

COMPANY NUMBER:
251020

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GAISCE - GRADAM AN UACHTARÁIN -
THE PRESIDENT'S AWARD

DIRECTORS' REPORT AND FINANCIAL STATEMENTS
31 DECEMBER 2020



GAISCE
THE PRESIDENT'S
AWARD



SAMUEL YAKURA
POET

Stars
to
guide
you

Never Stop Young Pilgrim!

DREAM BIG,
DREAM DEEP

It is a
MARATHON
Not a SPRINT



I know leaving
home sucks...
...but it comes
with the gift of
finding new ones

The World needs you now....
more than ever!



Believe
in
yourself

Your
sweat
might
fall from
different
skin but
it is still the
same salt & water

YOU WILL
FIND ANGELS
in STRANGERS

hazelhurley.com

FIRST PERFORMED @
GAISCE - THE PRESIDENT'S AWARD
WAVELENGTH PROJECT'S
'IDEAS AND LEARNING EXCHANGE' MARCH 31ST 2021

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Directors

Marcella Bannon
Samantha Briody (appointed 09/12/2020)
Dr Norah Burns (appointed 01/04/2021)
John Cunningham (Chairperson)
Pauric Dempsey
Miriam Dollard
Denis Duggan
Jenny Gannon (appointed 01/03/2021)
Dr Emma Farrell
Áine Kerr (appointed 01/03/2021)
Dr Ali Khan (appointed 01/03/2021)
Justin McAleese
Philly McMahon
Paul Sweetman
Vincent Teo (appointed 01/03/2021)
Lydia Bracken (term of office ended, resigned 09/10/2020)
Maura Lyons (term of office ended, resigned 28/02/2021)
Feargal Hynes (term of office ended, resigned 28/02/2021)
Karen Sarah Buckley (term of office ended, resigned 28/02/2021)
James McGovern (term of office ended, resigned 28/02/2021)

Honorary Patron

President of Ireland

Chief Executive Officer

Yvonne McKenna

Charity Regulatory Authority number

20020903

Charity Registration number

CHY8482

Company number

251020

Secretary

Alex Davis

Principal office

Ratra House
North Road
Phoenix Park
Dublin 8

Principal place of business

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

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

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

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 2020.

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

A welcome message from our Chairperson and CEO

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

The Council of Gaisce – The President's Award is pleased to present its report for 2020.

Although it became apparent early in 2020 that Ireland would not be unaffected by Covid-19, the scale of the pandemic and the practical and operational impact it would have across the year and into 2021 could not have been forecast. Almost every aspect of how we live our lives were affected. For young people, the impact was enormous. So much of what a young person relies on as 'normal' was disturbed: going to school, spending time with friends, participating in sports, involvement in youth organisations and community.

Gaisce, of course, was not immune. As necessary public health measures were introduced, resulting in severe restrictions on movement and the ability of young people to gather together, Gaisce responded by ensuring, as much as was possible, young people could continue to start, to carry on with, and to complete their Gaisce Award. Working primarily from home, with all services and supports provided online, virtually and remotely, the organisation made a tremendous effort to keep the 'show on the road'. As a result of the efforts of the Gaisce team, and the resilience of young people and President's Award Leaders, the Council is pleased to report that, despite the challenges of Covid-19, significant numbers of young people were able to continue their Gaisce journey in 2020.

The Gaisce Council takes this opportunity to thank:

- President's Award Leaders (PALs), always exceptional and particularly so given the year 2020 turned out to be, and the Gaisce Award Partners in which they work or volunteer.
- Former Minister of Children and Youth Affairs, Katherine Zappone, and new Minister of Children, Equality, Disability, Integration and Youth Affairs, Roderic O'Gorman, and officials within the 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.

Despite the year that 2020 turned out to be, there were many highlights, including the following:

- LikeMinded (LGBTI+) Exhibition, Science Gallery, January 2020
- Disability World Café Event, March 2020
- Gaisce at Home/Gaisce sa Bhaile, Gaisce's rapid response to Covid19, March+
- Storytelling Exchange, a joint empathy project between Gaisce participants in Maynooth University and Mountjoy Prison March-Oct 2020
- Lá Gaisce, October 2020
- Gaisce Glas 'Youth Summit', November 2020
- Minister's message to participants of Wavelength, December 2020

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

As an organisation, Gaisce remains committed to good governance, transparency, and ethical grant fundraising for our projects. Our values of openness and honesty are underpinned by our willingness to learn from issues and challenges that arise.

