
GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2019

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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COMPANY INFORMATION

Directors

John Cunningham (Chairperson)
Justin McAleese
Miriam Dollard
Paul Joseph Sweetman
Denis Duggan
Emma Farrell
Feargal Hynes
Maura Lyons
Lydia Bracken
Karen Buckley
Pauric Dempsey
James McGovern
Marcella Bannon
Philly McMahon (appointed 11 April 2019)
Lindsay Malone (resigned 7 November 2019)

Honorary Patron

President of Ireland

Chief Executive Office

Yvonne McKenna

Charity Regulatory Authority number

20020903

Charity Registration number

CHY8482

Company number

251020

Secretary

Alex Davis (appointed 11 April 2019)
Eibhlín O'Hara (resigned 11 April 2019)

Principal office

Ratra House
North Road
Phoenix Park
Dublin 8

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

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

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2019**

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 2019.

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

The Council of Gaisce – The President's Award is please to present its report for 2019.

Over the course of 2019, more than 15,000 young people completed a Gaisce Award across the island of Ireland.

Gaisce continued its endeavour to ensure every young person in Ireland can participate in Gaisce and worked extensively to ensure the growth of participation and equality of access to the programme. In 2019, more than 60 new Gaisce Award Partners (GAPs) became active, with a 22% increase in the number of Community and Voluntary organisations, and a 7% increase in the number of disability organisations, delivering Gaisce. Gaisce was particularly pleased to partner with organisations targeting young people at risk of prematurely leaving formal education, young people seeking asylum or with refugee status and those involved in youth justice programmes.

The Gaisce Council would like to take this opportunity to thank:

- Our dedicated President's Award Leaders (PALs), who are the lifeblood of the Gaisce programme, and the Gaisce Award Partners in which they work or volunteer.
- Minister of Children and Youth Affairs, Katherine Zappone, and her Department.
- The generous financial support of other entities, which has assisted Gaisce deliver on its objective to ensure accessibility to the programme.
- The Patron of Gaisce, President Michael D Higgins, and his Office, for continued engagement and support of the programme.

Highlights from 2019 include the following:

- A joint commitment between Gaisce and Irish Prison Service that all young people under the age of 25 in custody are encouraged and supported to participate in Gaisce and the establishment of a national steering committee to achieve the aim.
- A message of congratulations from President Higgins at a Gaisce Award Ceremony held for the first group of young people living in Special Care Units to achieve a Gaisce Award.
- A pilot programme with School Completion Programmes (SCPs) in partnership with TUSLA-Child and Family agency.
- The commencement of LikeMinded, Gaisce's first LGBTI+ project, led directly by the Gaisce team supporting young people on their Award journey, pivoted upon creative engagement sessions.
- The launch of Wavelength, Gaisce's inclusion and integration project for young people aged 18-25 and securing additional funding before year end to expand to those under 18.
- Inaugural annual day of celebration, Lá Gaisce, to mark the achievements of everyone involved in Gaisce – The President's Award .

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2019**

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'.

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. Towards developing a new Strategic Plan for the period 2020-2025, the organisation undertook extensive stakeholder engagement in 2019 and a final draft was submitted to the President by year end. The organisation looks forward to launching its new plan in 2020.

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 following provides an overview of achievements and performance across the agreed priority areas for Gaisce in 2019.

Registrations: Close to 25,000 young people registered for a Gaisce Award in 2019, an increase of 1.5% on the previous year. There were significant increases in the number of registrations from young people within community and voluntary organisations (double), youth services (+40%), third-level education (+14%), Garda Youth Diversion projects (GYDPs, +38%) and prisons (+88%). There was a 5% increase in the number of registrations in DEIS schools.

Completions: For a third year running, more than 15,000 Gaisce Awards were achieved in 2019 and completion targets were achieved. There were increases in the number of young people achieving a Gaisce Award in community and voluntary (+12%) and disability (+5%) organisations, in GYDP and other intervention projects (+25%) and in DEIS schools (+3%). The number of Awards achieved by those in prison more than doubled, whilst the number of Gold Awardees achieved by young people living in Northern Ireland was the highest ever, at 41.

Progressions: Whilst the number of progressions from one level of the Award to the next declined overall in 2019, progression rates improved in community and voluntary and disability organisations, youth services, Garda Youth Diversion Programmes and prisons. It is hoped that opening up the Bronze Award to second-level post-primary school students will have a positive impact on progressions in future years.

