



Rotha T/A The Wheel  
(company limited by guarantee)

# DIRECTORS' REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021



Stronger Charities.  
Stronger Communities.

Company Number: 302282  
Registered Charity Number 20040963



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# DIRECTORS AND OTHER INFORMATION

## Directors

Vincent Keenan (Chairperson)  
Paul O'Sullivan (resigned 30 June 2021)  
Inez Bailey  
Sarah Benson  
Jonathan Buttner  
Aine Brady  
Mary Doyle  
Sharon Foley  
Maria Heneghan  
Karen Horgan (resigned 28 January 2022)  
Ellen Farrell (appointed 11 April 2022)  
Cherif Labreche (appointed 6 July 2021)  
Brendan O'Brien (resigned 26 September 2021)  
Felix O'Regan (appointed 11 October 2021)

## Company Secretary

Jonathan Buttner (appointed 26 September 2021)  
Brendan O'Brien (resigned 26 September 2021)

## Company Number

302282

## Registered Business Name

The Wheel

## Registered Business Number

442985

## Registered Office

The Wheel  
48 Fleet Street  
Dublin 2  
D02 T883

## Auditors

Crowe Ireland  
Chartered Accountants and Statutory Audit Firm  
40 Mespil Road  
Dublin 4  
D04 C2N4

**Bankers**

Ulster Bank  
33 College Green  
Dublin 2

Bank of Ireland  
Montrose  
Stillorgan Road  
Donnybrook  
Dublin 4

**Legal Advisors**

Mason, Hayes & Curran  
South Bank House  
Barrow St  
Dublin 4

**Registered Charity Number**

20040963

**Charity Tax Number**

CHY13288

**Chief Executive Officer**

Deirdre Garvey

# FOREWORD FROM OUR CHAIRPERSON

It gives me great pleasure to report to you, our members, on The Wheel's activities for the year ending 31 December 2021.

The Wheel is Ireland's national association of charities, community & voluntary organisations, and social enterprises. We are your representative voice and a voice for the wider sector.

2021 continued to be a very challenging year for many organisations and people with the ongoing impact of the COVID-19 pandemic upturning family, social, and working lives across the world. In early 2022, there is some renewed hope of resumption of in-person engagement with the positive impact of vaccinations and the lifting of restrictions.

COVID-19 has seriously affected charities, community organisations, and social enterprises, many of whom provide essential services to the most vulnerable in society. Over the past two years, the sector responded and became a lifeline for thousands of people. In so doing, it demonstrated the vital work and the unique reach the sector and individual organisations has throughout the country. This work has ensured that the sectors reputation has been enhanced in government circles and in society as a whole.



*Staff of The Wheel in Phoenix Park in September 2021, our first in-person meeting since the pandemic began*





*Claire McGowran, Campaigns Officer, Ivan Cooper, Director of Public Policy, Deirdre Garvey, CEO & Sarah Monaghan, Campaigns Manager at the launch of We Act in Dublin in September 2021*

During the year, we advocated on behalf of our members and the sector for continued government supports through additional funding from the Charities Stability Scheme and other mainstream supports such as the Employment Wages Subsidy Scheme and Pandemic Unemployment Payments. Our research shows that many organisations developed new ways of fundraising during 2020 and 2021, and the continued public support helped to mitigate some of the loss of income.

However, it is reasonable to expect that the reductions in income and increased costs resulting from the pandemic, including emerging inflation issues, will be with us for some time and we will continue to advocate for more supports for the sector into 2022 and beyond.

During 2021, we held almost all meetings on-line and our staff continued to work mostly from home, responding magnificently, and we were able, through their commitment and flexibility, to deliver services and support to our members.

One of the highlights of 2021 was the launching of the WeAct campaign, funded by The Community Foundation for Ireland and involving a number of sector-representative organisations ([www.weact.ie](http://www.weact.ie)). The campaign highlights the positive influence the community, voluntary and charity sector has on society. With additional funding from the Department of Rural and Community Development, it will continue into 2022, and we hope beyond 2022.

I am delighted to report that our membership numbers grew again during 2021 to 2,028 members, an additional 199 members (10.9% growth in 2021). Reaching 2000 members was a significant milestone and we were delighted to welcome the Royal Dublin Society as our 2,000th member.

Our membership continues to reflect the diversity of the sector: large and small, national, local and international, those with income derived from donations only to social enterprises trading successfully in the open market. At 31 December 2021, 337 member organisations had an annual income of over €1m (2020: 322), while 808 (2020: 685) had an income of less than €75,000 (see membership breakdown on page 14). We continue to offer free membership to organisations with income of less than €25,000 per annum and we believe this allows smaller organisations, often volunteer-led, to focus on their core objectives, knowing their membership is secure.

2021 was to be the first year of our new strategy but in 2020, due to the impact of the pandemic, we extended our existing strategy for a further year to end 2021. In Spring 2021, we recommenced the development of a new strategic plan for the organisation and our new 5-year strategy (2022 - 2026) was approved by the Board in December 2021 following consultation with the members and will be presented to our membership in Spring 2022.

Our mission continues to be to strengthen the community and voluntary sector's capacity by:

- Representing the shared interests of charities, social enterprises and community & voluntary organisations;
- Supporting these organisations to do their work; and
- Promoting the importance of active citizenship.

### **2021 Highlights**

Despite the ongoing impact of COVID-19, we advanced our strategic objectives during the year. The highlights include:

*Growing* membership to over 2,000 for the first time in the organisation's history. Effective advocacy is achieved with our members' support and engagement. This enables credible and authoritative representation supported with knowledgeable, professional service delivery.

*Collaborating* successfully with a wide range of partners to influence policy and deliver programmes and services. Key among these were the launch of the WeAct campaign; our wide range of national and EU-funded programmes; and our various engagements with the Department of Rural and Community Development, Department of Health, and the Charities Regulator - many of which were particularly crucial as responses to COVID-19.

*Representing* our members and sector on the Department of Health's Health Dialogue Forum. This is an outcome from the report of the Independent Review Group (IRG) in 2019 and the implementation phase will be critical for the wide range of essential health and social care services delivered by The Wheel's members and the wider sector.

### **Governance and Risk**

The Wheel's Board of Directors is very mindful of its governance responsibilities and its obligation to ensure the organisation's financial future. Like many other organisations, we continued to conduct the majority of our meetings online and our ongoing work-plans. We reviewed and completed our confirmation of compliance with the Charities Governance Code during the year, 2021 being the first year of compliance with this new code filed as part of our annual return.



The organisation's finances and activities are described in detail later in this report.

We conducted the annual review of our reserves policy to ensure it continues to be prudently aligned with the significant growth in membership, training and support programmes in recent years and further planned growth in the years ahead. The range for our unrestricted reserves has been updated to a range from €780,000 - €975,000 and we are pleased to report that our unrestricted reserves at 31 December 2021 (€858,648) are within this desired range. We have also nominated a designated reserve of €50,000 at 31 December 2021 to facilitate a planned systems and process review to take place in 2022 and ensure we have up-to-date systems and integration for future growth.

The much needed strengthening of The Wheel's financial position during 2020 and 2021 is welcome and should ensure we have adequate financial buffers in place to face into the significant economic challenges that no doubt lie ahead. It will allow us to continue to provide much needed support and services to our members and the sector.

2021 is my first year as chair of The Wheel's board and I would like to express my thanks to my predecessor, Paul O'Sullivan, who stepped down during the year. I would like to acknowledge the contributions of Brendan O'Brien and Karen Horgan, who both stepped down from the board recently. Likewise, I'd also like to welcome Cherif Labreche and Felix O'Regan who joined the board in 2021. I would like to thank my fellow board and sub-committee members for their commitment and support - their time, interest and expertise is invaluable.

On your behalf and on behalf of the board, I wish to record our sincere appreciation to Deirdre Garvey, our CEO, and all of The Wheel staff for their work during 2021. Amazing teamwork continued to be in evidence despite being physically remote. Everyone, whatever their role, has pulled together and stepped up to do whatever it takes on behalf of you, our members, that they are proud to serve.

I would also like to thank all of our members, funders, supporters, and those we collaborate with for their ongoing support, encouragement, and commitment during 2021.

Finally, I would like to sincerely wish our members continued success in their endeavours and all the best for 2022 and beyond.



**Vincent Keenan**  
**Chairperson**

# DIRECTORS' REPORT

*The Directors are pleased to present their report and the audited financial statements for the year ending 31 December 2021.*

## 1. Summary of the Wheel's objectives and principal activities



### *The Wheel's charitable purpose*

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, The Wheel's focus is on public benefit, and the voluntary Board of Directors 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.

As part of the development of our strategic plan **Stronger Charities, Stronger Communities (2017 – 2020)**, the board made a commitment to lead The Wheel – on behalf of its members – according to the beliefs and values set out under the table below. Following the onset of the Covid-19 pandemic in early 2020, the organisation made the decision to extend the strategy for a further year in order to focus our efforts on supporting our members through this highly challenging period. A new 5-year Strategy (2022 – 2026) was approved by the Board in December 2021 and will be ratified and launched in early 2022.

Our strategy to end-2021 adopted six overarching strategic objectives under four themes as follows:

| THEME                   | STRATEGIC OBJECTIVE   |
|-------------------------|---|
| REPRESENTING            | <ul style="list-style-type: none"><li>• Identify, communicate, and achieve public opinion and public policy change to built trust and support a thriving community, voluntary, and charity sector.</li></ul>  |
| SUPPORTING              | <ul style="list-style-type: none"><li>• Foster excellent leadership within the sector.</li><li>• Drive the continuous improvement of organisational practice within the sector.</li></ul>   |
| ACTIVE CITIZENSHIP      | <ul style="list-style-type: none"><li>• Demonstrate the important benefits and value of participation in community and civic life and in public decision-making</li></ul>   |
| MEMBERSHIP ORGANISATION | <ul style="list-style-type: none"><li>• Built a strong, diverse, engaged and connected membership</li><li>• Ensure that The Wheel has the right structure, capacity, and human, technical, and financial resources to deliver on these strategic objectives</li></ul> |

## Beliefs and Values

Our core belief is that people, through their active participation in the work of community, voluntary, and charitable organisations, play a crucial role in improving and enriching life in Ireland.

We believe that:

- A strong, vibrant, independent, and autonomous community and voluntary sector is critical for a fair and just society and a healthy democracy.
- The societal value created by the community and voluntary sector is a unique, precious, and transformative contribution that benefits all of society.
- A healthy democracy results from a vigorous and positive interplay between representative and participative democratic processes and structures.

These core beliefs are consistent with our vision of a thriving community and voluntary sector at the heart of a fair and just Ireland, and these beliefs have shaped our values.

We value:

- Our membership for their work in creating a fair and just Ireland.
- Transparency, accountability, and high standards of practice and governance within our membership and the sector because they increase the impact of our work.
- The diversity of the community and voluntary sector and believe it is a strength.
- The community and voluntary approach because it puts people and communities first and is driven by the pursuit of the common good.

- Regulation that enhances public trust and is sensitive to the needs of the community, voluntary, and charity sector.
- Collaborative working as a way of increasing the value and impact of our work and strengthening our sector.
- Citizens' active participation in society so they can influence the decisions that affect them.
- People's freedom to organise, to be heard, and to be respected.
- We value the interdependence of people's lives and the sense of solidarity that comes from people acting together.
- A society where there is harmony and balance with nature.

## Activities

Our key ongoing activities include:

- **Public Policy and Advocacy Programme.** We represent the sector's interests to build public support and to secure the optimum legislative, policy, and regulatory environment for community and voluntary action.
- **Networking Programme.** We facilitate the building of, and support for, networks of people across the sector with common interests, and create opportunities for networking across traditional boundaries.
- **Training and Development Programme.** We make a wide range of affordable accredited and other quality training available to organisations and individuals in the sector and promote the highest standards in the paid and unpaid work that is done within the organisations in the sector.
- **Information Services Programme.** We provide an enormous range of information and advice tailored to the practical needs of people working in charities, community and voluntary organisations, and social enterprises.