We would like to thank our Council members, staff, volunteers and funders for their commitment and passion in helping us to support thousands of young people every year to pursue their Gaisce Awards, and to dream big and realise their potential along the journey.

We pay special thanks to the young people of Ireland who have supported the mission of Gaisce – The President's Award by sharing their stories and committing themselves to the spirit of the Gaisce Awards at all levels, all across this Island.

It is a pleasure to continue this work.

John Cunningham
Chairperson
Gaisce Council

Yvonne McKenna
CEO
Gaisce – The President's Award

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

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

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

A personal development programme for young people originally between the ages of 14 and 25, today, young people aged 14 (under certain programmes, 13) can register to pursue their Gaisce Award. Participation involves young people setting and achieving goals across three challenge areas - personal skill, community action and physical activity – and undertaking a team adventure challenge. There are three levels of Award: Bronze, Silver and Gold. At Gold level, an additional residential challenge is required. Participants are supported through their Gaisce journey by 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, which also sets out the organisation's vision, mission and values.

The Gaisce Council approved a new strategic plan for the period 2020-2025 early in 2020. Retaining the priorities of access, awareness and excellence, the new Plan puts a renewed focus on diversity and inclusion, particularly in the context of the Sustainable Development Goals. Due to Covid-19, it was decided to delay launching the new Plan until 2021.

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. Due to Covid-19, it was not possible to implement the 2020 workplan as originally intended. The following, therefore, provides an overview of achievements and performance in 2020, in the context of a pandemic and its impact, which cannot be overstated.

In the circumstances of ever-changing public health restrictions across the year, the organisation was forced to react to these measures, identifying ways to ensure young people could continue to begin, to carry on, and to complete their Gaisce Award. Taking its own responsibility to adhere to public health advice seriously, by mid-March and almost without exception to year end, Gaisce staff worked from home, with all support, training, events and communications moving entirely online.

Gaisce responded quickly to Covid-19, launching *Gaisce at Home / Gaisce sa Bhaile* (henceforth, G@H) on March 23rd. G@H involved both the introduction of a series of measures to ensure young people could start, continue, and complete their Award regardless of public health restrictions, and a public awareness campaign to communicate that message. Interim measures included greater flexibility around eligible activities across challenge areas, particularly with respect to the Adventure Journey element. Recognising the value of pursuing a Gaisce Award in the circumstance of Covid-19, young people were also able to register for Gaisce independently of a Gaisce Award Partner, with online information sessions offered for interested participants and parents/guardians. A host of additional resources and new initiatives to support PALs were introduced across the year, from practical tools to online 'check in' coffee mornings. The organisation was particularly delighted to partner with the PDST (Professional Development Service for Teachers) on a webinar for TY Co-ordinators.

The G@H campaign received high profile interaction and media attention and was noted as an example of good practice in the National Youth Council of Ireland's 'Review of the Youth Work Sector Response to the COVID-19 Pandemic' (August 2020). G@H also received a very positive response from PALs and participants and resulted in new organisations becoming active as Gaisce Award Partners. Towards maintaining momentum, Gaisce ran an associated campaign (*Maith Thú*) in May to congratulate young people who completed their award, encourage those still participating to continue, and thank PALs for their continued support. The President and his office supported G@H and *Maith Thú* in press release statements, references to the campaigns in videos and through social media engagement.

As a direct result of G@H, the impact of Covid-19 on registration and completion figures in 2020 were less severe

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2020

than expected.

Registrations: Despite Covid-19, over 21,000 young people registered to pursue a Gaisce Award in 2020, a decline of less than 15% on 2019 registrations. While Covid-19 affected registrations across all levels of the Award, this was particularly so with respect to Silver registrations. Despite best efforts, the impact of Covid-19 was not equal and, whilst registrations actually increased in some settings (notably, prisons and probation), the decline was particularly significant amongst community, voluntary and disability organisations.

Completions: Notwithstanding the interim measures introduced to help young people complete their Gaisce Award, Covid-19 had a particular impact on completion levels. A total of 9,280 Awards were achieved in 2020, compared to over 15,000 the previous year. Although Covid-19 impacted completion rates across all categories of Gaisce Award Partners, there were small but significant increases in the numbers of young people completing their Award within probation organisations, youth services and in third-level educational institutions.

