



ROTHA T/A THE WHEEL (A Company Limited by Guarantee)

TRUSTEES' REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2023



**the
wheel**

Stronger Charities.
Stronger Communities.



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REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS FOR THE YEAR ENDED 31 DECEMBER 2023

Trustees	Vincent Keenan Inez Bailey Sarah Benson Aine Brady (resigned 20 June 2023) Jonathan Buttner Mary Doyle Ellen Farrell Maria Heneghan (resigned 20 June 2023) Cherif Labreche Kerry McLaverty Felix O'Regan Michael Smyth Caitriona Freir (appointed 5 July 2023) Janis Morrissey (appointed 5 July 2023)
Company registered Number	302282
CRA Number	20040963
CHY Number	CHY13288
Registered office	The Wheel 48 Fleet Street Dublin 2 Ireland D02T883
Company secretary	Jonathan Buttner
Chief executive officer	Tony Ward (Interim) (resigned 15 May 2023) Ivan Cooper (appointed 15 May 2023)
Independent auditors	RBK Business Advisers Chartered Accountants and Statutory Audit Firm Irishtown Athlone Westmeath N37XP52

Bankers

AIB
7/12 Dame Street
Dublin 2

Bank of Ireland
Montrose
Stillorgan Road
Donnybrook
Dublin 4

Solicitors

Dechert LLP
3 George's Dock
International Financial Services Centre
Dublin 1

A&L Goodbody
IFSC
25-28 North Wall Quay Dublin 1

Mayson Hayes & Curran
South Bank House
Barrow Street
Dublin 4

FOREWORD FROM OUR CHAIRPERSON



It gives me great pleasure to report to our members on The Wheel's activities for the year ending 31 December 2023.

2023 has seen charities, community organisations and social enterprises continue to provide vital supports to society in an ever-more challenging operating environment.

We saw community organisations come together to advocate for the value of their services and secure vital pay parity for their staff, narrowly avoiding strike action by a large number of our section 39/56/10 members. I was particularly proud of our role in facilitating our members to come together and advocate on this issue, demonstrating the power of our collective voice.



Chair, Vincent Keenan, and CEO, Ivan Cooper at Summit 2023

With the conflict in Ukraine continuing, numerous organisations within our sector remained dedicated to assisting those impacted in both Ukraine and Ireland. In the latter part of the year, a humanitarian crisis unfolded in Gaza, prompting many of our International Aid member organisations to extend their relief operations to aid those affected on the ground. The repercussions of these crises are unparalleled in modern times but nevertheless, the sector has worked harder than ever before to support the communities they serve, navigating an increasingly challenging fiscal environment marked by escalating inflation rates. The sector has also worked hard at focusing on ensuring supportive and inclusive responses to the refugee and international protection crisis - and to ensuring that all our communities have access to the supports and services they need - especially those hosting new communities.

In 2023, the leadership team of The Wheel saw some significant changes and restructuring. Following a thorough recruitment process, the board appointed Ivan Cooper as CEO of The Wheel. Previously serving as Director of Public Policy, I'm excited to support Ivan and all the team in delivering our vision for both The Wheel and the entire sector. I'd like to thank Tony Ward, our former Director of Finance, for stepping into the role of Interim CEO during the recruitment process, and for his thoughtful support during Ivan's transition into the CEO role. I would also like to acknowledge board colleagues who assisted in the recruitment process. Finally, I would like to welcome Colette Bennett who has taken up the role of Director of Advocacy and Research.

Our mission of championing the role of Irish charities and community organisations in building a flourishing society has never been more important. I've been very proud of the impact we've had in 2023 in supporting the work of our members.

ONE COMMUNITY, STRONGER TOGETHER – 2022 – 2026

As we continued into the lifecycle of our strategy, we worked hard to deliver under each of our strategic objectives.

Being an authoritative voice for the sector

by continuing our advocacy for the wellbeing of our members and the nonprofit sector. In 2023 we welcomed the doubling of the Charity VAT Compensation Scheme cap to €10 million following a three-year campaign for change.

Supporting a diverse sector

by continuing to highlight its work through the We Act campaign. In 2024, the campaign went from strength to strength as it continued to promote the impact of the sector's work by participating in events, delivering training and media appearances. In March I was delighted to see We Act win an award for Best Overall Entry in the Cork St. Patrick's Day parade. We act continues to be a beacon shining light on the amazing work of staff and volunteers in Irish charities.

Building a community of members

by growing our membership to 2,323. The diversity of our membership continues to represent the flourishing nonprofit sector, with organisations both large and small, and representing local, national and international communities.

Performing well to deliver success

by welcoming nearly 7,500 attendees to 139 of our events, 70% of which were free for members. We also welcomed over 450 people to our annual summit in Croke Park in May. The Summit's theme was Unity and Ambition, both of which were certainly apparent in the energy and passion in the room.

GOVERNANCE, FINANCE & RISK

In 2023, an area of focus for the board was in implementing a number of recommendations as an outcome of a Governance Review which took place at the end of the previous year. The Trustees Report goes into further detail on this on page 44 but the board and I welcomed the opportunity to further enhance our governance structures. The actions already implemented have helped ensure consistency and efficiency in our reporting and communication.

The organisation's finances are described in detail in Section 3, but I'm pleased to report that in 2023 we delivered a balanced budget while operating within a continued time of national economic uncertainty due to inflation and the cost of living increases.

SOME THANKS

I would like to thank Aine Brady and Maria Heneghan who both stood down from the board in 2023 following the completion of their terms. Their contributions to the experience and work of the board was highly valuable, particularly in their roles as Chair and member of the Public Policy Subcommittee. Likewise, I'd like to extend a warm welcome to our newest board members, Caitriona Freir and Janis Morrissey who both joined us in June.

In closing, I would like to thank our members, funders, supporters, staff, board and subcommittee members and all our partners for their ongoing support in 2023 and into 2024 and wish you all continued success in the coming year.



Vincent Keenan
Chairperson

A WORD FROM OUR CEO



As many of you may know, 2023 was a special year for me as I took over the role of Chief Executive Officer in May.

I'd like to begin by thanking my predecessor, Deirdre Garvey, who had been CEO since our inception 25 years ago. Deirdre is the reason The Wheel is what it is today. She shepherded us from humble beginnings in a shared office in the Carmichael Centre with a single employee, to an organisation with 30 staff and over 2,300 members that is a unifying and authoritative voice for the community and voluntary sector. She has left a strong legacy which I'm privileged to continue.

I'd also like to thank my friend and colleague Tony Ward, who served as interim CEO between January and May last year. Tony provided a stable and calm hand during his stewardship, ensuring The Wheel continued to meet the needs of our members during a time of transition.

Though I know them all well, our team continue to surprise me with the support they've given both me and the organisation in delivering our strategy. They took the change in leadership in their stride

and delivered one of our busiest and most impactful year's activities.

For me, last year was a year of learning and listening. My first priority after assuming the role was to talk with our members, our staff and our board, to listen to their needs and learn how The Wheel can support them. As we move into 2024 and beyond, I look forward to bringing changes that will positively affect all our stakeholders.

Towards the end of 2023, the riots which took place in Dublin were a sobering reminder of the need for inclusive communities. They gave all of us at The Wheel pause to consider our role in advocating for a fair and just Ireland. Our staff and our board met shortly afterwards where we discussed how we move forward. Internally, we have since strengthened our communications, keeping our people informed of what we're seeing in the world, and how we're reacting. Externally, our board has approved our interest in advocating more deeply on the issues that affect all of us. This is a bold and exciting new direction for The Wheel, and I'm eager to continue engaging with our members to walk it together.

My final thank you, is to you, our members. The Wheel wouldn't exist without you and your continued support and engagement. I'm continuously humbled by the diversity in our sector and the phenomenal scale of our achievements, and I'm proud to be the CEO of an organisation whose whole reason for being, is to support you.

Le meas
Ivan Cooper



CEO, Ivan Cooper on stage at Summit 2023

OUR BOARD

Inez Bailey currently serves as CEO of the Centre For Effective Services. With over two decades of experience, she was the CEO of the National Adult Literacy Agency for over 20 years. Inez has held multiple leadership roles, including previously as Chairs of the Southside Partnership, and the Mounttown Neighbourhood Youth and Family Project



Sarah Benson, the CEO of Women's Aid Ireland, brings over 20 years of experience in community and voluntary organisations. Her extensive background includes leadership positions in Ruhama and the National Women's Council of Ireland. Sarah holds a Master's in Business Studies and has completed studies at the Harvard Kennedy School of Government.



Jonathan Buttner, a senior business executive, provides strategic business advice with a focus on commercial growth, organisational change, and risk management. His experience includes leadership roles in Ulster Bank, and he co-founded a start-up venture addressing the SME funding gap in Ireland.



Mary Doyle, retired Deputy Secretary of the Department of Education and Skills, led the Higher Education and Quality Division. With a background in public service management, she has served on various boards, including the National Economic and Social Council and the National Statistics Board.



Ellen Farrell, an executive with over 20 years of international Financial Services experience, currently serves as an Associate Director in Fidelity International's Global Investment Compliance division. She has a strong background in organisational transformation and regulatory change.



Caitriona Freir, Education and Training Manager with Dublin Rape Crisis Centre, has a wealth of experience in the nonprofit sector. She holds a Masters in Child, Family & Community and is actively involved in various committees, projects, and collaborations addressing Gender-Based Violence.



Vincent Keenan is CEO of North and East Housing Association. With 25 years of experience in housing, homelessness, and community service development, Vincent has served on the National Homeless Consultative Committee and as a non-executive director on several not-for-profit organisations.



Cherif Labreche, CEO of New Communities Partnership, represents and empowers new communities in Ireland. With over two decades of board and management committee experience, he focuses on addressing inequalities through initiatives like the Ethnic Media Development Project.



Kerry McLaverty, CEO of LauraLynn Children's Hospice, has over 15 years of experience in the healthcare, nonprofit, and voluntary sectors. She has been a part of the LauraLynn team for several years, holding various roles before assuming the position of CEO.



Janis Morrissey, Director of Health Promotion, Information and Training at the Irish Heart Foundation, is actively involved in innovative projects addressing heart health. She holds various qualifications, including an Honours BSc in Human Nutrition and Dietetics, and serves on the boards of prominent health organisations.



Felix O'Regan, retired Director of Public Affairs with the Banking and Payments Federation Ireland, served the organisation for 30 years. With a background in public affairs and stakeholder relations, he has also been involved in voluntary roles, serving on the boards of Social Finance Foundation, Microfinance Ireland and the Irish Red Cross.



Michael Smyth, CEO of COPE Galway, brings a wealth of experience in social enterprise and rural community development. With a background in various CEO and leadership positions including business administration and marketing, he has served on various voluntary boards and committees, contributing to the development of organisations like SCCUL Enterprises, BIA Innovator Campus and the University of Galway External Advisory Board



TRUSTEES REPORT

The Trustees are pleased to present their report and the audited financial statements for the year ending 31 December 2023.

In previous years, we have used the terms Company Directors, Charity Trustees and Board Members somewhat interchangeably. However for 2023, we have decided to foreground the term Trustee in our report as a way of highlighting the impact of charity trustees in both our sector and our communities.

1. WHO WE ARE AND WHAT WE DO

The Wheel's charitable purpose, as set out in its constitution, is to be a representative and support body that strengthens the capacity and capability of community, voluntary organisations, charities and social enterprises across Ireland to effect positive social change. We champion this sector by being a strong representative voice, and we provide practical advice and training to help these organisations optimise their impact. In common with all charities, our focus is on public benefit, and our voluntary Board of Trustees is committed to this focus.

Our mission, strategic plan, objectives, programmes, and goals describe what we want to achieve, and our values describe how we want to go about our work.

Our strategic plan, One Community, Stronger Together (2022-2026) defines our mission in support of our vision and adopts four strategic aims with underlying objectives to achieve it. Our strategy is summarised on the following page.



ACTIVITIES

To deliver on our aims, we focus on the following areas of work:

Public Policy and Campaigning:

We promote the interests of both our members and the wider sector by building public support and securing the optimal legislative, policy and regulatory environment for community and voluntary action. Our work in this area includes advocacy, campaigning, influencing, media engagement and research.



Skills and Leadership Development:

We provide a wide range of affordable unaccredited and accredited training to people working and volunteering in the sector. Our key offerings in this area are our training and development programme and the Leadership Academy.



Networking Programme:

We facilitate and support networks of interest, and we open doors for collaboration and networking across traditional boundaries. Our current networks focus on topics such as social enterprise, small organisations, insurance, charity finance managers, HSE-funded groups and more.



Information Services Programme:

We provide a vast range of practical information and advice tailored to the practical needs of people working and volunteering in charities, community and voluntary organisations and social enterprises. Key activities include our helpdesk, websites, newsletters and Fundingpoint database of funding opportunities.



Delivering Special Programmes:

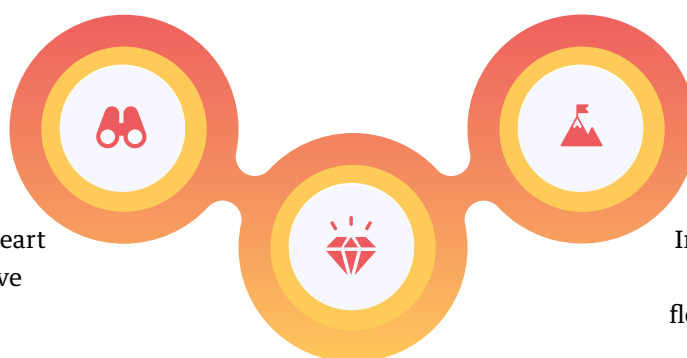
We partner with public agencies and philanthropic bodies to deliver projects that promote our mission and strategic aims and support the work of the sector. We are currently delivering several EU programmes, and the We Act campaign with a number of sector partners.



OUR STRATEGY – ONE COMMUNITY, STRONGER TOGETHER

Our Vision

A thriving charity and community sector at the heart of a fair, just and inclusive Ireland.



Our Mission

We champion the role of Irish charities and community organisations in building a flourishing society and support them to do work that has a positive impact

Our Values

Courageous: We are confident in standing up for what is right, we are not afraid to challenge the *status quo* and we dream big.

Accountable: We recognise that we are accountable to those we serve, the public and anybody else with an interest in our work.

Inclusive: We work hard to be truly inclusive in all aspects of our work, with a particular emphasis on listening to and acting on those voices that have previously not been heard.

Collaborative: We work in a collegial manner with our members and everyone else who wants our sector to succeed.