## 2. Achievements and performance

2021 marked an additional and final year of our strategic plan ***Stronger Charities, Stronger Communities (2017-2020)***, ***having been extended one year further due to the onset of the Covid-19 pandemic.***

### The Context of Our Work in 2021

There were a number of significant developments in 2021 which affected charities, community and voluntary organisations, and social enterprises:

**COVID-19:** The ongoing impact of the COVID-19 pandemic did not have a significant impact on The Wheel's ability to achieve our strategic goals and to deliver our core programmes. Our investments in ICT (particularly cloud technologies), good governance, robust risk management, and a flexible and highly competent staff meant that we could continue to deliver our key work programmes. We continued providing our members with the existing range of supports and guidance, such as our COVID-19 website hub, funded by Medtronic, which made a huge amount of information available to the sector on HR-related issues during the pandemic, and, coupled with webinars and one-to-one consultations, assisted many sector organisations

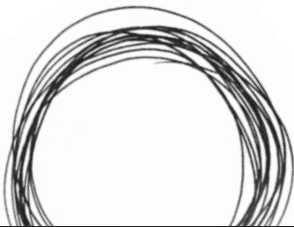
**Budget 2022:** The Wheel's A Fair Recovery Through Community pre-budget submission laid out a series of recommendations about how Government could better support the community and voluntary sector as the country moved towards the concluding phase of the COVID Crisis. The submission was supported by a campaign designed to engage and mobilise our members in innovative new ways during a period of lockdown, which meant that all engagement with members, and most of the engagement with beneficiaries, occurred online.

*TD's Neale Richmond, Gary Gannon, Malcolm Noonan, Jim O'Callaghan, Paul Donnelly and Joan Collins supporting The Wheel's Recovery Through Community campaign*

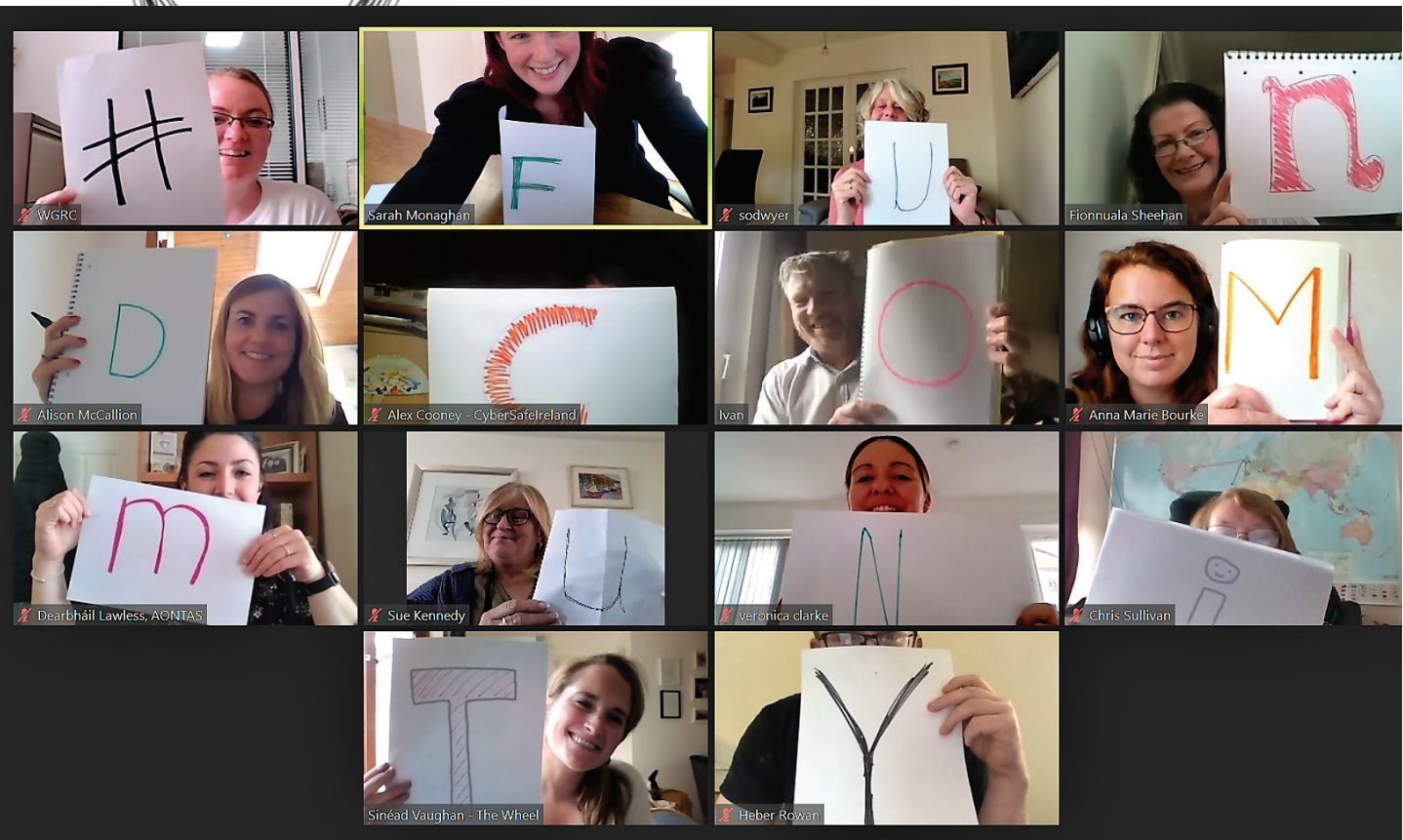


Commenting on the announcement of Budget 2022, we noted that

- Budget 2022 included a range of welcome measures to bolster community and voluntary supports and services.
- The charities and voluntary organisations delivering these services play a key role in ensuring a fair and inclusive recovery by supporting people and communities with innovative services, responding flexibly to emerging needs and focusing on vulnerable people and marginalised communities.
- The additional €35m allocated to the Department of Rural and Community Development in Budget 2022 to fund community and voluntary services and supports is very welcome
- The announcement of €105m for disability services and €35m for mental health services was a much-needed shot in the arm for services that have seen a surge in demand over the past 18 months. Voluntary service providers currently provide two-thirds of services to people with disabilities and a quarter of acute hospital services, which includes mental health services.
- We welcomed the announcement that the Employment Wage Subsidy Scheme (EWSS) will be extended to April 2022, noting, “The extension of the EWSS will greatly assist charities hit by income collapse during the crisis, who rely on the scheme, and enable such organisations to continue providing essential services and protect the most vulnerable in society.”
- We also welcomed €60m in rates relief for arts, sports and certain other organisations.
- We welcomed the €78m provided in core funding for childcare providers, noting that it will place these services on a more secure footing and will help employers to retain staff.
- We also welcomed an additional €5m allocated for the upgrade of community centres which are the hub for community life and this investment will help secure the future of many such facilities,



*Members of The Wheel launching the #FundCommunity hashtag at our pre-budget online event*



- Finally, we noted that charities and community organisations played a key part in sustaining communities during the crisis; restructured their services to deliver remotely; cut costs; redirected resources to priority areas and designed new services targeted at meeting new needs - and that the Government must now prioritise a fair economic recovery that acknowledges and resources voluntary and community-based activity for the benefit of all.

## Public Trust & Confidence and Issues Affecting Our Members

The Wheel participates in six-monthly research surveys and in December 2021, 59% of the public reported that they trust charities, a reduction from 64% at December 2020. This figure actually represents a 5% recovery on the 2021 mid-year survey, a figure likely impacted by media focus on issues of governance that arose at a national organisation. We are confident that public trust in charities will return to normal and rise throughout 2022, in particular due to our work on the We Act campaign.

The main challenges facing our members, irrespective of size or sub-sector of the broader sector, are:

- Securing sustainable funding and continued assistance with recovery from the Covid-19 crisis.
- Mainstreaming multi-annual funding and ensuring adequate funding levels for services generally remains the number one priority
- Adequate resources to support compliance and streamlining funding and compliance requirements.
- Securing additional recovery funds for 2022 and beyond.
- Ensuring charities and social enterprises can access all Covid-19 business supports.
- Increased investment in skills development for staff and volunteers who work in the nonprofit sector.
- HR challenges relating to return to workplaces and hybrid working-from-home models
- Re-engaging volunteers many of whom may have been unable to volunteer during the pandemic.
- Public opinion on the sector and the great need for a counterbalancing narrative.

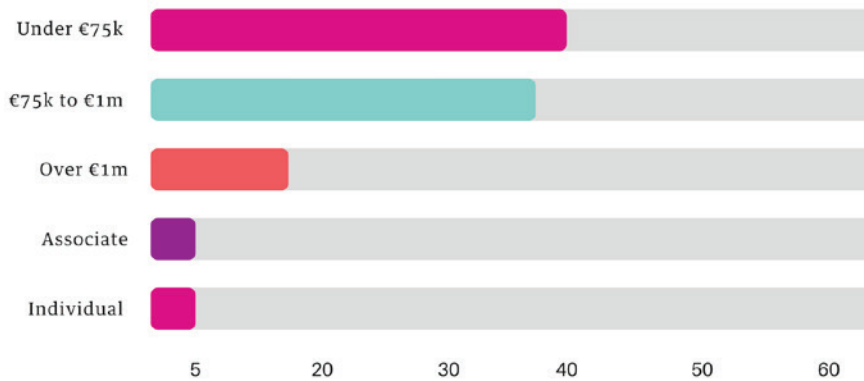
## Membership in 2021

Our total membership number increased to 2028 by 31 December 2021. Membership income, which allows us to provide as wide a range of supports as possible, grew by 5.4% – from just over €276,000 in 2020 to just over €291,000 in 2021. We were pleased to have a membership retention rate of 90% during 2021 given the continued difficulties and uncertainties faced by individual organisations and the sector and were glad to be able to continue to provide a wide range of member services and supports during the year.



In order to support the work of smaller, volunteer-only organisations, we continued with free membership for organisations with an annual income of less than €25,000 - this allowed us to grow not only smaller membership, but also membership in all categories.

### PERCENTAGE OF TOTAL MEMBERSHIP BY ANNUAL TURNOVER



We innovated with several ways of engaging with our members over the course of 2021. Specifically, we deepened our member-networks programme, we significantly ramped up our online events allowing our members from across the country to access our services more easily, and we continued the monthly-briefing for the CEOs of our larger member organisations. The last initiative started as a crisis response and support to members in March 2020 initially weekly, it is now a firm ‘first Friday’ on a monthly basis having evolved into a vital networking and information space for leaders.



## Special Programmes in 2021

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

We were pleased to receive increased funding for this programme in 2021 (€1,140,000 - up from €900,000 in 2020), allowing us to deliver more training, reach a wider group of trainees and establish new programmes to meet the needs of the sector.

- In 2021, this programme co-funded 96 training events (2020: 132) serving 9,203 trainees (2020: 8,031). The reason for the reduction in the number of events was primarily due to the fact they were unusually high in 2020 as we responded to delivering on-line supports, the number and frequency of events being streamlined in 2021.

**9,203**  
People participated in  
training events

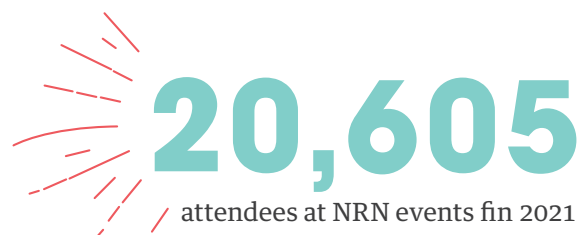


- The increased event-participation was also notable due to the ease of access through online events. This has allowed us to reach new cohorts and increase engagement with employers.
- We published a significant report for the nonprofit sector in Ireland, carried out on behalf of Carmichael and The Wheel by Sheila Cahill Consulting, and co-funded by the Department of Rural and Community Development. Consultation Report on the Support Needs of the Nonprofit Sector contains the results of new and extensive qualitative research into the training and support needs of the sector.
- Our accredited leadership programmes continued to deliver success throughout 2021, including record intakes on the Charity Law, Governance and Trusteeship Certificate, in conjunction with the Law Society of Ireland (63 participants), Leadership for Equality, in collaboration with Quality Matters and NCI, (38 participants) and we rolled out the first alumni programme for past participants in our Transformative Leadership programme, in partnership with Community Action Network (22 participants).
- In 2021, The Wheel entered into a formal stakeholder engagement relationship with ETBi/ETBs in order to further our shared agenda of supporting the upskilling needs of CV sector workers.
- We also worked with colleagues in Laois Offaly ETB and Grow Remote to pilot a Skills to Advance-funded leadership development programme with nonprofit sector people managers - Leading Remote Teams. 88 trainees took part in this programme in Q3 and Q4 of 2021.
- We were delighted to take part in, and celebrate, AONTAS Adult Learners' Festival 2021, publishing two specially commissioned blog posts on adult learning and hosting a special free webinar on graphic design attended by 358 learners.
- We launched our Learning and Innovation Member Forums in 2021, with four meetings across the year bringing member organisations together to consider their upskilling needs and the wider skills agenda for the sector.