Gaisce Award Partners: Including Northern Ireland, young people achieved Gaisce Awards across more than 800 organisations in 2019. Of Gaisce Award Partners active across the 26 counties in 2018, 86% continued to deliver the Award in 2019.

More than 600 (or 84%) of all post-primary schools delivered Gaisce in 2019 (62% of all DEIS and 92% of all non-DEIS schools) with a further 46 second-chance, supported and third level educational institutions active. More than 135 non-educational organisations delivered the programme, including youth, community, disability, uniformed, sports, youth work and youth justice organisations.

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2019

President's Award Leaders: A total of 1,463 President's Award Leaders were active in 2019. Far exceeding targets, Gaisce trained more than 500 PALs in 2019, and an additional 135 student teachers attended PAL training. In addition to 31 general PAL training sessions, 14 bespoke PAL trainings were organised, including for organisations working with young people in GDYP, intervention, disability and sporting organisations. 43% of those attending PAL training were from schools (22% DEIS) and 57% from non-school organisations. Gaisce's team of Development Officer, PAL trainers, as well as the Communications and Admin teams, continued to give dedicated support to PALs and, in addition to a host of new support and resource material, an updated PAL Guide was produced in the year.

The commitment and contribution of more than 60 President's Award Leaders active in delivering Gaisce for more than five years was recognised at a Civic Merit Award Ceremony, MC'd by Gaisce Gold Awardee Jamie Moore and with special guest speaker, Mícheál Ó Muircheartaigh.

Strategic Partners: In addition to developing its relationship with the Irish Prison Service and forging a new partnership with the Schools Completion Programme, Gaisce engaged strategically with ParkRun, Sport Ireland and the National Association of Principals and Deputy Principals and looks forward to formalising collaborations in 2020. Gaisce is extremely grateful to the Defence Forces who, for the 32nd year running, organised an Adventure Challenge with personnel from the 2nd Brigade Artillery Regiment giving 32 Gaisce participants an experience they will forever fondly remember.

Joint Award Initiative: A unique collaboration between Gaisce – The President's Award, the Duke of Edinburgh's Award and the Duke of Edinburgh's International Award, the Joint Award Initiative gives young people in Northern Ireland who fulfil the requirements of the award a choice in the certification they receive. A Joint Award Committee comprising representation from Gaisce (including the Chair and Council members) and the Duke of Edinburgh's Award oversee and direct the Initiative. During 2019, 114 Awards achieved with a record number of young people achieving a Gold Award. The Joint Award Committee met regularly across 2019. The Chair travelled to the UK twice during 2019 to meet with Trustees of, respectively, the Duke of Edinburgh's International Award (CEO in attendance also) and the Duke of Edinburgh's Award.

Special Projects: With the generous support of funders, Gaisce was able to undertake a number of special projects in 2019. These included with young members of LGBTI+ communities (LikeMinded), young refugees and asylum seekers (Wavelength) and young people involved in justice, from diversion, intervention, detention and probation.

Ceremonies and Events: In addition to more than 20 events that Gaisce presented and participated in, including School Summit, Zeminar, Higher Options and Beyond Limits (MC'd by two Gold Gaisce participants), Gaisce hosted four regional Silver Award Ceremonies in 2019, presenting over 260 awards. Attendees were joined by special guests including Olympian Jessie Barr and Marcus Horan from Munster Rugby. In December, 77 young people were awarded their Gaisce Gold Award from President of Ireland, Michael D. Higgins at a ceremony in Dublin Castle MC'd by educator and advocate Sinéad Burke.

Engagement with Gaisce Awardees: The organisation developed an engagement plan early in 2019 and hosted an Engagement Day, recruiting 15 Gaisce Youth Leaders. 36 Gaisce participants/awardees volunteered across all the President's summer Garden Parties

Digital, Media and Branding: The organisation introduced a fresh new look in 2019, updating all branded materials. There was a 30% increase in social media performance and media coverage reached 12 million achieving an AVE (Advertising Value Equivalent) of €422K.