OUR STRATEGIC AIMS

Aim 1 Being an authoritative voice for the sector	Aim 2 Supporting a diverse sector	Aim 3 Building a vibrant community of members	Aim 4 Performing well to delivery success
1.1 Ensure public policy better supports our sector.	2.1 Offer quality information and advice.	3.1 Mobilise and deepen connections with members.	4.1 Foster a culture of wellbeing, curiosity, experimentation and learning.
1.2 Make sure other sectors regard our sector as a peer.	2.2 Provide a comprehensive training service.	3.2 Facilitate members to connect, learn and collaborate.	4.2 Develop implementation plans for this strategy.
1.3 Increase the media's understanding of charities.	2.3 Grow executive leadership programmes.	3.3 Shape member supports from feedback provided.	4.3 Review and enhance key core processes.
1.4 Campaign visibly to shape public opinion positively.	2.4 Create and join spaces to explore complex challenges.	3.4 Showcase our members' stories and impact.	4.4 Ensure policies are models of good practice.
1.5 Secure research to underpin public policy goals	2.5 Seek opportunities to develop further services.	3.5 Double our membership to 4,000.	4.5 Build fruitful partnerships with others.

2. OUR YEAR IN NUMBERS

MEMBERSHIP

2,323
MEMBERS



COUNTIES REPRESENTED
32

NEW MEMBERS WELCOMED
230



90%
MEMBERSHIP RETENTION-RATE

QUERIES ANSWERED

1,482



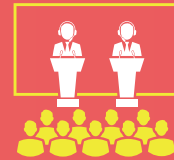
WE ACT



PUBLIC TRUST IN CHARITIES
61%

EVENTS AND TRAINING

7,473
ATTENDEES AT
139
EVENTS



95%
EVENT SATISFACTION RATE

EVENTS FREE FOR MEMBERS

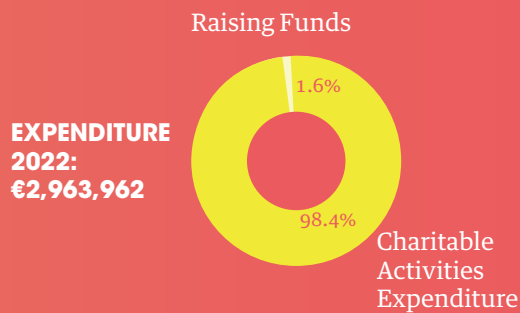
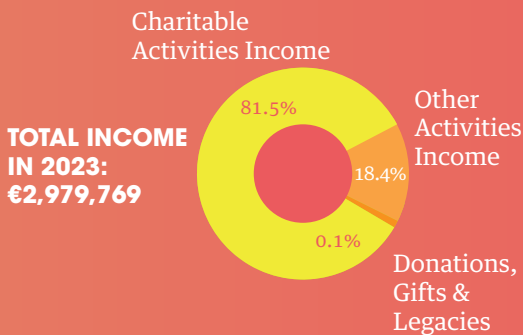


94%



TRAINING ATTENDEES WITH INCREASED CONFIDENCE

FINANCE



50%

GRANT APPLICATION SUCCESS RATE



EUROPEAN PROGRAMMES

TOTAL ACCESS EUROPE FUNDING SECURED

€12,862,052
FOR 100 ORGANISATIONS



3. THE SECTOR IN 2023

COSTS AND FUNDING

Inflation remained a priority for our members in 2023. While the rate of inflation decreased compared to previous years, prices for goods and services continued to rise. This was particularly the case for the Consumer Price Index Division 4: 'Housing, Water, Electricity, Gas and Other Fuels' which saw an increase of 15.6% in the year to December 2023 and 45.8% between 2019 and 2023.

These increases were keenly felt by member organisations. Our [Members' Policy Survey Report 2023](#) showed that rising costs were a key concern for members, with the majority of respondents seeing increases of between 20-30% in energy costs, while receiving no increase in funding to cover core costs. The Community and Voluntary Energy Support Scheme was very welcome to those members who were eligible to apply

(that is, community and voluntary organisation or charities that do not generate income from trading or commercial activities). However these supports were not universally available, and the many organisations that do engage in some trading activity, no matter how small, were left out.

Increases in the cost of living also impacted the people to whom our members provide services and supports. In the year to September 2023, households in the bottom 10% of the income distribution experienced inflation in the area of food and non-alcoholic beverages that was two-thirds higher than households in the top 10%. At the same time, inflation in electricity, gas, and other fuels was almost twice as high. This pressure on low-income households is likely to result in an increased demand for the services and supports of charities and other community and voluntary organisations. Almost 60% of respondents to our Members' Policy Survey reported that they would not have sufficient funding to provide 2022 levels of service in the year 2023. One third of respondents who received statutory funding reported receiving statutory funding in respect of less than



Members and Staff of The Wheel at Leinster House for our Pre-Budget Submission

half of the costs of the supports they are funded to provide, with the remaining costs being met by earned income, fundraising, membership fees, and so on. The same survey found that more than half of the organisations that receive statutory funding have seen no increase or a decrease of funding since the 2008 cuts.

Some good news arrived towards the end of 2023. In October, strike action by staff at certain section 39/56/10 organisations was averted. At the eleventh hour, agreement was reached to provide an 8% increase to social care workers in health and disability, child and family, and homelessness charities. The implementation of this agreement is still being worked through at the end of 2023, particularly in relation to employer and other non-salary costs.

INCREASED MIGRATION

As of 20 December 2023, 102,680 Ukrainian nationals had been provided with PPS numbers following the invasion of Ukraine by Russian in February 2022. This is in addition to the 26,279 international protection applicants in IPAS accommodation as at the end of 2023. This represents a marked increase in inward migration of people with potentially very significant support needs. The Temporary Protection Directive, which was activated on 4 March 2022, provided that financial and social supports (accommodation, social welfare payments, healthcare, education, employment activation and so on) be made available to Ukrainian migrants. Many of these supports are provided by the community, voluntary, and charity sector.

More than one in five (22%) of the respondents to our Members' Policy Survey reported that they were providing supports to people fleeing Ukraine, including counselling, information, education and youth services. More than a third of these stated that this was having a negative impact on their ability to provide their existing supports. The Community Recognition Fund provided welcome funding to upgrade infrastructure in local communities across Ireland, however more medium and long-term funding support is required for the provision of services by sector organisations.



LONELINESS

Ireland is the loneliest country in the EU, according to a recent report from the European Commission¹, with 20% of Irish respondents to an EU-wide survey reporting feeling lonely 'most or all of the time'. According to the study, almost 70% of loneliness supports in Ireland are provided by the community and voluntary sector, a term that refers to a wide network of charities, community groups, and social enterprises across Ireland. These supports include Family Resource Centres, Men's Sheds, call services, and befriending networks.

Most of the specific interventions cited by the study are designed for older adults, with relatively few aimed directly at younger people. This is perhaps unsurprising, as "loneliness supports" for young people aren't generally referred to as such; we call them sports clubs, choirs, swimming lessons, crafting sessions, film screenings, and skate parks instead.

¹ Loneliness prevalence in the EU - European Commission (europa.eu)

A recent report by the Economic and Social Research Institute (ESRI)² found that young people who live in areas with a strong social infrastructure experience more positive outcomes than those who do not. A strong social infrastructure includes, among other things, sports facilities and other spaces which provide opportunities to meet up and socialise. Having such infrastructure is associated with a lower risk of depression, higher social trust, and greater confidence in the State, media, and the healthcare system.

The absence of this infrastructure must be addressed at all levels of policymaking. This includes making sure that local services can offer opportunities that wouldn't otherwise exist. The ESRI report found that civic engagement (specifically, volunteering in local services) may provide a "cushion" for younger people without access to strong social infrastructure. Active participation in these activities leads to greater trust in the State, which in turn leads to greater social cohesion; something that is desperately needed in these increasingly divisive times.

Proper social infrastructure must be widely available regardless of individual circumstances. Poor physical and mental health correlates with higher levels of loneliness. So do lower levels of income and education. Any overall attempt to tackle loneliness must address these inequalities. And it is in the community and voluntary sector that we find many existing support and advocacy organisations. Access to housing, healthcare, literacy supports, and disability services, to name just a few, play just as big a part as specific "loneliness interventions".

A strong community and voluntary sector plays a pivotal role in combatting loneliness and bolstering community resilience.

REGULATORY FRAMEWORK

The long-awaited Charities (Amendment) Bill, 2023 was published on 22 December 2023. This Bill represents the sole opportunity for legislative change for the short and medium terms, and there is much to welcome in it, including:

The inclusion of the *advancement of human rights* as a charitable purpose.

- The alignment with the Companies Act 2014 for financial reporting along with the increase of the audit threshold to €250,000.
- The release from liability of court-appointed charity trustees from the consequences of decisions and actions that preceded their appointment.
- Ensuring company secretaries are not automatically regarded as trustees of a charity.

However, concerns remain as to the extension of significant powers to the Charities Regulator, particularly relating to:

- De-registering charities for minor non-compliances.
- An insufficiently strong appeals process.
- A lack of due consideration of the responsibilities of charitable trustees.
- The requirement of pre-approval in respect of changes to 'specified clauses' in a charity's constitutional documents.
- The impact of the cost of compliance.
- The failure by the existing Bill to address deficiencies in the Principal Act.

As the Bill progresses in 2024, these are issues we will continue to engage with our members, policy makers, and our submission partners, Charities Institute Ireland and Mason Hayes and Curran solicitors, continuing to build on our 2022 briefing to a Joint Oireachtas Committee.

² <https://www.esri.ie/publications/civic-and-political-engagement-among-young-adults-in-ireland>

REPRESENTING OUR MEMBERS

We continued to represent our members at various local and national fora in 2023. The Wheel is invited to participate in a wide range of working groups and advisory groups convened by the Charities Regulatory Authority (consultative panels); Department of Public Expenditure, NDP Delivery, and Reform (open dialogue process); Department of Rural and Community Development (Advisory Groups implementing the Community & Voluntary Sector Strategy and the Social Enterprise Policy and the National Volunteer Strategy and Philanthropy Policy); the European Commission (Monitoring groups for ESF+, Interreg and Peace PLUS programmes); Túsła (Commissioning Advisory Group); the Department of the Environment (SDG Stakeholder Forum); the Irish Research Council (Advisory Group); and the Department of Further and Higher Education, Research and Science (The National Training Fund Advisory Group).

We, as a member of the Community and Voluntary Pillar, participated in Government's National Economic Dialogue; the Department of Social Protection's Social Inclusion Forum; and the work of the National Economic and Social Council.

The Wheel is also regularly invited to meet and brief ministers, TDs, opposition leaders and public officials on Community and Voluntary sector related matters. During 2023, we met with Ministers, TDs, opposition spokespersons, Principal Officers, Assistant Secretaries, and Secretaries General in a number of government departments. As a member of the CV Pillar delegation we also met with the Taoiseach, the Tánaiste and the leader of the Green Party and discussed options and opportunities for social dialogue. We also met with senior officials in the Charities Regulatory Authority, the HSE, Túsła, the Irish Research Council, and Pobal, among many others.



4. MEMBERSHIP IN 2023

Our total membership number increased to 2,323 by 31 December 2023. This is a 4% increase from 2,235 at 31 December 2022 which is a lower rate of growth than in recent years (10% in 2022). The board have reviewed progress in membership growth against our strategic growth target to increase membership to 4,000 by 31 December 2026. While we are pleased that membership satisfaction and retention, both remain high, a review of available resources will be undertaken in 2024 to ensure membership growth is maintained as a priority.



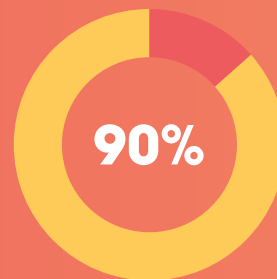
Membership income, which allows us to provide as wide a range of supports as possible, grew by 17% – from €312,301 in 2022 to €365,046 in 2023. We were pleased to have an average membership retention rate of 90% in 2023 (up from 87% in 2022). We aim to maintain a minimum 90% membership retention rate, which keeps us well above the average for membership bodies (the average member retention rate for a membership body in the UK is 83%).

Since 2018, we have offered free membership to organisations with an annual income of less than €25,000 as we continue our drive to support the work of smaller, volunteer-only organisations. As of the 31 December 2023, we have 863 members availing of free membership (37%) - up from 775 (35%) at 31 December 2022.



2,323
MEMBERS

of The Wheel on
December 31 2023



Membership Retention rate

We continue to extend supports to numerous cohorts of our membership and some highlights include:

- A 30% group discount offering negotiated and agreed with the Family Resource Centre National Forum for all its members as well as the Local Links Networks
- Free access to Linea HR supports for organisations with 5 staff or less
- Continued the monthly-briefing for the CEOs of our larger member organisations
- Continued with significant online training in 2023 to ensure geographic location was not a barrier to access to our training content. Of the 139 events we delivered in 2023, 70% were free to members.
- Continued to update our member only offering where our members can have access to recorded training content 24/7.
- The roll-out of our Leadership Academy events and partnerships which are available to all.
- Continued to deliver our regional funding roadshows. We are aware of the challenge of funding for organisations and are running these events in both urban and rural areas in each location we visit to include everyone we can.

Internally we completed our member service review focused on members' services and supports, the final report of which was approved by the board and presented to our AGM in July 2023. We continue to build resources internally to help our teams be more responsive to member needs and to ensure our members' interactions with our staff will continue to be a positive one.

FUNDING ROADSHOWS

The Funding Roadshow series originated with our membership engagement team who identified the need to reconnect to communities at a regional level in a post-COVID world. The purpose of these events is three fold:

- To offer community groups the opportunity to learn about developing a sustainable funding model and connect with a selection of different local, regional and national funding agencies.
- To platform The Wheel as a support organisation for the community and voluntary groups in developing their developing their funding plans and engaging with funding agencies.
- To increase membership at a regional level.

The first events took place in Cork City and County in October 2022 and exceeded our attendance expectations in terms of attendance. Building on this success, the series continued in 2023, visiting Mayo, Sligo, Leitrim, Donegal, Cavan and Monaghan. For each event, we collaborated with a local membership organisation to promote the events amongst local networks to ensure a high level of engagement and attendance. The roadshows are continuing in 2024.