- We launched Skills Matter, a quarterly e-bulletin focused on upskilling opportunities for nonprofit employers and workers, with a circulation of more than 5000 recipients.
- We continued to support our members’ just-in-time learning needs by publishing a free-to-access webinar channel for our most popular and relevant member webinars - our community can access these bite-size hour-long sessions whenever they need via the member section of wheel.ie.
- **Social Value Ireland** launched in January 2021. This network is a collaboration between The Wheel, Quality Matters and Whitebarn Consulting. The network is a member of Social Value International and aims to change the way Irish society accounts for value. The network has 288 members.
- The Wheel was pleased to support the development and launch of the new ten-year adult literacy, numeracy and digital literacy strategy, Adult Literacy for Life, through our participation on the Technical Advisory Committee.
- We were delighted to become a signatory of the European Commission’s Pact for Skills in 2021. This is one of the flagship actions of the European Skills Agenda and aims to support a fair and resilient recovery and foster collaborative responses to the big upskilling and reskilling challenges facing Europe.
- Since 2021, The Wheel is also an active member of a sectoral Alliance for the Social and Proximity Economy, which will work to advance the Pact for Skills agenda with the social economy sector workforce across Europe.
- In 2021, solid foundations were laid for the next phase of our leadership development programme for nonprofit leaders, with the development of The Leadership Academy, which will launch in Q2 of 2022. Alongside the development of the Academy, in 2021, The Wheel also developed a number of leadership-focused programmes in collaboration with partners Carmichael and Grow Remote, which will be rolled out across 2022.

## National Rural Network (NRN) programme

We deliver 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. The project has received a one-year extension on two occasions but will finish at the end of 2022.



The purpose of the NRN is 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. The Wheel’s role in this consortium is to provide communications (website, newsletter, and outreach) and project-management support to the project team, led by Irish Rural Link. At the end of 2021, the results of our collective work for this programme were as follows:

- Membership of the NRN grew from 8,809 members at the end of 2020 to 9,650 at the end of 2021, an increase of 9.6%.
- This growth built on the unexpected growth achieved in 2020 that was largely due to the very successful LEADER impact campaign.

- We held a major international conference to mark the 30<sup>th</sup> anniversary of LEADER (Learning from the Past, Looking to the Future) with 290 participants.
- A total of 20,605 people attended 57 (2020: 47) seminars, training events, advisory committees and awards ceremonies run by the NRN.
- We produced 48 publications, including monthly e-bulletins, quarterly newsletters, and other newsletters and information on themes related to the Rural Development Programme and on the impact of the NRN.
- We collected and disseminated 112 (2020: 56) good-practice case studies, including 72 LEADER case studies in a booklet titled 'LEADER Programme 2014-2020: Case Studies from Ireland'.
- Our followers on twitter grew from 4,614 to 4,810, an increase of 4.25% over the year.
- Our followers on Facebook grew from 4,072 to 4,679, an increase of 15.1% over the year.

## Charity Impact Awards

The Charity Impact Awards is an annual highlight in The Wheel's busy calendar. The awards were launched in 2017 to raise awareness of our sector's positive impact and to promote best practice by telling the stories of those who have dedicated their lives to good causes.

In response to the evolving COVID-19 situation, the planned in-person Charity Impact Awards ceremony, planned for December 2021, was once again moved online. The online announcements attracted a large audience of nominees and supporters, and will be followed up by an in-person celebration after the Summit in Croke Park on 1 June 2022.

The in-person event will see the presentation of the 2021 Mary Redmond Award, along with a chance to gather together and applaud the accomplishments of both the 2020 and 2021 Charity Impact Awards winners.

In 2021, over 80 organisations and individuals were nominated in five categories. The Wheel awarded €1,000 to the winning organisation in each category. Over 45,000 people voted for their favourite nominees.

## Europe for Citizens programme

The Wheel received three months of additional funding to finish out our role as National Contact Point for the Europe for Citizens programme from January - March 2021.

This saw the end of a successful five-year programme that allowed us to support Irish civil society groups to secure funding in areas such as European citizenship, rights, values, and remembrance. During our term as national contact point, Irish organisations secured 26 successfully funded projects with an overall value of €1,928,289. They also achieved a 30% success rate in their applications, placing Ireland second in Europe in terms of success, just behind Malta.

In the last three months of the programme, we supported some final applications and finished out with an event to mark the success of the programme. Our "Celebration of Europe for Citizens" event took place on Thursday, 25 February 2021 with 55 attendees and included special guest speaker, Minister of State for European Affairs, Thomas Byrne TD and various groups presenting their successful Europe for Citizens projects.



*Thomas Byrne, Minister of State for European Affairs” speaking at our Dialogue on the Future of Europe event in October 2021*

## Access Europe

In 2021, The Wheel delivered its first full year of the Access Europe programme, which commenced in October 2020. This programme, led by The Wheel and funded by the Department of Foreign Affairs, provides an EU funding support service for Irish civil society. This includes:

- Information and awareness
- Training and events
- Helpdesk support
- Network building

Through Access Europe, our expanded European Programmes Team coordinated 26 EU funding events with 1678 attendees, met with 60 organisations to provide one-to-one advice, and launched a new website featuring an EU funding guide and partnership database. This resulted in project applications with a total value of over €3 million, with €1,254,521 of funding confirmed by Dec 2021. This is an especially impressive feat given that there were significant delays in various funding streams being launched by the European Commission.

Access Europe is set to run until 2023 and so the goal now is to achieve the overall targets of supporting €12.5 million of funding and engaging new organisations, while also exploring ways to continue the programme post-2023.

## European Parliament Ambassador School Programme (EPAS)

### European Parliament Ambassador School Programme (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 aim of the programme is to increase awareness of Europe, democracy and political choice among young people across the EU.

Over the school year 2020-2021, we achieved the following:

- In collaboration with the European Parliament Liaison Office (EPLO), The Wheel delivered the EPAS programme to 50 schools all around the country, specifically transition year students. The total number of students involved in EPAS was 2,320.
- Due to the continuing restrictions on schools, we continued to host many activities online such as our school monitoring visits, of which 50 were carried out by The Wheel team over Zoom.
- We created and sent four newsletters to our registered teachers, and created a Facebook Private group for teachers to use to network with one another and share best practice.
- We hosted a six-part webinar series with MEPs Frances Fitzgerald, Barry Andrews, Maria Walsh, Billy Kelleher, Grace O'Sullivan and Deirdre Clune. These were well attended with over 600 students taking part.
- We supported teachers to deliver the programme online, providing digital resources and online training for teachers who were new to the programme.

## EU Engage

EU Engage, funded by the European Union, started on 31 December 2020 and will run until 30 June 2022. The project's overall aim is to engage Irish civil society, and by extension, the thousands of communities they represent, as active European citizens. This is to be achieved through four key activities:

- Development of a new and improved EU website
- Meet your MEP interview series
- "Engaging with Europe" session at our annual summit
- Communications campaign

In 2021, we developed a policy section on our new [accesseurope.ie](https://www.accesseurope.ie) website that featured ten explainer videos on key EU policies relevant to civil society and ways for visitors to engage with the European Union on these topics, we recorded interviews with eleven of Ireland's thirteen MEPs, and disseminated all via an ambitious communications campaign. In 2022, we will continue this campaign and finish the project with an "Engaging with Europe" session at our annual summit.

## We Act Campaign

We Act is a national collaborative campaign to celebrate and elevate the work of the charity and community sector. The campaign launched in October 2021 with significant sector buy-in, following extensive public and sector consultation in developing the campaign over the previous year. The first year of the campaign is funded through the Community Foundation for Ireland RTÉ Does Comic Relief Fund. The campaign aims to break down misunderstandings about charities and community groups and put a face to the work they do, by telling stories. We Act serves as the platform to communicate those stories from across our diverse sector, to the public and the media under one united brand.



*Representatives from nonprofit organisations gathered in Dublin in October 2021 to celebrate the launch of We Act*

Key achievements in 2021 included:

- We Act established the Storytelling Series, practical communications training for the sector. 11 sessions were attended by over 2000 staff and volunteers, and the recordings were watched back over 1000 times - 98% of attendees said that the training would help them to tell stories from their organisation.
- On launch day, 20 organisations were represented at the photocall, reflecting the breath of our sector and over 600 organisations supported the campaign online, with #WeAct trending number one on Twitter.
- The social media reach for @WeActIreland in 2021 was over 4.3 million people across Facebook, Twitter and Instagram.
- The campaign secured 80 pieces of coverage in its first three months, across national and regional media with a total reach of over 7 million people.
- A national advertising rollout saw We Act posters on buses and at commuter points in main towns and cities.
- The We Act launch video has had over 100k views.
- Along with an initial €180,000 in funding from Community Foundation for Ireland RTÉ Does Comic Relief Fund, in late 2021, €65,000 in funding was secured from the Department of Rural and Community Development through the National Volunteering Strategy for use in 2022.
- 34% of The Wheel's member organisations attended a We Act event in 2021, while many more engaged with the campaign online and shared their stories.

## Foundations 4 Sector 3

Foundations 4 Sector 3 (F4S3) is an Erasmus+ funded project. The Wheel is the lead partner. We are collaborating with three European partners including Wales Council for Voluntary Action (Wales), Sivis Study Centre (Finland), and the University of Bamberg (Germany). The budget for this two-year project is €214,076.00.

The purpose of the project is to design an induction-training programme for the nonprofit community across the European third sector. F4S3 has been designed for people who have recently started working or volunteering in the sector including new entrants, recent college graduates, or those who have made a career change. The course provides participants with an understanding of how the third sector functions. The modules covered are:

- Landscape of the Third Sector
- Public Policy & Advocacy
- Professional Skills Necessary to Work in the Third Sector
- Personal Skills Necessary to Work in the Third Sector.

The programme uses a blended learning approach with both face-to-face learning and webinars. It has been developed in line with the European Qualification Framework (EQF) Level 4 and learning will be validated and certified using digital badges.

Following an intensive 2-part pilot programme, F4S3 will launch in autumn 2022.

## Diversity and Inclusion

The Governance & Nominations subgroup of The Wheel board leads on the initiative within The Wheel around equality, diversity and inclusion. A range of actions explicitly targeting diversity and inclusion have been progressed in 2021 and are noted below. In addition, many practices, attitudes and policies in our organisation also contribute to diversity and inclusion, and they are not listed.

- Unconscious Bias Training was put in place for staff, board and subgroup members in 2020. This training is planned again for early 2022 for all staff, board and subgroups, including the original training for new staff plus a refresher for those who have previously completed it
- In April 2020, the board agreed with the subgroup's recommendation that the primary way to drive this agenda forward within the organisation would be through the values and culture elements of the strategic planning process. That process has now been completed and the value of 'Inclusion' is one of four values adopted in the new strategy. Additionally, through the mechanism of the 'Implementation Plan: People' (our new HR Strategy), there is also an action to 'Develop a D&I Policy' in Quarter 2-3 2022.
- The criteria for the board and specific advice for members with regard to making nominations for, and subsequently voting on, new members for the board are reviewed annually. The 2021 board nominations process was successful in making steps towards diversity in the board's make up. This was done via specific advice and requests to members to consider diversity and inclusion in making their nominations and in casting their vote.

- We ran our annual event for International Women’s Day on 11 March 2021 online with 88 attendees. The event focused on gender equality and issues facing women, both professionally and personally.
- In conjunction with the production of the ‘Pay & Benefits’ report for nonprofit organisations, we publish and highlight a report on the gender pay gap, the most recent one being 2020 and the next one planned for early 2023.
- As part of the process to embed the new strategy into all aspects of what the organisation does and how it does it, and to pave the way for the development of a policy on ‘Diversity and Inclusion’ later in 2022, plans are in place for all staff engagement to ideate around what the four new values in our strategy might look like for The Wheel.

## The Impact of Our Work

### Context

As part of our strategic plan (2017-2020), an impact framework was developed to try to 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.

We have six strategic objectives and have measurable indicators for each, 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.

It is relatively easy for an organisation like The Wheel to measure outputs 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.