Gaisce Award Partners: Not including Northern Ireland, young people pursued their Gaisce Award across over 755 organisations in 2020, with 75% of Gaisce Award Partners active in 2019 remaining active in 2020. Gaisce was also delighted to welcome 88 new Gaisce Award Partners across the year, many as a direct result of the G@H campaign. At over 590, 78% of all post-primary schools in Ireland delivered Gaisce in 2020. Maintaining 84% of schools that delivered Gaisce in 2019, and welcoming 55 that had not been active in 2019, was a significant achievement.

President's Award Leaders: More than 1,220 PALs supported young people through Gaisce in 2020, just a single percentage less than had been active in 2019. Given the centrality of PALs to the Gaisce programme, developing an online version of PAL training became a vital priority once restrictions were introduced. The organisation moved fast, with the first online PAL training delivered in May. By year end, 370 new PALs had been trained.

Gaisce was fortunate, under University College Cork's Community-Academic Research Links (CARL) initiative, to benefit from an MA student focusing their research on the experience of school-based PALs. The research, which found that school-based PALs put a significant value on their role as PALs, particularly for the opportunity to give them to make a positive difference to the lives of young people, provides rich material which the organisation will be able to utilise both for internal planning and external communications.

Strategic Partners: Despite the restrictions of Covid-19, partnerships with the Schools Completion Programme and with Volunteer Ireland and local Volunteer Centres continued to develop and significant progress was made on developing an Adventure Journey partnership with Adventure Centres. Unfortunately, due to Covid-19, the Defence Forces Adventure Challenge had to be cancelled. The pandemic also affected the Joint Award Initiative with significantly fewer Gaisce Awards being achieved by young people living in Northern Ireland and none at Bronze level (37 Gold and 13 Silver Gaisce Awards were achieved).

Specialist Projects (including Diversity and Inclusion): With the generous support of funders, Gaisce continued its work across justice settings, with young refugees and asylum seekers (Wavelength) and with members of LGBTI+ communities (LikeMinded). The impact of Covid-19 on Wavelength and LikeMinded was particularly acute with the organisation having to reduce and/or defer planned elements of projects. The generosity of funders in supporting Gaisce to amend and extend workplans into 2021 is much appreciated.

With funding from the (then) Department of Children and Youth Affairs, Gaisce received funding under the Youth Climate Justice Fund, to run *Gaisce Glas*, supporting a group of 12 participants to achieve a section of their Gaisce Award through climate justice action. The project culminated in a Youth Summit in December 2020.

Lá Gaisce: Inaugurated in 2019, Lá Gaisce, provides an opportunity to put a national spotlight on Gaisce Award Partners, PALs and participants, past and present, through memory and celebration. In addition to celebratory packs being sent to all active PALs with encouragement to mark the day locally, in light of Covid-19, Lá Gaisce 2020 adopted the theme of 'standing with young people'. Elected representatives across the country were asked

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

to take a picture of themselves with the statement and share on social media. There was a very positive response to the campaign, with more than 60 personal posts by TDs and Senators, including the leaders of all main parties and the Taoiseach.

Ceremonies: Regrettably, from the end of March, Gaisce had to cancel all ceremonies, resulting in there being no regional Silver ceremonies and no PAL Civic Merit award ceremony in 2020. A digital ceremony was held for Gaisce Glas. The 2020 Gold ceremony was deferred to 2021. Pending public health restrictions, it will be held either in person or remotely before year end 2021.

Digital Transformation Project: Benefiting from the opportunity of the (then) Department of Children and Youth Affairs's Capital Funding Scheme 2020, the organisation was able to significantly progress a digital transformation project. Involving the replacement of a bespoke online participant registration system with a comprehensive cloud-based solution to manage the organisation's recruitment and training of PALs, and participant registration, award record and approval, the project will significantly enhance the organisation's utilisation of technology and ability to efficiently report on activities and impact. By year end, the new system was at testing stage and the organisation looks forward to full roll out in 2021, as soon as conditions allow.

Governance Review: In line with the requirements of the Charities Regulator's Charities Governance Code, the Council of Gaisce began a review of internal governance practices towards the end of 2020, engaging external support. Council received the report of the review in March 2021 and is implementing its recommendations as a matter of priority.