Our members at Summit 2023

5. SPECIAL PROGRAMMES IN 2023

We collaborate with government and EU agencies and philanthropic institutions to deliver projects that advance our mission and strategic objectives while promote the efforts of the sector. On the following pages are just some of the projects and collaborations we undertook in 2023. Learn more about our programmes at <https://www.wheel.ie/about-us/projects>

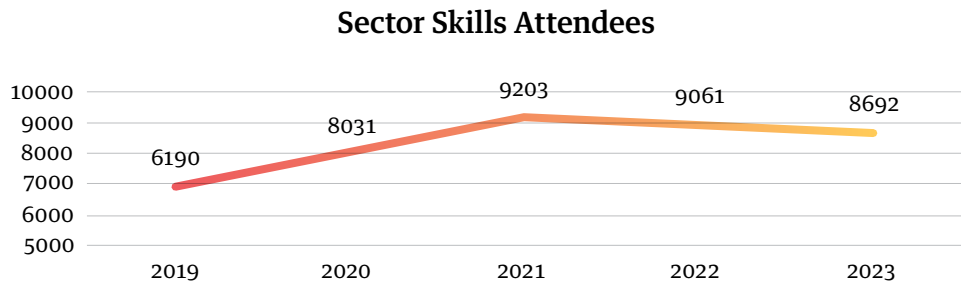
This section will outline the below programmes in more detail

Sector Skills	A program of subsidised training and continuing professional-development opportunities for the nonprofit sector.
The Leadership Academy	Development opportunities and peer learning for nonprofit leaders both established and emerging
We Act	Our campaign to celebrate the work of the nonprofit sector in Ireland.
Access Europe	A central resource for Irish nonprofits to access EU funding through training and support
EaSI	National Contact Point for the EU's Employment and Social Innovation funding programme
EPAS	A network of schools increasing awareness of European democracy and values among young people
RevitaLESE	Revitalising the social mission, business model, and activities of long-established social economy organisations.
Birlikte	Strengthening nonprofits in Turkey through learning and exchange with their Irish counterparts.
iCommunity	A shared practice hub supporting collaboration among nonprofits in Ireland and Northern Ireland.
National Rural Network	Connecting the beneficiaries of the Rural Development Programme (RDP) in Ireland
Shared Services	Providing accounting and governance support to small youth organisations
baSE	Upskilling and reskilling social economy workers in Europe
Social Value Ireland	Supporting members to view value as a social return on investment
Literacy Friendly Sector	Supporting the sector to take a literacy friendly approach to their work
Social Enterprise	Our work supporting our members in Social Enterprise & Economy
Summit 2023	Our annual gathering and celebration of the sector in Croke Park



SECTOR SKILLS

Co-funded by the National Training Fund, under the Department of Further and Higher Education, Research, Innovation and Science, Sector Skills builds the skills of people working in the nonprofit sector by providing a wide range of subsidised training and continuing professional-development opportunities and enabling organisations in the sector to identify and address their workforces' needs.



In 2023, this programme served the needs of 8,692 trainees across a range of programmes including our own scheduled training, Training Links supported networks, and programmes delivered by partners, such as Carmichael and Community Action Network. This was a slight reduction on the 9061 served in 2022 but this is due to an increase in our in-person events which by their nature have a smaller attendance than those held online.

Training Links, the dedicated funding initiative for employer-led training networks in the community and voluntary sector, continued in 2023, supporting 119 organisations in 10 networks. The funded networks delivered their training programmes across Ireland in topics as varied as anti-racism, digitalisation and bereavement support to 1842 attendees.



2023 saw the inclusion of references to the community and voluntary sector as a key stakeholder in the OECD review of the National Skills Strategy for the first time. We worked closely with members on this throughout 2022-23, and were pleased to note the major recognition of the importance of upskilling and development for the 280,000+ employees in our sector.

Our strategic engagement with Ireland's Further Education and Training and Higher Education infrastructure deepened in 2023. We worked with colleagues in SOLAS, to raise awareness of opportunities for sector employers under the Skills to Advance initiative, joined the Advisory Group of the MicroCreds project of Irish Universities Association and we also continued to work closely with colleagues in Laois Offaly ETB and Grow Remote to promote the fully funded Leading Remote Teams programme.



THE LEADERSHIP ACADEMY



The Leadership Academy is where leaders from the nonprofit sector come together to learn from and inspire each other. The Academy, which began in 2022, provides development opportunities, peer learning and networking, and resources to leaders at all stages of their leadership journey

In 2023, we continued to run our various leadership courses including Transformative Leadership with Community Action Network and Maynooth University, and the Certificate in Non-Profit Leadership and Management with Quality Matters, through the National College Ireland.



Breakfast Club attendees at LinkedIn HQ

The Breakfast Clubs, an event series envisaged as a space to connect with and learn from leaders in the sector, went from strength to strength with over 600 people attending. The events were held online and offline around the country with themes such as Leadership and Moral Courage, Making the Hard Decisions, and Leaders and Legacies.

In conjunction with our member Boardmatch, we developed and ran the pilot Future Board Leaders Programme designed to bring new voices to Irish charity boards. While Boardmatch targeted boards interested in diversifying, The Leadership Academy targeted individuals from traditionally under-represented communities. The programme began with 22 successful participants receiving training on the roles and responsibilities of a charity trustee. As of March 2024 16 candidates have been placed on boards.

We also began connecting with private educational providers and worked on developing discounted offers available to the sector under the umbrella of The Leadership Academy. We made 5 partnerships in 2023. UCD Professional Academy, the Digital Marketing Institute, Trinity Executive Education, Public Affairs Ireland and the Digital Learning Institute. All partners have agreed to continue the arrangements into 2024 with UCD Professional Academy agreeing a 3-year arrangement. In total 152 people from the sector accessed these upskilling opportunities.



Participants in the first Future Board Leaders programme

WE ACT



We Act is a national campaign to celebrate and elevate the work of the charity and community sector. It aims to break down misunderstandings about charities and community groups and put a face to the work they do, by telling stories. The campaign serves as the platform to communicate those stories from across our diverse sector, to the public and the media under one united brand.



We Act receiving the award for Best Overall Entry for Cork St. Patrick's Day Parade

Throughout 2023, We Act continued to improve public awareness and understanding of the impact and value of the charity and community sector through communications training, events, research, media outreach and digital content.

The Wheel partners on We Act alongside Dóchas, Disability Federation of Ireland, Volunteer Ireland, and Boardmatch. Collaboration extended beyond our campaign Steering Group this year, as we worked on events with the National Lottery, The Arts Council and Culture Night, Cork St. Patrick's Day Parade, Galway Community Pride and Dublin Pride.

The campaign was funded in 2023 through contributions from the Steering Group Charities and our large charity partners who are supporting the campaign through a three-year funding commitment, with the appreciation that public awareness and reputation management impacts all of us. In October 2023, we also secured funding from the Irish Red Cross for 12 months, under their Svitlo Program.

Key achievements for 2024 included:

- 122 stories told across our campaign platforms.
- Segments in local and national media, including an appearance on Ireland AM.
- We launched the We Act Pledge with over 120 organisations signing up to champion the campaign.
- 1535 people registered for our Marketing Masterclass, a training series for staff and volunteers, with contributions from leading voices in Irish media and communications.
- 27 charities and community groups opened their doors for events as part of We Act at Culture Night
- Commenced a collaboration with the Irish Red Cross, which will highlight the contributions of Ukrainian people in communities around Ireland.
- Secured funding from within the sector and through the DRCD Volunteering Strategy to ensure the campaign continues to grow and thrive into 2024.
- Conducted new campaign research, polling over 1500 people on attitudes and sentiment around the voluntary sector.
- Took part in events for Dublin Pride, Galway Community Pride, and Cork St. Patrick's Day Festival. We won an award for "Best Overall Entry" in the Cork St. Patrick's Day Parade.



Phil Kehoe from Hygiene Hub appearing with We Act on Ireland AM



Vanessa Ogonna
hosting the Access
Europe Showcase



ACCESS EUROPE



Access Europe, funded by the Department of Foreign Affairs, serves as a central resource

for Irish civil society regarding EU funding. While the EU offers numerous opportunities for Irish organisations to engage in funded projects, navigating these opportunities can be daunting, especially for organisations with limited capacity. Consequently, many civil society groups miss out on potentially transformative initiatives for both the sector and Irish communities.

Our goal is to help organisations drawdown €12 million during the 3 year lifetime of the programme.

Access Europe offers various services to organisations embarking on or expanding their EU funding journey, including information & Awareness building Training & Special Events, helpdesk Support and network building

During its initial three-year contract, Access Europe achieved:

- Securing €12.8m for Irish partners from projects worth €47.8m.
- Supporting 100 organisations in obtaining 152 projects.
- Hosting 105 events with 4870 participants.
- Conducting 148 one-to-one advice meetings.



Emily, Emma & Christina from the Access Europe Team

Through Access Europe, The Wheel has fostered new partnerships and innovations within the sector. Initiatives include a Partner Database with 120 profiles, collaborations with statutory authorities, councils, and universities, and the #OurEUStory campaign showcasing EU funding’s impact on Irish communities.

Access Europe has also facilitated closer collaboration with EU stakeholders, such as the Department of Foreign Affairs, the European Commission Representation in Ireland, and the European Parliament Liaison Office. In 2023, it provided an opportunity to brief the Oireachtas Committee on EU Affairs on improving access to EU funding.

EASI



The Wheel serves as Irish National Contact Point for the EU's Employment and Social Innovation (EaSI) funding programme, which aims to support employment, social policy and labour mobility across the EU.

In June 2023, we held an online Irish launch of the programme featuring speakers from the European Commission's Directorate-General of Employment and key Irish social innovation stakeholders including the ESF+ Managing Authority (DFHERIS),

EURES Ireland, and our National Competence Centre for Social Innovation. The event capitalised on the synergies between these stakeholders while showcasing the variety of funding opportunities and supports available to Irish civil society organisations.

In October, we hosted our Slovenian EaSI counterparts for two weeks of job shadowing. We exchanged best practice with them on the NCP role and organised site visits with our members in Dublin, Cork, and Galway including the Disability Federation of Ireland, Inclusion Ireland, and Cork Centre for Independent Living.

EPAS



The European Parliament Ambassador School

Programme (EPAS) is a network of schools across the EU raising awareness of European parliamentary democracy and European citizenship values. The programme's aim is to increase awareness of Europe, democracy and political choice among young people across the EU.

Over the school year 2022-2023, we delivered the EPAS programme to transition year students in 67 schools around the country, in collaboration with the European Parliament Liaison Office. The total number of students involved in EPAS in the school year was 3,746.

- We organised 56 online school monitoring visits over Zoom. This was an opportunity to engage with students and teachers to discuss their EPAS experience.

- We hosted a three-part webinar series with MEPs Grace O'Sullivan, Maria Walsh and Frances Fitzgerald, with 367 students taking part.
- We designed and delivered an online Senior Ambassador teacher training session, attended by 23 teachers. The team then hosted its first post-COVID in-person teacher training in Europe House, attended by 20 teachers.
- Several EPAS schools were invited to meet European Parliament President Roberta Metsola during her visit to Dublin in February 2023. Our team was invited to celebrate this event with students.
- We hosted awards ceremonies to celebrate the programme in two MEP constituencies. 210 people attended the hugely successful ceremonies which also celebrated Ireland's 50 years of membership of the EU.



Students, Teachers and Public Representatives at the EPAS Awards

REVITALESE



RevitaLESE

RevitaLESE, a 2-year Erasmus+ funded initiative running from February 2022 to January 2024, is led by The Wheel in collaboration with six European organisations: Dublin City University (Ireland), Skills Zone (Malta), Social Innovation Centre (Latvia), Knowl Social Enterprise for Education and Lifelong Learning (Greece), Synthesis Center for Research and Education (Greece), and Act Grupa (Croatia).



RevitaLESE Partner Meet-Up in Dublin

The project aims to enhance and revitalize the social mission, business model, and activities of long-established social economy (LESE) organisations. It features 5 training modules covering various topics such as social and economic outcomes, digital resources, and sustainability for social enterprises. RevitaLESE utilizes relevant competence frameworks, with learning validated and certified using digital badges.

Throughout 2023, partners conducted two successful pilot training courses, engaging 96 participants across all partner countries. This initiative has provided The Wheel and its members with a valuable, freely accessible resource for long-established social enterprises. All training materials, along with additional resources such as podcasts, blogs, and case studies, are now accessible on the project website: www.revitalese.eu.

BIRLIKTE

‘Birlikte-Together for rights-based CSOs in Turkey’ is a project designed by STGM, the Association of Civil Society Development Center in Turkey. This project

is supported by the European Union’s “CfP: Civil Society Facility and Media 2020 - Supporting Core Functions of CSOs, Turkey” programme. The Wheel serves as International Capacity Development and Networking Supervisor/Consultant on the project. The programme aims to strengthen civil society in Turkey through a variety of activities, including learning and exchange with their Irish counterparts.

Throughout 2023, The Wheel regularly engaged with STGM providing them with support and guidance in areas such as member engagement, training programmes and project management. As part of the capacity development component of the project, the partnership decided to plan and undertake ‘study visits’ to both Ireland and Turkey in order to facilitate shared learning on various topics of interest to the Turkish beneficiary organisations. In November 2023, five member organisations of The Wheel were chosen after an open call for applicants. The first field trip is planned for the first half of 2024, focusing on gender equality and gender mainstreaming.

ICOMMUNITY



iCommunity, launched in December 2021 as a partnership between NICVA (Northern Ireland Council for

Voluntary Action) and The Wheel, is an all-island project aimed at fostering collaboration among nonprofits and social enterprises in Ireland and Northern Ireland. It serves as a shared practice hub where organisations can collaborate, share experiences, and address common challenges. The first year of engagement resulted in a Vision report published in October 2022.

The programme focuses on identifying and promoting collaborative responses to challenges such as transitioning to sustainability, rural connectivity, digital inclusion, remote work, and scaling social enterprise to mitigate emerging crises.

In 2023, we introduced the iCommunity Quarterly newsletter, which now boasts over 700 subscribers. The newsletter features case studies, opinion pieces, inspiration, and funding alerts for cross-border and all-island collaboration, expanding the project’s audience and facilitating shared experiences.

NATIONAL RURAL NETWORK



National Rural Network

The NRN's goal was to connect the beneficiaries of the Rural Development Programme (RDP) in Ireland, leveraging their knowledge and learning under the RDP to add value for all.

We delivered this project as part of a consortium with Irish Rural Link (lead organisation), NUI Galway, and Phillip Farrelly & Co. under contract from the Department of Agriculture, Food, and the Marine. Our role was to provide communications and project management support to the project team, led by Irish Rural Link.

The project finished in April 2023.

From January to April 2023, the results of our collective work for this programme were as follows:

- The membership of the NRN stood at 9,657 at project end.
- A total of 4,288 people attended 16 webinars for farmers and rural stakeholders
- We produced 7 publications including 2 quarterly newsletters, 3 monthly member e-bulletins, an NRN achievements resource and a Women in Agriculture booklet
- We collected and disseminated 13 good practice case studies
- We had 10,789 followers on social media

SHARED SERVICES

Led by the National Youth Council of Ireland, the Shared Services project provides tailored support to small youth organisations in the areas of accounting and governance. The Wheel is proud to provide the governance support resource to the project. Throughout 2023 The Wheel delivered a range of supports and trainings to participating organisations focusing on areas such as the Charities Governance Code, Effective Communications, Leadership and Wellbeing, Strategic Planning and Financial Management.

SOCIAL VALUE IRELAND



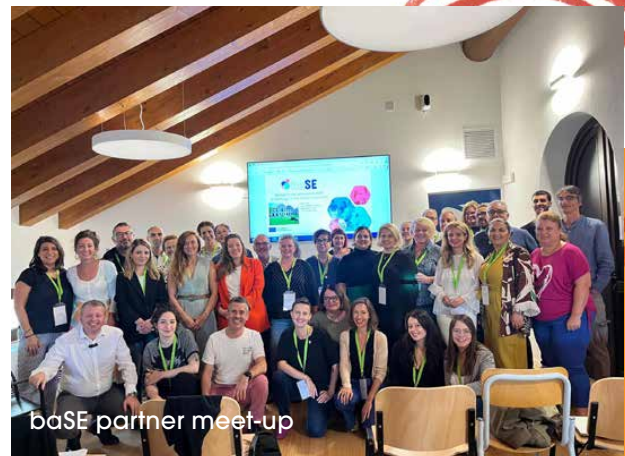
Social Value Ireland is a network of individuals and organisations who are interested in changing the way Irish society accounts for value. The network is coordinated by The Wheel, Quality Matters and Whitebarn Consulting and is an associate network of Social Value International. The network continued to grow in 2023 hosting a range of networking and learning events for members, supporting in particular, those practitioners and organisations beginning to explore Social Return on Investment methodologies.