### Impact Assessment

In our framework, the following categories for impact identification and measurement have been used:

1. Contributions to knowledge.
2. Changing thinking.
3. Changing practice.
4. Leadership and influence.

During 2021, the main impact of our work in each of these categories was as follows:

#### 1. Contributions to Knowledge

- We published the Cahill Report on the training and development needs of the sector
- We briefed the Oireachtas Committee on Social Protection, Community, Rural Development and the Islands - and the committee included nine of our recommendations in its official pre-budget submission to the DRCD.
- We made our pre-budget submission to the Minister for Finance and Minister for Public Expenditure and Reform and a Submission to the National Risk Assessment exercise. We also presented a draft document on Training and Development needs of the Sector to the Assistant Secretary General in Department of Further and Higher Education, Research, Innovation and Science.





*An Taoiseach, Michéal Martin, addressing attendees at our Summit in May 2021*

## **2. Changing Thinking**

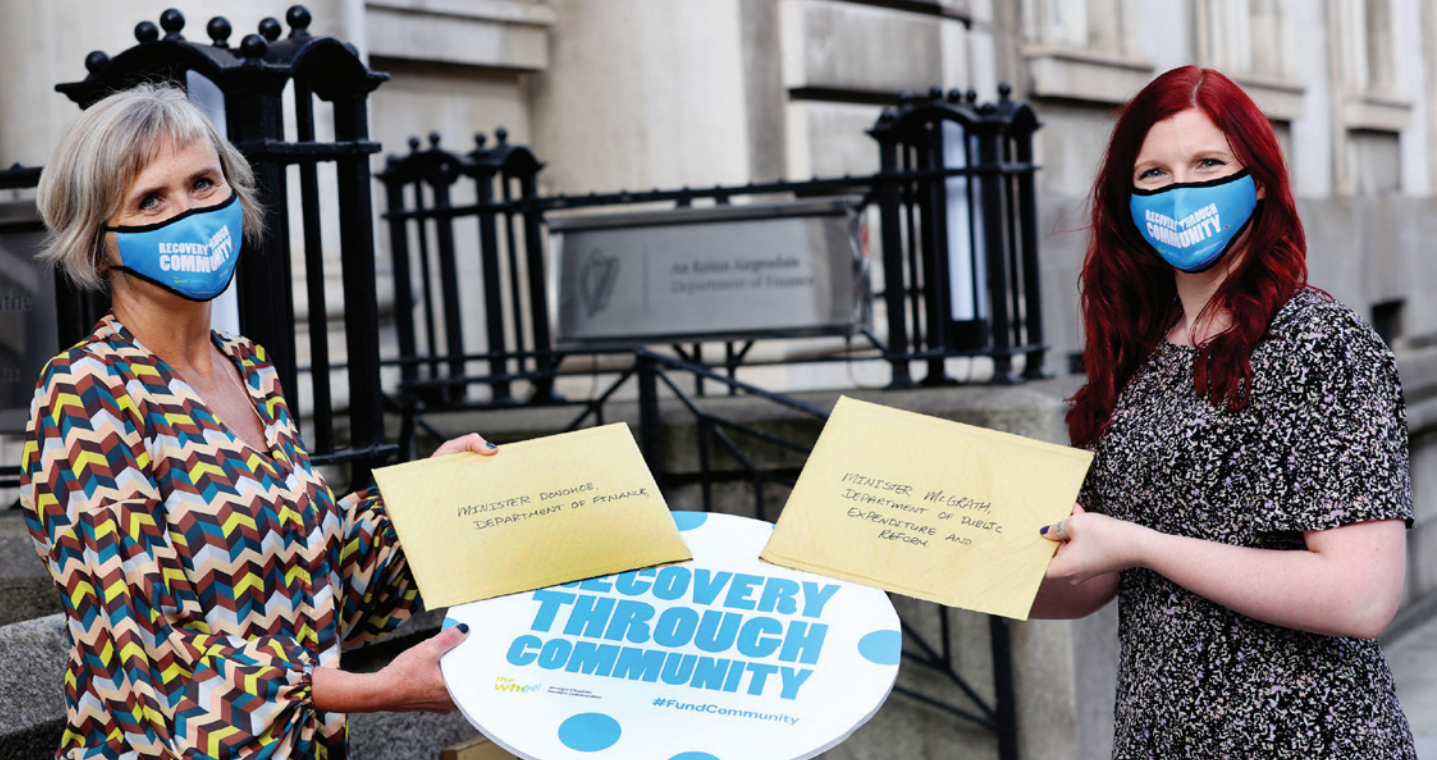
Minister Joe O'Brien acknowledged (at the launch of the Cahill Report) the contribution of the sector and the issues identified in the report and how the report would inform policymaking for the period ahead

In his contribution at our annual Summit in May 2021, An Taoiseach stated that he and the government:

- recognised the importance of the work of the sector
- congratulated the sector on the resilience it has shown during the pandemic crisis
- thanked the sector for its major efforts and hard work, especially since March 2020
- noted that he was aware that Covid restrictions have impacted fundraising and earned-income
- noted that the five-year sector strategy sets out a vision for how we will work together
- committed to listening and working together in partnership to empower thriving and inclusive communities
- noted that the sector is crucial for provision of critical services

In Budget 2022 there were a number of developments in line with our pre-budget calls including

- Increased budget for Department of Rural and Community Development
- Maintenance of the Charity VAT Compensation Scheme
- Increase in budget for Tusla services and HSE services



*Deirdre Garvey, CEO of The Wheel, and Sarah Monaghan, Campaigns Manager, launch the Budget 2021 campaign, Recovery Through Community*

### 3. Changing Practice

- The Department of the Taoiseach and the Department of Foreign Affairs have both driven the Shared Island Collaboration Hub concept and have encouraged and supported its next steps
- A significant practical achievement was securing the inclusion of the Charity Shops in a new scheme, available to businesses, to compensate them for income lost as a result of having to close to comply with the Covid restrictions.
- One of the biggest practical achievements in 2021 was securing a Phase 2 of the Stability Fund for Charities, which we advocated for with the Department of Rural and Community Development.

### 4. Leadership and Influence

We are conscious that we need to display leadership and influence in order to retain and grow our membership and to be a trusted voice for the sector; the sector relies heavily on government policy, funding, and recognition in order to ensure sustainability and growth. Impact in this area in 2021 includes:

- Involvement through our Director of Finance as a convener of the Large Charities Strand of the Charity SORP accounting review process.
- Participation on a number of Government Department and Agency consultation and implementation groups, for example our CEO sits on the National Training Fund Advisory Group, which are essential to ensure policy development and progression.
- Invitations to contribute to Oireachtas committees as a representative voice for the sector.

In 2022 as we begin implementation of our new 5-year strategic plan (2022-2026), we plan to build on indicators and impact thinking and measurement at an early stage in this process so the relevant indicators and impact can enhance reporting in the future.

## Sources of Funding

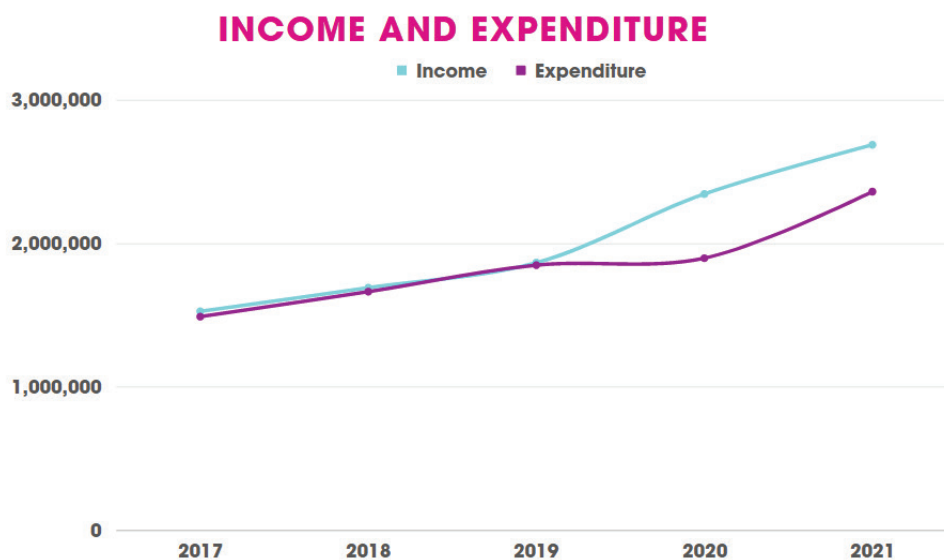
We wish to acknowledge all sources of funding essential to our work. A detailed note on all funding is set out in Note 4 on page 49 of these financial statements.

### 3. Financial review

#### Results

In 2021, Rotha (trading as The Wheel) had a total income of €2,688,826, an increase of just under 15% on the 2020 income of €2,345,864. Our expenditure was €2,361,850, an increase of just under 25% on the 2020 expenditure of €1,898,472.

The surplus generated in 2021 of €326,976, reflects a combination of additional funding and cost savings. Although expenditure was almost 25% higher than in 2020, 2020 was a low baseline and savings continued to be made on items such as reduced costs of meetings, events and travel.



The major elements of expenditure in 2021, as with previous years, were staffing 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.

The full results for the year are set out in the Statement of Financial Activities (see page 42).

#### 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 (see page 46).

During the year there were three sources of income that were fully recognised in accordance with SORP; Shared Island funding; WeAct Campaign funding and income towards our Charity Impact Awards. However as there was committed expenditure for each of these funding sources unspent at 31 December 2021, restricted reserves in the amount of €128,327 has been carried forward to 2022, where the associated expenditure will be incurred.

## Financial performance and income diversification

In 2021 both statutory and income from other public sources (EU) performed extremely strongly as did other earned income from membership, training delivery, and other projects. Membership income continued to grow and at €291,470 was approximately 5.5% higher than 2020.

### THE WHEEL'S MIX OF INCOME

| INCOME TYPE    | 2021       | %    | 2020       | %    |
|----------------|------------|------|------------|------|
| Public Funding | €1,858,879 | 69.1 | €1,781,804 | 76   |
| Earned Income  | €274,637   | 10.2 | €190,350   | 8.1  |
| Membership     | €291,470   | 10.8 | €276,404   | 11.8 |
| Other Income   | €263,840   | 9.8  | €97,303    | 4.1  |
| Total          | €2,688,826 | 100  | €2,345,864 | 100  |

The main differences between income for 2021 of €2.688m and income in 2020 of €2.345m are:

- Increase of €240,000 in National Training Fund from €900,000 to €1,140,000
- Securing of the Community Foundation for Ireland WeAct funding of €180,000
- Increase in funding from Access Europe by €163,000 from €81,000 to €244,000
- Reduction in the one-off Covid Community Outreach Programme of €100,000
- Reduction in the one-off Government Stability Funding of €273,000
- Increase in earned income from membership and training of approximately €100,000

The board notes the importance of securing income through membership and training. As it tends to be repeatable, it is a reliable source of income complimenting statutory funding and large grants. With recent systems and process enhancements, and plans to further invest in these in 2022, automation and efficiencies will assist with income generation.

In diversifying our income over the years we have also grown the cost base of The Wheel (in terms of salaries) in order to build capacity. This in turn secures additional income from services provided.

To guide developments in this area we operate within board-approved high-level principles, which allow us to continue generating funds from our activities into the future.

## Principal Funding Sources

A detailed breakdown of all sources of funding, with comparative figures for 2020, is provided on page 45.

## Financial Position at 31 December 2021

The financial position (see page 49) showed an improvement at 31 December 2021 compared to 31 December 2020. Net Current Assets increased by €315,000 from €689,000 to €1,004,000. This was mostly accounted for by an increase in Cash and Bank from €1,019,000 to €1,400,000. This in turn was a representation of the strong trading performance, including the cash received from restricted income sources of which €128,327 is represented by restricted reserves carried forward to be spent in 2022.

## Reserves Policy and Level

The Board of The Wheel has a reserves policy (see note 14 on page 54) which requires the following:

- Reserves are maintained at a level, which ensures that The Wheel's core activity could continue during a period of unforeseen difficulty.
- Sufficient reserves are maintained to underpin growth and commitments as programmes are delivered.
- A proportion of reserves are maintained in a readily realisable form.

This takes into account:

- Risks associated with income and expenditure being different from that budgeted.
- Planned activity level and potential opportunities.
- The organisation's contractual commitments.
- The cost associated with potentially having to make staff redundant in an emergency situation.