The CEO maintained regular contact with the Department and attended bi-annual meetings with officials (the second of which took place virtually). Gaisce remained compliant with its obligations under the National Quality Standards Framework and all quality standards with respect to PAL screening and child protection policies were fully implemented and adhered to in 2020. This included cross-checking all new online services and supports against best practice child protection guidelines.

In the context of the enormous impact of Covid-19 and mindful of the particular benefits of undertaking a Gaisce Award in the circumstances, the organisation is satisfied it did everything feasible to ensure young people could continue to access the programme in 2020. Equally, however, the organisation remains cognisant of the fact that Covid-19 has had a disproportionately negative impact on young people already experiencing disadvantage.

At year end, the prospect of re-entering a further 'lockdown' focused attention towards planning for Covid-related restrictions continuing far into 2021 and the reality that significant re-development work would be required to bring participation levels back to pre-Covid-19 levels. Whilst, by the time of approving the financial statements, the roll out of a national vaccine programme is having a positive impact on the management of Covid-19 in Ireland, between new variants of the virus being discovered and the true and unequal impact of Covid-19 still unknown, much uncertainty remains.

Section (4): Structure, Governance & Management

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

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

The Minister for Children, Equality, Disability, Integration and Youth appoints Council members and does so in accordance with the Guidelines for Appointments to State Boards (2014). Applications for Council vacancies are posted on the Public Appointments System's website (www.stateboards.ie) and officials within the Minister's Department mirror the Public Affairs System process to identify a shortlist for the Minister. The Chair is also involved. In addition to a casual vacancy created by a Council member retiring in November 2019, the term of

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

office for a number of Council members ended between November 2020 and February 2021. The Chair and officials within the Department applied the system to develop a panel of Council members who took office in 2021..

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

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

In advance or in response to a vacancy, Council conducts a skills audit (or consults a previously undertaken one). This process is initiated by the Chair to identify any gaps in knowledge or experience on the Council.

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.

Chairperson

The Chairperson is a director and a member of the company, who is appointed by the Minister for Children, Equality, Disability, Integration and Youth (formerly 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.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2020

Where there is an unexpected but ongoing vacancy in the position of Chairperson and with the approval of the Minister for Children, Equality, Disability, Integration and Youth 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. The Minister has re-appointed John Cunningham to serve a second three-year term from May 2021.

Company Secretary

As per the legal requirements of a registered company, Gaisce has a Company Secretary. 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):

	30/01	23/04	25/06 & AGM	24/09	19/11	09/12	16/12	Total
Marcella Bannon	x		x	x		x		4 of 7
Lydia Bracken*	x	x	x	x	x		N/A	5 of 6
Samantha Briody **	N/A	N/A	N/A	N/A	N/A	N/A	N/A	
Karen Buckley		x	x	x	x		x	5 of 7
John Cunningham (Chair)		x	x	x	x	x	x	6 of 7
Pauric Dempsey	x	x	x	x	x			5 of 7
Miriam Dollard		x		x	x	x	x	5 of 7
Denis Duggan		x	x		x	x		4 of 7
Dr Emma Farrell	x	x	x	x	x	x		6 of 7
Feargal Hynes	x	x	x	x	x	x	x	7 of 7
Maura Kiely	x	x	x	x		x	x	6 of 7
Justin McAleese	x	x	x	x	x	x	x	7 of 7
Jimmy McGovern		x	x	x	x	x	x	6 of 7
Philly McMahon		x	x			x		3 of 7
Paul Sweetman	x	x	x		x	x		5 of 7
* L Bracken retired 10/12/2020								
** S Briody appointed 09/12/2020								

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

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.

Sub-committees in 2020 included:

- 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 in 2020 were:
Justin McAleese, Maura Kiely, Denis Duggan

The members of the IAA/JA sub-committee in 2020 were:
Miriam Dollard, Paul Sweetman, Justin McAleese

The members of the Safeguarding sub-committee in 2020 were:
Karen Buckley, Lydia Bracken (retired from Council Dec 2020), Maura Kiely

The members of the HR and Remuneration sub-committee in 2020 were:
Miriam Dollard, Feargal Hynes, Pauric Dempsey

The members of the Governance sub-committee in 2020 were:
Emma Farrell, Karen Buckley, Marcella Bannon

A special committee comprising Marcella Bannon, John Cunningham, Pauric Dempsey and Paul Sweetman was established to oversee planning for Gaisce's 35th Anniversary. However, in light of the pandemic, the work of the committee was postponed.