BASE - BLUEPRINT FOR ADVANCED SKILLS AND TRAINING IN THE SOCIAL ECONOMY



The Wheel is working with social economy partners across 10 countries on this European

Commission-backed project focused on the social economy skills agenda. Aimed at establishing an alliance for Sectoral Cooperation on Skills, baSE focuses on identifying the upskilling and reskilling needs of social economy workers across Europe and piloting courses to address some of the pressing needs. 2023 saw the completion of the research phase of the project, with surveys, focus groups and analysis taking place in Ireland and across partner countries.



baSE partner meet-up

ENCOURAGE

Minister Joe O'Brien T.D.
speaking at Summit 2023



LITERACY FRIENDLY SECTOR

In 2023, supported by funding from the Adult Literacy for Life Innovation and Collaboration programme, The National Adult Literacy Agency (NALA) and The Wheel worked together on a project to support community and voluntary organisations to take a literacy friendly approach in their work. The awareness-raising and capacity building project reached 181 participants, from across more than 150 organisations, building skills in Plain English and advocating for literacy friendly approaches within organisations and the work they do.

SOCIAL ENTERPRISE

The Wheel continues to represent and advocate for our social enterprise members. In January, we hosted a consultation on behalf of the Department of Rural and Community Development about the new National Social Enterprise Policy. We participated in the expo of the National Social Enterprise Conference and spoke on panels in Athlone and Wexford about social enterprise funding and awareness.

A key event was our joint conference for both of our social economy Erasmus+ project: RevitaLESE and BASE. On 3 November, over 100 participants

attended an all-day event featuring a host of speakers representing the sector, the Department of Rural and Community Development, various sector funders, and skills experts. Our special guest for the event was Sarah de Heusch, Director of Social Economy Europe who spoke about the EU policy context for the social economy.

SUMMIT 2023

Over 450 people gathered at Croke Park on Tuesday 23 May for The Wheel's annual Summit, a celebration for charities, community groups, and social enterprises. The theme of this year's summit was Unity and Ambition. The opening session saw the introduction of our new CEO Ivan Cooper, as well as an address from Joe O'Brien TD, Minister of State with responsibility for Community Development and Charities.

The morning plenaries looked at sustainable funding, and improving the public's perception of our sector. In the afternoon, we were delighted to see our members take over and host a series of parallel sessions under the Summit's theme, with topics such as funding, integration, sustainability, collaboration and sector unity. This was the first year that our members had been invited to host their own sessions, and we look forward to continuing this approach in future Summits.



6. EQUITY, DIVERSITY & INCLUSION

At their meeting in December 2022, the board approved our new Equality, Diversity & Inclusion Policy, following a period of consultation that year with staff, trustees and our members. We were particularly grateful for the input of our members during the consultation process. The knowledge they brought to development of the policy was invaluable, and a great example of the collective skills and expertise of our membership.

Our policy is guided by our vision of a thriving nonprofit sector for an inclusive Ireland, and our values of being courageous, inclusive, accountable and collaborative. It guides us in ensuring our events, programmes and processes conform to these values and vision. We take action to ensure equal participation by all people and communities in our work.

The Wheel ensures that its events, projects and external & internal processes conform to our values and the guiding statement and associated principles in our EDI policy. We take action to ensure equal participation by all people and communities in our work.

GENDER PAY GAP REPORT

In 2023 we published the third Gender Pay Gap Report for Community, Voluntary, and Charitable Organisations. A gender pay gap (GPG) is the average difference between the wages for men and women. The data on which this report was based was provided by our 2022 National Guide to Pay and Benefits in Community, Voluntary and Charitable Organisations as well as nonprofit organisations with 50 or more staff who published their own reports as part of the Gender Pay Gap Information Act, 2021.



As well as including a discussion of some of the causal factors behind the GPG within the sector, it offered practical and actionable suggestions for how organisations can undertake to address their own Gender Pay Gap. This combination of detailed analysis and pragmatic intervention makes this report an invaluable resource for The Wheel's community of members and for the wider community, voluntary and charity sector



We Act supporters marching in the Dublin Pride Parade

EDI COMMITTEE

In 2023, our staff EDI committee met regularly to deliver actions that support the policy. Some examples of the work we undertook this year are below and a number of these initiatives are detailed more fully elsewhere in this report.

- Two member webinars, an Introduction to EDI, and Developing Your EDI Policy, were delivered in the latter half of the year to nearly 250 attendees.
- Tiered unconscious bias training for staff and board members was delivered to beginners with refreshers for those who have taken part in the past. We also delivered two sold-out unconscious bias workshops for our members, a clear indication of the desire for information and leadership in this space.
- At our Summit in May, we invited three member organisations to facilitate a session on the theme of integration and the opportunities that volunteering can create for a multicultural Ireland.
- The Leadership Academy delivered the Future Board Leaders programme in collaboration with Boardmatch. This programme was designed to bring new voices from under-represented communities to Irish charity boards by providing training and a goal of increased confidence for participants. With 22 participants, 16 have been placed on boards at time of writing.
- The Literacy Friendly Sector programme delivered a series of trainings, online and in-person across the country to nonprofit organisations. The programme supported 150 organisations to build skills in Plain English and advocated for literacy friendly approaches in their work.

By year-end, the appetite for continued evolution of our EDI programme among staff and the board was clear. We began 2024 with an expanded committee of staff members who are working together closely to identify and deliver actions, programmes and processes that will help ensure The Wheel is an inclusive organisation for all.



7. OUR CLIMATE ACTION IN 2023

As part of our commitment to the United Nations Sustainable Development Goals, we at The Wheel have an increasing focus on our environmental impact and the steps we can take to reduce it. In 2023 we undertook programmes, both internal and outward-facing, to impact on our own footprint and to support the nonprofit sector in reducing its own.

GLOBAL ACTION PLAN'S NATIONAL CLIMATE COMPETITION



In October 2023, our staff worked to reduce their personal carbon footprint by introducing climate-friendly actions into their daily lives as part of the National Climate Competition. In a two-week period, the team logged actions such as turning off unnecessary lights, taking public transport to work, eating less meat and dairy, and donating to good causes; each contributing to an amount of carbon saved.

The competition aimed to inspire each participant to continue with these climate-friendly actions to reduce emissions, create awareness of sustainable habits, and ultimately lead to widespread change.

Out of the six Irish organisations participating, we were delighted to see The Wheel staff saving the most carbon, an average of 125.88kg CO₂e saved per participant over the two-week period. This saving is equivalent to using 8,498kWh of energy, the same as powering an entire portable heater for 236 days or a return to journey from Dublin to Cork by car.

If everyone in Ireland continued with the same actions as our team that would equate to a 33% reduction in Ireland's total annual consumption-based emissions, bringing the country's goal of reducing emissions by 51% by 2030 within reach.

We took part in this competition to offer our staff dedicated time to investigate climate-friendly behaviours that they could engage in, and to highlight their contribution to positive change.

We also wanted our members to see us taking real action and offer this as the type of activity they can also take part in; providing leadership and acting as a driver for positive change.



The EMERGE training and mentoring programme was designed to empower communities in the wider Midlands region to meet the challenges posed by Ireland's transition to a climate-proofed economy and resilient society. The project began in 2022 and ran until January 2024.

We worked with project delivery partner's the Eastern and Midlands CARO, and project lead Urban Foresight to engage with the impacted communities selected by eight county councils. The Government of Ireland funded the programme through the Just Transition Fund and the Carbon Tax Fund.



EMERGE's objective was to support communities in the Midlands affected by the transition away from fossil fuels through the creation and advancement of community projects in the development of local and social economy. The areas of focus were upskilling/reskilling in green sectors, community owned energy, tourism opportunities, sectoral development and low carbon travel.

In 2023, we delivered five webinars that raised awareness of the project with key local and regional stakeholders, fostered relationship and partnership building, and facilitated shared learning between communities.

In the participating communities, fifteen face-to-face workshops were held, which helped local organisations and stakeholders to identify and prioritise the community's needs, and ideas for projects.

Twenty-seven one-to-one mentoring sessions were delivered to fourteen communities. From this, eleven bespoke action plans were developed that outlined the resources and next steps required to enhance project development.

These initiatives support economic diversification in communities, training and upskilling community workers, the transition to clean energy and the deployment of innovative green technologies in communities.

COMMUNITY CLIMATE ACTION PROGRAMME

This pilot programme aims to build capacity and know-how within West Cork Communities to develop low carbon communities and further engage in climate action. Delivered in partnership with Ludgate Hub and Retrokit, it focuses on raising awareness and knowledge in communities of home energy upgrade solutions and the support measures and opportunities available.

Training was delivered to 8 community representatives who went on to survey 24 homeowners in the region, delivering individualised reports with solutions to increase their BER rating to a minimum B-rating. Reports were tailored to be mindful of the financial realities of home improvements and would include a range of

recommendations starting from zero and low cost. Reports also signposted homeowners to the financial supports that were available to them for retrofits.

The pilot led to a bank of resources that can in future be replicated in other communities nationwide.

THE COMING YEAR

We will continue our actions addressing the Sustainable Development Goals in our office and through our work with members, our campaigns and our programmes.

One such programme commencing in 2024 is the **Irish Energy Poverty Observatory (IREPO)**. Led by the International Energy Research Centre, IREPO aims to understand how global energy prices impact households. The programme will provide means for policymakers to understand how energy poverty evolves over time and how the current public policies, such as incentives and income supports, have performed. The goal is to develop a powerful tool for understanding how energy poverty impacts our communities in environmental, social, economic and health aspects.



We see sustainable communities as socially resilient, environmentally healthy and economically thriving and we continue to engage in initiatives that highlight the importance of sustainable communities and the UN Sustainable Development Goals.

8. THE OUTCOME OF OUR WORK

As part of our strategic plan One Community, Stronger Together (2022-2026), four strategic aims were developed to try and identify the impact of The Wheel's work for our members, the sector, and the wider stakeholders which includes government, funders and many members of society.

Each aim has five strategic objects which are reflected in various programme and organisational updates in this report. We have also developed and approved over-arching operational priorities which allow us to review and assess progress throughout the year.

OUTCOME ASSESSMENT

The four strategic aims against which we identify and measure our outcomes are the following:

1. Being an authoritative voice for the sector
2. Supporting a diverse sector
3. Building a vibrant community of members
4. Performing well to delivery success

Each year we develop an Operations Plan which assigns actions for each strategic objective that we wish to achieve. In support of this are a system of organisational metrics that track progress against 62 key performance indicators over the life cycle of the strategy. These metrics have been used to inform the outcomes noted in this report

IMPACT

It is relatively easy for an organisation like The Wheel to measure outputs and outcomes as we are involved in a wide range of programmes and engage with many member organisations and individuals. However, assessing impact is much more difficult as, in some cases, we campaign for many years for sector supports, regulation, or funding and the impact may only emerge towards the end of those processes.



In 2023 some of the outcomes and impact of our work for each strategic aim were as follows:

1. Being An Authoritative Voice for the Sector

- We advocated for our Section 39/56/10 members for pay parity, helping to avert a potentially crippling strike action
- Secured the inclusion of the community and voluntary sector as a key stakeholder in a review of the National Skills Strategy
- Welcomed the publication of the Charities (Amendment) Bill which saw a number of recommendations from our 2022 submission to the Joint Oireachtas Committee recognised and included in the latest draft.
- on how to better unlock EU funding
- Briefed the Oireachtas Committee on EU Affairs on how to better unlock EU funding, utilising the success of Access Europe to work more closely with EU stakeholders.

2. Supporting a Diverse Sector

- Welcomed the doubling of the VAT Compensation Scheme to €10 million following several years of campaigning
- Helped 120 Irish organisations unlock €12.8 million worth of EU funding over the lifecycle of the Access Europe programme.
- The Leadership Academy launched the Future Board Leaders programme, inducting a new generation of board members from diverse backgrounds through training, networking and placement.
- Welcomed over 450 attendees to our Annual Summit. This year's programme was designed in collaboration with our membership with a number of members delivering breakout sessions throughout the day

3. Building a Vibrant Community of Members

- Our membership continued to grow, rising by 4% to 2323, our highest level yet.
- Engaged with member organisations and their leadership via in-person and online meetings with our own leadership team at events nationwide, including a series of CEO gatherings.
- Amplified the impact of our members through the We Act campaign and its Good News Gazette newsletter
- Responded to 1482 support queries from members
- Approved a Membership Engagement Strategy to develop closer ties between The Wheel and our members

4. Performing Well to Deliver Success

- Delivered another bumper training calendar with 7473 attendees at 139 events, 70% of which were free for members.
- Achieved a 94% satisfaction rate with our event attendees, with 95% of training attendees reporting an increase in confidence following attendance
- Grew our reserves to €1,002,114 in line with our policy. This welcome growth gives us the confidence to continue operating and supporting members in case of unexpected future business interruption.
- Implemented a series of governance review recommendations throughout the year, enhancing the transparency and efficiency of our governance structures.

9. FINANCIAL REVIEW

TRUSTEES' RESPONSIBILITY STATEMENT

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

Irish company law requires the trustees to prepare the financial statements for each financial year. Under the law, the trustees have elected to prepare the financial statements in accordance with the Companies Act 2014 and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

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

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

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

The trustees confirm they have complied with the above requirements when preparing the financial statements.

The trustees 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 profit or loss of the company to be determined with reasonable accuracy, enable them to ensure that the financial statements and Trustees' 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 for taking reasonable steps for the prevention and detection of fraud and other irregularities.