A New Strategic Plan: Towards developing a new strategic plan for the period 2020-2025, a Strategic Plan Working Group comprising the CEO, staff and Council members was established and third-party external expertise was engaged. A series of internal workshops were held followed by scheduled interviews with key individuals from the Office of the President, the Department of Children and Youth Affairs, the Department of Education and other entities (including NAPD, NCCA and the NYCI). PALs and participants were also

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2019**

consulted. The organisation looks forward to launching a new strategic plan in 2020.

The CEO maintained regular contact with DCYA and attended bi-annual meetings with DCYA officials and the Minister, with the Chairperson and Operations and Development Manager attending also. Compliance meetings with DCYA were also held. Gaisce remained compliant with all National Quality Standards Framework obligations and fully implemented its quality standards with respect to PAL screening and child protection policies throughout the year.

Overall, the organisation is pleased with the progress of Gaisce in 2019, particularly in relation to its commitment to ensuring accessibility to the programme, particularly by young people affected by disadvantage. At year end, the organisation had presumed to continue this focus in 2020 with further attention also being given to improving rates of progression across award levels. By the time of approving the financial statements, however, a global pandemic had occurred.

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 and Youth Affairs. 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.

One new Council Member was recruited in 2019. Philly McMahon was the nominee of Áras an Uachtaráin to replace Carmel Nic Airt who retired at the end of 2018. One Council member stepped down in 2019 and a replacement will be recruited in line with the 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 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.

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2019

Chairperson

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.

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.

The current Chairperson of Gaisce is John Cunningham, who was appointed in May 2018.

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 Alex Davis.

The following table outlines attendance at Council meetings (whereby 'x' denotes present):

	7th Feb	11th Apr	6th Jun & AGM	11th Sept	7th Nov	Total
Marcella Bannon	(maternity)	(maternity)	X		X	2 of 3
Lydia Bracken		X	X	X		3 of 5
Karen Buckley		X	X	X		3 of 5
John Cunningham	X	X	X		X	4 of 5
Pauric Dempsey		X	X	X	X	4 of 5
Miriam Dollard	X	X		X	X	4 of 5
Denis Duggan	X	X	X		X	4 of 5
Emma Farrell	X		X	X		3 of 5
Feargal Hynes	X	X	X		X	4 of 5
Maura Kiely (Lyons)	(maternity)	X	(maternity)	(maternity)	(maternity)	1 of 1
Lindsay Malone*	(maternity)	(maternity)			n/a	0 of 2
Justin McAleese	X	X	X	X	X	5 of 5
Jimmy McGovern	X	X	X	X	X	5 of 5
Philly McMahan	NA	NA	X			1 of 3
Paul Sweetman	X	X	X	(paternity)	X	4 of 4

*Retired 4th of November

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2019

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 (IAA/JA); HR and Remuneration; Governance; and Safeguarding. Sub-committees meet to address relevant areas of work, and make recommendations to Council, who then consider and make decisions when required.

The members of the Finance and Audit sub-committee are: Justin McAleese, Denis Duggan and Maura Kiely.

The members of the Governance sub-committee are: Emma Farrell, Karen Buckley and Marcella Bannon, Lindsay Malone (retired from the Council Nov 2019).

The members of the IAA/JA sub-committee are: Justin McAleese, Paul Sweetman and Miriam Dollard.

The members of the Safeguarding sub-committee are: Karen Buckley, Lydia Bracken and Maura Kiely

The members of the HR and Remuneration sub-committee are: Miriam Dollard, Fergal Hynes and Paucic Dempsey.

A special committee was established to oversee planning for Gaisce's 35th Anniversary, The members of which are: Marcella Bannon, John Cunningham, Paucic Dempsey and Paul Sweetman.

Sub-committees meet to address relevant areas of work, and make recommendations to Council, who then consider and make decisions when required.

The following table outlines attendance at Sub-committee meetings:

Sub Committee	Date	Date	Date	Attendance
Governance	6 th March	4 th Aug		KB 2; EF 2
Safeguarding	11 th April	2 nd Oct		KB 2; MK1; LB 2
IAA/JAC	17 th Jan	27 th Nov		JMcA 1; PS 2; MD 1
Finance & Audit	26 th March			JMcA 1; MK 1; DD 1
HR/Remuneration	5 th Nov			PD 1; MD 1; FH 1

Council 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.

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DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2019

A full review of the risk register was undertaken towards the end of 2018 and a revised and updated risk register was agreed by the Council on the 7th of February 2019.

There are generally a minimum of 5 Council meetings in a calendar year. In 2019 there were 5 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.