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

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

DIRECTORS' REPORT (Continued) FOR THE YEAR ENDED 31 DECEMBER 2020

The following table outlines attendance at Sub-committee meetings:

Sub Committee	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Attendance
Governance	30 th								23 rd				KB 1; EF 2; MB 2
Safeguarding				23 rd		25 th					19 th		KB 3; MK3; LB 3
IAA/JAC													N/A
Finance & Audit	22 nd				18 th	15 th	28 th		2 nd & 22 nd		13 th	15 th	JMcA 8; MK 7; DD 6
HR/ Remuneration									14 th				PD ; MD ; FH

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.

There are generally a minimum of 5 Council meetings in a calendar year.

In 2020 there were 7 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 has adopted the Charities Regulatory Authority's Governance Code for Charities. Compliance with the Code has been a focus of work for Council and the organisation fully expects to be able to report compliance with the Code in January 2021. The organisation engaged external expertise to undertake a review of internal governance, which began late in 2020. The Council commits to taking seriously any findings and recommendations of the review.

A revised Constitution was drafted and approved in 2019 by the then Department of Children and Youth Affairs and by Áras an Uachtaráin. It was submitted to the Revenue Commissioners and, at year end 2020, remained there for prior approval.

Gaisce is fully compliant with all obligations under Children First.

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.

With the exception of a Public Affairs and Communications Manager, who took up the role in September 2020, Gaisce delayed filling vacancies for planned projects due to the pandemic. As a result, recruitment for deferred programmes will begin on a number of posts in 2021.

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

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

Section (5): Financial Review

The results are set out on the following pages. The total income for the year amounted to €1,263,087 and the total expenditure to €1,089,783.

The surplus for the year amounted to €173,304 comprising a surplus on unrestricted funds of €88,207 and a surplus on restricted funds of €85,097.

A significant portion of the surplus on restricted funds (€62,305) is the balance of the grant Gaisce received under the Department of Rural and Community Development's Covid-19 Stability Scheme to support costs incurred between March 2020 and June 2021. The remaining surplus on restricted funds relates to capital grant expenditure that will amortise over the next two years, and funding received in 2020 for special projects that were either still ongoing at year end or not yet due to begin until 2021. As a result of Covid-19 and the restricted operation and/or closure of youth and community organisations, a number of Gaisce's special projects (diversity and inclusion) resourced by restricted funds had to be scaled down or deferred. The organisation wishes to acknowledge the generosity of funders in allowing the organisation to retain funds into 2021 when it can resume full service.

The organisation's raised income in 2020 was 33% less than the previous year. Due to the impact of Covid-19 on registration levels, at €254K, there was a reduction in fees income of more than 20% compared to 2019. The surplus on unrestricted funds is due to a reduction in programme costs associated with Award ceremonies and medal distribution. In addition, mindful of the uncertain economic future across 2020 and beyond, the organisation took prudent decisions to reduce running costs where possible.

The financial and operational impact of Covid-19 was a key area of focus in 2020. The organisation undertook every effort to reduce expenditure and sought out appropriate opportunities for financial assistance. The organisation wishes to commend the Department of Rural and Community Development for its Stability Scheme.

Gaisce's core grant received from the Department of Children, Equality, Disability, Integration and Youth was €719,597 (2019: €719,597).

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

Government Grants

Gaisce is in receipt of grants from the Department of Children, Equality, Disability, Integration and Youth Affairs (core grant; Capital Grant; Youth Climate Justice grant) and the Department of Rural and Community Development (Covid-19 Stability Scheme).

Pension

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

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

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 preparing its 2020 financial statements, the directors identified three main risks facing the organisation as a result of Covid-19. With the exception of a reduction in Statutory support to the youth sector, the organisation was correct in predicting the negative impact of Covid-19 on award registrations and completions, and on earned income. Notwithstanding the fact that the organisation has succeeded in minimising these negative impacts and the roll out of a national vaccine programme from March 2021, the endurance of Covid-19 across 2020, its scale and impact is such that the risks identified in the previous financial statements remain.

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.

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

Taxation status

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

Section (6): Future Developments

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

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Section (7): Directors responsibilities statement

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

Irish company law requires the directors to prepare financial statements for each financial year. Under the law, the directors have elected to prepare the financial statements in accordance with Irish Generally Accepted Accounting Practice in Ireland, including the Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and promulgated by the Institute of Chartered Accountants in Ireland and Irish law.

