000	75,000	-
St. Patrick's Cathedral Community Fund	-	3,000	3,000	-
Environmental Protection Agency	-	1,950	1,950	-
Department of Children & Youth Affairs: LGBTI+ Capacity Building Grant (DCYA)	-	5,400	5,400	-
SIFI (supported by the Department of Rural and Community Development and Dormant Accounts Fund and including a philanthropic donation of €20,000)	-	25,000	25,000	-
	381,434	871,325	1,252,759	<i>1,023,874</i>

4. Investment income

	Unrestricted funds 2018 €	Restricted funds 2018 €	Total funds 2018 €	<i>Total funds 2017 €</i>
Bank interest receivable	46	-	46	-
	46	-	46	<i>-</i>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

5. Costs of raising funds

	Total funds 2018 €	<i>Total funds 2017 €</i>
Direct costs		
Staff costs	33,150	47,476
Business Development	-	1,803
Telephone, Internet & Communications	143	2,391
I.T.	10	1,444
Support costs		
Staff costs	9,769	7,180
Organisation Development - Governance	1,146	161
Legal & Professional	4,099	1,160
Audit Fees	612	605
Bookkeeping	640	691
Property Related Expenses	103	290
Office Supplies/Catering	51	71
Bank Charges	44	45
Organisational Development – Operational	483	-
	50,250	63,317

6. Charitable expenditure

	Total 2018 €	<i>Total 2017 €</i>
Direct costs:		
Staff costs	576,916	501,065
Staff Travel	36,664	31,109
Staff Training	3,841	10,306
Property Related Expenses	10,352	29,121
Insurance	20,010	18,549
CRM/Online System	26,133	17,012
I.T.	9,039	14,053
Telephone, Internet & Communications	15,828	13,551
Postage/Courier	19,466	21,312
PAL/Volunteer Training, Support & Expenses	11,714	14,002
PR, Advertising, Marketing & Conferences	35,246	30,160
Business Development	2,118	-
Joint Award	102	516
Medals, Certs & Award Ceremonies	108,172	120,189
Office Supplies/Catering	5,119	7,142
Other Direct Costs	40,778	55,558
Sponsorship/Grants	-	500
Depreciation	1,627	5,347
	923,125	885,492

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

6. Charitable expenditure (continued)

Support costs

	Total 2018 €	<i>Total 2017 €</i>
Staff costs	99,384	73,038
Legal & Professional	41,697	11,798
Ratra Related Expenses	1,047	2,946
Audit Fees	6,222	6,159
Bookkeeping	6,508	7,030
Organisation Development - Governance	11,659	1,639
Bank Charges	443	453
Office Supplies/Catering	518	723
Organisation Development - Operational	4,917	-
	172,395	103,786
Total Charitable Expenditure	<u>1,095,520</u>	<u>989,278</u>

Direct costs are those incurred wholly and exclusively for the primary objects of the charity. Support costs represent general expenditure which cannot be exactly split between the primary functions of the company at the time at which they are incurred but can be allocated on a reasonable basis after the event.

7. Net income/expenditure

This is stated after charging:

	2018 €	<i>2017 €</i>
Depreciation of tangible fixed assets	<u>1,627</u>	<u>5,347</u>

8. 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 €2,745 were made to them (2017: €1,852).

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

9. Staff numbers and costs

The average number of persons employed by the charity during the year was as follows:

	2018	<i>2017</i>
	No.	<i>No.</i>
Average Number of Employees	15	<i>14</i>

The number of higher paid employees was:

	2018	<i>2017</i>
	No.	<i>No.</i>
In the band €70,001 - €80,000	-	-
In the band €80,001 - €90,000	1	<i>1</i>

	2018	<i>2017</i>
	€	<i>€</i>
Wages and Salaries	641,151	<i>554,281</i>
Social Welfare	65,393	<i>57,225</i>
Pension Costs	21,387	<i>16,229</i>
Total	<u>727,931</u>	<i><u>627,735</u></i>

10. 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 2018**

11. Tangible fixed assets

	Office equipment €	Website Development €	Software Development €	Total €
Cost				
At 1 January 2018 and 31 December 2018	<u>110,192</u>	<u>49,327</u>	<u>12,300</u>	<u>171,819</u>
Depreciation				
At 1 January 2018	108,565	49,327	12,300	170,192
Charge for the year	<u>1,627</u>	-	-	<u>1,627</u>
At 31 December 2018	<u>110,192</u>	<u>49,327</u>	<u>12,300</u>	<u>171,819</u>
Net book value				
At 31 December 2018	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>
At 31 December 2017	<u>1,627</u>	<u>-</u>	<u>-</u>	<u>1,627</u>

12. Stocks

	2018 €	2017 €
Finished goods - Medals/Pins	<u>48,033</u>	<u>67,639</u>

13. Debtors

	2018 €	2017 €
Prepayments	<u>766</u>	<u>-</u>

14. Creditors: Amounts falling due within one year

	2018 €	2017 €
Trade creditors	16,911	5,874
Payroll taxes	16,304	15,550
Other creditors	1,106	840
Accruals	6,765	6,765
	<u>41,086</u>	<u>29,029</u>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

15. Statement of funds

	Balance at 1 January 2018 €	Income €	Expenditure €	Transfer between funds €	Balance at 31 December 2018 €
Unrestricted funds					
General Funds	352,664	383,519	(222,645)	(175,900)	337,638
Restricted funds					
Restricted Funds	-	871,325	(923,125)	175,900	124,100
Total of funds	<u>352,664</u>	<u>1,254,844</u>	<u>(1,145,770)</u>	<u>-</u>	<u>461,738</u>

The balance on restricted funds at 31 December 2018 represents funds received during 2018 for three projects which were still ongoing at the year-end. The remaining funds on these projects will be spent during 2019.

16. Analysis of net assets between funds

	Unrestricted funds 2018 €	Restricted funds 2018 €	Total funds 2018 €
Current assets	378,724	124,100	502,824
Creditors due within one year	(41,086)	-	(41,086)
	<u>337,638</u>	<u>124,100</u>	<u>461,738</u>

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

	2018 €	2017 €
Net income/(expenditure) for the year	109,074	(14,798)
Adjustment for:		
Depreciation charges	1,627	5,347
Decrease/increase in stocks	19,606	(36,012)
Increase/decrease in debtors	(766)	57,009
Increase/decrease in creditors	12,057	(20,397)
Net cash generated from/(used in) operating activities	<u>141,598</u>	<u>(8,851)</u>

18. Analysis of cash and cash equivalents

	2018 €	2017 €
Balance at beginning of year	312,427	321,278
Net cash generated from/(used in) operating activities	141,598	(8,851)
Balance at end of year	<u>454,025</u>	<u>312,427</u>

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2018**

19. 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 €21,387 during the year (2017: €16,229).

20. 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.

21. 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.

22. Approval of Financial Statements

The financial statements were approved by and authorised for issue by the directors on