SORP - THE STATEMENT OF RECOMMENDED PRACTICE

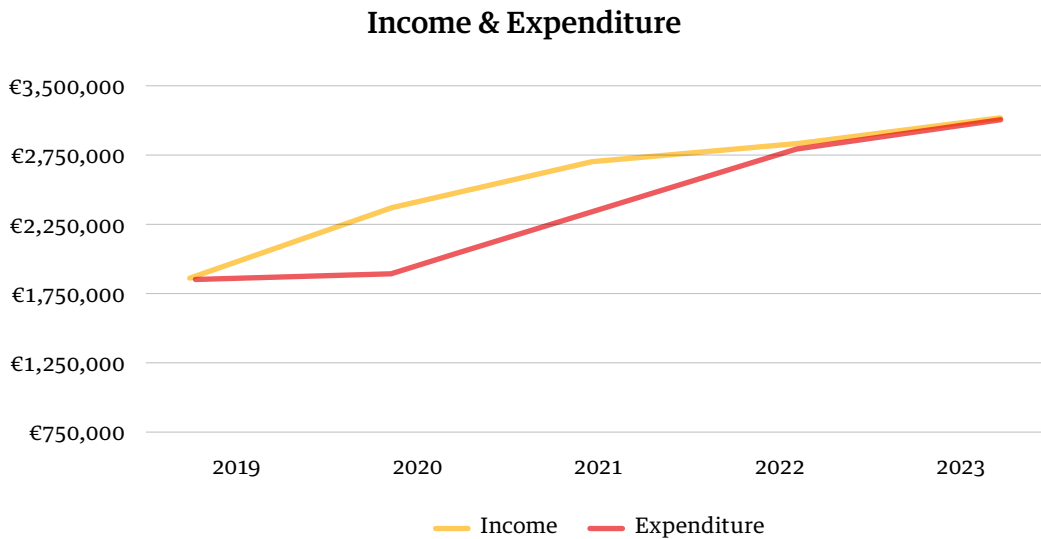
SORP was developed, in accordance with Accounting Standards Board guidelines, by the UK Charity Commission. It requires a charity to have a high level of transparency in financial reporting and an in-depth annual report on our activities. By adopting the standard, we can demonstrate our commitment to a very high level of financial accountability. It is also an opportunity to show very clearly the achievements of the charity. This will support a charity and the sector as a whole in building the trust and confidence of the public in our work.

While SORP is not currently a requirement for Irish charities, many, including The Wheel, have adopted it in order to follow best practice in relation to accounting and reporting transparency.

This report, and our audited accounts have been prepared in compliance with SORP.

RESULTS

In 2023, The Wheel had a total income of €2,979,769, an increase of 2% on 2022. Our expenditure was €2,963,962, up 7% on the 2022 expenditure. We ended 2023 with a surplus of €15,807.



The major elements of expenditure in 2023, as with previous years, were salary costs related to:

- Member services, training, information provision, research, and advocacy for the sector; and
- The implementation of the National Training Fund Sector Skills programme of specific training and supports.

These costs made up 58% of expenditure with a further 20% made up of third-party suppliers and costs associated with delivery of our training and events.

The full results for the year are set out in the Statement of Financial Activities.

INCOME RECOGNITION

Income is recognised where there is entitlement, certainty of receipt and the amount can be measured with sufficient reliability. Further information is disclosed in the company's accounting policies in the Notes to the Financial Statements.

THE WHEEL'S DIVERSIFIED INCOME

Diversified income streams are crucial for The Wheel's sustainability and SORP emphasises transparency and accountability in financial reporting, urging charities to manage their resources effectively. By having diversified income sources, we reduce our dependency on a single funding stream, mitigating the risks associated with fluctuations in donations or changes in external funding conditions. This approach enhances our financial stability and allows us to adapt to evolving challenges and opportunities.

In essence, a diversified income strategy contributes to our long-term sustainability of and aligns with SORP's overarching goals of promoting sound financial management and accountability.

Diversifying our income has also increased our expenditure in terms of additional staff and salaries. However, the extra resources and capacity that additional staff bring have allowed us to secure extra income streams by winning funding for new projects and programmes.

Our Mix of Income in 2023

Income Type	2023		2022	
	€	%	€	%
Public Funding (Ire)	€1,647,82	55%	€1,471,752	53%
Public Funding (EU)	€434,911	15%	€461,618	17%
Earned Income	€456,985	15%	€380,837	14%
Membership	€365,046	12%	€312,301	11%
Other Income	€75,000	3%	€168,464	6%
Total	€2,979,769		€2,794,972	

In 2023, income from public sources performed strongly, increasing overall by 8% on 2022, as did earned income from membership and training delivery which increased by 19%.

Other income reduced by 4.5%, due largely to a reduction in income related to the We Act campaign and our work on the Pay & Benefits survey which had been largely completed the previous year.

Membership income continued to grow, and at €365,046, was 17% higher than 2022. In 2023, we reviewed our membership fees for the first time in 8 years, and at year-end an increase was put in place for members whose turnover is greater than €500,000. We expect this to contribute further to income in 2024 and continue to support our sustainability.

PRINCIPAL FUNDING SOURCES

A detailed breakdown of all sources of funding, with comparative figures for 2022, is provided on page 59 as a source of supplementary information to this report and our annual accounts.

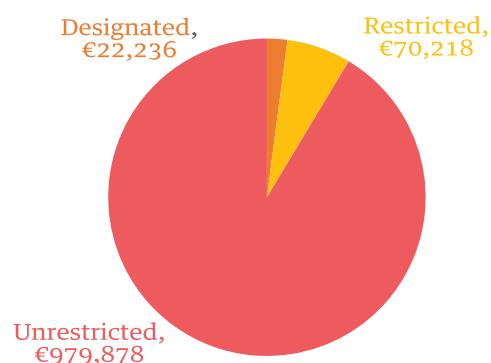
FINANCIAL POSITION AT 31 DECEMBER 2023

Reserves Policy and Level

The Board has set a reserves policy which requires:

- Reserves be maintained at a level which ensures that The Wheel's organisation's core activity could continue during a period of unforeseen difficulty.
- Reserves also be maintained to ensure the organisation can adapt and innovate during a period of growth or change.
- A proportion of reserves be maintained in a readily realisable form.
- When reserves are lower than, or exceed, the desired range, the board will put plans in place to amend the reserves held.

Reserves Levels at 31 December 2023



The calculation of the required level of reserves is an integral part of the organisation's planning, budget and forecast cycle.

- The reserves policy is reviewed annually and the most recent review recommended a target range in unrestricted reserves of between €782,000 and €1,173,000, equating to approximately 4-6 months of annual operating expenses.
- The Unrestricted reserves at 31 December 2023 now stand at €1,002,114 inclusive of designated reserves of €22,236 which is within the range determined by our policy. This position is welcome and should ensure we have adequate financial buffers in place to face into any economic challenges that lie ahead. It will also allow us to continue to provide much needed support and services to our members and the sector and to continue to grow and innovate in delivering quality programmes.
- The Designated Reserves of €22,236 and the Restricted Reserves of €70,218 are both expected to be spent in 2024.

Pension

All employees are entitled and encouraged to join the Company defined contribution pension scheme which is currently with New Ireland. LHK Financial are the independent pension advisers. The trustees are satisfied that the trusteeship arrangements for the scheme meet all legal requirements and recommendations.

During 2023 an annual review took place with LHK Financial and it was recommended that a move to a Master Trust with New Ireland take place. Following the migration, Dawson Master Trustee DAC are the independent trustees of the plan.

The review confirmed that all other administrative requirements and operations are being satisfactorily discharged.

Going Concern

We made a small surplus of €15,807 in 2023 and ended the year with net current assets of €1,047,352 and total net assets of €1,072,332. Of this figure, €1,002,114 is reported as unrestricted reserves.

The Trustees monitor all activities and have approved a budget for 2024. In light of our strengthened reserves over the past number of years, and having made reasonable assumptions, we are satisfied that The Wheel can continue to carry out our activities and discharge any liabilities.

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

Auditors

RBK Crowe resigned as auditors during the year and the trustees appointed RBK to fill the vacancy. In accordance with section 383(2) of the Companies Act 2014, RBK are eligible to continue in office.

Accounting Records

The trustees ensure that The Wheel engage appropriately qualified accounting staff and provide adequate resources to ensure that proper books and records are maintained and retained in accordance with Sections 281 to 285 of the Companies Act 2014. The accounting records are kept at 48 Fleet Street, Dublin 2, the registered office and principal place of business of the company.

In 2020, The Wheel introduced SharePoint as its cloud-based file management system and is satisfied through written internal policies and procedures and high standards of security for its cloud-based systems, that its records are securely managed. The organisation has an external IT support company which carries out regular checks and upgrades and also has cyber-liability insurance in-place. Moving to cloud-based systems in recent years has made a huge difference to the organisation's ability to continue functioning smoothly while staff continue to work in a hybrid manner.

Political Donations

There were no political donations made during the year that would require disclosure under the Electoral Act, 1997.

Payment of Creditors

The trustees acknowledge their responsibility for ensuring compliance with the provisions of the European Communities (Late Payment in Commercial Transactions) Regulations 2012. It is the company's policy to agree payment terms with all suppliers and to adhere to those payment terms.

Statement on Relevant Audit Information

There is no relevant audit information of which the statutory auditors are unaware. The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and they have established that the statutory auditors are aware of that information.

National Training Fund Affirmation

The trustees of the Board of Rotha t/a The Wheel affirm that expenditure incurred in 2023 is in compliance with the statutory requirements of the Fund as provided for in section 7 of the National Training Fund Act, 2000.

Sources of Funding

We wish to acknowledge all sources of funding essential to our work. A detailed note on all funding is set out in Note 4 to these financial statements.



10. STRUCTURE, GOVERNANCE & MANAGEMENT

LEGAL STATUS

Rotha is a company limited by guarantee, not having a share capital, incorporated on 25 February 1999 and governed by the Companies Act 2014. The company is licensed to dispense with the suffix 'CTR' further to the passing of a special resolution at AGM 2017 and is now Rotha, trading as The Wheel.

The constitution of the company is available for inspection on the company's website at and on the Companies Registration Office website (www.cro.ie).

ORGANISATIONAL STRUCTURE

The Wheel has a staff team based in Dublin, headed by a Chief Executive Officer who reports directly to the board through the Chairperson. A leadership team of three executive directors report to the Chief Executive Officer. All other staff report to the leadership team, or other managers within the organisation.

HOW DECISIONS ARE MADE

The following decisions are reserved for the board to make and approve:

- The Company's strategic plans and annual operating budgets;
- Projects outside the scope of the strategic plan;
- Business acquisitions and disposals;
- Decisions on Litigation;
- Appointment/Removal of subcommittee Chairs and Members;
- Appointment/Removal of Chief Executive Officer;
- Appointment/Removal of Auditors;
- Approval of Borrowing/Finance Facilities;
- Approval of Supplier Contracts with term exceeding one year or financial liability on The Wheel exceeding €60,000;
- Ongoing Review of Risk and Internal Controls;
- Approval of new staff positions at executive director level; and
- Approval of changes to membership categories or rates.

Although the board of trustees is ultimately responsible for The Wheel and for the above list, certain duties and responsibilities are delegated from the Board to the Chief Executive Officer and through the CEO to the staff team. This includes implementation of the strategic plan, leading and managing The Wheel's staff, recruiting new staff below executive director level (once within budget), programmes, projects, finances, pricing, and all other administrative aspects so that The Wheel's ongoing mission, vision, and strategies are fulfilled through behaviour that matches our stated values and is in alignment with our beliefs.

From time to time, The Wheel agrees to cooperate formally with other organisations on specific projects or in specific work areas. These agreements are often determined by a 'Memorandum of Understanding' or form of written agreement, which may be approved by the board of trustees.


GOVERNANCE CODE

In November 2018, the Charities Regulator published its Code of Governance requiring charities to be fully compliant by 31 December 2020, subsequently extended to 31 December 2021 in acknowledgement of the operational demands caused by the outbreak of Covid 19.

During 2019 we commenced the process of compliance with the Code and the 48 standards that apply to larger organisations. Following a review of our supporting evidence, the board were pleased to sign off on our compliance in September 2021, and we declared ourselves in full compliance to the Regulator for the first time in October of that year.

This year, the board again reviewed, in full, the evidence basis for our compliance with the Code, and we were again pleased to declare ourselves fully compliant to the Regulator in October 2023.

INTERNAL AUDIT

CrowleysDFK  In November 2023, we began a process of internal audit with the firm Crowleys DFK, who were the successful supplier following an open tender process. The internal audit is scheduled to take place from 2023 to 2025 and will review our compliance in four key areas over three stages

- a. Governance Code
- b. Organisational Policies
- c. Internal Financial Policies and Procedures
- d. Funder Requirements.

It is expected that this process will ultimately deliver a framework to allow us to complete future compliance audits internally

The internal audit for Governance Code compliance began in November 2023 with findings delivered to us in February 2024. We are pleased to report that the internal audit found us to be compliant with the six principles and 49 subheadings of the code, while recommending five “minor updates”. We have committed ourselves to implementing these minor updates by October 2024, the deadline for declaring compliance with the code this year.

BENEFICIAL OWNERSHIP

Article 30(1) of the EU’s Fourth Anti-Money Laundering Directive (4AMLD) requires all EU Member States to put into national law provisions requiring corporate and legal entities to obtain and hold adequate, accurate and current information on their beneficial owner(s) in their own internal beneficial ownership register.

During 2019, this directive was implemented by the Department of Finance in Ireland. The Wheel filed its initial return on the Register of Beneficial Ownership by the deadline of 21 November 2019 and continues to be compliant with the regulations.

RISK MANAGEMENT

The Wheel’s Board is responsible for the risk management systems, which are designed to identify, manage and mitigate potential material risks to the attainment of our strategic and day-to-day objectives. It is also responsible for the approval of risk policy, risk appetite level and the risk register.

The board first approved our risk policy and risk register in December 2020, reviewing the policy annually. The risk register is reviewed at each Finance, Audit & Risk Subcommittee and Board meeting, and appraised to focus on the highest or most urgent risks. The Executive team work with the Board and subcommittee to deliberate on risks and put mitigating actions in place.

Our policy identifies 8 risk categories;

Risk Categories			
Strategy	Governance	Financial Management	Human Resources
Operations	Information Technology	Legal, Regulatory & Compliance	Reputation

Each category has a stated appetite of high, medium or low and each risk within a category is measured based on its likelihood and impact, then given a rating. The rating is compared to the risk appetite for the category and given a “RAG” (Red/Amber/Green) to determine if the risk when compared to the risk appetite is Red, Amber or Green.