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

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

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

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

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

Gaisce reacted quickly and effectively to Covid-19 to ensure the organisation could continue its work. In addition to introducing measures to ensure young people could continue to begin, carry on and complete a Gaisce Award, following the April Council meeting, the Directors committed to regular (mostly monthly) Finance/Audit sub-committee meetings to review the financial situation of the organisation and undertook a number of stress-testing forecasting exercises.

In light of these measures 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.

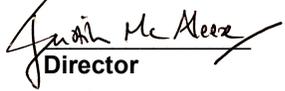
At the time of approving the financial statements, notwithstanding the roll out of a Covid-19 national vaccine programme, uncertainty remains with respect to the medium- and long-term impacts of the pandemic.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**DIRECTORS' REPORT (Continued)
FOR THE YEAR ENDED 31 DECEMBER 2020**

Notwithstanding, the Directors remain confident in the current financial status of the organisation.

This report was approved by the Directors on 24th June 2021 and signed on their behalf by:


Director


Director

Date: 24th June 2021

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 2020 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" second edition effective 1 January 2019.

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

In our opinion the financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company's affairs as at 31 December 2020 and of its surplus for the year then ended;
- have been properly prepared in accordance with Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and Statement of Recommended Practice "Accounting and Reporting by Charities" second edition effective 1 January 2019;
- have been prepared in accordance with the requirements of the Companies Act 2014.

Basis for opinion

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

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

Conclusions relating to going concern

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

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

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

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Other information

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

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

We have nothing to report in this regard.

Opinion on other matters prescribed by the Companies Act 2014

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

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

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

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

Matters on which we are required to report by exception

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

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

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

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

Respective responsibilities

Responsibilities of directors for the financial statements

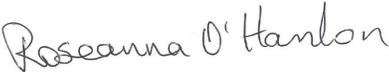
As explained more fully in the Directors' responsibilities statement in the Directors report, the directors are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the directors determine is necessary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

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

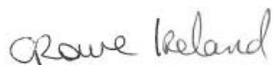
Auditors' responsibilities for the audit of the financial statements

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

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

Signed: 
Roseanna O'Hanlon

For and on behalf of



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

Date: 29 June 2021

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €	Total funds 2019 €
Income from:					
Charitable activities	3	255,972	1,007,115	1,263,087	1,301,297
Investments	4	-	-	-	10
Total income		<u>255,972</u>	<u>1,007,115</u>	<u>1,263,087</u>	<u>1,301,307</u>
Expenditure on:					
Raising funds	5	40,855	-	40,855	40,205
Charitable activities	6	126,910	922,018	1,048,928	1,208,836
Total expenditure		<u>167,765</u>	<u>922,018</u>	<u>1,089,783</u>	<u>1,249,041</u>
Net movement in funds		88,207	85,097	173,304	52,266
Reconciliation of funds:					
Total funds brought forward	15	<u>331,580</u>	<u>182,424</u>	<u>514,004</u>	461,738
Total funds carried forward	15	<u>419,787</u>	<u>267,521</u>	<u>687,308</u>	<u>514,004</u>

The notes on pages 21 to 31 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

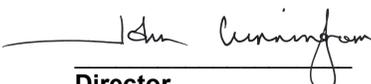
**BALANCE SHEET
AS AT 31 DECEMBER 2020**

	Note	€	2020 €	€	2019 €
Fixed assets					
Tangible assets	11		30,766		10,343
Current assets					
Stocks	12	53,763		37,141	
Debtors	13	43,395		182	
Cash at bank and in hand		<u>605,896</u>		<u>508,102</u>	
		703,054		545,425	
Creditors: amounts falling due within one year	14	<u>(46,512)</u>		<u>(41,764)</u>	
Net current assets			<u>656,542</u>		<u>503,661</u>
Net assets			<u>687,308</u>		<u>514,004</u>
Charity Funds					
Unrestricted funds	15		419,787		331,580
Restricted funds	15		<u>267,521</u>		<u>182,424</u>
Total funds			<u>687,308</u>		<u>514,004</u>

The financial statements were approved by the Directors on 24th June 2021 and signed on their behalf by:



Director



Director

The notes on pages 21 to 31 form part of these financial statements.