A new Governance Code for Charities was released by the Charities Regulatory Authority at the end of 2018 and has been a focus of work for the Governance Sub-committee in 2019. Gaisce will report on its compliance with the code in January 2021. A revised Constitution was drafted and approved in 2019 by DCYA and Áras an Uachtaráin. It was submitted to the Revenue Commissioners and, at year end, remained there for prior approval.

Significant work undertaken in relation to GDPR continued in 2019. Data processing contracts (or addendums) are in place with data processors / contractors. Any existing consents that didn't meet the GDPR standard were refreshed. Staff received training on data protection policies and procedures at a team meeting in April 2019 and 'data champions' were appointed in each team. A Security Breach Management Team (SBMT) is in place to handle potential data breaches expediently, in line with the organisation's data breach policy.

Near full turnover of Safeguarding sub-committee occurred between December 2017 and April 2019. Gaisce is fully compliant with all obligations under Children First.

A new Health and Safety Statement and Safeguarding Policy was implemented in 2019.

Gaisce is fully compliant with all regulatory obligations. Gaisce prepares its audited accounts to be SORP-compliant and is a signatory to the fundraising guidelines.

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 a Communications Manager who took up the role in January 2019. The Communications Manager manages a core 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 and this was revised and updated in 2019. 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 2019**

Section (5): Financial Review

The results are set out on the following pages. The total income for the year amounted to €1,301,307 and the total expenditure to €1,249,041. The surplus for the year amounted to €52,266 comprising a deficit on unrestricted funds of €6,058 and a surplus on restricted funds of €58,324. The surplus on restricted funds for the year relates to funding received in 2019 for special projects that were either still ongoing at year end or not yet due to begin until 2020.

Gaisce's core grant received from the Department of Children and Youth Affairs was €719,597 (2018: €678,597). Gaisce is extremely grateful for the financial support of all its funders. Income from registration fees in 2019 was €322,950. This was significantly (15%) lower than fees income in 2018. Although registration numbers increased in 2019, as fees income is recognised in real time, the decline is due to fees increasingly being paid closer to the date of registration and, hence, within the same financial year.

The financial and operational impact of Covid will be key area of focus in 2020.

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 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

In the first half of 2020, the outbreak of Covid-19 spread worldwide and resulted in significant economic slowdown. To slowdown the spread of the virus, there was a temporary closure of schools and 'non-essential' business in Ireland. Due to the restrictions on young people gathering together in school and/or community, the immediate impact on Gaisce was a reduction in award registrations (and associated fees) and award completions.

Whilst the effect of Covid-19 cannot be fully quantified at the time of approving the financial statements, it presents risks for Gaisce. The directors believe the main risks to be:

- A reduction in award registrations and completions due to the restrictions on young people's movement;
- An associated reduction in earned income (fees);
- A potential reduction of Statutory support to the youth sector.

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 2019**

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 directors are aware, there is no relevant audit information of which the company's auditor are unaware, and
- the directors have taken all the steps that ought to have been taken as 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, Crow Ireland, being eligible, have indicated a willingness to continue in office accordance with Section 383(2) of the Companies Act 2014.

Taxation status

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

Section (6): Future Developments

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

At the time of approving the financial statements, the organisation is exposed to the effects of the Covid-19 pandemic. Whilst the Directors do not expect any significant change in the nature of Gaisce's business, due to Covid-19, the model of service delivery may be expanded to facilitate a greater degree of online, virtual and remote working. 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

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 2019**

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

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

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

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

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

Section (8) Events since the year end date

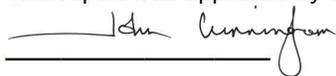
In the first half of 2020, the Covid-19 virus spread worldwide and was declared a pandemic. In common with many other countries, to slow the spread of the virus, the Irish government issued guidance and restrictions on the movement of people. Many organisations closed early in March 2020 with further restrictions placed on movement of people before the end of March.

Gaisce reacted to these conditions by closing its office and remaining open through staff working from home; cancelling all face-to-face meetings (including PAL training, award ceremonies etc.) and launching 'Gaisce sa Bhaile / Gaisce at Home' to ensure young people could begin, continue or complete a Gaisce Award whilst adhering to health and safety guidelines. The Directors undertook a considered forecast involving best to worst-case scenarios.