Red	Inherently high risk or outside our risk appetite and needing urgent mitigating actions
Amber	Outside our risk appetite and needing mitigating actions
Green	Low risk or within our risk appetite

Following is a summary of the main risks for The Wheel and the mitigating actions we take:

Risk	Mitigation
<p>Financial Management</p> <p>Statutory/EU Funding grants removed or lost through competitive tendering or non-compliance/contract delivery</p>	<ul style="list-style-type: none"> • Whole of organisation approach through Development & Growth, Finance & Operations, Advocacy & Research, and People Strategic HR to ensure contracts are retained and renewed and that relationships with funders are also maintained • Development & Growth team continue to diversify our funding pipeline and expand our income • Many project tenders undertaken in partnership with other orgs to increase sustainability and reduce risk • Many costs are subject to funding and as such would not be incurred in the case of a material hit to our income
<p>Financial Management</p> <p>General risk to business of The Wheel caused by economic uncertainties and inflation</p>	<ul style="list-style-type: none"> • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy • Well defined reserves policy reviewed annually, adequate to provide buffers against economic disruption • Whole of organisation approach through Business Development, Finance, Public Policy and Programmes to ensure contracts are retained and renewed and that relationships with funders are also maintained • Dedicated staff assigned to look after membership and key sources of unrestricted earned income, • Comprehensive framework of budget planning and monitoring • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy" • Well defined reserves and policy in place, adequate to provide buffers against economic disruption • Regular reviews of financial position throughout the year with mid-year budgetary reforecast exercise • Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy
<p>Human Resources</p> <p>Keyperson - Over reliance on key roles and personnel, and the resultant impact on the organisation should key staff leave or become incapacitated.</p>	<ul style="list-style-type: none"> • Remuneration and other staff benefits are regularly reviewed to enhance recruitment and retention • Performance appraisal and staff training and development systems and processes in place • Focus on distributed leadership throughout organisation to ensure sharing of key priorities and operational knowledge • Regular strategic and operational interaction between Senior Management, CEO, Board & Board subcommittees • Organisational processes being documented to allow for low-impact handover • Line Managers Forum in place to ensure inter-team sharing of relevant knowledge minimising impact of capacity gaps • People Management Framework in place and reviewed on ongoing basis in line with best practice and line managers given ongoing training • Exit interviews in place to assess organisational learning opportunities for future recruitment • Focus on talent management and internal progression opportunities • Interim arrangements in place pending recruitment of key roles

Risk	Mitigation
<p>Technology</p> <p>Cybersecurity - Loss or misuse of database, files or key programmes due to viruses or other internal & external factors</p>	<ul style="list-style-type: none"> • All systems now best-in-class (SharePoint, Salesforce etc.) & cloud-based with passwords and encrypted laptops; • Laptops encrypted for use with passwords, • Two-factor authentication implemented • Cyber security insurance cover in place • Cybersecurity policy in place • Regular monitoring by retained IT support and most up to date firewall and protections in place; • Procedures in place to reduce risk of online meeting intrusions • Regular phishing tests and training undertaken with staff by Information Systems Manager" • Staff contracts and handbook contain staff obligations for technology
<p>Reputational</p> <p>Risk to reputation of The Wheel as a result of our own activities, the activities of our members, or within the wider sector</p>	<ul style="list-style-type: none"> • Strong internal procedures and policies in place underpinning our internal controls • Division of duties between board and CEO; • Regular meetings of senior management team within The Wheel • Communications & Crisis Communications policies in place • Crisis Communications Policy linked with specific mitigations in place for each campaign • Terms of Membership includes capacity to remove an organisation from membership; • Efforts on ongoing basis to represent and encourage best practice within membership and the sector • Board work closely with Senior Management and Policy Subcommittee to understand emerging issues • Board code of conduct in place • Efforts on ongoing basis to represent and encourage best practice within membership and the sector • Board work closely with Senior Management and Policy Subcommittee to understand emerging issues • Regular meetings of public policy and communications teams and input from externally retained adviser on public affairs; • Professional indemnity and legal costs cover insurance in place



BOARD SUBCOMMITTEES

The Wheel currently has five standing board subcommittees:

- Finance Audit & Risk
- Governance & Nominations
- Public Policy,
- Staff & Employment,
- Remuneration.

During 2023, an additional temporary subcommittee, Human Capital Investment continued in order to progress an upskilling strategy for the sector.

All board subcommittees are advisory in nature and have written terms of reference. Since 2015, a number of external non-board members joined the

subcommittees. These subcommittee structures and processes have proven to offer very valuable insights and knowledge to the deliberations of the board.

At the end of 2023, three non-board members reached the end of their terms and stood down from their subcommittees. We are very grateful to Carol Conway, Martin Craul and Enda Doherty for the valuable time, experience and insight they brought to the work of the subcommittees on which they served.

Recruitment for new external members began in March 2024.

WHEEL
TRUSTEES



THE
LEADERSHIP
ACADEMY

Supporting
Nonprofit

Minister Joe O'Brien T.D. on-stage with CEO, Ivan Cooper at Summit 2023

2into3
Social Im

MOTIVATE
RKITGALWA
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BOARD AND SUBCOMMITTEE MEETINGS AND ATTENDANCE

The table lists all Trustees of The Wheel, and non-board subcommittee members, who served in 2023, and the record of their attendance at meetings.

Our board meets on average five times a year with meeting dates confirmed in Autumn of the previous year. Two additional board meetings were later scheduled in February and March 2023, related to the CEO recruitment process which was taking place at the time.

Name	Board Meeting	Finance Audit & Risk	Governance & Nominations	Public Policy	Staff & Employment	Remuneration
Board Members						
Inez Bailey	5/7		2/5*	2/3		1/1
Sarah Benson	4/7			3/3*^		
Aine Brady	5/5		3/3	1/1*		
Jonathan Buttner	6/7	5/5*				1/1
Caitriona Freir	2/2					
Mary Doyle	7/7			2/3		
Ellen Farrell	5/7	5/5				
Maria Heneghan	3/5			1/1		
Vincent Keenan	7/7*		5/5	1/3		1/1*
Cherif Labreche	4/7	3/5			3/3	
Kerry McLaverty	4/7				3/3	
Janis Morrissey	2/2					
Felix O'Regan	7/7		5/5	3/3	3/3*	1/1
Michael Smyth	6/7			2/2		
Non-Board Members						
Nina Arwitz				3/3		
Oonagh Buckley					2/3	
Carol Conway			2/3			
Martin Craul		5/5				
Enda Doherty					0/3	
Macdara Doyle				3/3		
Bernadette Gray		3/5				
Breda Hawkshaw		3/5				
Paul O'Sullivan			3/5			

*Chairperson

^appointed chair from September 2023

BOARD ELECTIONS

The Wheel is governed by a volunteer board of trustees with a maximum number of 12 people. Of these, a maximum of eight are elected from amongst the company's Full membership and a further four co-opted trustees are appointed by the board. Each board member's term of office is four years.

Every year at the AGM up to one third of the board members elected from the membership retire by rotation, and may be eligible for re-election. The process for nominations and voting is laid out in our Election Rules which are posted on The Wheel's website and made available to all members.

During 2023 there were two vacancies from the elected board cohort resulting in a full nominations and elections process per our Election Rules. We received four eligible nominations from our full-membership organisations. Nominations were assessed against the election criteria by the Governance & Nominations subcommittee. All four were recommended to the board, and subsequently approved, to proceed to election by Full members.

At the completion of the election, Caitriona Freir, of Dublin Rape Crisis Centre, and Janis Morrissey of Irish Heart Foundation, were elected to the board

and introduced to attendees at our Annual General Meeting in July 2023.

The election took place online for the fourth year in a row with turnout continuing to grow year-on-year. The board intends to continue with this online voting process in future elections.

ANNUAL GENERAL MEETING

The AGM was held on Friday 14 July 2023 in our offices on Fleet St, Dublin 2. Nineteen members, fourteen of whom were Full Members attended the event. The meeting was quorate through a combination of proxies and attendees.

The AGM was followed by the launch of our Membership Engagement Strategy and a networking lunch to allow attendees to meet and interact with fellow members, staff and board members.

For the 2023 AGM we introduced a hybrid element for the first time, allowing members who were unable to attend in-person the opportunity to observe proceedings. Nine members attended online. We intend to continue this hybrid option in 2024 and seek to enhance our members' options in this regard.



Member networking
at Summit 2023

GOVERNANCE REVIEW

Between September and December 2022, board and subcommittee members participated in an external independent review of governance and board effectiveness. External reviews of board effectiveness every three years is in line with guidance issued the Charities Regulator. We also conduct annual internal board assessment in the years outside this cycle.

The 2022 review found that the board, overall, is confident in how it operates and is satisfied with the quality and dedication of the Chair, members, CEO, and executive. The report identified the opportunity for a number of enhancements and an implementation plan based on the findings and recommendations was developed and commenced in 2023. Delivery of this plan is ongoing, with any outstanding recommendations expected to be implemented in 2024. Some of the recommendations which have been put into place to date so far include

- Delegation of responsibilities for updating certain organisational policies to subcommittees
- An updated Board Handbook and Code of Conduct
- A streamlined and simplified board induction process
- Closer communication between the board and subcommittees
- Standardised formats for board and subcommittee briefings, minutes and reports

In November 2023, the board and subcommittee members participated in an anonymous survey to gather feedback on how the board, subcommittees and overall organisation was performing from a governance perspective. The results of this survey were very positive but did identify a number of areas of focus for The Wheel to consider, particularly with regard to board training. These will be a matter of focus for 2024.

BOARD EQUITY, DIVERSITY AND INCLUSION

The board is determined to advance The Wheel's thinking and approach to equity, diversity and inclusion through the approval of its EDI policy in 2022, as outlined earlier in this report.

This involves exploring what equity, diversity and inclusion means for The Wheel, its board, subcommittees, membership and staff. In the board's members, it means striving for maximum diversity of representation, considering demographics such as gender, age, location, lived experience of underrepresented and new communities, and representation of our member organisations and the wide interests and the communities which they serve.

In the 2023 election nomination cycle the board and governance and nominations subcommittee fine-tuned the short-listing criteria that was emphasised at both the nomination stage and during the election cycle. We feel this approach is very effective and will continue to refine it in the coming years.

INDUCTION AND TRAINING OF BOARD MEMBERS

All new board members receive a 'Board Induction Folder' containing all the information and documentation that a board member requires including: a Board Handbook, the Board Code of Conduct, governing documents for The Wheel, the strategic plan, board minutes from the previous 12 months, CEO reports from previous 12 months, organisational budget, and other relevant documentation.

The following meetings are scheduled for all new board members:

- Meeting the chairperson and chairs of subcommittees;
- Meeting the leadership team;
- Individual meeting with the CEO.

A similar process of induction is in place with relevant staff and board members for new non-board subcommittee members.

Board and subcommittee members are contacted twice a year with offers of training that may be relevant or of particular interest to them. They are also encouraged to review our training calendar to identify any topics of interest that would assist in their continuous professional development.

EVENTS SINCE YEAR END

The organisation continues to be engaged in representing the needs of members and the community, voluntary, charity and social enterprise sector. We continue delivery of our training and events, and member engagement, both online and in-person.

The Trustees are satisfied that the activities of The Wheel can continue during 2024 and beyond.

PLANS FOR FUTURE PERIOD

The trustees are not expecting to make any significant changes in the nature of the business in the near future.

We plan to continue with our core activities of public policy and capacity-building in the community, voluntary, charity and social enterprise sector through the provision of information, training and other resources to our members. We will also continue to look for funding opportunities that will deliver on our strategic aims.

In 2024, we look forward to delivering on existing programmes as well as commencing new projects such as

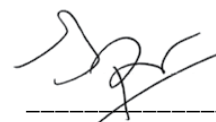
- **Shifting Tides** - This Project brings together coastal communities from the twin shores of Carlingford Lough, and across the border between Northern Ireland and Ireland, to foster new connections with local marine environments through practical ecology and the collaborative creative arts
- **Inspire** - This project aims to tackle social exclusion in rural areas by developing the potential of the social economy to address societal challenges, beginning in the Eastern Midlands region.
- **iCommunity Amplifying Youth Voices and New Partnerships for a Shared Future** - This project focuses on two primary objectives: amplifying the voices of young people through a podcast series and delivering an all-island conference in partnership with organisations from both jurisdictions. The project continues the ambitions of iCommunity to deepen North- South Links, develop cross border relationships, promote dialogue and contribute to an inclusive civic society eco system.

We will continue to review plans for future periods.

Approved by order of the members of the board of Trustees on 30 April 2024 and signed on their behalf by:



Vincent Keenan

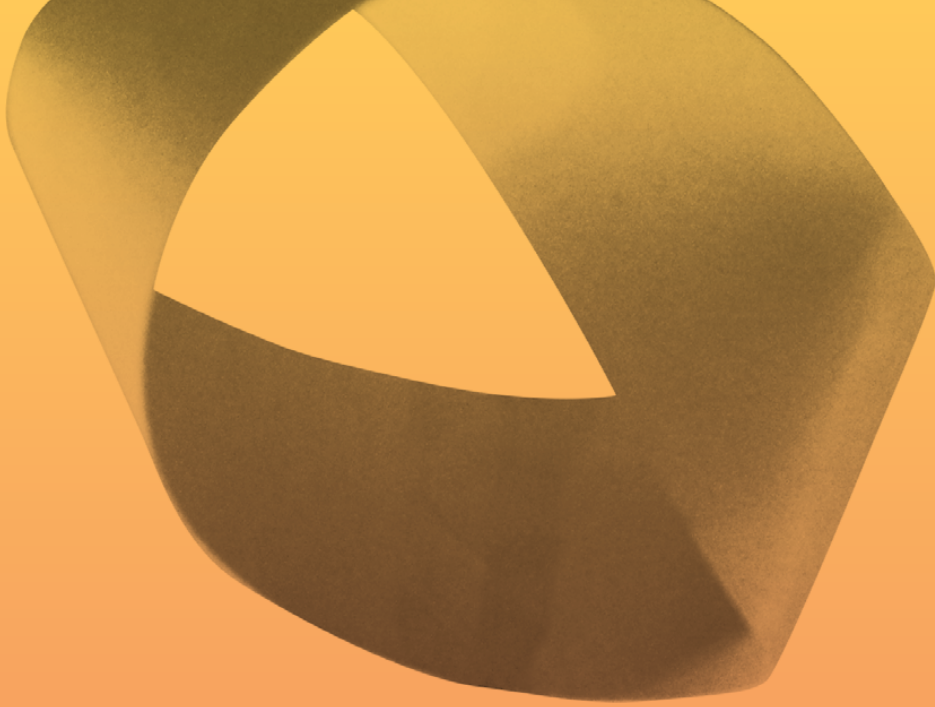


Jonathan Buttner



The Wheel's team at their Quarterly Meet-Up





**INDEPENDENT
AUDITORS' REPORT TO
THE MEMBERS OF ROTHAM
T/A THE WHEEL**

STATEMENT OF TRUSTEES' RESPONSIBILITIES FOR THE YEAR ENDED 31 DECEMBER 2023

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

Irish company law requires the Trustees to prepare financial statements for each financial year. Under the law, the Trustees have elected to prepare the financial statements in accordance with Companies Act 2014 and accounting standards issued by the Financial Reporting Council (and promulgated by Chartered Accountants Ireland) including FRS 102 The Financial Reporting Standard applicable in the UK and Ireland (Generally Accepted Accounting Practice in Ireland) as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in October 2019.

Under company law, the Trustees 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 Charity as to the financial year end and of the surplus or deficit of the Charity for the financial year and otherwise comply with the Companies Act 2014. In preparing these financial statements, the Trustees 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 Charity will continue in business.

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

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

Approved by order of the members of the board of Trustees and signed on its behalf by:



Vincent Keenan Trustee



Jonathan Buttner Trustee

Date: 30 April 2024

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF ROTH A T/A THE WHEEL

OPINION

We have audited the financial statements of Rotha T/A The Wheel (the 'Charity') for the year ended 31 December 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable Irish law and accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland', as modified by the Statement of Recommended Practice "Accounting and Reporting by Charities" issued in October 2019.

In our opinion the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2023 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
- 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 Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the Charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in Ireland, including the Ethical Standard as issued by the Irish Auditing and Accounting Service 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 Trustees' 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 Charity'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 Trustees with respect to going concern are described in the relevant sections of this report.