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020**

	Note	2020 €	2019 €
Cash flows from operating activities			
Net cash generated from operating activities	17	<u>136,184</u>	<u>69,591</u>
Cash flows from investing activities			
Net cash used in investing activities	17	<u>(38,390)</u>	<u>(15,514)</u>
Change in cash and cash equivalents in the year			
Cash and cash equivalents brought forward		<u>508,102</u>	<u>454,025</u>
Cash and cash equivalents carried forward	18	<u><u>605,896</u></u>	<u><u>508,102</u></u>

The notes on pages 21 to 31 form part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

1. Accounting Policies

1.1 Basis of preparation of financial statements

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

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

1.2 Going concern

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

1.3 Income

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

1.4 Expenditure

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

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

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

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

1.5 Tangible fixed assets and depreciation

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

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 2020**

1. Accounting Policies (continued)

1.12 Financial instruments

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

1.13 Fund accounting

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

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

1.14 Grants

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

1.15 Employee benefits

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

(i) Short term benefits

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

(ii) Pension plans

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

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

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

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 2020, the Covid-19 pandemic spread worldwide. The initial economic effect of this was a worldwide slowdown in economic activity and the loss of jobs across many businesses. In Ireland there were 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 continues to be 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 charitable activities**

	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €	<i>Total funds 2019 €</i>
Department of Children, Equality, Disability, Integration and Youth:				
Main Grant	-	719,597	719,597	719,597
Participant Fees	253,806	-	253,806	322,951
The Coca-Cola Foundation	-	-	-	88,292
Philanthropic donation	-	75,000	75,000	75,000
St. Patrick's Cathedral Community Fund	-	2,000	2,000	5,000
Covid-19 Stability Scheme	-	139,296	139,296	-
SIFI (supported by the Department of Rural and Community Development and Dormant Accounts Fund)	-	5,000	5,000	30,000
Other Income	2,166	-	2,166	44,978
DCEDIY Capital Grant	-	38,390	38,390	15,480
DCEDIY Climate Justice Fund	-	27,832	27,832	-
	<u>255,972</u>	<u>1,007,115</u>	<u>1,263,087</u>	<u>1,301,297</u>

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

4. Investment income

	Unrestricted funds 2020 €	Restricted funds 2020 €	Total funds 2020 €	Total funds 2019 €
Bank interest receivable		-		10

5. Costs of raising funds

	Unrestricted funds 2020 €	Unrestricted funds 2019 €
Direct costs		
Staff costs	28,380	27,128
Telephone, Internet & Communications	146	132
I.T.	97	65
Support costs		
Staff costs	10,441	10,970
Organisation Development -Governance	-	90
Legal & Professional	76	70
Audit Fees	627	610
Bookkeeping	932	915
Property Related Expenses	92	115
Office Supplies/Catering	41	43
Bank Charges	-	43
Organisational Development -Operational	23	24
	40,855	40,205

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Charitable expenditure

	Total 2020 €	<i>Total 2019 €</i>
Direct costs (restricted costs):		
Staff costs	676,633	702,629
Staff Travel	7,569	48,504
Staff Training	4,046	6,289
Property Related Expenses	9,203	11,591
Insurance	17,655	18,660
CRM/Online System	14,040	21,261
I.T.	19,407	14,023
Telephone, Internet & Communications	14,671	13,275
Postage/Courier	21,670	14,063
President's Award Leaders/Volunteer Training, Support & Expenses	54	9,831
PR, Advertising, Marketing & Conferences	41,439	45,441
Business Development	2,029	-
Bank Charges	396	-
Medals, Certs & Award Ceremonies	27,141	76,365
Office Supplies/Catering	4,183	4,363
Other Direct Costs	8,312	19,778
Organisational Development - Governance	18	9,032
Legal & Professional	27,532	46,389
Organisational Development – Operational	2,313	2,376
Participants expenses	5,740	6,765
Depreciation	17,967	5,172
	922,018	1,075,807

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Charitable expenditure (continued)

Support costs (unrestricted costs):

	Total 2020 €	<i>Total 2019 €</i>
Staff costs	106,217	111,602
Legal & Professional	768	716
Ratra Related Expenses	931	1,173
Audit Fees	6,384	6,208
Bookkeeping	9,485	9,307
Organisation Development - Governance	2	914
Bank Charges	-	420
Office Supplies/Catering	422	441
Telephone, Internet & Communications	1,484	1,343
I.T.	983	665
Organisation Development – Operational	234	240
	126,910	133,029
Total Charitable Expenditure	1,048,928	<u>1,208,836</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:

	2020 €	<i>2019 €</i>
Depreciation of tangible fixed assets	17,967	<u>5,172</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 €23 were made to them (2019: €616).