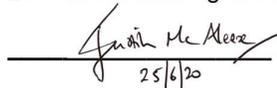
In light of this stress-tested forecasting exercise and taking into account the financial status of the organisation, the Directors, cognisant of economic uncertainty and potential corrective measurements, conclude the organisation is in a position to continue as a going concern.

At the time of approving the financial statements, the world remains in the grip of the Covid-19 pandemic. Some countries, including Ireland, are taking tentative steps towards reopening business and society, but significant uncertainty remains. Notwithstanding, the Directors remain confident in the current financial status of the organisation.

This report was approved by the Directors on 25/06/2020 and signed on their behalf by:



Director


_____ 25/6/20

Director

Date: 25 June 2020

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Report on the audit of the financial statements

Opinion

We have audited the financial statements of Gaisce - Gradam an Uachtaráin - The President's Award for the year ended 31 December 2019 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" effective 1 January 2015.

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 2019 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" 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.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

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.

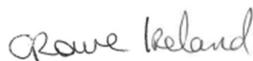
Auditors' responsibilities for the audit of the financial statements

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



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

Date: 2 July 2020

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2019**

	Note	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €	Total funds 2018 €
Income from:					
Donations and legacies	3	-	-	-	2,039
Charitable activities	4	322,950	978,347	1,301,297	1,252,759
Investments	5	10	-	10	46
Total income		<u>322,960</u>	<u>978,347</u>	<u>1,301,307</u>	<u>1,254,844</u>
Expenditure on:					
Raising funds	6	40,205	-	40,205	50,250
Charitable activities	7	133,029	1,075,807	1,208,836	1,095,520
Total expenditure		<u>173,234</u>	<u>1,075,807</u>	<u>1,249,041</u>	<u>1,145,770</u>
Net income / (expenditure) before transfers		149,726	(97,460)	52,266	109,074
Transfers between Funds	16	<u>(155,784)</u>	<u>155,784</u>	-	-
Net movement in funds		(6,058)	58,324	52,266	109,074
Reconciliation of funds:					
Total funds brought forward	16	<u>337,638</u>	<u>124,100</u>	<u>461,738</u>	<u>352,664</u>
Total funds carried forward	16	<u><u>331,580</u></u>	<u><u>182,424</u></u>	<u><u>514,004</u></u>	<u><u>461,738</u></u>

The notes on pages 19 to 29 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

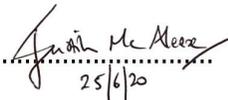
**BALANCE SHEET
AS AT 31 DECEMBER 2019**

	Note	€	2019 €	€	2018 €
Fixed assets					
Tangible assets	12		10,343		-
Current assets					
Stocks	13	37,141		48,033	
Debtors	14	182		766	
Cash at bank and in hand		<u>508,102</u>		<u>454,025</u>	
		545,425		502,824	
Creditors: amounts falling due within one year	15		<u>(41,764)</u>	<u>(41,086)</u>	
Net current assets			<u>503,661</u>		<u>461,738</u>
Net assets			<u>514,004</u>		<u>461,738</u>
Charity Funds					
Unrestricted funds	16		331,580		337,638
Restricted funds	16		<u>182,424</u>		<u>124,000</u>
Total funds			<u>514,004</u>		<u>461,738</u>

The financial statements were approved by the Directors on 25 June 2020 and signed on their behalf by:

.....

 Director

.....

 Director
 25/6/20

The notes on pages 19 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 2019**

	Note	2019 €	2018 €
Cash flows from operating activities			
Net cash generated from operating activities	18	<u>69,591</u>	<u>141,598</u>
Cash flows from investing activities			
Net cash used in investing activities	18	<u>(15,514)</u>	-
Change in cash and cash equivalents in the year			
Cash and cash equivalents brought forward		<u>454,025</u>	<u>312,427</u>
Cash and cash equivalents carried forward	19	<u><u>508,102</u></u>	<u><u>454,025</u></u>

The notes on pages 19 to 29 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

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 2019**

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 2019

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

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.

Going Concern

During the first quarter of 2020, the Covid-19 pandemic spread worldwide. The initial economic effect of this has been a worldwide slowdown in economic activity and the loss of jobs across many businesses. In Ireland there are restrictions placed on "non-essential" businesses which has resulted in many businesses temporarily closing in measures designed to restrict the movement of people and to slow down the spread of the virus.