OTHER INFORMATION

The other information comprises the information included in the Annual Report other than the financial statements and our Auditors' Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other 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 course of 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 this gives rise to a material misstatement in the financial statements themselves. 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

In our opinion, based on the work undertaken in the course of the audit:

- we have obtained all the information and explanations which we consider necessary for the purpose of our audit;
- the accounting records of the Charity were sufficient to permit the financial statements to be readily and properly audited;
- the financial statements are in agreement with accounting records;
- the information given in the Trustees' report is consistent with the financial statements; and the Trustees' report has been prepared in accordance with the Companies Act 2014.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

In the light of our knowledge and understanding of the Charity and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

Section 305 to 312 of the Companies Act 2014 requires us to report to you, if in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received; or
- the financial statements are not in agreement with the accounting records and returns; or we have not received all the information and explanations we require for our audit; or certain disclosures of Trustees' remuneration specified by law is not made.

We have nothing to report in this regard.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the Trustees' Responsibilities Statement, the Trustees 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 Trustees 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 Trustees are responsible for assessing the Charity'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 Trustees either intend to liquidate the Charity or to cease operations, or have 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 Auditor's 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (Ireland), we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the

circumstances, but not for the purpose of expressing an opinion of the effectiveness of the Charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the Trustees.
- Conclude on the appropriateness of the Trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our Auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our Auditors' report. However, future events or conditions may cause the Charity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.



Michelle O'Donoghue

for and on behalf of

RBK Business Advisers

Chartered Accountants and Statutory Audit Firm

Irishtown

Athlone

Westmeath

N37XP52

3 May 2024

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

THE PURPOSE OF OUR AUDIT WORK AND TO WHOM WE OWE OUR RESPONSIBILITIES

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

STATEMENT OF FINANCIAL ACTIVITIES

(INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2023

		Restricted funds	Unrestricted funds	Total funds	Total funds
		2023	2023	2023	2022
		€	€	€	€
Income from:	Note				
Donations and legacies	4	-	3,842	3,842	4,965
Charitable activities	4	2,149,982	279,109	2,429,091	2,360,579
Other trading activities	4	-	546,836	546,836	429,428
Total income		2,149,982	829,787	2,979,769	2,794,972
Expenditure on:					
Raising funds		-	46,948	46,948	87,719
Charitable activities		2,178,613	738,401	2,917,014	2,687,702
Total expenditure	5	2,178,613	785,349	2,963,962	2,775,421
Net movement in funds		(28,631)	44,438	15,807	19,551
Reconciliation of funds:					
Total funds brought forward	14	98,851	957,675	1,056,526	1,036,975
Net movement in funds	14	(28,631)	44,438	15,807	19,551
Total funds carried forward		70,220	1,002,113	1,072,333	1,056,526

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 55 to 68 form part of these financial statements.

STATEMENT OF FINANCIAL POSITION

AS AT 31 DECEMBER 2023

	Note	2023 €	2022 €
Fixed assets			
Property, Plant and Equipment	11	<u>24,981</u>	<u>38,540</u>
		24,981	38,540
Current assets			
Debtors	12	133,008	107,200
Cash and cash equivalents	18	<u>1,341,750</u>	<u>1,412,694</u>
		1,474,758	1,519,894
Creditors: amounts falling due within one year	13	<u>(427,406)</u>	<u>(501,908)</u>
Net current assets		<u>1,047,352</u>	<u>1,017,986</u>
Total assets less current liabilities		<u>1,072,333</u>	<u>1,056,526</u>
Total net assets		<u>1,072,333</u>	<u>1,056,526</u>
Charity funds			
Restricted funds	14	70,220	98,851
Unrestricted funds	14	1,002,113	957,675
Total funds		<u>1,072,333</u>	<u>1,056,526</u>

The financial statements were approved and authorised for issue by the Trustees on 30 April 2024 and signed on their behalf by:



Vincent Keenan
Trustee



Jonathan Buttner
Trustee

The notes on pages 55 to 68 form part of these financial statements.

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	Note	2023 €	2022 €
Cash flows from operating activities			
Net cash used in operating activities	17	<u>(70,944)</u>	<u>31,564</u>
Cash flows from investing activities			
Purchase of tangible fixed assets		<u>-</u>	<u>(19,179)</u>
Net cash provided by/(used in) investing activities		<u>-</u>	<u>(19,179)</u>
Change in cash and cash equivalents in the year			
Cash and cash equivalents at the beginning of the year	18	1,412,694	1,400,309
Cash and cash equivalents at the end of the year	18	<u>1,341,750</u>	<u>1,412,694</u>

The notes on pages 55 to 68 form part of these financial statements

1. GENERAL INFORMATION

Rotha is a company limited by guarantee incorporated in the Republic of Ireland. The company operates under the name The Wheel and is a public entity incorporated in Ireland with a registered office at The Wheel, 48 Fleet Street, Dublin 2 and its company registration number is 302282.

The Charity applied SORP on a voluntary basis as it is not a requirement of the current regulations for Charities registered in the Republic of Ireland, however, it is considered best practice. As noted below, the Trustees consider the adoption of the SORP requirements as the most appropriate accounting practice and presentation to properly reflect and disclose the activities of the organisation.

2. ACCOUNTING POLICIES

The following accounting policies has been applied consistently in dealing with items which are considered material in relation to the financial statements.

2.1 Basis of preparation of financial statements

The financial statements have been prepared on a going concern basis in accordance with the Companies Act 2014 and FRS 102 “The Financial Reporting Standard applicable in the UK and Republic of Ireland” issued by the Financial Reporting Council. The company has applied the recommendations contained in Charities SORP (FRS 102) effective 1 January 2019.

The preparation of financial statements in compliance with FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise judgment in applying the Company’s accounting policies (see note 3).

The following accounting policies have been applied consistently in dealing with items which are considered material in relation to the company’s financial statements.

Going Concern

The financial statements are prepared on a going concern basis which assumes the Wheel will continue in operational existence for the foreseeable future. Based on budgeted statements of income and expenditure, in the opinion of the Board of Trustees, the Charity has sufficient resources to fund its activities for at least 12 months from the date of signing of the financial statements. Accordingly, the Board of Trustees are satisfied that the going concern basis of preparation is appropriate.

2.2 Currency

Functional and presentation currency:

Items included in the financial statements of the Charity are measured using the currency of the primary economic environment in which the Charity operates (“the functional currency”). The financial statements are presented in euro, which is the Charity’s functional and presentation currency and is denoted by the symbol “€”.

2.3 Income resources

Income is recognised where there is entitlement, probability of receipt and the amount can be measured with sufficient reliability. Income includes donations, gifts, bequests, income from grant funding and membership income. Membership income is accounted for and deferred on a time basis. Grant income may be classed as restricted or unrestricted dependant on the conditions included in each agreement.

Grants from governments and institutional donors, are recognised as income when the activities which they are intended to fund have been undertaken, the related expenditure incurred, and there is reasonable certainty of receipt.

Investment income is recognised on a receivable basis. Investment income includes income received on deposits held by the charity and income from any other investments.

Income from charitable activities includes income recognised as earned (as the related goods or services are provided). Income from charitable activities includes income received for events and meetings held during the year.

2.4 Resources expended

Expenditure is recognised when a liability is incurred. Funding provided through contractual agreements and performance related grants are recognised as goods or services supplied. Other grant payments are recognised when a constructive obligation arises that results in the payment being an unavoidable commitment.

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

Support costs include those incurred in the governance by the Board of the charity's assets and are primarily associated with constitutional and statutory requirements of managing the organisation.

2.5 Fund accounting

Unrestricted funds are general funds that are available for use at the boards' discretion in furtherance of any of the objectives of the charity.

Restricted funds are those received for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose and the restriction means that the funds can only be used for specific projects or activities.

2.6 Property, plant and equipment and depreciation

Property, plant and equipment are recorded at historical cost or deemed cost, less accumulated depreciation and impairment losses. Cost includes prime cost, overheads and interest incurred in financing the construction of property, plant and equipment.

Depreciation is recognised so as to write off the cost or valuation of property, plant and equipment over their useful lives on the following basis:

Office equipment	-	20% Straight line
Computer equipment	-	20% Straight line

2.7 Intangible assets

Intangible assets are valued at cost less accumulated amortisation.

Amortisation is calculated to write off the cost in equal annual instalments over their estimated useful life of 3 years.

2.8 Receivables

Receivables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest method less impairment losses for bad and doubtful debts except where the effect of discounting would be immaterial. In such cases the receivables are stated at cost less impairment losses for bad and doubtful debts.

2.9 Cash and cash equivalents

Cash and cash equivalents include cash on hand, demand deposits and other short-term highly liquid investments with original maturities of three months or less.

2.10 Payables

Payables are initially recognised at fair value and thereafter stated at amortised cost using the effective interest rate method, unless the effect of discounting would be immaterial, in which case they are stated at cost.

2.11 Pensions

Defined Contribution Pension Plan

The company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the company pays fixed contributions into a separate entity. Once the contributions have been paid the company has no further payment obligations. The contributions are recognised as an expense in the Statement of Financial Activities when they fall due. Amounts not paid are shown in accruals as a liability in the Statement of Financial Position. The assets of the plan are held separately from the Company in independently administered funds.

2.12 Taxation

The company is exempt from corporation tax due to its charitable status.

2.13 Foreign currencies

Monetary assets and liabilities denominated in foreign currencies are translated at the rates of exchange ruling at the Statement of Financial Position date. Non-monetary items that are measured in terms of historical cost in a foreign currency are translated at the rates of exchange ruling at the date of the transaction. Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. The resulting exchange differences are dealt with in the Statement of Financial Activities.

2.14 Holiday pay accrual

A liability is recognised to the extent of any unused holiday pay entitlement which is accrued at the Statement of Financial Position date and carried forward to future periods. This is measured at the undiscounted salary cost of the future holiday entitlement so accrued at the Statement of Financial Position date.

2.15 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.

2.16 Provisions

Provisions are recognised when the Charity has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount of the obligation can be estimated reliably.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole. A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of expenditures expected to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as a finance cost within expenditure on charitable activities.

2.17 Contingencies

Contingent liabilities, arising as a result of past events, are not recognised when (i) it is not probable that there will be an outflow of resources or that the amount cannot be reliably measured at the reporting date or (ii) when the existence will be confirmed by the occurrence or non-occurrence of uncertain future events not wholly within the Charity's control. Contingent liabilities are disclosed in the financial statements unless the probability of an outflow of resources is remote.

Contingent assets are not recognised. Contingent assets are disclosed in the financial statements when an inflow of economic benefits is probable.

2.18 Reserves policy

At 31 December 2023, The Wheel held total unrestricted reserves of €1,072K. The sole movement in reserves in the year was the operating surplus of €16K reported in the Statement of Financial Activities.

It is the policy of The Wheel to maintain unrestricted reserves, which are free from the reserves of the Charity, at a level which equates to approximately between 4 to 6 months of discounted operational expenditure. This provides sufficient funds to cover management, administration and support costs. The reserves held by the charity at 31 December 2023 are within these levels.

The unrestricted reserves are available to ensure sufficient continuity of the Charity.

3. SIGNIFICANT ACCOUNTING JUDGEMENTS 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.

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Establishing lives for depreciation purposes of property, plant and equipment

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

Income recognition

In applying the income recognition principles of the Charities SORP, judgements are occasionally required to ascertain whether a grant agreement is performance or non-performance based. This is done using established criteria that are applied consistently across all funding instruments and from one period to the next. Furthermore, where grant agreements are found to be performance based, judgements are required as to the level of income that should be recognised for the year. All judgements are made at the individual grant level and are subject to appropriate review and approval processes.

4. INCOMING RESOURCES

Income Description	Funded by	Donations and Legacies		Charitable Activities		Other Trading Activities		Total Funds 2023	Total Funds 2022
		Restricted Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Unrestricted Funds 2023	Restricted Funds 2023	Unrestricted Funds 2023		
National Training Fund	Department of Further and Higher Education	-	-	1,140,000	-	-	-	1,140,000	1,140,000
Earned Income and Corporate Support		-	-	-	279,109	-	177,876	456,985	380,837
Membership		-	-	-	-	-	365,046	365,046	312,301
Access Europe	Department of Foreign Affairs	-	-	244,000	-	-	-	244,000	244,000
SSNO	Pobal	-	-	90,767	-	-	-	90,767	89,963
CCAP (Ludgate)	Pobal	-	-	75,000	-	-	-	75,000	-
C&V Pillar	Department of Rural and Community Development (DRCD)	-	-	73,476	-	-	-	73,476	73,476
DRCD - Volunteering Strategy- Procurement Insurance	DRCD	-	-	66,150	-	-	-	66,150	-
WeAct Campaign	Partner Funding	-	-	59,444	-	-	-	59,444	-
Shared Island Programme	Department of Foreign Affairs	-	-	59,095	-	-	-	59,095	45,000
DRCD PPN Supports	DRCD	-	-	55,843	-	-	-	55,843	14,113
EU Schools Ambassador Programme	EU Parliament	-	-	45,857	-	-	-	45,857	44,600
BASE		-	-	42,620	-	-	-	42,620	14,207
Europe Aid - Birlikte		-	-	37,140	-	-	-	37,140	37,164
National Rural Network	Department of Agriculture and Food	-	-	37,096	-	-	-	37,096	109,200
EASI		-	-	37,000	-	-	-	37,000	21,583
Solas Adult Literacy		-	-	34,399	-	-	-	34,399	-
Erasmus RevitalESE (Leargas)		-	-	28,295	-	-	-	28,295	33,261
Creative Climate Action		-	-	16,000	-	-	-	16,000	-
HR Supports	Community Foundation Ireland	-	-	7,800	-	-	-	7,800	36,281
Member Services		-	-	-	-	-	3,914	3,914	3,219
VAT Compensation Scheme	Revenue Commissioners	-	3,412	-	-	-	-	3,412	2,527
Corporate support and other income		-	430	-	-	-	-	430	2,438
WeAct Campaign	DRCD	-	-	-	-	-	-	-	65,000
WeAct Campaign	Others	-	-	-	-	-	-	-	44,000
Engaging Europe	EU Parliament	-	-	-	-	-	-	-	18,985
Future of Europe/Other EU funding	EU Commission	-	-	-	-	-	-	-	11,145
Capital Grant	Dublin City Council	-	-	-	-	-	-	-	9,999
Charity Impact Awards	DRCD	-	-	-	-	-	-	-	5,000
Erasmus Programme	EU Commission	-	-	-	-	-	-	-	36,673
Total Income		0	3,842	2,149,982	279,109	0	546,836	2,979,769	2,794,972