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

- In 2019, the board began preparation for a new multi-year strategic plan for The Wheel. This work included a review of the reserves policy to ensure it was prudently aligned with the significant growth in membership and training and support programmes in recent years and further planned growth in the years ahead.
- The reserves policy is reviewed annually and the most recent review recommended a target range in unrestricted reserves of between €780,000 to €975,000.
- The surplus generated in 2021 of €326,976 is comprised of €43,132 in restricted surplus and €283,844 in unrestricted surplus. The Unrestricted reserves at 31 December 2021 now stand at €908,648, which is within the range determined by our updated reserves policy. Of this figure, the Board decided to designate €50,000 of reserves for planned enhancement of processes and systems in 2022. This strengthening of The Wheel's financial position is welcome and should ensure we have adequate financial buffers in place to face into the significant economic challenges that no doubt 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 €50,000 and the Restricted Reserves of €128,327 will both be spent in 2022.

## Pension

All employees are entitled to join the Company defined contribution pension scheme, which is with New Ireland. LHK Financial are the independent pension advisers and General Investment Trust Limited are the independent trustees of the Plan and the directors are satisfied that the trusteeship arrangements for the scheme meet all legal requirements and recommendations. During 2021, an annual review took place with the independent adviser to the Plan and it was confirmed that all administrative requirements and operations are being satisfactorily discharged.

## Going Concern

The Wheel made a surplus of €326,976 during 2021, has net current assets of €1,003,689 and total net assets of €1,036,975 at the year-end. Of this figure, €908,648 is reported as unrestricted reserves.

In our last two reports, we acknowledged the uncertainty caused by the Covid-19 pandemic throughout the world and the potential impact on economic activity including uncertainty relating to The Wheel's income and ability to deliver programmes.

We are hopeful now that restrictions are easing and we are developing a hybrid working policy that will hopefully see staff and member-focused events return to a blend of remote and in-person. We are pleased and relieved in equal measure that we were able to continue trading successfully over the past two years and that our members and the sector were able to avail of our programmes and services.

The Directors kept a watching brief on all activities during 2020 and 2021 and have approved a budget for 2022 with a budgeted breakeven outcome. In addition to our ability to increase the unrestricted reserves over the past two years, the directors are satisfied, subject to any ongoing uncertainty and having made reasonable assumptions that The Wheel can continue to carry out its activities, continue to trade and discharge its liabilities.

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

## Auditors

In accordance with section 383(2) of the Companies Act 2014, Crowe Ireland are eligible to continue in office.

## Accounting Records

The directors 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 that carries out regular checks and upgrades and The Wheel also has cyber-liability insurance. Moving to cloud-based systems in recent years, including SharePoint in 2020 has made a huge difference to the organisation's ability to continue functioning smoothly while staff were working remotely.

## Political Donations

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

## Payment of Creditors

The directors 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 directors 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 directors of the Board of Rotha t/a The Wheel affirm that expenditure incurred in 2021 is in compliance with the statutory requirements of the Fund as provided for in section 7 of the National Training Fund Act, 2000.

## 4. Structure, governance, and management

### Directors' Responsibilities Statement

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

Irish company law requires the directors to prepare the financial statements for each financial year. Under the law, the directors 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 directors 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 directors 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 directors confirm they have complied with the above requirements when preparing the financial statements.

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

### 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 [www.wheel.ie](http://www.wheel.ie) and on the Companies Registration Office website ([www.cro.ie](http://www.cro.ie)).



## Governance Code

In November 2018, the Charities Regulator published its Code of Governance requiring charities to be fully compliant by 31 December 2020. This new code is principles-based and is similar to the Governance Code for Community, Voluntary and Charitable Organisations, with which The Wheel was compliant. During 2019, we commenced the process of compliance with the Code as it applies to larger organisations (49 sub-principles). In December 2020, the board reviewed the completed evidence template, which was reviewed again in September 2021 and were pleased to sign off on The Wheel being compliant with the code. This status of full compliance was then filed with the Charities Regulator for the first time, as part of our annual return, in October 2021.

## 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.

## Principal risks and uncertainties

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 company approved a new risk policy and register in December 2020, which is reviewed annually. The risk register is reviewed at each Finance & Audit subgroup and Board meetings, and appraised to focus on the highest or most urgent risks. The Executive team work with the Board and subgroup to deliberate on risks and put mitigating actions in place.

Our present policy identifies 8 risk categories; strategy, governance, financial management, human resources, operations, information technology, legal regulatory and compliance and reputation.

Each category has a stated appetite of high, medium or low and each identified risk within a category is measured based on its likelihood and impact, and 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

A summary of the main risks and mitigating actions are as follows:

| Risk   | Mitigation  |
|--|---|
| <p><b>Financial Management</b></p> <p>Statutory/EU Funding grants removed or lost through competitive tendering or non-compliance/contract delivery</p>        | <p>Strong internal procedures and policies in place to ensure funding requirements are met</p> <p>Processes in place to ensure funder metrics are met.</p> <p>Business Development Team focus on contract renewal and new funding opportunities</p>   |
| <p><b>Human Resources</b></p> <p>Over reliance on key roles and resultant impact should key staff leave</p>  | <p>Remuneration and other staff benefits regularly reviewed to enhance recruitment and staff retention</p> <p>Performance appraisal and staff training &amp; development systems and processes in place</p> <p>Focus on distributed leadership throughout organization to ensure sharing of key priorities and operational knowledge</p> <p>Regular strategic and operational interaction between Senior Management, CEO, Board &amp; Board Subgroups</p> |
| <p><b>Technology</b></p> <p>Cybersecurity risk due to viruses, fraud, or other external factors</p>  | <p>All systems now cloud based; laptops encrypted for use with passwords,</p> <p>Moving to 'two-factor' authentication;</p> <p>Retained external IT company who review all firewalls and safety features</p> <p>Ongoing staff training on IT &amp; Data security, and associated emerging risks and trends</p>  |
| <p><b>Financial Management</b></p> <p>General risk to business of The Wheel caused by economic uncertainties and inflation</p>                                 | <p>Comprehensive framework of budget planning and monitoring</p> <p>Regular updates and reviews of all costs and associated activities to continue while inflation remains a general risk to the economy</p> <p>Well defined reserves policy, adequate to provide buffers against economic disruption</p>   |
| <p><b>Reputational</b></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> | <p>Strategic Plan and Values in place which are monitored regularly</p> <p>Strong policies and procedures in place underpinning our internal controls</p> <p>Board work closely with Senior Management and Policy Subgroup to understand emerging issues</p> <p>Crisis Communications Policy in place</p>   |

## COVID-19 Pandemic

During 2021, some risks and uncertainties continued to be influenced as a result of the pandemic. With the fast implementation of effective remote working, continued support and delivery of programmes and contracts and new sources of funding, The Wheel continued successfully with its activities during the year.

Even with high rates of vaccination and lifting of Government restrictions in 2022, uncertainty still exists, for not only The Wheel, but also the community, voluntary, charity and social enterprise sector and the wider economy. Although the effects cannot be fully determined, the directors believe that the main risks associated with COVID-19 are as follows;

- a potential reduction in economic activity following the lifting of restrictions which may result in reduced demand for The Wheel's services
- a reduction or re-configuration of State supports for the sector from which much of The Wheel's income derives

The directors will continue to assess, measure and put mitigating actions in place for all identified risks as part of ongoing risk management

## General Governance Information

The Wheel is governed by a volunteer board of directors 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 directors are appointed by the board members. Each board member's term of office is three years, although in early 2022 through proposed amendments to our Constitution, it is proposed terms of office be extended to 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 the 'Election Rules' document which is posted on The Wheel's website and made available to all members.

During 2021 there were two vacancies from the 'elected members' cohort of the board. This resulted in a full nominations and elections process per our Election Rules. We received five eligible nominations from our full-membership organisations all of whom were deemed to have met some or all of the stated criteria and proceeded to election through the member-voting process. At the completion of that process Karen Horgan, CEO of Age & Opportunity was re-elected and Cherif Labreche, CEO of New Communities Partnership, was newly elected to the board at our Annual General Meeting on 6 July 2021.

The election took place online for the second year in a row, building on the lessons from 2020 to double voter turnout from year one. The board intends to continue with this online voting process in future elections.

## **Annual General Meeting**

The AGM was held on 6 July 2021 and, for the second year in a row, was held online due to COVID-19 restrictions. The AGM was held and discharged with the use of adequate proxies to achieve a quorum and for voting purposes. The AGM was open via a zoom link to members for observation and approximately 40 members attended via that method. Our preference is for a traditional face-to-face AGM and we hope to hold an in-person event for the 2022 AGM at which we will return to including a networking and member engagement element.

## **Governance Review**

During the year we continued to implement new processes and procedures as recommended by an independent governance review in 2019 and put in place during 2020. Key amongst these were our new annual board and sub-group workplans and processes for induction of new board and sub-group members.

In November 2021 the board and non-board sub-group members participated in an anonymous survey to gather feedback on how the board, sub-groups and overall organisation was performing from a governance perspective. The results of this survey were broadly very positive and it is intended to collate the feedback and procure an independent review of governance in 2022 thereby honouring the commitment to ensure there is an independent review every 3 - 5 years.

## **Diversity and inclusion**

The board is determined to advance The Wheel's thinking and approach to diversity and inclusion as outlined elsewhere in this report. It also arises from the independent governance review conducted in 2019 and involves exploring what diversity and inclusion means for The Wheel: its board, sub-groups, membership and staff. At a basic level, it means maximum diversity of representation, considering things such as gender, geographic representation, representation of the wide range of member organisations and the interests and the communities they serve.

In the 2021 election nomination cycle the board and governance and nominations sub-group fine-tuned the short-listing criteria that was emphasised at both the nomination stage and during the election cycle. We feel this approach was very effective and will continue to fine-tune it in the coming years.

## **Board subgroups**

The Wheel currently has five standing board subgroups: Finance & Audit, Policy, Staff & Employment, Governance and nominations, and Remuneration. During 2021, it had an additional board subgroup (Human Capital Investment subgroup) to progress an upskilling strategy for the sector.

The Remuneration Subgroup is comprised of the Chair and Vice Chair of the Board plus the Chairs of the Finance & Audit, and Staff & Employment subgroups respectively. It meets once each year and met in January 2021 to review remuneration levels in the organisation. It also oversees the pay bands outlined in The Wheel's remuneration policy to ensure they are appropriate and that staff are appropriately positioned within those bands.

All board subgroups are advisory in nature and have written terms of reference. Since 2015, a number of people from amongst the company's membership, but who are not board members, serve on the

various subgroups of the board. These subgroup structures and processes have proven to offer very valuable insights and knowledge to the deliberations of the board.