Like many companies, Gaisce – Gradam An Uachtaráin – The President's Award is exposed to the effects of the Covid 19 pandemic. The company continues to operate during this period, where possible. 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 which demonstrate that 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.

3. Income from donations and legacies

	Unrestricted funds 2019 €	<i>Total funds 2018 €</i>
Merchandise	-	2,039
	-	2,039
Total donations and legacies	-	2,039

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

4. Income from charitable activities

	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €	<i>Total funds 2018 €</i>
Department of Children & Youth Affairs:				
Main Grant	-	719,597	719,597	678,597
Participant Fees	322,950	-	322,951	381,434
The Coca-Cola Foundation	-	88,292	88,292	82,378
Philanthropic donation	-	75,000	75,000	75,000
St. Patrick's Cathedral Community Fund	-	5,000	5,000	3,000
Environmental Protection Agency	-	-	-	1,950
Department of Children & Youth Affairs:				
LGBTI+ Capacity Building Grant (DCYA)	-	-	-	5,400
SIFI (supported by the Department of Rural and Community Development and Dormant Accounts Fund and including a philanthropic donation of €20,000)	-	30,000	30,000	25,000
AMIF (Asylum, Migration and Integration Fund)	-	44,978	44,978	-
DCYA Capital Grant	-	15,480	15,480	-
	<u>322,950</u>	<u>978,347</u>	<u>1,301,297</u>	<u>1,252,759</u>

5. Investment income

	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €	<i>Total funds 2018 €</i>
Bank interest receivable	<u>10</u>	<u>-</u>	<u>10</u>	<u>46</u>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

6. Costs of raising funds

	Total funds 2019 €	<i>Total funds 2018 €</i>
Direct costs		
Staff costs	27,128	33,150
Telephone, Internet & Communications	132	143
I.T.	65	10
Support costs		
Staff costs	10,970	9,769
Organisation Development -Governance	90	1,146
Legal & Professional	70	4,099
Audit Fees	610	612
Bookkeeping	915	640
Property Related Expenses	115	103
Office Supplies/Catering	43	51
Bank Charges	43	44
Organisational Development -Operational		
	<u>24</u>	<u>483</u>
	<u>40,205</u>	<u>50,250</u>

7. Charitable expenditure

	Total 2019 €	<i>Total 2018 €</i>
Direct costs (restricted costs):		
Staff costs	702,629	576,916
Staff Travel	48,504	36,664
Staff Training	6,289	3,841
Property Related Expenses	11,591	10,352
Insurance	18,660	20,010
CRM/Online System	21,261	26,133
I.T.	14,023	9,039
Telephone, Internet & Communications	13,275	15,828
Postage/Courier	14,063	19,466
PAL/Volunteer Training, Support & Expenses	9,831	11,714
PR, Advertising, Marketing & Conferences	45,441	35,246
Business Development	-	2,118
Joint Award	-	102
Medals, Certs & Award Ceremonies	76,365	108,172
Office Supplies/Catering	4,363	5,119
Other Direct Costs	19,778	40,778
Organisational Development - Governance	9,032	-
Legal & Professional	46,389	-
Organisational Development – Operational	2,376	-
Participants expenses	6,765	-
Depreciation	5,172	1,627
	<u>1,075,807</u>	<u>923,125</u>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

7. Charitable expenditure (continued)

Support costs (unrestricted costs):

	Total 2019 €	<i>Total 2018 €</i>
Staff costs	111,602	99,384
Legal & Professional	716	41,697
Ratra Related Expenses	1,173	1,047
Audit Fees	6,208	6,222
Bookkeeping	9,307	6,508
Organisation Development - Governance	914	11,659
Bank Charges	420	443
Office Supplies/Catering	441	518
Telephone, Internet & Communications	1,343	-
I.T.	665	-
Organisation Development - Operational	240	4,917
	133,029	172,395
Total Charitable Expenditure	1,208,836	1,095,520

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.

8. Net income/expenditure

This is stated after charging:

	2019 €	<i>2018 €</i>
Depreciation of tangible fixed assets	5,172	1,627

9. 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 €616 were made to them (2018: €2,745).