GAISCE - GRADAM AN UACHTARÁIN - THE PRESIDENT'S AWARD

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

9. Staff numbers and costs

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

	2020	<i>2019</i>
	No.	<i>No.</i>
Average Number of Employees	17	<i>19</i>

The number of higher paid employees was:

	2020	<i>2019</i>
	No.	<i>No.</i>
In the band €70,001 - €80,000	-	-
In the band €80,001 - €90,000	1	<i>1</i>

	2020	<i>2019</i>
	€	<i>€</i>
Wages and Salaries	718,703	<i>748,919</i>
Social Welfare	78,325	<i>79,695</i>
Pension Costs	<u>22,009</u>	<i><u>22,170</u></i>
Total	<u>819,037</u>	<i><u>850,784</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.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

11. Tangible fixed assets

	Office equipment €	Website Development €	Software Development €	Total €
Cost				
At 1 January 2020	125,707	49,327	12,300	187,334
Additions	<u>38,390</u>	-	-	<u>38,390</u>
At 31 December 2020	<u>164,097</u>	<u>49,327</u>	<u>12,300</u>	<u>225,724</u>
Depreciation				
At 1 January 2020	115,364	49,327	12,300	176,991
Charge for the year	<u>17,967</u>	-	-	<u>17,967</u>
At 31 December 2020	<u>133,331</u>	<u>49,327</u>	<u>12,300</u>	<u>194,958</u>
Net book value				
At 31 December 2020	<u>30,766</u>	-	-	<u>30,766</u>
At 31 December 2019	<u>10,343</u>	-	-	<u>10,343</u>

12. Stocks

	2020 €	2019 €
Finished goods - Medals/Pins	<u>53,763</u>	<u>37,141</u>

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

13. Debtors

	2020 €	2019 €
Prepayments	-	182
Accrued income	<u>43,395</u>	-
	<u>43,395</u>	<u>182</u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

14. Creditors: Amounts falling due within one year

	2020	2019
	€	€
Trade creditors	10,352	6,671
Payroll taxes	21,473	22,010
Other creditors	1,542	6,058
Accruals	13,145	7,025
	46,512	41,764

15. Statement of funds

	Balance at 1 January 2020	Income	Expenditure	Balance at 31 December 2020
	€	€	€	€
Unrestricted funds				
General Funds	331,580	255,972	(167,765)	419,787
Restricted funds				
Restricted Funds	182,424	1,007,115	(922,018)	267,521
Total of funds	514,004	1,263,087	(1,089,783)	687,308

The balance on restricted funds at 31 December 2020 represents funds received during 2020 or in years previous for a number of projects which were still ongoing at the year-end. The remaining funds on these projects will be spent during 2021.

16. Analysis of net assets between funds

	Unrestricted funds 2020	Restricted funds 2020	Total funds 2020
	€	€	€
Fixed assets	30,766	-	30,766
Current assets	435,533	267,521	703,054
Creditors due within one year	(46,512)	-	(46,512)
	419,787	267,521	687,308

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

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

	2020	2019
	€	€
Net income for the year	173,304	52,266
Adjustment for:		
Depreciation charges	17,967	5,172
(Increase)/ decrease in stocks	(16,622)	10,892
(Increase)/ decrease in debtors	(43,213)	584
Increase in creditors	<u>4,748</u>	<u>677</u>
Net cash generated from operating activities	<u>136,184</u>	<u>69,591</u>
Purchase of tangible fixed assets	<u>(38,390)</u>	<u>(15,514)</u>
Net cash used in investing activities	<u>(38,390)</u>	<u>(15,514)</u>

18. Analysis of cash and cash equivalents

	2020	2019
	€	€
Balance at beginning of year	508,102	454,025
Net increase in cash and cash equivalents	<u>97,794</u>	<u>54,077</u>
Balance at end of year	<u>605,896</u>	<u>508,102</u>

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 €22,009 during the year (2019: €22,170).

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 24th June 2021.