### Board and sub-group Meetings and Attendance

The table lists all Directors of The Wheel, and non-board subgroup members, who served in 2021, and the record of their attendance at board and sub-group meetings. The remuneration sub-group is not included as it met once with full attendance.

| Name                                  | Board Member | Board Meeting Attendance | Finance & Audit Subgroup | Policy Subgroup | Staff & Employment Subgroup | Governance & Nominations Subgroup | Human Capital Investment |
|---------------------------------------|--------------|--------------------------|--------------------------|-----------------|-----------------------------|-----------------------------------|--------------------------|
| <b>Board Members</b>                  |              |                          |                          |                 |                             |                                   |                          |
| Inez Bailey                           | Yes          | 8/8                      |                          | 3/3*            |                             | 4/5*                              | 1/1                      |
| Sarah Benson                          | Yes          | 7/8                      |                          | 1/3             |                             |                                   |                          |
| Aine Brady                            | Yes          | 8/8                      |                          | 2/3             |                             | 1/1                               |                          |
| Jonathan Buttner                      | Yes          | 8/8                      | 5/5*                     |                 |                             |                                   |                          |
| Mary Doyle                            | Yes          | 8/8                      |                          | 1/1             |                             |                                   | 1/1*                     |
| Sharon Foley                          | Yes          | 8/8                      |                          |                 | 4/4                         |                                   |                          |
| Maria Heneghan                        | Yes          | 8/8                      |                          | 2/3             |                             |                                   |                          |
| Karen Horgan                          | Yes          | 7/8                      |                          |                 | 4/4*                        | 4/5                               |                          |
| Vincent Keenan                        | Yes          | 7/8*                     | 1/1                      | 2/3             | 2/2                         | 5/5                               |                          |
| Cherif Labreche                       | Yes          | 1/3                      |                          |                 |                             |                                   |                          |
| Brendan O'Brien                       | Yes          | 4/4                      | 4/4*                     |                 |                             | 4/4                               |                          |
| Felix O'Regan                         | Yes          | 2/2                      |                          |                 |                             |                                   |                          |
| Paul O'Sullivan                       | Yes          | 3/4*                     |                          | 2/2             |                             | 3/3                               |                          |
| <b>Sub Committee External Members</b> |              |                          |                          |                 |                             |                                   |                          |
| Austin O'Sullivan                     | No           |                          |                          | 2/3             |                             |                                   |                          |
| Bernadette Gray                       | No           |                          | 5/5                      |                 |                             |                                   |                          |
| Brenda Hawkshaw                       | No           |                          | 3/5                      |                 |                             |                                   |                          |
| Carol Conway                          | No           |                          |                          |                 |                             | 3/5                               |                          |
| Demot McCarty                         | No           |                          |                          | 0/1             |                             |                                   |                          |
| Denis Leamy                           | No           |                          |                          |                 |                             |                                   | 1/1                      |
| Emer ni Bhradiagh                     | No           |                          |                          |                 |                             |                                   | 1/1                      |
| Enda Doherty                          | No           |                          |                          |                 | 3/4                         |                                   |                          |
| Martin Craul                          | No           |                          | 5/5                      |                 |                             |                                   |                          |
| Mary Cunningham                       | No           |                          |                          | 0/3             |                             | 2/5                               |                          |
| Nina Arwitz                           | No           |                          |                          | 0/2             |                             |                                   |                          |
| Oonagh Buckley                        | No           |                          |                          |                 | 3/4                         |                                   |                          |
| Suzanne Keating                       | No           |                          |                          | 1/1             |                             |                                   |                          |
| Tom Collins                           | No           |                          |                          |                 |                             |                                   | 0/1                      |
| Paul O'Sullivan                       | No           |                          |                          |                 |                             | 2/2                               |                          |
| Sharon Kennedy                        | No           |                          |                          | 0/1             |                             |                                   |                          |
| Macdare Doyle                         |              |                          |                          | 0/1             |                             |                                   |                          |

\*denotes chair

While board and subgroup members acknowledge the importance of meeting attendance, due to various personal circumstances, some board and subgroup members were unable to attend meetings in 2021. The board and individual sub-groups review attendance and chairs consult with members to ensure maximum participation.

In March 2020, due to the pandemic, board and sub-group meetings moved on-line and this assisted with maximum participation during the pandemic. This continued throughout 2021 with the exception of a September strategic planning session, which took place in a hybrid manner, with both online and in-person participants.

### **Policies and Procedures for the Induction and Training of Board Members**

All new board members receive a 'Board Induction Folder'. This contains all the information and documentation that a board member requires including: a Board Handbook, the Board-member Code of Conduct, the 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. Board members also get complete information on how The Wheel complies with its governance requirements. The following meetings are scheduled for all new board members:

- Meeting the chairperson and chairs of sub-groups;
- Meeting the senior management team;
- Individual meetings with the CEO.

A similar Process of induction is in place with relevant staff and board members for new non-board sub-group members.



## Organisational Structure and How Decisions are Made

The Wheel has a staff team based in Dublin, and headed by a Chief Executive Officer who reports directly to the board through the Chairperson. A management team of four directors report to the Chief Executive Officer, and all other staff report to members of the management team, or senior managers within the organisation.

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 Subgroup 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;
- Annual Review of Risk and Internal Control;
- Approval of new staff positions at director level; and
- Approval of changes to membership categories or rates.

Although the board of directors 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 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 directors.

## Events Since the Year End

The organisation continued to be engaged in representing the needs of members and the community, voluntary, charity and social enterprise sector and continued to adapt training and member engagement to on-line alternatives. As Covid-19 restrictions are lifted, the Directors are satisfied that the activities of The Wheel can continue during 2022 and beyond.

## Plans for Future Periods

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

At the time of approving the financial statements, the Directors have carried out a detailed review of budgeted activities, both income and expenditure, for 2022 and prepared a forecast to mid-2023. By making reasonable assumptions, we believe the main activities of The Wheel can continue with modifications to ways of working, delivering services to members, and, if necessary, by amending income & expenditure targets & budgets.

2021 was an additional ‘holding’ year of our four-year strategy, ‘**Stronger Charities, Stronger Communities**’. **During 2021**, the board re-commenced planning for a new 5-year strategy that was concluded after wide consultation with our members and the sector and was approved by the Board in December 2021. The strategy will be ratified by members in early 2022 and we plan a formal launch at our 2022 Summit.

We were delighted to learn of further increased funding from the National Training Fund for 2021. This funding from the Department of Further and Higher Education, Research, Innovation and Science, has supported skills development training provided by The Wheel since 2005. Increased funding from €900,000 in 2020 to €1,140,000 in 2021 contributed enormously to our ability to deliver more and enhanced training and skills-building to the sector.

Through our strategic and operations planning processes we will continue to identify opportunities and challenges for future periods.

By order of the board at its meeting held on **26 April 2022**



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**Vincent Keenan**

**Director**



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**Jonathan Buttner**

**Director**



# INDEPENDENT AUDITOR'S REPORT

to the Members of Rotha

for the year ended 31 December 2021

## Report on the audit of the financial statements

### Opinion

We have audited the financial statements of Rotha T/a The Wheel (the 'Company') for the year ended 31 December 2021, which comprise the Statement of Financial Activities, the Statement of Financial Position, the Statement of Cash Flows and the related notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is Irish law and Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'.

In our opinion, the accompanying financial statements:

- give a true and fair view of the assets, liabilities and financial position of the Company as at 31 December 2021 and of its net income 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 properly prepared in accordance with the requirements of the Companies Act 2014.

### Basis for opinion

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

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

### Conclusions relating to going concern

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

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

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

## **OTHER INFORMATION**

The directors are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. Our opinion on the financial statements does not cover the 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

## **OPINION ON THE OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2014**

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

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

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

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

## **MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

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

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

**RESPECTIVE RESPONSIBILITIES AND RESTRICTIONS ON USE:**

**RESPONSIBILITIES OF DIRECTORS FOR THE FINANCIAL STATEMENTS**

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

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

**AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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

A further description of our responsibilities for the audit of the financial statements is located on the IAASA's website at: [https://www.iaasa.ie/Publications/ISA 700 \(Ireland\)](https://www.iaasa.ie/Publications/ISA%20700%20(Ireland)). This description forms part of our Auditors' Report.

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

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

Signed by: Roseanna O'Hanlon

Roseanna O'Hanlon  
for and on behalf of:

*Crowe Ireland*

Chartered Accountants and Statutory Audit Firm  
40 Mespil Road,  
Dublin 4,  
D04 C2N4

Date: 3 May 2022

# STATEMENT OF FINANCIAL ACTIVITIES

(including the income and expenditure account)  
as at 31 December 2021

|                                    | Notes    | Restricted<br>Funds<br>2021<br>€ | Unrestricted<br>Funds<br>2021<br>€ | Total<br>2021<br>€ | Total<br>2020<br>€ |
|------------------------------------|----------|----------------------------------|------------------------------------|--------------------|--------------------|
| <b>Income and Endowments from:</b> |          |                                  |                                    |                    |                    |
| Charitable Activities              | 4        | 2,107,434                        | 195,591                            | 2,303,025          | 2,025,115          |
| Other trading activities           | 4        | -                                | 374,743                            | 374,743            | 306,463            |
| Donations and Legacies             | 4        | -                                | 11,058                             | 11,058             | 14,286             |
| <b>Total Income</b>                | <b>4</b> | <b>2,107,434</b>                 | <b>581,392</b>                     | <b>2,688,826</b>   | <b>2,345,864</b>   |
| <b>Expenditure on:</b>             |          |                                  |                                    |                    |                    |
| Charitable Activities              |          | 2,064,302                        | 226,721                            | 2,291,023          | 1,821,171          |
| Raising Funds                      |          | -                                | 70,827                             | 70,827             | 77,301             |
| <b>Total Expenditure</b>           | <b>5</b> | <b>2,064,302</b>                 | <b>297,548</b>                     | <b>2,361,850</b>   | <b>1,898,472</b>   |
| <b>Net Income</b>                  | <b>6</b> | <b>43,132</b>                    | <b>283,844</b>                     | <b>326,976</b>     | <b>447,392</b>     |
| <b>Reconciliation of funds</b>     |          |                                  |                                    |                    |                    |
| Total funds brought forward        | 14       | 85,195                           | 624,804                            | 709,999            | 262,607            |
| Total funds carried forward        | 14       | <b>128,327</b>                   | <b>908,648</b>                     | <b>1,036,975</b>   | <b>709,999</b>     |

The statement of financial activities has been prepared on the basis that all operations are continuing operations.

There are no recognised surpluses and deficits other than those recorded in the statement of financial activities.

The notes on pages 45 to 57 form part of these financial statements.

# STATEMENT OF FINANCIAL POSITION

as at 31 December 2021

|  | Notes | 2021<br>€ | 2020<br>€ |
|--|-------|-----------|-----------|
| <b>Non-Current Assets</b>                            |       |           |           |
| Property, Plant and Equipment                        | 10    | 33,286    | 20,903    |
| <b>Current Assets</b>                                |       |           |           |
| Receivables  | 11    | 101,571   | 175,731   |
| Cash and cash equivalents                            | 12    | 1,400,309 | 1,019,166 |
|  |       | 1,501,880 | 1,194,897 |
| <b>Payables: Amounts falling due within one year</b> | 13    | (498,191) | (505,801) |
| Net Current Assets                                   |       | 1,003,689 | 689,096   |
| <b>Total Assets less Current Liabilities</b>         |       | 1,036,975 | 709,999   |
| <b>Funds of the Organisation</b>                     |       |           |           |
| Unrestricted Funds                                   | 14    | 908,648   | 624,804   |
| Restricted Funds                                     | 14    | 128,327   | 85,195    |
| <b>Funds of the Organisation</b>                     | 14    | 1,036,975 | 709,999   |

The notes on pages 45 to 57 form part of these financial statements.

The financial statements were approved by the Board of Directors and authorised for issue on **26 April 2022**

They were signed on its behalf by:



**Vincent Keenan**  
Director



**Jonathan Buttner**  
Director

# STATEMENT OF CASH FLOWS

for the year ended 31 December 2021

|   | Notes     | 2021<br>€        | 2020<br>€ |
|---|-----------|------------------|-----------|
| <b>Cash flows from operating activities</b>                     |           |                  |           |
| Net income for the year   |           | <b>326,976</b>   | 447,392   |
| <b>Adjustments for</b>  |           |                  |           |
| Amortisation of intangible assets                               |           | <b>0</b>         | 10,568    |
| Depreciation of property, plant and equipment                   |           | <b>9,316</b>     | 5,318     |
| Decrease/(Increase) in receivables                              |           | <b>74,160</b>    | (17,948)  |
| (Decrease)/increase in payables                                 |           | <b>(7,610)</b>   | 215,842   |
| Cash generated from operating activities                        |           | <b>402,842</b>   | 661,172   |
| <b>Cash flows from investing activities</b>                     |           |                  |           |
| Payments to acquire property, plant and equipment               |           | <b>(21,699)</b>  | (17,545)  |
| Net cash used in investment activities                          |           | <b>(21,699)</b>  | (17,545)  |
| <b>Net increase in cash and cash equivalents</b>                |           | <b>381,143</b>   | 643,627   |
| <b>Cash and cash equivalents at beginning of financial year</b> |           | <b>1,019,166</b> | 375,539   |
| <b>Cash and cash equivalents at end of financial year</b>       | <b>12</b> | <b>1,400,309</b> | 1,019,166 |

# NOTES TO THE FINANCIAL STATEMENTS

for the year ended 31 December 2021

## 1. GENERAL INFORMATION

Rotha is a company limited by guarantee incorporated in the Republic of Ireland. The company operates under the name The Wheel.

## 2. ACCOUNTING POLICIES

### Basis of preparation

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 since 1 January 2015.

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 on page 48).

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

### Incoming 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.

### 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.

### **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.

### **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 |

The company's policy is to review the remaining useful economic lives and residual values of property, plant and equipment on an on-going basis and to adjust the depreciation charge to reflect the remaining estimated useful economic life and residual value.