5. EXPENDITURE

	Charitable Activities		Raising Funds		Total funds 2023	Total funds 2022
	Restricted funds 2023	Unrestricted funds 2023	Restricted funds 2023	Unrestricted funds 2023		
	€	€	€	€	€	€
Wages & Salaries	1,267,330	414,667	-	43,128	1,725,125	1,655,068
Third party suppliers	373,239	41,569	-	-	414,808	261,994
Training costs	233,040	-	-	-	233,040	313,435
Research	38,343	38,825	-	-	77,168	62,832
Rent and facilities	53,157	17,393	-	1,809	72,359	55,428
Annual summit	-	65,167	-	-	65,167	45,989
ICT costs	46,917	16,948	-	-	63,865	58,916
Marketing and communications	26,522	25,122	-	1,400	53,043	23,093
Meetings and events	22,007	22,007	-	-	44,015	31,669
Maintenance, equipment and IT	30,603	11,055	-	-	41,658	30,752
Professional fees	18,812	5,595	-	-	24,407	42,654
Staff training and development	17,910	5,860	-	611	24,381	22,810
Miscellaneous	-	22,148	-	-	22,148	6,006
Campaign costs (WeAct)	18,464	-	-	-	18,464	47,814
Travel and expenses	8,320	8,320	-	-	16,640	18,351
Insurance and bank charges	10,269	3,710	-	-	13,979	15,801
Depreciation	-	13,559	-	-	13,559	13,925
Subscriptions	-	11,409	-	-	11,409	5,843
Design and printing	6,514	2,353	-	-	8,867	11,638
Telephone	4,210	4,210	-	-	8,419	11,763
Systems and Processes Upgrades	-	7,544	-	-	7,544	17,220
Stationery	2,469	892	-	-	3,360	1,771
Charity Impact Awards	349	-	-	-	349	20,182
Postage, fulfillment and couriers	139	50	-	-	190	467
Total expenditure	2,178,613	738,401	-	46,948	2,963,962	2,775,421

5.1 Professional Fees

	2023	2022
	€	€
Legal & Professional Fees	10,938	33,040
Auditors' Remuneration	13,469	9,614
	<u>24,407</u>	<u>42,654</u>

6. NET INCOME

	2023	2022
	€	€
Net income is stated after charging:		
Depreciation of property, plant and equipment	<u>13,559</u>	<u>13,925</u>

7. STAFF COSTS

	2023	2022
	€	€
Wages and salaries	1,424,965	1,390,325
Social security costs	156,788	154,217
Contribution to defined contribution pension schemes	70,753	70,855
	<u>1,652,506</u>	<u>1,615,397</u>

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

	2023	2022
	No.	No.
Direct & Administration	<u>29</u>	<u>29</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded €60,000 was:

	2023	2022
	No.	No.
In the band €60,001 - €70,000	1	2
In the band €70,001 - €80,000	2	-
In the band €80,001 - €90,000	1	1
In the band €90,001 - €100,000	1	-
In the band €100,001 - €110,000	-	1

The Chief Executive Officer was the highest earning employee and the remuneration package was comprised as follows

	2023	2022
	€	€
Gross Salary	89,021	99,249
Benefit in Kind (income protection plan)	-	2,035
	<hr/>	<hr/>
	89,021	101,284
Employer Pension Contribution	5,382	11,309
	<hr/>	<hr/>
	<u>94,403</u>	<u>112,593</u>

The above figure of €94,403 is comprised of the following salaries:

Tony Ward (Interim) - 1 January 2023 to 15 May 2023 €30,770

Ivan Cooper - 15 May 2023 to 31 December 2023 €63,633

Each year the remuneration sub-group of the board of trustees' review salaries and make recommendations to the board of trustees for approval. The review meeting for 2023 took place in February 2023.

8. TRUSTEE REMUNERATION AND EXPENSES

During the year, no Trustees received remuneration or other benefits (2022 - €NIL).

During the year ended 31 December 2023, one Trustee was reimbursed for out of pocket expenses in the amount of €115.50 (2022: €397.80).

9. KEY MANAGEMENT COMPENSATION

	2023	2022
	€	€
Gross salaries and Benefit in Kind	346,719	391,882
Employers pension contribution	19,927	22,951
	<hr/>	<hr/>
	<u>366,646</u>	<u>414,833</u>

Senior management comprised of the CEO, Director of Public Policy, Director of Programmes, Director of Business Development and Director of Finance.

10. INTANGIBLE FIXED ASSETS

	Website Costs €
Cost	
At 1 January 2023	58,290
At 31 December 2023	<u>58,290</u>
Amortisation	
At 1 January 2023	58,290
At 31 December 2023	<u>58,290</u>
Net book value	
At 31 December 2023	-
At 31 December 2022	<u>-</u>

11. PROPERTY, PLANT AND EQUIPMENT

	Office €	Computer equipment €	Equipment Total €
Cost or valuation			
At 1 January 2023	20,030	73,372	93,402
At 31 December 2023	<u>20,030</u>	<u>73,372</u>	<u>93,402</u>
Depreciation			
At 1 January 2023	10,025	44,837	54,862
Charge for the year	3,677	9,882	13,559
At 31 December 2023	<u>13,702</u>	<u>54,719</u>	<u>68,421</u>
Net book value			
At 31 December 2023	<u>6,328</u>	<u>18,653</u>	<u>24,981</u>
At 31 December 2022	<u>10,005</u>	<u>28,535</u>	<u>38,540</u>

12. DEBTORS

	2023 €	2022 €
Accrued income (Note 12.1)	123,070	96,390
Prepayments	9,938	10,810
	<u>133,008</u>	<u>107,200</u>

12.1 Accrued income

	2023	2022
	€	€
Access Europe	61,000	-
New Ireland Refund	24,394	-
RevitaLESE	18,227	-
Birlikte	6,761	12,217
DRCD	6,000	-
Base	5,683	-
Bike to Work	505	-
Commissioned info/ RP	500	-
Leargas Erasmus	-	28,657
Events, commissions, training and sponsorship	-	28,470
National Rural Network	-	24,446
WeAct Campaign	-	2,000
Resource Point	-	600
	<u>123,070</u>	<u>96,390</u>

13. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	€	€
Trade creditors	42,004	34,445
Accruals	48,596	50,647
Payroll taxes	38,542	41,390
Other creditors	2,625	5,072
Staff pensions	13,071	12,462
Deferred income (Note 13.1)	282,568	357,892
	<u>427,406</u>	<u>501,908</u>

13.1 Deferred income

	2023	2022
	€	€
Membership income	146,604	171,119
Red Cross (WeAct)	56,034	-
Funding point	34,819	45,658
Shared Island - NICVA	24,936	-
Training income	12,000	11,385
Department of Rural and Community Development	7,350	82,500
Employment and Social Innovation	825	8,121
Base	-	36,937
European Union Parliament	-	2,172
	<u>282,568</u>	<u>357,892</u>

14. STATEMENT OF FUNDS

Statement of funds - current year

	Balance at 1 January 2023	Income	Expenditure	Balance at 31 December 2023
	€	€	€	€
Unrestricted funds				
General Funds	927,895	829,787	(777,805)	979,877
Designated Funds	29,780	-	(7,544)	22,236
	957,675	829,787	(785,349)	1,002,113
Restricted funds				
Restricted Funds - all funds	98,851	2,149,982	(2,178,613)	70,220
Total of funds	1,056,526	2,979,769	(2,963,962)	1,072,333

- Restricted reserves of €70,220 (2022 : €98,851) is comprised of three programmes: WeAct Campaign; Charity Impact Awards and the Shared Island Programme all of which carry over restricted income to be spent in 2024.
- Designated reserves of €29,780 are designated by the Board to be used for a systems & process review and enhancement being carried out in 2024.
- As part of our multi-year strategic plan we review the reserves policy of The Wheel to ensure it is prudently aligned with the significant growth in membership, training and support programmes in recent years and further planned growth in the years ahead.
- The level of reserves is reviewed by the Board annually and the most recent review recommended a target range of €782,000 to €1,173,000 The unrestricted reserves (including designated) at 31 December 2023 of €1,002,113 are within this desired band.

Statement of funds - prior year

	Balance at 1 January 2022	Income	Expenditure	Balance at 31 December 2022
	€	€	€	€
Unrestricted funds				
Designated Funds	50,000	-	(20,220)	29,780
General funds				
General Funds	858,648	701,322	(632,075)	927,895
Total Unrestricted funds	908,648	701,322	(652,295)	957,675
Restricted funds				
Restricted Funds	128,327	2,093,650	(2,123,126)	98,851
Total of funds	1,036,975	2,794,972	(2,775,421)	1,056,526

15. SUMMARY OF FUNDS

Summary of funds - current year

	Balance at 1 January 2022 €	Income €	Expenditure €	Balance at 31 December 2022 €
General funds	957,675	829,787	(785,349)	1,002,113
Restricted funds	98,851	2,149,982	(2,178,613)	70,220
	1,056,526	2,979,769	(2,963,962)	1,072,333

Summary of funds - prior year

	Balance at 1 January 2022 €	Income €	Expenditure €	Balance at 31 December 2022 €
Designated funds	50,000	-	(20,220)	29,780
General funds	858,648	701,322	(632,075)	927,895
Restricted funds	128,327	2,093,650	(2,123,126)	98,851
	1,036,975	2,794,972	(2,775,421)	1,056,526

16. ANALYSIS OF NET ASSETS BETWEEN FUNDS

Analysis of net assets between funds - current year

	Restricted funds 2023 €	Unrestricted funds 2023 €	Total funds 2023 €
Tangible fixed assets	-	24,981	24,981
Current assets	70,220	1,404,538	1,474,758
Creditors due within one year	-	(427,406)	(427,406)
Total		1,002,113	1,072,333

Analysis of net assets between funds - prior year

	Restricted funds 2023 €	Unrestricted funds 2023 €	Total funds 2023 €
Tangible fixed assets	-	38,540	38,540
Current assets	98,851	1,421,043	1,519,894
Creditors due within one year	-	(501,908)	(501,908)
Total	98,851	957,675	1,056,526

17. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
	€	€
Net income for the year (as per Statement of Financial Activities)	15,807	19,551
Adjustments for:		
Depreciation of property, plant and equipment	13,559	13,925
(Increase) in debtors	(25,808)	(5,629)
(Decrease)/increase in creditors	(74,502)	3,717
Net cash provided by/(used in) operating activities	<u>(70,944)</u>	<u>31,564</u>

18. ANALYSIS OF CASH AND CASH EQUIVALENTS

	2023	2022
	€	€
Cash and bank balances	1,341,750	1,412,694
Total cash and cash equivalents	<u>1,341,750</u>	<u>1,412,694</u>

19. ANALYSIS OF CHANGES IN NET DEBT

	At 1 January 2023	Cash flows	At 31 December 2023
	€	€	€
Cash at bank and in hand	1,412,694	(70,944)	1,341,750
	<u>1,412,694</u>	<u>(70,944)</u>	<u>1,341,750</u>

20. STATUS

Every member of the charity undertakes to contribute to the assets of the charity in the event of its being wound up while they are members or within one year thereafter for the payment of the debts and liabilities of the charity contracted before they ceased to be members and the costs, charges and expenses of winding up and for the adjustment of the rights of the contributors among themselves such amount as may be required, not exceeding €2.

21. CONTINGENT LIABILITIES

The charity had no contingent liabilities at the reporting date.

22. RELATED PARTY TRANSACTIONS

Except for key management, which are deemed to be related parties under company law, there were no transactions with related parties in 2023.

23. CAPITAL COMMITMENTS

There were no capital commitments as at the date of the Statement of Financial Position.

24. GRANTS FROM POBAL

During the year we received support through the following programmes, sponsored by the Department of Rural and Community Development.

Scheme to Support National Organisations (SSNO)

The funding has been received from the “Scheme to Support National Organisations” (SSNO) programme. The current funding is for a three year period from July 2022 to June 2025. The funding has been used to support salary costs of the organisation. The total agreed funding for the three-year periods amount to €272,303 respectively. The relevant amounts for 2023 are set out below.

	2023	2022
	€	€
Pobal SSNO		
Income Received - Current Tranche	90,767	89,963
Expenditure Incurred		
Salary Costs	(90,767)	(89,963)
Surplus/Deficit	<u>-</u>	<u>-</u>

25. PENSION CONTRIBUTION

All employees are eligible to join the company’s defined contribution scheme. The scheme and its assets are held separately from those of the company. The employer contributions for the year were €70,753 (2022: €70,855).

26. POST BALANCE SHEET EVENTS

There were no significant events which affected the Charity since year end.

27. APPROVAL OF FINANCIAL STATEMENTS

The Board of Trustees approved these financial Statements on 30 April 2024

**SUPPLEMENTARY
INFORMATION NOT
FORMING PART OF THE
FINANCIAL STATEMENTS**

for the year ended 31 December 2023

DETAILED INCOME AND EXPENDITURE ACCOUNT

for the years ending 31 December 2023 and 2022

	2023	2022
	€	€
Income:		
National Training Fund Membership	1,140,000	1,140,000
Income	365,046	312,301
Access Europe	244,000	244,000
Training events and contracts	175,065	129,639
Other EU funding Funding	153,329	147,684
Point	104,043	75,846
Scheme to Support National Organisations	90,767	89,963
Annual conference CCAP	76,072	60,780
(Ludgate)	75,000	-
Community and Voluntary Pillar	73,476	73,476
DRCD - Volunteering Strategy - Procurement Insurance	66,150	-
WeAct Campaign	59,444	109,000
Shared Island Programme	59,095	45,000
Eastern & Midlands Climate Action Regional Office	56,804	38,062
Public Participation Network Supports	55,843	14,113
Sponsorship and other income	49,226	121,179
Commissioned income	45,000	76,510
National Rural Network	37,096	-
Solas Adult Literacy	34,399	109,200
Creative Climate Action	16,000	-
Resource Point	3,914	3,219
Charity Impact Awards	-	5,000
Total income	2,979,769	2,794,972
Less total expenditure	(2,963,962)	(2,775,421)
Net income	15,807	19,551

The supplementary information does not form part of the audited financial statements.

DETAILED EXPENDITURE ANALYSIS

for the years ending 31 December 2023 and 2022

	2023	2022
	€	€
Expenditure:		
Salaries including ER pension and ER PRSI	1,652,506	1,615,397
Subcontractors	72,619	39,671
Third party suppliers	414,808	261,994
Training costs	233,040	313,435
Research	77,168	62,832
Rent and facilities	72,359	55,428
Annual conference	65,167	45,989
ICT costs	63,865	58,916
Marketing and communications	53,043	23,093
Meetings and events	44,015	31,669
Maintenance, equipment and IT	41,658	30,752
Professional fees	24,407	42,654
Staff training and development	24,381	22,810
Miscellaneous	22,148	6,006
Campaign costs	18,464	47,814
Travel and expenses	16,640	18,351
Insurance and bank charges	13,979	15,801
Depreciation	13,559	13,925
Membership and subscriptions	11,409	5,843
Design and printing	8,867	11,638
Telephone	8,419	11,763
Systems and Processes Upgrades	7,544	17,220
Stationery	3,360	1,771
Charity Impact Awards	349	20,182
Postage, fulfillment and couriers	190	467
Total Expenditure	2,963,962	2,775,421

The supplementary information does not form part of the audited financial statements.





The Wheel

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www.wheel.ie

Registered Charity Number: 20040963

CHY Number: 13288

Company Number: 302282

The Wheel is Ireland's national association of charities, community groups and social enterprises.

As a representative voice, we provide leadership to the sector and we advocate on behalf of our growing community of members.

As a supportive resource, we offer advice, training and other opportunities to people working or volunteering in the sector.