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

10. Staff numbers and costs

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

	2019	<i>2018</i>
	No.	<i>No.</i>
Average Number of Employees	19	<i>15</i>

The number of higher paid employees was:

	2019	<i>2018</i>
	No.	<i>No.</i>
In the band €70,001 - €80,000	-	-
In the band €80,001 - €90,000	1	<i>1</i>

	2019	<i>2018</i>
	€	<i>€</i>
Wages and Salaries	748,919	<i>641,151</i>
Social Welfare	79,695	<i>65,393</i>
Pension Costs	<u>22,170</u>	<i><u>21,387</u></i>
Total	<u><u>850,784</u></u>	<i><u><u>727,931</u></u></i>

11. 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 2019**

12. Tangible fixed assets

	Office equipment €	Website Development €	Software Development €	Total €
Cost				
At 1 January 2019	110,192	49,327	12,300	171,819
Additions	<u>15,515</u>	<u>-</u>	<u>-</u>	<u>15,515</u>
At 31 December 2019	<u>125,707</u>	<u>49,327</u>	<u>12,300</u>	<u>187,334</u>
Depreciation				
At 1 January 2019	110,192	49,327	12,300	171,819
Charge for the year	<u>5,172</u>	<u>-</u>	<u>-</u>	<u>5,172</u>
At 31 December 2019	<u>115,364</u>	<u>49,327</u>	<u>12,300</u>	<u>176,991</u>
Net book value				
At 31 December 2019	<u>10,343</u>	<u>-</u>	<u>-</u>	<u>10,343</u>
At 31 December 2018	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>

13. Stocks

	2019 €	2018 €
Finished goods - Medals/Pins	<u>37,141</u>	<u>48,033</u>

14. Debtors

	2019 €	2018 €
Prepayments	<u>182</u>	<u>766</u>

15. Creditors: Amounts falling due within one year

	2019 €	2018 €
Trade creditors	6,671	16,911
Payroll taxes	22,010	16,304
Other creditors	6,058	1,106
Accruals	7,025	6,765
	<u>41,764</u>	<u>41,086</u>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

16. Statement of funds

	Balance at 1 January 2019 €	Income €	Expenditure €	Transfer between funds €	Balance at 31 December 2019 €
Unrestricted funds					
General Funds	337,638	322,960	(173,234)	(155,784)	331,580
Restricted funds					
Restricted Funds	<u>124,100</u>	<u>978,347</u>	<u>(1,075,807)</u>	<u>155,784</u>	<u>182,424</u>
Total of funds	<u><u>461,738</u></u>	<u><u>1,301,307</u></u>	<u><u>(1,249,041)</u></u>	<u><u>-</u></u>	<u><u>514,004</u></u>

The balance on restricted funds at 31 December 2019 represents funds received during 2019 for a number of projects which were still ongoing at the year-end. The remaining funds on these projects will be spent during 2020.

17. Analysis of net assets between funds

	Unrestricted funds 2019 €	Restricted funds 2019 €	Total funds 2019 €
Fixed assets	10,343	-	10,343
Current assets	363,001	182,424	545,425
Creditors due within one year	(41,764)	-	(41,764)
	<u><u>331,580</u></u>	<u><u>182,424</u></u>	<u><u>514,004</u></u>

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

	2019 €	2018 €
Net income for the year	52,266	109,074
Adjustment for:		
Depreciation charges	5,172	1,627
Decrease in stocks	10,892	19,606
Decrease/(increase) in debtors	584	(766)
Increase in creditors	<u>677</u>	<u>12,057</u>
Net cash generated from operating activities	<u><u>69,591</u></u>	<u><u>141,598</u></u>
Purchase of tangible fixed assets	<u>(15,514)</u>	-
Net cash used in investing activities	<u><u>(15,514)</u></u>	-

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019**

19. Analysis of cash and cash equivalents

	2019	2018
	€	€
Balance at beginning of year	454,025	312,427
Net increase in cash and cash equivalents	54,077	141,598
Balance at end of year	<u>508,102</u>	<u>454,025</u>

20. Pension commitments

The company operates a pension scheme in respect of certain employees. The scheme and its assets are held by independent trustees. The pension charge represents contributions due by the company and amounted to €22,170 during the year (2018: €21,387).

21. 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.

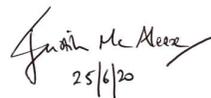
22. Company Limited by Guarantee

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.

23. Approval of Financial Statements

The financial statements were approved by and authorised for issue by the directors on 25 June 2020.




25/6/20