### **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.

### **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.

### **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.



## **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.

## **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.

## **Taxation**

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

## **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.

## **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.

### **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 directors regularly review these asset lives and change them as necessary to reflect current thinking on remaining lives in light of prospective economic utilisation and physical condition of the assets concerned. Changes in asset lives can have a significant impact on depreciation and amortisation charges for the period. Detail of the useful lives is included in the accounting policies.

### **Income recognition**

In applying the income recognition principles of the Charities SORP (FRS 102), 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   | 2021             |                  |               | 2020             |                |                  |
|--|---|------------------|------------------|---------------|------------------|----------------|------------------|
|  |   | Total            | Restricted       | Unrestricted  | Total            | Restricted     | Unrestricted     |
|  |   | €                | €                | €             | €                | €              | €                |
| C&V Pillar                                 | Department Rural and Community Development (DRCD) | 73,476           | 73,476           | -             | -                | 73,476         | -                |
| SSNO                                       | Pobal   | 90,000           | 90,000           | -             | -                | 90,000         | -                |
| <b>National Training Fund</b>              | Department of Further and Higher Education        | 1,140,000        | 1,140,000        | -             | -                | 1,140,000      | -                |
| <b>Europe for Citizens</b>                 | Dept. Foreign Affairs and EU                      | 12,500           | 12,500           | -             | -                | 12,500         | -                |
| <b>National Rural Network</b>              | Dept Agriculture and Food                         | 109,000          | 109,000          | -             | -                | 109,000        | -                |
| <b>Shared Island Programme</b>             | Dept. Foreign Affairs                             | 70,000           | 70,000           | -             | -                | 70,000         | -                |
| <b>EU Schools Ambassador Prog</b>          | EU Parliament                                     | 44,660           | 44,660           | -             | -                | 44,660         | -                |
| <b>Erasmus Programme</b>                   | EU Commission                                     | 31,200           | 31,200           | -             | -                | 31,200         | -                |
| <b>Engaging Europe</b>                     | EU Parliament                                     | 29,334           | 29,334           | -             | -                | 29,334         | -                |
| <b>Social Enterprise training</b>          | Pobal and DRCD                                    | -                | -                | -             | -                | -              | -                |
| <b>Future of Europe</b>                    | EU Commission                                     | 14,709           | 14,709           | -             | -                | 14,709         | -                |
| <b>Earned income and corporate support</b> |   | 287,355          |                  | 8,491         |                  |                | 83,273           |
| <b>Membership</b>                          |   | 291,470          |                  | 291,470       |                  |                | 291,470          |
| <b>VAT Compensation Scheme</b>             | Revenue Commissioners                             | 2,567            |                  | 2,567         |                  |                | -                |
| <b>HR Supports</b>                         | Community Foundation Ireland                      | 3,000            | 3,000            | -             | -                | 3,000          | -                |
| <b>Trustee training</b>                    | Carmichael  | -                | -                | -             | -                | -              | -                |
| <b>Spark Change</b>                        | EPA   | 5,444            | 5,444            | -             | -                | 5,444          | -                |
| <b>Medtronic Covid Sector Supports</b>     | The Ireland Funds                                 | 18,269           | 18,269           | -             | -                | 18,269         | -                |
| <b>WeAct Campaign</b>                      | Community Foundation Ireland                      | 180,000          | 180,000          | -             | -                | 180,000        | -                |
| <b>Charity Impact Awards</b>               | Medtronic   | 36,842           | 36,842           | -             | -                | 36,842         | -                |
| <b>Charity Impact Awards</b>               | Dept. Rural and Community Development             | 5,000            | 5,000            |               |                  | 5,000          | 5,000            |
| <b>Community Outreach Programme</b>        | Dept. Rural and Community Development             | -                | -                |               |                  | -              | 100,759          |
| <b>Government Stability Scheme</b>         | Pobal   | -                | -                |               |                  | -              | 273,472          |
| <b>Access Europe</b>                       | Dept. Foreign Affairs                             | 244,000          | 244,000          | -             | -                | 244,000        | -                |
| <b>Total income</b>                        |   | <b>2,688,826</b> | <b>2,107,434</b> | <b>11,058</b> | <b>2,107,434</b> | <b>195,591</b> | <b>374,743</b>   |
|  |   |                  |                  |               |                  |                | <b>2,345,864</b> |

## 5. EXPENDITURE

|                                  | Charitable Activities |                | Raising Funds |               | 2021             | 2020             |
|----------------------------------|-----------------------|----------------|---------------|---------------|------------------|------------------|
|                                  | Restricted            | Unrestricted   | Restricted    | Unrestricted  | Total            | Total            |
|                                  | €                     | €              | €             | €             | €                | €                |
| Wages and salaries               | 1,114,161             | 177,067        | -             | 70,827        | 1,362,055        | 1,107,862        |
| Rent and office utilities        | 47,719                | -              | -             | -             | 47,719           | 59,732           |
| Staff training and development   | 16,931                | -              | -             | -             | 16,931           | 16,281           |
| Subscriptions                    | -                     | 4,857          | -             | -             | 4,857            | 2,684            |
| Charity Impact Awards            | 15,722                | -              | -             | -             | 15,722           | 19,726           |
| Training costs                   | 360,681               | -              | -             | -             | 360,681          | 249,425          |
| Annual conference                | 772                   | -              | -             | -             | 772              | 454              |
| Maintenance, equipment and IT    | 27,851                | -              | -             | -             | 27,851           | 19,136           |
| Stationery                       | 317                   | 70             | -             | -             | 387              | 5,310            |
| Postage, fulfilment and couriers | 2,013                 | -              | -             | -             | 2,013            | 3,334            |
| Design and printing              | 466                   | -              | -             | -             | 466              | 9,180            |
| Telephone                        | 8,972                 | -              | -             | -             | 8,972            | 9,107            |
| ICT costs                        | 41,183                | -              | -             | -             | 41,183           | 45,406           |
| Insurance and bank charges       | 15,127                | -              | -             | -             | 15,127           | 13,696           |
| Third party suppliers            | 205,684               | -              | -             | -             | 205,684          | 216,730          |
| Research                         | 45,373                | -              | -             | -             | 45,373           | 33,005           |
| Campaign costs                   | 117,583               | -              | -             | -             | 117,583          | 13,697           |
| Meetings and events              | 1,700                 | 378            | -             | -             | 2,078            | 13,832           |
| Miscellaneous                    | 2,904                 | 14,059         | -             | -             | 16,963           | 15,438           |
| Travel and expenses              | 3,548                 | 789            | -             | -             | 4,337            | 5,962            |
| Marketing and communications     | 15,410                | -              | -             | -             | 15,410           | 12,009           |
| Professional fees                | 20,185                | 20,185         | -             | -             | 40,370           | 10,580           |
| Depreciation and amortisation    | -                     | 9,316          | -             | -             | 9,316            | 15,886           |
| <b>Total expenditure</b>         | <b>2,064,302</b>      | <b>226,721</b> | <b>-</b>      | <b>70,827</b> | <b>2,361,850</b> | <b>1,898,472</b> |
|                                  |                       |                |               |               | <b>2021</b>      | 2020             |
|                                  |                       |                |               |               | €                | €                |
| Legal & professional fees        |                       |                |               |               | 30,370           | 6,275            |
| Auditors remuneration            |                       |                |               |               | 10,000           | 4,305            |
|                                  |                       |                |               |               | <b>40,370</b>    | <b>10,580</b>    |

|   |              |              |
|---|--------------|--------------|
| <b>6. NET INCOME</b>                          | <b>2021</b>  | <b>2020</b>  |
|   | €            | €            |
| <b>Net income is stated after charging:</b>   |              |              |
| Amortisation of intangible assets             | -            | 10,568       |
| Depreciation of property, plant and equipment | <b>9,316</b> | <b>5,318</b> |

## 7. EMPLOYEES AND REMUNERATION

### Number of employees

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

|                         |             |             |
|-------------------------|-------------|-------------|
|                         | <b>2021</b> | <b>2020</b> |
|                         | No.         | No.         |
| Direct & Administration | <b>24</b>   | <b>20</b>   |

5 employees earned remuneration (salaries and any benefits in kind, excluding employers pension costs) in excess of €60,000 as follows:

|                    |             |             |
|--------------------|-------------|-------------|
|                    | <b>2021</b> | <b>2020</b> |
| €60,000 - €70,000  | <b>2</b>    | <b>2</b>    |
| €70,001 - €80,000  | <b>1</b>    | <b>2</b>    |
| €80,001 - €90,000  | <b>1</b>    | <b>-</b>    |
| €90,001 - €100,000 | <b>1</b>    | <b>1</b>    |
|                    | <b>5</b>    | <b>5</b>    |

The staff costs comprise:

|                      |                  |                  |
|----------------------|------------------|------------------|
|                      | <b>2021</b>      | <b>2020</b>      |
|                      | €                | €                |
| Wages and Salaries   | <b>1,176,698</b> | 952,789          |
| Employers PRSI Costs | <b>128,599</b>   | 103,313          |
| Pension costs        | <b>56,758</b>    | 51,760           |
|                      | <b>1,362,055</b> | <b>1,107,862</b> |

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

|  |               |               |
|--|---------------|---------------|
|  | <b>2021</b>   | <b>2020</b>   |
|  | €             | €             |
| Gross salary                             | <b>92,937</b> | 91,116        |
| Benefit in Kind (income protection plan) | <b>1,244</b>  | 1,200         |
|  | <b>94,181</b> | 92,316        |
| Employers pension contribution           | <b>5,535</b>  | 5,476         |
|  | <b>99,716</b> | <b>97,792</b> |

Each year the remuneration sub-group of the board of directors' review salaries and make recommendations to the board of directors for approval. The review meeting for 2021 took place in March 2021.

### Directors Remuneration

The directors receive no remuneration and may claim out of pocket expenses.

There were no directors out of pocket expenses in 2021 (2020: €368).

## 8. KEY MANAGEMENT COMPENSATION

|                                    | 2021           | 2020    |
|------------------------------------|----------------|---------|
|                                    | €              | €       |
| Gross salaries and Benefit in Kind | <b>430,096</b> | 420,092 |
| Employers pension contribution     | <b>23,037</b>  | 22,563  |
|                                    | <b>453,133</b> | 442,655 |

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

## 9. INTANGIBLE FIXED ASSETS

|                        | Website<br>Costs<br>€ |
|------------------------|-----------------------|
| <b>Cost</b>            |                       |
| At 1 January 2021      | 58,290                |
| At 31 December 2021    | 58,290                |
| <b>Amortisation</b>    |                       |
| At 1 January 2021      | 58,290                |
| Charge for the year    | -                     |
| At 31 December 2021    | 58,290                |
| <b>Carrying Amount</b> |                       |
| At 31 December 2021    | -                     |
| At 31 December 2020    | -                     |

## 10. PROPERTY, PLANT AND EQUIPMENT

|                          | Office<br>equipment<br>€ | Computer<br>equipment<br>€ | Total<br>€ |
|--------------------------|--------------------------|----------------------------|------------|
| <b>Cost or Valuation</b> |                          |                            |            |
| At 1 January 2021        | 9,629                    | 42,895                     | 52,524     |
| Additions                | 1,708                    | 19,991                     | 21,699     |
| At 31 December 2021      | 11,337                   | 62,886                     | 74,223     |
| <b>Depreciation</b>      |                          |                            |            |
| At 1 January 2021        | 4,081                    | 27,540                     | 31,621     |
| Charge for the year      | 2,269                    | 7,047                      | 9,316      |
| At 31 December 2021      | 6,350                    | 34,587                     | 40,937     |
| <b>Carrying amount</b>   |                          |                            |            |
| At 31 December 2021      | 4,987                    | 28,299                     | 33,286     |
| At 31 December 2020      | 5,548                    | 15,355                     | 20,903     |

| <b>11. RECEIVABLES</b>                                      | <b>2021</b>      | 2020      |
|---|------------------|-----------|
|   | €                | €         |
| Accrued Income (Note 11.1)                                  | <b>91,051</b>    | 167,750   |
| Prepayments   | <b>10,520</b>    | 7,981     |
|   | <b>101,571</b>   | 175,731   |
| <hr/>   |                  |           |
| <b>11.1 Accrued Income</b>                                  | <b>2021</b>      | 2020      |
|   | €                | €         |
| Government Stability Fund                                   | -                | 85,195    |
| European programmes   | <b>10,120</b>    | 31,048    |
| National Rural Network                                      | <b>54,653</b>    | 28,213    |
| Leargas Erasmus   | 9,289            | 13,799    |
| Events, training and sponsorship                            | 16,041           | 9,495     |
| Resource Point  | 948              | -         |
|   | <b>91,051</b>    | 167,750   |
| <hr/>   |                  |           |
| <b>12 CASH AND CASH EQUIVALENTS</b>                         | <b>2021</b>      | 2020      |
|   | €                | €         |
| Cash and bank balances                                      | <b>1,400,309</b> | 1,019,166 |
| <hr/>   |                  |           |
| <b>13. PAYABLES</b>   | <b>2021</b>      | 2020      |
|   | €                | €         |
| Trade payables  | <b>56,507</b>    | 34,145    |
| Payroll taxes   | <b>35,665</b>    | 29,300    |
| Other payables  | <b>1,882</b>     | 483       |
| Amounts held on behalf of 3 <sup>rd</sup> parties (Note 18) | -                | 20,167    |
| Accruals  | <b>50,707</b>    | 34,363    |
| Deferred Income (Note 13.1)                                 | <b>353,430</b>   | 387,343   |
|   | <b>498,191</b>   | 505,801   |
| <hr/>   |                  |           |
| <b>13.1 Deferred Income</b>                                 | <b>2021</b>      | 2020      |
|   | €                | €         |
| Community foundation  | -                | 180,000   |
| Membership income   | <b>166,126</b>   | 140,360   |
| Funding point   | <b>39,713</b>    | 43,520    |
| Medtronic   | -                | 18,268    |
| Annual Conference   | -                | 5,115     |
| Training income   | <b>3,455</b>     | 80        |
| Department of Rural and Community Development               | <b>138,500</b>   | -         |
| European Union Parliament                                   | <b>5,636</b>     | -         |
|   | <b>353,430</b>   | 387,343   |
| <hr/>   |                  |           |

## 14. STATEMENT OF FUNDS

|                           | Balance at 1<br>January 2021 | Income           | Expenditure        | Transfers<br>between<br>funds | Balance at 31<br>December<br>2021 |
|---------------------------|------------------------------|------------------|--------------------|-------------------------------|-----------------------------------|
|                           | €                            | €                | €                  | €                             | €                                 |
| <b>Unrestricted funds</b> |                              |                  |                    |                               |                                   |
| General funds             | 624,804                      | 581,392          | (297,548)          | (50,000)                      | 858,648                           |
| Designated funds          | -                            | -                | -                  | 50,000                        | 50,000                            |
| Total unrestricted funds  | 624,804                      | 581,392          | (297,548)          | -                             | 908,648                           |
| <b>Restricted funds</b>   |                              |                  |                    |                               |                                   |
| Restricted funds          | 85,195                       | 2,107,434        | (2,064,302)        | -                             | 128,327                           |
| Total of funds            | <b>709,999</b>               | <b>2,688,826</b> | <b>(2,361,850)</b> | -                             | <b>1,036,975</b>                  |

- Restricted reserves of €128,327 (2020 : €85,195) 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 2022 .
- Designated reserves includes €50,000 assigned by the Board to be used for a systems and process review and enhancement to be completed in 2022 and funded out of cumulative unrestricted reserves.
- In 2019 the board began preparation for a new multi-year strategic plan for The Wheel. This work included a review of the reserves policy to ensure it was prudently aligned with the significant growth in membership, training and support programmes in recent years and further planned growth in the years ahead.
- The reserves levels are reviewed annually and the most recent review recommended an increase to a target range of €780,000 to €975,000. The unrestricted reserves at 31 December 2021 of €858,650 are within this desired band.

## 15. STATUS

Every member of the company undertakes to contribute to the assets of the company 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 company 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.

## 16. CONTINGENT LIABILITIES

The Company had no contingent liabilities at the reporting date.

## 17. RELATED PARTY TRANSACTIONS

Except for key management, which are deemed to be related parties under company law (see Note 8 on Page 52), there were no transactions with related parties in 2021.



## 18. FUNDS HELD ON BEHALF OF 3RD PARTIES

|              | 2021     | 2020          |
|--------------|----------|---------------|
|              | €        | €             |
| Like Charity | -        | 20,167        |
|              | <u>-</u> | <u>20,167</u> |

The Wheel held funds on behalf of Vodafone Ireland to enable the Like Charity mobile text donations service to provide a 100% donation function to charities. The Wheel performed this service in order to facilitate it's members to receive the maximum possible donations from members of the public who donated via their mobile phones using the Like Charity service. Every payment made to Like Charity from the funds held by The Wheel for this service was pre-approved by Vodafone prior to entering into our expenditure approval process in The Wheel. These transactions were not included in the Statement of Financial Activities. During the year The Wheel donated the amounts held on behalf of Vodafone to 2 charities.

## 19. CAPITAL COMMITMENTS

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

## 20. 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 tranche of funding is for the three year period from July 2019 - June 2022. The funding has been used to support salary costs of the organisation. The total agreed funding for the three-year period amounts to €269,158. The relevant amounts for 2021 are set out below.

| <b>Pobal SSNO</b>                 | 2021            | 2020     |
|-----------------------------------|-----------------|----------|
|                                   | €               | €        |
| Income Received - Current Tranche | <b>89,618</b>   | 90,000   |
| <b>Expenditure Incurred</b>       |                 |          |
| Salary costs                      | <b>(89,618)</b> | (90,000) |
| Surplus/Deficit                   | <u>-</u>        | <u>-</u> |

### **Dormant Account Programme Measure 1 - Training and Mentoring Supports for Social Enterprises**

This funding has been received from the Dormant Account Programme Measure 1 - Training and Mentoring Supports for Social Enterprises. The tranche of funding is for the period from January 2020- October 2020. The funding has been used to support salary costs, direct programme costs and indirect costs for the Programme. The relevant amounts are set out below.

|                             | <b>2021</b> | 2020          |
|-----------------------------|-------------|---------------|
|                             | €           | €             |
| <b>Income Received</b>      |             |               |
| Received during the year    | -           | 44,152        |
| Received after the year end | -           | 2,397         |
| <b>Total</b>                | <b>-</b>    | <b>46,549</b> |
|                             | <b>2021</b> | 2020          |
|                             | €           | €             |
| <b>Expenditure incurred</b> |             |               |
| Salary costs                | -           | 28,399        |
| Direct Programme costs      | -           | 13,918        |
| Indirect costs              | -           | 4,232         |
| <b>Total</b>                | <b>-</b>    | <b>46,549</b> |
| <b>Surplus/Deficit</b>      | <b>-</b>    | <b>-</b>      |

### **COVID-19 Stability Scheme for Community & Voluntary Organisations, Charities and Social Enterprises**

This funding has been received from the COVID-19 Stability Scheme for Community & Voluntary Organisations, Charities and Social Enterprises. The tranche of funding is for the period from January 2020- June 2021. The funding has been used to support non-salary operating costs. The total agreed funding for the period amounts to €273,472. The relevant amounts are set out below.

|                                       | <b>2021</b>   | 2020           |
|---------------------------------------|---------------|----------------|
|                                       | €             | €              |
| <b>Income Received</b>                |               |                |
| Received during the year              | <b>85,195</b> | 188,277        |
| Received after the year end           | -             | 85,195         |
| <b>Total</b>                          | <b>85,195</b> | <b>273,472</b> |
|                                       | <b>2021</b>   | 2020           |
|                                       | €             | €              |
| <b>Expenditure incurred</b>           |               |                |
| Non-salary operating costs            | <b>85,195</b> | 188,277        |
| <b>Total</b>                          | <b>85,195</b> | <b>188,277</b> |
| Surplus (restricted reserves) Note 14 | -             | 85,195         |

**21. PENSION CONTRIBUTION**

Certain employees are members of the company's defined contribution scheme. The scheme and its assets are held separately from those of the company. The pension costs for the year were €56,758 (2020: €51,760).

**22. EVENTS SINCE THE YEAR END**

There were no significant subsequent events, with the exception of the ongoing impact of the Covid-19 pandemic which the company is managing, and which commenced before the balance sheet date, that require disclosure or adjustment to the financial statements.

## Supplementary information not forming part of the financial statements

# SUPPLEMENTARY INFORMATION

for the year ended 31 December 2021

### Rotha t/a The Wheel

#### Detailed income and expenditure account

#### For the years ending 31 December 2021 and 2020

|  | 2021               | 2020        |
|--|--------------------|-------------|
|  | €                  | €           |
| <b>Income:</b>                           |                    |             |
| Community and Voluntary Pillar           | <b>73,476</b>      | 73,476      |
| Scheme to Support National Organisations | <b>90,000</b>      | 90,000      |
| National Training Fund                   | <b>1,140,000</b>   | 900,000     |
| Europe for Citizens                      | <b>12,500</b>      | 50,000      |
| Community Outreach Project               | -                  | 100,759     |
| Government stability scheme              | -                  | 273,472     |
| National Rural Network                   | <b>109,000</b>     | 129,192     |
| Commissioned income                      | <b>50,243</b>      | 46,953      |
| Access Europe                            | <b>244,000</b>     | 81,000      |
| Other EU funding                         | <b>88,703</b>      | 37,191      |
| Social Enterprise Training               | -                  | 46,714      |
| Annual conference                        | <b>5,826</b>       | -           |
| Training events and contracts            | <b>139,522</b>     | 115,739     |
| Environmental Protection Agency contract | <b>5,444</b>       | (8,265)     |
| Funding Point                            | <b>79,045</b>      | 27,658      |
| Membership income                        | <b>291,470</b>     | 276,407     |
| Sponsorship and other income             | <b>45,258</b>      | 47,331      |
| Medtronic Sector Support                 | <b>18,269</b>      | 50,339      |
| Newman's Own Funding                     | -                  | -           |
| Resource Point                           | <b>4,227</b>       | 2,398       |
| Charity Impact Awards/Better Together    | <b>41,843</b>      | 5,500       |
| Community Foundation                     | <b>180,000</b>     | -           |
| Shared Island initiative                 | <b>70,000</b>      | -           |
| Total income                             | <b>2,688,826</b>   | 2,345,864   |
| Less total expenditure                   | <b>(2,361,850)</b> | (1,898,472) |
| Net income                               | <b>326,976</b>     | 447,392     |

**Rotha t/a The Wheel**

**Detailed expenditure analysis**

**For the year ending 31 December 2021 and 2020**

|   | 2021             | 2020      |
|---|------------------|-----------|
|   | €                | €         |
| <b>Expenditure:</b>                       |                  |           |
| Salaries including ER pension and ER PRSI | <b>1,362,055</b> | 1,107,862 |
| Rent and facilities                       | <b>47,719</b>    | 59,732    |
| Staff training and development            | <b>16,931</b>    | 16,281    |
| Membership and subscriptions              | <b>4,857</b>     | 2,684     |
| Charity Impact Awards                     | <b>15,722</b>    | 19,726    |
| Training costs                            | <b>360,681</b>   | 249,425   |
| Annual conference                         | <b>772</b>       | 454       |
| Maintenance, equipment and IT             | <b>27,851</b>    | 19,136    |
| Stationery                                | <b>387</b>       | 5,310     |
| Postage, fulfilment and couriers          | <b>2,013</b>     | 3,334     |
| Design and printing                       | <b>466</b>       | 9,180     |
| Telephone                                 | <b>8,972</b>     | 9,107     |
| ICT costs                                 | <b>41,183</b>    | 45,406    |
| Insurance and bank charges                | <b>15,127</b>    | 13,696    |
| Third party suppliers                     | <b>205,684</b>   | 216,730   |
| Campaign costs                            | <b>117,583</b>   | 13,697    |
| Research                                  | <b>45,373</b>    | 33,005    |
| Meetings and events                       | <b>2,078</b>     | 13,832    |
| Miscellaneous                             | <b>16,963</b>    | 15,438    |
| Travel and expenses                       | <b>4,337</b>     | 5,962     |
| Marketing and communications              | <b>15,410</b>    | 12,009    |
| Professional fees                         | <b>40,370</b>    | 10,580    |
| Depreciation                              | <b>9,316</b>     | 5,318     |
| Amortisation                              | -                | 10,568    |
| <b>Total expenditure</b>                  | <b>2,361,850</b> | 1,898,472 |







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